

AFFIRMATIVE ACTION PROGRAM

FOR

**CT State Community College
Shoreline-West Region**

Dr. John Maduko

President, CT State Community College

Dr. John Paul Chaisson-Cardenas

VP of Diversity, Equity and Inclusion
Equal Employment Opportunity Officer

**For the Reporting Period:
October 1, 2021 - September 30, 2022**

Submitted: January 30, 2023

January 30, 2023

Tanya Hughes
Executive Director
Commission on Human Rights
450 Columbus Blvd, Suite 2
Hartford, CT 06103

Dear Executive Director Hughes:

The CT State Community College Shoreline-West Region has prepared their Affirmative Action Plan in accordance with section 46a-68 of the Connecticut General Statutes and Sections 46a-68-75 through 46a-68-114 of the Affirmative Regulations.

Affirmative Action and Equal Employment Opportunity are foundations to our higher education institutions. We firmly believe education is the gateway to undoing past practices of discrimination and building a workforce that reflects our diversity. The AA Plan is a reflection of our efforts and commitment to equal opportunity, equity, and justice.

The plan sets forth necessary goals and objectives for the region to achieve parity with relevant labor markets and will serve as a guide in our efforts to eliminate barriers in employment processes. It further asserts our commitment to prohibiting discrimination as defined by Connecticut and Federal laws and regulations.

I am committed to the future achievements of this Affirmative Action Plan and the achievement of our programs and goals set forth herein.

Sincerely,

President John Maduko
CT State Community College

Previous Affirmative Action Plan
CHRO Review



State of Connecticut
Commission on Human Rights and Opportunities

Central Office – 450 Columbus Blvd Ste 2, Hartford CT 06103

Promoting Equality and Justice for all People

SENT VIA EMAIL

April 21, 2022

Thomas G. Coley, PhD, CSCU Regional President
Connecticut State Community College Shoreline West Region
Gateway Community College
20 Church Street
New Haven, CT 06510

RE: 2022 Affirmative Action Plan - APPROVED

Dear Dr. Coley:

Pursuant to Section 46a-68(d) of the general statutes, the Commission on Human Rights and Opportunities has reviewed the proposed affirmative action plan submitted by the Connecticut State Community College Shoreline West Region on January 30, 2022. The Commission at its regular meeting on April 13, 2022 voted that the plan be **APPROVED**.

The review and analysis of the proposed affirmative action plan was performed in accordance with Section 46a-68-103 and is transmitted herewith. **THE SCHEDULED DATE FOR YOUR NEXT FILING is January 30, 2023.**

The Commission requests that the attached evaluation be thoroughly reviewed to ensure that all deficiencies, omissions, and errors identified in the Evaluation be addressed.

For technical assistance or if you have any questions you may contact Gary Madison, CHRO Trainee at 860-541-3441

Sincerely,

Tanya A. Hughes
Executive Director

Attachment

C: Kimberly Carolina, Manager of Equal Employment Opportunity
Nicholas D'Agostino, Director of Equal Employment Opportunity
Neva Elaine Vigezzi, Supervisor, Affirmative Action Unit
Gary Madison, CHRO Trainee

STATE OF CONNECTICUT
COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES
AFFIRMATIVE ACTION PLAN EXECUTIVE SUMMARY

Connecticut State Community College Shoreline West Region
(National, Statewide, and Local Labor Market Areas)

Commission Meeting Date	<u>April 13, 2022</u>
Previous A.A. Plan Status/Date	<u>Approved / April 14, 2021</u>
A.A. Plan Filing Date	<u>January 30, 2022</u>
Date A.A. Plan Received	<u>January 30, 2022</u>
90-Day Expiration Date	<u>May 1, 2022</u>
Filing Status	<u>Annual</u>
Date(s) Analyst Reviewed A.A. Plan	<u>March 1-4, 7-11, 14-17, 2022</u>
Date(s) of On-Site Review	<u>N/A</u>
Next Filing Date	<u>January 30, 2023</u>

RECOMMENDATION:

- | | |
|---|--|
| <input checked="" type="checkbox"/> Approved | <input checked="" type="checkbox"/> Retain Annual Filing |
| <input type="checkbox"/> Conditionally Approved | <input type="checkbox"/> Retain Biennial Filing Status |
| <input type="checkbox"/> Disapproved | <input type="checkbox"/> Semi-Annual Filing Status |

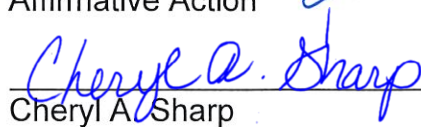


Reviewer: Gary Madison
CHRO Trainee

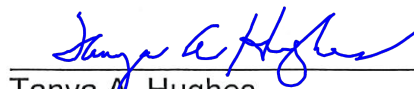
We have reviewed the summary and concur with the recommended finding.



Neva Elaine Vigezzi, Supervisor
Affirmative Action



Cheryl A. Sharp
Deputy Director



Tanya A. Hughes
Executive Director

EXECUTIVE SUMMARY OF REVIEW AND RECOMMENDATIONS

AGENCY: Connecticut State Community College Shoreline West Region

AGENCY APPOINTING AUTHORITY: Thomas G. Coley, PhD, Regional President

AFFIRMATIVE ACTION PERSON: Kimberly Carolina, Manager of Equal Employment

INTRODUCTION:

The Connecticut State Community College Shoreline West Region is located in New Haven, Norwalk, and Bridgeport. The proposed affirmative action plan covers the reporting period of October 1, 2020 through September 30, 2021 and was filed timely. The previous submission was filed timely and was approved by the Commission on April 14, 2021.

RECOMMENDATION:

That the proposed affirmative action plan for the Connecticut State Community College Shoreline West Region be APPROVED.

SECTION 46a-68-102. STANDARD OF REVIEW

- (a) To receive approved status, a plan must contain all elements required by Sections 46a-68-78 through 46a-68-94, inclusive.
- (b) Additionally, a plan shall be approved only if:
 - (1) the work force, considered as a whole and by occupational category, is in parity with the relevant labor market area; or
 - (2) the agency has met all or substantially all of its hiring, promotion and program goals during the plan period; or
 - (3) the agency has demonstrated every good faith effort to achieve such goals and despite these efforts has been unable to do so; and
 - (4) the agency has substantially addressed deficiencies noted by the Commission on Human Rights and Opportunities.

JUSTIFICATION FOR THE RECOMMENDATION:

That the Connecticut State Community College Shoreline West Region's proposed affirmative action plan be approved based on compliance with Sections 46a-68-102(a), (b)(3), and (b)(4) of the regulations. Specifically:

SECTION 46a-68-102(a)

The proposed affirmative action plan contains all elements required by Sections 46a-68-78 through 46a-68-94, inclusive.

SECTION 46a-68-102(b)(1)

The work force considered as a whole and by occupational category is not at parity with the relevant labor market area. The race/sex ratios of the agency employees are not equivalent to those generally available in the appropriate labor markets.

SECTION 46a-68-102(b)(2)

The agency has not met all or substantially all of its hiring and promotion goals. Program goals were all met (see attached charts).

An analysis of the agency's hires during the twelve-month reporting period indicates that in the areas where hires occurred the agency met:

17 out of 32 possible total goals or 53%

In addition,

6 out of 17 possible promotion goals were met or 35%

6 out of 6 possible program goals were met or 100%

SECTION 46a-68-102(b)(3)

The Connecticut State Community College Shoreline West Region has demonstrated good faith effort to achieve its goals. This is evidenced by the following personnel activity:

The Connecticut State Community College Shoreline West Region's affirmative action plan Section 46a-68-90 Goals Analysis analyzes the hiring, promotion, and program goals that were established in the prior affirmative action plan. Each goal has been separately addressed and the discussion of action taken, thereof, is detailed and complete. These explanations were thoroughly reviewed and are in compliance with the Affirmative Action Regulations.

SECTION 46a-68-102(b)(4)

The Connecticut State Community College Shoreline West Region's previous plan had no deficient elements, therefore, the agency is in compliance with the (b)(4) standard.

SECTION 46a-68-108. Letter of Commitment

The Connecticut State Community College Shoreline West Region did not have any deficiency in the prior plan, therefore, a Letter of Commitment was not required.

SUMMARY OF DEFICIENCIES / WEAKNESSES:

No section is deficient or weak in the proposed affirmative action plan.

ADDITIONAL MANDATED REPORTING

Diversity Training

Connecticut State Community College Shoreline West Region is in compliance with the Diversity Training requirements of the statute.

Contract Compliance

Gateway Community College has submitted all of the required reports, forms and correspondence regarding the Set-Aside Program.

Prior Fiscal Year: 2020 / 2021

	<u>SBE</u>	<u>MBE</u>
Goals:	---	---
Achievement:	\$305,547.00	\$29,570.00
Percentage:	---	---

Current Fiscal Year: 2021 / 2022 with 1 quarter reporting.

	<u>SBE</u>	<u>MBE</u>
Goals:	---	---
Achievement:	\$72,824.00	\$8,721.00
Percentage:	---	---

Connecticut State Community College Shoreline West Region

Contract Compliance

Norwalk Community College has submitted all of the required reports, forms and correspondence regarding the Set-Aside Program.

Prior Fiscal Year: 2020 / 2021

	<u>SBE</u>	<u>MBE</u>
Goals:	\$291,425.00	\$72,856.00
Achievement:	\$313,934.00	\$4,122.00
Percentage:	108.00%	5.70%

Current Fiscal Year: 2021 / 2022 with 1 quarter reporting.

	<u>SBE</u>	<u>MBE</u>
Goals:	\$364,853.00	\$91,213.00
Achievement:	\$55,270.00	\$726.00
Percentage:	15.00%	0.80%

Contract Compliance

Housatonic Community College has submitted all of the required reports, forms and correspondence regarding the Set-Aside Program.

Prior Fiscal Year: 2020 / 2021

	<u>SBE</u>	<u>MBE</u>
Goals:	\$1,503,202.00	\$375,925.00
Achievement:	\$169,027.00	\$83,032.00
Percentage:	11.00%	22.00%

Current Fiscal Year: 2021 / 2022 with 1 quarter reporting.

	<u>SBE</u>	<u>MBE</u>
Goals:	---	---
Achievement:	\$88,550.00	\$56,601.00
Percentage:	---	---

HIRING GOALS ANALYSIS

REPORTING PERIOD BEGINNING October 1, 2020 THROUGH September 30, 2021

OCCUPATIONAL CATEGORY	NUMBER OF GOALS	RACE/SEX	HIRES	GOAL ACHIEVEMENT
Executives EEO-4	3 2 1 1 1	WM WF HM HF AAIANHNPI-F	1 WF 1 BF	1-2
Faculty Assistant Professor EEO-2	2 2 2 1	WM BM HM HF	1 HF	1-1
Faculty Instructor EEO-2	3 2 1 1	WF BF HF AAIANHNPI-M	1 BF 1 AAIANHNPI-F 1 M (2 or more)	1-3
Professional Non-Faculty	10 10 2 2	WM WF HM AAIANHNPI-M	2 WM 10 WF 4 BM 3 BF 3 HF 1 AAIANHNPI-F	12-23
Administrative / Clerical New Haven	7 1 1	WF BM HM	1 WF	1-1
Paraprofessionals New Haven	1 1	WM WF	0	0
Service Maintenance New Haven	1 3 1 2 1	WM WF BF HF AAIANHNPI-F	0	0

** HIRING GOAL MET BY PROMOTION

*** HIRE MET A PROMOTION GOAL

HIRING GOALS ANALYSIS

REPORTING PERIOD BEGINNING October 1, 2020 THROUGH September 30, 2021

OCCUPATIONAL CATEGORY	NUMBER OF GOALS	RACE/SEX	HIRES	GOAL ACHIEVEMENT
Protective Services New Haven	1	BM	0	0
Administrative / Clerical Fairfield	1 5 1 1	WM WF HM OF	0	0
Paraprofessional Fairfield	1 3 1	WM WF BM	1 WF	1-1
Skilled Craft Worker	1	HM	0	0
Service Maintenance Fairfield	2 1 2	WF BF HF	1 BM	0-1
Protective Service Fairfield	1 1 1	WM WF BM	0	0

** HIRING GOAL MET BY PROMOTION

*** HIRE MET A PROMOTION GOAL

PROMOTION GOALS ANALYSIS

REPORTING PERIOD BEGINNING October 1, 2020 THROUGH September 30, 2021

OCCUPATIONAL CATEGORY	NUMBER OF GOALS	RACE/SEX	PROMOTIONS	GOAL ACHIEVEMENT
Faculty Professor EEO-2	15 1 4	BM BF HM	3 WM 2 WF	0-5
Faculty Associate Professor EEO-2	5 1 2 2	BF HF AAIANHNPI-M AAIANHNPI-F	4 BF 4 WM 3 WF	4-10
Faculty Assistant Professor EEO-2	2	WM	3 WM 5 WF 2 BM	2-2
Professional Non-Faculty			1 WM	0
Paraprofessionals New Haven	1	WF	0	0
Paraprofessionals Fairfield	2	WF	0	0

** HIRING GOAL MET BY PROMOTION

*** HIRE MET A PROMOTION GOAL

WORKFORCE ANALYSIS
TOTAL WORKFORCE

Form 83A

AGENCY: CSCC Shoreline West Region

REPORTING DATE:

September 30, 2021

OCCUPATIONAL CATEGORY/ JOB TITLE	GRAND Total	TOTAL		WHITE		BLACK		HISPANIC		AAIANHPI		TWO or MORE	
		M	F	M	F	M	F	M	F	M	F	M	F
Executive/Managerial	27	11	16	5	10	4	6	1	0	1	0	0	0
%TOTAL	100.0%	40.7%	59.3%	18.5%	37.0%	14.8%	22.2%	3.7%	0.0%	3.7%	0.0%	0.0%	0.0%
Faculty	245	109	136	88	111	11	13	4	5	5	7	1	0
%TOTAL	100.0%	44.5%	55.5%	35.9%	45.3%	4.5%	5.3%	1.6%	2.0%	2.0%	2.9%	0.4%	0.0%
Professional	205	63	142	39	72	16	32	6	24	2	14	0	0
%TOTAL	100.0%	30.7%	69.3%	19.0%	35.1%	7.8%	15.6%	2.9%	11.7%	1.0%	6.8%	0.0%	0.0%
Tech/Paraprofessional	19	1	18	0	5	0	5	1	6	0	2	0	0
%TOTAL	100.0%	5.3%	94.7%	0.0%	26.3%	0.0%	26.3%	5.3%	31.6%	0.0%	10.5%	0.0%	0.0%
Secretarial/Clerical	49	4	45	2	24	2	13	0	8	0	0	0	0
%TOTAL	100.0%	8.2%	91.8%	4.1%	49.0%	4.1%	26.5%	0.0%	16.3%	0.0%	0.0%	0.0%	0.0%
Skilled Craft	5	5	0	5	0	0	0	0	0	0	0	0	0
%TOTAL	100.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenance	32	29	3	11	0	10	0	8	2	0	1	0	0
%TOTAL	100.0%	90.6%	9.4%	34.4%	0.0%	31.3%	0.0%	25.0%	6.3%	0.0%	3.1%	0.0%	0.0%
Protective Service	7	5	2	3	0	0	1	2	1	0	0	0	0
%TOTAL	100.0%	71.4%	28.6%	42.9%	0.0%	0.0%	14.3%	28.6%	14.3%	0.0%	0.0%	0.0%	0.0%
TOTAL	589	227	362	153	222	43	70	22	46	8	24	1	0
%TOTAL	100.0%	38.5%	61.5%	26.0%	37.7%	7.3%	11.9%	3.7%	7.8%	1.4%	4.1%	0.2%	0.0%

FIVE YEAR HISTORY

Connecticut State Community College Shoreline West Region

FILING DATE	COMMISSION MEETING DATE	STAFF RECOMMENDATION	COMMISSION VOTE
01/30/2021*	04/14/2021	Approved	Approved

*First Filing



PROPOSED AFFIRMATIVE ACTION PLAN

Connecticut State Community College Shoreline West Region
AGENCY

REVIEW AND ANALYSIS: A COMPARATIVE EVALUATION

INTRODUCTION

SECTION 46a-68-102. STANDARD OF REVIEW

- (a) To receive approved status, a plan must contain all elements required by Sections 46a-68-78 through 46a-68-94, inclusive.
- (b) Additionally, a plan shall be approved only if:
 - (1) the work force, considered as a whole and by occupational category, is in parity; or
 - (2) the agency has met all or substantially all of its hiring, promotion and program goals during the reporting period; or
 - (3) the agency has demonstrated every good faith effort to achieve such goals and, despite these efforts, has been unable to do so; and
 - (4) the agency has substantially addressed deficiencies noted by the Commission on Human Rights and Opportunities.

SECTION 46a-68-103. PLAN REVIEW AND ANALYSIS

As part of the review process, a written evaluation of the plan shall be prepared by Commission on Human Rights and Opportunities staff. Such evaluation shall:

1. assess the degree of procedural compliance with Regulations of CT State Agencies
2. identify and comment upon the deficiencies and weaknesses of the plan;
3. appraise the performance and effort of the agency in meeting its goals;
4. evaluate the effectiveness of the affirmative action program; and
5. suggest remedial action in addition to or in lieu of that proposed in the plan to achieve a balanced workforce and eliminate discriminatory practices.

SECTION 46a-68-78. Policy Statement

PREVIOUS SUBMISSION:

This section was in compliance in the prior filing.

PRESENT SUBMISSION:

This section is _____ Deficient _____ Weak X In Compliance

SECTION 46a-68-79. Internal Communication

PREVIOUS SUBMISSION:

This section was in compliance in the prior filing.

PRESENT SUBMISSION:

This section is _____ Deficient _____ Weak X In Compliance

SECTION 46a-68-80. External Communication and Recruitment Strategies

PREVIOUS SUBMISSION:

This section was in compliance in the prior filing.

PRESENT SUBMISSION:

This section is _____ Deficient _____ Weak X In Compliance

PROPOSALS/RECOMMENDATIONS:

Gateway Community College did not state goals for SBE/MBE in prior fiscal year 2020-2021 and current fiscal year 2021-2022. Therefore achievement against goals could not be determined.

Housatonic Community College did not state goals for SBE/MBE for current fiscal year 2021-2022. Therefore achievement against goals could not be determined.

Please provide all relevant quarters in future filings. Future quarter reporting forms should also provide both goals and achievement to accurately measure progress against goals.

SECTION 46a-68-81. Assignment of Responsibility and Monitoring

PREVIOUS SUBMISSION:

This section was in compliance in the prior filing.

PRESENT SUBMISSION:

This section is _____ Deficient _____ Weak In Compliance

SECTION 46a-68-82. Organizational Analysis

PREVIOUS SUBMISSION:

This section was in compliance in the prior filing.

PRESENT SUBMISSION:

This section is _____ Deficient _____ Weak In Compliance

SECTION 46a-68-83. Work Force Analysis

PREVIOUS SUBMISSION:

This section was in compliance in the prior filing.

PRESENT SUBMISSION:

This section is _____ Deficient _____ Weak In Compliance

SECTION 46a-68-84. Availability Analysis

PREVIOUS SUBMISSION:

This section was in compliance in the prior filing.

PRESENT SUBMISSION:

This section is _____ Deficient _____ Weak In Compliance

SECTION 46a-68-85. Utilization Analysis and Hiring and Promotion Goals

PREVIOUS SUBMISSION:

This section was in compliance in the prior filing.

PRESENT SUBMISSION:

This section is _____ Deficient _____ Weak X In Compliance

SECTION 46a-68-86. Employment Analyses

PREVIOUS SUBMISSION:

This section was in compliance in the prior filing.

PRESENT SUBMISSION:

This section is _____ Deficient _____ Weak X In Compliance

SECTION 46a-68-87. Identification of Problem Areas

PREVIOUS SUBMISSION:

This section was in compliance in the prior filing.

PRESENT SUBMISSION:

This section is _____ Deficient _____ Weak X In Compliance

SECTION 46a-68-88. Program Goals

PREVIOUS SUBMISSION:

This section was in compliance in the prior filing.

PRESENT SUBMISSION:

This section is _____ Deficient _____ Weak X In Compliance

SECTION 46a-68-89. Discrimination Complaint Process

PREVIOUS SUBMISSION:

This section was in compliance in the prior filing.

PRESENT SUBMISSION:

This section is _____ Deficient _____ Weak In Compliance

SECTION 46a-68-90. Goals Analysis

PREVIOUS SUBMISSION:

This section was in compliance in the prior filing.

PRESENT SUBMISSION:

This section is _____ Deficient _____ Weak In Compliance

SECTION 46a-68-91. Upward Mobility

PREVIOUS SUBMISSION:

This section was in compliance in the prior filing.

PRESENT SUBMISSION:

This section is _____ Deficient _____ Weak In Compliance

SECTION 46a-68-93. Innovative Programs

PREVIOUS SUBMISSION:

This section was in compliance in the prior filing.

PRESENT SUBMISSION:

This section is _____ Deficient _____ Weak In Compliance

SECTION 46a-68-94. Concluding Statement

PREVIOUS SUBMISSION:

This section was in compliance in the prior filing.

PRESENT SUBMISSION:

This section is _____ Deficient _____ Weak X In Compliance

CONCLUSION:

The proposed affirmative action plan submitted by the Connecticut State Community College Shoreline West Region for the filing date of January 31, 2022 has been voted APPROVED.

CSCC Shoreline-West Region

AFFIRMATIVE ACTION PLAN

October 1, 2021 – September 30, 2022

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Section 46a-68-78
Policy Statement

Section 46a-68-78: POLICY STATEMENT

Our strong commitment to Affirmative Action is explicitly stated in the document titled the Affirmative Action Policy Statement of the CT State Community College Shoreline-West Region, signed by President Robert Steinmetz III.

Also attached is the Connecticut State Colleges and Universities (CSCU)'s Affirmative Action/Equal Employment Opportunity Policy Statement adopted by the Board of Regents for Higher Education. Since the merging of Connecticut State University and Community College systems, the Connecticut State Colleges and Universities (CSCU) has a Policy Statement that provides a system-wide framework of affirmative action/equal employment opportunity that was approved by the Board of Regents.

Affirmative Action Policy Statement: CSCC Shoreline-West Region

As the appointing authority for the CSCC Shoreline-West Region, I am fully committed to the achievement of the affirmative action goals and timetables set forth in this Affirmative Action Plan and urge all parts of the college community to assist us in achieving our goals. As a region, we acknowledge that affirmative action is an immediate and necessary college objective.

The goal of affirmative action is equal opportunity. It is the need and purpose of affirmative action to overcome the present effects of past practices or policies that may have created barriers to equal employment opportunity for all current and future employees. A policy of nondiscrimination was consistently applied without regard for age, ancestry, color, national origin, gender identity or expression, genetic information, learning disability, marital status, intellectual disability, physical disability (including but not limited to blindness), present or past history of mental disability, prior criminal record, race, religious creed, sex (including pregnancy and sexual harassment), sexual orientation, retaliation for previously opposed discrimination or coercion, veteran status, members of the CT Civil Air Patrol, victims of domestic violence and workplace hazards to reproductive systems. Unless the provisions of Section 46a-80(b) or 46a-81(b) of the Connecticut General Statutes are controlling or there are bona fide occupational qualifications excluding persons in one of the above protected groups.

We are fully committed to the principles and practices of affirmative action and equal opportunity in employment and provide our services in a fair and impartial manner. We continually examine the practices and promotion of employees with the express purpose of achieving our goal of a full representative workforce. The Region recognizes the hiring difficulties experienced by individuals with disabilities and by many older persons and will set program goals to address any problem areas identified.

Considering the dual role of affirmative action to provide an environment for the application of equal opportunity principles and to monitor the employment process to prevent instances of illegal discrimination from arising or existing, the following procedures are operative within the Region:

1. Every effort is made to recruit and hire protected group members reflective of their availability in the job market. An employment process is in place at the CSCC, which addresses the role affirmative action plays at each stage. A summary of Hiring Goals and Program Goals is included in the plan shall be posted with the College's Affirmative Action Policy Statement on all official bulletin boards.
2. Opportunities are made available to all employees for training, development, and advancement consistent with individual ability and performance.
3. Principles of equal opportunity and affirmative action will undergird decisions on promotions as a result of the institution strictly imposing only those requirements valid to the process.
4. Personnel decisions regarding transfer, reassignment, separation and termination encompasses the principles of equal opportunity and affirmative action to assure that members of any protected class will not be adversely impacted.

Affirmative Action Policy Statement: CSCC Shoreline-West Region

- 5. All educational programs and student support services are administered in a manner which do not adversely impact students because of age, ancestry, color, national origin, gender identity or expression, genetic information, learning disability, marital status, intellectual disability, physical disability (including but not limited to blindness), present or past history of mental disability, prior criminal record, race, religious creed, sex (including pregnancy and sexual harassment), sexual orientation, retaliation for previously opposed discrimination or coercion, veteran status, victims of domestic violence and workplace hazards to reproductive systems, or any other protected group recognized by local, state or federal laws and regulations.

Dr. John Paul Chaisson-Cardenas, Vice President for Diversity, Equity and Inclusion/Chief Diversity Officer, serves as the CSCC Shoreline-West Region’s Equal Employment Opportunity Officer. His office is located at CT State, 185 Main Street, New Britain, CT 06051. I have delegated to him and/or his team the lead responsibility for all matters within the CSCC Shoreline-West Region related to affirmative action and equal employment opportunity. The CSCU System Office has an internal discrimination complaint process for employees who believe that they have been discriminated against. For further information regarding this process please contact Dr. Chaisson-Cardenas at 860-612-7056.

The Affirmative Action Policy Statement will be posted throughout the three campuses within the Region and distributed to all employees in accordance with statutory mandates.



John Maduko, M.D.
President
CT State Community College

1/30/2023

Date

**CONNECTICUT STATE COLLEGES AND UNIVERSITIES
AFFIRMATIVE ACTION AND EQUAL EMPLOYMENT OPPORTUNITY
POLICY STATEMENT**

As the statewide policy making authority for public higher education in Connecticut, the Connecticut State Colleges and Universities (CSCU) is committed to leading, by example, in the areas of equal employment opportunity and affirmative action. Additionally, the Connecticut State Colleges and Universities has been charged by state statutes to promote representative racial and ethnic diversity among the students, faculty administrators and staff at public institutions of higher education. The Connecticut State Colleges and Universities (CSCU) policies also advances compliance with Title IX requirements and the Americans with Disabilities Act (ADA) at all Connecticut State Colleges and Universities. Equal employment opportunity and affirmative action are essential to achieving higher education's goals of academic excellence and equity.

The Connecticut State Colleges and Universities (CSCU) recognizes that affirmative action is positive action undertaken with diligence and conviction to:

- Overcome any remaining effects of past practices, policies or barriers to equal employment opportunity, and;
- Achieve the full and fair participation of all protected class members found to be underutilized in the workplace, or adversely impacted by policies or practices.

The Connecticut State Colleges and Universities (CSCU) deems equal employment opportunity to be the education or employment of individuals without consideration of race, color, age, sex, (including sexual harassment, sexual assault, pregnancy and workplace hazards to reproductive systems), religious creed, marital status, national origin, ancestry, past or present history of mental disability, intellectual disability, learning disability, physical disability (including, but not limited to blindness), veteran status, Civil Air Patrol, gender identity or expression, sexual orientation, retaliation, or other factors which cannot lawfully be the basis for employment actions, unless there is a bona fide occupational qualification. CSCU will not request or require genetic information from job applicants or employees, or otherwise discriminate against any person in employment conditions on the basis of genetic information. Additionally, the Connecticut State Colleges and Universities (CSCU) will not discriminate against persons with a prior criminal conviction. Equal employment opportunity is the purpose and goal of affirmative action.

It is the policy of the Connecticut State Colleges and Universities to administer all personnel policies in manners that ensure that there is no discrimination. The Connecticut State Colleges and Universities recognizes the hiring difficulties experiences by persons with disabilities and by many older persons.

If necessary, program goals shall be established with the Affirmative Action Plan for action eliminating hiring barriers and actively recruiting members from these groups, to overcome any remaining effects of past discrimination against these groups and to achieve full and fair participation of such persons in the workforce.

The Connecticut State Colleges and Universities shall explore alternative approaches wherever personnel practices have a negative impact on protected classes and establish procedures for the extra effort deemed necessary to assure that the recruitment and hiring of protected group members reflect their availability in the job market. To this end, the Connecticut State Colleges and Universities shall continuously review its personnel policies and procedures to ensure that barriers that unnecessarily exclude protected classes and practices that have a discriminatory impact are identified and eliminated. Recognizing that there are residual effects of past discrimination, the CSCU pledges not only to provide services in a fair and impartial manner, but also establish, through this policy, affirmative action and

equal employment opportunity as immediate and necessary objectives throughout all of the Connecticut State Colleges and Universities.

The Connecticut State Colleges and Universities is committed to maintaining a work environment free from influence or prejudicial behavior and sexual harassment and a workplace in which all terms, conditions, privileges and benefits are administered in an equitable manner. The Connecticut State Colleges and Universities has an internal discrimination complaint procedure and system to process and resolve grievances.

Terrence Cheng, the President of the Connecticut State Colleges and Universities is committed to successfully implementing the Affirmative Action Plan and goals within timetables set forth. The President assures that all employees, especially managers and supervisors understand the policies and their responsibilities for implementing such and take positive steps to ensure compliance with the Affirmative Action Plan, AA/EEO policies, procedures, programs and also Americans with Disabilities Act (ADA) and Title IX requirements and mandates.

Nicholas D'Agostino, Director of Equal Employment Opportunity is the appointed Equal Employment Opportunity Officer for the Connecticut State Colleges and Universities System Office and reports directly to the President of the Connecticut State Colleges and Universities (CSCU) regarding all affirmative action, equal employment opportunity, diversity, inclusion, ADA and Title IX employment matters.

The Affirmative Action Plan is available to all members of the workforce and the CSCU System through the Human Resources Office, which is located at 61 Woodland Street, 3rd Floor, Hartford, CT 06105 or via the following website <https://www.ct.edu/hr/diversity>. Mr. D'Agostino can be reached by telephone at (860)-723-0727 or by email at NDagostino@commnet.edu.



6/30/2022

Terrence Cheng
President
Connecticut State Colleges & Universities (CSCU)

Date



**CONNECTICUT STATE COLLEGES AND UNIVERSITIES SYSTEM OFFICE
AMERICANS WITH DISABILITIES ACT (ADA)
POLICY STATEMENT**

The Connecticut State Colleges and Universities System Office (System Office) does not discriminate on the basis of disability in the administration of, or access to, its programs, services or activities. Under this policy, a person with a disability is defined as “a person who has a physical or mental impairment that substantially limits one or more major life activities, has a record of such an impairment, or is regarded as having an impairment.”

As President, I have designated the following individual to coordinate the System Office compliance with the non-discrimination requirements of Section 35.1067 of the Department of Justice regulations:

Nicholas D'Agostino
Director of Equal Employment Opportunity
Ndagostion@commnet.edu
860-723-0727

Should you wish to notify us of barriers that may exist in equal access to any program, service, or activity offered by our office or to obtain information regarding the provisions of the Americans with Disabilities Act and your rights, you are encouraged to contact the ADA Coordinator listed above. If you feel that you need a reasonable accommodation as a result of your disability to allow you to perform the essential functions of your position, please follow the attached ADA procedure for requesting a reasonable accommodation.

A handwritten signature in black ink, appearing to read "Tom Clug".

CSCU President

November 10, 2021

Date

PROCEDURE FOR REQUESTING REASONABLE ACCOMMODATION UNDER THE AMERICANS WITH DISABILITIES ACT (ADA)

The Americans with Disabilities Act of 1990, as amended, requires employers to provide “reasonable accommodation” to qualified individuals with disabilities who are employees or applicants unless to do so would cause an “undue hardship.” The term reasonable accommodation generally is any change in the work environment or in the way things are customarily done that enables a employee with a disability to enjoy equal employment opportunities. The CSCU System Office must analyze each request for accommodation on a case-by-case basis and make a good faith effort to reasonably accommodate a qualified employee or applicant with a disability.

As a general rule, the individual with a disability must inform the employer that an accommodation is needed since employers are only obligated to provide reasonable accommodation of known disabilities. Under the ADA, the employer and the employee must engage in an informal interactive process to clarify what the individual needs and identify the effective reasonable accommodation. The employer may ask questions about the nature of the disability and the individual’s functional limitations in order to identify an effective accommodation. Further, if the disability and/or need for an accommodation are not obvious, the employer may ask for more information including documentation to establish that the person has a disability and that it necessitates a reasonable accommodation. At its discretion, the System Office may require that the documentation about the disability and the functional limitations come from an appropriate health care or rehabilitation professional.

The employer is not required to provide the reasonable accommodation that the individual requests. Rather, the employer may choose among reasonable accommodations as long as the chosen accommodation is “effective,” i.e., it would remove a workplace barrier, thereby providing the individual with an opportunity to perform the essential functions of the position. The employer may choose a less expensive or burdensome accommodation among available effective reasonable accommodations.

REASONABLE ACCOMMODATION PROCESS

1. Initiation of the Request for Reasonable Accommodation

In order for the System Office to analyze each request for accommodation, the requesting employee or job applicant should complete the attached two forms, the **“Reasonable Accommodation Request Form,”** and the **“Health Care Provider Release Form.”** When deemed necessary by the System Office, the employee or job applicant must provide current documentation from a health care provider regarding the nature of the disability, its impact on a major life function, and need for accommodation.

The employee/job applicant seeking a reasonable accommodation must complete these forms and provide them to the HR generalist assigned to their campus or directly to the System Office’s ADA Coordinator: *Nicholas D’Agostino, Director of Equal Employment Opportunity*, via email at Ndagostino@commnet.edu or phone at 860-723-0727.

The request for accommodation should include current documentation from a health care provider (if required by the System Office) that:

- States the nature of the disability in order to establish that the individual has a mental or physical impairment that substantially limits a major life activity, has a record of such an impairment, or is regarded as having such an impairment.
- Explains the functional limitations the employee has as a result of their disability as it relates to the job duties.
- Suggests accommodations that would remove the barriers to the employee/applicant's ability to perform the essential functions of the job.

2. Essential Job Function Analysis Conducted by System Office and Determination of the Request For Reasonable Accommodation

The ADA Coordinator will contact the Department or Unit and conduct an essential job function analysis. The System Office retains the right to establish the essential job functions of the position for which a request for accommodation has been made.

After the above information has been received, the following steps will be taken:

- A review by a designated health professional may be required to substantiate that the employee has a disability and needs a reasonable accommodation.
- If appropriate, a meeting may be held with the employee, ADA Coordinator, and management/supervisory personnel from the department to discuss the employee's limitations as they relate to the essential functions of the job and to discuss various options in regard to accommodating the employee.
- The System Office Administration retains discretion to select an accommodation which is deemed to be effective in removing the workplace barrier that is impeding the individual with a disability giving due consideration to the preferences of the employee or applicant.
- Ongoing monitoring to ensure the effectiveness of any approved ADA accommodation.

Any questions regarding this process should be directed to the System Office's ADA Coordinator.

[References: 42 U.S.C. §12101 *et seq.*; .29 C.F.R. § 1630.9]

Complaint Procedure

For complaints of alleged violations of the Americans with Disabilities Act, employees should refer to the System Office's internal complaint procedure as contained on the CSCU Human Resources forms page under Labor Relations or at https://www.ct.edu/files/pdfs/LR_Complaint_Form_Fillable_2020.pdf.

CONFIDENTIAL

REASONABLE ACCOMMODATION REQUEST FORM

To be completed by employee or job applicant requesting an accommodation. Send to:

Nicholas D'Agostino
CSCU Director of Equal Employment Opportunity
NDagostino@commnet.edu
860-723-0727

This form must be used by CSCU and CT State employees and/or applicants for employment who believe they have a disability and wish to request a reasonable accommodation under the Americans with Disabilities Act (ADA) or other applicable State and Federal civil rights laws. By considering this request, the System Office does not consider or regard the person making the request as having a disability as defined by the ADA, the Connecticut Fair Employment Practices Act, or any other applicable law.

The purpose of this form is to assist the System Office in determining whether, or to what extent, a reasonable accommodation is appropriate for an employee or applicant for employment. This form **must** be maintained separately from the employee's personnel file and is a **confidential** document.

Fill out all sections that apply to you

Name: _____ Date of Request _____

Job Title/Classification: _____ Phone #: _____

Supervisor's Name: _____ Phone #: _____

Department/Unit: _____

If job applicant, for what position are you applying? _____

1. Accommodations Requested (Be as specific as possible, for example adaptive equipment, reader, interpreter, training, schedule change, etc.):

2. Reason for the request (at this time, not disclose your diagnosis; explain your disability-related limitations and how this accommodation will help you do your job.):

3. Is this limitation permanent, temporary, unknown duration (please specify anticipated date, if applicable):

4. Medical verification of impairment from my physician or health care provider (check the appropriate box):

I have enclosed the documentation for this request.

The disability and the need for reasonable accommodation is obvious and no medical documentation is needed.

Explain:

I, _____, give _____ the Connecticut State Colleges and Universities System Office permission to explore coverage and reasonable accommodations under the Americans with Disabilities Act of 1990, and all applicable State and Federal laws. I understand that all information obtained during this process will be maintained and used in accordance with the ADA, including its confidentiality requirements.

Signature of Requestor

Date

To Be Completed By the ADA Coordinator

Accommodation Request is: Approved Denied Modified (Explain below)

Comments:

Signature of ADA Coordinator

Date

Reviewed by VP of HR

Date

HEALTH CARE PROVIDER RELEASE FORM

I, _____ (employee/applicant), give _____ Connecticut State Colleges and Universities System Office permission to contact (health care provider). I understand the reason for this contact is to advise the System Office about my functional abilities and limitations in relation to my job functions. I understand that the System Office will provide (health care provider) with specific information about the position, including the essential functions and specific requirements. All information obtained from employee medical examinations and inquiries will be job-related and consistent with business necessity. All information obtained will be maintained and used in accordance with the Americans with Disabilities Act of 1990 confidentiality requirements, and all other applicable State and Federal laws.

Employee/Applicant Signature

Date

Section 46a-68-79 Internal Communication

Section 46a-68-79: INTERNAL COMMUNICATION

This Affirmative Action Plan is considered a public document and is available for review and comment online or during regular business hours at the CT State President's Office at 185 Main Street, New Britain, CT 06051. The Affirmative Action Plan can be available for review at any time throughout the year to accommodate all of the different work schedules and staff teaching or working nights and weekends.

The Affirmative Action Policy statement and a summary of the goals and objective of the AA Plan are sent electronically to all employees via email and are posted on bulletin boards throughout campuses in the region in prominent and accessible locations.

The Shoreline-West Region notifies its employees of their opportunity to review the Affirmative Action Plan, Policy Statement and Summary of Hiring and Promotional Goals and to provide comments after it is has been reviewed by the Commission on Human Rights and Opportunities (CHRO). Written comments should be sent directly to Dr. John Paul Chaisson-Cardenas, Vice President for Diversity, Equity and Inclusion/Chief Diversity Officer. His office is located at CT State, 185 Main Street, New Britain, CT 06051 and may be reached at 860-612-7056 or jchaisson-cardenas@commnet.edu to coordinate a time to review and comment on the 2022 AA Plan. He maintains copies of all communications and comments received, including their receipt date. There were no comments submitted during the 2021-2022 AA Plan period.

As this is the first Shoreline-West Regional AA Plan, employees will be afforded the opportunity to comment on this new plan after this submission to the CHRO. All comments about the AA Plan received will be included in the next reporting period.

The Shoreline-West Region maintains, as required by the State Library records retention schedules for state agencies, copies of all affirmative action-related internal communications and comments received pursuant to subsection (b) of this section and notes the date such comments were received.

Additional Internal Communication for Shoreline-West Region

The Equal Employment Opportunity Staff and/or VP of Diversity Equity and Inclusion and Inclusion meets regularly with the Regional President and/or his leadership team on EEO/AA/Diversity matters throughout the year. The Equal Employment Opportunity Staff and/or VP of Diversity Equity and Inclusion and inclusion frequently attends Regional leadership meetings and works with campus CEO's and managers on matters, including but not limited to, the search and selection process, discrimination investigations, and ADA compliance.

The Equal Employment Opportunity Staff and/or VP of Diversity Equity and Inclusion and Inclusion meets with every search committee and participates in their search charge training. Topics covered during a search charge training include affirmative action, numerical goals, equal employment opportunity and bias. Additionally, the Equal Employment Opportunity Staff and/or VP of Diversity Equity and Inclusion and Inclusion frequently meets with hiring managers related to EEO/AA search compliance.

The Equal Employment Opportunity Staff and/or VP of Diversity Equity and Inclusion and Inclusion continually meets with HR, marketing, and regional leadership to ensure all materials, postings, and the websites are in compliance with relevant laws and regulations and are free from bias.

Diversity Training

During this period, 146 employees received Diversity training. These elements were in compliance with section 46a-68-79 in all three plans. Training from October 1, 2022 through September 30, 2023 will be reported in the next AA Plan submission.

Section 46a-68-79: INTERNAL COMMUNICATION

Sexual Harassment Prevention Training

All three campuses in this region reported their Sexual Harassment training compliance within in their most recent 2021 independent AA Plan submissions. During this period, 5 employees completed the sexual harassment/Title IX training.

During this reporting period, it was identified as a problem area that registration to the online training for sexual harassment prevention halted as a result of retirements and a lack of consistent coordination. In addition to other steps to address this problem area, a program goal has been established to register and train the new hires noted in this AA Plan during this reporting period.

Domestic Violence Training

In order to comply with the new CT Law, CT State and specifically the Shoreline-West Region has established a program goal for this plan period to identify a training program and tracking mechanism to move us into compliance with this new law.

From: [Coley, Thomas G](#)
To: [HC-Staff](#); [hc-faculty](#); [HC-PTL](#); [HC-FTACL](#); [HC-Classified](#)
Cc: [Carolina, Kimberly B](#); [D'Agostino, Nicholas](#); [Cordero, Marlene](#)
Subject: Shoreline-West Affirmative Action Plan
Date: Wednesday, May 18, 2022 10:52:31 AM

Dear Colleagues:

I'm pleased to report that we have submitted the CSCC Shoreline-West Regional affirmative action plan on January 31, 2022, and our plan was approved. These plans reflect our commitment to equal employment opportunity and equal access to education which are foundations to our work in higher education.

The regional affirmative action plan is available upon request through the Regional President's Office and online via the links below. To review a physical copy of the AA plan, please contact Tanya Gibbs, Executive Assistant to the Regional President, via email at tgibbs@commnet.edu.

All employees have the right to a period of review and the opportunity to comment on the Plan and all comments will close on September 30, 2022.

A full copy of the 2022 affirmative action plan, the Regional Affirmative Action Policy Statement, a summary of the objectives of the 2022 AA Plan, the discrimination complaint procedure, and sexual harassment prevention policies are available via the links below:

1. [CSCC Shoreline-West Regional Affirmative Action Plan](#)
2. [CSCC Shoreline-West Regional Affirmative Action Plan Executive Summary](#)
3. [CSCC Shoreline-West Regional Affirmative Action Policy Statement](#)
4. [CSCC/CSCU Non-discrimination procedure](#)
5. [CSCC/CSCU Sexual Harassment Prevention/Sexual Misconduct Policy](#)

The current policy statement and complaint procedures regarding affirmative action and equal employment opportunity can also be found on the HR bulletin boards on your campus.

Questions or comments on the affirmative action plan, the noted policies and/or the discrimination complaint procedure can be directed to Ms. Kimberly Carolina, Manager of Equal Employment Opportunity at kcarolina@commnet.edu. Ms. Carolina serves as the Equal Employment Opportunity Officer for our Region.

Sincerely,

Thomas G. Coley, Ph.D.
Regional President
CSCC Shoreline-West Region

CT STATE COMMUNITY COLLEGE
Shoreline-West REGION
AFFIRMATIVE ACTION PLAN EXECUTIVE SUMMARY
REPORTING PERIOD: OCTOBER 1, 2020 – SEPTEMBER 30, 2021

Overall Status of the Affirmative Action/Equal Employment Opportunity Program

The CSCC Shoreline-West Region remains committed to a policy of affirmative action, equal employment opportunity, diversity, inclusion, and equity in the workplace. All three campus affirmative action plans were in compliance with the regulations and approved by the Commission on Human Rights and Opportunities. The Shoreline-West Region has just submitted the CSCC regional plan which covers the reporting period October 1, 2020 – September 30, 2021 and details our efforts, goals, and responsibilities, and establishes our new hiring, promotional and programmatic goals for 2021-2022.

Copies of the Affirmative Action Plan is available in both paper and electronic form. Copies can be made available through the Human Resources Office, the Regional President's Office, and can be downloaded from the CSCU Website. As a public document, the Plan was (and remains) available for review by employees, and the general public throughout the entire reporting period. The respective unions were encouraged to review the last AA Plan and direct any comments in writing to the Human Resources Director/Equal Employment Opportunity Officer. During the past reporting period, no comments were received.

The Shoreline-West Region is committed to ensuring that the workforce is in parity with the relevant labor market area, demonstrating good faith efforts to achieving hiring, promotion and program goals, and addressing all deficiencies, omissions and errors as noted by the Commission on Human Rights and Opportunities (CHRO).

Affirmative Action, Equal Employment Opportunity, Diversity and Equity Responsibilities

The region strives to be in compliance with the CT Commission on Human Rights and Opportunities (CHRO), Equal Employment Opportunity Commission (EEOC) and the Office of Civil Rights (OCR) mandatory requirements and related laws, statutes and regulations.

The Connecticut State Colleges and Universities (CSCU) and the CT State Community College System has a responsibility for compliance with affirmative action, equal employment opportunity, diversity, inclusion and equity, Americans with Disabilities Act (ADA) and Title IX mandates and to set an example for the entire CSCU system to embrace these initiatives.

Affirmative Action Plan (AAP) Requirements

The CT Affirmative Action Regulations require that the ultimate responsibility for promoting and enforcing affirmative action rests with the Appointing Authority or Agency Head.

The Shoreline-West Region is required to file an annual Affirmative Action Plan for the current reporting period that covers the timeframe covering October 1, 2020 – September 30, 2021. CHRO reviews the AAP by the Regulations "Standard of Review" and by enforcing affirmative action and equal employment opportunity compliance.

The AAP has seventeen (17) narrative and statistical elements that analyze different parts of the employment process at each stage of the hiring & selection process. Some parts of the AAP required by CT Regulations include:

- Analyzing all personnel activity including all hiring, promotions, upward mobility opportunities and separations in the workforce;
- Reviewing the employment process to identify barriers to affirmative action, equal employment opportunity, diversity, inclusion and equity;
- Tracking all applicants through the entire employment process to identify the step at which they are no longer considered for the position;
- Setting hiring and promotional goals by comparing the workforce with similar job categories in the available census, labor, educational and other sources of data;

The most critical part of the AA Plan is the Goals Analysis narrative section. The CT CHRO Regulations require this section to be complete and detailed about every applicant that applies for every position during the reporting period. This section is difficult to develop and requires that each search committee is responsible for providing documentation and detailed reasons for selection or non-selection of every applicant.

The standard that agencies must show “good-faith efforts” when hiring non-goal candidates. Good faith efforts definition means the degree, care and diligence which a reasonable person would exercise in the performance of legal duties and obligations at a minimum it includes all those efforts reasonably to achieve the full and fair compliance. It includes efforts toward full statutory and regulation requirements.

Summary of the 2020-2021 Affirmative Action Plan Achievements:

2020-2021 Goal Achievements

EEO Category	Goals Established	Hires	Promotions	Goal Achievement
Executive	H: 3WM, 2WF, 1HM, 1HF, 1AF P: None	1WF, 1BF	Zero	1 out of 2 or 50%
Professor	H: None P: 15BM, 1BF, 4HM	Zero	3WM, 2WF	0 out of 5 or 0%
Associate Professor	H: None P: 5BF, 1HF, 2AM, 2AF	Zero	4WM, 3WF, 4BF	4 out of 11 or 36%
Assistant Professor	H: 3WF, 2BF, 1HF, 1AM P: None	1HF	3WM, 5WF, 2BM.	4 out of 10 or 40% 3 of 10 promotions met WF goals set as hiring goals.
Instructor	H: 3WF, 2BF, 1HF, 1AM P: None	1BF, 1AF, 1TM	Zero	1 out of 3 or 33%
Professional	H: 10WM, 10WF, 2HM, 2AM	2WM, 10WF, 4BM, 3BF, 3HF, 1AF	1WM	13 out of 24 or 54%

Fairfield County				
Clerical	H: 1WM, 5WF, 1HM, 1AF P: None	Zero	Zero	N/A
Paraprofessionals	H: 1WM, 3WF, 1BM P: 2WF	1WF	Zero	1 out of 1 or 100%
Skilled Craft	H: 1HM P: None	1WM	Zero	0 out of 1 or 0%
Protective Services	H: 1WM, 1WF, 1BM P: None	Zero	Zero	N/A
Service Maintenance	H: 2WF, 1BF, 2HF P: None	1BM	Zero	0 out of 1 or 0%
New Haven County				
Clerical	H: 7WF, 1BM, 1HM P: None	1WF	Zero	1 out of 1 or 100%
Paraprofessionals	H: 1WM, 1WF P: 1WF	Zero	Zero	N/A
Skilled Craft	H: None P: None	Zero	Zero	N/A
Protective Services	H: 1BM P: None	Zero	Zero	N/A
Service Maintenance	H: 1WM, 3WF, 1BF, 2HF, 1AF P: None	Zero	Zero	N/A
Program Goals				
Program Goals	6 Established			6 out of 6 or 100%

Summary of the 2021-2022 Affirmative Action Goals and Objectives

The following hiring and promotion goals have been set for the period October 1, 2021 – September 30, 2022 in accordance with Regulations of Connecticut State Agencies Section 46a-68-85.

Statewide/National – AA Plan Goals

Executive/Administrative/Managerial	H: 3WM, 1WF, 1HF, 1AF P: 1WM, 1WF
Professor	H: None P: 12BM, 16BF, 4HM
Associate Professor	H: None P: 2HF, 2AM, 2AF
Assistant Professor	H: 3WM, 2HM, 1AF, 2TM P: 3WM, 1HM
Instructor	H: 5WF, 1HF, 1AM P: None
Professional – Guided Pathways Advisor 1	H: 1WM, 5WF, 1TF P: None
Professional – All Other Titles	H: 7WM, 8WF, 4HM, 1AM, 1TM, 2TF P: None

Fairfield County Labor Market Area – AA Plan Goals

Technical Paraprofessional	H: 2WM, 2WF, 1BM, 1AM P: 1WF
Secretarial Clerical	H: 1WM, 3WF, 1HM P: None
Skilled Craft Workers	H: 1HM P: None
Protective Services	H: 2WM, 1WF, 1BM P: None
Service Maintenance	H: 1WF, 1BF, 1HM, 2HF, 1TF P: None

New Haven County Labor Market Area – AA Plan Goals

Technical Paraprofessional	H: 1WM, 1HM P: 1WF
Secretarial Clerical	H: 3WF, 1BM, 1HM, 1AF P: None
Skilled Craft Workers	H: None P: None
Protective Services	H: None P: None
Service Maintenance	H: 2WF, 1BF, 2HF, 1TF P: None

PROGRAM GOALS:

While the CSCC's Shoreline-West Region has not identified any barriers in any of the employment processes within the Identification of Problem Areas element, the Region sets the goal to develop efforts to ensure affirmative action and equal employment opportunity compliance.

1. The region sets a goal to strengthen the search and selection process to ensure equity, AA, and EEO compliance are foundational to every search. Such efforts may include, but are not limited to, adding a 30-minute Bias in the Interview training for all search committee members; establishing pause points in the search process to ensure applicant pool reflects the availability pool, and the interview pool reflects the applicant pool; working within the CSCU system to identify additional local, state, and national recruitment sources focused on diversity (e.g., Latinosinhighered.com), etc.

Responsible persons: Regional President, Regional Leadership, Deans, Recruitment and Talent Center of Excellence, EEO Center of Excellence, and the CSCU Diversity, Equity and Inclusion Team.

Timeframe: Completion by September 30, 2022.

2. The region will establish the framework, charge and expectations of an Employee Advisory Committee. The expectation is that a call for nominations or volunteers to occur prior to the fall 2022 semester start and the inaugural meeting to take place in fall 2022.

Responsible persons: Equal Employment Opportunity Officer, Campus CEO's, Regional President, Regional Leadership team; HR Recruitment and Talent Center of Excellence, and Dr. Thomas Coley, Regional President.

Timeframe: Completion by September 30, 2022.

3. The region will pilot an emerging program to have equity auditors evaluate the search and selection process. The Region will identify at least 3 searches where this program can be piloted. The role of the Equity Auditor will include, but is not limited to, ensuring diversity exists in all phases (e.g., applicants, interviews, finalists) of the search process, monitor the search process to avoid common biases, and to ensure compliance with EEO/AA regulations/laws.

Responsible persons: Regional President, Regional Leadership, Recruitment and Talent Center of Excellence, EEO Center of Excellence, and the CSCU Diversity, Equity and Inclusion Team.

Timeframe: Completion by September 30, 2022

CT STATE COMMUNITY COLLEGE

CT State Mission

The Connecticut State Community College provides access to academically rigorous and innovative education and training focused on student success. The College supports excellence in teaching and learning, makes data-informed decisions, promotes equity, and advances positive change for the students, communities, and industries it serves.

CT State Vision

The Connecticut State Community College will be recognized for exceptional student success, educational leadership, and transformative collaboration with business and industry, government, educational, and key stakeholders while advancing diverse opportunities for Connecticut's citizens and communities.

CT State Equity Statement

Equity is the removal and reduction of barriers that negatively impact student success within structures, policies and practices and ensuring that students receive targeted resources and supports to achieve their academic, professional, and personal goals. Equity is achieved by identifying and intentionally addressing structural racism, systemic poverty, and other forms of marginalization, upholding the expectation that administrators, faculty, and staff act as anti-racist institutional change agents. CT State Community College commits to bold and disruptive change by actively identifying, naming, and dismantling structural racism, systemic poverty, and other barriers, establishing equitable and anti-racist policies and practices, and empowering students, faculty, staff, and administrators to advance racial, social, and economic justice. Our core collective responsibility is to continuously assess practices and policies and transform the world we live in by eliminating inequities.

Leadership Council Agenda

Host: President Maduko

Date: Monday, December 5, 2022 @ 10am

Location: Virtual Meeting via Teams

Time	Agenda Item	Type (Discussion/Feedback/Information)	Objectives
10:00am	Meeting called to order and global assessment of CT State - Dr. Maduko		
	President Maduko <ul style="list-style-type: none"> CSCU IT Security Sign-In Issue Update and Next Steps Budget Mitigation Updates - (President Maduko and Kerry Kelley) MOUs and Agreements – (President Maduko and Dr. Kalicki) Confusion over CT State and the "Regional Model" 100 Days Report and Themes 	Information/Discussion	
	Dr. LaPierre-Dreger <ul style="list-style-type: none"> Governance Elections and Follow up 	Information/Discussion	
Noon	15 Minute Break		
	Nicholas D'Agostino <ul style="list-style-type: none"> Update on the Affirmative Action Plans 	Information/Discussion	
	Dr. Steinmetz <ul style="list-style-type: none"> Chief of Police Update 	Information/Discussion	
	ANNOUNCEMENTS/NEWS TO SHARE <ul style="list-style-type: none"> Legislative Update CSCU Update Enterprise Shared Services Update State Initiatives Professional Development and Training Student Associations and Organizations Sector Updates 		
	Meeting Adjourned: Next Leadership Council is scheduled for Monday, January 9, 2023 @ 10am via Teams.		

D'Agostino, Nicholas

From: CSCU-Announcement
Sent: Saturday, January 9, 2021 6:04 PM
Subject: MANDATORY SEXUAL HARASSMENT PREVENTION TRAINING REMINDER

Dear Colleagues,

Hello and Happy New Year! The Connecticut Commission on Human Rights and Opportunities (CHRO) has extended the deadline for completion of the Sexual Harassment Prevention training to 2/9/21. As a reminder, this is state-mandated training for both full-time and part-time employees as required in the state's Time's Up Act and is available online to all CSCU employees in [FirstNet](#) as course HV09 Harassment Prevention for CT Employees until 1/14/21. On 1/15/21, CSCU will be transitioning to a new learning management system called NEOGOV LEARN. The same HV09 Harassment Prevention for CT Employees course will be available in LEARN. CSCU employees will soon receive a welcome email to LEARN with a link to initiate your log in credentials along with additional new user information. Please do not disregard this email.

FOR YOUR AWARENESS...if you started but have not yet completed course HV09 in FirstNet, you are strongly encourage to do so on or before 1/14/21. If not, you will be required to begin the module anew due to the 1/15/21 transition to NEOGOV LEARN. For those having to restart the course, the deadline remains 2/9/21. For those who have completed it, nothing further is required. Your course completion will transition into the LEARN platform.

Completion of the course will take approximately 2 hrs and can be done in multiple sessions. Student workers are receiving sexual harassment prevention training in a different LMS called "Not Anymore" and need not take the HV09 training module.

Many CSCU employees took the opportunity to complete this training during the fall 2020 term and we thank Training Administrators in facilitating its completion. We strongly encourage those CSCU employees who have not yet completed this training to do so as soon as possible but no later than 2/9/21.

[CSCU Employee Training Center \(firstnetcampus.com\)](http://firstnetcampus.com)

[Sexual Harassment Prevention Resources \(ct.gov\)](http://ct.gov)

Thank you.

HR Shared Services

From: Carolina, Kimberly B <KCarolina@commnet.edu>

Sent: Wednesday, October 13, 2021 4:07 PM

To:

Subject: State Mandated Diversity Training

Dear

Our records show that you have not completed the State of CT mandated 3-hour Diversity Training program. The State of Connecticut requires that all State employees receive a 3-hour Diversity Training.

The CSCC/CSCU is in the process of achieving compliance with this training requirement. This training is also aligned with our values and mission to foster and support our diverse educational and workplace environments. Through this training you will gain an understanding of:

- ✓ Civil rights and hate crime laws and protections for employees and students.
- ✓ How discrimination can occur in the workplace.
- ✓ Standards for working with and serving people from diverse backgrounds.
- ✓ Strategies for addressing differences that may arise in a diverse work environment.

If you are receiving this and have previously completed this training mandate, please use the following attestation form to identify the details regarding your training:

<https://forms.office.com/Pages/ResponsePage.aspx?id=ePidZ3onakmsjdmeWGBt2bJXZEpyXMhCuzmQ6Iq1zHFUMUxNUIQ3UjYwTENBUDhNWU9LUFdWtk01Ri4u>

HOW TO REGISTER FOR OUR EVENT

Please use the following information below to register for the training session. Please be advised that this is a two part training starting with a 2 hour web based session conducted by the Equal Employment Opportunity Center of Excellence followed by an online module through NEOGOV. The link for the NEOGOV online module will not be sent until the employee has completed the two hour training with the EEO Center of Excellence.

Registration is limited to 30 participants per session, so please register ahead in the new Training Event Manager: <https://events.dudesolutions.com/ct/>

Below are the steps on how to register:

1. Find the appropriate date and time of the session that works for your schedule.
2. Click the ticket to begin the registration
3. Click the registration button and enter a "1" for yourself in the Quantity field.
4. Click on Submit to proceed.
5. Complete the required fields, being sure to use your **college email address** for the registration, and then click on the Submit button.
6. Review what you have entered, then click on the Confirm button when ready.

If you have any questions, please do not hesitate to contact me via email at ndagostino@commnet.edu.

Welcome to Connecticut State
Colleges and Universities
Human Resources Shared Services

CSCU

Today's Agenda...

- ☑ Meet and Greet
- ☑ Welcome Message From President Cheng
- ☑ Our Mission and Vision
- ☑ Meet the Teams
- ☑ Collective Bargaining Unit Information
- ☑ Policies and Procedures
- ☑ Diversity Training (2 hours)

HOUSEKEEPING

- ➔ Phones on silent
- ➔ Web camera on
- ➔ Breaks and Lunch
- ➔ Questions

Meet and Greet

- ☑ Name
- ☑ College/department
- ☑ Job Title
- ☑ Favorite movie, tv-show, or book
- ☑ What are you looking forward to the most in your new role?

Welcome Message

Terrence Cheng
President, CSCU

Board of Regents (BOR) Members

The Board of Regents for Higher Education governs CSCU - four state universities; 12 community colleges; and Charter Oak State College

CHAIR
JoAnn Ryan

- Richard J. Balducci
- Ira Bloom
- Felice Gray-Kemp
- Holly Howery
- Juanita T. James
- Dr. Jim McCarthy
- Richard J. Porth
- Ari Santiago
- Elease E. Wright

CSCU LEADERSHIP



Terrence Cheng
President



Elsa Núñez
Vice President for State Universities

CSCU LEADERSHIP

Sean Bradbury
Senior Director of Government Relations and External Affairs

William Gammell
Associate Vice President of Research & System Effectiveness

Leigh Appleby
Director of Communications

Benjamin Barnes
VP of Administration / Chief Financial Officer

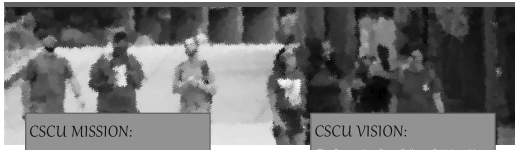
Pam Heleen
Associate Director of Board Affairs

Alice Pritchard
Chief of Staff, Chief Operating Officer, Secretary to the BOR

Rai Kathuria
Provost and Senior VP of Academic and Student Affairs

James E. Vásquez
Chief Information Officer

Ernestine Y. Weaver
CSCU General Counsel



CSCU MISSION:

The Connecticut State Colleges & Universities (CSCU) contribute to the creation of knowledge and the economic growth of the state of Connecticut by providing affordable, innovative, and rigorous programs. Our learning environments transform students and facilitate an ever-increasing number of individuals to achieve their personal and career goals.

CSCU VISION:

The Connecticut State Colleges & Universities will continually increase the number of students completing personally and professionally rewarding academic programs.

CT STATE MISSION:

Connecticut State Community College (CT State) provides access to academically rigorous and innovative education and training focused on student success. The College supports excellence in teaching and learning, makes data-informed decisions, promotes equity, advances positive change for the students, communities, and industries it serves, and awards associate degrees and certificates.





CT STATE VISION:

CT State will be recognized for exceptional student success, educational leadership, and transformative collaboration with business and industry, government, educational, and key stakeholders while advancing diverse opportunities for Connecticut's citizens and communities.

CHARTER OAK STATE COLLEGE MISSION:

The College's mission is to validate learning acquired through traditional and non-traditional experiences, including its own courses. The College rigorously upholds standards of high quality and seeks to inspire adults with the self-enrichment potential of non-traditional higher education.







**CT State Universities and Charter Oak
Presidents**

				
Zulma R. Toro Central CT State University	Elsa Núñez Eastern CT State University	Joe Bertolino Southern CT State University	Paul B. Beran Western CT State University <i>Interim</i>	Ed Klonoski Charter Oak State College









CT State Leadership

John Maduko, M.D. <i>President</i>	
Dr. John-Paul Chaisson-Cardenas <i>Vice President of Diversity, Equity, & Inclusion</i>	Miah LaPierre-Dreger, Ed.D. <i>Interim Provost and Vice President of Academic Affairs</i>
Dr. Thomas Coley <i>Executive Vice President of Strategic Partnerships and Enterprise Performance</i>	Dr. James Lombella <i>Vice President of Enrollment Management and Student Affairs</i>
Tamika Davis <i>Interim Vice President of Enrollment Management</i>	Dr. Scott Kalicki <i>Interim Vice President for Campus Operations</i>
AnnMarie Harrison <i>Chief of Staff/Associate Vice President of Communications and Strategic Marketing</i>	Kerry A. Kelley <i>Vice President of Finance and Administration, Chief Financial Officers</i>
	Dr. Rob Steinmetz <i>Executive Vice President of College Services and Student Affairs</i>

Campus Leaders

					
Michelle Coach EEO Amunuck	Lisa Dresdner EEO Naugatuck Valley	Michael Rooke EEO Northwestern	Darryl Beome EEO Tunis	Duncan Harris EEO Capital	Nicole Esposito EEO Manchester
					
Kim Hogan Interim EEO Middlebury	Mary Ellen Jusoski President Three Rivers	Karen Hynick EEO Quinebaug Valley	William T. Brown EEO Gateway	Dwayne Smith EEO Housatonic	Cheryl DeVanish EEO Norwalk

Meet the Teams.....

			
Labor	EEO	CBA	HR Strategy
			
Payroll	IT	DEI	Title IX

Payroll

- Enters in elections, taxes, and deductions.
- CORE-CT Training
- Timesheet Instructions
- Password resets

CORE-CT Self Service



Direct Deposit
Avoids delays in receiving your check. It takes approximately two pay cycles to process your direct deposit form, and for funds to start being automatically deposited into your account.

Equal Employment Opportunity

The EEO COE promotes a respectful, accessible and inclusive environment to all students, staff, and community.

- Ensure Equal Opportunity and Access for Students, Staff, and the Community
- Investigate Discriminatory Conduct
- Diversify, Inclusion and Equity Policy & Strategy Development

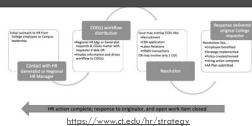
<https://www.ct.edu/hr/diversity>



HR Strategy

Provides onsite services to employees on human resources matters including benefits, salary questions, and career development.

- Feedback & Process Improvement
- Service Access
- Seamless & Efficient Service



<https://www.ct.edu/hr/strategy>

HR Generalists

- Amunuck – Erin Ramford
- System Office – Leslyene DosSantos
- Capital – Francis Leen
- Charter Oak – Leslyene DosSantos
- CT State CC – Edwin Castano
- Gateway – Jennifer Flores and Erica Ramos
- Housatonic – Ashley Nicholson
- Manchester – Nathan Moody and Katherine Rivera
- Middlesex – Frances Leon and Jaamine Rowald
- Naugatuck – Linda Pestretto-Demers
- Northwestern – Erin Randford
- Norwalk – Erica Ramos and Ashley Nicholson
- Quinebaug – Shaylah Carbone
- Tunis – Wendy Abola and Linda Pestretto-Demers
- Three Rivers – Jasmine Rosado

Labor Relations

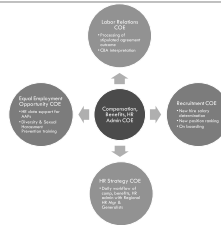
<https://www.ct.edu/hr/labor-rel>

- Guidance and direction on relationships with bargaining units
- Ensure compliance with the collective bargaining agreements
- Workplace investigations
- Developing and enforcing workplace policies and procedures
- Conflict solutions
- Union grievance administration
- Advocacy at arbitration or State Board of Labor Relations
- Negotiations for successor collective bargaining agreements

Compensation, Benefits & HR Administration

- Classification & Compensation
- Benefits Management
- HR Administration

<https://www.ct.edu/hr/admin>



Diversity, Equity, & Inclusion

- Developing and enforcing workplace policies and procedures
- Ensuring compliance with laws and regulations regarding all protected classes
- Establishing a DEI Committee representing staff from all 12 CC's, COSC and the CSU System
- Work with all the COE's in efforts to promote diversity, equity, and inclusion



Title IX

Federal law that prohibits discrimination based on the sex (gender) of employees and students of educational institutions that receive federal financial assistance.

Title IX Policy



Title IX Grievance Procedures

Employee Benefits

- Health Benefits
 - Anthem Blue Cross/Blue Shield
 - Cigna Dental
 - CVS Caremark
 - State of CT Benefit Information
 - Care Compass
- Supplemental Benefits
 - Voluntary defined contribution plans
 - Flexible spending accounts
 - Supplemental benefits program
 - The Lexington Group (www.The-Lexington-Group.com)
 - State of CT Supplemental Benefits

Employee Assistance Program

Employee Assistance Programs provide free, confidential, short-term counseling and referral by professionals trained to deal with a wide range of personal problems. CSCU has retained The Lexington Group (www.The-Lexington-Group.com) to provide this valuable benefit to our employees and their immediate families. You may contact the EAP by calling (1-800-676-HELP (4357)) Available 24/7.

Holidays

New Year's Day	Good Friday	Independence Day	*Veteran's Day
Martin Luther King Day	Memorial Day	Labor Day	Thanksgiving Day
*Lincoln's Birthday	Juneteenth	*Columbus Day	Christmas Day
Washington's Birthday			

Individual collective bargaining agreements are to be consulted to determine provisions concerning holiday compensation and/or compensatory time off for work performed on a holiday.

Vacation Leave

- Employees accrue vacation time for each completed calendar month of continuous service.
- Vacation time is credited at the completion of a calendar month.
- All vacation day requests should be in writing and subject to prior approval by the supervisor.

Personal Leave

- Personal Leave days are **not** carried over to the next year.
- Personal days are prorated if you don't start at the beginning of the year.
- Personal leave requests should be in writing and subject to prior approval by the supervisor.

Sick Leave

- Employees accrue sick leave for each completed calendar month of continuous service.
- You may carry over all sick leave to the next year.
- If you leave state employment prior to retirement (resign or vested rights retirement) you are not paid for any accrued sick leave.
- A sick leave absence of more than 5 consecutive workdays requires a State of Connecticut Medical Certificate be submitted to the Human Resources Office.
- Employees when incapacitated for duty must call their supervisor as soon as possible BEFORE the start of the workday to report use of sick leave.
- Except in the case of an emergency - Request to use accrued sick leave for the purpose of attending medical appointment and funerals is subject to prior approval.



Collective Bargaining Agreements

Community Colleges

- 2016-2021 Congress Contract
- 2016-2021 AFT Contract
- 2016-2021 AFT Full-Time Contract
- 2016-2021 Congress/AFSCME Contract

Charter Oak State College

- 2016-2021 AFSCME Contract Local 1214
- Classified
- Office of Labor Relations Contracts
- System Office
- 2016-2021 SU001L/AFSCME Contract

Everbridge Emergency System

- CSCU uses the Everbridge Emergency System to send notifications for weather and emergency situations at each of the institutions.
- A new record is automatically created based on your employee record.
- If you will be working at multiple locations and wish to receive notifications from each of those work locations, you must register your contact information and the other locations you wish to receive alerts from

Employee Enrollment Form for Emergency/Weather Notifications

Mandatory Training Compliance

- ✓ 3-hour State Diversity Training (Hybrid – in-person/NEGOV)
- ✓ 2-hour Sexual Harassment Training (NEGOV Harassment and Prevention training)
- ✓ Title IX (NEGOV)
- ✓ Workplace Violence Prevention (NEGOV)
- ✓ Ethics (NEGOV)
- ✓ FERPA (NEGOV)
- ✓ SANS IT Security – link will be sent by IT

Instructions to NEGOV

Policies

- [Violence Prevention and Response Policy](#)
- [Violence in the Workplace](#)
- [Americans with Disabilities Act \(ADA\) Procedures](#)
- [Consensual Relationships Policy](#)
- [Faculty Consulting and Research Policy](#)
- [Affirmative Action Policy Statements](#)
- [Nepotism in Employment](#)
- [Ethics Statement](#)
- [BOR/CSCU Statement of Title IX Policy](#)
- [Code of Conduct For Regents, Employees and Volunteers](#)
- [Sexual Harassment Policy](#)

*To view additional employee policies, please visit www.ct.edu/hr/policies



Diversity Training

Nicholas D'Agostino
Kimberly Carolina
Rebecca Cannon

2 Hours

Your first day on site...

- Meet with your Supervisor
- Meet your team and other departments/liaison
- Tour of department/campus
- Pick up keys and parking tag from Security
- Schedule CORE CT training with assigned payroll representative



CSCU Search Charge Meeting

Welcome, and thank you for agreeing to serve on a CSCU Search Committee!

THANK YOU

1

CSCU Search Charge Meeting

CONFIDENTIALITY

- Included in your invite to the charge was the Confidentiality Form, this form needs your signature and returned to the Recruitment Specialist. (Resumes cannot be released until all committee member forms are completed and on file)
- Committee meeting discussions and applicant materials are strictly confidential and should not be shared with individuals outside of the search committee, hiring manager, and human resources.
- FOIA

2

CSCU Search Charge Meeting

UNCONSCIOUS BIAS

- Also included in your invite to the charge was the Unconscious Bias document.
- We all come to the table with positive and negative biases, stereotypes, and assumptions.
- Ask yourself why you are favoring or eliminating a candidate.
- Remind yourself that when we hire someone with a different background and mindset, we increase creativity and different approaches to problems and projects.
- As diverse search committees, it is important we work together to select the best candidates.
- Conflicts of interest

3

AND REPEAT AFTER ME:

NO MATTER HOW OPEN-MINDED, SOCIALLY CONSCIOUS, ANTI-RACIST I THINK I AM, I STILL HAVE OLD, LEARNED HIDDEN BIASES THAT I NEED TO EXAMINE.

IT IS MY RESPONSIBILITY TO CHECK MYSELF DAILY FOR MY STEREOTYPES, PREJUDICE AND, ULTIMATELY, DISCRIMINATION.

4

CSCU Search Charge Meeting

Step 1: Committee Meetings

Coordinate search schedule:

- What dates and times are we planning to meet to...
 - Draft interview questions and preferred responses?
 - Review applications to determine qualified applicants to interview?
 - Interview qualified applicants?
 - Meet as a committee to agree on candidate(s) to recommend to Hiring Manager? Create Strengths/Weaknesses chart
 - Remember to document all decisions for the file


5

Job Description **VS** **Job Announcement**

- A written narrative that describes the general tasks and essential functions, or other related duties and responsibilities of a position.
- Will establish a solid set of expectations for employers to communicate to their employees.
- Expectations for employees also helps employers properly evaluate performance.
- Generally more detailed than the job announcement

- Describes the position information including the title, salary, duties, qualification requirements, closing date, and application procedures.
- First point of contact that a new employee makes.
- Add preferred qualifications that are an extension of the minimum requirements.
- Should be quantifiable qualifications that the committee can use as guidelines for applicant review.

6

CSCU Search Charge Meeting 

Step 2: Developing Interview Questions/ and preferred responses

While the position is posted, the committee will create interview questions and preferred responses. The Chair will submit them for approval to the Diversity and Inclusion Manager and Recruitment Specialist. It is recommended to have questions approved prior to the positions closing date, so that the committee can begin to review resumes immediately following the closing.


7

CSCU Search Charge Meeting

Why The Interview Questions Matter

Interview questions provide search committees the ability to:

- Quantify knowledge, skills, and abilities (KSAs) to identify which candidates can fulfill the essential functions of the position
- Address key priorities in the field/work/duties
- Identify candidates' ability to work within a diverse environment (e.g., race, experience, socio-economic, disability, gender, sexual orientation, religion, etc.)




8

CSCU Search Charge Meeting

The Questions Must...

- Be intentional and purposeful
- Reflect the job duties/description
- Have quantifiable responses that can be evaluated across candidates
- Be both technical and experiential
- Be open ended
- Be free from bias

9

CSCU Search Charge Meeting 

How to Build the Question

1. The most important part of the process is to review the job description and correctly identify the essential functions of the position.
2. Identify the KSAs that are necessary to fulfill each essential function
3. Develop open ended questions to determine if a candidate possesses the necessary KSAs to fulfill the essential functions
4. Use situational based questions to capture soft skills needed for the position
5. Where practicable, incorporate opportunities for candidates to include examples of their experience(s) as it relates to the position

10

CSCU Search Charge Meeting

Why the Preferred Answers Matter?

- Minimize bias in the interviews by evaluating a candidate based on their KSAs and not on their being a *good fit*
- They provide measurable and quantifiable answers for each interview question
- Are written to satisfy the KSAs
- Are directly related to the question asked
- Establish an equitable criteria for all candidates

11

CSCU Search Charge Meeting

How to Build a Preferred Answer

- Put yourself in the shoes of the interviewee
- Consider what do you hope to gain by asking the question
- Create a bulleted list of the responses that you are *specifically* looking for in meeting the KSAs. Be as specific as you can be!
- Convert the list into quantifiable and measurable responses – remove subjectivity
 - Ex: Tell us your definition of diversity.
 - Poor response:* candidate discusses diversity.
 - Preferred response:* Candidate provides at least four identities in their response(e.g., race, religion, socio-economic, disability, gender, sexual orientation, first generation, veteran).

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EXAMPLE Veterans Services Associate


- **Essential Function:** Coordinate with appropriate college departments for testing, academic advising, financial aid, campus life, and student support services and other departments for the success and retention of veteran students.
- **KSAs:** Collaboration, experience/knowledge of college departments that directly impact outcomes for student veterans, understanding of complex needs for veterans.
- **Question:** Please tell us about your experiences working collaboratively with individuals in different departments on campus; and why those collaborations are necessary, critical, and relevant to student veterans support services.
- **Preferred answer:** A. Candidate will identify at least four (4) appropriate departments such as: Bursars (payment issues, compliance reviews), Registrars (withdraws and drop deletes), Admissions (submitting paperwork), Financial Aid (required documents), Institutional Research (veteran data and reporting), Academic divisions (early intervention, raising awareness concerning consequences of withdrawals, referrals for counseling, etc.); Academic Advising (curriculum checks); Counseling (crisis intervention); Retention services (probation/suspension consequences)
- B. Candidate will demonstrate understanding regarding reasons for those collaborations by discussing at least two (2) of the following: advising new veterans or guard members on steps involved in enrollment, processing of GI Bill Educational Benefit and VA Tuition Waivers, verification of course selections, awareness of scholarships, personal counseling, academic probation/course withdraw policies.

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CSCU Search Charge Meeting


Step 3: Application Review

- A review of **all applications** is necessary to determine if they meet the minimum and preferred qualifications.
- Should be consistent for all applicants
- This is a paper review – application compared to job specifications (required, desired, and preferred qualifications)
- Outside knowledge of a candidate cannot be factored into this process



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CSCU Search Charge Meeting



Sample AAP-2/Matrix

CSCU Applicant Tracking Form (AAP 2)


Company	
Position Title	SEARCHING
Search #	

APPLICANT RANKING CRITERIA: Please indicate which qualifications each candidate possesses based on cover letters and resumes (this form needs to be approved **before** any interviews can be scheduled)

Candidate's Information	Required Qualifications		Preferred Qualifications		Committee Assessment
	1	2	1	2	
Candidate's Name					Outcomes

15

CSCU Search Charge Meeting



When selecting candidates for interviews please consider the following:

1. Follow the AAP-2/matrix to determine how candidates will be eliminated
2. Keep in mind all notes/emails subject to FOIA
3. The Chair will send the Diversity & Inclusion Manager and the Recruitment Specialist candidates selected to be interviewed on the 1st Interview Request Form. Please include dates and times the committee is available for interviews (allowing at least 1 week notice for candidates). You must note if a presentation will be required.
4. The Recruiter will schedule interviews and send the final schedule to the committee. The Chair will send each candidate a confirmation link via WebEx (Virtual Interview) for their chosen day/time.

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CSCU Search Charge Meeting



Step 4: Interview

- All applicants should be asked the same questions
- Same format- video vs. audio vs. in person
- Same participants- all Search Committee members must attend each interview
- After interview, Search Committee members discuss strengths/weaknesses
- Search Committee recommends 3-5 candidates to move forward
- Documentation- Search Committee must document using strengths/weaknesses form


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CSCU Search Charge Meeting

Once interviews are complete...

The Chair will send the following to the Diversity & Inclusion Manager and Recruitment Specialist:

1. Strengths and weaknesses of **all** candidates interviewed based on the interview and skills/abilities/experience.
2. Notation of candidates recommended to moving forward to 2nd Interviews.



18

Strengths

Subjective	Quantitative
<ul style="list-style-type: none"> • Showed familiarity with educational technology. • Strong teaching demo. 	<ul style="list-style-type: none"> • Showed familiarity with educational technology, especially the ways the candidate makes use of Blackboard as a teaching, assessment, and communication tool. • Teaching demo included specific examples of how to teach students to recognize bias in assigned readings.
<ul style="list-style-type: none"> • Shared specific ways she adjusted to online teaching. • Showed initiative (CCSU adjunct pedagogy committee). • Provided a clear response and specific examples of diversity. • Exceptional teaching prompt. 	<ul style="list-style-type: none"> • Shared specific ways the candidate adjusted to online teaching, especially how Blackboard was used to simulate the on-ground student experience • Showed initiative (CCSU adjunct pedagogy committee). • Provided a clear response and specific examples of diversity, including the importance of selecting reading material that reflects the students in her classroom. • Teaching demo was exceptional and provided specific examples of how to teach students to recognize bias in assigned readings.

19

Weaknesses

Subjective	Quantitative
<ul style="list-style-type: none"> • Teaching philosophy was vague • Difficulty answering diversity question. • Teaching demo lacked specifics. 	<ul style="list-style-type: none"> • Teaching philosophy did not express a philosophy/vision as it applies to writing and reading instruction. • Candidate did not discuss an interpretation of "diverse student body" beyond the candidate's expressed willingness to seek common ground with students. • Teaching demo lacked specifics examples of how to teach students to recognize bias in assigned readings.
<ul style="list-style-type: none"> • Teaching philosophy was vague. • Does not mention examples of diversity beyond ability level. • Only described one type of academic support. • Responses overall lacked specifics. • Unprepared for teaching demo. 	<ul style="list-style-type: none"> • Candidate did not discuss a teaching philosophy as it applies to reading and writing instruction. • Candidate did not discuss an interpretation of "diverse student body" beyond the candidate's expressed willingness to work with students. • Candidate described one type of academic support (tutoring). • The candidate did not have any information prepared for the required teaching demonstration and seemed unaware that a teaching demonstration was a required part of the interview.

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Search Charge Meeting

2nd Interviews

2nd interviews are normally conducted within 2 weeks of the 1st interviews by the Direct Supervisor and Hiring Manager (CEO or designee i.e., Dean)

1. Although 2nd interview questions do not have to be approved, we request that the Supervisor submit them to the Diversity Inclusion Manager & Recruitment Specialist for review.
2. Final interviews are conducted, and the Supervisor and Hiring Manager submits the Strengths and Weaknesses Form-Finalists of each interviewed candidate noting which candidate they would recommend hiring to the Diversity & Inclusion Manager, and the Recruitment Specialist for review.
3. Once recommended hire is reviewed, the Supervisor or Hiring Manager will request final approval from the CEO.

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DOCUMENT ALL THE THINGS!!!!

22

Once **all** members are charged, the HR Recruitment Specialist will send the committee an email with an Excel Search Committee packet and a suggested timeline for the search.

Your next steps...

1. Convene as a committee
 - Review the AAP-2/Matrix
 - Develop Interview Questions / Preferred Answers
 - Send Questions to the Diversity and Inclusion Manager and Recruitment Specialist for approval.

Once the position closes and all approvals have been given, the Recruitment Specialist will give you access to the applications

We are here to help you at each step along the way.

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Capital-East Region contacts	Shoreline-West Region contacts	North-West Region contacts	System Office
Nick D'Agostino	Nick D'Agostino	Nick D'Agostino	Nick D'Agostino
Miguel Lugo	Christie Higney(GCC) Samantha Pugh (HCC/NCC)	Luisa Duluc	Darlene Borre
Theresa Eisenbach	Theresa Eisenbach	Theresa Eisenbach	Theresa Eisenbach

Again, thank you for your time and joining us today.

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**Connecticut State Community College
Confidentiality Agreement for Search Committee Members**

Confidentiality is the foundation of a credible search committee and trustworthy search process. Searches conducted in an impartial, ethical and professional manner preserve the integrity of all parties involved. As a search committee member, I understand the importance of maintaining strict confidence throughout the hiring process and that confidentiality is an absolute requirement to be understood and honored by everyone on the search team. I hereby agree to abide by the following:

1. I understand that this Search Committee's role is to recommend candidates to the hiring authority who has the ultimate decision to select a candidate that is best qualified.
2. I acknowledge that **all information** concerning the candidate pool is **extremely confidential** and agree to protect the identity of the individuals who have expressed interest in exploring this opportunity, including individual qualifications and merits.
3. I will maintain the privacy of all applicants' information, **even after the search process is complete**.
4. I agree that **any and all information** in the form of paper, books, files, documents, electronic communications, or in any other form or format that comes into my possession as it relates to the work of the search committee is **confidential** and is **my responsibility** to safeguard and prevent from being viewed by anyone outside of the committee.
5. I agree to maintain **absolute confidentiality about all discussions** held by the search committee, both **during** the search process **and after** its completion.
6. Upon request of a **Human Resource representative and/or the Chair of the search committee**, I agree that I will return or destroy all materials, which I have received.
7. I will **not contact any applicants** without approval from a Human Resource representative and the Chair of the Search Committee to discuss **any matters** regarding the search. If I am contacted by **anyone** who wishes to discuss **any confidential aspect** of the search, I will refer them to **Human Resources**.
8. I will **not make any effort** to contact or discuss matters of this search with **any** of the applicant's **references or places of employment**, past or present, whether it be **via email, social media, etc.**
9. I agree to disclose **promptly** to the Chair of the Search Committee and Human Resources **any real or potential** conflicts of interest between myself and any of the candidates.

I have read, understand and agree to abide by all the terms of this confidentiality agreement. I am aware that failure will result in the incident being documented and placed in my professional file.

Committee Member: _____ **Date:** _____

HR: _____ **Date:** _____

Unconscious Assumptions or Bias in the Evaluation Process of Candidates and Including the Interviews

-The evaluation of candidates should be equitable, consistent and objective and based solely on the qualifications advertised in the job announcement/advertisement and the quality of the submitted resume and application paperwork that includes all of the required elements.

-Bias is an inclination or prejudice for or against one person or group. Unconscious bias are feelings we have towards other people or groups of people. Unconscious feelings play a small part in influencing our judgement of certain people and groups, away from being balanced or even-handed, in many different areas of life, including the workplace. Feelings about gender and stereotypes we've all developed throughout our lives. How we were brought up, where you were brought up, how we've been socialized, our experiences, our exposure to other social identities and social groups, who our friends are and friends we have had through our lives, as well as media influences, all affect how we think and feel about certain types of people or feelings toward men and women.

It is important to note that most bias stereotypes, do not come from a place of bad intent. It's just deep seated, unconscious stereotype that's been formed in our brains through years of different influences we often have no control over.

Biases can affect our decision-making process in different ways like perception – how we see people and perceive reality. Attitude and how we react to certain people and how comfortable we are with certain people.

-Implicit biases can include:

- Stereotypical beliefs and attitudes about social groups such as:
- Men and Women/certain jobs are for one of these groups
- White and Black and other people of color
- Old and young employees and work experience
- Even people's dress and hairstyle can be impacted by bias.

-These beliefs and attitudes can affect one's perception, behavior and judgement about the people in those groups. We need to be aware of the nuances of cultural issues, language barriers and disabilities. It is natural to show a preference for people that share similarities and reject people with characteristics that we are unfamiliar with. So, the first thing to do is to get familiar with unknown experiences, cultures, and people.

Research in this area indicates that every person brings a lifetime of experience and cultural history that shapes their perspectives as related to candidate selection.

We want to attract diverse applicants for all of our positions and want to maintain them.

Good practices to counterbalance the effects of inherent bias include:

- Learning about research on bias and assumptions and striving to minimize their influence on the evaluation of candidates.
- Developing criteria based on position qualifications directly from the job announcement for evaluating candidates and applying them consistently to all applicants.
- Spending sufficient time evaluating each resume/application package thoroughly.
- Evaluating each candidate's entire application package and not depending too heavily on only one element, such as the prestige of the degree-granting institution or post-doctoral program or the letter of recommendation.
- Explaining the decision for rejecting or retaining a candidate based on evidence in the candidate's submitted paperwork as it relates to the position qualifications.
- Be able to defend every decision for eliminating or advancing a candidate.
- Periodically evaluating the search committee's decision to consider whether evaluation bias and assumptions are influencing any decisions throughout the search process.
- All search committee members should discuss the objective(s) of the interview, the main topics or areas to be covered during the interview, the arrangements and interview appointment for each candidate. Please allow ample time to conduct the interview and time between interviews.
- All search committee members should develop a core set of questions for all applicants that will produce sufficient information to make an evaluation of the candidates' qualifications and allow equitable comparison of the candidates' expertise and skills in the line of work or discipline.
- Interview questions must be related to the job and essential job functions to determine the candidate's qualifications, knowledge, skills and abilities for the position.
- All search committee members should participate in all interviews to ensure fair and consistent evaluation of each applicant selected for interviews.
- The interview experience should be consistent and must provide the same opportunities as the other candidates.
- Everyone participating in the interview process must stay away from making comments, using humor or making any statements that could be interpreted as less formal, inappropriate or unlawful. Keeping the interview process formalized and consistent is the best practice to avoid anything that could be considered uncomfortable, illegal or inappropriate. Trying to make the candidate relaxed and at ease is always the best way to begin the interview process because it can be an intimidating experience for them. Starting by introducing the search committee members, explanation of the department that the position is in and the core job responsibilities can start the process positively.
- Document the information provided by the candidate being interviewed and not your opinions, feelings or statements about the person.
- Make sure all of your notes taken to evaluate applicants or interview notes are objective and not subjective; and are maintained and given to the Search Chair to keep in the Search folder.

Thanks for serving on our Search Committee!

Section 46a-68-80
External
Communication and
Recruitment Strategies

Section 46a-68-80: EXTERNAL COMMUNICATION AND RECRUITMENT STRATEGIES

- a) The CSCC Shoreline-West Region has developed outreach and recruitment strategies to meet its affirmative action goals and objectives. Since this is the first regional AA Plan, there were not hiring/promotional transactions to report in this AA Plan submission. In all future plans, hiring and promotional activity will be justified in the Goals Analysis section of the Affirmative Action Plan and will include a summary of each recruitment effort resulting in a hire or promotion. A listing of outreach recruitment sources is included in this section.
- b) The CSCC Shoreline-West Region has put itself on public record as an affirmative action and equal employment opportunity employer. Consistent with that posture:
1. Written expression of the Region's commitment to affirmative action and equal employment opportunity and notice of job availability are sent regularly to recruiting sources and organizations which are capable of referring qualified applicants for employment; and
 2. Notice that the Region is an affirmative action and equal employment opportunity employer will be sent to all unions that represent agency employees for collective bargaining purposes. The notice contains an invitation to review and comment upon the CSCC Shoreline-West Region's Affirmative Action Plan.
- c) The CSCC Shoreline-West Region initiates and undertakes vigorous, positive relationship-building activity to ensure that affirmative action is more than a paper commitment. It works to secure ongoing relationships and develop additional recruiting sources while cultivating outreach recruitment programs and maintaining contact with protected class members and resource agencies.
- Each position announcement is widely circulated and contains the tagline, "**The CSCC is an Equal Opportunity Employer, Affirmative Action Employer.**" Steps are taken to ensure that all job announcements at the CSCC Shoreline-West Region reach diverse sectors of the New Haven and Fairfield counties, state, regional, and national labor markets. The CSCC Shoreline-West Region continues to engage in face-to-face discussions to cement on-going relationships with and to develop additional recruiting sources. Specifically,
- Notices of position vacancies and job availability are sent to target recruiting resources and local organizations that will encourage the referral of qualified applicants for employment. The CSCC Shoreline-West Region continues to maintain and add to its listing of community-based organizations concerned with the application of affirmative action and equal opportunity principles in the public and private sector. Agencies/individuals on each list are contacted for position vacancies in the Executive Administrative Managerial, Faculty, Professional/Non-Faculty classifications and some Technical/Paraprofessional classifications. The JobApps System is used for Secretarial/Clerical, Service Maintenance, some Technical/Paraprofessional and Protective Service classified positions.
 - Postings are also shared with the CT Association of Diversity and Equity Professionals (CADEP) whose membership consist of EEO Officers across the state.
 - For positions utilizing national searches, vacancies are sent to electronic mailing lists. The CSCC Shoreline-West Region also posts all vacancies on its campus and CSCU

Section 46a-68-80: EXTERNAL COMMUNICATION AND RECRUITMENT STRATEGIES

websites.

- Under existing collective bargaining agreements, job vacancy announcements are sent to each recognized representative of employees at the CSCC Shoreline-West Region. Union leadership and members are invited to review and comment on the Affirmative Action Plan. The Connecticut State Colleges and Universities (CSCU) System Office performs a similar role with the appropriate State representatives and agencies. The CSCC Shoreline-West Region continues to state its commitment to affirmative action and equal employment opportunity on all position announcements and campus information.
- The Shoreline-West Region also utilizes their foundation and CEO Advisory Boards to assist in their efforts to build a diverse workforce.

Additionally, The CSCC Shoreline-West Region has committed itself to active outreach activities as part of its affirmative action program, which includes, but is not limited to the following:

- Contact representatives of local/regional chapters of higher education professional organizations to discuss vacancies at the Region and to solicit their help in identifying qualified protected class members.
- Advertise job openings with media that target a protected class audience in labor market areas most appropriate for filling a vacant position(s);
- Periodic workshops and job fairs are held to encourage the participation of minorities and women in skills-improvement projects, job-exploration activities and job-interview techniques.
- The CSCC Shoreline-West Region is used as a training site for the Department of Administrative Services (DAS) programs and in-service training offerings.
- Staff are encouraged to network and inform colleagues and acquaintances of position openings.

The region utilizes JAZZHR for all unclassified positions and JOBAPS for all classified positions. Both tools utilize social media to expand recruitment outreach efforts. Platforms supported include: Indeed, Facebook, Pinterest, Twitter, LinkedIn.

The CSCC Shoreline-West Region excludes any references to either age or gender from all employment advertisement except in the case of bona fide occupational qualification or need.

The Human Resources professionals and the EEO and Diversity teams attend trainings throughout the year on a variety of human resources, labor relations, affirmative action, equal employment opportunity, diversity, equity, inclusion and social justice related issues. They and their respective teams are skilled and trained on conducting investigations, handling mediations and conflict resolution and sexual harassment complaints. They also attend many joint Human Resources meetings with staff of the CSCU and CSCC throughout the reporting period.

The following is a sample of the organizations contacted to inform potential minority candidates about the Region vacancies:

Section 46a-68-80: EXTERNAL COMMUNICATION AND RECRUITMENT STRATEGIES

Routine Recruitment/Referral Sources/Internet Sites

http://www.ncc.comnet.edu	http://www.restaurant.org
https://www.higheredjobs.com	http://www.hcareers.com
https://www.vetfriends.com	https://www.linkedin.com
http://minoritynurse.com	http://www.careerbuilder.com
http://www.jobtarget.com/corporate	http://www.monster.com
http://www.ct.edu (All CSU institutions)	http://www.indeed.com
http://studentaffairs.com	http://www.dice.com
http://www.eeoc.gov	http://www.simplyhired.com
http://www.mainecareercenter.com	https://www.shrm.org/pages
https://www.suny.edu	http://www.prodivnet.com
http://matyconn.matyc.org	http://www.hireahero.org
https://www.insidehighered.com	http://www.healthcarejobsite.com
http://www.quintcareers.com	https://www.glassdoor.com
http://www.counseling.org	https://chroniclevitae.com
http://www.ala.org	http://das.ct.gov
http://www.ctnurses.org	https://www.prodivnet.com
http://jobs.acfchefs.org	https://twitter.com
http://www.militaryhire.com	

Agency Sources:

Organization	Address	City ,State	Zip Code
100 Black Men of Stamford	P.O Box 1313	Stamford, CT	06904
American Association of AA	888 16th Street ,NW Suite 800	Washington, DC	20006
Capital Workforce Partners	One Union Place	Hartford, CT	06113
CADEP	P.O Box 260412	Hartford, CT	06126
CT Assoc. of Latinos in Higher Ed.	950 Main Street, Suite 1104	Hartford, CT	06103
DAS	165 Capitol Avenue	Hartford, CT	06106
Department of Social Services	25 Sigourney Street	Hartford, CT	06106
Department of Veterans Affairs	287 West Street	Rocky Hill, CT	06067
Diverse: Issues In higher Education	10520 Warwick Avenue Suite B-8	Fairfax, VA	22030
Fairfield County Alpha Phi Alpha	50 Dexter Dr	Shelton, CT	06484
NAACP- National Headquarters	4805 Mt Hope Drive	Baltimore, MD	21215
NAACP- Bridgeport	P.O Box 9180	Bridgeport, CT	06601
Asnuntuck Community College	170 Elm Street	Enfield, CT	06082
Capital Community College	950 Main Street	Hartford, CT	06103
Central Connecticut State University	1615 Stanley Street	New Britain ,CT	06050
Charter Oak State College	55 Paul J. Manafort Drive	New Britain ,CT	06053
Eastern Connecticut State University	83 Windham Street	Willimantic, CT	06226
Gateway Community College	60 Sargent Drive	New Haven ,CT	06511
Housatonic Community College	900 Lafayette Boulevard	Bridgeport, CT	06604
Manchester Community College	Great Oath , P.O Box 1046	Manchester, CT	06045
Middlesex Community College	100 Training Hill Road	Middletown , CT	06457

Section 46a-68-80: EXTERNAL COMMUNICATION AND RECRUITMENT STRATEGIES

Naugatuck Valley Community College	750 Chase Parkway	Waterbury, CT	06708
Northwestern Community College	Park Place East	Winsted, CT	06098
Norwalk Community College	188 Richards Avenue	Norwalk, CT	06854
Quinebaug Valley Community College	742 Upper Maple Street	Danielson, CT	06239
Southern Connecticut State University	501 Crescent Street	New Heaven, CT	06515
Three rivers Community College	574 London Tpke.	Norwich, CT	06360
Tunix Community College	271 Scott Swamp Road	Farmington, CT	06032
University of Connecticut	115 N. Eagleville Road	Storrs, CT	06269
Western Connecticut State University	181 White Street	Danbury, CT	06810
The Chronicle of Higher Education	1255 23rd Street, N.W, 7Th floor	Washington, DC	20037
The Haitian Voice	934 E. Main Street #101	Stamford, CT	06902
The New York Times	229 West 43rd Street	New York, NY	10036
The Hartford Courant	285 Broad Street	Hartford, CT	06115
La Voz Hispana	35 Elm Street	New Haven, CT	06510

SBE/MBE Reporting:

The Quarterly Reports of the Set-Aside Program that includes Small, Minority, Women and Disabled Businesses are included in this section of the Affirmative Action Plan. At this time, these reports are submitted by each institution within the region. As such there should be 12 quarterly reported submitted in this AA Plan. However, due to issues related to our BANNERCT financial database, the 9/30/2022 reports were unavailable at the time of this submission.

From: [CannonKlemenz, Rebecca](#)
To: "wboucher@cpfu.org"
Subject: re: 2021CSCC Shoreline-West Affirmative Action Plan
Date: Monday, May 16, 2022 12:15:00 PM

May 16, 2022

William Boucher
CT Police and Fire Union (NP-5)
wboucher@cpfu.org

Dear William Boucher,

We wish to bring to your attention that the 2021 CSCC Shoreline-West Affirmative Action plan is available for the union members to review.

The Shoreline-West Region is an affirmative action/equal opportunity employer and, as such, hires individuals without regard for age, ancestry, color, national origin, gender identity or expression, genetic information, learning disability, marital status, intellectual disability, physical disability (including but not limited to blindness), present or past history of mental disability, prior criminal record, race, religious creed, sex (including pregnancy and sexual harassment), sexual orientation, retaliation for previously opposed discrimination or coercion, veteran status, members of Civil Air Patrol, and workplace hazards to reproductive systems unless the provisions of sections 46a(b), 46a-80(b) of the Connecticut General Statutes are controlling, or there is a bona fide occupation qualification excluding persons in one of the above protected groups.

We invite you and your members to review and comment upon the College's affirmative action plan, which is available online at the following link: [CSCC 2021 Shoreline-West Affirmative Action Plan](#). Should you have any questions regarding the affirmative action plan, please contact my office at 860-723-0727.

Sincerely,

Kimberly Carolina
Manager of Equal Employment Opportunity

From: [CannonKlemenz, Rebecca](#)
To: "plamb@andr.org"
Subject: re: 2021CSCC Shoreline-West Affirmative Action Plan
Date: Monday, May 16, 2022 12:15:00 PM

May 16, 2022

Patrick Lam
Administrative and Residual (P-5)
plamb@andr.org

Dear Patrick Lam,

We wish to bring to your attention that the 2021 CSCC Shoreline-West Affirmative Action plan is available for the union members to review.

The Shoreline-West Region is an affirmative action/equal opportunity employer and, as such, hires individuals without regard for age, ancestry, color, national origin, gender identity or expression, genetic information, learning disability, marital status, intellectual disability, physical disability (including but not limited to blindness), present or past history of mental disability, prior criminal record, race, religious creed, sex (including pregnancy and sexual harassment), sexual orientation, retaliation for previously opposed discrimination or coercion, veteran status, members of Civil Air Patrol, and workplace hazards to reproductive systems unless the provisions of sections 46a(b), 46a-80(b) of the Connecticut General Statutes are controlling, or there is a bona fide occupation qualification excluding persons in one of the above protected groups.

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Sincerely,

Kimberly Carolina
Manager of Equal Employment Opportunity

From: [CannonKlemenz, Rebecca](#)
To: jbarr@council4.org
Subject: re: 2021CSCC Shoreline-West Affirmative Action Plan
Date: Monday, May 16, 2022 12:15:00 PM

May 16, 2022

Jody Barr
AFSCME Council 4 (NP-3)
jbarr@council4.org

Dear Jody Barr,

We wish to bring to your attention that the 2021 CSCC Shoreline-West Affirmative Action plan is available for the union members to review.

The Shoreline-West Region is an affirmative action/equal opportunity employer and, as such, hires individuals without regard for age, ancestry, color, national origin, gender identity or expression, genetic information, learning disability, marital status, intellectual disability, physical disability (including but not limited to blindness), present or past history of mental disability, prior criminal record, race, religious creed, sex (including pregnancy and sexual harassment), sexual orientation, retaliation for previously opposed discrimination or coercion, veteran status, members of Civil Air Patrol, and workplace hazards to reproductive systems unless the provisions of sections 46a(b), 46a-80(b) of the Connecticut General Statutes are controlling, or there is a bona fide occupation qualification excluding persons in one of the above protected groups.

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Sincerely,

Kimberly Carolina
Manager of Equal Employment Opportunity

From: [CannonKlemenz, Rebecca](#)
To: djbsr88@aol.com
Subject: re: 2021CSCC Shoreline-West Affirmative Action Plan
Date: Monday, May 16, 2022 12:15:00 PM

May 16, 2022

Dennis Bogusky
American Federation of Teachers
djbsr88@aol.com

Dear Dennis Bogusky,

We wish to bring to your attention that the 2021 CSCC Shoreline-West Affirmative Action plan is available for the union members to review.

The Shoreline-West Region is an affirmative action/equal opportunity employer and, as such, hires individuals without regard for age, ancestry, color, national origin, gender identity or expression, genetic information, learning disability, marital status, intellectual disability, physical disability (including but not limited to blindness), present or past history of mental disability, prior criminal record, race, religious creed, sex (including pregnancy and sexual harassment), sexual orientation, retaliation for previously opposed discrimination or coercion, veteran status, members of Civil Air Patrol, and workplace hazards to reproductive systems unless the provisions of sections 46a(b), 46a-80(b) of the Connecticut General Statutes are controlling, or there is a bona fide occupation qualification excluding persons in one of the above protected groups.

We invite you and your members to review and comment upon the College's affirmative action plan, which is available online at the following link: [CSCC 2021 Shoreline-West Affirmative Action Plan](#). Should you have any questions regarding the affirmative action plan, please contact my office at 860-723-0727.

Sincerely,

Kimberly Carolina
Manager of Equal Employment Opportunity

From: [CannonKlemenz, Rebecca](#)
To: "cchisem@ceui.org"
Subject: re: 2021CSCC Shoreline-West Affirmative Action Plan
Date: Monday, May 16, 2022 12:15:00 PM

May 16, 2022

Carl Chisem
CT Employees Union Independent (NP-2)
cchisem@ceui.org

Dear Carl Chisem,

We wish to bring to your attention that the 2021 CSCC Shoreline-West Affirmative Action plan is available for the union members to review.

The Shoreline-West Region is an affirmative action/equal opportunity employer and, as such, hires individuals without regard for age, ancestry, color, national origin, gender identity or expression, genetic information, learning disability, marital status, intellectual disability, physical disability (including but not limited to blindness), present or past history of mental disability, prior criminal record, race, religious creed, sex (including pregnancy and sexual harassment), sexual orientation, retaliation for previously opposed discrimination or coercion, veteran status, members of Civil Air Patrol, and workplace hazards to reproductive systems unless the provisions of sections 46a(b), 46a-80(b) of the Connecticut General Statutes are controlling, or there is a bona fide occupation qualification excluding persons in one of the above protected groups.

We invite you and your members to review and comment upon the College's affirmative action plan, which is available online at the following link: [CSCC 2021 Shoreline-West Affirmative Action Plan](#). Should you have any questions regarding the affirmative action plan, please contact my office at 860-723-0727.

Sincerely,

Kimberly Carolina
Manager of Equal Employment Opportunity

From: [CannonKlemenz, Rebecca](#)
To: Seth@the4cs.org
Subject: re: 2021CSCC Shoreline-West Affirmative Action Plan
Date: Monday, May 16, 2022 12:15:00 PM

May 16, 2022

Seth Freeman
Congress of CT Community Colleges
Seth@the4cs.org

Dear Seth Freeman,

We wish to bring to your attention that the 2021 CSCC Shoreline-West Affirmative Action plan is available for the union members to review.

The Shoreline-West Region is an affirmative action/equal opportunity employer and, as such, hires individuals without regard for age, ancestry, color, national origin, gender identity or expression, genetic information, learning disability, marital status, intellectual disability, physical disability (including but not limited to blindness), present or past history of mental disability, prior criminal record, race, religious creed, sex (including pregnancy and sexual harassment), sexual orientation, retaliation for previously opposed discrimination or coercion, veteran status, members of Civil Air Patrol, and workplace hazards to reproductive systems unless the provisions of sections 46a(b), 46a-80(b) of the Connecticut General Statutes are controlling, or there is a bona fide occupation qualification excluding persons in one of the above protected groups.

We invite you and your members to review and comment upon the College's affirmative action plan, which is available online at the following link: [CSCC 2021 Shoreline-West Affirmative Action Plan](#). Should you have any questions regarding the affirmative action plan, please contact my office at 860-723-0727.

Sincerely,

Kimberly Carolina
Manager of Equal Employment Opportunity



COMMUNITY COLLEGES ARE HIRING!

Learn about State Employment at our Virtual Information Session!

About the Information Session

Speak with the Recruiting and Talent Acquisition team about the different career paths. This includes faculty and staff positions!

Get helpful tips on how to apply and on how the recruitment process works.

Learn all about the benefits of working as a state employee at CT State and Charter Oak State College.

Tuesday, November 15, 2022

Time: 12pm – 1pm

WebEx Link to join: bit.ly/3EZYrNQ

Current Job Openings:

ct.edu/hr/jobs

WHO WE ARE: In July 2023, 12 community colleges in Connecticut are merging into CT State Community College, one of the largest community colleges in the country and largest in New England. CT State is dedicated to quality, access, and affordability. CT State students will be able to apply once and take classes at any campus. Locations include: Asnuntuck (Enfield), Capital (Hartford), Gateway (New Haven & North Haven), Housatonic (Bridgeport), Manchester, Middlesex (Middletown & Meriden), Naugatuck Valley (Waterbury), Northwestern (Winsted), Norwalk, Quinebaug Valley (Danielson & Willimantic), Three Rivers (Norwich), and Tunxis (Farmington) Community Colleges.

CT State is part of Connecticut State Colleges and Universities, which also includes the four state universities and Charter Oak State College.

Please visit the university websites to learn about their career opportunities.

From: [CSCU-Announcement](#)
Subject: CSCU Weekly Job Announcement Opportunities 08-27-22
Date: Saturday, August 27, 2022 10:51:09 AM

Hello, below is a list of all the new CT State Community College & Universities Job Announcements. Including Charter Oak State College and Department of Administrative (DAS) job openings.

If you are interested in one of the newly posted positions below, please click on the appropriate employment portal link or direct link, to find out more information about the position and application process.

For CT State Community College openings please submit a cover letter and resume via the employment portal at: [CT State Community College Career Page](#) by the deadline on the posting.

CT STATE COMMUNITY COLLEGE

- Academic Dean-Sciences and Mathematics

ASNUNTUCK COMMUNITY COLLEGE

- Instructor, Biology

GATEWAY COMMUNITY COLLEGE

- Clinical Coordinator-Nursing
- Instructor, Automotive

MANCHESTER COMMUNITY COLLEGE

- Instructor, U.S History
- Director of Advanced Manufacturing Technology

MIDDLESEX COMMUNITY COLLEGE

- Assistant Professor Anatomy & Physiology/Radiologic Technology, Program Coordinator
- Instructor of Mathematics
- Workforce Development and Continuing Education Coordinator-(**FT Educational Assistant**)

NAUGATUCK VALLEY COMMUNITY COLLEGE

- Instructor, Accounting

NORWALK VALLEY COMMUNITY COLLEGE

- Assistant Professor/Program Coordinator, Culinary Arts
- Assistant Professor, Engineering Technology

QUINEBAUG COMMUNITY COLLEGE

- Campus Director of Tutoring and Academic Support
- Second Chance Pell Liaison-(**PT Educational Assistant**)

THREE RIVERS COMMUNITY COLLEGE

- Instructor of Accounting
- Second Chance Pell Liaison-(**PT Educational Assistant**)

TUNXIS COMMUNITY COLLEGE

- Assistant Professor/PC, Engineering Technology

- Assistant Professor/PC, Dental Assisting

For Board of Regents and Charter Oak openings please submit a cover letter and resume via the employment portal at: [BOR-Charter Oak](#) by the deadline on the posting.

BOARD OF REGENTS

- Fixed Asset Specialist
- CT Health Horizons Project Director

For CT State Community College continuous recruitment openings (Part-time Lecturers, Non-Credit Lectures, Part-time Educational Assistants) please submit a cover letter and resume via the employment portal at: [CT State Community College Career Page](#)

For CT State University Job announcements please follow the application instructions on the posting and submit all application materials by the deadline.

- [Eastern CT State University](#)
- [Central CT State University](#)
- [Southern CT State University](#)
- [Western CT State University](#)

Click on the link below to see all Department of Administrative Services (DAS) job openings.

[Job Openings - Department of Administrative Services \(jobapscloud.com\)](#)

Click on the link below to see additional current job opportunities with the CSCU system.

[CSCU Human Resources - Jobs \(ct.edu\)](#)

Incomplete applications or those submitted after the closing date will not be considered and links to other sources to view resumes are not acceptable.

Please note that due to the large volume of applications received, we are unable to field phone/email inquiries and confirm receipt of completed applications.

All employment, if offered, is contingent upon proof of citizenship or employability under the requirement of the Immigration and Control Act (IRCA) and the successful passing of a background check.

CSCU is an Affirmative Action/Equal Opportunity Employer

SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

Fiscal Year Quarter 1ST / 2ND / 3RD / 4TH Fiscal Year Period:

ENTER THIS QTR-

Agency Name:	Gateway Community College	Agency Number:	7709
Prepared by:	Lutishia Pershad	E-mail Address:	lpershad@gatewayct.edu
Tel. # -	203-285-2524		

1) TOTAL FUNDS AVAILABLE (ALL SOURCES) FROM YOUR ADOPTED BUDGET Page 1 (Summary Page) From The Annual Goals Calculations Report	\$ 69,100,342.00
2) Amount Available for Small/Minority Business Program after DAS APPROVED DEDUCTIONS/EXEMPTIONS	\$ (11,189,307.00)
3) 25% of line # 2 Total - Set Aside - Small/Minority Business Enterprises (Combined)	\$ -
4) 25% of line # 3 Total- Set Aside - Minority Business Enterprises only	\$ -

	QUARTER	Number	YEAR TO DATE	Number
	TOTALS (\$)	Contracts	TOTALS (\$)	Contracts
5) Total Agency FY Expenditures for Purchases and Contracts	\$ 2,418,434.68	227	\$ 4,146,363.78	408

6) Total Agency FY Expenditures for Purchases and Contracts from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$ 62,841.78	23	\$ 135,666.08	39
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7) Total Agency FY Expenditures for Purchases and Contracts from Minority Business Enterprises (MBE) only. <i>PLEASE CATEGORIZE:</i>				
A) American Indian (N)				
B) Asian (A)				
C) Black (B)				
D) Disabled Individual (D)				
E) Hispanic (H)				
F) Iberian Peninsula (I)				
G) Disabled American Indian (DN)				
H) Disabled Asian American (DA)				
I) Disabled Black American (DB)				
J) Disabled Hispanic American (DH)				
K) Disabled Iberian Peninsula American (DI)				
L) Woman (W)	\$ 6,656.17	6	\$ 7,676.17	7
M) Woman American Indian (NW)				
N) Woman Asian (AW)				
O) Woman Black (BW)				
P) Woman Disabled (DW)				
Q) Woman Hispanic (HW)				
R) Woman Iberian Peninsula (IW)	\$ 9,998.09	1	\$ 17,749.75	1
S) Disabled American Indian Woman (DNW)				
T) Disabled Asian American Woman (DAW)				
U) Disabled Black American Woman (DBW)				
V) Disabled Hispanic American Woman (DHW)				
W) Disabled Iberian Peninsula American Woman (DIW)				
DisBE TOTAL (Lines D, G, H, I, J, K, P, S,T,U, V, & W)	\$ -	0	\$ -	0
WBE TOTAL [Lines L - W]	\$ 16,654.26	7	\$ 25,425.92	8
MBE TOTAL {Lines A - W}	\$ 16,654.26	7	\$ 25,425.92	8

DEPARTMENT OF ADMINISTRATIVE SERVICES
 SUPPLIER DIVERSITY PROGRAM SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

Fiscal Year
 2021 - 2022

BE SURE TO INCLUDE SUBTOTALS FOR EACH MINORITY CATEGORY!!!

FY QUARTER PERIOD	2nd Qtr	In reporting data below, does your Agency utilize C.O.R.E.?	NO
If not utilizing C.O.R.E. , DID YOU VALIDATE COMPANY AS A CURRENT SBE AND/OR MBE? Yes <u>X</u> No _____			

Agency Name:	Gateway Community College
--------------	---------------------------

Report Prepared by:	Lutishia Pershad	Agency Number:	
---------------------	------------------	----------------	--

CERTIFIED VENDORS ONLY		ACTUAL EXPENDITURES		SPECIFY:
(A) Small Business Enterprise (SBE) OR Minority Business Enterprise (MBE) Vendor Name	(B) State Contract # OR P.O. #	(C) DAS Certified SBE/MBE AMOUNT	(D) MBE Category	
Ampro Office Products LLC	P0401626, P0401627,P0401628, P0402464	\$ 4,483.00	W	
NorcomCT	P0402645	\$ 2,173.17	W	
	Total W	\$ 6,656.17		
C & C Janitorial	P0399696	\$ 9,998.09	IW	
Carey Wiper & Supply	P0401385	\$ 442.96	SB	
Connecticut Community Non-profit	P0402641	\$ 1,870.03	SB	
Corporate Mailing Service, LLC	P0403140	\$ 1,153.66	SB	
Lighting Services, Inc	P0399706	\$ 14,366.23	SB	
Mercury Cabling Systems, LLC	P0394156	\$ 4,680.20	SB	
Mulvaney Mechancial Inc	P0399713	\$ 21,611.85	SB	
Powerstation	P0403056	\$ 525.00	SB	
Sanditz Travel Management	P0402829	\$ 29.00	SB	
Suburban Stationers, Inc.	P0401442, P0401440, P0400732	\$ 277.76	SB	
Tower Equipment Company, Inc.	P0403139	\$ 306.11	SB	
Yac Industries LLC	P0401921	\$ 924.72	SB	
	Total SB	\$ 46,187.52		
SBE/MBE TOTAL		\$ 62,841.78		

SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

Fiscal Year Quarter 1ST / 2ND / 3RD / 4TH Fiscal Year Period:

ENTER THIS QTR-

Agency Name:	Gateway Community College	Agency Number:	7709
Prepared by:	Kim Diaz	E-mail Address:	kdiaz@gatewayct.edu
Tel. # -	203-285-2522		

1) TOTAL FUNDS AVAILABLE (ALL SOURCES) FROM YOUR ADOPTED BUDGET Page 1 (Summary Page) From The Annual Goals Calculations Report	\$ 69,100,342.00
2) Amount Available for Small/Minority Business Program after DAS APPROVED DEDUCTIONS/EXEMPTIONS	\$ (11,189,307.00)
3) 25% of line # 2 Total - Set Aside - Small/Minority Business Enterprises (Combined)	\$ -
4) 25% of line # 3 Total- Set Aside - Minority Business Enterprises only	\$ -

	QUARTER	Number	YEAR TO DATE	Number
	TOTALS (\$)	Contracts	TOTALS (\$)	Contracts
5) Total Agency FY Expenditures for Purchases and Contracts	\$ 2,694,487.51	270	\$ 6,840,149.85	601

6) Total Agency FY Expenditures for Purchases and Contracts from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$ 45,371.03	14	\$ 181,037.11	46
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7) Total Agency FY Expenditures for Purchases and Contracts from Minority Business Enterprises (MBE) only. <i>PLEASE CATEGORIZE:</i>				
A) American Indian (N)				
B) Asian (A)				
C) Black (B)				
D) Disabled Individual (D)				
E) Hispanic (H)				
F) Iberian Peninsula (I)				
G) Disabled American Indian (DN)				
H) Disabled Asian American (DA)				
I) Disabled Black American (DB)				
J) Disabled Hispanic American (DH)				
K) Disabled Iberian Peninsula American (DI)				
L) Woman (W)	\$ 4,275.00	1	\$ 11,951.17	8
M) Woman American Indian (NW)				
N) Woman Asian (AW)				
O) Woman Black (BW)				
P) Woman Disabled (DW)				
Q) Woman Hispanic (HW)				
R) Woman Iberian Peninsula (IW)	\$ 7,705.78	1	\$ 25,455.53	1
S) Disabled American Indian Woman (DNW)				
T) Disabled Asian American Woman (DAW)				
U) Disabled Black American Woman (DBW)				
V) Disabled Hispanic American Woman (DHW)				
W) Disabled Iberian Peninsula American Woman (DIW)				
DisBE TOTAL (Lines D, G, H, I, J, K, P, S,T,U, V, & W)	\$ -	0	\$ -	0
WBE TOTAL [Lines L - W]	\$ 11,980.78	2	\$ 37,406.70	9
MBE TOTAL {Lines A - W}	\$ 11,980.78	2	\$ 37,406.70	9

DEPARTMENT OF ADMINISTRATIVE SERVICES
 SUPPLIER DIVERSITY PROGRAM SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

Fiscal Year
 2022

BE SURE TO INCLUDE SUBTOTALS FOR EACH MINORITY CATEGORY!!!

FY QUARTER PERIOD	3rd Qtr	In reporting data below, does your Agency utilize C.O.R.E.?	NO
<i>If not utilizing C.O.R.E. , DID YOU VALIDATE COMPANY AS A CURRENT SBE AND/OR MBE? Yes_X___ No_____</i>			

Agency Name:	Gateway Community College		
Report Prepared by:	Kim Diaz	Agency Number:	7709

CERTIFIED VENDORS ONLY		ACTUAL EXPENDITURES		SPECIFY:
(A) Small Business Enterprise (SBE) OR Minority Business Enterprise (MBE) Vendor Name	(B) State Contract # OR P.O. #	(C) DAS Certified SBE/MBE AMOUNT	(D) MBE Category	
Ampro Office Products LLC	P0403914	\$ 4,275.00	W	
C & C Janitorial	P0399696	\$ 7,705.78	IW	
Clearwater Industries Inc	P0399599	\$ 4,933.00	SB	
Connecticut Community Non-profit	P0402641	\$ 1,841.85	SB	
Corporate Mailing Service, LLC	P0403140	\$ 703.70	SB	
HRW Assoc. Inc.	P0402829	\$ 676.02	SB	
Lighting Services, Inc	P0399706	\$ 4,763.10	SB	
Mulvaney Mechancial Inc	P0399713	\$ 14,955.63	SB	
Suburban Stationers, Inc.	P0403080, P0403740	\$ 76.60	SB	
Tower Equipment Company, Inc.	P0403139	\$ 442.35	SB	
Yac Industries LLC	P0403061	\$ 4,998.00	SB	
	Total SB	\$ 33,390.25		
SBE/MBE TOTAL		\$ 45,371.03		

SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

Fiscal Year Quarter 1ST / 2ND / 3RD / 4TH Fiscal Year Period:

ENTER THIS QTR-

Agency Name:	Gateway Community College	Agency Number:	7709
Prepared by:	Kim Diaz	E-mail Address:	kdiaz@gatewayct.edu
Tel. # -	203-285-2522		

1) TOTAL FUNDS AVAILABLE (ALL SOURCES) FROM YOUR ADOPTED BUDGET Page 1 (Summary Page) From The Annual Goals Calculations Report	\$ 69,100,342.00
2) Amount Available for Small/Minority Business Program after DAS APPROVED DEDUCTIONS/EXEMPTIONS	\$ (11,189,307.00)
3) 25% of line # 2 Total - Set Aside - Small/Minority Business Enterprises (Combined)	\$ -
4) 25% of line # 3 Total- Set Aside - Minority Business Enterprises only	\$ -

	QUARTER	Number	YEAR TO DATE	Number
	TOTALS (\$)	Contracts	TOTALS (\$)	Contracts
5) Total Agency FY Expenditures for Purchases and Contracts	\$ 3,826,127.71	304	\$ 10,666,277.56	818

6) Total Agency FY Expenditures for Purchases and Contracts from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$ 105,280.12	21	\$ 286,317.23	60
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7) Total Agency FY Expenditures for Purchases and Contracts from Minority Business Enterprises (MBE) only. <i>PLEASE CATEGORIZE:</i>				
A) American Indian (N)				
B) Asian (A)				
C) Black (B)				
D) Disabled Individual (D)				
E) Hispanic (H)				
F) Iberian Peninsula (I)				
G) Disabled American Indian (DN)				
H) Disabled Asian American (DA)				
I) Disabled Black American (DB)				
J) Disabled Hispanic American (DH)				
K) Disabled Iberian Peninsula American (DI)				
L) Woman (W)	\$ 360.00	1	\$ 12,311.17	9
M) Woman American Indian (NW)				
N) Woman Asian (AW)				
O) Woman Black (BW)				
P) Woman Disabled (DW)				
Q) Woman Hispanic (HW)				
R) Woman Iberian Peninsula (IW)	\$ 17,219.18	1	\$ 42,674.71	1
S) Disabled American Indian Woman (DNW)				
T) Disabled Asian American Woman (DAW)				
U) Disabled Black American Woman (DBW)				
V) Disabled Hispanic American Woman (DHW)				
W) Disabled Iberian Peninsula American Woman (DIW)				
DisBE TOTAL (Lines D, G, H, I, J, K, P, S,T,U, V, & W)	\$ -	0	\$ -	0
WBE TOTAL [Lines L - W]	\$ 17,579.18	2	\$ 54,985.88	10
MBE TOTAL {Lines A - W}	\$ 17,579.18	2	\$ 54,985.88	10

BE SURE TO INCLUDE SUBTOTALS FOR EACH MINORITY CATEGORY!!!

FY QUARTER PERIOD	4th Qtr	In reporting data below, does your Agency utilize C.O.R.E.?	NO
<i>If not utilizing C.O.R.E. , DID YOU VALIDATE COMPANY AS A CURRENT SBE AND/OR MBE? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></i>			

Agency Name:	Gateway Community College
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Report Prepared by:	Kim Diaz	Agency Number:	7709
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CERTIFIED VENDORS ONLY		ACTUAL EXPENDITURES	SPECIFY:
(A) Small Business Enterprise (SBE) OR Minority Business Enterprise (MBE) Vendor Name	(B) State Contract # OR P.O. #	(C) DAS Certified SBE/MBE AMOUNT	(D) MBE Category
NorcomCT	P0402645,P0405935	\$ 360.00	W
	Total W	\$ 360.00	
C & C Janitorial	P0399696	\$ 17,219.18	IW
ABC Sign Corp	P0406145,P0407219	\$ 6,278.00	
Air Balancing Service Company	P0405939	\$ 2,200.00	
Carey Wiper & Supply	P0403629	\$ 904.00	SB
Clearwater Industries Inc	P0399599	\$ 6,727.36	
Connecticut Community Non-profit	P0402641	\$ 845.65	SB
Corporate Mailing Service, LLC	P0403140	\$ 126.63	SB
EDS Presentations	P0406339,P0406832	\$ 1,062.00	
East Shore Glass	P0405932	\$ 1,663.00	
HRW Assoc. Inc.	P0399543	\$ 1,114.26	
Life Safety Service & Supply	P0407240	\$ 258.00	
Lighting Services, Inc	P0399706	\$ 3,942.41	SB
Mulvaney Mechancial Inc	P0399713	\$ 53,134.18	SB
Perfectemp Inc	Direct Pay	\$ 149.63	
Sanditz Travel Management	P0405802	\$ 6,422.47	SB
Suburban Stationers, Inc.	P0405995, P0406064	\$ 118.35	SB
Yac Industries LLC	P0406066	\$ 2,755.00	SB
	Total SB	\$ 87,700.94	
		\$ 87,700.94	

SBE/MBE TOTAL

SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

Fiscal Year Quarter **1ST / 2ND / 3RD / 4TH** Fiscal Year Period

ENTER THIS QTR- 2ND

Agency Name:	Housatonic Community College	Agency Number:	7705
Prepared by:	Angela Blumstein	E-mail Address:	ablumstein@housatonic.edu
Tel. # -	203-332-5009	<i>Please Submit a copy of this form, and Back-Up Sheets via InterOffice Mail to CHRO @ 25 SIGOURNEY ST, Hartford CT 06106</i>	

1) TOTAL FUNDS AVAILABLE (ALL SOURCES) FROM YOUR ADOPTED BUDGET Page 1 (Summary Page) From The Annual Goals Calculations Report	\$ 35,192,860.00
2) Amount Available for Small/Minority Business Program after DAS APPROVED DEDUCTIONS/EXEMPTIONS	\$ (2,610,495.95)
3) 25% of line # 2 Total - Set Aside - Small/Minority Business Enterprises (Combined)	\$ (652,623.99)
4) 25% of line # 3 Total- Set Aside - Minority Business Enterprises only	\$ (163,156.00)

	QUARTER	Number	YEAR TO DATE	Number
	TOTALS (\$)	Contracts	TOTALS (\$)	Contracts
5) Total Agency FY Expenditures for Purchases and Contracts	\$ 1,706,592.81	179	\$ 4,263,286.21	369

6) Total Agency FY Expenditures for Purchases and Contracts from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$ 73,069.39	22	\$ 161,620.08	40
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7) Total Agency FY Expenditures for Purchases and Contracts from Minority Business Enterprises (MBE) only. <i>PLEASE CATEGORIZE:</i>				
A) American Indian (N)				
B) Asian (A)				
C) Black (B)				
D) Disabled Individual (D)				
E) Hispanic (H)				
F) Iberian Peninsula (I)				
G) Disabled American Indian (DN)				
H) Disabled Asian American (DA)				
I) Disabled Black American (DB)				
J) Disabled Hispanic American (DH)				
K) Disabled Iberian Peninsula American (DI)				
L) Woman (W)	\$ 31,891.29	9	\$ 85,514.57	15
M) Woman American Indian (NW)				
N) Woman Asian (AW)				
O) Woman Black (BW)	\$ 12,254.76	5	\$ 15,240.76	6
P) Woman Disabled (DW)				
Q) Woman Hispanic (HW)				
R) Woman Iberian Peninsula (IW)				
S) Disabled American Indian Woman (DNW)				
T) Disabled Asian American Woman (DAW)				
U) Disabled Black American Woman (DBW)				
V) Disabled Hispanic American Woman (DHW)				
W) Disabled Iberian Peninsula American Woman (DIW)				
DisBE TOTAL (Lines D, G, H, I, J, K, P, S, T, U, V, & W)	\$ -		\$ -	
WBE TOTAL [Lines L - W]	\$ 44,146.05	14	\$ 100,755.33	21
MBE TOTAL {Lines A - W}	\$ 44,146.05	14	\$ 100,755.33	21

DEPARTMENT OF ADMINISTRATIVE SERVICES
 SUPPLIER DIVERSITY PROGRAM SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

Fiscal Year
 2021-2022

BE SURE TO INCLUDE SUBTOTALS FOR EACH MINORITY CATEGORY!!!

FY QUARTER PERIOD	FY22-Q2	In reporting data below, does your Agency utilize C.O.R.E.?	NO
If not utilizing C.O.R.E. , DID YOU VALIDATE COMPANY AS A CURRENT SBE AND/OR MBE Yes <u>X</u> No _____			

Agency Name:	Housatonic Community College
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Report Prepared by:	Angela Blumstein	Agency Number:	7705
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CERTIFIED VENDORS ONLY		ACTUAL EXPENDITURES		SPECIFY:
(A) Small Business Enterprise (SBE) OR Minority Business Enterprise (MBE) Vendor Name	(B) State Contract # OR P.O. #	(C) DAS Certified SBE/MBE AMOUNT	(D) MBE Category	
Central Mechanical Services	P0399200	711.62	W	
Central Mechanical Services	P0399200	4,081.22	W	
Central Mechanical Services	P0398530	2,761.70	W	
Central Mechanical Services	P0402687	4,467.53	W	
Central Mechanical Services	P0399200	295.50	W	
Central Mechanical Services	P0399200	570.64	W	
Total		12,888.21		
Connecticut Community Nonprofit Alliance Incorporated	P0401349	140.00	SB	
Connecticut Community Nonprofit Alliance Incorporated	P0401349	140.00	SB	
Connecticut Community Nonprofit Alliance Incorporated	P0401349	140.00	SB	
Connecticut Community Nonprofit Alliance Incorporated	P0401349	140.00	SB	
Connecticut Community Nonprofit Alliance Incorporated	P0402031	1,127.46	SB	
Connecticut Community Nonprofit Alliance Incorporated	P0402031	76.10	SB	
Connecticut Community Nonprofit Alliance Incorporated	P0401349	140.00	SB	
Connecticut Community Nonprofit Alliance Incorporated	P0401349	140.00	SB	
Connecticut Community Nonprofit Alliance Incorporated	P0402031	76.10	SB	
Connecticut Community Nonprofit Alliance Incorporated	P0402031	76.10	SB	
Connecticut Community Nonprofit Alliance Incorporated	P0401349	140.00	SB	
Connecticut Community Nonprofit Alliance Incorporated	P0401349	140.00	SB	
Connecticut Community Nonprofit Alliance Incorporated	P0402031	76.10	SB	
Connecticut Community Nonprofit Alliance Incorporated	P0402031	76.10	SB	
Connecticut Community Nonprofit Alliance Incorporated	P0401349	140.00	SB	
Connecticut Community Nonprofit Alliance Incorporated	P0402031	76.10	SB	
Connecticut Community Nonprofit Alliance Incorporated	P0402031	76.10	SB	
Connecticut Community Nonprofit Alliance Incorporated	P0401349	140.00	SB	
Connecticut Community Nonprofit Alliance Incorporated	P0401349	140.00	SB	
Connecticut Community Nonprofit Alliance Incorporated	P0401349	140.00	SB	
Connecticut Community Nonprofit Alliance Incorporated	P0402031	76.10	SB	
Total		3,340.16		
Flow Tech Incorporated	P0401360	4,345.00	SB	
Total		4,345.00		
G Donovan Associates Incorporated	P0399370	2,950.00	SB	
G Donovan Associates Incorporated	P0399380	2,000.00	SB	
G Donovan Associates Incorporated	P0392016	12,204.18	SB	
Total		17,154.18		
New England Traffic Solutions	P0402489	7,950.00	W	
New England Traffic Solutions	P0402491	375.00	W	
New England Traffic Solutions	P0394253	3,250.00	W	
Total		11,575.00		
Presto Print II Incorporated	P0402791	1,138.09	W	
Total		1,138.09		
PrintabiliTees LLC	P0401254	2,175.00	WB	
PrintabiliTees LLC	P0400303	765.00	WB	
PrintabiliTees LLC	P0401822	7,970.72	WB	
PrintabiliTees LLC	P0402245	209.04	WB	
PrintabiliTees LLC	P0403115	1,135.00	WB	
Total		12,254.76		
Ryan Business Systems Incorporated	P0398699	2,048.70	W	
Ryan Business Systems Incorporated	P0401478	748.50	W	
Ryan Business Systems Incorporated	P0398699	1,940.84	W	
Ryan Business Systems Incorporated	P0401478	1,551.95	W	
		6,289.99		
Theodora's Food Service, LLC	P0402694	584.00	SB	
Theodora's Food Service, LLC	P0402646	3,500.00	SB	
Total		4,084.00		
SBE/MBE TOTAL		\$ 73,069.39		

SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

Fiscal Year Quarter **1ST / 2ND / 3RD / 4TH** Fiscal Year Period _____

ENTER THIS QTR- 3RD

Agency Name:	Housatonic Community College	Agency Number:	7705
Prepared by:	Angela Blumstein	E-mail Address:	ablumstein@housatonic.edu
Tel. # -	203-332-5009	<i>Please Submit a copy of this form, and Back-Up Sheets via InterOffice Mail to CHRO @ 25 SIGOURNEY ST, Hartford CT 06106</i>	

1) TOTAL FUNDS AVAILABLE (ALL SOURCES) FROM YOUR ADOPTED BUDGET Page 1 (Summary Page) From The Annual Goals Calculations Report	\$ 35,192,860.00
2) Amount Available for Small/Minority Business Program after DAS APPROVED DEDUCTIONS/EXEMPTIONS	\$ (2,610,495.95)
3) 25% of line # 2 Total - Set Aside - Small/Minority Business Enterprises (Combined)	\$ (652,623.99)
4) 25% of line # 3 Total- Set Aside - Minority Business Enterprises only	\$ (163,156.00)

	QUARTER	Number	YEAR TO DATE	Number
	TOTALS (\$)	Contracts	TOTALS (\$)	Contracts
5) Total Agency FY Expenditures for Purchases and Contracts	\$ 1,829,215.02	191	\$ 6,092,501.23	506

6) Total Agency FY Expenditures for Purchases and Contracts from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$ 94,961.71	25	\$ 256,581.79	60
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7) Total Agency FY Expenditures for Purchases and Contracts from Minority Business Enterprises (MBE) only. <i>PLEASE CATEGORIZE:</i>				
A) American Indian (N)				
B) Asian (A)				
C) Black (B)				
D) Disabled Individual (D)				
E) Hispanic (H)				
F) Iberian Peninsula (I)				
G) Disabled American Indian (DN)				
H) Disabled Asian American (DA)				
I) Disabled Black American (DB)				
J) Disabled Hispanic American (DH)				
K) Disabled Iberian Peninsula American (DI)				
L) Woman (W)	\$ 75,862.26	15	\$ 161,376.83	27
M) Woman American Indian (NW)				
N) Woman Asian (AW)				
O) Woman Black (BW)			\$ 15,240.76	6
P) Woman Disabled (DW)				
Q) Woman Hispanic (HW)				
R) Woman Iberian Peninsula (IW)				
S) Disabled American Indian Woman (DNW)				
T) Disabled Asian American Woman (DAW)				
U) Disabled Black American Woman (DBW)				
V) Disabled Hispanic American Woman (DHW)				
W) Disabled Iberian Peninsula American Woman (DIW)				
DisBE TOTAL (Lines D, G, H, I, J, K, P, S, T, U, V, & W)	\$ -		\$ -	
WBE TOTAL [Lines L - W]	\$ 75,862.26	15	\$ 176,617.59	33
MBE TOTAL {Lines A - W}	\$ 75,862.26	15	\$ 176,617.59	33

DEPARTMENT OF ADMINISTRATIVE SERVICES
 SUPPLIER DIVERSITY PROGRAM SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

Fiscal Year
 2021-2022

BE SURE TO INCLUDE SUBTOTALS FOR EACH MINORITY CATEGORY!!!

FY QUARTER PERIOD **FY22-Q3** In reporting data below, does your Agency utilize C.O.R.E.? **NO**
 If not utilizing C.O.R.E., DID YOU VALIDATE COMPANY AS A CURRENT SBE AND/OR MBE Yes X No _____

Agency Name: **Housatonic Community College**

Report Prepared by: **Angela Blumstein** Agency Number: **7705**

CERTIFIED VENDORS ONLY		ACTUAL EXPENDITURES		SPECIFY:
(A) Small Business Enterprise (SBE) OR Minority Business Enterprise (MBE) Vendor Name	(B) State Contract # OR P.O. #	(C) DAS Certified SBE/MBE AMOUNT	(D) MBE Category	
ABC Sign Corporation	P0405524	342.50	SB	
	Total	342.50		
Aztec Technologies	P0403544	261.48	W	
	Total	261.48		
Budget Printers	P0402974	729.00	W	
	Total	729.00		
Central Mechanical Services	P0400815	26,524.51	W	
Central Mechanical Services	P0399200	552.00	W	
Central Mechanical Services	P0399200	1,114.00	W	
Central Mechanical Services	P0403356	14,204.25	W	
Central Mechanical Services	P0399200	344.75	W	
Central Mechanical Services	P0399200	1,972.70	W	
Central Mechanical Services	P0404327	5,164.50	W	
Central Mechanical Services	P0404598	1,151.42	W	
Central Mechanical Services	P0399200	492.50	W	
	Total	51,520.63		
Connecticut Community Nonprofit Alliance Incorporated	P0401349	420.00	SB	
Connecticut Community Nonprofit Alliance Incorporated	P0402031	228.30	SB	
Connecticut Community Nonprofit Alliance Incorporated	P0401349	140.00	SB	
Connecticut Community Nonprofit Alliance Incorporated	P0401349	140.00	SB	
Connecticut Community Nonprofit Alliance Incorporated	P0401349	280.00	SB	
Connecticut Community Nonprofit Alliance Incorporated	P0401349	140.00	SB	
Connecticut Community Nonprofit Alliance Incorporated	P0401349	280.00	SB	
Connecticut Community Nonprofit Alliance Incorporated	P0401349	140.00	SB	
Connecticut Community Nonprofit Alliance Incorporated	P0401349	140.00	SB	
Connecticut Community Nonprofit Alliance Incorporated	P0401349	140.00	SB	
Connecticut Community Nonprofit Alliance Incorporated	P0401349	140.00	SB	
	Total	2,188.30		
Flow Tech Incorporated	P0399056	4,950.00	SB	
Flow Tech Incorporated	P0404313	2,180.00	SB	
	Total	7,130.00		
Graphic Image Incorporated	P0405505	7,241.00	SB	
	Total	7,241.00		
Mulvaney Mechanical Incorporated	P0404742	1,387.65	SB	
	Total	1,387.65		
New England Traffic Solutions	P0401364	4,130.00	W	
New England Traffic Solutions	P0402037	3,770.00	W	
New England Traffic Solutions	P0404970	1,335.00	W	
	Total	9,235.00		
New England Uniform Co., LLC	E0017357	284.00	SB	
New England Uniform Co., LLC	P0405252	196.00	SB	
	Total	480.00		
Ryan Business Systems Incorporated	P0403279	350.00	W	
Ryan Business Systems Incorporated	P0398699	1,913.79	W	
Ryan Business Systems Incorporated	P0403281	1,370.00	W	
Ryan Business Systems Incorporated	P0401478	1,463.28	W	
Ryan Business Systems Incorporated	P0398699	1,708.22	W	
Ryan Business Systems Incorporated	P0403762	57.34	W	
Ryan Business Systems Incorporated	P0401478	1,592.64	W	
Ryan Business Systems Incorporated	P0398699	1,987.20	W	
Ryan Business Systems Incorporated	P0403762	49.43	W	
Ryan Business Systems Incorporated	P0401478	1,542.20	W	
Ryan Business Systems Incorporated	P0398699	2,082.05	W	
	Total	14,116.15		
Theodora's Food Service, LLC	P0403358	330.00	SB	
	Total	330.00		
SBE/MBE TOTAL		\$ 94,961.71		

SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

Fiscal Year Quarter **1ST / 2ND / 3RD / 4TH** Fiscal Year Period

ENTER THIS QTR- 4TH

Agency Name:	Housatonic Community College	Agency Number:	7705
Prepared by:	Angela Blumstein	E-mail Address:	ablumstein@housatonic.edu
Tel. # -	203-332-5009	<i>Please Submit a copy of this form, and Back-Up Sheets via InterOffice Mail to CHRO @ 25 SIGOURNEY ST, Hartford CT 06106</i>	

1) TOTAL FUNDS AVAILABLE (ALL SOURCES) FROM YOUR ADOPTED BUDGET Page 1 (Summary Page) From The Annual Goals Calculations Report	\$ 35,192,860.00
2) Amount Available for Small/Minority Business Program after DAS APPROVED DEDUCTIONS/EXEMPTIONS	\$ (2,610,495.95)
3) 25% of line # 2 Total - Set Aside - Small/Minority Business Enterprises (Combined)	\$ (652,623.99)
4) 25% of line # 3 Total- Set Aside - Minority Business Enterprises only	\$ (163,156.00)

	QUARTER	Number	YEAR TO DATE	Number
	TOTALS (\$)	Contracts	TOTALS (\$)	Contracts
5) Total Agency FY Expenditures for Purchases and Contracts	\$ 1,660,501.09	224	\$ 7,753,002.32	666

6) Total Agency FY Expenditures for Purchases and Contracts from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$ 132,782.82	40	\$ 389,364.61	95
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7) Total Agency FY Expenditures for Purchases and Contracts from Minority Business Enterprises (MBE) only. <i>PLEASE CATEGORIZE:</i>				
A) American Indian (N)				
B) Asian (A)				
C) Black (B)				
D) Disabled Individual (D)				
E) Hispanic (H)				
F) Iberian Peninsula (I)				
G) Disabled American Indian (DN)				
H) Disabled Asian American (DA)				
I) Disabled Black American (DB)				
J) Disabled Hispanic American (DH)				
K) Disabled Iberian Peninsula American (DI)				
L) Woman (W)	\$ 85,552.85	23	\$ 246,929.68	46
M) Woman American Indian (NW)				
N) Woman Asian (AW)				
O) Woman Black (BW)	\$ 2,118.80	2	\$ 17,359.56	8
P) Woman Disabled (DW)				
Q) Woman Hispanic (HW)	\$ 350.00	1	\$ 350.00	1
R) Woman Iberian Peninsula (IW)				
S) Disabled American Indian Woman (DNW)				
T) Disabled Asian American Woman (DAW)				
U) Disabled Black American Woman (DBW)				
V) Disabled Hispanic American Woman (DHW)				
W) Disabled Iberian Peninsula American Woman (DIW)				
DisBE TOTAL (Lines D, G, H, I, J, K, P, S, T, U, V, & W)	\$ -		\$ -	
WBE TOTAL [Lines L - W]	\$ 88,021.65	26	\$ 264,639.24	55
MBE TOTAL {Lines A - W}	\$ 88,021.65	26	\$ 264,639.24	55

DEPARTMENT OF ADMINISTRATIVE SERVICES
 SUPPLIER DIVERSITY PROGRAM SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

Fiscal Year
 2021-2022

BE SURE TO INCLUDE SUBTOTALS FOR EACH MINORITY CATEGORY!!!

FY QUARTER PERIOD	FY22-Q4	In reporting data below, does your Agency utilize C.O.R.E.?	NO
If not utilizing C.O.R.E. , DID YOU VALIDATE COMPANY AS A CURRENT SBE AND/OR MBE Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>			

Agency Name:	Housatonic Community College		
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Report Prepared by:	Angela Blumstein	Agency Number:	7705
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CERTIFIED VENDORS ONLY		ACTUAL EXPENDITURES		SPECIFY:
(A) Small Business Enterprise (SBE) OR Minority Business Enterprise (MBE) Vendor Name	(B) State Contract # OR P.O. #	(C) DAS Certified SBE/MBE AMOUNT	(D) MBE Category	
A Pinch of Salt, LLC	P0406712	350.00	WH	
	Total	350.00		
Central Mechanical Services	P0399200	197.00	W	
Central Mechanical Services	P0399200	305.10	W	
Central Mechanical Services	P0404326	2,290.00	W	
Central Mechanical Services	P0404786	1,791.00	W	
Central Mechanical Services	P0399200	197.00	W	
Central Mechanical Services	P0399200	295.50	W	
Central Mechanical Services	P0399200	933.94	W	
Central Mechanical Services	P0404783	7,696.00	W	
Central Mechanical Services	P0399200	6,076.00	W	
Central Mechanical Services	P0406825	2,168.00	W	
Central Mechanical Services	P0399200	1,738.72	W	
Central Mechanical Services	P0406267	6,375.60	W	
Central Mechanical Services	P0399200	1,311.41	W	
Central Mechanical Services	P0399200	1,047.00	W	
Central Mechanical Services	P0405089	344.75	W	
Central Mechanical Services	P0405090	2,273.78	W	
Central Mechanical Services	P0399200	1,278.79	W	
Central Mechanical Services	P0406853	4,242.80	W	
Central Mechanical Services	P0399200	840.88	W	
Central Mechanical Services	P0406962	1,991.70	W	
Central Mechanical Services	P0399200	4,674.00	W	
	Total	48,068.97		
Connecticut Community Nonprofit Alliance Incorporated	P0401349	140.00	SB	
Connecticut Community Nonprofit Alliance Incorporated	P0401349	140.00	SB	
Connecticut Community Nonprofit Alliance Incorporated	P0401349	140.00	SB	
Connecticut Community Nonprofit Alliance Incorporated	P0402273	108.54	SB	
Connecticut Community Nonprofit Alliance Incorporated	P0401349	140.00	SB	
Connecticut Community Nonprofit Alliance Incorporated	P0401349	140.00	SB	
Connecticut Community Nonprofit Alliance Incorporated	P0401349	140.00	SB	
Connecticut Community Nonprofit Alliance Incorporated	P0401349	140.00	SB	
Connecticut Community Nonprofit Alliance Incorporated	P0401349	140.00	SB	
Connecticut Community Nonprofit Alliance Incorporated	P0401349	140.00	SB	
Connecticut Community Nonprofit Alliance Incorporated	P0402273	1,411.02	SB	
Connecticut Community Nonprofit Alliance Incorporated	P0402273	3,109.33	SB	
	Total	5,748.89		
Eastern Land Management Incorporated	P0405754	572.73	SB	
Eastern Land Management Incorporated	P0405747	669.04	SB	
Eastern Land Management Incorporated	P0405753	769.33	SB	
	Total	2,011.10		
Graphic Image Incorporated	P0405745	13,844.00	SB	
Graphic Image Incorporated	P0406735	5,057.00	SB	
Graphic Image Incorporated	P0405745	11,547.48	SB	
	Total	30,448.48		
Life Safety Service & Supply LLC	P0407028	300.00	SB	
Life Safety Service & Supply LLC	P0407028	1,530.20	SB	
	Total	1,830.20		
Mechanical and Pump Services Incorporated	P0405996	392.50	SB	
	Total	392.50		
New England Traffic Solutions	P0404100	847.50	W	
New England Traffic Solutions	P0407435	2,125.00	W	
New England Traffic Solutions	P0407434	2,475.00	W	
New England Traffic Solutions	P0407433	8,950.00	W	
	Total	14,397.50		
New England Uniform Co., LLC	P0407436	140.00	SB	
	Total	140.00		
PrintabilTees LLC	P0404096	514.00	WB	
PrintabilTees LLC	P0405294	1,604.80	WB	
	Total	2,118.80		
Ryan Business Systems Incorporated	P0401482	1,905.00	W	
Ryan Business Systems Incorporated	P0403762	69.51	W	
Ryan Business Systems Incorporated	P0401478	1,518.47	W	
Ryan Business Systems Incorporated	P0405951	625.00	W	
Ryan Business Systems Incorporated	P0398699	3,083.67	W	
Ryan Business Systems Incorporated	P0401482	716.46	W	
Ryan Business Systems Incorporated	P0403762	158.07	W	
Ryan Business Systems Incorporated	P0401478	1,526.70	W	
Ryan Business Systems Incorporated	P0406816	625.00	W	
Ryan Business Systems Incorporated	P0406717	325.00	W	
Ryan Business Systems Incorporated	P0398699	2,207.59	W	
Ryan Business Systems Incorporated	P0401482	698.37	W	
Ryan Business Systems Incorporated	P0401488	1,844.00	W	
Ryan Business Systems Incorporated	P0401488	1,153.84	W	
Ryan Business Systems Incorporated	P0403762	96.09	W	
Ryan Business Systems Incorporated	P0401478	1,494.25	W	
Ryan Business Systems Incorporated	P0398699	2,355.83	W	
Ryan Business Systems Incorporated	P0401482	716.53	W	
	Total	21,119.38		
Theodora's Food Service, LLC	P0406747	1,520.00	SB	
Theodora's Food Service, LLC	P0406692	830.00	SB	
Theodora's Food Service, LLC	P0407053	182.00	SB	
Theodora's Food Service, LLC	P0405645	1,658.00	SB	
	Total	4,190.00		
Total Fence LLC	P0406408	1,967.00	W	
	Total	1,967.00		
SBE/MBE TOTAL		\$ 132,782.82		

SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

Fiscal Year Quarter **1ST / 2ND / 3RD / 4TH** Fiscal Year Period

ENTER THIS QTR- 2nd October-November-December (2021-2022)

Agency Name:	Norwalk Community College	Agency Number:	7704
Prepared by:	Gwen Brown	E-mail Address:	gbrown@ncc.commnet.edu
Tel. # -	203-857-7145	<i>Please Submit a copy of this form and Back-Up Sheets via InterOffice Mail to CHRD @ 25 SIGOURNEY ST, Hartford CT 06106</i>	

1) TOTAL FUNDS AVAILABLE (ALL SOURCES) FROM YOUR ADOPTED BUDGET Page 1 (Summary Page) From The Annual Goals Calculations Report	\$ 53,160,353.00
2) Amount Available for Small/Minority Business Program after DAS APPROVED DEDUCTIONS/EXEMPTIONS	\$ 1,459,414.00
3) 25% of line # 2 Total - Set Aside - Small/Minority Business Enterprises (Combined)	\$ 364,853.50
4) 25% of line # 3 Total- Set Aside - Minority Business Enterprises only	\$ 91,213.38

	QUARTER		YEAR TO DATE	
	TOTALS (\$)	Number Contracts	TOTALS (\$)	Number Contracts
5) Total Agency FY Expenditures for Purchases and Contracts	\$ 1,939,758.95	238	\$ 3,845,717.12	427

6) Total Agency FY Expenditures for Purchases and Contracts from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$ 108,541.03	15	\$ 162,300.24	27
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7) Total Agency FY Expenditures for Purchases and Contracts from Minority Business Enterprises (MBE) only. <i>PLEASE CATEGORIZE:</i>				
A) American Indian (N)				
B) Asian (A)				
C) Black (B)				
D) Disabled Individual (D)				
E) Hispanic (H)				
F) Iberian Peninsula (I)				
G) Disabled American Indian (DN)				
H) Disabled Asian American (DA)				
I) Disabled Black American (DB)				
J) Disabled Hispanic American (DH)				
K) Disabled Iberian Peninsula American (DI)				
L) Woman (W)	\$ 323.90	1	\$ 2,721.90	3
M) Woman American .				
N) Woman Asian (AW)				
O) Woman Black (BW)			\$ 544.50	1
P) Woman Disabled (DW)				
Q) Woman Hispanic (HW)				
R) Woman Iberian Peninsula (IW)				
S) Disabled American Indian Woman (DNW)				
T) Disabled Asian American Woman (DAW)				
U) Disabled Black American Woman (DBW)				
V) Disabled Hispanic American Woman (DHW)				
W) Disabled Iberian Peninsula American Woman (DIW)				
DisBE TOTAL (Lines D, G, H, I, J, K, P, S,T,U, V, & W)	\$ -	0	\$ -	0
WBE TOTAL [Lines L - W]	\$ 323.90	1	\$ 3,266.40	4
MBE TOTAL {Lines A - W}	\$ 323.90	1	\$ 3,266.40	4

SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

Fiscal Year Quarter **1ST / 2ND / 3RD / 4TH** Fiscal Year Period

ENTER THIS QTR- 3rd January-February-March (2021-2022)

Agency Name:	Norwalk Community College	Agency Number:	7704
Prepared by:	Gwen Brown	E-mail Address:	gbrown@ncc.commnet.edu
Tel. # -	203-857-7145	<i>Please Submit a copy of this form and Back-Up Sheets via InterOffice Mail to CHRD @ 25 SIGOURNEY ST, Hartford CT 06106</i>	

1) TOTAL FUNDS AVAILABLE (ALL SOURCES) FROM YOUR ADOPTED BUDGET Page 1 (Summary Page) From The Annual Goals Calculations Report	\$ 53,160,353.00
2) Amount Available for Small/Minority Business Program after DAS APPROVED DEDUCTIONS/EXEMPTIONS	\$ 1,459,414.00
3) 25% of line # 2 Total - Set Aside - Small/Minority Business Enterprises (Combined)	\$ 364,853.50
4) 25% of line # 3 Total- Set Aside - Minority Business Enterprises only	\$ 91,213.38

	QUARTER		YEAR TO DATE	
	TOTALS (\$)	Number Contracts	TOTALS (\$)	Number Contracts
5) Total Agency FY Expenditures for Purchases and Contracts	\$ 1,955,523.86	229	\$ 5,801,240.98	656

6) Total Agency FY Expenditures for Purchases and Contracts from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$ 85,230.23	13	\$ 247,530.47	40
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7) Total Agency FY Expenditures for Purchases and Contracts from Minority Business Enterprises (MBE) only. <i>PLEASE CATEGORIZE:</i>				
A) American Indian (N)				
B) Asian (A)				
C) Black (B)				
D) Disabled Individual (D)				
E) Hispanic (H)				
F) Iberian Peninsula (I)				
G) Disabled American Indian (DN)				
H) Disabled Asian American (DA)				
I) Disabled Black American (DB)				
J) Disabled Hispanic American (DH)				
K) Disabled Iberian Peninsula American (DI)				
L) Woman (W)	\$ 2,415.65	1	\$ 5,137.55	4
M) Woman American .				
N) Woman Asian (AW)				
O) Woman Black (BW)			\$ 544.50	1
P) Woman Disabled (DW)				
Q) Woman Hispanic (HW)				
R) Woman Iberian Peninsula (IW)				
S) Disabled American Indian Woman (DNW)				
T) Disabled Asian American Woman (DAW)				
U) Disabled Black American Woman (DBW)				
V) Disabled Hispanic American Woman (DHW)				
W) Disabled Iberian Peninsula American Woman (DIW)				
DisBE TOTAL (Lines D, G, H, I, J, K, P, S,T,U, V, & W)	\$ -	0	\$ -	0
WBE TOTAL [Lines L - W]	\$ 2,415.65	1	\$ 5,682.05	5
MBE TOTAL {Lines A - W}	\$ 2,415.65	1	\$ 5,682.05	5

DEPARTMENT OF ADMINISTRATIVE SERVICES
 SUPPLIER DIVERSITY PROGRAM

SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

Fiscal Year
 2021 - 2022

BE SURE TO INCLUDE SUBTOTALS FOR EACH MINORITY CATEGORY!!!

FY QUARTER PERIOD	Jan-Feb-Mar fy2021-2022	In reporting data below, does your Agency utilize C.O.R.E.?	NO
If not utilizing C.O.R.E. , DID YOU VALIDATE COMPANY AS A CURRENT SBE AND/OR MBE Yes_X_ No_____			Yes

Agency Name:	Norwalk Community College
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Report Prepared by:	Gwen Brown (203) 857-7145	Agency Number:	
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CERTIFIED VENDORS ONLY		ACTUAL EXPENDITURES		SPECIFY:
(A) Small Business Enterprise (SBE) OR Minority Business Enterprise (MBE) Vendor Name	(B) State Contract # OR P.O. #	(C) DAS Certified SBE/MBE AMOUNT	(D) MBE Category	
Amerian Industrial Technologies	PO	\$11,145.00	SBE	
Graphic Image Incorporated	PO	\$25,860.00	SBE	
Lighting Services Inc.	PO	\$17,370.97	SBE	
Mechanical & Pump Services, Inc.	PO	\$880.00	SBE	
Mercury Cabling Systems, LLC	PO	\$11,330.00	SBE	
Ryan Business Systems Inc.	PO	\$2,415.65	MBE/W	
Sanditz Travel Management	Multiple	\$2,275.31	SBE	
Sav Mor Cooling and Heating Inc.	PO	\$13,381.84	SBE	
Surburban Stationers Incorp	PO	\$571.46	SBE	
		\$2,415.65	MBE Totals	
		\$82,814.58	SBE Totals	
SBE/MBE TOTAL		\$85,230.23		

SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

Fiscal Year Quarter **1ST / 2ND / 3RD / 4TH** Fiscal Year Period

ENTER THIS QTR- 4th April-May-June (2021-2022)

Agency Name:	Norwalk Community College	Agency Number:	7704
Prepared by:	Gwen Brown	E-mail Address:	gbrown@ncc.commnet.edu
Tel. # -	203-857-7145	<i>Please Submit a copy of this form and Back-Up Sheets via InterOffice Mail to CHRD @ 25 SIGOURNEY ST, Hartford CT 06106</i>	

1) TOTAL FUNDS AVAILABLE (ALL SOURCES) FROM YOUR ADOPTED BUDGET Page 1 (Summary Page) From The Annual Goals Calculations Report	\$ 53,160,353.00
2) Amount Available for Small/Minority Business Program after DAS APPROVED DEDUCTIONS/EXEMPTIONS	\$ 1,459,414.00
3) 25% of line # 2 Total - Set Aside - Small/Minority Business Enterprises (Combined)	\$ 364,853.50
4) 25% of line # 3 Total- Set Aside - Minority Business Enterprises only	\$ 91,213.38

	QUARTER		YEAR TO DATE	
	TOTALS (\$)	Number Contracts	TOTALS (\$)	Number Contracts
5) Total Agency FY Expenditures for Purchases and Contracts	\$ 1,497,044.43	219	\$ 7,298,285.41	875

6) Total Agency FY Expenditures for Purchases and Contracts from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$ 75,128.04	13	\$ 322,658.51	53
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7) Total Agency FY Expenditures for Purchases and Contracts from Minority Business Enterprises (MBE) only. <i>PLEASE CATEGORIZE:</i>				
A) American Indian (N)				
B) Asian (A)				
C) Black (B)				
D) Disabled Individual (D)				
E) Hispanic (H)				
F) Iberian Peninsula (I)				
G) Disabled American Indian (DN)				
H) Disabled Asian American (DA)				
I) Disabled Black American (DB)				
J) Disabled Hispanic American (DH)				
K) Disabled Iberian Peninsula American (DI)				
L) Woman (W)	\$ 1,454.92	1	\$ 6,592.47	5
M) Woman American .				
N) Woman Asian (AW)				
O) Woman Black (BW)	\$ 1,191.20	1	\$ 1,735.70	2
P) Woman Disabled (DW)				
Q) Woman Hispanic (HW)				
R) Woman Iberian Peninsula (IW)				
S) Disabled American Indian Woman (DNW)				
T) Disabled Asian American Woman (DAW)				
U) Disabled Black American Woman (DBW)				
V) Disabled Hispanic American Woman (DHW)				
W) Disabled Iberian Peninsula American Woman (DIW)				
DisBE TOTAL (Lines D, G, H, I, J, K, P, S,T,U, V, & W)	\$ -	0	\$ -	0
WBE TOTAL [Lines L - W]	\$ 2,646.12	2	\$ 8,328.17	7
MBE TOTAL {Lines A - W}	\$ 2,646.12	2	\$ 8,328.17	7

DEPARTMENT OF ADMINISTRATIVE SERVICES
 SUPPLIER DIVERSITY PROGRAM SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

Fiscal Year
 2021 - 2022

BE SURE TO INCLUDE SUBTOTALS FOR EACH MINORITY CATEGORY!!!

FY QUARTER PERIOD	April-May-June fy2021-2022	In reporting data below, does your Agency utilize C.O.R.E.?	NO
<i>If not utilizing C.O.R.E. , DID YOU VALIDATE COMPANY AS A CURRENT SBE AND/OR MBE Yes_X_ No_____</i>			Yes

Agency Name:	Norwalk Community College		
Report Prepared by:	Gwen Brown (203) 857-7145	Agency Number:	
CERTIFIED VENDORS ONLY		ACTUAL EXPENDITURES	
(A) Small Business Enterprise (SBE) OR Minority Business Enterprise (MBE) Vendor Name	(B) State Contract # OR P.O. #	(C) DAS Certified SBE/MBE AMOUNT	(D) MBE Category
Fire Protection Testing Incorp	PO	\$5,084.94	SBE
Graphic Image Incorporated	PO	\$13,132.00	SBE
Lighting Services Inc.	PO	\$6,072.71	SBE
Mattern Construction Inc.	PO	\$8,890.78	SBE
Mercury Cabling Systems, LLC	Multiple	\$2,466.16	SBE
PrintabiliTees LLC	PO	\$1,191.20	MBE/BW
Ryan Business Systems Inc.	Multiple	\$1,454.92	MBE/W
Sanditz Travel Management	PO	\$671.21	SBE
Sav Mor Cooling and Heating Inc.	Multiple	\$35,717.24	SBE
Tower Equipment Company Inc.	PO	\$84.40	SBE
Yac Industries LLC	PO	\$362.48	SBE
		\$2,646.12	MBE Totals
		\$72,481.92	SBE Totals
SBE/MBE TOTAL		\$75,128.04	

Section 46a-68-81
Assignment of
Responsibility
and Monitoring

Section 46a-68-81: ASSIGNMENT OF RESPONSIBILITY and MONITORING

The ultimate responsibility for adherence to affirmative action and equal opportunity rests directly with the CT State President, Dr. John Maduuko. To assure compliance, the President holds regular meetings with the CEOs, Human Resources, and the Manager of Diversity and Inclusion focusing on the following:

1. Human relations and intergroup relations;
2. Non-discriminatory employment practices;
3. The legal authority for affirmative action and equal employment opportunity and the appointing authority's commitment to affirmative action;
4. Review of the Affirmative Action Plan;
5. Identification of obstacles in meeting the goals of the Affirmative Action Plan.

Dr. John-Paul Chaisson-Cardena, VP of Diversity, Equity and Inclusion is the Shoreline-West Region's Equal Employment Opportunity and Affirmative Action Officer. The EEO Officer reports directly to the President on all matters concerning affirmative action, equal employment opportunity, diversity, equity, sexual harassment and discrimination. Some of the duties and responsibilities include:

- The development of the Shoreline-West Region's Affirmative Action Plan; including the maintenance and monitoring of the AA Plan;
- Initiating and maintaining contact with recruiting sources and organizations serving members of protected classes;
- Training and informing the region of developments in affirmative action/equal employment opportunity laws; and
- Mitigating any discriminatory conduct, investigating complaints and keeping the Regional President and managerial staff aware of any changes with affirmative action/equal employment opportunity policies, laws and regulations.

In order to perform all necessary functions, the EEO Officer has access to all related records, files and material needed to develop the plan. Over the next Plan period, Dr. Chaisson-Cardenas will spend 30% of his time directly handling AA/EEO/Civil Rights matters for the Region and will report directly to the president on all EEO/AA matters at the Region in accordance to the regulations.

During the reporting period, the CSCC Shoreline-West Region's leadership explored the feasibility of establishing an employee advisory committee. During the reporting period, each campus has established a Diversity, Equity and Inclusion team. The work of this team, will include the role of the employee advisory committee for the campus and ultimately the Region.

The CT State President evaluates and monitors the affirmative action performance of the Deans, managers, supervisors, faculty and other employees assigned affirmative action responsibilities subject to Chapters 67 and 68 of the Connecticut General Statutes; such performance will be considered in promotion and merit increase decisions.

No employee or student shall be coerced, intimidated, or retaliated against for the performance of any affirmative action/equal employment opportunity duties. If there is such an occurrence, it shall be brought directly to the attention of the CT President or EEO Officer, or others designated responsible for handling these matters. The CT State President will be informed of such incidents in consultation with EEO, DE&I, and Human Resources. Any employee so aggrieved may independently file a complaint with the Commission on Human Rights and Opportunities (CHRO) or Equal Employment Opportunity Commission (EEOC), provided that nothing shall preclude the Region from disciplining or discharging an employee for just cause.

The CSCC Shoreline-West Region shall maintain and submit a record of each person performing any duty related to the development or implementation of the affirmative action plan by name, job, title and percentage of time devoted to affirmative action duties and outline specific responsibilities. If the equal employment opportunity officer performs other duties, the plan will identify such duties.

The CSCC Shoreline-West Region is committed to affirmative action and equal employment opportunity. Each person in the organization who plays a role in assisting in any responsibilities of the Affirmative Action Plan is given an overview of his/her obligations and responsibilities and is completely supported by the Regional President. This is a listing of the employees with the CSCC Shoreline-West Region who have assisted in the development and implementation of the Affirmative Action Plan.

Affirmative Action Plan Team Responsibilities

<u>Name/Title</u>	<u>% of Time</u>	<u>Race/Gender</u>	<u>Responsibility</u>
President Dr. John Maduko	15	B/M	Appointing Authority, Oversees the AA/EEO responsibilities and program development & directly oversees staff and employee performance. Monitors budget.
CAMPUS CEO Dr. Dwayne Smith Dr. William Brown Cheryl DeVonish, Esq.	15 15 15	B/M B/M B/F	CEO's oversee the AA/EEO responsibilities and program development & directly oversees staff and employee performance at their campus and monitors campus operation.
Dean of Academic Affairs Rose Ellis, Interim Robin Avant George Peffer	15 15 15	W/F B/F W/M	Oversees the Academic Affairs functions and supports activities related to AA/EEO.
Dean of Students Robin Avant Alese Mulvihill George Peffer	15 15 15	B/F W/F W/M	Oversees the Student Services, Admissions & Financial Aid functions and supports activities related to AA/EEO. May serve as a Title IX Coordinator.
VP of Diversity/EEO Officer John-Paul Chaisson-Cardenas	30	H/M	Oversees all civil rights and equity matters for CT State. Oversees the EEO Center of Excellence and Campus Climate/Training for DE&I matters.
EEO Center of Excellence Nicholas D'Agostino Kimberly Carolina Rebecca Cannon-Klemen	30 30 30	W/M B/F B/F	Oversees and manages all AA/EEO compliance functions, including but not limited to recruitment and search committee activities, discrimination complaints, ADA

			compliance, provides records & data and handles mandatory reporting requirements. Develops AAP. Maintains all related records & required documentation.
Human Resources Marlene Cordero Christie Higney Ashley Nicholson Erica De Los Santos	25 25 25 25	H/F W/F BF H/F	Oversees compliance with the recruitment and selection process, including job posting creation. HR also handles matters related to employee conduct, policy enforcement, and personnel management.
Finance Teresa Oravetz Kerry Kelley	10 10	W/F W/F	Oversees the minority/women/ disabled business contracts, Administrative set-aside program and contract compliance quarterly reports & annual reports to DAS & CHRO.
Chief Regional Workforce Development Officer Kristina Testa-Buzzee	10		Responsible for the creation and administration of comprehensive workforce development strategies and initiatives that serve the needs of students/job seeker and the region's business community.
Public Affairs and Marketing AnnMarie Harrison	10	W/F	Responsibilities include developing the college's marketing, communications, branding, media relations and social media strategies to advance the college's mission, increase visibility and engagement, and enhance the college's reputation both regionally and nationally.
Campus Operations Sharon Aceto (GWC) Mario Pierce (HCC) Norwalk (Vacant)	10 10	W/F W/M	Oversees campus operations and participates in campus leadership. They oversee areas with employees in classified positions (clerical, skilled craft, maintenance).
Institution Research Vincent Tong Jamicia Lackey	5 5	A/M B/F	Provides regional student data and provides data analysis.

The CSCC Shoreline-West has developed an internal reporting system to continually audit, monitor and evaluate programs essential for a successful Affirmative Action Plan. The Region is aware that the success of the affirmative action program is tantamount to the leadership of the Region and the collaborative efforts of the Regional leadership, Diversity, Equity and Inclusion, EEO, HR and other divisions related to the development and implementation of the AA Plan.

The President holds meetings regularly with the VP of DE&I and EEO to discuss the hiring and promotional activity, successful program development and the accomplishment of goals and any barriers in meeting goals. Key managers including, but not limited to, CEOs and the Regional Leadership Team are briefed on all current affirmative action and equal employment opportunity matters. Topics discussed include, but are not limited to,

hiring, promotional and programmatic goals, the recruitment and search process and the formation of diverse search committees, diversity of staff and students, development of related programs, potential upward mobility opportunities, complaint investigations, and other related AA/EEO issues.

Each search committee includes members of protected classes as reflective of the workforce as best as possible. They are given their charge regarding affirmative action responsibilities prior to the commencement of their review and evaluation of the applicants that applied. They are briefed about the screening process, especially regarding the development of selection criteria, interview questions are created and approved prior to the interview process; and they are advised of guidelines that are in compliance with laws and regulations and legal questions to be considered for interview purposes.

The VP of DE&I and the EEO Team develops and issues an annual Affirmative Action Plan summary report containing the overall status of the program, results achieved toward established objectives, identification of any particular problems encountered and recommendations for corrective actions needed. This report and the AA Plan are reviewed with the Regional President prior to submission. Subsequent updates and/or reports occur periodically throughout the reporting period.

**CT STATE COMMUNITY COLLEGE
SHORELINE WEST REGION
AFFIRMATIVE ACTION PLAN EXECUTIVE SUMMARY
REPORTING PERIOD: OCTOBER 1, 2021 – SEPTEMBER 30, 2022**

Overall Status of the Affirmative Action/Equal Employment Opportunity Program

The CSCC Shoreline West Region remains committed to a policy of affirmative action, equal employment opportunity, diversity, inclusion, and equity in the workplace. All three campus affirmative action plans were in compliance with the regulations and approved by the Commission on Human Rights and Opportunities. The Shoreline West Region has just submitted the CSCC regional plan which covers the reporting period October 1, 2022 – September 30, 2023 and details our efforts, goals, and responsibilities, and establishes our new hiring, promotional and programmatic goals for 2022-2023.

Copies of the Affirmative Action Plan is available in both paper and electronic form. Copies can be made available through the Human Resources Office, the CEO's office, and can be downloaded from the CSCU Website. As a public document, the Plan was (and remains) available for review by employees, and the general public throughout the entire reporting period. The respective unions were encouraged to review the last AA Plan and direct any comments in writing the Equal Employment Opportunity Officer. During the past reporting period, no comments were received.

The Shoreline West Region is committed to ensuring that the workforce is in parity with the relevant labor market area, demonstrating good faith efforts to achieving hiring, promotion and program goals, and addressing all deficiencies, omissions and errors as noted by the Commission on Human Rights and Opportunities (CHRO).

Affirmative Action, Equal Employment Opportunity, Diversity and Equity Responsibilities

The region strives to be in compliance with the CT Commission on Human Rights and Opportunities (CHRO), Equal Employment Opportunity Commission (EEOC) and the Office of Civil Rights (OCR) mandatory requirements and related laws, statutes and regulations.

The Connecticut State Colleges and Universities (CSCU) and the CT State Community College System has a responsibility for compliance with affirmative action, equal employment opportunity, diversity, inclusion and equity, Americans with Disabilities Act (ADA) and Title IX mandates and to set an example for the entire CSCU system to embrace these initiatives.

Affirmative Action Plan (AAP) Requirements

The CT Affirmative Action Regulations require that the ultimate responsibility for promoting and enforcing affirmative action rests with the Appointing Authority or Agency Head.

The Shoreline West Region is required to file an annual Affirmative Action Plan for the current reporting period that covers the timeframe covering October 1, 2022 – September 30, 2023. CHRO reviews the AAP by the Regulations "Standard of Review" and by enforcing affirmative action and equal employment opportunity compliance.

The AAP has seventeen (17) narrative and statistical elements that analyze different parts of the employment process at each stage of the hiring & selection process. Some parts of the AAP required by CT Regulations include:

- Analyzing all personnel activity including all hiring, promotions, upward mobility opportunities and separations in the workforce;
- Reviewing the employment process to identify barriers to affirmative action, equal employment opportunity, diversity, inclusion and equity;
- Tracking all applicants through the entire employment process to identify the step at which they are no longer considered for the position;
- Setting hiring and promotional goals by comparing the workforce with similar job categories in the available census, labor, educational and other sources of data;

The most critical part of the AA Plan is the Goals Analysis narrative section. The CT CHRO Regulations require this section to be complete and detailed about every applicant that applies for every position during the reporting period. This section is difficult to develop and requires that each search committee is responsible for providing documentation and detailed reasons for selection or non-selection of every applicant.

The standard that agencies must show “good-faith efforts” when hiring non-goal candidates. Good faith efforts definition means the degree, care and diligence which a reasonable person would exercise in the performance of legal duties and obligations at a minimum it includes all those efforts reasonably to achieve the full and fair compliance. It includes efforts toward full statutory and regulation requirements.

Shoreline West Region’s Workforce

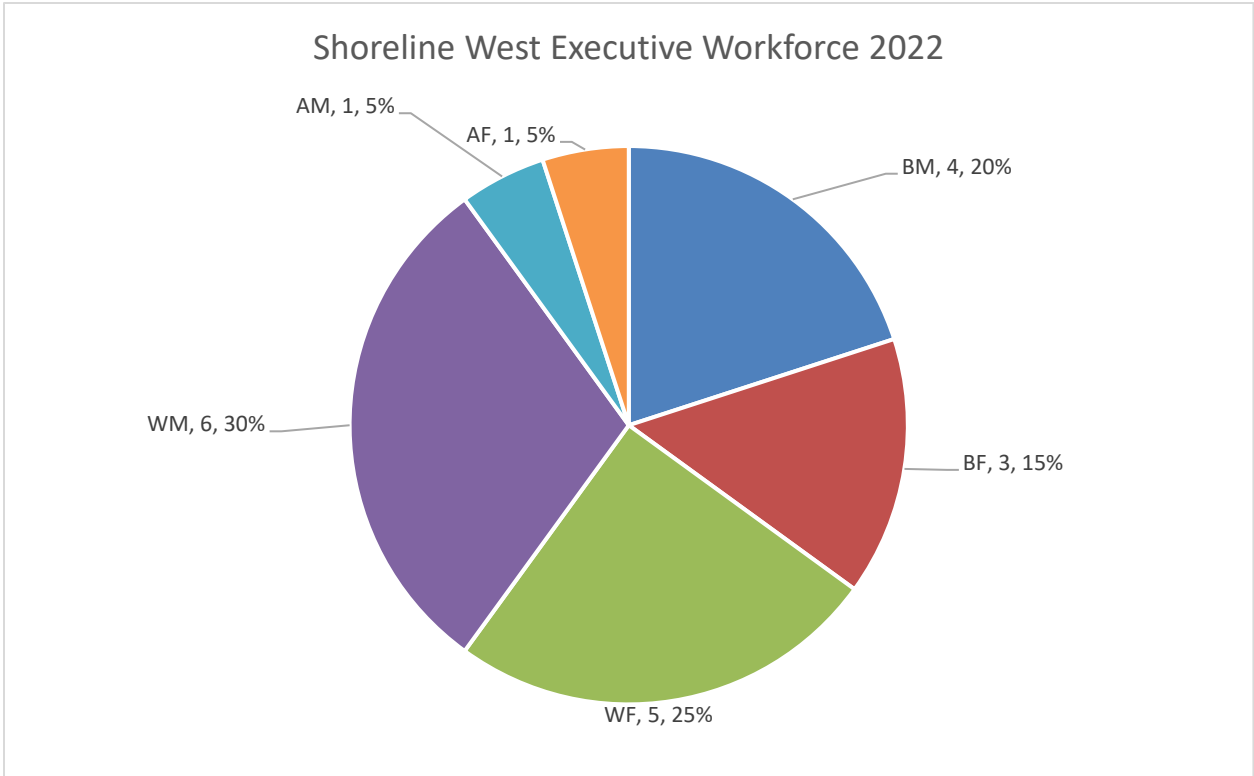
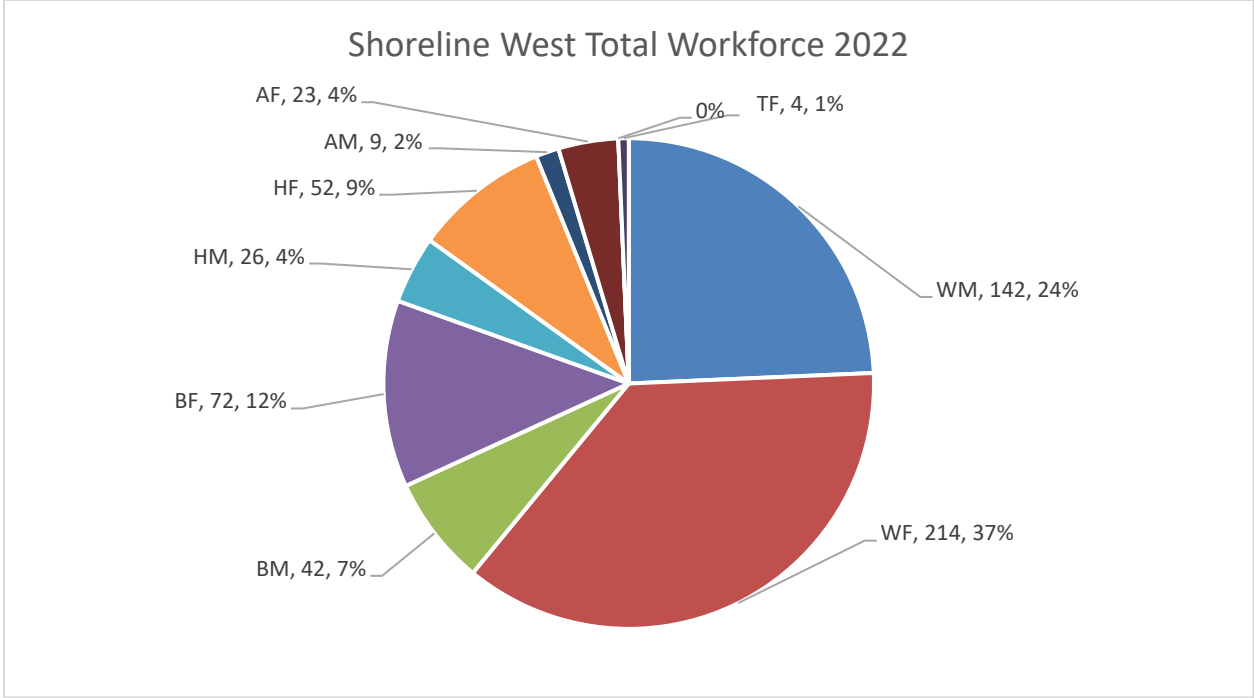
WORKFORCE ANALYSIS

Form 83A

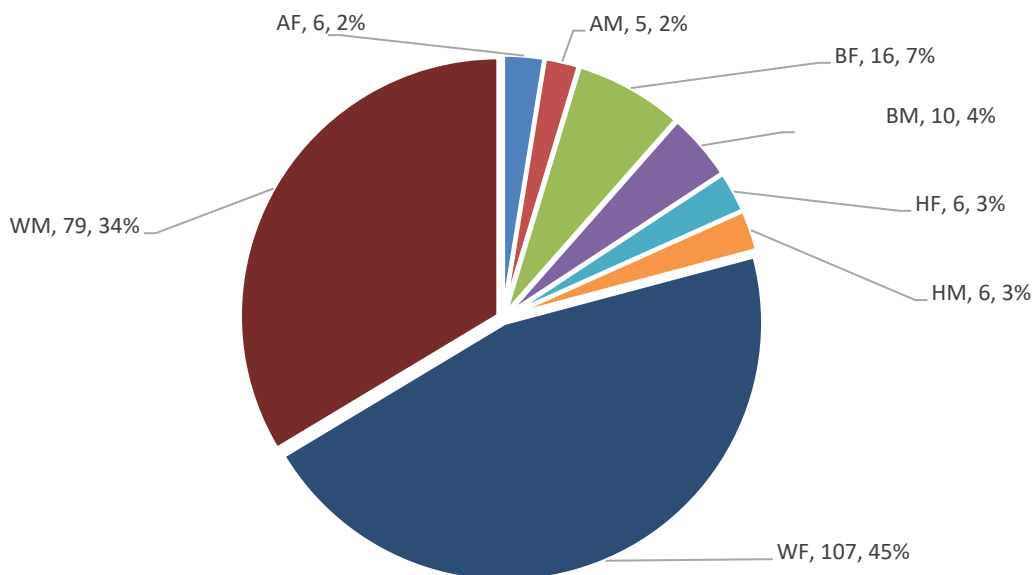
TOTAL WORKFORCE

AGENCY: CSCC Shoreline West Region REPORTING DATE: September 30, 2022

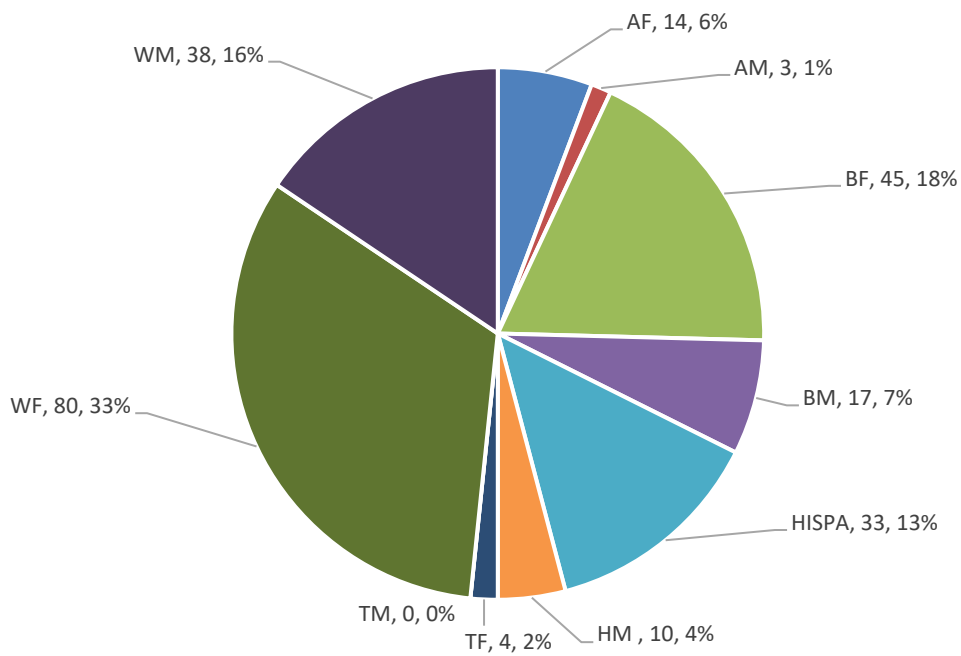
OCCUPATIONAL CATEGORY/JOB TITLE	GRAND		TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP		2 OR MORE RACES	
	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
Executive/Managerial	20	11	9	6	5	4	3	0	0	1	1	0	0	
%TOTAL	100.0%	55.0%	45.0%	30.0%	25.0%	20.0%	15.0%	0.0%	0.0%	5.0%	5.0%	0.0%	0.0%	
Faculty	234	100	134	79	106	10	16	6	6	5	6	0	0	
%TOTAL	100.0%	42.7%	57.3%	33.8%	45.3%	4.3%	6.8%	2.6%	2.6%	2.1%	2.6%	0.0%	0.0%	
Professional	242	68	174	38	78	17	45	10	33	3	14	0	4	
%TOTAL	100.0%	28.1%	71.9%	15.7%	32.2%	7.0%	18.6%	4.1%	13.6%	1.2%	5.8%	0.0%	1.7%	
Tech/Paraprofessional	11	1	10	0	3	0	2	1	4	0	1	0	0	
%TOTAL	100.0%	9.1%	90.9%	0.0%	27.3%	0.0%	18.2%	9.1%	36.4%	0.0%	9.1%	0.0%	0.0%	
Secretarial/Clerical	33	2	31	1	19	1	6	0	6	0	0	0	0	
%TOTAL	100.0%	6.1%	93.9%	3.0%	57.6%	3.0%	18.2%	0.0%	18.2%	0.0%	0.0%	0.0%	0.0%	
Skilled Craft	5	5	0	5	0	0	0	0	0	0	0	0	0	
%TOTAL	100.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Service/Maintenance	29	26	3	9	0	10	0	7	2	0	1	0	0	
%TOTAL	100.0%	89.7%	10.3%	31.0%	0.0%	34.5%	0.0%	24.1%	6.9%	0.0%	3.4%	0.0%	0.0%	
Protective Service	7	6	1	4	0	0	0	2	1	0	0	0	0	
%TOTAL	100.0%	85.7%	14.3%	57.1%	0.0%	0.0%	0.0%	28.6%	14.3%	0.0%	0.0%	0.0%	0.0%	
TOTAL	581	219	362	142	211	42	72	26	52	9	23	0	4	
%TOTAL	100.0%	37.7%	62.3%	24.4%	36.3%	7.2%	12.4%	4.5%	9.0%	1.5%	4.0%	0.0%	0.7%	



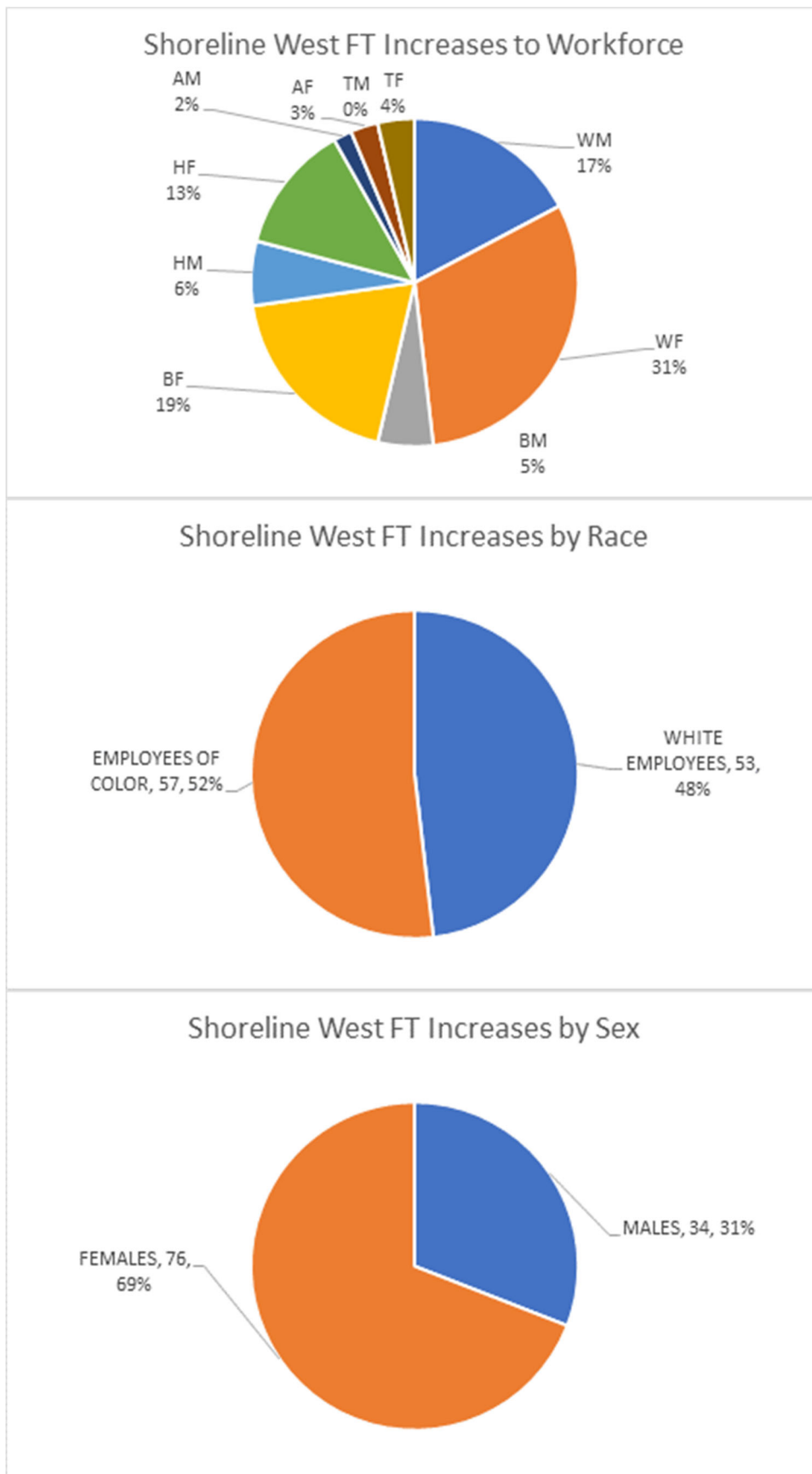
Shoreline West Faculty by Sex 2022



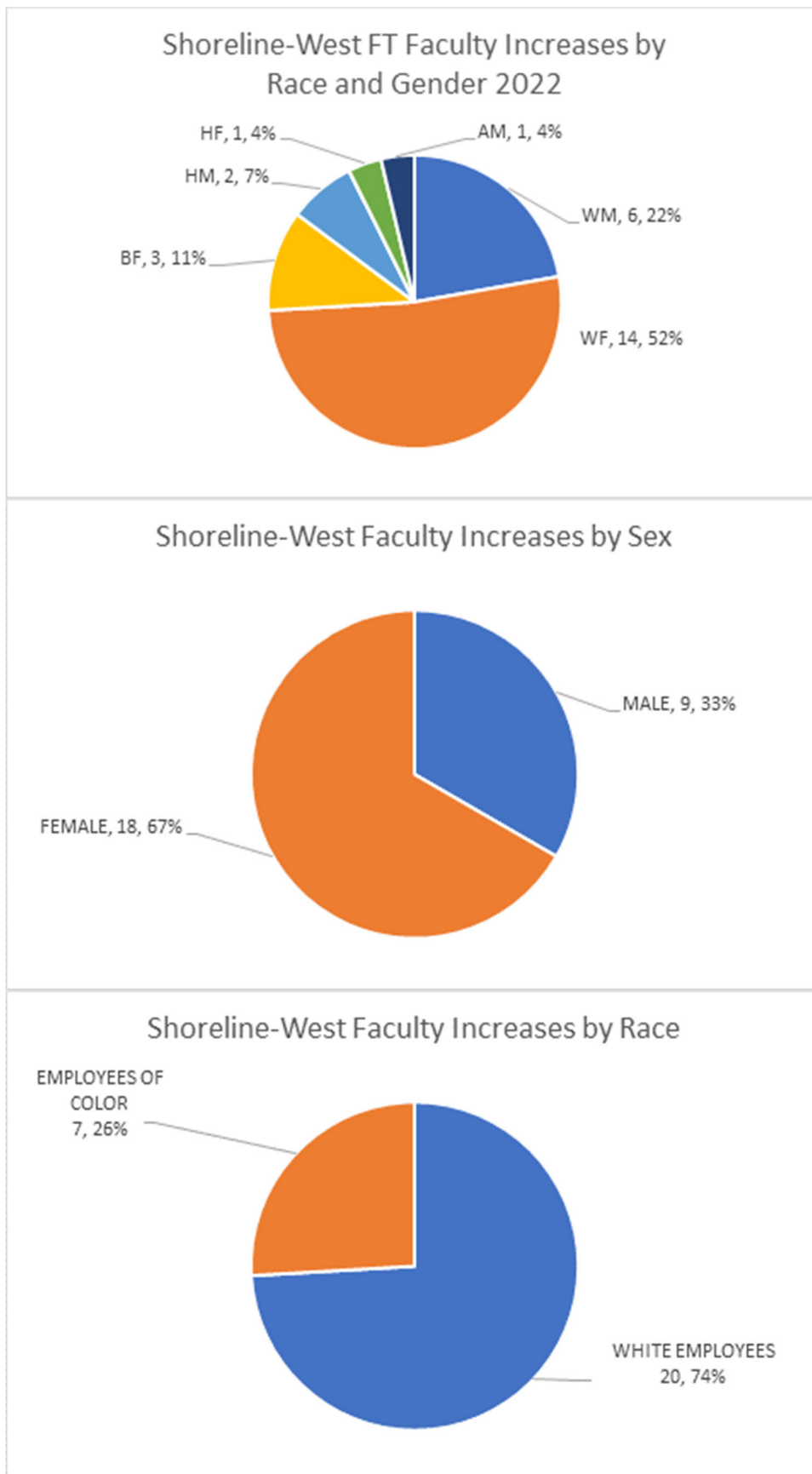
Shoreline West Professional Non-Faculty Workforce



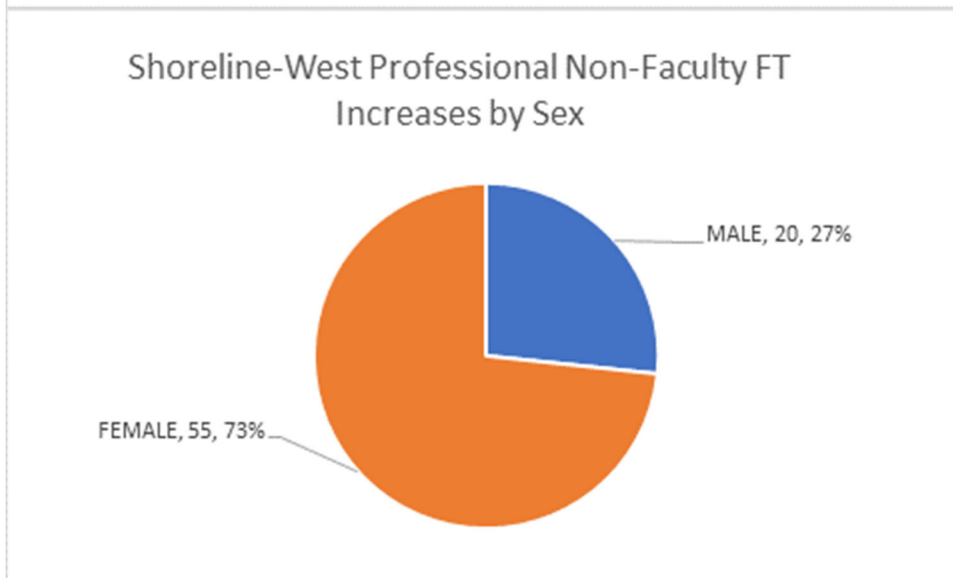
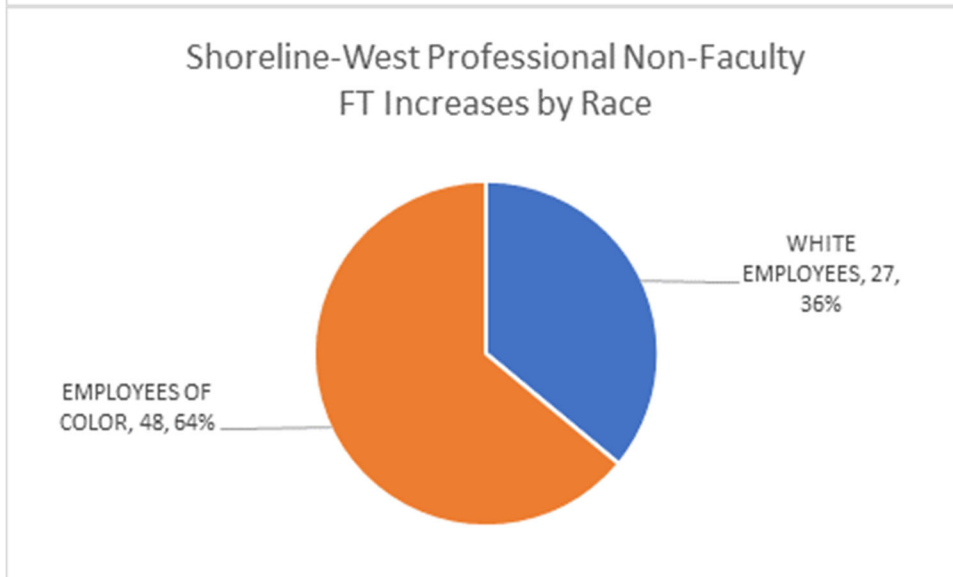
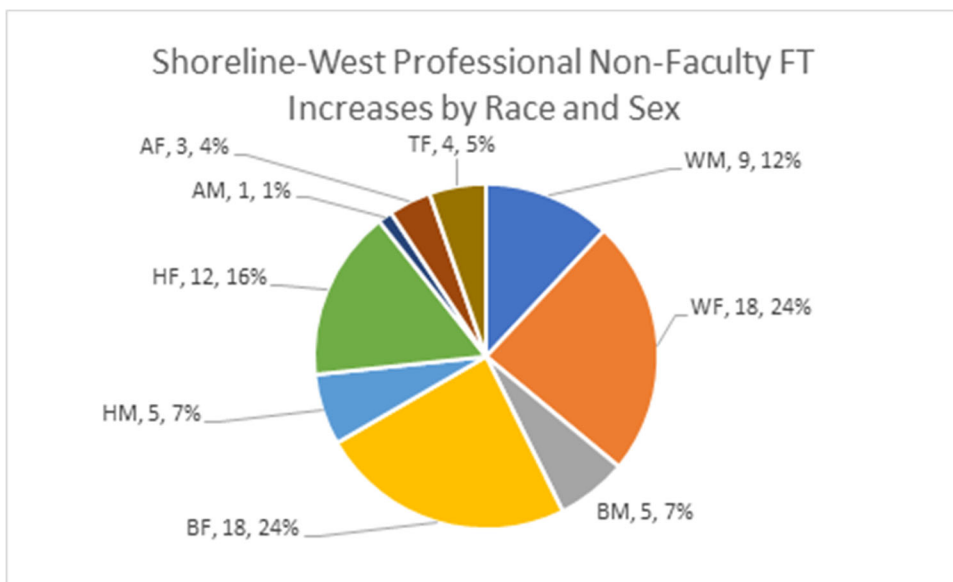
Summary of 2021-2022 Increases to the Shoreline-West Workforce:



Summary of 2021-2022 Increases to the Shoreline-West Workforce – Faculty Positions



Summary of 2021-2022 Increases to the Shoreline-West Workforce – Professional Positions



Summary of the 2021-2022 Affirmative Action Plan Achievements:

2021-2022 Goal Achievements

EEO Category	Goals Established	Hires	Promotions	Goal Achievement
Executive	H: 3WM, 1WF, 1HF, 1AF P: 1WM, 1WF	1WM, 1WF	1BM, AF	3 out of 4 increases met goals or 75%
Professor	H: None P: 12BM, 16BF, 4HM	Zero	2WM, 5WF,1BM	1 out of 8 promotions or 12.5%
Associate Professor	H: None P: 2HF, 2AM, 2AF	Zero	5WM, 4WF, 1BF, 2AM	2 out of 6 goals or 33%
Assistant Professor	H: 3WM, 2HM, 1AF, 2TM P: 3WM, 1HM	1WM, 7WF, 2BF, 1HF	2WM, 1BM, 1HM	1 out of 8 goals or 12.5% 3 of 4 promotions met goals or 75%
Instructor	H: 5WF, 1HF, 1AM P: None	5WM, 7WF, 1BF, 2HM,1AM	1HF	7 out of 7 goals or 100%
Professional - Guided Pathways Advisor 1	H: 1WM, 5WF, 1TF P: None	3WM, 9WF, 4BM, 9BF, 1HM, 6HF, 1AF, 2TF	zero	6 out of 6 goals or 100%
Professional Non- Faculty-All other Titles	H: 7WM, 8WF, 4HM, 1AM, 1TM, 2TF P: None	6WM, 9WF, 1BM, 10BF, 4HM, 7HF, 1AM, 2AF, 2TF	2WF, 2BF, 1HM, 2HF, 1AF	21 out of 23 goals or 91%
Fairfield County				
Clerical	H: 1WM, 3WF, 1HM P: None	1WF, 1BM	Zero	1 out of 2 hires or 50%
Paraprofessionals	H: 2WM, 2WF, 1BM, 1AM	Zero	Zero	1 out of 1 or 100%
Skilled Craft	H: 1HM P: None	Zero	Zero	0 out of 1 or 0%
Protective Services	H: 2WM, 1WF, 1BM P: None	2WM	Zero	2 out of 2 hires or 100%
Service Maintenance	H: 1WF, 1BF, 1HM, 2HF, 1TF P: None	Zero	Zero	0 out of 1 or 0%
New Haven County				

Clerical	H: 3WF, 1BM, 1HM, 1AF P: None	1HF	Zero	0 out of 1 or 0%
Paraprofessionals	H: 1WM, 1WF P: 1WF	Zero	Zero	N/A
Skilled Craft	H: None P: None	Zero	Zero	N/A
Protective Services	H: 1BM P: None	Zero	Zero	N/A
Service Maintenance	H: 2WF, 1BF, 2HF, 1TF P: None	Zero	Zero	N/A
Program Goals				
Program Goals	3 Established			3 out of 3 or 100%
<p>1. The region sets a goal strengthen the search and selection process to ensure equity, AA, and EEO compliance are foundational to every search. Such efforts may include, but are not limited to, adding a 30-minute Bias in the Interview training for all search committee members; establishing pause points in the search process to ensure applicant pool reflects the availability pool, and the interview pool reflects the applicant pool; working within the CSCU system to identify additional local, state, and national recruitment sources focused on diversity (e.g., Latinosinhighered.com), etc.</p> <p>Goal Achievement: This goal was achieved during the reporting period. All search committee members must participate in a search training as well as a 30-minute online training (Bias in the Interview). Additionally, the pause point program was implemented during the reporting period which uses data to inform search related decisions, e.g., extend a search and expand recruitment efforts. Additionally, frequent meetings occurred during the reporting period with campus leaders to address search related matters to ensure biases were not influencing the process. All of these efforts are not built into the search process.</p>				
<p>2. The region will establish the framework, charge and expectations of an Employee Advisory Committee. The expectation is that a call for nominations or volunteers to occur prior to the fall 2022 semester start and the inaugural meeting to take place in fall 2022.</p> <p>Goal Achievement: This goal was achieved with the development of the Office of Diversity and Equity for CT State. Through this office, each campus has identified, and DE&I lead as well as a DE&I team. Part of the role of this committee is to serve as the employee advisory committee. Each campus retains the autonomy to establish and build their team and each CEO appoints their DE&I lead.</p>				
<p>3. The region will pilot an emerging program to have equity auditors evaluate the search and selection process. The Region will identify at least 3 searches where this program can be piloted. The role of the Equity Auditor will include, but is not limited to, ensuring diversity exists in all phases (e.g., applicants, interviews, finalists) of the search process, monitor the search process to avoid common biases, and to ensure compliance with EEO/AA regulations/laws.</p> <p>Goal Achievement: This goal was achieved during the reporting period. On at least three search committees, a member of the EEO team served in the capacity of candidate advocates (formerly equity auditors). In this capacity, they ensured the process was followed in accordance with established procedures and that candidates experienced the same process throughout the interviews. This process will be expanded and built into the search process.</p>				

Summary of the 2022-2023 Affirmative Action Goals and Objectives

The following hiring and promotion goals have been set for the period October 1, 2022 – September 30, 2023 in accordance with Regulations of Connecticut State Agencies Section 46a-68-85.

Statewide/National – AA Plan Goals

Executive/Administrative/Managerial	H: 1WM, 3WF, 1HF P: 1WF
Professor	H: None P: 6BM, 14BF, 3HM, 4AM
Associate Professor	H: None P: 6WF, 1HM, 2HF, 2AF
Assistant Professor	H: 5WM, 1HM, 1HF, 2AM P: 2WM, 1HM
Instructor	H: 2WF, 1TF P: None
Professional – Guided Pathways Advisor 1	H: 4WM, 9WF, 1HM, 1AM P: None
Professional – All Other Titles	H: 3WM, 6WF, 2HM, 1TM, 2TF P: 1WM, 1WF, 1BM

Fairfield County Labor Market Area – AA Plan Goals

Technical Paraprofessional	H: 1WM, 2WF, 1BM, 1AM
Secretarial Clerical	H: 1WM, 2HM, 1AF P: None
Skilled Craft Workers	H: 1HM P: None
Protective Services	H: 1WM, 1BM P: None
Service Maintenance	H: 1WF, 1BF, 1HM, 2HF, 1TF P: None

New Haven County Labor Market Area – AA Plan Goals

Technical Paraprofessional	H: 1WM, P: 1WF
Secretarial Clerical	H: 1HM, 1AF P: None

Skilled Craft Workers	H: None P: None
Protective Services	H: 1HM P: None
Service Maintenance	H: 1WM, 2WF, 1BF, 2HF, 1TF P: None

PROGRAM GOALS:

The Region sets the goals below to enhance its efforts to ensure affirmative action and equal employment opportunity compliance.

1. To address the noted Problem Area regarding training, the Region establishes a goal to ensure compliance with state requirements related to Sexual Harassment Training. To that end, the EEO Center of Excellence will enroll all new employees in the online training program after they attend their first day of new employee orientation program. The region also will enroll previous employees who have yet to complete the training. The EEO Center of Excellence will ensure all new hires complete the training within 6 months of hire. Additionally, employees will be enrolled in Domestic Violence Awareness training in accordance with CT's new mandate Responsible persons: EEO Center of Excellence, DE&I and CEOs.

Responsible persons: EEO and DE&I, and Supervisors/Managers.

Timeframe: Completion by October 30, 2023.

2. The region sets a goal to increase recruitment efforts to ensure we achieve larger and diverse applicant pools. Steps to include, but are not limited to, increased social media presence, community events, additional recruitment sources, career fairs.

Responsible persons: CEOs, Recruitment and Talent Center of Excellence.

Timeframe: Completion by October 30, 2023.

3. The region will support the CSCU System Office's goal to train all managers within the region on DEI, EEO, Civil Rights, and Managing a Diverse workforce.

Responsible persons: CEO's, HR, DEI, EEO Center of Excellence.

Timeframe: Completion by October 30, 2023.

Section 46a-68-82
Organizational Analysis

Section 46a-68-82: ORGANIZATIONAL ANALYSIS

Job Title Study

Shoreline-West region has conducted a job classification study for occupational category.

The following is a listing of positions with no lines of progression, since most are at the top of their respective classifications. Job titles, which are in the Community Colleges classifications, have no progression lines because promotions are in rank rather than in position. When new vacant positions become available, they are filled through the region's search process and any collective bargaining agreements are also followed. Most positions are considered unclassified and require very skilled higher education expertise and direct experience working with students.

Executive/ Administrative/ Managerial

Regional President
Campus CEO
Dean
Chief Operating Officer
Director, Academic Division
Director, Finance & Administration
Regional Director, Institutional Research
Executive Director – HCC Foundation
Director, Counseling/Student Success
Director, Enrollment Management
Director of Fitness Leadership Program
Director of Information Technology
Director of Library Services
Director of Student Development Services

Faculty

Professor

Professional/Non-Faculty

Assistant to the Dean
Assistant to the Grant Coord
Associate Dean-Campus Ops
Auto Program Facilitator
BookstoreSupervisor2
COO Project Assistant
Coord Early Alert & Comm Tech.
Coordinator Service Learning
Culinary Associate
Dir. Step Forward Program
Director Academic Support
Director Facilities & Events Mgmt
Director Financial Aid Services
Director Museum of Art

Director of Admissions
Director of Assessment
Director of Career Services
Director of Child Dev Center
Director of Grant Initiative
Director of Stud Life
Director of Student Activities
Director of Student Ser Center
Director of Support Services
Director, Medical Ofc Managemt
Director, Student Support Ser.
Director-Ed Tech & Media Svcs
Director-Recr & Intl Affairs
Donor Stewardship Associate
Education Tech Specialist
Educational Partnership Assc
Educational Technologies Spec
Enrollment Management Spec
ESL Program Assistant
Executive Assistant
Facilities Project Assistant
Financial Aid Assistant
Fiscal/AdministrativeOfficer
Fsc/Adm Supervisor
Gateway to College Assoc. Dir.
Gateway to College Stu Res Spec
Grant Development Specialist
Grant Project Assistant
Graphics Specialist
GTC Student Resources Spec.
HCA-Contextulaized Learning
Infant/Toddler Teacher
Instructional Supp Spec. M&E
Instructional Support Spec Eng
Instructional Support Spec Mat
Instructional Support Spec Mat
Language Lab Coord/RC
Learning Disabilites Spec.
Librarian
Library Associate
Marketing Associate
Marketing Coordinator
MFG Tech Instructor/CCP17
Middle Col Coord-DE Specialist

Program Coordinator
Program Director
Project Assistant
Public Relations Associate
Public Relations Graph. Artist
Research Specialist
Retention Specialist RC
SNAP E&T Grant Coordinator
SNAP E+T Prog. Coordinator
Student Dev and Services Associate
Student Retention Specialist
Testing Coordinator
Testing Specialist
Title V Coordinator
Transfer Coordinator
Transfer Enrollment Specialist
Workforce Development Coord

Technical/Paraprofessional

Assistant Accountant
Bursar Services Assistant
Child Development Assistant Teacher, Early Childhood Center
Information Technician I

Secretarial/Clerical

Administrative Assistant

Service/Maintenance

Building Superintendent 1
QCW- Electrician
QCW - HVACR

Protective Services

Police Master Sergeant

The following is a listing of position progressions that depict the order that jobs advance through promotions. NOTE: Director (Administrator) positions are not included in the progression since these positions are filled by search rather than promotion.

Most of the lines of progression used within the Shoreline-West region are classified collective bargaining positions and Faculty ranks are considered unclassified collective bargaining positions.

Lines of Progression

Faculty

Professor
Associate Professor
Assistant Professor
Instructor

Building Maintenance

Building Superintendent 1
Supervising Custodian
Lead Custodian
Custodian

Accounting

Associate Accountant
Accountant
Assistant Accountant

Academic Advisement

Counselor
Academic Advisor
Achievement Coach
Academic Associate
Accessibility Services Coordinator
CAPS Coordinator
Student Retention Special (Coaching)
Student Services Advisor

Administrative Support

Administrative Assistant
Secretary 2
Secretary 1
Office Assistant
Clerk Typist

Admissions

Associate Director of Admissions

Assistant Director of Admissions
Admissions Transfer Coordinator

Allied Health

Clinical Supervisor, Nursing
Clinical Coord/RespCare Pgm RC
Clinical Coord-Surgi Tech
Allied Health Admin Coordinator
Allied Health/Nursing Advisor
Nurse/Allied Health Project Assistant

Child Development

Director Child Development Center
Assistant Teacher, CDLS
Child Development Teacher

Continuing Education

Coordinator of Adult Education
Continuing Education Coordinator
Continuing Education Associate
Continuing Education Aide

Enrollment Management

Recruitment & Retention Coordinator
Coordinator International Stud. Services
Registrar
Registration Services Assistant

Finance

Associate Director Finance & Admin Services
Payroll Officer 1
Bursar

Financial Aid

Assistant Director Financial Aid

Information Technology

Assistant Director of IT
Director Educational Technology
Network Manager
Coordinator of Administrative IT

Institutional Research

Regional Director, Institutional Research
Campus Director Inst. Research

Library Services

Digital/Instruction Librarian

Systems Librarian

Ref/Instr.Librarian

Public Safety

Police Master Sergeant

Police Sergeant

Police Officer

Registrar

Associate Registrar

Assistant Registrar

Occupational Category Study

The following is a list of positions within the Shoreline-West Region, ranked from highest to lowest and the minimum salary for each position. Minimum salary levels were established by Collective Bargaining Agreements.

Classification	Title	Salary Range
Executive, Administrative and Managerial		
Exec 3	Regional President	\$162,83 - \$244,339
Exec 2	Campus CEO	\$138,432 - \$207,648
Manager 3	Dean	\$99,994- \$149,990
	Chief Operating Officer	
CCP-22	Director, Academic Division	\$94,679 - \$171,881
CCP-21	Director, Finance & Administration	\$86,697 - \$157,398
CCP-21	Regional Director, Institutional Research	\$86,697 - \$157,398
Manager 2	Executive Director – HCC Foundation	\$85,478 - \$128,218
CCP-20	Director, Counseling/Student Success	\$79,853 - \$144,970
CCP-20	Director, Enrollment Management	\$79,853 - \$144,970
CCP-20	Director of Fitness Leadership Program	\$79,853 - \$144,970
CCP-20	Director of Information Technology	\$79,853 - \$144,970
CCP-20	Director of Library Services	\$79,853 - \$144,970
CCP-20	Director of Student Development Svcs	\$79,853 - \$144,970
Faculty-American Federation of Teachers (AFT)		
Unclassified	Professor	\$78,179 - \$124,572
Unclassified	Associate Professor	\$68,121 - \$108,652
Unclassified	Assistant Professor	\$60,308 - \$94,162
Unclassified	Instructor	\$55,841 - \$85,338
Congress of Connecticut Community Colleges (4C's)		
Unclassified	Professor	\$78,179 - \$124,572
Unclassified	Associate Professor	\$68,121 - \$108,652
Unclassified	Assistant Professor	\$60,308 - \$94,162
Unclassified	Instructor	\$55,841 - \$85,338
Professional Non-Faculty		
AR -29	Fiscal Administrative Supervisor	\$91,067 - \$118,370
Manager 2	Associate Dean – Campus Operations	\$85,478 - \$128,218
	Director of Grant Program	
AR-26	Associate Accountant	\$81,814 - \$105,221
CCP-19	Accessibility Services Coordinator	\$73,292 - \$133,061
	Campus Director, Institutional Research	
	Counselor	

	Director of Academic Support	
	Director of Admissions	
	Director of Career Services	
	Director, Child Development Center	
	Director, Facilities & Events Management	
	Director, Financial Aid Services	
	Director, Institutional Research	
	Director, Medical Office Management	
	Director, Museum of Art	
	Director, Recruitment & International Affairs	
	Director of Support Services	
	Director of Student Service Center	
	Program Director, PT Program	
	Program Director, Respiratory Care	
	Registrar	
	Student Dev & Services Associate	
AR-23	Accountant	\$70,930 - \$91,694
	Fiscal Administrative Officer	
	Bookstore Supervisor 2	
CCP-18	Allied Health Coordinator	\$67,587 - \$122,795
	Allied Health Nursing Advisor	
	Assistant Director of Information Technology	
	Associate Director, Admissions	
	Associate Director, Finance & Admin Services	
	Associate Director, Financial Aid Services	
	CAPS Coordinator	
	Continuing Education Coordinator	
	Clinical Coordinator	
	Clinical Supervisor	
	Digital Instruction Librarian	
	Director of Assessment	
	Director of Educational Technology & Media	
	Learning Disability Specialist	
	Librarian	
AR-21	Payroll Officer 1	\$65,913 - \$83,239
CCP-17	Coach Achievement	\$62,169 - \$113,025
	Assistant Director of Admissions	
	Assistant to Dean	
	Bursar	
	Child Development Teacher	
	Coordinator International Student Services	
	Coordinator of Administrative IT	
	Coordinator Service Learning	
	Director of Student Activities	

	Director of Student Life	
	Educational Technologies Specialist	
	Infant/Toddler Teacher	
	Institutional Support Specialist (M&E)	
	Language Lab Coordinator	
	MFG Tech Instructor	
	Network Manager	
	Recruitment & Retention Coordinator	
	Research Specialist	
	Transfer Coordinator	
	Executive Assistant	\$62,003 - \$93,005
CCP-16	Academic Associate	\$57,604 - \$104,581
	Admissions Transfer Coordinator	
	Assistant Director of Admissions	
	Assistant Director Financial Aid Services	
	Auto Program Facilitator	
	Associate Registrar	
	Continuing Education Aide	
	Culinary Associate	
	Donor Stewardship Associate	
	Educational Technician Specialist	
	Education Partnership Associate	
	Grant Development Specialist	
	Grant Project Assistant	
	Graphic Specialist	
	Instructional Support Specialist	
	IT Technician II	
	Marketing Associate	
	Public Relations Associate	
	Retention Specialist	
	Student Retention Specialist	
	Student Services Advisor	
CCP-15	Enrollment Management Specialist	\$53,043 - \$96,375
	Testing Coordinator	
	Testing Specialist	
	Transfer Enrollment Specialist	
CCP-14	Academic Assistant	\$49,048 - \$89,025
	Assistant Registrar	
	Assistant to the Grant Coordinator	
	IT Technician 1	
	Library Associate	
	Technical/Paraprofessional	
AR-19	Fiscal Administrative Assistant	\$59,772 - \$76,056
AR 18	Assistant Accountant	\$53,179 - \$67,885

CCP 13	Bursar Services Assistant Child Development Assistant Teacher Continuing Education Aide Enrollment Services Assistant Faculty Services Project Assistant Registration Services Assistant	\$46,104 - \$83,696
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Secretarial/Clerical

CL 19	Administrative Assistant	\$57,777 - \$74,767
Professional 2	Administrative Assistant	\$52,685 - \$79,027
CL 16	Payroll Clerk Secretary 2	\$50,050 - \$65,449
CL 15	Head Cash Accounting Clerk Head Clerk	\$47,779 - \$62, 656
CL 14	Secretary 1	\$45,725 - \$59,999
CL 13	Office Assistant	\$43,815 - \$57,486
CL 10	Clerk Typist	\$39,284 - \$49,658
CL-08	Clerk	\$37,259 - \$46,631

Skilled Craft

TC-18	QCW(HVACR)	\$57,504 - \$74,151
TC-17	QCW(Carp)	\$51,384 - \$66,519

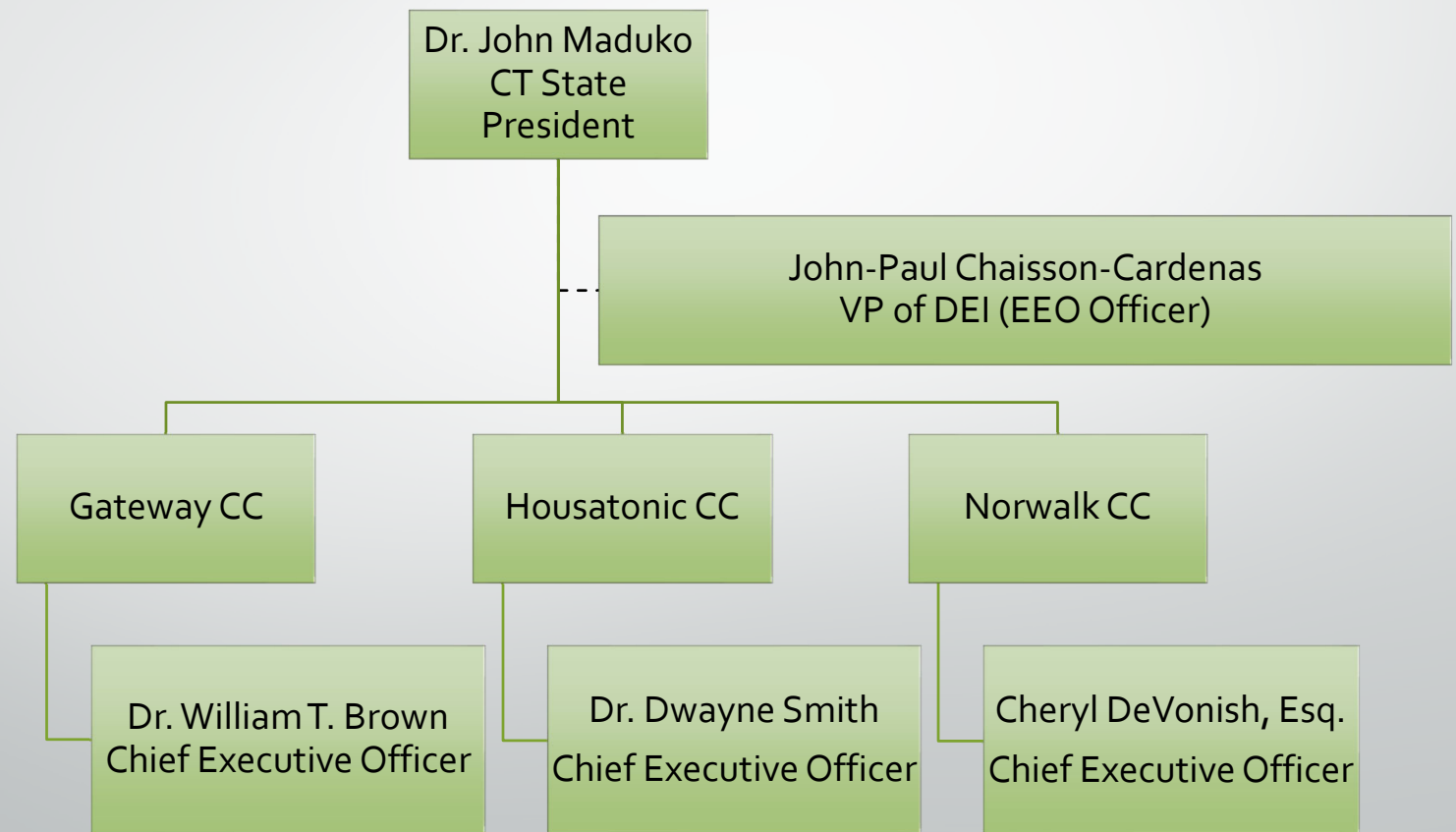
Service/Maintenance

TC 20	Building Superintendent I Maintenance Supervisor 2 (Gen)	\$59,305 - \$75,943
TC 16	Material Storage Supervisor 1	\$49,023 - \$63,658
TC 15	General Trades Worker	\$46,802 - \$60,967
TC-14	Supervising Custodian Material Storage Specialist Skilled Maintainer	\$44,731 - \$58,416
TC 12	Storekeeper Assistant	\$40,619 - \$51,688
TC 11	Lead Custodian Mail Handler	\$39,472 - \$49,986
TC 09	Custodian Maintainer	\$37,335 - \$46,654

Protective Service

PS 16	Police Master Sergeant	\$71,325 - \$95,270
PS 14	Police Sergeant	\$60,656 - \$81,178
PS 11	Police Officer	\$57,354 - \$74,468
PS 6	Building & Grounds Lead Patrol Officer	\$45,112 - \$60,400
PS 5	Building & Grounds Patrol Officer	\$43,092 - \$57,828

CSCC Shoreline-West Region Organizational Chart



Section 46a-68-83
Workforce Analysis

Section 46a-68-83: WORKFORCE ANALYSIS

Subsection (a)

CSCC Shoreline-West Region reported the racial and sexual composition of the full-time employees for each office, position and position classification identified in the job title study on forms provided by the Commission on Human Rights and Opportunities (CHRO). A separate analysis was completed for the part-time workforce. The workforce analysis shall inventory the following:

1. Total agency workforce by occupational category with percentages of race and sex groups calculated for each occupational category;
2. Total agency workforce by office(s), position(s) and position classification(s) within each occupational category;
3. Agency workforce in each labor market area by occupational category;
4. Agency workforce in each labor market area by office(s), position(s) and position classification(s) within each occupational category.

Subsection (b)

CSCC Shoreline-West Region has also provided the Commission on Human Rights and Opportunities (CHRO) with an age grouping report of the full-time workforce by occupational category, in five (5) year increments as prescribed by the CHRO; and

Subsection (c)

CSCC Shoreline-West Region has also provided the number of employees with disabilities in the full time workforce by occupational category. No employees identified as disabled during the reporting period.

WORKFORCE ANALYSIS

Form 83A

TOTAL WORKFORCEAGENCY: CSCC Shoreline West RegionREPORTING DATE: September 30, 2022

OCCUPATIONAL CATEGORY/JOB TITLE	GRAND	TOTAL	TOTAL	WHITE		BLACK		HISPANIC		AAIANHNP		2 OR MORE RACES	
	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Executive/Managerial	20	11	9	5	5	4	3	1	0	1	1	0	0
%TOTAL	100.0%	55.0%	45.0%	25.0%	25.0%	20.0%	15.0%	5.0%	0.0%	5.0%	5.0%	0.0%	0.0%
Faculty	234	100	134	79	106	10	16	6	6	5	6	0	0
%TOTAL	100.0%	42.7%	57.3%	33.8%	45.3%	4.3%	6.8%	2.6%	2.6%	2.1%	2.6%	0.0%	0.0%
Professional	244	68	176	38	80	17	45	10	33	3	14	0	4
%TOTAL	100.0%	27.9%	72.1%	15.6%	32.8%	7.0%	18.4%	4.1%	13.5%	1.2%	5.7%	0.0%	1.6%
Tech/Paraprofessional	11	1	10	0	3	0	2	1	4	0	1	0	0
%TOTAL	100.0%	9.1%	90.9%	0.0%	27.3%	0.0%	18.2%	9.1%	36.4%	0.0%	9.1%	0.0%	0.0%
Secretarial/Clerical	33	2	31	1	19	1	6	0	6	0	0	0	0
%TOTAL	100.0%	6.1%	93.9%	3.0%	57.6%	3.0%	18.2%	0.0%	18.2%	0.0%	0.0%	0.0%	0.0%
Skilled Craft	5	5	0	5	0	0	0	0	0	0	0	0	0
%TOTAL	100.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenance	29	26	3	9	0	10	0	7	2	0	1	0	0
%TOTAL	100.0%	89.7%	10.3%	31.0%	0.0%	34.5%	0.0%	24.1%	6.9%	0.0%	3.4%	0.0%	0.0%
Protective Service	7	6	1	4	0	0	0	2	1	0	0	0	0
%TOTAL	100.0%	85.7%	14.3%	57.1%	0.0%	0.0%	0.0%	28.6%	14.3%	0.0%	0.0%	0.0%	0.0%
TOTAL	583	219	364	141	213	42	72	27	52	9	23	0	4
%TOTAL	100.0%	37.6%	62.4%	24.2%	36.5%	7.2%	12.3%	4.6%	8.9%	1.5%	3.9%	0.0%	0.7%

WORKFORCE ANALYSIS
FULL-TIME WORKFORCE BY POSITION/JOB TITLE WITHIN OCCUPATIONAL CATEGORY

Form 83B

CSCC Shoreline West Region

REPORTING DATE: September 30, 2022

OCCUPATIONAL CATEGORY: EXECUTIVE/ADMINISTRATIVE/MANAGERIAL

JOB TITLES	GRAND	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		2 OR MORE RACES	
	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Academic Division Director	1	1	0			1							
Assoc Dean Campus Operations	3	2	1	1	1			1					
Campus CEO	3	2	1			2	1						
Dean of Academic Affairs	2	1	1	1			1						
Dean/Dev&Comm Partnerships	1	0	1		1								
Dir Fitness Leadership Prgm	1	1	0	1									
Dir. Information Technology	1	1	0	1									
Director of Fin and Adm Svcs	1	0	1		1								
Director of Grant Initiative	1	0	1		1								
Director of Student Dev./Svcs.	1	0	1				1						
Director, Campus Library Svcs	1	0	1									1	
Exec Director - HCC Foundation	1	0	1		1								
Reg. Dir. Institutional Res.	1	1	0								1		
Regional Dir, Enrollment Svcs	1	1	0	1									
Regional Dir, Financial Aid	1	1	0			1							
EXECUTIVE TOTAL	20	11	9	5	5	4	3	1	0	1	1	0	0

CSCC Shoreline West Region

REPORTING DATE: September 30, 2022

OCCUPATIONAL CATEGORY: FACULTY

JOB TITLES	GRAND	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		2 OR MORE RACES	
	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Full Professor	122	53	69	48	60	3	3	0	3	2	3		
Associate Professor	43	21	22	15	16	3	6	1	0	2			
Assistant Prof	45	13	32	8	23	3	5	2	2	0	2		
Instructor	24	13	11	8	7	1	2	3	1	1	1		
FACULTY TOTAL	234	100	134	79	106	10	16	6	6	5	6	0	0

CSCC Shoreline West Region
PROFESSIONAL, NON-FACULTY

REPORTING DATE: September 30, 2022

OCCUPATIONAL CATEGORY:

JOB TITLES	GRAND	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		2 OR MORE RACES	
	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Academic Assist-Fac. Services	1	0	1		1								
Academic Associate	3	2	1	2	1								
Academic Coordinator - Clinical Education	1	1	0	1									
Academic IT Technician 1	4	1	3		3					1			
Accountant	5	0	5		3						2		
Acting Director of IT	1	1	0	1									
AdmissionProcessing Specialist	4	0	4				2		1		1		
Allied Health Admin. Coord	1	0	1		1								
Assistant Director of IT	1	1	0					1					
Assistant Director-Admissions	2	0	2		1				1				
Assistant Registrar	2	1	1	1	1								
Assistant to the Dean	1	0	1				1						
Assoc Director, FinanceAdmin	1	0	1				1						
Associate Director of Finance and Adm Svs	1	0	1				1						
Associate Registrar	3	0	3		2				1				
Asst Dir, StdntOrtnnOnboarding	1	0	1						1				
Asst to the Dean of Developmnt	1	0	1		1								
Asst to the Grant Coord	1	0	1		1								
Asst. Director of Admissions	1	0	1		1								
Automotive Program Facilitator	1	1	0	1									
BookstoreSupervisor2	1	1	0	1									
Bursar	1	0	1		1								
Campus Director Inst. Research	1	0	1		1								
Campus Director, TutorAcadmSpt	1	0	1				1						
Campus Supervisor, FinAidSrvcs	2	0	2		1				1				
CAPS Coordinator	1	1	0	1									
Child Development Teacher	6	1	5		1	1	3		1				
Clinical Coordinator, RespCare	1	1	0	1									
Clinical SIM Coordinator	1	0	1				1						

Clinical Supervisor, Nursing	1	0	1			1				
Continuing Ed Coordinator	3	1	2		2		1			
Continuing Educ Aide	1	0	1		1					
Continuing Education Assistant	2	0	2		1			1		
Coord. International Stud. Ser	1	0	1		1					
Coord. of Administrative IT	1	1	0	1						
Coord. Service Learning	1	0	1		1					
Coordinator of Adult Education	1	0	1		1					
Counselor	7	0	7		5		2			
Culinary Associate	1	1	0	1						
Development Associate	1	0	1				1			
Dir. Academic Support	1	0	1					1		
Dir. Child Development Center	2	0	2		2					
Dir. Educational Technology	1	0	1		1					
Dir. Step Forward Program	1	0	1		1					
Director of Admissions	1	1	0			1				
Director of Assessment	1	0	1		1					
Director of Career Services	2	0	2						2	
Director of Non-Credit Program	1	1	0	1						
Director of Stud Life	1	0	1				1			
Director of Student Activites	1	1	0					1		
Director of Student Ser Center	1	0	1						1	
Director, Fin Aid Services	1	1	0	1						
Director, Medical Ofc Managemt	1	0	1				1			
Director, Museum of Art	1	0	1							1
Director, Student Support Ser.	1	0	1						1	
Director-Ed Tech & Media Svcs	1	0	1		1					
Education Tech Specialist	2	1	1			1			1	
Educational Partnership Associate	1	0	1							1
Enrollment Mgt Specialist	5	0	5				1		3	1
Enrollment Services Assistant	1	0	1				1			
Enrollment Svcs Reg Asst	1	1	0					1		
ESL Program Assistant	1	0	1		1					
Executive Assistant	3	0	3		1		2			
Facilities Project Assistant	1	1	0			1				
Facilities Services Coordinator	1	1	0	1						

Financial Aid Specialist	4	2	2		1	1		1	1			
Financial Aid Specialist I	1	0	1						1			
Financial Aid Specialist II	1	0	1				1					
Financial Aid Specialist II RC	1	0	1		1							
Fiscal Administrative Officer	1	0	1		1							
Fiscal/AdministrativeOfficer	1	0	1						1			
Grant Development Specialist	1	0	1		1							
Grant Project Assistant	1	0	1		1							
Graphics Specialist	1	1	0	1								
Guided Pathway Campus Adv Lead	3	0	3		2		1					
Guided Pathways Advisor 1	52	13	39	5	14	6	11	2	9		3	2
Guided Pathways Advisor 2	9	1	8	1	3		3		2			
Infant/Toddler Teacher	1	0	1				1					
Information Technician 1	2	2	0	2								
Information Technician 2	10	8	2	5		2			2	1		
Information Technology Tech	1	1	0					1				
Instructional Support Spec Eng	1	1	0			1						
Instructional Support Spec Mat	2	1	1	1							1	
Interim Dir, Library Services	1	0	1				1					
Intrntnl StdntSrvcs Coord	1	0	1								1	
Language Lab Coord/RC	1	1	0	1								
Learning Disabilities Spec.	2	1	1	1	1							
Librarian	9	5	4	3	2	1	1	1			1	
Library Associate	2	1	1	1	1							
Marketing Associate	1	0	1						1			
Marketing Coordinator	1	0	1		1							
Media Specialist	1	0	1								1	
Men's Center Coordinator	1	1	0					1				
Payroll Officer1	1	0	1		1							
Program Director, PT Program	1	0	1		1							
Program Director/Resp. Care	1	0	1		1							
Project Asst, NursingAH	1	0	1		1							
Public Relations Associate	1	0	1		1							
Public Relations Graph. Artist	1	0	1		1							
Recruitment & Retention Coord	1	0	1				1					
RecruitmentOutreach Specialist	2	2	0	1		1						

Ref/Instr.Librarian	1	0	1		1								
Registrar	1	1	0			1							
Research Specialist	1	0	1				1						
Student Dev and Services Assoc	1	0	1				1						
Systems Librarian	2	2	0	1						1			
Testing Coordinator	1	0	1		1								
Testing Specialist	1	0	1				1						
Transfer Coordinator	1	0	1		1								
TransferCreditEval Coordinator	5	0	5		1		2		2				
Webmaster	1	1	0	1									
Women's Center Coordinator	1	0	1										1
Workforce Development Coordinator	1	0	1		1								
PROFESSIONAL NON-FACULTY TOTAL	244	68	176	38	80	17	45	10	33	3	14	0	4
TOTAL STATEWIDE Workforce	498	179	319	122	191	31	64	17	39	9	21	0	4

OCCUPATIONAL CATEGORY: CSCC Shoreline West Region
TECHNICAL/PARAPROFESSIONAL

REPORTING DATE: September 30, 2022

JOB TITLES	GRAND	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		2 OR MORE RACES	
	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Bursar Services Assistant	2	0	2						2				
Child Dev Asst Teacher	7	0	7		3		1		2		1		
Fscl/AdminAsst	1	0	1				1						
Registration Services Asst	1	1	0					1					
PARAPROFESSIONAL TOTAL	11	1	10	0	3	0	2	1	4	0	1	0	0

OCCUPATIONAL CATEGORY: CSCC Shoreline West Region
SECRETARIAL CLERICAL

REPORTING DATE: September 30, 2022

JOB TITLES	GRAND	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		2 OR MORE RACES	
	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Administrative Assistant	12	1	11		8	1	1		2				
Secretary 2	2	0	2		1		1						
Secretary 1	12	1	11	1	4		3		4				
Office Assistant	3	0	3		3								
Clerk Typist	4	0	4		3		1						
CLERICAL TOTAL	33	2	31	1	19	1	6	0	6	0	0	0	0

OCCUPATIONAL CATEGORY: CSCC Shoreline West Region
PROTECTIVE SERVICE

REPORTING DATE: September 30, 2022

JOB TITLES	GRAND	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		2 OR MORE RACES	
	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Bldgs&GrndPatrIOfcr	1	0	1						1				
Police Sergeant	1	1	0	1									
PoliceOfficer	5	5	0	3				2					
PROTECTIVE SERVICE TOTAL	7	6	1	4	0	0	0	2	1	0	0	0	0

OCCUPATIONAL CATEGORY: CSCC Shoreline West Region
SKILLED CRAFT

REPORTING DATE: September 30, 2022

JOB TITLES	GRAND	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		2 OR MORE RACES	
	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
QCW(CARPY)	1	1	0	1									
QCW(HVACR)	4	4	0	4									
SKILLED TOTAL	5	5	0	5	0	0	0	0	0	0	0	0	0

OCCUPATIONAL CATEGORY: CSCC Shoreline West Region
SERVICE/MAINTENANCE

REPORTING DATE: September 30, 2022

JOB TITLES (UNDER 25 EMPLOYEES)	GRAND	TOTAL	TOTAL	WHITE		BLACK		HISPANIC		AAIANHNPI		2 OR MORE RACES	
	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Custodian	14	12	2	2		6		4	2				
General Trades Worker	2	2	0	2									
Lead Custodian	2	2	0	1				1					
MailHandler	1	1	0	1									
Maintainer	4	4	0			2		2					
MaintSupv2(Genl)	1	1	0	1									
MaterialStorageSpec	1	1	0	1									
MaterialStorageSupervisor1	1	1	0			1							
SkilledMaintainer	1	1	0	1									
StorekeeperAssistant	1	0	1								1		
Supervising Custodian	1	1	0			1							
SERVICE TOTAL	29	26	3	9	0	10	0	7	2	0	1	0	0
TOTAL LMA WORKFORCE	85	40	45	19	22	11	8	10	13	0	2	0	0

WORKFORCE ANALYSIS
FULL-TIME WORKFORCE BY LABOR MARKET AREA

AGENCY: CSCC Shoreline West Region

REPORTING DATE: September 30, 2022

LABOR MARKET AREA: NATIONAL

OCCUPATIONAL CATEGORY	GRAND	TOTAL	TOTAL	WHITE		BLACK		HISPANIC		AAIANHNPI		2 OR MORE RACES	
	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Executive/Managerial	20	11	9	5	5	4	3	1	0	1	1	0	0
Faculty	234	100	134	79	106	10	16	6	6	5	6	0	0
Professional	244	68	176	38	80	17	45	10	33	3	14	0	4
TOTAL	498	179	319	122	191	31	64	17	39	9	21	0	4

LABOR MARKET AREA: FAIRFIELD COUNTY

OCCUPATIONAL CATEGORY	GRAND	TOTAL	TOTAL	WHITE		BLACK		HISPANIC		AAIANHNPI		2 OR MORE RACES	
	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Tech/Paraprofessional	7	1	6	0	1	0	2	1	2	0	1	0	0
Secretarial/Clerical	18	1	17	0	11	1	3	0	3	0	0	0	0
Protective Service	6	5	1	3	0	0	0	2	1	0	0	0	0
Skilled Craft Workers	4	4	0	4	0	0	0	0	0	0	0	0	0
Service/Maintenance	11	10	1	5	0	3	0	2	0	0	1	0	0
TOTAL	46	21	25	12	12	4	5	5	6	0	2	0	0

LABOR MARKET AREA: NEW HAVEN COUNTY

OCCUPATIONAL CATEGORY	GRAND	TOTAL	TOTAL	WHITE		BLACK		HISPANIC		AAIANHNPI		2 OR MORE RACES	
	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Tech/Paraprofessional	4	0	4	0	2	0	0	0	2	0	0	0	0
Secretarial/Clerical	15	1	14	1	8	0	3	0	3	0	0	0	0
Protective Service	1	1	0	1	0	0	0	0	0	0	0	0	0
Skilled Craft Workers	1	1	0	1	0	0	0	0	0	0	0	0	0
Service/Maintenance	18	16	2	4	0	7	0	5	2	0	0	0	0
TOTAL	39	19	20	7	10	7	3	5	7	0	0	0	0

WORKFORCE ANALYSIS Form 83D
FULL-TIME WORKFORCE BY POSITION/JOB TITLE WITHIN OCCUPATIONAL CATEGORY BY LABOR MARKET AREA

AGENCY: CSCC Shoreline West Region

REPORTING DATE: September 30, 2022

LABOR MARKET AREA: NATIONAL

OCCUPATIONAL CATEGORY	JOB TITLE	GRAND	TOTAL	TOTAL	WHITE		BLACK		HISPANIC		AAIANHNPI		2 OR MORE RACES	
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Executive/Managerial	Academic Division Director	1	1	0			1							
	Assoc Dean Campus Operations	3	2	1	1	1			1					
	Campus CEO	3	2	1			2	1						
	Dean /Dev.&Comm. Partnerships	1	0	1		1								
	Dean of Academic Affairs	2	1	1	1			1						
	Dir Fitness Leadership Prgm	1	1	0	1									
	Dir. Information Technology	1	1	0	1									
	Director of Fin and Adm Svcs	1	0	1		1								
	Director of Grant Initiative	1	0	1		1								
	Director of Student Dev./Svcs.	1	0	1				1						
	Director, Campus Library Svcs	1	0	1								1		
	Exec Director - HCC Foundation	1	0	1		1								
	Reg. Dir. Institutional Res.	1	1	0							1			
	Regional Dir, Enrollment Svcs	1	1	0	1									
	Regional Dir, Financial Aid	1	1	0			1							
		Subtotal	20	11	9	5	5	4	3	1	0	1	1	0
Faculty	Full Professor	122	53	69	48	60	3	3	0	3	2	3		
	Associate Professor	43	21	22	15	16	3	6	1	0	2			
	Assistant Prof	45	13	32	8	23	3	5	2	2	0	2		
	Instructor	24	13	11	8	7	1	2	3	1	1	1		
		Subtotal	254	111	143	84	111	14	19	7	6	7	8	0

OCCUPATIONAL CATEGORY	JOB TITLE	GRAND	TOTAL	TOTAL	WHITE		BLACK		HISPANIC		AAIANHNP		2 OR MORE RACES	
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Professional Non-Faculty	Academic Assist-Fac. Services	1	0	1		1								
	Academic Associate	3	2	1	2	1								
	Academic Coordinator - Clinical Edu	1	1	0	1									
	Academic IT Technician 1	4	1	3		3					1			
	Accountant	5	0	5		3							2	
	Acting Director of IT	1	1	0	1									
	AdmissionProcessing Specialist	4	0	4				2		1		1		
	Allied Health Admin. Coord	1	0	1		1								
	Assistant Director of IT	1	1	0					1					
	Assistant Director-Admissions	2	0	2		1				1				
	Assistant Registrar	2	1	1	1	1								
	Assistant to the Dean	1	0	1				1						
	Assoc Director, FinanceAdmin	1	0	1				1						
	Associate Director of Finance and A	1	0	1				1						
	Associate Registrar	3	0	3		2				1				
	Asst Dir, StdntOrntnOnboarding	1	0	1						1				
	Asst to the Dean of Developmnt	1	0	1		1								
	Asst to the Grant Coord	1	0	1		1								
	Asst. Director of Admissions	1	0	1		1								
	Automotive Program Facilitator	1	1	0	1									
	BookstoreSupervisor2	1	1	0	1									
	Bursar	1	0	1		1								
	Campus Advising Lead (RC)	1	0	1		1								
	Page Subtotal	39	9	30	7	18	0	5	1	4	1	3	0	0

OCCUPATIONAL CATEGORY	JOB TITLE	GRAND	TOTAL	TOTAL	WHITE		BLACK		HISPANIC		AAIANHNP		2 OR MORE RACES	
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Professional Non-Faculty	Campus Director Inst. Research	1	0	1		1								
	Campus Director, TutorAcadmSpt	1	0	1				1						
	Campus Supervisor, FinAidSrvcs	2	0	2		1				1				
	CAPS Coordinator	1	1	0	1									
	Child Development Teacher	6	1	5		1	1	3		1				
	Clinical Coordinator, RespCare	1	1	0	1									
	Clinical SIM Coordinator	1	0	1				1						
	Clinical Supervisor, Nursing	1	0	1				1						
	Continuing Ed Coordinator	3	1	2		2			1					
	Continuing Educ Aide	1	0	1		1								
	Continuing Education Assistant	2	0	2		1				1				
	Coord. International Stud. Ser	1	0	1		1								
	Coord. of Administrative IT	1	1	0	1									
	Coord. Service Learning	1	0	1		1								
	Coordinator of Adult Education	1	0	1		1								
	Counselor	7	0	7		5		2						
	Culinary Associate	1	1	0	1									
	Development Associate	1	0	1				1						
	Dir Child Develop Center	2	0	2		2								
	Dir. Academic Support	1	0	1						1				
Dir. Educational Technology	1	0	1		1									
Dir. Step Forward Program	1	0	1		1									
Director of Admissions	1	1	0				1							
	Page Subtotal	39	7	32	4	19	2	9	1	4	0	0	0	0

AGENCY:

SHORELINE WEST REGION

REPORTING DATE: SEPTEMBER 30, 2022

OCCUPATIONAL CATEGORY	JOB TITLE	GRAND	TOTAL	TOTAL	WHITE		BLACK		HISPANIC		AAIANHNP		2 OR MORE RACES	
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Professional Non-Faculty	Director of Assessment	1	1	0			1							
	Director of Career Services	1	0	1		1								
	Director of Non-Credit Program	2	0	2								2		
	Director of Stud Life	1	1	0	1									
	Director of Student Activites	1	0	1				1						
	Director of Student Ser Center	1	1	0					1					
	Director, Fin Aid Services	1	0	1						1				
	Director, Medical Ofc Managemt	1	1	0	1									
	Director, Museum of Art	2	0	2				1						1
	Director, Student Support Ser.	0	0	0										
	Director-Ed Tech & Media Svcs	1	0	1							1			
	Education Tech Specialist	1	0	1		1								
	Educational Partnership Associate	2	1	1			1				1			
	Enrollment Mgt Specialist	1	0	1									1	
	Enrollment Services Assistant	5	0	5				1		3			1	
	Enrollment Srvc Reg Asst	1	0	1				1						
	ESL Program Assistant	1	1	0						1				
	Executive Assistant	1	0	1		1								
	Facilities Project Assistant	3	0	3		1		2						
	Facilities Services Coordinator	1	1	0			1							
Financial Aid Specialist	1	1	0	1										
Financial Aid Specialist I	4	2	2		1	1		1	1					
Financial Aid Specialist II	1	0	1						1					
	Subtotal	34	10	24	3	5	4	6	3	8	0	4	0	1

OCCUPATIONAL CATEGORY	JOB TITLE	GRAND	TOTAL	TOTAL	WHITE		BLACK		HISPANIC		AAIANHNPI		2 OR MORE RACES	
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Professional Non-Faculty	Financial Aid Specialist II RC	1	0	1		1								
	Fiscal Administrative Officer	2	0	2		1				1				
	Grant Development Specialist	1	0	1		1								
	Grant Project Assistant	1	0	1		1								
	Graphics Specialist	1	1	0	1									
	Guided Pathway Campus Adv Lead	2	0	2		1		1						
	Guided Pathway Advisor 1	52	13	39	5	14	6	11	2	9		3		2
	Guided Pathways Advisor 2	9	1	8	1	3		3		2				
	Infant/Toddler Teacher	1	0	1				1						
	Information Technician 1	2	2	0	2									
	Information Technician 2	10	8	2	5		2			2	1			
	Information Technology Tech	1	1	0					1					
	Instructional Support Spec Eng	1	1	0			1							
	Instructional Support Spec Mat	2	1	1	1								1	
	Interim Dir, Library Services	1	0	1				1						
	Intrntnl StdntSrvcs Coord	1	0	1									1	
	Language Lab Coord/RC	1	1	0	1									
	Learning Disabilities Spec.	2	1	1	1	1								
	Librarian	9	5	4	3	2	1	1	1				1	
	Library Associate	2	1	1	1	1								
Marketing Associate	1	0	1						1					
Marketing Coordinator	1	0	1		1									
	Page Subtotal	104	36	68	21	27	10	18	4	15	1	6	0	2

OCCUPATIONAL CATEGORY	JOB TITLE	GRAND	TOTAL	TOTAL	WHITE		BLACK		HISPANIC		AAIANHNPI		2 OR MORE RACES	
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Professional Non-Faculty	Media Specialist	1	0	1								1		
	Men's Center Coordinator	1	1	0					1					
	Payroll Officer1	1	0	1		1								
	Program Director, PT Program	1	0	1		1								
	Program Director/Resp. Care	1	0	1		1								
	Project Asst, NursingAH	1	0	1		1								
	Public Relations Associate	1	0	1		1								
	Public Relations Graph. Artist	1	0	1		1								
	Recruitment & Retention Coord	1	0	1				1						
	RecruitmentOutreach Specialist	2	2	0	1		1							
	Ref/Instr.Librarian	1	0	1		1								
	Registrar	1	1	0			1							
	Research Specialist	1	0	1				1						
	Student Dev and Services Assoc	1	0	1				1						
	Systems Librarian	2	2	0	1						1			
	Testing Coordinator	1	0	1		1								
	Testing Specialist	1	0	1				1						
	Transfer Coordinator	1	0	1		1								
	TransferCreditEval Coordinator	5	0	5		1		2		2				
	Webmaster	1	1	0	1									
	Women's Center Coordinator	1	0	1										1
	Workforce Development Coordir	1	0	1		1								
	Page Subtotal	28	7	21	3	11	2	6	1	2	1	1	0	1
	Professional SubTotal	244	69	175	38	80	18	44	10	33	3	14	0	4
	National/Statewide TOTAL	518	191	327	127	196	36	66	18	39	11	23	0	4

LABOR MARKET AREA: NEW HAVEN COUNTY

OCCUPATIONAL CATEGORY	JOB TITLE	GRAND	TOTAL	TOTAL	WHITE		BLACK		HISPANIC		AAIANHNP		2 OR MORE RACES	
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Tech/Paraprofessional	Bursar Services Assistant	2	0	2						2				
	Child Dev Asst Teacher	2	0	2		2								
	Subtotal	4	0	4	0	2	0	0	0	2	0	0	0	0
Secretarial/Clerical	Administrative Assistant	4	0	4		3		1						
	Office Assistant	7	1	6	1	1		2		3				
	Secretary 1	1	0	1		1								
	Secretary 2	3	0	3		3								
	Subtotal	15	1	14	1	8	0	3	0	3	0	0	0	0
Protective Service	Police Sargeant	1	1	0	1									
	Subtotal	1	1	0	1	0	0	0	0	0	0	0	0	0
Skilled Craft	QCW(HVACR)	1	1	0	1									
	Subtotal	1	1	0	1	0	0	0	0	0	0	0	0	0
Service/Maintenance	Custodian	14	12	2	2		6		4	2				
	General Trades Worker	1	1	0	1									
	Lead Custodian	2	2	0	1				1					
	Supervising Custodian	1	1	0			1							
	Subtotal	18	16	2	4	0	7	0	5	2	0	0	0	0
New Haven Region TOTAL		39	19	20	6	10	7	3	5	7	0	0	0	0

AGENCY: SHORELINE WEST REGION

REPORTING DATE: SEPTEMBER 30, 2022

LABOR MARKET AREA: FAIRFIELD COUNTY

OCCUPATIONAL CATEGORY	JOB TITLE	GRAND	TOTAL	TOTAL	WHITE		BLACK		HISPANIC		AAIANHNP		2 OR MORE RACES	
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Tech/Paraprofessional	Child Dev Asst Teacher	5	0	5		1		1		2		1		
	Fsc/AdminAsst	1	0	1				1						
	Registration Services Asst	1	1	0					1					
	Subtotal	7	1	6	0	1	0	2	1	2	0	1	0	0
Secretarial/Clerical	Administrative Assistant	8	1	7		5	1			2				
	ClerkTypist	2	0	2		1		1						
	Office Assistant	5	0	5		3		1		1				
	Secretary 1	2	0	2		2								
	Secretary 2	1	0	1				1						
	Subtotal	18	1	17	0	11	1	3	0	3	0	0	0	0
Service/Maintenance	General Trades Worker	1	1	0	1									
	MailHandler	1	1	0	1									
	Maintainer	4	4	0			2		2					
	MaintSupv2(Genl)	1	1	0	1									
	MaterialStorageSpec	1	1	0	1									
	MaterialStorageSupervisor1	1	1	0			1							
	SkilledMaintainer	1	1	0	1									
	StorekeeperAssistant	1	0	1								1		
	Subtotal	11	10	1	5	0	3	0	2	0	0	1	0	0
Skilled Craft	QCW(Carpy)	1	1	0	1									
	QCW(HVACR)	3	3	0	3									
	Subtotal	4	4	0	4	0	0	0	0	0	0	0	0	0
Protective Service	Bldgs&GrndPatrlOfcr	1	0	1						1				
	PoliceOfficer	5	5	0	3				2					
	Subtotal	6	5	1	3	0	0	0	2	1	0	0	0	0
Fairfield Region TOTAL		46	21	25	12	12	4	5	5	6	0	2	0	0

**WORKFORCE ANALYSIS
TOTAL FULL-TIME WORKFORCE BY AGE**

Form 83E

AGENCY: CSCC Shoreline West Region

REPORTING DATE: 9/30/2022

OCCUPATIONAL CATEGORY	TOTAL # OF EMPLOYEES	AGE INCREMENTS											
		16 -19	20 - 24	25 - 29	30 - 34	35 - 39	40 - 44	45 - 49	50 - 54	55 - 59	60 - 64	65 - 69	70+
Executive/Managerial	20					3	3	2	3	1	3	4	1
Faculty	234				9	15	17	34	43	42	41	16	17
Professional	244		4	30	35	33	27	23	35	29	19	4	5
Tech/Paraprofessional	11			2	1	3		2		3			
Secretarial/Clerical	33			1	4	1	3	6	4	6	8		
Skilled Craft	5					1	1		1	2			
Service/Maintenance	29			1	2	1	4	4	8	4	5		
Protective Service	7						1			2	3	1	
TOTAL	583		4	34	51	57	56	71	94	89	79	25	23

WORKFORCE ANALYSIS
DISABLED WORKFORCE

Form 83F

AGENCY: CSCC Shoreline West Region

REPORTING DATE: September 30, 2022

OCCUPATIONAL CATEGORY	TOTAL
Executive/Managerial	0
Faculty	3
Professional	10
Tech/Paraprofessional	0
Secretarial/Clerical	0
Service/Maintenance	0
Protective Service	0
TOTAL	13

WORKFORCE ANALYSIS
TOTAL PART-TIME WORKFORCE

Form 83H

AGENCY: CSCC Shoreline West RegionREPORTING DATE: September 30, 2022

OCCUPATIONAL CATEGORY	GRAND	TOTAL	TOTAL	WHITE		BLACK		HISPANIC		AAIANHNP		2 OR MORE RACES	
	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Coach	2	2	0	0	0	2	0	0	0	0	0	0	0
Educational Assistant	179	59	120	29	62	7	21	9	18	2	3	0	1
Fiscal Administrative Assistant	1	0	1	0	0	0	1	0	0	0	0	0	0
FT Lecturer	10	3	7	3	5	0	0	0	0	0	0	0	0
Non-Credit Lecturer	122	44	76	26	38	5	14	3	6	0	8	0	1
Office Assistant	2	0	2	0	1	0	0	0	1	0	0	0	0
Professional Non-Faculty	4	2	2	0	1	2	0	0	1	0	0	0	0
PT Lecturer	534	234	300	173	218	23	22	7	10	4	12	0	1
Student Worker	164	66	98	18	20	15	26	21	27	4	7	2	7
TOTAL	1018	410	606	249	345	54	84	40	63	10	30	2	10

Section 46a-68-84
Availability Analysis

Section 46a-68-84: AVAILABILITY ANALYSIS

Subsection (a)

As a preparatory step in determining whether protected classes are fully and fairly utilized in the workforce, CSCC Shoreline-West Region conducted an analysis by occupational category to determine the availability base of protected group members for employment. A separate analysis will be conducted for position classifications in each occupational category that employs more than twenty-five (25) or more employees when necessary. A separate analysis can be performed for any job title requiring unique skills, abilities or educational qualifications.

The Availability Analysis shall:

1. Examine the job content of each office; position and position classification within an occupational category or, where appropriate, the job content of a position classification.
2. Identify the relevant labor market area.
3. Match each office, position and position classification within an occupational category or where appropriate, a position classification, with the most nearly parallel job title contained in the data source consulted.

Subsection (b)

In calculating availability, the following information and data sources were referred to when developing this section of the Affirmative Action Plan.

1. Employment figures: 2014-2018 Census Data
2. The racial and sexual composition of persons in promotable and transferable offices, positions and position classifications: Promotable pools are used in some occupational categories where promotions occur.

Subsection (c)

In calculating availability, following information and data sources may be used when developing the Affirmative Action Plan.

1. Population figures;
2. Client Population figures;
3. Figures for Educational, technical and training program graduates and participants; the Digest of Educational Statistics - Table 314.40 and Table 315.20.
4. Any other relevant source.

Subsection (d)

For each occupational category, position classification or job title analyzed, CSCC Shoreline-West Region's Affirmative Action Plan provides the name of each source consulted and each basis for selection of each source and copies of the specific data sources are included.

The CSCC Shoreline-West Region's Affirmative Action Plan also documents the data source used and justifications for using them for each occupational category and includes the worksheets to detail the specific information used to create the Availability Analysis.

Section 46a-68-84: AVAILABILITY ANALYSIS

Subsection (e)

Any job title that had twenty-five (25) or more employees in an occupational category where only the entry level positions are fulfilled by hiring and the other job titles in the series are filled by promotion, the availability base shall be calculated by an agency for the entire series and goals will be set for the entire series.

Subsection (f)

The availability base is calculated by determining the sources used to fill positions and the percentage of positions filled from that source. This percentage is the weight that has been assigned to each source. The total weight for all sources cannot exceed on hundred percent (100%).

The percent of each race and sex group for each relevant source used in the Region's Availability Analysis was multiplied by the weight given to the corresponding sources resulting in the weighted factor. The weighted factors for each race and sex group are added to determine the availability base for each race and sex group in each occupational category, position classification or job title analyzed.

Subsection (g)

The Affirmative Action Plan substantiated the manner in which the availability base is calculated. The worksheets of the sources used are included.

Subsection (h)

As part of its review, the Commission on Human Rights and Opportunities (CHRO) reserves the right to determine the appropriateness of information and data used in subsection of this section. CHRO also reserves the right to accept or reject such information or data used in the Affirmative Action Plan. The region with the consent of the Executive Director of the Commission on Human Rights and Opportunities (CHRO) may analyze additional labor market areas when specific requirements of the job profile, such as geography proximity, so require.

**CSCC - Shoreline-West Region
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY:
JOB TITLE:

Executive
All titles

REPORTING DATE:
LABOR MARKET AREA:

9/30/2022
Statewide/National

AVAILABILITY SOURCE	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI* MALE		AAIANHNPI* FEMALE		TWO or MORE MALE		TWO or MORE FEMALE					
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	WF	RS	WF	RS	WF	RS	WF				
Employment data (Census)	38.1	30	11.4	61.9	30	18.6	29.2	30	8.8	50.3	30	15.1	3.2	30	1.0	3.8	30	1.1	3.2	30	1.0	5.2	30	1.6	1.5	30	0.5	1.9	30	0.6	1.1	30	0.3	0.6	30	0.2
Promotable Pool	38.8	10	3.9	61.2	10	6.1	32.9	10	3.3	47.4	10	4.7	3.9	10	0.4	4.6	10	0.5	0.7	10	0.1	5.3	10	0.5	1.3	10	0.1	3.9	10	0.4	0.0	10	0.0	0.0	10	0.0
Part-Time Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Other: Digest of Ed (National)	42.3	60	25.4	57.7	60	34.6	33.0	60	19.8	42.2	60	25.3	3.9	60	2.3	7.1	60	4.3	2.8	60	1.7	4.5	60	2.7	2.2	60	1.3	3.0	60	1.8	0.5	60	0.3	0.8	60	0.5
Other: None	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
FINAL AVAILABILITY BASE PERCENTAGE			40.7			59.3			31.9			45.1			3.7			5.9			2.8			4.8			1.9			2.8			0.6			0.7

Employment Data - Census 2014-2018 EEO Data Tool, Statewide Data, Connecticut Education and Childcare Administrators (11-9030)

11-9030	13949	5315	8634	4070	7020	445	535	440	730	205	264	155	85
Total	13949	5315	8634	4070	7020	445	535	440	730	205	264	155	85
Percentage	100.0%	38.1%	61.9%	29.2%	50.3%	3.2%	3.8%	3.2%	5.2%	1.5%	1.9%	1.1%	0.6%

Promotable Pool

Professors	122	53	69	48	60	3	3	0	3	2	3	0	0
CC Professional 19	30	6	24	2	12	3	4	1	5	0	3	0	0
Total	152	59	93	50	72	6	7	1	8	2	6	0	0
Percentage	100.0%	38.8%	61.2%	32.9%	47.4%	3.9%	4.6%	0.7%	5.3%	1.3%	3.9%	0	0

Part-Time Pool

N/A	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0	0	0

US Dept. Ed. National Center for Education Statistics, IPEDS, November 2022: Executive

Management	255575	108215	147360	84249	107965	10046	18215	7113	11413	5522	7611	1285	2156
Total	255575	108215	147360	84249	107965	10046	18215	7113	11413	5522	7611	1285	2156
Percentage	100.0%	42.3%	57.7%	33.0%	42.2%	3.9%	7.1%	2.8%	4.5%	2.2%	3.0%	0.5%	0.8%

Other source

	0	0	0										
Total	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0	0	0

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable LMA	Employment Data - Census 2014-2018 EEO Data Tool, Statewide Data, Connecticut Education and Childcare Administrators (11-9030)	Statewide data utilized in this category.	30% value weight as Executive/Administrative positions require advanced degrees and relevant/current experience. With updated data - CT Executives utilized as many of our positions are filled by those employed in CT
Promotable	The Professor category and those serving CC Professional 19 positions would be eligible for Dean, Associate Dean or CC Professional 20 or higher positions.	Selected titles are within the region for promotional opportunity	10% value weight. Promotional figures account for a smaller percentage of hires into this category
Part-Time Workforce	Workforce Analysis by Job Classification:	Positions are filled by hires in this job title.	0% value weight.
Fall Student Populations	Student population not utilized for this category as most positions require terminal degrees (Minimum of Masters degree and often a PHD)	N/A	N/A
Digest of Ed. Statistics	US Dept. of Ed IPEDS Data November 2022-Table 314.40: Management	Positions are often filled by national searches for executive level positions. Management titles chosen as titles at the EEO 1 level are highly competitive and are often filled by those currently employed in similar positions.	60% Value weight as Executive/Administrative positions require advanced degrees and relevant/current experience. Most hires are recruited primarily through national searches and are often currently employed at the postsecondary level.

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

**CSCC - Shoreline West Region
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY:
JOB TITLE:

**Faculty
Professor**

REPORTING DATE:
LABOR MARKET AREA:

**9/30/2022
Statewide/National**

AVAILABILITY SOURCE	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI* MALE			AAIANHNPI* FEMALE			TWO or MORE MALE			TWO or MORE FEMALE					
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF			
Employment data (Census)	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Promotable Pool	48.8	100	48.8	51.2	100	51.2	34.9	100	34.9	37.2	100	37.2	7.0	100	7.0	14.0	100	14.0	2.3	100	2.3	0.0	100	0.0	4.7	100	4.7	0.0	100	0.0	0.0	100	0.0	0.0	100	0.0			
Part-Time Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0			
Student Population	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0			
Digest of Ed Stats (National)	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0			
FINAL AVAILABILITY BASE PERCENTAGE			48.8			51.2			34.9			37.2			7.0			14.0			2.3			0.0			4.7			0.0			0.0						

Employment Data - Census 2014-2018 EEO Data Tool, Statewide Data, Connecticut - N//A

N/A	0	0	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Promotable Pool

Associate Professor	43	21	22	15	16	3	6	1	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	43	21	22	15	16	3	6	1	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	100.0%	48.8%	51.2%	34.9%	37.2%	7.0%	14.0%	2.3%	0	4.7%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Part-Time Pool - Non-Permanent Faculty

N/A	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

OTHER SOURCE

Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

OTHER SOURCE

N/A	0	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable LMA	N/A - All positions are filled through promotion governed by collective bargaining agreement.		
Promotable	2021 Regional Workforce Analysis by Job Classification: Associate Professor	Precise figures for computing racial and sexual composition of persons in promotable positions. All positions are filled by promotion annually via collective bargaining and the promotional and tenure process.	100% value weight. Value weight is 100% for promotions due to promotional and tenure processes in place at the region.
Part-Time Workforce	N/A		
Other Source			

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

**CSCC - Shoreline West Region
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY:
JOB TITLE:

Faculty
Associate Professor

REPORTING DATE:
LABOR MARKET AREA:

9/30/2022
Statewide/National

AVAILABILITY SOURCE	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI* MALE			AAIANHNPI* FEMALE			TWO or MORE MALE			TWO or MORE FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment data (Census)	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Promotable Pool	28.9	100	28.9	71.1	100	71.1	17.8	100	17.8	51.1	100	51.1	6.7	100	6.7	11.1	100	11.1	4.4	100	4.4	4.4	100	4.4	0.0	100	0.0	4.4	100	4.4	0.0	100	0.0	0.0	100	0.0
Part-Time Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Student Population	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Digest of Ed Stats (National)	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
FINAL AVAILABILITY BASE PERCENTAGE			28.9			71.1			17.8			51.1			6.7			11.1			4.4			4.4			0.0			4.4			0.0			

Employment Data - Census 2014-2018 EEO Data Tool, Statewide Data, Connecticut - N/A

N/A	0	0	0	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Promotable Pool

Assistant Professor	45	13	32	8	23	3	5	2	2	0	2	0	2	0	2	0	2	0	0	2	0	0	2	0	0	2	0	0	0	0	0	0	0
Total	45	13	32	8	23	3	5	2	2	0	2	0	2	0	2	0	2	0	0	2	0	0	2	0	0	2	0	0	0	0	0	0	0
Percentage	100.0%	28.9%	71.1%	17.8%	51.1%	6.7%	11.1%	4.4%	4.4%	0	4.4%	0	4.4%	0	4.4%	0	4.4%	0	0	4.4%	0	0	4.4%	0	0	4.4%	0	0	0	0	0	0	0

Part-Time Pool - Non-Permanent Faculty

N/A	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

OTHER SOURCE

Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

OTHER SOURCE

N/A	0	0	0	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable LMA	N/A - All positions are filled through promotion governed by collective bargaining agreement.		
Promotable	2021 Regional Workforce Analysis by Job Classification: Assistant Professor	Precise figures for computing racial and sexual composition of persons in promotable positions. All positions are filled by promotion annually via collective bargaining and the promotional and tenure process.	100% value weight. Value weight is 100% for promotions due to promotional and tenure processes in place at the region.
Part-Time Workforce			
Other Source			

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

**CSCC - Shoreline West Region
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY:
JOB TITLE:

**Faculty
Assistant Professor**

REPORTING DATE:
LABOR MARKET AREA:

**9/30/2022
Statewide/National**

AVAILABILITY SOURCE	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI* MALE			AAIANHNPI* FEMALE			TWO or MORE MALE			TWO or MORE FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment data (Census)	48.4	20	9.7	51.6	20	10.3	36.2	20	7.2	37.9	20	7.6	1.7	20	0.3	3.8	20	0.8	2.4	20	0.5	2.4	20	0.5	7.2	20	1.4	6.4	20	1.3	0.9	20	0.2	1.1	20	0.2
Promotable Pool	54.2	50	27.1	45.8	50	22.9	33.3	50	16.7	29.2	50	14.6	4.2	50	2.1	8.3	50	4.2	12.5	50	6.3	4.2	50	2.1	4.2	50	2.1	4.2	50	2.1	0.0	50	0.0	0.0	50	0.0
Part-Time Pool	43.9	10	4.4	56.1	10	5.6	36.8	10	3.7	46.7	10	4.7	4.8	10	0.5	4.6	10	0.5	1.5	10	0.2	2.1	10	0.2	0.8	10	0.1	2.5	10	0.3	0.0	10	0.0	0.2	10	0.0
Student Population	41.7	10	4.2	58.3	10	5.8	14.6	10	1.5	16.2	10	1.6	8.4	10	0.8	14.0	10	1.4	15.2	10	1.5	23.5	10	2.4	2.0	10	0.2	2.4	10	0.2	1.5	10	0.2	2.3	10	0.2
Digest of Ed Stats (National)	44.2	10	4.4	55.8	10	5.6	32.2	10	3.2	40.3	10	4.0	2.8	10	0.3	4.7	10	0.5	3.2	10	0.3	3.9	10	0.4	5.3	10	0.5	6.0	10	0.6	0.6	10	0.1	0.9	10	0.1
FINAL AVAILABILITY BASE PERCENTAGE			49.8			50.2			32.3			32.5			4.0			7.4			8.8			5.6			4.3			4.5			0.5			0.5

Employment Data - Census 2014-2018 EEO Data Tool, Statewide Data, Connecticut Post Secondary Teachers (SOC 25-1000)

SOC 251000	19955	9660	10295	7225	7555	345	755	485	485	1430	1285	175	215
Total	19955	9660	10295	7225	7555	345	755	485	485	1430	1285	175	215
Percentage	100.0%	48.4%	51.6%	36.2%	37.9%	1.7%	3.8%	2.4%	2.4%	7.2%	6.4%	0.9%	1.1%

Promotable Pool

Instructors	24	13	11	8	7	1	2	3	1	1	1	0	0
Total	24	13	11	8	7	1	2	3	1	1	1	0	0
Percentage	100.0%	54.2%	45.8%	33.3%	29.2%	4.2%	8.3%	12.5%	4.2%	4.2%	4.2%	0	0

Part-Time Pool - Non-Permanent Faculty (Lecturers) as of 9/30/2022 (This does not include 66 unknown employees)

Part Time Lecturer	470	207	263	173	218	23	22	7	10	4	12	0	1
FT Lecturers	8	3	5	3	5	0	0	0	0	0	0	0	0
Total	478	210	268	176	223	23	22	7	10	4	12	0	1
Percentage	100.0%	43.9%	56.1%	36.8%	46.7%	4.8%	4.6%	1.5%	2.1%	0.8%	2.5%	0	0.2%

OTHER SOURCE - Fall Student Populations 2022

Total	6559	2736	3823	958	1063	553	915	999	1539	129	156	97	150
Percentage	100.0%	41.7%	58.3%	14.6%	16.2%	8.4%	14.0%	15.2%	23.5%	2.0%	2.4%	1.5%	2.3%

Digest of Ed. Statistics, Table 315.20, Fall 2020: Lecturers, Instructors, Assistant Professors

Assistant Professors	157853	71666	86187	50234	60438	4554	7696	4489	5108	11328	11436	1061	1509
Instructors	90947	38709	52238	29133	38262	2627	4717	3498	4456	2857	3926	594	877
Lecturers	41408	17878	23530	14139	18120	948	1274	1287	1849	1274	1938	230	349
Total	290208	128253	161955	93506	116820	8129	13687	9274	11413	15459	17300	1885	2735
Percentage	100.0%	44.2%	55.8%	32.2%	40.3%	2.8%	4.7%	3.2%	3.9%	5.3%	6.0%	0.6%	0.9%

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable LMA	Employment Data - Census 2014-2018 EEO Data Tool, Statewide Data, Connecticut Post Secondary Teachers (SOC 25-1000)	The hiring area is predominantly within within the state of Connecticut employment pool from other universities.	20% value weight as assistant professor positions within the region require advanced degrees and relevant/current experience. Most occur from those currently employed.
Promotable	Job Category - Instructors as of 9/30/2022	Instructors promote from within their position.	50% value weight as many assistant professors are filled through the promotion and tenure process. Increased from previous submission to reflect the % of increases from instructor to Assistant Professor
Part-Time Workforce	Internal region applicants come from the current Part-time faculty employees - See workforce data for Part Time faculty. Data does not include those who identify as not specified.	The part-time/temporary faculty is a viable pool for which the region can identify qualified applicant pools. While they work throughout the region, they come from all over the state of CT.	10% value weight as a high percentage of our FT Instructors come from our part-time lecturers who meet the general requirements. New hires into this category often require more years of academic teaching experience which can be attained via PT faculty positions.
Fall Student Populations	The region student population is considered as the region typically looks for prior experience in a community region environment.	Client data comes from within the region's student population records.	10% value weight as students could become part of the workforce after more education and experience. The data is important as we seek to reflect the students in part due to our Hispanic Service Institution status. VW is lower due to the source consulted.
Digest of Ed. Statistics	Digest of Ed. Statistics, Table 315.20. Assistant Professors, Instructors and Lecturers. Fall 2020	The hiring area is nationwide for this job category. Persons currently employed at the assistant professor level are a common recruitment pool.	10% value weight. Assistant professor positions required teaching and administrative experience for new hires. Those already teaching are a viable pool.

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

CSCC - Shoreline West Region
AVAILABILITY ANALYSIS

OCCUPATIONAL CATEGORY:
JOB TITLE:

Faculty
Instructors

REPORTING DATE:
LABOR MARKET AREA:

9/30/2022
Statewide/National

AVAILABILITY SOURCE	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI* MALE			AAIANHNPI* FEMALE			TWO or MORE MALE			TWO or MORE FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment data (Census)	48.4	50	24.2	51.6	50	25.8	36.2	50	18.1	37.9	50	19.0	1.7	50	0.9	3.8	50	1.9	2.4	50	1.2	2.4	50	1.2	7.2	50	3.6	6.4	50	3.2	0.9	50	0.5	1.1	50	0.6
Promotable Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Part-Time Pool	43.9	30	13.2	56.1	30	16.8	36.8	30	11.0	46.7	30	14.0	4.8	30	1.4	4.6	30	1.4	1.5	30	0.5	2.1	30	0.6	0.8	30	0.2	2.5	30	0.8	0.0	30	0.0	0.2	30	0.1
Student Population	41.7	10	4.2	58.3	10	5.8	14.6	10	1.5	16.2	10	1.6	8.4	10	0.8	14.0	10	1.5	23.5	10	2.4	2.0	10	0.2	2.4	10	0.2	1.5	10	0.2	2.3	10	0.2			
Digest of Ed Stats (National)	42.8	10	4.3	57.2	10	5.7	32.7	10	3.3	42.6	10	4.3	2.7	10	0.3	4.5	10	0.5	3.6	10	0.4	4.8	10	0.5	3.1	10	0.3	4.4	10	0.4	0.6	10	0.1	0.9	10	0.1
FINAL AVAILABILITY BASE PERCENTAGE			45.9			54.1			33.9			38.9			3.4			5.2			3.6			4.7			4.3			4.6			0.8			1.0

Employment Data - Census 2014-2018 EEO Data Tool, Statewide Data, Connecticut Post Secondary Teachers (SOC 25-1000)

SOC 251000	19955	9660	10295	7225	7555	345	755	485	485	1430	1285	175	215
Total	19955	9660	10295	7225	7555	345	755	485	485	1430	1285	175	215
Percentage	100.0%	48.4%	51.6%	36.2%	37.9%	1.7%	3.8%	2.4%	2.4%	7.2%	6.4%	0.9%	1.1%

Promotable Pool

N/A	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0	0	0

Part-Time Faculty as of 9/30/2022 (This does not include 66 unknown employees.)

Part Time Lecturer	470	207	263	173	218	23	22	7	10	4	12	0	1
Full Time Lecturer	8	3	5	3	5	0	0	0	0	0	0	0	0
Total	478	210	268	176	223	23	22	7	10	4	12	0	1
Percentage	100.0%	43.9%	56.1%	36.8%	46.7%	4.8%	4.6%	1.5%	2.1%	0.8%	2.5%	0	0.2%

OTHER SOURCE - Fall Student Populations 2022

Total	6559	2736	3823	958	1063	553	915	999	1539	129	156	97	150
Percentage	100.0%	41.7%	58.3%	14.6%	16.2%	8.4%	14.0%	15.2%	23.5%	2.0%	2.4%	1.5%	2.3%

Digest of Ed. Statistics, Table 315.20, Fall 2020: Lecturers, Instructors

Instructors	90947	38709	52238	29133	38262	2627	4717	3498	4456	2857	3926	594	877
Lecturers	41408	17878	23530	14139	18120	948	1274	1287	1849	1274	1938	230	349
Total	132355	56587	75768	43272	56382	3575	5991	4785	6305	4131	5864	824	1226
Percentage	100.0%	42.8%	57.2%	32.7%	42.6%	2.7%	4.5%	3.6%	4.8%	3.1%	4.4%	0.6%	0.9%

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable LMA	Employment Data - Census 2014-2018 EEO Data Tool, Statewide Data, Connecticut Post Secondary Teachers (SOC 25-1000)	The hiring area is statewide for this job category.	50% value weight as assistant professor positions within the region require advanced degrees and relevant/current experience. Most hires are recruited primarily through those presently employed in higher education. Increased value weight due to new census data and likelihood of CT being the dominate labor market for faculty positions.
Promotable	No longer utilized as of 2022		
Part-Time Workforce	Internal region applicants come from the current Part-time Lecturer employees. Data does not include those who identify as two or more races or not specified.	The promotable/transferrable pool is a viable pool for which the region can identify qualified applicant pools. While they work throughout the region, they come from all over the state of CT.	30% value weight as a high percentage of our FT Instructors come from our part-time lecturers who meet the general requirements.
Fall Student Populations	The region student population is considered as the region typically looks for prior experience in a community region environment.	Client data comes from within the region's student population records.	10% value weight as students could become part of the workforce after more education and experience. The data is important as we seek to reflect the students in part due to our Hispanic Service Institution status. VW is lower due to the source consulted.
Digest of Ed. Statistics	Digest of Ed. Statistics, Table 315.20. Lecturers and Instructors. Fall 2020	The hiring area is nationwide for this job category. Persons currently employed at the assistant professor level are a common recruitment pool.	10% value weight. Instructor positions throughout the region require advanced degrees and relevant/current experience. National data is used as some hires occur from out of state.

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

CSCC - Shoreline West Region AVAILABILITY ANALYSIS																																					
OCCUPATIONAL CATEGORY: JOB TITLE:		Professional Non-Faculty All Remaining Titles														REPORTING DATE: LABOR MARKET AREA:				9/30/2022 Statewide/National																	
AVAILABILITY SOURCE		TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI* MALE			AAIANHNPI* FEMALE			TWO or MORE MALE			TWO or MORE FEMALE		
		RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment data (Census)		34.6	20	6.9	65.4	20	13.1	26.1	20	5.2	50.3	20	10.1	2.8	20	0.6	5.1	20	1.0	3.2	20	0.6	6.6	20	1.3	1.6	20	0.3	2.4	20	0.5	0.7	20	0.1	1.1	20	0.2
Promotable Pool		25.0	20	5.0	75.0	20	15.0	9.6	20	1.9	26.9	20	5.4	11.5	20	2.3	21.2	20	4.2	3.8	20	0.8	17.3	20	3.5	0.0	20	0.0	5.8	20	1.2	0.0	20	0.0	3.8	20	0.8
Part-Time Pool		31.4	20	6.3	68.6	20	13.7	18.6	20	3.7	40.4	20	8.1	5.8	20	1.2	13.5	20	2.7	5.8	20	1.2	12.2	20	2.4	1.3	20	0.3	1.9	20	0.4	0.0	20	0.0	0.6	20	0.1
Student Population		41.7	10	4.2	58.3	10	5.8	14.6	10	1.5	16.2	10	1.6	8.4	10	0.8	14.0	10	1.4	15.2	10	1.5	23.5	10	2.4	2.0	10	0.2	2.4	10	0.2	1.5	10	0.2	2.3	10	0.2
Digest of Ed Stats (National)		32.2	20	6.4	67.8	20	13.6	23.0	20	4.6	46.3	20	9.3	3.5	20	0.7	8.3	20	1.7	3.0	20	0.6	6.9	20	1.4	2.2	20	0.4	4.9	20	1.0	0.6	20	0.1	1.3	20	0.3
Digest of Ed Stats (National)		40.0	10	4.0	60.0	10	6.0	25.5	10	2.6	36.4	10	3.6	3.7	10	0.4	7.3	10	0.7	5.5	10	0.6	9.1	10	0.9	3.8	10	0.4	4.9	10	0.5	1.5	10	0.2	2.3	10	0.2
FINAL AVAILABILITY BASE PERCENTAGE																																					
Employment Data - Census 2014-2018 EEO Data Tool, Statewide Data, Connecticut Other teachers and instructors, education, training, and library workers : 25-XXXX / 2350 & Education and childcare administrators : 11-9030 / 0230																																					
25-XXXX & 11-9030		29884	10325	19559	7810	15025	850	1525	970	1965	490	724	205	320																							
Total		29884	10325	19559	7810	15025	850	1525	970	1965	490	724	205	320																							
Percentage		100.0%	34.6%	65.4%	26.1%	50.3%	2.8%	5.1%	3.2%	6.6%	1.6%	2.4%	0.7%	1.1%																							
Promotable Pool as of 9/30/2022																																					
Guided Pathways Advisor 1		52	13	39	5	14	6	11	2	9	0	3	0	2																							
Total		52	13	39	5	14	6	11	2	9	0	3	0	2																							
Percentage		100.0%	25.0%	75.0%	9.6%	26.9%	11.5%	21.2%	3.8%	17.3%	0	5.8%	0	3.8%																							
Part-Time Pool - Educational Assistants and Part-Time Employees as of 9/30/2022 - Does not include unknown race (27 employees)																																					
FT/PT Educational Assistants		152	47	105	29	62	7	21	9	18	2	3	0	1																							
PT Professional Employees		4	2	2	0	1	2	0	0	1	0	0	0	0																							
Total		156	49	107	29	63	9	21	9	19	2	3	0	1																							
Percentage		100.0%	31.4%	68.6%	18.6%	40.4%	5.8%	13.5%	5.8%	12.2%	1.3%	1.9%	0	0.6%																							
OTHER SOURCE - Fall Student Populations 2022																																					
Total		6559	2736	3823	958	1063	553	915	999	1539	129	156	97	150																							
Percentage		100.0%	41.7%	58.3%	14.6%	16.2%	8.4%	14.0%	15.2%	23.5%	2.0%	2.4%	1.5%	2.3%																							
Digest of Ed. Statistics, Table 314.40, Fall 2022: Multiple Titles																																					
Bus & Financial Ops		218069	58449	159620	41452	107215	5677	19527	5937	16859	4379	13149	1004	2870																							
Comm, Soc Svc, Leg, Arts etc.		178960	77371	101589	57645	71838	9647	12070	6038	10401	2709	5050	1332	2230																							
Healthcare Pract. And Tech		106565	29832	76733	19435	51005	2652	9334	2672	6933	4568	8189	505	1272																							
Librarians, Curators and Arch.		37133	10970	26163	8777	20185	654	2123	819	1612	569	1760	151	483																							
Stud. & Acad. Affs & Ed Svc.		165703	51083	114620	35069	77151	6407	15921	5543	12673	3103	6542	961	2333																							
Total		706430	227705	478725	162378	327394	25037	58975	21009	48478	15328	34690	3953	9188																							
Percentage		100.0%	32.2%	67.8%	23.0%	46.3%	3.5%	8.3%	3.0%	6.9%	2.2%	4.9%	0.6%	1.3%																							
Degrees Conferred - Bachelors and Masters Degrees																																					
Bachelors Degrees		1932232	804423	1127809	509031	674928	70324	127120	117211	185404	76237	94358	31620	45999																							
Masters Degrees		706074	251149	454925	163274	285145	27520	65230	28597	55958	23875	34342	7883	14250																							
Total		2638306	1055572	1582734	672305	960073	97844	192350	145808	241362	100112	128700	39503	60249																							
Percentage		100.0%	40.0%	60.0%	25.5%	36.4%	3.7%	7.3%	5.5%	9.1%	3.8%	4.9%	1.5%	2.3%																							
FACTOR:		SOURCE CONSULTED:										BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:										REASONS FOR WEIGHTING THE FACTOR:															
Employment data in the Applicable LMA		Employment Data - Census 2014-2018 EEO Data Tool, Statewide Data, Connecticut Other teachers and instructors, education, training, and library workers : 25-XXXX / 2350 & Education and childcare administrators : 11-9030 / 0230										The hiring area is statewide for this job category. Categories identified based on experience in higher education.										20% value weight as Professional Non-faculty positions are recruited from CT, often requiring previous and/or current work experience in the discipline/field.															
Promotable		Guided Pathways Advisor 1 Category added										Due to their broad set of skills, Guided Pathways Advisors 1, are highly sought after candidates for promotion within the Guide Pathways series, financial aid, registrar, admissions, other student affairs departments										20% value weight as a GPA1's would be qualified for GPA2's or other PNF positions.															
Part-Time Workforce		Internal regional applicants come from the current Part-time Educational Assistants. Data does not include those who identify as not specified.										The PT pool is a viable pool for which the region can identify qualified applicant pools. While they work throughout the region, they come from all over the state of CT.										20% value weight as a high percentage of our FT professional staff come from the PT/Temp workforce after a period of time going to FT.															
Fall Student Populations		The region student population is considered as the region typically looks for prior experience in a community region environment.										Client data comes from within the region's student population records.										10% value weight as students could become part of the workforce after more education and experience. The data is important as we seek to reflect the students in part due to our Hispanic Service Institution status. VW is lower due to the source consulted.															
Digest of Ed. Statistics		Digest of Ed. Statistics, Table 314.40 - various administrative/professional positions.										The hiring area is statewide; however, we do recruit nationally and hire across statelines for various professional level positions.										20% value weight. Most hires are recruited primarily through statewide; however, some national and/or regional hires do occur.															
Digest of Ed. Statistics		Digest of Ed. Statistics, Table 322.20 and 323.20 - conferred bachelors and masters degrees. Fall 2019										Nationwide statistics used as graduating students will enter the workforce across state lines - and at times come from national searches.										10% value weight. PNF positions typically require a Bachelors degree and some require the masters degree.															

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

**CSCC - Shoreline-West Region
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY:
JOB TITLE:

**Professional Non-Faculty
Guided Pathways Advisor 1**

REPORTING DATE:
LABOR MARKET AREA:

**9/30/2022
Statewide/National**

AVAILABILITY SOURCE	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI* MALE			AAIANHNPI* FEMALE			TWO or MORE MALE			TWO or MORE FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment data (Census)	26.9	70	18.8	73.1	70	51.2	16.7	70	11.7	49.0	70	34.3	5.3	70	3.7	11.5	70	8.1	3.6	70	2.5	9.6	70	6.7	0.8	70	0.6	1.7	70	1.2	0.4	70	0.3	1.3	70	0.9
Promotable Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Part-Time Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Student Population	41.7	10	4.2	58.3	10	5.8	14.6	10	1.5	16.2	10	1.6	8.4	10	0.8	14.0	10	1.4	15.2	10	1.5	23.5	10	2.4	2.0	10	0.2	2.4	10	0.2	1.5	10	0.2	2.3	10	0.2
Digest of Ed Stats (National)	30.8	10	3.1	69.2	10	6.9	21.2	10	2.1	46.6	10	4.7	3.9	10	0.4	9.6	10	1.0	3.3	10	0.3	7.6	10	0.8	1.9	10	0.2	3.9	10	0.4	0.6	10	0.1	1.4	10	0.1
Digest of Ed Stats (National)	40.0	10	4.0	60.0	10	6.0	25.5	10	2.6	36.4	10	3.6	3.7	10	0.4	7.3	10	0.7	5.5	10	0.6	9.1	10	0.9	3.8	10	0.4	4.9	10	0.5	1.5	10	0.2	2.3	10	0.2
FINAL AVAILABILITY BASE PERCENTAGE			30.1			69.9			17.9			44.2			5.3			11.2			4.9			10.8			1.4			2.3			0.8			1.4

Employment Data - Census 2014-2018 EEO Data Tool, Statewide Data, Connecticut Other teachers and instructors, education, training, and library workers : 25-XXXX / 2350 & Education and Counselors, social workers, and other community and social service specialists 21-0XX/2001													
25-XXXX/2350	15935	5010	10925	3740	8005	405	990	530	1235	285	460	50	235
21-10XX/2001	32064	7899	24165	4275	15525	2155	4515	1215	3350	109	375	145	400
Total	47999	12909	35090	8015	23530	2560	5505	1745	4585	394	835	195	635
Percentage	100.0%	26.9%	73.1%	16.7%	49.0%	5.3%	11.5%	3.6%	9.6%	0.8%	1.7%	0.4%	1.3%

Promotable Pool													
N/A	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0	0	0

Part-Time Pool - Non-Permanent Faculty (Lecturers) as of 9/30/2022													
N/A	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0	0	0

OTHER SOURCE - Fall Student Populations 2022													
Total	6559	2736	3823	958	1063	553	915	999	1539	129	156	97	150
Percentage	100.0%	41.7%	58.3%	14.6%	16.2%	8.4%	14.0%	15.2%	23.5%	2.0%	2.4%	1.5%	2.3%

Digest of Ed. Statistics, Table 314.40, Fall 2020: Student Affairs and Academic Affairs and Ed Services													
Stud. & Acad. Affs & Ed Svc.	165703	51083	114620	35069	77151	6407	15921	5543	12673	3103	6542	961	2333
Total	165703	51083	114620	35069	77151	6407	15921	5543	12673	3103	6542	961	2333
Percentage	100.0%	30.8%	69.2%	21.2%	46.6%	3.9%	9.6%	3.3%	7.6%	1.9%	3.9%	0.6%	1.4%

Degrees Conferred - Bachelors and Masters Degrees													
Bachelors Degrees	1932232	804423	1127809	509031	674928	70324	127120	117211	185404	76237	94358	31620	45999
Masters Degrees	706074	251149	454925	163274	285145	27520	65230	28597	55958	23875	34342	7883	14250
Total	2638306	1055572	1582734	672305	960073	97844	192350	145808	241362	100112	128700	39503	60249
Percentage	100.0%	40.0%	60.0%	25.5%	36.4%	3.7%	7.3%	5.5%	9.1%	3.8%	4.9%	1.5%	2.3%

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable LMA	Employment Data - Census 2014-2018 EEO Data Tool, Statewide Data, Connecticut Other teachers and instructors, education, training, and library workers : 25-XXXX / 2350 & Education and Counselors, social workers, and other community and social service specialists 21-0XX/2001	The hiring area is statewide for this job category. The GPA1 position combines both counseling and higher ed advising and as such both census categories are viable pools for recruitment	70% value weight as assistant professor positions within the region require advanced degrees and relevant/current experience. Most hires come from those with previous experience.
Promotable	No longer utilized as of 2022		
Part-Time Workforce	N/A		
Fall Student Populations	The region student population is considered as the region typically looks for prior experience in a community region environment.	Client data comes from within the region's student population records.	10% value weight as students could become part of the workforce after more education and experience. The data is important as we seek to reflect the students in part due to our Hispanic Service Institution status. VW is lower due to the source consulted.
Digest of Ed. Statistics	Digest of Ed. Statistics, Table 314.40 - Student Affairs and Academic Affairs and Ed Services	The hiring area is nationwide for this job category. Persons currently employed in higher education will be sought.	10% value weight. Most hires are recruited primarily through statewide searches
Digest of Ed. Statistics	Digest of Ed. Statistics, Table 322.20 and 323.20 - conferred bachelors and masters degrees. Fall 2020	Nationwide statistics used as graduating students will enter the workforce across state lines - and at times come from national searches.	10% value weight. The GPA positions requires a bachelors degree and atimes a Masters is preferred.

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

**CSCC - Shoreline-West Region
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY:
JOB TITLE:

**Administrative/Clerical
All Titles**

REPORTING DATE:
LABOR MARKET AREA:

**9/30/2022
Fairfield County**

AVAILABILITY SOURCE	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI* MALE			AAIANHNPI* FEMALE			TWO or MORE MALE			TWO or MORE FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment data (Census)	10.2	80	8.2	89.8	80	71.8	6.5	80	5.2	64.3	80	51.4	1.2	80	1.0	9.9	80	7.9	1.7	80	1.4	12.2	80	9.8	0.6	80	0.5	2.5	80	2.0	0.1	80	0.1	0.9	80	0.7
Promotable Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Part-Time Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Student Population	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Graduation Data (selected programs)	50.0	20	10.0	50.0	20	10.0	10.0	20	2.0	10.0	20	2.0	0.0	20	0.0	30.0	20	6.0	40.0	20	8.0	10.0	20	2.0	0.0	20	0.0	0.0	20	0.0	0.0	20	0.0	0.0	20	0.0
FINAL AVAILABILITY BASE PERCENTAGE			18.2			81.8			7.2			53.4			1.0			13.9			9.4			11.8			0.5			2.0			0.1			0.7

Employment Data - Census 2014-2018 EEO Data Tool, New Haven and Fairfield Counties. Information and record clerks, except customer service representatives : 43-4XXX / 5200 & Secretaries and administrative assistants : 43-6010 / 5710

Fairfield County	17320	1920	15400	1355	10745	100	1740	290	2275	160	505	15	135
New Haven County	18160	1690	16470	950	12065	335	1755	320	2060	70	395	15	195
Total	35480	3610	31870	2305	22810	435	3495	610	4335	230	900	30	330
Percentage	100.0%	10.2%	89.8%	6.5%	64.3%	1.2%	9.9%	1.7%	12.2%	0.6%	2.5%	0.1%	0.9%

Promotable Pool													
N/A	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0	0	0

Transferable Pool													
N/A	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0	0	0

OTHER SOURCE - Fall Student Populations 2022													
Total	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0	0	0

Education & Technical Training Data - Regional BOT & Business Administration Program Student Data													
BOT	10	5	5	1	1	0	3	4	1	0	0	0	0
Total	10	5	5	1	1	0	3	4	1	0	0	0	0
Percentage	100.0%	50.0%	50.0%	10.0%	10.0%	0	30.0%	40.0%	10.0%	0	0	0	0

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable LMA	Employment Data - Census 2014-2018 EEO Data Tool, New Haven and Fairfield Counties. Information and record clerks, except customer service representatives : 43-4XXX / 5200 & Secretaries and administrative assistants : 43-6010 / 5710	The hiring area is local and given the proximate between New Haven and Bridgeport, both New Haven and Fairfield Counties are utilized.	80% as most positions are hired from those already employed.
Promotable	N/A		
Transferrable Workforce	N/A		
Fall Student Populations	Not utilized for clerical positions		
Digest of Ed. Statistics	Education & Technical Training Data - Regional BOT & Business Administration Program Student Data	Graduates from this program form a viable pool for clerical positions in the region.	20% as graduates may have a strong interest in returning to a campus they attended for FT employment.

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

**CSCC - Shoreline West Region
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY:
JOB TITLE:

**Paraprofessional
All Titles**

REPORTING DATE:
LABOR MARKET AREA:

**9/30/2022
Fairfield County**

AVAILABILITY SOURCE	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI* MALE			AAIANHNPI* FEMALE			TWO or MORE MALE			TWO or MORE FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment data (Census)	24.5	60	14.7	75.5	60	45.3	15.5	60	9.3	53.0	60	31.8	3.0	60	1.8	7.7	60	4.6	4.5	60	2.7	10.5	60	6.3	1.2	60	0.7	2.9	60	1.7	0.3	60	0.2	1.3	60	0.8
Promotable Pool	6.1	20	1.2	93.9	20	18.8	3.0	20	0.6	57.6	20	11.5	3.0	20	0.6	18.2	20	3.6	0.0	20	0.0	18.2	20	3.6	0.0	20	0.0	0.0	20	0.0	0.0	20	0.0	0.0	20	0.0
Part-Time Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Student Population	41.7	10	4.2	58.3	10	5.8	14.6	10	1.5	16.2	10	1.6	8.4	10	0.8	14.0	10	1.4	15.2	10	1.5	23.5	10	2.4	2.0	10	0.2	2.4	10	0.2	1.5	10	0.2	2.3	10	0.2
Graduation Data (selected programs)	48.4	10	4.8	51.6	10	5.2	14.3	10	1.4	15.1	10	1.5	11.9	10	1.2	13.5	10	1.4	20.6	10	2.1	19.0	10	1.9	0.8	10	0.1	3.2	10	0.3	0.8	10	0.1	0.8	10	0.1
FINAL AVAILABILITY BASE PERCENTAGE			24.9			75.1			12.8			46.4			4.4			11.0			6.3			14.2			1.0			2.2			0.5			1.1

Employment Data - Census 2014-2018 EEO Data Tool, New Haven & Fairfield Counties. Other teachers and instrs, ed., trng, and lib. wkrs : 25-XXXX / 2350, Fin. clerks, except bookkeeping, acct, and auditing clerks : 43-30XX / 5100, Bookkeeping, acct, and auditing clerks : 43-3031 / 5120														
New Haven County	11490	2320	9170	1400	6645	320	925	295	10	185				
Fairfield County	12360	3525	8835	2300	6000	405	905	560	1390	205	405	55	135	
Total	23850	5845	18005	3700	12645	725	1830	1065	2510	290	700	65	320	
Percentage	100.0%	24.5%	75.5%	15.5%	100.0%	24.5%	3.0%	7.7%	4.5%	10.5%	1.2%	2.9%	0.3%	1.3%

Promotable Pool													
Clerical Titles	33	2	31	1	19	1	6	0	6	0	0	0	0
Total	33	2	31	1	19	1	6	0	6	0	0	0	0
Percentage	100.0%	6.1%	93.9%	3.0%	57.6%	3.0%	18.2%	0	18.2%	0	0	0	0
Transferable Pool													
N/A	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0	0	0

OTHER SOURCE - Fall Student Populations 2022													
Total	6559	2736	3823	958	1063	553	915	999	1539	129	156	97	150
Percentage	100.0%	41.7%	58.3%	14.6%	16.2%	8.4%	14.0%	15.2%	23.5%	2.0%	2.4%	1.5%	2.3%

Education & Technical Training Data - Regional Graduation Data for Multiple Programs (see section attachments)													
Multiple Programs	126	61	65	18	19	15	17	26	24	1	4	1	1
Total	126	61	65	18	19	15	17	26	24	1	4	1	1
Percentage	100.0%	48.4%	51.6%	14.3%	15.1%	11.9%	13.5%	20.6%	19.0%	0.8%	3.2%	0.8%	0.8%

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable LMA	Employment Data - Census 2014-2018 EEO Data Tool, New Haven & Fairfield Counties. Other teachers and instrs, ed., trng, and lib. wkrs : 25-XXXX / 2350, Fin. clerks, except bookkeeping, acct, and auditing clerks : 43-30XX / 5100, Bookkeeping, acct, and auditing clerks : 43-3031 / 5120	New Haven and Fairfield County Identified due to reasonable distance between HCC and GCC - both counties could produce qualified candidates for positions in this category.	60% value weight as most hires into category come from the currently employed. New census tool provides
Promotable	Clerical employees within the region as of 10/1/2021	Internal promotional candidates are culminated within the region for promotional and transferable opportunities.	20% value weight as some increases in this category may come from the clerical ranks.
Part-Time Workforce	No PT workforce identified for this category		
Fall Student Populations	The region student population is considered as the region typically looks for prior experience in a community college.	Student data is considered regionally.	10% value weight as students could become part of the workforce after more education and experience. The data is important as we seek to reflect the students in part due to our Hispanic Service Institution status. VW is lower due to the source consulted.
Regional Graduation Data	Programs Selected: Graphic Design, Computer Science and Networking, Legal Assistant, Accounting, Business Office Technology.	Community College experience and associate degrees are often sought in these positions.	10% value weight. Most positions are hired through those already employed.

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

**CSCC - Shoreline West Region
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY:
JOB TITLE:

**Protective Services
All Titles**

REPORTING DATE:
LABOR MARKET AREA:

**9/30/2022
Fairfield County**

AVAILABILITY SOURCE	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI* MALE			AAIANHNPI* FEMALE			TWO or MORE MALE			TWO or MORE FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment data (Census)	88.8	90	79.9	11.2	90	10.1	64.6	90	58.1	5.7	90	5.1	8.0	90	7.2	3.7	90	3.3	13.2	90	11.9	1.1	90	1.0	1.8	90	1.6	0.6	90	0.5	1.2	90	1.1	0.1	90	0.1
Promotable Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Part-Time Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Student Population	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Graduation Data (selected programs)	41.2	10	4.1	58.8	10	5.9	25.5	10	2.6	7.8	10	0.8	2.0	10	0.2	15.7	10	1.6	11.8	10	1.2	35.3	10	3.5	0.0	10	0.0	0.0	10	0.0	2.0	10	0.2	0.0	10	0.0
FINAL AVAILABILITY BASE PERCENTAGE			84.0			16.0			60.7			5.9			7.4			4.9			13.1			4.5			1.6			0.5			1.3			0.1

Employment Data - Census 2014-2018 EEO Data Tool, New Haven & Fairfield Counties. First-line supervisors of Law Enforcement Services: 33-1010/3700; Police Officers: 33-3050/3870

Fairfield Total	2214	1890	324	1330	185	255	85	260	25	10	25	35	4
New Haven Total	2738	2509	229	1870	95	139	100	395	30	80	4	25	0
Total	4952	4399	553	3200	280	394	185	655	55	90	29	60	4
Percentage	100.0%	88.8%	11.2%	64.6%	5.7%	8.0%	3.7%	13.2%	1.1%	1.8%	0.6%	1.2%	0.1%
Promotable Pool													
N/A	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0	0	0
Transferable Pool													
N/A	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER SOURCE - N/A													
Total	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0	0	0
Education & Technical Training Data - Regional Graduation Data for Criminal Justice Programs													
N/A	51	21	30	13	4	1	8	6	18	0	0	1	0
Total	51	21	30	13	4	1	8	6	18	0	0	1	0
Percentage	100.0%	41.2%	58.8%	25.5%	7.8%	2.0%	15.7%	11.8%	35.3%	0	0	2.0%	0

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable LMA	Employment Data - Census 2014-2018 EEO Data Tool, New Haven & Fairfield Counties. First-line supervisors of Law Enforcement Services: 33-1010/3700; Police	New Haven and Fairfield County Identified due to reasonable distance between HCC and GCC - both counties could produce qualified candidates for positions in this category. Job titles reflect custodian and maintenance work and related supervisors.	90% value weight as most hires into category come from the currently employed. New census tool provides most accurate source for available employees.
Promotable	None		
Part-Time Workforce	None		
Fall Student Populations	None		
Regional Graduation Data	Graduation data from regional criminal justice programs	Often positions are filled by those who have degrees and work experience in criminal justice for protective services positions.	10% value weight as students many need to gain some experience to be considered beyond just a degree.

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

**CSCC - Shoreline West Region
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY:
JOB TITLE:

**Skilled Craft Workers
All Titles**

REPORTING DATE:
LABOR MARKET AREA:

**9/30/2022
Fairfield County**

AVAILABILITY SOURCE	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI* MALE			AAIANHNPI* FEMALE			TWO or MORE MALE			TWO or MORE FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment data (Census)	99.0	100	99.0	1.0	100	1.0	64.9	100	64.9	0.9	100	0.9	4.9	100	4.9	0.0	100	0.0	26.4	100	26.4	0.1	100	0.1	0.1	100	0.1	0.0	100	0.0	2.8	100	2.8	0.0	100	0.0
Promotable Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Part-Time Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Student Population	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Graduation Data (selected programs)	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
FINAL AVAILABILITY BASE PERCENTAGE			99.0			1.0			64.9			0.9			4.9			0.0			26.4			0.1			0.1			0.0			2.8			0.0

Employment Data - Census 2014-2018 EEO Data Tool, New Haven & Fairfield Counties. Pipelayers, plumbers, pipefitters, and steamfitters : 47-2150 / 6441 and Carpenters : 47-2031 / 6230

Fairfield County	7877	7809	68	4595	60	410	0	2440	8	4	0	360	0
New Haven County	5888	5824	64	4340	60	260	0	1190	4	14	0	20	0
Total	13765	13633	132	8935	120	670	0	3630	12	18	0	380	0
Percentage	100.0%	99.0%	1.0%	64.9%	0.9%	4.9%	0	26.4%	0.1%	0.1%	0	2.8%	0
Promotable Pool													
N/A	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0	0	0
Transferable Pool													
N/A	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER SOURCE - N/A													
Total	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0	0	0
Education & Technical Training Data - Regional Graduation Data for Multiple Programs (see section attachments)													
N/A	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0	0	0

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable LMA	Employment Data - Census 2014-2018 EEO Data Tool, New Haven & Fairfield Counties. Pipelayers, plumbers, pipefitters, and steamfitters : 47-2150 / 6441 and Carpenters : 47-2031 / 6230	New Haven and Fairfield County Identified due to reasonable distance between HCC and GCC - both counties could produce qualified candidates for positions in this category. Titles used to reflect Quality Craft Workers in Carpentry and HVAC for Fairfield County Region.	100% value weight as most hires into category come from the currently employed. New census tool provides
Promotable	No	Internal promotional candidates are culminated within the region for promotional and transferable opportunities.	0% value weight as some increases in this category may come from the clerical ranks.
Part-Time Workforce	No PT workforce identified for this category		
Fall Student Populations	None identified for category		
Regional Graduation Data	None identified for category		

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

**CSCC - Shoreline West Region
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY:
JOB TITLE:

**Service Maintenance
All Titles**

REPORTING DATE:
LABOR MARKET AREA:

**9/30/2022
Fairfield County**

AVAILABILITY SOURCE	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI* MALE			AAIANHNPI* FEMALE			TWO or MORE MALE			TWO or MORE FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment data (Census)	61.1	100	61.1	38.9	100	38.9	25.5	100	25.5	10.8	100	10.8	6.4	100	6.4	4.8	100	4.8	26.9	100	26.9	20.0	100	20.0	0.8	100	0.8	1.2	100	1.2	1.5	100	1.5	2.0	100	2.0
Promotable Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Part-Time Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Student Population	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Graduation Data (selected programs)	0.0	0	0.0	0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
FINAL AVAILABILITY BASE PERCENTAGE			61.1			38.9			25.5			10.8			6.4			4.8			26.9			20.0			0.8			1.2			1.5			2.0

[Employment Data - Census 2014-2018 EEO Data Tool, New Haven & Fairfield Counties.](#) First-line supervisors of housekeeping and janitorial workers : 37-1011 / 4200, First-line supervisors of landscaping, lawn service, and groundskeeping workers : 37-1012 / 4210, Building cleaning workers : 37-2010 / 4220, Grounds maintenance workers : 37-3010 / 4251

New Haven County	14734	9665	5069	5105	2105	1255	780	2840	1840	190	184	275	160
Fairfield County	26009	15224	10785	5280	2300	1335	1190	8120	6320	144	315	345	660
Total	40743	24889	15854	10385	4405	2590	1970	10960	8160	334	499	620	820
Percentage	100.0%	61.1%	38.9%	25.5%	10.8%	6.4%	4.8%	26.9%	20.0%	0.8%	1.2%	1.5%	2.0%
Promotable Pool													
N/A	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0	0	0
Transferable Pool													
N/A	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER SOURCE - N/A													
Total	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0	0	0
Education & Technical Training Data - Regional Graduation Data for Multiple Programs (see section attachments)													
N/A	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0	0	0

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable LMA	Employment Data - Census 2014-2018 EEO Data Tool, First-line supervisors of housekeeping and janitorial workers : 37-1011 / 4200, First-line supervisors of landscaping, lawn service, and groundskeeping workers : 37-1012 / 4210, Building cleaning workers : 37-2010 / 4220, Grounds maintenance workers : 37-3010 / 4251	New Haven and Fairfield County Identified due to reasonable distance between HCC and GCC - both counties could produce qualified candidates for positions in this category. Job titles reflect custodian and maintenance work and related supervisors.	100% value weight as most hires into category come from the currently employed. New census tool provides most accurate source for available employees.
Promotable	None		
Part-Time Workforce	None		
Fall Student Populations	None		
Regional Graduation Data	None		

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

**CSCC - Shoreline West Region
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY:
JOB TITLE:

**Administrative/Clerical
All Titles**

REPORTING DATE:
LABOR MARKET AREA:

**9/30/2022
New Haven County**

AVAILABILITY SOURCE	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI* MALE			AAIANHNPI* FEMALE			TWO or MORE MALE			TWO or MORE FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment data (Census)	10.2	80	8.2	89.8	80	71.8	6.5	80	5.2	64.3	80	51.4	1.2	80	1.0	9.9	80	7.9	1.7	80	1.4	12.2	80	9.8	0.6	80	0.5	2.5	80	2.0	0.1	80	0.1	0.9	80	0.7
Promotable Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Part-Time Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Student Population	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Graduation Data (selected programs)	50.0	20	10.0	50.0	20	10.0	10.0	20	2.0	10.0	20	2.0	0.0	20	0.0	30.0	20	6.0	40.0	20	8.0	10.0	20	2.0	0.0	20	0.0	0.0	20	0.0	0.0	20	0.0	0.0	20	0.0
FINAL AVAILABILITY BASE PERCENTAGE			18.2			81.8			7.2			53.4			1.0			13.9			9.4			11.8			0.5			2.0			0.1			0.7

Employment Data - Census 2014-2018 EEO Data Tool, New Haven and Fairfield Counties. Information and record clerks, except customer service representatives : 43-4XXX / 5200 & Secretaries and administrative assistants : 43-6010 / 5710

Fairfield County	17320	1920	15400	1355	10745	100	1740	290	2275	160	505	15	135
New Haven County	18160	1690	16470	950	12065	335	1755	320	2060	70	395	15	195
Total	35480	3610	31870	2305	22810	435	3495	610	4335	230	900	30	330
Percentage	100.0%	10.2%	89.8%	6.5%	64.3%	1.2%	9.9%	1.7%	12.2%	0.6%	2.5%	0.1%	0.9%

Promotable Pool

N/A	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0	0	0

Transferable Pool

N/A	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0	0	0

OTHER SOURCE - Fall Student Populations N/A

Total	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0	0	0

Education & Technical Training Data - Regional BOT & Business Administration Program Student Data

BOT	10	5	5	1	1	0	3	4	1	0	0	0	0
Total	10	5	5	1	1	0	3	4	1	0	0	0	0
Percentage	100.0%	50.0%	50.0%	10.0%	10.0%	0	30.0%	40.0%	10.0%	0	0	0	0

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable LMA	Employment Data - Census 2014-2018 EEO Data Tool, New Haven and Fairfield Counties. Information and record clerks, except customer service representatives : 43-4XXX / 5200 & Secretaries and administrative assistants : 43-6010 / 5710	The hiring area is local and given the proximate between New Haven and Bridgeport, both New Haven and Fairfield Counties are utilized.	80% as most positions are hired from those already employed.
Promotable	N/A		
Transferrable Workforce	N/A		
Fall Student Populations	Not utilized for clerical positions		
Digest of Ed. Statistics	Education & Technical Training Data - Regional BOT & Business Administration Program Student Data	Graduates from this program form a viable pool for clerical positions in the region.	20% as graduates may have a strong interest in retraining to a campus they attended for FT employment.

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

**CSCC - Shoreline West Region
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY:
JOB TITLE:

**Paraprofessional
All Titles**

REPORTING DATE:
LABOR MARKET AREA:

**9/30/2022
New Haven County**

AVAILABILITY SOURCE	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			AAIANHNP1* MALE		AAIANHNP1* FEMALE		TWO or MORE MALE			TWO or MORE FEMALE				
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	RS	VW	RS	VW	WF	RS	VW	WF		
Employment data (Census)	24.5	60	14.7	75.5	60	45.3	15.5	60	9.3	53.0	60	31.8	3.0	60	1.8	7.7	60	4.6	4.5	60	2.7	10.5	60	6.3	1.2	60	0.7	2.9	60	1.7	0.3	60	0.2	1.3	60	0.8
Promotable Pool	6.1	20	1.2	93.9	20	18.8	3.0	20	0.6	57.6	20	11.5	3.0	20	0.6	18.2	20	3.6	0.0	20	0.0	18.2	20	3.6	0.0	20	0.0	0.0	20	0.0	0.0	20	0.0	0.0	20	0.0
Part-Time Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Student Population	41.7	10	4.2	58.3	10	5.8	14.6	10	1.5	16.2	10	1.6	8.4	10	0.8	14.0	10	1.4	15.2	10	1.5	23.5	10	2.4	2.0	10	0.2	2.4	10	0.2	1.5	10	0.2	2.3	10	0.2
Graduation Data (selected programs)	48.4	10	4.8	51.6	10	5.2	14.3	10	1.4	15.1	10	1.5	11.9	10	1.2	13.5	10	1.4	20.6	10	2.1	19.0	10	1.9	0.8	10	0.1	3.2	10	0.3	0.8	10	0.1	0.8	10	0.1
FINAL AVAILABILITY BASE PERCENTAGE			24.9			75.1			12.8			46.4			4.4			11.0			6.3			14.2			1.0			2.2			0.5			1.1

Employment Data - Census 2014-2018 EEO Data Tool, New Haven & Fairfield Counties. Other teachers and instrs, ed., trng, and lib. wkrs : 25-XXXX / 2350, Fin. clerks, except bookkeeping, acct, and auditing clerks : 43-30XX / 5100, Bookkeeping, acct, and auditing clerks : 43-3031 / 5120													
New Haven County	11490	2320	9170	1400	6645	320	925	505	1120	85	295	10	185
Fairfield County	12360	3525	8835	2300	6000	405	905	560	1390	205	405	55	135
Total	23850	5845	18005	3700	12645	725	1830	1065	2510	290	700	65	320
Percentage	100.0%	24.5%	75.5%	15.5%	53.0%	3.0%	7.7%	4.5%	10.5%	1.2%	2.9%	0.3%	1.3%

Promotable Pool													
Clerical Titles	33	2	31	1	19	1	6	0	6	0	0	0	0
Total	33	2	31	1	19	1	6	0	6	0	0	0	0
Percentage	100.0%	6.1%	93.9%	3.0%	57.6%	3.0%	18.2%	0	18.2%	0	0	0	0

Transferable Pool													
N/A	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0	0	0

OTHER SOURCE - Fall Student Populations 2021													
Total	6559	2736	3823	958	1063	553	915	999	1539	129	156	97	150
Percentage	100.0%	41.7%	58.3%	14.6%	16.2%	8.4%	14.0%	15.2%	23.5%	2.0%	2.4%	1.5%	2.3%

Education & Technical Training Data - Regional Graduation Data for Multiple Programs (see section attachments)													
Multiple Programs	126	61	65	18	19	15	17	26	24	1	4	1	1
Total	126	61	65	18	19	15	17	26	24	1	4	1	1
Percentage	100.0%	48.4%	51.6%	14.3%	15.1%	11.9%	13.5%	20.6%	19.0%	0.8%	3.2%	0.8%	0.8%

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable LMA	Employment Data - Census 2014-2018 EEO Data Tool, New Haven & Fairfield Counties. Other teachers and instrs, ed., trng, and lib. wkrs : 25-XXXX / 2350, Fin. clerks, except bookkeeping, acct, and auditing clerks : 43-30XX / 5100, Bookkeeping, acct, and auditing clerks : 43-3031 / 5120	New Haven and Fairfield County Identified due to reasonable distance between HCC and GCC - both counties could produce qualified candidates for positions in this category.	60% value weight as most hires into category come from the currently employed. New census tool provides
Promotable	Clerical employees within the region as of 10/1/2021	Internal promotional candidates are culminated within the region for promotional and transferable opportunities.	20% value weight as some increases in this category may come from the clerical ranks.
Part-Time WkForce	No PT workforce identified for this category		
Fall Student Populations	The region student population is considered as the region typically looks for prior experience in a community college.	Student data is considered regionally.	10% value weight as students could become part of the workforce after more education and experience. The data is important as we seek to reflect the students in part due to our Hispanic Service Institution status. VW is lower due to the source consulted.
Regional Graduation Data	Programs Selected: Graphic Design, Computer Science and Networking, Legal Assistant, Accounting, Business Office Technology.	Community College experience and associate degrees are often sought in these positions.	10% value weight. Most positions are hired through those already employed.

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

**CSCC - Shoreline West Region
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY:
JOB TITLE:

**Protective Services
All Titles**

REPORTING DATE:
LABOR MARKET AREA:

**9/30/2022
New Haven County**

AVAILABILITY SOURCE	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI* MALE			AAIANHNPI* FEMALE			TWO or MORE MALE			TWO or MORE FEMALE					
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF			
Employment data (Census)	92.7	90	83.4	7.3	90	6.6	66.0	90	59.4	5.0	90	4.5	10.0	90	9.0	0.0	90	0.0	16.8	90	15.1	2.2	90	2.0	0.0	90	0.0	0.0	90	0.0	0.0	90	0.0	0.0	90	0.0	0.0	90	0.0
Promotable Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Part-Time Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Student Population	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Graduation Data (selected programs)	41.2	10	4.1	58.8	10	5.9	25.5	10	2.6	7.8	10	0.8	2.0	10	0.2	15.7	10	1.6	11.8	10	1.2	35.3	10	3.5	0.0	10	0.0	0.0	10	0.0	2.0	10	0.2	0.0	10	0.0			
FINAL AVAILABILITY BASE PERCENTAGE			87.5			12.5			62.0			5.3			9.2			1.6			16.3			5.5			0.0			0.0			0.2			0.0			

Employment Data - Census 2014-2018 EEO Data Tool, New Haven & Fairfield Counties. First-line supervisors of law enforcement officers : 33-1010 / 3700

New Haven County	429	399	30	335	10	4	0	60	20	0	0	0
Fairfield County	465	430	35	255	35	85	0	90	0	0	0	0
Total	894	829	65	590	45	89	0	150	20	0	0	0
Percentage	100.0%	92.7%	7.3%	66.0%	5.0%	10.0%	0	16.8%	2.2%	0	0	0

Promotable Pool												
N/A	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0	0

Transferable Pool												
N/A	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0	0

OTHER SOURCE - N/A												
Total	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0	0

Education & Technical Training Data - Regional Graduation Data for Criminal Justice Programs												
CJ programs	51	21	30	13	4	1	8	6	18	0	0	1
Total	51	21	30	13	4	1	8	6	18	0	0	1
Percentage	100.0%	41.2%	58.8%	25.5%	7.8%	2.0%	15.7%	11.8%	35.3%	0	0	2.0%

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable LMA	Employment Data - Census 2014-2018 EEO Data Tool, First-line supervisors of law enforcement officers 33-1010/3700	Hirrig occurs in New Haven and Fairfield Counties for this job category. These positions are most often recruited locally. The titles chosen closely reflect the duties and functions of Protective Services at the campuses. Travel between regions is less than 25 miles and recruitment can occur in both regions.	90% value weight as protective service positions require relevant and current experience. Most positions are filled by those already employed, and most often with local police departments.
Promotable	N/A		
Part-Time Workforce	N/A		
Fall Student Populations	N/A		
Regional Graduation Data	Graduation data from regional criminal justice programs	Often positions are filled by those who have degrees and work experience in criminal justice for protective services positions.	10% value weight as students many need to gain some experience to be considered beyond just a degree.

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

**CSCC - Shoreline West Region
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY:
JOB TITLE:

**Skilled Craft Workers
All Titles**

REPORTING DATE:
LABOR MARKET AREA:

**9/30/2022
New Haven County**

AVAILABILITY SOURCE	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI* MALE			AAIANHNPI* FEMALE			TWO or MORE MALE			TWO or MORE FEMALE					
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF			
Employment data (Census)	98.9	100	98.9	1.1	100	1.1	81.0	100	81.0	0.8	100	0.8	6.2	100	6.2	0.0	100	0.0	11.6	100	11.6	0.3	100	0.3	0.1	100	0.1	0.0	100	0.0	0.0	100	0.0	0.0	100	0.0	0.0	100	0.0
Promotable Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Part-Time Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Student Population	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Graduation Data (selected programs)	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
FINAL AVAILABILITY BASE PERCENTAGE			98.9			1.1			81.0			0.8			6.2			0.0			11.6			0.3			0.1			0.0			0.0			0.0			

Employment Data - Census 2014-2018 EEO Data Tool, New Haven & Fairfield Counties. Pipelayers, plumbers, pipefitters, and steamfitters : 47-2150 / 6441 ONLY

New Haven County	1638	1634	4	1405	0	40	0	185	4	4	0	0	0
Fairfield County	1349	1320	29	1015	25	145	0	160	4	0	0	0	0
Total	2987	2954	33	2420	25	185	0	345	8	4	0	0	0
Percentage	100.0%	98.9%	1.1%	81.0%	0.8%	6.2%	0	11.6%	0.3%	0.1%	0	0	0
Promotable Pool													
N/A	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0	0	0
Transferable Pool													
N/A	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER SOURCE - N/A													
Total	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0	0	0
Education & Technical Training Data - Regional Graduation Data for Multiple Programs (see section attachments)													
N/A	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0	0	0

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable LMA	Employment Data - Census 2014-2018 EEO Data Tool, New Haven & Fairfield Counties. Pipelayers, plumbers, pipefitters, and steamfitters : 47-2150 / 6441.	New Haven and Fairfield County Identified due to reasonable distance between HCC and GCC - both counties could produce qualified candidates for positions in this category. Titles used to reflect Quality Craft Workers in HVAC for New Haven County Region.	100% value weight as most hires into category come from the currently employed. New census tool provides
Promotable	No	Internal promotional candidates are culminated within the region for promotional and transferable opportunities.	0% value weight as some increases in this category may come from the clerical ranks.
Part-Time Workforce	No PT workforce identified for this category		
Fall Student Populations	None identified for category		
Regional Graduation Data	None identified for category		

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

**CSCC - Shoreline West Region
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY:
JOB TITLE:

**Service Maintenance
All Titles**

REPORTING DATE:
LABOR MARKET AREA:

**9/30/2022
New Haven County**

AVAILABILITY SOURCE	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI* MALE			AAIANHNPI* FEMALE			TWO or MORE MALE			TWO or MORE FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment data (Census)	61.1	100	61.1	38.9	100	38.9	25.5	100	25.5	10.8	100	10.8	6.4	100	6.4	4.8	100	4.8	26.9	100	26.9	20.0	100	20.0	0.8	100	0.8	1.2	100	1.2	1.5	100	1.5	2.0	100	2.0
Promotable Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Part-Time Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Student Population	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Graduation Data (selected programs)	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
FINAL AVAILABILITY BASE PERCENTAGE			61.1			38.9			25.5			10.8			6.4			4.8			26.9			20.0			0.8			1.2			1.5			2.0

Employment Data - Census 2014-2018 EEO Data Tool, New Haven & Fairfield Counties. First-line supervisors of housekeeping and janitorial workers : 37-1011 / 4200, First-line supervisors of landscaping, lawn service, and groundskeeping workers : 37-1012 / 4210, Building cleaning workers : 37-2010 / 4220, Grounds maintenance workers : 37-3010 / 4251

New Haven County	14734	9665	5069	5105	2105	1255	780	2840	1840	190	184	275	160
Fairfield County	26009	15224	10785	5280	2300	1335	1190	8120	6320	144	315	345	660
Total	40743	24889	15854	10385	4405	2590	1970	10960	8160	334	499	620	820
Percentage	100.0%	61.1%	38.9%	25.5%	10.8%	6.4%	4.8%	26.9%	20.0%	0.8%	1.2%	1.5%	2.0%
Promotable Pool													
N/A	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0	0	0
Transferable Pool													
N/A	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER SOURCE - N/A													
Total	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0	0	0
Education & Technical Training Data - Regional Graduation Data for Multiple Programs (see section attachments)													
N/A	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0	0	0

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable LMA	Employment Data - Census 2014-2018 EEO Data Tool, First-line supervisors of housekeeping and janitorial workers : 37-1011 / 4200, First-line supervisors of landscaping, lawn service, and groundskeeping workers : 37-1012 / 4210, Building cleaning workers : 37-2010 / 4220, Grounds maintenance workers : 37-3010 / 4251	New Haven and Fairfield County Identified due to reasonable distance between HCC and GCC - both counties could produce qualified candidates for positions in this category.	100% value weight as most hires into category come from the currently employed. New census tool provides
Promotable	N/A		
Part-Time Workforce	No PT workforce identified for this category		
Fall Student Populations	N/A		
Regional Graduation Data	N/A		

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

Shoreline West Region AA Plan - Executive Data Set

Connecticut EEO-ALL01R - Occupation by Sex and Race/Ethnicity for Residence Geography (Universe: Civilian labor force 16 years and over)

Note: Race categories with grey background indicate "Not Hispanic or Latino, One Race."

Enter Search Terms Here

Education and childcare administrators : 11-9030 / 0230
 Education and childcare administrators : 11-9030 / 0230
 Education and childcare administrators : 11-9030 / 0230
 Education and childcare administrators : 11-9030 / 0230
 Education and childcare administrators : 11-9030 / 0230
 Education and childcare administrators : 11-9030 / 0230

Total
 Male
 Female
 Percent Total
 Percent Male
 Percent Female

Total All Groups	Hispanic or Latino	White alone	Black or African American alone	American Indian /Alaska Native alone	Asian alone	Hawaiian /Pacific Islander alone	Balance of not Hispanic or Latino
13,950	1,170	11,090	980	4	465	0	240
5,315	440	4,070	445	0	205	0	155
8,630	730	7,020	535	4	260	0	85
100.0%	8.4%	79.5%	7.0%	0.0%	3.3%	0.0%	1.7%
38.1%	3.2%	29.2%	3.2%	0.0%	1.5%	0.0%	1.1%
61.9%	5.2%	50.3%	3.8%	0.0%	1.9%	0.0%	0.6%

Source: 2014-2018 ACS 5-Year EEO Estimates

The table below is a summary of the above data

Title	Total	tm	tf	WM	WF	BM	BF	HM	HF	AM	AF	TM	TF
Education and childcare administrators : 11-9030 / 0230	13,949		5,315	8,634	4,070	7,020	445	535	440	730	205	264	155 85

Shoreline-West Assistant Professor Data Set

Connecticut EEO-ALL01R - Occupation by Sex and Race/Ethnicity for Residence Geography (Universe: Civilian labor force 16 years and over)

Note: Race categories with grey background indicate "Not Hispanic or Latino, One Race."

		Total	Hispanic or Latino	White alone	Black or African American alone	American Indian /Alaska Native alone	Asian alone	Native Hawaiian /Pacific Islander alone	Balance of not Hispanic or Latino
Postsecondary teachers : 25-1000 / 2205	Total	19,945	965	14,780	1,100	10	2,655	50	385
Postsecondary teachers : 25-1000 / 2205	Male	9,655	485	7,225	345	0	1,380	50	175
Postsecondary teachers : 25-1000 / 2205	Female	10,290	485	7,555	755	10	1,275	0	215
Postsecondary teachers : 25-1000 / 2205	Percent Total	100.0%	4.8%	74.1%	5.5%	0.1%	13.3%	0.3%	1.9%
Postsecondary teachers : 25-1000 / 2205	Percent Male	48.4%	2.4%	36.2%	1.7%	0.0%	6.9%	0.3%	0.9%
Postsecondary teachers : 25-1000 / 2205	Percent Female	51.6%	2.4%	37.9%	3.8%	0.1%	6.4%	0.0%	1.1%

Source: 2014-2018 ACS 5-Year EEO Estimates

The table below is a summary of the above data

Title	Total	WM	WF	BM	BF	HM	HF	AM	AF	TM	TF
Postsecondary teachers : 25-1000 / 2205	19955	7225	7,555	345	755	485	485	1430	1285	175	215
	19955	7225	7,555	345	755	485	485	1430	1285	175	215

Shoreline-West Instructor Data Set

Connecticut EEO-ALL01R - Occupation by Sex and Race/Ethnicity for Residence Geography (Universe: Civilian labor force 16 years and over)

Note: Race categories with grey background indicate "Not Hispanic or Latino, One Race."

Enter Search Terms Here		Total All Gr Latino	Hispanic or	White	Black or African American	American Indian /Alaska Native alone	Asian alone	Native Hawaiian /Pacific Islander alone	Balance of not Hispanic or Latino
				alone	alone	alone	alone	alone	
Postsecondary teachers : 25-1000 / 2205	Total	19,945	965	14,780	1,100	10	2,655	50	385
Postsecondary teachers : 25-1000 / 2205	Male	9,655	485	7,225	345	0	1,380	50	175
Postsecondary teachers : 25-1000 / 2205	Female	10,290	485	7,555	755	10	1,275	0	215
Postsecondary teachers : 25-1000 / 2205	Percent Total	100.0%	4.8%	74.1%	5.5%	0.1%	13.3%	0.3%	1.9%
Postsecondary teachers : 25-1000 / 2205	Percent Male	48.4%	2.4%	36.2%	1.7%	0.0%	6.9%	0.3%	0.9%
Postsecondary teachers : 25-1000 / 2205	Percent Female	51.6%	2.4%	37.9%	3.8%	0.1%	6.4%	0.0%	1.1%

Source: 2014-2018 ACS 5-Year EEO Estimates

The table below is a summary of the above data

Title	Total	WM	WF	BM	BF	HM	HF	AM	AF	TM	TF
Postsecondary teachers : 25-1000 / 2205	19955	7225	7,555	345	755	485	485	1430	1285	175	215
	19955	7225	7,555	345	755	485	485	1430	1285	175	215

Shoreline-West Professional Non-Faculty Data Set

Connecticut EEO-ALL01R - Occupation by Sex and Race/Ethnicity for Residence Geography (Universe: Civilian labor force 16 years and over)

Note: Race categories with grey background indicate "Not Hispanic or Latino, One Race."

Enter Search Terms Here	Total All Groups	Hispanic or Latino	White alone	African American alone	Indian /Alaska Native	Asian alone	Native Hawaiian /Pacific Islander alone	Balance of not Hispanic or Latino	
Education and childcare administrators : 11-9030 / 0230	Total	13,950	1,170	11,090	980	4	465	0	240
Education and childcare administrators : 11-9030 / 0230	Male	5,315	440	4,070	445	0	205	0	155
Education and childcare administrators : 11-9030 / 0230	Female	8,630	730	7,020	535	4	260	0	85
Education and childcare administrators : 11-9030 / 0230	Percent Total	100.0%	8.4%	79.5%	7.0%	0.0%	3.3%	0.0%	1.7%
Education and childcare administrators : 11-9030 / 0230	Percent Male	38.1%	3.2%	29.2%	3.2%	0.0%	1.5%	0.0%	1.1%
Education and childcare administrators : 11-9030 / 0230	Percent Female	61.9%	5.2%	50.3%	3.8%	0.0%	1.9%	0.0%	0.6%
Other teachers and instructors, education, training, and library work	Total	15,935	1,765	11,740	1,395	10	735	0	285
Other teachers and instructors, education, training, and library work	Male	5,010	530	3,740	405	0	285	0	50
Other teachers and instructors, education, training, and library work	Female	10,925	1,235	8,005	990	10	450	0	235
Other teachers and instructors, education, training, and library work	Percent Total	100.0%	11.1%	73.7%	8.8%	0.1%	4.6%	0.0%	1.8%
Other teachers and instructors, education, training, and library work	Percent Male	31.4%	3.3%	23.5%	2.5%	0.0%	1.8%	0.0%	0.3%
Other teachers and instructors, education, training, and library work	Percent Female	68.6%	7.8%	50.2%	6.2%	0.1%	2.8%	0.0%	1.5%

Source: 2014-2018 ACS 5-Year EEO Estimates

The table below is a summary of the above data

Title	Total	WM	WF	BM	BF	HM	HF	AM	AF	TM	TF
Other teachers and instructors, education, training, and library work	15935	3740	8,005	405	990	530	1,235	285	460	50	235
Education and childcare administrators : 11-9030 / 0230	29884	4,070	7,020	445	535	440	730	205	264	155	85
		7810	15,025	850	1,525	970	1,965	490	724	205	320

Shoreline-West GPA1 Data Set 2022

Connecticut EEO-ALL01R - Occupation by Sex and Race/Ethnicity for Residence Geography (Universe: Civilian labor force 16 years and over)

Note: Race categories with grey background indicate "Not Hispanic or Latino, One Race."

Enter Search Terms Here	Total All Groups	Hispanic or Latino	White	Black or African American	American Indian /Alaska Native alone	Asian alone	Native Hawaiian /Pacific Islander alone	Balance of not Hispanic or Latino
			alone	alone	alone	alone	alone	
Counselors, social workers, and other community and social service Total	32,060	4,565	19,800	6,665	100	385	0	545
Counselors, social workers, and other community and social service Male	7,895	1,215	4,275	2,155	4	105	0	145
Counselors, social workers, and other community and social service Female	24,165	3,350	15,525	4,515	95	280	0	400
Counselors, social workers, and other community and social service Percent Total	100.0%	14.2%	61.8%	20.8%	0.3%	1.2%	0.0%	1.7%
Counselors, social workers, and other community and social service Percent Male	24.6%	3.8%	13.3%	6.7%	0.0%	0.3%	0.0%	0.5%
Counselors, social workers, and other community and social service Percent Female	75.4%	10.4%	48.4%	14.1%	0.3%	0.9%	0.0%	1.2%
Other teachers and instructors, education, training, and library wor Total	15,935	1,765	11,740	1,395	10	735	0	285
Other teachers and instructors, education, training, and library wor Male	5,010	530	3,740	405	0	285	0	50
Other teachers and instructors, education, training, and library wor Female	10,925	1,235	8,005	990	10	450	0	235
Other teachers and instructors, education, training, and library wor Percent Total	100.0%	11.1%	73.7%	8.8%	0.1%	4.6%	0.0%	1.8%
Other teachers and instructors, education, training, and library wor Percent Male	31.4%	3.3%	23.5%	2.5%	0.0%	1.8%	0.0%	0.3%
Other teachers and instructors, education, training, and library wor Percent Female	68.6%	7.8%	50.2%	6.2%	0.1%	2.8%	0.0%	1.5%

Source: 2014-2018 ACS 5-Year EEO Estimates

Title	Total	WM	WF	BM	BF	HM	HF	AM	AF	TM	TF
Other teachers and instructors, education, training, and library workers : 25-XXXX / 2350	15935	3740	8,005	405	990	530	1,235	285	460	50	235
Counselors, social workers, and other community and social service specialists : 21-10XX / 2001	32,064	4,275	15,525	2,155	4,515	1,215	3,350	109	375	145	400
	47999	8015	23,530	2560	5505	1745	4,585	394	835	195	635

Shoreline West Clerical Fairfield Data Set 2022

Fairfield EEO-ALL01R - Occupation by Sex and Race/Ethnicity for Residence Geography (Universe: Civilian labor force 16 years and over)

Note: Race categories with grey background indicate "Not Hispanic or Latino, One Race."

Enter Search Terms Here	Total All Groups	Hispanic or Latino	White	Black or African American	American Indian /Alaska	Asian alone	Native Hawaiian /Pacific	Balance of not Hispanic
			alone	American				
Information and record clerks, except customer service represental Total	7,280	1,380	4,305	1,065	40	395	0	85
Information and record clerks, except customer service represental Male	1,255	220	875	90	0	70	0	0
Information and record clerks, except customer service represental Female	6,020	1,160	3,430	975	40	325	0	85
Information and record clerks, except customer service represental Percent Total	100.0%	19.0%	59.1%	14.6%	0.5%	5.4%	0.0%	1.2%
Information and record clerks, except customer service represental Percent Male	17.2%	3.0%	12.0%	1.2%	0.0%	1.0%	0.0%	0.0%
Information and record clerks, except customer service represental Percent Female	82.7%	15.9%	47.1%	13.4%	0.5%	4.5%	0.0%	1.2%
Secretaries and administrative assistants : 43-6010 / 5710 Total	10,085	1,185	7,800	770	0	270	0	65
Secretaries and administrative assistants : 43-6010 / 5710 Male	660	70	480	10	0	90	0	15
Secretaries and administrative assistants : 43-6010 / 5710 Female	9,425	1,115	7,315	765	0	180	0	50
Secretaries and administrative assistants : 43-6010 / 5710 Percent Total	100.0%	11.8%	77.3%	7.6%	0.0%	2.7%	0.0%	0.6%
Secretaries and administrative assistants : 43-6010 / 5710 Percent Male	6.5%	0.7%	4.8%	0.1%	0.0%	0.9%	0.0%	0.1%
Secretaries and administrative assistants : 43-6010 / 5710 Percent Female	93.5%	11.1%	72.5%	7.6%	0.0%	1.8%	0.0%	0.5%

Source: 2014-2018 ACS 5-Year EEO Estimates

The table below is a summary of the above data

Title	Total	WM	WF	BM	BF	HM	HF	AM	AF	TM	TF
Information and record clerks, except customer service represental	7230	875	3,430	90	975	220	1,160	70	325	0	85
Secretaries and administrative assistants : 43-6010 / 5710	10090	480	7,315	10	765	70	1,115	90	180	15	50
	17320	1355	10,745	100	1,740	290	2,275	160	505	15	135

Shoreline-West Paraprofessional Fairfield 2022

Fairfield EEO-ALL01R - Occupation by Sex and Race/Ethnicity for Residence Geography (Universe: Civilian labor force 16 years and over)

Note: Race categories with grey background indicate "Not Hispanic or Latino, One Race."

Enter Search Terms Here	Total All Groups	Hispanic or Latino	White	Black or African American	American Indian /Alaska Native alone	Asian alone	Hawaiian /Pacific Islander alone	Balance of not Hispanic or Latino
			alone	alone	alone	alone	alone	
Other teachers and instructors, education, training, and library wor Total	3,715	270	2,935	315	4	125	0	65
Other teachers and instructors, education, training, and library wor Male	1,195	60	980	100	0	25	0	30
Other teachers and instructors, education, training, and library wor Female	2,520	210	1,955	210	4	100	0	35
Other teachers and instructors, education, training, and library wor Percent Total	100.0%	7.3%	79.0%	8.5%	0.1%	3.4%	0.0%	1.7%
Other teachers and instructors, education, training, and library wor Percent Male	32.2%	1.6%	26.4%	2.7%	0.0%	0.7%	0.0%	0.8%
Other teachers and instructors, education, training, and library wor Percent Female	67.8%	5.7%	52.6%	5.7%	0.1%	2.7%	0.0%	0.9%
Financial clerks, except bookkeeping, accounting, and auditing cler Total	4,405	980	2,595	360	50	315	0	100
Financial clerks, except bookkeeping, accounting, and auditing clerk Male	1,255	210	830	70	0	150	0	0
Financial clerks, except bookkeeping, accounting, and auditing clerk Female	3,150	775	1,765	295	50	165	0	100
Financial clerks, except bookkeeping, accounting, and auditing clerk Percent Total	100.0%	22.2%	58.9%	8.2%	1.1%	7.2%	0.0%	2.3%
Financial clerks, except bookkeeping, accounting, and auditing clerk Percent Male	28.5%	4.8%	18.8%	1.6%	0.0%	3.4%	0.0%	0.0%
Financial clerks, except bookkeeping, accounting, and auditing clerk Percent Female	71.5%	17.6%	40.1%	6.7%	1.1%	3.7%	0.0%	2.3%
Bookkeeping, accounting, and auditing clerks : 43-3031 / 5120 Total	4,240	690	2,770	635	0	120	0	25
Bookkeeping, accounting, and auditing clerks : 43-3031 / 5120 Male	1,070	290	490	235	0	30	0	25
Bookkeeping, accounting, and auditing clerks : 43-3031 / 5120 Female	3,170	405	2,280	400	0	90	0	0
Bookkeeping, accounting, and auditing clerks : 43-3031 / 5120 Percent Total	100.0%	16.3%	65.3%	15.0%	0.0%	2.8%	0.0%	0.6%
Bookkeeping, accounting, and auditing clerks : 43-3031 / 5120 Percent Male	25.2%	6.8%	11.6%	5.5%	0.0%	0.7%	0.0%	0.6%
Bookkeeping, accounting, and auditing clerks : 43-3031 / 5120 Percent Female	74.8%	9.6%	53.8%	9.4%	0.0%	2.1%	0.0%	0.0%

Source: 2014-2018 ACS 5-Year EEO Estimates

The table below is a summary of the above data

Title	Total	WM	WF	BM	BF	HM	HF	AM	AF	TM	TF
Other teachers and instructors, education, training, and library wor	3705	980	1,955	100	210	60	210	25	100	30	35
Financial clerks, except bookkeeping, accounting, and auditing clerks : 43-30XX / 5100	4410	830	1,765	70	295	210	775	150	215	0	100
Bookkeeping, accounting, and auditing clerks : 43-3031 / 5120	4245	490	2,280	235	400	290	405	30	90	25	0
	12360	2300	6,000	405	905	560	1,390	205	405	55	135

Shoreline-West Protective Service Fairfield Data Set

Fairfield EEO-ALLO1R - Occupation by Sex and Race/Ethnicity for Residence Geography (Universe: Civilian labor force 16 years and over)

Note: Race categories with grey background indicate "Not Hispanic or Latino, One Race."

Enter Search Terms Here	Total All Groups	Hispanic or Latino	White alone	Black or African American alone	American Indian /Alaska Native alone	Asian alone	Native Hawaiian /Pacific Islander alone	Balance of not Hispanic or Latino
			First-line supervisors of law enforcement workers : 33-1010 / 3700	Total	465	90	290	
First-line supervisors of law enforcement workers : 33-1010 / 3700	Male	430	90	255	85	0	0	0
First-line supervisors of law enforcement workers : 33-1010 / 3700	Female	35	0	35	0	0	0	0
First-line supervisors of law enforcement workers : 33-1010 / 3700	Percent Total	100.0%	19.4%	62.4%	18.3%	0.0%	0.0%	0.0%
First-line supervisors of law enforcement workers : 33-1010 / 3700	Percent Male	92.5%	19.4%	54.8%	18.3%	0.0%	0.0%	0.0%
First-line supervisors of law enforcement workers : 33-1010 / 3700	Percent Female	7.5%	0.0%	7.5%	0.0%	0.0%	0.0%	0.0%
Police officers : 33-3050 / 3870	Total	1,755	190	1,230	260	25	10	0
Police officers : 33-3050 / 3870	Male	1,465	170	1,075	170	0	10	0
Police officers : 33-3050 / 3870	Female	295	25	150	85	25	0	0
Police officers : 33-3050 / 3870	Percent Total	100.0%	10.8%	70.1%	14.8%	1.4%	0.6%	0.0%
Police officers : 33-3050 / 3870	Percent Male	83.5%	9.7%	61.3%	9.7%	0.0%	0.6%	0.0%
Police officers : 33-3050 / 3870	Percent Female	16.8%	1.4%	8.5%	4.8%	1.4%	0.0%	0.0%

Source: 2014-2018 ACS 5-Year EEO Estimates

Title	Total	WM	WF	BM	BF	HM	HF	AM	AF	TM	TF
First-line supervisors of law enforcement workers : 33-1010 / 3700	465	255	35	85	0	90	0	0	0	0	0
Police officers : 33-3050 / 3870	1749	1,075	150	170	85	170	25	10	25	35	4
	2214	1330	185	255	85	260	25	10	25	35	4

Shoreline West Skilled Craft Fairfield Data set

Fairfield EEO-ALL01R - Occupation by Sex and Race/Ethnicity for Residence Geography (Universe: Civilian labor force 16 years and over)

Note: Race categories with grey background indicate "Not Hispanic or Latino, One Race."

Enter Search Terms Here		Total All Groups	Hispanic or Latino	White alone	Black or African American alone	American Indian /Alaska Native alone	Asian alone	Native Hawaiian /Pacific Islander alone	Balance of not Hispanic or Latino
				Carpenters : 47-2031 / 6230	Total	6,535	2,290	3,615	
Carpenters : 47-2031 / 6230	Male	6,495	2,280	3,580	265	0	4	0	360
Carpenters : 47-2031 / 6230	Female	40	4	35	0	0	0	0	0
Carpenters : 47-2031 / 6230	Percent Total	100.0%	35.0%	55.3%	4.1%	0.0%	0.1%	0.0%	5.5%
Carpenters : 47-2031 / 6230	Percent Male	99.4%	34.9%	54.8%	4.1%	0.0%	0.1%	0.0%	5.5%
Carpenters : 47-2031 / 6230	Percent Female	0.6%	0.1%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%
Pipelayers, plumbers, pipefitters, and steamfitters : 47-2150 / 6441	Total	1,350	165	1,040	145	0	0	0	0
Pipelayers, plumbers, pipefitters, and steamfitters : 47-2150 / 6441	Male	1,325	160	1,015	145	0	0	0	0
Pipelayers, plumbers, pipefitters, and steamfitters : 47-2150 / 6441	Female	30	4	25	0	0	0	0	0
Pipelayers, plumbers, pipefitters, and steamfitters : 47-2150 / 6441	Percent Total	100.0%	12.2%	77.0%	10.7%	0.0%	0.0%	0.0%	0.0%
Pipelayers, plumbers, pipefitters, and steamfitters : 47-2150 / 6441	Percent Male	98.1%	11.9%	75.2%	10.7%	0.0%	0.0%	0.0%	0.0%
Pipelayers, plumbers, pipefitters, and steamfitters : 47-2150 / 6441	Percent Female	2.2%	0.3%	1.9%	0.0%	0.0%	0.0%	0.0%	0.0%

Source: 2014-2018 ACS 5-Year EEO Estimates

Title	Total	WM	WF	BM	BF	HM	HF	AM	AF	TM	TF
Carpenters : 47-2031 / 6230	6528	3580	35	265	0	2280	4	4	0	360	0
Pipelayers, plumbers, pipefitters, and steamfitters : 47-2150 / 6441	1349	1,015	25	145	0	160	4	0	0	0	0
	7877	4595	60	410	0	2440	8	4	0	360	0

Shoreline West Service Maintenance Fairfield 2022

Fairfield EEO-ALL01R - Occupation by Sex and Race/Ethnicity for Residence Geography (Universe: Civilian labor force 16 years and over)

Note: Race categories with grey background indicate "Not Hispanic or Latino, One Race."

Enter Search Terms Here	Total All Groups	Hispanic or Latino	White	Black or African American	American Indian /Alaska Native	Asian	Native Hawaiian /Pacific Islander	Balance of not Hispanic or Latino
			alone	alone	alone	alone	alone	
First-line supervisors of housekeeping and janitorial workers : 37-1 Total	510	245	145	125	0	0	0	0
First-line supervisors of housekeeping and janitorial workers : 37-10 Male	345	195	95	50	0	0	0	0
First-line supervisors of housekeeping and janitorial workers : 37-10 Female	170	50	45	75	0	0	0	0
First-line supervisors of housekeeping and janitorial workers : 37-10 Percent Total	100.0%	48.0%	28.4%	24.5%	0.0%	0.0%	0.0%	0.0%
First-line supervisors of housekeeping and janitorial workers : 37-10 Percent Male	67.6%	38.2%	18.6%	9.8%	0.0%	0.0%	0.0%	0.0%
First-line supervisors of housekeeping and janitorial workers : 37-10 Percent Female	33.3%	9.8%	8.8%	14.7%	0.0%	0.0%	0.0%	0.0%
First-line supervisors of landscaping, lawn service, and groundskee Total	870	140	685	25	0	4	0	10
First-line supervisors of landscaping, lawn service, and groundskeep Male	855	140	670	25	0	4	0	10
First-line supervisors of landscaping, lawn service, and groundskeep Female	15	0	15	0	0	0	0	0
First-line supervisors of landscaping, lawn service, and groundskeep Percent Total	100.0%	16.1%	78.7%	2.9%	0.0%	0.5%	0.0%	1.1%
First-line supervisors of landscaping, lawn service, and groundskeep Percent Male	98.3%	16.1%	77.0%	2.9%	0.0%	0.5%	0.0%	1.1%
First-line supervisors of landscaping, lawn service, and groundskeep Percent Female	1.7%	0.0%	1.7%	0.0%	0.0%	0.0%	0.0%	0.0%
Building cleaning workers : 37-2010 / 4220 Total	16,390	8,810	4,300	2,115	0	380	0	785
Building cleaning workers : 37-2010 / 4220 Male	5,940	2,560	2,160	1,015	0	65	0	135
Building cleaning workers : 37-2010 / 4220 Female	10,455	6,250	2,140	1,100	0	315	0	650
Building cleaning workers : 37-2010 / 4220 Percent Total	100.0%	53.8%	26.2%	12.9%	0.0%	2.3%	0.0%	4.8%
Building cleaning workers : 37-2010 / 4220 Percent Male	36.2%	15.6%	13.2%	6.2%	0.0%	0.4%	0.0%	0.8%
Building cleaning workers : 37-2010 / 4220 Percent Female	63.8%	38.1%	13.1%	6.7%	0.0%	1.9%	0.0%	4.0%
Grounds maintenance workers : 37-3010 / 4251 Total	8,240	5,240	2,455	260	0	75	0	210
Grounds maintenance workers : 37-3010 / 4251 Male	8,100	5,225	2,355	245	0	75	0	200
Grounds maintenance workers : 37-3010 / 4251 Female	140	20	100	15	0	0	0	10
Grounds maintenance workers : 37-3010 / 4251 Percent Total	100.0%	63.6%	29.8%	3.2%	0.0%	0.9%	0.0%	2.5%
Grounds maintenance workers : 37-3010 / 4251 Percent Male	98.3%	63.4%	28.6%	3.0%	0.0%	0.9%	0.0%	2.4%
Grounds maintenance workers : 37-3010 / 4251 Percent Female	1.7%	0.2%	1.2%	0.2%	0.0%	0.0%	0.0%	0.1%

Source: 2014-2018 ACS 5-Year EEO Estimates

Title	Total	WM	WF	BM	BF	HM	HF	AM	AF	TM	TF
First-line supervisors of housekeeping and janitorial workers : 37-1011 / 4200	510	95	45	50	75	195	50	0	0	0	0
First-line supervisors of landscaping, lawn service, and groundskeeping workers : 37-1012 / 4210	864	670	15	25	0	140	0	4	0	10	0
Building cleaning workers : 37-2010 / 4220	16390	2160	2,140	1015	1,100	2560	6,250	65	315	135	650
Grounds maintenance workers : 37-3010 / 4251	8245	2,355	100	245	15	5225	20	75	0	200	10
	26009	5280	2300	1335	1190	8120	6320	144	315	345	660

Shoreline West Clerical New Haven Data Set

New Haven EEO-ALL01R - Occupation by Sex and Race/Ethnicity for Residence Geography (Universe: Civilian labor force 16 years and over)

Note: Race categories with grey background indicate "Not Hispanic or Latino, One Race."

Enter Search Terms Here	Total All Groups	Hispanic or Latino	White	Black or African American	American Indian /Alaska Native	Asian	Native Hawaiian /Pacific Islander	Balance of not Hispanic or Latino
			alone	alone	alone	alone	alone	
Information and record clerks, except customer service represent: Total	7,275	1,350	4,485	1,085	4	240	0	100
Information and record clerks, except customer service represent: Male	1,175	170	700	235	0	70	0	0
Information and record clerks, except customer service represent: Female	6,100	1,180	3,790	850	4	170	0	100
Information and record clerks, except customer service represent: Percent Total	100.0%	18.6%	61.6%	14.9%	0.1%	3.3%	0.0%	1.4%
Information and record clerks, except customer service represent: Percent Male	16.2%	2.3%	9.6%	3.2%	0.0%	1.0%	0.0%	0.0%
Information and record clerks, except customer service represent: Percent Female	83.8%	16.2%	52.1%	11.7%	0.1%	2.3%	0.0%	1.4%
Secretaries and administrative assistants : 43-6010 / 5710 Total	10,895	1,030	8,525	1,005	0	225	0	110
Secretaries and administrative assistants : 43-6010 / 5710 Male	510	150	250	100	0	0	0	15
Secretaries and administrative assistants : 43-6010 / 5710 Female	10,380	880	8,275	905	0	225	0	95
Secretaries and administrative assistants : 43-6010 / 5710 Percent Total	100.0%	9.5%	78.2%	9.2%	0.0%	2.1%	0.0%	1.0%
Secretaries and administrative assistants : 43-6010 / 5710 Percent Male	4.7%	1.4%	2.3%	0.9%	0.0%	0.0%	0.0%	0.1%
Secretaries and administrative assistants : 43-6010 / 5710 Percent Female	95.3%	8.1%	76.0%	8.3%	0.0%	2.1%	0.0%	0.9%

The table below is a summary of the above data

Title	Total	WM	WF	BM	BF	HM	HF	AM	AF	TM	TF
Information and record clerks, except customer service represent:	7265	700	3,790	235	850	170	1,180	70	170	0	100
Secretaries and administrative assistants : 43-6010 / 5710	10895	250	8,275	100	905	150	880	0	225	15	95
	18160	950	12,065	335	1,755	320	2,060	70	395	15	195

Shoreline West Paraprofessional New Haven

New Haven EEO-ALL01R - Occupation by Sex and Race/Ethnicity for Residence Geography (Universe: Civilian labor force 16 years and over)

Note: Race categories with grey background indicate "Not Hispanic or Latino, One Race."

Enter Search Terms Here	Total All Groups	Hispanic or Latino	White alone	Black or African American alone	American Indian /Alaska Native alone	Asian alone	Native Hawaiian /Pacific Islander alone	Balance of not Hispanic or Latino
Other teachers and instructors, education, training, and library wo Total	4,075	760	2,355	555	0	250	0	160
Other teachers and instructors, education, training, and library work Male	1,180	285	650	160	0	70	0	10
Other teachers and instructors, education, training, and library work Female	2,895	470	1,700	395	0	175	0	150
Other teachers and instructors, education, training, and library work Percent Total	100.0%	18.7%	57.8%	13.6%	0.0%	6.1%	0.0%	3.9%
Other teachers and instructors, education, training, and library work Percent Male	29.0%	7.0%	16.0%	3.9%	0.0%	1.7%	0.0%	0.2%
Other teachers and instructors, education, training, and library work Percent Female	71.0%	11.5%	41.7%	9.7%	0.0%	4.3%	0.0%	3.7%
Financial clerks, except bookkeeping, accounting, and auditing cler Total	3,510	500	2,530	365	0	80	0	35
Financial clerks, except bookkeeping, accounting, and auditing clerk Male	645	75	480	75	0	15	0	0
Financial clerks, except bookkeeping, accounting, and auditing clerk Female	2,865	420	2,050	290	0	70	0	35
Financial clerks, except bookkeeping, accounting, and auditing clerk Percent Total	100.0%	14.2%	72.1%	10.4%	0.0%	2.3%	0.0%	1.0%
Financial clerks, except bookkeeping, accounting, and auditing clerk Percent Male	18.4%	2.1%	13.7%	2.1%	0.0%	0.4%	0.0%	0.0%
Financial clerks, except bookkeeping, accounting, and auditing clerk Percent Female	81.6%	12.0%	58.4%	8.3%	0.0%	2.0%	0.0%	1.0%
Bookkeeping, accounting, and auditing clerks : 43-3031 / 5120 Total	3,915	375	3,165	325	0	50	0	0
Bookkeeping, accounting, and auditing clerks : 43-3031 / 5120 Male	500	145	270	85	0	0	0	0
Bookkeeping, accounting, and auditing clerks : 43-3031 / 5120 Female	3,415	230	2,895	240	0	50	0	0
Bookkeeping, accounting, and auditing clerks : 43-3031 / 5120 Percent Total	100.0%	9.6%	80.8%	8.3%	0.0%	1.3%	0.0%	0.0%
Bookkeeping, accounting, and auditing clerks : 43-3031 / 5120 Percent Male	12.8%	3.7%	6.9%	2.2%	0.0%	0.0%	0.0%	0.0%
Bookkeeping, accounting, and auditing clerks : 43-3031 / 5120 Percent Female	87.2%	5.9%	73.9%	6.1%	0.0%	1.3%	0.0%	0.0%

Source: 2014-2018 ACS 5-Year EEO Estimates

The table below is a summary of the above data

Title	Total	WM	WF	BM	BF	HM	HF	AM	AF	TM	TF
Other teachers and instructors, education, training, and library work	4065	650	1,700	160	395	285	470	70	175	10	150
Financial clerks, except bookkeeping, accounting, and auditing clerks : 43-30XX / 5100	3510	480	2,050	75	290	75	420	15	70	0	35
Bookkeeping, accounting, and auditing clerks : 43-3031 / 5120	3915	270	2,895	85	240	145	230	0	50	0	0
	11490	1400	6,645	320	925	505	1,120	85	295	10	185

Shoreline-West Protective Service New Haven

New Haven EEO-ALL01R - Occupation by Sex and Race/Ethnicity for Residence Geography (Universe: Civilian labor force 16 years and over)

Note: Race categories with grey background indicate "Not Hispanic or Latino, One Race."

Enter Search Terms Here	Total All Groups	Hispanic or Latino	White alone	Black or African American	American Indian /Alaska Native alone	Asian alone	Native Hawaiian /Pacific	Balance of not Hispanic or Latino
First-line supervisors of law enforcement workers : 33-1010 / 3700 Total	430	80	345	4	0	0	0	0
First-line supervisors of law enforcement workers : 33-1010 / 3700 Male	400	60	335	4	0	0	0	0
First-line supervisors of law enforcement workers : 33-1010 / 3700 Female	30	20	10	0	0	0	0	0
First-line supervisors of law enforcement workers : 33-1010 / 3700 Percent Total	100.0%	18.6%	80.2%	0.9%	0.0%	0.0%	0.0%	0.0%
First-line supervisors of law enforcement workers : 33-1010 / 3700 Percent Male	93.0%	14.0%	77.9%	0.9%	0.0%	0.0%	0.0%	0.0%
First-line supervisors of law enforcement workers : 33-1010 / 3700 Percent Female	7.0%	4.7%	2.3%	0.0%	0.0%	0.0%	0.0%	0.0%
Police officers : 33-3050 / 3870 Total	2,310	345	1,620	235	15	75	0	25
Police officers : 33-3050 / 3870 Male	2,105	335	1,535	135	15	65	0	25
Police officers : 33-3050 / 3870 Female	205	10	85	100	0	4	0	0
Police officers : 33-3050 / 3870 Percent Total	100.0%	14.9%	70.1%	10.2%	0.6%	3.2%	0.0%	1.1%
Police officers : 33-3050 / 3870 Percent Male	91.1%	14.5%	66.5%	5.8%	0.6%	2.8%	0.0%	1.1%
Police officers : 33-3050 / 3870 Percent Female	8.9%	0.4%	3.7%	4.3%	0.0%	0.2%	0.0%	0.0%

Source: 2014-2018 ACS 5-Year EEO Estimates

Title	Total	WM	WF	BM	BF	HM	HF	AM	AF	TM	TF
First-line supervisors of law enforcement workers : 33-1010 / 3700	429	335	10	4	0	60	20	0	0	0	0
Police officers : 33-3050 / 3870	2309	1,535	85	135	100	335	10	80	4	25	0
	2738	1870	95	139	100	395	30	80	4	25	0

Shoreline-West Skilled Craft New Haven 2022

New Haven EEO-ALL01R - Occupation by Sex and Race/Ethnicity for Residence Geography (Universe: Civilian labor force 16 years and over)

Note: Race categories with grey background indicate "Not Hispanic or Latino, One Race."

Enter Search Terms Here		Total All Groups	Hispanic or Latino	White	Black or African American	American Indian /Alaska Native alone	Asian	Native Hawaiian /Pacific Islander alone	Balance of not Hispanic or Latino
				alone	alone	alone	alone	alone	
Carpenters : 47-2031 / 6230	Total	4,245	1,005	2,995	220	10	0	0	20
Carpenters : 47-2031 / 6230	Male	4,190	1,005	2,935	220	10	0	0	20
Carpenters : 47-2031 / 6230	Female	60	0	60	0	0	0	0	0
Carpenters : 47-2031 / 6230	Percent Total	100.0%	23.7%	70.6%	5.2%	0.2%	0.0%	0.0%	0.5%
Carpenters : 47-2031 / 6230	Percent Male	98.7%	23.7%	69.1%	5.2%	0.2%	0.0%	0.0%	0.5%
Carpenters : 47-2031 / 6230	Percent Female	1.4%	0.0%	1.4%	0.0%	0.0%	0.0%	0.0%	0.0%
Pipelayers, plumbers, pipefitters, and steamfitters : 47-2150 / 644	Total	1,640	190	1,405	40	0	4	0	0
Pipelayers, plumbers, pipefitters, and steamfitters : 47-2150 / 6441	Male	1,635	185	1,405	40	0	4	0	0
Pipelayers, plumbers, pipefitters, and steamfitters : 47-2150 / 6441	Female	4	4	0	0	0	0	0	0
Pipelayers, plumbers, pipefitters, and steamfitters : 47-2150 / 6441	Percent Total	100.0%	11.6%	85.7%	2.4%	0.0%	0.2%	0.0%	0.0%
Pipelayers, plumbers, pipefitters, and steamfitters : 47-2150 / 6441	Percent Male	99.7%	11.3%	85.7%	2.4%	0.0%	0.2%	0.0%	0.0%
Pipelayers, plumbers, pipefitters, and steamfitters : 47-2150 / 6441	Percent Female	0.2%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Source: 2014-2018 ACS 5-Year EEO Estimates

Title	Total	WM	WF	BM	BF	HM	HF	AM	AF	TM	TF
Carpenters : 47-2031 / 6230	4250	2935	60	220	0	1005	0	10	0	20	0
Pipelayers, plumbers, pipefitters, and steamfitters : 47-2150 / 6441	1638	1,405	0	40	0	185	4	4	0	0	0
	5888	4340	60	260	0	1190	4	14	0	20	0

Shoreline West Service Maintenance New Haven

New Haven EEO-ALL01R - Occupation by Sex and Race/Ethnicity for Residence Geography (Universe: Civilian labor force 16 years and over)

Note: Race categories with grey background indicate "Not Hispanic or Latino, One Race."

Enter Search Terms Here	Total All Groups	Hispanic or Latino	White	African	Indian	Asian	Hawaiian	Balance of not Hispanic or Latino	
			alone	America n alone	/Alaska Native	alone	/Pacific Islander		
First-line supervisors of housekeeping and janitorial workers : 37-1011 / 4200	Total	485	70	335	55	0	20	0	0
First-line supervisors of housekeeping and janitorial workers : 37-1011 / 4200	Male	340	40	270	20	0	15	0	0
First-line supervisors of housekeeping and janitorial workers : 37-1011 / 4200	Female	145	30	70	40	0	4	0	0
First-line supervisors of housekeeping and janitorial workers : 37-1011 / 4200	Percent Total	100.0%	14.4%	69.1%	11.3%	0.0%	4.1%	0.0%	0.0%
First-line supervisors of housekeeping and janitorial workers : 37-1011 / 4200	Percent Male	70.1%	8.2%	55.7%	4.1%	0.0%	3.1%	0.0%	0.0%
First-line supervisors of housekeeping and janitorial workers : 37-1011 / 4200	Percent Female	29.9%	6.2%	14.4%	8.2%	0.0%	0.8%	0.0%	0.0%
First-line supervisors of landscaping, lawn service, and groundskeeping workers : 37-1012 / 4210	Total	600	110	350	30	50	0	0	60
First-line supervisors of landscaping, lawn service, and groundskeeping workers : 37-1012 / 4210	Male	575	110	325	30	50	0	0	60
First-line supervisors of landscaping, lawn service, and groundskeeping workers : 37-1012 / 4210	Female	30	0	30	0	0	0	0	0
First-line supervisors of landscaping, lawn service, and groundskeeping workers : 37-1012 / 4210	Percent Total	100.0%	18.3%	58.3%	5.0%	8.3%	0.0%	0.0%	10.0%
First-line supervisors of landscaping, lawn service, and groundskeeping workers : 37-1012 / 4210	Percent Male	95.8%	18.3%	54.2%	5.0%	8.3%	0.0%	0.0%	10.0%
First-line supervisors of landscaping, lawn service, and groundskeeping workers : 37-1012 / 4210	Percent Female	5.0%	0.0%	5.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Building cleaning workers : 37-2010 / 4220	Total	10,345	3,345	4,630	1,815	60	180	0	315
Building cleaning workers : 37-2010 / 4220	Male	5,650	1,640	2,685	1,070	40	45	0	170
Building cleaning workers : 37-2010 / 4220	Female	4,695	1,705	1,950	740	20	135	0	145
Building cleaning workers : 37-2010 / 4220	Percent Total	100.0%	32.3%	44.8%	17.5%	0.6%	1.7%	0.0%	3.0%
Building cleaning workers : 37-2010 / 4220	Percent Male	54.6%	15.9%	26.0%	10.3%	0.4%	0.4%	0.0%	1.6%
Building cleaning workers : 37-2010 / 4220	Percent Female	45.4%	16.5%	18.8%	7.2%	0.2%	1.3%	0.0%	1.4%
Grounds maintenance workers : 37-3010 / 4251	Total	3,295	1,150	1,880	135	0	65	0	60
Grounds maintenance workers : 37-3010 / 4251	Male	3,095	1,050	1,825	135	0	40	0	45
Grounds maintenance workers : 37-3010 / 4251	Female	200	105	55	0	0	25	0	15
Grounds maintenance workers : 37-3010 / 4251	Percent Total	100.0%	34.9%	57.1%	4.1%	0.0%	2.0%	0.0%	1.8%
Grounds maintenance workers : 37-3010 / 4251	Percent Male	93.9%	31.9%	55.4%	4.1%	0.0%	1.2%	0.0%	1.4%
Grounds maintenance workers : 37-3010 / 4251	Percent Female	6.1%	3.2%	1.7%	0.0%	0.0%	0.8%	0.0%	0.5%

Source: 2014-2018 ACS 5-Year EEO Estimates

Title	Total	WM	WF	BM	BF	HM	HF	AM	AF	TM	TF
First-line supervisors of housekeeping and janitorial workers : 37-1011 / 4200	489	270	70	20	40	40	30	15	4	0	0
First-line supervisors of landscaping, lawn service, and groundskeeping workers : 37-1012 / 4210	605	325	30	30	0	110	0	50	0	60	0
Building cleaning workers : 37-2010 / 4220	10345	2685	1,950	1070	740	1640	1,705	85	155	170	145
Grounds maintenance workers : 37-3010 / 4251	3295	1,825	55	135	0	1050	105	40	25	45	15
	14734	5105	2,105	1255	780	2840	1,840	190	184	275	160

Availability Feeder Data

Updated

Source:	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		Two or More	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
2022 Workforce Data for Executive Promotional Pool - CCP 19 and Professor													
CCP - 19 Titles	30	6	24	2	12	3	4	1	5	0	3	0	0
Professor	122	53	69	48	60	3	3	0	3	2	3	0	0
Total	152	59	93	50	72	6	7	1	8	2	6	0	0
Percentage	100.0%	38.8%	61.2%	32.9%	47.4%	3.9%	4.6%	0.7%	5.3%	1.3%	3.9%	0	0
2022 Student Data - Instructor/Assistant/Professional Non-faculty/Technical Paraprofessional													
2022 Regional FTE Student Data	6559	2736	3823	958	1063	553	915	999	1539	129	156	97	150
Percentage	100.0%	41.7%	58.3%	14.6%	16.2%	8.4%	14.0%	15.2%	23.5%	2.0%	2.4%	1.5%	2.3%
2022 Business and Training - Student Data - Administrative Clerical Categories													
Student Graduation Data (BOT)	10	5	5	1	1	0	3	4	1	0	0	0	0
Percentage	100.0%	50.0%	50.0%	10.0%	10.0%	0	30.0%	40.0%	10.0%	0	0	0	0
2022 Multiple Programs - Student Data - Paraprofessional Categories													
Accounting	22	9	13	4	6	3	3	2	4	0	0	0	0
Communication and Graphic Design	3	3	0	0	0	1	0	2	0	0	0	0	0
BOTS	93	46	47	14	12	10	14	20	18	1	3	1	0
Paralegal	6	1	5	0	1	0	0	1	2	0	1	0	1
Library Science	0	0	0	0	0	0	0	0	0	0	0	0	0
Computer Science and Networking	2	2	0	0	0	1	0	1	0	0	0	0	0
Total	126	61	65	18	19	15	17	26	24	1	4	1	1
Percentage	100.0%	48.4%	51.6%	14.3%	15.1%	11.9%	13.5%	20.6%	19.0%	0.8%	3.2%	0.8%	0.8%
2022 Criminal Justice Programs - Protective Service Categories													
Student Graduation Data	51	21	30	13	4	1	8	6	18	0	0	1	0
Percentage	100.0%	41.2%	58.8%	25.5%	7.8%	2.0%	15.7%	11.8%	35.3%	0	0	2.0%	0
Employee data for Professional Non-Faculty													
2022 PT Education Assistants	152	47	105	29	62	7	21	9	18	2	3	0	1
2022 PT Professional Employees	4	2	2	0	1	2	0	0	1	0	0	0	0
Total	156	49	107	29	63	9	21	9	19	2	3	0	1
Percentage	100.0%	31.4%	68.6%	18.6%	40.4%	5.8%	13.5%	5.8%	12.2%	1.3%	1.9%	0	0.6%
Lecturers - Feeder data for Instructors													
2022 PT Lectures	470	207	263	173	218	23	22	7	10	4	12	0	1
FT (non-perm) Lecturers	8	3	5	3	5	0	0	0	0	0	0	0	0
Total	478	210	268	176	223	23	22	7	10	4	12	0	1
Percentage	100.0%	43.9%	56.1%	36.8%	46.7%	4.8%	4.6%	1.5%	2.1%	0.8%	2.5%	0	0.2%

Table 323.20. Master's degrees conferred by postsecondary institutions, by race/ethnicity and sex of student: Selected years, 1976-77 through 2019-20

Year and sex	Number of degrees conferred to U.S. citizens, permanent residents, and nonresident aliens								Percentage distribution of degrees conferred to U.S. citizens and permanent residents						
	Total	White	Black	Hispanic	Asian/Pacific Islander	American Indian/Alaska	Two or more races\1	Non-resident alien	Total	White	Black	Hispanic	Asian/Pacific Islander	American Indian/Alaska Native	Two or more races\1
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Total															
2019-20	843,449	448,419	92,750	84,555	54,668	3,549	22,133	137,375	100.0	63.5	13.1	12.0	7.7	0.5	3.1
Males															
2019-20	325,664	163,274	27,520	28,597	22,733	1,142	7,883	74,515	100.0	65.0	11.0	11.4	9.1	0.5	3.1
Females															
2019-20	517,785	285,145	65,230	55,958	31,935	2,407	14,250	62,860	100.0	62.7	14.3	12.3	7.0	0.5	3.1
Total	Totm	totf	wm	wf	bm	bf	hm	hf	am	af	tm	tf			
706074	251149	454925	163274	285145	27520	65230	28597	55958	23875	34342	7883	14250			

---Not available.

\1\For years prior to 2010-11, the survey did not yet include the "Two or more races" category, and each student could be counted in only one race category.

\2\Excludes 387 males whose racial/ethnic group was not available.

\3\Excludes 175 females whose racial/ethnic group was not available.

\4\Excludes 1,377 males whose racial/ethnic group was not available.

\5\Excludes 179 females whose racial/ethnic group was not available.

NOTE: Data in this table represent the 50 states and the District of Columbia. Data are for postsecondary institutions participating in Title IV federal financial aid programs. Race categories exclude persons of Hispanic ethnicity. For 1989-90 and later years, reported racial/ethnic distributions of students by level of degree, field of study, and sex were used to estimate race/ethnicity for students whose race/ethnicity was not reported. Detail may not sum to totals because of rounding. Some data have been revised from previously published figures.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Higher Education General Information Survey (HEGIS), "Degrees and Other Formal Awards Conferred" surveys, 1976-77 and 1980-81; Integrated Postsecondary Education Data System (IPEDS), "Completions Survey" (IPEDS-C:91); and IPEDS Fall 2000 through Fall 2020, Completions component. (This table was prepared September 2021.)

Table 322.20. Bachelor's degrees conferred by postsecondary institutions, by race/ethnicity and sex of student: Selected years, 1976-77 through 2019-20

Year and sex	Number of degrees conferred to U.S. citizens, permanent residents, and nonresident aliens								Percentage distribution of degrees conferred to U.S. citizens and permanent residents						
	Total	White	Black	Hispanic	Asian/Pacific Islander	American Indian/Alaska Native	Two or more races\1\	Non-resident alien	Total	White	Black	Hispanic	Asian/Pacific Islander	American Indian/Alaska Native	Two or more races\1\
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Total															
1976-77\2,3\	917,900	807,688	58,636	18,743	13,793	3,326	---	15,714	100.0	89.5	6.5	2.1	1.5	0.4	---
1980-81\4,5\	934,800	807,319	60,673	21,832	18,794	3,593	---	22,589	100.0	88.5	6.7	2.4	2.1	0.4	---
1990-91	1,094,538	914,093	66,375	37,342	42,529	4,583	---	29,616	100.0	85.8	6.2	3.5	4.0	0.4	---
1999-2000	1,237,875	929,102	108,018	75,063	77,909	8,717	---	39,066	100.0	77.5	9.0	6.3	6.5	0.7	---
2000-01	1,244,171	927,357	111,307	77,745	78,902	9,049	---	39,811	100.0	77.0	9.2	6.5	6.6	0.8	---
2005-06	1,485,104	1,075,471	142,405	107,575	102,371	10,938	---	46,344	100.0	74.7	9.9	7.5	7.1	0.8	---
2006-07	1,524,729	1,100,308	146,767	114,962	105,287	11,463	---	45,942	100.0	74.4	9.9	7.8	7.1	0.8	---
2007-08	1,563,734	1,123,246	152,627	122,770	109,177	11,509	---	44,405	100.0	73.9	10.0	8.1	7.2	0.8	---
2008-09	1,601,399	1,144,628	156,603	129,473	112,581	12,221	---	45,893	100.0	73.6	10.1	8.3	7.2	0.8	---
2009-10	1,649,919	1,167,322	164,789	140,426	117,391	12,405	---	47,586	100.0	72.9	10.3	8.8	7.3	0.8	---
2010-11	1,716,053	1,182,690	172,731	154,450	121,118	11,935	20,589	52,540	100.0	71.1	10.4	9.3	7.3	0.7	1.2
2011-12	1,792,163	1,212,417	185,916	169,736	126,177	11,498	27,234	59,185	100.0	70.0	10.7	9.8	7.3	0.7	1.6
2012-13	1,840,381	1,221,908	191,233	186,677	130,129	11,432	34,128	64,874	100.0	68.8	10.8	10.5	7.3	0.6	1.9
2013-14	1,870,150	1,218,998	191,437	202,425	131,662	10,784	45,422	69,422	100.0	67.7	10.6	11.2	7.3	0.6	2.5
2014-15	1,894,969	1,210,071	192,829	218,098	133,916	10,202	54,215	75,638	100.0	66.5	10.6	12.0	7.4	0.6	3.0
2015-16	1,920,750	1,197,323	194,408	235,190	138,257	9,735	61,584	84,253	100.0	65.2	10.6	12.8	7.5	0.5	3.4
2016-17	1,956,114	1,195,977	196,338	252,203	144,093	9,589	66,532	91,382	100.0	64.1	10.5	13.5	7.7	0.5	3.6
2017-18	1,980,665	1,189,571	195,014	267,070	150,999	9,155	70,632	98,224	100.0	63.2	10.4	14.2	8.0	0.5	3.8
2018-19	2,013,086	1,190,080	196,654	285,024	156,099	9,167	73,665	102,397	100.0	62.3	10.3	14.9	8.2	0.5	3.9
2019-20	2,038,431	1,183,959	197,444	302,615	161,444	9,151	77,619	106,199	100.0	61.3	10.2	15.7	8.4	0.5	4.0
Males															
2019-20	861,263	509,031	70,324	117,211	72,895	3,342	31,620	56,840	100.0	63.3	8.7	14.6	9.1	0.4	3.9
Females															
2019-20	1,177,168	674,928	127,120	185,404	88,549	5,809	45,999	49,359	100.0	59.8	11.3	16.4	7.9	0.5	4.1

total totm totf wm wf bm bf hm hf am af tm tf
 1,932,232 804,423 1,127,809 509031 674928 70324 127120 117211 185404 76237 94358 31620 45999

---Not available.

\1\Prior to 2010, disaggregated data on students who were of Two or more races were not collected. Students of Two or more races were required to select a single category from among the offered race/ethnicity categories (i.e., White, Black, Hispanic, Asian, and American Indian/Alaska Native).

\2\Excludes 1,121 males whose racial/ethnic group was not available.

\3\Excludes 528 females whose racial/ethnic group was not available.

\4\Excludes 258 males whose racial/ethnic group was not available.

DIGEST OF EDUCATION STATISTICS
 TABLE 315.20 - FULL TIME FACULTY IN DEGREE GRANTING POSTSECONDARY INSTITUTIONS
 Fall 2020 - Table prepared November 2021

	TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		Two/More	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Professor	183,594	118,967 64.8	64,627 35.2	93,511 50.9	51,101 27.8	4,211 2.3	3,186 1.7	4,577 2.5	2,982 1.6	15,914 8.7	6,805 3.7	754 0.6	553 0.9
Associate Professor	155,059	82,087 52.9	72,972 47.1	60,873 39.3	54,272 35.0	4,343 2.8	5,199 3.4	4,269 2.8	3,803 2.5	11,821 7.6	8,865 5.7	781 1.0	833 1.1
Assistant Professor	157,853	71,666 45.4	86,187 54.6	50,234 31.8	60,438 38.3	4,554 2.9	7,696 4.9	4,489 2.8	5,108 3.2	11,328 7.2	11,436 7.2	1,061 1.5	1,509 1.8
Instructor	90,947	38,709 42.6	52,238 57.4	29,133 32.0	38,262 42.1	2,627 2.9	4,717 5.2	3,498 3.8	4,456 4.9	2,857 3.1	3,926 4.3	594 1.5	877 1.7
Lecturer	41,408	17,878 43.2	23,530 56.8	14,139 34.1	18,120 43.8	948 2.3	1,274 3.1	1,287 3.1	1,849 4.5	1,274 3.1	1,938 4.7	230 1.3	349 1.5
Other Faculty	131,062	64,689 49.4	66,373 50.6	46,785 35.7	46,741 35.7	3,223 2.5	5,499 4.2	3,759 2.9	4,263 3.3	10,030 7.7	8,725 6.7	892 1.4	1,145 1.7
				294,675	268,934	19,906	27,571	21,879	22,461	53,224	41,695	4,312	5,266

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data (IPEDS) Spring 2016 through Spring 2019, Human Resources Component, Fall Staff section (Table was Prepared November 2019).

**Table 315.20. Full-time faculty in degree-granting postsecondary institutions, by race/ethnicity, sex, and academic rank:
Fall 2018, fall 2019, and fall 2020**

Year, sex, and academic rank	Black, Hispanic, Asian, Pacific Islander, American Indian/Alaska Native, and Two or more races												Race/ethnicity unknown	Non-resident alien\1
	Total	White	Total	Per-cent\2	Black	Hispanic	Asian/Pacific Islander			American Indian/Alaska Native	combined AAIA/NHAP I	Two or more races		
							Total	Asian	Pacific Islander					
1	2	3	4	5	6	7	8	9	10	11	12	13	14	
2020											0			
Total	836,597	563,609	196,314	25.8	47,477	44,340	91,653	90,438	1,215	3,266	94,919	9,578	26,655	50,019
Professors	188,692	144,612	38,982	21.2	7,397	7,559	22,137	21,938	199	582	22,719	1,307	3,335	1,763
Associate professors	162,543	115,145	39,914	25.7	9,542	8,072	20,107	19,860	247	579	20,686	1,614	4,210	3,274
Assistant professors	179,705	110,672	47,181	29.9	12,250	9,597	22,067	21,778	289	697	22,764	2,570	7,721	14,131
Instructors	96,267	67,395	23,552	25.9	7,344	7,954	6,078	5,832	246	705	6,783	1,471	3,580	1,740
Lecturers	44,670	32,259	9,149	22.1	2,222	3,136	3,056	3,017	39	156	3,212	579	1,527	1,735
Other faculty	164,720	93,526	37,536	28.6	8,722	8,022	18,208	18,013	195	547	18,755	2,037	6,282	27,376
Males	438,817	294,675	99,321	25.2	19,906	21,879	51,722	51,135	587	1,502	53,224	4,312	13,845	30,976
Professors	122,503	93,511	25,456	21.4	4,211	4,577	15,593	15,469	124	321	15,914	754	2,246	1,290
Associate professors	86,448	60,873	21,214	25.8	4,343	4,269	11,537	11,414	123	284	11,821	781	2,338	2,023
Assistant professors	83,979	50,234	21,432	29.9	4,554	4,489	11,048	10,912	136	280	11,328	1,061	3,787	8,526
Instructors	41,217	29,133	9,576	24.7	2,627	3,498	2,535	2,435	100	322	2,857	594	1,562	946
Lecturers	19,467	14,139	3,739	20.9	948	1,287	1,202	1,190	12	72	1,274	230	712	877
Other faculty	85,203	46,785	17,904	27.7	3,223	3,759	9,807	9,715	92	223	10,030	892	3,200	17,314
Females	397,780	268,934	96,993	26.5	27,571	22,461	39,931	39,303	628	1,764	41,695	5,266	12,810	19,043
Professors	66,189	51,101	13,526	20.9	3,186	2,982	6,544	6,469	75	261	6,805	553	1,089	473
Associate professors	76,095	54,272	18,700	25.6	5,199	3,803	8,570	8,446	124	295	8,865	833	1,872	1,251
Assistant professors	95,726	60,438	25,749	29.9	7,696	5,108	11,019	10,866	153	417	11,436	1,509	3,934	5,605
Instructors	55,050	38,262	13,976	26.8	4,717	4,456	3,543	3,397	146	383	3,926	877	2,018	794
Lecturers	25,203	18,120	5,410	23.0	1,274	1,849	1,854	1,827	27	84	1,938	349	815	858
Other faculty	79,517	46,741	19,632	29.6	5,499	4,263	8,401	8,298	103	324	8,725	1,145	3,082	10,062

\1Race/ethnicity not collected.

\2Combined total of faculty who were Black, Hispanic, Asian, Pacific Islander, American Indian/Alaska Native, and of Two or more races as a percentage of total faculty, excluding race/ethnicity unknown and nonresident alien.

NOTE: Data in this table represent the 50 states and the District of Columbia. Only instructional faculty were classified by academic rank.

Primarily research and primarily public service faculty, as well as faculty without ranks, appear under "other faculty." Degree-granting institutions grant associate's or higher degrees and participate in Title IV federal financial aid programs. Race categories exclude persons of Hispanic ethnicity. Some data have been revised from previously published figures.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Spring 2019 through Spring 2021 Human Resources component, Fall Staff section. (This table was prepared November 2021.)



DIGEST OF EDUCATION STATISTICS

TABLE 314.40 - EMPLOYEES IN DEGREE GRANTING POSTSECONDARY INSTITUTIONS

(Fall 2021 - Table Prepared November 2020)

TABLE 314.40 IPEDS 2020 DATA - REPORTING DATE NOVEMBER 2021

STAFF	TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		Two/more	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Management	255575	108,215 42.3%	147,360 57.7%	84,249 33.0%	107,965 42.2%	10,046 3.9%	18,215 7.1%	7,113 2.8%	11,413 4.5%	5,522 2.2%	7,611 3.0%	1,285 0.9%	2,156 1.5%
Professional/ Faculty	1356292	663,015 48.9%	693,277 51.1%	503,916 37.2%	513,010 37.8%	40,858 3.0%	63,574 4.7%	40,227 3.0%	43,535 3.2%	70,435 5.2%	62,801 4.6%	7,579 1.1%	10,357 1.5%
Business & Financial Operations	218069	58,449 26.8%	159,620 73.2%	41,452 19.0%	107,215 49.2%	5,677 2.6%	19,527 9.0%	5,937 2.7%	16,859 7.7%	4,379 2.0%	13,149 6.0%	1,004 0.6%	2,870 1.8%
Computers, Engineering & Science	217238	129,182 59.5%	88,056 40.5%	93,300 42.9%	57,042 26.3%	8,194 3.8%	7,445 3.4%	10,649 4.9%	7,669 3.5%	14,814 6.8%	14,189 6.5%	2,225 2.5%	1,711 1.9%
Community, Social Service, Legal, Arts, Design, Entertainment, Sports & Media	178960	77,371 43.2%	101,589 56.8%	57,645 32.2%	71,838 40.1%	9,647 5.4%	12,070 6.7%	6,038 3.4%	10,401 5.8%	2,709 1.5%	5,050 2.8%	1,332 1.3%	2,230 2.2%
Healthcare Practitioners & Technicians	106565	29,832 28.0%	76,733 72.0%	19,435 18.2%	51,005 47.9%	2,652 2.5%	9,334 8.8%	2,672 2.5%	6,933 6.5%	4,568 4.3%	8,189 7.7%	505 0.7%	1,272 1.7%
Librarians, Curators, & Archivists	37133	10,970 29.5%	26,163 70.5%	8,777 23.6%	20,185 54.4%	654 1.8%	2,123 5.7%	819 2.2%	1,612 4.3%	569 1.5%	1,760 4.7%	151 0.6%	483 1.8%
Student & Academic Affairs & Other Education Services	165703	51,083 30.8%	114,620 69.2%	35,069 21.2%	77,151 46.6%	6,407 3.9%	15,921 9.6%	5,543 3.3%	12,673 7.6%	3,103 1.9%	6,542 3.9%	961 0.8%	2,333 2.0%
Graduate Assistants	240030	109,458 45.6%	130,572 54.4%	74,779 31.2%	86,886 36.2%	6,275 2.6%	10,878 4.5%	10,964 4.6%	13,640 5.7%	13,662 5.7%	14,189 5.9%	3,778 2.9%	4,979 3.8%
Table 314.40.	Employees in degree-granting postsecondary institutions, by race/ethnicity, sex, employment status, control and level of institution, and primary occupation: Fall 2020												

Table 314.40. Employees in degree-granting postsecondary institutions, by race/ethnicity, sex, employment status, control and level of institution, and primary occupation: Fall 2020

Sex, employment status, control and level of institution, and primary occupation	Total	White	Black, Hispanic, Asian, Pacific Islander, American Indian/Alaska Native, and Two or more races								Race/ethnicity unknown	Non-resident alien\1\
			Total	Per-cent\2\	Black	Hispanic	Asian	Pacific Islander	American Indian/Alaska Native	Two or more races		
1	2	3	4	5	6	7	8	9	10	11	12	13
Males	1,695,000	1,081,250	418,138	27.9	135,017	128,037	121,428	3,139	7,772	22,745	75,291	120,321
Faculty (instruction/research/public service)	734,605	503,916	159,099	24.0	40,858	40,227	66,453	1,114	2,868	7,579	36,429	35,161
Instruction	666,208	470,304	144,284	23.5	39,031	37,349	57,195	1,048	2,753	6,908	33,600	18,020
Research	53,446	23,404	11,052	32.1	1,017	2,039	7,379	47	74	496	2,328	16,662
Public service	14,951	10,208	3,763	26.9	810	839	1,879	19	41	175	501	479
Graduate assistants	188,950	74,779	34,679	31.7	6,275	10,964	13,080	212	370	3,778	9,680	69,812
Librarians, curators, and archivists	11,432	8,777	2,193	20.0	654	819	497	13	59	151	358	104
Student and academic affairs and other education services	54,167	35,069	16,014	31.3	6,407	5,543	2,503	222	378	961	2,247	837
Management	112,001	84,249	23,966	22.1	10,046	7,113	4,825	194	503	1,285	3,097	689
Business and financial operations	61,752	41,452	16,997	29.1	5,677	5,937	3,921	149	309	1,004	2,521	782
Computer, engineering, and science	142,355	93,300	35,882	27.8	8,194	10,649	13,998	249	567	2,225	4,891	8,282
Community, social service, legal, arts, design, entertainment, sports, and media	81,424	57,645	19,726	25.5	9,647	6,038	2,073	241	395	1,332	3,427	626
Healthcare practitioners and technicians	33,660	19,435	10,397	34.9	2,652	2,672	4,428	46	94	505	2,117	1,711
Service occupations	128,494	68,995	53,563	43.7	26,661	19,394	4,346	390	1,116	1,656	4,943	993
Sales and related occupations	3,626	2,205	1,243	36.0	562	419	122	9	26	105	163	15
Office and administrative support	64,588	36,374	24,612	40.4	9,218	9,934	3,544	133	417	1,366	2,626	976
Natural resources, construction, and maintenance	63,774	45,894	15,318	25.0	6,106	6,675	1,215	124	551	647	2,289	273
Production, transportation, and material moving	14,172	9,160	4,449	32.7	2,060	1,653	423	43	119	151	503	60
Females	2,116,104	1,337,840	606,332	31.2	230,960	185,670	139,442	4,020	10,853	35,387	86,070	85,862
Faculty (instruction/research/public service)	754,810	513,010	180,267	26.0	63,574	43,535	58,040	1,276	3,485	10,357	38,623	22,910
Instruction	697,046	482,855	165,326	25.5	60,753	40,227	50,322	1,211	3,313	9,500	35,976	12,889
Research	41,575	19,342	10,458	35.1	1,504	2,362	5,827	43	97	625	2,099	9,676
Public service	16,189	10,813	4,483	29.3	1,317	946	1,891	22	75	232	548	345
Graduate assistants	188,509	86,886	43,686	33.5	10,878	13,640	13,448	196	545	4,979	10,006	47,931
Librarians, curators, and archivists	27,078	20,185	5,978	22.8	2,123	1,612	1,496	94	170	483	731	184
Student and academic affairs and other education services	120,147	77,151	37,469	32.7	15,921	12,673	5,379	325	838	2,333	4,394	1,133
Management	151,785	107,965	39,395	26.7	18,215	11,413	6,672	210	729	2,156	3,764	661
Business and financial operations	166,489	107,215	52,405	32.8	19,527	16,859	11,941	354	854	2,870	5,379	1,490
Computer, engineering, and science	97,001	57,042	31,014	35.2	7,445	7,669	13,664	118	407	1,711	3,238	5,707
Community, social service, legal, arts, design, entertainment, sports, and media	105,822	71,838	29,751	29.3	12,070	10,401	4,093	300	657	2,230	3,497	736
Healthcare practitioners and technicians	81,994	51,005	25,728	33.5	9,334	6,933	7,806	111	272	1,272	3,485	1,776
Service occupations	96,407	44,379	47,152	51.5	22,341	18,467	4,015	288	738	1,303	3,680	1,196
Sales and related occupations	6,942	4,153	2,487	37.5	1,186	831	233	21	42	174	269	33
Office and administrative support	310,471	191,770	108,037	36.0	46,778	40,728	12,398	706	2,041	5,386	8,651	2,013
Natural resources, construction, and maintenance	5,528	3,483	1,736	33.3	868	560	171	15	41	81	241	68
Production, transportation, and material moving	3,121	1,758	1,227	41.1	700	349	86	6	34	52	112	24
title	WM	WF	BM	BF	HM	HF	AM	AF	TM	TF		
Business financial	41,452	107,215	5,677	19,527	5,937	16,859	4,379	13,149	1,004	2,870		
computers, engineering and science	93,300	57,042	8,194	7,445	10,649	7,669	14,814	14,189	2,225	1,711		
community social service, legal	57,645	71,838	9,647	12,070	6,038	10,401	2,709	5,050	1,332	2,230		
healthcare prcti	19,435	51,005	2,652	9,334	2,672	6,933	4,568	8,189	505	1,272		
librarians	20,185	20,185	654	2,123	819	1,612	569	1,760	151	483		
student ad academic affairs	35,069	77,151	6,407	15,921	5,543	12,673	6,542	6,542	961	2,333		
grad assist	74,779	86,886	6,275	10,878	10,964	13,640	13,662	14,189	3,778	4,979		
Management	112,001	84,249	107,965	10,046	18,215	7,113	11,413	5,522	7,611	1,285	2,156	689

Section 46a-68-85
Utilization Analysis

Section 46a-68-85: UTILIZATION ANALYSIS AND HIRING & PROMOTIONAL GOALS

Subsection (a)

To determine whether protected classes are fully and fairly utilized, the representation of protected group populations in the workforce shall be compared. The form and format prescribed by the Commission on Human Rights and Opportunities (CHRO) staff, to the availability of such persons for employment. Comparisons between the College's workforce and the availability base calculated in the Availability Analysis Section 46a-68-84 of the Connecticut State Regulations shall be done by occupational category, position classifications employing a significant number of persons and job titles for which a separate base was calculated.

Subsection (b)

For each instance of underutilization identified in the Utilization Analysis, employment goals will be set to increase representation of protected class members in the CSCC Shoreline West Region's workforce. The region shall set employment goals for job titles filled through original appointment or promotional appointment. The objective of such goals shall be to attain parity with the availability base for such protected class members.

Subsection (c)

Where the underutilization of race and sex groups, considered individually, does not rise to the level to require a hiring or promotion goal, but where the underutilization of race sex groups, considered collectively is fifty percent (50%) or greater, a goal shall be set based on the race and sex group most underutilized in the occupational category, position classification or job title under consideration or for the race and sex group with the highest availability base.

CSCC - Shoreline West Region

UTILIZATION ANALYSIS

AGENCY: CSCC - Shoreline West Region
 CATEGORY OR CLASS: EEO1 -EXECUTIVE
 POSITION CLASSIFICATION (25+): All titles

REPORTING DATE: 9/30/2022
 LABOR MARKET AREA: STATEWIDE/NATIONAL

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE	
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCE %	100.0%	55.0%	45.0%	25.0%	25.0%	20.0%	15.0%	5.0%	0.0%	5.0%	5.0%	0.0%	0.0%
WORKFORCE PARITY %	100.0	40.7	59.3	31.9	45.1	3.7	5.9	2.8	4.8	1.9	2.8	0.6	0.7
WORKFORCE NOS.	20	11	9	5	5	4	3	1	0	1	1	0	0
WORKFORCE PARITY NOS.		8.1	11.9	6.4	9.0	0.7	1.2	0.6	1.0	0.4	0.6	0.1	0.1
NET UTILIZATION (+/-)		2.9	-2.9	-1.4	-4.0	3.3	1.8	0.4	-1.0	0.6	0.4	-0.1	-0.1
PREVIOUS UTILIZATION		0.0	0.0	-3.7	-2.3	3.0	4.5	0.2	-1.3	0.5	-0.7	-0.1	-0.2

*** Enter line E from previous filing

HIRING GOALS	PREVIOUS PLAN GOALS	6	3	3	3	1	0	0	0	1	0	1	0	0	
	CURRENT PLAN HIRES	2	1	1	1	1	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	5	1	4	1	3	0	0	0	1	0	0	0	0	0

PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	2	1	1	1	1	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	2	1	1	0	0	1	0	0	0	0	1	0	0
	CURRENT PLAN GOALS	1	0	1	0	1	0	0	0	0	0	0	0	0

UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0

NOTE:

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

CSCC - Shoreline West Region

UTILIZATION ANALYSIS

AGENCY: CSCC - Shoreline West Region
 CATEGORY OR CLASS: EEO2 -FACULTY
 POSITION CLASSIFICATION (25+): Professor

REPORTING DATE: 9/30/2022
 LABOR MARKET AREA: STATEWIDE/NATIONAL

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE		
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %	100.0%	43.4%	56.6%	39.3%	49.2%	2.5%	2.5%	0.0%	2.5%	1.6%	2.5%	0.0%	0.0%	A
WORKFORCE PARITY %	100.0	48.8	51.2	34.9	37.2	7.0	14.0	2.3	0.0	4.7	0.0	0.0	0.0	B
WORKFORCE NOS.	122	53	69	48	60	3	3	0	3	2	3	0	0	C
WORKFORCE PARITY NOS.		59.5	62.5	42.6	45.4	8.5	17.1	2.8	0.0	5.7	0.0	0.0	0.0	D
NET UTILIZATION (+/-)		-6.5	6.5	5.4	14.6	-5.5	-14.1	-2.8	3.0	-3.7	3.0	0.0	0.0	E
PREVIOUS UTILIZATION		-2.6	2.6	9.9	12.1	-11.8	-15.5	-3.7	3.0	3.0	3.0	0.0	0.0	F
*** Enter line E from previous filing														
HIRING GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	G
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	32	16	16	0	0	12	16	4	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	8	3	5	2	5	1	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	27	13	14	0	0	6	14	3	0	4	0	0	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	O
NOTE:														

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

CSCC - Shoreline West Region

UTILIZATION ANALYSIS

AGENCY: CSCC - Shoreline West Region
 CATEGORY OR CLASS: EEO2 -FACULTY
 POSITION CLASSIFICATION (25+): Associate Professor

REPORTING DATE: 9/30/2022
 LABOR MARKET AREA: STATEWIDE/NATIONAL

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE		
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %	100.0%	48.8%	51.2%	34.9%	37.2%	7.0%	14.0%	2.3%	0.0%	4.7%	0.0%	0.0%	0.0%	A
WORKFORCE PARITY %	100.0	28.9	71.1	17.8	51.1	6.7	11.1	4.4	4.4	0.0	4.4	0.0	0.0	B
WORKFORCE NOS.	43	21	22	15	16	3	6	1	0	2	0	0	0	C
WORKFORCE PARITY NOS.		12.4	30.6	7.7	22.0	2.9	4.8	1.9	1.9	0.0	1.9	0.0	0.0	D
NET UTILIZATION (+/-)		8.6	-8.6	7.3	-6.0	0.1	1.2	-0.9	-1.9	2.0	-1.9	0.0	0.0	E
PREVIOUS UTILIZATION		2.6	-2.6	3.0	-0.3	1.3	1.4	0.1	-1.8	-1.8	-1.8	0.0	0.0	F
*** Enter line E from previous filing														
HIRING GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	G
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	6	2	4	0	0	0	0	0	2	2	2	0	J
	CURRENT PLAN PROMOTIONS	12	7	5	5	4	0	1	0	0	2	0	0	K
	CURRENT PLAN GOALS	11	1	10	0	6	0	0	1	2	0	2	0	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	O

NOTE:

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

CSCC - Shoreline West Region

UTILIZATION ANALYSIS

AGENCY: CSCC - Shoreline West Region
 CATEGORY OR CLASS: EEO2 -FACULTY
 POSITION CLASSIFICATION (25+): Assistant Professor

REPORTING DATE: 9/30/2022
 LABOR MARKET AREA: STATEWIDE/NATIONAL

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE			
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE		
WORKFORCE %	100.0%	28.9%	71.1%	17.8%	51.1%	6.7%	11.1%	4.4%	4.4%	0.0%	4.4%	0.0%	0.0%	A	
WORKFORCE PARITY %	100.0	49.8	50.2	32.3	32.5	4.0	7.4	8.8	5.6	4.3	4.5	0.5	0.5	B	
WORKFORCE NOS.	45	13	32	8	23	3	5	2	2	0	2	0	0	C	
WORKFORCE PARITY NOS.		22.4	22.6	14.5	14.6	1.8	3.3	4.0	2.5	1.9	2.0	0.2	0.2	D	
NET UTILIZATION (+/-)		-9.4	9.4	-6.5	8.4	1.2	1.7	-2.0	-0.5	-1.9	0.0	-0.2	-0.2	E	
PREVIOUS UTILIZATION		-9.7	9.6	-5.9	11.0	0.5	0.8	-3.4	0.5	1.1	-2.4	-2.0	-0.4	F	
*** Enter line E from previous filing															
HIRING GOALS	PREVIOUS PLAN GOALS	8	7	1	3	0	0	0	2	0	0	1	2	0	G
	CURRENT PLAN HIRES	11	1	10	1	7	0	2	0	1	0	0	0	0	H
	CURRENT PLAN GOALS	9	8	1	5	0	0	0	1	1	2	0	0	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	4	4	0	3	0	0	0	1	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	4	4	0	2	0	1	0	1	0	0	0	0	0	K
	CURRENT PLAN GOALS	3	3	0	2	0	0	0	1	0	0	0	0	0	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	O

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

CSCC - Shoreline West Region

UTILIZATION ANALYSIS

AGENCY: CSCC - Shoreline West Region
 CATEGORY OR CLASS: EEO2 -FACULTY
 POSITION CLASSIFICATION (25+): Instructors

REPORTING DATE: 9/30/2022
 LABOR MARKET AREA: STATEWIDE/NATIONAL

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE			
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE		
WORKFORCE %	100.0%	54.2%	45.8%	33.3%	29.2%	4.2%	8.3%	12.5%	4.2%	4.2%	4.2%	0.0%	0.0%	A	
WORKFORCE PARITY %	100.0	45.9	54.1	33.9	38.9	3.4	5.2	3.6	4.7	4.3	4.6	0.8	1.0	B	
WORKFORCE NOS.	24	13	11	8	7	1	2	3	1	1	1	0	0	C	
WORKFORCE PARITY NOS.		11.0	13.0	8.1	9.3	0.8	1.2	0.9	1.1	1.0	1.1	0.2	0.2	D	
NET UTILIZATION (+/-)		2.0	-2.0	-0.1	-2.3	0.2	0.8	2.1	-0.1	0.0	-0.1	-0.2	-0.2	E	
PREVIOUS UTILIZATION		4.2	-4.2	1.7	-5.1	0.6	0.2	1.6	-0.6	-0.6	1.4	0.9	-0.2	F	
*** Enter line E from previous filing															
HIRING GOALS	PREVIOUS PLAN GOALS	7	1	6	0	5	0	0	0	1	1	0	0	0	G
	CURRENT PLAN HIRES	16	8	8	5	7	0	1	2	0	1	0	0	0	H
	CURRENT PLAN GOALS	3	0	3	0	2	0	0	0	0	0	0	0	1	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	1	0	1	0	0	0	0	1	0	0	0	0	0	K
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	O
NOTE:															

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

CSCC - Shoreline West Region

UTILIZATION ANALYSIS

AGENCY: CSCC - Shoreline West Region
 CATEGORY OR CLASS: Professional Non-Faculty
 POSITION CLASSIFICATION (25+): All Remaining Titles

REPORTING DATE: 9/30/2022
 LABOR MARKET AREA: STATEWIDE/NATIONAL

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE			
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE		
WORKFORCE %	100.0%	28.6%	71.4%	17.2%	34.4%	5.7%	17.7%	4.2%	12.5%	1.6%	5.7%	0.0%	1.0%	A	
WORKFORCE PARITY %	100.0	32.8	67.2	19.5	38.1	6.0	11.7	5.3	11.9	1.6	3.8	0.6	1.8	B	
WORKFORCE NOS.	192	55	137	33	66	11	34	8	24	3	11	0	2	C	
WORKFORCE PARITY NOS.		63.0	129.0	37.4	73.2	11.5	22.5	10.2	22.8	3.1	7.3	1.2	3.5	D	
NET UTILIZATION (+/-)		-8.0	8.0	-4.4	-7.2	-0.5	11.5	-2.2	1.2	-0.1	3.7	-1.2	-1.5	E	
PREVIOUS UTILIZATION		-9.2	9.2	-7.2	-8.2	4.4	10.5	-4.2	3.4	-0.8	5.6	-1.4	-2.0	F	
*** Enter line E from previous filing															
HIRING GOALS	PREVIOUS PLAN GOALS	23	13	10	7	8	0	0	4	0	1	0	1	2	G
	CURRENT PLAN HIRES*	42	12	30	6	9	1	10	4	7	1	2	0	2	H
	CURRENT PLAN GOALS	14	6	8	3	6	0	0	2	0	0	0	1	2	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	7	0	7	0	2	0	2	0	2	0	1	0	0	K
	CURRENT PLAN GOALS	3	2	1	1	1	1	0	0	0	0	0	0	0	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	O

NOTE: *Hire includes 1BF who transferred into this region from within the CT Community College system.

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

CSCC - Shoreline West Region

UTILIZATION ANALYSIS

AGENCY: CSCC - Shoreline West Region
 CATEGORY OR CLASS: EEO2 -FACULTY
 POSITION CLASSIFICATION (25+): Guided Pathways Advisor 1

REPORTING DATE: 9/30/2022
 LABOR MARKET AREA: STATEWIDE/NATIONAL

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE		
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %	100.0%	25.0%	75.0%	9.6%	26.9%	11.5%	21.2%	3.8%	17.3%	0.0%	5.8%	0.0%	3.8%	A
WORKFORCE PARITY %	100.0	30.1	69.9	17.9	44.2	5.3	11.2	4.9	10.8	1.4	2.3	0.8	1.4	B
WORKFORCE NOS.	52	13	39	5	14	6	11	2	9	0	3	0	2	C
WORKFORCE PARITY NOS.		15.7	36.3	9.3	23.0	2.8	5.8	2.5	5.6	0.7	1.2	0.4	0.7	D
NET UTILIZATION (+/-)		-2.7	2.7	-4.3	-9.0	3.2	5.2	-0.5	3.4	-0.7	1.8	-0.4	1.3	E
PREVIOUS UTILIZATION		3.0	-3.0	-0.8	-5.0	3.6	0.0	0.7	1.1	-0.4	1.4	-0.2	-0.4	F
*** Enter line E from previous filing														
HIRING GOALS	PREVIOUS PLAN GOALS	7	1	6	1	5	0	0	0	0	0	0	1	G
	CURRENT PLAN HIRES	35	8	27	3	9	4	9	1	6	0	1	2	H
	CURRENT PLAN GOALS	15	6	9	4	9	0	0	1	0	1	0	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	O

Current plan hires includes 1HF transfer into the category from Professional Non-Faculty

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

CSCC - Shoreline West Region

UTILIZATION ANALYSIS

AGENCY: CSCC - Shoreline West Region
 CATEGORY OR CLASS: Administrative/Clerical
 POSITION CLASSIFICATION (25+): All Titles

REPORTING DATE: 9/30/2022
 LABOR MARKET AREA: Fairfield County

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE			
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE		
WORKFORCE %	100.0%	5.6%	94.4%	0.0%	61.1%	5.6%	16.7%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	A	
WORKFORCE PARITY %	100.0	18.2	81.8	7.2	53.4	1.0	13.9	9.4	11.8	0.5	2.0	0.1	0.7	B	
WORKFORCE NOS.	18	1	17	0	11	1	3	0	3	0	0	0	0	C	
WORKFORCE PARITY NOS.		3.3	14.7	1.3	9.6	0.2	2.5	1.7	2.1	0.1	0.4	0.0	0.1	D	
NET UTILIZATION (+/-)		-2.3	2.3	-1.3	1.4	0.8	0.5	-1.7	0.9	-0.1	-0.4	0.0	-0.1	E	
PREVIOUS UTILIZATION		-0.9	0.9	-1.4	-3.0	1.4	2.9	-0.7	1.7	-0.1	-0.6	0.0	-0.2	F	
*** Enter line E from previous filing															
HIRING GOALS	PREVIOUS PLAN GOALS	6	2	4	1	3	0	0	1	0	0	1	0	0	G
	CURRENT PLAN HIRES	2	1	1	0	1	1	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	4	3	1	1	0	0	0	2	0	0	1	0	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	O

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

CSCC - Shoreline West Region

UTILIZATION ANALYSIS

AGENCY: CSCC - Shoreline West Region
 CATEGORY OR CLASS: Paraprofessional
 POSITION CLASSIFICATION (25+): All Titles

REPORTING DATE: 9/30/2022
 LABOR MARKET AREA: Fairfield County

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE			
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE		
WORKFORCE %	100.0%	14.3%	85.7%	0.0%	14.3%	0.0%	28.6%	14.3%	28.6%	0.0%	14.3%	0.0%	0.0%	A	
WORKFORCE PARITY %	100.0	24.9	75.1	12.8	46.4	4.4	11.0	6.3	14.2	1.0	2.2	0.5	1.1	B	
WORKFORCE NOS.	7	1	6	0	1	0	2	1	2	0	1	0	0	C	
WORKFORCE PARITY NOS.		1.7	5.3	0.9	3.2	0.3	0.8	0.4	1.0	0.1	0.2	0.0	0.1	D	
NET UTILIZATION (+/-)		-0.7	0.7	-0.9	-2.2	-0.3	1.2	0.6	1.0	-0.1	0.8	0.0	-0.1	E	
PREVIOUS UTILIZATION		-2.3	2.3	-1.8	-2.9	-0.5	2.4	0.3	1.3	-0.2	1.6	-0.1	-0.2	F	
*** Enter line E from previous filing															
HIRING GOALS	PREVIOUS PLAN GOALS	6	3	3	2	3	1	0	0	0	1	0	0	0	G
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	4	2	2	1	2	1	0	0	0	0	0	0	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	O
NOTE:															

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

**CSCC - Shoreline West Region
UTILIZATION ANALYSIS**

AGENCY: CSCC - Shoreline West Region
 CATEGORY OR CLASS: Protective Services
 POSITION CLASSIFICATION (25+): All Titles

REPORTING DATE: 9/30/2022
 LABOR MARKET AREA: Fairfield County

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE		
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %	100.0%	83.3%	16.7%	50.0%	0.0%	0.0%	0.0%	33.3%	16.7%	0.0%	0.0%	0.0%	0.0%	A
WORKFORCE PARITY %	100.0	84.0	16.0	60.7	5.9	7.4	4.9	13.1	4.5	1.6	0.5	1.3	0.1	B
WORKFORCE NOS.	6	5	1	3	0	0	0	2	1	0	0	0	0	C
WORKFORCE PARITY NOS.		5.0	1.0	3.6	0.4	0.4	0.3	0.8	0.3	0.1	0.0	0.1	0.0	D
NET UTILIZATION (+/-)		0.0	0.0	-0.6	-0.4	-0.4	-0.3	1.2	0.7	-0.1	0.0	-0.1	0.0	E
PREVIOUS UTILIZATION		-1.1	1.1	-1.6	-0.4	-0.5	0.7	1.2	0.8	-0.1	0.0	-0.1	0.0	F
*** Enter line E from previous filing														
HIRING GOALS	PREVIOUS PLAN GOALS	4	3	1	2	1	1	0	0	0	0	0	0	G
	CURRENT PLAN HIRES	2	2	0	2	0	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	2	2	0	1	0	1	0	0	0	0	0	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	O
NOTE: WF Collective Goal Established														

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

CSCC - Shoreline West Region

UTILIZATION ANALYSIS

AGENCY: CSCC - Shoreline West Region
 CATEGORY OR CLASS: Skilled Craft Workers
 POSITION CLASSIFICATION (25+): All Titles

REPORTING DATE: 9/30/2022
 LABOR MARKET AREA: Fairfield County

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE			
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE		
WORKFORCE %	100.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	A	
WORKFORCE PARITY %	100.0	99.0	1.0	64.9	0.9	4.9	0.0	26.4	0.1	0.1	0.0	2.8	0.0	B	
WORKFORCE NOS.	4	4	0	4	0	0	0	0	0	0	0	0	0	C	
WORKFORCE PARITY NOS.		4.0	0.0	2.6	0.0	0.2	0.0	1.1	0.0	0.0	0.0	0.1	0.0	D	
NET UTILIZATION (+/-)		0.0	0.0	1.4	0.0	-0.2	0.0	-1.1	0.0	0.0	0.0	-0.1	0.0	E	
PREVIOUS UTILIZATION		0.0	0.0	1.4	0.0	-0.2	0.0	-1.1	0.0	0.0	0.0	-0.1	0.0	F	
*** Enter line E from previous filing															
HIRING GOALS	PREVIOUS PLAN GOALS	1	1	0	0	0	0	0	0	1	0	0	0	0	G
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	1	1	0	0	0	0	0	0	1	0	0	0	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	O

NOTE:

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

CSCC - Shoreline West Region

UTILIZATION ANALYSIS

AGENCY: CSCC - Shoreline West Region
 CATEGORY OR CLASS: Service Maintenance
 POSITION CLASSIFICATION (25+): All Titles

REPORTING DATE: 9/30/2022
 LABOR MARKET AREA: Fairfield County

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE			
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE		
WORKFORCE %	100.0%	90.9%	9.1%	45.5%	0.0%	27.3%	0.0%	18.2%	0.0%	0.0%	9.1%	0.0%	0.0%	A	
WORKFORCE PARITY %	100.0	61.1	38.9	25.5	10.8	6.4	4.8	26.9	20.0	0.8	1.2	1.5	2.0	B	
WORKFORCE NOS.	11	10	1	5	0	3	0	2	0	0	1	0	0	C	
WORKFORCE PARITY NOS.		6.7	4.3	2.8	1.2	0.7	0.5	3.0	2.2	0.1	0.1	0.2	0.2	D	
NET UTILIZATION (+/-)		3.3	-3.3	2.2	-1.2	2.3	-0.5	-1.0	-2.2	-0.1	0.9	-0.2	-0.2	E	
PREVIOUS UTILIZATION		3.7	-3.7	2.9	-1.3	2.2	-0.6	-1.2	-2.4	-0.1	0.9	-0.2	-0.2	F	
*** Enter line E from previous filing															
HIRING GOALS	PREVIOUS PLAN GOALS	6	1	5	0	1	0	1	1	2	0	0	0	1	G
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	6	1	5	0	1	0	1	1	2	0	0	0	1	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	O

NOTE: TF Collective Goal Established

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

CSCC - Shoreline West Region

UTILIZATION ANALYSIS

AGENCY: CSCC - Shoreline West Region
 CATEGORY OR CLASS: Administrative/Clerical
 POSITION CLASSIFICATION (25+): All Titles

REPORTING DATE: 9/30/2022
 LABOR MARKET AREA: New Haven County

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE			
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE		
WORKFORCE %	100.0%	6.7%	93.3%	6.7%	53.3%	0.0%	20.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	A	
WORKFORCE PARITY %	100.0	18.2	81.8	7.2	53.4	1.0	13.9	9.4	11.8	0.5	2.0	0.1	0.7	B	
WORKFORCE NOS.	15	1	14	1	8	0	3	0	3	0	0	0	0	C	
WORKFORCE PARITY NOS.		2.7	12.3	1.1	8.0	0.2	2.1	1.4	1.8	0.1	0.3	0.0	0.1	D	
NET UTILIZATION (+/-)		-1.7	1.7	-0.1	0.0	-0.2	0.9	-1.4	1.2	-0.1	-0.3	0.0	-0.1	E	
PREVIOUS UTILIZATION		-0.6	0.6	0.8	-3.1	-0.6	4.2	-0.6	0.1	-0.1	-0.5	0.0	-0.2	F	
*** Enter line E from previous filing															
HIRING GOALS	PREVIOUS PLAN GOALS	5	2	3	0	3	1	0	1	0	0	1	0	0	G
	CURRENT PLAN HIRES	1	0	1	0	0	0	0	0	1	0	0	0	0	H
	CURRENT PLAN GOALS	1	1	0	0	0	0	0	1	0	0	1	0	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	O
NOTE:															

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

CSCC - Shoreline West Region

UTILIZATION ANALYSIS

AGENCY: CSCC - Shoreline West Region
 CATEGORY OR CLASS: Paraprofessional
 POSITION CLASSIFICATION (25+): All Titles

REPORTING DATE: 9/30/2022
 LABOR MARKET AREA: New Haven County

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE		
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %	100.0%	0.0%	100.0%	0.0%	50.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	A
WORKFORCE PARITY %	100.0	24.9	75.1	12.8	46.4	4.4	11.0	6.3	14.2	1.0	2.2	0.5	1.1	B
WORKFORCE NOS.	4	0	4	0	2	0	0	0	2	0	0	0	0	C
WORKFORCE PARITY NOS.		1.0	3.0	0.5	1.9	0.2	0.4	0.3	0.6	0.0	0.1	0.0	0.0	D
NET UTILIZATION (+/-)		-1.0	1.0	-0.5	0.1	-0.2	-0.4	-0.3	1.4	0.0	-0.1	0.0	0.0	E
PREVIOUS UTILIZATION		-1.5	1.5	-0.8	-0.7	-0.2	0.3	-0.3	2.2	-0.1	-0.2	0.0	-0.1	F
*** Enter line E from previous filing														
HIRING GOALS	PREVIOUS PLAN GOALS	2	2	0	1	0	0	0	1	0	0	0	0	G
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	2	1	1	1	0	0	1	0	0	0	0	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	1	0	1	0	1	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	1	0	1	0	1	0	0	0	0	0	0	0	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	O
NOTE: HM Collective Goal Established														

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

CSCC - Shoreline West Region

UTILIZATION ANALYSIS

AGENCY: CSCC - Shoreline West Region
 CATEGORY OR CLASS: Paraprofessional
 POSITION CLASSIFICATION (25+): All Titles

REPORTING DATE: 9/30/2022
 LABOR MARKET AREA: New Haven County

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE		
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %	100.0%	0.0%	100.0%	0.0%	33.3%	0.0%	0.0%	0.0%	66.7%	0.0%	0.0%	0.0%	0.0%	A
WORKFORCE PARITY %	100.0	24.9	75.1	12.8	46.4	4.4	11.0	6.3	14.2	1.0	2.3	0.5	1.1	B
WORKFORCE NOS.	3	0	3	0	1	0	0	0	2	0	0	0	0	C
WORKFORCE PARITY NOS.		0.7	2.3	0.4	1.4	0.1	0.3	0.2	0.4	0.0	0.1	0.0	0.0	D
NET UTILIZATION (+/-)		-0.7	0.7	-0.4	-0.4	-0.1	-0.3	-0.2	1.6	0.0	-0.1	0.0	0.0	E
PREVIOUS UTILIZATION		-1.5	1.5	-0.8	-0.7	-0.2	0.3	-0.3	2.2	-0.1	-0.2	0.0	-0.1	F
*** Enter line E from previous filing														
HIRING GOALS	PREVIOUS PLAN GOALS	2	2	0	1	0	0	0	1	0	0	0	0	G
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	1	1	0	1	0	0	0	0	0	0	0	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	1	0	1	0	1	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	1	0	1	0	1	0	0	0	0	0	0	0	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	O

NOTE: HM Collective Goal Established

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

CSCC - Shoreline West Region

UTILIZATION ANALYSIS

AGENCY: CSCC - Shoreline West Region
 CATEGORY OR CLASS: Protective Services
 POSITION CLASSIFICATION (25+): All Titles

REPORTING DATE: 9/30/2022
 LABOR MARKET AREA: New Haven County

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE		
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %	100.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	A
WORKFORCE PARITY %	100.0	87.5	12.5	62.0	5.3	9.2	1.6	16.3	5.5	0.0	0.0	0.2	0.0	B
WORKFORCE NOS.	1	1	0	1	0	0	0	0	0	0	0	0	0	C
WORKFORCE PARITY NOS.		0.9	0.1	0.6	0.1	0.1	0.0	0.2	0.1	0.0	0.0	0.0	0.0	D
NET UTILIZATION (+/-)		0.1	-0.1	0.4	-0.1	-0.1	0.0	-0.2	-0.1	0.0	0.0	0.0	0.0	E
PREVIOUS UTILIZATION		0.2	-0.2	0.5	-0.1	-0.2	-0.1	-0.1	0.0	0.0	0.0	0.0	0.0	F
*** Enter line E from previous filing														
HIRING GOALS	PREVIOUS PLAN GOALS	1	1	0	0	0	1	0	0	0	0	0	0	G
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	1	1	0	0	0	0	0	1	0	0	0	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	O

NOTE:

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

CSCC - Shoreline West Region

UTILIZATION ANALYSIS

AGENCY: CSCC - Shoreline West Region
 CATEGORY OR CLASS: Skilled Craft Workers
 POSITION CLASSIFICATION (25+): All Titles

REPORTING DATE: 9/30/2022
 LABOR MARKET AREA: New Haven County

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE		
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %	100.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	A
WORKFORCE PARITY %	100.0	98.9	1.1	81.0	0.8	6.2	0.0	11.6	0.3	0.1	0.0	0.0	0.0	B
WORKFORCE NOS.	1	1	0	1	0	0	0	0	0	0	0	0	0	C
WORKFORCE PARITY NOS.		1.0	0.0	0.8	0.0	0.1	0.0	0.1	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZATION (+/-)		0.0	0.0	0.2	0.0	-0.1	0.0	-0.1	0.0	0.0	0.0	0.0	0.0	E
PREVIOUS UTILIZATION		0.0	0.0	0.2	0.0	-0.1	0.0	-0.1	0.0	0.0	0.0	0.0	0.0	F
*** Enter line E from previous filing														
HIRING GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	G
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	O

NOTE:

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

CSCC - Shoreline West Region

UTILIZATION ANALYSIS

AGENCY: CSCC - Shoreline West Region
 CATEGORY OR CLASS: Service Maintenance
 POSITION CLASSIFICATION (25+): All Titles

REPORTING DATE: 9/30/2022
 LABOR MARKET AREA: New Haven County

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE			
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE		
WORKFORCE %	100.0%	88.9%	11.1%	22.2%	0.0%	38.9%	0.0%	27.8%	11.1%	0.0%	0.0%	0.0%	0.0%	A	
WORKFORCE PARITY %	100.0	61.1	38.9	25.5	10.8	6.4	4.8	26.9	20.0	0.8	1.2	1.5	2.0	B	
WORKFORCE NOS.	18	16	2	4	0	7	0	5	2	0	0	0	0	C	
WORKFORCE PARITY NOS.		11.0	7.0	4.6	1.9	1.2	0.9	4.8	3.6	0.1	0.2	0.3	0.4	D	
NET UTILIZATION (+/-)		5.0	-5.0	-0.6	-1.9	5.8	-0.9	0.2	-1.6	-0.1	-0.2	-0.3	-0.4	E	
PREVIOUS UTILIZATION		5.8	-5.8	-0.1	-2.2	5.7	-1.0	0.6	-2.0	-0.2	-0.2	-0.3	-0.4	F	
*** Enter line E from previous filing															
HIRING GOALS	PREVIOUS PLAN GOALS	6	0	6	0	2	0	1	0	2	0	0	0	1	G
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	7	1	6	1	2	0	1	0	2	0	0	0	1	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	O
NOTE: TF Collective Goal Established															

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

Section 46a-68-86
Employment Analyses

Section 46a-68-86: EMPLOYMENT ANALYSES

The CSCC Shoreline West Region has undertaken a comprehensive review of the employment activity during the reporting period to identify policies and practices that perpetuate or build in barriers to equal employment. The agency has conducted the following analyses to ensure compliance with the regulations:

- 1) The Region shall conduct a separate analysis for any occupational category or position classification for which a separate availability base has been calculated and employment activity has occurred during the reporting period through hire, termination or other personnel activity.
- 2) Appointments to job titles shall be further analyzed. The applicant flow analysis shall track applicants through the hiring or promotional process to identify the step at which they were no longer candidates for employment. Information shall be provided as required for reductions in workforce.
- 3) Each agency shall further provide information by occupational category on all matters involving personnel evaluations, discipline or other reductions in workforce.

As this is a new regional affirmative action plan, there are no performance evaluations included with this submission. During the reporting period, each of the three campuses submitted AA Plans with this information and this element was found to be in compliance. All future submissions will include the available performance appraisal data for the region. Additionally, as there are no increases to report in Goals Analysis, there will be no data reported in the Applicant Flow Analyses. These too will be included in all future filings.

The included charts reflect the Region's analyses of these elements. The included applicant flow analyses and performance appraisal analyses reflect no transactions and serve as a placeholder for future filings.

CSCC - Shoreline West Region

EMPLOYMENT PROCESS ANALYSIS

OCCUPATIONAL CATEGORY: Executive

DATE: September 30, 2022

POSITION OR POSITION CLASSIFICATION: All titles

LABOR MARKET AREA: Statewide/National

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	20	11	9	5	5	4	3	1	0	1	1	0	0
Workforce Number Prior Filing	27	11	16	5	10	4	6	1	0	1	0	0	0
Net Change(+or-)	-7	0	-7	0	-5	0	-3	0	0	0	1	0	0
Hires (including PT to FT)	2	1	1	1	1	0	0	0	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	2	1	1	0	0	1	0	0	0	0	1	0	0
TRANSFER INTO Category	0	0	0	0	0	0	0	0	0	0	0	0	0
Data Adjustment	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	4	2	2	1	1	1	0	0	0	0	1	0	0
TERMINATION/NON-RENEWAL	0	0	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT	0	0	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	2	0	2	0	1	0	1	0	0	0	0	0	0
RETIREMENTS	6	1	5	1	4	0	1	0	0	0	0	0	0
Data Correction*	2	0	2	0	1	0	1	0	0	0	0	0	0
Employee moved to CT State	1	1	0	0	0	1	0	0	0	0	0	0	0
TOTAL REDUCTIONS	11	2	9	1	6	1	3	0	0	0	0	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0

NOTES:
 * WF and BF erroneously counted as executive in previous plan and has been moved to PNF in accordance with their title.

CSCC - Shoreline West Region

EMPLOYMENT PROCESS ANALYSIS

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

DATE: September 30, 2022

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	122	53	69	48	60	3	3	0	3	2	3	0	0
Workforce Number Prior Filing	148	64	84	58	75	3	3	0	3	3	3	0	0
Net Change(+or-)	-26	-11	-15	-10	-15	0	0	0	0	-1	0	0	0
HIRES (incl. Pt to Ft)	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	8	3	5	2	5	1	0	0	0	0	0	0	0
DEMOTION INTO	0	0	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	8	3	5	2	5	1	0	0	0	0	0	0	0
TERMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT	0	0	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS	34	14	20	12	20	1	0	0	0	1	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	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	34	14	20	12	20	1	0	0	0	1	0	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0

NOTES:

CSCC - Shoreline West Region

EMPLOYMENT PROCESS ANALYSIS

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

DATE: September 30, 2022

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	43	21	22	15	16	3	6	1	0	2	0	0	0
Workforce Number Prior Filing	40	18	22	13	17	4	5	1	0	0	0	0	0
Net Change(+or-)	3	3	0	2	-1	-1	1	0	0	2	0	0	0
Hires (including PT to FT)	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	12	7	5	5	4	0	1	0	0	2	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0	0	0
New Plan (Combined HCC, NCC, GWCC)	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	12	7	5	5	4	0	1	0	0	2	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT	8	3	5	2	5	1	0	0	0	0	0	0	0
RESIGNATIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS	1	1	0	1	0	0	0	0	0	0	0	0	0
DECEASED	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	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	9	4	5	3	5	1	0	0	0	0	0	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0

NOTES:

CSCC - Shoreline West Region

EMPLOYMENT PROCESS ANALYSIS

OCCUPATIONAL CATEGORY: Faculty

DATE: September 30, 2022

POSITION OR POSITION CLASSIFICATION: Assistant Professor

LABOR MARKET AREA: Statewide/National

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	45	13	32	8	23	3	5	2	2	0	2	0	0
Workforce Number Prior Filing	43	16	27	11	19	2	4	1	2	2	2	0	0
Net Change(+or-)	2	-3	5	-3	4	1	1	1	0	-2	0	0	0
Hires (including PT to FT)	11	1	10	1	7	0	2	0	1	0	0	0	0
PROMO INTO CATEGORY / CLASS	4	4	0	2	0	1	0	1	0	0	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0	0	0
DATA CORRECTION	1	0	1	0	1	0	0	0	0	0	0	0	0
TOTAL INCREASES	16	5	11	3	8	1	2	1	1	0	0	0	0
TERMINATION/NON-RENEWAL	0	0	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT	12	7	5	5	4	0	1	0	0	2	0	0	0
RESIGNATIONS	2	1	1	1	0	0	0	0	1	0	0	0	0
RETIREMENTS	0	0	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	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	14	8	6	6	4	0	1	0	1	2	0	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0

NOTES: Data Correction - WF noted as PT in previous AA Plan and should have been FT.

CSCC - Shoreline West Region

EMPLOYMENT PROCESS ANALYSIS

OCCUPATIONAL CATEGORY:

Faculty

DATE:

September 30, 2022

POSITION OR POSITION CLASSIFICATION:

Instructors

LABOR MARKET AREA:

Statewide/National

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	24	13	11	8	7	1	2	3	1	1	1	0	0
Workforce Number Prior Filing	13	10	3	6	0	1	1	2	0	0	2	1	0
Net Change(+or-)	11	3	8	2	7	0	1	1	1	1	-1	-1	0
Hires (including PT to FT)	16	8	8	5	7	0	1	2	0	1	0	0	0
PROMO INTO CATEGORY / CLASS	1	0	1	0	0	0	0	0	1	0	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0	0	0
New AA Plan (Combined HCC, NCC, GWCC)	0	0	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	17	8	9	5	7	0	1	2	1	1	0	0	0
TERMINATION/NON-RENEWAL	0	0	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT	3	3	0	2	0	0	0	1	0	0	0	0	0
RESIGNATIONS	3	2	1	1	0	0	0	0	0	0	1	1	0
RETIREMENTS	0	0	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	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	6	5	1	3	0	0	0	1	0	0	1	1	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0

NOTES:

CSCC - Shoreline West Region

EMPLOYMENT PROCESS ANALYSIS

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

DATE: September 30, 2022

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	192	55	137	33	66	11	34	8	24	3	11	0	2
Workforce Number Prior Filing	178	52	126	35	65	11	29	4	20	2	12	0	0
Net Change(+or-)	14	3	11	-2	1	0	5	4	4	1	-1	0	2
HIRES (incl. Pt to Ft)	41	12	29	6	9	1	9	4	7	1	2	0	2
RECLASS	0	0	0	0	0	0	0	0	0	0	0	0	0
TRANSFER IN FROM ANOTHER CAMPUS	1	0	1	0	0	0	1	0	0	0	0	0	0
DATA Correction	2	0	2	0	1	0	1	0	0	0	0	0	0
PROMO INTO CATEGORY	7	0	7	0	2	0	2	0	2	0	1	0	0
TOTAL INCREASES	51	12	39	6	12	1	13	4	9	1	3	0	2
RESIGNATIONS	11	1	10	1	3	0	4	0	2	0	1	0	0
RETIREMENTS	19	7	12	7	7	0	2	0	1	0	2	0	0
TRANSFER TO GPA1 CATEGORY	1	0	1	0	0	0	0	0	1	0	0	0	0
TERMINATION	1	0	1	0	1	0	0	0	0	0	0	0	0
XFER OUT OF REGION	1	0	1	0	0	0	1	0	0	0	0	0	0
PROMOTION OUT	4	1	3	0	0	1	1	0	1	0	1	0	0
TOTAL REDUCTIONS	37	9	28	8	11	1	8	0	5	0	4	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0

*WF and BF erroneously counted in executive in previous plan - they have been moved to PNF in accordance with their title.

CSCC - Shoreline West Region

EMPLOYMENT PROCESS ANALYSIS

OCCUPATIONAL CATEGORY: Professional Non-Faculty
POSITION OR POSITION CLASSIFICATION: Guided Pathways Advisor 1
LABOR MARKET AREA: Statewide/National

DATE: September 30, 2022

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	52	13	39	5	14	6	11	2	9	0	3	0	2
Workforce Number Prior Filing	27	11	16	4	7	5	3	2	4	0	2	0	0
Net Change(+or-)	25	2	23	1	7	1	8	0	5	0	1	0	2
HIRES (incl. Pt to Ft)	34	8	26	3	9	4	9	1	5	0	1	0	2
Transfer in from PNF	1	0	1	0	0	0	0	0	1	0	0	0	0
PROMO INTO CATEGORY / CLASS	0	0	0	0	0	0	0	0	0	0	0	0	0
NEW CATEGORY (GPA 1 - 25 OR MORE)	0	0	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	35	8	27	3	9	4	9	1	6	0	1	0	2
Xfer out of region	2	1	1	1	1	0	0	0	0	0	0	0	0
RESIGNATIONS	2	2	0	0	0	2	0	0	0	0	0	0	0
RETIREMENTS	2	2	0	0	0	1	0	1	0	0	0	0	0
TERMINATION	1	1	0	1	0	0	0	0	0	0	0	0	0
PROMOTION OUT OF REGION	3	0	3	0	1	0	1	0	1	0	0	0	0
TOTAL REDUCTIONS	10	6	4	2	2	3	1	1	1	0	0	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0

Note:

CSCC - Shoreline West Region

EMPLOYMENT PROCESS ANALYSIS

OCCUPATIONAL CATEGORY: Administrative/Clerical

DATE: September 30, 2022

POSITION OR POSITION CLASSIFICATION: All Titles

LABOR MARKET AREA: Fairfield County

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	18	1	17	0	11	1	3	0	3	0	0	0	0
Workforce Number Prior Filing	26	2	24	0	13	2	6	0	5	0	0	0	0
Net Change(+or-)	-8	-1	-7	0	-2	-1	-3	0	-2	0	0	0	0
Hires (including PT to FT)	2	1	1	0	1	1	0	0	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	0	0	0	0	0	0	0	0	0	0	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0	0	0
New AA Plan (Combined HCC, NCC, GWCC)	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	2	1	1	0	1	1	0	0	0	0	0	0	0
TERMINATION/NON-RENEWAL	0	0	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT	2	0	2	0	1	0	1	0	0	0	0	0	0
RESIGNATIONS	2	0	2	0	0	0	1	0	1	0	0	0	0
RETIREMENTS	5	1	4	0	2	1	1	0	1	0	0	0	0
DECEASED	0	0	0	0	0	0	0	0	0	0	0	0	0
CT State/data correction	1	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
TOTAL REDUCTIONS	10	2	8	0	3	2	3	0	2	0	0	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0

NOTES:

CSCC - Shoreline West Region

EMPLOYMENT PROCESS ANALYSIS

OCCUPATIONAL CATEGORY: Paraprofessional
 POSITION OR POSITION CLASSIFICATION: All Titles
 LABOR MARKET AREA: Fairfield County

DATE: September 30, 2022

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	7	1	6	0	1	0	2	1	2	0	1	0	0
Workforce Number Prior Filing	13	1	12	0	3	0	4	1	3	0	2	0	0
Net Change(+or-)	-6	0	-6	0	-2	0	-2	0	-1	0	-1	0	0
Hires (including PT to FT)	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	0	0	0	0	0	0	0	0	0	0	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0	0	0
Data Correction*	0	0	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	0	0	0	0	0	0	0	0	0	0	0	0	0
TERMINATION/NON-RENEWAL	0	0	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT/Transfer out of class	3	0	3	0	0	0	1	0	1	0	1	0	0
RESIGNATIONS	1	0	1	0	1	0	0	0	0	0	0	0	0
RETIREMENTS	1	0	1	0	1	0	0	0	0	0	0	0	0
Restructure to CT State	1	0	1	0	0	0	1	0	0	0	0	0	0
TOTAL REDUCTIONS	6	0	6	0	2	0	2	0	1	0	1	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0

NOTES:

CSCC - Shoreline West Region

EMPLOYMENT PROCESS ANALYSIS

OCCUPATIONAL CATEGORY: Protective Services
POSITION OR POSITION CLASSIFICATION: All Titles
LABOR MARKET AREA: Fairfield County

DATE: September 30, 2022

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	6	5	1	3	0	0	0	2	1	0	0	0	0
Workforce Number Prior Filing	6	4	2	2	0	0	1	2	1	0	0	0	0
Net Change(+or-)	0	1	-1	1	0	0	-1	0	0	0	0	0	0
Hires (including PT to FT)	2	2	0	2	0	0	0	0	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	0	0	0	0	0	0	0	0	0	0	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0	0	0
Data Correction*	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	2	2	0	2	0	0	0	0	0	0	0	0	0
TERMINATION/NON-RENEWAL	1	1	0	1	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT	0	0	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS	1	0	1	0	0	0	1	0	0	0	0	0	0
DECEASED	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	2	1	1	1	0	0	1	0	0	0	0	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0

NOTES:

CSCC - Shoreline West Region

EMPLOYMENT PROCESS ANALYSIS

OCCUPATIONAL CATEGORY: Skilled Craft Workers
POSITION OR POSITION CLASSIFICATION: All Titles
LABOR MARKET AREA: Fairfield County

DATE: September 30, 2022

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	4	4	0	4	0	0	0	0	0	0	0	0	0
Workforce Number Prior Filing	4	4	0	4	0	0	0	0	0	0	0	0	0
Net Change(+or-)	0	0	0	0	0	0	0	0	0	0	0	0	0
Hires (including PT to FT)	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	0	0	0	0	0	0	0	0	0	0	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0	0	0
Data Correction*	0	0	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	0	0	0	0	0	0	0	0	0	0	0	0	0
TERMINATION/NON-RENEWAL	0	0	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT	0	0	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS	0	0	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
TOTAL REDUCTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0

NOTES:

CSCC - Shoreline West Region

EMPLOYMENT PROCESS ANALYSIS

OCCUPATIONAL CATEGORY: Service Maintenance

DATE: September 30, 2022

POSITION OR POSITION CLASSIFICATION: All Titles

LABOR MARKET AREA: Fairfield County

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	11	10	1	5	0	3	0	2	0	0	1	0	0
Workforce Number Prior Filing	12	11	1	6	0	3	0	2	0	0	1	0	0
Net Change(+or-)	-1	-1	0	-1	0	0	0	0	0	0	0	0	0
Hires (including PT to FT)	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	0	0	0	0	0	0	0	0	0	0	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0	0	0
Data Correction*	0	0	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	0	0	0	0	0	0	0	0	0	0	0	0	0
TERMINATION/NON-RENEWAL	0	0	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT	0	0	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS	1	1	0	1	0	0	0	0	0	0	0	0	0
DECEASED	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	1	1	0	1	0	0	0	0	0	0	0	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0

NOTES:

CSCC - Shoreline West Region

EMPLOYMENT PROCESS ANALYSIS

OCCUPATIONAL CATEGORY: Administrative/Clerical

DATE: September 30, 2022

POSITION OR POSITION CLASSIFICATION: All Titles

LABOR MARKET AREA: New Haven County

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	15	1	14	1	8	0	3	0	3	0	0	0	0
Workforce Number Prior Filing	23	2	21	2	11	0	7	0	3	0	0	0	0
Net Change(+or-)	-8	-1	-7	-1	-3	0	-4	0	0	0	0	0	0
Hires (including PT to FT)	1	0	1	0	0	0	0	0	1	0	0	0	0
PROMO INTO CATEGORY / CLASS	0	0	0	0	0	0	0	0	0	0	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0	0	0
New AA Plan (Combined HCC, NCC, GWCC)	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	1	0	1	0	0	0	0	0	1	0	0	0	0
TERMINATION/NON-RENEWAL	0	0	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT	1	0	1	0	0	0	1	0	0	0	0	0	0
RESIGNATIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS	8	1	7	1	3	0	3	0	1	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	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	9	1	8	1	3	0	4	0	1	0	0	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0

NOTES:

CSCC - Shoreline West Region

EMPLOYMENT PROCESS ANALYSIS

OCCUPATIONAL CATEGORY: Paraprofessional

DATE: September 30, 2022

POSITION OR POSITION CLASSIFICATION: All Titles

LABOR MARKET AREA: New Haven County

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	4	0	4	0	2	0	0	0	2	0	0	0	0
Workforce Number Prior Filing	6	0	6	0	2	0	1	0	3	0	0	0	0
Net Change(+or-)	-2	0	-2	0	0	0	-1	0	-1	0	0	0	0
Hires (including PT to FT)	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	0	0	0	0	0	0	0	0	0	0	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0	0	0
Data Correction	0	0	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	0	0	0	0	0	0	0	0	0	0	0	0	0
TERMINATION/NON-RENEWAL	0	0	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT	0	0	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	1	0	1	0	0	0	0	0	1	0	0	0	0
RETIREMENTS	1	0	1	0	0	0	1	0	0	0	0	0	0
DECEASED	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	2	0	2	0	0	0	1	0	1	0	0	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0

NOTES:

CSCC - Shoreline West Region

EMPLOYMENT PROCESS ANALYSIS

OCCUPATIONAL CATEGORY: Protective Services
POSITION OR POSITION CLASSIFICATION: All Titles
LABOR MARKET AREA: New Haven County

DATE: September 30, 2022

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	1	1	0	1	0	0	0	0	0	0	0	0	0
Workforce Number Prior Filing	1	1	0	1	0	0	0	0	0	0	0	0	0
Net Change(+or-)	0	0	0	0	0	0	0	0	0	0	0	0	0
Hires (including PT to FT)	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	0	0	0	0	0	0	0	0	0	0	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0	0	0
Data Correction*	0	0	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	0	0	0	0	0	0	0	0	0	0	0	0	0
TERMINATION/NON-RENEWAL	0	0	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT	0	0	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS	0	0	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
TOTAL REDUCTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0

NOTES:

CSCC - Shoreline West Region

EMPLOYMENT PROCESS ANALYSIS

OCCUPATIONAL CATEGORY: Skilled Craft Workers
POSITION OR POSITION CLASSIFICATION: All Titles
LABOR MARKET AREA: New Haven County

DATE: September 30, 2022

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	1	1	0	1	0	0	0	0	0	0	0	0	0
Workforce Number Prior Filing	1	1	0	1	0	0	0	0	0	0	0	0	0
Net Change(+or-)	0	0	0	0	0	0	0	0	0	0	0	0	0
Hires (including PT to FT)	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	0	0	0	0	0	0	0	0	0	0	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0	0	0
Data Correction*	0	0	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	0	0	0	0	0	0	0	0	0	0	0	0	0
TERMINATION/NON-RENEWAL	0	0	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT	0	0	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS	0	0	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
TOTAL REDUCTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0

NOTES:

CSCC - Shoreline West Region

EMPLOYMENT PROCESS ANALYSIS

OCCUPATIONAL CATEGORY: Service Maintenance
POSITION OR POSITION CLASSIFICATION: All Titles
LABOR MARKET AREA: New Haven County

DATE: September 30, 2022

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	18	16	2	4	0	7	0	5	2	0	0	0	0
Workforce Number Prior Filing	20	18	2	5	0	7	0	6	2	0	0	0	0
Net Change(+or-)	-2	-2	0	-1	0	0	0	-1	0	0	0	0	0
Hires (including PT to FT)	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	0	0	0	0	0	0	0	0	0	0	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0	0	0
Data Correction*	0	0	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	0	0	0	0	0	0	0	0	0	0	0	0	0
TERMINATION/NON-RENEWAL	0	0	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT	0	0	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	1	1	0	0	0	0	0	1	0	0	0	0	0
RETIREMENTS	1	1	0	1	0	0	0	0	0	0	0	0	0
DECEASED	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	2	2	0	1	0	0	0	1	0	0	0	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0

NOTES:

**CSCC - Shoreline West Region
APPLICANT FLOW ANALYSIS - HIRES**

OCCUPATIONAL CATEGORY: **Executive**
POSITION OR POSITION CLASSIFICATION: **All titles**
LOCATION: **Statewide/National**

DATE: September 30, 2022

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or More		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKN	
Intra-agency	1	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	23	13	8	7	4	5	2	1	1	0	0	0	0	0	1	2	F
TOTAL APPLICANTS	24	13	9	7	4	5	2	1	1	0	0	0	0	0	2	2	G
TOTAL REJECTED APPLICANTS	12	8	3	4	1	4	0	0	1	0	0	0	0	0	1	1	H
TOTAL QUALIFIED APPLICANTS	10	5	5	3	2	1	2	1	0	0	0	0	0	0	1	0	I
WITHDRAWAL	2	0	1	0	1	0	0	0	0	0	0	0	0	0	0	1	L
TOTAL INTERVIEWED	6	2	4	2	2	0	1	0	0	0	0	0	0	0	1	0	O
Not offered Position	3	1	2	1	1	0	0	0	0	0	0	0	0	0	1	0	P
Offered Position	3	1	2	1	1	0	1	0	0	0	0	0	0	0	0	0	Q
Refused Position	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS*	2	1	1	1	1	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.

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

**CSCC - Shoreline West Region
APPLICANT FLOW ANALYSIS - PROMO**

OCCUPATIONAL CATEGORY: **Executive**
POSITION OR POSITION CLASSIFICATION: **All titles**
LOCATION: **Statewide/National**

DATE: **September 30, 2022**

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or More		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKN	
Intra-agency	2	1	1	0	0	1	0	0	0	0	1	0	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	F
TOTAL APPLICANTS	3	1	2	0	1	1	0	0	0	0	1	0	0	0	0	0	G
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	H
WTIHDRAWAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
TOTAL QUALIFIED APPLICANTS	3	1	2	0	1	1	0	0	0	0	1	0	0	0	0	0	I
TOTAL INTERVIEWED	3	1	2	0	1	1	0	0	0	0	1	0	0	0	0	0	O
Not offered Position	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	P
Offered Position	2	1	1	0	0	1	0	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	0	0	R
TOTAL ACCESSIONS*	2	1	1	0	0	1	0	0	0	0	1	0	0	0	0	0	S

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

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

CSCC - Shoreline West Region
APPLICANT FLOW ANALYSIS - HIRES
There are no hires into this category

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

DATE: September 30, 2022

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

Notes: Unknown applicant calculations are 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

**CSCC - Shoreline West Region
APPLICANT FLOW ANALYSIS - PROMOTIONS**

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

DATE: September 30, 2022

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or More		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKN	
Intra-agency	8	3	5	2	5	1	0	0	0	0	0	0	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	F
TOTAL APPLICANTS	8	3	5	2	5	1	0	0	0	0	0	0	0	0	0	0	G
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	H
WITHDRAWAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
TOTAL QUALIFIED APPLICANTS	8	3	5	2	5	1	0	0	0	0	0	0	0	0	0	0	I
TOTAL INTERVIEWED	8	3	5	2	5	1	0	0	0	0	0	0	0	0	0	0	O
Not offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	P
Offered Position	8	3	5	2	5	1	0	0	0	0	0	0	0	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS*	8	3	5	2	5	1	0	0	0	0	0	0	0	0	0	0	S

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

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

**CSCC - Shoreline West Region
APPLICANT FLOW ANALYSIS - PROMOTIONS**

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

DATE: September 30, 2022

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or More		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKN	
Intra-agency	12	7	5	5	4	0	1	0	0	2	0	0	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	F
TOTAL APPLICANTS	12	7	5	5	4	0	1	0	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	0	0	H
WITHDRAWAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
TOTAL QUALIFIED APPLICANTS	12	7	5	5	4	0	1	0	0	2	0	0	0	0	0	0	I
TOTAL INTERVIEWED	12	7	5	5	4	0	1	0	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	0	0	P
Offered Position	12	7	5	5	4	0	1	0	0	2	0	0	0	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS*	12	7	5	5	4	0	1	0	0	2	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

**CSCC - Shoreline West Region
APPLICANT FLOW ANALYSIS - PROMOTIONS**

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

DATE: September 30, 2022

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or More		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKN	
Intra-agency	12	7	5	5	4	0	1	0	0	2	0	0	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	F
TOTAL APPLICANTS	12	7	5	5	4	0	1	0	0	2	0	0	0	0	0	0	G
TOTAL REJECTED APPLICANTS	5	2	3	2	2	0	0	0	0	0	1	0	0	0	0	0	H
WITHDRAWAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
TOTAL QUALIFIED APPLICANTS	7	5	2	3	2	0	1	0	0	2	-1	0	0	0	0	0	I
TOTAL INTERVIEWED	12	7	5	5	4	0	1	0	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	0	0	P
Offered Position	12	7	5	5	4	0	1	0	0	2	0	0	0	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS*	12	7	5	5	4	0	1	0	0	2	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

**CSCC - Shoreline West Region
APPLICANT FLOW ANALYSIS - HIRES**

OCCUPATIONAL CATEGORY: Faculty
POSITION OR POSITION CLASSIFICATION: Assistant Professor
LOCATION: Statewide/National

DATE: September 30, 2022

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or More		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKN	
Intra-agency	12	3	9	1	4	1	2	0	2	1	1	0	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	155	34	109	18	68	2	9	5	10	1	4	2	1	6	17	12	F
TOTAL APPLICANTS	167	37	118	19	72	3	11	5	12	2	5	2	1	6	17	12	G
TOTAL REJECTED APPLICANTS	91	14	70	5	43	2	6	2	6	2	2	0	1	3	12	7	H
TOTAL QUALIFIED APPLICANTS	76	23	48	14	29	1	5	3	6	0	3	2	0	3	5	5	I
WITHDRAWAL	15	7	8	3	3	1	2	1	1	0	0	0	0	2	2	0	L
TOTAL INTERVIEWED	48	10	34	8	23	0	3	0	4	0	3	2	0	0	1	4	O
Not offered Position	37	9	24	7	16	0	1	0	3	0	3	2	0	0	1	4	P
Offered Position	11	1	10	1	7	0	2	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	0	0	R
TOTAL ACCESSIONS*	11	1	10	1	7	0	2	0	1	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

**CSCC - Shoreline West Region
APPLICANT FLOW ANALYSIS - PROMOTIONS**

OCCUPATIONAL CATEGORY: Faculty
POSITION OR POSITION CLASSIFICATION: Assistant Professor
LOCATION: Statewide/National

DATE: September 30, 2022

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or More		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKN	
Intra-agency	4	4	0	2	0	1	0	1	0	0	0	0	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	F
TOTAL APPLICANTS	4	4	0	2	0	1	0	1	0	0	0	0	0	0	0	0	G
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	H
WITHDRAWAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
TOTAL QUALIFIED APPLICANTS	4	4	0	2	0	1	0	1	0	0	0	0	0	0	0	0	I
TOTAL INTERVIEWED	4	4	0	2	0	1	0	1	0	0	0	0	0	0	0	0	O
Not offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	P
Offered Position	4	4	0	2	0	1	0	1	0	0	0	0	0	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS*	4	4	0	2	0	1	0	1	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

**CSCC - Shoreline West Region
APPLICANT FLOW ANALYSIS - HIRES**

OCCUPATIONAL CATEGORY: Faculty
POSITION OR POSITION CLASSIFICATION: Instructors
LOCATION: Statewide/National

DATE: September 30, 2022

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or More		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKN	
Intra-agency	39	7	28	4	22	0	4	1	0	1	0	0	1	1	1	4	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	414	185	193	125	122	13	26	11	9	13	14	10	7	13	15	36	F
TOTAL APPLICANTS	453	192	221	129	144	13	30	12	9	14	14	10	8	14	16	40	G
TOTAL REJECTED APPLICANTS	145	49	79	29	47	4	15	4	2	4	6	6	4	2	5	17	H
TOTAL QUALIFIED APPLICANTS	308	143	142	100	97	9	15	8	7	10	8	4	4	12	11	23	I
WITHDRAWAL	7	5	2	4	1	0	0	0	0	0	0	0	0	1	1	0	L
TOTAL INTERVIEWED	107	45	57	29	34	3	9	4	1	6	4	1	2	2	7	5	O
Not offered Position	91	37	49	24	27	3	8	2	1	5	4	1	2	2	7	5	P
Offered Position	16	8	8	5	7	0	1	2	0	1	0	0	0	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS*	16	8	8	5	7	0	1	2	0	1	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

CSCC - Shoreline West Region
APPLICANT FLOW ANALYSIS - Promotions

OCCUPATIONAL CATEGORY: Faculty
POSITION OR POSITION CLASSIFICATION: Instructors
LOCATION: Statewide/National

DATE: September 30, 2022

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or More		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKN	
Intra-agency	1	0	1	0	0	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	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	F
TOTAL APPLICANTS	1	0	1	0	0	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	0	0	H
WITHDRAWAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
TOTAL QUALIFIED APPLICANTS	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	I
TOTAL INTERVIEWED	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	O
Not offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	P
Offered Position	1	0	1	0	0	0	0	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	0	0	R
TOTAL ACCESSIONS*	1	0	1	0	0	0	0	0	1	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

**CSCC - Shoreline West Region
APPLICANT FLOW ANALYSIS - HIRES**

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

DATE: September 30, 2022

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or More		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKN	
Intra-agency	44	6	38	2	15	1	10	2	7	1	3	0	1	0	2	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	634	224	367	123	171	41	80	22	58	12	12	9	18	17	28	43	F
TOTAL APPLICANTS	678	230	405	125	186	42	90	24	65	13	15	9	19	17	30	43	G
TOTAL REJECTED APPLICANTS	411	156	222	88	99	24	42	15	41	9	7	7	11	13	22	33	H
TOTAL QUALIFIED APPLICANTS	267	74	183	37	87	18	48	9	24	4	8	2	8	4	8	10	I
WITHDRAWAL	20	6	11	3	8	1	1	0	2	1	0	1	0	0	0	3	L
TOTAL INTERVIEWED	177	48	125	23	52	12	37	7	17	2	7	0	6	4	6	4	O
Not offered Position	134	36	94	17	43	11	26	3	10	1	5	0	4	4	6	4	P
Offered Position	43	12	31	6	9	1	11	4	7	1	2	0	2	0	0	0	Q
Refused Position	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS*	42	12	30	6	9	1	10	4	7	1	2	0	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.

*Several searches resulted in both hires and promotions for the same search. These applicant pools are fully accounted for in the hiring applicant flow; however, the promotions are accounted for in promotional applicant flow assessments and promotional goals analysis.

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

**CSCC - Shoreline West Region
APPLICANT FLOW ANALYSIS - PROMOTIONS**

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

DATE: September 30, 2022

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or More		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKN	
Intra-agency	8	0	8	0	3	0	2	0	2	0	1	0	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	55	12	43	5	18	1	7	1	7	2	3	2	1	1	7	0	F
TOTAL APPLICANTS	63	12	51	5	21	1	9	1	9	2	4	2	1	1	7	0	G
TOTAL REJECTED APPLICANTS	47	12	35	5	13	1	7	1	5	2	3	2	1	1	6	0	H
TOTAL QUALIFIED APPLICANTS	16	0	16	0	8	0	2	0	4	0	1	0	0	0	1	0	I
WTIHDRAWAL	3	0	3	0	2	0	0	0	1	0	0	0	0	0	0	0	L
TOTAL INTERVIEWED	13	0	13	0	6	0	2	0	3	0	1	0	0	0	1	0	O
Not offered Position	6	0	6	0	4	0	0	0	1	0	0	0	0	0	1	0	P
Offered Position	7	0	7	0	2	0	2	0	2	0	1	0	0	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS*	7	0	7	0	2	0	2	0	2	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.

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

**CSCC - Shoreline West Region
APPLICANT FLOW ANALYSIS - HIRES**

OCCUPATIONAL CATEGORY: Professional Non-Faculty
POSITION OR POSITION CLASSIFICATION: Guided Pathways Advisor 1
LOCATION: Statewide/National

DATE: September 30, 2022

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or More		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKN	
Intra-agency	18	3	12	1	2	2	2	0	6	0	1	0	0	0	1	3	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	266	73	176	30	69	24	50	11	37	2	5	2	8	4	7	17	F
TOTAL APPLICANTS	284	76	188	31	71	26	52	11	43	2	6	2	8	4	8	20	G
TOTAL REJECTED APPLICANTS	93	26	58	12	18	8	18	3	16	2	2	0	3	1	1	9	H
TOTAL QUALIFIED APPLICANTS	191	50	130	19	53	18	34	8	27	0	4	2	5	3	7	11	I
WITHDRAWAL	24	8	16	4	10	0	0	2	4	0	2	2	0	0	0	0	L
TOTAL INTERVIEWED	116	33	76	14	31	11	19	6	17	0	2	0	4	2	3	7	O
Not offered Position	67	21	39	8	18	6	6	5	9	0	1	0	2	2	3	7	P
Offered Position	49	12	37	6	13	5	13	1	8	0	1	0	2	0	0	0	Q
Refused Position	14	4	10	3	4	1	4	0	2	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS*	35	8	27	3	9	4	9	1	6	0	1	0	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.
 One WF transferred into this category from Professional Non-Faculty and is accounted for in these assessments.

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

CSCC - Shoreline West Region
APPLICANT FLOW ANALYSIS - HIRES - Non-examined

There were no promotions as this is a new category (25+)

OCCUPATIONAL CATEGORY: Professional Non-Faculty
POSITION OR POSITION CLASSIFICATION: Guided Pathways Advisor 1
LOCATION: Statewide/National

DATE: September 30, 2022

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

Notes: Unknown applicant calculations are 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

**CSCC - Shoreline West Region
 APPLICANT FLOW ANALYSIS - HIRES**

THERE WERE NO HIRES DURING THE REPORTING PERIOD

OCCUPATIONAL CATEGORY: Administrative/Clerical
POSITION OR POSITION CLASSIFICATION: All Titles
LOCATION: Fairfield County

DATE: September 30, 2022

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or More		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKN	
Intra-agency	2	0	2	0	0	0	0	0	1	0	1	0	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	84	14	51	6	28	3	13	1	2	1	2	0	5	3	1	19	F
TOTAL APPLICANTS	86	14	53	6	28	3	13	1	3	1	3	0	5	3	1	19	G
TOTAL REJECTED APPLICANTS	66	11	39	4	18	2	10	1	3	1	3	0	4	3	1	16	H
TOTAL QUALIFIED APPLICANTS	20	3	14	2	10	1	3	0	0	0	0	0	1	0	0	3	I
TOTAL WITHDRAWAL APPLICANTS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	I
TOTAL INTERVIEWED	11	1	10	0	8	1	2	0	0	0	0	0	0	0	0	0	O
Not offered Position	9	0	9	0	7	0	2	0	0	0	0	0	0	0	0	0	P
Offered Position	2	1	1	0	1	1	0	0	0	0	0	0	0	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS*	2	1	1	0	1	1	0	0	0	0	0	0	0	0	0	0	S

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

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

**CSCC - Shoreline West Region
 APPLICANT FLOW ANALYSIS PROMOTIONS**

THERE WERE NO PROMOTIONS DURING THE REPORTING PERIOD

OCCUPATIONAL CATEGORY: Administrative/Clerical
POSITION OR POSITION CLASSIFICATION: All Titles
LOCATION: Fairfield County

DATE: September 30, 2022

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

Notes: Unknown applicant calculations are 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

**CSCC - Shoreline West Region
 APPLICANT FLOW ANALYSIS - HIRES**

there were no hires during the reporting period into this category

OCCUPATIONAL CATEGORY: Paraprofessional
POSITION OR POSITION CLASSIFICATION: All Titles
LOCATION: Fairfield County

DATE: September 30, 2022

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

Notes: Unknown applicant calculations are 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

**CSCC - Shoreline West Region
 APPLICANT FLOW ANALYSIS PROMOTIONS**

THERE WERE NO PROMOTIONS DURING THE REPORTING PERIOD

OCCUPATIONAL CATEGORY: Paraprofessional
POSITION OR POSITION CLASSIFICATION: All Titles
LOCATION: Fairfield County

DATE: September 30, 2022

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

Notes: Unknown applicant calculations are 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

**CSCC - Shoreline West Region
APPLICANT FLOW ANALYSIS - HIRES**

OCCUPATIONAL CATEGORY: Protective Services
POSITION OR POSITION CLASSIFICATION: All Titles
LOCATION: Fairfield County

DATE: September 30, 2022

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or More		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKN	
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	28	24	4	12	2	6	2	0	0	1	0	2	0	3	0	0	F
TOTAL APPLICANTS	28	24	4	12	2	6	2	0	0	1	0	2	0	3	0	0	G
TOTAL REJECTED APPLICANTS	18	14	4	5	2	5	2	0	0	1	0	1	0	2	0	0	H
TOTAL QUALIFIED APPLICANTS	10	10	0	7	0	1	0	0	0	0	0	1	0	1	0	0	I
WITHDRAWAL	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	L
TOTAL INTERVIEWED	9	9	0	7	0	1	0	0	0	0	0	0	0	1	0	0	O
Not offered Position	7	7	0	5	0	1	0	0	0	0	0	0	0	1	0	0	P
Offered Position	2	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS*	2	2	0	2	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.

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

CSCC - Shoreline West Region
APPLICANT FLOW ANALYSIS PROMOTIONS

THERE WERE NO PROMOTIONS DURING THE REPORTING PERIOD

OCCUPATIONAL CATEGORY: Protective Services
POSITION OR POSITION CLASSIFICATION: All Titles
LOCATION: Fairfield County

DATE: September 30, 2022

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

Notes: Unknown applicant calculations are 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

**CSCC - Shoreline West Region
 APPLICANT FLOW ANALYSIS - HIRES**

There were no hires into this category during the reporting period

OCCUPATIONAL CATEGORY: Skilled Craft Workers
POSITION OR POSITION CLASSIFICATION: All Titles
LOCATION: Fairfield County

DATE: September 30, 2022

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or More		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKN	
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	11	10	1	5	1	1	0	3	0	0	0	1	0	0	0	0	F
TOTAL APPLICANTS	11	10	1	5	1	1	0	3	0	0	0	1	0	0	0	0	G
TOTAL REJECTED APPLICANTS	8	7	1	3	1	1	0	2	0	0	0	1	0	0	0	0	H
WTIHDRAWAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
TOTAL QUALIFIED APPLICANTS	3	3	0	2	0	0	0	1	0	0	0	0	0	0	0	0	I
TOTAL INTERVIEWED	3	3	0	2	0	0	0	1	0	0	0	0	0	0	0	0	O
Not offered Position	2	2	0	1	0	0	0	1	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	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS*	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	S

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

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

CSCC - Shoreline West Region
APPLICANT FLOW ANALYSIS PROMOTIONS

THERE WERE NO PROMOTIONS DURING THE REPORTING PERIOD.

OCCUPATIONAL CATEGORY:

Skilled Craft Workers

DATE: September 30, 2022

POSITION OR POSITION CLASSIFICATION:

All Titles

LOCATION:

Fairfield County

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

Notes: Unknown applicant calculations are 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

**CSCC - Shoreline West Region
 APPLICANT FLOW ANALYSIS - HIRES**

There were no hires into this category during the reporting period

OCCUPATIONAL CATEGORY: Service Maintenance
POSITION OR POSITION CLASSIFICATION: All Titles
LOCATION: Fairfield County

DATE: September 30, 2022

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

Notes: Unknown applicant calculations are 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

CSCC - Shoreline West Region
APPLICANT FLOW ANALYSIS PROMOTIONS

THERE WERE NO PROMOTIONS DURING THE REPORTING PERIOD

OCCUPATIONAL CATEGORY: Service Maintenance
POSITION OR POSITION CLASSIFICATION: All Titles
LOCATION: Fairfield County

DATE: September 30, 2022

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

Notes: Unknown applicant calculations are 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

**CSCC - Shoreline West Region
 APPLICANT FLOW ANALYSIS - HIRES**

OCCUPATIONAL CATEGORY: Administrative/Clerical
POSITION OR POSITION CLASSIFICATION: All Titles
LOCATION: New Haven County

DATE: September 30, 2022

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or More		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKN	
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	4	1	3	0	0	1	0	0	1	0	0	0	0	0	2	0	F
TOTAL APPLICANTS	4	1	3	0	0	1	0	0	1	0	0	0	0	0	2	0	G
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	H
TOTAL QUALIFIED APPLICANTS	4	1	3	0	0	1	0	0	1	0	0	0	0	0	2	0	I
WITHDRAWAL	1	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	L
TOTAL INTERVIEWED	3	1	2	0	0	1	0	0	1	0	0	0	0	0	1	0	O
Not offered Position	2	1	1	0	0	1	0	0	0	0	0	0	0	0	1	0	P
Offered Position	1	0	1	0	0	0	0	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	0	0	R
TOTAL ACCESSIONS*	1	0	1	0	0	0	0	0	1	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

**CSCC - Shoreline West Region
 APPLICANT FLOW ANALYSIS PROMOTIONS**

THERE WERE NO PROMOTIONS INTO THIS CATEGORY DURING THE REPORTING PERIOD

OCCUPATIONAL CATEGORY: Administrative/Clerical **DATE:** September 30, 2022
POSITION OR POSITION CLASSIFICATION: All Titles
LOCATION: New Haven County

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

Notes: Unknown applicant calculations are 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

**CSCC - Shoreline West Region
 APPLICANT FLOW ANALYSIS - HIRES**

THERE WERE NO HIRES DURING THE REPORTING PERIOD

OCCUPATIONAL CATEGORY: Paraprofessional
POSITION OR POSITION CLASSIFICATION: All Titles
LOCATION: New Haven County

DATE: September 30, 2022

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

Notes: Unknown applicant calculations are 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

CSCC - Shoreline West Region
APPLICANT FLOW ANALYSIS PROMOTIONS

THERE WERE NO PROMOTIONS DURING THE REPORTING PERIOD

OCCUPATIONAL CATEGORY: Paraprofessional
POSITION OR POSITION CLASSIFICATION: All Titles
LOCATION: New Haven County

DATE: September 30, 2022

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

Notes: Unknown applicant calculations are 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

**CSCC - Shoreline West Region
 APPLICANT FLOW ANALYSIS - HIRES**

THERE WERE NO HIRES DURING THE REPORTING PERIOD

OCCUPATIONAL CATEGORY: Protective Services
POSITION OR POSITION CLASSIFICATION: All Titles
LOCATION: New Haven County

DATE: September 30, 2022

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

Notes: Unknown applicant calculations are 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

CSCC - Shoreline West Region
APPLICANT FLOW ANALYSIS PROMOTIONS

THERE WERE NO PROMOTIONS DURING THE REPORTING PERIOD

OCCUPATIONAL CATEGORY: Protective Services
POSITION OR POSITION CLASSIFICATION: All Titles
LOCATION: New Haven County

DATE: September 30, 2022

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

Notes: Unknown applicant calculations are 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

**CSCC - Shoreline West Region
 APPLICANT FLOW ANALYSIS - HIRES**

There were no hires into this category during the reporting period

OCCUPATIONAL CATEGORY: Skilled Craft Workers
POSITION OR POSITION CLASSIFICATION: All Titles
LOCATION: New Haven County

DATE: September 30, 2022

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

Notes: Unknown applicant calculations are 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

CSCC - Shoreline West Region
APPLICANT FLOW ANALYSIS PROMOTIONS

There were no promotions during the reporting period.

OCCUPATIONAL CATEGORY: Skilled Craft Workers
POSITION OR POSITION CLASSIFICATION: All Titles
LOCATION: New Haven County

DATE: September 30, 2022

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

Notes: Unknown applicant calculations are 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

**CSCC - Shoreline West Region
 APPLICANT FLOW ANALYSIS - HIRES**

THERE WERE NO HIRES DURING THE REPORTING PERIOD

OCCUPATIONAL CATEGORY: Service Maintenance
POSITION OR POSITION CLASSIFICATION: All Titles
LOCATION: New Haven County

DATE: September 30, 2022

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

Notes: Unknown applicant calculations are 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

**CSCC - Shoreline West Region
 APPLICANT FLOW ANALYSIS PROMOTIONS**

THERE WERE NO PROMOTIONS DURING THE REPORTING PERIOD

OCCUPATIONAL CATEGORY: Service Maintenance
POSITION OR POSITION CLASSIFICATION: All Titles
LOCATION: New Haven County

DATE: September 30, 2022

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

Notes: Unknown applicant calculations are 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

OCCUPATIONAL CATEGORY: EXECUTIVE/ADMINISTRATIVE/MANAGERIAL

All in Category

September 30, 2022

PERSONNEL EVALUATION ANALYSIS	TOTAL	TL MALE	TL FEM	WM	WF	BM	BF	HM	HF	OM	OF
SERVICE RATING											
Exceptional Performance	0	0	0								
Exceeded Performance Reqs/Exceeds Expectations	0	0	0								
Met Performance Reqs/Meets Expectations	0	0	0								
Failed To Meet Perf Reqs/Doesn't Meet Expectations	0	0	0								
REPRIMANDS	0	0	0								
SUSPENSIONS	0	0	0								
DEMOTIONS											
Within Occ Category	0	0	0								
Lower Occ Category	0	0	0								
TRANSFERS											
Intra-agency	0	0	0								
Outside Agency	0	0	0								

OCCUPATIONAL CATEGORY: FACULTY

All Categories

September 30, 2022

PERSONNEL EVALUATION ANALYSIS	TOTAL	TL MALE	TL FEM	WM	WF	BM	BF	HM	HF	OM	OF
SERVICE RATING											
<i>Satisfactory</i>	2	0	2		1		1				
<i>Adequate, but needs improvement</i>	0	0	0								
<i>Unsatisfactory</i>	0	0	0								
COUNSELING	0	0	0								
REPRIMANDS	0	0	0								
SUSPENSIONS	0	0	0								
DEMOTIONS											
Within Occ Category	0	0	0								
Lower Occ Category	0	0	0								
TRANSFERS											
Intra-agency	0	0	0								
Outside Agency	0	0	0								

* faculty are evaluated at 1, 3, and 5 year intervals based on time of hire and once tenure is achieved; as such numbers will fluctuate and curve lower than workforce numbers as majority of faculty have tenure.

OCCUPATIONAL CATEGORY: PROFESSIONAL NON-FACULTY

All in Category

September 30, 2022

PERSONNEL EVALUATION ANALYSIS	TOTAL	TL MALE	TL FEM	WM	WF	BM	BF	HM	HF	OM	OF
SERVICE RATING											
Exceptional Performance/Excellent	8	2	6	1	2		2	1	2		
Exceeds Expectations	0	0	0								
Meets Expectations/Good	1	1	0	1							
Fair	0	0	0								
Does not Meet Expectations/Poor	0	0	0								
COUNSELING	0	0	0								
REPRIMANDS	0	0	0								
SUSPENSIONS	0	0	0								
DEMOTIONS											
Within Occ Category	0	0	0								
Lower Occ Category	0	0	0								
TRANSFERS											
Intra-agency	0	0	0								
Outside Agency	0	0	0								

* Professional bargaining staff are evaluated at 5 year intervals once tenure is achieved; as such numbers will fluctuate and curve lower than workforce numbers.

OCCUPATIONAL CATEGORY: TECHNICAL/PARAPROFESSIONAL

All in Category

September 30, 2022

PERSONNEL EVALUATION ANALYSIS	TOTAL	TL MALE	TL FEM	WM	WF	BM	BF	HM	HF	OM	OF
SERVICE RATING											
Exceptional Performance/Excellent	1	0	1				1				
Exceeds Expectations	0	0	0								
Meets Expectations/Good	2	0	2				1				1
Fair	0	0	0								
Does not Meet Expectations/Poor	0	0	0								
REPRIMANDS	0	0	0								
SUSPENSIONS	0	0	0								
DEMOTIONS											
Within Occ Category	0	0	0								
Lower Occ Category	0	0	0								
TRANSFERS											
Intra-agency	0	0	0								
Outside Agency	0	0	0								

*Bargaining unit members in CCCC and AFT contracts are evaluated at 5 year intervals once tenure is achieved; as such numbers will fluctuate and curve lower than workforce numbers

OCCUPATIONAL CATEGORY: SECRETARIAL/CLERICAL

All in Category

September 30, 2022

PERSONNEL EVALUATION ANALYSIS	TOTAL	TL MALE	TL FEM	WM	WF	BM	BF	HM	HF	OM	OF
SERVICE RATING											
Excellent	10	2	8	1	6		1	1	1		
Very Good	0	0	0								
Good	2	1	1	1	1						
Fair	0	0	0								
Unsatisfactory	0	0	0								
REPRIMANDS	0	0	0								
SUSPENSIONS	0	0	0								
DEMOTIONS											
Within Occ Category	0	0	0								
Lower Occ Category	0	0	0								
TRANSFERS											
Intra-agency	0	0	0								
Outside Agency	0	0	0								

OCCUPATIONAL CATEGORY: PROTECTIVE SERVICE

All in Category

September 30, 2020

PERSONNEL EVALUATION ANALYSIS	TOTAL	TL MALE	TL FEM	WM	WF	BM	BF	HM	HF	OM	OF
SERVICE RATING											
Excellent	0	0	0								
Good	0	0	0								
Satisfactory	0	0	0								
Fair	0	0	0								
Unsatisfactory	0	0	0								
REPRIMANDS	0	0	0								
SUSPENSIONS	0	0	0								
DEMOTIONS											
Within Occ Category	0	0	0								
Lower Occ Category	0	0	0								
TRANSFERS											
Intra-agency	0	0	0								
Outside Agency	0	0	0								

OCCUPATIONAL CATEGORY: SKILLED CRAFT WORKERS

All in Category

September 30, 2022

PERSONNEL EVALUATION ANALYSIS	TOTAL	TL MALE	TL FEM	WM	WF	BM	BF	HM	HF	OM	OF
SERVICE RATING											
Excellent	3	3	0	3							
Good	1	1	0	1							
Satisfactory	0	0	0								
Fair	0	0	0								
Unsatisfactory	0	0	0								
REPRIMANDS	0	0	0								
SUSPENSIONS	0	0	0								
DEMOTIONS											
Within Occ Category	0	0	0								
Lower Occ Category	0	0	0								
TRANSFERS											
Intra-agency	0	0	0								
Outside Agency	0	0	0								

OCCUPATIONAL CATEGORY: SERVICE MAINTENANCE

All in Category

September 30, 2022

PERSONNEL EVALUATION ANALYSIS	TOTAL	TL MALE	TL FEM	WM	WF	BM	BF	HM	HF	OM	OF
SERVICE RATING											
Excellent	18	16	2	6		4		6	2		
Good	3	3	0			3					
Satisfactory	0	0	0								
Fair	0	0	0								
Unsatisfactory	0	0	0								
REPRIMANDS	0	0	0								
SUSPENSIONS	0	0	0								
DEMOTIONS											
Within Occ Category	0	0	0								
Lower Occ Category	0	0	0								
TRANSFERS											
Intra-agency	0	0	0								
Outside Agency	0	0	0								

Section 46a-68-87
Identification of Problem
Areas

Section 46a-68-87: IDENTIFICATION OF PROBLEM AREAS

Each of the following items were examined by the Manager of Diversity and Inclusion in conjunction with Human Resource and Regional leadership to identify any non-quantifiable aspects of the employment process which may impede or prevent the full and fair participation of protected race/sex group members in the employment process:

Employment Applications: The CSCC Shoreline West region utilizes the Department of Administrative Services (DAS) JobApps System to fill all classified positions. This is an electronic application and does not allow for any additional paperwork to be downloaded like transcripts or copies of the last two (2) performance appraisals. The majority of positions filled within the region are unclassified positions. The CSCC utilizes JAZZHR, an online recruitment tool, for unclassified positions. JAZZHR allows for applicants to submit all necessary application materials and allows for the search process to be well documented. There is no barrier identified.

Job Qualifications: The CSCC Shoreline West Region uses the qualifications for classified positions as defined by the Department of Administrative Services (DAS). The CSCC Shoreline West Region uses the minimum qualifications and at times preferred qualifications for unclassified positions as defined by the Connecticut State Colleges and Universities (CSCU) System. Neither set of qualifications is known to impede or prevent the full and fair participation of protected race/sex group members in the employment process. The Job Qualifications do not demonstrate any barrier to the full and fair participation of protected race/sex group members in the employment process.

Job Specifications: The specifications for classified positions are defined by the Department of Administrative Services (DAS). The CSCC Shoreline West Region develops job specifications prior to its recruitment activity for unclassified positions. The hiring manager and/or Deans meet with the HR Director of Talent and Recruitment as well as the Human Resources Compensation and Classification Specialist to review job specifications and determine the essential functions of the position to assure they are job related. These are then reviewed by the Manager of Diversity and Inclusion. The Job Specifications do not demonstrate any barrier to the full and fair participation of protected race/sex group members in the employment process.

Recruitment Practices: The CSCC Shoreline West Region follows the recruitment guidelines established by the Department of Administrative Services (DAS) for classified employment. For unclassified employment, the Region follows the guidelines for recruitment practices established by the Connecticut State Colleges and Universities (CSCU) System and the CT State Community College (CSCC) System. The Region continually builds relationships with local organizations and with other recruitment sources locally and nationally. Additionally, the Talent and Recruitment Center of Excellence (HR) continually identifies viable recruitment sources for all unclassified positions. As a result of these efforts, nearly all recruitments have diverse and goal candidates within their pools.

The EEO Team in partnership with Human Resources is tasked with the responsibility of giving the affirmative action search charge to each search committee to assure there are no unfair hiring practices or any inherent biases during any part of the employment process.

Additionally, the EEO team continually monitors, through approval authority, the entire search process from the development of job specifications, development of a diverse recruitment plan, creating legal interview questions, having a fair and consistent process to evaluate the applicant pool, a complete and thorough review of search documentation by search committee members and conducting interviews fairly for all qualified applicants.

Additionally, to minimize the impacts of bias in the search process, all search committee members are required to complete Bias in the Interview Training.

CT State also has a continuous quality improvement approach to the search process to identify potential barriers in the process and leadership meets regularly to

There are no barriers identified that impede or prevent the full and fair participation of protected race/sex group members in the employment process.

Personnel Policies: The CSCC Shoreline West Region uses the policies established by the Department of Administrative Services (DAS) State Personnel for its classified job classifications. The CSCC Shoreline West utilizes policies published by the Connecticut State Colleges and Universities (CSCU) for unclassified positions.

All CSCU and CSCC personnel policies are established system wide and utilized at all campuses within Region. These policies are continually reviewed to ensure compliance with relevant laws and regulations.

Neither set of policies is known to impede or prevent the full and fair participation of protected race/sex group members in the employment process.

Job Structuring: There is no identified barrier related to the Region's job structuring that would impede or prevent the full and fair participation of protected race/sex group members in the employment process.

Orientation: New employees in both classified and unclassified service receive orientation on their first day of hire and then by their respective campus by the CSCC HR Shared Services Division and within the local department where they are assigned. The new employees and faculty members receive information on the AA/EEO policies, discrimination complaint process, sexual harassment prevention, Diversity Training, benefits and also collective bargaining information. They also receive information on the State Ethics Policy and other State and CSCU/CSCC Policies.

There is no known barrier identified that would impede or prevent the full and fair participation of protected race/sex group members in the employment process.

Training: Employees in both classified and unclassified services are free to apply for training opportunities as covered by their respective collective bargaining agreements. Managers are encouraged to take advantage of training and professional development opportunities. The three campuses within this Region offer opportunities for training and in-service professional development opportunities to meet identified needs.

The Region will continue to closely monitor employee participation to ensure that they receive mandatory Diversity and Sexual Harassment. In addition, additional Sexual Harassment

Prevention Training is available to employees online.

During the reporting period, the Region discovered a barrier in the compliance with the Sexual Harassment training. In 2022, due to staffing changes resulting in long standing vacancies in training compliance functions, the registration of new employees into relevant mandated training was not sustained. As such, the Region (and CT State) will establish a programmatic goal to regain compliance in this training.

Counseling: Employment counseling is available to all employees within the Region upon request. More information will be included in the Career Mobility Section of the Affirmative Action Plan.

The Employee Assistance Program (EAP) is also available to all employees within the Region and to members of their family for counseling and professional support in dealing with personal, emotional, family or health problems. EAP assists with complex issues such as drug and alcohol dependency, single parenting, marital crisis, stress, financial uncertainty or emotional distress.

There is no known barrier that would impede or prevent the full and fair participation of protected race/sex group members in the employment process.

Discrimination Complaint Process: The Discrimination Complaint Process is in place across all campuses of the CSCC and the entire Connecticut State College and University (CSCU) System. The Shoreline West Region follows the Connecticut State Colleges and Universities Discrimination Complaint Policy and Procedures. The procedure is distributed to all employees, posted on bulletin boards and is also posted on the CSCU Website. This process allows for any employee to file complaints and provides for protections against retaliation.

There is no known barrier identified that would impede or prevent the full and fair participation of protected race/sex group members in the employment process.

Evaluation: The CSCU and CSCC System Offices and all of the campuses and respective leadership follows the respective collective bargaining agreements and the guidelines established by the Department of Administrative Services (DAS) for classified evaluations and the respective collective bargaining agreements and guidelines established by the CSCU System Office for unclassified personnel evaluations.

There is no known barrier that would impede or prevent the full and fair participation of protected race/sex group members in the employment process.

Layoffs: Layoffs occur in accordance with policy and procedures. There were no layoffs throughout the Region during the reporting period.

There is no known barrier identified that would impede or prevent the full and fair participation of protected race/sex group members in the employment process.

Termination: In the event of termination of employment, the CSCC and Shoreline West Region adheres to language in the respective collective bargaining agreements and applicable State Statutes.

There is no known barrier identified that would impede or prevent the full and fair participation of protected race/sex group members in the employment process.

The Shoreline West Region's leadership, DE&I and EEO Team, and assigned Human Resource professionals have examined all aspects of the employment process itemized in subsection (a) of this section and have identified one (1) employment policy or practice may impede or prevent the full and fair participation of individuals with disabilities and older persons in the workforce.

Section 46a-68-88
Program Goals and
Timetables

Section 46a-68-88: PROGRAM GOALS

Subsection (a)

The Affirmative Action Regulations require that the CSCC Shoreline West Region examine all aspects of the employment process described in the Identification of Problem Areas element and set programmatic goals when any employment policy or practice may impede or prevent the full and fair participation of protected race and sex group members, individuals with disabilities or older persons.

No employment processes were identified as having an adverse impact on any protected race/sex group. Nevertheless, the Region continues to be aggressive in its attempts to fulfill its affirmative action and equal employment opportunity commitments.

Subsection (b)

Program goals shall be meaningful, measureable and reasonably attainable and shall be consistent with Section 46a-68-92- Good Faith Efforts of the Affirmative Action Regulations to ensure:

1. The promotion of Equal Employment Opportunity and to achieve a workplace free of discrimination;
2. Opportunities for all qualified applicants including underutilized groups;
3. The utilization of a fair and non-discriminatory recruitment and selection process; and
4. That career development opportunities are available to all interested and qualified employees, including minorities and women.

Subsection (c)

Where the cooperation of another agency, CSCC campuses, or University is essential to the implementation of a program goal, CSCC's Shoreline West Region shall keep a record of each instance of contact with the other agency, CSCC Campuses, or University whose cooperation is requested and the outcome of the request.

Subsection (d)

CSCC's Shoreline West Region may elect to set program goals or the Commission on Human Rights and Opportunities (CHRO) may require that program goals be set for any employment policy or practice having an adverse impact upon a race and sex group or for any protected group not covered by this section whether or not that policy or practice was identified as having an adverse impact pursuant to Section 46a-68-87 of the Affirmative Action Regulations of Connecticut State Agencies.

Section 46a-68-88: PROGRAM GOALS

2022 – 2023 PROGRAM GOALS

The Region sets the goals below to enhance its efforts to ensure affirmative action and equal employment opportunity compliance.

1. To address the noted Problem Area regarding training, the Region establishes a goal to ensure compliance with state requirements related to Sexual Harassment Training. To that end, the EEO Center of Excellence will enroll all new employees in the online training program after they attend their first day of new employee orientation program. The region also will enroll previous employees who have yet to complete the training. The EEO Center of Excellence will ensure all new hires complete the training within 6 months of hire. Additionally, employees will be enrolled in Domestic Violence Awareness training in accordance with CT's new mandate.

Responsible persons: EEO Center of Excellence, DE&I and CEOs.

Time frame: Completion by October 30, 2023.

2. The region sets a goal to increase recruitment efforts to ensure we achieve larger and diverse applicant pools. Steps to include, but are not limited to, increased social media presence, community events, additional recruitment sources, career fairs.

Responsible persons: CEOs, Recruitment and Talent Center of Excellence.

Time frame: Completion by October 30, 2023.

3. The region will support the CSCU System Office's goal to train all managers within the region on DEI, EEO, Civil Rights, and Managing a Diverse workforce.

Responsible persons: CEO's, HR, DEI, EEO Center of Excellence.

Time frame: Completion by October 30, 2023.

Section 46a-68-89
Discrimination Complaint
Process

Section 46a-68-89 DISCRIMINATION COMPLAINT PROCESS

The Connecticut State Community College (CSCC) encourages all employees to utilize the internal grievance procedure adopted by the Board of Regents and the CSU in all cases of alleged discrimination in employment based on any of the following factors: age, ancestry, color, national origin, gender identity or expression, genetic information, learning disability, marital status, intellectual disability, physical disability (including but not limited to blindness), present or past history of mental disability, prior criminal record, race, religious creed, sex (including pregnancy and sexual harassment), sexual orientation, retaliation for previously opposed discrimination or coercion, veteran status, members of the CT Civil Air Patrol, and workplace hazards to reproductive systems.

The procedure adheres to all regulatory expectations noted below:

- a) The plan shall include a report on the system to process and resolve employee allegations of discrimination consistent with chapter 67 and 68 of the Connecticut General Statutes. Such system shall provide for the expeditious resolution of grievances to assure that legal options for filing complaints with enforcement agencies are not foreclosed. The discrimination complaint process shall include:
 - 1) periodic training in counseling and grievance investigations for agency counselors;
 - 2) confidential counseling and procedures for informal resolution at the agency level by the equal employment opportunity officer;
 - 3) notice to employees that an agency discrimination complaint process is available;
 - 4) a guarantee of non-retaliation for the exercise of rights granted pursuant to this section;
 - 5) advisement of legal options to file complaints with the Commission on Human Rights and Opportunities; United States Equal Employment Opportunity Commission; United States Department of Labor, Wage and Hour Division; and any other agencies, state, federal or local, that enforce laws concerning discrimination in employment; and
 - 6) time frames not exceeding ninety (90) days for filing, processing and resolution of such matters.
- b) All records of grievances and dispositions thereof are maintained and reviewed on a regular basis by the equal employment opportunity officer to detect any patterns in the nature of the grievances. Records so retained shall be confidential except where disclosure is required by law.
- c) A summary of the matters alleged, the results thereof and the length of time required to resolve the grievance is included within this AA Plan. The plan shall provide information on the number of such complaints, investigating agency, whether such matter is currently pending or the outcome thereof. All records relevant to employee grievances filed under this section shall be maintained by the agency for examination by the Commission on Human Rights and Opportunities staff. As this is the first Regional affirmative action plan, a full report of complaints during the reporting period will be contained in the next submission.

CONNECTICUT STATE COLLEGES AND UNIVERSITIES

Statement of Discrimination Complaint Policy & Procedure

The Connecticut State Colleges and Universities (CSCU) has adopted a policy of "zero-tolerance" with respect to unlawful employee harassment. Accordingly, CSCU expressly prohibits any form of unlawful employee harassment based on The Connecticut State Colleges and Universities (CSCU) deems equal employment opportunity to be the education or employment of individuals without consideration of race, color, age, sex, (including sexual harassment, sexual assault, pregnancy and workplace hazards to reproductive systems), religious creed, marital status, national origin, ancestry, past or present history of mental disability, intellectual disability, learning disability, physical disability (including, but not limited to blindness), veteran status, Civil Air Patrol, gender identity or expression, sexual orientation, retaliation, or other factors which cannot lawfully be the basis for employment actions, unless there is a bona fide occupational qualification. CSCU will not request or require genetic information from job applicants or employees, or otherwise discriminate against any person in employment conditions on the basis of genetic information. Additionally, the Connecticut State Colleges and Universities (CSCU) will not discriminate against persons with a prior criminal conviction.

Improper interference with the ability of CSCU employees to perform their expected job duties will not be tolerated.

The following procedure provides periodic training in confidential counseling and grievance investigation for agency counselors. Confidential counseling is completely independent of any other grievance procedure presently in place. It is for the purpose of resolving employee allegations of discrimination at CSCU in an expeditious and informal manner.

This procedure, or submission of a complaint to this procedure, in no way precludes the submission of a complaint of a discriminatory nature to the Commission on Human Rights and Opportunities (CHRO), United State Equal Employment Opportunity Commission (EEOC), United States Department of Education Office of Civil Rights (OCR), United States Department of Justice, United States Department of Labor (DOL) Wage and Hour Division, and any other agencies, state, federal or local, that enforces laws concerning discrimination in employment or public service and accommodation nor, does the establishment of this procedure foreclose any other legal options available to the employee.

Violation of this policy may be grounds for disciplinary action, up to and including dismissal from State Service.

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Connecticut State Colleges and Universities Discrimination Complaint Procedure on matters other than Sexual Harassment or Sexual Orientation

Definition/Legal Basis

Race, Color, Religion, Sex or National Origin

Title VII of the Civil Rights Act of 1964 (as amended) and Executive Order 11246 (as amended) prohibit discrimination in employment against any person (e.g. applicants and employees) on the basis of race, color, religion (religious creed), sex or national origin.

Age

The Age Discrimination in Employment Act of 1967 (ADEA), (as amended) prohibits discrimination in employment on the basis of age against any person (e.g. applicants and employees) age forty (40) or older. Connecticut General Statute Sec. 46a-60 prohibits discrimination based on age and protects any worker eighteen (18) years of age or older.

Disability

The Rehabilitation Act of 1973 defines "disabled individual" as any person who has a physical or mental impairment that substantially limits one or more of such person's major life activities, has a record of impairment, or is regarded as having such an impairment. Section 7(b) of the Rehabilitation Act addresses drug and alcohol abuse, noting that the definition of "disabled individual" does not include any individual who: is "an alcoholic or a drug abuser whose current use of alcohol or drugs prevents such an individual from performing the duties of the job in question or whose employment, by reason of such current alcohol or drug abuse, would constitute a direct threat to the property or the safety of others.

Mental disability refers to an individual who has a record of, or is regarded as having one or more mental disorders, as defined in the most recent edition of the American Psychiatric Association's "Diagnostic and Statistical Manual of Mental Disorders".

Intellectual disability refers to a significant limitation in intellectual functioning existing concurrently with deficits in adaptive behavior that originated during the developmental period before eighteen years of age. "Significant limitation in intellectual functioning" means an intelligence quotient more than two standard deviations below the mean as measured by tests of general intellectual functioning that are individualized, standardized and clinically and culturally appropriate to the individual. "Adaptive behavior" means the effectiveness or degree with which an individual meets the standards of personal independence and social responsibility expected for the individual's age and cultural group as measured by tests that are individualized, standardized and clinically and culturally appropriate to the individual.

Learning disability refers to an individual who exhibits a severe discrepancy between educational performance and measured intellectual ability and who exhibits a disorder in one or more of the basic psychological processes involved in understanding or in using language, spoken or written, which may manifest itself in a diminished ability to listen, speak, read, write, spell or to do mathematical calculations.

Physically disabled refers to any individual who has any chronic physical handicap, infirmity or impairment, whether congenital or resulting from bodily injury, organic processes or changes from illness, including, but not limited to, epilepsy, deafness or hearing impairment or reliance on a wheelchair or other remedial appliance or device.”

Veteran refers to any person honorably discharged from, or released under honorable conditions from active service in, the armed forces.

The Americans with Disabilities Act of 1990 (ADA) prohibits discrimination against qualified individuals with disabilities.

The ADA covers individuals who (i) have disabilities, (ii) have records of disabilities, (iii) are perceived as having disabilities, or (iv) are related to or associated with persons who fit into one of the preceding categories.

Resolution - Time Constraints

The Director of Diversity and Inclusion will resolve any alleged discrimination or unfair employment practice within ninety (90) calendar days after the receipt of a written complaint. This timeframe includes filing, processing and resolution of such matters.

Records Retention

All records relevant to employee grievances including counseling sessions and informal allegations which result in complaints to enforcement agencies, are maintained, regularly reviewed and reported by the Director of Diversity and Inclusion in the Affirmative Action Plan.

Training/Notification

The Connecticut State Colleges and Universities (CSCU) will obtain and provide periodic training in counseling and grievance investigations for agency managers, supervisors and employees.

Employees are notified about the CSCU Discrimination Complaint Procedure when the Affirmative Action Plan has been reviewed by the Commission on Human Rights and Opportunities (CHRO). Employees are also invited to review the Affirmative Action Plan.

Procedure for Handling and Investigating Discrimination Complaints

If you feel you have been a victim of discrimination please follow the following procedures:

1. Complainant requests a meeting with the Director of Diversity and Inclusion or designee. The Director of Diversity and Inclusion or designee will advise the complainant of his or her rights in accordance with relevant laws and propose possible courses of action.
2. If the complainant is unsatisfied with any of the proposals or if a situation is not readily resolvable the Complainant then has the right to file a written complaint. The written complaint must be filed on the complaint form and should include the following [please note: all grievances should be submitted within thirty (30) days of the alleged discriminatory treatment]:
 - a. Complainant's name
 - b. Work telephone number
 - c. Job title
 - d. Supervisor's name

- e. Supervisor's Title
 - f. Complainant's home address
 - g. Complainant's home telephone number
 - h. Name of individual against whom the complaint is filed
 - i. The nature of the complaint
 - j. A description of the alleged act (s) of discrimination
 - k. The date (s) the act (s) took place
 - l. The date the complaint was filed
 - m. The complainant's signature
3. The Director of Diversity and Inclusion or designee will notify the accused party of the particulars of the complaint within seven (7) calendar days after receipt of the written complaint.
 4. Upon the filing of a complaint, the Director of Diversity and Inclusion or designee will conduct a fact finding investigation of the complaint. Within thirty (30) calendar days from the filing of the complaint, the Director of Diversity and Inclusion or designee will provide a written report to the Complainant, the Respondent, the President and/or a Designee as appropriate. If there is evidence that indicates the Complainant was discriminated against, the parties shall endeavor to resolve the matter within thirty (30) calendar days and/or an administrative action (e.g. discipline up to and including dismissal from State service). If the endeavors at mediation are successful, a written agreement will be prepared for signature (by the Complainant, the Respondent and the Director of Diversity and Inclusion or designee).
 5. If there is no evidence of discrimination, the Director of Diversity and Inclusion or designee will advise the parties involved and dismiss the complaint.
 6. If the complainant does not agree with the findings made in the investigation, he/she may appeal for review and reconsideration by the President. Any such appeal must be in writing and be filed within ten (10) calendar days from the date of the written report of the findings and must include specific information or evidence in support of the appeal. The President will advise the Complainant in writing within fourteen (14) calendar days of receipt of the appeal as to their choice of action on the matter.

Retaliation for Discrimination Complaints

Retaliation for filing or participating in a complaint or investigation of discrimination is presumptive employment discrimination in violation of the law and as such will not be tolerated.

Retaliation may be linked to the following activity:

- Disciplining, changing work assignments of, providing inaccurate work information to, or refusing to cooperate or discuss work related matters with an employee because that employee has complained about or resisted harassment, discrimination or retaliation, and

- Intentionally pressuring, falsely denying, lying about or otherwise covering up or attempting to cover up conduct such as that described in any item above.

The above is not to be construed as an all-inclusive list of prohibited acts under this policy. If you feel you have been the subject of retaliation for having filed or taken part in a discriminatory complaint/investigation, please contact the Director of Diversity and Inclusion or designee immediately.

Connecticut State Colleges and Universities Sexual Harassment Policy and Procedure

Statement of Policy

It is the policy of the Board of Regents of Higher Education to prohibit harassment of employees by another employee or supervisor on the basis of sex. The purpose of this policy is not to regulate our employees' personal morality; rather it is to assure a workplace that is free of sexual harassment. In this regard, sexually offensive activity will not be tolerated.

Violations of the policy may be grounds for disciplinary action, up to and including dismissal from State Service.

Definition

Sexual harassment is a form of sex discrimination that is prohibited under both Connecticut law and Title VII of the Federal Civil Rights Act of 1964. See C.G.S. 46a-60(a) (8) and 29 C.F.R. 1604.11.

"Sexual harassment" is defined under Connecticut law as: "any unwelcome sexual advances or requests for sexual favors or any conduct of a sexual nature when (A) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, (B) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or (C) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment."

The Connecticut Courts have distinguished two general categories of sexually harassing behavior: Quid Pro Quo and Hostile Work Environment. The following are descriptions of conduct which constitute each category and are prohibited by this policy.

Quid Pro Quo (literally "this for that")

Quid Pro Quo sexual harassment occurs when an economic or job benefit is conditioned upon the granting of sexual favors. It may also occur when an employee is punished for failing to grant sexual favors in the workplace.

In a Quid Pro Quo case, the sexual overture or conduct is generally clear: for example, the supervisor demands that an employee go out with him or her in exchange for a promotion.

Both federal and state law is violated if the employee's response to such an overture is used as the basis for an employment decision affecting the employee.

Quid Pro Quo harassment may be based on a single incident.

Hostile Work Environment

Sexual harassment may also occur when there is unwanted sexual conduct that creates an intimidating, hostile or offensive work environment, or that has the effect of unreasonably

interfering with an individual's work performance. It is not necessarily to show a direct and tangible job or economic loss. This type of claim can be brought against anyone in the workplace, whether it is a supervisor or a coworker.

Conduct that will be considered a violation of this policy includes, but is not limited to the following:

- a. Verbal - includes sexual innuendoes, suggestive comments, insults, jokes of a sexual nature, sexual propositions and threats.
- b. Non-verbal - includes sexually suggestive objects or pictures, graphic commentaries, suggestive or insulting sounds, leering, whistling and obscene gestures.
- c. Physical - unwanted physical contact, including touching, patting, grabbing, pinching, brushing the body, massaging, coerced sexual intercourse, rape, molestation, sexual assault and battery.
- d. Any other unwelcome conduct of a sexual nature.

Procedure for Handling and Investigating Sexual Harassment Complaints

If you feel you have been a victim of sexual harassment please adhere to the following procedures:

- 1) Keep a record of the incidents of sexual harassment. Write down the details of the incident: the date, time and location, the names of any witnesses and your response. Include also any notes, letters, pictures, etc. Keep the records in a safe place.
- 2) Seek assistance from the Director of Diversity and Inclusion/or designee, any Human Resources staff member, supervisor or manager about the harassment or issues.
- 3) Supervisors and managers will contact the Director of Diversity and Inclusion or designee and refer the employee to the Director of Diversity and Inclusion or designee. The Director of Diversity and Inclusion or designee shall receive both written and verbal complaints and may assist the complainant in preparing a statement of allegations. Anonymous complaints and complaints from the public will also be investigated.
- 4) Within five (5) days of receiving a formal complaint of sexual harassment, the alleged harasser will be contacted by the Director of Diversity and Inclusion or designee to set up a meeting and will be presented with a copy of the complaint.
The individual has the right to union representation or other representation at this meeting (as long as bargaining unit members have signed a waiver of union representation) and will be given an opportunity to respond to the charges alleged in the complaint.
- 5) All complaints will be investigated expeditiously by the Director of Diversity and Inclusion or designee.
- 6) Discipline will be applied if a violation of this policy is found to have occurred.

When a complaint is made the Director of Diversity and Inclusion or designee will have the duty of immediately bringing all sexual harassment and retaliation complaints to the confidential attention of the President.

Retaliation for Sexual Harassment Complaints

Retaliation for having filed or participated in a complaint or investigation of sexual harassment will not be tolerated at the Connecticut State Colleges and Universities System Office or at any Connecticut State College or University.

Records of Complaints and Confidentiality

All records associated with complaints will be maintained in the Director of Diversity and Inclusion or designee's Office.

All complaints and investigations will be held in confidence until the conclusion of the investigation. Anyone involved in the intake, investigation, discipline and outcome of a complaint will be disciplined as appropriate for failing to protect the confidentiality of all involved in the investigation and outcome of a complaint.

Connecticut State Colleges and Universities Sexual Orientation Discrimination Policy and Procedure

Statement of Policy

All employees are prohibited from discriminating against another employee or agent of the Connecticut State Colleges and Universities (CSCU) on the basis of his/her sexual orientation, in accordance with Connecticut General Statutes, Section 46a-81c.

For purposes of this policy, "sexual orientation" means having a preference for heterosexuality, homosexuality, or bisexuality; having a history of such preference; or being identified with such preference.

The following shall be considered a discriminatory practice in violation of this policy and Connecticut General Statutes, Section 46a-81c:

- If an employer, except in the case of a bona fide occupational qualification or need, refuses to hire, or employ, or to bar or to discharge from employment any individual; or to discriminate against him/her in compensation or in terms, conditions, or privileges of employment because of the individual's sexual orientation, or
- If any person, employer, employment agency or labor organization, except in the case of bona fide occupational qualification or need, advertises employment opportunities in a manner that restricts such employment so as to discriminate against individuals because of their sexual orientation.

Nothing in this policy shall be deemed or construed to mean that CSCU authorizes or permits the use of numerical goals or quota, or other types of affirmative action programs, with respect to transgender status, homosexuality or bisexuality in the administration of this policy.

Procedure

Any employee who feels that he or she is the victim of discrimination based on sexual orientation may file a written complaint with the Director of Diversity and Inclusion or designee.

DISCRIMINATION COMPLAINT AGENCIES

An individual has the right to file his or her complaint of discrimination with any or all of the relevant agencies listed below. The individual can also simultaneously avail himself or herself of the Connecticut State Colleges and Universities (CSCU) Discrimination Complaint Procedure

1. The Connecticut Commission on Human Rights & Opportunities

Southwest Region Office

350 Fairfield Avenue
6th Floor
Bridgeport, CT 06604
Tel: (203) 579-6246
TDD (203) 579 – 6246

West Central Region Office

Rowland State Government Center
55 West Main Street, Suite 210
Waterbury, CT 06702-2004
Tel: (203) 805-6530
TDD (203) 805-6579

Capitol Region Office

450 Columbus Blvd
Hartford, CT 06103
Tel: (860) 566-7710
TDD (860) 566 – 7710

Eastern Region Office

100 Broadway
Norwich, CT 06360
Tel: (860) 886-5703
TDD (860) 886 - 5707

Complaints should be filed with the Commission on Human Rights and Opportunities (CHRO) no later than three hundred (300) days after the alleged act of employment discrimination occurred.

2. The Equal Employment Opportunities Commission

John F. Kennedy Federal Office Building
Government Center, Room 475
Boston, MA 02203
Tel: (617) 565-3200

Complaints should be filed with the Equal Employment Opportunities Commission (EEOC) no later than one hundred and eighty (180) days after the alleged act of employment discrimination occurred, except, that in a case when the aggrieved person has initially filed a complaint with the Commission on Human Rights and Opportunities, such complaint should be filed no later than three hundred (300) days after the alleged act of employment discrimination occurred. Alternatively:

3. Department of Education, Office of Civil Rights

United States Department of Education
Boston Office
8th Floor
5 Post Office Square
Boston, Massachusetts 02109-3921
Tel: (617) 289-0111

4. Department of Justice, for ADA complaints

United States Department of Justice
950 Pennsylvania Avenue, NW
Civil Rights Division
Disability Rights Section
Washington, D.C 20530

<https://www.ada.gov/complaint/>

This is the email to complete the required ADA complaint form.

To file ADA complaint by facsimile, send completed ADA complaint form to

Tel: (202)-307-1197

5. Connecticut Commission on Women, Children and Seniors, Equity & Opportunity

18-20 Trinity Street
Hartford, CT 06106
Tel: (860) 240-1424

6. State of Connecticut: Employee Grievance Procedure

(Contact Human Resources Office or union representatives for Grievance forms and/or procedures).

200 Folly Brook Boulevard
Wethersfield, CT 06109
Tel: (860) 566-3450

7. Wage and Hour and Public Contracts Division

United States Labor Department
135 High Street
Hartford, CT 06103
Tel: (860) 240-4277

8. Wage and Workplace Standards Division

Connecticut Department of Labor
200 Folly Brook Boulevard
Wethersfield, CT 06109
Tel: (860) 263-6790

5.2	Sexual Misconduct Reporting, Supportive Measures and Processes Policy	20-103	2020-07-29
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**Board of Regents for Higher Education
Connecticut State Colleges and Universities**

**Policy Regarding
Sexual Misconduct Reporting, Supportive Measures and Processes Policy**

STATEMENT OF POLICY

The Board of Regents for Higher Education (BOR) in conjunction with the Connecticut State Colleges and Universities (CSCU) is committed to ensuring that each member of every BOR governed college and university community has the opportunity to participate fully in the process of education and development. The BOR and CSCU strive to maintain a safe and welcoming environment free from acts of sexual misconduct, including, sexual harassment, sexual assault, intimate partner violence and stalking. It is the intent of the BOR and each of its colleges or universities to provide safety, privacy and support to victims of sexual misconduct and intimate partner violence.

The BOR strongly encourages students, parents, bystanders and employees to report any instance of sexual misconduct, including sexual harassment, sexual assault, sexual exploitation, stalking and intimate partner violence. Title IX Coordinators will promptly address these matters and treat all parties equitably. In accordance with federal law Respondents will be presumed not responsible and receive no punitive treatment unless and until found responsible after due process. All BOR governed colleges and universities will provide complainants and respondents with supportive measures, including referral to agencies that provide medical attention, counseling, legal services, advocacy, referrals and general information regarding sexual misconduct.

All CSCU employees and support persons will make any limits of confidentiality clear before any disclosure of facts takes place. Other than confidential resources as defined below and employees who qualify as Campus Security Authorities under the Jeanne Clery Act, all CSCU employees are required to immediately communicate to the institution’s Title IX Coordinator any disclosure or report of sexual misconduct received from a student as well as communicate any disclosure or report of sexual misconduct the employee received from another employee when misconduct is related to the business of the institution.

Affirmative consent must be given by all parties before engaging in sexual activity. Affirmative consent means an active, clear and voluntary agreement by a person to engage in sexual activity with another person. Sexual misconduct, as defined herein, is a violation of BOR policies and, in addition, may subject an accused student or employee to criminal penalties. The BOR and each of its governed colleges and universities are committed to providing an environment free of personal offenses. Sexual relationships of any kind between staff/faculty and students are discouraged pursuant to BOR policy.

The Board of Regents for Higher Education hereby directs the Connecticut State Colleges and Universities to implement the Policy stated above pursuant to the following provisions:

TERMS, USAGE AND STANDARDS

Complainant means an individual who is alleged to be the victim of conduct that could constitute sexual harassment.

Sexual Misconduct Reporting
Support Services and Processes Policy

Consent must be affirmed and given freely, willingly, and knowingly of each participant to desired sexual involvement. Consent is a mutually affirmative, conscious decision – indicated clearly by words or actions – to engage in mutually accepted sexual contact. Consent may be revoked at any time during the sexual activity by any person engaged in the activity.

Affirmative consent may never be assumed because there is no physical resistance or other negative response. A person who initially consents to sexual activity shall be deemed not to have affirmatively consented to any such activity which occurs after that consent is withdrawn. It is the responsibility of each person to assure that he or she has the affirmative consent of all persons engaged in the sexual activity to engage in the sexual activity and that affirmative consent is sustained throughout the sexual activity. It shall not be a valid excuse to an alleged lack of affirmative consent that the student or employee responding to the alleged violation believed that the student reporting or disclosing the alleged violation consented to the activity (i) because the responding student or employee was intoxicated or reckless or failed to take reasonable steps to ascertain whether the student or employee reporting or disclosing the alleged violation affirmatively consented, or (ii) if the responding student or employee knew or should have known that the student or employee reporting or disclosing the alleged violation was unable to consent because the student or employee was unconscious, asleep, unable to communicate due to a mental or physical condition, or incapacitated due to the influence of drugs, alcohol or medication. The existence of a past or current dating or sexual relationship between the persons involved in the alleged violation shall not be determinative of a finding of affirmative consent.

Report means a document filed by a complainant or signed by the Title IX Coordinator alleging sexual harassment against a respondent and requesting that the institution investigate the allegation of sexual harassment. At the time of the filing the formal complaint, the complainant must be participating in or attempting to participate in an education program or activity of the institution.

Disclosure is the receipt of any communication of an incident of sexual misconduct that is not accompanied by a request for an investigation or adjudication by the institution.

Respondent means an individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment.

Sexual misconduct includes engaging in any of the following behaviors:

- (a) **Sexual harassment**, which can include any unwelcome sexual advance or request for sexual favors, or any conduct of a sexual nature when submission to such conduct is made either explicitly or implicitly a term or condition of an individual's education or employment; submission to or rejection of such conduct by an individual is used as a basis for academic or employment decisions affecting the individual; or such conduct has the purpose or effect of substantially interfering with an individual's academic or work performance or creating an intimidating, hostile or offensive educational or employment environment. Examples of conduct which may constitute sexual harassment include but are not limited to:

Sexual Misconduct Reporting
Support Services and Processes Policy

- sexual flirtation, touching, advances or propositions
- verbal abuse of a sexual nature
- pressure to engage in sexual activity
- graphic or suggestive comments about an individual's dress or appearance
- use of sexually degrading words to describe an individual
- display of sexually suggestive objects, pictures or photographs
- sexual jokes
- stereotypic comments based upon gender
- threats, demands or suggestions that retention of one's educational status is contingent upon toleration of or acquiescence in sexual advances.

(b) **Sexual assault** shall include but is not limited to a sexual act directed against another person without the consent (as defined herein) of the other person or when that person is not capable of giving such consent-

Sexual assault is further defined in sections 53a-70, 53a-70a, 53a-70b, 53a-71, 53a-72a, 53a-72b and 53a-73a of the Connecticut General Statutes.

(c) **Sexual exploitation** occurs when a person takes non-consensual or abusive sexual advantage of another for anyone's advantage or benefit other than the person being exploited, and that behavior does not otherwise constitute one of the preceding sexual misconduct offenses. Examples of behavior that could rise to the level of sexual exploitation include:

- Prostituting another person;
- Non-consensual visual (e.g., video, photograph) or audio-recording of sexual activity;
- Non-consensual distribution of photos, other images, or information of an individual's sexual activity, intimate body parts, or nakedness, with the intent to or having the effect of embarrassing an individual who is the subject of such images or information;
- Going beyond the bounds of consent (for example, an individual who allows friends to hide in the closet to watch him or her having consensual sex);
- Engaging in non-consensual voyeurism;
- Knowingly transmitting an STI, such as HIV to another without disclosing your STI status;
- Exposing one's genitals in non-consensual circumstances, or inducing another to expose his or her genitals; or
- Possessing, distributing, viewing or forcing others to view illegal pornography.

Sexual exploitation is further defined as a crime in Connecticut State Law.

(d) **Intimate partner, domestic and/or dating violence means** any physical or sexual harm against an individual by a current or former spouse of or person in a dating or cohabitating relationship with such individual that results from any action by such spouse or such person that may be classified as a sexual assault under section 53a-70, 53a-70a, 53a-70b, 53a-71, 53a-72a, 53a-72b or 53a-73a of the general statutes, stalking under section 53a-181c, 53a-181d or 53a-181e of the

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general statutes, or domestic or family violence as designated under section 46b-38h of the general statutes. This includes any physical or sexual harm against an individual by a current or former spouse or by a partner in a dating relationship that results from (1) sexual assault (2) sexual assault in a spousal or cohabiting relationship; (3) domestic violence; (4) sexual harassment (5) sexual exploitation, as such terms are defined in this policy.

Offenses that are designated as “domestic violence” are against family or household members or persons in dating or cohabiting relationships and include assaults, sexual assaults, stalking, and violations of protective or restraining orders issued by a Court. Intimate partner violence may also include physical abuse, threat of abuse, and emotional abuse.

- Physical abuse includes, but is not limited to, slapping, pulling hair or punching.
- Threat of abuse includes but is not limited to, threatening to hit, harm or use a weapon on another (whether victim or acquaintance, friend or family member of the victim) or other forms of verbal threat.
- Emotional abuse includes but is not limited to, damage to one’s property, driving recklessly to scare someone, name calling, threatening to hurt one’s family members or pets and humiliating another person.
- Cohabitation occurs when two individuals dwell together in the same place as if married.
- The determination of whether a “dating relationship” existed is to be based upon the following factors: the complainant’s statement as to whether such a relationship existed, the length of the relationship, the type of the relationship and the frequency of the interaction between the persons reported to be involved in the relationship.

(e) **Stalking**, which is defined as repeatedly contacting another person when contacting person knows or should know that the contact is unwanted by the other person; and the contact causes the other person reasonable apprehension of imminent physical harm or the contacting person knows or should know that the contact causes substantial impairment of the other person’s ability to perform the activities of daily life.

As used in this definition, the term “contacting” includes, but is not limited to, communicating with (including internet communication via e-mail, instant message, on- line community or any other internet communication) or remaining in the physical presence of the other person.

Retaliation is prohibited and occurs when a person is subjected to an adverse employment or educational action because he or she made a complaint under this policy or assisted or participated in any manner in an investigation. No institution or person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX or because the individual has made a report of complaint, testified, assisted or participated or refused to participate in any manner in an investigation, proceeding or hearing related to a report or complaint related to sex discrimination.

CONFIDENTIALITY

When a BOR governed college or university receives a report of sexual misconduct all reasonable steps will be taken by the appropriate CSCU officials to preserve the privacy of the complainant and

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respondent while promptly investigating and responding to the report. While the institution will strive to maintain the confidentiality of personally identifiable student information reported, which information is subject to privacy requirements of the Family Education Rights Privacy Act (FERPA), the institution also must fulfill its duty to protect the campus community.

Confidential resources are defined as follows: For the Universities, entities with statutory privilege, which include campus based counseling center, health center and pastoral counseling staff members whose official responsibilities include providing mental health counseling to members of the University community as well as off campus counseling and psychological services, health services providers, member(s) of the clergy, and the local Sexual Assault Crisis Center and Domestic Violence Center. For the Colleges, confidential resources are limited to entities with statutory privilege, such as off campus counseling, on campus counseling where available, and psychological services, health services providers, member(s) of the clergy, and the local Sexual Assault Crisis Center and Domestic Violence Center. The personnel of these centers and agencies are bound by state statutes and professional ethics from disclosing information about reports without written releases.

Information provided to a confidential resource by a complainant or respondent cannot be disclosed legally to any other person without consent, except under very limited circumstances, such as an imminent threat of danger to self or others or if the reported complainant is a minor. Therefore, for those who wish to obtain the fullest legal protections and disclose in full confidentiality, she/he must speak with a confidential resource. Each BOR governed college and university will provide a list of such confidential resources in the College or University's geographic region to complainants and respondents as well as publish these resources on-line and in various publications.

Where it is deemed necessary for the institution to take steps to protect the safety of members of the campus community, the institution will seek to act in a manner so as not to compromise the privacy or confidentiality of the either the complainant or respondent to the extent reasonably possible.

MANDATED REPORTING BY COLLEGE AND UNIVERSITY EMPLOYEES

Other than confidential resources as defined above, in addition to employees who qualify as Campus Security Authorities under the Jeanne Clery Act, all employees are required to immediately communicate to the institution's designated recipient (e.g., Title IX Coordinator) any disclosure or report of sexual misconduct received from a student regardless of the age of the complainant. All employees are also required to communicate to the institution's designated recipient (e.g., Title IX Coordinator) any disclosure or report of sexual misconduct received from an employee that impacts employment with the institution or is otherwise related to the business of the institution.

Upon receiving a disclosure or a report of sexual misconduct, employees are expected to supportively, compassionately and professionally offer academic and other accommodations and to provide a referral for support and other services.

Further, in accordance with Connecticut State law, with the exception of student employees, any paid administrator, faculty, staff, athletic director, athletic coach or athletic trainer who, in the ordinary course of their employment, has a reasonable cause to suspect or believe that a person under the age

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of 18 years has been abused or neglected, has been placed in imminent harm or has had a non-accidental injury is required by law and Board policy to report the incident within twelve hours to their immediate supervisor and to the Department of Children and Families.

RIGHTS OF PARTIES

Complainants and respondents will be informed in a timely manner of all their rights and options, including the necessary steps and potential outcomes of each option. Complainants and respondents shall be offered non-disciplinary, non-punitive individualized services as appropriate and available that are designed to restore or preserve equal access to the institution's education program or activity without unreasonably burdening the other party, which may include measures designed to protect the safety of all parties or the institution's educational environment or deter sexual harassment.

When choosing a reporting resource the following information should be considered:

- All reports of sexual misconduct will be treated seriously and with dignity by the institution.
- Referrals to off-campus counseling and medical services that are available immediately and confidential, whether or not those who report feel ready to make any decisions about reporting to police, a college or university employee or the campus's Title IX Coordinator.
- Information regarding the right to take both criminal and civil legal action against the individual allegedly responsible.
- Those who seek confidentiality may contact a clergy member(s), a University counseling center psychologist, a University health center care provider, the Sexual Assault Crisis Center of Connecticut and/or the Connecticut Coalition Against Domestic Violence – all of whom are bound by state statutes and professional ethics to maintain confidentiality without written releases.

RIGHT TO NOTIFY LAW ENFORCEMENT & SEEK PROTECTIVE AND OTHER ORDERS

Complainants and respondents shall be provided written information about her/his right to:

- (1) notify law enforcement and receive assistance from campus authorities in making the notification; and,
- (2) obtain a protective order, apply for a temporary restraining order or seek enforcement of an existing order. Such orders include:
 - standing criminal protective orders;
 - protective orders issued in cases of stalking, harassment, sexual assault, or risk of injury to or impairing the morals of a child;
 - temporary restraining orders or protective orders prohibiting the harassment of a witness;
 - family violence protective orders.

The institution will also honor lawful protective or temporary restraining orders.

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Each and every BOR governed college and university shall create and provide information specific to its campus detailing the procedures to follow after the commission of such violence, including people or agencies to contact for reporting purposes or to request assistance, and information on the importance of preserving physical evidence.

OPTIONS FOR CHANGING ACADEMIC, HOUSING, TRANSPORTATION AND WORKING ARRANGEMENTS

College and university Title IX Coordinators will provide supportive measures to complainants and respondents. These supportive measures may include, but are not limited to, reasonably available options for changing academic situations, including but not limited to extensions of deadlines or other course related adjustments, modifications of work or class schedules, campus transportation and escort services, mutual restrictions on contact between parties, leaves of absence, increased security and monitoring and housing or working situations.

SUPPORT SERVICES CONTACT INFORMATION

It is BOR policy that whenever a college or university Title IX Coordinator or other employee receives a report of sexual misconduct, the Title IX Coordinator shall immediately provide all parties with contact information for and, if requested, professional assistance in accessing and using any appropriate campus resources, or local advocacy, counseling, health, and mental health services, without fee. All CSUC campuses shall develop and distribute contact information for this purpose as well as provide such information on-line.

SEXUAL MISCONDUCT INVESTIGATION AND PROCEDURES

All complaints of sexual misconduct will be reviewed by the college or university Title IX Coordinator who will determine supportive measures and whether the complaint falls within the scope of Title IX. If the institution's Title IX Coordinator determines that the alleged harassment is

- (1) so severe, pervasive, and objectively offensive that it effectively denies a person equal access to an education program or activity; or,
- (2) implicates an employee of the institution, alleging that the employee conditioned a provision of an aid, benefit, or service upon the complainant's participation in unwelcome sexual conduct; or,

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(3) alleges “Sexual assault” as defined in 20 U.S.C. 1092(f)(6)(A)(v)¹, “dating violence” as defined in 34 U.S.C. 12291(a)(10)², “domestic violence” as defined in 34 U.S.C. 12291(a)(8)³, or “stalking” as defined in 34 U.S.C. 12291(a)(30)⁴ as defined in 34 U.S.C. 12291(a)(30)⁵

and

(4) the alleged harassment occurred within the United States on property owned or controlled by the institution or any building owned or controlled by a student organization officially recognized by the institution; and

(5) at the time of the filing the Complainant was participating or attempting to participate in the educational program or activity;

The Title IX coordinator will initiate the Title IX Process which shall be applicable to students, faculty and staff. The Title IX Process and Procedures are available on-line and through the Office of the Title IX Coordinator.

If the institution’s Title IX Coordinator determines that the alleged harassment does not meet the factors above but the alleged misconduct violates BOR Policy, the following procedures apply:

- Each party shall have the opportunity to request that an investigation or disciplinary proceedings begin promptly; that such disciplinary proceedings shall be conducted by an official trained annually in issues relating to sexual assault, stalking and dating, domestic or intimate partner violence and shall use the preponderance of the evidence (more likely than

¹ 20 U.S.C. 1092(f)(6)(A)(v), The term “[sexual assault](#)” means an offense classified as a forcible or non-forcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation.

² 34 U.S.C. 12291(a)(10) The term “[dating violence](#)” means violence committed by a person - (A) who is or has been in a social relationship of a romantic or intimate nature with the victim; and (B) where the existence of such a relationship shall be determined based on a consideration of the following factors: (i) The length of the relationship. (ii) The type of relationship. (iii) The frequency of interaction between the persons involved in the relationship.

³ 34 U.S.C. 12291(a)(8) The term “[domestic violence](#)” includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies, or by any other person against an adult or [youth](#) victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction.

⁴ 34 U.S.C. 12291(a)(30) (30) The term “[stalking](#)” means engaging in a course of conduct directed at a specific person that would cause a reasonable person to - (A) fear for his or her safety or the safety of others; or (B) suffer substantial emotional distress.

⁵ 34 U.S.C. 12291(a)(30) (30) The term “[stalking](#)” means engaging in a course of conduct directed at a specific person that would cause a reasonable person to - (A) fear for his or her safety or the safety of others; or (B) suffer substantial emotional distress.

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not) standard in accordance with State law in making a determination concerning sexual assault, stalking or domestic/dating/intimate partner violence.

- Both the complainant and respondent are entitled to be accompanied to any meeting or proceeding relating to the allegation of sexual misconduct by an advisor or support person of their choice, provided the involvement of such advisor or support person does not result in the postponement or delay of such meeting as scheduled and provided such an advisor or support person may not directly address the Hearing Body, question witnesses or otherwise actively participate in the hearing process or other meeting pertaining to a report of sexual misconduct and each party shall have the opportunity to present evidence and witnesses on her/his behalf during any disciplinary proceeding.
- Both parties are entitled to be provided at the same time written notice of the results of any disciplinary proceeding, normally within one (1) business day after the conclusion of such proceeding, which notice shall include the following: the name of the respondent the violation committed, if any, and any sanction imposed upon the respondent. Sanctions may range from a warning to expulsion, depending upon the behavior and its severity of the violation(s). The complainant shall have the same right to request a review of the decision of any disciplinary proceeding in the same manner and on the same basis as shall the respondent; however, in such cases, if a review by any complainant is granted, among the other actions that may be taken, the sanction of the disciplinary proceeding may also be increased. Both the complainant and respondent are entitled to be simultaneously provided written notice of any change in the results of any disciplinary proceeding prior to the time when the results become final as well as to be notified when such results become final.

If the institution's Title IX Coordinator determines that the allegations do not constitute a violation of either Title IX or Board policy and can make no finding of responsibility, complainant and respondent shall be notified that the matter shall be closed.

Employee sexual misconduct not subject to Title IX is subject to discipline in accordance with the procedures applicable to the employee's classification of employment.

REVIEW AND AUDIT

The Title IX Coordinator will report to the President of the institution on a regular basis all findings on reported sexual misconduct matters. The Title IX Coordinator shall include within its annual Connecticut General Statute 10a-55m Sexual Misconduct Report a separate report specifically disclosing the number of complaints, the subject matter of each complaint and the final outcome of each case processed under Title IX. At a joint meeting of the Human Resources and Administration Committee and the Academic and Student Affairs Committee, the CSCU Title IX

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Coordinator will report annually on CSCU data of complaints and outcomes of sexual misconduct matters reviewed under Title IX, BOR policies, and other applicable state statutes.

DISSEMINATION OF THIS POLICY

Upon adoption by the Board all CSCU institutions shall, upon receipt, immediately post and maintain this policy at all times in an easily accessible manner on each institution's website, handbook and catalogue. This policy shall thereafter be annually provided to all Title IX Coordinators, campus law enforcement officers and security personnel, and other campus personnel. Further, this policy shall be presented at student orientation and at student awareness and prevention trainings, and made broadly available at each campus. The policy shall be expanded upon by each institution to provide resources and contact information specific to their institution and geographic area as set forth above. This includes but is not limited to the name, office address, email address and telephone number of the Title IX Coordinators.

Updated

DISCRIMINATION COMPLAINT LOGAGENCY: CSCC Shoreline WestREPORTING DATE: 30-Sep-22

NUMBER	COMPLAINANT RACE/SEX	DATE FILED	TYPE*	ACCUSED**	BASIS CLAIMED	FINDING	RESOLUTION	LENGTH OF TIME TO RESOLVE
1	HM	2/18/2022	CHRO	Gateway/BOR	Retaliation	pending	n/a	225
2	UF/student	10/13/2021	Internal	Faculty	Sexual harassment	unsubstantiated	n/a	70
3	BF/student	11/15/2021	internal	faculty	race	unsubstantiated	training and counseling recommended	58
4	BF/staff	12/14/2021	internal	supervisor	race	unsubstantiated	n/a	31
5	HM/staff	12/3/2021	Internal	faculty	race	unsubstantiated	n/a	26
6	UF/student	4/12/2022	Internal	faculty	gender/sex	unsubstantiated	n/a	119
7	BM/staff	6/17/2022	Internal	supervisor	race/sex	unsubstantiated	referred to labor relations	54
8	BM/staff	6/29/2022	internal	staff	race	open	n/a	open beyond 90 days due to repondent being retired and out of the country
9	WF/student	7/8/2022	internal	staff	religion	unsubstantiated, but conduct substantiated but did not rise to severe, pervasive, or persistent	n/a	
10								

*Internal (within Agency) or External (CHRO, DOL, EEOC, etc.)

Section 46a-68-90
Goals Analysis

Section 46a-68-90 - GOALS ANALYSIS October 1, 2021 – September 30, 2022

The CSCC Shoreline-West Region engaged in necessary steps to ensure every *good faith effort* occurred in every recruitment. Each campus submitted AA plans within this reporting period and were found to be in compliance with the Affirmative Action regulations.

The CSCC Shoreline-West engaged in the necessary activities to ensure compliance with subsection (a) and (b).

- a) The CSCC Shoreline-West Region shall prepare a report on all activity undertaken to achieve the hiring, promotion, and program goals contained in the previous affirmative action plan and a probing self-analysis of the progress made toward those ends. If the analysis reveals additional problem areas or finds any current course of action ineffective, the region shall undertake corrective action as set forth in section 46a-68-88 of the Regulations of Connecticut State Agencies.
- b) For each job search, the region shall provide the race and gender of:
 - (1) the total applicant pool
 - (2) the qualified applicant pool
 - (3) the applicants interviewed.
- c) When a goal is met, the region shall identify the selected candidate as a goal candidate. No other information is required.
- d) Each unmet goal shall be accompanied by a narrative outlining the region's good faith efforts to achieve that goal by explaining why each goal candidate was eliminated. Each unmet goal, by job search, shall be separately addressed by narrative and the discussion of each goal applicant shall be detailed and complete.

Activity to Demonstrate Good Faith Efforts to Achieve Goals

During this reporting period, the region has made good faith efforts to hire/promote only the most qualified individuals to fill vacancies in a fair and equitable manner.

The region took steps to advertise its job opportunities broadly in mainstream, culturally specific media, and special listservs. The region increased its recruitment resources utilizing JAZZHR and other identified sources to advertise job opportunities as the budget permitted.

Search and selection committees were established for every search conducted. Each search committee was composed of diverse employees in an attempt to reflect the demographics of the employment goals. Prior to reviewing application materials, each search committee developed criteria and questions based on the job duties and position qualifications listed on the position announcements. To ensure compliance with AA/EEO laws and regulations, the criteria and questions were reviewed and approved by the Recruitment and Talent Specialist, and the Manager of Equal Employment Opportunity before the interview process began.

Prior to the application deadlines, the Recruitment and Talent Specialist and the Manager of Equal Employment Opportunity met with each search committee to discuss the following:

- The search process and committee's role.
- The job description and position announcement.

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October 1, 2021 – September 30, 2022

- Affirmative action/equal employment opportunity principles and the non-discrimination procedure.
- Confidentiality and proper search documentation.
- The development of interview questions and criteria including *legal dos and don'ts*;

Additional topics around the value of having a diverse workforce were discussed during these meetings. Search committee members were asked to be actively aware of their personal biases and stereotypes, and the possible impact on individual decisions in the selection and recommendation process. A copy of search committee documents is attached at the end of this section.

The Manager of Equal Employment Opportunity is involved throughout the search and selection process and reviewed applications to ensure compliance with both Affirmative Action and Equal Employment Opportunity. To that end, where practicable, the Manager of EEO ensured that the committee interviewed goal and minority or other protected class applicants who, based on the application materials, appeared to meet the qualifications for the position. The region is aware that it must always monitor the pulse of the overall workforce and provide occasional training in various non-discrimination regulations as they are beneficial to the overall employment process and the diversity of the campus.

Applicant Race Categories Key:

W=White, B=Black, H=Hispanic, A=(Asian, American Indian, Alaskan Native, Hawaiian, Pacific Islander), U=Unknown, T=two or more races, F=Female, M=Male

Section 46a-68-90 - GOALS ANALYSIS October 1, 2021 – September 30, 2022

Hiring Goals Analysis

Executive

- **Goals:** 3WM, 1WF, 1HF, 1AF
- **Hires:** 1WM, 1WF
- **Goal Achievement:** Two (2) of Two (2) hires met goals or 100%.

1. Associate Dean of Campus Operations (1WM)

Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	12	7	4	4	2	2	1	1	1	0	0	0	0	0	0	1
Not Qualified	4	3	1	2	0	1	0	0	1	0	0	0	0	0	0	0
Total Qualified	8	4	3	2	2	1	1	1	0	0	0	0	0	0	0	1
Qual. No Interview	4	3	1	1	0	1	1	1	0	0	0	0	0	0	0	0
Qual. Rec. Interview	4	1	2	1	2	0	0	0	0	0	0	0	0	0	0	1
Withdrew	2	0	1	0	1	0	0	0	0	0	0	0	0	0	0	1
Interviewed	2	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0
Offered	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received twelve (12) applications for this position. Of which, there were 4WM, 2WF, and 1HF goal candidates.

With this hire the agency achieved **one (1) of three (3) White male** goals.

2. Associate Dean of Institutional Advancement (1WF)

Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	12	6	5	3	2	3	1	0	0	0	0	0	0	0	2	1
Not Qualified	8	5	2	2	1	3	0	0	0	0	0	0	0	0	1	1
Total Qualified	4	1	3	1	1	0	1	0	0	0	0	0	0	0	1	0
Qual. No Interview	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	4	1	3	1	1	0	1	0	0	0	0	0	0	0	1	0
Withdrew	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed	4	1	3	1	1	0	1	0	0	0	0	0	0	0	1	0
Offered	2	0	2	0	1	0	1	0	0	0	0	0	0	0	0	0
Not Accepted	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0
Hired	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received twelve (12) applications for this position. Of which, there were 3WM and 2WF goal candidates.

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With this hire the agency achieved **one (1) of 1 White female** goal.

Professor

- **Goals:** None
- **Hires:** None
- **Goal Achievement:** N/A

Associate Professor

- **Goals:** None
- **Hires:** None
- **Goal Achievement:** N/A

Assistant Professor

- **Goals:** 3WM, 2HM, 1AF, 2TM
- **Hires:** 1WM, 7WF, 2BF, 1HF
- **Goal Achievement:** One (1) WM of eight (8) established goals were achieved of 12.5%.

1. Assistant Professor PC/Mathematics (1WM)

Position Summary: All Teaching Faculty members shall: Prepare and teach college-approved courses in accordance with approved course descriptions and class schedules, including developing syllabi and reading lists and keeping each course taught complete and up to date; respond to and work with multiple constituencies, including students, peers (faculty and staff), and external agencies (business, community, educational, etc.); perform divisional departmental responsibilities in the selection of texts and related teaching resources; and other teaching and related duties as outlined on the Collective Bargaining Agreement.

Incumbents must possess proven ability to effectively work with a culturally, linguistically, and ethnically diverse faculty, staff, and student. They are expected to have excellent oral and written communication skills along with strong Information technology literacy skills such as Microsoft Office (Word, Excel, Outlook, Teams etc.)

This position was posted on the following sites: HigherEdJobs.com, Diverse Issues in Higher Education, Workplace Diversity, Latino's in Higher Ed, LinkedIn, Indeed.com, Facebook page, Zip Recruiter, Indeed.com, ct.edu, Oodle, Careerjet, Sercanto, Job.net, Jobcase.com, Neuvoo, Adzuna, and sent through the CSCU email system distribution list

Minimum Qualifications: Master's Degree Mathematics. Four (4) years of college teaching experience (96+ credit-hours).

Preferred Qualifications:

- Experience teaching a full range of college-level Statistics and Math courses from the developmental level through multi-variable Calculus.
- At least one (1) year of using Statistics in a professional setting.

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- An ability to develop and teach Statistics courses according to Guidelines for Assessment and Instruction in Statistics Education (GAISE) guidelines in face-to-face and online environments using effective teaching techniques and technology.
- Experience objectively evaluating and assessing student learning, engagement, and teaching approaches.
- Experience in leadership in program and curriculum development and program review, classroom strategies, course assessments and academic advising.
- Experience integrating instructional technology.
- Experience developing and delivering distance learning courses.
- Experience integrating or developing open educational resources.
- Evidence of innovative teaching techniques.
- Experience with mentoring academically advanced students

Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	11	8	1	4	0	2	0	2	0	0	0	0	0	0	1	2
Not Qualified	4	3	1	0	0	2	0	1	0	0	0	0	0	0	1	0
Total Qualified	7	5	0	4	0	0	0	1	0	0	0	0	0	0	0	2
Qual. No Interview	2	2	0	1	0	0	0	1	0	0	0	0	0	0	0	0
Qual. Rec. Interview	5	3	0	3	0	0	0	0	0	0	0	0	0	0	0	2
Withdrawn	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed	5	3	0	3	0	0	0	0	0	0	0	0	0	0	0	2
Offered	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received eleven (11) applications for this position, of which there 4WM, 2HM, goal candidates.

The region achieved a goal with the hire of **one (1) White male**. This achieved **one (1) of three (3)** White male goals established in this category.

2. Assistant Professor PC/Drug and Alcohol (1WF)

Position Summary: All Teaching Faculty members shall: Prepare and teach college-approved courses in accordance with approved course descriptions and class schedules, including developing syllabi and reading lists and keeping each course taught complete and up to date; respond to and work with multiple constituencies, including students, peers (faculty and staff), and external agencies (business, community, educational, etc.); perform divisional departmental responsibilities in the selection of texts and related teaching resources; and other teaching and related duties as outlined on the Collective Bargaining Agreement.

Incumbents must possess proven ability to effectively work with a culturally, linguistically, and ethnically diverse faculty, staff, and student. They are expected to have excellent oral and written communication skills along with strong Information technology literacy skills such as Microsoft Office (Word, Excel, Outlook, Teams etc.)

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October 1, 2021 – September 30, 2022

This position was posted on the following sites: HigherEdJobs.com, Diverse Issues in Higher Education, Workplace Diversity, Latino's in Higher Ed, LinkedIn, Indeed.com, Facebook page, Zip Recruiter, Indeed.com, ct.edu, Oodle, Careerjet, Sercanto, Job.net, Jobcase.com, Neuvoo, Adzuna, and sent through the CSCU email system distribution list

Minimum Qualifications: Master's Degree Behavioral Health science (Addiction Counseling, Human Services, Psychology, Counseling, Social Work, Marriage & Family Counseling. Four (4) years of college teaching experience (96+ credit-hours), and Current and valid CT Addiction Credential (LADC required).

Preferred Qualifications:

- One (1) or more years' experience teaching DARC courses at a community college (24+ credits)
- Experience with curriculum development, and program assessment and evaluation.
- One (1) or more years' experience in supervision of students in their internships.
- Experience Supervising faculty or staff.
- Experience with online instruction and delivery methods using platforms such as Blackboard.
- Experience with reflective, interactive pedagogical teaching techniques.

Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	15	0	15	0	8	0	5	0	0	0	0	0	0	0	2	0
Not Qualified	11	0	11	0	6	0	3	0	0	0	0	0	0	0	2	0
Total Qualified	4	0	4	0	2	0	2	0	0	0	0	0	0	0	0	0
Qual. No Interview	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	4	0	4	0	2	0	2	0	0	0	0	0	0	0	0	0
Withdraw	3	0	3	0	1	0	2	0	0	0	0	0	0	0	0	0
Interviewed	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Offered	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received fifteen (15) applications for this position. Of which, there were **zero (0)** goal candidates.

The region did not achieve a goal with the hire of **one (1) White female** who was selected because she met the minimum and preferred qualifications and her performance during the interview.

3. Assistant Professor Nutrition and Dietetics (1WF)

Position Summary: All Teaching Faculty members shall: Prepare and teach college-approved courses in accordance with approved course descriptions and class schedules, including developing syllabi and reading lists and keeping each course taught complete and up to date; respond to and work with multiple constituencies, including students, peers (faculty and staff), and external agencies (business, community, educational, etc.); perform divisional departmental responsibilities in the selection of texts and related teaching resources; and other teaching and related duties as outlined on the Collective Bargaining Agreement.

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Incumbents must possess proven ability to effectively work with a culturally, linguistically, and ethnically diverse faculty, staff, and student. They are expected to have excellent oral and written communication skills along with strong Information technology literacy skills such as Microsoft Office (Word, Excel, Outlook, Teams etc.)

This position was posted on the following sites: HigherEdJobs.com, Diverse Issues in Higher Education, Workplace Diversity, Latino's in Higher Ed, LinkedIn, Indeed.com, Facebook page, Zip Recruiter, Indeed.com, ct.edu, Oodle, Careerjet, Sercanto, Job.net, Jobcase.com, Neuvoo, Adzuna, and sent through the CSCU email system distribution list

Minimum Qualifications: Master's Degree in Nutrition, Dietetics or Foods. Credentialed as a Registered Dietitian Nutritionist (R.D.N.) by the Commission on Dietetic Registration of the Academy of Nutrition and Dietetics. Four (4) years college teaching experience (96+ credits).

Preferred Qualifications:

- One (1) or more years' related experience teaching nutrition courses at a community college (24+ credits)
- Experience with clinical and program supervision.
- Experience with clinical and academic instruction.
- Experience with curriculum development and program assessment and evaluation.
- Experience with data tracking software.
- Experience Supervising faculty or staff.
- Experience with online instruction and delivery methods using platforms such as Blackboard.
- Experience with reflective, interactive pedagogical teaching techniques.

Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	12	1	9	0	7	0	1	0	0	0	1	0	0	1	0	2
Not Qualified	9	1	6	0	4	0	1	0	0	0	1	0	0	1	0	2
Total Qualified	3	0	3	0	3	0	0	0	0	0	0	0	0	0	0	0
Qual. No Interview	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	3	0	3	0	3	0	0	0	0	0	0	0	0	0	0	0
Withdraw	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed	3	0	3	0	3	0	0	0	0	0	0	0	0	0	0	0
Offered	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received twelve (12) applications for this position. Of which, there were 0WM, 0HM, **1AF**, and 0TM goal candidates.

Of the twelve (12) applicants, nine (9) were deemed not qualified including 1AF goal candidate.

- 1AF did not possess a Master's Degree in Nutrition, Dietetics or Foods, credentialed as a Registered Dietitian Nutritionist (R.D.N.) by the Commission on Dietetic Registration of the Academy of Nutrition and Dietetics; possess four (4) years college teaching experience (96+ credits); and was not authorized to work in the United States.

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Key: W=White, B=Black, H=Hispanic, A=(Asian, American Indian, Alaskan Native, Hawaiian, Pacific Islander), U=Unknown, T=two or more races, F=Female, M=Male

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The region did not achieve a goal with the hire of **one (1) White Female** who was selected because she met the minimum and preferred qualifications and her performance during the interview.

4. Assistant Professor Surgical Technology (1BF)

Position Summary: All Teaching Faculty members shall: Prepare and teach college-approved courses in accordance with approved course descriptions and class schedules, including developing syllabi and reading lists and keeping each course taught complete and up to date; respond to and work with multiple constituencies, including students, peers (faculty and staff), and external agencies (business, community, educational, etc.); perform divisional departmental responsibilities in the selection of texts and related teaching resources; and other teaching and related duties as outlined on the Collective Bargaining Agreement.

Incumbents must possess proven ability to effectively work with a culturally, linguistically, and ethnically diverse faculty, staff, and student. They are expected to have excellent oral and written communication skills along with strong Information technology literacy skills such as Microsoft Office (Word, Excel, Outlook, Teams etc.)

This position was posted on the following sites: HigherEdJobs.com, Diverse Issues in Higher Education, Workplace Diversity, Latino's in Higher Ed, LinkedIn, Indeed.com, Facebook page, Zip Recruiter, Indeed.com, ct.edu, Oodle, Careerjet, Sercanto, Job.net, Jobcase.com, Neuvoo, Adzuna, and sent through the CSCU email system distribution list

Minimum Qualifications: Bachelor's degree with a minimum of six (6) years' experience as a Surgical Technologist, either in the operating room scrub role or as an instructor in surgical technology, or combination of both.

- Credentialed in the field of surgical technology through a national certification program that is accredited by the National Commission on Certifying Agencies (NCCA).

Preferred Qualifications:

- Master's Degree in Surgical Technology or Allied Health
- Two (2) years' experience teaching college-level courses, specifically involving the following Surgical Technology or allied health (48 credits)
- One (1) year experience teaching at a community college (24 credits)
- Experience in curriculum development
- Experience with online instruction and delivery methods such as Blackboard
- Experience using CSCC's Banner system
- Experience as a program coordinator
- Experience in the accreditation process

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Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	3	1	2	1	0	0	2	0	0	0	0	0	0	0	0	0
Not Qualified	2	1	1	1	0	0	1	0	0	0	0	0	0	0	0	0
Total Qualified	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0
Qual. No Interview	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0
Withdrew	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0
Offered	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received three (3) applications for this position. Of which, there were 1WM, 0HM, 0AF, and 0TM goal candidates.

Of the three (3) applicants, two (2) were deemed not qualified including 1WM goal candidate.

- 1WM did not possess a Bachelor's degree with a minimum of (6) years of experience as a Surgical Technologist, either in the operating room scrub role or as an instructor in surgical technology, or combination of both; and credentialed in the field of surgical technology through a national certification program that is accredited by the National Commission on Certifying Agencies (NCCA).

The region did not achieve a goal with the hire of **one (1) Black Female** who was selected because she met the minimum and preferred qualifications and her performance during the interview.

5. Assistant Professor Surgical Technology (1BF)

Position Summary: All Teaching Faculty members shall: Prepare and teach college-approved courses in accordance with approved course descriptions and class schedules, including developing syllabi and reading lists and keeping each course taught complete and up to date; respond to and work with multiple constituencies, including students, peers (faculty and staff), and external agencies (business, community, educational, etc.); perform divisional departmental responsibilities in the selection of texts and related teaching resources; and other teaching and related duties as outlined on the Collective Bargaining Agreement.

Incumbents must possess proven ability to effectively work with a culturally, linguistically, and ethnically diverse faculty, staff, and student. They are expected to have excellent oral and written communication skills along with strong Information technology literacy skills such as Microsoft Office (Word, Excel, Outlook, Teams etc.)

This position was posted on the following sites: HigherEdJobs.com, Diverse Issues in Higher Education, Workplace Diversity, Latino's in Higher Ed, LinkedIn, Indeed.com, Facebook page, Zip Recruiter, Indeed.com, ct.edu, Oodle, Careerjet, Sercanto, Job.net, Jobcase.com, Neuvoo, Adzuna, and sent through the CSCU email system distribution list

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Minimum Qualifications: Bachelor's degree with a minimum of six (6) years' experience as a Surgical Technologist, either in the operating room scrub role or as an instructor in surgical technology, or combination of both.

- Credentialed in the field of surgical technology through a national certification program that is accredited by the National Commission on Certifying Agencies (NCCA).

Preferred Qualifications:

- Master's Degree in Surgical Technology or Allied Health
- Two (2) years' experience teaching college-level courses, specifically involving the following Surgical Technology or allied health (48 credits)
- One (1) year experience teaching at a community college (24 credits)
- Experience in curriculum development
- Experience with online instruction and delivery methods such as Blackboard
- Experience using CSCC's Banner system
- Experience as a program coordinator
- Experience in the accreditation process

Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	4	0	4	0	3	0	1	0	0	0	0	0	0	0	0	0
Not Qualified	2	0	2	0	2	0	0	0	0	0	0	0	0	0	0	0
Total Qualified	2	0	2	0	1	0	1	0	0	0	0	0	0	0	0	0
Qual. No Interview	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	2	0	2	0	1	0	1	0	0	0	0	0	0	0	0	0
Withdraw	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed	2	0	2	0	1	0	1	0	0	0	0	0	0	0	0	0
Offered	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received four (4) applications for this position. Of which, there were **zero (0)** goal candidates.

The region did not achieve a goal with the hire of **one (1) Black Female** who was selected because she met the minimum and preferred qualifications and her performance during the interview.

6. Assistant Professor Visual Arts (1WF)

Position Summary: All Teaching Faculty members shall: Prepare and teach college-approved courses in accordance with approved course descriptions and class schedules, including developing syllabi and reading lists and keeping each course taught complete and up to date; respond to and work with multiple constituencies, including students, peers (faculty and staff), and external agencies (business, community, educational, etc.); perform divisional departmental responsibilities in the selection of texts and related teaching resources; and other teaching and related duties as outlined on the Collective Bargaining Agreement.

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Incumbents must possess proven ability to effectively work with a culturally, linguistically, and ethnically diverse faculty, staff, and student. They are expected to have excellent oral and written communication skills along with strong Information technology literacy skills such as Microsoft Office (Word, Excel, Outlook, Teams etc.)

This position was posted on the following sites: HigherEdJobs.com, Diverse Issues in Higher Education, Workplace Diversity, Latino's in Higher Ed, LinkedIn, Indeed.com, Facebook page, Zip Recruiter, Indeed.com, ct.edu, Oodle, Careerjet, Sercanto, Job.net, Jobcase.com, Neuvoo, Adzuna, and sent through the CSCU email system distribution list

Minimum Qualifications: Master's Degree in Graphics, Digital Media, or Art. Four (4) years college teaching experience (96+ credits)

Preferred Qualifications:

- Two (2) years' experience teaching college-level courses, specifically involving the following Graphic Design and/or Digital Media, Gaming (48 credits).
- One (1) year experience teaching at a community college (24credits).
- Experience in curriculum development.
- Experience with online instruction and delivery methods such as Blackboard.
- Experience using CSCC's Banner system.
- Experience with reflective, interactive pedagogical teaching techniques.

Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	27	7	17	4	10	0	0	1	0	0	1	0	0	2	6	3
Not Qualified	15	2	12	1	7	0	0	0	0	0	0	0	0	1	5	1
Total Qualified	12	5	5	3	3	0	0	1	0	0	1	0	0	1	1	2
Qual. No Interview	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	11	4	5	2	3	0	0	1	0	0	1	0	0	1	1	2
Withdraw	2	2	0	0	0	0	0	1	0	0	0	0	0	1	0	0
Interviewed	9	2	5	2	3	0	0	0	0	0	1	0	0	0	1	2
Offered	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received twenty-seven (27) applications for this position. Of which, there was 4WM, 1HM, 1AF, and 0TM goal candidates.

Of the twenty-seven (27) candidates for the position, fifteen (15) were deemed not qualified, including 1WM goal candidate.

- WM did not possess a Master's Degree in Graphics, Digital Media, or Art. Four (4) years college teaching experience (96+ credits)

Of the remaining twelve (12) candidates for the position deemed qualified for the position as they met the minimum qualifications, one (1) was not offered an interview, including 1WM goal candidate.

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Key: W=White, B=Black, H=Hispanic, A=(Asian, American Indian, Alaskan Native, Hawaiian, Pacific Islander), U=Unknown, T=two or more races, F=Female, M=Male

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- 1WM did not possess Two (2) years' experience teaching college-level courses, specifically involving the following Graphic Design and/or Digital Media, Gaming (48 credits); Experience in curriculum development; or experience using CSCC's Banner system.

The remaining eleven (11) candidates for the position deemed qualified for the position as they met the minimum qualifications and preferred qualifications and offered interviews, including 2WM and 1HM goal candidates.

- 1HM withdrew his application prior to the interview.
- 1AF withdrew his application prior to the interview
- 1WM was not selected for the position because he did not have academic administrative experience, did not possess an iTeach certification, and did not have any fine arts teaching experience.
- 1WM was offered the position but declined.

The region did not achieve a goal with the hire of **one (1) White Female** who possessed the minimum and preferred qualifications.

- 1WF was selected because she had established connections in the Greater New Haven art community and interest in connecting students through internships and exhibiting opportunities. She was a advocate for interdisciplinary courses and building both the studio and graphic design programs at GCC. She was iTeach certified, bilingual, and had cross cultural experience in France and Portugal and supports students with diverse cultural backgrounds. She also is a graphic design practitioner and freelance designer.

7. Assistant Professor Nursing (1WF)

Position Summary: All Teaching Faculty members shall: Prepare and teach college-approved courses in accordance with approved course descriptions and class schedules, including developing syllabi and reading lists and keeping each course taught complete and up to date; respond to and work with multiple constituencies, including students, peers (faculty and staff), and external agencies (business, community, educational, etc.); perform divisional departmental responsibilities in the selection of texts and related teaching resources; and other teaching and related duties as outlined on the Collective Bargaining Agreement.

Incumbents must possess proven ability to effectively work with a culturally, linguistically, and ethnically diverse faculty, staff, and student. They are expected to have excellent oral and written communication skills along with strong Information technology literacy skills such as Microsoft Office (Word, Excel, Outlook, Teams etc.)

This position was posted on the following sites: HigherEdJobs.com, Diverse Issues in Higher Education, Workplace Diversity, Latino's in Higher Ed, LinkedIn, Indeed.com, Facebook page, Zip Recruiter, Indeed.com, ct.edu, Oodle, Careerjet, Sercanto, Job.net, Jobcase.com, Neuvoo, Adzuna, and sent through the CSCU email system distribution list

Minimum Qualifications: Master's degree in Nursing. Eligibility for or have a current unencumbered CT RN licensure required.

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- Four (4) years' college teaching experience, or
- Two (2) years' college teaching experience with four (4) years of current nursing experience in medical surgical nursing, critical care, homecare, and/or acute rehabilitation nursing.

Preferred Qualifications:

- One or more years' (24+ credits) College teaching experience in an Associate Degree Nursing program.
- Experience with online instruction and delivery methods such as Blackboard.
- Experience with curriculum development, and program assessment and evaluation.
- One or more years' (24+ credits) experience teaching at a community college.
- Experience in facilitating high-fidelity simulation.

Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown			
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U	
Total Applicants	8	0	8	0	5	0	0	0	1	0	0	0	0	0	0	2	0
Not Qualified	5	0	5	0	3	0	0	0	0	0	0	0	0	0	0	2	0
Total Qualified	3	0	3	0	2	0	0	0	1	0	0	0	0	0	0	0	0
Qual. No Interview	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	3	0	3	0	2	0	0	0	1	0	0	0	0	0	0	0	0
Withdraw	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Interviewed	2	0	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0
Offered	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received eight (8) applications for this position. Of which, there were **zero** goal candidates.

The region did not achieve a goal with the hire of **one (1) White Female** who was selected because she met the minimum and preferred qualifications and her performance during the interview.

8. Assistant Professor Nursing (1WF)

Position Summary: All Teaching Faculty members shall: Prepare and teach college-approved courses in accordance with approved course descriptions and class schedules, including developing syllabi and reading lists and keeping each course taught complete and up to date; respond to and work with multiple constituencies, including students, peers (faculty and staff), and external agencies (business, community, educational, etc.); perform divisional departmental responsibilities in the selection of texts and related teaching resources; and other teaching and related duties as outlined on the Collective Bargaining Agreement.

Incumbents must possess proven ability to effectively work with a culturally, linguistically, and ethnically diverse faculty, staff, and student. They are expected to have excellent oral and written communication skills along with strong Information technology literacy skills such as Microsoft Office (Word, Excel, Outlook, Teams etc.)

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This position was posted on the following sites: HigherEdJobs.com, Diverse Issues in Higher Education, Workplace Diversity, Latino's in Higher Ed, LinkedIn, Indeed.com, Facebook page, Zip Recruiter, Indeed.com, ct.edu, Oodle, Careerjet, Sercanto, Job.net, Jobcase.com, Neuvoo, Adzuna, and sent through the CSCU email system distribution list

Minimum Qualifications: Master's degree in Nursing. Eligibility for or have a current unencumbered CT RN licensure required.

- Four (4) years' college teaching experience, or
- Two (2) years' college teaching experience with four (4) years of current nursing experience in medical surgical nursing, critical care, homecare, and/or acute rehabilitation nursing.

Preferred Qualifications:

- One or more years' (24+ credits) College teaching experience in an Associate Degree Nursing program.
- Experience with online instruction and delivery methods such as Blackboard.
- Experience with curriculum development, and program assessment and evaluation.
- One or more years' (24+ credits) experience teaching at a community college.
- Experience in facilitating high-fidelity simulation.

Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown			
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U	
Total Applicants	25	4	21	1	12	1	1	0	4	2	1	0	0	0	0	3	0
Not Qualified	11	3	8	1	5	0	1	0	0	2	1	0	0	0	0	1	0
Total Qualified	14	1	13	0	7	1	0	0	4	0	0	0	0	0	2	0	0
Qual. No Interview	3	0	3	0	1	0	0	0	1	0	0	0	0	0	1	0	0
Qual. Rec. Interview	11	1	10	0	6	1	0	0	3	0	0	0	0	0	1	0	0
Withdrew	4	1	3	0	2	1	0	0	0	0	0	0	0	0	1	0	0
Interviewed	7	0	7	0	4	0	0	0	3	0	0	0	0	0	0	0	0
Offered	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received twenty-five (25) applications for this position. Of which, there were 1WM, 0HM, 1AF and 0TM goal candidates.

Of the twenty-five (25) applicants, eleven (11) were deemed not qualified including 1WM and 1AF goal candidate.

- 1WM did not possess four (4) years' college teaching experience, or two (2) years' college teaching experience with four (4) years of current nursing experience in medical surgical nursing, critical care, homecare, and/or acute rehabilitation nursing.

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- 1AF did not possess four (4) years' college teaching experience, or two (2) years' college teaching experience with four (4) years of current nursing experience in medical surgical nursing, critical care, homecare, and/or acute rehabilitation nursing.

The region did not achieve a goal with the hire of **one (1) White Female** who was selected because she met the minimum and preferred qualifications and her performance during the interview.

9. Assistant Professor, PC ESL (1WF)

Position Summary: All Teaching Faculty members shall: Prepare and teach college-approved courses in accordance with approved course descriptions and class schedules, including developing syllabi and reading lists and keeping each course taught complete and up to date; respond to and work with multiple constituencies, including students, peers (faculty and staff), and external agencies (business, community, educational, etc.); perform divisional departmental responsibilities in the selection of texts and related teaching resources; and other teaching and related duties as outlined on the Collective Bargaining Agreement. Working supervisory level.

Incumbents must possess proven ability to effectively work with a culturally, linguistically, and ethnically diverse faculty, staff, and student. They are expected to have excellent oral and written communication skills along with strong Information technology literacy skills such as Microsoft Office (Word, Excel, Outlook, Teams etc.)

This position was posted on the following sites: HigherEdJobs.com, Diverse Issues in Higher Education, Workplace Diversity, Latino's in Higher Ed, LinkedIn, Indeed.com, Facebook page, Zip Recruiter, Indeed.com, ct.edu, Oodle, Careerjet, Sercanto, Job.net, Jobcase.com, Neuvoo, Adzuna, and sent through the CSCU email system distribution list

Minimum Qualifications: Master's degree in ESL or Masters in TESL/TESOL

- Four (4) years college teaching experience (96+ credits).

Preferred Qualifications:

- One (1) or more years' experience teaching ESL at a community college (24+ credits)
- Experience with online instruction and delivery methods using platforms such as Blackboard.
- Experience with curriculum development, and program assessment and evaluation
- Experience with reflective, interactive pedagogical teaching techniques.

Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	40	5	32	3	21	0	0	0	5	0	2	1	1	1	3	3
Not Qualified	24	1	21	1	14	0	0	0	5	0	0	0	1	0	1	2
Total Qualified	16	4	11	2	7	0	0	0	0	0	2	1	0	1	2	1
Qual. No Interview	4	1	2	0	1	0	0	0	0	0	0	0	0	1	1	1
Qual. Rec. Interview	12	3	9	2	6	0	0	0	0	0	2	1	0	0	1	0
Withdraw	2	1	1	1	0	0	0	0	0	0	0	0	0	0	1	0
Interviewed	10	2	8	1	6	0	0	0	0	0	2	1	0	0	0	0
Offered	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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Key: W=White, B=Black, H=Hispanic, A=(Asian, American Indian, Alaskan Native, Hawaiian, Pacific Islander), U=Unknown, T=two or more races, F=Female, M=Male

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Hired	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
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*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received forty (40) applications for this position. Of which, there were 3WM, 0HM, 2AF, and 1TM goal candidates.

Of the forty (40) applications, twenty-four (24) candidates, were deemed not qualified as they did not meet the minimum qualifications, including 1WM goal

- 1WM did not possess four (4) years college teaching experience (96+ credits).

The remaining twelve (12) candidates were deemed qualified as they met the minimum and preferred qualifications and offered interviews including 2WM, 1AF, and 1TM.

- 1WM withdrew his application prior to the interview.
- 1WM was not selected for the position because his teaching philosophy was vague in that it did not express a philosophy or vision as it applies to reading, writing, grammar, or pronunciation instruction. His teaching demo was not level-appropriate for level indicated to committee; and the candidate displayed a distinct lack of classroom enthusiasm and energy needed for ESL courses, and provided very little in the way of personal anecdote or classroom experiences.
- 1AF was not selected for the position did not appear comfortable with use of technology – especially Blackboard and Microsoft Office. She also did not mention any specific college resources (tutoring, library, career center, student success) or how she would connect students with these offices, and she admitted difficulties with online teaching and a relief to be back to in-person learning only.
- 1AF was not selected for the position because she did not possess supervisory experience, curriculum development or course design, and did not provided any examples of working successfully across disciplines or with other college faculty, and lacked program coordination experience.
- 1TM was not selected for the position because his teaching philosophy was vague in that it did not express a philosophy/vision as it applies to reading, writing, grammar, or pronunciation instruction. He also did not indicate a broad understanding of diversity beyond simply culture or race or mention any specific college resources (tutoring, library, career center, student success) or how he/she would connect students with these offices. He possessed no experience with a diverse classroom as he has only taught a homogenous non-native speaking population (Ex: 20 Chinese high school students all learning English). He also had no experience teaching pronunciation nor reading skills.

The region did not achieve a goal with the hire of **one (1) White Female**.

- 1WF was selected for the position because she possessed a Master's of Arts degree Applied Linguistics, TESOL and a Master's of Arts in Psychology. She has also taught various levels of ESL at Gateway since 2003. She has experience as a leader in the field at the local, state, and national level and provides counseling to students, has served as a faculty mentor and trainer, and is an author of an ESL textbook. Her teaching demo was set with clear goals, organized activities, and seamlessly integrated technology. She shared specific anecdotes regarding the adjustment to online teaching including successes and failures, and how those failures were remedied. She also has experience with curriculum development and course design. She also

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used level-appropriate language and provided clear responses and specific examples of experience with diversity in the classroom including specific instances of mediating cultural issues in the classroom and advocating for students within the larger college community.

10. Assistant Professor, PC, Criminal Justice (1WF)

Position Summary: All Teaching Faculty members shall: Prepare and teach college-approved courses in accordance with approved course descriptions and class schedules, including developing syllabi and reading lists and keeping each course taught complete and up to date; respond to and work with multiple constituencies, including students, peers (faculty and staff), and external agencies (business, community, educational, etc.); perform divisional departmental responsibilities in the selection of texts and related teaching resources; and other teaching and related duties as outlined on the Collective Bargaining Agreement. Working supervisory level.

Incumbents must possess proven ability to effectively work with a culturally, linguistically, and ethnically diverse faculty, staff, and student. They are expected to have excellent oral and written communication skills along with strong Information technology literacy skills such as Microsoft Office (Word, Excel, Outlook, Teams etc.)

This position was posted on the following sites: HigherEdJobs.com, Diverse Issues in Higher Education, Workplace Diversity, Latino's in Higher Ed, LinkedIn, Indeed.com, Facebook page, Zip Recruiter, Indeed.com, ct.edu, Oodle, Careerjet, Sercanto, Job.net, Jobcase.com, Neuvoo, Adzuna, and sent through the CSCU email system distribution list

Minimum Qualifications: Master's degree in Criminal Justice, Criminology, Law, or Sociology. Four (4) years college teaching experience (96+ credits).

Preferred Qualifications:

- One (1) or more years' related experience teaching at a community college (24+ credits)
- Professional experience in criminal justice practice.
- Experience with online instruction and delivery methods using platforms such as Blackboard.
- Experience with curriculum development, and program assessment and evaluation.
- Experience with reflective, interactive pedagogical teaching techniques

Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	21	11	8	6	6	0	1	2	1	0	0	1	0	2	0	2
Not Qualified	8	3	3	1	2	0	0	1	1	0	0	0	0	1	0	2
Total Qualified	13	8	5	5	4	0	1	1	0	0	0	1	0	1	0	0
Qual. No Interview	3	2	1	1	1	0	0	1	0	0	0	0	0	0	0	0
Qual. Rec. Interview	10	6	4	4	3	0	1	0	0	0	0	1	0	1	0	0
Withdraw	3	3	0	2	0	0	0	0	0	0	0	0	0	1	0	0
Interviewed	7	3	4	2	3	0	1	0	0	0	0	1	0	0	0	0
Offered	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0

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Key: W=White, B=Black, H=Hispanic, A=(Asian, American Indian, Alaskan Native, Hawaiian, Pacific Islander), U=Unknown, T=two or more races, F=Female, M=Male

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*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received twenty-one (21) applications for this position. Of which, there were 6WM, 2HM, 0AF and 1TM goal candidates.

Of the forty-one (21) candidates, there were eight (8) candidates who were deemed not qualified including 1WM and 1HM.

- 1WM did not possess four (4) years college teaching experience (96+ credits).
- 1HM did not possess four (4) years college teaching experience (96+ credits).

Of the remaining thirteen (13) candidates who were deemed qualified as they met the minimum qualifications, three (3) candidates were not offered interviews including 1WM and 1HM.

- 1WM did not possess experience with online instruction and delivery methods using platforms such as Blackboard, or experience with curriculum development, and program assessment and evaluation.
- 1HM did not possess experience with curriculum development, and program assessment and evaluation.

The remaining ten (10) candidates were deemed qualified as they met the minimum and preferred qualifications and offered an interview including 4WM and 1TM.

- 2WM withdrew their application prior to the interview.
- 1WM was not selected for the position because he did not express a preference for online teaching tools, no evidence of experience in creating online content though he has online teaching experience. Also, when discussing diversity he referenced only black and brown communities and lacked an understanding of the GCC student population.
- 1WM was not selected for the position because Course work is in public administration not criminal justice and focused his answers primarily in regards to law enforcement more so than all aspects of criminal justice. He also failed to provide an answer to the diversity question which demonstrated an understanding of various protected classes.
- 1TM was not selected for the position because his response to the question regarding the community college mission was limited to transfer, at risk, and adult students. He also was not prepared for his ten-minute teaching demonstration, had too much material. His response to the question regarding conflict was related only to grades and did not touch on preferred answer points such as communication, compromise, seeking supervision as needed, asking for other perspectives, conflict resolution skills, and a willingness to forgive/seek common ground.

The region did not achieve a goal with the hire of **one (1) White Female**.

- 1WF was selected for the position because she possessed a strong understanding of the law enforcement field, had significant experience in juvenile matters, policing and crime control, introduction to the criminal justice system, principles of investigation, juvenile justice reform efforts, theories, evidence-based policy and practices, restorative justice, racial and ethnic disparities. She stressed interactive teaching, discussion, curiosity, learner centered, values different perspectives. She also utilizes LMS in all classes on-ground and online, integrates social media, body cam footage, twitter, tic toc and You Tube were examples given. She also

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demonstrated a level of creativity and relevance in course offerings, discussed restorative justice, and possesses 20 plus years in the criminal justice field with diverse national experience, for example, Tribal police and DC Capitol Police. Her teaching demo used the Socratic Method, and was very affirming of responses, and connected the topic to GCC values, used videos and PowerPoint presentations and discussion of current events. Candidate has been both a coordinator and a supervisor. She also has prepared course curriculum and assisted in the creation of department policies as well as prepared lesson plans and assisted in policy drafting. She spoke to how technology could enhance the learning experience. She also has collaborated with federal, State, municipal agencies including Boards of Education, the Department of Children and Families, Human Services Departments, and local prevention councils. Member of the Children's Advocacy Multi-Disciplinary Team – good community partnerships.

11. Assistant Professor, Veterinary Technician (1HF)

Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown			
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U	
Total Applicants	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Not Qualified	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Qualified	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Qual. No Interview	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Withdraw	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Offered	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

The region achieved a goal when this **1HF** transitioned from non-permanent to permanent within her position and in accordance with the collective bargaining agreement. There were no other applicants in this pool.

The region achieved a goal with the hire of **one (1) Hispanic female**.

Instructor

- **Goals:** 5WF, 1HF, 1AM
- **Hires:** 5WM, 7WF, 1HF, 2HM, 1AM
- **Goal Achievement:** With these sixteen (16) hires, the Region achieved all six (6) of seven (7) or 86% of the established hiring goals for this category.

1. Instructor of Biology (2WF)

Applicant pool summary (bolded = goal candidates)

	Total	White	Black	Hispanic	AAIANHNPI	Two or More	Unknown

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	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	27	14	11	13	7	0	0	1	1	0	2	0	0	0	1	2
Not Qualified	22	14	6	13	4	0	0	1	0	0	2	0	0	0	0	2
Total Qualified	5	0	5	0	3	0	0	0	1	0	0	0	0	0	1	0
Qual. No Interview	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	5	0	5	0	3	0	0	0	1	0	0	0	0	0	1	0
Withdraw	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed	5	0	5	0	3	0	0	0	1	0	0	0	0	0	1	0
Offered	2	0	2	0	2	0	0	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	2	0	2	0	2	0	0	0	0	0	0	0	0	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received twenty-seven (27) applications for this position. Of which, there were 7WF, 1HF, and 0AM goal candidates.

The region achieved the **first and second (2) of five (5) White female** goal candidates with the hire of the **two (2) White females**.

2. Instructor of Biology (1WF)

Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	28	15	12	9	9	0	1	1	0	2	0	0	1	3	1	1
Not Qualified	10	5	4	2	3	0	1	1	0	1	0	0	0	1	0	1
Total Qualified	18	10	8	7	6	0	0	0	0	1	0	0	1	2	1	0
Qual. No Interview	10	7	3	4	3	0	0	0	0	1	0	0	0	2	0	0
Qual. Rec. Interview	8	3	5	3	3	0	0	0	0	0	0	0	1	0	1	0
Withdraw	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed	8	3	5	3	3	0	0	0	0	0	0	0	1	0	1	0
Offered	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received twenty-eight (28) applications for this position. Of which, there were 9WF, 0HF, and 2AM goal candidates.

The region achieved **third (3) of five (5) White female** goal candidates with the hire of the **one (1) White female**.

3. Instructor of Physics (1WF)

Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	17	11	6	5	3	1	0	0	0	5	2	0	0	0	1	0
Not Qualified	3	1	2	0	1	0	0	0	0	1	1	0	0	0	0	0
Total Qualified	14	10	4	5	2	1	0	0	0	4	1	0	0	0	1	0
Qual. No Interview	8	6	2	3	1	1	0	0	0	2	1	0	0	0	0	0

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Qual. Rec. Interview	6	4	2	2	1	0	0	0	0	2	0	0	0	0	1	0
Withdraw	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed	6	4	2	2	1	0	0	0	0	2	0	0	0	0	1	0
Offered	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received seventeen (17) applications for this position. Of which, there were 3WF, 0HF, and 5AM goal candidates.

The region achieved **fourth (4) of five (5) White female** goal candidates with the hire of the **one (1) White female**.

4. Instructor of English (1WF)

Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	76	26	43	23	33	2	5	0	1	0	2	0	0	1	2	7
Not Qualified	8	0	6	0	4	0	1	0	0	0	1	0	0	0	0	2
Total Qualified	68	26	37	23	29	2	4	0	1	0	1	0	0	1	2	5
Qual. No Interview	53	21	29	19	23	1	3	0	0	0	0	0	0	0	1	5
Qual. Rec. Interview	15	5	8	4	6	1	1	0	1	0	1	0	0	1	1	0
Withdraw	1	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0
Interviewed	14	5	7	4	6	1	1	0	0	0	0	0	0	0	0	2
Offered	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received seventy-six (76) applications for this position. Of which, there were 33WF, 1HF, and 0AM goal candidates.

The region achieved **fifth (5) of five (5) White female** goal candidates with the hire of the **one (1) White female** who met all of the minimum and preferred qualifications.

5. Instructor of Advanced Manufacturing (1AM)

Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	3	3	0	2	0	0	0	0	0	1	0	0	0	0	0	0
Not Qualified	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Total Qualified	2	2	0	1	0	0	0	0	0	1	0	0	0	0	0	0
Qual. No Interview	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	2	2	0	1	0	0	0	0	0	1	0	0	0	0	0	0
Withdraw	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Offered	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0

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*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received three (3) applications for this position. Of which, there was 1 AM goal candidates. Previously goals were achieved for White Females.

The region achieved **one (1) of one (1) Asian Male** goal candidates with the hire of the **one (1) Asian Male**.

6. Instructor of Early Childhood Education (WF)

Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	31	1	29	0	16	0	7	1	0	0	0	0	0	0	6	1
Not Qualified	26	0	25	0	14	0	6	0	0	0	0	0	0	0	5	1
Total Qualified	5	1	4	0	2	0	1	1	0	0	0	0	0	0	1	0
Qual. No Interview	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	5	1	4	0	2	0	1	1	0	0	0	0	0	0	1	0
Withdraw	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed	5	1	4	0	2	0	1	1	0	0	0	0	0	0	1	0
Offered	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received thirty-one (31) applications for this position of which there were OHF goal candidates. Goals for WF and AF were previously achieved.

The region did not achieve a goal with the hire of **one (1) White female**.

7. Instructor of Art (1WF)

Position Summary: All Teaching Faculty members shall: Prepare and teach college-approved courses in accordance with approved course descriptions and class schedules, including developing syllabi and reading lists and keeping each course taught complete and up to date; respond to and work with multiple constituencies, including students, peers (faculty and staff), and external agencies (business, community, educational, etc.); perform divisional departmental responsibilities in the selection of texts and related teaching resources; and other teaching and related duties as outlined on the Collective Bargaining Agreement.

Incumbents must possess proven ability to effectively work with a culturally, linguistically, and ethnically diverse faculty, staff, and student. They are expected to have excellent oral and written communication skills along with strong Information technology literacy skills such as Microsoft Office (Word, Excel, Outlook, Teams etc.)

This position was posted on the following sites: HigherEdJobs.com, Diverse Issues in Higher Education, Workplace Diversity, Latino's in Higher Ed, LinkedIn, Indeed.com, Facebook page, Zip Recruiter, Indeed.com, ct.edu, Oodle, Careerjet, Sercanto, Job.net, Jobcase.com, Neuvoo, Adzuna, and sent through the CSCU email system distribution list

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Minimum Qualifications: Master's degree Fine Arts or Visual Arts

Preferred Qualifications:

- Two (2) or more years' teaching college-level Art courses
- Experience teaching Studio Arts Foundation Courses: Drawing, Painting, Sculpture or 3-D Design, and Color Theory courses
- Working or teaching experience as an illustrator
- Experience using software used in the design industry
- Experience developing internships
- Experience with online instruction and delivery methods using platforms such as Blackboard

Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	51	18	28	10	22	0	1	1	1	2	0	1	4	4	0	5
Not Qualified	17	6	9	3	7	0	0	0	0	1	0	1	2	1	0	2
Total Qualified	34	12	19	7	15	0	1	1	1	1	0	0	2	3	0	3
Qual. No Interview	28	10	16	7	12	0	1	1	1	1	0	0	2	1	0	2
Qual. Rec. Interview	6	2	3	0	3	0	0	0	0	0	0	0	0	2	0	1
Withdraw	1	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
Interviewed	5	1	3	0	3	0	0	0	0	0	0	0	0	1	0	1
Offered	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received fifty-one (51) applications for this position. Of the fifty-one (51) candidates, there was 1HF goal candidate. Goals for WF and AM were previously achieved.

There were seventeen (17) candidates who were deemed not qualified, including zero (0) goal candidates.

Of the thirty-four (34) candidates deemed qualified, twenty-eight (28) were not offered interviews, qualified, including 1HF goal candidate.

- 1HF did not possess two (2) or more years' teaching college-level Art courses; working or teaching experience as an illustrator; experience using software used in the design industry; experience developing internships; nor experience with online instruction and delivery methods using platforms such as Blackboard.

The region did not achieve a goal with the hire of **one (1) White female** who met all of the minimum and preferred qualifications and was selected based upon their interview.

8. Instructor of Digital Media (1WM)

Position Summary: All Teaching Faculty members shall: Prepare and teach college-approved courses in accordance with approved course descriptions and class schedules, including developing syllabi and

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reading lists and keeping each course taught complete and up to date; respond to and work with multiple constituencies, including students, peers (faculty and staff), and external agencies (business, community, educational, etc.); perform divisional departmental responsibilities in the selection of texts and related teaching resources; and other teaching and related duties as outlined on the Collective Bargaining Agreement. Working supervisory level.

Incumbents must possess proven ability to effectively work with a culturally, linguistically, and ethnically diverse faculty, staff, and student. They are expected to have excellent oral and written communication skills along with strong Information technology literacy skills such as Microsoft Office (Word, Excel, Outlook, Teams etc.)

This position was posted on the following sites: HigherEdJobs.com, Diverse Issues in Higher Education, Workplace Diversity, Latino's in Higher Ed, LinkedIn, Indeed.com, Facebook page, Zip Recruiter, Indeed.com, ct.edu, Oodle, Careerjet, Sercanto, Job.net, Jobcase.com, Neuvoo, Adzuna, and sent through the CSCU email system distribution list

Minimum Qualifications: Master's degree in Fine Arts, digital media, or related field.

Preferred Qualifications:

- Two (2) or more years' related college-level teaching experience (48+ credits).
- One (1) or more years' related experience teaching at a community college (24+ credits)
- A demonstrated commitment to diversity and inclusion
- Demonstrated proficiency in the use of Adobe Premiere Pro
- Experience in all stages of media production including the professional use of digital video cameras, audio equipment, and lighting equipment
- Experience in multi-camera studio production
- Experience with community outreach
- Experience with online instruction and delivery methods using platforms such as Blackboard
- Experience with reflective, interactive pedagogical teaching techniques

Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	10	6	4	4	3	0	0	0	1	0	0	2	0	0	0	0
Not Qualified	2	0	2	0	1	0	0	0	1	0	0	0	0	0	0	0
Total Qualified	8	6	2	4	2	0	0	0	0	0	0	2	0	0	0	0
Qual. No Interview	3	3	0	1	0	0	0	0	0	0	0	2	0	0	0	0
Qual. Rec. Interview	5	3	2	3	2	0	0	0	0	0	0	0	0	0	0	0
Withdraw	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed	5	3	2	3	2	0	0	0	0	0	0	0	0	0	0	0
Offered	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received ten (10) applications for this position, of which there was 1HF goal candidate. All goals for WF and AM were previously achieved.

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- 1HF did not possess a degree in a related field or one (1) or more years' related experience teaching at a community college (24+ credits).

The region did not achieve a goal with the hire of **one (1) White male** who met all of the minimum and preferred qualifications.

9. Instructor of History (1WM)

Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	52	30	14	23	11	2	1	1	0	0	0	2	1	2	1	8
Not Qualified	11	5	2	2	2	1	0	0	0	0	0	2	0	0	0	4
Total Qualified	41	25	12	21	9	1	1	1	0	0	0	0	1	2	1	4
Qual. No Interview	32	18	10	14	8	1	1	1	0	0	0	0	0	2	1	4
Qual. Rec. Interview	9	7	2	7	1	0	0	0	0	0	0	0	1	0	0	0
Withdrew	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed	9	7	2	7	1	0	0	0	0	0	0	0	1	0	0	0
Offered	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received fifty-two (52) applications for this position of which there were 0HF goal candidates. All goals for WF and AM were previously achieved.

The region did not achieve a goal with the hire of **one (1) White male**.

10. Instructor of Computer Science (1WM)

Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	10	5	5	5	2	0	1	0	0	0	1	0	0	0	1	0
Not Qualified	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Total Qualified	9	4	5	4	2	0	1	0	0	0	1	0	0	0	1	0
Qual. No Interview	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	8	4	4	4	1	0	1	0	0	0	1	0	0	0	1	0
Withdrew	2	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed	6	2	4	2	1	0	1	0	0	0	1	0	0	0	1	0
Offered	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received ten (10) applications for this position of which there were 0HF goal candidates. All goals for WF and AM were previously achieved.

The region did not achieve a goal with the hire of **one (1) White male**.

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11. Instructor of Mathematics (2WM)

Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	31	20	8	11	6	1	0	1	0	4	1	0	1	3	0	3
Not Qualified	5	2	2	1	1	0	0	0	0	1	0	0	1	0	0	1
Total Qualified	26	18	6	10	5	1	0	1	0	3	1	0	0	3	0	2
Qual. No Interview	13	10	2	6	1	1	0	1	0	0	1	0	0	2	0	1
Qual. Rec. Interview	13	8	4	4	4	0	0	0	0	3	0	0	0	1	0	1
Withdraw	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Interviewed	12	8	3	4	3	0	0	0	0	3	0	0	0	1	0	1
Offered	2	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	2	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received thirty- one (31) applications for this position of which there were 0HF goal candidates. All goals for WF and AM were previously achieved.

The region did not achieve a goal with the hire of **two (2) White males**.

12. Instructor of Sociology (1BF)

Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	30	13	13	7	7	2	3	1	1	0	2	3	0	0	0	4
Not Qualified	17	7	8	3	3	2	2	0	1	0	2	2	0	0	0	2
Total Qualified	13	6	5	4	4	0	1	1	0	0	0	1	0	0	0	2
Qual. No Interview	3	2	0	2	0	0	0	0	0	0	0	0	0	0	0	1
Qual. Rec. Interview	10	4	5	2	4	0	1	1	0	0	0	1	0	0	0	1
Withdraw	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed	10	4	5	2	4	0	1	1	0	0	0	1	0	0	0	1
Offered	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received thirty (30) applications for this position of which there were 1HF goal candidates. All goals for WF and AM were previously achieved.

Seventeen (17) applicants were deemed not qualified including 1HF goal candidate.

- 1HF did not possess a degree in a related field.

The region did not achieve a goal with the hire of **one (1) Black female** who met all of the minimum and preferred qualifications and was selected based on their interview.

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13. Instructor of Human Services (1HM)

Position Summary: All Teaching Faculty members shall: Prepare and teach college-approved courses in accordance with approved course descriptions and class schedules, including developing syllabi and reading lists and keeping each course taught complete and up to date; respond to and work with multiple constituencies, including students, peers (faculty and staff), and external agencies (business, community, educational, etc.); perform divisional departmental responsibilities in the selection of texts and related teaching resources; and other teaching and related duties as outlined on the Collective Bargaining Agreement. Working supervisory level.

Incumbents must possess proven ability to effectively work with a culturally, linguistically, and ethnically diverse faculty, staff, and student. They are expected to have excellent oral and written communication skills along with strong Information technology literacy skills such as Microsoft Office (Word, Excel, Outlook, Teams etc.)

This position was posted on the following sites: HigherEdJobs.com, Diverse Issues in Higher Education, Workplace Diversity, Latino's in Higher Ed, LinkedIn, Indeed.com, Facebook page, Zip Recruiter, Indeed.com, ct.edu, Oodle, Careerjet, Sercanto, Job.net, Jobcase.com, Neuvoo, Adzuna, and sent through the CSU email system distribution list

Minimum Qualifications: Master's degree in Education, Human Services, Social Work, or related field.

Preferred Qualifications:

- Two (2) or more years' related college-level teaching experience (48+ credits).
- One (1) or more years' related experience teaching at a community college (24+ credits)
- Five (5) years of experience in related Human Services field (e.g. school social work, human services, developmental disabilities).
- Experience with online instruction and delivery methods using platforms such as Blackboard.
- Experience with reflective, interactive pedagogical teaching techniques.

Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	39	10	27	3	11	3	10	3	2	0	2	1	1	0	1	2
Not Qualified	21	6	13	2	7	1	5	2	0	0	0	1	1	0	0	2
Total Qualified	18	4	14	1	4	2	5	1	2	0	2	0	0	0	1	0
Qual. No Interview	2	0	2	0	0	0	0	0	2	0	0	0	0	0	0	0
Qual. Rec. Interview	16	4	12	1	4	2	5	1	0	0	2	0	0	0	1	0
Withdrew	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed	16	4	12	1	4	2	5	1	0	0	2	0	0	0	1	0
Offered	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received thirty (30) applications for this position of which there were 2HF goal candidates. All goals for WF and AM were previously achieved.

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Two (2) applicants were deemed qualified as met the minimum qualifications but were not offered interviews based on not meeting preferred qualifications, including 2HF goal candidates.

- 2HF did not possess two (2) or more years' related college-level teaching experience (48+ credits), one (1) or more years' related experience teaching at a community college (24+ credits), or experience with reflective, interactive pedagogical teaching techniques.

The region did not achieve a goal with the hire of **one (1) Hispanic male** who possessed all of the minimum and preferred qualifications.

14. Instructor of Studio Art (1HM)

Position Summary: All Teaching Faculty members shall: Prepare and teach college-approved courses in accordance with approved course descriptions and class schedules, including developing syllabi and reading lists and keeping each course taught complete and up to date; respond to and work with multiple constituencies, including students, peers (faculty and staff), and external agencies (business, community, educational, etc.); perform divisional departmental responsibilities in the selection of texts and related teaching resources; and other teaching and related duties as outlined on the Collective Bargaining Agreement.

Incumbents must possess proven ability to effectively work with a culturally, linguistically, and ethnically diverse faculty, staff, and student. They are expected to have excellent oral and written communication skills along with strong Information technology literacy skills such as Microsoft Office (Word, Excel, Outlook, Teams etc.)

This position was posted on the following sites: HigherEdJobs.com, Diverse Issues in Higher Education, Workplace Diversity, Latino's in Higher Ed, LinkedIn, Indeed.com, Facebook page, Zip Recruiter, Indeed.com, ct.edu, Oodle, Careerjet, Sercanto, Job.net, Jobcase.com, Neuvoo, Adzuna, and sent through the CSCU email system distribution list

Minimum Qualifications: MFA in Studio Art

Preferred Qualifications:

- Two (2) or more years' related college-level teaching experience (48+ credits).
- One (1) or more years' related experience teaching at a community college (24+ credits)
- Experience teaching the following Studio Arts Foundation Courses: Drawing, Painting, 2D Design, Color Theory, as well as Art History survey courses.
- Experience with online instruction and delivery methods using platforms such as Blackboard.
- Experience with reflective, interactive pedagogical teaching techniques

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Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	48	20	21	14	14	2	1	2	2	0	2	1	0	1	2	7
Not Qualified	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Total Qualified	47	19	21	13	14	2	1	2	2	0	2	1	0	1	2	7
Qual. No Interview	41	16	18	11	13	2	1	1	2	0	1	1	0	1	1	7
Qual. Rec. Interview	6	3	3	2	1	0	0	1	0	0	1	0	0	0	1	0
Withdrawn	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed	5	2	3	1	1	0	0	1	0	0	1	0	0	0	1	0
Offered	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received forty-seven (47) applications for this position of which there were 2HF goal candidates. All goals for WF and AM were previously achieved.

Forty-seven (47) applicants were deemed qualified as they met the minimum qualifications, but were not offered interviews based on not meeting preferred qualifications, including 2HF goal candidates.

- 2HF did not possess two (2) or more years' related college-level teaching experience (48+ credits).

The region did not achieve a goal with the hire of **one (1) Hispanic male** who met all of the minimum and preferred qualifications and was selected based on their interview.

Professional Non-Faculty

- **Goals:** 7WM, 8WF, 4HM, 1AM, 1TM, 2TF
- **Hires:** 6WM, 9WF, 1BM, 10BF, 4HM, 7HF, 1AM, 2AF, 2TF
- **Goal Achievement:** Twenty-one (21) of twenty-three (23) or 91% of the established goals in this category were achieved.

1. Director of the Housatonic Museum of Art (1TF)

Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	18	3	14	2	9	0	0	1	1	0	0	0	1	0	3	1
Not Qualified	10	3	6	2	2	0	0	1	1	0	0	0	0	0	3	1
Total Qualified	8	0	8	0	7	0	0	0	0	0	0	0	1	0	0	0
Qual. No Interview	5	0	5	0	5	0	0	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	3	0	3	0	2	0	0	0	0	0	0	0	1	0	0	0
Withdrawn	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed	3	0	3	0	2	0	0	0	0	0	0	0	1	0	0	0
Offered	1	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

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We received eighteen (18) applications for this position. The region achieved a goal with the hire of the **first (1) of two (2) Two or More female** goals with the hire of one **(1) Two or More Female**.

2. Women's Center Coordinator (1TF)

Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	43	1	41	0	11	1	12	0	5	0	4	0	5	0	4	1
Not Qualified	19	1	18	0	5	1	6	0	3	0	0	1	0	3	0	
Total Qualified	24	0	23	0	6	0	6	0	2	0	4	0	4	0	1	1
Qual. No Interview	13	0	12	0	5	0	3	0	1	0	1	0	1	0	1	1
Qual. Rec. Interview	11	0	11	0	1	0	3	0	1	0	3	0	3	0	0	0
Withdraw	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0
Interviewed	10	0	10	0	1	0	3	0	0	0	3	0	3	0	0	0
Offered	1	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received forty-three (43) applications for this position. The region achieved a goal with the **second (2) of two (2) Two or More female** goals with the hire of one **(1) Two or More Female**.

3. Continuing Education Coordinator (1HM)

Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	30	8	21	3	7	2	7	2	4	0	0	1	2	0	1	1
Not Qualified	24	7	17	3	5	2	7	1	3	0	0	1	1	0	1	0
Total Qualified	6	1	4	0	2	0	0	1	1	0	0	0	1	0	0	1
Qual. No Interview	2	0	1	0	0	0	0	0	1	0	0	0	0	0	0	1
Qual. Rec. Interview	4	1	3	0	2	0	0	1	0	0	0	0	1	0	0	0
Withdraw	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Interviewed	3	1	2	0	1	0	0	1	0	0	0	0	1	0	0	0
Offered	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received thirty (30) applications for this position. The region achieved the **first (1) of four (4) Hispanic male** goal candidates with the hire of one **(1) Hispanic male**.

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4. Men's Center Coordinator (1HM)

Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	15	11	4	2	1	4	1	4	0	0	1	0	0	1	1	0
Not Qualified	7	6	1	2	0	1	0	2	0	0	0	0	0	1	1	0
Total Qualified	8	5	3	0	1	3	1	2	0	0	1	0	0	0	0	0
Qual. No Interview	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	8	5	3	0	1	3	1	2	0	0	1	0	0	0	0	0
Withdraw	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed	8	5	3	0	1	3	1	2	0	0	1	0	0	0	0	0
Offered	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received fifteen (15) applications for this position. The region achieved the **second (2) of four (4) Hispanic male** goal candidates with the hire of **one (1) Hispanic male**.

5. Financial Aid Specialist (1BM, 1HM)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	2	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0
Not Qualified	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Qualified	2	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0
Qual. No Interview	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	2	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0
Withdraw	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed	2	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0
Offered	2	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	2	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

The region achieved the **third (3) of four (4) Hispanic male** goal candidates with the hire of **one (1) Hispanic male 1HM** who transitioned from non-permanent to permanent within his position and in accordance with the collective bargaining agreement.

The region did not achieve a goal when this **1BM** transitioned from non-permanent to permanent within his position and in accordance with the collective bargaining agreement. There were no other applicants in this pool.

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6. Guided Pathways Advisor 2 (NCC) (1WF)

Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	14	2	12	0	7	1	2	1	2	0	0	0	0	0	1	0
Not Qualified	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0
Total Qualified	13	2	11	0	7	1	2	1	1	0	0	0	0	0	1	0
Qual. No Interview	4	1	3	0	2	1	0	0	0	0	0	0	0	0	1	0
Qual. Rec. Interview	9	1	8	0	5	0	2	1	1	0	0	0	0	0	0	0
Withdraw	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed	9	1	8	0	5	0	2	1	1	0	0	0	0	0	0	0
Offered	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received fourteen (14) applications for this position. Of which there were 0WM, 7WF, 0AM, and 0TM goal candidates. Previous goals were achieved for HM and TF.

The region achieved the **first (1) of eight (8) White female** goals with the hire of this one (1) White female.

Note: 1BF and 1HF in this search were promoted into this category and accounted for in the Promotional Goals Analysis.

7. Financial Aid Specialist (1WF)

Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	17	6	10	4	5	1	1	0	3	1	0	0	0	0	1	1
Not Qualified	8	2	5	1	4	0	0	0	1	1	0	0	0	0	0	1
Total Qualified	9	4	5	3	1	1	1	0	2	0	0	0	0	0	1	0
Qual. No Interview	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	9	4	5	3	1	1	1	0	2	0	0	0	0	0	1	0
Withdraw	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed	9	4	5	3	1	1	1	0	2	0	0	0	0	0	1	0
Offered	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received seventeen (17) applications for this position. The region achieved the **second (2) of eight (8) White female** goal candidates with the hire of **one (1) White female**.

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8. Donor Stewardship Associate (1WF)

(Applicant pool summary (bolded = goal candidates))

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	7	3	4	0	1	1	1	0	0	0	1	1	1	1	0	0
Not Qualified	4	2	2	0	0	0	0	0	0	0	1	1	1	1	0	0
Total Qualified	3	1	2	0	1	1	1	0	0	0	0	0	0	0	0	0
Qual. No Interview	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	3	1	2	0	1	1	1	0	0	0	0	0	0	0	0	0
Withdraw	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed	3	1	2	0	1	1	1	0	0	0	0	0	0	0	0	0
Offered	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received seven (7) applications for this position. Of which, there were 0WM, 1WF, and 1TM goal candidates. All other goals were previously achieved for HM, AM, and TF.

The region achieved the **third (3)** of **eight (8) White female** goals with the hire of **one (1) White female**.

9. ESL Program Assistant (1WF)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Not Qualified	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Qualified	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Qual. No Interview	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Withdraw	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Offered	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

The region achieved the **fourth (4)** of **eight (8) White female** goals with the hire of **one (1) White female** who transitioned from non-permanent to permanent within her position and in accordance with the collective bargaining agreement. There were no other applicants in this pool.

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10. Continuing Education Coordinator (1WF)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown			
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U	
Total Applicants	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Not Qualified	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Qualified	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Qual. No Interview	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Withdraw	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Offered	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

The region achieved the **fifth (5) of eight (8) White female** goals with the hire of **one (1) White female** who transitioned from non-permanent to permanent within her position and in accordance with the collective bargaining agreement. There were no other applicants in this pool.

11. Director of Step Forward Program (1WF)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown			
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U	
Total Applicants	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Not Qualified	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Qualified	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Qual. No Interview	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Withdraw	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Offered	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

The region achieved the **sixth (6) of eight (8) White female** goals with the hire of **one (1) White female** who transitioned from non-permanent to permanent within her position and in accordance with the collective bargaining agreement. There were no other applicants in this pool.

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12. Academic IT Technician (2WF, 1AM)

Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	47	38	6	21	4	3	1	5	1	6	0	1	0	2	0	3
Not Qualified	32	26	4	15	2	1	1	4	1	4	0	0	0	2	0	2
Total Qualified	15	12	2	6	2	2	0	1	0	2	0	1	0	0	0	1
Qual. No Interview	6	5	1	2	0	1	0	1	0	0	0	1	0	0	0	1
Qual. Rec. Interview	9	7	2	4	2	1	0	0	0	2	0	0	0	0	0	0
Withdraw	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed	9	7	2	4	2	1	0	0	0	2	0	0	0	0	0	0
Offered	3	1	2	0	2	0	0	0	0	1	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	3	1	2	0	2	0	0	0	0	1	0	0	0	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received forty-seven (47) applications for this position. Of which, there were 21WM, 4WF, 6AM, 1TM goal candidates. Goals for HM and TF were previously achieved.

The region achieved the **seventh (7) and eighth (8) of eight (8)** White female goals with the hire of **two (2) White females** and achieved the **one (1) AAIANHNPI male** with the hire of one of **one (1) Asian male**.

13. Coordinator of Adult Education (1WF)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Not Qualified	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Qualified	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Qual. No Interview	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Withdraw	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Offered	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

The region did not achieve a goal when this **one (1) White female** who transitioned from non-permanent to permanent within her position and in accordance with the collective bargaining agreement. There were no other applicants in this pool.

14. Enrollment Management Specialist - Admissions (1HM, 1BF, 3HF)

Position Summary: The Enrollment Services/Admissions Advising Assistant performs a full range of operations and administrative tasks in support of the Admissions Office at a Connecticut Community College. The College serves a diverse and complex student body which includes those pursuing two-year liberal arts degrees, as well as those working for specialized occupational and career certifications. The

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position provides support in admissions advisement, including enrollment and curriculum information, to prospective and current students.

Incumbents must possess proven ability to effectively work with a culturally, linguistically, and ethnically diverse faculty, staff, and student. They are expected to have excellent oral and written communication skills along with strong Information technology literacy skills such as Microsoft Office (Word, Excel, Outlook, Teams etc.)

This position was posted on the following sites: HigherEdJobs.com, Diverse Issues in Higher Education, Workplace Diversity, Latino's in Higher Ed, LinkedIn, Indeed.com, Facebook page, Zip Recruiter, Indeed.com, ct.edu, Oodle, Careerjet, Sercanto, Job.net, Jobcase.com, Neuvoo, Adzuna, and sent through the CSCU email system distribution list

Minimum Qualifications: Bachelor's degree in education, counseling, communication, or an appropriately related field; or a combination of education, training, and experience which would lead to the competencies required for successful performance of the position's essential duties.

- Experience in office administration including competence in use of personal computers with word processing and spreadsheet software applications as well as College databases and processing programs.
- Experience in admissions advising or serving students and applicants advising students and applicants regarding academic courses appropriate for their preparation and career goals.
- Knowledge and understanding of undergraduate academic enrollment requirements.

Preferred Qualifications:

- One (1) or more years' experience in admissions, student recruitment, or a related field.
- One (1) or more years' experience in college databases and processing programs e.g., Banner and CRM Recruit.

(Applicant pool summary (bolded = goal candidates))

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	70	20	44	8	18	7	10	3	10	0	0	2	3	0	3	6
Not Qualified	46	14	26	5	7	6	7	2	7	0	0	1	2	0	3	6
Total Qualified	24	6	18	3	11	1	3	1	3	0	0	1	1	0	0	0
Qual. No Interview	9	2	7	2	7	0	0	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	15	4	11	1	4	1	3	1	3	0	0	1	1	0	0	0
Withdraw	4	3	1	1	1	1	0	0	0	0	0	1	0	0	0	0
Interviewed	11	1	10	0	3	0	3	1	3	0	0	0	1	0	0	0
Offered	5	1	4	0	0	0	1	1	3	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	5	1	4	0	0	0	1	1	3	0	0	0	0	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received seventy (70) applications for this position. Of which, there were 8WM, 18WF, 3HM 0AM, and 2TM goal candidates. Goals for WF, AM and TF were previously achieved.

- With this search, the region achieved the **fourth (4) of four (4) Hispanic male** goal candidates. As such, there are no justifications for the remaining HM candidates.

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Of the seventy (70) applications for this position, forty-six (46) applicants were deemed not qualified as they did not meet the minimum qualifications including 5WM, 0HM, and 1TM goal candidates.

- 3WM did not possess bachelor's degree in education, counseling, communication, or an appropriately related field.
- 2WM did not possess experience in admissions, advising or serving students and applicants.
- 1TM did not possess bachelor's degree in education, counseling, communication, or an appropriately related field.

Of the remaining twenty-four (24) applicants deemed qualified, nine (9) did not possess the preferred qualifications and were not offered interviews including 2WM goal candidates.

- 2WM did not possess one (1) or more years of experience in admissions, student recruitment, or a related field, or one (1) or more years of experience in college databases and processing programs e.g., Banner and CRM Recruit.

The remaining fifteen (15) candidates were offered interviews, including 1WM, 0HM, and 1TM goal candidates.

The region achieved the **fourth (4) of four (4)** Hispanic male goal candidates with the hire of **one (1) Hispanic male**.

The region did not achieve a goal with the hire of **one (1) Black female** and **three (3) Hispanic females**.

- 1WM withdrew prior to the interview.
- 1TM withdrew prior to the interview.
- 1BF met the required and preferred qualifications and was selected for the position based on the interview. She indicated that she would remain calm and welcomed everyone with a smile in an effort to maintain professionalism. She explained how she is able to multi-task on the job by talking about how to juggle and prioritize many things, but keeping the student in front of you as a priority and by stating that she would not leave until the highest priority task was completed. She also indicated the importance of co-workers, the counseling center, and registrars and how each of these areas contributes to helping the student and giving her the information she needs to communicate properly with the student when discussing how she works as a member of a team. She demonstrated her understanding of the mission of the community colleges by giving her own story as a student who did not speak English and explained that the colleges serve students regardless of the goal and background, and that the colleges are willing, welcoming, and can put success in place for all individuals. She also provided a strong answer to working with students from different backgrounds by citing the need to empower everyone from all cultures and we should be prepared and organized for working with these different populations.
- 1HF met the required and preferred qualifications and was selected for the position because she was able to discuss the mission of the community college and who it serves by mentioning serving the under-served, immigrants, people of color, and working-class citizens by providing affordability, accessibility, and flexibility. She also demonstrated what it means to be professional and how he exemplifies it by talking about knowing your role and how to fulfill it, being part of a helping profession, showing empathy, respect, compassion while dressing appropriately. He was able to discuss his experience working with different backgrounds by

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sharing how he has worked with under-represented or marginalized students and it is important to be sensitive and recognize humanity. She has worked within Banner, WebNow, Colleague, Parchment and NSC databases. She reported his ability to multi-tasking by indicating that this is something he does daily, and it is crucial to prioritize appropriately so tasks are done well not just quickly.

- 1HF met the required and preferred qualifications and was selected for the position because she discussed working with different backgrounds by mentioning bilingual students and working to assist students with physical disabilities. Through her answer regarding professionalism and working with difficult students, the candidate provided responses that indicate that customer service is a strength. She cited staying calm, when explaining how to de-escalate a situation, remaining professional, acknowledging the impact of tone used (specifically in emails) in effective interactions. She also has experience with databases, mentioning Banner, Canvas, and Viewpoint and described how she works in the system and how they serve as student portals in the nursing admission process. She detailed her experience with teamwork by citing various offices (admissions, records, and faculty) and how the urgency of actions impacts student enrollment.
- 1HF met the required and preferred qualifications and was selected because she provided information as to how her previous experience applied to this position by mentioning her work with sensitive data, compliance and policy in higher education, and how she has been a training specialist and mentor with new hires within admissions and expressed that it aligned with this position. She also was able to discuss the mission of the community college by mentioning the groups of students it serves (recent grads, second career, taking a class for fun) and that the college serves all demographics and it is never too late to be "set-up for success." She also explained the importance of having respect for all, leading with kindness, and showing empathy. She had an experience working within a database, and mentioned several she is currently using (Campus Nexus, Blackboard) and managing the BlackBoard shells for new hire orientation. She also reported her ability to multi-task by expressing that this was a daily occurrence and then reviewed her own structure of organization and when she would connect with a supervisor if a task could not be completed as originally outlined. She also provided a strong response to working within a team as she noted that trust and reliability are the backbone of the team and it translates to other offices outside of the admission staff (mentioning advising, human resources, training and development, and financial aid).

15. Enrollment Management Specialist HCC (1BF, 1HF)

Position Summary: The Enrollment Services/Admissions Advising Assistant performs a full range of operations and administrative tasks in support of the Admissions Office at a Connecticut Community College. The College serves a diverse and complex student body which includes those pursuing two-year liberal arts degrees, as well as those working for specialized occupational and career certifications. The position provides support in admissions advisement, including enrollment and curriculum information, to prospective and current students.

Incumbents must possess proven ability to effectively work with a culturally, linguistically, and ethnically diverse faculty, staff, and student. They are expected to have excellent oral and written communication

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skills along with strong Information technology literacy skills such as Microsoft Office (Word, Excel, Outlook, Teams etc.)

This position was posted on the following sites: HigherEdJobs.com, Diverse Issues in Higher Education, Workplace Diversity, Latino's in Higher Ed, LinkedIn, Indeed.com, Facebook page, Zip Recruiter, Indeed.com, ct.edu, Oodle, Careerjet, Sercanto, Job.net, Jobcase.com, Neuvoo, Adzuna, and sent through the CSCU email system distribution list

Minimum Qualifications: Bachelor's degree in education, counseling, student development, social work, enrollment management or an appropriately related field together with one (1) or more years of related experience; or a combination of education, training and experience which would lead to the competencies required for successful performance of the position's essential duties.

- Experience with student records and enrollment practices and methods accepted by the higher education field
- Experience in operating computerized and manual systems for collecting, preserving, and reporting student information
- Experience working in groups, which emphasize collaboration, consensus building, conflict resolution, and problem solving
- Experience in using enrollment management, content management, and project management software
- Experience working with diverse academic; socioeconomic, cultural and ethnic backgrounds of members of the College community, including those with disabilities

Preferred Qualifications:

- One (1) or more years' experience using a Student Information System such as Banner (or comparable system)
- One (1) or more years working in a high-paced office setting
- Bilingual or Multilingual
- One (1) or more years' experience with front counter customer service

(Applicant pool summary (bolded = goal candidates))

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	32	9	22	4	6	4	6	0	7	0	0	0	2	1	1	1
Not Qualified	23	7	15	3	3	3	4	0	5	0	0	0	2	1	1	1
Total Qualified	9	2	7	1	3	1	2	0	2	0	0	0	0	0	0	0
Qual. No Interview	2	2	0	1	0	1	0	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	7	0	7	0	3	0	2	0	2	0	0	0	0	0	0	0
Withdraw	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Interviewed	6	0	6	0	2	0	2	0	2	0	0	0	0	0	0	0
Offered	2	0	2	0	0	0	1	0	1	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	2	0	2	0	0	0	1	0	1	0	0	0	0	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

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We received thirty-two (32) applications for this position. Of which, there were 4WM and 0TM goal candidates. Goals for WF, HM, AM and TF were previously achieved.

Of the thirty-two (32) applications for this position, twenty-three (23) applicants were deemed not qualified as they did not meet the minimum qualifications including 3WM goal candidates.

- 2WM did not possess bachelor's degree in education, counseling, communication, or an appropriately related field.
- 1WM did not possess experience with student records and enrollment practices and methods accepted by the higher education field or operating computerized and manual systems for collecting, preserving, and reporting student information.

Of the remaining nine (9) applicants deemed qualified, two (2) did not possess at least three (3) preferred qualifications and were not offered interviews including 1WM goal candidates.

- 1WM was not bilingual and did not have one (1) or more years of front counter customer service experience.

The remaining seven (7) applicants were offered interviews as they met the minimum and preferred qualifications including zero (0) goal candidates.

The region did not achieve a goal with the hire of **one (1) Black female** and **one (1) Hispanic female**.

- 1BF met the required and preferred qualifications and was selected based on the interview. She expressed a passion for the HCC, and was currently part of Student Services One Stop Team that established the set-up of One-Stop in 2017 at HCC at Welcome Desk. She expressed that she has established strong collaborative relationships with faculty, staff and students and HCC processes, and expressed enthusiasm in helping students. She assisted daily with the enrollment process and registration for HCC students and answers main phone line to the college, and is familiar with the steps of the enrollment process. She supervised, trained, and assisted with development of a training manual for student ambassadors and is familiar with and utilized Banner, mycommnet, Degreeworks, and FERPA/confidentiality. She also assisted with the training of new enrollment specialists of HCC and Student Services Center processes and procedures.
- 1HF met the required and preferred qualifications and was selected based on the interview. She was bilingual, familiar with college enrollment process, and has background as an Admissions counselor and student ambassador. She also had experience with leading and training new colleagues on technical admissions process and created a reference training manual for technical assistance and noted her experience with working with diverse student populations and has experience with walk-ins front counter and phones. She also expressed a passion for supporting HCC mission and creating a better student experience.

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16. Enrollment Services Specialist (1BF)

Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown			
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U	
Total Applicants	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Not Qualified	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Qualified	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Qual. No Interview	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Withdraw	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Offered	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

The region did not achieve a goal when this **1BF** transferred from another region in accordance with the collective bargaining agreement. There were no other applicants in this pool.

17. Enrollment Services Admissions Assistant (1AF)

Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown			
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U	
Total Applicants	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Not Qualified	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Qualified	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Qual. No Interview	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Withdraw	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Offered	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

The region did not achieve a goal when this **1AF** transitioned from temporary to permanent within their role in accordance with the collective bargaining agreement. There were no other applicants in this pool.

18. Guided Pathways Advisor II - GCC (1WM, 1BF, 1HF)

Position Summary: The Guided Pathways Advisor II provides advising, support, mentoring, and guidance to an adjusted case load of students under the Holistic Case Management Advising (HCMA) policy and resultant Guided Pathways Advising (GPA) program. Guided Pathways Advisors serve as the primary point of contact for students from admission to completion. Advisors support students in the creation of an academic and career plan and are responsible for monitoring student progress on their plan, conducting outreach, and providing and coordinating resources, referrals, and support to facilitate

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student retention and completion and eliminate equity gaps that exist for Black, LatinX, and other marginalized students.

Incumbents must possess proven ability to effectively work with a culturally, linguistically, and ethnically diverse faculty, staff, and student. They are expected to have excellent oral and written communication skills along with strong Information technology literacy skills such as Microsoft Office (Word, Excel, Outlook, Teams etc.)

This position was posted on the following sites: HigherEdJobs.com, Diverse Issues in Higher Education, Workplace Diversity, Latino's in Higher Ed, LinkedIn, Indeed.com, Facebook page, Zip Recruiter, Indeed.com, ct.edu, Oodle, Careerjet, Sercanto, Job.net, Jobcase.com, Neuvoo, Adzuna, and sent through the CSCU email system distribution list

Minimum Qualifications: A Masters' Degree in education, counseling, student development, social work, enrollment management or related field with one (1) year of professional experience in academic advising, counseling, or related area.

- Supporting students in academic goal setting and career planning.
- Working with student populations similar to those served by community colleges.
- Experience with programs and strategies that support first-generation, low-income, non-traditional, minoritized/marginalized, or at-risk students.

Preferred Qualifications:

- Two (2) years of supervisory experience.
- Developing and/or leading academic advising programming.
- Using educational technology such as, student information systems, student success and/or academic advising platforms.
- Data collection, analysis, and reporting.
- Bilingual or Multilingual.
- Advising and/or retention programs based on national best-practices such as, Guided Pathways, Achieving the Dream, etc.

Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	43	19	24	10	8	3	8	2	6	0	0	1	1	3	1	0
Not Qualified	14	9	5	6	2	1	1	1	2	0	0	1	0	0	0	0
Total Qualified	29	10	19	4	6	2	7	1	4	0	0	0	1	3	1	0
Qual. No Interview	10	4	6	2	0	1	3	1	2	0	0	0	1	0	0	0
Qual. Rec. Interview	19	6	13	2	6	1	4	0	2	0	0	0	0	3	1	0
Withdrew	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed	18	5	13	1	6	1	4	0	2	0	0	0	0	3	1	0
Offered	3	1	2	1	0	0	1	0	1	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	3	1	2	1	0	0	1	0	1	0	0	0	0	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received forty-three (43) applications for this position. Of which, there were 10WM, 8WF, and 1TM goal candidates. Goals for WF, HM, AM, and TF were previously achieved.

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Of the forty-three (43) applicants, fourteen (14) were deemed not qualified including 6WM and 1TM goal candidates.

- 2WM did not possess a Masters' Degree in education, counseling, student development, social work, enrollment management.
- 1WM did not possess one year of professional experience in academic advising, counseling, or a related area.
- 1WM did not possess experience supporting students in academic goal setting and career planning; or experience with programs and strategies to support first-generation, low-income, non-traditional, minoritized/marginalized, or at-risk student.
- 2WM did not possess one year of professional experience in academic advising, counseling, or a related area; or have experience supporting students in academic goal setting and career planning.
- 1TM did not possess a Masters' Degree in education, counseling, student development, social work, enrollment management.

Of the remaining twenty-nine (29) applicants deemed qualified as they met the minimum qualifications, ten (10) were not offered interviews including 2WM goal candidates.

- 1WM did not possess two (2) years of supervisory experience; or experience advising and/or retention programs based on national best practices such as Guided Pathways, Achieving the Dream, etc.
- 1WM did not possess experience advising and/or retention programs based on national best practices such as Guided Pathways, Achieving the Dream, etc.

The remaining nineteen (19) applicants met the required and preferred qualifications and were offered interviews including 2WM goal candidates.

- The region achieved the **first (1) of seven (7) White male** goals with the hire of the **one (1) White male**.
- The region did not achieve a goal with the hires of **one (1) Black female**, and **one (1) Hispanic female**.
 - The remaining 1WM withdrew prior to the interview.
 - 1BF met the required and preferred qualifications and was selected based on the interview. She also discussed her history of providing student-centered advising, specifically complimenting faculty advising and filling gaps where needed. She had experience working collaboratively with faculty to address student needs, including regular meetings with faculty to triage student issues as part of Cares team. She also discussed providing training in early alert system for faculty to increase participation and buy-in. She has a history of collaborating with other campus stakeholders to ensure success of projects/initiatives. She also has experience providing holistic support to students, reporting an example of connecting a student to housing and following-up on referral. She also was supervising a team of six (6) advisors and reports strategies distribute work and provide professional development to combat burnout. She also described her experience leading through change and specifically an academic advising redesign effort at university that was recently acquired through merger.

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- 1HF met the required and preferred was selected based on the interview. She discussed her experience using advising technology such as Student Access and Maxient. She provided an example of spearheading the implementation of two federal grants, introducing and implementing holistic case management advising, and was familiar with Guided Pathways. She was able to give a step-by-step demonstration of her ability to manage workplace conflict and unmotivated, underperforming, or resistant employees. She was able to provided specific examples of her work with DEI; chairs Academic Intervention Team, higher education experience has all been with first generation, low income, and minoritized students. She has also directly supervised a team of advisors, and described her style of supervision "communal - likes perspective and feedback, likes to give people autonomy and creative space." She expressed her experience in leading through change, building rapport and trust with constituents. She provided examples of being a team player, and has experience working with outside and internal stakeholders to build programming according to student need. She is also knowledgeable of career assessments like Focus 2 and ONET online. She was also able to show how she has communicated and collaborated with college community for buy in in various forms.

19. Director of Financial Aid GCC (1WM)

Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	14	4	9	2	5	2	0	0	0	0	1	0	1	0	2	1
Not Qualified	7	2	5	1	3	1	0	0	0	0	1	0	1	0	0	0
Total Qualified	7	2	4	1	2	1	0	0	0	0	0	0	0	0	2	1
Qual. No Interview	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	7	2	4	1	2	1	0	0	0	0	0	0	0	0	2	1
Withdrew	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed	7	2	4	1	2	1	0	0	0	0	0	0	0	0	2	1
Offered	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received fourteen (14) applications for this position. Of which, there were 2WM, and 0TM goal candidates. All other goals were previously achieved for WF, HM, AM, and TF.

The region achieved a goal of the **second (2) of seven (7) White male** goals with the hire of the **one (1) White male**.

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20. Library Associate (1WM)

Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	51	18	31	17	20	0	4	0	3	0	1	0	0	1	3	2
Not Qualified	39	15	22	14	16	0	1	0	2	0	0	0	0	1	3	2
Total Qualified	12	3	9	3	4	0	3	0	1	0	1	0	0	0	0	0
Qual. No Interview	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	12	3	9	3	4	0	3	0	1	0	1	0	0	0	0	0
Withdraw	2	0	2	0	1	0	0	0	1	0	0	0	0	0	0	0
Interviewed	10	3	7	3	3	0	3	0	0	0	1	0	0	0	0	0
Offered	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received fifty-one (51) applications for this position. Of which, there were 17WM and 0TM goal candidates. All other goals were previously achieved for WF, HM, AM, and TF.

The region achieved the **third (3)** of **seven (7) White male** goals with the hire of the **one (1) White male**.

21. Director of Non-Credit NCC (1WM)

Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	44	17	21	7	10	3	5	1	1	1	1	1	0	4	4	6
Not Qualified	34	14	15	5	7	3	3	1	1	1	1	1	0	3	3	5
Total Qualified	10	3	6	2	3	0	2	0	0	0	0	0	0	1	1	1
Qual. No Interview	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	10	3	6	2	3	0	2	0	0	0	0	0	0	1	1	1
Withdraw	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed	10	3	6	2	3	0	2	0	0	0	0	0	0	1	1	1
Offered	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received forty-four (44) applications for this position. Of which, there were 7WM and 1TM goal candidates. All other goals were previously achieved for WF, HM, AM, and TF.

The region achieved a goal of the **fourth (4)** of **seven (7) White male** goals with the hire of the **one (1) White male**.

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22. Clinical Coordinator Respiratory Care NCC (1WM)

Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown			
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U	
Total Applicants	3	1	2	1	1	0	0	0	0	0	0	0	0	0	0	1	0
Not Qualified	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Qualified	3	1	2	1	1	0	0	0	0	0	0	0	0	0	1	0	
Qual. No Interview	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Qual. Rec. Interview	3	1	2	1	1	0	0	0	0	0	0	0	0	0	1	0	
Withdraw	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Interviewed	3	1	2	1	1	0	0	0	0	0	0	0	0	0	1	0	
Offered	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Hired	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received three (3) applications for this position. Of which, there were 1WM and 0TM goal candidates. All other goals were previously achieved for WF, HM, AM, and TF.

The region achieved the **fifth (5)** of **seven (7) White male** goals with the hire of the **one (1) White male**.

23. Webmaster (1WM)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Not Qualified	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Qualified	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Qual. No Interview	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Withdraw	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Offered	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

The region achieved the **sixth (6)** of **seven (7) White male** goals with the hire of the **one (1) White male** when this **1WM** transitioned from non-permanent to permanent within his position and in accordance with the collective bargaining agreement. There were no other applicants in this pool.

24. Librarian (1BF)

Position Summary: The Librarian performs a broad range of professional responsibilities of librarianship in the library or learning resource center of a Community College providing library services to students, faculty and citizens of the communities served by the College. These professional responsibilities encompass a broad-spectrum including reference services; online, original and copy cataloging; inter-library loan management; collection development; circulation management; acquisitions; and teaching students and faculty in the use of such library resources as on-line access to information, bibliographic

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search, access to print materials and methods of research for academic course materials. In addition, the library relies to an increasing extent on computer-based information technology. Therefore, the Librarian may be assigned to provide professional information technology services.

Incumbents must possess proven ability to effectively work with a culturally, linguistically, and ethnically diverse faculty, staff, and student. They are expected to have excellent oral and written communication skills along with strong Information technology literacy skills such as Microsoft Office (Word, Excel, Outlook, Teams etc.)

This position was posted on the following sites: HigherEdJobs.com, Diverse Issues in Higher Education, Workplace Diversity, Latino's in Higher Ed, LinkedIn, Indeed.com, Facebook page, Zip Recruiter, Indeed.com, ct.edu, Oodle, Careerjet, Sercanto, Job.net, Jobcase.com, Neuvoo, Adzuna, and sent through the CSCU email system distribution list

Minimum Qualifications: Master's degree in Library Science with one (1) or more years of professional academic library experience in leading or supervising others; or a combination of education, training and experience which would lead to the competencies required for successful performance of the position's essential duties.

- Experience performing the full range of professional librarianship with strong competencies in public services, reference, technical services, and collection development.
- Experience providing instruction in the effective use of library resources in higher education.
- Experience leading and training support staff.

Preferred Qualifications:

- Experience with diverse student, faculty, staff, and community populations similar to those served by CT State Community Colleges.
- Experience with best practices for instructional design using multiple modalities and pedagogical approaches.
- Experience with Open Educational Resources (OER) and Open Access materials.
- Experience with library assessment.
- Experience supervising and training student workers.

(Applicant pool summary (bolded = goal candidates))

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	21	5	11	4	4	0	5	0	1	0	1	1	0	0	0	5
Not Qualified	10	4	4	3	1	0	2	0	0	0	1	1	0	0	0	2
Total Qualified	11	1	7	1	3	0	3	0	1	0	0	0	0	0	0	3
Qual. No Interview	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	11	1	7	1	3	0	3	0	1	0	0	0	0	0	0	3
Withdraw	3	0	1	0	1	0	0	0	0	0	0	0	0	0	0	2
Interviewed	8	1	6	1	2	0	3	0	1	0	0	0	0	0	0	1
Offered	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

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We received one twenty-one (21) applications for this position. Of which, there were 4WM and 1TM goal candidates. Goals for WF, HM, AM, and TF were previously achieved.

Of the twenty-one (21) applications for this position, ten (10) applicants were deemed not qualified as they did not meet the minimum qualifications including 3WM and 1TM goal candidates.

- 1WM did not possess a master's degree in Library Science.
- 2WM did not possess experience one (1) or more years of professional academic library experience in leading or supervising others; or experience performing the full range of professional librarianship with strong competencies in public services, reference, technical services, and collection development.
- 1TM did not possess experience one (1) or more years of professional academic library experience in leading or supervising others; or experience performing the full range of professional librarianship with strong competencies in public services, reference, technical services, and collection development.

The remaining eleven (11) candidates were deemed qualified, as they met the minimum and preferred qualifications and were offered interviews including 1WM goal candidates.

The region did not achieve a goal with the hire of **one (1) Black female** who met all of the minimum and preferred qualifications.

- 1WM met the required and preferred qualifications and was not selected based on the interview. He provided no specific examples of working with diverse populations beyond vague labels or any demonstrated evidence of faculty collaboration. He did not have any library instruction/class teaching experience and has no experience with Alma or ILS alternatives. He had no knowledge of NCC's strategic goals or knowledge of or experience showing relationship between MARC records, ILS, and Discovery.
- 1BF met the required and preferred qualifications and was selected based on the interview. She discussed an understanding of community college mission of helping students and community outreach and discussed specific examples of providing learning objects such as LibGuides. She had experience in an urban library setting and has worked with the diverse populations served by the community college. She was also familiar with concept of OER, ILS, ALMA, and mentioned Bibliomation, Evergreen and Lion and Sierra. She was also familiar with copy cataloging in MARC format.

25. Librarian (1AF)

Position Summary: The Librarian performs a broad range of professional responsibilities of librarianship in the library or learning resource center of a Community College providing library services to students, faculty and citizens of the communities served by the College.

These professional responsibilities encompass a broad-spectrum including reference services; online, original and copy cataloging; inter-library loan management; collection development; circulation management; acquisitions; and teaching students and faculty in the use of such library resources as on-line access to information, bibliographic search, access to print materials and methods of research for academic course materials. In addition, the library relies to an increasing extent on computer-based

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information technology. Therefore, the Librarian may be assigned to provide professional information technology services.

Incumbents must possess proven ability to effectively work with a culturally, linguistically, and ethnically diverse faculty, staff, and student. They are expected to have excellent oral and written communication skills along with strong Information technology literacy skills such as Microsoft Office (Word, Excel, Outlook, Teams etc.)

This position was posted on the following sites: HigherEdJobs.com, Diverse Issues in Higher Education, Workplace Diversity, Latino's in Higher Ed, LinkedIn, Indeed.com, Facebook page, Zip Recruiter, Indeed.com, ct.edu, Oodle, Careerjet, Sercanto, Job.net, Jobcase.com, Neuvoo, Adzuna, and sent through the CSCU email system distribution list

Minimum Qualifications: Master's degree in Library Science with one (1) or more years of professional academic library experience in leading or supervising others; or a combination of education, training and experience which would lead to the competencies required for successful performance of the position's essential duties.

- Experience performing the full range of professional librarianship with strong competencies in public services, reference, technical services, and collection development.
- Experience providing instruction in the effective use of library resources in higher education.
- Experience leading and training support staff.

Preferred Qualifications:

- Experience with diverse student, faculty, staff, and community populations similar to those served by CT State Community Colleges.
- Experience with best practices for instructional design using multiple modalities and pedagogical approaches.
- Experience with Open Educational Resources (OER) and Open Access materials.
- Experience with library assessment.
- Experience supervising and training student workers.

(Applicant pool summary (bolded = goal candidates))

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	52	14	30	14	19	0	6	0	3	0	2	0	0	0	0	8
Not Qualified	42	11	24	11	17	0	5	0	1	0	1	0	0	0	0	7
Total Qualified	10	3	6	3	2	0	1	0	2	0	1	0	0	0	0	1
Qual. No Interview	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	10	3	6	3	2	0	1	0	2	0	1	0	0	0	0	1
Withdraw	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed	9	2	6	2	2	0	1	0	2	0	1	0	0	0	0	1
Offered	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received fifty-two (52) applications for this position. Of which, there were 14WM and 0TM goal candidates. Goals for WF, HM, TF, and AM were previously achieved for this category

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Key: W=White, B=Black, H=Hispanic, A=(Asian, American Indian, Alaskan Native, Hawaiian, Pacific Islander), U=Unknown, T=two or more races, F=Female, M=Male

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Of the fifty-two (52) applications for this position, forty-two (42) applicants were deemed not qualified as they did not meet the minimum qualifications including 11WM goal candidates.

- 1WM did not have a complete application as he had no resume or cover letter.
- 1WM did not possess a master's degree in Library Science.
- 9WM did not possess experience one (1) or more years of professional academic library experience in leading or supervising others; experience performing the full range of professional librarianship with strong competencies in public services, reference, technical services, and collection development; experience providing instruction in the effective use of library resources in higher education; or diverse student, faculty, staff, and community populations similar to those served by CT State Community College.

The remaining ten (10) candidates were deemed qualified, as they met the minimum and preferred qualifications and were offered interviews including 3WM goal candidates.

The region did not achieve a goal with the hire of **one (1) Asian female** who met all of the minimum and preferred qualifications.

- 1WM withdrew prior to the interview.
- 1WM met the required and three preferred qualifications and was not selected based on the interview. This candidate had no experience with community college libraries, and he was unable to discuss the various aspects (e.g., affordability, flexibility, diversity) of the community college mission. The candidate had did not have experience with community college populations and did not share how his prior experience would allow him to be successful in the diverse environment of this campus.
- 1WM met the required and three preferred qualifications and was not selected based on the interview. This candidate had only one year of experience in a community college library setting. He said he attended limited professional development and did not belong to professional organizations. His description of diversity was limited to cultural and linguistic and did not indicate an understanding of the broad nature of diversity at a community college. He had no knowledge of OER (open educational resources) and did not have experience with assessment.
- 1AF met the required and four preferred qualifications and was selected based on the interview. She has over 5 years' experience as a librarian at a community college. She had a strong command of teaching information literacy as evidenced by clear and logical sequence elements of her lesson demonstration. She also demonstrated a student-centered orientation and awareness of college services beyond academia by articulating a desire to help students with their academic and nonacademic needs including references to transportation and food insecurity issues. She also stated her supervisory philosophy focused on guiding and mentoring and developing staff without micromanaging. She has attended ACRL workshops including reference, cataloging, and acquisitions. Her presentation demonstrated a command of the reference process and knowledge of library resources.

26.Executive Assistant (1BF)

Position Summary: The Executive Assistant to the CEO provides to him/her managerial, administrative, professional, and confidential assistance as required to ensure the successful operation of the office and

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the college. The position is required to have extensive cooperative and collaborative relationships with staff, professionals, administrators, and the public and with professionals in peer organizations and professional associations. The incumbent is expected to collaborate with all departments and users of the services of the President's office and to represent the Community College System in a positive manner.

Incumbents must possess a proven ability to effectively work with a culturally, linguistically, and ethnically diverse faculty, staff, and student. They are expected to have excellent oral and written communication skills along with strong Information technology literacy skills such as Microsoft Office (Word, Excel, Outlook, Teams, etc.)

This position was posted on the following sites: HigherEdJobs.com, Diverse Issues in Higher Education, Workplace Diversity, Latino's in Higher Ed, LinkedIn, Indeed.com, Facebook page, Zip Recruiter, Indeed.com, ct.edu, Oodle, Careerjet, Sercanto, Job.net, Jobcase.com, Neuvoo, Adzuna, and sent through the CSCU email system distribution list

Minimum Qualifications: Associate degree or an equivalent combination of education and experience in administrative or executive secretarial fields.

- Ability in the operation of personal computers using standard word processing and related office software.
- Proven history of strict confidentiality.
- Experience in principles of secretarial practice with emphasis in quality production of correspondence and reports.
- Knowledge of methods and techniques of operating an office environment requiring organizational dignity.

Preferred Qualifications:

- Experience working with confidential and complex matters for budgeting and personnel.
- Three (3) years (or more) of experience at the level of administrative assistant or higher.
- Ability to coordinate and undertake multiple tasks and meetings while managing an office.
- Advanced experience with office software for scheduling, presenting, reporting, tracking, and communicating.
- Experience taking minutes in an appropriate format for record of meetings.
- Has reported to a director, supervisor, or manager in the past.

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(Applicant pool summary (bolded = goal candidates))

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	21	3	18	2	6	0	6	0	5	0	0	0	0	1	1	0
Not Qualified	10	1	9	0	1	0	3	0	4	0	0	0	0	1	1	0
Total Qualified	11	2	9	2	5	0	3	0	1	0	0	0	0	0	0	0
Qual. No Interview	4	1	3	1	1	0	1	0	1	0	0	0	0	0	0	0
Qual. Rec. Interview	7	1	6	1	4	0	2	0	0	0	0	0	0	0	0	0
Withdrew	2	0	2	0	2	0	0	0	0	0	0	0	0	0	0	0
Interviewed	5	1	4	1	2	0	2	0	0	0	0	0	0	0	0	0
Offered	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received twenty-one (21) applications for this position. Of which, there were 2WM and 0TM goal candidates. Goals for WF, HM, TF and AM were previously achieved for this category.

Of eleven (11) applicants who were deemed qualified as they met the minimum qualifications, four (4) applicants were not offered interviews based on not meeting preferred qualifications, including 1WM.

- 1WM was not offered an interview because he did not possess the following preferred experience: working with confidential and complex matters for budgeting and personnel; three (3) years (or more) of experience at the level of administrative assistant or higher; the ability to coordinate and undertake multiple tasks and meetings while managing an office; advanced experience with office software for scheduling, presenting, reporting, tracking, and communicating; or have experience taking minutes in an appropriate format for record of meetings.

The remaining seven (7) applicants were offered interviews including 1WM goal candidates.

The region did not achieve a goal with the hire of **one (1) Black female**.

- 1WM was not selected for the position because he did not discuss in great detail how his previous experience has prepared him for the current position, only that he previously worked for a CEO for three years. When answering the questions regarding how he would handle conflict he noted that his “personality handles the situation” which did not address the question asked. He failed to answer the diversity question and only stated that he has met people of all races and that his girlfriend is an activist.
- 1BF met the required and preferred and was selected based on the interview. During the interview she discussed her process for dealing with multiple tasks and shared methodical approach. She also shared an example of conflict with a family member with regards to how she addresses conflict. She also addressed how she handles confidential information and is well versed in technology and has experience using Banner experience. She also worked in executive level environments.

27. Clinical SIM Coordinator (1BF)

Position Summary: The Clinical Coordinator directs the clinical practice portion of courses in one of such allied health fields at a Community College. The incumbent’s work includes both clinical program administration and teaching of students in the clinical setting, laboratory, and simulation lab settings.

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Incumbents must possess the proven ability to effectively work with a culturally, linguistically, and ethnically diverse faculty, staff, and student. They are expected to have excellent oral and written communication skills along with strong Information technology literacy skills such as Microsoft Office (Word, Excel, Outlook, Teams, etc.)

This position was posted on the following sites: HigherEdJobs.com, Diverse Issues in Higher Education, Workplace Diversity, Latino's in Higher Ed, LinkedIn, Indeed.com, Facebook page, Zip Recruiter, Indeed.com, ct.edu, Oodle, Careerjet, Sercanto, Job.net, Jobcase.com, Neuvoo, Adzuna, and sent through the CSCU email system distribution list

Minimum Qualifications: Master's degree in a field related to the professional discipline of the clinical program's subject areas together with at least one (1) year of experience in a related field; or a combination of education, training, and experience which would lead to the competencies required for successful performance of the position's essential duties.

- Professional experience in one or more of the assigned subject disciplines
- Must hold a current CT license in the designated discipline
- Experience in clinical instruction and course design, including simulation
- Experience testing and assessing student performance in clinical settings
- Experience adhering to accreditation requirements in assigned discipline

Preferred Qualifications:

- Four (4) years of experience in Medical/Surgical Nursing
- One (1) year of simulation experience

Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	3	0	3	0	1	0	2	0	0	0	0	0	0	0	0	0
Not Qualified	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Total Qualified	2	0	2	0	0	0	2	0	0	0	0	0	0	0	0	0
Qual. No Interview	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	2	0	2	0	0	0	2	0	0	0	0	0	0	0	0	0
Withdrew	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0
Interviewed	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0
Offered	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received three (3) applications for this position. Of which, there were 0WM and 0TM goal candidates. Goals for WF, HM, TF and AM were previously achieved.

The region did not achieve a goal with the hire of the **one Black female** who met the minimum and preferred qualifications and was selected based on their interview.

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28. Associate Director of Finance (1BF)

Position Summary: Associate Director is responsible for a wide range of accounting, finance, and administrative services at a Community College. These services include several functional areas as assigned: General accounting management, Capital planning, Grant accounting, Travel and Professional Development, Accounts Receivable and Billing, Procurement and Accounts Payable, Fixed Assets management.

Incumbents must possess proven ability to effectively work with a culturally, linguistically, and ethnically diverse faculty, staff, and student. They are expected to have excellent oral and written communication skills along with strong Information technology literacy skills such as Microsoft Office (Word, Excel, Outlook, Teams etc.)

This position was posted on the following sites: LinkedIn, Glassdoor, Zip Recruiter, Indeed.com, ct.edu, and sent through the CSCU email system distribution list

Minimum Qualifications: Master's degree in business, accounting, finance, or a related area One (1) or more years of experience in a Fiscal or Business Office; or a combination of education, training and experience which would lead to the competencies required for successful performance of the position's essential duties.

- Experience with Banner or an electronic financial accounting system.
- Experience with Fixed asset management.
- Experience with Business Office operation including procurement and Accounts Payable.
- Experience with Grant accounting.
- Experience with Cashier's/Bursar's Office and accounts receivable functions.
- Experience with State travel and professional development guidelines.

Preferred Qualifications:

- Experience working with state agencies and other external organizations in contract and grant compliance.
- Experience with capital budgets and planning.
- One (1) or more years of experience in Higher Education.

Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	20	9	6	6	3	0	1	1	1	2	1	0	0	0	0	5
Not Qualified	13	5	3	3	1	0	0	1	1	1	1	0	0	0	0	5
Total Qualified	7	4	3	3	2	0	1	0	0	1	0	0	0	0	0	0
Qual. No Interview	2	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	5	2	3	1	2	0	1	0	0	1	0	0	0	0	0	0
Withdrew	3	2	1	1	1	0	0	0	0	1	0	0	0	0	0	0
Interviewed	2	0	2	0	1	0	1	0	0	0	0	0	0	0	0	0
Offered	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

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We received twenty (20) applications for this position. Of which, there were 6WM and 0TM goal candidates. Goals for WF, HM, AM, and TF previously achieved.

Of the twenty (20) applicants, thirteen (13) were deemed not qualified including 3WM goal candidates.

- 1WM had an incomplete application packet (e.g., no cover letter).
- 1WM did not possess a Master's degree in business, accounting, finance, or a related area One (1) or more years of experience in a Fiscal or Business Office.
- 1WM did not possess experience with Banner or an electronic financial accounting system

Of the remaining seven (7) candidates deemed qualified, two (2) candidates were not offered interviews based on not meeting preferred qualifications, including 2WM.

- 1WM did not possess experience working with state agencies and other external organizations in contract and grant compliance; nor one (1) or more years of experience in Higher Education.
- 1WM did not possess one (1) or more years of experience in Higher Education.

The remaining five (5) candidates were offered interviews including 1WM goal candidate.

- 1WM declined an offer of interview.

The region did not achieve a goal with the hire of the **one Black female** who met the minimum and all preferred qualifications and was selected based on their interview.

- 1BF was selected because she had a familiarity with NCC, the local community as well as knowledge and experience supporting first generations students. She was also able to provide examples of how she prioritizes customer service and is able to collaborate across departments. She also had experience managing payroll clerk and personnel expenses.

29. Campus Director of Tutoring (1BF)

Position Summary: The Campus Director of Tutoring and Academic Support, manages a comprehensive program of academic support, tutoring, and learning assistance at a CT State Community College campus. The College provides academic opportunities for a broad range of students seeking two- year liberal arts degrees as well as career, technical and occupational certifications, and training. These students include those who may be lacking in basic skills and subject content which inhibits success in higher education.

Incumbents must possess proven ability to effectively work with a culturally, linguistically, and ethnically diverse faculty, staff, and student. They are expected to have excellent oral and written communication skills along with strong Information technology literacy skills such as Microsoft Office (Word, Excel, Outlook, Teams etc.)

This position was posted on the following sites: HigherEdJobs.com, Diverse Issues in Higher Education, Workplace Diversity, Latino's in Higher Ed, LinkedIn, Indeed.com, Facebook page, Zip Recruiter, Indeed.com, ct.edu, Oodle, Careerjet, Sercanto, Job.net, Jobcase.com, Neuvoo, Adzuna, and sent through the CSCU email system distribution list

Minimum Qualifications: Master's degree in Education, Teaching or closely related field with three (3) or more years of related experience and one (1) or more years of supervisory experience; or a

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combination of education, training and experience which would lead to the competencies required for successful performance of the position's essential duties.

- Experience in academic and skills testing and assessment methods
- Experience with physical and learning disabilities
- Experience with remedial, developmental, and adult education methods and techniques
- Experience with supervision of staff
- Experience in budget management

Preferred Qualifications:

- Experience in a tutoring/academic support environment
- Experience supervising student peer tutors
- Knowledge of higher education requirements and processes for ADA accommodation
- Bilingual (English and Spanish or English and Creole)

Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	59	20	38	11	23	2	4	2	6	3	0	1	3	1	2	1
Not Qualified	42	16	26	9	14	2	1	1	6	2	0	1	3	1	2	0
Total Qualified	17	4	12	2	9	0	3	1	0	1	0	0	0	0	0	1
Qual. No Interview	10	2	8	1	6	0	2	0	0	1	0	0	0	0	0	0
Qual. Rec. Interview	7	2	4	1	3	0	1	1	0	0	0	0	0	0	0	1
Withdrawn	2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	1
Interviewed	5	1	4	0	3	0	1	1	0	0	0	0	0	0	0	0
Offered	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received fifty-nine (59) applications for this position. Of which, there were 11WM and 1TM goal candidates. Goals for WF, HM, AM and TF goals were previously achieved.

Of the fifty-nine (59) applicants, forty-two (42) were deemed not qualified including 9WM and 1TM goal candidates.

- 6WM did not possess a master's degree in Education, Teaching or closely related field.
- 2WM did not possess experience with physical and learning disabilities, experience with remedial, developmental, and adult education methods and techniques, or experience with supervision of staff.
- 1WM did not possess three (3) or more years of related experience, or experience in academic and skills testing and assessment method.
- 1TM did not possess one (1) or more years of supervisory experience; or a combination of education, training and experience which would lead to the competencies required for successful performance of the position's essential duties.

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Of the remaining seventeen (17) candidates deemed qualified, ten (10) candidates were not offered interviews based on not meeting preferred qualifications including 1WM goal candidates.

- 1WM did not possess experience supervising student peer tutors.

The remaining six (6) candidates were offered interviews based on meeting all required and all preferred qualifications, including 1WM goal candidate.

- 1WM declined an offer of interview.

The region did not achieve a goal with the hire of the **one Black female** who met the minimum and all of the preferred qualifications and was selected based on their interview.

- 1BF was selected because she met all of the minimum and preferred qualifications. She also shared examples from her previous and current professional roles that spoke to understanding of the needs of the population at NCC, and included the importance of hiring and recruitment practices to reflect campus diversity. She also provided clear examples of how technology can serve as a tool for access and opportunity to support student success. She spoke of her supervision philosophy for both student staff and professional staff which centered upon relationship building. She further discussed the need of building confidence and focused on tutor training methods regarding the management of CCRI student success centers at two campuses and she offered an entry plan to the role demonstrating valuing relationship building and an understanding of student needs.

30. Financial Aid Specialist (1HF)

Position Summary: The Financial Aid Specialist provides operational support to the Financial Aid Office, with a focus on assisting with the review and processing of financial aid paperwork and providing information to a variety of individuals regarding financial aid, payment plans, and student aid eligibility. The incumbent will assist with the accurate processing of all financial aid application and student loan materials within a highly automated environment. The Financial Aid Specialist provides student service in person and other communication channels to assist with the financial aid process for students and families. This position is located on ground at a campus location.

Incumbents must possess proven ability to effectively work with a culturally, linguistically, and ethnically diverse faculty, staff, and student. They are expected to have excellent oral and written communication skills along with strong Information technology literacy skills such as Microsoft Office (Word, Excel, Outlook, Teams etc.)

This position was posted on the following sites: HigherEdJobs.com, Diverse Issues in Higher Education, Workplace Diversity, Latino's in Higher Ed, LinkedIn, Indeed.com, Facebook page, Zip Recruiter, Indeed.com, ct.edu, Oodle, Careerjet, Sercanto, Job.net, Jobcase.com, Neuvoo, Adzuna, and sent through the CSCU email system distribution list

Minimum Qualifications: Bachelor's degree accounting OR in an appropriately related field together with one (1) or more years of related experience in financial aid in higher education or related field; or a combination of education, training and experience which would lead to the competencies required for successful performance of the position's essential duties.

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- Experience working with students, parents, and college staff.
- Knowledge of state and federal financial aid rules and regulations.

Preferred Qualifications:

- Three (3) or more years of financial aid experience, preferably in a community college setting.
- Expertise in student information systems, preferably Banner.

Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	14	8	5	2	2	5	1	0	1	0	1	0	0	1	0	1
Not Qualified	11	6	4	2	2	3	1	0	0	0	1	0	0	1	0	1
Total Qualified	3	2	1	0	0	2	0	0	1	0	0	0	0	0	0	0
Qual. No Interview	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	3	2	1	0	0	2	0	0	1	0	0	0	0	0	0	0
Withdrawn	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed	3	2	1	0	0	2	0	0	1	0	0	0	0	0	0	0
Offered	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received fourteen (14) applications for this position. Of which, there were 2WM and 0TM goal candidates. All other goals in this category were previously achieved.

Of the fourteen (14) applicants, eleven (11) were deemed not qualified including 2WM goal candidates.

- 2WM did not possess one (1) or more years of related experience in financial aid in higher education or related field.

The region did not achieve a goal with the hire of the **one Hispanic female** who met the minimum and preferred qualifications and was selected based on her interview.

31. Enrollment Services Assistant (1HF)

Position Summary: The Enrollment Services/Admissions Advising Assistant performs a full range of operations and administrative tasks in support of the Admissions Office at a Connecticut Community College. The College serves a diverse and complex student body which includes those pursuing two-year liberal arts degrees, as well as those working for specialized occupational and career certifications. The position provides support in admissions advisement, including enrollment and curriculum information, to prospective and current students.

Incumbents must possess proven ability to effectively work with a culturally, linguistically, and ethnically diverse faculty, staff, and student. They are expected to have excellent oral and written communication skills along with strong Information technology literacy skills such as Microsoft Office (Word, Excel, Outlook, Teams etc.)

This position was posted on the following sites: HigherEdJobs.com, Diverse Issues in Higher Education, Workplace Diversity, Latino's in Higher Ed, LinkedIn, Indeed.com, Facebook page, Zip Recruiter,

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Indeed.com, ct.edu, Oodle, Careerjet, Sercanto, Job.net, Jobcase.com, Neuvoo, Adzuna, and sent through the CSCU email system distribution list

Minimum Qualifications: Bachelor's degree in education, counseling, communication, or an appropriately related field; or a combination of education, training, and experience which would lead to the competencies required for successful performance of the position's essential duties.

- Experience in office administration including competence in use of personal computers with word processing and spreadsheet software applications as well as College databases and processing programs.
- Experience in admissions advising or serving students and applicants.
- Knowledge and understanding of undergraduate academic enrollment requirements.

Preferred Qualifications:

- One (1) or more years' experience in admissions, student recruitment, or a related field.
- One (1) or more years' experience in college databases and processing programs e.g., Banner and CRM Recruit.

Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	30	8	22	4	11	2	5	1	5	0	0	0	0	1	1	0
Not Qualified	14	5	9	3	6	0	0	1	2	0	0	0	0	1	1	0
Total Qualified	16	3	13	1	5	2	5	0	3	0	0	0	0	0	0	0
Qual. No Interview	3	1	2	0	1	1	1	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	13	2	11	1	4	1	4	0	3	0	0	0	0	0	0	0
Withdraw	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed	13	2	11	1	4	1	4	0	3	0	0	0	0	0	0	0
Offered	2	0	2	0	0	0	1	0	1	0	0	0	0	0	0	0
Not Accepted	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0
Hired	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received thirty (30) applications for this position. Of which, there were 4WM and 0TM goal candidates.

Of the thirty (30) applicants there were sixteen (16) who were not qualified including 3WM goal candidate.

- 2WM did not possess experience in office administration including competence in use of personal computers with word processing and spreadsheet software applications as well as College databases and processing programs; or experience advising students and applicants regarding academic courses appropriate for their preparation and career goals.
- 1WM did not possess experience advising students and applicants regarding academic courses appropriate for their preparation and career goals.

The remaining thirteen (13) candidates were deemed qualified as they met the minimum and preferred qualifications and were recommended for interviews, including 1WM goal candidates.

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Key: W=White, B=Black, H=Hispanic, A=(Asian, American Indian, Alaskan Native, Hawaiian, Pacific Islander), U=Unknown, T=two or more races, F=Female, M=Male

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The region did not achieve a goal with the hires of the **one (1) Hispanic female**.

- 1WM met the required and preferred qualifications; however, was not selected for the position based on the interview. During the interview, he was unable to provide an example of dealing with a difficult student, nor did he offer techniques on diffusing the situation. When asked about a time when there was a lapse in communication, the candidate did not provide an example as sought by the question. The candidate only expressed respect for others when speaking about professionalism.
- 1HF met the required and preferred qualifications and was selected based on the interview. She was able to provide an answer to question 1 on how her experiences prepared her for the position by mentioning outreach, data collection, strong customer service, and keeping data secure. She also was able to provide an answer regarding the mission to the community colleges indicating that she researched the college and understood the accessibility and the student population served. She also indicated her ability and strong understanding of diversity and what it means to work with students with a different background. She also explained and provided an example of how she has dealt with difficult situations and highlighted the example by reframing a situation and how to de-escalate the issue. She demonstrated her public speaking skills by sharing a different presentation of information for community partners and high schools. She also explained the importance of teamwork and how she has worked across offices to collaborate and be flexible.

32. Transfer Credit Evaluation Coordinator (1BF)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown			
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U	
Total Applicants	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Not Qualified	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Qualified	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Qual. No Interview	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Withdraw	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Offered	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

The region did not achieve a goal when this **one (1) Black female** transitioned from non-permanent to permanent within her position and in accordance with the collective bargaining agreement. There were no other applicants in this pool.

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Guided Pathways Advisor 1

- **Goals:** 1WM, 5WF, 1TF
- **Hires:** 3WM, 9WF, 3BM, 10BF, 1HM, 6HF, 1AF, 1TF
- **Goal Achievement:** The region met all of the goals established in this category.

1. Guided Pathways Advisor – (1WM, 7WF, 1HM, 1HF, 1BM, 5BF)

Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	125	26	83	14	29	6	27	5	17	0	3	0	5	1	2	16
Not Qualified	47	10	30	5	7	2	9	3	10	0	2	0	2	0	0	7
Total Qualified	78	16	53	9	22	4	18	2	7	0	1	0	3	1	2	9
Qual. No Interview	24	3	17	2	6	1	7	0	1	0	0	0	1	0	2	4
Qual. Rec. Interview	54	13	36	7	16	3	11	2	6	0	1	0	2	1	0	5
Withdrew	4	1	3	1	1	0	0	0	1	0	1	0	0	0	0	0
Interviewed	50	12	33	6	15	3	11	2	5	0	0	0	2	1	0	5
Offered	20	4	16	2	7	1	7	1	1	0	0	0	1	0	0	0
Not Accepted	4	1	3	1	0	0	3	0	0	0	0	0	0	0	0	0
Hired	16	3	13	1	7	1	4	1	1	0	0	0	1	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received one hundred-twenty-five (125) applications for this position. Of which there were 14WM, 29WF, and 4TF goal candidates.

With this search, the Region achieved all of the goals in this category: **One (1) White male of one (1) WM goal, five (5) White females of five (5) White female goals, and one (1) Two or More female of one (1) Two or More female goal.** With the achievement of these goals, there were no more goal candidates in the pool.

2. Guided Pathways Advisor 1 (1WF, 1BF, 1HF, 1TF)

Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	47	16	30	5	7	7	8	2	10	0	2	1	1	1	2	1
Not Qualified	5	1	4	1	1	0	2	0	1	0	0	0	0	0	0	0
Total Qualified	42	15	26	4	6	7	6	2	9	0	2	1	1	1	2	1
Qual. No Interview	20	8	12	1	3	4	5	1	4	0	0	1	0	1	0	0
Qual. Rec. Interview	22	7	14	3	3	3	1	1	5	0	2	0	1	0	2	1
Withdrew	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed	22	7	14	3	3	3	1	1	5	0	2	0	1	0	2	1
Offered	7	2	5	1	1	1	1	0	2	0	0	0	1	0	0	0
Not Accepted	3	2	1	1	0	1	0	0	1	0	0	0	0	0	0	0
Hired	4	0	4	0	1	0	1	0	1	0	0	0	1	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

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We received forty-seven (47) applications for this position. Of which there were zero (0) goal candidates as all goals were met for this category.

The region did not achieve goals with the hire of **one (1) White female, one (1) Black female, one (1) Hispanic female, and one (1) Two or More female** applicants. These candidates met the required and preferred qualifications and were selected based on the interviews. There were no goal candidates.

3. Guided Pathways Advisor 1 (2WM, 1BM, 2BF, 1AF, 4HF)

Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	23	6	17	4	9	1	4	1	3	0	0	0	0	0	1	0
Not Qualified	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Total Qualified	22	6	16	4	8	1	4	1	3	0	0	0	0	0	1	0
Qual. No Interview	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	22	6	16	4	8	1	4	1	3	0	0	0	0	0	1	0
Withdrawn	2	0	2	0	2	0	0	0	0	0	0	0	0	0	0	0
Interviewed	20	6	14	4	6	1	4	1	3	0	0	0	0	0	1	0
Offered	18	4	14	3	4	1	4	0	5	0	1	0	0	0	0	0
Not Accepted	7	1	6	1	4	0	1	0	1	0	0	0	0	0	0	0
Hired	11	3	8	2	0	1	3	0	4	0	1	0	0	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received twenty-three (23) applications for this position. All previous goals were previously achieved.

The region did not achieve a goal with the hire of **two (2) White males, one (1) Black male, two (2) Black females, four (4) Hispanic females, and one (1) Asian female**. There were no goal candidates.

4. Guided Pathways Advisor 1 (1WF, 2BM,1BF)

Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	87	28	56	8	26	12	13	3	12	2	0	1	2	2	3	3
Not Qualified	40	15	23	6	9	6	7	0	5	2	0	0	1	1	1	2
Total Qualified	47	13	33	2	17	6	6	3	7	0	0	1	1	1	2	1
Qual. No Interview	17	2	15	0	8	2	3	0	2	0	0	0	0	0	2	0
Qual. Rec. Interview	30	11	18	2	9	4	3	3	5	0	0	1	1	1	0	1
Withdrawn	6	3	3	1	2	0	0	1	1	0	0	1	0	0	0	0
Interviewed	24	8	15	1	7	4	3	2	4	0	0	0	1	1	0	1
Offered	4	2	2	0	1	2	1	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	4	2	2	0	1	2	1	0	0	0	0	0	0	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received eighty-seven (87) applications for this position. Of which, there were zero goal candidates. All goals were previously achieved for this category.

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The region did not achieve goals with the hire of **one (1) White female, two (2) Black males and one (1) Black female** applicants. These candidates met the required and preferred qualifications and were selected based on the interviews. There were no goal candidates.

Clerical – Fairfield

- **Goals:** 1WM, 3WF, 1HM
- **Hires:** 1WF, 1BM
- **Goal Achievement:** One (1) out of two (2) for 50% of the hires in this category met Affirmative action Goals.

1. Administrative Assistant – (1WF)

Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	84	13	52	6	28	2	12	1	3	1	3	0	5	3	1	19
Not Qualified	65	11	38	4	18	2	9	1	3	1	3	0	4	3	1	16
Total Qualified	19	2	14	2	10	0	3	0	0	0	0	0	1	0	0	3
Qual. No Interview	8	2	6	2	2	0	1	0	0	0	0	0	1	0	0	2
Qual. Rec. Interview	11	0	11	0	8	0	2	0	0	0	0	0	0	0	0	1
Withdraw	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
Interviewed	10	0	10	0	8	0	2	0	0	0	0	0	0	0	0	0
Offered	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

The region achieved a goal with the hire of **one White female** who met the minimum and preferred qualifications and were selected based on their interview.

2. Administrative Assistant – (1BM)

Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0
Not Qualified	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0
Total Qualified	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0
Qual. No Interview	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Withdraw	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Offered	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

The region received two (2) applicants of which there were 0WM, 0WF, and 0HM goal candidates.

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The region did not achieve a goal with the hire of **one Black male** who met the minimum and preferred qualifications and was selected based on their interview.

Protective Service – Fairfield

- **Goals:** 2WM, 1WF, 1BM
- **Hires:** 2WM
- **Goal Achievement:** Two (2) out of two (2) for 100% of the hires in this category met Affirmative action Goals.

1. Police Officer (1WM)

Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	16	13	3	7	2	3	1	0	0	0	0	1	0	2	0	0
Not Qualified	11	8	3	3	2	3	1	0	0	0	0	1	0	1	0	0
Total Qualified	5	5	0	4	0	0	0	0	0	0	0	0	0	1	0	0
Qual. No Interview	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	5	5	0	4	0	0	0	0	0	0	0	0	0	1	0	0
Withdrew	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed	5	5	0	4	0	0	0	0	0	0	0	0	0	1	0	0
Offered	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

The region achieved a goal with the hire of **one (1) White male** who met the minimum and preferred qualifications and were selected based on their interview.

2. Police Officer – POST Certified (1WM)

Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	12	11	1	5	0	3	1	0	0	1	0	1	0	1	0	0
Not Qualified	7	6	1	2	0	2	1	0	0	1	0	0	0	1	0	0
Total Qualified	5	5	0	3	0	1	0	0	0	0	0	1	0	0	0	0
Qual. No Interview	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	5	5	0	3	0	1	0	0	0	0	0	1	0	0	0	0
Withdrew	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Interviewed	4	4	0	3	0	1	0	0	0	0	0	0	0	0	0	0
Offered	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

The region achieved a goal with the hire of **one (1) White male** who met the minimum and preferred qualifications and were selected based on their interview.

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Clerical – New Haven

- **Goals:** 3WF, 1BM, 1HM, 1AF
- **Hires:** 1HF
- **Goal Achievement:** Zero (0) of one (1) for 0% of the hires in this category met Affirmative action Goals.

1. Office Assistant (1HF)

Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	4	1	3	0	0	1	0	0	1	0	0	0	0	0	2	0
Not Qualified	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Qualified	4	1	3	0	0	1	0	0	1	0	0	0	0	0	2	0
Qual. No Interview	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	4	1	3	0	0	1	0	0	1	0	0	0	0	0	2	0
Withdraw	1	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0
Interviewed	3	1	2	0	0	1	0	0	1	0	0	0	0	0	1	0
Offered	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0

We received four (4) applicants for this position of which, there were 0WM, 1BM, 0HM goal candidates.

All four candidates were invited for interview including 1BM goal candidate.

The Region did not meet a goal with the hire of **one (1) Hispanic female** who met the minimum and preferred qualifications and were selected based on their interview.

- 1BM met the required qualifications and was not selected for the position based on the interview. During the interview, when asked how he would manage a student inquiry and follow-up with the student, the candidate did not answer the second part of the question. He also did not share his understanding of diversity, equity and inclusion.
- 1HF met the required qualifications and was selected based on the interview. During the interview, she reported her experience utilizing educational databases such as Banner and managing a department inbox via MS Outlook. She also communicated strategies for prioritizing workload, screening student inquiries, and communicating next steps. She also shared examples of her experience working with diverse populations.

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Promotion Goals Analysis

Executive

- **Goals:** 1WM, 1WF
- **Hires:** 1BM, 1AF
- **Goal Achievement:** Zero (0) out of two (2) for 0% of the promotions in this category met Affirmative action Goals. However, the AF met an underutilization for the category (set as a hiring goal).

1. Regional Director of Financial Aid, Operations and Outreach (1BM)

Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Not Qualified	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Qualified	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Qual. No Interview	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Withdrew	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Offered	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

The region did not achieve a goal when this **1BM** transitioned from their role in accordance with the collective bargaining agreement. There were no other applicants in this pool.

2. Director of Campus Library (1AF)

Position Summary: The Director leads and manages the Campus Library, overseeing daily operations, staff, collections, services, assessment, collaborations, and initiatives serving Connecticut State Community College (CSCC) students, faculty, and staff in support of research, scholarship, and the curriculum. In addition, the Director supports multicultural engagement and the values of diversity, equity, and inclusion throughout the library and college and takes initiative to integrate the library in the day-to-day fabric of the campus.

Incumbents must possess proven ability to effectively work with a culturally, linguistically, and ethnically diverse faculty, staff, and student. They are expected to have excellent oral and written communication skills along with strong Information technology literacy skills such as Microsoft Office (Word, Excel, Outlook, Teams etc.)

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This position was posted on the following sites: HigherEdJobs.com, Diverse Issues in Higher Education, Workplace Diversity, Latino's in Higher Ed, LinkedIn, Indeed.com, Facebook page, Zip Recruiter, Indeed.com, ct.edu, Oodle, Careerjet, Sercanto, Job.net, Jobcase.com, Neuvoo, Adzuna, and sent through the CSCU email system distribution list

Minimum Qualifications: Master's degree in Library Science from an American Library Association accredited institution, with three (3) or more years of related experience, including one (1) year of experience in supervising others or a combination of education, training and experience which would lead to the competencies required for successful performance of the position's essential duties.

- Experience performing and supervising the full range of professional library services
- Experience in all areas of library service including but not limited to circulation, reference, technical services, technology platforms, collection development, and instruction
- Experience training and directing professional and support staff in comprehensive library services
- Experience guiding the integration of appropriate and emerging technologies into the services and administrative operation of the library
- Experience managing library budgets

Preferred Qualifications:

- Experience in an academic or higher **education setting**
- One (1) or more years' experience in customer service management
- One (1) or more years' experience supervising college librarians and college library support staff
- Familiarity with Alma/Primo library information management system

Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	2	0	2	0	1	0	0	0	0	0	1	0	0	0	0	0
Not Qualified	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Qualified	2	0	2	0	1	0	0	0	0	0	1	0	0	0	0	0
Qual. No Interview	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	2	0	2	0	1	0	0	0	0	0	1	0	0	0	0	0
Withdraw	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Interviewed	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Offered	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received two (2) applications for this position. Of which, there was 1WF goal candidate.

- 1WF withdrew as she accepted a position at another campus outside of this region.
- 1AF was selected for the position because she met all of the minimum and preferred qualifications. She demonstrated development and organization of library resources including a focus on diversity, equity and inclusion in library collections and services and had experience with the innovation and knowledge of in the projects she has led (RFID project, digital lending models, procurement of technology including laptops and hotspots). She was able to provide evidence and instances of collaborative work with library staff at NCC, and library staff from

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throughout CT State (serving as Team Lead on the LibGuide Team for CT State Library consolidation) and cited specific examples of training and professional development of library staff (encouragement to present at statewide conference, and to earn certifications (Alma certification). She also provided specific examples of partnering with faculty members (CFT events) and Guided Pathways Advisors (providing an orientation to new GP staff) to promote student success

With this promotion the agency achieved the underutilization of **1 Asian female** (established as a hiring goal).

Professor

- **Goals:** 12BM, 16BF, 4HM
- **Hires:** 2WM, 5WF, 1BM
- **Goal Achievement:** One (1) out of eight (8) for 13% of the promotions in this category met Affirmative action Goals.

1. Professor

Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	8	3	5	2	5	1	0	0	0	0	0	0	0	0	0	0
Not Qualified	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Qualified	8	3	5	2	5	1	0	0	0	0	0	0	0	0	0	0
Qual. No Interview	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	8	3	5	2	5	1	0	0	0	0	0	0	0	0	0	0
Withdrew	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed	8	3	5	2	5	1	0	0	0	0	0	0	0	0	0	0
Offered	8	3	5	2	5	1	0	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	8	3	5	2	5	1	0	0	0	0	0	0	0	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

This pool consisted of the following eight (8) applicants: 2WM, 5WF, 1BM (Goal Candidate).

In this category, the eight (8) applicants **2WM**, **5WF**, and **1BM** applied for and were recommended by the President and Deans for promotion from Associate Professor to Professor in accordance with the collective bargaining agreement, and promotion and tenure process.

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Associate Professor

- **Goals:** 2HF, 2AM
- **Hires:** 5WM, 4WF, 1BF, 2AM
- **Goal Achievement:** Two (2) out of four (4) established promotional goals were achieved or 50%.

1. Associate Professor

Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown			
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U	
Total Applicants	12	7	5	5	4	0	1	0	0	2	0	0	0	0	0	0	0
Not Qualified	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Qualified	12	7	5	5	4	0	1	0	0	2	0	0	0	0	0	0	0
Qual. No Interview	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	12	7	5	5	4	0	1	0	0	2	0	0	0	0	0	0	0
Withdrew	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed	12	7	5	5	4	0	1	0	0	2	0	0	0	0	0	0	0
Offered	12	7	5	5	4	0	1	0	0	2	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	12	7	5	5	4	0	1	0	0	2	0	0	0	0	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

This pool consisted of the following twelve (12) applicants: 5WM, 4WF, 1BF, and 2AM (Goal Candidates).

In this category, the twelve (12) applicants **5WM, 4WF, 1BF, and 2AM** applied for and were recommended by the President and Deans for promotion from Assistant Professor to Associate Professor in accordance with the collective bargaining agreement, and promotion and tenure process.

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Assistant Professor

- **Goals:** 4WM, 2BM, 2HM,1HF
- **Hires:** 2WM, 1BM, 1HM
- **Goal Achievement:** Four (4) out of four (4) for 100% of the promotions in this category met Affirmative action Goals.

1. Assistant Professor

Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	4	4	0	2	0	1	0	1	0	0	0	0	0	0	0	0
Not Qualified	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Qualified	4	4	0	2	0	1	0	1	0	0	0	0	0	0	0	0
Qual. No Interview	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	4	4	0	2	0	1	0	1	0	0	0	0	0	0	0	0
Withdrew	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed	4	4	0	2	0	1	0	1	0	0	0	0	0	0	0	0
Offered	4	4	0	2	0	1	0	1	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	4	4	0	2	0	1	0	1	0	0	0	0	0	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

This pool consisted of the following four (4) applicants: 2WM, 1BM, and 1HM (Goal Candidates)

In this category, four (4) applicants: **2WM**, **1BM**, and **1HM** applied for and were recommended by the President and Deans for promotion from Instructor to Assistant Professor in accordance with the collective bargaining agreement, and promotion and tenure process.

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Instructor

- **Goals:** None
- **Promotions:** 1HF
- **Goal Achievement:** N/A

1. Instructor of Economics (1HF)

Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown			
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U	
Total Applicants	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Not Qualified	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Qualified	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Qual. No Interview	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Withdrawn	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Offered	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

The region did not achieve a promotional goal when this **1HF** was promoted through agreement in accordance with the collective bargaining agreement. There were no other applicants in this pool.

This promotion achieved an underutilization of HF in the category (established as a hiring goal).

Professional Non-Faculty

- **Goals:** None
- **Promotions:** 3WF, 2BF, 1HF, 1AF
- **Goal Achievement:** N/A

1. Assistant Registrar (1WF)

Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	56	12	44	5	19	1	7	1	7	2	3	2	1	1	7	0
Not Qualified	47	12	35	5	13	1	7	1	5	2	3	2	1	1	6	0
Total Qualified	9	0	9	0	6	0	0	0	2	0	0	0	0	0	1	0
Qual. No Interview	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	9	0	9	0	6	0	0	0	2	0	0	0	0	0	1	0
Withdrawn	3	0	3	0	2	0	0	0	1	0	0	0	0	0	0	0
Interviewed	6	0	6	0	4	0	0	0	1	0	0	0	0	0	1	0
Offered	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

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We received fifty-six (56) applications for this position. The region did not achieve a goal with the promotion of **one (1) White female**.

2. Guided Pathways Advisor 2 GCC (2WF)

Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Not Qualified	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Qualified	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Qual. No Interview	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Withdraw	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Offered	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

This candidate was already accounted for in the PNF applicants in the hiring goals analysis. This promotion did not achieve a goal.

3. Guided Pathways Advisor 2 NCC

Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	2	0	2	0	0	0	1	0	1	0	0	0	0	0	0	0
Not Qualified	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Qualified	2	0	2	0	0	0	1	0	1	0	0	0	0	0	0	0
Qual. No Interview	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	2	0	2	0	0	0	1	0	1	0	0	0	0	0	0	0
Withdraw	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed	2	0	2	0	0	0	1	0	1	0	0	0	0	0	0	0
Offered	2	0	2	0	0	0	1	0	1	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	2	0	2	0	0	0	1	0	1	0	0	0	0	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

These candidates were already accounted for as applicants which resulted in promotion goals and were a part of an external search. This search was already accounted for in the hiring goals.

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4. Admissions Processing Specialist HCC (1HF, 1AF)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	2	0	2	0	0	0	0	0	1	0	1	0	0	0	0	0
Not Qualified	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Qualified	2	0	2	0	0	0	0	0	1	0	1	0	0	0	0	0
Qual. No Interview	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	2	0	2	0	0	0	0	0	1	0	1	0	0	0	0	0
Withdraw	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed	2	0	2	0	0	0	0	0	1	0	1	0	0	0	0	0
Offered	2	0	2	0	0	0	0	0	1	0	1	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	2	0	2	0	0	0	0	0	1	0	1	0	0	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

The region did not achieve a goal when this **1HF and 1AF** transitioned from their positions in accordance with the system wide restructuring. There were no other applicants in this pool.

5. Admissions Processing Specialist (1BF)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0
Not Qualified	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Qualified	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0
Qual. No Interview	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0
Withdraw	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0
Offered	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0

*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

The region did not achieve a goal when this **1BF** transitioned from their positions in accordance with the system wide restructuring. There were no other applicants in this pool.

Section 46a-68-90 - GOALS ANALYSIS

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PROGRAM GOALS ANALYSIS

1. The region sets a goal strengthen the search and selection process to ensure equity, AA, and EEO compliance are foundational to every search. Such efforts may include, but are not limited to, adding a 30-minute Bias in the Interview training for all search committee members; establishing pause points in the search process to ensure applicant pool reflects the availability pool, and the interview pool reflects the applicant pool; working within the CSCU system to identify additional local, state, and national recruitment sources focused on diversity (e.g., Latinosinhighered.com), etc.

Goal Achievement: This goal was achieved during the reporting period. All search committee members must participate in a search training as well as a 30-minute online training (Bias in the Interview). Additionally, the pause point program was implemented during the reporting period which uses data to inform search related decisions, e.g., extend a search and expand recruitment efforts. Additionally, frequent meetings occurred during the reporting period with campus leaders to address search related matters to ensure biases were not influencing the process. All of these efforts are not built into the search process.

2. The region will establish the framework, charge and expectations of an Employee Advisory Committee. The expectation is that a call for nominations or volunteers to occur prior to the fall 2022 semester start and the inaugural meeting to take place in fall 2022.

Goal Achievement: This goal was achieved with the development of the Office of Diversity and Equity for CT State. Through this office, each campus has identified, and DE&I lead as well as a DE&I team. Part of the role of this committee is to serve as the employee advisory committee. Each campus retains the autonomy to establish and build their team and each CEO appoints their DE&I lead.

3. The region will pilot an emerging program to have equity auditors evaluate the search and selection process. The Region will identify at least 3 searches where this program can be piloted. The role of the Equity Auditor will include, but is not limited to, ensuring diversity exists in all phases (e.g., applicants, interviews, finalists) of the search process, monitor the search process to avoid common biases, and to ensure compliance with EEO/AA regulations/laws.

Goal Achievement: This goal was achieved during the reporting period. On at least three search committees, a member of the EEO team served in the capacity of candidate advocates (formerly equity auditors). In this capacity, they ensured the process was followed in accordance with established procedures and that candidates experienced the same process throughout the interviews. This process will be expanded and built into the search process.



COMMUNITY COLLEGES ARE HIRING!

*Learn about State Employment at our
Virtual Information Session!*

About the Information Session

Speak with the Recruiting and Talent Acquisition team about the different career paths. This includes faculty and staff positions!

Get helpful tips on how to apply and on how the recruitment process works.

Learn all about the benefits of working as a state employee at CT State and Charter Oak State College.

Tuesday, November 15, 2022

Time: 12pm – 1pm

WebEx Link to join: bit.ly/3EZYrNQ

Current Job Openings:

ct.edu/hr/jobs

WHO WE ARE: In July 2023, 12 community colleges in Connecticut are merging into CT State Community College, one of the largest community colleges in the country and largest in New England. CT State is dedicated to quality, access, and affordability. CT State students will be able to apply once and take classes at any campus. Locations include: Asnuntuck (Enfield), Capital (Hartford), Gateway (New Haven & North Haven), Housatonic (Bridgeport), Manchester, Middlesex (Middletown & Meriden), Naugatuck Valley (Waterbury), Northwestern (Winsted), Norwalk, Quinebaug Valley (Danielson & Willimantic), Three Rivers (Norwich), and Tunxis (Farmington) Community Colleges.

CT State is part of Connecticut State Colleges and Universities, which also includes the four state universities and Charter Oak State College.

Please visit the university websites to learn about their career opportunities.

Section 46a-68-91
Career Mobility

Section 46a-68-91: CAREER MOBILITY

CSCC's Shoreline West Region's workforce is engaged in highly specialized employment either as educators or educational administrators. The majority of the region's professional positions require a Master's degree. Offices are currently staffed at the most efficient and effective level with regard to personnel job descriptions. As the region conducts planning/resource allocation and succession planning for the future it will consider the possibility of developing promotional opportunities, career paths, etc. The number of classified employees who are subject to upward mobility opportunities is proportionately smaller.

When career mobility opportunities arise, the following four areas are considered important elements of a viable program:

- 1) examining and revising staffing patterns to eliminate dead-end jobs, identifying bridging jobs and promotional bridging jobs by establishing career ladders to include relevant classifications of positions within the series;
- 2) reviewing and revising job specifications to reflect the essential job functions and the work performed;
- 3) providing training for the region's supervisory staff to further their understanding of their role in providing career counseling and staff development for their staff; and,
- 4) working with career mobility candidates in aptitude and interest, career planning and counseling, and to encourage professional development and higher education courses.

CAREER MOBILITY PROGRAM STRATEGIES

Career Counseling

Counseling and guidance is available to employees in order to encourage and assist them in career planning and potential upward mobility opportunities to achieve their career goals. Employees are encouraged to meet with EEO, DE&I or HR, as well as their supervisors/managers to discuss career and upward mobility, professional development and higher education through tuition reimbursement programs.

Education and Training

It is difficult for the community college system to establish career mobility promotional goals for unclassified occupational categories, especially for those seeking promotion to the Professional Non-Faculty occupational category. Advancement through the professorial ranks is governed by collective bargaining agreements.

The region will continue to solicit the cooperation of other state agencies in exchanging and posting position announcements. This will afford our employees additional opportunities to advance their careers - especially the classified staff members. Whenever possible, reclassification requests to foster upward mobility will be established. The region will always make concerted efforts to improve employee opportunities for upward mobility or career advancement to other regions within the Connecticut State Community College system (CSCC) and to other state agencies. College supervisors are receptive to discussions regarding upward mobility and encourage staff to take professional development and higher education courses to strive for advancement in their careers or to learn new programs or software.

Career Services Centers are open to all students, including student workers. The Director of Career Services on each campus provides career counseling through assistance with resume writing, job search skills, interviewing tips and techniques and assessment of prior learning to staff members. Arrangements can be made with the center directors for personal job counseling sessions. During the reporting period, the centers offered career counseling and resume writing courses to all students and employees.

Training in the use of Microsoft Outlook, Word, Excel, PowerPoint, Access, Adobe, the new protective enclave, Ellucian Cloud BANNER management system software, and telework tools is provided to all employees as needed. Individual/group sessions are also conducted on an ad hoc basis when an upgrade is done to the computerized systems.

Career opportunity information, including postings of CSCC job vacancies, is readily available to students and employees. Students enrolled in the College's degree and certificate programs can also access information and employment opportunities within the college and state via campus bulletin boards, the Career Services Department, Human Resources Department and on-line databases through public computers located throughout the region.

[Tuition Reimbursement Assistance](#)

All employees are eligible for tuition reimbursement for college courses. Tuition waivers are offered to Administrative Clerical, Technical Paraprofessional, and Service Maintenance employees. The respective collective bargaining unions also offer tuition reimbursement to their union members on a first come first serve basis. Typically, when union funds are depleted, the unions will add more money into the tuition reimbursement pool to continue to support their union members.

[Reasonable Accommodations for Employees with Disabilities](#)

All employees with a documented disability are eligible to receive a reasonable accommodation in order to perform the essential functions of their job. The EEO staff serves as the region's ADA Coordinator and engages in the interactive process for all requests. As needed, the EEO Center of Excellence in partnership with HR will conduct an essential job function analysis.

Upon receipt of the appropriate medical information or specific request for an accommodation, a review of the detailed documentation completed by a medical provider is conducted and a meeting is held with the employee, the ADA Coordinator and HR staff to discuss options. The final step is to provide a reasonable accommodation to assist the employee in handling the essential functions of the position with the approved modifications.

The region also provides reasonable accommodations to anyone scheduled for an interview that makes the request and also accommodates the public to attend courses, programs and events.

Section 46a-68-92
Good Faith Efforts

Section 46a-68-92 – GOOD FAITH EFFORTS

The CSCC Shoreline West Region has demonstrated good faith efforts by engaging in the initiatives articulated in subsections (a) to (d) inclusive, of this section:

- a) Promoted equal opportunity to achieve a workplace that is free of discrimination;
 - 1) Communicate the agency's commitment to equal employment opportunity and affirmative action to all employees.
 - 2) Ensure that employees are aware of non-discrimination policies and procedures: post policies in a visible location.
 - 3) Ensure that departmental processes, procedures, and systems are nondiscriminatory and free of bias.
 - 4) Evaluate supervisors for making good faith efforts in equal employment opportunity and affirmative action: document in performance appraisals.
 - 5) Ensure that reasonable accommodations are made for disabled employees.
 - 6) Take appropriate and timely action when there has been an allegation of sexual harassment.
- b) Developed recruitment strategies that ensure opportunities for all qualified applicants, including underutilized groups;
 - 1) Identify affirmative action placement goals for all job openings.
 - 2) Make efforts to attract a large and diverse pool of qualified applicants, particularly inclusive of groups associated with affirmative action recruitment goals.
 - 3) Develop a contingency strategy if the initial recruitment effort does not bring in a sufficiently diverse pool.
 - 4) Contacting special interest organizations, groups and individuals.
 - 5) Or other means of outreach utilized to hire goal candidates.
- c) Ensured a fair and nondiscriminatory selection process.
 - 1) Review the selection process to ensure that it treats each applicant fairly and consistently.
 - 2) Review the interview format and questions for possible bias.
 - 3) Ensure that reasonable accommodations are made for applicants.
 - 4) If using a group interview process; create a diverse selection panel.
 - 5) Assess all applicants using the same selection criteria.
 - 6) Consider all skills that qualify the applicant, including volunteer and professional experience.
 - 7) Interview as many applicants as possible to increase opportunity.
 - 8) Keep written records of all applicants interviewed and be certain that the information recorded relates to the individual's ability to perform the duties.
 - 9) Ensure that selection panel members are aware of the impact of common biases such as stereotyping, unsubstantiated first impressions that may influence a decision, and assessments based on different 'comfort levels' with people of dissimilar groups.
 - 10) Document the selection process fully. Retain all records.

- d) Provided career development opportunities to all interested and qualified employees, with emphasis on those groups found to be underutilized in the workforce.
 - 1) Encourage staff to participate on agency committees to enhance development.
 - 2) Inform all staff of internal staff development and promotional opportunities.
 - 3) Promote and support employee training and development for all employees.
 - 4) Provide career counseling.
- e) Nothing in this section shall be construed to absolve an agency of its obligations under section 46a-68-78, 46a-68-79, 46a-68-80, 46a-68-81, 46a-68-85, 46a-68-89, and 46a-68-90 and 46a-68-92 of the Regulations of Connecticut State Agencies.

Section 46a-68-93
Innovative Programs

Section 46a-68-93: INNOVATIVE PROGRAMS

(a) The CSCC Shoreline West Region has developed and/or implemented innovative programs as called for in this section and not otherwise covered in this AA Plan as an important part of the road to equal employment opportunity. The region welcomes the continuous opportunity to structure comprehensive programs to create opportunities not otherwise available to achieve the full and fair participation of all protected group members. Such programs under consideration include, but are not limited to:

- (1) summer employment programs;
- (2) youth programs;
- (3) apprenticeships;
- (4) work-study programs;
- (5) job sharing arrangements;
- (6) internships;
- (7) day care programs;
- (8) creation of new positions;
- (9) outreach for high school and college students;
- (10) reassignments; or
- (11) any positive, result-oriented program designed to achieve affirmative action.

Higher education and, specifically, the community college system is itself an innovative program that affords numerous equal opportunities for our future workforce and beyond. As part of our mission, we provide opportunities for our students to have summer employment opportunities and/or internships. These are often built into our curriculum as graduation requirements. Each of our campuses employ 100s of students annually through our work-study/student employment opportunities. Additionally, we frequently reach out to high school and other college students to enroll in our programs or to take individual courses.

The campuses also have K-12 youth programs in various disciplines, e.g., STEM fields, providing educational opportunities to our local students.

The region also offers other programs, e.g., job-sharing, the creation of new career series/job descriptions, child care and reassignments as necessary.

(b) The plan shall describe any program planned or operated pursuant to this section and report the results achieved.

These programs are important to the road to parity and create opportunities not otherwise available to achieve the full and fair participation of all protected class members. Further, they enhance the college's cultural diversity.

Our campuses provide **on-campus Childcare Services** for the children of staff and students at a reasonable cost. For example, Gateway Community College Early Childhood Learning Center serves as a laboratory school for the college's Early Childhood Education program. Such cooperation has enabled area students to continue their studies without the stress of affording daycare for their young children.

For example, Housatonic Community College has a fully certified childcare center on the premises, which caters to children of students, staff and community. The College believes it

continues to be a model for the state and the country. The Early Childhood Laboratory School continues to uphold its high standards. The program operates year-round with a one week break throughout the year. The Center continues to be licensed to accommodate 47 children at any given time. Tuition is reasonable as it is based on a sliding-scale for Bridgeport residents and employees who are part of the School Readiness Program. Otherwise, tuition is \$5.00 an hour for students, faculty and staff and for the external community who are not eligible for the School Readiness Grant.

The Region offers **Work-Study Positions** to students who are qualified for financial aid. These students are employed in all divisions on each campus in the region. -Besides training of the operations of the department to which they are assigned, the students acquire important soft skills such as punctuality, responsibility, customer service, completing tasks on time, etc. Anecdotal information suggests that students who participate in this program are quite likely to complete degree/certificate requirements and continue their education or obtain meaningful jobs. During the reporting period, the region had one hundred sixty-four (164) student employees and the breakdown included 18WM, 20WF, 15BM, 26BF, 21HM, 27HF, 4AM, 7AF, 2TM, 7TF, 6UM, 11UF.

Additional Events & Initiatives that Promote the Principles of Affirmative Action, Equal Employment Opportunity Diversity, Inclusion, Respect and Acceptance

Gateway Community College

- GCC and other members of the CSCC began a partnership with the NAACP related to the One Million Jobs Campaign. The campaign works to secure jobs for individuals that have been formerly incarcerated in the Greater New Haven Area within the Yale New Haven Health System. Positions include: Coding, LPN/Testers, Transport, Food and Nutrition, Cooks, Environmental Services, Skilled Maintenance, Patient Care Coordinators, Sterile Processing, and Laboratory Techs.
- **Transition Program for Young Adults:** Eight students celebrated an important milestone June 11 at Gateway Community College (GCC), completing graduation from *Step Forward I*, a supportive program that develops workforce readiness. A 10-month non-credit program for young adults (18-21) with mild cognitive disabilities, the program eases the transition to college. Students receive classroom instruction, develop interpersonal communication skills, and gain community or campus-based work experience. They learn about career planning, job search skills, personal finance, self-advocacy, nutrition, and fitness. The *Step Forward* program has been at GCC since 2004. Its graduation ceremony is a tradition and one of the highlights of the year at the college, as the *Step Forward* students become known to the college community through campus internships, working in the mailroom, library, science lab, the Early Learning Center, Information Technology department, and other areas of campus.
- **Manufacturing Program at Gateway Community College (GCC):** Students in an intensive five-week manufacturing job training program celebrated their graduation March 15 during a ceremony at Gateway Community College. A program managed by Workforce Alliance of South Central Connecticut, *Skill Up for Manufacturing* was developed to provide a free program at GCC aimed to quickly train underemployed and unemployed state residents for

manufacturing jobs. Nineteen students (19) graduated as part of the inaugural program. The *Skill Up* coursework was developed in coordination with local manufacturers including Allnex, Brooks & Whittle Packaging Solutions, Penn Globe, PTA Plastics, Rowland Technologies, Ulbrich Steel, Wepco Plastics, and the New Haven Manufacturers Association. Graduates have completed 250 hours (about 1 and a half weeks) of classroom activities.

Norwalk Community College

- **AMERICORPS VISTA:** NCC participates in the AmeriCorps Vista program. This is a national service program designed specifically to fight poverty. Vista members commit to serve full-time for a year at a nonprofit organization or local government agency, working to fight illiteracy, improve health services, create businesses, strengthen community groups, etc. Currently NCC employs one (1) BF as an AmeriCorp Vista volunteer.
- **NCC CAREER CENTRAL:** NCC's Career Services division has implanted NCC's job board aimed at connecting students with available internships and employment opportunities, including Student Worker job opportunities, which could provide a pipeline to future entry level jobs at NCC.
- **MAYOR'S SUMMER YOUTH EMPLOYMENT PROGRAM:** NCC participates in a six (6) week summer program, in which teens from diverse backgrounds are provided internship positions. The program provides training and exposure in the areas of Health & Life Sciences, Building Efficiency & Sustainable Technology, Early Childhood Development, and Institutional Effectiveness.

Housatonic Community College

- **Equity Project:** HCC (Housatonic Community College) is elevating its commitment to under-resourced and under-represented students across our region with the creation of The Equity Project. The program provides financial support and incentives, campus resources and connections, learning opportunities and financial literacy education to help student achieve academic success and reach their goals. Through the Equity Project, students will be exposed to experts on social justice, equity, and other critical issues, as well as training and workshops that provide skills development and education. These efforts will work to increase their sense of community, belonging and ability to succeed at HCC and beyond. Workshops, events, seminars, and programs include Welcome back, Financial Literacy, time management, W-2/New hire, careers, cooking on a budget, Ideation 101 with the Werth Center, attended the Beardsley Zoo Lantern Show, End of semester/year celebration. Students would not have been able to participate in several events above without the help of the Equity Project. The program is supporting 44 students.
- **FESP Program:** FESP offers HCC students the necessary resources and tools needed to advance both their education, career, and economic security for their families. It includes financial and career coaching, case management, emergency financial assistance, tuition scholarships, and peer-to-peer mentoring to help students persist and graduate with an associate degree or industry certificate and move into family sustaining careers. Workshops, events, seminars, and programs include Welcome back, Financial Literacy, time

management, W-2/New hire, careers, cooking on a budget, Ideation 101 with the Werth Center, attended the Beardsley Zoo Lantern Show, End of semester/year celebration. Students would not have been able to participate in several of the events above with the help of the FESP program. In the Fall 2022 semester the number of students in the program is 55 students.

- **Food Pantry:** The HCC Food Pantry operates on campus to combat food insecurity for our HCC students to receive healthy and nutritious non-perishable items, fresh vegetables, fruits, and groceries. HCC Food Pantry is open daily and has non-perishable food items, a variety of fresh vegetables and fruits and grab & go snacks for all registered students. No pre-signup but students must sign in when picking up food. The programs are based on the honesty system and no proof of need is required. In addition, HCC Food Pantry offers: Fresh Food Days: Students can select a variety of fresh vegetables and fruits. Mobile Food Pantry: The Mobile Food Pantry (The Storehouse Project) comes to HCC to drop off food for current students, staff and faculty. This is a contactless and drive-through mobile food pantry. HCC Food Pantry participated in STEAMfest 2022 on November 7 and 8 2022. Students were given a bag of fresh vegetables along with a recipe card, olive oil and seasoning packets to take home and prepare.
- **Men's Center:** The center intends to increase, encourage, and support the inclusion and educational success for males. The center is comprised of dedicated individuals from HCC faculty and staff who volunteer and advocate for an improved educational experience and quality of life and serve as guides, coaches, and mentors to students during their time at HCC. Workshops, activities, and events offered are Vision boards and Goal Setting, Global Leadership Summit, MLK Day Tribute, Black History Month Paint Kit Distribution, Financial Literacy, Women's History Month.
- **Women's Center:** The Women's Center is committed to creating an inclusive environment by working towards a climate of gender equity and social justice that will enrich the lives of all members of our campus and community. The center provides a safe environment to receive support and offered the following the following activities: Fitness Initiatives, yoga, Women's Wellness Wednesdays, Constitution Day Panel, LGBTQ+ 101 workshops, Dress for Success, Mandala Coloring Workshop, Poster Making for Domestic Violence Vigil, Red Lips Campaign & Tabling partnering with the Center for Justice, Painting Event, Feminist Embroidery Event, Distress to Refresh Bruch event with the Student Senate, Her Time Celebration.
- **Student Activities:** Student Activities holds activities, events, and clubs throughout the year to enhance student life by creating supportive and inspiring communities among students, administration, academic staff, and the greater community surrounding the college. Student life hosted the grand reopening of the newly renovated Fitness Center to celebrate health and wellness for the college community. In collaboration with the Food Bank, FESP, Equity, Women's Center, Men's Center had a turkey distribution event to feed students and their families for Thanksgiving. HCC distributed 170 turkeys and 210 bags of fresh vegetables and fruit to our students. In addition, a grilled cheese food truck was on campus helping feed students. The food truck made over 200 grilled cheese sandwiches. Student life offered trips to the Big E, Amphitheatre concert and New York Museum of Art.
- **Housing Partnerships:** In partnership with the Family and Children Agency (FCA) in Norwalk,

CT, HCC now offers rental assistance to students experiencing housing insecurities. A dedicated liaison is available on campus Mondays to support the housing insecurity referral process. In addition, we have a 2-1-1 process and Vehicle for Change partnership to support housing needs. This is in addition to the already established Emergency Fund for students' basic needs such as utilities, transportation, and food.

- **Second Chance Partnership (SCP) and Reentry Affairs:** HCC has a new approved partnership with Garner Correctional Facility in Newtown, CT offering the following AS degrees in Business Administration, Human Services, General Studies, and Advanced Manufacturing to current Second Chance Pell students. HCC foundation was recently awarded a \$250 thousand grant for Second Chance Pell and Reentry Affairs. HCC Reentry Affairs partners include Career Resources, The Reentry Welcome Center and Alliance.
- **Committees:** HCC has made it a priority to reestablish critical committees including BIT, Title IX, Accessibilities, Student Success, and a variety of others that focus on the safety, well-being, sense of belongingness and the dismantling of barriers for our students
- **Counseling & Wellness Center (CWC)** – Urban Trauma, Timely Care, Mental Health, QPR Trainings. CWC offers free, confidential, short-term mental health counseling and coaching services for enrolled students. Students who work with professional counselors can help get to the root of the problem and help the student identify goals that will lead you to the best resolution available. Campus programming tailored to the HCC community designed to educate and promote healthy decision-making and lifestyle development are presented to the college community (students, faculty, /staff) Wellness workshops and presentations include Wellness Festival, safeTALK training, Dream Builder Workshop, Mental Health First Aid Training. Grants support some of these efforts to educate the HCC community.
TimelyCare: CT State Community Colleges offer 24/7 medical and mental telehealth for students for no cost.
- **Media Services Loaner Program:** Media Services supports students and faculty/staff in educational technology in teaching and learning. They have a loaner program for laptops, cameras, chrome books and hotspots to registered students for the semester.
- **Academic Support Center:** Writing Center, STEAM Center and Tutoring: The ASC is comprised of a collaborative group of dedicated educators who strive to enhance the learning experience and academic and professional achievement of HCC students. The center consists of the Center for Academic Progress (CAP) The CAP provides tutoring and support for English and math intensive classes and refresher program. The STEAM Center of Excellence provides tutoring for Science, Technology, Engineering, Arts and Math including most math and science courses as well as business, accounting, ESL, and computer science. The Writing Center provides tutoring for writing and reading in all courses except intensive English. The Tutoring Center provides free tutoring for most courses for current registered students via on campus, in person session, Online and e-tutoring.
- **Advanced Manufacturing Program :** The center just celebrated their milestone 10-year anniversary. The AMTC (Advanced Manufacturing Technology Center) center has answered the call for a pipeline of trained workers to enter thousands of unfilled jobs in CT's manufacturing sector. Hundreds of students have successfully completed and graduated from the program to immediately gain employment. The program's success is attributed to

a strong network of industry partners, generous long-time donors, talented and committed instructors and staff, and a steady flow of motivated students eager to enter this meaningful career. The Center was awarded \$1 million from Jim Himes earmark. HCC offers programs at Derby and Bridgeport High Schools and on campus summer enrichment program for Bridgeport Public Schools.

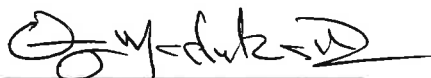
- **Werth Center:** The Werth Centers for Innovation and Entrepreneurship was established in 2021 to support students and community members in their entrepreneurial aspirations. The center resources include a Makerspace with 3D printers, silkscreen, a UV imprinter, electronics station, workbench with hand tools, a fashion center with sewing and embroidery machines, including privileges to an offsite music studio and commercial kitchen. The center offers workshops on a variety of subjects including starting your own business, how to make money, how to advertise your business and others. The center has mentor volunteers from the faculty and staff. The center's funding is provided by Peter Werth and the Housatonic Community Foundation.
- **Science, Technology, Engineering, Arts and Mathematics (STEAM) Programs:** HCC is committed to strengthen Science, Technology, Engineering, Arts and Mathematics (STEAM) skills in the youth within the Bridgeport Community and on campus through the partnership of the STEAM EcoSystem and HCC Foundation. HCC IS awaiting recently submitted NSF (National Science Foundation) grants. STEAM also offers study abroad opportunities for students and faculty.
- **The Volunteer Income Tax Assistance (VITA) program** offers free tax help to people who make \$57,000 or less and need assistance in preparing their income tax returns. IRS (Internal Revenue Service) certified volunteers come to HCC's campus to provide free basic income tax return preparation with electronic filing to qualified individuals.
- **Veterans' OASIS Center:** The center is run by a part-time employee and 2 faculty members dedicated to working with Veterans. The Center helps them transition to academic & civilian life to be successful in college and personal life. The Center has events and workshops for Veteran's. A new event was the Veteran's Day luncheon. The center brought Veteran's together for lunch, to meet other Veteran, make new friend and learn the many HCC support services. The veteran enrollment has doubled.
- **Gender Neutral Bathrooms:** are available in both Lafayette and Beacon Hall
- **Lactation Room:** provides private and comfortable rooms in Lafayette & Beacon Hall for women.

Section 46a-68-94
Concluding Statement

Section 46a-68-94: CONCLUDING STATEMENT

I, Dr. John Maduko, President of the CT State Community College, serve as the appointing authority for this institution. As the appointing authority, I acknowledge that the ultimate responsibility for promoting and enforcing affirmative action rests with me and I will account for the success or failure of the plan. I have read this Affirmative Action Plan and believe that its contents are true and correct.

As President, I attest that the VP of Diversity, Equity, and Inclusion/Chief Diversity Officer (Equal Employment Opportunity Officer) reports directly to me on all matters related to affirmative action and equal opportunity within the Region. I also pledge the Region has made every good faith effort to achieve the objectives, goals and timetables set forth in this plan.



John Maduko, M.D.
President
CT State Community College

1/30/2023

Date