Section H

Element No. 8

UTILIZATION ANALYSIS & HIRING & PROMOTION GOALS

Sec. 46a-68-85

Utilization Analysis and Hiring and Promotional Goals

Under Section 46a-68-85(a) of the Affirmative Action Regulations of Connecticut State Agencies, to determine whether protected classes are fully and fairly utilized, the University has established a process for which representation of protected group persons in the workforce shall be compared, in form or format prescribed by the Commission on Human Rights and Opportunities staff, to the availability of such persons for employment. Comparisons between the University workforce and the availability base calculated in section 46a-68-84 of the Regulations of Connecticut State Agencies shall be made by occupational category, position classifications employing a significant number of persons and job titles for which a separate base was calculated.

(b) For each instance of underutilization identified in the utilization analysis, employment goals shall be set by the University to increase the representation of protected class members in the full-time workforce. Employment goals shall be set by University for job titles filled through original appointment or promotional appointment. The University makes a good faith effort to achieve such goals in order to attain parity with the availability base for such protected class members.

(c) The University recognizes that 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 and sex groups, considered collectively is fifty percent (50%) or greater, *either (or both) a hiring and/or promotion goal shall be set by the University*, based on the race and gender/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, as the University elects.

UTILIZATION ANALYSIS - HIRING, PROMOTIONAL AND UPWARD/CAREER MOBILITY

Form 85A

AGENCY: **WESTERN CT STATE UNIVERSITY**

REPORTING DATE: MARCH 31, 2018

OCCUPATIONAL CATEGORY: **EXECUTIVE/ADMINISTRATIVE**

LABOR MARKET AREA: **CONNECTICUT/NATIONAL**

POSITION CLASSIFICATON (25+):

		GRAND	TOTAL	TOTAL	WHITE		BLACK		HISPANIC		AAIANHNPI				
		MALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %		100.0%	66.7%	33.3%	53.3%	26.7%	13.3%	0.0%	0.0%	6.7%	0.0%	0.0%	0.0%	0.0%	A
FINAL AVAILABILITY BASE %		100.0	47.0	53.0	38.2	41.3	3.5	5.7	2.8	3.6	2.4	2.4	0.0	0.0	B
WORKFORCE NUMBERS		15	10	5	8	4	2	0	0	1	0	0	0	0	C
WORKFORCE PARITY NUMBERS			7.0	8.0	5.7	6.2	0.5	0.9	0.4	0.5	0.4	0.4	0.0	0.0	D
NET UTILIZATION (+,-)			3.0	-3.0	2.3	-2.2	1.5	-0.9	-0.4	0.5	-0.4	-0.4	0.0	0.0	E
PREVIOUS UTILIZATION***			4.4	-4.4	3.3	-3.0	1.6	-0.6	-0.3	-0.4	-0.3	-0.3	0.0	0.0	F
HIRING GOALS	PREVIOUS PLAN GOALS	4	0	4		2		1		1					G
	CURRENT PLAN HIRES	1	0	1						1					H
	CURRENT PLAN GOALS	4	1	3		2		1	1						I
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0											J
	CURRENT PLAN PROMOTIONS	0	0	0											K
	CURRENT PLAN GOALS	0	0	0											L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0											M
	CURRENT PLAN PROMOTIONS	0	0	0											N
	CURRENT PLAN GOALS	0	0	0											O

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UTILIZATION ANALYSIS - HIRING, PROMOTIONAL AND UPWARD/CAREER MOBILITY

Form 85A

AGENCY: **WESTERN CT STATE UNIVERSITY**

REPORTING DATE: MARCH 31, 2018

OCCUPATIONAL CATEGORY: **FACULTY**

LABOR MARKET AREA: **CONNECTICUT/NATIONAL**

POSITION CLASSIFICATON (25+): **PROFESSOR**

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI				
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %		100.0%	57.8%	42.2%	47.8%	36.7%	2.2%	2.2%	4.4%	2.2%	3.3%	1.1%	0.0%	0.0%	A
FINAL AVAILABILITY BASE %		100.0	50.9	49.1	27.8	35.4	4.5	1.9	1.8	1.7	16.9	10.0	0.0	0.0	B
WORKFORCE NUMBERS		90	52	38	43	33	2	2	4	2	3	1	0	0	C
WORKFORCE PARITY NUMBERS			45.8	44.2	25.0	31.9	4.0	1.7	1.6	1.5	15.2	9.0	0.0	0.0	D
NET UTILIZATION (+,-)			6.2	-6.2	18.0	1.1	-2.0	0.3	2.4	0.5	-12.2	-8.0	0.0	0.0	E
PREVIOUS UTILIZATION***			6.2	-6.2	12.2	0.1	-0.9	-0.8	-0.8	0.4	-4.3	-6.0	0.0	0.0	F
HIRING GOALS	PREVIOUS PLAN GOALS	0	0	0											G
	CURRENT PLAN HIRES	0	0	0											H
	CURRENT PLAN GOALS	0	0	0											I
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	13	6	7			1	1	1		4	6			J
	CURRENT PLAN PROMOTIONS	8	5	3	3	2		1	1		1				K
	CURRENT PLAN GOALS	22	14	8			2				12	8			L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0											M
	CURRENT PLAN PROMOTIONS	0	0	0											N
	CURRENT PLAN GOALS	0	0	0											O

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UTILIZATION ANALYSIS - HIRING, PROMOTIONAL AND UPWARD/CAREER MOBILITY

Form 85A

AGENCY: **WESTERN CT STATE UNIVERSITY**

REPORTING DATE: MARCH 31, 2018

OCCUPATIONAL CATEGORY: **FACULTY**

LABOR MARKET AREA: **CONNECTICUT/NATIONAL**

POSITION CLASSIFICATON (25+): **ASSOCIATE PROFESSOR**

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI				
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %		100.0%	50.0%	50.0%	24.2%	35.5%	4.8%	1.6%	1.6%	1.6%	19.4%	11.3%	0.0%	0.0%	A
FINAL AVAILABILITY BASE %		100.0	40.8	59.2	30.8	45.3	0.5	3.4	1.8	5.5	7.7	5.0	0.0	0.0	B
WORKFORCE NUMBERS		62	31	31	15	22	3	1	1	1	12	7	0	0	C
WORKFORCE PARITY NUMBERS			25.3	36.7	19.1	28.1	0.3	2.1	1.1	3.4	4.7	3.1	0.0	0.0	D
NET UTILIZATION (+,-)			5.7	-5.7	-4.1	-6.1	2.7	-1.1	-0.1	-2.4	7.3	3.9	0.0	0.0	E
PREVIOUS UTILIZATION***			7.8	-7.8	6.5	-9.5	0.9	-1.1	1.7	-0.9	-1.3	3.7	0.0	0.0	F
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HIRING GOALS	PREVIOUS PLAN GOALS	0	0	0											G
	CURRENT PLAN HIRES	0	0	0											H
	CURRENT PLAN GOALS	0	0	0											I
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	13	1	12		10		1		1	1				J
	CURRENT PLAN PROMOTIONS	7	3	4	1	2		1			2	1			K
	CURRENT PLAN GOALS	13	4	9	4	6		1		2					L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0											M
	CURRENT PLAN PROMOTIONS	0	0	0											N
	CURRENT PLAN GOALS	0	0	0											O

UTILIZATION ANALYSIS - HIRING, PROMOTIONAL AND UPWARD/CAREER MOBILITY

Form 85A

AGENCY: **WESTERN CT STATE UNIVERSITY**

REPORTING DATE: MARCH 31, 2018

OCCUPATIONAL CATEGORY: **FACULTY**

LABOR MARKET AREA: **CONNECTICUT/NATIONAL**

POSITION CLASSIFICATON (25+): **ASSISTANT PROFESSOR**

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI				
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %		100.0%	39.1%	60.9%	29.7%	46.9%	0.0%	3.1%	1.6%	6.3%	7.8%	4.7%	0.0%	0.0%	A
FINAL AVAILABILITY BASE %		100.0	43.0	57.0	33.3	42.2	3.3	5.9	3.4	5.3	3.0	3.7	0.0	0.0	B
WORKFORCE NUMBERS		64	25	39	19	30	0	2	1	4	5	3	0	0	C
WORKFORCE PARITY NUMBERS			27.5	36.5	21.3	27.0	2.1	3.8	2.1	3.4	1.9	2.3	0.0	0.0	D
NET UTILIZATION (+,-)			-2.5	2.5	-2.3	3.0	-2.1	-1.8	-1.1	0.6	3.1	0.7	0.0	0.0	E
PREVIOUS UTILIZATION***			-7.0	7.0	-8.9	9.8	-0.7	-1.6	-2.3	-0.7	4.9	-0.5	0.0	0.0	F
HIRING GOALS	PREVIOUS PLAN GOALS	16	12	4	9		1	2	2	1		1			G
	CURRENT PLAN HIRES	12	5	7	4	4			1	3					H
	CURRENT PLAN GOALS	7	5	2	2		2	2	1						I
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0											J
	CURRENT PLAN PROMOT	0	0	0											K
	CURRENT PLAN GOALS	0	0	0											L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0											M
	CURRENT PLAN PROMOT	0	0	0											N
	CURRENT PLAN GOALS	0	0	0											O

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UTILIZATION ANALYSIS - HIRING, PROMOTIONAL AND UPWARD/CAREER MOBILITY

Form 85A

AGENCY: **WESTERN CT STATE UNIVERSITY**

REPORTING DATE: MARCH 31, 2018

OCCUPATIONAL CATEGORY: **PROFESSIONAL NON-FACUL**

LABOR MARKET AREA: **CONNECTICUT/NATIONAL**

POSITION CLASSIFICATON (25+):

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI				
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %		100.0%	44.7%	55.3%	36.9%	47.5%	2.1%	0.7%	4.3%	5.0%	1.4%	2.1%	0.0%	0.0%	A
FINAL AVAILABILITY BASE %		100.0	40.6	59.4	33.3	47.0	3.1	5.6	2.1	3.6	2.0	3.2	0.0	0.0	B
WORKFORCE NUMBERS		141	63	78	52	67	3	1	6	7	2	3	0	0	C
WORKFORCE PARITY NUMBERS			57.3	83.7	47.0	66.2	4.3	7.9	3.0	5.0	2.9	4.6	0.0	0.0	D
NET UTILIZATION (+,-)			5.7	-5.7	5.0	0.8	-1.3	-6.9	3.0	2.0	-0.9	-1.6	0.0	0.0	E
PREVIOUS UTILIZATION***			2.1	-2.1	3.9	2.2	-1.7	-7.3	0.9	2.9	-1.0	0.2	0.0	0.0	F
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HIRING GOALS	PREVIOUS PLAN GOALS	10	3	7			2	7			1				G
	CURRENT PLAN HIRES	1	1	0					1						H
	CURRENT PLAN GOALS	11	2	9			1	7			1	2			I
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0											J
	CURRENT PLAN PROMOTIONS	0	0	0											K
	CURRENT PLAN GOALS	0	0	0											L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0											M
	CURRENT PLAN PROMOTIONS	0	0	0											N
	CURRENT PLAN GOALS	0	0	0											O

UTILIZATION ANALYSIS - HIRING, PROMOTIONAL AND UPWARD/CAREER MOBILITY

Form 85A

AGENCY: **WESTERN CT STATE UNIVERSITY**

REPORTING DATE: MARCH 31, 2018

OCCUPATIONAL CATEGORY: **SECRETARIAL CLERICAL**

LABOR MARKET AREA: **FAIRFIELD COUNTY**

POSITION CLASSIFICATON (25+):

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI				
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %		100.0%	0.0%	100.0%	0.0%	65.8%	0.0%	23.7%	0.0%	7.9%	0.0%	2.6%	0.0%	0.0%	A
FINAL AVAILABILITY BASE %		100.0	11.1	88.9	7.7	71.3	1.8	9.3	1.0	7.1	0.6	1.3	0.0	0.0	B
WORKFORCE NUMBERS		38	0	38	0	25	0	9	0	3	0	1	0	0	C
WORKFORCE PARITY NUMBERS			4.2	33.8	2.9	27.1	0.7	3.5	0.4	2.7	0.2	0.5	0.0	0.0	D
NET UTILIZATION (+,-)			-4.2	4.2	-2.9	-2.1	-0.7	5.5	-0.4	0.3	-0.2	0.5	0.0	0.0	E
PREVIOUS UTILIZATION***			-4.3	4.3	-2.9	3.0	-0.7	3.1	-0.5	-0.4	-0.2	-1.3	0.0	0.0	F
HIRING GOALS	PREVIOUS PLAN GOALS	5	4	1	2		1		1	1					G
	CURRENT PLAN HIRES	1	0	1		1									H
	CURRENT PLAN GOALS	7	5	2	3	2	1		1						I
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0											J
	CURRENT PLAN PROMOTIONS	0	0	0											K
	CURRENT PLAN GOALS	0	0	0											L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0											M
	CURRENT PLAN PROMOTIONS	0	0	0											N
	CURRENT PLAN GOALS	0	0	0											O

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UTILIZATION ANALYSIS - HIRING, PROMOTIONAL AND UPWARD/CAREER MOBILITY

Form 85A

AGENCY: **WESTERN CT STATE UNIVERSITY**

REPORTING DATE: MARCH 31, 2018

OCCUPATIONAL CATEGORY: **SECRETARIAL CLERICAL**

LABOR MARKET AREA: **FAIRFIELD COUNTY**

POSITION CLASSIFICATON (25+): **SECRETARY 2**

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	MALE	FEMALE	
WORKFORCE %	100.0%	5.9%	94.1%	5.9%	82.4%	0.0%	5.9%	0.0%	5.9%	0.0%	0.0%	0.0%	0.0%	A
FINAL AVAILABILITY BASE %	100.0	1.1	98.9	0.8	72.9	0.1	17.5	0.0	3.8	0.1	4.7	0.0	0.0	B
WORKFORCE NUMBERS	17	1	16	1	14	0	1	0	1	0	0	0	0	C
WORKFORCE PARITY NUMBERS		0.2	16.8	0.1	12.4	0.0	3.0	0.0	0.6	0.0	0.8	0.0	0.0	D
NET UTILIZATION (+,-)		0.8	-0.8	0.9	1.6	0.0	-2.0	0.0	0.4	0.0	-0.8	0.0	0.0	E
PREVIOUS UTILIZATION***		0.7	-0.7	0.8	-2.9	0.0	-0.3	-0.1	1.1	0.0	0.8	0.0	0.0	F

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HIRING GOALS	PREVIOUS PLAN GOALS	1	0	1		1									G
	CURRENT PLAN HIRES	0	0	0											H
	CURRENT PLAN GOALS	3	0	3				2				1			I
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	3	0	3		3									J
	CURRENT PLAN PROMOTIONS	0	0	0											K
	CURRENT PLAN GOALS	0	0	0											L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0											M
	CURRENT PLAN PROMOTIONS	0	0	0											N
	CURRENT PLAN GOALS	0	0	0											O

UTILIZATION ANALYSIS - HIRING, PROMOTIONAL AND UPWARD/CAREER MOBILITY

Form 85A

AGENCY: **WESTERN CT STATE UNIVERSITY**

REPORTING DATE: MARCH 31, 2018

OCCUPATIONAL CATEGORY: **TECHNICAL PARAPROFESSI(**

LABOR MARKET AREA: **FAIRFIELD COUNTY**

POSITION CLASSIFICATON (25+):

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI				
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %		100.0%	22.2%	77.8%	22.2%	55.6%	0.0%	22.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	A
FINAL AVAILABILITY BASE %		100.0	22.4	77.6	15.6	42.1	3.9	21.4	1.3	12.0	1.6	2.1	0.0	0.0	B
WORKFORCE NUMBERS		9	2	7	2	5	0	2	0	0	0	0	0	0	C
WORKFORCE PARITY NUMBERS			2.0	7.0	1.4	3.8	0.4	1.9	0.1	1.1	0.1	0.2	0.0	0.0	D
NET UTILIZATION (+,-)			0.0	0.0	0.6	1.2	-0.4	0.1	-0.1	-1.1	-0.1	-0.2	0.0	0.0	E
PREVIOUS UTILIZATION***			-0.4	0.4	0.3	1.7	-0.3	0.0	-0.1	-0.9	-0.2	-0.4	0.0	0.0	F
HIRING GOALS	PREVIOUS PLAN GOALS	2	0	2						1		1			G
	CURRENT PLAN HIRES	0	0	0											H
	CURRENT PLAN GOALS	2	1	1			1			1					I
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0											J
	CURRENT PLAN PROMOTIONS	0	0	0											K
	CURRENT PLAN GOALS	0	0	0											L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0											M
	CURRENT PLAN PROMOTIONS	0	0	0											N
	CURRENT PLAN GOALS	0	0	0											O

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UTILIZATION ANALYSIS - HIRING, PROMOTIONAL AND UPWARD/CAREER MOBILITY

Form 85A

AGENCY: **WESTERN CT STATE UNIVERSITY**

REPORTING DATE: MARCH 31, 2018

OCCUPATIONAL CATEGORY: **SERVICE MAINTENANCE**

LABOR MARKET AREA: **FAIRFIELD COUNTY**

POSITION CLASSIFICATON (25+): **CUSTODIANS**

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI				
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %		100.0%	79.2%	20.8%	50.9%	11.3%	9.4%	1.9%	18.9%	7.5%	0.0%	0.0%	0.0%	0.0%	A
FINAL AVAILABILITY BASE %		100.0	78.9	21.1	39.7	7.0	11.5	3.2	25.1	10.4	2.6	0.5	0.0	0.0	B
WORKFORCE NUMBERS		53	42	11	27	6	5	1	10	4	0	0	0	0	C
WORKFORCE PARITY NUMBERS			41.8	11.2	21.1	3.7	6.1	1.7	13.3	5.5	1.4	0.2	0.0	0.0	D
NET UTILIZATION (+,-)			0.2	-0.2	5.9	2.3	-1.1	-0.7	-3.3	-1.5	-1.4	-0.2	0.0	0.0	E
PREVIOUS UTILIZATION***			-3.0	3.0	7.5	3.4	-0.7	0.9	-8.4	-1.0	-1.4	-0.2	0.0	0.0	F
HIRING GOALS	PREVIOUS PLAN GOALS	11	10	1			1		8	1	1				G
	CURRENT PLAN HIRES	0	0	0											H
	CURRENT PLAN GOALS	8	5	3			1	1	3	2	1				I
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0											J
	CURRENT PLAN PROMOTIONS	0	0	0											K
	CURRENT PLAN GOALS	0	0	0											L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0											M
	CURRENT PLAN PROMOTIONS	0	0	0											N
	CURRENT PLAN GOALS	0	0	0											O

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UTILIZATION ANALYSIS - HIRING, PROMOTIONAL AND UPWARD/CAREER MOBILITY

Form 85A

AGENCY: **WESTERN CT STATE UNIVERSITY**

REPORTING DATE: MARCH 31, 2018

OCCUPATIONAL CATEGORY: **SERVICE MAINTENANCE**

LABOR MARKET AREA: **FAIRFIELD COUNTY**

POSITION CLASSIFICATON (25+):

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	MALE	FEMALE	
WORKFORCE %	100.0%	84.0%	16.0%	68.0%	12.0%	4.0%	0.0%	12.0%	4.0%	0.0%	0.0%	0.0%	0.0%	A
FINAL AVAILABILITY BASE %	100.0	80.6	19.4	49.9	8.1	8.2	3.5	21.7	7.4	0.7	0.1	0.0	0.0	B
WORKFORCE NUMBERS	25	21	4	17	3	1	0	3	1	0	0	0	0	C
WORKFORCE PARITY NUMBERS		20.2	4.8	12.5	2.0	2.1	0.9	5.4	1.8	0.2	0.0	0.0	0.0	D
NET UTILIZATION (+,-)		0.8	-0.8	4.5	1.0	-1.1	-0.9	-2.4	-0.8	-0.2	0.0	0.0	0.0	E
PREVIOUS UTILIZATION***		1.4	-1.4	4.8	0.3	-0.9	-1.0	-2.4	-0.7	-0.2	0.0	0.0	0.0	F

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HIRING GOALS	PREVIOUS PLAN GOALS	3	2	1			1	1	1						G
	CURRENT PLAN HIRES	4	3	1	3	1									H
	CURRENT PLAN GOALS	5	3	2			1	1	2	1					I
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	2	1	1					1	1					J
	CURRENT PLAN PROMOTIONS	0	0	0											K
	CURRENT PLAN GOALS	0	0	0											L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0											M
	CURRENT PLAN PROMOTIONS	0	0	0											N
	CURRENT PLAN GOALS	0	0	0											O

UTILIZATION ANALYSIS - HIRING, PROMOTIONAL AND UPWARD/CAREER MOBILITY

Form 85A

AGENCY: **WESTERN CT STATE UNIVERSITY**

REPORTING DATE: MARCH 31, 2018

OCCUPATIONAL CATEGORY: **SKILLED CRAFT WORKERS**

LABOR MARKET AREA: **FAIRFIELD COUNTY**

POSITION CLASSIFICATON (25+):

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI				
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %		100.0%	96.2%	3.8%	84.6%	3.8%	3.8%	0.0%	0.0%	0.0%	7.7%	0.0%	0.0%	0.0%	A
FINAL AVAILABILITY BASE %		100.0	97.7	2.3	63.5	1.2	8.3	0.2	21.7	0.7	4.2	0.2	0.0	0.0	B
WORKFORCE NUMBERS		26	25	1	22	1	1	0	0	0	2	0	0	0	C
WORKFORCE PARITY NUMBERS			25.4	0.6	16.5	0.3	2.2	0.0	5.6	0.2	1.1	0.1	0.0	0.0	D
NET UTILIZATION (+,-)			-0.4	0.4	5.5	0.7	-1.2	0.0	-5.6	-0.2	0.9	-0.1	0.0	0.0	E
PREVIOUS UTILIZATION***			-0.5	0.5	6.0	0.7	-0.9	-0.1	-6.3	-0.2	0.7	0.0	0.0	0.0	F
HIRING GOALS	PREVIOUS PLAN GOAL	7	7	0			1		6						G
	CURRENT PLAN HIRES	0	0	0											H
	CURRENT PLAN GOALS	7	7	0			1		6						I
PROMOTIONAL GOALS	PREVIOUS PLAN GOAL	0	0	0											J
	CURRENT PLAN PROMOTIONS	0	0	0											K
	CURRENT PLAN GOALS	0	0	0											L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOAL	0	0	0											M
	CURRENT PLAN PROMOTIONS	0	0	0											N
	CURRENT PLAN GOALS	0	0	0											O

***Enter Line E from previous filing

UTILIZATION ANALYSIS - HIRING, PROMOTIONAL AND UPWARD/CAREER MOBILITY

Form 85A

AGENCY: **WESTERN CT STATE UNIVERSITY**

REPORTING DATE: MARCH 31, 2018

OCCUPATIONAL CATEGORY: **PROTECTIVE SERVICES**

LABOR MARKET AREA: **FAIRFIELD COUNTY**

POSITION CLASSIFICATON (25+):

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI				
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %		100.0%	88.9%	11.1%	66.7%	5.6%	11.1%	5.6%	5.6%	0.0%	5.6%	0.0%	0.0%	0.0%	A
FINAL AVAILABILITY BASE %		100.0	91.4	8.6	68.7	4.3	11.5	3.0	10.3	1.2	1.0	0.1	0.0	0.0	B
WORKFORCE NUMBERS		18	16	2	12	1	2	1	1	0	1	0	0	0	C
WORKFORCE PARITY NUMBERS			16.4	1.6	12.4	0.8	2.1	0.5	1.9	0.2	0.2	0.0	0.0	0.0	D
NET UTILIZATION (+,-)			-0.4	0.4	-0.4	0.2	-0.1	0.5	-0.9	-0.2	0.8	0.0	0.0	0.0	E
PREVIOUS UTILIZATION***			-0.5	0.6	-0.6	0.2	0.1	0.5	-0.9	-0.2	0.8	0.0	0.0	0.0	F
HIRING GOALS	PREVIOUS PLAN GOA	2	2	0	1				1						G
	CURRENT PLAN HIRES	0	0	0											H
	CURRENT PLAN GOAL	2	2	0	1				1						I
PROMOTIONAL GOALS	PREVIOUS PLAN GOA	0	0	0											J
	CURRENT PLAN PROMOTIONS	0	0	0											K
	CURRENT PLAN GOAL	0	0	0											L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOA	0	0	0											M
	CURRENT PLAN PROMOTIONS	0	0	0											N
	CURRENT PLAN GOAL	0	0	0											O

***Enter Line E from previous filing