Section I

Element No. 9

EMPLOYMENT ANALYSES

Sec. 46a-68-86

Employment Analyses

Under Section 46a-68-86 of the Affirmative Action Regulations of Connecticut State Agencies, the University has undertaken a comprehensive review of the employment activity and process that perpetuate or build in barriers to equal employment.

The University has performed the following analyses:

(1) Employment Process Analysis

The University conducted a separate analysis named the Employment Process 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.

The following statistical information/explanation has been analyzed:

(a) Promotions: This data line is utilized to reflect only those promotions which occur from one EEO category to another EEO category.
(b) Promotions Within: Promotions within each EEO category are listed at the end of each respective chart.
(c) Hires: This data line includes new hires from outside and transfers from other state agencies to the University.
(d) Transfers: Transfers within the University that are not promotions are recorded on this data line.
(e) Coding Correction: As a result of further analysis, positions may be re-coded into a more appropriate occupational category.

With this submission, the University discovered a number of employees were erroneously counted last year in CORE as Full time/Part Time. The corrections have been made and noted on their corresponding sheets.

(2) Applicant Flow Analysis

The University conducted a separate analysis on 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. This analysis tracks applicants through the hiring or promotional process to determine the point at which they are no longer candidates for employment in the following categories:

(a) Intra-Agency: includes all applicants who came from within the University;
(b) Outside Agency: includes all applicants from other State agencies and Universities; and
(c) Other Applicants: includes all other applicants that were neither from the University or State of Connecticut employees.

Since the University conducts national and regional searches for many of its administrative positions and faculty positions, the "Other Applicants" category contains the majority of the applicants.

(3) Personnel Evaluation Analysis

The University has provided information by occupational category on all matters involving personnel evaluations, discipline or other reductions in the workforce. All personnel evaluations, discipline or other reductions in the workforce which were calculated during this reporting period are recorded on this form.

Section I

Element No. 9

EMPLOYMENT ANALYSES

Sec. 46a-68-86

(Employment Process Analysis)

Western Connecticut
State University

31-Mar-18

Administrative

FORM #42A1

EMPLOYMENT PROCESS ANALYSIS
Executive & Administrative

EMPLOYMENT PROCESS ANALYSIS	GT	TM	TF	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
WORKFORCE NUMBER CURRENT FILING	15	10	5	8	4	2	0	0	1	0	0
WORKFORCE NUMBER PRIOR FILING	12	10	2	8	2	2	0	0	0	0	0
NET CHANGE (+ or -)	3	0	3	0	2	0	0	0	1	0	0
HIRES	1	0	1	0	0	0	0	0	1	0	0
PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
PROVISONAL APPTS.	0	0	0	0	0	0	0	0	0	0	0
TEMPORARY APPTS.	2	0	2	0	2	0	0	0	0	0	0
EMERGENCY APPTS.	0	0	0	0	0	0	0	0	0	0	0
INTERMITTENT APPTS.	0	0	0	0	0	0	0	0	0	0	0
OTHER	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	3	0	3	0	2	0	0	0	1	0	0
DISMISSALS	0	0	0	0	0	0	0	0	0	0	0
TRANSFERS	0	0	0	0	0	0	0	0	0	0	0
LAYOFFS	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT OF CATEGORY	0	0	0	0	0	0	0	0	0	0	0
DEMOTION INTO OTHER CATEGORY	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS (VOL.)	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS (INVOL.)	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	0	0	0	0	0	0	0	0	0	0	0
OTHER	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	0	0	0	0	0	0	0	0	0	0	0
PROMO. WITHIN CATEGORY	0	0	0	0	0	0	0	0	0	0	0

Western Connecticut State University

Faculty - Professor

FORM #42A1

31-Mar-18

EMPLOYMENT PROCESS ANALYSIS

Faculty - Professor

EMPLOYMENT PROCESS ANALYSIS	GT	TM	TF	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
WORKFORCE NUMBER CURRENT FILING	90	52	38	43	33	2	2	4	2	3	1
WORKFORCE NUMBER PRIOR FILING	92	52	40	45	35	2	1	2	2	3	2
NET CHANGE (+ or -)	-2	0	-2	-2	-2	0	1	2	0	0	-1
HIRES	0	0	0	0	0	0	0	0	0	0	0
PROMOTIONS	8	5	3	3	2	0	1	1	0	1	0
PROVISONAL APPTS.	0	0	0	0	0	0	0	0	0	0	0
TEMPORARY APPTS.	0	0	0	0	0	0	0	0	0	0	0
EMERGENCY APPTS.	0	0	0	0	0	0	0	0	0	0	0
INTERMITTENT APPTS.	0	0	0	0	0	0	0	0	0	0	0
OTHER (MISCOUNT IN PRIOR AAP)	1	1	0	0	0	0	0	1	0	0	0
TOTAL INCREASES	9	6	3	3	2	0	1	2	0	1	0
DISMISSALS	0	0	0	0	0	0	0	0	0	0	0
TRANSFERS	0	0	0	0	0	0	0	0	0	0	0
LAYOFFS	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT OF CATEGORY	0	0	0	0	0	0	0	0	0	0	0
DEMOTION INTO OTHER CATEGORY	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS (VOL.)	11	6	5	5	4	0	0	0	0	1	1
RETIREMENTS (INVOL.)	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	0	0	0	0	0	0	0	0	0	0	0
OTHER	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	11	6	5	5	4	0	0	0	0	1	1
PROMO. WITHIN CATEGORY		0	0	0	0	0	0	0	0	0	0

Western Connecticut
State University

31-Mar-18

Faculty Assoc Professor
FORM #42A1

EMPLOYMENT PROCESS ANALYSIS
Faculty - Associate Professor

EMPLOYMENT PROCESS ANALYSIS	GT	TM	TF	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
WORKFORCE NUMBER CURRENT FILING	62	31	31	15	22	3	1	1	1	12	7
WORKFORCE NUMBER PRIOR FILING	62	30	32	21	24	2	1	2	1	5	6
NET CHANGE (+ or -)	0	1	-1	-6	-2	1	0	-1	0	7	1
HIRES	0	0	0	0	0	0	0	0	0	0	0
PROMOTIONS	18	8	10	0	9	1	0	0	1	7	0
PROVISONAL APPTS.	2	2	0	0	0	0	0	0	0	2	0
TEMPORARY APPTS.	0	0	0	0	0	0	0	0	0	0	0
EMERGENCY APPTS.	0	0	0	0	0	0	0	0	0	0	0
INTERMITTENT APPTS.	1	0	1	0	0	0	0	0	0	0	1
OTHER (MISCOUNT ON PRIOR AAP)	1	0	1	0	0	0	1	0	0	0	0
TOTAL INCREASES	22	10	12	0	9	1	1	0	1	9	1
DISMISSALS	0	0	0	0	0	0	0	0	0	0	0
TRANSFERS	0	0	0	0	0	0	0	0	0	0	0
LAYOFFS	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT OF CATEGORY	14	7	7	4	6	0	1	1	0	2	0
DEMOTION INTO OTHER CATEGORY	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS (VOL.)	8	2	6	2	5	0	0	0	1	0	0
RETIREMENTS (INVOL.)	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	0	0	0	0	0	0	0	0	0	0	0
OTHER	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	22	9	13	6	11	0	1	1	1	2	0
PROMO. WITHIN CATEGORY	0	0	0	0	0	0	0	0	0	0	0

Western Connecticut
State University
Faculty Assistant
Professor
FORM #42A1

31-Mar-18

EMPLOYMENT PROCESS ANALYSIS
Faculty - Assistant Professor

EMPLOYMENT PROCESS ANALYSIS	GT	TM	TF	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
WORKFORCE NUMBER CURRENT FILING	64	25	39	19	30	0	2	1	4	5	3
WORKFORCE NUMBER PRIOR FILING	65	21	44	13	38	1	2	0	2	7	2
NET CHANGE (+ or -)	-1	4	-5	6	-8	-1	0	1	2	-2	1
HIRES	12	5	7	4	4	0	0	1	3	0	0
PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
PROVISONAL APPTS.	0	0	0	0	0	0	0	0	0	0	0
TEMPORARY APPTS.	0	0	0	0	0	0	0	0	0	0	0
EMERGENCY APPTS.	0	0	0	0	0	0	0	0	0	0	0
OTHER (MISCOUNT FROM PRIOR AAP)	3	2	1	2	0	0	0	0	0	0	1
TOTAL INCREASES	15	7	8	6	4	0	0	1	3	0	1
DISMISSALS	0	0	0	0	0	0	0	0	0	0	0
TRANSFERS	0	0	0	0	0	0	0	0	0	0	0
LAYOFFS	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT OF CATEGORY	10	1	9	0	8	0	0	0	1	1	0
DEMOTION INTO OTHER CATEGORY	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS (VOL.)	2	1	1	0	1	0	0	0	0	1	0
RETIREMENTS (INVOL.)	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	4	1	3	0	3	1	0	0	0	0	0
TOTAL REDUCTIONS	16	3	13	0	12	1	0	0	1	2	0
PROMO. WITHIN CATEGORY	0	0	0	0	0	0	0	0	0	0	0

Western Connecticut
State University
Professional Non-
Faculty
FORM #42A1

31-Mar-18

EMPLOYMENT PROCESS ANALYSIS
Professional Non-Faculty

EMPLOYMENT PROCESS ANALYSIS	GT	TM	TF	WM	WF	BM	BF	HM	HF	AA|ANHNPI M	AA|ANHNPI F
WORKFORCE NUMBER CURRENT FILING	141	63	78	52	67	3	1	6	7	2	3
WORKFORCE NUMBER PRIOR FILING	150	63	87	54	73	3	1	4	8	2	5
NET CHANGE (+ or -)	-9	0	-9	-2	-6	0	0	2	-1	0	-2
HIRES	1	1	0	0	0	0	0	1	0	0	0
PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
VOLUNTARY DEMOTION INTO	0	0	0	0	0	0	0	0	0	0	0
TEMPORARY APPTS.	0	0	0	0	0	0	0	0	0	0	0
EMERGENCY APPTS.	0	0	0	0	0	0	0	0	0	0	0
OTHER (MISCOUNT FROM PRIOR AAP)	1	1	0	0	0	0	0	1	0	0	0
TOTAL INCREASES	2	2	0	0	0	0	0	2	0	0	0
DISMISSALS	0	0	0	0	0	0	0	0	0	0	0
TRANSFERS	0	0	0	0	0	0	0	0	0	0	0
LAYOFFS	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT OF CATEGORY	0	0	0	0	0	0	0	0	0	0	0
DEMOTION INTO OTHER CATEGORY	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS (VOL.)	8	1	7	1	4	0	0	0	1	0	2
RETIREMENTS (INVOL.)	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	3	1	2	1	2	0	0	0	0	0	0
TOTAL REDUCTIONS	11	2	9	2	6	0	0	0	1	0	2
PROMO. WITHIN CATEGORY	0	0	0	0	0	0	0	0	0	0	0

Western Connecticut
State University

31-Mar-18

Clerical (AllTitles, except
Secretary 2)
FORM #42A1

EMPLOYMENT PROCESS ANALYSIS
Clerical (AllTitles, except Secretary 2)

EMPLOYMENT PROCESS ANALYSIS	GT	TM	TF	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
WORKFORCE NUMBER CURRENT FILING	38	0	38	0	25	0	9	0	3	0	1
WORKFORCE NUMBER PRIOR FILING	40	0	40	0	29	0	8	0	3	0	0
NET CHANGE (+ or -)	-2	0	-2	0	-4	0	1	0	0	0	1
HIRES	1	0	1	0	1	0	0	0	0	0	0
PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
PROVISONAL APPTS.	0	0	0	0	0	0	0	0	0	0	0
TEMPORARY APPTS.	0	0	0	0	0	0	0	0	0	0	0
EMERGENCY APPTS.	0	0	0	0	0	0	0	0	0	0	0
OTHER (MISCOUNT FROM PRIOR AAP)	2	0	2	0	0	0	1	0	0	0	1
TOTAL INCREASES	3	0	3	0	1	0	1	0	0	0	1
DECEASED	0	0	0	0	0	0	0	0	0	0	0
TRANSFERS	0	0	0	0	0	0	0	0	0	0	0
LAYOFFS	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT OF CATEGORY	0	0	0	0	0	0	0	0	0	0	0
DEMOTION INTO OTHER CATEGORY	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS (VOL.)	5	0	5	0	5	0	0	0	0	0	0
RETIREMENTS (INVOL.)	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	5	0	5	0	5	0	0	0	0	0	0
PROMO. WITHIN CATEGORY	0	0	0	0	0	0	0	0	0	0	0

Western Connecticut
State University

31-Mar-18

Clerical - Secretary 2
FORM #42A1

EMPLOYMENT PROCESS ANALYSIS
Clerical - Secretary 2

EMPLOYMENT PROCESS ANALYSIS	GT	TM	TF	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
WORKFORCE NUMBER CURRENT FILING	17	1	16	1	14	0	1	0	1	0	0
WORKFORCE NUMBER PRIOR FILING	22	1	21	1	15	0	3	0	2	0	1
NET CHANGE (+ or -)	-5	0	-5	0	-1	0	-2	0	-1	0	-1
HIRES	0	0	0	0	0	0	0	0	0	0	0
PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
PROVISONAL APPTS.	0	0	0	0	0	0	0	0	0	0	0
TEMPORARY APPTS.	0	0	0	0	0	0	0	0	0	0	0
EMERGENCY APPTS.	0	0	0	0	0	0	0	0	0	0	0
INTERMITTENT APPTS.	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	0	0	0	0	0	0	0	0	0	0	0
DISMISSALS	0	0	0	0	0	0	0	0	0	0	0
TRANSFERS	0	0	0	0	0	0	0	0	0	0	0
LAYOFFS	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT OF CATEGORY	0	0	0	0	0	0	0	0	0	0	0
DEMOTION INTO OTHER CATEGORY	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS (VOL.)	4	0	4	0	1	0	2	0	1	0	0
RETIREMENTS (INVOL.)	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	1	0	1	0	0	0	0	0	0	0	1
TOTAL REDUCTIONS	5	0	5	0	1	0	2	0	1	0	1
PROMO. WITHIN CATEGORY	0	0	0	0	0	0	0	0	0	0	0

*Keep this a separate category since it increased instead of showing a decrease.

Western Connecticut State University
Technical Professional
FORM #42A1

31-Mar-18

EMPLOYMENT PROCESS ANALYSIS
Technical Paraprofessional

EMPLOYMENT PROCESS ANALYSIS	GT	TM	TF	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
WORKFORCE NUMBER CURRENT FILING	9	2	7	2	5	0	2	0	0	0	0
WORKFORCE NUMBER PRIOR FILING	10	2	8	2	6	0	2	0	0	0	0
NET CHANGE (+ or -)	-1	0	-1	0	-1	0	0	0	0	0	0
HIRES	0	0	0	0	0	0	0	0	0	0	0
PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
PROVISONAL APPTS.	0	0	0	0	0	0	0	0	0	0	0
TEMPORARY APPTS.	0	0	0	0	0	0	0	0	0	0	0
EMERGENCY APPTS.	0	0	0	0	0	0	0	0	0	0	0
INTERMITTENT APPTS.	0	0	0	0	0	0	0	0	0	0	0
TITLE CHANGED TO NEW OCCUPATIONAL CATEGORY	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
DISMISSALS	0	0	0	0	0	0	0	0	0	0	0
TRANSFERS	0	0	0	0	0	0	0	0	0	0	0
LAYOFFS	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT OF CATEGORY	0	0	0	0	0	0	0	0	0	0	0
DEMOTION INTO OTHER CATEGORY	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS (VOL.)	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS (INVOL.)	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	1	0	1	0	1	0	0	0	0	0	0
OTHER	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	1	0	1	0	1	0	0	0	0	0	0
PROMO. WITHIN CATEGORY	0	0	0	0	0	0	0	0	0	0	0

Western Connecticut State University

31-Mar-18

Skilled Craft

FORM #42A1

EMPLOYMENT PROCESS ANALYSIS
Skilled Craft

EMPLOYMENT PROCESS ANALYSIS	GT	TM	TF	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
WORKFORCE NUMBER CURRENT FILING	26	25	1	22	1	1	0	0	0	2	0
WORKFORCE NUMBER PRIOR FILING	28	27	1	24	1	1	0	0	0	2	0
NET CHANGE (+ or -)	-2	-2	0	-2	0	0	0	0	0	0	0
HIRES	0	0	0	0	0	0	0	0	0	0	0
PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
PROVISONAL APPTS.	0	0	0	0	0	0	0	0	0	0	0
TEMPORARY APPTS.	0	0	0	0	0	0	0	0	0	0	0
EMERGENCY APPTS.	0	0	0	0	0	0	0	0	0	0	0
INTERMITTENT APPTS.	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	0	0	0	0	0	0	0	0	0	0	0
DISMISSALS	0	0	0	0	0	0	0	0	0	0	0
TRANSFERS	0	0	0	0	0	0	0	0	0	0	0
LAYOFFS	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT OF CATEGORY	0	0	0	0	0	0	0	0	0	0	0
VOLUNTARY DEMOTION INTO OTHER CATEGORY	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS (VOL.)	1	1	0	1	0	0	0	0	0	0	0
RETIREMENTS (INVOL.)	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	1	1	0	1	0	0	0	0	0	0	0
TOTAL REDUCTIONS	2	2	0	2	0	0	0	0	0	0	0
PROMO. WITHIN CATEGORY	0	0	0	0	0	0	0	0	0	0	0

Western Connecticut State University
Service Maintenance
FORM #42A1

31-Mar-18

EMPLOYMENT PROCESS ANALYSIS
Service Maintenance, Excluding Custodian Title

EMPLOYMENT PROCESS ANALYSIS	GT	TM	TF	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
WORKFORCE NUMBER CURRENT FILING	25	21	4	17	3	1	0	3	1	0	0
WORKFORCE NUMBER PRIOR FILING	24	21	3	16	2	1	0	4	1	0	0
NET CHANGE (+ or -)	1	0	1	1	1	0	0	-1	0	0	0
HIRES	4	3	1	3	1	0	0	0	0	0	0
PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
PROVISONAL APPTS.	0	0	0	0	0	0	0	0	0	0	0
TEMPORARY APPTS.	0	0	0	0	0	0	0	0	0	0	0
EMERGENCY APPTS.	0	0	0	0	0	0	0	0	0	0	0
INTERMITTENT APPTS.	0	0	0	0	0	0	0	0	0	0	0
VOLUNTARY DEMOTION INTO OTHER CATEGORY	1	1	0	1	0	0	0	0	0	0	0
TOTAL INCREASES	5	4	1	4	1	0	0	0	0	0	0
DISMISSALS	0	0	0	0	0	0	0	0	0	0	0
TRANSFERS	0	0	0	0	0	0	0	0	0	0	0
LAYOFFS	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT OF CATEGORY	0	0	0	0	0	0	0	0	0	0	0
DEMOTION INTO OTHER CATEGORY	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS (VOL.)	1	1	0	1	0	0	0	0	0	0	0
RETIREMENTS (INVOL.)	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	3	3	0	2	0	0	0	1	0	0	0
TOTAL REDUCTIONS	4	4	0	3	0	0	0	1	0	0	0
PROMO. WITHIN CATEGORY	0	0	0	0	0	0	0	0	0	0	0

Western Connecticut
State University
Service Maintenance-
Custodian
FORM #42A1

31-Mar-18

EMPLOYMENT PROCESS ANALYSIS
Service Maintenance - Custodian

EMPLOYMENT PROCESS ANALYSIS	GT	TM	TF	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
WORKFORCE NUMBER CURRENT FILING	53	42	11	27	6	5	1	10	4	0	0
WORKFORCE NUMBER PRIOR FILING	53	41	12	26	6	5	2	10	4	0	0
NET CHANGE (+ or -)	0	1	-1	1	0	0	-1	0	0	0	0
HIRES	0	0	0	0	0	0	0	0	0	0	0
PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
PROVISONAL APPTS.	0	0	0	0	0	0	0	0	0	0	0
TEMPORARY APPTS.	0	0	0	0	0	0	0	0	0	0	0
EMERGENCY APPTS.	0	0	0	0	0	0	0	0	0	0	0
INTERMITTENT APPTS.	0	0	0	0	0	0	0	0	0	0	0
OTHER	1	1	0	1	0	0	0	0	0	0	0
TOTAL INCREASES	1	1	0	1	0	0	0	0	0	0	0
DISMISSALS	0	0	0	0	0	0	0	0	0	0	0
TRANSFERS	0	0	0	0	0	0	0	0	0	0	0
LAYOFFS	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT OF CATEGORY	0	0	0	0	0	0	0	0	0	0	0
DEMOTION INTO OTHER CATEGORY	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS (VOL.)	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS (INVOL.)	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	1	0	1	0	0	0	1	0	0	0	0
TOTAL REDUCTIONS	1	0	1	0	0	0	1	0	0	0	0
PROMO. WITHIN CATEGORY	0	0	0	0	0	0	0	0	0	0	0

Western Connecticut State University

Protective Services

FORM #42A1

31-Mar-18

EMPLOYMENT PROCESS ANALYSIS

Protective Services

EMPLOYMENT PROCESS ANALYSIS	GT	TM	TF	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
WORKFORCE NUMBER CURRENT FILING	18	16	2	12	1	2	1	1	0	1	0
WORKFORCE NUMBER PRIOR FILING	18	16	2	12	1	2	1	1	0	1	0
NET CHANGE (+ or -)	0	0	0	0	0	0	0	0	0	0	0
HIRES	0	0	0	0	0	0	0	0	0	0	0
PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
PROVISONAL APPTS.	0	0	0	0	0	0	0	0	0	0	0
TEMPORARY APPTS.	0	0	0	0	0	0	0	0	0	0	0
EMERGENCY APPTS.	0	0	0	0	0	0	0	0	0	0	0
INTERMITTENT APPTS.	0	0	0	0	0	0	0	0	0	0	0
OTHER	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	0	0	0	0	0	0	0	0	0	0	0
DISMISSALS	0	0	0	0	0	0	0	0	0	0	0
TRANSFERS	0	0	0	0	0	0	0	0	0	0	0
LAYOFFS	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT OF CATEGORY	0	0	0	0	0	0	0	0	0	0	0
DEMOTION INTO OTHER CATEGORY	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS (VOL.)	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS (INVOL.)	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	0	0	0	0	0	0	0	0	0	0	0
PROMO. WITHIN CATEGORY	0	0	0	0	0	0	0	0	0	0	0

Section I

Element No. 9

EMPLOYMENT ANALYSES

Sec. 46a-68-86

(Applicant Flow Analysis)

WESTERN CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS
Hires & Promotions (No Exam)

OCCUPATIONAL CATEGORY: Executive Administrative
POSITION OR POSITION CLASSIFICATION: All Titles
LOCATION: Statewide/National
DATE: March 30, 2018

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		UNKNOWN		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN
Intra-agency	2	0	2	0	2	0	0	0	0	0	0	0	0	0
Outside agency	29	12	17	5	6	4	5	0	4	3	2	0	0	0
Layoff/Reemployment/SEBAC	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL APPLICANTS	**31**	**12**	**19**	**5**	**8**	**4**	**5**	**0**	**4**	**3**	**2**	**0**	**0**	**0**
Total Withdrew	2	0	2	0	1	0	1	0	0	0	0	0	0	0
Total Not Qualified	19	9	10	3	3	3	3	0	3	3	1	0	0	0
TOTAL QUALIFIED APPLICANTS	**10**	**3**	**7**	**2**	**4**	**1**	**1**	**0**	**1**	**0**	**1**	**0**	**0**	**0**
TOTAL INTERVIEWED	3	1	2	1	1	0	0	0	1	0	0	0	0	0
Not offered Position	2	1	1	1	1	0	0	0	0	0	0	0	0	0
Offered Position	3	0	3	0	2	0	0	0	1	0	0	0	0	0
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS	3	0	3	0	2	0	0	0	1	0	0	0	0	0

WESTERN CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS
Promotions (No Exam)

OCCUPATIONAL CATEGORY: Faculty
POSITION OR POSITION CLASSIFICATION: Professor
LOCATION: Statewide/National
DATE: March 30, 2018

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		UNKNOWN		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN
Intra-agency (Promotions)	10	3	7	1	6	0	1	1	0	1	0	0	0	0
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Layoff/Reemployment/SEBAC	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL APPLICANTS	**10**	**3**	**7**	**1**	**6**	**0**	**1**	**1**	**0**	**1**	**0**	**0**	**0**	**0**
Total Withdrew	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Not Qualified	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL QUALIFIED APPLICANTS	**10**	**3**	**7**	**1**	**6**	**0**	**1**	**1**	**0**	**1**	**0**	**0**	**0**	**0**
TOTAL INTERVIEWED	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Not offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Offered Position	10	3	7	1	6	0	1	1	0	1	0	0	0	0
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS	10	3	7	1	6	0	1	1	0	1	0	0	0	0

WESTERN CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS
Hires & Promotions (No Exam)

OCCUPATIONAL CATEGORY: Faculty
POSITION OR POSITION CLASSIFICATION: Associate Professor
LOCATION: Statewide/National
DATE: March 30, 2018

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		UNKNOWN		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN
Intra-agency (Promotions)	10	1	9	0	8	0	0	0	1	1	0	0	0	0
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Layoff/Reemployment/SEBAC	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL APPLICANTS	**10**	**1**	**9**	**0**	**8**	**0**	**0**	**0**	**1**	**1**	**0**	**0**	**0**	**0**
Total Withdrew	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Not Qualified	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL QUALIFIED APPLICANTS	**10**	**1**	**9**	**0**	**8**	**0**	**0**	**0**	**1**	**1**	**0**	**0**	**0**	**0**
TOTAL INTERVIEWED	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Not offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Offered Position	10	1	9	0	8	0	0	0	1	1	0	0	0	0
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS	10	1	9	0	8	0	0	0	1	1	0	0	0	0

WESTERN CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS
Hires (No Exam)

OCCUPATIONAL CATEGORY: Faculty
POSITION OR POSITION CLASSIFICATION: Assistant Professor
LOCATION: Statewide/National
DATE: March 30, 2018

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		UNKNOWN		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Outside agency	470	285	185	157	84	36	34	27	18	65	49	0	0	0
Layoff/Reemployment/SEBAC	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL APPLICANTS	**470**	**285**	**185**	**157**	**84**	**36**	**34**	**27**	**18**	**65**	**49**	**0**	**0**	**0**
Total Withdrew	7	4	3	2	1	0	1	0	1	2	0	0	0	0
Total Not Qualified	382	225	157	129	67	33	29	20	12	43	49	0	0	0
TOTAL QUALIFIED APPLICANTS	**81**	**56**	**25**	**26**	**16**	**3**	**4**	**7**	**5**	**20**	**0**	**0**	**0**	**0**
TOTAL INTERVIEWED	60	27	33	14	15	0	6	2	7	11	5	0	0	0
Not offered Position	47	23	24	11	11	0	5	1	3	11	5	0	0	0
Offered Position	13	5	8	4	4	0	0	1	3	0	1	0	0	0
Refused Position	1	0	1	0	0	0	0	0	0	0	1	0	0	0
TOTAL ACCESSIONS	12	5	7	4	4	0	0	1	3	0	0	0	0	0

WESTERN CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS
Hires (No Exam)

OCCUPATIONAL CATEGORY: Professional Non-Faculty **DATE:** March 30, 2018
POSITION OR POSITION CLASSIFICATION: All Titles
LOCATION: Statewide/National

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		UNKNOWN		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Outside agency	108	51	57	31	35	6	9	6	6	8	7	0	0	0
Layoff/Reemployment/SEBAC	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL APPLICANTS	**108**	**51**	**57**	**31**	**35**	**6**	**9**	**6**	**6**	**8**	**7**	**0**	**0**	**0**
Total Withdrew	2	0	2	0	1	0	1	0	0	0	0	0	0	0
Total Not Qualified	98	47	51	29	33	6	8	5	4	7	6	0	0	0
TOTAL QUALIFIED APPLICANTS	**8**	**4**	**4**	**2**	**1**	**0**	**0**	**1**	**2**	**1**	**1**	**0**	**0**	**0**
TOTAL INTERVIEWED	3	2	1	1	0	0	0	1	0	0	1	0	0	0
Not offered Position	7	2	5	2	2	0	0	0	2	0	1	0	0	0
Offered Position	1	1	0	0	0	0	0	1	0	0	0	0	0	0
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS	1	1	0	0	0	0	0	1	0	0	0	0	0	0

WESTERN CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS
Hires (No Exam)

OCCUPATIONAL CATEGORY: Secretarial Clerical
POSITION OR POSITION CLASSIFICATION: All Titles, Except Secretary 2
LOCATION: Danbury
DATE: March 30, 2018

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		UNKNOWN		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Outside agency	100	26	74	15	40	4	8	2	6	5	20	0	0	0
Layoff/Reemployment/SEBAC	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL APPLICANTS	**100**	**26**	**74**	**15**	**40**	**4**	**8**	**2**	**6**	**5**	**20**	**0**	**0**	**0**
Total Withdrew	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Not Qualified	95	24	71	13	38	4	8	2	6	5	19	0	0	0
TOTAL QUALIFIED APPLICANTS	**5**	**2**	**3**	**2**	**2**	**0**	**0**	**0**	**0**	**0**	**1**	**0**	**0**	**0**
TOTAL INTERVIEWED	5	2	3	2	2	0	0	0	0	0	1	0	0	0
Not offered Position	4	2	2	2	1	0	0	0	0	0	1	0	0	0
Offered Position	1	0	1	0	1	0	0	0	0	0	0	0	0	0
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS	1	0	1	0	1	0	0	0	0	0	0	0	0	0

WESTERN CONNECTICUT STATE UNIVERSITY

APPLICANT FLOW ANALYSIS

Hires (No Exam)

OCCUPATIONAL CATEGORY: Secretarial Clerical

POSITION OR POSITION CLASSIFICATION: Secretary 2

LOCATION: Danbury

DATE: March 30, 2018

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		UNKNOWN		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Layoff/Reemployment/SEBAC	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL APPLICANTS	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Total Withdrew	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Not Qualified	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL QUALIFIED APPLICANTS	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
TOTAL INTERVIEWED	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Not offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WESTERN CONNECTICUT STATE UNIVERSITY

APPLICANT FLOW ANALYSIS

Hires (No Exam)

OCCUPATIONAL CATEGORY: Technical Paraprofessional

DATE: March 30, 2018

POSITION OR POSITION CLASSIFICATION: All Titles

LOCATION: Danbury

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		UNKNOWN		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Layoff/Reemployment/SEBAC	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL APPLICANTS	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Total Withdrew	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Not Qualified	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL QUALIFIED APPLICANTS	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
TOTAL INTERVIEWED	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Not offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WESTERN CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS
Hires (No Exam)

OCCUPATIONAL CATEGORY: Skilled Craft Workers
POSITION OR POSITION CLASSIFICATION: All Titles
LOCATION: Danbury
DATE: March 30, 2018

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		UNKNOWN		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Layoff/Reemployment/SEBAC	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL APPLICANTS	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Total Withdrew	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Not Qualified	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL QUALIFIED APPLICANTS	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
TOTAL INTERVIEWED	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Not offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WESTERN CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS
Hires (No Exam)

OCCUPATIONAL CATEGORY: Service Maintenance
POSITION OR POSITION CLASSIFICATION: All Titles, Except Custodian
LOCATION: Danbury
DATE: March 30, 2018

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		UNKNOWN		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Outside agency	102	97	5	54	3	12	0	8	0	23	2	0	0	0
Layoff/Reemployment/SEBAC	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL APPLICANTS	**102**	**97**	**5**	**54**	**3**	**12**	**0**	**8**	**0**	**23**	**2**	**0**	**0**	**0**
Total Withdrew	4	4	0	1	0	0	0	1	0	2	0	0	0	0
Total Not Qualified	80	76	4	46	2	8	0	6	0	16	2	0	0	0
TOTAL QUALIFIED APPLICANTS	**18**	**17**	**1**	**7**	**1**	**4**	**0**	**1**	**0**	**5**	**0**	**0**	**0**	**0**
TOTAL INTERVIEWED	18	17	1	7	1	4	0	1	0	5	0	0	0	0
Not offered Position	14	14	0	4	0	4	0	1	0	5	0	0	0	0
Offered Position	4	3	1	3	1	0	0	0	0	0	0	0	0	0
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS	4	3	1	3	1	0	0	0	0	0	0	0	0	0

WESTERN CONNECTICUT STATE UNIVERSITY

APPLICANT FLOW ANALYSIS

Hires (No Exam)

OCCUPATIONAL CATEGORY: Service Maintenance

POSITION OR POSITION CLASSIFICATION: Custodian

LOCATION: Danbury

DATE: March 30, 2018

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		UNKNOWN		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Layoff/Reemployment/SEBAC	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL APPLICANTS	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Total Withdrew	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Not Qualified	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL QUALIFIED APPLICANTS	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
TOTAL INTERVIEWED	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Not offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WESTERN CONNECTICUT STATE UNIVERSITY

APPLICANT FLOW ANALYSIS

Hires (No Exam)

OCCUPATIONAL CATEGORY: Protective Services

DATE: March 30, 2018

POSITION OR POSITION CLASSIFICATION: All Titles

LOCATION: Danbury

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		UNKNOWN		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Layoff/Reemployment/SEBAC	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL APPLICANTS	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Total Withdrew	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Not Qualified	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL QUALIFIED APPLICANTS	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
TOTAL INTERVIEWED	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Not offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	0

* Please note- 1 HM and 1 OM were offered positions based on a successful background check and they both were returned with issues that disqualified them; so they both did not refuse the position directly.

Section I

Element No. 9

EMPLOYMENT ANALYSES

Sec. 46a-68-86

(Personnel Evaluation Analysis)

Western Connecticut
State University
Executive, Administrative
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PERSONNEL EVALUATION ANALYSIS
Executive Administrative

PERSONNEL EVALUATION ANALYSIS	GT	TM	TF	WM	WF	BM	BF	HM	HF	IANHNPIM	AAIANHNPIF	
SERVICE RATINGS												A
Excellent	14	10	5	8	5	2	0	0	0	0	0	B
Very Good	1	1	0	1	0	0	0	0	0	0	0	C
Good	0	0	0	0	0	0	0	0	0	0	0	D
Satisfactory	0	0	0	0	0	0	0	0	0	0	0	E
Fair	0	0	0	0	0	0	0	0	0	0	0	F
Unsatisfactory	0	0	0	0	0	0	0	0	0	0	0	G
												H
REPRIMANDS	0	0	0	0	0	0	0	0	0	0	0	I
												J
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0	K
												L
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0	N
Within Occ. Category	0	0	0	0	0	0	0	0	0	0	0	M
Lower Occ. Category	0	0	0	0	0	0	0	0	0	0	0	O
												P
TRANSFERS	1	1	0	1	0	0	0	0	0	0	0	Q
Intra-agency	1	1	0	1	0	0	0	0	0	0	0	R
Outside Agency	0	0	0	0	0	0	0	0	0	0	0	S

Western Connecticut
State University
Faculty
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PERSONNEL EVALUATION ANALYSIS
Faculty

PERSONNEL EVALUATION ANALYSIS	GT	TM	TF	WM	WF	BM	BF	HM	HF	IANHNPIM	AAIANHNPIF
SERVICE RATINGS											
Excellent	0	0	0	0	0	0	0	0	0	0	0
Very Good	0	0	0	0	0	0	0	0	0	0	0
Good	0	0	0	0	0	0	0	0	0	0	0
Satisfactory	11	7	4	4	4	0	0	1	0	2	0
Fair	0	0	0	0	0	0	0	0	0	0	0
Unsatisfactory	0	0	0	0	0	0	0	0	0	0	0
REPRIMANDS	0	0	0	0	0	0	0	0	0	0	0
SUSPENSIONS	1	0	1	0	1	0	0	0	0	0	0
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
Within Occ. Category	0	0	0	0	0	0	0	0	0	0	0
Lower Occ. Category	0	0	0	0	0	0	0	0	0	0	0
											0
TRANSFERS	0	0	0	0	0	0	0	0	0	0	0
Intra-agency	0	0	0	0	0	0	0	0	0	0	0
Outside Agency	0	0	0	0	0	0	0	0	0	0	0

Western Connecticut
State University
Professional Non-Faculty
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PERSONNEL EVALUATION ANALYSIS
Professional Non-Faculty

PERSONNEL EVALUATION ANALYSIS	GT	TM	TF	WM	WF	BM	BF	HM	HF	IANHNPIM	AAIANHNPIF
SERVICE RATINGS											
Excellent	33	12	21	11	18	0	0	0	2	1	1
Very Good	14	5	11	5	7	0	0	0	4	0	0
Good	0	0	0	0	0	0	0	0	0	0	0
Satisfactory	1	1	0	0	0	0	0	0	0	1	0
Fair	0	0	0	0	0	0	0	0	0	0	0
Unsatisfactory	0	0	0	0	0	0	0	0	0	0	0
REPRIMANDS	1	1	0	1	0	0	0	0	0	0	0
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
Within Occ. Category	0	0	0	0	0	0	0	0	0	0	0
Lower Occ. Category	0	0	0	0	0	0	0	0	0	0	0
											0
TRANSFERS	3	0	0	0	0	0	0	0	0	0	0
Intra-agency	3	3	0	2	0	1	0	0	0	0	0
Outside Agency	0	0	0	0	0	0	0	0	0	0	0

Western Connecticut State University

Clerical

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PERSONNEL EVALUATION ANALYSIS

Clerical

PERSONNEL EVALUATION ANALYSIS	GT	TM	TF	WM	WF	BM	BF	HM	HF	IANHNPIM	AAIANHNPIF
SERVICE RATINGS											
Excellent	28	0	28	0	21	0	3	0	3	0	1
Very Good	18	1	17	1	14	0	3	0	1	0	0
Good	2	0	2	0	0	0	2	0	0	0	0
Satisfactory	0	0	0	0	0	0	0	0	0	0	0
Fair	0	0	0	0	0	0	0	0	0	0	0
Unsatisfactory	0	0	0	0	0	0	0	0	0	0	0
REPRIMANDS	2	0	2	0	0	0	1	0	1	0	0
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
Within Occ. Category	0	0	0	0	0	0	0	0	0	0	0
Lower Occ. Category	0	0	0	0	0	0	0	0	0	0	0
TRANSFERS	0	0	0	0	0	0	0	0	0	0	0
Intra-agency	0	0	0	0	0	0	0	0	0	0	0
Outside Agency	0	0	0	0	0	0	0	0	0	0	0

Western Connecticut State University
Technical & Paraprofessional
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PERSONNEL EVALUATION ANALYSIS
Technical and Paraprofessional

PERSONNEL EVALUATION ANALYSIS	GT	TM	TF	WM	WF	BM	BF	HM	HF	AAIANHNPIM	AAIANHNPIF
SERVICE RATINGS											
Excellent (Superior)	7	0	7	0	4	0	2	0	1	0	0
Very Good	0	0	0	0	0	0	0	0	0	0	0
Good	0	0	0	0	0	0	0	0	0	0	0
Satisfactory	1	0	1	0	1	0	0	0	0	0	0
Fair	0	0	0	0	0	0	0	0	0	0	0
Unsatisfactory	0	0	0	0	0	0	0	0	0	0	0
REPRIMANDS	0	0	0	0	0	0	0	0	0	0	0
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
Within Occ. Category	0	0	0	0	0	0	0	0	0	0	0
Lower Occ. Category	0	0	0	0	0	0	0	0	0	0	0
TRANSFERS	0	0	0	0	0	0	0	0	0	0	0
Intra-agency	0	0	0	0	0	0	0	0	0	0	0
Outside Agency	0	0	0	0	0	0	0	0	0	0	0

Western Connecticut State University

Skilled Craft

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PERSONNEL EVALUATION ANALYSIS

Skilled Craft

PERSONNEL EVALUATION ANALYSIS	GT	TM	TF	WM	WF	BM	BF	HM	HF	IANHNPIM	AAIANHNPIF
SERVICE RATINGS											
Excellent	6	6	0	6	0	0	0	0	0	0	0
Very Good	0	0	0	0	0	0	0	0	0	0	0
Good	18	18	0	14	0	1	0	0	0	3	0
Satisfactory	0	0	0	0	0	0	0	0	0	0	0
Fair	0	0	0	0	0	0	0	0	0	0	0
Unsatisfactory	0	0	0	0	0	0	0	0	0	0	0
REPRIMANDS	0	0	0	0	0	0	0	0	0	0	0
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
Within Occ. Category	0	0	0	0	0	0	0	0	0	0	0
Lower Occ. Category	0	0	0	0	0	0	0	0	0	0	0
TRANSFERS	0	0	0	0	0	0	0	0	0	0	0
Intra-agency	0	0	0	0	0	0	0	0	0	0	0
Outside Agency	0	0	0	0	0	0	0	0	0	0	0

Western Connecticut State University

Maintenance

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PERSONNEL EVALUATION ANALYSIS

Maintenance

PERSONNEL EVALUATION ANALYSIS	GT	TM	TF	WM	WF	BM	BF	HM	HF	ANHNPIM	AAIANHNPIF
SERVICE RATINGS											
Excellent	30	21	9	8	5	2	1	5	2	5	1
Very Good	0	0	0	0	0	0	0	0	0	0	0
Good	33	29	4	17	2	2	0	6	2	3	0
Satisfactory	7	5	1	3	1	2	0	0	0	0	0
Fair	0	0	0	0	0	0	0	0	0	0	0
Unsatisfactory	1	1	0	0	0	0	0	1	0	0	0
REPRIMANDS	11	11	0	7	0	1	0	3	0	0	0
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
Within Occ. Category	1	1	0	0	0	0	0	1	0	0	0
Lower Occ. Category	0	0	0	0	0	0	0	0	0	0	0
TRANSFERS	1	0	1	0	0	0	0	0	0	0	0
Intra-agency	0	0	0	0	0	0	0	0	0	0	0
Outside Agency	1	0	1	0	1	0	0	0	0	0	0

Western Connecticut State University
Protective Services
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PERSONNEL EVALUATION ANALYSIS
Protective Services

PERSONNEL EVALUATION ANALYSIS	GT	TM	TF	WM	WF	BM	BF	HM	HF	ANHNPIM	AAIANHNPIF
SERVICE RATINGS											
Excellent	12	11	1	7	0	2	1	1	0	1	0
Very Good	0	0	0	0	0	0	0	0	0	0	0
Good	4	3	1	3	1	0	0	0	0	0	0
Satisfactory	0	0	0	0	0	0	0	0	0	0	0
Fair	0	0	0	0	0	0	0	0	0	0	0
Unsatisfactory	0	0	0	0	0	0	0	0	0	0	0
REPRIMANDS	0	0	0	0	0	0	0	0	0	0	0
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
Within Occ. Category	0	0	0	0	0	0	0	0	0	0	0
Lower Occ. Category	0	0	0	0	0	0	0	0	0	0	0
TRANSFERS	0	0	0	0	0	0	0	0	0	0	0
Intra-agency	0	0	0	0	0	0	0	0	0	0	0
Outside Agency	0	0	0	0	0	0	0	0	0	0	0