

Section F
Element No. 6

**WORKFORCE
ANALYSIS**
Sec. 46a-68-83

Workforce Analysis

Under Section 46a-68-83(a) of the Affirmative Action Regulations of Connecticut State Agencies, the University reports the racial and sexual composition of its full-time employees for each office, position and position classification identified in the job title study on forms prescribed by the Commission on Human Rights and Opportunities staff. A separate analysis is performed for part-time and other employees.

The workforce analysis shall inventory the following:

- (1) Total University workforce by occupational category with percentages of race and gender/sex groups calculated for each occupational category;
 - (2) Total University workforce by office, position and position classification within each occupational category;
 - (3) Total University workforce in each relevant labor market area by occupational category; and
 - (4) Total University workforce in each relevant labor market area by office, position and position classification within each occupational category.
- (b) The University also reports the age groupings of its full-time workforce by occupational category, and in five year increments, as prescribed by the Commission on Human Rights and Opportunities.
- (c) Finally, in this section, the University reports the number of physically disabled persons in its full time workforce by occupational category.

FULL-TIME WORKFORCE
LABOR MARKET AREA: CT

CATEGORY OR CLASS	Total	TM	TF	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Executive	15	10	5	8	4	2	0	0	1	0	0
		66.7%	33.3%	53.3%	26.7%	13.3%	0.0%	0.0%	6.7%	0.0%	0.0%
Faculty	216	108	108	77	85	5	5	6	7	20	11
		50.0%	50.0%	35.6%	39.4%	2.3%	2.3%	2.8%	3.2%	9.3%	5.1%
Prof Non Faculty	141	63	78	52	67	3	1	6	7	2	3
		44.7%	55.3%	36.9%	47.5%	2.1%	0.7%	4.3%	5.0%	1.4%	2.1%
Clerical	55	1	54	1	39	0	10	0	4	0	1
		1.8%	98.2%	1.8%	70.9%	0.0%	18.2%	0.0%	7.3%	0.0%	1.8%
Tech Paraprof	9	2	7	2	5	0	2	0	0	0	0
		22.2%	77.8%	22.2%	55.6%	0.0%	22.2%	0.0%	0.0%	0.0%	0.0%
Skilled Crafts	26	25	1	22	1	1	0	0	0	2	0
		96.2%	3.8%	84.6%	3.8%	3.8%	0.0%	0.0%	0.0%	7.7%	0.0%
Maintenance	78	63	15	44	9	6	1	13	5	0	0
		80.8%	19.2%	56.4%	11.5%	7.7%	1.3%	16.7%	6.4%	0.0%	0.0%
Protective Svcs	18	16	2	12	1	2	1	1	0	1	0
		88.9%	11.1%	66.7%	5.6%	11.1%	5.6%	5.6%	0.0%	5.6%	0.0%
Total	558	288	270	218	211	19	20	26	24	25	15
		51.6%	48.4%	39.1%	37.8%	3.4%	3.6%	4.7%	4.3%	4.5%	2.7%
2017 AA Plan	575	284	291	222	231	19	21	23	23	20	16
Change +/-	-17	4	-21	-4	-20	0	-1	3	1	5	-1

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FULL-TIME WORKFORCE
LABOR MARKET AREA: CT

CATEGORY OR CLASS	Total	TM	TF	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Executive	15	10	5	8	4	2	0	0	1	0	0
		66.7%	33.3%	53.3%	26.7%	13.3%	0.0%	0.0%	6.7%	0.0%	0.0%
Faculty	216	108	108	77	85	5	5	6	7	20	11
		50.0%	50.0%	35.6%	39.4%	2.3%	2.3%	2.8%	3.2%	9.3%	5.1%
Prof Non Faculty	141	63	78	52	67	3	1	6	7	2	3
		44.7%	55.3%	36.9%	47.5%	2.1%	0.7%	4.3%	5.0%	1.4%	2.1%
Clerical	0	0	0								
Tech Paraprof	0	0	0								
Skilled Crafts	0	0	0								
Service Maintenance	0	0	0								
Protective Svcs	0	0	0								
Total	372	181	191	137	156	10	6	12	15	22	14
		48.7%	51.3%	36.8%	41.9%	2.7%	1.6%	3.2%	4.0%	5.9%	3.8%
2017 AA Plan	380	176	204	141	171	10	5	8	13	17	15
Change +/-	-8	5	-13	-4	-15	0	1	4	2	5	-1

FULL-TIME WORKFORCE BY POSITION
LABOR MARKET AREA: National and CT

CATEGORY OR CLASS	Total	TM	TF	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
President	1	1	0	1	0	0	0	0	0	0	0
Associate Vice President for Academic Affairs	1	0	1	0	1	0	0	0	0	0	0
Associate Vice President for Enrollment Svcs.	1	1	0	0	0	1	0	0	0	0	0
Associate Vice President for Facilities	1	1	0	1	0	0	0	0	0	0	0
Associate Vice President for Finance and Administration	1	1	0	1	0	0	0	0	0	0	0
Chief Diversity Officer	1	0	1	0	0	0	0	0	1	0	0
Chief Human Resources Officer	1	1	0	1	0	0	0	0	0	0	0
Chief Information Officer	0	0	0	0	0	0	0	0	0	0	0
Dean of Students Affairs	1	1	0	1	0	0	0	0	0	0	0
Dean, Ancell School of Business	1	1	0	1	0	0	0	0	0	0	0
Dean, College of Arts and Sciences	1	0	1	0	1	0	0	0	0	0	0
Dean, Professional Studies	1	0	1	0	1	0	0	0	0	0	0
Dean of Visual and Performing Arts	1	1	0	0	0	1	0	0	0	0	0
Director of Institutional Research	1	1	0	1	0	0	0	0	0	0	0
Vice President for Academic Affairs/Provost	1	0	1	0	1	0	0	0	0	0	0
Vice President for Institutional Advancement	0	0	0	0	0	0	0	0	0	0	0
Vice President for Student Affairs	1	1	0	1	0	0	0	0	0	0	0
Vice President for Finance and Administration	0	0	0	0	0	0	0	0	0	0	0
Total	15	10	5	8	4	2	0	0	1	0	0
3/16 AA Plan	12	10	2	8	2	2	0	0	0	0	0
Change +/-	3	0	3	0	2	0	0	0	1	0	0

Western
Connecticut State
University

WORKFORCE ANALYSIS

3/31/2018

Faculty

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FULL-TIME WORKFORCE BY POSITION
LABOR MARKET AREA: National and CT

CATEGORY OR CLASS	Total	TM	TF	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Assistant Professor	64	25	39	19	30	0	2	1	4	5	3
Associate Professor	62	31	31	15	22	3	1	1	1	12	7
Professor	90	52	38	43	33	2	2	4	2	3	1
Total	216	108	108	77	85	5	5	6	7	20	11
3/16 AA Plan	218	103	115	79	96	5	4	4	5	15	10
Change +/-	-2	5	-7	-2	-11	0	1	2	2	5	1

FULL-TIME WORKFORCE BY POSITION
LABOR MARKET AREA: Danbury and CT

CATEGORY OR CLASS	Total	TM	TF	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Access Control & Security Specialist	1	1	0	1	0	0	0	0	0	0	0
Admissions Representative	2	0	2	0	2	0	0	0	0	0	0
Advanced Practice Registered Nurse	1	0	1	0	1	0	0	0	0	0	0
Assistant Bursar	2	0	2	0	1	0	0	0	0	0	1
Assistant Counselor	2	0	2	0	2	0	0	0	0	0	0
Assistant Dean of Student Affairs	1	1	0	0	0	1	0	0	0	0	0
Assistant Degree Auditor	1	0	1	0	1	0	0	0	0	0	0
Assistant Director Admn Recruit & Events	1	0	1	0	1	0	0	0	0	0	0
Assistant Director Financial Aid	1	0	1	0	0	0	0	0	1	0	0
Assistant Director of Academic Advising	1	0	1	0	1	0	0	0	0	0	0
Assistant Director of Advising	1	0	1	0	1	0	0	0	0	0	0
Assistant Director of Facilities Operation	1	1	0	1	0	0	0	0	0	0	0
Assistant Director of Facilities, Scheduling and Promotions	1	0	1	0	1	0	0	0	0	0	0
Assistant Director of Health Svcs	0	0	0	0	0	0	0	0	0	0	0
Assistant Director of Honors Program	0	0	0	0	0	0	0	0	0	0	0
Assistant Director of HR Benefits	1	0	1	0	1	0	0	0	0	0	0
Assistant Director of HR Recruitment	1	0	1	0	1	0	0	0	0	0	0
Assistant Director of Planning and Engineering	1	0	1	0	1	0	0	0	0	0	0
Assistant Director of Public & Design	1	0	1	0	1	0	0	0	0	0	0
Assistant Director of Student Financial Srv	1	0	1	0	0	0	0	0	1	0	0
Assistant Director of Upward Bound	1	0	1	0	0	0	0	0	1	0	0
Assistant Librarian	2	1	1	1	1	0	0	0	0	0	0
Assistant Payroll Coordinator	1	0	1	0	1	0	0	0	0	0	0
Assistant to Director Meteorology St/WC	1	1	0	1	0	0	0	0	0	0	0
Assistant to Director of Fac Util & Prom	1	1	0	1	0	0	0	0	0	0	0
Assistant to Director of Financial Aide	1	0	1	0	0	0	0	0	1	0	0

CATEGORY OR CLASS	Total	TM	TF	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Assistant to Director of Fiscal Affairs	0	0	0	0	0	0	0	0	0	0	0
Assistant to Director of Housing and Residential Life/RD	1	1	0	1	0	0	0	0	0	0	0
Assistant to Director of the Media Services	1	1	0	1	0	0	0	0	0	0	0
Assistant to the Director/Resident Director	3	0	3	0	3	0	0	0	0	0	0
Associate Athletic Director	1	1	0	1	0	0	0	0	0	0	0
Associate Controller	1	0	1	0	1	0	0	0	0	0	0
Associate Dean, Prof Studies	0	0	0	0	0	0	0	0	0	0	0
Associate Director - Transfer	1	0	1	0	1	0	0	0	0	0	0
Associate Director of Accounts Payable	1	0	1	0	1	0	0	0	0	0	0
Associate Director of Admin Services	1	0	1	0	1	0	0	0	0	0	0
Associate Director of Admissions	1	1	0	0	0	1	0	0	0	0	0
Associate Director of Advising	1	0	1	0	1	0	0	0	0	0	0
Associate Director of Campus and Student Centers	1	1	0	1	0	0	0	0	0	0	0
Associate Director of Career Dev Center	1	0	1	0	1	0	0	0	0	0	0
Associate Director of Graduate Admissions	1	1	0	1	0	0	0	0	0	0	0
Associate Director of Hsg & Res Life Oper	1	1	0	1	0	0	0	0	0	0	0
Associate Director of Public Relations	1	0	1	0	1	0	0	0	0	0	0
Associate Director of Recreation	1	0	1	0	1	0	0	0	0	0	0
Associate Director of Student Financial Svcs	1	0	1	0	1	0	0	0	0	0	0
Associate Librarian	3	2	1	2	1	0	0	0	0	0	0
Associate Registrar	3	0	3	0	3	0	0	0	0	0	0
Athletic Equipment Manager	1	1	0	1	0	0	0	0	0	0	0
Athletic Trainer	1	1	0	0	0	0	0	1	0	0	0
Audio & Info Tech Coordinator	1	1	0	1	0	0	0	0	0	0	0
Budget Analyst	1	0	1	0	1	0	0	0	0	0	0
Bursar	1	0	1	0	1	0	0	0	0	0	0
Client Server Programmer	1	1	0	1	0	0	0	0	0	0	0
Coordinator of Institutional Advancement	1	0	1	0	1	0	0	0	0	0	0
Coordinator of Substance Abuse Prgrm	1	0	1	0	1	0	0	0	0	0	0
Coordinator of University Events	1	0	1	0	1	0	0	0	0	0	0
Customer Support Cntr Asst	1	1	0	1	0	0	0	0	0	0	0
Debit Card Program Manager	1	0	1	0	1	0	0	0	0	0	0
Development Database Admin	1	1	0	0	0	0	0	1	0	0	0
Director of Academic Advisement	1	0	1	0	1	0	0	0	0	0	0

CATEGORY OR CLASS	Total	TM	TF	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Director of Access Cntrl One-CrdSvs	1	0	1	0	1	0	0	0	0	0	0
Director of AccessAbility Svs	1	0	1	0	1	0	0	0	0	0	0
Director of Admissions	1	1	0	0	0	0	0	1	0	0	0
Director of Administrative Services	1	1	0	1	0	0	0	0	0	0	0
Director of Alumni Relations	1	1	0	1	0	0	0	0	0	0	0
Director of Athletics	1	0	1	0	1	0	0	0	0	0	0
Director of Campus & Student Ctrs & Aux	1	1	0	1	0	0	0	0	0	0	0
Director of Career Services	1	0	1	0	1	0	0	0	0	0	0
Director of Center for Student Inv.	1	1	0	1	0	0	0	0	0	0	0
Director of Cooperative Education	1	1	0	1	0	0	0	0	0	0	0
Director of Development	0	0	0	0	0	0	0	0	0	0	0
Director of Env Health and Safety	1	1	0	1	0	0	0	0	0	0	0
Director of Facilities Operations	1	1	0	1	0	0	0	0	0	0	0
Director of Facilities Planning & Eng	1	1	0	1	0	0	0	0	0	0	0
Director of Faculty Schedules & Promotion	1	1	0	0	0	0	0	0	0	1	0
Director of Financial Aid & Stud Emp	1	0	1	0	0	0	0	0	1	0	0
Director of Financial Planning and Budgets	1	0	1	0	1	0	0	0	0	0	0
Director of Fiscal Affairs/Controller	1	1	0	0	0	0	0	1	0	0	0
Director of Health Services	0	0	0	0	0	0	0	0	0	0	0
Director of Housing	1	1	0	0	0	1	0	0	0	0	0
Director of Info Systems	1	1	0	1	0	0	0	0	0	0	0
Director of Info Technology & Media Sv	1	0	1	0	1	0	0	0	0	0	0
Director of Institutional Advncmnt	1	0	1	0	1	0	0	0	0	0	0
Director of Judicial Affairs	1	1	0	1	0	0	0	0	0	0	0
Director of Pre-Coll & Access Svcs	1	1	0	1	0	0	0	0	0	0	0
Director of Public Affairs and Comm Relations	1	1	0	1	0	0	0	0	0	0	0
Director of Res Programs and Staff	1	0	1	0	1	0	0	0	0	0	0
Director of Sponsored Rsch Adm Svc	1	0	1	0	1	0	0	0	0	0	0
Director of the Counseling Center	1	0	1	0	0	0	0	0	1	0	0
Director of Univ Pub & Designs	1	1	0	1	0	0	0	0	0	0	0
Enrollment Research Analyst	1	0	1	0	0	0	0	0	0	0	1
Finance Assistant in IA	1	0	1	0	1	0	0	0	0	0	0
Fiscal Administrative Officer	1	0	1	0	0	0	0	0	1	0	0
Graphic Design/Comp Tech Photo	1	0	1	0	1	0	0	0	0	0	0

CATEGORY OR CLASS	Total	TM	TF	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Information Security Officer	1	1	0	1	0	0	0	0	0	0	0
Infrastructure Services Admin	1	0	1	0	1	0	0	0	0	0	0
Infrastructure Services Manager	0	0	0	0	0	0	0	0	0	0	0
Instructional Design Coordinator	1	0	1	0	1	0	0	0	0	0	0
Instructional Designer	1	0	1	0	1	0	0	0	0	0	0
Instructional Technologist	0	0	0	0	0	0	0	0	0	0	0
International Services Coordinator	1	0	1	0	1	0	0	0	0	0	0
IT Operations & Comm Coord	1	1	0	1	0	0	0	0	0	0	0
IT User Services Manager	1	1	0	1	0	0	0	0	0	0	0
Lab & Clinical Coordinator	1	0	1	0	1	0	0	0	0	0	0
Learning Commons Coordinator	1	0	1	0	1	0	0	0	0	0	0
Librarian	6	3	3	2	2	0	0	0	0	1	1
Manager of Web Services	1	1	0	0	0	0	0	1	0	0	0
Math Emporium Coord	1	1	0	1	0	0	0	0	0	0	0
Musical Arts Assistant	1	0	1	0	1	0	0	0	0	0	0
Network Security Specialist	1	0	1	0	0	0	1	0	0	0	0
Payroll Coordinator	1	0	1	0	1	0	0	0	0	0	0
PC Maintenance Technician	3	3	0	3	0	0	0	0	0	0	0
Piano Technican	1	1	0	1	0	0	0	0	0	0	0
Prgm Mgr Lib Consort	1	0	1	0	1	0	0	0	0	0	0
Programmer Specialist/Web Developer	3	3	0	3	0	0	0	0	0	0	0
Project Manager	1	0	1	0	1	0	0	0	0	0	0
Prop Control & Mail Serv Mngr	1	1	0	1	0	0	0	0	0	0	0
Registered Nurse	1	0	1	0	1	0	0	0	0	0	0
Registrar	1	1	0	1	0	0	0	0	0	0	0
Server Specialist	2	1	1	1	1	0	0	0	0	0	0
SIS Banner/ERP Specialist	1	1	0	1	0	0	0	0	0	0	0
Student Support Liaison	0	0	0	0	0	0	0	0	0	0	0
System Manager	0	0	0	0	0	0	0	0	0	0	0
Technical Assistant in Chemistry	1	1	0	1	0	0	0	0	0	0	0
Technical Coordinator	1	0	1	0	1	0	0	0	0	0	0
Technical Support Analyst	0	0	0	0	0	0	0	0	0	0	0
Telecommunications Manager	1	1	0	1	0	0	0	0	0	0	0
Trainer 3	2	2	0	1	0	0	0	1	0	0	0
Upward Bound Site Advisor	0	0	0	0	0	0	0	0	0	0	0
Veteran's Affairs Officer	1	1	0	1	0	0	0	0	0	0	0
Visual & Perf Arts Centr Coord	0	0	0	0	0	0	0	0	0	0	0
Visual Arts Assistant	1	0	1	0	1	0	0	0	0	0	0
Web Content Specialist	1	1	0	1	0	0	0	0	0	0	0
TOTAL	141	63	78	52	67	3	1	6	7	2	3
3/16 AA Plan	150	63	87	54	73	3	1	4	8	2	5
Change +/-	-9	0	-9	-2	-6	0	0	2	-1	0	-2

FORM #38A

FULL-TIME WORKFORCE
LABOR MARKET AREA: FAIRFIELD COUNTY, DANBURY AREA

CATEGORY OR CLASS	Total	TM	TF	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Executive	0	0	0	0	0	0	0	0	0	0	0
Faculty	0	0	0	0	0	0	0	0	0	0	0
Prof Non Faculty	0	0	0	0	0	0	0	0	0	0	0
Clerical	55	1	54	1	39	0	10	0	4	0	1
		1.8%	98.2%	1.8%	70.9%	0.0%	18.2%	0.0%	7.3%	0.0%	1.8%
Tech Paraprof	9	2	7	2	5	0	2	0	0	0	0
		22.2%	77.8%	22.2%	55.6%	0.0%	22.2%	0.0%	0.0%	0.0%	0.0%
Skilled Crafts	26	25	1	22	1	1	0	0	0	2	0
		96.2%	3.8%	84.6%	3.8%	3.8%	0.0%	0.0%	0.0%	7.7%	0.0%
Maintenance	78	63	15	44	9	6	1	13	5	0	0
		80.8%	19.2%	56.4%	11.5%	7.7%	1.3%	16.7%	6.4%	0.0%	0.0%
Protective Svcs	18	16	2	12	1	2	1	1	0	1	0
		88.9%	11.1%	66.7%	5.6%	11.1%	5.6%	5.6%	0.0%	5.6%	0.0%
Total	186	107	79	81	55	9	14	14	9	3	1
		57.5%	42.5%	43.5%	29.6%	4.8%	7.5%	7.5%	4.8%	1.6%	0.5%
2017 AA Plan	195	108	87	81	60	9	16	15	10	3	1
Change +/-	-9	-1	-8	0	-5	0	-2	-1	-1	0	0

Western Connecticut State
University

WORKFORCE ANALYSIS

3/31/2018

Technical and
Paraprofessional

FORM #38A

FULL-TIME WORKFORCE BY POSITION
LABOR MARKET AREA: FAIRFIELD COUNTY, DANBURY AREA

CATEGORY OR CLASS	Total	TM	TF	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Events Fiscal Assistant	1	1	0	1	0	0	0	0	0	0	0
Health And Safety Assistant	0	0	0	0	0	0	0	0	0	0	0
Library Systems Assistant	1	1	0	1	0	0	0	0	0	0	0
Library Technical Assistant	2	0	2	0	1	0	1	0	0	0	0
Library Technician	5	0	5	0	4	0	1	0	0	0	0
Total	9	2	7	2	5	0	2	0	0	0	0
3/16 AA Plan	10	2	8	2	6	0	2	0	0	0	0
Change +/-	-1	0	-1	0	-1	0	0	0	0	0	0

Western Connecticut
State University
Skilled Crafts
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WORKFORCE ANALYSIS

3/31/2018

FULL-TIME WORKFORCE BY POSITION
LABOR MARKET AREA: FAIRFIELD COUNTY, DANBURY AREA

CATEGORY OR CLASS	Total	TM	TF	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Qualified Craft Worker	23	23	0	20	0	1	0	0	0	2	0
Building Maintenance Supervisor	1	1	0	1	0	0	0	0	0	0	0
Maintenance Supervisor 1	0	0	0	0	0	0	0	0	0	0	0
Maintenance Supervisor 2	1	1	0	1	0	0	0	0	0	0	0
Material Storage Supervisor 2	1	0	1	0	1	0	0	0	0	0	0
Total	26	25	1	22	1	1	0	0	0	2	0
3/16 AA Plan	28	27	1	24	1	1	0	0	0	2	0
Change +/-	-2	-2	0	-2	0	0	0	0	0	0	0

Western Connecticut
State University
Service Maintenance
FORM #38A

WORKFORCE ANALYSIS

3/31/2018

FULL-TIME WORKFORCE BY POSITION
LABOR MARKET AREA: FAIRFIELD COUNTY, DANBURY AREA

CATEGORY OR CLASS	Total	TM	TF	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Building Superintendant 1	1	1	0	1	0	0	0	0	0	0	0
Custodian	53	42	11	27	6	5	1	10	4	0	0
Landscape Technician	11	10	1	8	1	0	0	2	0	0	0
Lead Custodian	0	0	0	0	0	0	0	0	0	0	0
Mail Handler	1	0	1	0	0	0	0	0	1	0	0
Mail Services Supervisor	1	1	0	1	0	0	0	0	0	0	0
Skilled Maintainer	7	7	0	6	0	0	0	1	0	0	0
Storekeeper	1	1	0	1	0	0	0	0	0	0	0
Supervising Custodian	3	1	2	0	2	1	0	0	0	0	0
Total	78	63	15	44	9	6	1	13	5	0	0
3/16 AA Plan	80	63	17	43	10	7	2	13	5	0	0
Change +/-	-2	0	-2	1	-1	-1	-1	0	0	0	0

