



## **AFFIRMATIVE ACTION PLAN**

**Paul B. Beran, Ph.D.  
Interim President**

**Reporting Period: April 1, 2022 to March 31, 2023**

**Submitted: July 30, 2023**

Western Connecticut State University  
Affirmative Action Plan  
July 30, 2023

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**Section A**  
**Element No. 1**

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**POLICY**  
**STATEMENT**  
Sec. 46a-68-78

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## **President's Affirmative Action Policy Statement**

Western Connecticut State University ("WCSU" or "University") is grounded on a sound Affirmative Action foundation. To that end, as President of WCSU, I am fully committed to the University's philosophy of the intellectual and moral leadership responsibility to carry out this well-established philosophy, as well as the responsibility of the University leadership to advance social justice and equity by exercising Affirmative Action to remove all discriminatory barriers to equal employment opportunity and upward mobility. Accordingly, the University, through its Plan of Affirmative Action will, with conviction and effort, continue to undertake positive action to overcome the present effects of past practices, policies or barriers to equal employment opportunity, and to achieve the full and fair participation of African Americans/Blacks, Hispanic/Latinos, Whites, Asians/Pacific Islanders, American Indians/Alaskan Aleuts and/or those who self-identify in two or more races, found to be underutilized in the workforce. The University through its Plan of Affirmative Action, with conviction and effort, will also continue to undertake positive action for the full and fair participation of the above groups and any other protected group found to be adversely impacted by University policies or practices.

Under the Provisions of Sections 46a-60(b), 46a-80(b) or 86a-81(b) of the Connecticut General Statutes, equal opportunity, a distinctly different matter, is employment of individuals without consideration of age, color, religious creed, age, gender/sex, marital status, race, sexual orientation, gender identity or expression, genetic information (Section 46a-60(a)(11) of the Connecticut General Statutes, national origin, ancestry, intellectual disability (learning disability), past or present history of mental disability, physical disability (including but not limited to blindness, deafness, prosthetic use, etc.), veteran status, or criminal record, unless the provisions of Sections 46a-60(b), 46a-80(b) or 86a-81(b) of excluding persons in one or more of the above protected groups. Equal employment opportunity is the purpose and goal of affirmative action.

WCSU's Affirmative Action Plan incorporates and lists all of the noted federal and state constitutional provisions, law regulations, guidelines and executive orders prohibiting or outlawing discrimination, identifying classes of persons protected based on race, color, religious creed, age, sex (including pregnancy and/or workplace exposure and hazard to a person's reproductive system), marital status, sexual orientation, national origin, ancestry, mental disability, genetic information, intellectual disability, physical disability, learning disability, gender identity or expression, veteran status, and criminal record, except for bona fide occupational qualifications.

The University outlines its employment process as one of recruitment, selection, assignment, compensation, promotion and upgrading, training, educational assistance, transfers, terminations, layoffs and recall, and all other terms, conditions and privileges of employment. Affirmative Action is an integral consideration throughout the entire employment process. Either (or both) the Chief Diversity Officer and/or the Chief Human Resources Officer (or an assigned designee from the Human Resources Department) are responsible for ensuring that affirmative action remains in the forefront of each step of the employment process. An affirmative action discussion occurs throughout the employment process continuum. All facets of the employment process are linked to affirmative action.

Clearly, affirmative action and equal employment opportunity are immediate and necessary agency objectives for WCSU. We shall affirmatively provide services and programs in a fair and impartial manner. We also recognize the hiring difficulties experienced by individuals who are physically disabled and many older persons and will undertake measures to overcome the present effects of past discrimination, if any, to achieve the full and fair utilization of such persons in the work force. The procedures for adding or refilling any unclassified faculty position are outlined in the current Faculty Handbook.

The Department Chairperson must obtain approval from the School's Dean, who obtains final approval from the Provost/Vice President for Academic Affairs to advertise for an open position. Then the Department Chairperson, or Department members acting together, prepare(s) the university search plan and drafted position announcement, which



is first reviewed and approved by the appropriate School Dean. The Chief Diversity Officer and/or an assigned designee from the Human Resources Department reviews the university search plan and drafted position announcement. After the Search Committee is established, the Chief Diversity Officer and/or an assigned designee from the Human Resources Department will routinely meet with and instruct its membership regarding the University's recruitment policy and related institutional goals to diversify the pool of applicants/candidates with respect to ethnicity, race, and gender. Through ongoing monitoring, the Chief Diversity Officer advises the Search Committee as to the sufficiency or insufficiency of the composition of the pool of applicants/candidates for the purpose of achieving the hiring and promotional goals of diversity.


Before the Search Committee prepares and recommends a document known as the University Finalist Memorandum, to identify a list of the finalists, the Chief Diversity Officer and the Chairperson of the Search Committee will consult regarding good faith efforts made to obtain diversity, (if possible) obtain a goal candidate, and determine whether the finalist is a goal candidate, and the completion of relevant documentation. Prior to the offering of a position to a candidate, the corresponding hiring authority will request that the Chief Diversity Officer approve the candidate(s) recommended for hire.

The Program Goals as set forth in the Affirmative Action Plan further detail the University's Affirmative Action requirements for the hiring process of all positions. As President of WCSU, I am committed to the University adhering to and meeting the program goals and timetables as set forth in the plan. The University is well positioned to continue Affirmative Action progress, and I will continue to exercise leadership and commitment to achieve all of the goals and timetables as set forth in the WCSU Affirmative Action Plan.

This policy statement is not limited to employment practices, but extends to services and programs provided by the University. All executive, administrative, and supervisory personnel are expected to discharge their affirmative action responsibilities, in word and deed, consistent with the University's objective to establish and implement affirmative action and equal employment opportunity for all qualified persons.

As President of Western Connecticut State University, I pledge to make every good faith effort to realize all of the goals and timetables as set forth in the WCSU Affirmative Action Plan, and as required by pertinent state and federal legislation as set forth in the Affirmative Action Plan. Electronic copies of the Affirmative Action Plan will be made available (and disseminated) online at [www.wcsu.edu/diversity](http://www.wcsu.edu/diversity).

During the 2023 reporting period, the Office of Diversity and Equity is responsible for overseeing, monitor and execute the Affirmative Action and Equal Employment Opportunity programs at the University. Mr. Fred Cratty serves as the University's full-time, interim Affirmative Action/Chief Diversity Officer, ADA and Title IX Coordinator. To this end, the Office of Diversity and Equity shall be concerned with equitable treatment to all in the university community. The Office of Diversity and Equity is located at the Midtown Campus, Old Main Building, Room 302, 181 White Street, Danbury, Connecticut, 06810, and can be reached by telephone at (203) 837-8444 or by email at [ode@wcsu.edu](mailto:ode@wcsu.edu). Employees and others who wish to file a complaint of discrimination pertaining to academic and/or employment disparities in policies and practices at WCSU may do so by contacting a member of the Office of Diversity and Equity.

  
\_\_\_\_\_  
Paul B. Beran, Ph.D., Interim President

6/29/2023

\_\_\_\_\_  
Date

Section B  
Element No. 2

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**INTERNAL  
COMMUNICATION**  
Sec. 46a-68-79

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### **Internal Communication**

Under Section 46a68-79 and 79(a) of the Affirmative Action Regulations of Connecticut State Agencies, Western Connecticut State University (“WCSU” or “University”) Policy Statement and a summary of the objectives of the University’s Affirmative Action Plan (“Plan”) are published and distributed each year on campus. Copies of the policy statement and objectives are available in the Office of Diversity and Equity as well as being included in the CSCU online employee training portals as well as the orientation materials given to all employees. These materials are also posted on the University’s webpage for the Office of Diversity and Equity at [www.wcsu.edu/diversity](http://www.wcsu.edu/diversity). The Affirmative Action Policy Statement continues to be included in University catalogues and this described practice will continue.

- (a) WCSU has adopted the practice of annually distributing the Policy Statement and a summary of objectives of the Plan. The method of dissemination is by electronic mail (e-mail) to the campus community on January 30, 2023 as the start of the Spring Semester has been established as the annual distribution period. The Chief Diversity Officer is responsible for coordinating this process with the appropriate persons and ensuring that distribution takes place. Additionally, the Chief Diversity prepares an “Executive Summary” of the Affirmative Action Plan. This Summary was discussed with all members of the President’s one-on-one Executive Meeting following approval of the 2022 Plan.

The Chief Diversity Officer is a member of the President’s staff. The staff is regularly informed on affirmative action recruiting, hiring, and promotional efforts, as well as recent developments in legal aspects of affirmative action, compliance with the American with Disabilities Act, and new developments in sexual harassment law under Title IX of the Educational Amendment Act. The Chief Diversity Officer meets with the Vice Presidents, Deans, Directors, and Department Heads/Chair to discuss the goals of affirmative action, including strategies for recruitment. Additionally, the Chief Diversity Officer meets with every University search committee to discuss recruitment and hiring strategies to ensure that affirmative action goals are met. The Chief Diversity Officer also serves as a resource for all search committees.

All search committee members are issued copies of the electronic search materials and training to address the respective campus searches in management/confidential, faculty, administrative/clerical, service maintenance and/or protective services. The University search materials and training detail the roles and responsibilities of search committee participants when conducting an affirmative action search. In the meantime, the University will continue to utilize the available brochure (attached) named “A Guide for Search Committees” available as a point of reference until the search manual is completed and finalized.

- (b) It is University current (and continued) practice to have the Chief Diversity Officer maintain copies of all affirmative action related internal communication as well as comments received and noted date such statements were received. The University’s



Plan shall include a summary of all comments from employees concerning the Plan and note any responses related thereto.

During the review period, the University received *no comments* on the Plan.

The University has engaged in other employment and diversity initiatives. The Office of Diversity and Equity will continuously maintain a library of learning materials (i.e., books, training videos, publications/journals and pamphlets) available to all managers and employees for review.

- (c) The University is in compliance with various training requirements. Training is ongoing and is up to date. Employees regularly receive various forms of university training (see attached documentation), including diversity training. Employees are scheduled for diversity training within (or up to) one year of their hire date. Additionally, information related to the University's Policy on Sexual Misconduct Reporting (sexual harassment) and other non-discrimination policies are distributed to all employees and student groups in the form of posters and brochures. Information related to the Americans with Disabilities Act was also distributed. All University policies related to non-discrimination and sexual harassment (Title IX) provisions are posted as a visibly standard 11x17 poster (see attached documentation) as well as on the University's website at: <http://www.wcsu.edu/diversity/policies-procedures/>.

Cultural diversity training and sexual harassment (Title IX) training are ongoing by hosting bi-annual workshops during the year, and by including diversity training as one component of new faculty and new staff orientation workshops. In accordance with the sexual harassment training and posting requirements, training was also conducted for all new supervisory employees within six months of their assumption of a supervisory position. Supervisors received the three (3) hours of mandatory (online or in-person) training session.

During the reporting period, the following faculty and staff were trained:

Training Title	Total Number of Faculty	Total Number of Staff	Faculty/Staff Training Totals	Gender/Ethnic Breakdown								
				WM	WF	BM	BF	HM	HF	OM	OF	
CSCU DEI Administrator In-Person Training (at WCSU)	N/A	20	20									
Cultural Diversity Training and Sexual Harassment (Title IX) Online and In-Person training sessions	22	20	42	12	14	2	2	2	1	4	5	
FirstNet Sexual Harassment Online Training*	73	35	108									
Ethnic/Gender Training Totals:				12	14	2	2	2	1	4	5	

*\*The listed number of employees who did not complete the three (3) hours of mandatory (online) training were automatically scheduled for virtual (online) refresher training in the 2022-2023 reporting period.*

Due to the COVID-19 pandemic, the University delivered various virtual programs and activities, which include, but are not limited to, the following: Black/African American History Month, Hispanic Heritage Month, Domestic Violence Awareness Month, Women’s History Month, Sexual Assault Awareness Month programs, and the distribution of the quarterly Macricostas Faculty Newsletter and Academic Affairs Newsletter. All of these campus programs and initiatives were virtually received and/or attended by all levels of the University community.

The University remains committed to providing programs and activities that enrich the lives of its students, staff and faculty and bridges the learning opportunities that differences can create. The University will continue its efforts to realize programming that provides real world application in changing times.

- (d) In accordance with the Affirmative Action Regulations, it is established that all internal communications pertaining to the Plan, contain a written (and electronic notice by email) to employees on their have the right to review and comment on the Plan during the review period. Every year from January 1<sup>st</sup> to March 31<sup>st</sup> is the established time frame for employees to review and comment on the Plan.

On January 30, 2023, an emailed correspondence was sent to all WCSU employees (see attached) to inform each person of their right to review and comment on the Plan during the Plan’s review period and that all comments should be addressed to:

Ms. Jesenia Minier  
Chief Diversity Officer

Western Connecticut State University  
Midtown Campus, University Hall, Room 202B  
181 White St., Danbury, Connecticut 06810  
Telephone: (203) 837-8277  
Email: [minierj@wcsu.edu](mailto:minierj@wcsu.edu)

In accordance with this practice, after notification from the Commission on Human Rights and Opportunities of the disposition of this Plan, a written (and email) notice is sent to all employees informing them of their right to a reasonable period of review and comment on the Plan.

WCSU employees also have access to the newly revised Office of Diversity and Equity webpage at [www.wcsu.edu/diversity](http://www.wcsu.edu/diversity), which included access to an electronic copy of the filed 2022 Plan.

**Section B**

**Element No. 2(a)**

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**INTERNAL  
COMMUNICATION**

Sec. 46a-68-79

**(ATTACHMENTS AND DOCUMENTATION)**

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## WCSU Affirmative Action Plan Review/Comment

Office of Diversity and Equity <ode@wcsu.edu>

Fri 2/10/2023 5:06 PM

To: users-aca <users-aca@wcsu.edu>;users-adm <users-adm@wcsu.edu>

### ***From the Office of Diversity & Equity***

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Greetings to all!

In accordance with the Connecticut Commission on Human Rights and Opportunities ("CHRO") Affirmative Action Regulations, it is established that all internal communications pertaining to the WCSU Affirmative Action Plan ("Plan") contain a notice to the university community on their right to review and comment on the Plan during the review period (see attachment).

From January 1<sup>st</sup> to March 31<sup>st</sup>, is when a requestor can either request to obtain an electronic copy of the Plan and/or review and comment on the Plan. You may review and comment on the Plan during the Plan's review period, and all comments should be addressed (via email) to Ms. Jesenia Minier, Chief Diversity Officer, Email: minierj@wcsu.edu

Thank you,

#### **OFFICE OF DIVERSITY & EQUITY**

**Western Connecticut State University**

**181 White Street, Danbury, Connecticut 06810**

**Phone: (203) 837-8444 | Fax: (203) 837-8503**



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## Affirmative Action Commitment

Office of Diversity and Equity <ode@wcsu.edu>

Tue 4/18/2023 12:55 PM

To: Burkholder, Thomas (Chemistry) <Burkholder@ccsu.edu>

1 attachments (32 KB)

T. Burkholder, President - CCSU-AAUP.pdf;



Dear Mr. Burkholder:

The State of Connecticut, through all of its agencies, continues to engage in a vigorous Affirmative Action program, which includes notifying labor unions of any changes to Western Connecticut State University's ("WCSU" or "University") Affirmative Action commitment. As the Chief Diversity Officer, ADA/504, and Title IX Coordinator for WCSU, my role is to promote awareness and guidance from the WCSU Office of Diversity and Equity ("ODE") to support your represented membership.

In the month of January 2023, I reached out to your represented membership to speak about the University's Affirmative Action commitment, extended an invitation for review and comment on the Plan as well as to promote events and/or available resources. If there is a need to discuss my actions moving forward, ODE staff would be happy to work with you and your staff to find a convenient time to meet virtually or in person, if possible. If time does not permit, please contact ODE staff by email at [ode@wcsu.edu](mailto:ode@wcsu.edu).

Sincerely,

*Jesenia Minier*

JESENIA MINIER, MPA, DPA  
CHIEF DIVERSITY OFFICER/ADA & Title IX Coordinator

### OFFICE OF DIVERSITY & EQUITY

Western Connecticut State University  
181 White Street, Danbury, Connecticut 06810  
Phone: (203) 837-8444 | Fax: (203) 837-8530  
Web: <https://www.wcsu.edu/diversity/>



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OFFICE OF DIVERSITY & EQUITY  
181 White Street, Old Main Bldg, Room 302  
Danbury, Connecticut 06810

Phone: (203) 837-8444

Email: [ode@wcsu.edu](mailto:ode@wcsu.edu)

[www.wcsu.edu/diversity/](http://www.wcsu.edu/diversity/)

April 18, 2023

Sent via Email to [burkholder@ccsu.edu](mailto:burkholder@ccsu.edu)

Mr. Tom Burkholder, President  
CCSU-AAUP Office  
Marcus White Hall, Room 316-319-322  
New Britain, Connecticut 06050

Dear Mr. Burkholder:

The State of Connecticut, through all of its agencies, continues to engage in a vigorous Affirmative Action program, which includes notifying labor unions of any changes to Western Connecticut State University's ("WCSU" or "University") Affirmative Action commitment. As the Chief Diversity Officer, ADA/504, and Title IX Coordinator for WCSU, my role is to promote awareness and guidance from the WCSU Office of Diversity and Equity ("ODE") to support your represented membership.

Affirmative Action programs play an essential role in ensuring a strong and diverse community by providing general information on accessibility, upward mobility, and regulatory awareness to your represented membership. WCSU continues to maintain its status as an *Affirmative Action/Equal Opportunity Employer*. As a continued effort and at your discretion, you are invited to examine WCSU's Affirmative Action Plan ("Plan"). On request, ODE staff will be happy to make the Plan available for review, comment(s) and/or suggestion(s) from your organization and/or your represented members at any time.

In the month of January 2023, I reached out to your represented membership to speak about the University's Affirmative Action commitment, extended an invitation for review and comment on the Plan as well as to promote events and/or available resources. If there is a need to discuss my actions moving forward, ODE staff would be happy to work with you and your staff to find a convenient time to meet virtually or in person, if possible. If time does not permit, please contact ODE staff by email at [ode@wcsu.edu](mailto:ode@wcsu.edu).

Sincerely,

*Jesenia Minier*

Jesenia Minier, MPA, DPA  
Chief Diversity Officer/ADA & Title IX Coordinator

## Affirmative Action Commitment

Office of Diversity and Equity <ode@wcsu.edu>

Tue 4/18/2023 12:57 PM

To: jdisette@andr.org <jdisette@andr.org>

1 attachments (32 KB)

J. DiSette, President - A&R Local 4200.pdf;



Dear Mr. DiSette:

The State of Connecticut, through all of its agencies, continues to engage in a vigorous Affirmative Action program, which includes notifying labor unions of any changes to Western Connecticut State University's ("WCSU" or "University") Affirmative Action commitment. As the Chief Diversity Officer, ADA/504, and Title IX Coordinator for WCSU, my role is to promote awareness and guidance from the WCSU Office of Diversity and Equity ("ODE") to support your represented membership.

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Sincerely,

A rectangular box with a thin black border, used to redact the signature of the sender.

JESENIA MINIER, MPA, DPA  
CHIEF DIVERSITY OFFICER/ADA & Title IX Coordinator

### OFFICE OF DIVERSITY & EQUITY

Western Connecticut State University  
181 White Street, Danbury, Connecticut 06810  
Phone: (203) 837-8444 | Fax: (203) 837-8530  
Web: <https://www.wcsu.edu/diversity/>



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OFFICE OF DIVERSITY & EQUITY  
181 White Street, Old Main Bldg, Room 302  
Danbury, Connecticut 06810

Phone: (203) 837-8444

Email: [ode@wcsu.edu](mailto:ode@wcsu.edu)

[www.wcsu.edu/diversity/](http://www.wcsu.edu/diversity/)

April 18, 2023

Sent via Email to [jdisette@andr.org](mailto:jdisette@andr.org)

Mr. John DiSette, President  
Administrative & Residual Employees Union  
A&R Local 4200  
805 Brook Street  
Rocky Hill, Connecticut 06067

Dear Mr. DiSette:

The State of Connecticut, through all of its agencies, continues to engage in a vigorous Affirmative Action program, which includes notifying labor unions of any changes to Western Connecticut State University's ("WCSU" or "University") Affirmative Action commitment. As the Chief Diversity Officer, ADA/504, and Title IX Coordinator for WCSU, my role is to promote awareness and guidance from the WCSU Office of Diversity and Equity ("ODE") to support your represented membership.

Affirmative Action programs play an essential role in ensuring a strong and diverse community by providing general information on accessibility, upward mobility, and regulatory awareness to your represented membership. WCSU continues to maintain its status as an *Affirmative Action/Equal Opportunity Employer*. As a continued effort and at your discretion, you are invited to examine WCSU's Affirmative Action Plan ("Plan"). On request, ODE staff will be happy to make the Plan available for review, comment(s) and/or suggestion(s) from your organization and/or your represented members at any time.

In the month of January 2023, I reached out to your represented membership to speak about the University's Affirmative Action commitment, extended an invitation for review and comment on the Plan as well as to promote events and/or available resources. If there is a need to discuss my actions moving forward, ODE staff would be happy to work with you and your staff to find a convenient time to meet virtually or in person, if possible. If time does not permit, please contact ODE staff by email at [ode@wcsu.edu](mailto:ode@wcsu.edu).

Sincerely,

*Jesenia Minier*

Jesenia Minier, MPA, DPA  
Chief Diversity Officer/ADA & Title IX Coordinator

## Affirmative Action Commitment

Office of Diversity and Equity <ode@wcsu.edu>

Tue 4/18/2023 1:02 PM

To: contact@cpfu.org <contact@cpfu.org>

Bcc: Keisha Stokes <stokesk@wcsu.edu>

1 attachments (32 KB)

CT Police & Fire Union.pdf;



**Office of Diversity & Equity**

To Whom it May Concern:

The State of Connecticut, through all of its agencies, continues to engage in a vigorous Affirmative Action program, which includes notifying labor unions of any changes to Western Connecticut State University's ("WCSU" or "University") Affirmative Action commitment. As the Chief Diversity Officer, ADA/504, and Title IX Coordinator for WCSU, my role is to promote awareness and guidance from the WCSU Office of Diversity and Equity ("ODE") to support your represented membership.

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Sincerely,

*Jesenia Minier*

JESENIA MINIER, MPA, DPA

CHIEF DIVERSITY OFFICER/ADA & Title IX Coordinator

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Phone: (203) 837-8444

Email: [ode@wcsu.edu](mailto:ode@wcsu.edu)

[www.wcsu.edu/diversity/](http://www.wcsu.edu/diversity/)

April 18, 2023

Sent via Email to [contact@cpfu.org](mailto:contact@cpfu.org)

Connecticut Police & Fire Union  
50 Columbus Boulevard, 3<sup>rd</sup> Floor  
Hartford, Connecticut 06106

To Whom It May Concern:

The State of Connecticut, through all of its agencies, continues to engage in a vigorous Affirmative Action program, which includes notifying labor unions of any changes to Western Connecticut State University's ("WCSU" or "University") Affirmative Action commitment. As the Chief Diversity Officer, ADA/504, and Title IX Coordinator for WCSU, my role is to promote awareness and guidance from the WCSU Office of Diversity and Equity ("ODE") to support your represented membership.

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Sincerely,

*Jesenia Minier*

Jesenia Minier, MPA, DPA  
Chief Diversity Officer/ADA & Title IX Coordinator

## Affirmative Action Commitment

Office of Diversity and Equity <ode@wcsu.edu>

Tue 4/18/2023 1:06 PM

To: Carl Chisem <cchisem@ceui.org>

1 attachments (32 KB)

C. Chisem, President - CEUI.pdf;



Dear Mr. Chisem:

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Sincerely,

*Jesenia Minier*

JESENIA MINIER, MPA, DPA  
CHIEF DIVERSITY OFFICER/ADA & Title IX Coordinator

### OFFICE OF DIVERSITY & EQUITY

Western Connecticut State University  
181 White Street, Danbury, Connecticut 06810  
Phone: (203) 837-8444 | Fax: (203) 837-8530  
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181 White Street, Old Main Bldg, Room 302  
Danbury, Connecticut 06810

Phone: (203) 837-8444

Email: [ode@wcsu.edu](mailto:ode@wcsu.edu)

[www.wcsu.edu/diversity/](http://www.wcsu.edu/diversity/)

April 18, 2023

Sent via Email to [cchisem@ceui.org](mailto:cchisem@ceui.org)

Mr. Carl Chisem, President  
Connecticut Employees Union Independent  
110 Randolph Road  
Middletown, Connecticut 06457

Dear Mr. Chisem:

The State of Connecticut, through all of its agencies, continues to engage in a vigorous Affirmative Action program, which includes notifying labor unions of any changes to Western Connecticut State University's ("WCSU" or "University") Affirmative Action commitment. As the Chief Diversity Officer, ADA/504, and Title IX Coordinator for WCSU, my role is to promote awareness and guidance from the WCSU Office of Diversity and Equity ("ODE") to support your represented membership.

Affirmative Action programs play an essential role in ensuring a strong and diverse community by providing general information on accessibility, upward mobility, and regulatory awareness to your represented membership. WCSU continues to maintain its status as an *Affirmative Action/Equal Opportunity Employer*. As a continued effort and at your discretion, you are invited to examine WCSU's Affirmative Action Plan ("Plan"). On request, ODE staff will be happy to make the Plan available for review, comment(s) and/or suggestion(s) from your organization and/or your represented members at any time.

In the month of January 2023, I reached out to your represented membership to speak about the University's Affirmative Action commitment, extended an invitation for review and comment on the Plan as well as to promote events and/or available resources. If there is a need to discuss my actions moving forward, ODE staff would be happy to work with you and your staff to find a convenient time to meet virtually or in person, if possible. If time does not permit, please contact ODE staff by email at [ode@wcsu.edu](mailto:ode@wcsu.edu).

Sincerely,

*Jesenia Minier*

Jesenia Minier, MPA, DPA  
Chief Diversity Officer/ADA & Title IX Coordinator

## Affirmative Action Commitment

Office of Diversity and Equity <ode@wcsu.edu>

Tue 4/18/2023 1:08 PM

To: info@council4.org <info@council4.org>

1 attachments (32 KB)

B. Bombardier, President - SUOAF AFSCME.pdf



Dear Mr. Bombardier:

The State of Connecticut, through all of its agencies, continues to engage in a vigorous Affirmative Action program, which includes notifying labor unions of any changes to Western Connecticut State University's ("WCSU" or "University") Affirmative Action commitment. As the Chief Diversity Officer, ADA/504, and Title IX Coordinator for WCSU, my role is to promote awareness and guidance from the WCSU Office of Diversity and Equity ("ODE") to support your represented membership.

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Sincerely,

*Jesenia Minier*

JESENIA MINIER, MPA, DPA  
CHIEF DIVERSITY OFFICER/ADA & Title IX Coordinator

### OFFICE OF DIVERSITY & EQUITY

Western Connecticut State University  
181 White Street, Danbury, Connecticut 06810  
Phone: (203) 837-8444 | Fax: (203) 837-8530  
Web: <https://www.wcsu.edu/diversity/>



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OFFICE OF DIVERSITY & EQUITY  
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Danbury, Connecticut 06810

Phone: (203) 837-8444

Email: [ode@wcsu.edu](mailto:ode@wcsu.edu)

[www.wcsu.edu/diversity/](http://www.wcsu.edu/diversity/)

April 18, 2023

Sent via Email to [info@council4.org](mailto:info@council4.org)

Mr. Bernie Bombardier, President  
SUOAF-AFSCME  
444 East Main Street  
New Britain, Connecticut 06051

Dear Mr. Bombardier:

The State of Connecticut, through all of its agencies, continues to engage in a vigorous Affirmative Action program, which includes notifying labor unions of any changes to Western Connecticut State University's ("WCSU" or "University") Affirmative Action commitment. As the Chief Diversity Officer, ADA/504, and Title IX Coordinator for WCSU, my role is to promote awareness and guidance from the WCSU Office of Diversity and Equity ("ODE") to support your represented membership.

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Sincerely,

*Jesenia Minier*

Jesenia Minier, MPA, DPA  
Chief Diversity Officer/ADA & Title IX Coordinator

## Affirmative Action Commitment

Office of Diversity and Equity <ode@wcsu.edu>

Tue 4/18/2023 1:09 PM

To: jbarr@council4.org <jbarr@council4.org>

1 attachments (32 KB)

J. Barr, Executive Director - AFSCME council4.pdf;



Dear Mr. Barr:

The State of Connecticut, through all of its agencies, continues to engage in a vigorous Affirmative Action program, which includes notifying labor unions of any changes to Western Connecticut State University's ("WCSU" or "University") Affirmative Action commitment. As the Chief Diversity Officer, ADA/504, and Title IX Coordinator for WCSU, my role is to promote awareness and guidance from the WCSU Office of Diversity and Equity ("ODE") to support your represented membership.

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Sincerely,

*Jesenia Minier*

JESENIA MINIER, MPA, DPA  
CHIEF DIVERSITY OFFICER/ADA & Title IX Coordinator

### OFFICE OF DIVERSITY & EQUITY

Western Connecticut State University  
181 White Street, Danbury, Connecticut 06810  
Phone: (203) 837-8444 | Fax: (203) 837-8530  
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OFFICE OF DIVERSITY & EQUITY  
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Danbury, Connecticut 06810

Phone: (203) 837-8444

Email: [ode@wcsu.edu](mailto:ode@wcsu.edu)

[www.wcsu.edu/diversity/](http://www.wcsu.edu/diversity/)

April 18, 2023

Sent via Email to [jbarr@council4.org](mailto:jbarr@council4.org)

Mr. Jody Barr, Executive Director  
AFSCME, CT Council 4  
444 East Main Street  
New Britain, Connecticut 06051

Dear Mr. Barr:

The State of Connecticut, through all of its agencies, continues to engage in a vigorous Affirmative Action program, which includes notifying labor unions of any changes to Western Connecticut State University's ("WCSU" or "University") Affirmative Action commitment. As the Chief Diversity Officer, ADA/504, and Title IX Coordinator for WCSU, my role is to promote awareness and guidance from the WCSU Office of Diversity and Equity ("ODE") to support your represented membership.

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Sincerely,

*Jesenia Minier*

Jesenia Minier, MPA, DPA  
Chief Diversity Officer/ADA & Title IX Coordinator

## Affirmative Action Commitment

Office of Diversity and Equity <ode@wcsu.edu>

Tue 4/18/2023 2:27 PM

To: Rotua Lumbantobing <lumbantobingr@wcsu.edu>

1 attachments (32 KB)

R. Lumbantobing, President - WCSU-AAUP.pdf;



**Office of Diversity & Equity**

---

Dear Professor Lumbantobing:

The State of Connecticut, through all of its agencies, continues to engage in a vigorous Affirmative Action program, which includes notifying labor unions of any changes to Western Connecticut State University's ("WCSU" or "University") Affirmative Action commitment. As the Chief Diversity Officer, ADA/504, and Title IX Coordinator for WCSU, my role is to promote awareness and guidance from the WCSU Office of Diversity and Equity ("ODE") to support your represented membership.

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Sincerely,

*Jesenia Minier*

JESENIA MINIER, MPA, DPA  
CHIEF DIVERSITY OFFICER/ADA & Title IX Coordinator

### **OFFICE OF DIVERSITY & EQUITY**

**Western Connecticut State University**  
181 White Street, Danbury, Connecticut 06810  
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Email: [ode@wcsu.edu](mailto:ode@wcsu.edu)

[www.wcsu.edu/diversity/](http://www.wcsu.edu/diversity/)

April 18, 2023

Sent via Email to [lumbantobingr@wcsu.edu](mailto:lumbantobingr@wcsu.edu)

Professor Rotua Lumbantobing, President

WCSU-AAUP

181 White Street

Warner Hall, Room 205

Danbury, Connecticut 06810

Dear Professor Lumbantobing:

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Sincerely,

*Jesenia Minier*

Jesenia Minier, MPA, DPA

Chief Diversity Officer/ADA & Title IX Coordinator

## Affirmative Action Commitment

Office of Diversity and Equity <ode@wcsu.edu>

Tue 4/18/2023 2:27 PM

To: Rebecca Woodward <woodwardr@wcsu.edu>

1 attachments (32 KB)

R. Woodward, President - WCSU-SUOAF AFSCME.pdf



Dear Mrs. Woodward:

The State of Connecticut, through all of its agencies, continues to engage in a vigorous Affirmative Action program, which includes notifying labor unions of any changes to Western Connecticut State University's ("WCSU" or "University") Affirmative Action commitment. As the Chief Diversity Officer, ADA/504, and Title IX Coordinator for WCSU, my role is to promote awareness and guidance from the WCSU Office of Diversity and Equity ("ODE") to support your represented membership.

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*Jesenia Minier*

JESENIA MINIER, MPA, DPA  
CHIEF DIVERSITY OFFICER/ADA & Title IX Coordinator

### OFFICE OF DIVERSITY & EQUITY

Western Connecticut State University  
181 White Street, Danbury, Connecticut 06810  
Phone: (203) 837-8444 | Fax: (203) 837-8530  
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Phone: (203) 837-8444

Email: [ode@wcsu.edu](mailto:ode@wcsu.edu)

[www.wcsu.edu/diversity/](http://www.wcsu.edu/diversity/)

April 18, 2023

Sent by Email to [woodwardr@wcsu.edu](mailto:woodwardr@wcsu.edu)

Mrs. Rebecca Woodward, President  
WCSU SUOAF-AFSCME  
181 White Street  
White Hall, Room 012  
Danbury, Connecticut, 06810

Dear Mrs. Woodward:

The State of Connecticut, through all of its agencies, continues to engage in a vigorous Affirmative Action program, which includes notifying labor unions of any changes to Western Connecticut State University's ("WCSU" or "University") Affirmative Action commitment. As the Chief Diversity Officer, ADA/504, and Title IX Coordinator for WCSU, my role is to promote awareness and guidance from the WCSU Office of Diversity and Equity ("ODE") to support your represented membership.

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Sincerely,

*Jesenia Minier*

Jesenia Minier, MPA, DPA  
Chief Diversity Officer/ADA & Title IX Coordinator

Section C  
Element No. 3

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**EXTERNAL  
COMMUNICATION &  
RECRUITMENT STRATEGIES**

Sec. 46a-68-80

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## **External Communication**

Under Section 46a-68-80(a) of the Affirmative Action Regulations of Connecticut State Agencies, Western Connecticut State University ("WCSU" or "University") sends, on a regular basis, written expression of the University's commitment to diversely recruit for current positions.

(b) WCSU has put itself on public record as an Affirmative Action/Equal Employment Opportunity Employer. Consistent with that posture:

- (1) Written expression of the University's commitment to Affirmative Action and Equal Employment Opportunity and a notice of job availability to the list of recruiting sources and organizations that are capable of referring qualified applicants for employment. Effective September 1, 2017, the Office of Diversity and Equity implemented a directory called "*The Diversity Resource Guide For Job Advertisements*" that lists various diverse recruitment sources, centers, institutions and organizations where said written expression and notification of job availability are sent (see attached documentation).
  - (2) On a continuous basis, all union contracts contain a non-discrimination clause. The Chief Human Resources Officer represents the University in collective bargaining between the state and the union. The Chief Diversity Officer annually notifies all unions which represent agency employees for collective bargaining purposes that the University is an Affirmative Action/Equal Opportunity Employer and invites all unions to review and comment upon the University's Affirmative Action Plan. (see attached letters).
- (c) The University has undertaken positive relationship building activity to ensure that affirmative action is more than a paper commitment. The Chief Diversity Officer and the Chief Human Resources Officer as well as other University management officials, such as the University's Vice Presidents, Deans, Managerial and Supervisory staff as well as members of all designated search committees in order to make personal contacts with local, state and national recruitment sources in a concerted effort to maintain a successful, talent pipeline recruitment program.

All employment advertisements include notification that WCSU is an affirmative action/equal employment opportunity educator and employer. Except in the case of a bona fide occupational qualification or need, employment advertising does not, and will not make any references to age or gender, and clearly conveys the desire of the University to employ members of under-represented groups. During this reporting period, the Chief Diversity Officer reviews all position announcements and advertising for compliance with this requirement. She will continue the long-standing practice of reviewing all position announcements and advertisements prior to finalization, scrutinizing for artificial barriers and discriminatory language.

The utilization of publication sources that include media that targets a protected class audience in the labor market area(s), most relevant for filling a position, continued to be a part of the University's recruitment program.

Local and national recruitment sources continue to expand, providing a wider base to draw applicants for employment. An affirmative action job search process continues to be an integral component of filling positions, facilitating the involvement of Affirmative Action from the onset of hiring activity to the actual filling of the position. The process keeps affirmative action in the forefront of all hiring activity, but more important, the goals of the Affirmative Action Plan are always under consideration.

Recruitment/outreach activities will now be extended to other known university entities, such as university centers, institutes and associations. A system is in place whereby position announcements are routinely sent to various agencies by the Office of Diversity & Equity for posting and distribution. In return, the university posts employment announcements through the DAS website and by email from other agencies.

As unclassified positions become available, a position announcement is sent to protected class recruiting sources. The announcement is sent in an affirmative effort to reach protected class persons. We want to reach as many potential applicants as we can with notification of employment opportunities. The department that houses the position is requested by the Chief Diversity Officer to make every effort to recruit protected class persons. The professorial (faculty) titles and other known university titles also request to recruit potential minority candidates at professional meetings that often occur at the national level.

As classified positions become available, a system is in place whereby Human Resources routinely notifies classified employees of the employment/promotional opportunity. Classified positions are listed with the Department of Administrative Services (DAS) and advertised in local and regional newspapers, both in print and online. These positions are also sent to recruitment sources that may be helpful in the University's recruitment efforts.

The University continues to utilize various media sources such as newspapers, web sites, publications, and associations conducive to affirmative action efforts. The list include the following: Chronicle of Higher Education, Danbury News Times, Hartford Courant, Northeast Minority News, Stamford Advocate, New Haven Register, Connecticut Post, Immigrant, Student Affairs Placement, Career Builders, El Canillita, Waterbury Republican, La Tribuna, National Association of College and University Business Officers, National Association of Black Social Workers, American Society of Women Accountants, the American Institute of CPA's, Diverse Issues in Higher Education, Education Week, AACTE, CEA, Black Collegiate, Chemical Engineering News, NCAA News, Historically Black College Career Center, ACA Career Center, Counseling Today, Black Nurses Association, APA Monitor, New England Psychologist Newsletter, Connecticut Psychological Association Newsletter, Connecticut Association of Professional Financial Aid Administrators, NADOHE, NEACUHO, ASJA, College and Research Library, ACSM Health and Fitness Journal, American Journal of Physical Health



Education, Journal of Health Education, American Public Health Association, Career Mart, American Journal of Public Health, Academic Careers, Council for Support and Advancement of Education, University of Bridgeport Daily, AACN, American Journal of Nursing, Journal of Nursing Education Minority Nurse Newsletter, and Journal of Cultural Diversity.

The University maintains membership status with the following organizations as another means of expanding its Hispanic recruitment efforts:

1. Connecticut Association of Latin Americans in Higher Education; and
2. Hispanic Association for Colleges and Universities.

The Office of Diversity and Equity, in conjunction with members of our academic departments and the Human Resources Department, maintain annual subscriptions to Diversity.com and various other websites for recruiting, which includes but is not limited to the following: Health-Net, CAHALE.com, Career Builders.com, NACHUO.net, Higheredjobs.com, Fairfield County Jobs.com, DAS website/CT Hires, NASPA.com, Academic Careers on Line, Sciencejobs.com, NCAA News website, ACA Career Center website, Counseling Today website, APA Monitor website, New England Psychologist website, Connecticut Psychological Association website, Telecomcareers.net, Computerwork.net, NACCU website, Student Affairs.com, Journal of Health Education website, American Journal of Nursing website, Journal of Nursing Education website, Minority Nurse Newsletter website, Journal of Cultural Diversity website, Academic Careers Online, AACN website, ABNF website, Telecomcareer.net, and Computerwork.com. These media sources are used in direct correlation with the related university vacancies; and therefore, not all position announcements will appear in each listed venue.

The Chief Diversity Officer facilitated an institutional membership through June 30, 2019 with the Metropolitan New York and Southern Connecticut Higher Education Recruitment Consortium (“HERC”) as a recruitment source and target recruitment efforts with their 26,000+ users to post and advertise all faculty and administrative open positions primarily across the tristate area (i.e., [Northeast region](#)). As of July 1, 2019, the University has no longer continued the institutional membership, but still have available access to recruitment resources for general use.

The WCSU President facilitated an institutional membership through June 30, 2022 with the Hispanic Association of Colleges and Universities (“HACU”) as a recruitment source and target recruitment efforts with their 20,000+ users to post and advertise all faculty and administrative open positions primarily across the nation. As of January 1, 2023, the University continues to hold an associate institutional membership and is looking to apply for a Hispanic Serving Institutional designation with the assistance of HACU from our increasing Hispanic/Latino student enrollment figures.

Finally, all positions continue to be advertised on the University website.

All bidders, contractors, subcontractors and suppliers of materials are continuously notified of the University's Affirmative Action Policy. In keeping with University practice, all bidders, contractors, subcontractors and suppliers of materials are notified that the University will not knowingly do business with any bidder, contractor, subcontractor, or supplier of materials who discriminates against members of any class protected under Section 4a-60a and 4a-60 of the Connecticut General Statutes.

The participation of minority business enterprises meeting qualifications established in regulations issued pursuant to the Connecticut General Statutes or federal law, is solicited and encouraged. The University refrains from knowingly doing business with any bidder, contractor, subcontractor, or supplier of materials debarred from participation in any federal or state contract program, or found to be in violation of any state or federal anti-discrimination law; and will promptly report any behavior inconsistent therewith to the Commission or other appropriate authorities for investigation; and encourages bidders, contractors, subcontractors, or suppliers of materials to develop and implement affirmative action plans of their own.

The Office of Diversity & Equity continues to utilize recruitment directories and publications that provide outreach to peoples in protected and underutilized populations. The directory includes hundreds of sources and additional sources continue to be added on the ongoing basis. The list of directories and publications include the following:

[Association of University Centers on Disability Resource Directory](#): This directory is a resource that aids in the University's outreach to persons with disabilities by providing the identification of outreach sources by name and address.

[Big Ten Academic Alliance Directory of Minority, Ph.D., MFA and MLS Candidates and Recipients](#): Contains a listing of advance graduate students who are in the final phase of their doctoral work at various New England campuses.

[Biomedical Sciences Careers Program New England Resource Directory](#): Provides information to students, advisors, and administrators on outreach efforts, internships and biomedical/science related programs at New England institutions, hospitals, and biomedical and biotechnology organizations.

[CollegeCalc Directory of New England Colleges, Universities and Institutes](#): Contains a complete listing of all New England colleges, universities and institutes including degrees offered at each and personnel information with title for each.

HBCU Connect: Contains a national listing of minority from research universities in the United States, as well as pertinent academic information pertaining to the persons listed.

Hispanic Outlook on Education: A national higher education publication, tantamount to a counterpart for the Diverse Issues in Higher Education, advertises positions and discusses issues in American higher education.

Minority Postdoc for Minority and Women Doctoral Directories: Contains a national listing of minority and women from research universities in the United States, as well as pertinent academic information pertaining to the persons listed.

Permanent Commission on the Status of Women (PCSW) 2014 Directory of Women's Organizations in Connecticut: Contains over 500 entries listed alphabetically by county, with contact names, addresses, telephone and fax numbers for each organization.

The Ph.D. Project: Contains a listing of doctoral students who are in the final phase of their doctoral work at various minority serving institutions (MSI) across the United States.

UnivSearch Higher Education Directory: A directory of accredited postsecondary, degree granting institutions that are accredited by regional, national, professional and specialized agencies recognized by accrediting bodies of the U.S. Department of Education and the Council of Higher Education.

The Office of Diversity & Equity maintains a list of email addresses and contact information for agencies to which we distribute position announcements and advertisements. The result of this undertaking is readily apparent as is evidenced by timely and consistent follow-up and inquiries to our position announcements. Furthermore, the University receives all applications via electronic submission and the Office of Diversity & Equity collects Affirmative Action data electronically from all applications that are submitted electronically.

WCSU is easily recognized by its official logo which is placed on all position advertisements. The University send various press releases to radio station networks in Danbury, Hartford, Norwalk, and Bridgeport. Various newspaper media are also used as recruitment sources in Hartford, Bridgeport and Stamford.

*When needed*, the radio networks utilized are the following:

Hartford	Danbury	Norwalk	Bridgeport
WHCN	WINE	WEFX	WEBE
WKSS	WATR		
WMRQ	WSHU		
WNPR			

The Office of Diversity & Equity, in conjunction with the Human Resources Department, maintain an adequate budget for advertising positions and the University continues its involvement with the community and outreach via professional affiliations and memberships, by various University professionals, on a multitude of organizational boards and committees.

The University continues to host meetings, workshops, conferences, etc. for the community and others as the University remains committed to partnering with agencies and organizations that have the potential to attract peoples in the protected and underutilized populations into the University's workforce. Specific connections include, but are not limited to, the following:

CSCU Diversity Equity Leadership Committee – Members of the Connecticut State Colleges and University has designated representatives (one representative from WCSU) who serve as faculty/staff and student advisors for the CSCU System Office.

WCSU/AAUP Minority Recruitment and Retention Committee – With members of the committee appointed by the WCSU President, and working in conjunction with the Office of Diversity and Equity, the minority recruitment/retention committees endeavors to make available in any way it can to achieve the University's goal of recruiting and retaining minority faculty.

According to the Collective Bargaining Agreements for SUOAF and AAUP, the role of the Minority Recruitment and Retention Committee(s) are to assist search committees and employees in their recruitment and retention of minorities, women and other protected groups, as well as support departments in the retention of said individuals.

WCSU/SUOAF Minority Recruitment and Mentoring Committee – With members of the committee appointed by the WCSU President, and working in conjunction with the Office of Diversity and Equity, the minority recruitment/retention committees endeavors to make available in any way it can to achieve the University's goal of recruiting and retaining minority faculty.

According to the Collective Bargaining Agreements for SUOAF and AAUP, the role of the Minority Recruitment and Retention Committee(s) are to assist search committees and employees in their recruitment and retention of minorities, women and other protected groups, as well as support departments in the retention of said individuals.

Connecticut Institute For Communities, Inc. - The University is represented on the Board of Directors.

Danbury Youth Services – The University supports the executive staff of the Danbury Youth Services and have collaborated with several offsite events throughout the year.

Governor's Coalition for Youth with Disabilities – The University has served as a participant of the Governor's Coalition for Youth with Disabilities.

The Global Majority – The University continues to be a sponsor of the Connecticut State University Global Majority Retreat, which provides the opportunity to network with other system universities and community college colleagues. The Office of Intercultural Affairs continues to provide financial assistance for employees who want to attend the Global Majority Retreat.

Harambee Youth Center – The University supports the executive staff of the Harambee Youth Center and have collaborated with several offsite events throughout the year.

Hord Foundation – The University continued its positive relationship with the Hord Foundation, an established foundation that serves the Black community of Danbury. The University is represented on the Advisory Board of the Hord Foundation.

Metro New York/Southern Connecticut Higher Education Recruitment Consortium – The Chief Diversity Officer serves as the point of contact and member liaison for this consortium.

Prior to advertising a position, the Chief Diversity Officer reviews the qualifications for appropriateness of content, including Western Connecticut State University's non-discrimination notice and other statements that are articulated in our commitment to employing members of protected and underutilized populations.

In summary, WCSU continues its pursuit to expand its external communication activity in furtherance of its commitment to Affirmative Action. Hiring and program goals have been set forth to further strengthen our recruitment capacity.

## **Contract Compliance**

Under Section 46a-68-80(c) of the Affirmative Action Regulations of Connecticut State Agencies, the President of Western Connecticut State University (“WCSU” or “University”) has designated the Chief Diversity Officer to monitor the University’s good faith effort in the area of Contract Compliance. The Chief Financial Officer has overall responsibility for University contracting and purchasing operations is the person accountable to the President for Contract Compliance. This section has been prepared in consultation with and reviewed by the Director of Administrative Services (and the Associate Director of Administrative Services) who are intimately involved in all contracting projects and are responsible for purchasing activity.

Progress that has been made is reflective of the good faith efforts of the Director of Administrative Services, the Associate Director of Administrative Services, Director of Planning and Engineering, and Chief Diversity Officer, who keep a focus on Contract Compliance and diligently strive to enhance the University’s Contract Compliance efforts. It is noted that sexual orientation continues to be cited as a protected class in purchase orders and contracts. The Chief Diversity Officer is the University’s Affirmative Action community liaison for Contract Compliance. These responsibilities include community outreach; follow up visitation, internal collaboration, and other related duties.

As required, the University submitted all required Contract Compliance reports to the Department of Administrative Services/Business Connections. We continue to work diligently in this very important area and continue to see progress. Also, the University has not received any correspondence from Administrative Services or the Commission regarding the above report submissions that reflects negatively on goal achievement. These reports were submitted on a quarterly basis, and copies are provided in this section of the plan. As the University Affirmative Action Plan reporting period straddles two fiscal years, the Contract Compliance reports cover the 4<sup>th</sup> Quarter of FY 2022 and the 1<sup>st</sup> through 3<sup>rd</sup> Quarters of FY 2023 (see attached documentation).

This narrative reflects collective input from the Director of Administrative Services. Good faith efforts were made to increase the number of small and minority business enterprises doing business with the University. The Director of Administrative Services and Associate Director of Administrative Services focused on this initiative, and as a result, were successful in identifying nineteen (19) new SBE/MBE vendors who were awarded contracts.

MBE’s include:

- ASA Environmental Products Inc.
- Beaulieu Company LLC.
- Biron Agency
- Caruso Electric
- K and P Facilities Maintenance
- MA Arnold II LLC

SBE's include:

- Above and Beyond Equipment
- Amenta Emma Architects
- PC Blanchette Sporting Goods
- C and C Mechanical Insulation
- Control Systems Inc.
- Herb's Sports Shop Inc.
- Mazzotta Rentals
- Mulvaney Mechanical
- Noriss and Ferraris
- Plumbing Solutions
- Seismic Control
- Stewart Staffing Solutions
- Summit Crane

In addition to the above, contractors who were introducing themselves to the University through a presentation or other means were introduced to the Connecticut DAS Business Connections Set-Aside program. The University continues to update its procurement website to include resources for potential vendors, including resource links for SBE/MBE and bid opportunities at the University. This was done in an attempt to increase the University's opportunities in realizing its goals. Invitation to bid advertisements were placed in LaVoz Hispana as another resource for attracting small and minority businesses. At each bid conference, vendors are informed of the set aside requirements for the bid project, in our ongoing efforts to insure contract compliance. The University also participates in the Connecticut Business Advantage Matchmaker Conference to meet potential new contractors that are registered SBE's and MBE's.

The University aggressively engaged in high volume telephone communication, followed up on leads, maintained collaborative internal communication, and networked with the DAS, other Universities, and local organizations to locate SBE/MBE vendors

The University ensured that projects identified with a construction value of up to \$500,000 were only offered to SBE/MBE state certified businesses. Bid ads were stated as such. Attention was paid to identifying contractors who have been awarded contracts in an ordinary fashion, but who might qualify as SBE/MBE/WBE certified. The Director of Administrative Services continued to encourage such contractors to secure state certification.

The web page of the State of Connecticut Department of Administrative Services ("DAS") was aggressively utilized for identifying and contacting certified contractors for notification of purchasing and contracting opportunities. The University took a proactive approach to reaching out, as opposed to a traditional approach of sponsoring a bid and waiting for responses.

To secure proper language for bids and help achieve contracting goals, the University continues to work closely with the Connecticut Commission on Human Rights and Opportunities (“CHRO”). In addition, the “Form of Proposal Set-Aside Worksheet” was added to all construction bids to insure contract compliance with set aside guidelines. The University continues to emphasize this important program and seeks additional opportunities for small and minority business contracting.

The University continues proactive measures and good faith efforts in the area of Contract Compliance. Good faith effort was made in reaching out to persons with disabilities. Outreach continued with WeCahr, with discussions on assisting the University with identifying persons with disabilities who may be interested in participating in the Contract Compliance program. The Chief Diversity Officer conducted outreach to persons with disabilities through Ability Beyond Disability and WeCahr.

The Office Diversity and Equity coordinates an annual presentation for the University community to provide SBE/WBE/MBE and people with disabilities information with information on the Contract Compliance program. The presentation is realized from the invaluable assistance and collaboration from the Offices of Planning and Engineering, and Purchasing. The goal of the workshop/presentation is to increase the number of SBE/MBE/WBE and persons with disabilities that pursue certification by the state.

In addition to the workshops hosted by the University, the Chief Diversity Officer made visits to the following community organizations:

La Tribuna:

A Brazilian newspaper that distributes its paper at no charge in the Greater Danbury area.

The Brazilian Community Center:

The Brazilian Community Center champions issues in the Brazilian community.

Ability Beyond Disability:

The agency specializes in the oversight of residential programs and services. The agency will be a resource for the University’s effort to identify businesses owned by individuals with disabilities.

Association of African American Organizations:

Represents organizations with a mission to service the African American community in the Greater Danbury Area. Representatives from the organization were invited to the above referenced information session.

The Hispanic Center of Greater Danbury:



The Hispanic Center of Greater Danbury champions issues in the Hispanic community for Western Connecticut.

The Brazilian Business Expo:

Businesses that promote opportunities within the Brazilian community.

Discussions between the Offices of Diversity and Equity, Purchasing, and Planning and Engineering continued and enabled the collective writing of this section. It has been established that copies of bidding specs are to be provided to the Office of Diversity and Equity. Also, the Director of Planning and Engineering gives an early alert to the Office of Diversity and Equity of upcoming projects. A team outreach strategy is in place to maximize our contract compliance efforts.

The required Contract Compliance reporting forms are included in this section of the Plan. Also included is the University's annual goal calculation sheet and request for exemption. The response from the Department of Administrative Services is also included. The Notification to Bidders form includes persons with disabilities and sexual orientation. This form is part of our bidder's manual. *Per CHRO, the referenced manual does not need to be included in this report.*

For FY 2022-2023, the University was assigned contracting goals totaling \$224,624.47 for Small/Minority Business Enterprises of which \$144,670.70 the goal for Small/Minority Business Enterprises are for standard purchases. For FY 2022-2023, through the completion of the third quarter, the University realized over 60% of its contracting goals with Small Business Enterprises and over 18% of its contracting goals with Minority Business Enterprises. In addition, for the construction contracting goals totaling \$1,427,820.43, through the end of the third quarter, \$163,211.74, has been awarded to small business enterprises and \$895,677.35 was awarded to minority business enterprises (see provided analysis and SBE/MBE reports in the attached documentation section).

The March 31, 2023 annual report provides the yearly summary of the total dollar contracts and number of contracts awarded for the FY 2022-2023. The breakdown of small contractor purchases/contracts, MBE purchases, and MBE good faith efforts are identified. Highlights of this summary include the inclusion of new vendors and the overall strength of SBE/MBE contracting at the University.

The Associate Director of Administrative Services continued to be attentive to Contract Compliance reporting requirements as well as good faith effort contract compliance strategies. Systems are in place to allow for ongoing monitoring and report preparation.

Additional activities that the University continues to find helpful in its Contract Compliance endeavors are:

- Seeking out certified contractors
- Networking
- On site presentations of goods and services by potential contractors
- Direct contact with contractors
- Providing information to contractors about bidding and contracting procedures
- Identifying a person within the University to oversee, monitor and report to the President, the status of contract compliance within the University
- Encouraging certification of small contractors and minority business enterprises
- Internal Communications
- The State DAS web page listing of identifying SBE, WBE, and MBE participants

Problem areas that continue to be noted by the University in its endeavors are:

- Contracts established by the Department of Administrative Services that pre-empt direct contracting with small contractors and/or minority business enterprises
- Competitive bids reserved for set-aside vendors may yield no results that require a re-bid situation. Increased participation is needed in the set-aside program.
- Prices received by set aside vendors tend to be higher because of the cost of doing business in Connecticut.

The good faith effort initiatives that have been undertaken and initiatives that are currently underway will surely continue to strengthen the University in its Contract Compliance endeavors.

WCSU will continue its good faith efforts and attentiveness to achieve the highest levels possible in its Contract Compliance program.

Section C

Element No. 3 (a)

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**EXTERNAL  
COMMUNICATION &  
RECRUITMENT STRATEGIES**

Sec. 46a-68-80

(ATTACHMENTS AND DOCUMENTATION)

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SMALL/MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT - *for Reporting Capital Improvement Expenditures*

Please submit a digital copy of this form to [Joshua.Goldberg@ct.gov](mailto:Joshua.Goldberg@ct.gov) and [Stanley.Kenton@ct.gov](mailto:Stanley.Kenton@ct.gov)

Fiscal Year Quarter

1ST / 2ND / 3RD / 4TH

Fiscal Year Period

FY23

ENTER THIS QTR-

Agency Name:	Western Connecticut State University	Agency Number:	BOR84500-7803
Prepared by:	Amy Lopez	E-mail:	<a href="mailto:lopez@wcsu.edu">lopez@wcsu.edu</a>
Tel. # -	203-837-8657	Address:	

1) TOTAL CAPITAL IMPROVEMENT FUNDS AVAILABLE FROM YOUR ADOPTED BUDGET  
 Page 1 (Summary Page) From The Annual Goals Calculations Report

	TOTALS (\$)	Contracts	TOTALS (\$)	Contracts
2) Total Agency FY Capital Improvements Expenditures for Purchases from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$17,931.33	3	\$17,931.33	3

3) Total Agency FY Capital Improvements Expenditures for Purchases from Minority Business Enterprises (MBE) only.  
 PLEASE CATEGORIZE:

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)	\$1,540.00	1	\$1,540.00	1
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)				
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)	\$ 1,540.00		\$ 1,540.00	
MBE TOTAL (Lines A - W)	\$ 1,540.00		\$ 1,540.00	



SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

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

FY QUARTER PERIOD 7/1/22 - 9/30/22 In reporting data below, does your Agency utilize C.O.R.E.? **YES**  
 If not utilizing C.O.R.E. , Did you VALIDATE COMPANY AS A CURRENT SBE AND/OR MBE? Yes X No X

Agency Name:		Western Connecticut State University		
Report Prepared by:	Amy Lopez	Agency Number:	BOR84500-7803	
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	SPECIFY: (D) MBE Category	
Air Temp Mechanical Services	PO050181	\$ 57,480.00	SB	
	PO049953	\$ 26,200.00		
	BND83069	\$ 79,304.00		
	PO050179	\$ 27,680.00		
Kilcourse Specialty Products	CH085948	\$ 1,540.00	MB/SBW	
Penna Construction Group	PO0049951	\$ 8,880.00	SB	
RNB Enterprises	PO050115	\$ 4,903.85	SB	
C&C Janitorial	P-Card	\$ 212.73	MB/I	
	P-Card	\$ 1,906.83		
	PO050140	\$ 7,117.81		
Joseph Merritt & Company, Inc.	PO050227	\$ 500.00	SB	
Mercury Cabling Systems, LLC	BND83068	\$ 344.43	SB	
	PO050191	\$ 50,000.00		
Danielle's LLC	PO050032	\$ 996.00	SB	
	PO050187	\$ 6,595.33		
Mazene, Inc.	PO050048	\$ 31,000.00	MB/W	
	PO050066	\$ 7,952.85		
	PO050127	\$ 39,405.00		

	PO050237	\$	6,000.00	
	PO050248	\$	3,945.60	
InfoShred, LLC	PO050109	\$	500.00	MB/SB
Fire Protection Testing	PO050043	\$	21,563.00	SB
	PO050020	\$	9,705.00	
Flow Tech, Inc.	BND83037	\$	8,645.00	SB
	PO049954	\$	4,185.00	
Fire Equipment Headquarters	PO050010	\$	8,846.10	MB/SB
G Force Security LLC	PO049706	\$	1,265.00	MB/SB
	PO049921	\$	5,400.00	
	PO050109	\$	9,000.00	
	PO050145	\$	4,485.00	
Ryan Business Systems, Inc.	PO050210	\$	2,977.96	MB/SB
	PO050228	\$	419.64	
Tower Equipment Co.	PO049967	\$	7,000.00	SBE
Coach Tours	PO050201	\$	4,620.00	MB/W
		\$	<b>450,576.13</b>	

SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

Fiscal Year Quarter

1st Qtr

Fiscal Year Period:

2023

ENTER THIS QTR-

Agency Name:	Western Connecticut State University	Agency Number:	BOR84500-7803
Prepared by:	Amy Lopez	E-mail Address:	lopeza@wcsu.edu
Tel. # -	203-837-8657		

1) TOTAL FUNDS AVAILABLE (ALL SOURCES) FROM YOUR ADOPTED BUDGET Page 1 (Summary Page) From The Annual Goals Calculations Report	156,418,607.00
2) Amount Available for Small/Minority Business Program after DAS APPROVED DEDUCTIONS/EXEMPTIONS	9,071,289.00
3) 25% of line # 2 Total - Set Aside - Small/Minority Business Enterprises (Combined)	2,267,822.00
4) 25% of line # 3 Total- Set Aside - Minority Business Enterprises only	566,955.50

	QUARTER	Number	YEAR TO DATE
	TOTALS (\$)	Contracts	TOTALS (\$)
5) Total Agency FY Expenditures for Purchases and Contracts	5,249,290.17	957	5,249,290.17

6) Total Agency FY Expenditures for Purchases and Contracts from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	450,576.13	17	450,576.13
--	------------	----	------------

7) Total Agency FY Expenditures for Purchases and Contracts from Minority Business Enterprises (MBE) only. PLEASE CATEGORIZE:			
A) American Indian (N)			
B) Asian (A)			
C) Black (B)			
D) Disabled Individual (D)			
E) Hispanic (H)			
F) Iberian Peninsula (I)	\$ 9,237.37	1	\$ 9,237.37
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)	\$ 93,463.45	3	\$ 93,463.45
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)			
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)	\$ 93,463.45	3	\$ 93,463.45
MBE TOTAL (Lines A - W)	\$ 102,700.82	4	\$ 102,700.82



[Redacted]

[Redacted]

**Number**  
**Contracts**  
**957**

**17**

[Redacted]

**1**

[Redacted]

**3**

[Redacted]

**3**  
**4**

SMALL/MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT - *for Reporting Capital Improvement Expenditures*

Please submit a digital copy of this form to Joshua.Goldberg@ct.gov and Stanley.Kenton@ct.gov

Fiscal Year Quarter

1ST / 2ND / 3RD / 4TH

Fiscal Year Period

FY23

ENTER THIS QTR-

Agency Name:	Western Connecticut State University	Agency Number:	BOR84500-7803
Prepared by:	Amy Lopez	E-mail Address:	lopez@wcsu.edu
Tel. # -	203-837-8657		

1) TOTAL CAPITAL IMPROVEMENT FUNDS AVAILABLE FROM YOUR ADOPTED BUDGET  
 Page 1 (Summary Page) From The Annual Goals Calculations Report

	TOTALS (\$)	Contracts	TOTALS (\$)	Contracts
2) Total Agency FY Capital Improvements Expenditures for Purchases from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$8,222.72	2	\$26,154.05	5

3) Total Agency FY Capital Improvements Expenditures for Purchases from Minority Business Enterprises (MBE) only.  
 PLEASE CATEGORIZE:

	TOTALS (\$)	Contracts	TOTALS (\$)	Contracts
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)	\$5,558.00	1	\$7,098.00	2
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)				
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)	\$ 5,558.00		\$ 7,098.00	
MBE TOTAL (Lines A - W)	\$ 5,558.00		\$ 7,098.00	

**DEPARTMENT OF ADMINISTRATIVE SERVICES  
SUPPLIER DIVERSITY PROGRAM**

Fiscal Year

2023

**BE SURE TO INCLUDE SUBTOTALS FOR EACH MINORITY CATEGORY ON THIS FORM!!!**  
**SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT FOR REPORTING CAPITAL IMPROVEMENT EXPENDITURES**

FY QUARTER PERIOD: 2nd In reporting data below, does your Agency utilize C.O.R.E.?  YES  NO

If not utilizing C.O.R.E., DID YOU VALIDATE COMPANY AS A CURRENT SBE AND/OR MBE Yes  No  X

Agency Name: Western Connecticut State University				Agency Number: BOR84500-7803
Report Prepared by: Amy Lopez		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
		\$		
Danielle's LLC	PO050370	\$	2,664.72	SB
Kilcourse Specialty Products	BND81997	\$	5,558.00	SB/MB/W
<b>SBE/MBE TOTAL</b>		\$	<b>8,222.72</b>	

*Back-Up Sheets require Totals for each MBE Category*

**SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT**

Fiscal Year Quarter 2nd Qtr Fiscal Year Period:

ENTER THIS QTR- 10/1/22 - 12/31/22

Agency Name:	<span style="background-color: #ADD8E6; padding: 2px;">Western Connecticut State University</span>	Agency Number:	<span style="background-color: #ADD8E6; padding: 2px;">BO</span>
Prepared by:	<span style="background-color: #ADD8E6; padding: 2px;">Amy Lopez</span>	E-mail Address:	<span style="background-color: #ADD8E6; padding: 2px;">lopeza@wcs</span>
Tel. # -	<span style="background-color: #ADD8E6; padding: 2px;">203-837-8657</span>		

1) TOTAL FUNDS AVAILABLE (ALL SOURCES) FROM YOUR ADOPTED BUDGET  
 Page 1 (Summary Page) From The Annual Goals Calculations Report

2) Amount Available for Small/Minority Business Program  
 after DAS APPROVED DEDUCTIONS/EXEMPTIONS

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
	TOTALS (\$)	Contracts
5) Total Agency FY Expenditures for Purchases and Contracts	5,249,290.17	957
6) Total Agency FY Expenditures for Purchases and Contracts from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	72,737.99	17

7) Total Agency FY Expenditures for Purchases and Contracts from Minority Business Enterprises (MBE) only.  
 PLEASE CATEGORIZE:

A) American Indian (N)		
B) Asian (A)		
C) Black (B)		
D) Disabled Individual (D)		
E) Hispanic (H)		
F) Iberian Peninsula (I)	\$ 8,251.08	1
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)	\$ 9,133.70	3
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)		
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)		
<b>DisBE TOTAL (Lines D, G, H, I, J, K, P, S, T, U, V, &amp; W)</b>	<b>\$ -</b>	
<b>WBE TOTAL (Lines L - W)</b>	<b>\$ 9,133.70</b>	<b>3</b>
<b>MBE TOTAL (Lines A - W)</b>	<b>\$ 17,384.78</b>	<b>4</b>

2023

R84500-7803

u.edu

156,418,607.00

9,071,289.00

2,267,822.00

566,955.50

YEAR TO DATE	Number
TOTALS (\$)	Contracts
5,249,290.17	967

523,314.12	27
------------	----

\$ 17,488.45	1
\$ 102,597.15	3
\$ -	
\$ 102,597.15	3
\$ 120,085.60	4

DEPARTMENT OF ADMINISTRATIVE SERVICES  
 SUPPLIER DIVERSITY PROGRAM

Fiscal Year 2023

SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

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

FY QUARTER PERIOD	10/1/22 - 12/31/22	In reporting data below, does your Agency utilize C.O.R.E.?	YES
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"/>			NO <input checked="" type="checkbox"/> X

Agency Name:		Western Connecticut State University	
Report Prepared by:	Amy Lopez		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
Air Temp Mechanical Services	CH083077	\$ 36,837.00	SB
RNB Enterprises	PO050318	\$ 4,600.69	SB
C&C Janitorial	P-Card	\$ 233.71	MB/I
	P-Card	\$ 1,093.43	
	P-Card	\$ 547.34	
	PO050347	\$ 4,352.60	
	PO050264	\$ 2,024.00	
SHI International Corp.	Pcard	\$ 15.98	
Mercury Cabling Systems, LLC	PO050283	\$ 3,000.00	SB
Danielle's LLC	PO050370	\$ 2,664.72	SB
Mazene, Inc.	PO050294	\$ 3,575.70	MB/W
Fire Protection Testing	PO050369	\$ 8,124.00	SB
Ryan Business Systems, Inc.	PO050212	\$ 55.91	MB/SB
	PO050228	\$ 54.91	
Kilcourse Specialty Products	BND81997	\$ 5,558.00	SB/MB/W
		\$ 72,737.99	



*Back-Up Sheets require Totals for each MBE Category*

SMALL/MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT - *for Reporting Capital Improvement Expenditures*

Please submit a digital copy of this form to Joshua.Goldberg@ct.gov and Stanley.Kenton@ct.gov

Fiscal Year Quarter

1ST / 2ND / 3RD / 4TH

Fiscal Year Period

FY23

ENTER THIS QTR-

Agency Name:	Western Connecticut State University	Agency Number:	BOR84500-7803
Prepared by:	Amy Lopez	E-mail Address:	lopez@wcsu.edu
Tel. # -	203-837-8657		

1) TOTAL CAPITAL IMPROVEMENT FUNDS AVAILABLE FROM YOUR ADOPTED BUDGET  
 Page 1 (Summary Page) From The Annual Goals Calculations Report

	TOTALS (\$)	Contracts	TOTALS (\$)	Contracts
2) Total Agency FY Capital Improvements Expenditures for Purchases from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$26,074.30	3	\$52,228.35	8

3) Total Agency FY Capital Improvements Expenditures for Purchases from Minority Business Enterprises (MBE) only.  
 PLEASE CATEGORIZE:

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)	\$944.00	1	\$8,042.00	3
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)				
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)	\$ 944.00		\$ 8,042.00	
MBE TOTAL (Lines A - W)	\$ 944.00		\$ 8,042.00	





*Back-Up Sheets require Totals for each MBE Category*

**SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT**

Fiscal Year Quarter 3rd Qtr Fiscal Year Period:

ENTER THIS QTR- 1/1/23 - 3/31/23

Agency Name:	Western Connecticut State University	Agency Number:	BO
Prepared by:	Amy Lopez	E-mail Address:	lopeza@wcs
Tel. # -	203-837-8657		

- 1) TOTAL FUNDS AVAILABLE (ALL SOURCES) FROM YOUR ADOPTED BUDGET Page 1 (Summary Page) From The Annual Goals Calculations Report
- 2) Amount Available for Small/Minority Business Program after DAS APPROVED DEDUCTIONS/EXEMPTIONS
- 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
	TOTALS (\$)	Contracts
5) Total Agency FY Expenditures for Purchases and Contracts	2,091,931.31	957

6) Total Agency FY Expenditures for Purchases and Contracts from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	117,450.45	10
---	------------	----

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)	\$ 4,149.80	2
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)		
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]	\$ 4,149.80	2
MBE TOTAL (Lines A - W)	\$ 4,149.80	2

2023

R84500-7803  
u.edu

156,418,607.00
9,071,289.00
2,267,822.00
566,955.50

YEAR TO DATE	Number
TOTALS (\$)	Contracts
7,341,221.48	967

640,764.57	37
------------	----

\$	106,746.95	5
\$	-	
\$	106,746.95	5
\$	106,746.95	5

[Empty dashed box]

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

FY QUARTER PERIOD

1/1/23 - 3/31/23

In reporting data below, does your Agency utilize C.O.R.E.?

YES

If not utilizing C.O.R.E. , DID YOU VALIDATE COMPANY AS A CURRENT SBE AND/OR MBE? Yes  X No

Yes  X No

NO X

Agency Name:		Western Connecticut State University		Agency Number:	BOR84500-7803
Report Prepared by:		Amy Lopez		SPECIFY:	
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		
Air Temp Mechanical Services	PO050417	\$ 10,000.00	SB		
	PO050514	\$ 5,590.00			
	PO050529	\$ 7,650.00			
RNB Enterprises	PO050484	\$ 4,677.54	SB		
SHI International Corp.	PO050415	\$ 3,520.00	SB		
Mercury Cabling Systems, LLC	BN230029	\$ 10,584.84	SB		
	PO050452	\$ 35,000.00			
Danielle's LLC	BND83089	\$ 1,890.30	SB		
Mazene, Inc.	PO050248	\$ 3,205.80	MB/W		
Fire Protection Testing	BND83092	\$ 11,533.35	SB		
	PO050457	\$ 8,447.00			
	PO050472	\$ 2,566.12			
	PO050369	\$ 8,124.00			
Kilcourse Specialty Products	PO050521	\$ 944.00	SB/MB/W		
Joseph Merritt & Company, Inc.	PO050423	\$ 1,500.00	SB		
	PO050227	\$ 500.00			
G Force Security LLC	PO050441	\$ 1,417.50	MB/SB		
Page - 2 (Back-Up)	PO050459	\$ 300.00			

	\$	117,450.45	

*Back-Up Sheets require Totals for each MBE Category*

SMALL/MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT - *for Reporting Capital Improvement Expenditures*

Please submit a digital copy of this form to Joshua.Goldberg@ct.gov and Stanley.Kenton@ct.gov

Fiscal Year Quarter

1ST / 2ND / 3RD / 4TH

Fiscal Year Period

FY22

ENTER THIS QTR-

Agency Name:	Western Connecticut State University	Agency Number:	BOR84500-7803
Prepared by:	Amy Lopez	E-mail Address:	lopez@wcsu.edu
Tel. # -	203-837-8657		

1) TOTAL CAPITAL IMPROVEMENT FUNDS AVAILABLE FROM YOUR ADOPTED BUDGET  
 Page 1 (Summary Page) From The Annual Goals Calculations Report

	TOTALS (\$)	Contracts	TOTALS (\$)	Contracts
2) Total Agency FY Capital Improvements Expenditures for Purchases from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$137,057.69	5	\$869,523.30	12

3) Total Agency FY Capital Improvements Expenditures for Purchases from Minority Business Enterprises (MBE) only.

PLEASE CATEGORIZE:

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)	\$21,822.00	1	\$36,726.00	3
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)				
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)	\$ 21,822.00		\$ 36,726.00	
MBE TOTAL (Lines A - W)	\$ 21,822.00		\$ 36,726.00	



*Back-Up Sheets require Totals for each MBE Category*

**SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT**

Fiscal Year Quarter

4th Qtr

Fiscal Year Period:

2022

ENTER THIS QTR-

Agency Name:	Western Connecticut State University	Agency Number:	BOR84500-7803
Prepared by:	Amy Lopez	E-mail Address:	lopeza@wcsu.edu
Tel. # -	203-837-8657		

1) TOTAL FUNDS AVAILABLE (ALL SOURCES) FROM YOUR ADOPTED BUDGET Page 1 (Summary Page) From The Annual Goals Calculations Report	133,124,214.00
2) Amount Available for Small/Minority Business Program after DAS APPROVED DEDUCTIONS/EXEMPTIONS	626,801.00
3) 25% of line # 2 Total - Set Aside - Small/Minority Business Enterprises (Combined)	156,700.00
4) 25% of line # 3 Total- Set Aside - Minority Business Enterprises only	39,175.00

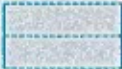
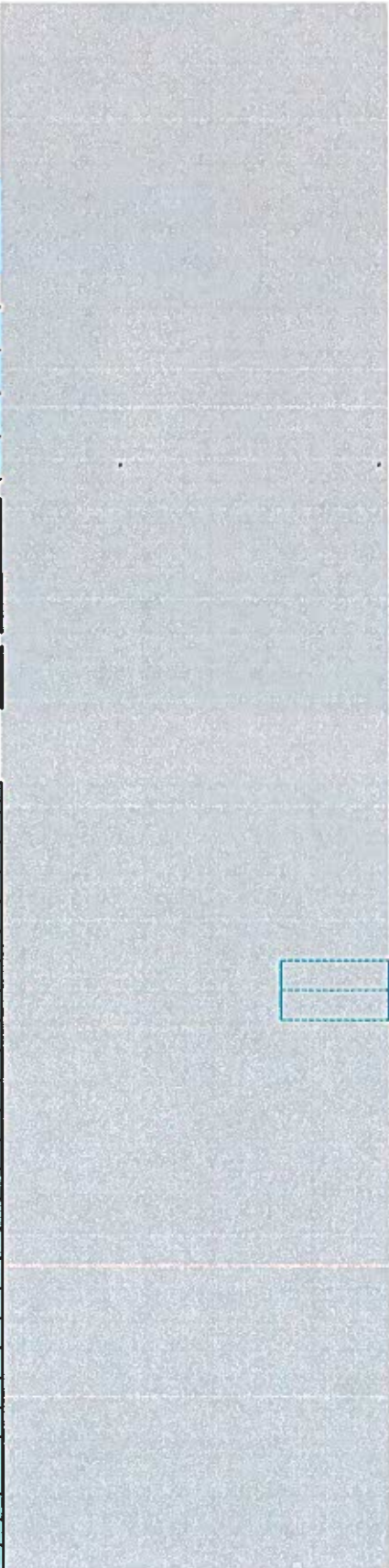
	QUARTER	Number	YEAR TO DATE
	TOTALS (\$)	Contracts	TOTALS (\$)
5) Total Agency FY Expenditures for Purchases and Contracts	7,455,987.51	1,680	19,896,900.90
6) Total Agency FY Expenditures for Purchases and Contracts from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	183,894.43	13	1,478,935.66

7) Total Agency FY Expenditures for Purchases and Contracts from Minority Business Enterprises (MBE) only. PLEASE CATEGORIZE:			
A) American Indian (N)			
B) Asian (A)			
C) Black (B)			
D) Disabled Individual (D)			
E) Hispanic (H)			
F) Iberian Peninsula (I)	\$ 12,328.43	1	\$ 33,860.51
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)	\$ 56,254.50	2	\$ 256,534.93
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)			
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)	\$ 56,254.50	2	\$ 256,534.93
MBE TOTAL (Lines A - W)	\$ 68,582.93	3	\$ 290,395.44



<b>Number</b>
<b>Contracts</b>
1,786
66

1
5
5
6



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 4/1/22 - 6/30/22 In reporting data below, does your Agency utilize C.O.R.E.? **YES**  
 If not utilizing C.O.R.E., DID YOU VALIDATE COMPANY AS A CURRENT SBE AND/OR MBE? Yes X No NO X

Agency Name: Western Connecticut State University		Agency Number: BOR84500-7803	
Report Prepared by: Amy Lopez		SPECIFY:	
CERTIFIED VENDORS ONLY			
(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
Young Developers	BN085688	\$ 34,142.00	SB
RNB Enterprises	P-card	\$ 295.00	SB
C&C Janitorial	P-Card	\$ 3,987.38	MB/I
	P-Card	\$ 321.96	
Joseph Merritt & Company, Inc.	PO049767	\$ 3,000.00	SB
Mercury Cabling Systems, LLC	CH083050	\$ 6,612.53	SB
	PO049252	\$ 10,000.00	
	BND83061	\$ 1,276.25	
	PO049895	\$ 9,608.00	
Danielle's LLC	PO049895	\$ 8,731.70	SB
	PO049903	\$ 5,276.00	
	PO049795	\$ 28,769.00	
	CH083054	\$ 16,840.00	
Mazene, Inc.	PO049415	\$ 15,000.00	MB/W
InfoShred, LLC	PO049500	\$ 500.00	MB/SB
Fire Protection Testing	PO049733	\$ 2,632.14	SB
	PO049765	\$ 20,543.07	
	PO049766	\$ 991.46	
	PO049769	\$ 868.50	

	PO049790	\$	2,949.57	
Flow Tech, Inc.	PO049855	\$	467.95	SB
G Force Security LLC	PO049706	\$	1,265.00	MB/SB
	PO049921	\$	5,400.00	
Ryan Business Systems, Inc.	PO049202	\$	150.00	MB/SB
	PO049202	\$	1,208.92	
Coach Tours	PO049776	\$	3,058.00	MB/W
		\$	<b>183,894.43</b>	

## Western Connecticut State University - Keisha Stokes

---

**FROM:** POSTMASTER  
**CREATED BY:** POSTMASTER  
**SENT:** Monday, March 6, 2023 11:05:00 AM

**TO:** Western Connecticut State University - Keisha Stokes  
**SUBJECT:** New Job Orders added to System

The following Job Order(s) have been added to the CTHires.

Job(s) information:

Job #: 1033064

Job Title: Assistant Professor, Internship Coordinator-Tenure Track - Health Promotion and Exercise Science

Current Status: Veteran Hold

When a job order is entered in CTHires it is placed on Vet Hold status, meaning that only registered veterans who are logged into CTHires can view the job order for a 24 hour period. This process allows Veterans to receive priority of service on all jobs. After the 24 hour period, the job is released and viewable to all job seekers.

This is an automated email notification. Please do not respond.

**Western Connecticut State University - Keisha Stokes**

---

**FROM:** POSTMASTER**CREATED BY:** POSTMASTER**SENT:** Monday, March 6, 2023 10:35:00 AM**TO:** Western Connecticut State University - Keisha Stokes**SUBJECT:** New Job Orders added to System

The following Job Order(s) have been added to the CTHires.

Job(s) information:

Job #: 1033061

Job Title: Assistant Professor, Counselor Education - Education & Educational Psychology

Current Status: Veteran Hold

When a job order is entered in CTHires it is placed on Vet Hold status, meaning that only registered veterans who are logged into CTHires can view the job order for a 24 hour period. This process allows Veterans to receive priority of service on all jobs. After the 24 hour period, the job is released and viewable to all job seekers.

This is an automated email notification. Please do not respond.

## Western Connecticut State University - Keisha Stokes

---

**FROM:** POSTMASTER

**CREATED BY:** POSTMASTER

**SENT:** Wednesday, March 1, 2023 3:01:00 PM

**TO:** Western Connecticut State University - Keisha Stokes

**SUBJECT:** New Job Orders added to System

The following Job Order(s) have been added to the CTHires.

Job(s) information:

Job #: 1032313

Job Title: CSCU Administrative Assistant - Finance & Administration

Current Status: Veteran Hold

When a job order is entered in CTHires it is placed on Vet Hold status, meaning that only registered veterans who are logged into CTHires can view the job order for a 24 hour period. This process allows Veterans to receive priority of service on all jobs. After the 24 hour period, the job is released and viewable to all job seekers.

This is an automated email notification. Please do not respond.

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**Western Connecticut State University - Keisha Stokes**

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**FROM:** POSTMASTER

**CREATED BY:** POSTMASTER

**SENT:** Wednesday, March 1, 2023 2:46:00 PM

**TO:** Western Connecticut State University - Keisha Stokes

**SUBJECT:** New Job Orders added to System

The following Job Order(s) have been added to the CTHires.

Job(s) information:

Job #: 1032312

Job Title: Head Coach, Womens Lacrosse - Intercollegiate Athletics

Current Status: Veteran Hold

When a job order is entered in CTHires it is placed on Vet Hold status, meaning that only registered veterans who are logged into CTHires can view the job order for a 24 hour period. This process allows Veterans to receive priority of service on all jobs. After the 24 hour period, the job is released and viewable to all job seekers.

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**Western Connecticut State University - Keisha Stokes**

---

**FROM:** POSTMASTER

**CREATED BY:** POSTMASTER

**SENT:** Wednesday, March 1, 2023 2:23:00 PM

**TO:** Western Connecticut State University - Keisha Stokes

**SUBJECT:** New Job Orders added to System

The following Job Order(s) have been added to the CTHires.

Job(s) information:

Job #: 1032307

Job Title: Assistant Director of Publications & Design -Communications & Marketing

Current Status: Veteran Hold

When a job order is entered in CTHires it is placed on Vet Hold status, meaning that only registered veterans who are logged into CTHires can view the job order for a 24 hour period. This process allows Veterans to receive priority of service on all jobs. After the 24 hour period, the job is released and viewable to all job seekers.

This is an automated email notification. Please do not respond.

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**Western Connecticut State University - Keisha Stokes**

---

**FROM:** POSTMASTER**CREATED BY:** POSTMASTER**SENT:** Monday, January 30, 2023 11:27:00 AM**TO:** Western Connecticut State University - Keisha Stokes**SUBJECT:** New Job Orders added to System

The following Job Order(s) have been added to the CTHires.

Job(s) information:

Job #: 1025507

Job Title: Assistant Director - Academic Advisement Center

Current Status: Veteran Hold

When a job order is entered in CTHires it is placed on Vet Hold status, meaning that only registered veterans who are logged into CTHires can view the job order for a 24 hour period. This process allows Veterans to receive priority of service on all jobs. After the 24 hour period, the job is released and viewable to all job seekers.

This is an automated email notification. Please do not respond.

**Western Connecticut State University - Keisha Stokes**

---

**FROM:** POSTMASTER**CREATED BY:** POSTMASTER**SENT:** Monday, January 30, 2023 11:44:00 AM**TO:** Western Connecticut State University - Keisha Stokes**SUBJECT:** New Job Orders added to System

The following Job Order(s) have been added to the CTHires.

Job(s) information:

Job #: 1025512

Job Title: Assistant Director, Kathwari Honors Program - Division of Academic Affairs

Current Status: Veteran Hold

When a job order is entered in CTHires it is placed on Vet Hold status, meaning that only registered veterans who are logged into CTHires can view the job order for a 24 hour period. This process allows Veterans to receive priority of service on all jobs. After the 24 hour period, the job is released and viewable to all job seekers.

This is an automated email notification. Please do not respond.

**Western Connecticut State University - Keisha Stokes**

---

**FROM:** POSTMASTER**CREATED BY:** POSTMASTER**SENT:** Wednesday, December 28, 2022 9:48:00 AM**TO:** Western Connecticut State University - Keisha Stokes**SUBJECT:** New Job Orders added to System

The following Job Order(s) have been added to the CTHires.

Job(s) information:

Job #: 1009620

Job Title: Environmental Health &amp; Safety Coordinator

Current Status: Veteran Hold

When a job order is entered in CTHires it is placed on Vet Hold status, meaning that only registered veterans who are logged into CTHires can view the job order for a 24 hour period. This process allows Veterans to receive priority of service on all jobs. After the 24 hour period, the job is released and viewable to all job seekers.

This is an automated email notification. Please do not respond.

**Western Connecticut State University - Keisha Stokes**

---

**FROM:** POSTMASTER**CREATED BY:** POSTMASTER**SENT:** Wednesday, December 28, 2022 10:20:00 AM**TO:** Western Connecticut State University - Keisha Stokes**SUBJECT:** New Job Orders added to System

The following Job Order(s) have been added to the CTHires.

Job(s) information:

Job #: 1009622

Job Title: Associate Dean - Macricostas School of Arts

Current Status: Veteran Hold

When a job order is entered in CTHires it is placed on Vet Hold status, meaning that only registered veterans who are logged into CTHires can view the job order for a 24 hour period. This process allows Veterans to receive priority of service on all jobs. After the 24 hour period, the job is released and viewable to all job seekers.

This is an automated email notification. Please do not respond.

**Western Connecticut State University - Keisha Stokes**

---

**FROM:** POSTMASTER**CREATED BY:** POSTMASTER**SENT:** Wednesday, December 28, 2022 10:41:00 AM**TO:** Western Connecticut State University - Keisha Stokes**SUBJECT:** New Job Orders added to System

The following Job Order(s) have been added to the CTHires.

Job(s) information:

Job #: 1009623

Job Title: Assistant Professor - Computer Science, Macricostas School of Arts &amp; Sciences

Current Status: Veteran Hold

When a job order is entered in CTHires it is placed on Vet Hold status, meaning that only registered veterans who are logged into CTHires can view the job order for a 24 hour period. This process allows Veterans to receive priority of service on all jobs. After the 24 hour period, the job is released and viewable to all job seekers.

This is an automated email notification. Please do not respond.

**Western Connecticut State University - Keisha Stokes**

---

**FROM:** POSTMASTER**CREATED BY:** POSTMASTER**SENT:** Monday, December 12, 2022 4:54:00 PM**TO:** Western Connecticut State University - Keisha Stokes**SUBJECT:** New Job Orders added to System

The following Job Order(s) have been added to the CTHires.

Job(s) information:

Job #: 1007070

Job Title: Fire Safety University Assistant (Part Time-19 Hours per week) - Environmental Health &amp; Safety

Current Status: Veteran Hold

When a job order is entered in CTHires it is placed on Vet Hold status, meaning that only registered veterans who are logged into CTHires can view the job order for a 24 hour period. This process allows Veterans to receive priority of service on all jobs. After the 24 hour period, the job is released and viewable to all job seekers.

This is an automated email notification. Please do not respond.

## WCSU Clerical Job Opening - Multiple Openings

Peggy Boyle <boylep@wcsu.edu>

Mon 11/14/2022 11:28 AM

To: Ellen Ober <obere@wcsu.edu>; Karen Muffatti <muffattik@wcsu.edu>; Kadie Rajcok <rajcokk@wcsu.edu>; Victoria Hunter <hunternv@wcsu.edu>; Christine Hoy <hoyc@wcsu.edu>; Danielle King <kingd@wcsu.edu>; Merisa Williams <williamsm@wcsu.edu>; Krista Brooks <brooksk@wcsu.edu>; Iliana Rodriguez <rodriguezr@wcsu.edu>; Sheryl Scott <scottse@wcsu.edu>; Elizabeth Koschel <koschele@wcsu.edu>; Mary Pupazzoni <pupazzonim@wcsu.edu>; Charlene Parks <parksc@wcsu.edu>; Therese Richardson <richardsont@wcsu.edu>; Christine Hagan <haganc@wcsu.edu>; Judy McGee <mcgeej@wcsu.edu>; Kathleen Genesse-Morey <moreyk@wcsu.edu>; Kim Spinelli <spinellik@wcsu.edu>; Mary Champion <championm@wcsu.edu>; Dawn Lipke <lipked@wcsu.edu>  
Cc: afscme478@gmail.com <afscme478@gmail.com>; Peggy Boyle <boylep@wcsu.edu>

WCSU has the following Clerical positions available. Please share with anyone you know who is currently looking for a position.

- School of Visual & Performing Arts - Administrative Assistant
- Music - Secretary 2
- Admissions - Office Assistant (two positions)

I am also working on two more positions - Biology - Secretary 2 and Financial Aid - Secretary 1 - these positions are not posted yet but will be soon. I will send another message out once they are posted.

In addition to being posted on JobAps <https://www.jobapscloud.com/ct/> this position is also listed on our WCSU Employment Opportunities website at <https://www.wcsu.edu/hr/employment/current-opportunities/>

Be sure to sign up for e-alerts so you don't miss any job postings or exam announcements. This can be done through the DAS JobAps website <https://www.jobapscloud.com/ct/> under: Interest Cards area: <https://www.jobapscloud.com/CT/auditor/ChooseGroups.asp>

Feel free to contact me should you have any questions.

Thanks, Peggy

---

PEGGY BOYLE She/Her/Hers

University HR Administrator - Recruitment & Labor Relations

**Direct:** 203.837.8662 | **Fax:** 203.837.8613

✉ [boylep@wcsu.edu](mailto:boylep@wcsu.edu) HR Website: [www.wcsu.edu/hr](http://www.wcsu.edu/hr)

WCSU FOIA Requests: [FOIARequest@wcsu.edu](mailto:FOIARequest@wcsu.edu)

CONFIDENTIALITY NOTICE: This e-mail message is intended only for the above-mentioned recipient(s). Its content may be confidential. If you have received this e-mail by error, please notify me immediately and delete it without making a copy, nor disclosing its content, nor taking any action based thereon. Thank you.

## WCSU - Internal Position Announcement - Administrative Services - Materials Storage Supervisor 2

Peggy Boyle <boylep@wcsu.edu>

Wed 11/16/2022 4:58 PM

To: Blanca Alvarez <alvarezb@wcsu.edu>; Antonio Alves <alvesa@wcsu.edu>; Moises Alves <alvesm@wcsu.edu>; Giuseppe Arrigo <arrigog@wcsu.edu>; Climaco Arteaga <arteagacp@wcsu.edu>; John Barletta <barlettaj@wcsu.edu>; Kyle Brennan <brennank@wcsu.edu>; Emperatriz Cadme <cadmee@wcsu.edu>; Nicholas Cartwright <cartwrightn@wcsu.edu>; Travis Cassidy <cassidyt@wcsu.edu>; Gladis Castro <castrog@wcsu.edu>; Frank Conte <contef@wcsu.edu>; Richard DaSilva <dasilvar@wcsu.edu>; Derrick Davis <davisde@wcsu.edu>; Fabio DeSousa <desousaf@wcsu.edu>; Nelson Dovale <dovalen@wcsu.edu>; Michael Elam <elammj@wcsu.edu>; Scott Elliott <elliotts@wcsu.edu>; Michael Ercoli <ercolim@wcsu.edu>; Angelina Espinal <espinala@wcsu.edu>

Cc: Brendan Leddy <leddyb@wcsu.edu>; William McDevitt <mcdevittw@wcsu.edu>; Deryl Walker (dwalker@ceui.org) <dwalker@ceui.org>; Jesenia Minier <minierj@wcsu.edu>; Keisha Stokes <stokesk@wcsu.edu>; Amy Lopez <lopeza@wcsu.edu>; Kevin Koschel <koschelk@wcsu.edu>; Peggy Boyle <boylep@wcsu.edu>

SUPERVISORS/DEPT. SUPPORT STAFF - PLEASE POST ON BULLETIN BOARDS FOR YOUR RESPECTIVE AREAS.

Western Connecticut State University has posted the **INTERNAL Position Announcement** for the **Administrative Services - Materials Storage Supervisor 2** position on the Department of Administrative Services (DAS) Recruitment site for **Open Only to Agency Employees** <https://www.jobapscloud.com/ct/> (Scroll to second section from bottom of page - purple section.)

### JobAps Posting Link:

**Materials Storage Supervisor 2:** <https://www.jobapscloud.com/CT/sup/bulpreview.asp?R1=221110&R2=5563TC&R3=001> **Application Deadline: Friday, December 2, 2022.**

**To Apply:** If you wish to apply for this position, you must follow the application process via **JobAps** as indicated on the job posting. I recommend completing the one-time Master Application, save this to your personal JobAps Account, then you can submit your application to the position above and use it for future application submissions as well.

Please let me know if you have any questions.

Thanks, Peggy

---

PEGGY BOYLE She/Her/Hers

University HR Administrator – Recruitment & Labor Relations

**Direct:** 203.837.8662 | **Fax:** 203.837.8613

✉ [boylep@wcsu.edu](mailto:boylep@wcsu.edu) HR Website: [www.wcsu.edu/hr](http://www.wcsu.edu/hr)

WCSU FOIA Requests: [FOIARequest@wcsu.edu](mailto:FOIARequest@wcsu.edu)

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**WCSU - External Position Announcement - EFS - Boiler House - QCW HVACR**

Peggy Boyle &lt;boylep@wcsu.edu&gt;

Wed 11/16/2022 4:52 PM

To: Blanca Alvarez <alvarezb@wcsu.edu>; Antonio Alves <alvesa@wcsu.edu>; Moises Alves <alvesm@wcsu.edu>; Giuseppe Arrigo <arrigog@wcsu.edu>; Climaco Arteaga <arteagacp@wcsu.edu>; John Barletta <barlettaj@wcsu.edu>; Kyle Brennan <brennank@wcsu.edu>; Emperatriz Cadme <cadmee@wcsu.edu>; Nicholas Cartwright <cartwrightn@wcsu.edu>; Travis Cassidy <cassidy@wcsu.edu>; Gladis Castro <castrog@wcsu.edu>; Frank Conte <contef@wcsu.edu>; Richard DaSilva <dasilvar@wcsu.edu>; Derrick Davis <davisde@wcsu.edu>; Fabio DeSousa <desousaf@wcsu.edu>; Nelson Dovale <dovalen@wcsu.edu>; Michael Elam <elammj@wcsu.edu>; Scott Elliott <elliotts@wcsu.edu>; Michael Ercoli <ercolim@wcsu.edu>; Angelina Espinal <espinala@wcsu.edu>

Cc: Michael Spremulli <spremullim@wcsu.edu>; Brendan Leddy <leddyb@wcsu.edu>; William McDevitt <mcdevittw@wcsu.edu>; Deanna Cibery-Schaab <schaabd@wcsu.edu>; Irene Aspras <asprasi@wcsu.edu>; Peggy Boyle <boylep@wcsu.edu>; Deryl Walker <dwalker@ceui.org>; Jesenia Minier <minierj@wcsu.edu>; Keisha Stokes <stokesk@wcsu.edu>

SUPERVISORS/DEPT. SUPPORT STAFF - PLEASE POST ON BULLETIN BOARDS FOR YOUR RESPECTIVE AREAS.

Western Connecticut State University has posted the **External Position Announcement** for one position in the **Boiler House - QCW HVACR** on the Department of Administrative Services (DAS) Recruitment site for **Open to the Public** section <https://www.jobapscloud.com/ct/> Please feel free to share if you know of anyone looking for an HVAC position.

**JobAps Posting Links:**

**QCW HVACR:** [https://www.jobapscloud.com/CT/sup/bulpreview.asp?](https://www.jobapscloud.com/CT/sup/bulpreview.asp?R1=221116&R2=6823FM&R3=001)

[R1=221116&R2=6823FM&R3=001](https://www.jobapscloud.com/CT/sup/bulpreview.asp?R1=221116&R2=6823FM&R3=001) **Application Deadline: Thursday, December 1, 2022.**

**To Apply:** If you wish to apply for this position, you must follow the application process via **JobAps** as indicated on the job posting. I recommend completing the one-time Master Application, save this to your personal JobAps Account, then you can submit your application to the position above and use it for future application submissions as well.

Please let me know if you have any questions.

Thanks, Peggy

---

PEGGY BOYLE She/Her/Hers

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✉ [boylep@wcsu.edu](mailto:boylep@wcsu.edu) HR Website: [www.wcsu.edu/hr](http://www.wcsu.edu/hr)

WCSU FOIA Requests: [FOIARequest@wcsu.edu](mailto:FOIARequest@wcsu.edu)

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## WCSU Clerical Job Opening - Multiple Openings

Peggy Boyle <boylep@wcsu.edu>

Mon 11/28/2022 12:12 PM

To: Ellen Ober <obere@wcsu.edu>; Karen Muffatti <muffattik@wcsu.edu>; Kadie Rajcok <rajcokk@wcsu.edu>; Victoria Hunter <hunterm@wcsu.edu>; Christine Hoy <hoyc@wcsu.edu>; Danielle King <kingd@wcsu.edu>; Merisa Williams <williamsm@wcsu.edu>; Krista Brooks <brooksk@wcsu.edu>; Iliana Rodriguez <rodriguez@wcsu.edu>; Sheryl Scott <scottse@wcsu.edu>; Elizabeth Koschel <koschele@wcsu.edu>; Mary Pupazzoni <pupazzonim@wcsu.edu>; Charlene Parks <parksc@wcsu.edu>; Therese Richardson <richardsont@wcsu.edu>; Christine Hagan <haganc@wcsu.edu>; Judy McGee <mcgee@wcsu.edu>; Kathleen Genesse-Morey <moreyk@wcsu.edu>; Kim Spinelli <spinellik@wcsu.edu>; Mary Champion <championm@wcsu.edu>; Dawn Lipke <lipked@wcsu.edu>  
Cc: afscme478@gmail.com <afscme478@gmail.com>; Peggy Boyle <boylep@wcsu.edu>

WCSU has the following Clerical positions available. Please share with anyone you know who is currently looking for a position.

- Biology – Secretary 2 (*will go live at 2 p.m. today*)
- Financial Aid & Student Employment – Secretary 1

In addition to being posted on JobAps <https://www.jobapscloud.com/ct/> these positions are also listed on our WCSU Employment Opportunities website at <https://www.wcsu.edu/hr/employment/current-opportunities/>

Be sure to sign up for e-alerts so you don't miss any job postings or exam announcements. This can be done through the DAS JobAps website <https://www.jobapscloud.com/ct/> under: Interest Cards area: <https://www.jobapscloud.com/CT/auditor/ChooseGroups.asp>

Feel free to contact me should you have any questions.

Thanks, Peggy

---

PEGGY BOYLE She/Her/Hers

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✉ [boylep@wcsu.edu](mailto:boylep@wcsu.edu) HR Website: [www.wcsu.edu/hr](http://www.wcsu.edu/hr)

WCSU FOIA Requests: [FOIARequest@wcsu.edu](mailto:FOIARequest@wcsu.edu)

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**Western Connecticut State University - Keisha Stokes**

---

**FROM:** POSTMASTER**CREATED BY:** POSTMASTER**SENT:** Wednesday, November 9, 2022 12:15:00 PM**TO:** Western Connecticut State University - Keisha Stokes**SUBJECT:** New Job Orders added to System

The following Job Order(s) have been added to the CTHires.

Job(s) information:

Job #: 981915

Job Title: Assistant Bursar (Collections) - Finance and Administration - Cashier's Office

Current Status: Veteran Hold

When a job order is entered in CTHires it is placed on Vet Hold status, meaning that only registered veterans who are logged into CTHires can view the job order for a 24 hour period. This process allows Veterans to receive priority of service on all jobs. After the 24 hour period, the job is released and viewable to all job seekers.

This is an automated email notification. Please do not respond.

## Western Connecticut State University - Keisha Stokes

---

**FROM:** POSTMASTER  
**CREATED BY:** POSTMASTER  
**SENT:** Tuesday, October 18, 2022 12:51:00 PM

**TO:** Western Connecticut State University - Keisha Stokes  
**SUBJECT:** New Job Orders added to System

The following Job Order(s) have been added to the CTHires.

Job(s) information:

Job #: 977375

Job Title: Assistant Professor - Counselor Education - Education & Educational Psychology

Current Status: Veteran Hold

When a job order is entered in CTHires it is placed on Vet Hold status, meaning that only registered veterans who are logged into CTHires can view the job order for a 24 hour period. This process allows Veterans to receive priority of service on all jobs. After the 24 hour period, the job is released and viewable to all job seekers.

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## Western Connecticut State University - Keisha Stokes

---

**FROM:** POSTMASTER

**CREATED BY:** POSTMASTER

**SENT:** Thursday, October 13, 2022 2:03:00 PM

**TO:** Western Connecticut State University - Keisha Stokes

**SUBJECT:** New Job Orders added to System

The following Job Order(s) have been added to the CTHires.

Job(s) information:

Job #: 976662

Job Title: Assistant Professor-Counselor Education (Tenure Track) - Education & Educational Psychology

Current Status: Veteran Hold

When a job order is entered in CTHires it is placed on Vet Hold status, meaning that only registered veterans who are logged into CTHires can view the job order for a 24 hour period. This process allows Veterans to receive priority of service on all jobs. After the 24 hour period, the job is released and viewable to all job seekers.

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**Western Connecticut State University - Keisha Stokes**

---

**FROM:** POSTMASTER**CREATED BY:** POSTMASTER**SENT:** Tuesday, October 11, 2022 2:07:00 PM**TO:** Western Connecticut State University - Keisha Stokes**SUBJECT:** New Job Orders added to System

The following Job Order(s) have been added to the CTHires.

Job(s) information:

Job #: 976203

Job Title: Assistant Director - Facilities Planning &amp; Engineering

Current Status: Veteran Hold

When a job order is entered in CTHires it is placed on Vet Hold status, meaning that only registered veterans who are logged into CTHires can view the job order for a 24 hour period. This process allows Veterans to receive priority of service on all jobs. After the 24 hour period, the job is released and viewable to all job seekers.

This is an automated email notification. Please do not respond.

**Western Connecticut State University - Keisha Stokes**

---

**FROM:** POSTMASTER**CREATED BY:** POSTMASTER**SENT:** Tuesday, October 11, 2022 1:47:00 PM**TO:** Western Connecticut State University - Keisha Stokes**SUBJECT:** New Job Orders added to System

The following Job Order(s) have been added to the CTHires.

Job(s) information:

Job #: 976191

Job Title: Network Infrastructure Administrator - Information Technology &amp; Innovation

Current Status: Veteran Hold

When a job order is entered in CTHires it is placed on Vet Hold status, meaning that only registered veterans who are logged into CTHires can view the job order for a 24 hour period. This process allows Veterans to receive priority of service on all jobs. After the 24 hour period, the job is released and viewable to all job seekers.

This is an automated email notification. Please do not respond.

## Western Connecticut State University - Keisha Stokes

---

**FROM:** POSTMASTER

**CREATED BY:** POSTMASTER

**SENT:** Friday, July 22, 2022 10:27:00 AM

**TO:** Western Connecticut State University - Keisha Stokes

**SUBJECT:** New Job Orders added to System

The following Job Order(s) have been added to the CTHires.

Job(s) information:

Job #: 928049

Job Title: Regional School Safety Coordinators - Center for School Safety & Crisis Preparation (Multiple Positions)

Current Status: Veteran Hold

When a job order is entered in CTHires it is placed on Vet Hold status, meaning that only registered veterans who are logged into CTHires can view the job order for a 24 hour period. This process allows Veterans to receive priority of service on all jobs. After the 24 hour period, the job is released and viewable to all job seekers.

This is an automated email notification. Please do not respond.



## Western Connecticut State University - Keisha Stokes

---

**FROM:** POSTMASTER

**CREATED BY:** POSTMASTER

**SENT:** Thursday, March 24, 2022 4:36:00 PM

**TO:** Western Connecticut State University - Keisha Stokes

**SUBJECT:** New Job Orders added to System

The following Job Order(s) have been added to the CTHires.

Job(s) information:

Job #: 877647

Job Title: Assistant to the Director/Resident Director (Multiple 10-month Positions Available) - Housing & Residence Life

Current Status: Veteran Hold

When a job order is entered in CTHires it is placed on Vet Hold status, meaning that only registered veterans who are logged into CTHires can view the job order for a 24 hour period. This process allows Veterans to receive priority of service on all jobs. After the 24 hour period, the job is released and viewable to all job seekers.

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---

## Western Connecticut State University - Keisha Stokes

---

**FROM:** POSTMASTER

**CREATED BY:** POSTMASTER

**SENT:** Monday, June 20, 2022 9:11:00 AM

**TO:** Western Connecticut State University - Keisha Stokes

**SUBJECT:** New Job Orders added to System

The following Job Order(s) have been added to the CTHires.

Job(s) information:

Job #: 925687

Job Title: Athletic Trainer, Coach II - Intercollegiate Athletics

Current Status: Veteran Hold

When a job order is entered in CTHires it is placed on Vet Hold status, meaning that only registered veterans who are logged into CTHires can view the job order for a 24 hour period. This process allows Veterans to receive priority of service on all jobs. After the 24 hour period, the job is released and viewable to all job seekers.

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## ODE - DEI Recruitment List Serv



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Bronx, NY (Co-OP City Branch)  
Bronx, NY (Parkchester Branch)  
Brunswick County - NC  
Burlington/Alamance County - NC  
Camden County - NC  
Charlotte/Mecklenburg County  
Chicago Southside Branch - IL  
Corona, NY  
Dane County - WI  
Denver, CO  
Durham County - NC  
Harrisonburg, VA  
Henry County - GA  
Honolulu, HI  
Long Island City, NY (Astoria Branch)

Metropolitan Kalamazoo, MI  
Montgomery County - MD  
New York, NY (Mid-Manhattan)  
Norristown, PA  
Norwalk, CT  
Omaha, NE  
Richmond, VA  
Southern Burlington County - NJ  
St. Albans, NY (Jamaica, NY Branch)  
Stamford, CT  
Virginia Beach, VA

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Barbara McNamara - Boston College  
Carolyn Slaboden - Wellesley College  
Diaman Amsler - College of the Desert

Diana Prieto - Colorado State University

Elissa Silverman - Wentworth Institute of Technology

Heidi Jacques - Saint Joseph's College of Maine

Judith M. Caldwell - Norfolk State University

Lindsay Diefenderfer - Auburn University at Montgomery

Lois Bowie - Texas College

Marsha Stack-Sylvia - Cape Cod Community College

Rochelle Davies - University of Waterloo

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Sue Arslanian - Gordon-Conwell Theological Seminary

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Section D

Element No. 4

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**ASSIGNMENT OF  
RESPONSIBILITY &  
MONITORING**

Sec. 46a-68-81

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### **Assignment of Responsibility and Monitoring**

Under Section 46a-68-81(a) of the Affirmative Action Regulations of Connecticut State Agencies, the Connecticut State Colleges and Universities (CSCU) has appointed the President of Western Connecticut State University as the appointing authority and has assumed ultimate responsibility for developing, implementing and monitoring the University's Affirmative Action Plan ("Plan"). The President has also assumed accountability for the success and/or failure of the Plan.

(b) Subject to the provisions of Chapters 67 and 68 of the Connecticut General Statutes, the appointing authority may assign to any employee such duties and responsibilities necessary for the development and implementation of the Plan. In keeping with the aforementioned, the President appointed, during the reporting period, an Interim Chief Diversity Officer until the recruitment was concluded for the newly appointed Chief Diversity Officer, effective July 7, 2017. The Chief Diversity Officer has various duties and responsibilities necessary for the development, implementation and monitoring of the Plan. The Chief Diversity Officer, reports directly to the President, and has been designated by the President as the President's designee to serve as the University's full-time advisor to the President on affirmative action, discrimination, equal employment opportunity, cultural diversity, sexual awareness and prevention action (under guidance from the Title IX of the Educational Amendment Act of 1972) and other related matters. To acquaint employees as well as executives (and Presidential Cabinet members) with their specific responsibilities under the Plan, the Chief Diversity Officer shall schedule regular meetings that emphasize:

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. The review of the affirmative action plan; and
5. Identification of obstacles in meeting the goals of the Plan.

(c) The President has committed to the employment of a full-time Chief Diversity Officer, and as the Presidential designee, has full resources of the University to carry out its affirmative action mission. The Chief Diversity Officer reports directly to the President on all matters concerning the Plan and other related matters, and has full access to all records and personnel necessary for the effective performance of duties. The President has also provided the necessary authority to the Chief Diversity Officer to carry out effective affirmative action, cultural diversity, sexual awareness and prevention action (under guidance from the Title IX of the Educational Amendment Act of 1972) and other related programs and initiatives. In addition, the Chief Human Resources Officer has been assigned, by the President, to ensure that personnel functions of the University are compatible with the University's affirmative action mission, and to actively assist the Chief Diversity Officer in all areas, as necessary, in the discharging of the said duties. The President is readily accessible, formally and informally, to meet with the Chief Diversity Officer, as the need may arise. An open-door practice is in place.

In addition to meeting on an “as needed” basis, the President and the Chief Diversity Officer and the Executive Cabinet meet on the third Thursday of each month, to discuss affirmative action issues. The Chief Diversity Officer shall, at a minimum:

1. To develop, maintain and monitor the University’s Affirmative Action Plan (“Plan”) and to take corrective steps regarding the development and execution of programs, practices, goals and timetables, should an evaluation disclose that the Plan is not progressing as anticipated, or is not in accordance with the Affirmative Action Regulations by State Government, enforced by the Commission on Human Rights and Opportunities;
2. Initiate and maintain contact with recruiting sources and organizations serving members of protected classes;
3. Inform the agency of developments in affirmative action law; and
4. Mitigate any discriminatory conduct and investigate discrimination complaints.

The Chief Diversity Officer is responsible for the development, administration, maintenance, and monitoring of the Plan, and is actively involved in the campus hiring process including: advertising to fill position vacancies; initiating and maintaining contact with recruiting sources, the community or other organizations serving members of protected classes; promoting the concept of affirmative action, equal employment opportunity, disability awareness and multiculturalism in the various University programs, initiatives and services; informing the University community of the availability of resources and services; investigating employment complaints; attempting to secure informal resolutions for discrimination complaints; providing consultation in the capacity of the Americans with Disabilities Act and Title IX Coordinator for the University as well as a full-time advisor to the President. The Chief Diversity Officer performs other responsibilities and duties, as required and necessary. The President ensures that the necessary resources for the performance of duties is available. The direct reporting of the Chief Diversity Officer to the President is, and shall remain, a constant.

- (d) In accordance with the Affirmative Action Regulations, the feasibility of an employee advisory committee was considered. No committee was designated as an employee advisory committee. However, there are several committees that address specific concerns of employees at the University and address issues of diversity. The Minority Mentoring and Recruitment Committee for administrative faculty and the Minority Mentoring and Retention Committee for instructional faculty are charged with promoting diversity and support minority hiring and retention and professional development, as specified in their collective bargaining agreements. The Chief Diversity Officer is a member of the President’s Cabinet, the senior leadership team and Advisor to the President. The feasibility of establishing a dedicated employee advisory committee, known as the WCSU Diversity Council, which was officially established as of *January 16, 2018*.

To this end, as a (completed) program goal, the University has finalized the development and implementation of a University’s Diversity Council to serve as an employee advisory committee with representation from across the University and guided direction from the

<b>WCSU Diversity Council Active Service as of April 1, 2023</b>				
<b>Name</b>	<b>Position</b>	<b>Position Classification</b>	<b>Gender/Ethnicity</b>	<b>Time Commitment</b>
Ms. Jesenia Minier	Chief Diversity Officer	Management/ Confidential	H/F	30%
Mr. Paul Steinmetz	Director, University and Community Relations	Management/ Confidential	W/M	10%
Dr. Brian Clements	Interim Associate Dean, Macricostas School of Arts and Sciences	AAUP	W/M	10%
Mr. Robert Pote	Professor, English	SUOAF	W/M	10%
Dr. Hasan Arslan	Associate Professor, Justice and Law Administration	AAUP	A/F	10%
Mr. Luis Santiago	Director, Office of Admissions	SUOAF	H/M	10%
Ms. Jennifer Cunningham	CSU Administrative Assistant Office of the Provost	A/R	B/F	10%
Dr. Carol Huang	Associate Professor, Finance	AAUP	A/F	10%
Dr. Lorrie Ann Monte	Assistant Professor, Education and Education Psychology	AAUP	W/F	10%
Mrs. Elisabeth Morel	Director, Office of AccessAbility Services	SUOAF	W/F	10%
Dr. April Moreira	Assistant Professor, Social Work	AAUP	H/F	10%
Mr. Daryle Dennis	Assistant Dean, Division of Student Affairs	SUAOF	B/M	10%
Ms. Julie Pryor-Bennett	Major Gifts Officer	SUOAF	W/F	10%
Ms. Sara Risko	Freshman, BS Health Promotion Studies	N/A	W/F	10%

(e) The Chief Diversity Officer maintains a list of the following groups, which include:

<b>AAUP Minority Mentoring and Recruitment Committee Active Service as of April 1, 2023</b>				
<b>Name</b>	<b>Position</b>	<b>Position Classification</b>	<b>Gender/Ethnicity</b>	<b>Time Commitment</b>
Ms. Jesenia Minier	Chief Diversity Officer	Management/ Confidential	H/F	30%
Dr. Theresa Canada	Professor, School of Professional Studies	AAUP	B/F	10%
Dr. Rotua Lumbantobing	Associate Professor, School of Macricostas Arts and Sciences	AAUP	A/F	10%
Dr. Yaseen Hayajneh	Associate Professor, Ansell School of Business	AAUP	A/M	10%
Dr. Donald Gagnon	Professor, School of Visual and Performing Arts	AAUP	H/M	10%

<b>AAUP Minority Mentoring and Recruitment Committee</b>				
<b>Active Service as of April 1, 2023</b>				
<b>Name</b>	<b>Position</b>	<b>Position Classification</b>	<b>Gender/Ethnicity</b>	<b>Time Commitment</b>
Dr. Yaseen Hayajneh	Associate Professor, Ansell School of Business	AAUP	A/M	10%
Dr. Donald Gagnon	Professor, School of Visual and Performing Arts	AAUP	H/M	10%

<b>SUOAF Minority Mentoring and Retention Committee</b>				
<b>Active Service as of April 1, 2023</b>				
<b>Name</b>	<b>Position</b>	<b>Position Classification</b>	<b>Gender/Ethnicity</b>	<b>Time Commitment</b>
Ms. Jesenia Minier	Chief Diversity Officer	Management/Confidential	H/F	30%
Ree Gunter	Director, Office of Counseling Services	SUOAF	H/F	10%
Ron Mason	Director, Office of Residential Housing and Student Life	SUOAF	B/M	10%
Anna-Maria Heredia	Assistant Director, Office of Financial Aid and Student Employment	SUOAF	H/F	10%

<b>Presidential Cabinet Members</b>				
<b>Active Service as of April 1, 2023</b>				
<b>Name</b>	<b>Position</b>	<b>Position Classification</b>	<b>Gender/Ethnicity</b>	<b>Time Commitment</b>
Dr. Paul Beran	Interim President	Management/Confidential	W/M	20%
Dr. Missy Alexander	Provost/Vice President for Academic Affairs	Management/Confidential	W/F	20%
Dr. Keith Betts	Vice President for Student Affairs	Management/Confidential	W/M	20%
Ms. Lynne LeBarron	Interim Vice President, Institutional Advancement	Administrator	W/F	20%
Mr. Jay Murray	Associate Vice President for Enrollment Services	Management/Confidential	B/M	20%
Mrs. Beatrice Fevry	Chief Financial Officer	Management/Confidential	H/F	20%
Ms. Deanna Cibery-Schaab	Interim Chief Facilities Officer and Associate Vice President for Campus Planning	Management/Confidential	W/F	20%
Ms. Jesenia Minier	Chief Diversity Officer	Management/Confidential	H/F	20%
Mr. Fred Cratty	Chief Human Resources Officer	Management/Confidential	W/M	20%
Mr. John DeRosa	Interim Co-Chief Information Officer	Management/Confidential	W/M	20%
Ms. Rebecca Woodward	Interim Co-Chief Information Officer	Management/Confidential	W/F	20%
Mr. Paul Steinmetz	Director, University Relations	Management/Confidential	W/M	20%

The listed leadership at Western Connecticut State University (“WCSU” or “University”) provides consistent support for the development and implementation of the Affirmative Action Plan. There are also student programs and committees on diversity coordinated through the Division of Student Affairs and the Student Government Association. The University’s Office of Diversity & Equity maintains an “open door” policy on these initiatives and communication.

- (f) Consistent with the Affirmative Action Regulations, the President has assumed ultimate responsibility for the implementation and success or failure of the plan. The President leads by example; and, it is clear that Affirmative Action is a University priority.

The Affirmative Action search process have been well established at the University, and faculty and administrators are to be commended for their diligence in adherence to the campus search procedures. There is a need for more focus and development in affirmative action recruitment, internal affirmative action processes, and multicultural programming. In addition to the above, the Chief Diversity Officer is concerned with employment issues that may not be discriminatory, but may have an unfair effect on employees. To this end, the Chief Diversity Officer will continue to monitor and have open communications with the University community on fair and equal treatment of all employees.

In accordance with the Affirmative Action Regulations, WCSU evaluates and monitors the affirmative action performance of all employees assigned affirmative action responsibilities and such performance is considered in promotion and merit increase decisions. All managerial and supervisory personnel of WCSU have responsibility for affirmative action. These efforts are considered in decisions related to promotions and salary increases.

- (g) It is University policy that no employees shall be coerced, intimidated or retaliated against by the University or any person for performing affirmative action duties. Any person so aggrieved may file an internal complaint with the Chief Diversity Officer or with the Commission on Human Rights and Opportunities.
- (h) WCSU maintains a record of each person performing any duties related to the development or implementation of the University’s Affirmative Action Plan (“Plan”) by name, job title, percentage of time devoted to affirmative action duties, and outline specific responsibilities. The Chief Diversity Officer keeps records of individuals should they be assigned affirmative action duties for the development or implementation of the Plan.

All WCSU leadership is responsible for full cooperation with the Chief Diversity Officer and the requirements of the Plan. The Chief Diversity Officer maintains an internal reporting system to continually audit, monitor and evaluate programs and responsibilities, which also include fostering a non-discriminatory work environment (see attached documentation).

In addition to the above activities, staff that participate in the development of the Plan are:

<b>Participating Staff with the University's 2022 Affirmative Action Plan Reporting period from April 1, 2021 to March 31, 2022</b>		
<b>Name</b>	<b>Position</b>	<b>Time Commitment</b>
Dr. Paul Beran	Interim President	20%
Dr. Missy Alexander	Provost/Vice President for Academic Affairs	20%
Dr. Keith Betts	Vice President for Student Affairs	20%
Ms. Lynne LeBarron	Interim Vice President, Institutional Advancement	20%
Mr. Jay Murray	Associate Vice President of Enrollment Services	20%
Ms. Beatrice Fevry	Chief Financial Officer	20%
Ms. Deanna Cibery-Schaab	Interim Chief Facilities Officer and Associate Vice President for Campus Planning	20%
Ms. Jesenia Minier	Chief Diversity Officer	100%
Ms. Keisha Stokes	Administrative Assistant	100%
Mr. Fred Cratty	Chief Human Resources Officer	50%
Ms. Margaret Boyle	Assistant Director, Human Resources	50%
Mr. Paul Steinmetz	Special Assistant to the President	20%
Dr. Walter Cramer	Dean of Students	20%
Dr. Michelle Brown	Dean, Macricostas School of Arts and Sciences	25%
Mr. Brian T. Vernon	Dean, School of Visual and Performing Arts	25%
Dr. Joan Palladino, Ed.D.	Interim Dean, School of Professional Studies and Ansell School of Business	25%
Ms. Michele Cazorla	Assistant in Human Resources	25%
Mr. John DeRosa	Interim Co-Chief Information Officer	10%
Ms. Rebecca Woodward	Interim Co-Chief Information Officer	10%
Vacant	Associate Director, Administrative Services	20%

The University has a sound leadership framework for an ongoing review and evaluation of the Affirmative Action Program. The Chief Diversity Officer is in regular contact with senior administrators that support the Plan in their respective roles.

Individual communications with members of the President's Cabinet, which includes Vice Presidents, Academic Deans, Chief Information Officer, Enrollment Management Officer, Chief Human Resources Officer, Associate Vice President for Finance & Administration, Director of University Relations and the Associate Vice President for Enrollment Services, were a regular occurrence for the Chief Diversity Officer. These discussions mirrored the President's emphasis on strategies to achieve a multicultural workforce that reflects solid representation of all race/sex groups and other protected classes.

The President is readily available to assist the Chief Diversity Officer in maintaining a budget line, which is critical to carrying out the University's affirmative action mission. The Provost/Vice President of Academic Affairs is clear in her actions regarding hiring practices and consistently champions and supports the work of the Chief Diversity Officer. The Vice President for Student Affairs and the Chief Human Resources Officer are both available for any aspect pertaining to affirmative action/diversity matters at the University.

The Chief Diversity Officer reports directly to the President, and has easy access to the University community at large. The Chief Diversity Officer is intimately involved in the employment job search process from beginning to end. Also, the Chief Human Resources Officer is required to exercise the necessary authority to enforce affirmative action requirements in the employment process. We will continue this practice.

In keeping with this practice, the job search process requires that approval must be received from the Chief Diversity Officer prior to an offer of employment. This enables affirmative action to remain in the forefront of employment decisions. We will continue this practice.

The Deans are superior in carrying out their affirmative action responsibilities and lead by example in this area. The Deans work very closely with the Chief Diversity Officer and keep affirmative action in the forefront throughout the hiring process. Affirmative Action leadership by the Deans is clearly evident in the affirmative action posture of Department Chairs and others when recruiting and hiring takes place in their departments. Discussions with the department chairpersons, faculty, and administrators were a regular occurrence for the Chief Diversity Officer. This segment of the University community is easily viewed as part of the solution to moving the University forward in its affirmative action and multicultural endeavors. Hiring supervisors and Department chairs are also to be commended for their attentiveness to affirmative action.

The two (2) appointed Interim Co-Chief Information Officers are an integral force for affirmative action. The two Interim Co-Chief Information Officers works with the Chief Diversity Officer on a regular basis for the furtherance of affirmative action at the University. Both appointees ensure, without reservation, ready technology assistance and support throughout the year for affirmative action technology needs. Both appointees are readily available for consultation and although technology demands at the University are at high volume, the two (2) Interim Co-Chief Information Officers remain consistent to their commitment to the University's affirmative action mission.



The Chief Human Resources Officer is readily accessible and available to the Chief Diversity Officer for situations that may arise as it relates to the campus search process and other personnel matters. This includes involvement with implementing the Plan and assuming a leadership role in preventing employment activity that may impact on the Plan, and ensuring non-discriminatory personnel policies, procedures, and practices throughout the University from recruitment to employment separation. Communication between the Chief Diversity Officer and Human Resources personnel is a regular occurrence, sometimes on a daily basis. Human Resources personnel are vital to the success or failure of the Plan.

Staff for the Office of Diversity and Equity works closely with the staff from the Human Resources Department to accomplish the University's Affirmative Action mandate for the State of Connecticut. The Human Resources staff is commended for timeliness in providing information and understanding the monitoring needs of the Office of Diversity and Equity.

(i) In accordance with the Affirmative Action Regulations, Western Connecticut State University has an established internal program evaluation mechanism to monitor progress, lack of progress and anticipate shortcomings in the University's Affirmative Action Program. The evaluation process is in compliance with the Regulations and has been approved by the Commission. Evaluation mechanisms allow for ongoing and consistent monitoring, evaluation and assessment of the Plan that provides the current status of the Plan to always be in the forefront. In accordance with the Regulations, all writings, if any, are maintained. The Purpose of the internal evaluation is tri-fold:

1. To conduct Ongoing review and evaluation of the University's progress towards the goals of the Affirmative Action Plan;
2. To establish a system for evaluating supervisory performance on affirmative action consistent with Chapters 67 and 68 of the Connecticut General Statutes; and
3. To review the Affirmative Action Plan at least annually.

Consistent with the above, the following considerations are integral to internal evaluation efforts as set forth in the Regulations. In keeping with aforementioned, practices outlined represent in part, our mechanisms to monitor progress or lack of progress, and anticipate shortcomings in the Affirmative Action Program.

The Chief Human Resources Officer monitors employment activity very closely. Consistent with this involvement, all employment activity must be channeled through the Human Resources Department, with hiring activity channeled through the Office of Diversity & Equity. This enables an ongoing review and evaluation of supervisory affirmative action performance in accordance in with Chapter 67 and 68 of the Connecticut General Statutes and University practices and procedures. Supervisory performance can also be monitored through affirmative action monitoring reports that have as one of its purposes, employment assessment. Also, the affirmative action employment reports clearly delineate the individual accountable for hiring, and the steps taken to satisfy affirmative action requirements. The Chief Human Resources Officer and the Chief Diversity Officer

carefully scrutinize all employment and hiring activity. Western Connecticut State University ("WCSU") will continue this practice.

The Chief Diversity Officer is also authorized by the President to direct, administer, implement and monitor the University's Affirmative Action Plan ("Plan"). In this regard, the Chief Diversity Officer is accountable for leadership of the ongoing review and evaluation of the Plan, and updating the goals and objectives to meet University changing employment situation. The Chief Diversity Officer has and will continue to function in this capacity without restraint in carrying out internal program evaluation functions. We have and will continue this practice.

This includes, but is not limited to, a review of all employment transactions and the rationale thereof; a review of all advertising to insure the absence of discriminatory language; a review of position announcements prior to distribution; approval of membership on search committees and intricate involvement in university hiring from beginning to end; a review of each search committee's process with authority to place a search on hold, as appropriate, in order to further assess the process and provide advisement to the President; active monitoring of the Plan; and regular communication with Human Resources regarding affirmative action matters in general. Regular communication also takes place with the President. Monitoring pertaining to the progress, or lack of progress, in meeting goals and objectives of the Plan, is a regular and ongoing occurrence. The Plan is routinely reviewed on an ongoing basis and has been utilized as a working document. The Chief Diversity Officer functions without restraint in carrying out this very important affirmative action program evaluation function. WCSU will continue this practice.

A system is in place for monitoring affirmative action progress and maintaining written progress reports. The Human Resources Department provides monthly information of employment transactions for ongoing monitoring of affirmative action progress and bi-weekly updates of recruitment activities. Also, the affirmative action job search process provides for affirmative action involvement at every step of the hiring process. We will continue this practice.

The Chief Diversity Officer is responsible for involvement in the filling of unclassified positions to the same extent as classified positions. The same applies, as appropriate, to University promotions. Qualifications for open positions are jointly reviewed, as appropriate, by the Chief Diversity Officer and the Chief Human Resources Officer in a good faith effort to ensure that artificial barriers do not exist. We will continue this practice.

Advertised positions contained an affirmative action/equal employment statement, and were reviewed for the same, prior to dissemination. Advertising publications with a minority focus were utilized. External publications were reviewed for inclusion of the non-discrimination policy, and affirmative action inclusion was assured in the University's annual goals and objectives. WCSU will continue this practice.

University leadership such as the Vice Presidents, Academic Deans, and Managers have been made aware of their Affirmative Action responsibilities to the University Affirmative Action Program. Communication is ongoing with the Office of Diversity and Equity. We will continue this practice.

This internal program evaluation mechanism provides the basis for the capacity that the University has had, and will continue, to assess the effectiveness or ineffectiveness and results of its Plan. We will continue these practices of our internal program evaluation.

Section D

Element No. 4(a)

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**ASSIGNMENT OF  
RESPONSIBILITY &  
MONITORING**

Sec. 46a-68-81

(ATTACHMENTS AND DOCUMENTATION)

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## WCSU 2023 AAP Executive Summary Submission (Final)

Jesenia Minier <minierj@wcsu.edu>

Fri 6/9/2023 9:10 AM

To: Paul Beran <beranp@wcsu.edu>

Cc: Fred Cratty <crattyf@wcsu.edu>; Keisha Stokes <stokesk@wcsu.edu>; Mary O'Connor <oconnorma@wcsu.edu>

📎 1 attachments (673 KB)

2023\_Annual\_Executive\_Summary\_(compl. 6.08.2023).pdf;

Good day,

Enclosed please find the 2023 Affirmative Action Plan (“AAP”) Executive Summary for your review and for filing with the yearly WCSU AAP. The executive summary summarizes the recruitment and employment actions for the Connecticut Commission of Human Rights and Opportunities (“CHRO”) as it pertains to Women and Minorities, Veterans, and Individuals with Disabilities (IWDs). Transactions, which represent the summaries included in this report, were reflective of [*completed*] personnel transactions and campus searches from April 1, 2022 through March 31, 2023.

Western Connecticut State University is required to practice affirmative action as governed by our status as a federal [and state] contractor. Please carefully review the contents as this executive summary will be shared with CHRO in the filing of the yearly WCSU AAP on July 30, 2023. The reported data and statistical analysis is part of a 60-day CHRO review. A scheduled hearing will be announced and the reported data may be brought to you as an explanatory action by CHRO at an upcoming/scheduling meeting in October 2023.

If there are any further questions and/or clarifications, please speak with Mr. Fred Cratty for further discussion.

Best, Jesenia

Jesenia Minier, MPA, DPA

Chief Diversity Officer

ADA and Title IX Coordinator

Office of Diversity and Equity/Pride Center



181 White Street

Danbury, Connecticut 06810

***PRONOUNS: SHE, HER, HERS - what's this?***

***Why do I include pronouns in my signature***

[www.wcsu.edu/diversity/](http://www.wcsu.edu/diversity/)

[www.wcsu.edu/pridecenter/](http://www.wcsu.edu/pridecenter/)

In collaboration with the following institutional partners:

**2023 EXECUTIVE SUMMARY OF THE AFFIRMATIVE ACTION PLAN**

**April 1, 2022 to March 31, 2023**

The logo for Western Connecticut State University features a stylized shield shape formed by a thick red line. At the top of the shield, there are two horizontal bars: a dark blue one on the left and a red one on the right. The text "WESTERN CONNECTICUT STATE UNIVERSITY" is written in a bold, dark blue, sans-serif font across the center of the shield.

**WESTERN  
CONNECTICUT  
STATE  
UNIVERSITY**

Final Submitted on: June 9, 2023

Office of Diversity and Equity/Pride Center

181 White Street

Midtown Campus, University Hall, 2<sup>nd</sup> Fl. Suite

Danbury, Connecticut 06810

Report contact: Mrs. Jesenia Minier, DPA, MPA, Chief Diversity Officer/ADA and Title IX Coordinator

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## ABSTRACT

Western Connecticut State University ("WCSU" or "University") Affirmative Action Plan for Employment ("AAP" or "*the Plan*") is a comprehensive, results-oriented set of procedures and programs that details the University's strategy to eliminate discrimination; setting forth a good faith effort to attain hiring, promotional and programmatic goals; and to achieve equal opportunity for the university community.

## INTRODUCTION

The University's Office of Diversity and Equity ("ODE") has completed the Plan per Connecticut General Statute (CGS) §46a-68 and §46a-68-75 to 46a-68-114, are inclusive. The *Plan* is a comprehensive, results-oriented set of procedures and programs that articulate the university's strategy to address discrimination, put forth good faith efforts to reach hiring goals and achieve equal employment opportunity.

The *Plan's* objectives are to:

1. Establish hiring, promotional, and program goals that promote affirmative action;
2. Illustrate the University's efforts to achieve a work force that is properly balanced and fully representational of the relevant labor market areas;
3. Quantitatively and qualitatively measure the University's degree of success in accomplishing hiring, promotion, and program goals; and
4. Examine and eliminate policy or employment practice that adversely affect protected classes.

The *Plan* is submitted annually for review and approval by the Connecticut Commission on Human Rights and Opportunities ("CHRO"). Within the 90-day review, CHRO evaluates the Plan to ensure that it contains all of the sixteen (16) required elements and meets the following standard(s) of review:

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, promotional and program goals; or
3. The agency has demonstrated every good faith effort to achieve such goals and despite if these reports has been unable to do so; and
4. The agency has substantially addressed deficiencies noted by the Commission in prior Plan reviews in accordance with Section 46a-68-10.

The University's history of approvals has been based on CHRO's acceptance that the University demonstrated every *good faith effort* to meet goals, rather than goal achievement. Connecticut General Statutes §46a-68-75 (v) defines good faith effort as:

*... that degree of 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 necessary to achieve full compliance with the law. Further, it includes additional or substituted efforts when initial endeavors will not meet statutory or regulatory requirements. Finally, it includes documentary evidence of all action undertaken to achieve compliance, especially where requirements have not or will not be achieved within the reporting period established pursuant to section 46a-68-92 of the Regulations of Connecticut State Agencies.*



The 2023 *Plan* was *Approved* by CHRO on October 12, 2022, based on a confirmed review by Neeva Vigezzi (“Ms. Vigezzi”) with one noted recommendation to include MBE/SBE charts in Section C, Element 3: External Communication & Recruitment Strategies, under §46a-68-80. Ms. Vigezzi’s recommendation in the *Plan* evaluation has been addressed in the 2023 *Plan*.

## **WCSU WORKFORCE**

The executive summary is intended to assist the University’s ongoing efforts to diversify its workforce. The executive report has detailed demographic information organized by race and gender about the WCSU workforce, new hires, applicants and recruitment efforts. This 2023 update provides similar data and analyses as presented in past years, in a summarized format. The report includes the current faculty and staff workforce, 2022-2023 new employee hires, in-residence faculty promotions, applicant pool/historical hiring data. The data includes demographic information organized by race and gender. The demographic profiles are obtained through voluntary self-identification by employees and applicants. The data specific to applicants and hiring reflects the time period of April 1, 2022 to March 31, 2023. The information in this report is compiled by ODE also utilizing data from State of Connecticut Department of Administrative Services (“DAS”) CORE-CT Data System.

### **Definitions**

- **Faculty:** Assistant, Associate and Full Professors. Clinical faculty are included for the Schools of Professional Studies and Arts and Sciences. Adjunct faculty, (Part-time), Lecturer and Instructor positions are not included.
- **Staff:** Management/Confidential Employees, State University Organization of Administrative Faculty (“SUOAF”), and Classified staff, which includes Secretarial/Clerical, Service/ Maintenance, Technical/Paraprofessional, Skilled Craft Worker and Protective Service employees. Part-Time Staff, University/Research assistant and Graduate Assistants are not included.
- **Workforce:** Totals of existing/retained faculty or staff (as defined above) evaluated within the 12-month period of April 1, 2022 to March 31, 2023.
- **New Hires:** Total of new faculty or staff (as defined above) hired within the 12-month period of April 1, 2022 to March 31, 2023.

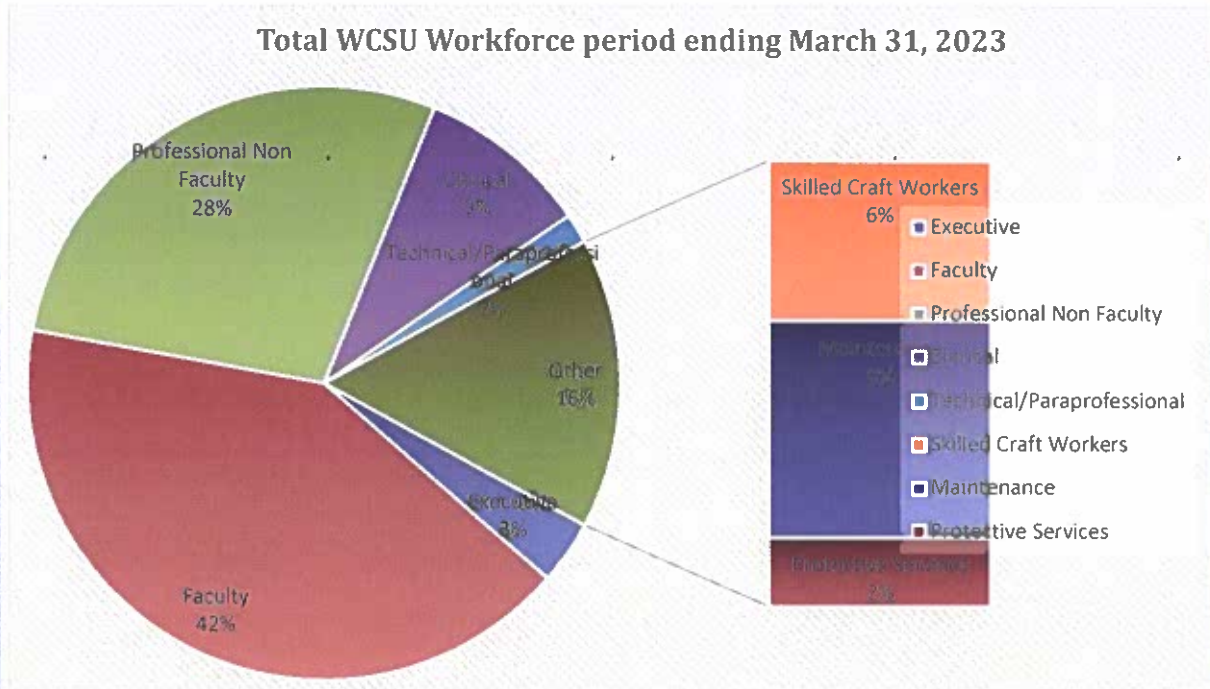
### **Race and Ethnicity Definitions<sup>1\*</sup>**

- **White (Not of Hispanic Origin):** People with origins to Europe, North Africa, or the Middle East.
- **Black (Not of Hispanic Origin):** People with origins or in any racial groups of Africa.
- **Hispanic or Latino:** People with origins to Puerto Rican or Mexico, or people of Cuban, Central/ South American or other Spanish culture or origin, regardless of race.
- **Asian:** People with origin groups to Asia/Pacific Islands; Asian (all people having origins in any of the original peoples of China, Japan, Korea, Eastern/Southeast Asia, Indian subcontinent (including Pakistan) or Pacific Islands, including the Philippines).

<sup>1</sup> Introduction to Race and Ethnic (Hispanic Origin) Data for the Census 2000 Special EEO File – United States Equal Employment Opportunity Commission. (2012, May 18) Retrieved on July 14, 2022. from <https://www.eeoc.gov/statistics/introduction-race-and-ethnic-hispanic-origin-data-census-2000-special-eeo-file>

- **Native American:** Native American Indian or Alaskan Native (all people having origins in any of the original peoples of North America and who maintain cultural identification through tribal affiliation or community attachment). Note: Native American data is not included in applicant data due to the not statistically significant number of applicants self- identifying as Native American.
- **Two or More Races:** All persons identifying with 2 or more of the following races: White, Black, Hispanic, Asian, Native American.

**Workforce Percentage(s)**



Of the combined WCSU workforce of **492**, the above noted diagram features:

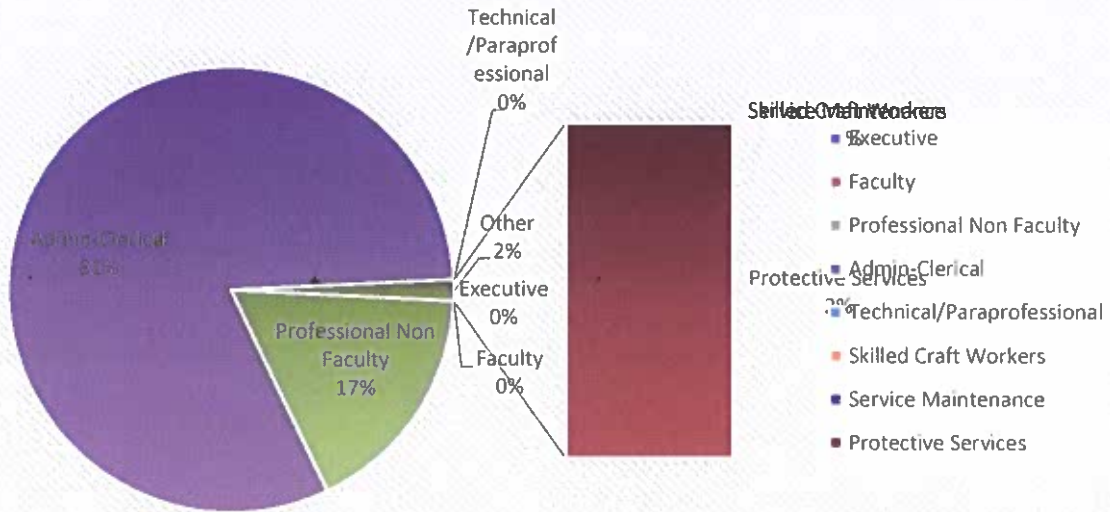
- 55.0%** are Professional, Administrative and Service Staff
- 42.0%** are Professorate/Faculty titles
- 3.0%** are Executive/Management

Of the combined WCSU workforce of **492**, the ethnic/gender composition is:

- |  |                           |
|--|---------------------------|
| <b>Ethnic Composition</b>                  | <b>Gender Composition</b> |
| <b>73.3%</b> White                         | <b>52.4%</b> Female       |
| <b>7.4%</b> Black                          | <b>47.6%</b> Male         |
| <b>10.8%</b> Hispanic                      |                           |
| <b>8.6%</b> Asian/Pacific Islander (Other) |                           |

**Applicants Figures for 2022-2023 Searches**

**2022-2023  
Applicant Pool Figures**

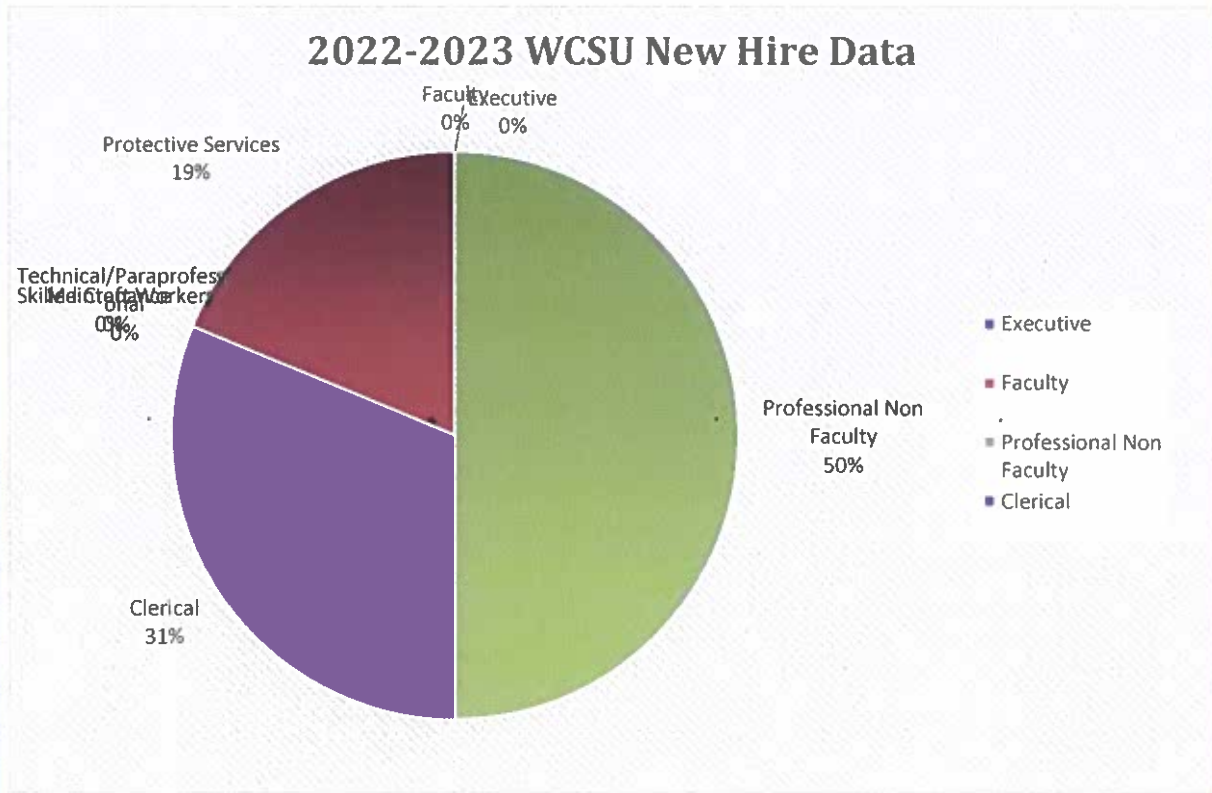


There were 649 applicants for the total number of campus searches from April 1, 2022 to March 31, 2023 with the following ethnic/gender composition:

**Ethnic Composition**  
 35.7% White  
 12.6% Black  
 11.7% Hispanic  
 39.9% Asian/Pacific Islander

**Gender Composition**  
 74.4% Female  
 25.6% Male

**New Hires in 2022-2023**



There were 16 new hires from April 1, 2022 to March 31, 2023 with the following ethnic/gender composition:

**Ethnic Composition**

- 68.8% White
- 12.5% Black
- 12.5% Hispanic
- 6.3% Asian/Pacific Islander

**Gender Composition**

- 75.0% Female
- 25.0% Male

## GOAL ACHIEVEMENT

A hiring or promotional goal is set for each instance of underutilization of a race and/or gender group in any given job category. The utilization of race and/or gender groups is determined by comparing the representation of these groups in our work-force with the availability in the labor market. Underrepresentation in a specific race and/or gender group is based on the difference in percentages between the current workforce and the availability in the labor market. Hiring goals are then set based on the number of positions needed in order for the workforce to reach parity with the available population in the labor market. A promotional goal is set for each instance of underutilization of a race and/or gender group in any given job category. Promotional goals are set in lieu of or in addition to hiring goals, based on the historical pattern of fulfilling positions. This historical pattern is utilized when calculating the availability base for job categories. Because of the constantly changing labor market and University workforce, goals are updated annually.

### Hiring Goals

For this reporting period, WCSU established and met three (3) hiring goals and acquired sixteen (16) new hires in total. Hiring occurred in the occupational categories of Executive/Administrative, Faculty (Professor, Associate Professor, Assistant Professor and Instructor Titles), Professional Non-Faculty (All titles), Clerical (All Titles), Skilled Craft Workers (All Titles), Maintenances (including Custodian) and Protective Services (All Titles). Since goal achievement cannot take place in categories where hiring did not occur, no goals attributable to the categories of Professor, Associate Professor and Technical/Paraprofessional EEO categories. These identified goals were not achievable, and therefore, no established goals were identified as achievable goals.

EEO Category	Hires	Goals	Goals Achieved	Percent of Goal Achievement
Executive/Admin	0	1 WM, 1 BF, 1 HM, 1 AAIAHNPI Male, 1 AAIAHNPI Female	0 goals achieved	N/A
Faculty (Professor)	0			
Faculty (Associate Prof.)	0			
Faculty (Assistant Prof.)	0	1 WF, 2 BM, 2 BF, 1 HM	0 goal achieved	N/A
Faculty (Instructors)	0	1 WM, 1 BM	0 goals achieved	N/A
Professional Non-Faculty	8	1 BM, 7 BF, 1 AAIAHNPI Female	3 goal achieved	5%
Secretarial/Clerical	5	5 WM, 3 BM, 2 HM, 2 HF, 1 AAIAHNPI Male	1 goal achieved	2%
Technical/Paraprofessional	0	1 BM, 1 HF	0 goals achieved	N/A
Skilled Craft Workers	0	1 BM, 5 HM	0 goals achieved	N/A
Service Maintenance	0	1 BM, 1 BF, 1 HM	0 goal achieved	N/A
Custodians	0	7 WM, 1 HF	0 goals achieved	N/A
Protective Service	3	1 BM, 1 BF, 1 HM	0 goal achieved	N/A
<b>Total</b>	<b>16</b>	<b>57 goals established</b>	<b>4 goals achieved</b>	<b>7%</b>

Of the sixteen (16) new hires that occurred during this reporting period, four (4) or seven (7%) met established reachable hiring goals. Additionally, in its commitment to diversify the University hired thirteen (13) members from underrepresented groups that did not meet established goals:

1. Four (4) new hires identified as one (1) Black Male (**goal achievement**), one (1) Black Female (**goal achievement**), one (1) Hispanic Female and one (1) AAIANHNPI Female (**goal achievement**) from the Professional/Non-Faculty category;
2. One (1) new hire identified as one (1) Hispanic Female (**goal achievement**) from the Secretarial/Clerical category; and

In all, one (1) out of the sixteen (16) new hires, or six (6%) percent, was not a goal candidate but a new hire from a historically underrepresented group(s).

For a full explanation of the new hires, please see §46a-68-90, Section M, Element 13: Goals Analysis.

### Promotional Goals

For this reporting period, WCSU established and met five (5) promotional goal(s) as well as acquired the faculty (all titles) who were promoted: Promotions occurred in the occupational categories of Executive/Administrative and Faculty (Professor and Associate Professor titles. Since goal achievement cannot take place in categories where promotions did not occur, no goals attributable to the categories of Assistant Professor, Professional Non-Faculty, Technical/Paraprofessional, Secretarial-Clerical (all titles), Service/Maintenance and Skilled Craft Worker EEO categories. These identified goals were not achievable, and therefore, no established goals were identified as achievable goals.

EEO Category	Promotions	Goals	Goals Achieved	Percent of Goal Achievement
Executive				
Faculty (Professor)	5	8 WF, 1 BM, 2 BF, 10 AAIANHNPI Male and 3 AAIANHNPI Female	4 goals achieved	11%
Faculty (Associate Prof.)	5	8 WM, 1 HM, 3 HF	1 goal achieved	3%
Faculty (Assistant Prof.)				
Professional Non-Faculty				
Technical/Paraprofessional				
Secretarial-Clerical				
Skilled Craft Workers				
Service Maintenance				
Protective Service				
<b>Total</b>	<b>10</b>	<b>36 goals established</b>	<b>5 goal achieved</b>	<b>14%</b>

Of the ten (10) promotions that occurred during this reporting period, all met established reachable promotional goals. Additionally, in its commitment to diversify the University promoted four (4) members from underrepresented groups that did meet established goals:

1. Three (3) promotions identified as three (3) AAIANHNPI Males (**goal achievements**) from the Professor category;
2. Two (2) promotions identified as one (1) AAIANHNPI Male, one (1) AAIANHNPI Female from the Associate Professor category;

In all, two (2) out of the ten (10) promotions, or twenty (20%) percent were not candidates from historically underrepresented groups.

For a full explanation of the promotions, please see §46a-68-90, Section M, Element 13: Goals Analysis.

**Hiring and Promotional Goals Summary**

Based on §46a-68-40, Section H, Element 8: Utilization Analysis and Hiring and Promotional Goals, the University has **newly established** the following hiring and promotional goals for the period of April 1, 2022 through March 31, 2023.

**EXECUTIVE/ADMINISTRATIVE**

HIRING		PROMOTIONAL	
<i>New Goal(s)</i>	<i>Ethnic/Gender Composition</i>	<i>New Goal(s)</i>	<i>Ethnic/Gender Composition</i>
#1	1 White Male	#1	
#2	1 Black Female	#2	
#3	1 Hispanic Male	#3	
#4	1 AAIANHNPI Male	#4	
#5	1 AAIANHNPI Female	#5	
Total:	5 hiring goal(s)	Total:	0 promotional goal(s)

**FACULTY - PROFESSOR**

HIRING		PROMOTIONAL	
<i>New Goal(s)</i>	<i>Ethnic/Gender Composition</i>	<i>New Goal(s)</i>	<i>Ethnic/Gender Composition</i>
#1		#1	4 White Females
#2		#2	1 Black Male
#3		#3	2 Black Females
#4		#4	3 Hispanic Females
#5		#5	6 AAIANHNPI Males
Total:	0 hiring goal(s)	Total:	16 promotional goal(s)

**FACULTY – ASSOCIATE PROFESSOR**

HIRING		PROMOTIONAL	
<i>New Goal(s)</i>	<i>Ethnic/Gender Composition</i>	<i>New Goal(s)</i>	<i>Ethnic/Gender Composition</i>
#1		#1	5 White Males
#2		#2	4 White Females
#3		#3	2 Hispanic Females
		#4	
Total:	0 hiring goal(s)	Total:	11 promotional goal(s)

**FACULTY – ASSISTANT PROFESSOR**

HIRING		PROMOTIONAL	
<i>New Goal(s)</i>	<i>Ethnic/Gender Composition</i>	<i>New Goal(s)</i>	<i>Ethnic/Gender Composition</i>
#1	2 White Females	#1	
#2	2 Black Males	#2	
#3	3 Black Females	#3	
#4	1 Hispanic Male	#4	
#5		#5	
#6		#6	
Total:	8 hiring goal(s)	Total:	0 promotional goal(s)

**FACULTY – INSTRUCTORS**

HIRING		PROMOTIONAL	
<i>New Goals</i>	<i>Ethnic/Gender Composition</i>	<i>New Goals</i>	<i>Ethnic/Gender Composition</i>
#1		#1	
#2		#2	
Total:	0 hiring goals	Total:	0 promotional goal(s)

**PROFESSIONAL NON-FACULTY**

HIRING		PROMOTIONAL	
<i>New Goals</i>	<i>Ethnic/Gender Composition</i>	<i>New Goals</i>	<i>Ethnic/Gender Composition</i>
#1	12 White Males	#1	
#2	3 Black Females	#2	
#3	2 AAIANHNPI Females	#3	
#4	1 Two or More Races Male	#4	
#5	2 Two or More Races Females	#5	
#6		#6	
Total:	20 hiring goal(s)	Total:	0 promotional goal(s)

**TECHNICAL/PARAPROFESSIONAL**

HIRING		PROMOTIONAL	
<i>New Goals</i>	<i>Ethnic/Gender Composition</i>	<i>New Goals</i>	<i>Ethnic/Gender Composition</i>
#1	1 White Male	#1	
#2	1 Black Male	#2	
#3	1 Hispanic Male	#3	
#4	1 Hispanic Female	#4	
#5		#5	
Total:	4 hiring goal(s)	Total:	0 promotional goal(s)

**SECRETARIAL/CLERICAL**

HIRING		PROMOTIONAL	
<i>New Goals</i>	<i>Ethnic/Gender Composition</i>	<i>New Goals</i>	<i>Ethnic/Gender Composition</i>
#1	3 White Males	#1	
#2	1 Black Male	#2	
#3	1 Hispanic Male	#3	
#4	1 AAIANHNPI Male	#4	
#5	1 Two or More Races Female	#5	
#6		#6	
Total:	7 hiring goal(s)	Total:	0 promotional goal(s)

**SKILLED CRAFT WORKERS**

HIRING		PROMOTIONAL	
<i>New Goals</i>	<i>Ethnic/Gender Composition</i>	<i>New Goals</i>	<i>Ethnic/Gender Composition</i>
#1	5 Hispanic Males	#1	
#2	1 Two or More Races Male	#2	
#3		#3	
#4		#4	
Total:	7 hiring goal(s)	Total:	0 promotional goal(s)



**SERVICE MAINTENANCE – ALL TITLES**

<b>HIRING</b>		<b>PROMOTIONAL</b>	
<i>New Goal(s)</i>	<i>Ethnic/Gender Composition</i>	<i>New Goal(s)</i>	<i>Ethnic/Gender Composition</i>
#1	1 Black Male	#1	
#2	4 Hispanic Males	#2	
#3		#3	
Total:	5 hiring goal(s)	Total:	0 promotional goal(s)

**SERVICE MAINTENANCE - CUSTODIANS**

<b>HIRING</b>		<b>PROMOTIONAL</b>	
<i>New Goal(s)</i>	<i>Ethnic/Gender Composition</i>	<i>New Goal(s)</i>	<i>Ethnic/Gender Composition</i>
#1	7 White Males	#1	
#2	1 Hispanic Female	#2	
#3		#3	
Total:	8 hiring goal(s)	Total:	0 promotional goal(s)

**PROTECTIVE SERVICES**

<b>HIRING</b>		<b>PROMOTIONAL</b>	
<i>New Goal(s)</i>	<i>Ethnic/Gender Composition</i>	<i>New Goal(s)</i>	<i>Ethnic/Gender Composition</i>
#1	2 White Females	#1	
#2	1 Black Male	#2	
#3	1 Two or More Races Male	#3	
#4	1 Two or More Races Female	#4	
#5		#5	
Total:	5 hiring goal(s)	Total:	0 promotional goal(s)

## **PROGRAM GOALS: WHAT IS ACCOMPLISHED?**

The University did not identify any employment policy or practice that adversely affects any minority group candidates, including physically disabled, older persons, or women. The University will, however, continue to take a critical look at its employment processes and if disparities occur, the University will initiate a goal to remove such impact and improve the processes. In order to foster a campus climate of inclusion and diversity, to ensure equal rights for all the various groups that make up the University community and to educate our students toward appreciation for diversity, the University will:

### **Recruitment and Equitable Search Process**

The WCSU Office of Diversity and Equity (“ODE”) to develop and implement pipeline initiatives with a new institutional membership to the National Association of Colleges and Employers (“NACE”): <https://www.naceweb.org/> and a virtual institutional membership with [www.RippleMatch.com](http://www.RippleMatch.com): <https://f.hubspotusercontent20.net/hubfs/8139278/RippleMatch%20Guide%20To%20Recruiting%20at%20HBCUs.pdf>.

These new initiatives are in an effort to extend and diversify outreach of potential graduate and doctoral students at HBCU’s and HSI’s. The pipeline initiatives will include a communication package to twenty (20) HBCU and HSI institutions to heightened efforts to intentionally draw from the broad national network to fill existing faculty and administrative positions with emerging, graduating undergraduate and graduate students. Beginning in September 2023, the Chief Diversity Equity and Inclusion Officer will oversee the management of the new initiative and communication package to introduce the effort and build the contact network. There are developments in this proposal with the collaborative discussions with NACE.

**Completion Date:** March 31, 2024

**Responsible Person(s):** AAUP and SUOAF union representatives, Chief Human Resource Officer and Chief Diversity Equity and Inclusion Officer

### **Promotion of Equal Opportunity and Harassment-Free Workplace**

Staff/Faculty Training needed:

The WCSU Office of Diversity and Equity (“ODE”) will continue to provide (in-person and virtual) training focused specifically on implicit bias in the workplace and offer it, as part of the Cultural Diversity Training, on an annual basis. All WCSU employees will be invited to attend, but supervisors, administrators and department chairpersons will be targeted. ODE, along with members of the Division(s) of Academic and Student Affairs and Human Resource Department, will work together to provide comprehensive training programs for all WCSU employees, graduate and undergraduates student employees.

**Completion Date:** January 1, 2024

**Responsible Person(s):** Provost, Vice President for the Division of Student Affairs, Vice President for the Division of Student Affairs, Members of the Campus Response and Resource (“CaRRT”), Members of the WCSU Diversity Council, Chief Diversity Equity and Inclusion Officer, Chief Human Resource Officer and Identified members of the Division of Student Affairs

## Diversity Plan Review (President Beran & Jesenia Minier)

🕒 Thu 7/28/2022 11:00 AM - 12:00 PM

📍 President's Office

🕒 Don't remind me

### Tracking

#### Organizer

**MO** Mary O'Connor  
Sent on Monday, 7/25/2022 at 10:44 AM

#### Attendees

You responded "Yes"

Yes: 1

 Jesenia Minier  
Required

Didn't respond: 2

**PB** President Beran  
Required

 Keisha Stokes  
Optional

📧 Updated 7/27: per my email this afternoon we need to move out the start of this meeting due to a new appt. for President Beran in the morning.

### WCSU AAP Evaluation/Analysis Briefing

#### Tracking

🕒 Mon 9/26/2022 2:30 PM - 3:30 PM



📍 President's Office

👤 Jesenia Minier  
Sent on Friday, 9/23/2022 at 11:28 AM

🔔 Don't remind me

#### Attendees

⌵ Yes: 4

- PB** Paul Beran Required
-  Fred Cratty Required
-  Keisha Stokes Optional
- MO** Mary O'Connor Optional

### Action Plan

Mon 9/26/2022 3:30 PM - 4:00 PM

President's Office

Don't remind me

### Meeting Insights

Here's information you might find relevant to this event. Other attendees will only see content they have access to.

#### Files

Mary O'Connor  
Sent at 6/29/2023

2023\_Policy\_Statement (compl. 4.11.2023).pdf  
RE: Affirmative Action Plan

Mary O'Connor  
Sent at 6/29/2023

2023\_Narrative\_Concluding\_Statement.pdf

Keisha Stokes  
Sent at 6/27/2023

2023\_Policy\_Statement (compl. 4.11.2023).pdf  
Affirmative Action Plan

### Tracking

Organizer

Jesenia Minier  
Sent on Friday, 9/23/2022 at 1:20 PM

Attendees

You responded "Yes"

Yes: 3

Paul Beran  
Required

Mary O'Connor  
Optional

Keisha Stokes  
Optional

### DEI Report Discussion

Tue 10/18/2022 1:00 PM - 2:00 PM

President's Office

Don't remind me

### Tracking

Organizer

Keisha Stokes  
Sent on Wednesday, 10/5/2022  
at 9:34 AM

Attendees

Responded "Yes" by Keisha Stokes

Yes: 3

Jesenia Minier  
Required

PB  
Required

MO  
Optional

### IN-PERSON: HETS Membership Meeting

#### Tracking

🕒 Mon 11/21/2022 3:00 PM - 4:00 PM

👤 Organizer

📍 President's Office

👤 Jesenia Minier  
Sent on Monday, 11/14/2022 at 1:59 PM

🕒 Don't remind me

👤 Attendees

📄 Confirmed 11/14/2022 KS/JM

👇 Yes: 4

Discussion w/ Yubelkys Montalvo, the Executive Director of HETS concerning the renewal of Western's membership.

👤 **PB**  
Paul Beran  
Required

👤 **YM**  
Yubelkys Montalvo  
Required

**NOTE: In a separate communication, Jesenia Minier to provide out-of-state travel information from the City of Manhattan to the City of Danbury for retrieval to the WCSU Midtown Campus.**

👤 **MO**  
Mary O'Connor  
Optional

👤 Keisha Stokes  
Optional

### CSCU Managers Training & Legislative Report Discussion

Wed 11/30/2022 11:00 AM - 12:00 PM

[Join Teams meeting](#) President's Office

Don't remind me

#### Tracking

##### Organizer

Jesenia Minier  
Sent on Friday, 11/11/2022 at 3:28 PM

##### Attendees

Yes: 3

- PB** Paul Beran Required
- MO** Mary O'Connor Optional
- Keisha Stokes Optional

### Microsoft Teams meeting

Join on your computer, mobile app or room device  
[Click here to join the meeting](#)

Meeting ID: 279 721 263 398

Passcode: QZwYX4

[Download Teams](#) | [Join on the web](#)

#### Or call in (audio only)

+1 860-241-5450,,118850377# United States, Hartford

Phone Conference ID: 118 850 377#

[Find a local number](#) | [Reset PIN](#)



### 🔍 +2 Campus Updates & HETS

🕒 Tue 12/20/2022 9:15 AM - 9:45 AM

📍 President's Office

🔔 Don't remind me

### Tracking

Organizer



Keisha Stokes  
Sent on Friday, 12/16/2022 at 3:47 PM

### Attendees

You responded "Yes"

✓ Yes: 3



Jesenia Minier  
Required



Paul Beran  
Required



Mary O'Connor  
Optional

## Mtg. w/President Beran (Fred Cratty & Jesenia Minier)

🕒 Wed 1/11/2023 2:00 PM - 3:00 PM

📍 President's Office

🔔 Don't remind me

### Tracking

#### Organizer

**MO** Mary O'Connor  
Sent on Tuesday, 1/10/2023 at 12:40 PM

#### Attendees

You responded "Yes"

✓ Yes: 2

 Fred Cratty  
Required

 Jesenia Minier  
Required

✓ Didn't respond: 1

**PB** Paul Beran  
Required

### Jesenia Minier Mtg. w/President Beran re: HETS and their invoice

Thu 1/26/2023 2:15 PM - 2:30 PM

President's Office

Don't remind me

#### Organizer

Mary O'Connor  
Sent on Thursday, 1/26/2023 at 1:50 PM

#### Attendees

You responded "Yes"

Yes: 1

Jesenia Minier  
Required

Didn't respond: 2

President Paul B. Beran  
Required

Keisha Stokes  
Optional

Section E  
Element No. 5

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**ORGANIZATIONAL  
ANALYSIS**  
Sec. 46a-68-82

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## **Organizational Analysis**

Under Section 46a-68-82(1) of the Affirmative Action Regulations of Connecticut State Agencies, Western Connecticut State University ("WCSU" or "University") has conducted a job title classification study that arrange all of the job titles authorized by the Department of Administrative Services and the Board of Regents/Connecticut State Colleges and University ("CSCU") established by statute into lines of progression that depict the order of jobs through which an employee may advance. Titles without promotional opportunity have been listed separately. Unclassified titles have also been identified.

(2) The University has conducted an occupational category study, and listed each job title contained in the job title classification study and placed it in an occupational category with job titles having like job content, compensation schedules and opportunity. Titles within an occupational category are ranked from the highest to lowest compensation schedule. The salary range for each office, position and/or position classification is noted.

(3) The University has included one (or more) of the University's organizational chart(s) which illustrate the lines of progression and reporting within the University.

Section E  
Element No. 5

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**ORGANIZATIONAL  
ANALYSIS**

Sec. 46a-68-82

(ATTACHMENTS AND DOCUMENTATION)

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## JOB TITLE STUDY

Administrative Assistant (CSU)  
Administrative Assistant  
Secretary 2  
Secretary 1  
Office Assistant

Assoc. Vice President for Enrollment Service  
Director, Admissions  
Associate Director, Admissions  
Admissions Representative

Director, Athletics  
Associate Athletics Director  
Athletic Equipment Manager  
Athletic Trainer

Provost/Vice President Academic Affairs  
Dean-School of Visual & Perf Arts  
Visual & Perf Arts Ctr Coordinator  
Visual Arts Assistant  
Instructional Technologist  
Instructional Designer  
Instructional Design Coordinator

Chief Information Officer (VACANT)  
Director, Information Systems  
Information Security Officer  
Project Manager  
System Manager  
IT User Services Manager  
Client Server Programmer  
Telecommunications Manager  
Network Security Specialist  
Technical Coordinator  
Infrastructure Services Manager  
Infrastructure Services Admin  
Programmer Specialist/Web Developer  
Manager of Web Services  
Server Specialist  
PC Maintenance Technician  
Customer Support Center Coordinator  
Customer Support Center Assistant  
Technical Support Analyst  
Web Content Specialist

Provost/Vice President Academic Affairs  
Dean-School of Arts & Sciences  
Dean-School of Business  
Dean-School of Professional Studies (VACANT)  
Dean-School of Visual & Perf Arts  
Associate Dean  
Associate Director, Graduate Studies

Librarian  
Associate Librarian  
Assistant Librarian  
Library Technician  
Library Systems Assistant  
Library Technical Assistant

Vice President for Student Affairs  
Dean of Students  
Assistant Dean of Student Affairs  
Director, Campus & Student Ctr Auxiliary  
Associate Dir of Campus & Student Ctrs

CSU Professor  
Professor  
Associate Professor  
Assistant Professor  
Instructor

Vice President, Institutional Adv (VACANT)  
Director, Public Aff & Comm Relations

Assistant Dir Admin, Recruitment & Events  
Coordinator University Events  
Events Fiscal Assistant

Director, Health Services  
Assistant Director of Health Svcs (VACANT)  
Advanced Practice Registered Nurse  
Registered Nurse

Associate Vice President for Enrollment Svc.  
Registrar  
Associate Registrar  
Assistant Degree Auditor

Vice President for Student Affairs  
Director of Residential Programs & Staff  
Director, Housing  
Associate Director, Housing & Res Life  
Assistant to Director, Housing

Vice President for Student Affairs  
Director, Counseling Center  
Assistant Counselor

Assoc. Vice President for Enrollment Service  
Registrar  
Director, Financial Aid  
Director, Academic Advisement  
Associate Director, Academic Adv  
Associate Director, of Student Fin Svcs  
Assistant Director, Academic Adv  
Assistant Director of Financial Aid  
Assistant Director of Student Financial Svcs  
Assistant to the Director, Financial Aid  
Director, University Comm and Marketing  
Assistant Director Publications & Design  
Graphic Designer/Comp Tech Photo

Chief Human Resources Officer  
Assistant Director of Human Resources  
Assistant in Human Resources  
HR Administrative Operations Assistant

Chief Financial Officer  
Director, Fiscal Affairs/Controller  
Director, Administrative Services  
Director, Financial Planning & Budgets  
Associate Director of Admin Services  
Associate Director, Accounts Payable  
Fiscal Administrative Officer  
Associate Controller  
Budget Analyst  
Bursar  
Assistant Bursar  
Payroll Coordinator  
Purchasing Assistant  
Assistant Payroll Coordinator  
Payroll Clerk  
Assistant to Director, Fiscal Affairs

Vice President, Institutional Adv  
Director, Institutional Res & Assessment  
Director, Development  
Development Database Administrator  
Coordinator, Institutional Adv  
Finance Assistant in IR

Provost/Vice President of Academic Affairs  
Director, Pre Collegiate & Access Programs  
Upward Bound Site Advisor  
Assistant Director of Upward Bound

Vice President for Student Affairs  
Director, Career Services  
Associate Director of Career Dev Ctr

Chief Information Officer (VACANT)  
Director, Info Tech & Media Services  
Assistant to Director of Media Svcs

Chief of Police  
Police Lieutenant  
Police Sergeant  
Police Officer  
Building/Grounds Patrol Officer

Chief Diversity Officer  
Pride Center/Title IX Deputy Coordinator

Chief Facilities Officer  
Director, Emergency Management  
Director of Facilities, Planning, Eng  
Director of Facilities Scheduling & Promotion  
Director, Facilities Operations  
Director, Environment Health & Safety  
Director of Access Ctrl One Card Svcs  
Director of Access Ability Svcs  
Debit Card Program Manager  
Access Control & Security Specialist  
Assistant Director, Planning, Eng  
Assistant Dir of Facilities, Scheduling & Promotion  
Assistant Director, Facilities Operations  
Assistant Director Facilities Utilization and Promotion  
Health & Safety Assistant

Property Control & Mail Services Manager  
Material Storage Supervisor 2  
Storekeeper

Building Superintendent 1  
Supervising Custodian  
Landscape Technician  
Lead Custodian  
Custodian

Maintenance Supervisor 2  
Building Maintenance Supervisor  
Maintenance Supervisor 1  
Qualified Craft Worker  
General Trade Workers (VACANT)  
Skilled Maintainer

Property Control & Mail Services Manager  
Mail Service Supervisor 2  
Mail Service Supervisor 1 (VACANT)  
Mail Handler

President  
Provost/Vice Pres for Academic Affairs  
Vice President for Student Affairs  
Vice President, Institutional Adv (VACANT)  
Assoc. Vice President for Enrollment Service  
Assoc. Vice President for Finance & Admin  
Chief Diversity Officer  
Chief Facilities Officer  
Chief Financial Officer  
Chief Human Resource Officer  
Chief Information Officer  
Dean-School of Arts & Sciences  
Dean-School of Business  
Dean-School of Professional Studies (VACANT)  
Dean-School of Visual & Perf Arts

**Western Connecticut State University  
Occupational Category Study**

**Executive, Administrative, Managerial, Management & Confidential Unclassified**

Position/Title Name	Salary Range	
President	\$184,300	\$262,900
Provost/Vice President Academic Affairs	\$184,300	\$262,900
Vice President, Finance and Admin (V)	\$139,800	\$223,700
Vice President, Institutional Advancement	\$139,800	\$223,700
Vice President of Student Affairs	\$139,800	\$223,700
Associate Vice President of Finance and Admin. (V)	\$101,300	\$162,001
Associate Vice President for Enrollment Services	\$101,300	\$162,001
Associate Vice President of Academic Affairs	\$101,300	\$162,001
Dean, Arts and Sciences	\$119,000	\$190,004
Dean, School of Business	\$119,000	\$190,004
Dean, Professional Studies (V)	\$119,000	\$190,004
Dean, Visual and Performing Arts	\$119,000	\$190,004
Dean of Students	\$101,300	\$162,001
Chief Diversity Officer	\$101,300	\$162,001
Chief Financial Officer	\$101,300	\$162,001
Chief Facilities Officer AVP Cmp Ping	\$101,300	\$162,001
Chief Human Resources Officer	\$101,300	\$162,001
Chief Information Officer (V)	\$139,800	\$223,700
Director of Ins Research/ Assessment	\$86,200	\$137,009

**2. Professional Faculty**

Position/Title Name	Salary Range	
CSU Professor	\$96,521	\$129,028
Professor	\$87,747	\$117,299
Associate Professor	\$73,707	\$98,684
Assistant Professor	\$59,668	\$86,030
Instructor/Coach A	\$52,648	\$70,713

**3. Professional Non-Faculty Administrator 7**

Position/Title Name	Salary Range	
Associate Dean, Professional Studies	\$89,003	\$133,399
Director of Athletics	\$89,003	\$133,399
Director, Development (V)	\$89,003	\$133,399
Director Fiscal Affairs/Controller	\$89,003	\$133,399
Director of Information Systems	\$89,003	\$133,399
Director Info Technology & Media Services	\$89,003	\$133,399
Special Assistant to the President	\$89,003	\$133,399

**6. Professional Non Faculty Administrator 4**

Position/Title Name	Salary Range	
Access Control & Security Specialist	\$81,617	\$98,355
Adv. Practical Registered Nurse	\$81,617	\$98,355
Associate Athletic Director	\$81,617	\$98,355
Associate Director, Accounts Payable (V)	\$81,617	\$98,355
Associate Director, Administrative Services (V)	\$81,617	\$98,355
Associate Director of Admissions	\$81,617	\$98,355
Assistant Director of Advising	\$81,617	\$98,355
Associate Director, Career Development Center	\$81,617	\$98,355
Associate Director, Campus & Stud Cntrs	\$81,617	\$98,355
Associate Director, Graduate Admissions	\$81,617	\$98,355
Associate Director, Housing & Res Life	\$81,617	\$98,355
Associate Director, Public Relations	\$81,617	\$98,355
Associate Director - Stud Fin Svcs	\$81,617	\$98,355
Associate Director - Transfer	\$81,617	\$98,355
Associate Registrar - Degree Aud&Gd	\$81,617	\$98,355
Associate Registrar - Schd Officer	\$81,617	\$98,355
Associate Registrar Studt Adm Rec	\$81,617	\$98,355
Client Server Programmer	\$81,617	\$98,355
Coord for Ancell School of Bus	\$81,617	\$98,355
Coord. of Engineering Support	\$81,617	\$98,355
Coordinator - Substance Abuse Prgrm	\$81,617	\$98,355
Coordinator of University Events	\$81,617	\$98,355
Development Database Adminstr	\$81,617	\$98,355
Enrollment Research Analyst	\$81,617	\$98,355
Infrastructure Services Admin	\$81,617	\$98,355
Instructional Designer	\$81,617	\$98,355
International Services Coordinator	\$81,617	\$98,355
Laboratory & Clinical Coordinator	\$81,617	\$98,355
Manager of Web Services	\$81,617	\$98,355

**4. Professional Non-Faculty Administrator 6**

Position/Title Name	Salary Range	
Director, Administrative Services	\$79,874	\$121,718
Director, Career Services	\$79,874	\$121,718
Director, Career Services	\$79,874	\$121,718
Director, Center for Student Inv.	\$79,874	\$121,718
Director, Counseling Services	\$79,874	\$121,718
Director of Development (V)	\$79,874	\$121,718
Director, Financial Aid and Student Empl.	\$79,874	\$121,718
Director of Fac Sched & Promotion	\$79,874	\$121,718
Director, Facilities Operations	\$79,874	\$121,718
Director, Facilities and Planning	\$79,874	\$121,718
Director, Housing and Residence Life	\$79,874	\$121,718
Director, Judicial Affairs	\$79,874	\$121,718
Director of Sponsored Resch Adm Svc	\$79,874	\$121,718
Information Security Officer	\$79,874	\$121,718
Registrar	\$79,874	\$121,718
Coord Univ Schlrps & Cap Camp	\$79,874	\$121,718

**5. Professional Non Faculty Administrator 5**

Position/Title Name	Salary Range	
Associate Controller	\$70,745	\$110,037
Assistant Dean of Students	\$70,745	\$110,037
Bursar	\$70,745	\$110,037
DBA/Unlx Administrator (V)	\$70,745	\$110,037
Director, Academic Advisement	\$70,745	\$110,037
Director of AccessAbility Services	\$70,745	\$110,037
Director, Access Control & One-Card Services	\$70,745	\$110,037
Director, Alumni Relations/Development Office	\$70,745	\$110,037
Director of Cooperative Education	\$70,745	\$110,037
Director, Emergency Management	\$70,745	\$110,037
Director, Environmental Health & Safety	\$70,745	\$110,037
Director of Finance Planning & Budgets	\$70,745	\$110,037
Director of Pre-College & Access Services	\$70,745	\$110,037
Director of Residence Programs & Staff	\$70,745	\$110,037
Director, Communications and Marketing	\$70,745	\$110,037
Director, CT Center for School Safety and Crisis Preparation	\$70,745	\$110,037
Infrastructure Svcs Manager	\$70,745	\$110,037
IT User Services Manager	\$70,745	\$110,037
Information Center Manager (V)	\$70,745	\$110,037
Project Manager	\$70,745	\$110,037
SIS Banner/ERP Specialist	\$70,745	\$110,037
System Manager	\$70,745	\$110,037
Telecommunications Manager	\$70,745	\$110,037

**7. Professional Non Faculty Administrator 3**

Position/Title Name	Salary Range	
Access/Security Technician	\$52,489	\$86,675
Assistant Bursar	\$52,489	\$86,675
Assistant Bursar - Cash Mgmt	\$52,489	\$86,675
Assistant Director, Admin Recruitment & Events	\$52,489	\$86,675
Assistant Director of Advising	\$52,489	\$86,675
Assistant Director, Facilities Operations	\$52,489	\$86,675
Assistant Director, Facilities Sch & Promotion	\$52,489	\$86,675
Assistant Director, Financial Aid	\$52,489	\$86,675
Assistant Director, Health Services (V)	\$52,489	\$86,675
Assistant Director, Honors Program (V)	\$52,489	\$86,675
Assistant Director of Planning & Eng	\$52,489	\$86,675
Assistant Director of Publication & Design	\$52,489	\$86,675
Assistant Director, Student Financial Srv	\$52,489	\$86,675
Assistant Director, Stud Life/Stud Act	\$52,489	\$86,675
Assistant Director, Upward Bound	\$52,489	\$86,675
Assistant Payroll Coordinator	\$52,489	\$86,675
Audio & Info Tech Coordinator	\$52,489	\$86,675
Budget Analyst	\$52,489	\$86,675
Debit Card Program Manager	\$52,489	\$86,675
Finance Assistant in IA	\$52,489	\$86,675
Instructional Design Coord	\$52,489	\$86,675
Learning Commons Coordinator	\$52,489	\$86,675
Library Systems Assistant	\$52,489	\$86,675
Musical Arts Assistant	\$52,489	\$86,675
PC Maintenance Technician	\$52,489	\$86,675
Registered Nurse	\$52,489	\$86,675
Technical Assistant in Chemist	\$52,489	\$86,675
Technical Support Analyst	\$52,489	\$86,675
Visual & Perf Arts Centr Coord	\$52,489	\$86,675

V = Vacant



**Western Connecticut State University  
Occupational Category Study**

**8. Professional Non Faculty Administrator 2**

Position/Title Name	Salary Range	
Admissions Representative	\$43,360	\$74,993
Assistant Degree Auditor	\$43,360	\$74,993
Assistant to Director Meteorology SWWC	\$43,360	\$74,993
Assistant to Director of Fac Util & Prom	\$43,360	\$74,993
Assistant to Director of Fiscal Affairs	\$43,360	\$74,993
Assistant to Director of Media Services	\$43,360	\$74,993
Assistant to Director/Resident Director	\$43,360	\$74,993
Assistant to Director Hsg/Resident Director	\$43,360	\$74,993
Assistant to Director of Res Life/RD	\$43,360	\$74,993
Assistant to Director/Stud Fin Svcs	\$43,360	\$74,993
Assistant Counselor	\$43,360	\$74,993
Assistant Director of HR - Benefits	\$43,360	\$74,993
Assistant Director of HR - Recruitment	\$43,360	\$74,993
Athletic Equipment Manager	\$43,360	\$74,993
Athletic Trainer 3	\$43,360	\$74,993
Customer Support Center Assistant	\$43,360	\$74,993
Director of Health Services	\$43,360	\$74,993
Fiscal Administrative Officer	\$43,360	\$74,993
Customer Support Center Assistant	\$43,360	\$74,993
Graphic Dsgn/Comp Tech Photo	\$43,360	\$74,993
Program Manager, Library Consort	\$43,360	\$74,993
Student Support Liaison	\$43,360	\$74,993
Upward Bound Site Advisor	\$43,360	\$74,993
Visual Arts Assistant	\$43,360	\$74,993

**9. Professional Non Faculty Librarians**

Position/Title Name	Salary Range	
Librarian	\$87,747	\$117,209
Associate Librarian	\$73,707	\$98,664
Assistant Librarian	\$59,668	\$80,030

**4. Clerical & Secretarial****Salary Range**

Admin Assistant to President	56,932		79,884
Assistant in Human Resources	45,360		61,526
Administrative Assistant (CSU) (MC-33)	57,535		77,840
Administrative Assistant (CL-19)	53,935		69,795
HR Administrative Operations Assistant (MC-31)	48,193		65,202
Purchasing Assistant (CL-17)	49,005		63,864
Payroll Clerk (CL - 16)	46,721		61,096
Secretary 2 (CL-16)	46,721		61,096
Secretary 1 (CL-14)	42,684		56,009
Office Assistant (CL-13)	40,901		53,663
Clerk Typist (CL-10)	36,671		46,355

**5. Technical & Paraprofessional****Salary Range**

Access/Security Technician	50,961		84,150
Library Technician (A&R 20)	58,640		74,289
Library Technical Assistant (A&R 16)	48,235		62,050
Data Processing Oper. Support Spec. 2 (CL-17)	n/a	@	WCSU
Computer Maintenance Technician	n/a	@	WCSU

**6. Skilled Craft****Salary Range**

Building Maintenance Supvr (TC-25)	68,411		89,162
Maintenance Supvr 2 (HVAC) (TC-24)	65,288		85,247
Maintenance Supvr 1 (HVAC) (TC-22)	59,587		77,928
Maintenance Supvr 2 (Grd) (TC-22)	59,587		77,928
Material Storage Supvr 2 (TC-18)	50,326		64,892
Qualified Craft Worker (TC-17)	47,967		62,095
General Trades Worker (TC-15)	43,689		56,913

**7. Service - Maintenance****Salary Range**

Building Superintendent 2 (TC-20)	55,361		70,892
Building Superintendent 1 (TC-18)	50,326		64,892
Mail Services Supervisor 1 (TC-16)	45,763		59,425
Skilled Maintainer (TC-14)	41,756		54,531
Supervising Custodian (TC-14)	41,756		54,531
Landscape Technician (TC-14)	41,756		54,531
Boiler Tender (TC-13)	39,933		52,276
Storekeeper (TC-12)	37,917		48,251
Mail Handler (TC-11)	36,847		46,661
Maintainer, D/E Operator (TC-11)	36,847		46,661
Lead Custodian (TC-11)	36,847		46,661
Custodian (TC-9)	34,852		43,551

**8. Service - Maintenance****Salary Range**

## **No Line of Progression**

Administrative Assistant (CSU)

Associate Vice President for Enrollment Services

Associate Vice President/Chief, Facilities Planning and Engineering

Chief Diversity Officer

Chief Financial Officer

Chief Innovation Officer

Chief Human Resources Officer

Chief Information Officer

Chief of Police

Coordinator of University Events

Director of Academic Advising

Director of Administrative Services

Director of Alumni

Director of Athletics

Director, Career Services

Director, Center for School Safety and Crisis Preparation

Director, Communications and Marketing

Director, Emergency Management and EHS Preparation

Director of Facilities and Scheduling

Director of Health Services

Director of Library Services

Director of Sponsored Research

Mail Services Supervisor 1

Maintenance Supervisor 2

President

Property Control and Mail Services Manager

Provost/Vice President for Division of Academic Affairs

Vice President for Division of Student Affairs

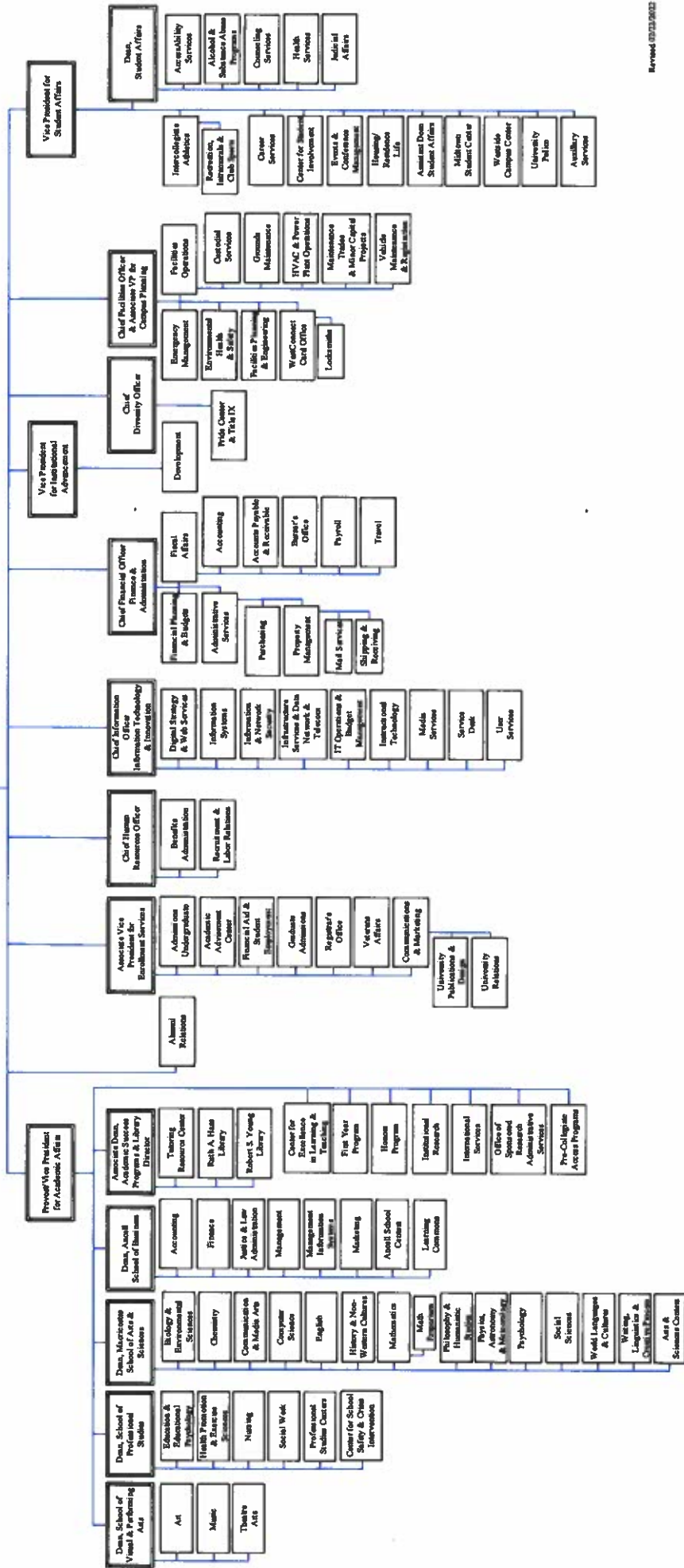
Vice President, Office of Institutional Advancement

Vice President for Finance and Administration

Western Connecticut State University  
Organizational Chart  
2022

Connecticut State  
Colleges & Universities  
Board of Regents for  
Higher Education

President  
Western Connecticut State  
University



Section F  
Element No. 6

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

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## **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.

Section F  
Element No. 6

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

(ATTACHMENTS AND DOCUMENTATION)

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FORM #38A

FULL-TIME WORKFORCE  
LABOR MARKET AREA: CT

CATEGORY OR CLASS	Total	TM	TF	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Executive	17	9	8	7	6	2	0	0	2	0	0
		52.9%	47.1%	41.2%	35.3%	11.8%	0.0%	0.0%	11.8%	0.0%	0.0%
Faculty	204	101	103	73	81	6	5	5	4	17	13
		49.5%	50.5%	35.8%	39.7%	2.9%	2.5%	2.5%	2.0%	8.3%	6.4%
Prof Non Faculty	139	60	79	43	65	4	3	6	9	7	2
		43.2%	56.8%	30.9%	46.8%	2.9%	2.2%	4.3%	6.5%	5.0%	1.4%
Clerical	46	1	45	1	31	0	8	0	5	0	1
		2.2%	97.8%	2.2%	67.4%	0.0%	17.4%	0.0%	10.9%	0.0%	2.2%
Tech Paraprof	8	2	6	2	4	0	2	0	0	0	0
		25.0%	75.0%	25.0%	50.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%
Skilled Crafts	28	26	2	20	2	2	0	3	0	1	0
		92.9%	7.1%	71.4%	7.1%	7.1%	0.0%	10.7%	0.0%	3.6%	0.0%
Maintenance	38	26	12	12	5	3	0	10	7	1	0
		68.4%	31.6%	31.6%	13.2%	7.9%	0.0%	26.3%	18.4%	2.6%	0.0%
Protective Svcs	12	9	3	8	1	0	1	1	1	0	0
		75.0%	25.0%	66.7%	8.3%	0.0%	8.3%	8.3%	8.3%	0.0%	0.0%
Total	492	234	258	166	195	17	19	25	28	26	16
		47.6%	52.4%	33.7%	39.6%	3.5%	3.9%	5.1%	5.7%	5.3%	3.3%
2022 AA Plan	542	265	277	186	209	17	20	22	26	40	22
Change +/-	-50	-31	-19	-20	-14	0	-1	3	2	-14	-6



**WORKFORCE ANALYSIS**

4/1/2022- 3/31/2023

FORM #38A

**FULL-TIME WORKFORCE  
LABOR MARKET AREA: CT**

CATEGORY OR CLASS	Total	TM	TF	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Executive	17	9	8	7	6	2	0	0	2	0	0
		52.9%	47.1%	41.2%	35.3%	11.8%	0.0%	0.0%	11.8%	0.0%	0.0%
Faculty	204	101	103	73	81	6	5	5	4	17	13
		49.5%	50.5%	35.8%	39.7%	2.9%	2.5%	2.5%	2.0%	8.3%	6.4%
Prof Non Faculty	139	60	79	43	65	4	3	6	9	7	2
		43.2%	56.8%	30.9%	46.8%	2.9%	2.2%	4.3%	6.5%	5.0%	1.4%
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	360	170	190	123	152	12	8	11	15	24	15
		47.2%	52.8%	34.2%	42.2%	3.3%	2.2%	3.1%	4.2%	6.7%	4.2%
2022 AA Plan	384	188	196	137	161	11	5	13	14	27	16
Change +/-	-24	-18	-6	-14	-9	1	3	-2	1	-3	-1

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	46	1	45	1	31	0	8	0	5	0	1
		2.2%	97.8%	2.2%	67.4%	0.0%	17.4%	0.0%	10.9%	0.0%	2.2%
Tech Paraprof	8	2	6	2	4	0	2	0	0	0	0
		25.0%	75.0%	25.0%	50.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%
Skilled Crafts	28	26	2	20	2	2	0	3	0	1	0
		92.9%	7.1%	71.4%	7.1%	7.1%	0.0%	10.7%	0.0%	3.6%	0.0%
Maintenance	38	26	12	12	5	3	0	10	7	1	0
		68.4%	31.6%	31.6%	13.2%	7.9%	0.0%	26.3%	18.4%	2.6%	0.0%
Protective Svcs	12	9	3	8	1	0	1	1	1	0	0
		75.0%	25.0%	66.7%	8.3%	0.0%	8.3%	8.3%	8.3%	0.0%	0.0%
Total	132	64	68	43	43	5	11	14	13	2	1
		48.5%	51.5%	32.6%	32.6%	3.8%	8.3%	10.6%	9.8%	1.5%	0.8%
2022 AA Plan	192	109	83	70	55	10	16	16	10	13	2
Change +/-	-60	-45	-15	-27	-12	-5	-5	-2	3	-11	-1



Western  
Connecticut State  
University  
Faculty  
FORM #38A

**WORKFORCE ANALYSIS**

3/31/2023

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

<b>CATEGORY OR CLASS</b>	<b>Total</b>	<b>TM</b>	<b>TF</b>	<b>WM</b>	<b>WF</b>	<b>BM</b>	<b>BF</b>	<b>HM</b>	<b>HF</b>	<b>AAIANHNPI M</b>	<b>AAIANHNPI F</b>
Assistant Professor	36	18	18	13	14	1	1	1	1	3	2
Associate Professor	58	25	33	14	25	2	2	0	1	9	5
Instructors	0	0	0	0	0	0	0	0	0	0	0
Professor	110	58	52	46	42	3	2	4	2	5	6
<b>Total</b>	<b>204</b>	<b>101</b>	<b>103</b>	<b>73</b>	<b>81</b>	<b>6</b>	<b>5</b>	<b>5</b>	<b>4</b>	<b>17</b>	<b>13</b>
3/2022 AA Plan	228	114	114	83	89	5	4	5	7	21	14
Change +/-	-24	-13	-11	-10	-8	1	1	0	-3	-4	-1



CATEGORY OR CLASS	Total	TM	TF	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
CTCSS Safety Coordinator	4	0	4	0	3	0	1	0	0	0	0
Coordinator of Digital Platform Strategist	1	0	1	0	1	0	0	0	0	0	0
Coordinator of Substance Abuse Prgm	1	0	1	0	1	0	0	0	0	0	0
Coordinator of University Events	0	0	0	0	0	0	0	0	0	0	0
Coordinator of University Scholarshps & Cap Camp	1	0	1	0	1	0	0	0	0	0	0
Customer Support Cntr Coordinator	1	1	0	0	0	0	0	0	0	1	0
Data Network & Telecom Manager	1	1	0	0	0	0	0	0	0	1	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
Digital Media Assistant	1	1	0	1	0	0	0	0	0	0	0
Digital Systems Integretor	0	0	0	0	0	0	0	0	0	0	0
Director of Academic Advisement	1	0	1	0	1	0	0	0	0	0	0
Director of Advancement Services	1	0	1	0	1	0	0	0	0	0	0
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 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 Communication and Marketing	1	0	1	0	1	0	0	0	0	0	0
Director of Campus & Student Ctrs & Aux	0	0	0	0	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	0	0	0	0	0	0	0	0	0	0	0
Director of Emergency Mgmt EHS Programs	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	1	0	0	0	0	0	0	0	1	0
Director of Fiscal Affairs/Controller	1	1	0	0	0	0	0	1	0	0	0
Director of Graduate Admissions	1	1	0	1	0	0	0	0	0	0	0
Director of Health Services	1	0	1	0	1	0	0	0	0	0	0

<b>CATEGORY OR CLASS</b>	<b>Total</b>	<b>TM</b>	<b>TF</b>	<b>WM</b>	<b>WF</b>	<b>BM</b>	<b>BF</b>	<b>HM</b>	<b>HF</b>	<b>AAIANHNPI M</b>	<b>AAIANHNPI F</b>
Student Support Liaison	1	0	1	0	0	0	0	0	1	0	0
Study Coordinator	1	0	1	0	1	0	0	0	0	0	0
System Administrator	1	1	0	1	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
Tutoring Resource Coordinator	1	0	1	0	1	0	0		0	0	0
Upward Bound Site Advisor	1	0	1	0	1	0	0	0	0	0	0
Veteran's Affairs Officer	1	0	1	0	1	0	0	0	0	0	0
Visual & Perf Arts Centr Coord	1	1	0	1	0	0	0	0	0	0	0
Visual Arts Assistant	1	0	1	0	1	0	0	0	0	0	0
<b>TOTAL</b>	<b>139</b>	<b>60</b>	<b>79</b>	<b>43</b>	<b>65</b>	<b>4</b>	<b>3</b>	<b>6</b>	<b>9</b>	<b>7</b>	<b>2</b>
3/2022 AA Plan	151	71	80	52	65	4	2	6	8	9	5
Change +/-	-12	-14	-1	-9	0	0	1	0	1	-2	-3

CLERICAL

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
Administrative Assistant	15	0	15	0	8	0	4	0	2	0	1
Administrative Assistant CSU	4	0	4	0	3	0	1	0	0	0	0
Executive Assistant To The President	1	0	1	0	1	0	0	0	0	0	0
Assistant In HR (CSU)	0	0	0	0	0	0	0	0	0	0	0
Office Assistant	4	0	4	0	2	0	1	0	1	0	0
Payroll Clerk	0	0	0	0	0	0	0	0	0	0	0
Purchasing Assistant	1	0	1	0	1	0	0	0	0	0	0
Secretary 1	7	0	7	0	5	0	1	0	1	0	0
Secretary 2	14	1	13	1	11	0	1	0	1	0	0
<b>Total</b>	<b>46</b>	<b>1</b>	<b>45</b>	<b>1</b>	<b>31</b>	<b>0</b>	<b>8</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>1</b>
3/2022 AA Plan	52	1	51	1	35	0	11	0	4	0	1
Change +/-	-6	0	-6	0	-4	0	-3	0	1	0	0







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	25	17	8	4	5	3	0	9	3	1	0
Landscape Technician	5	5	0	4	0	0	0	1	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
Maintainer	4	1	3	1	0	0	0	0	3	0	0
Storekeeper	0	0	0	0	0	0	0	0	0	0	0
Supervising Custodian	1	1	0	1	0	0	0	0	0	0	0
<b>Total</b>	<b>38</b>	<b>26</b>	<b>12</b>	<b>12</b>	<b>5</b>	<b>3</b>	<b>0</b>	<b>10</b>	<b>7</b>	<b>1</b>	<b>0</b>
3/2022 AA Plan	61	46	15	21	6	6	1	12	7	7	1
Change +/-	-23	-20	-3	-9	-1	-3	-1	-2	0	-6	-1

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 Grounds and Patrol Officer	4	2	2	2	1	0	1	0	0	0	0
Police Lieutenant	1	1	0	1	0	0	0	0	0	0	0
Police Officer	5	4	1	4	0	0	0	0	1	0	0
Police Sergeant	2	2	0	1	0	0	0	1	0	0	0
<b>Total</b>	<b>12</b>	<b>9</b>	<b>3</b>	<b>8</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>
3/2020 AA Plan	20	17	3	13	1	2	1	1	1	1	0
Change +/-	-8	-8	0	-5	0	-2	0	0	0	-1	0

FORM #38A

**PART-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
<b>FACULTY</b>											
PT Lecturer	339	169	170	150	141	2	10	8	4	9	15
SU Lecturer (Non-Teaching)	19	11	8	8	6	1	1	1	0	1	1
<b>Total</b>	<b>358</b>	<b>180</b>	<b>178</b>	<b>158</b>	<b>147</b>	<b>3</b>	<b>11</b>	<b>9</b>	<b>4</b>	<b>10</b>	<b>16</b>
<b>PROFESSIONAL NON-FACULTY</b>											
University Assistant	43	26	17	20	12	2	2	2	1	2	2
Coach PT	17	10	7	10	6	0	1	0	0	0	0
<b>Total</b>	<b>60</b>	<b>36</b>	<b>24</b>	<b>30</b>	<b>18</b>	<b>2</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>2</b>
<b>SECRETARIAL CLERICAL</b>											
Secretary 1	0	0	0	0	0	0	0	0	0	0	0
Secretary 2	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total</b>	<b>418</b>	<b>216</b>	<b>202</b>	<b>188</b>	<b>165</b>	<b>5</b>	<b>14</b>	<b>11</b>	<b>5</b>	<b>12</b>	<b>18</b>
	100.0%	51.7%	48.3%	45.0%	39.5%	1.2%	3.3%	2.6%	1.2%	2.9%	4.3%





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	46	1	45	1	31	0	8	0	5	0	1
		2.2%	97.8%	2.2%	67.4%	0.0%	17.4%	0.0%	10.9%	0.0%	2.2%
Tech Paraprof	8	2	6	2	4	0	2	0	0	0	0
		25.0%	75.0%	25.0%	50.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%
Skilled Crafts	28	26	2	20	2	2	0	3	0	1	0
		92.9%	7.1%	71.4%	7.1%	7.1%	0.0%	10.7%	0.0%	3.6%	0.0%
Maintenance	38	26	12	12	5	3	0	10	7	1	0
		68.4%	31.6%	31.6%	13.2%	7.9%	0.0%	26.3%	18.4%	2.6%	0.0%
Protective Svcs	12	9	3	8	1	0	1	1	1	0	0
		75.0%	25.0%	66.7%	8.3%	0.0%	8.3%	8.3%	8.3%	0.0%	0.0%
Total	132	64	68	43	43	5	11	14	13	2	1
		48.5%	51.5%	32.6%	32.6%	3.8%	8.3%	10.6%	9.8%	1.5%	0.8%
2022 AA Plan	192	109	83	70	55	10	16	16	10	13	2
Change +/-	-60	-45	-15	-27	-12	-5	-5	-2	3	-11	-1



FORM #38A

FULL-TIME WORKFORCE  
LABOR MARKET AREA: CT

CATEGORY OR CLASS	Total	TM	TF	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
<b>Executive</b>	<b>17</b>	<b>9</b>	<b>8</b>	<b>7</b>	<b>6</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>
		52.9%	47.1%	41.2%	35.3%	11.8%	0.0%	0.0%	11.8%	0.0%	0.0%
<b>Faculty</b>	<b>204</b>	<b>101</b>	<b>103</b>	<b>73</b>	<b>81</b>	<b>6</b>	<b>5</b>	<b>5</b>	<b>4</b>	<b>17</b>	<b>13</b>
		49.5%	50.5%	35.8%	39.7%	2.9%	2.5%	2.5%	2.0%	8.3%	6.4%
<b>Prof Non Faculty</b>	<b>139</b>	<b>60</b>	<b>79</b>	<b>43</b>	<b>65</b>	<b>4</b>	<b>3</b>	<b>6</b>	<b>9</b>	<b>7</b>	<b>2</b>
		43.2%	56.8%	30.9%	46.8%	2.9%	2.2%	4.3%	6.5%	5.0%	1.4%
<b>Clerical</b>	<b>46</b>	<b>1</b>	<b>45</b>	<b>1</b>	<b>31</b>	<b>0</b>	<b>8</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>1</b>
		2.2%	97.8%	2.2%	67.4%	0.0%	17.4%	0.0%	10.9%	0.0%	2.2%
<b>Tech Paraprof</b>	<b>8</b>	<b>2</b>	<b>6</b>	<b>2</b>	<b>4</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
		25.0%	75.0%	25.0%	50.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%
<b>Skilled Crafts</b>	<b>28</b>	<b>26</b>	<b>2</b>	<b>20</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>0</b>
		92.9%	7.1%	71.4%	7.1%	7.1%	0.0%	10.7%	0.0%	3.6%	0.0%
<b>Maintenance</b>	<b>38</b>	<b>26</b>	<b>12</b>	<b>12</b>	<b>5</b>	<b>3</b>	<b>0</b>	<b>10</b>	<b>7</b>	<b>1</b>	<b>0</b>
		68.4%	31.6%	31.6%	13.2%	7.9%	0.0%	26.3%	18.4%	2.6%	0.0%
<b>Protective Svcs</b>	<b>12</b>	<b>9</b>	<b>3</b>	<b>8</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>
		75.0%	25.0%	66.7%	8.3%	0.0%	8.3%	8.3%	8.3%	0.0%	0.0%
<b>Total</b>	<b>492</b>	<b>234</b>	<b>258</b>	<b>166</b>	<b>195</b>	<b>17</b>	<b>19</b>	<b>25</b>	<b>28</b>	<b>26</b>	<b>16</b>
		47.6%	52.4%	33.7%	39.6%	3.5%	3.9%	5.1%	5.7%	5.3%	3.3%
<b>2022 AA Plan</b>	<b>542</b>	<b>265</b>	<b>277</b>	<b>186</b>	<b>209</b>	<b>17</b>	<b>20</b>	<b>22</b>	<b>26</b>	<b>40</b>	<b>22</b>
<b>Change +/-</b>	<b>-50</b>	<b>-31</b>	<b>-19</b>	<b>-20</b>	<b>-14</b>	<b>0</b>	<b>-1</b>	<b>3</b>	<b>2</b>	<b>-14</b>	<b>-6</b>

FORM #38A

FULL-TIME WORKFORCE  
LABOR MARKET AREA: CT

CATEGORY OR CLASS	Total	TM	TF	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Executive	17	9	8	7	6	2	0	0	2	0	0
		52.9%	47.1%	41.2%	35.3%	11.8%	0.0%	0.0%	11.8%	0.0%	0.0%
Faculty	204	101	103	73	81	6	5	5	4	17	13
		49.5%	50.5%	35.8%	39.7%	2.9%	2.5%	2.5%	2.0%	8.3%	6.4%
Prof Non Faculty	139	60	79	43	65	4	3	6	9	7	2
		43.2%	56.8%	30.9%	46.8%	2.9%	2.2%	4.3%	6.5%	5.0%	1.4%
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	360	170	190	123	152	12	8	11	15	24	15
		47.2%	52.8%	34.2%	42.2%	3.3%	2.2%	3.1%	4.2%	6.7%	4.2%
2022 AA Plan	384	188	196	137	161	11	5	13	14	27	16
Change +/-	-24	-18	-6	-14	-9	1	3	-2	1	-3	-1



Faculty

FORM #38A

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	36	18	18	13	14	1	1	1	1	3	2
Associate Professor	58	25	33	14	25	2	2	0	1	9	5
Instructors	0	0	0	0	0	0	0	0	0	0	0
Professor	110	58	52	46	42	3	2	4	2	5	6
<b>Total</b>	<b>204</b>	<b>101</b>	<b>103</b>	<b>73</b>	<b>81</b>	<b>6</b>	<b>5</b>	<b>5</b>	<b>4</b>	<b>17</b>	<b>13</b>
3/2022 AA Plan	228	114	114	83	89	5	4	5	7	21	14
Change +/-	-24	-13	-11	-10	-8	1	1	0	-3	-4	-1



<b>CATEGORY OR CLASS</b>	<b>Total</b>	<b>TM</b>	<b>TF</b>	<b>WM</b>	<b>WF</b>	<b>BM</b>	<b>BF</b>	<b>HM</b>	<b>HF</b>	<b>AAIANHNPI M</b>	<b>AAIANHNPI F</b>
CTCSS Safety Coordinator	4	0	4	0	3	0	1	0	0	0	0
Coodinator of Digital Platform Strategist	1	0	1	0	1	0	0	0	0	0	0
Coordinator of Substance Abuse Prgm	1	0	1	0	1	0	0	0	0	0	0
Coordinator of University Events	0	0	0	0	0	0	0	0	0	0	0
Coordinator of University Scholarshps & Cap Camp	1	0	1	0	1	0	0	0	0	0	0
Customer Support Cntr Coordinator	1	1	0	0	0	0	0	0	0	1	0
Data Network & Telecom Manager	1	1	0	0	0	0	0	0	0	1	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
Digital Media Assistant	1	1	0	1	0	0	0	0	0	0	0
Digital Systems Integretor	0	0	0	0	0	0	0	0	0	0	0
Director of Academic Advisement	1	0	1	0	1	0	0	0	0	0	0
Director of Advancement Services	1	0	1	0	1	0	0	0	0	0	0
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 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 Communication and Marketing	1	0	1	0	1	0	0	0	0	0	0
Director of Campus & Student Ctrs & Aux	0	0	0	0	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	0	0	0	0	0	0	0	0	0	0	0
Director of Emergency Mgmt EHS Programs	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	1	0	0	0	0	0	0	0	1	0
Director of Fiscal Affairs/Controller	1	1	0	0	0	0	0	1	0	0	0
Director of Graduate Admissions	1	1	0	1	0	0	0	0	0	0	0
Director of Health Services	1	0	1	0	1	0	0	0	0	0	0

<b>CATEGORY OR CLASS</b>	<b>Total</b>	<b>TM</b>	<b>TF</b>	<b>WM</b>	<b>WF</b>	<b>BM</b>	<b>BF</b>	<b>HM</b>	<b>HF</b>	<b>AAIANHNPI M</b>	<b>AAIANHNPI F</b>
Student Support Liaison	1	0	1	0	0	0	0	0	1	0	0
Study Coordinator	1	0	1	0	1	0	0	0	0	0	0
System Administrator	1	1	0	1	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
Tutoring Resource Coordinator	1	0	1	0	1	0	0		0	0	0
Upward Bound Site Advisor	1	0	1	0	1	0	0	0	0	0	0
Veteran's Affairs Officer	1	0	1	0	1	0	0	0	0	0	0
Visual & Perf Arts Centr Coord	1	1	0	1	0	0	0	0	0	0	0
Visual Arts Assistant	1	0	1	0	1	0	0	0	0	0	0
<b>TOTAL</b>	<b>139</b>	<b>60</b>	<b>79</b>	<b>43</b>	<b>65</b>	<b>4</b>	<b>3</b>	<b>6</b>	<b>9</b>	<b>7</b>	<b>2</b>
3/2022 AA Plan	151	71	80	52	65	4	2	6	8	9	5
Change +/-	-12	-11	-1	-9	0	0	1	0	1	-2	-3









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 Superintendent 1	1	1	0	1	0	0	0	0	0	0	0
Custodian	25	17	8	4	5	3	0	9	3	1	0
Landscape Technician	5	5	0	4	0	0	0	1	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
Maintainer	4	1	3	1	0	0	0	0	3	0	0
Storekeeper	0	0	0	0	0	0	0	0	0	0	0
Supervising Custodian	1	1	0	1	0	0	0	0	0	0	0
<b>Total</b>	<b>38</b>	<b>26</b>	<b>12</b>	<b>12</b>	<b>5</b>	<b>3</b>	<b>0</b>	<b>10</b>	<b>7</b>	<b>1</b>	<b>0</b>
3/2022 AA Plan	61	46	15	21	6	6	1	12	7	7	1
Change +/-	-23	-20	-3	-9	-1	-3	-1	-2	0	-6	-1

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 Grounds and Patrol Officer	4	2	2	2	1	0	1	0	0	0	0
Police Lieutenant	1	1	0	1	0	0	0	0	0	0	0
Police Officer	5	4	1	4	0	0	0	0	1	0	0
Police Sergeant	2	2	0	1	0	0	0	1	0	0	0
<b>Total</b>	<b>12</b>	<b>9</b>	<b>3</b>	<b>8</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>
3/2020 AA Plan	20	17	3	13	1	2	1	1	1	1	0
Change +/-	-8	-8	0	-5	0	-2	0	0	0	-1	0







Section G  
Element No. 7

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**AVAILABILITY  
ANALYSIS**  
Sec. 46a-68-84

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## **Availability Analysis**

Under Section 46a-68-84(a) of the Affirmative Action Regulations of Connecticut State Agencies, as a preparatory step in determining whether protected classes are fully and fairly utilized in the workforce, the University has conducted an analysis by occupational category to determine the availability base of protected group members for employment. A separate availability analysis has been conducted for any position classification within an occupational category employing twenty-five (25) or more employees. A separate analysis may be performed by an agency for any job title requiring unique skills, abilities or educational qualifications. The available 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) Identifies the relevant labor market area; and
  - (3) Matches 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.
- (b) In calculating availability, the University has provided the following information and data sources:
- (1) Employment figures;
  - (2) Unemployment figures; and
  - (3) The racial and sexual composition of persons in promotable and transferable offices, positions and position classifications.

Where applicable, the University has also included information from the Digest of Educational Statistics.

- (c) In calculating availability, the following information and data sources may be consulted by the University:
- (1) Population figures;
  - (2) Client Population figures;
  - (3) Figures for educational, technical and training program graduates and participants; or
  - (4) Any other relevant source(s)
- (d) For each occupational category, position classification or job title are analyzed, and the University's Affirmative Action Plan provides the name of each source consulted, explains the basis for selection of each source, and included copies of the specific data. Additionally, where job titles in the source consulted are not identical to the job titles employed by the agency, the University's Affirmative Action Plan has documented the job titles deemed most similar to office(s), position(s) and position classification(s) within an occupational category or, where appropriate, position classification or job title, and have substantiated the manner in which the availability base is calculated.

- (e) For job titles with 25 or more employees in occupational categories where only the entry level positions are filled by hiring and the other job titles in the series are filled by promotion, the documented availability base shall be calculated for the entire series and goals will be set for the entire series.
- (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 assigned to each source. The total weight for all sources cannot exceed 100%. The percent of each race/sex group from each relevant source is multiplied by the weight given to the corresponding source resulting in a weighted factor. The weighted factors for each race/sex group are added to determine the availability base for each race/sex group in each occupational category, position classification, or job title analyzed.
- (g) The University's Affirmative Action Plan substantiates the manner in which the availability base is calculated.
- (h) The University recognizes, as part of its review, the Commission on Human Rights and Opportunities reserves the right to determine the appropriateness of information and data used in subsection (c) of this section and reserves the right to accept or reject such information or data. An agency, with the consent of the executive director of the Commission on Human Rights and Opportunities, may analyze additional labor market areas when specific requirements of a job profile, such as geographic proximity, so require.

Section G

Element No. 7

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**AVAILABILITY  
ANALYSIS**

Sec. 46a-68-84

(DATA WORKSHEET ATTACHMENTS)

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**WESTERN CONNECTICUT STATE UNIVERSITY  
AVAILABILITY ANALYSIS**

**REPORTING DATE:**  
April 1, 2022-March 31, 2023  
**LABOR MARKET AREA:**  
Statewide/National

**OCCUPATIONAL CATEGORY:**  
Executive/Administrative  
**JOB TITLE:**  
All Titles

AVAILABILITY SOURCE	TOTAL MALE		TOTAL FEMALE		WHITE MALE		WHITE FEMALE		BLACK MALE		BLACK FEMALE		HISPANIC MALE		HISPANIC FEMALE		AAIAN/HRP* MALE		AAIAN/HRP* FEMALE		TWO or MORE MALE		TWO or MORE FEMALE										
	RS	WF	RS	WF	RS	WF	RS	WF	RS	WF	RS	WF	RS	WF	RS	WF	RS	WF	RS	WF	RS	WF	RS	WF									
Employment data (Census)	73.1	50	36.6	26.9	50	32.0	22.5	50	11.3	2.0	50	1.0	0.8	50	0.4	3.0	50	1.5	1.6	50	0.8	3.0	50	1.5	1.3	50	0.7	1.1	50	0.6	0.6	50	0.3
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	
CT DOL	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0	0.0	0.0	0	0.0	0	0.0	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 Sources	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0	0.0	0.0	0	0.0	0	0.0	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)	42.9	50	21.5	57.1	50	28.6	32.5	50	16.3	40.9	50	20.5	3.7	50	1.9	6.7	50	3.4	4.2	50	2.1	2.1	50	1.1	2.8	50	1.4	1.9	50	1.0	2.5	50	1.3
<b>FINAL AVAILABILITY BASE PERCENTAGE</b>																																	

**Employment Data - Census 2014-2018 EEO Data Tool, Statewide Data, Connecticut Executives and Administrators**

Top Executives	31090	22725	8965	19900	7000	620	255	925	505	930	415	350	190
Education and Child Care Administrators	13949	5315	8634	4070	7020	445	535	730	264	205	155	85	
<b>Total</b>	31090	22725	8965	19900	7000	620	255	925	505	930	415	350	190
Percentage	100.0%	73.1%	26.9%	64.0%	22.5%	2.0%	0.8%	3.0%	1.6%	3.0%	1.3%	1.1%	0.6%
Promotable Pool	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
Connecticut Department of Labor SOC 11.90 Other Management Occupations N/A	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Management	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
<b>OTHER SOURCE - N/A</b>													
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
Digest of Ed. Statistics, Table 314.40, Fall 2019: Management	266332	114150	152202	86551	108813	9986	17862	7084	11181	5484	7572	5045	6774
Management	0	0	0	0	0	0	0	0	0	0	0	0	0
N/A	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	266332	114150	152202	86551	108813	9986	17862	7084	11181	5484	7572	5045	6774
Percentage	100.0%	42.9%	57.1%	32.5%	40.9%	3.7%	6.7%	2.7%	4.2%	2.1%	2.8%	1.9%	2.5%

FACTOR:	SOURCE CONSULTED:		BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:		REASONS FOR WEIGHTING THE FACTOR:	
	Employment Data - Census 2014-2018 EEO Data Tool, Statewide Residential Data, Connecticut Top Executives and Education/Child Care Administrators	Workforce Analysis by Job Classification	The hiring area is predominantly within the state of Connecticut employment pool from other universities.	Positions are filled by hires in the job title.	50% value weight as Executive/Administrative positions require advanced degrees and relevant/current experience. Most hires are recruited primarily through national searches and are those who are currently employed.	0% value weight.
Employment data in the Applicable LMA						
Promotable						
Unemployment in Applicable LMA	N/A		N/A			0% value weight as this data is no longer require for review/analysis (per CHRO).
Other Source	N/A		N/A			0% value weight.
Digest of Ed. Statistics			The hiring area is nationwide for this job category. Persons currently employed at the assistant professor level are a common recruitment pool.			50% 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.

\*AAIAN/HRP\* = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

WESTERN CONNECTICUT STATE UNIVERSITY  
AVAILABILITY ANALYSIS

OCCUPATIONAL CATEGORY: EEO 2 - FACULTY PROFESSOR

REPORTING DATE: April 1, 2022-March 31, 2023  
LABOR MARKET AREA: STATEWIDE/NATIONAL

AVAILABILITY SOURCE	TOTAL MALE		TOTAL FEMALE		WHITE MALE		WHITE FEMALE		BLACK MALE		BLACK FEMALE		HISPANIC MALE		HISPANIC FEMALE		AAJAHHPHPI* MALE		AAJAHHPHPI* 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			
Employment data (Census)	48.4	0	0.0	51.6	0	0.0	36.2	0	0.0	1.7	0	0.0	3.8	0	0.0	2.4	0	0.0	7.2	0	0.0	6.4	0	0.0	0.9	0	0.0	1.1	0	0.0
Promotable Pool	49.2	100	49.2	50.8	100	50.8	32.2	39.0	100	39.0	3.4	100	3.4	100	3.4	100	3.4	100	13.6	100	13.6	5.1	100	5.1	100	0.0	100	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	
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	
Digest of Ed Stats (Nationals)	65.8	0	0.0	34.2	0	0.0	50.7	0	0.0	2.2	0	0.0	1.5	0	0.0	1.5	0	0.0	8.2	0	0.0	3.3	0	0.0	2.3	0	0.0	1.1	0	0.0
FINAL AVAILABILITY BASE PERCENTAGE			49.2			50.8			32.2		3.4		3.4			0.0			13.6			5.1			0.0			0.0		0.0

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

POST SECONDARY TEACHERS	19955	7225	10295	7555	345	755	485	485	1430	1285	175	215
Total	9660	7225	10295	7555	345	755	485	485	1430	1285	175	215
Percentage	100.0%	36.2%	51.6%	37.9%	1.7%	3.8%	2.4%	2.4%	7.2%	6.4%	0.9%	1.1%
Promotable Pool	59	19	30	23	2	2	2	2	8	3	0	0
Associate Professor	29	19	30	23	2	2	2	2	8	3	0	0
Total	59	19	30	23	2	2	2	2	8	3	0	0
Percentage	100.0%	32.2%	50.8%	39.0%	3.4%	3.4%	3.4%	3.4%	13.6%	5.1%	0	0
Part-Time Workforce - N/A	0	0	0	0	0	0	0	0	0	0	0	0
Part-Time Lecturer	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	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
Digest of Ed. Statistics, Table 315.20, Fall 2019; Professors	187550	95029	64226	50170	4198	3063	2784	4401	15373	6228	4323	1981
Professors	123324	95029	64226	50170	4198	3063	2784	4401	15373	6228	4323	1981
Total	187550	95029	64226	50170	4198	3063	2784	4401	15373	6228	4323	1981
Percentage	100.0%	50.7%	34.2%	26.8%	2.2%	1.6%	1.5%	2.3%	8.2%	3.3%	2.3%	1.1%

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)	N/A	0% value weight.
Promotable	Job Category - Associate Professors as of 3/31/2022	Associate Professors are promoted from within their position.	100% value weight as many assistant professors are lifted through the promotion and tenure process. Increased from previous submission to reflect the % of increases from instructor to Assistant Professor.
Part-Time Workforce	N/A	N/A	0% value weight.
Fall Student Populations	The region student population is considered as the region typically looks for prior experience in a community region environment.	N/A	0% value weight.
Digest of Ed. Statistics	Digest of Ed. Statistics, Table 315.20. Professors. Fall 2019	N/A	0% value weight.

\*AAJAHHPHPI - ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

WESTERN CONNECTICUT STATE UNIVERSITY  
AVAILABILITY ANALYSIS

OCCUPATIONAL CATEGORY: EEO 2- FACULTY  
JOB TITLE: ASSOCIATE PROFESSOR

REPORTING DATE: April 1, 2022-March 31, 2023  
LABOR MARKET AREA: STATEWIDE/NATIONAL

AVAILABILITY SOURCE	TOTAL MALE		TOTAL FEMALE		WHITE MALE		WHITE FEMALE		BLACK MALE		BLACK FEMALE		HISPANIC MALE		HISPANIC FEMALE		AA/AM/HP/PI* MALE		AA/AM/HP/PI* FEMALE		TWO or MORE MALE		TWO or MORE FEMALE							
	RS	WF	RS	WF	RS	WF	RS	WF	RS	WF	RS	WF	RS	WF	RS	WF	RS	WF	RS	WF	RS	WF	RS	WF						
Employment data (Census)	48.4	0	0.0	51.6	0	0.0	36.2	0	0.0	37.9	0	0.0	2.4	0	0.0	2.4	0	0.0	7.2	0	0.0	7.2	0	0.0	0.9	0	0.0	1.1	0	0.0
Promotable Pool	38.1	100	38.1	61.9	100	61.9	33.3	100	33.3	50.0	100	50.0	0.0	100	0.0	4.8	100	4.8	100	4.8	7.1	100	7.1	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	
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	
Digest of Ed Stats (National)	53.6	0	0.0	46.4	0	0.0	38.1	0	0.0	33.4	0	0.0	2.5	0	0.0	2.2	0	0.0	7.2	0	0.0	7.2	0	0.0	3.1	0	0.0	2.3	0	
FINAL AVAILABILITY BASE PERCENTAGE	38.1		61.9		33.3		50.0		0.0		0.0		4.8		7.1		4.8		0.0		0.0		0.0		0.0		0.0			

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

POST SECONDARY TEACHERS	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	42	16	26	14	21	0	0	2	2	2	3	0	0
Total	42	16	26	14	21	0	0	2	2	2	3	0	0
Percentage	100.0%	38.1%	61.9%	33.3%	50.0%	0	0	4.8%	4.8%	4.8%	7.1%	0	0
Part-Time Workforce - N/A	0	0	0	0	0	0	0	0	0	0	0	0	0
Part-Time Lecturers	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	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
Digest of Ed. Statistics, Table 315.20, Fall 2019: Associate Professors	160932	86312	74620	61339	53740	4338	5130	4100	3620	11552	8460	4983	3670
Associate Professor	160932	86312	74620	61339	53740	4338	5130	4100	3620	11552	8460	4983	3670
Total	160932	86312	74620	61339	53740	4338	5130	4100	3620	11552	8460	4983	3670
Percentage	100.0%	53.5%	46.4%	38.1%	33.4%	2.7%	3.2%	2.5%	2.2%	7.2%	5.3%	3.1%	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 Post Secondary Teachers (SOC 25-1000)	N/A	0% value weight.
Promotable	Job Category - Assistant Professors as of 3/31/2022	Assistant Professors are promoted from within their position.	100% value weight as many assistant professors are hired through the promotion and tenure process. Increased from previous submission to reflect the % of increases from instructor to Assistant Professor
Part-Time Workforce	N/A	N/A	0% value weight.
Fall Student Populations	The region student population is considered as the region typically looks for prior experience in a community region environment.	N/A	0% value weight.
Digest of Ed. Statistics	Digest of Ed. Statistics, Table 315.20, Associate Professors, Fall 2019	N/A	0% value weight.

\*AA/AM/HP/PI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER



WESTERN CONNECTICUT STATE UNIVERSITY  
AVAILABILITY ANALYSIS

OCCUPATIONAL CATEGORY: EEO 2 - FACULTY INSTRUCTOR

REPORTING DATE: April 1, 2022-March 31, 2023  
LABOR MARKET AREA: STATEWIDE/NATIONAL

AVAILABILITY SOURCE	TOTAL MALE		TOTAL FEMALE		WHITE MALE		WHITE FEMALE		BLACK MALE		BLACK FEMALE		HISPANIC MALE		HISPANIC FEMALE		AA/ANH/HPI MALE		AA/ANH/HPI FEMALE		TWO or MORE MALE		TWO or MORE FEMALE		
	RS	WF	VW	WF	RS	WF	VW	WF	RS	WF	VW	WF	RS	WF	VW	WF	RS	WF	VW	WF	RS	WF	VW	WF	
Employment data (Census)	48.4	60	31.0	36.2	60	21.7	37.9	60	22.7	1.7	60	1.0	3.8	60	2.3	2.4	60	1.4	7.2	60	4.3	6.4	60	3.8	
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	
Part-Time Pool	47.9	10	4.8	52.1	10	5.2	42.6	10	4.5	0.5	10	0.1	2.6	10	0.3	2.1	10	0.2	1.3	10	0.3	3.2	10	0.3	
Student Population	55.4	10	5.5	44.6	10	4.5	31.5	10	3.2	24.1	10	2.4	4.2	10	0.4	13.6	10	1.4	9.8	10	1.0	0.3	2.1	10	0.2
Digest of Ed Stats (National)	44.9	20	9.0	55.1	20	6.4	39.4	20	7.9	2.7	20	0.5	4.4	20	0.9	3.0	20	0.6	3.7	20	0.7	5.1	20	1.1	
FINAL AVAILABILITY BASE PERCENTAGE			48.3	51.7		35.6	37.5		3.9		2.0		3.6		3.2		5.9		3.2		5.4		3.3		

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

POST SECONDARY TEACHERS	19955	9660	7225	7555	755	485	485	485	485	1430	1285	175	215
Total	19955	9660	7225	7555	755	485	485	485	485	1430	1285	175	215
Percentage	100.0%	48.4%	36.2%	37.9%	3.8%	2.4%	2.4%	2.4%	2.4%	7.2%	6.4%	0.9%	1.1%
Promotable Pool	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 3/31/2022	378	181	161	197	2	10	6	5	10	12	12	0	0
Part-Time Lecturer	378	181	161	197	2	10	6	5	10	12	12	0	0
Total	378	181	161	197	2	10	6	5	10	12	12	0	0
Percentage	100.0%	47.9%	42.6%	52.1%	0.5%	2.6%	2.1%	1.3%	2.6%	3.2%	3.2%	0	0
OTHER SOURCE - Fall Student Populations 2021	4802	2660	1513	2142	200	210	653	471	124	100	205	170	205
Total	4802	2660	1513	2142	200	210	653	471	124	100	205	170	205
Percentage	100.0%	55.6%	31.5%	44.6%	4.2%	4.6%	13.6%	9.8%	2.6%	2.1%	3.5%	3.5%	4.3%
Digest of Ed. Statistics, Table 3.15.20, Fall 2019: Lecturers, Instructors, Assistant Professors	186556	78905	52759	89651	4484	7555	4407	4928	11464	11216	3791	3789	3789
Assistant Professors	186556	78905	52759	89651	4484	7555	4407	4928	11464	11216	3791	3789	3789
Instructors	95779	41283	30521	39811	2693	4661	3558	2904	2904	3692	1607	1874	1874
Lecturers	43950	19291	14946	17479	990	1248	1306	1860	1306	2031	743	800	800
Total	366285	137479	98226	126804	8167	13464	9771	11246	15674	16939	6141	6463	6463
Percentage	100.0%	44.9%	32.1%	39.4%	2.7%	4.4%	3.0%	3.7%	5.1%	5.5%	2.0%	2.1%	2.1%

FACTOR:	SOURCE CONSULTED:	BASES 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 the state of Connecticut employment pool from other universities.	60% value weight as assistant professor positions within the region require advanced degrees and relevant/current experience. Most occur from those currently employed.
Promotable	N/A	N/A	10% value weight as many assistant professors are hired 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 FT 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.	1.0% 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 3.15.20, Assistant Professors, Instructors and Lecturers. Fall 2019	The hiring area is nationwide for this job category. Persons currently employed at the assistant professor level are a common recruitment pool.	20% value weight. Assistant professor positions required teaching and administrative experience for new hires. Those already teaching are a viable pool.



WESTERN CONNECTICUT STATE UNIVERSITY  
AVAILABILITY ANALYSIS

EEO 3 - Professional Non-Faculty  
All Titles

REPORTING DATE:  
LABOR MARKET AREA:

April 1, 2022 - March 31, 2022:  
Statewide/National

OCCUPATIONAL CATEGORY:  
JOB TITLE:

AVAILABILITY SOURCE	TOTAL MALE		TOTAL FEMALE		WHITE MALE		WHITE FEMALE		BLACK MALE		BLACK FEMALE		HISPANIC MALE		HISPANIC FEMALE		AA/ANH/HP MALE		AA/ANH/HP 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													
Employment data (Census)	60.0	50	30.0	40.0	50	20.0	49.6	50	24.8	31.6	50	15.8	2.4	50	1.2	2.9	50	1.5	3.7	50	1.9	3.2	50	1.6	3.6	50	1.8	1.8	50	0.9	0.7	50	0.4	0.5	50	0.3	
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	47.9	10	4.8	52.1	10	5.2	42.6	10	4.3	45.0	10	4.5	0.5	10	0.1	2.6	10	0.3	2.1	10	0.2	1.3	10	0.1	2.6	10	0.3	3.2	10	0.3	0.0	10	0.0	0.0	10	0.0	
Student Population	55.4	10	5.1	44.6	10	4.5	31.5	10	3.2	24.1	10	2.4	4.2	10	0.4	4.4	10	0.4	13.6	10	1.4	9.8	10	1.0	2.6	10	0.3	2.1	10	0.2	3.5	10	0.4	4.3	10	0.4	
Digest of Ed Stats (National)	32.7	20	6.5	67.3	20	13.5	23.3	20	4.7	46.3	20	9.3	3.6	20	0.7	8.4	20	1.7	2.9	20	0.6	6.6	20	1.3	2.2	20	0.4	4.8	20	1.0	0.7	20	0.1	1.2	20	0.2	
Digest of Ed Stats (National)	40.4	10	4.0	59.6	10	6.0	26.2	10	2.6	36.7	10	3.7	3.8	10	0.4	7.3	10	0.7	5.3	10	0.5	8.6	10	0.9	3.7	10	0.4	4.8	10	0.5	1.4	10	0.1	2.2	10	0.2	
FINAL AVAILABILITY BASE PERCENTAGE																																					

Employment Data - Census 2014-2018 EEO Data Tool, Statewide Data, Connecticut Professional Titles																						
Combined Totals (see chart)		39752		46465		29645		2770		3465		3025		3405		1642		635		500		
Total	Percentage	Total	Percentage	Total	Percentage	Total	Percentage	Total	Percentage	Total	Percentage	Total	Percentage	Total	Percentage	Total	Percentage	Total	Percentage	Total	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%	
0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
378	100.0%	181	47.9%	161	42.6%	170	45.0%	10	2.6%	2	0.5%	8	2.1%	5	1.3%	10	2.6%	10	2.6%	12	3.2%	
378	100.0%	161	42.6%	170	45.0%	10	2.6%	2	0.5%	8	2.1%	5	1.3%	10	2.6%	10	2.6%	10	2.6%	12	3.2%	
4802	100.0%	2660	55.4%	2142	44.6%	1156	24.1%	210	4.4%	200	4.2%	653	13.6%	471	9.8%	124	2.6%	100	2.1%	170	3.5%	
4802	100.0%	2660	55.4%	2142	44.6%	1156	24.1%	210	4.4%	200	4.2%	653	13.6%	471	9.8%	124	2.6%	100	2.1%	170	3.5%	
Digest of Ed. Statistics, Table 31A.40, Fall 2019; Multiple Titles																						
219395	60016	159379	41755	107329	78665	10329	5710	19636	5779	16242	4295	12980	2477	3192								
183707	80793	102914	60605	78665	10329	5710	19636	5779	16242	4295	12980	2477	3192									
105320	39253	75967	19277	25967	6586	1700	5574	14827	37359	95718	24626	63171	152608									
39258	11631	27627	9256	21382	9256	21382	9256	21382	9256	21382	9256	21382	9256									
176953	54996	121957	37721	82145	335532	26092	7014	17380	5974	13262	3550	6882	937									
724633	236789	487844	168564	335532	26092	7014	17380	5974	13262	3550	6882	937	2288									
100.0%	32.7%	67.3%	23.3%	46.3%	23.3%	46.3%	8.6%	8.6%	2.9%	2.9%	2.2%	4.8%	1.2%									
1911018	803164	1107854	516342	678667	70811	125045	111468	173542	74344	91357	30219	43423										
695616	250842	444774	165374	282051	27559	65572	27359	51515	23015	32660	7495	13021										
2606534	1054026	1552608	681716	95718	191372	138827	225057	79359	124017	37714	56444	2288										
100.0%	40.4%	59.6%	26.2%	36.7%	3.8%	7.3%	5.3%	8.6%	3.7%	4.8%	1.4%	2.2%										

FACTOR:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable LMA	50% value weight as Professional Non-faculty positions are recruited from CT, often requiring previous and/or current work experience in the discipline/field.
Promotable	10% 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.
Part-Time Workforce	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.
Fall Student Populations	10% value weight. Most hires are recruited primarily through statewide, however, some national and/or regional hires do occur.
Digest of Ed. Statistics	20% value weight. Most hires are recruited primarily through statewide, however, some national and/or regional hires do occur.

<p><b>Digest of Ed. Statistics</b></p>	<p>Digest of Ed. Statistics, Table 322.20 and 323.20 - conferred bachelors and masters degrees. Fall 2019</p>	<p>Nationwide statistics used as graduating students will enter the workforce across state lines - and at times come from national searches.</p>	<p>10% value weight. PNF positions typically require a Bachelors degree and some require the masters degree.</p>
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\*AAAMHIFI - ASIN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

**WESTERN CONNECTICUT STATE UNIVERSITY  
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY: EEO 5- Technical ParaProfessional  
JOB TITLE: All Titles

REPORTING DATE: April 1, 2022 - March 31, 2021  
LABOR MARKET AREA: FAIRFIELD COUNTY

AVAILABILITY SOURCE	TOTAL MALE		TOTAL FEMALE		WHITE MALE		WHITE FEMALE		BLACK MALE		BLACK FEMALE		HISPANIC MALE		HISPANIC FEMALE		AAIAHHHPI* MALE		AAIAHHHPI* 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
Employment Data (Census)	47.5	100	47.5	52.5	100	31.6	34.0	100	34.0	5.7	7.5	100	7.5	4.9	100	6.0	100	4.7	100	4.1	100	0.7	100	0.8		
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		
Other Source	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	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	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	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	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0.0		
<b>FINAL AVAILABILITY BASE PERCENTAGE</b>	<b>47.5</b>		<b>47.5</b>	<b>52.5</b>		<b>31.6</b>	<b>34.0</b>		<b>34.0</b>	<b>5.7</b>	<b>7.5</b>		<b>4.9</b>	<b>6.0</b>		<b>4.7</b>	<b>4.1</b>		<b>4.1</b>	<b>4.1</b>		<b>0.7</b>	<b>0.8</b>			

Employment Data - Census 2014-2018 EEO Data Tool, Fairfield County, Connecticut Technician and ParaProfessional Titles																									
Combined Totals (see chart)	16363	7780	8583	5170	5570	925	1230	805	980	765	668	115	135	805	980	765	668	115	135	805	980	765	668	115	135
Total	16363	7780	8583	5170	5570	925	1230	805	980	765	668	115	135	805	980	765	668	115	135	805	980	765	668	115	135
Percentage	100.0%	47.5%	52.5%	31.6%	34.0%	5.7%	7.5%	4.9%	6.0%	4.7%	4.1%	0.7%	0.8%	4.9%	6.0%	4.7%	4.1%	0.7%	0.8%	4.9%	6.0%	4.7%	4.1%	0.7%	0.8%

Promotable Pool																								
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
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
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

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Promotable	N/A	N/A	0% value weight as this data is no longer reviewed or evaluated, per CHRO guidance.
Unemployment in Applicable LMA	N/A	N/A	0% value weight as this data is no longer reviewed or evaluated, per CHRO guidance.
Other Source	N/A	N/A	N/A

Other Source	N/A	N/A	N/A	N/A
Other Source	N/A	N/A	N/A	N/A

\*AUMANNPI - ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

**WESTERN CONNECTICUT STATE UNIVERSITY  
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY: **EEO 4- Secretarial-Clerical**  
 JOB TITLE: **All Titles**  
 REPORTING DATE: **April 1, 2022 - March 31, 2022**  
 LABOR MARKET AREA: **FAIRFIELD/NEW HAVEN COUNTIES**

AVAILABILITY SOURCE	TOTAL MALE		TOTAL FEMALE		WHITE MALE		WHITE FEMALE		BLACK MALE		BLACK FEMALE		HISPANIC MALE		HISPANIC FEMALE		AAIAHHPI* MALE		AAIAHHPI* 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
Employment data (Census)	11.8	100	11.8	88.2	7.7	100	7.7	65.3	100	65.3	100	9.0	2.1	100	2.1	10.2	100	10.2	0.7	100	0.7	2.2	100	0.4
Unemployment data (DOL Statistics)	0.0	0	0.0	0	0.0	0	0.0	0	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
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
<b>FINAL AVAILABILITY BASE PERCENTAGE</b>	<b>11.8</b>	<b>0</b>	<b>0.0</b>	<b>0.0</b>	<b>7.7</b>	<b>0</b>	<b>65.3</b>	<b>0</b>	<b>0</b>	<b>9.0</b>	<b>2.1</b>	<b>10.2</b>	<b>0.7</b>	<b>2.2</b>	<b>0</b>	<b>0.4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1.6</b>

Employment Data - Census 2014-2018 EEO Data Tool, Fairfield and New Haven Counties, Secretaries and Administrative Assistants 43-6010/5710 and Other Office and Administrative Support Workers 43-9000/5810  
 Combine Totals (see chart)

37885	4465	33420	2900	24725	375	3400	780	3870	250	815	160	610
0	0	0	0	0	0	0	0	0	0	0	0	0
37885	4465	33420	2900	24725	375	3400	780	3870	250	815	160	610
100.0%	11.8%	88.2%	7.7%	65.3%	1.0%	9.0%	2.1%	10.2%	0.7%	2.2%	0.4%	1.6%

<b>OTHER SOURCE - N/A</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Percentage</b>	0	0	0	0	0	0	0	0	0	0	0	0

<b>OTHER SOURCE - N/A</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Percentage</b>	0	0	0	0	0	0	0	0	0	0	0	0

<b>OTHER SOURCE - N/A</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Percentage</b>	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, Fairfield and New Haven Counties, Secretaries and Administrative Assistants 43-6010/5710 and Other Office and Administrative Support Workers 43-9000/5810	This year the hiring area is mostly local within the approximate between towns from Fairfield and New Haven Counties through Jobsaps. Recruitment/applications are accepted from other counties.	100% as most positions are hired from those already employed.
OTHER SOURCE - N/A	N/A	N/A	0% value weight as this data is no longer reviewed or evaluated, per CHRO guidance.
OTHER SOURCE - N/A	N/A	N/A	N/A
OTHER SOURCE - N/A	N/A	N/A	N/A

\*AAIAHHPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

WESTERN CONNECTICUT STATE UNIVERSITY  
AVAILABILITY ANALYSIS

OCCUPATIONAL CATEGORY: Service/Maintenance - Except Custodians  
JOB TITLE: All Titles

REPORTING DATE: 3/31/2022  
LABOR MARKET AREA: FAIRFIELD/NEW HAVEN COUNTIES

AVAILABILITY SOURCE	TOTAL MALE		TOTAL FEMALE		WHITE MALE		WHITE FEMALE		BLACK MALE		BLACK FEMALE		HISPANIC MALE		HISPANIC FEMALE		AAIAAHHPI* MALE		AAIAAHHPI* 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
Employment data (Census)	95.0	100	95.0	5.0	100	51.4	2.3	100	1.0	34.9	100	1.0	100	1.0	100	1.0	1.4	100	1.4	100	0.5	1.5	100	0.2
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
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	0.0	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	0.0	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	0.0	0	0.0	0.0	0
FINAL AVAILABILITY BASE PERCENTAGE	95.0		5.0		51.4		2.3		5.8		1.0		34.9		1.0		1.4		0.5		1.5		0.2	

Employment Data - Census 2014-2018 EEO Data Tool, New Haven and Fairfield Counties, Maintenance Service Worker Titles

26903	25549	1354	13823	620	9385	280	379	124	405	65
0	0	0	0	0	0	0	0	0	0	0
26903	25549	1354	13823	620	9385	280	379	124	405	65
100.0%	95.0%	5.0%	51.4%	2.3%	5.8%	1.0%	1.4%	0.5%	1.5%	0.2%
Promotable Pool	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0
OTHER SOURCE - N/A	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0
OTHER SOURCE - N/A	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0
OTHER SOURCE - N/A	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0
Percentage	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 and Fairfield Counties, Maintenance Service Worker Titles (see chart)	The hiring area is local and given the approximate between New Haven and Bridgeport, both New Haven and Fairfield Counties are utilized.	100% as most positions are hired from those already employed.
Promotable	N/A	N/A	N/A
OTHER SOURCE - N/A	N/A	N/A	N/A
OTHER SOURCE - N/A	N/A	N/A	N/A
OTHER SOURCE - N/A	N/A	N/A	N/A

WESTERN CONNECTICUT STATE UNIVERSITY  
AVAILABILITY ANALYSIS

OCCUPATIONAL CATEGORY: Service/Maintenance  
JOB TITLE: Custodian Title

REPORTING DATE: April 1, 2022 - March 31, 2022  
LABOR MARKET AREA: FAIRFIELD/NEW HAVEN COUNTIES

AVAILABILITY SOURCE	TOTAL MALE		TOTAL FEMALE		WHITE MALE		WHITE FEMALE		BLACK MALE		BLACK FEMALE		HISPANIC MALE		HISPANIC FEMALE		AAIAHHHP* MALE		AAIAHHHP* 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
Employment data (Census)	43.3	100	43.3	56.7	100	18.1	15.4	100	15.4	7.8	100	6.9	15.7	29.7	100	29.7	6.9	15.7	29.7	0.6	100	1.1	100	3.0
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
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	0.0	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	0.0	0	0.0	0.0	0.0
FINAL AVAILABILITY BASE PERCENTAGE			43.3	56.7		18.1	15.4		7.8		6.9	15.7	29.7		0.6	1.1		3.0						

Employment Data - Census 2014-2018 EEO Data Tool, New Haven and Fairfield Counties, Building Cleaning Workers		Fairfield County		New Haven County		Total		Percentage		Promotable Pool		Total		Percentage		OTHER SOURCE - N/A		Percentage		OTHER SOURCE - N/A		Total		Percentage		
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
16410	5935	10475	2160	2160	2160	1015	3100	2560	6250	65	315	185	650	10945	2685	4695	1950	1570	4845	4110	154%	18.1%	56.7%	43.3%	43.3	
10945	2685	4695	1950	1570	4845	4110	154%	18.1%	56.7%	43.3%	43.3	56.7	43.3	56.7	43.3	56.7	43.3	56.7	43.3	56.7	43.3	56.7	43.3	56.7	43.3	56.7
26755	11585	15170	4845	4110	154%	18.1%	56.7%	43.3%	43.3	56.7	43.3	56.7	43.3	56.7	43.3	56.7	43.3	56.7	43.3	56.7	43.3	56.7	43.3	56.7	43.3	56.7
100.0%	43.3%	43.3%	18.1%	15.4%	100.0%	7.8%	6.9%	15.7%	29.7%	0.6%	1.8%	1.1%	3.0%	100.0%	43.3%	43.3%	18.1%	15.4%	100.0%	7.8%	6.9%	15.7%	29.7%	0.6%	1.1%	
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	
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	
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	
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	
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	
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	
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	
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	
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	

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. Service Workers	The hiring area is local and given the proximate between New Haven and Bridgeport, both New Haven and Fairfield Counties are utilized.	100% as most positions are hired from those already employed.
Promotable		N/A	N/A
OTHER SOURCE - N/A		N/A	N/A
OTHER SOURCE - N/A		N/A	N/A
OTHER SOURCE - N/A		N/A	N/A

**WESTERN CONNECTICUT STATE UNIVERSITY  
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY: Service/Maintenance  
Custodian Title

REPORTING DATE: April 1, 2022 - March 31, 2022  
LABOR MARKET AREA: FAIRFIELD/NEW HAVEN COUNTIES

AVAILABILITY SOURCE	TOTAL MALE		TOTAL FEMALE		WHITE MALE		WHITE FEMALE		BLACK MALE		BLACK FEMALE		HISPANIC MALE		HISPANIC FEMALE		AAIAN/HPI* MALE		AAIAN/HPI* FEMALE		TWO or MORE MALE		TWO or MORE FEMALE	
	RS	VF	RS	VF	RS	VF	RS	VF	RS	VF	RS	VF	RS	VF	RS	VF	RS	VF	RS	VF	RS	VF	RS	VF
Employment data (Census)	43.3	100	43.3	56.7	18.1	100	15.4	100	6.9	100	6.9	100	15.7	100	29.7	100	15.7	100	0.6	100	1.8	100	1.1	100
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
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	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	0.0	0
<b>FINAL AVAILABILITY BASE PERCENTAGE</b>			<b>43.3</b>	<b>56.7</b>	<b>18.1</b>		<b>15.4</b>		<b>6.9</b>		<b>7.8</b>		<b>15.7</b>		<b>29.7</b>		<b>0.6</b>		<b>1.8</b>		<b>1.1</b>		<b>3.0</b>	

**Employment Data - Census 2014-2018 EEO Data Tool, New Haven and Fairfield Counties. Building Cleaning Workers**

Fairfield County	16410	5935	10475	2160	1015	1100	2560	6250	315	135	650
New Haven County	10345	5650	4695	1950	1070	740	1640	1705	155	170	145
<b>Total</b>	<b>26755</b>	<b>11585</b>	<b>15170</b>	<b>4110</b>	<b>2085</b>	<b>1840</b>	<b>4200</b>	<b>7955</b>	<b>470</b>	<b>305</b>	<b>795</b>
<b>Percentage</b>	<b>100.0%</b>	<b>43.3%</b>	<b>56.7%</b>	<b>15.4%</b>	<b>7.8%</b>	<b>6.9%</b>	<b>15.7%</b>	<b>29.7%</b>	<b>1.8%</b>	<b>1.1%</b>	<b>3.0%</b>
Promotable Pool	0	0	0	0	0	0	0	0	0	0	0
N/A	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0
Percentage	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
Percentage	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0
Percentage	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 and Fairfield Counties. Service Workers	The hiring area is local and given the approximate between New Haven and Bridgeport, both New Haven and Fairfield Counties are utilized.	100% as most positions are hired from those already employed.
Promotable	N/A	N/A	N/A
OTHER SOURCE - N/A	N/A	N/A	N/A
OTHER SOURCE - N/A	N/A	N/A	N/A
OTHER SOURCE - N/A	N/A	N/A	N/A

\*AAIAN/HPI - ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER



WESTERN CONNECTICUT STATE UNIVERSITY  
AVAILABILITY ANALYSIS

OCCUPATIONAL CATEGORY: SKILLED CRAFT WORKER  
JOB TITLE: ALL TITLES

REPORTING DATE: April 1, 2022 - March 31, 2022  
LABOR MARKET AREA: FAIRFIELD/NEW HAVEN COUNTIES

AVAILABILITY SOURCE	TOTAL MALE		TOTAL FEMALE		WHITE MALE		WHITE FEMALE		BLACK MALE		BLACK FEMALE		HISPANIC MALE		HISPANIC FEMALE		AAIAN/HPPI* MALE		AAIAN/HPPI* 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
Employment Data (Census)	97.9	100	97.9	2.1	100	2.1	60.7	1.6	100	1.6	60.7	0.1	27.8	0.2	100	0.2	27.8	0.1	100	0.1	60.7	1.6	100	0.2
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
OTHER SOURCE	0.0	0	0.0	0	0	0.0	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	0.0	0	0.0	0	0	0.0	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	97.9	0	0.0	2.1	0	0.0	60.7	1.6	0	0.0	60.7	0.1	27.8	0.2	0	0.0	27.8	0.1	0	0.0	60.7	1.6	0	0.0

Employment Data - Census 2014-2018 EEO Data Tool, Fairfield and New Haven Counties, Skilled Craft Worker Titles (combined)

Combined Totals (see chart)	14932	14623	0	0	309	0	9060	235	0	0	20	0	4155	31	138	0	23	0	0	0	138	0	0	0
Total	14932	14623	0	0	309	0	9060	235	0	0	20	0	4155	31	138	0	23	0	0	0	138	0	0	0
Percentage	100.0%	97.9%	0	0	2.1%	0	60.7%	1.6%	0	0	0.1%	0	27.8%	0.2%	0.9%	0	0.2%	0	0	0	0.9%	0	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
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
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
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
UNEMPLOYMENT DATA - N/A *SEE NOTES	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
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
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
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
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
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
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
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

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. Skilled Craft Worker titles	The hiring area is local and given the proximity between New Haven and Bridgeport, both New Haven and Fairfield Counties are utilized.	1.00% value weight as most positions are hired from those already employed.
Promotable	N/A	N/A	N/A
OTHER SOURCE	N/A	N/A	N/A
OTHER SOURCE	N/A	N/A	N/A
OTHER SOURCE	N/A	N/A	N/A

\*AAIAN/HPPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

**CSC - Shoreline West Region  
AVAILABILITY ANALYSIS**

**EEO 7 - Protective Services  
All Titles**

**REPORTING DATE: April 1, 2022 - March 31, 2022  
LABOR MARKET AREA: FAIRFIELD/NEW HAVEN COUNTIES**

**OCCUPATIONAL CATEGORY:  
JOB TITLE:**

AVAILABILITY SOURCE	TOTAL MALE		TOTAL FEMALE		WHITE MALE		WHITE FEMALE		BLACK MALE		BLACK FEMALE		HISPANIC MALE		HISPANIC FEMALE		AAIAHHNPI* MALE		AAIAHHNPI* 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
Employment data (Census)	60.1	100	60.1	39.9	100	38.3	22.3	100	22.3	6.9	100	5.3	9.6	100	9.4	100	1.8	100	0.0	100	0.0	3.4	100	3.0
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
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
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
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
<b>FINAL AVAILABILITY BASE PERCENTAGE</b>	<b>60.1</b>		<b>39.9</b>		<b>38.3</b>		<b>22.3</b>		<b>6.9</b>		<b>5.3</b>		<b>9.6</b>		<b>9.4</b>		<b>1.8</b>		<b>0.0</b>		<b>3.4</b>		<b>3.0</b>	

**Employment Data - Census 2014-2018 EEO Data Tool, Fairfield and New Haven Counties, Protective Sworn and Protective Non-Sworn Titles**

Combined Totals (see chart)	2179	1309	870	485	150	115	210	205	39	75	65
Total	2179	1309	870	485	150	115	210	205	39	75	65
Percentage	100.0%	60.1%	39.9%	38.3%	6.9%	5.3%	9.6%	9.4%	1.8%	3.4%	3.0%
Promotable Pool - N/A	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0
Percentage	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
Percentage	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0
Percentage	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
Percentage	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0
Percentage	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, Protective - Sworn and Protective Non-Sworn	The hiring area is local and given the approximate between New Haven and Bridgeport, both New Haven and Fairfield Counties are utilized.	100% as most positions are hired from those already employed or entering retirement from other municipalities.
Promotable	There are no promotable positions into this category.	N/A	N/A
OTHER SOURCE - N/A	N/A	N/A	N/A
OTHER SOURCE - N/A	N/A	N/A	N/A
OTHER SOURCE - N/A	N/A	N/A	N/A

\*AAIAHHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

Section G  
Element No. 7

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**AVAILABILITY  
ANALYSIS**

Sec. 46a-68-84

(ATTACHMENTS AND DOCUMENTATION)

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**DIGEST OF EDUCATION STATISTICS**  
**TABLE 314.40 - FALL 2019 EMPLOYEES IN DEGREE GRANTING POSTSECONDARY INSTITUTIONS**  
 (Fall 2019 - Table Prepared March 2021)

STAFF	TOTAL		WHITE		BLACK		HISPANIC		AAIA/NH/PI		TWO OR MORE RACETHNIC & NON-RESIDENT	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Management	114,150 42.9%	152,202 57.1%	86,551 32.5%	108,813 40.9%	9,986 3.7%	17,862 6.7%	7,084 2.7%	11,181 4.2%	5,484 2.1%	7,572 2.8%	5,045 1.9%	6,774 2.5%
Professional/ Faculty	768,434 49.6%	780,292 50.4%	532,480 34.4%	535,306 34.6%	42,176 2.7%	66,097 4.3%	40,665 2.6%	43,280 2.8%	70,706 4.6%	62,464 4.0%	82,407 5.3%	73,145 4.7%
Business & Financial Operations	61,879 27.2%	165,641 72.8%	41,755 18.4%	107,329 47.2%	5,710 2.5%	19,636 8.6%	5,779 2.5%	16,242 7.1%	4,295 -1.9%	12,980 5.7%	4,340 1.9%	9,454 4.2%
Computers, Engineering & Science	144,981 59.9%	97,088 40.1%	96,078 39.7%	57,731 23.8%	8,366 3.5%	7,387 3.1%	10,488 4.3%	7,484 3.1%	14,731 6.1%	14,078 5.8%	15,318 6.3%	10,408 4.3%
Community, Social Service, Legal, Arts, Design, Entertainment,	85,268 44.2%	107,551 55.8%	60,605 31.4%	73,665 38.2%	10,089 5.2%	12,203 6.3%	6,045 3.1%	10,094 5.2%	2,791 1.4%	4,930 2.6%	5,738 3.0%	6,659 3.5%
Healthcare Practitioners & Technicians	33,582 29.2%	81,534 70.8%	19,227 16.7%	51,011 44.3%	2,557 2.2%	9,246 8.0%	2,605 2.3%	6,586 5.7%	4,539 3.9%	8,028 7.0%	4,654 4.0%	6,663 5.8%
Librarians, Curators, & Archivists	12,109 29.8%	28,585 70.2%	9,256 22.7%	21,382 52.5%	722 1.8%	2,271 5.6%	876 2.2%	1,700 4.2%	627 1.5%	1,818 4.5%	628 1.5%	1,414 3.5%
Student & Academic Affairs & Other Education Services	58,407 31.4%	127,827 68.6%	37,721 20.3%	82,145 44.1%	7,014 3.8%	17,380 9.3%	5,974 3.2%	13,262 7.1%	3,350 1.8%	6,882 3.7%	4,348 2.3%	8,158 4.4%
Graduate Assistants	195,335 50.8%	189,398 49.2%	77,660 20.2%	87,825 22.8%	6,262 1.6%	10,593 2.8%	10,601 2.8%	13,213 3.4%	14,461 3.8%	14,527 3.8%	86,351 22.4%	63,240 16.4%

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS)

Fall 2019, Human Resources component, Fall Staff section. (This table was prepared March

**Table 314.40. Employees in degree-granting postsecondary institutions, by race/ethnicity, sex, employment status, control and level of institution, and primary occupation: Fall 2019**

Sex, employment status, control and level of institution, and primary occupation	Black, Hispanic, Asian, Pacific Islander, American Indian/Alaska Native, and Two or more races										Race/ethnicity unknown	Non-resident alien
	Total	White	Black	Hispanic	Asian	Pacific Islander	Indian/Alaska Native	Two or more races	Percent	Percent		
<b>All institutions</b>	427,457	273,141	141,504	130,146	122,946	3,494	8,313	21,054	80,347	125,736		
Faculty (instruction/research/public service)	768,434	532,480	23,421	40,665	66,213	1,318	3,175	7,137	38,373	36,897		
Instruction	701,101	500,133	22,740	37,937	57,232	1,270	3,046	6,598	35,470	18,969		
Research	52,589	22,241	892	1,908	7,225	30	78	390	2,403	17,422		
Public service	14,744	10,106	838	820	1,756	18	51	149	500	506		
Graduate assistants	195,335	77,660	34,526	10,601	13,929	149	383	3,202	10,216	72,933		
Librarians, curators, and archivists	12,109	9,256	722	876	557	15	55	150	367	111		
Student and academic affairs and other education	58,407	37,721	7,014	5,974	2,673	260	417	937	2,431	980		
Management	114,150	86,551	9,986	7,984	4,757	199	528	1,198	3,171	676		
Business and financial operations	61,879	41,755	5,710	5,779	3,882	123	290	901	2,652	787		
Computer, engineering, and science	144,981	96,078	8,366	10,488	13,856	276	599	2,019	5,005	8,294		
design,	85,268	60,605	10,089	6,045	2,090	307	394	1,263	3,844	631		
Healthcare practitioners and technicians	33,582	19,227	2,557	2,605	4,399	51	89	425	2,515	1,714		
Service occupations	137,869	74,444	28,672	20,194	4,752	432	1,203	1,576	5,466	1,130		
Sales and related occupations	4,121	2,484	666	473	123	15	26	108	207	19		
Office and administrative support	71,410	39,959	10,433	10,758	3,967	184	464	1,395	3,060	1,190		
Natural resources, construction, and maintenance	67,196	48,481	6,528	6,833	1,279	138	564	602	2,456	315		
Production, transportation, and material moving	15,470	9,970	2,323	1,771	469	27	126	141	584	59		

	##	616,321	30.7	241,021	187,094	139,970	4,243	11,409	32,584	91,415	87,205
<b>Females</b>											
Faculty (instruction/research/public service)	780,232	535,306	25.3	66,097	43,280	57,337	1,405	3,722	9,496	40,245	23,404
Instruction	722,982	505,454	24.8	63,040	40,102	49,936	1,348	3,525	8,767	37,434	13,376
Research	40,978	19,019	34.6	1,436	2,263	5,685	36	113	510	2,259	9,657
Public service	16,332	10,833	29.7	1,621	915	1,716	21	84	219	552	371
Graduate assistants	189,398	87,825	32.7	10,593	13,213	13,799	177	551	4,396	10,315	48,529
Librarians, curators, and archivists	28,585	21,382	22.6	2,271	1,700	1,586	47	185	456	764	194
Faculty (instruction/research/public service)	127,827	82,145	32.6	17,380	13,262	5,593	337	952	2,288	4,620	1,250
Instruction	152,202	108,813	26.2	17,862	11,181	6,576	258	738	1,944	4,132	698
Research	165,641	107,329	32.4	19,636	16,242	11,800	345	835	2,477	5,557	1,420
Public service	97,088	57,731	34.5	7,387	7,484	13,538	122	418	1,482	3,362	5,564
Graduate assistants	107,551	73,665	28.4	12,203	10,094	4,015	300	615	2,022	3,892	745
Librarians, curators, and archivists	81,534	51,011	32.9	9,246	6,586	7,651	100	277	1,096	3,831	1,736
Faculty (instruction/research/public service)	104,533	48,717	50.8	24,156	19,397	4,363	308	836	1,280	4,223	1,253
Instruction	8,079	4,736	38.0	1,371	945	292	27	46	227	407	28
Research	335,856	208,782	35.6	51,058	42,750	13,140	790	2,139	5,287	9,673	2,237
Public service	6,081	3,764	33.8	997	586	192	17	52	81	263	129
Graduate assistants	3,452	1,972	40.3	764	374	88	10	43	52	131	18
Librarians, curators, and archivists											
Faculty (instruction/research/public service)	843,750	573,912	25.1	47,197	43,253	88,306	1,196	3,340	8,672	26,626	51,248
Instruction	738,033	522,988	24.3	43,664	38,290	73,785	1,114	3,094	7,604	22,135	25,359
Research	81,895	34,884	34.3	2,020	3,594	11,590	51	151	781	3,725	25,099
Public service	23,822	16,040	28.0	1,513	1,369	2,931	31	95	287	766	790
Graduate assistants											
Librarians, curators, and archivists	34,377	26,155	21.3	2,385	2,122	1,794	51	194	536	883	257
Faculty (instruction/research/public service)	128,073	82,644	32.7	17,266	13,191	5,772	480	1,016	2,364	3,997	1,343
Instruction	259,417	190,141	24.3	27,291	17,898	11,026	445	1,237	3,074	7,023	1,282
Research	214,382	139,758	31.8	24,437	21,070	14,956	441	1,040	3,192	7,487	2,001
Public service	224,109	142,814	30.0	14,493	16,391	25,634	360	943	3,249	7,452	12,773
Graduate assistants	157,978	109,672	27.5	18,655	13,596	5,253	472	835	2,730	5,657	1,108
Librarians, curators, and archivists	97,476	58,533	34.4	10,461	8,191	10,252	129	319	1,364	5,592	2,635
Faculty (instruction/research/public service)	204,801	101,945	47.8	45,684	35,022	8,097	623	1,713	2,354	7,397	1,966
Instruction	9,852	5,751	39.2	1,781	1,234	335	36	62	265	375	13
Research	331,757	205,629	35.9	50,943	42,721	13,062	795	2,154	5,351	9,247	1,855
Public service	69,056	49,618	25.3	6,955	7,160	1,371	136	578	625	2,352	261
Graduate assistants	15,522	9,665	35.2	2,499	1,936	486	29	140	157	550	60
Librarians, curators, and archivists											
Faculty (instruction/research/public service)	833,612	310,905	27.2	112,478	93,455	76,572	2,544	6,151	19,705	87,124	136,139
Instruction	704,976	493,874	23.3	61,076	40,692	35,244	1,527	3,557	7,961	51,992	9,053
Research	686,050	482,599	23.2	59,822	39,749	33,383	1,504	3,477	7,761	50,769	6,986
Public service	11,672	6,376	27.2	308	577	1,320	15	40	119	937	1,980
Graduate assistants	7,254	4,899	28.8	946	366	541	8	40	81	286	87
Librarians, curators, and archivists	384,733	165,485	31.8	16,855	23,814	27,728	326	934	7,598	20,531	121,462
Faculty (instruction/research/public service)	6,317	4,483	25.5	608	454	349	11	46	70	248	48
Instruction	58,161	37,222	31.4	7,128	6,045	2,494	117	353	861	3,054	887

Management	6,935	5,223	1,340	20.4	557	367	307	12	29	68	280	92
Business and financial operations	13,138	9,326	2,884	23.6	909	951	726	27	85	186	722	206
Computer, engineering, and science community service, legal, arts, design, entertainment events and media	17,960	10,995	4,965	31.1	1,260	1,581	1,760	38	74	252	915	1,085
Healthcare practitioners and technicians	34,841	24,598	7,856	24.3	3,637	2,543	852	135	174	555	2,079	268
Service occupations	17,640	11,705	4,366	27.2	1,342	1,000	1,798	22	47	157	754	815
Sales and related occupations	37,601	21,216	13,676	39.2	7,144	4,569	1,018	117	326	502	2,292	417
Office and administrative support	2,348	1,469	606	29.2	256	184	80	6	10	70	239	34
Natural resources, construction, and maintenance	75,509	43,112	27,339	38.8	10,548	10,787	4,045	179	449	1,331	3,486	1,572
Production, transportation, and material moving	4,221	2,627	1,044	28.4	570	259	100	19	38	58	367	183
	3,400	2,277	941	29.2	588	209	71	8	29	36	165	17
<b>Public 4-year</b>	<b>##</b>	<b>##</b>	<b>##</b>	<b>##</b>	<b>##</b>	<b>##</b>	<b>##</b>	<b>##</b>	<b>##</b>	<b>##</b>	<b>##</b>	<b>##</b>
Faculty (instruction/research/public service)	684,301	461,101	153,719	29.8	186,576	166,587	148,955	3,122	10,926	26,893	85,308	152,537
Instruction	610,228	422,819	138,611	25.0	39,640	37,204	66,139	848	3,174	6,713	31,248	38,234
Research	57,159	26,051	11,529	24.7	37,258	33,890	57,663	778	2,962	6,060	27,375	21,423
Public service	16,914	12,231	3,578	30.7	1,241	2,533	7,098	45	129	483	3,327	16,252
				22.6	1,141	781	1,378	25	83	170	546	559



Graduate assistants Librarians, curators, and archivists Student and academic affairs and other education	299,229 18,510	130,461 13,802	58,890 4,069	31.1 22.8	13,060 1,310	18,919 1,318	20,372 980	241 19	804 142	5,494 300	15,371 484	94,507 155
Management Business and financial operations Computer, engineering, and science Community, social services, legal, arts, design, entertainment, events and media	75,977 125,554 137,211 151,494	48,716 92,737 89,712 98,173	23,136 29,203 41,132 38,581	32.2 23.9 31.4 28.2	9,468 13,275 14,745 8,610	8,026 8,457 13,592 10,707	3,581 5,239 9,875 16,366	192 158 257 203	617 707 756 632	1,252 1,367 1,907 2,063	2,842 2,813 4,833 5,164	1,283 801 1,534 9,576
Healthcare practitioners and technicians Service occupations Sales and related occupations Office and administrative support Natural resources, construction, and maintenanc Production, transportation, and material moving	93,967 76,941 130,364 2,782 205,615 48,119 12,644	63,626 47,378 64,565 1,853 127,240 34,470 7,970	25,825 22,621 59,135 673 70,449 11,520 4,107	28.9 32.3 26.6 35.6 25.0 34.0	11,261 7,929 29,202 263 31,036 4,879 1,898	8,920 5,580 21,148 230 26,252 4,687 1,547	3,224 7,800 5,756 95 8,186 951 391	252 72 333 10 421 93 23	561 283 1,152 23 1,501 447 127	1,607 957 1,544 52 3,053 463 121	3,699 5,060 5,225 224 5,963 1,875 507	817 1,882 1,439 32 1,963 254 60
<b>Public 2-year</b>	<b>551,700</b>	<b>375,458</b>	<b>152,716</b>	<b>28.9</b>	<b>64,209</b>	<b>53,714</b>	<b>22,532</b>	<b>1,472</b>	<b>4,417</b>	<b>6,372</b>	<b>19,651</b>	<b>3,875</b>
Faculty (instruction/research/public service) Instruction Research Public service Graduate assistants Librarians, curators, and archivists Student and academic affairs and other education	299,739 296,397 129 3,213 16 5,273	219,602 217,458 85 2,059 8 3,818	65,544 64,479 40 1,025 4 1,320	23.0 22.9 32.0 33.2 33.3 25.7	26,983 26,281 10 692 0 527	20,216 20,031 13 172 2 458	12,850 12,746 12 92 2 220	681 679 0 2 0 13	1,895 1,859 4 32 0 52	2,919 2,883 1 35 0 50	12,511 12,437 3 71 0 119	2,082 2,023 1 58 3 16
Management Business and financial operations Computer, engineering, and science Community, social services, legal, arts, design, entertainment, events and media Healthcare practitioners and technicians Service occupations Sales and related occupations Office and administrative support Natural resources, construction, and maintenanc Production, transportation, and material moving	49,271 31,721 16,560 14,968 23,140 1,541 31,626 1,575 69,294 5,726 1,240	31,028 22,300 10,295 9,938 14,599 1,185 16,850 1,188 39,813 4,017 817	16,360 8,653 5,782 4,575 7,738 266 13,471 365 26,696 1,582 380	34.5 28.0 36.0 31.5 34.6 18.3 44.4 23.5 40.1 28.0 31.7	6,881 4,456 2,494 1,374 3,680 93 6,568 145 10,168 659 181	6,130 2,687 2,089 1,699 2,719 94 5,226 120 11,506 631 137	1,913 863 781 1,111 659 40 787 51 3,098 125 32	171 68 40 52 107 3 103 2 213 17 2	499 268 140 142 228 15 441 22 619 78 18	766 311 238 197 345 21 346 25 1,092 52 10	1,677 672 382 347 693 84 987 21 2,005 110 42	206 96 101 108 110 6 328 1 780 37 1
<b>Private nonprofit 4-year</b>	<b>803,622</b>	<b>306,161</b>	<b>27.6</b>	<b>113,069</b>	<b>84,567</b>	<b>85,141</b>	<b>2,606</b>	<b>3,571</b>	<b>17,207</b>	<b>58,056</b>	<b>56,254</b>	
Faculty (instruction/research/public service) Instruction Research Public service Graduate assistants Librarians, curators, and archivists Student and academic affairs and other education	492,521 445,390 36,210 10,921 85,125 16,024	343,834 322,100 15,093 6,641 34,864 12,418	100,382 87,821 8,962 3,599 18,217 2,986	22.6 21.4 37.3 35.1 34.3 19.4	30,713 29,016 1,071 626 3,726 1,075	21,208 18,811 1,616 781 4,865 714	40,766 32,982 5,786 1,998 7,325 894	900 867 21 12 84 25	1,379 1,304 56 19 130 239	5,416 4,841 412 163 2,086 209	28,419 26,669 1,329 421 5,098 489	19,886 8,800 10,826 260 26,946 131
Management Business and financial operations Computer, engineering, and science Community, social services, legal, arts, design, entertainment, events and media Healthcare practitioners and technicians	49,581 99,652 69,574 73,979 72,496 36,325	34,196 74,164 46,673 44,794 54,021 21,506	12,752 21,569 19,574 22,335 14,803 12,078	27.2 22.5 29.5 33.3 21.5 36.0	5,930 8,980 7,619 5,656 6,902 3,757	3,481 6,164 5,755 5,380 4,195 3,491	2,146 4,759 4,743 9,760 2,074 4,162	154 192 160 135 242 74	174 243 181 228 202 64	867 1,231 1,116 1,176 1,188 530	1,905 3,452 2,768 2,757 3,226 1,179	728 467 559 4,093 446 1,562

Service occupations	78,055	40,806	33,262	44.9	16,569	12,590	2,502	284	414	903	3,381	606
Sales and related occupations	3,662	2,409	1,079	30.9	395	430	132	15	4	103	163	11
Office and administrative support	123,302	77,319	40,982	34.6	18,818	13,949	5,381	290	407	2,137	4,351	650
Natural resources, construction, and maintenance	18,908	13,526	4,521	25.1	1,941	1,913	381	43	82	161	708	153
Production, transportation, and material moving	4,889	3,092	1,621	34.4	988	432	115	8	24	54	160	16
<b>Private nonprofit 2-year</b>	<b>7,312</b>	<b>4,486</b>	<b>2,479</b>	<b>35.6</b>	<b>1,492</b>	<b>526</b>	<b>143</b>	<b>60</b>	<b>155</b>	<b>103</b>	<b>334</b>	<b>13</b>
Faculty (instruction/research/public service)	3,296	2,250	936	29.4	588	135	61	52	57	43	101	9
Instruction	3,287	2,245	932	29.3	588	133	61	52	55	43	101	9
Research	6	4	2	33.3	0	1	0	0	1	0	0	0
Public service	3	1	2	66.7	0	1	0	0	1	0	0	0
Graduate assistants	0	0	0	†	0	0	0	0	0	0	0	0
Librarians, curators, and archivists	92	72	16	18.2	7	3	1	0	4	1	3	1
Student and academic affairs and other education	1,394	615	677	52.4	406	182	33	2	23	31	101	1
Management	729	498	192	27.8	104	41	19	2	18	8	37	2
Business and financial operations	220	140	73	34.3	29	20	7	1	11	5	7	0
Computer, engineering, and science	130	81	35	30.2	10	10	8	0	5	2	14	0
Community, social service, legal, arts, design, entertainment, sports and media	206	154	52	25.2	35	11	1	0	4	1	0	0
Healthcare practitioners and technicians	26	23	3	11.5	2	1	0	0	0	0	0	0
Service occupations	201	91	108	54.3	63	31	0	1	13	0	2	0
Sales and related occupations	443	186	211	53.1	148	52	5	1	0	5	46	0
Office and administrative support	524	346	165	32.3	95	37	8	1	17	7	13	0
Natural resources, construction, and maintenance	47	27	10	27.0	4	3	0	0	3	0	10	0
Production, transportation, and material moving	4	3	1	25.0	1	0	0	0	0	0	0	0
<b>Private for-profit 4-year</b>	<b>90,655</b>	<b>52,807</b>	<b>30,027</b>	<b>36.2</b>	<b>13,115</b>	<b>8,440</b>	<b>5,143</b>	<b>377</b>	<b>518</b>	<b>2,434</b>	<b>7,634</b>	<b>187</b>
Faculty (instruction/research/public service)	56,937	34,185	16,799	32.9	8,181	3,721	3,146	200	313	1,208	5,828	55
Instruction	56,788	34,163	16,752	32.9	8,181	3,718	3,132	200	313	1,208	5,818	55
Research	30	17	13	43.3	0	3	10	0	0	0	0	0
Public service	19	5	4	44.4	0	0	4	0	0	0	10	0
Graduate assistants	363	152	144	48.6	69	28	28	1	0	18	61	6
Librarians, curators, and archivists	660	435	189	30.3	54	68	45	5	3	14	34	2
Student and academic affairs and other education	8,012	4,289	3,278	43.3	1,367	1,073	484	68	44	242	443	2
Management	6,313	4,260	1,777	29.4	608	598	354	26	21	170	269	7
Business and financial operations	3,089	1,830	1,055	36.6	330	365	237	5	32	86	198	6
Computer, engineering, and science	1,312	714	444	38.3	86	149	135	6	9	59	76	78
design, entertainment, sports and media	2,895	1,827	949	34.2	401	250	141	5	13	139	117	2
Healthcare practitioners and technicians	228	122	84	40.8	7	15	43	2	4	13	22	0
Service occupations	1,759	659	1,017	60.7	357	518	57	15	17	53	82	1
Sales and related occupations	2,597	1,331	54.0	783	323	90	90	9	17	109	131	0
Office and administrative support	6,100	3,007	2,712	47.4	830	1,149	353	29	42	309	353	28
Natural resources, construction, and maintenance	352	134	204	60.4	26	155	12	2	3	6	14	0
Production, transportation, and material moving	138	58	74	56.1	16	28	18	4	0	8	6	0
<b>Private for-profit 2-year</b>	<b>21,862</b>	<b>11,672</b>	<b>9,336</b>	<b>44.4</b>	<b>4,064</b>	<b>3,406</b>	<b>1,002</b>	<b>100</b>	<b>135</b>	<b>629</b>	<b>779</b>	<b>75</b>
Faculty (instruction/research/public service)	12,032	6,814	4,672	40.7	2,168	1,461	588	42	79	334	511	35
Instruction	11,993	6,802	4,652	40.6	2,162	1,456	584	42	78	330	504	35
Research	33	10	20	66.7	6	5	4	0	1	4	3	0



**DIGEST OF EDUCATION STATISTICS**  
**TABLE 315.20 - FULL TIME FACULTY IN DEGREE GRANTING POSTSECONDARY INSTITUTIONS**  
 Fall 2019 - Table prepared March 2021

RANK	GRAND TOTAL		TOTAL MALE		TOTAL FEMALE		WHITE MALE		WHITE FEMALE		BLACK MALE		BLACK FEMALE		HISPANIC MALE		HISPANIC FEMALE		AAIAN/HP/PI MALE		AAIAN/HP/PI FEMALE		TWO OR MORE RACES/INCL. & NON-RESIDENT MALE		TWO OR MORE RACES/INCL. & NON-RESIDENT FEMALE		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
Professor	123,324	64,226	95,029	50,170	4,198	3,063	4,401	2,784	15,373	6,228	4,323	1,981	1,981	1,981	1,981	1,981	1,981	1,981	1,981	1,981	1,981	1,981	1,981	1,981	1,981	1,981	1,981
Associate Professor	86,312	74,620	61,339	53,740	4,338	5,130	4,100	3,620	11,552	8,460	4,983	3,670	3,670	3,670	3,670	3,670	3,670	3,670	3,670	3,670	3,670	3,670	3,670	3,670	3,670	3,670	3,670
Assistant Professor	86,405	96,479	52,759	62,163	4,484	7,555	4,407	4,928	11,464	11,216	13,291	10,617	10,617	10,617	10,617	10,617	10,617	10,617	10,617	10,617	10,617	10,617	10,617	10,617	10,617	10,617	10,617
Instructor	42,872	56,540	30,521	39,811	2,693	4,661	3,558	4,458	2,904	3,962	3,196	3,648	3,648	3,648	3,648	3,648	3,648	3,648	3,648	3,648	3,648	3,648	3,648	3,648	3,648	3,648	3,648
Lecturer	20,548	26,020	14,946	18,720	990	1,248	1,306	1,860	1,306	2,031	2,000	2,161	2,161	2,161	2,161	2,161	2,161	2,161	2,161	2,161	2,161	2,161	2,161	2,161	2,161	2,161	2,161
Other Faculty	86,124	80,280	47,183	47,531	3,171	5,666	3,667	4,164	9,818	8,528	22,285	14,391	14,391	14,391	14,391	14,391	14,391	14,391	14,391	14,391	14,391	14,391	14,391	14,391	14,391	14,391	14,391
	51.8	48.2	28.4	28.6	1.9	3.4	2.2	2.5	5.9	5.1	13.4	8.6	8.6	8.6	8.6	8.6	8.6	8.6	8.6	8.6	8.6	8.6	8.6	8.6	8.6	8.6	

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data (IPEDS) Spring 2018 through Spring 2020, Human Resources Component, Fall Staff section. (Table was Prepared March 2021)

**Table 315.20. Full-time faculty in degree-granting postsecondary institutions, by race/ethnicity, sex, and academic rank**  
**Fall 2017, fall 2018, and fall 2019**

Year, sex, and academic rank	Black, Hispanic, Asian, Pacific Islander, American Indian/Alaska Native, and Two or more races										
	Total	White	Total	Percent\2	Black	Hispanic	Asian/Pacific Islander			American Indian/Alaska Native	Two or more races
							Total	Asian	Pacific Islander		
<b>2017\3\</b>	2	3	4	5	6	7	8	9	10	11	12
<b>Total</b>	<b>822,513</b>	<b>574,364</b>	<b>179,251</b>	<b>23.8</b>	<b>45,461</b>	<b>39,190</b>	<b>83,516</b>	<b>82,316</b>	<b>1,200</b>	<b>3,477</b>	<b>7,607</b>
Professors	184,428	145,927	33,971	18.9	6,936	6,535	18,817	18,624	193	633	1,050
Associate professors	157,975	115,065	36,527	24.1	9,157	7,253	18,269	18,033	236	573	1,275
Assistant professors	179,051	115,830	43,727	27.4	11,507	8,571	20,993	20,713	280	631	2,025
Instructors	98,673	70,967	22,469	24.0	7,048	7,431	6,019	5,787	232	851	1,120
Lecturers	43,222	32,031	8,121	20.2	1,994	2,708	2,760	2,722	38	160	499
Other faculty	159,164	94,544	34,436	26.7	8,819	6,692	16,658	16,437	221	629	1,638
<b>2018\3\</b>											
<b>Total</b>	<b>832,130</b>	<b>572,573</b>	<b>184,969</b>	<b>24.4</b>	<b>45,755</b>	<b>41,406</b>	<b>86,048</b>	<b>84,818</b>	<b>1,230</b>	<b>3,413</b>	<b>8,347</b>
Professors	185,786	145,221	35,409	19.6	7,009	6,826	19,733	19,533	200	606	1,235
Associate professors	159,169	114,824	37,467	24.6	9,197	7,684	18,698	18,453	245	580	1,308
Assistant professors	181,229	115,376	44,826	28.0	11,627	8,910	21,408	21,137	271	663	2,218
Instructors	98,867	70,229	23,336	24.9	7,226	7,891	6,167	5,887	280	786	1,266
Lecturers	44,789	32,710	8,770	21.1	2,114	2,979	2,969	2,930	39	161	547
Other faculty	162,290	94,213	35,161	27.2	8,582	7,116	17,073	16,878	195	617	1,773
<b>Males</b>											
Professors	443,595	303,997	94,812	23.8	19,354	20,621	49,511	48,876	635	1,617	3,709
Associate professors	123,592	96,189	23,738	19.8	4,092	4,222	14,404	14,274	130	351	669
Assistant professors	86,106	61,682	20,258	24.7	4,282	4,116	10,962	10,830	132	279	619
Instructors	86,494	53,677	20,751	27.9	4,333	4,225	10,988	10,852	136	295	910
Lecturers	42,963	30,711	9,648	23.9	2,617	3,501	2,625	2,502	123	384	521
Other faculty	19,789	14,579	3,571	19.7	903	1,244	1,162	1,145	17	56	206
	84,651	47,159	16,846	26.3	3,127	3,313	9,370	9,273	97	252	784
<b>Females</b>											
Professors	388,535	268,576	90,157	25.1	26,401	20,785	36,537	35,942	595	1,796	4,638
Associate professors	62,194	49,032	11,671	19.2	2,917	2,604	5,329	5,259	70	255	566
Assistant professors	73,063	53,142	17,209	24.5	4,915	3,568	7,736	7,623	113	301	689
Other faculty	94,735	61,699	24,075	28.1	7,294	4,685	10,420	10,285	135	368	1,308

Instructors	55,904	39,518	13,688	25.7	4,609	4,390	3,542	3,385	157	402	745
Lecturers	25,000	18,131	5,199	22.3	1,211	1,735	1,807	1,785	22	105	341
Other faculty	77,639	47,054	18,315	28.0	5,455	3,803	7,703	7,605	98	365	989
<b>2019\3\</b>											
<b>Total</b>	<b>843,750</b>	<b>573,912</b>	<b>191,964</b>	<b>25.1</b>	<b>47,197</b>	<b>43,253</b>	<b>89,502</b>	<b>88,306</b>	<b>1,196</b>	<b>3,340</b>	<b>8,672</b>
Professors	187,550	145,199	37,240	20.4	7,261	7,185	21,013	20,815	198	588	1,193
Associate professors	160,932	115,079	38,651	25.1	9,468	7,720	19,457	19,187	270	555	1,451
Assistant professors	182,884	114,922	46,376	28.8	12,039	9,335	21,977	21,719	258	703	2,322
Instructors	99,412	70,332	23,582	25.1	7,354	8,016	6,149	5,896	253	717	1,346
Lecturers	46,568	33,666	9,292	21.6	2,238	3,166	3,173	3,139	34	164	551
Other faculty	166,404	94,714	36,823	28.0	8,837	7,831	17,733	17,550	183	613	1,809
Males	445,585	301,777	97,626	24.4	19,874	21,439	50,838	50,234	604	1,579	3,896
Professors	123,324	95,029	24,680	20.6	4,198	4,401	15,040	14,919	121	333	708
Associate professors	86,312	61,339	20,678	25.2	4,338	4,100	11,275	11,136	139	277	688
Assistant professors	86,405	52,759	21,310	28.8	4,484	4,407	11,170	11,045	125	294	955
Instructors	42,872	30,521	9,699	24.1	2,693	3,558	2,554	2,443	111	350	544
Lecturers	20,548	14,946	3,817	20.3	990	1,306	1,243	1,227	16	63	215
Other faculty	86,124	47,183	17,442	27.0	3,171	3,667	9,556	9,464	92	262	786
Females	398,165	272,135	94,338	25.7	27,323	21,814	38,664	38,072	592	1,761	4,776
Professors	64,226	50,170	12,560	20.0	3,063	2,784	5,973	5,896	77	255	485
Associate professors	74,620	53,740	17,973	25.1	5,130	3,620	8,182	8,051	131	278	763
Assistant professors	96,479	62,163	25,066	28.7	7,555	4,928	10,807	10,674	133	409	1,367
Instructors	56,540	39,811	13,883	25.9	4,661	4,458	3,595	3,453	142	367	802
Lecturers	26,020	18,720	5,475	22.6	1,248	1,860	1,930	1,912	18	101	336
Other faculty	80,280	47,531	19,381	29.0	5,666	4,164	8,177	8,086	91	351	1,023

\1\Race/ethnicity not collected.

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

\3\Only instructional faculty were classified by academic rank. Primarily research and primarily public service well as faculty without ranks, appear under "other faculty."

NOTE: Data in this table represent the 50 states and the District of Columbia. Degree-granting institutions grant or higher degrees and participate in Title IV federal financial aid programs. Race categories exclude persons of ethnicity. Some data have been revised from previously published figures.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education (IPEDS), Spring 2018 through Spring 2020 Human Resources component, Fall Staff section. (This table was prepared



**Demographic rank:**

Race/ ethnicity unknown	Non- resident alien	13	14
<b>23,467</b>	<b>45,431</b>		
2,714	1,816		
3,308	3,075		
6,876	12,618		
3,378	1,859		
1,493	1,577		
5,698	24,486		
<b>25,126</b>	<b>49,462</b>		
3,110	2,046		
3,687	3,191		
7,580	13,447		
3,481	1,821		
1,543	1,766		
5,725	27,191		
13,326	31,460		
2,114	1,551		
2,172	1,994		
3,791	8,275		
1,607	997		
743	896		
2,899	17,747		
11,800	18,002		
996	495		
1,515	1,197		
3,789	5,172		



1,874	824
800	870
<u>2,826</u>	<u>9,444</u>
<b>26,626</b>	<b>51,248</b>
3,147	1,964
3,952	3,250
7,776	13,810
3,635	1,863
1,675	1,935
6,441	28,426
13,952	32,230
2,136	1,479
2,233	2,062
3,895	8,441
1,627	1,025
798	987
3,263	18,236
12,674	19,018
1,011	485
1,719	1,188
3,881	5,369
2,008	838
877	948
<u>3,178</u>	<u>10,190</u>

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DIGEST OF EDUCATION STATISTICS

TABLES 322.20 AND 323.20 - 2018-2019 STUDENTS IN DEGREE GRANTING POSTSECONDARY INSTITUTIONS  
(Fall 2000 - 2019 - Table Prepared July 2020)

DEGREES CONFERRED	TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAJANHPI		TWO OR MORE RACES/UNIK. & NON-RESIDENT	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Bachelors Degrees	1,911,018	803,184 42.0%	1,107,834 58.0%	516,342 27.0%	673,667 35.3%	70,811 3.7%	125,845 6.6%	111,468 5.8%	173,542 9.1%	74,344 3.9%	91,357 4.8%	30,219 1.6%	43,423 2.3%
Masters Degrees	695,616	250,842 36.1%	444,774 63.9%	165,374 23.8%	282,051 40.5%	27,599 4.0%	65,527 9.4%	27,359 3.9%	51,515 7.4%	23,015 3.3%	32,660 4.7%	7,495 1.1%	13,021 1.9%
	0	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
	0	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
	0	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
	0	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
	0	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
<b>TOTALS</b>	2,606,634	1,054,026 40.4%	1,552,608 59.6%	681,716 26.2%	955,718 36.7%	98,410 3.8%	191,372 7.3%	138,827 5.3%	225,057 8.6%	97,359 3.7%	124,017 4.8%	37,714 1.4%	56,444 2.2%

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 2019, Completions component. (This table was prepared July 2020.)

**Table 322.20. Bachelor's degrees conferred by postsecondary institutions, by race/ethnicity and sex of student: Selected 1976-77 through 2018-19**

Year and sex	Number of degrees conferred to U.S. citizens, permanent residents, and nonresident aliens							Percentage distribution of degrees and permanent re				
	Total	White	Black	Hispanic	Asian/Pacific Islander	American Indian/Alaska Native	Two or more races\I\	Nonresident alien	Total	White	Black	Hispanic
<b>Total</b>	2	3	4	5	6	7	8	9	10	11	12	13
1976-77\2	917,900	807,688	58,636	18,743	13,793	3,326	---	15,714	100.0	89.5	6.5	2.1
1980-81\3	934,800	807,319	60,673	21,832	18,794	3,593	---	22,589	100.0	88.5	6.7	2.4
1990-91	#####	914,093	66,375	37,342	42,529	4,583	---	29,616	100.0	85.8	6.2	3.5
1999-2000	#####	929,102	108,018	75,063	77,909	8,717	---	39,066	100.0	77.5	9.0	6.3
2000-01	#####	927,357	111,307	77,745	78,902	9,049	---	39,811	100.0	77.0	9.2	6.5
2004-05	#####	#####	136,172	101,362	97,234	10,317	---	45,447	100.0	75.3	9.8	7.3
2005-06	#####	#####	142,405	107,575	102,371	10,938	---	46,344	100.0	74.7	9.9	7.5
2006-07	#####	#####	146,767	114,962	105,287	11,463	---	45,942	100.0	74.4	9.9	7.8
2007-08	#####	#####	152,627	122,770	109,177	11,509	---	44,405	100.0	73.9	10.0	8.1
2008-09	#####	#####	156,603	129,473	112,581	12,221	---	45,893	100.0	73.6	10.1	8.3
2009-10	#####	#####	164,789	140,426	117,391	12,405	---	47,586	100.0	72.9	10.3	8.8
2010-11	#####	#####	172,731	154,450	121,118	11,935	20,589	52,540	100.0	71.1	10.4	9.3
2011-12	#####	#####	185,916	169,736	126,177	11,498	27,234	59,185	100.0	70.0	10.7	9.8
2012-13	#####	#####	191,233	186,677	130,129	11,432	34,128	64,874	100.0	68.8	10.8	10.5
2013-14	#####	#####	191,437	202,425	131,662	10,784	45,422	69,422	100.0	67.7	10.6	11.2
2014-15	#####	#####	192,829	218,098	133,916	10,202	54,215	75,638	100.0	66.5	10.6	12.0
2015-16	#####	#####	194,408	235,190	138,257	9,735	61,584	84,253	100.0	65.2	10.6	12.8
2016-17	#####	#####	196,338	252,203	144,093	9,589	66,532	91,382	100.0	64.1	10.5	13.5
2017-18	#####	#####	195,014	267,070	150,999	9,155	70,632	98,224	100.0	63.2	10.4	14.2
2018-19	#####	#####	196,656	285,010	156,536	9,165	73,642	101,836	100.0	62.3	10.3	14.9
<b>Males</b>												
1976-77\2	494,424	438,161	25,147	10,318	7,638	1,804	---	11,356	100.0	90.7	5.2	2.1
1980-81\3	469,625	406,173	24,511	10,810	10,107	1,700	---	16,324	100.0	89.6	5.4	2.4
1990-91	504,045	421,290	24,800	16,598	21,203	1,938	---	18,216	100.0	86.7	5.1	3.4
1999-2000	530,367	402,954	37,029	30,304	35,853	3,463	---	20,764	100.0	79.1	7.3	5.9
2000-01	531,840	401,780	38,103	31,368	35,865	3,700	---	21,024	100.0	78.7	7.5	6.1

2004-05	613,183	456,619	45,818	39,578	43,723	4,146	---	23,299	100.0	77.4	7.8	6.7
2005-06	630,502	467,397	48,073	41,805	45,803	4,202	---	23,222	100.0	77.0	7.9	6.9
2006-07	649,816	480,747	49,715	44,761	47,577	4,508	---	22,508	100.0	76.6	7.9	7.1
2007-08	668,184	492,360	52,298	47,797	49,535	4,523	---	21,671	100.0	76.2	8.1	7.4
2008-09	685,422	503,396	53,465	50,596	50,773	4,849	---	22,343	100.0	75.9	8.1	7.6
2009-10	706,660	513,711	56,136	55,139	53,365	4,879	---	23,430	100.0	75.2	8.2	8.1
2010-11	734,159	519,992	59,015	60,869	55,321	4,798	8,028	26,136	100.0	73.4	8.3	8.6
2011-12	765,772	532,463	63,736	67,083	57,521	4,476	10,945	29,548	100.0	72.3	8.7	9.1
2012-13	787,408	535,358	67,351	74,067	59,806	4,611	13,834	32,381	100.0	70.9	8.9	9.8
2013-14	801,905	536,009	68,290	80,312	59,844	4,171	18,137	35,142	100.0	69.9	8.9	10.5
2014-15	812,693	530,418	69,316	86,881	61,080	4,061	22,245	38,692	100.0	68.5	9.0	11.2
2015-16	821,746	522,834	69,847	92,989	63,182	3,822	25,157	43,915	100.0	67.2	9.0	12.0
2016-17	836,021	521,359	70,568	99,344	65,405	3,731	27,089	48,525	100.0	66.2	9.0	12.6
2017-18	844,979	516,614	70,327	104,919	68,196	3,505	28,900	52,518	100.0	65.2	8.9	13.2
2018-19	857,545	516,342	70,811	111,468	70,925	3,419	30,219	54,361	100.0	64.3	8.8	13.9
<b>Females</b>												
1976-77\2	423,476	369,527	33,489	8,425	6,155	1,522	---	4,358	100.0	88.2	8.0	2.0
1980-81\3	465,175	401,146	36,162	11,022	8,687	1,893	---	6,265	100.0	87.4	7.9	2.4
1990-91	590,493	492,803	41,575	20,744	21,326	2,645	---	11,400	100.0	85.1	7.2	3.6
1999-2000	707,508	526,148	70,989	44,759	42,056	5,254	---	18,302	100.0	76.3	10.3	6.5
2000-01	712,331	525,577	73,204	46,377	43,037	5,349	---	18,787	100.0	75.8	10.6	6.7
2004-05	826,665	592,697	90,354	61,784	53,511	6,171	---	22,148	100.0	73.7	11.2	7.7
2005-06	854,602	608,074	94,332	65,770	56,568	6,736	---	23,122	100.0	73.1	11.3	7.9
2006-07	874,913	619,561	97,052	70,201	57,710	6,955	---	23,434	100.0	72.8	11.4	8.2
2007-08	895,550	630,886	100,329	74,973	59,642	6,986	---	22,734	100.0	72.3	11.5	8.6
2008-09	915,977	641,232	103,138	78,877	61,808	7,372	---	23,550	100.0	71.9	11.6	8.8
2009-10	943,259	653,611	108,653	85,287	64,026	7,526	---	24,156	100.0	71.1	11.8	9.3
2010-11	981,894	662,698	113,716	93,581	65,797	7,137	12,561	26,404	100.0	69.4	11.9	9.8
2011-12	#####	679,954	122,180	102,653	68,656	7,022	16,289	29,637	100.0	68.2	12.3	10.3
2012-13	#####	686,550	123,882	112,610	70,323	6,821	20,294	32,493	100.0	67.3	12.1	11.0
2013-14	#####	682,989	123,147	122,113	71,818	6,613	27,285	34,280	100.0	66.1	11.9	11.8
2014-15	#####	679,653	123,513	131,217	72,836	6,141	31,970	36,946	100.0	65.0	11.8	12.6
2015-16	#####	674,489	124,561	142,201	75,075	5,913	36,427	40,338	100.0	63.7	11.8	13.4
2016-17	#####	674,618	125,770	152,859	78,688	5,858	39,443	42,857	100.0	62.6	11.7	14.2
2017-18	#####	672,957	124,687	162,151	82,803	5,650	41,732	45,706	100.0	61.7	11.4	14.9

2018-19	#####	673,667	125,845	173,542	85,611	5,746	43,423	47,475	100.0	60.8	11.4	15.7
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---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 in that category.

\2\Excludes 1,121 males and 528 females whose racial/ethnic group was not available.

\3\Excludes 258 males and 82 females whose racial/ethnic group was not available.

NOTE: Data are for postsecondary institutions participating in Title IV federal financial aid programs. Race categories are by race/ethnicity. For 1989-90 and later years, reported racial/ethnic distributions of students by level of degree, field of study, and estimate race/ethnicity for students whose race/ethnicity was not reported. Detail may not sum to totals because of rounding. Revised from previously published figures.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Higher Education General Information Survey, "Other Formal Awards Conferred" surveys, 1976-77 and 1980-81; Integrated Postsecondary Education Data System (IPEDS), "Completion Rates" (C:91); and IPEDS Fall 2000 through Fall 2019, Completions component. (This table was prepared July 2020.)









Table 323.20. Master's degrees conferred by postsecondary institutions, by race/ethnicity and sex of student: Selected years, 1976-77 through 2018-19

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	U.S. citizens					permanent residents					U.S. citizens and permanent residents									
		White	Black	Hispanic	Asian/Pacific Islander	American Indian/Alaska Native	Two or more races	Nonresident alien	Total	White	Black	Hispanic	Asian/Pacific Islander	American Indian/Alaska Native	Two or more races						
<b>Total</b>																					
1976-77(2)	322,463	271,402	21,252	6,136	5,127	1,018	17,528	100.0	89.0	7.0	2.3	1.7	0.3	---	---	---	---	---	---	---	
1980-81(3)	301,081	247,475	17,436	6,534	6,348	1,044	22,244	100.0	88.8	6.3	2.0	2.3	0.4	---	---	---	---	---	---	---	
1990-91	342,863	265,927	17,023	8,981	11,869	1,889	37,874	100.0	87.2	5.6	2.9	3.9	0.4	---	---	---	---	---	---	---	
1999-2000	463,185	324,990	36,606	19,379	23,523	2,263	56,424	100.0	79.9	9.0	4.8	5.8	0.6	---	---	---	---	---	---	---	
2000-01	473,502	324,211	38,853	21,661	24,544	2,496	61,737	100.0	78.7	9.4	5.3	6.0	0.6	---	---	---	---	---	---	---	
2004-05	580,562	383,416	55,396	31,687	33,048	3,312	73,703	100.0	75.6	10.9	6.3	6.5	0.7	---	---	---	---	---	---	---	
2005-06	599,862	397,519	59,822	32,578	34,302	3,519	72,122	100.0	75.3	11.3	6.2	6.2	0.7	---	---	---	---	---	---	---	
2006-07	610,703	403,623	63,439	34,962	36,420	3,590	68,669	100.0	74.5	11.7	6.5	6.7	0.7	---	---	---	---	---	---	---	
2007-08	630,844	413,348	65,912	36,899	37,743	3,775	73,167	100.0	74.1	11.8	6.6	6.8	0.7	---	---	---	---	---	---	---	
2008-09	662,082	427,713	70,772	39,567	40,510	3,777	79,743	100.0	73.4	12.2	6.8	7.0	0.6	---	---	---	---	---	---	---	
2009-10	693,313	445,158	76,472	43,603	42,520	3,965	81,595	100.0	72.8	12.5	7.1	7.0	0.6	---	---	---	---	---	---	---	
2010-11	730,922	462,922	80,742	46,823	43,482	3,946	86,410	100.0	71.8	12.5	7.3	6.7	0.6	---	---	---	---	---	---	---	
2011-12	755,967	485,967	86,007	50,994	45,379	3,681	92,233	100.0	70.6	12.9	7.6	6.8	0.6	---	---	---	---	---	---	---	
2012-13	751,718	455,896	87,989	52,991	44,906	3,693	94,449	100.0	69.4	13.4	8.1	6.8	0.6	---	---	---	---	---	---	---	
2013-14	754,582	444,771	88,606	55,962	44,533	3,512	103,781	100.0	68.3	13.6	8.6	6.8	0.5	---	---	---	---	---	---	---	
2014-15	758,804	433,096	87,288	58,752	44,489	3,410	117,141	100.0	67.5	13.6	9.2	6.9	0.5	---	---	---	---	---	---	---	
2015-16	785,757	431,885	88,786	63,060	45,921	3,538	135,978	100.0	66.5	13.7	9.7	7.1	0.5	---	---	---	---	---	---	---	
2016-17	800,542	433,638	89,577	67,026	47,810	3,397	145,420	100.0	65.8	13.5	10.2	7.3	0.5	---	---	---	---	---	---	---	
2017-18	820,242	439,124	91,282	72,443	50,116	3,318	145,059	100.0	65.0	13.5	10.7	7.4	0.5	---	---	---	---	---	---	---	
2018-19	833,706	447,425	93,126	78,874	52,222	3,453	138,090	100.0	64.3	13.4	11.3	7.5	0.5	---	---	---	---	---	---	---	
<b>Males</b>																					
1976-77(2)	172,703	144,042	7,970	3,328	3,128	565	13,670	100.0	90.6	5.0	2.1	2.0	0.4	---	---	---	---	---	---	---	
1980-81(3)	151,602	120,927	6,418	3,155	3,830	507	16,765	100.0	89.7	4.8	2.3	2.8	0.4	---	---	---	---	---	---	---	
1990-91	160,842	117,993	6,201	4,017	6,765	495	25,371	100.0	87.1	4.6	3.0	5.0	0.4	---	---	---	---	---	---	---	
1999-2000	196,129	131,221	11,642	7,738	11,299	845	33,384	100.0	80.6	7.2	4.8	6.9	0.5	---	---	---	---	---	---	---	
2000-01	197,770	128,516	11,878	8,371	11,561	925	36,519	100.0	79.7	7.4	5.2	7.2	0.6	---	---	---	---	---	---	---	
2004-05	237,356	150,116	16,174	11,519	15,245	1,167	43,135	100.0	77.3	8.3	5.9	7.8	0.6	---	---	---	---	---	---	---	
2005-06	241,701	153,696	17,388	11,738	16,037	1,253	41,589	100.0	76.8	8.7	5.9	8.0	0.6	---	---	---	---	---	---	---	
2006-07	242,213	154,250	18,340	12,471	16,689	1,275	39,188	100.0	76.0	9.0	6.1	8.2	0.6	---	---	---	---	---	---	---	
2007-08	250,203	157,622	18,759	13,166	17,480	1,294	41,882	100.0	75.7	9.0	6.3	8.4	0.6	---	---	---	---	---	---	---	
2008-09	263,515	162,863	20,146	14,314	18,865	1,349	45,978	100.0	74.9	9.3	6.6	8.7	0.6	---	---	---	---	---	---	---	
2009-10	275,317	170,243	22,121	15,554	19,423	1,419	46,557	100.0	74.4	9.7	6.8	8.5	0.6	---	---	---	---	---	---	---	
2010-11	291,680	177,786	23,746	17,183	19,918	1,409	49,098	100.0	73.3	9.8	7.1	8.2	0.6	---	---	---	---	---	---	---	
2011-12	302,484	183,222	25,284	18,633	20,751	1,298	51,518	100.0	72.5	10.0	7.4	8.2	0.5	---	---	---	---	---	---	---	
2012-13	301,552	177,208	26,417	19,441	20,456	1,280	52,278	100.0	71.1	10.6	7.8	8.2	0.5	---	---	---	---	---	---	---	
2013-14	302,846	173,303	26,608	20,565	19,955	1,219	56,306	100.0	70.3	10.8	8.3	8.1	0.5	---	---	---	---	---	---	---	
2014-15	306,615	169,151	26,295	21,384	19,577	1,223	64,547	100.0	69.5	10.9	8.8	8.1	0.5	---	---	---	---	---	---	---	
2015-16	320,574	166,161	27,024	22,749	20,071	1,229	77,211	100.0	68.3	11.1	9.3	8.2	0.5	---	---	---	---	---	---	---	
2016-17	326,857	164,734	26,978	23,749	20,693	1,151	83,099	100.0	67.6	11.1	9.7	8.5	0.5	---	---	---	---	---	---	---	
2017-18	326,907	164,729	27,551	25,248	21,277	1,076	80,349	100.0	66.8	11.2	10.2	8.6	0.4	---	---	---	---	---	---	---	
2018-19	326,186	165,374	27,599	27,359	21,915	1,100	75,344	100.0	65.9	11.0	10.9	8.7	0.4	---	---	---	---	---	---	---	
<b>Females</b>																					
1976-77(2)	149,760	127,360	13,282	2,808	1,999	453	3,856	100.0	87.3	9.1	1.9	1.4	0.3	---	---	---	---	---	---	---	
1980-81(3)	149,479	126,548	11,018	3,379	2,518	537	5,479	100.0	87.9	7.7	2.3	1.7	0.4	---	---	---	---	---	---	---	
1990-91	182,021	147,934	10,822	4,964	5,104	694	12,503	100.0	87.3	6.4	2.9	3.0	0.4	---	---	---	---	---	---	---	
1999-2000	267,056	193,769	24,964	11,641	12,224	1,418	23,040	100.0	79.4	10.2	4.8	5.0	0.6	---	---	---	---	---	---	---	
2000-01	275,732	195,695	26,975	13,290	12,983	1,571	25,218	100.0	78.1	10.8	5.3	5.2	0.6	---	---	---	---	---	---	---	

2004-05	343,206	233,300	39,222	20,168	17,803	2,145	---	30,568	100.0	74.6	12.5	6.5	5.7	0.7	---
2005-06	358,161	243,823	42,434	20,840	18,265	2,266	---	30,533	100.0	74.4	13.0	6.4	5.6	0.7	---
2006-07	368,490	249,372	45,099	22,491	19,731	2,315	---	29,481	100.0	73.6	13.3	6.6	5.8	0.7	---
2007-08	380,641	255,726	47,153	23,733	20,263	2,481	---	31,285	100.0	73.2	13.5	6.8	5.8	0.7	---
2008-09	398,567	264,850	50,626	25,253	21,645	2,428	---	33,765	100.0	72.6	13.9	6.9	5.9	0.7	---
2009-10	417,996	274,915	54,351	26,049	23,097	2,546	---	35,038	100.0	71.8	14.2	7.3	6.0	0.7	---
2010-11	439,242	285,136	56,996	29,640	23,564	2,537	4,057	37,312	100.0	70.9	14.2	7.4	5.9	0.6	1.0
2011-12	453,483	287,600	60,723	32,361	24,628	2,383	6,305	39,483	100.0	69.5	14.7	7.8	5.9	0.6	1.5
2012-13	450,166	278,688	61,572	33,550	24,450	2,413	7,322	42,171	100.0	68.3	15.1	8.2	6.0	0.6	1.8
2013-14	451,736	271,468	61,998	35,397	24,578	2,293	8,527	47,475	100.0	67.2	15.3	8.8	6.1	0.6	2.1
2014-15	452,189	264,945	60,993	37,368	24,912	2,187	9,190	52,594	100.0	66.3	15.3	9.4	6.2	0.5	2.3
2015-16	465,193	265,724	61,762	40,311	25,850	2,309	10,460	58,767	100.0	65.4	15.2	9.9	6.4	0.6	2.6
2016-17	477,685	268,904	62,599	43,277	27,117	2,246	11,221	62,321	100.0	64.7	15.1	10.4	6.5	0.5	2.7
2017-18	493,335	274,395	63,731	47,195	28,839	2,242	12,223	64,710	100.0	64.0	14.9	11.0	6.7	0.5	2.9
2018-19	507,520	282,051	65,527	51,515	30,307	2,353	13,021	62,746	100.0	63.4	14.7	11.6	6.8	0.5	2.9

---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 and 175 females whose racial/ethnic group was not available.

\3\Excludes 1,377 males and 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 2019, Completions component. (This table was prepared June 2020.)

2014-2018 EEO Custom Tabulation Occupation Code List Crosswalk to Federal Aggregate Occupations  
 Last Updated: 2/22/2021

2014-2018 Census EEO Tabulation Occupation Code	2018 SOC Code	EEO 2014-2018 Tabulation Occupation Code Descriptions	2018 Census PUMS Occupation Code	OFMI Codes	FeedSec (8)	EEO-1 (9)	EEO (14)	StatLoc (8)
0010-0930	11-0000 - 25-0000	Management, Business, Science, and Arts Occupations:	0010-3550					
0010-0440	11-0000 - 13-0000	Management, Business, and Financial Occupations:	0010-0950					
0010-0440	11-0000	Management Occupations:	0010-0440					
0010	11-1000	Top executives	0010-0020	0006, 0025, 0105, 0106, 0244, 0249, 0260, 0301, 0671, 0901, 0904, 0905, 0930, 0945, 0950, 0958, 0962, 0965, 0967, 0987, 0991, 0992, 0993, 0994, 0995, 0996, 0997, 0998, 1101, 1103, 1104, 1130, 1140, 1144, 1145, 1150, 1220, 1221, 1222, 1223, 1224, 1226, 1601, 1670, 1980, 2001	1	2a	1	1
0040	11-2000	Advertising, marketing, promotions, public relations, and sales managers	0040-0060	1035, 1146, 1147	1	1b	1	1
0120	11-3031	Financial managers	0120	0501, 0505, 0510, 0511, 0512, 0526, 0560, 1160, 1163, 1165, 1169, 1170, 1171, 9889, 9890, 9899, 9988, 9989	1	1b	1	1
0101	11-3010	Administrative services and facilities managers	0101, 0102	0308, 0942, 0675, 1640, 1654	1	1b	1	1
0110	11-3021	Computer and information systems managers	0110	0330, 0334, 1550, 2210	1	1b	1	1
0135	11-3111	Compensation and benefits managers	0135		-	1b	1	1
0136	11-3121	Human resources managers	0136	0201, 0243	1	1b	1	1
0137	11-3131	Training and development managers	0137	0142	1	1b	1	1
0140	11-3051	Industrial production managers	0140	1910	1	1b	1	1
0150	11-3061	Purchasing managers	0150	1102	1	1b	1	1
0160	11-3071	Transportation, storage, and distribution managers	0160	0346, 2010, 2030, 2032, 2050, 2101, 2130, 2150, 2161, 2186	1	1b	1	1
0205	11-9013	Farmers, ranchers, and other agricultural managers	0205		-	1b	1	1
0220	11-9021	Construction managers	0220		-	1b	1	1
0230	11-9030	Education and childcare administrators	0230	1701, 1702, 1710, 1712, 1715, 1720, 1724, 1726, 1728, 1725, 1750	1	1b	1	1
0300	11-9041	Architectural and engineering managers	0300	0801, 0803, 0804, 0805, 0806, 0807, 0808, 0810, 0819, 0828, 0830, 0840, 0850, 0854, 0855, 0858, 0861, 0871, 0873, 0880, 0881, 0890, 0892, 0893, 0894, 0896, 8882, 9866, 9867, 9971	1	1b	1	1
0310	11-9051	Food service managers	0310		1	1b	1	1
0335	11-9070	Entertainment and recreation managers	0335		-	1b	1	1
0340	11-9081	Lodging managers	0340		-	1b	1	1
0350	11-9111	Medical and health services managers	0350	0601, 0602, 0603, 0605, 0610, 0630, 0631, 0633, 0635, 0637, 0638, 0639, 0644, 0660, 0662, 0665, 0667, 0668, 0669, 0670, 0680, 0685, 0688, 0690, 0696, 0701, 9891, 9892, 9893, 9996	1	1b	1	1
0360	11-9121	Natural sciences managers	0360	0402, 0403, 0405, 0408, 0410, 0413, 0414, 0415, 0430, 0434, 0435, 0436, 0437, 0440, 0454, 0457, 0460, 0470, 0471, 0480, 0482, 0485, 0486, 0487, 1301, 1306, 1310, 1313, 1315, 1320, 1321, 1330, 1340, 1350, 1360, 1370, 1372, 1373, 1380, 1382, 1384, 1386, 1397, 1501, 1510, 1515, 1520, 1529, 1530, 1540	1	1b	1	1
0410	11-9141	Property, real estate, and community association managers	0410	1173, 1176, 1630	1	1b	1	1
0420	11-9151	Social and community service managers	0420	0023, 0120, 0185, 0188	1	1b	1	1
0425	11-9161	Emergency management directors	0425	0089	1	1b	1	1

2014-2018 Census EEO Tabulation Occupation Code	2018 SOC Code	EEO 2014-2018 Tabulation Occupation Code Descriptions	2018 Census PUMS Occupation Code	OPM Codes	FeeSec (9)	EEO-1 (9)	EEO (14)	SALoc (8)
0440	11-910X	Other managers	0440	0017, 0018, 0070, 0076, 0077, 0028, 0030, 0034, 0060, 0062, 0072, 0080, 0082, 0095, 0101, 0110, 0130, 0131, 0132, 0135, 0136, 0140, 0150, 0160, 0170, 0180, 0184, 0190, 0193, 0221, 0222, 0230, 0233, 0241, 0246, 0306, 0340, 0341, 0343, 0345, 0360, 0389, 0391, 0393, 0406, 0475, 0493, 0570, 0580, 0920, 0935, 0954, 0990, 1001, 1008, 1010, 1015, 1016, 1040, 1048, 1051, 1054, 1056, 1071, 1081, 1082, 1083, 1084, 1109, 1149, 1161, 1162, 1410, 1412, 1420, 1730, 1740, 1755, 1801, 1802, 1805, 1810, 1811, 1813, 1816, 1822, 1831, 1832, 1849, 1850, 1854, 1860, 1889, 1890, 1894, 1895, 1896, 2003, 2110, 2111, 2115, 2121, 2123, 2125, 2155, 3901, 3911, 3919, 3941, 9001, 9055, 9809	1	1b	1	1
0500-0930	13-0000	Business and Financial Operations Occupations:	0500-0960					
0500	13-1011	Agents and business managers of artists, performers, and athletes	0500			2	1	1
0510	13-1021	Buyers and purchasing agents, farm products	0510			2	1	1
0520	13-1022	Wholesale and retail buyers, except farm products	0520			2	1	1
0530	13-1023	Purchasing agents, except wholesale, retail, and farm products	0530	1102, 1105		2	1	1
0540	13-1030	Claims adjusters, appraisers, examiners, and investigators	0540	0027, 0105, 0991, 0992, 0993, 0994, 0995, 0996, 0997, 0998, 2135		2	1	1
0565	13-1041	Compliance officers	0565	0244, 0249, 0260, 0967, 1149, 1801, 1802, 1813, 1816, 1849, 1854, 1860, 1862, 1889, 1890, 1895, 2115		2	1	1
0600	13-1051	Cost estimators	0600			2	1	1
0630	13-1070	Human resources workers	0630	0201, 0205, 0212, 0299		2	4	2
0640	13-1141	Compensation, benefits, and job analysis specialists	0640	0221, 0222, 0223, 0270		2	1	1
0650	13-1151	Training and development specialists	0650	0142, 0235, 0243		2	1	1
0700	13-1081	Logisticians	0700	0346, 2003, 2010		2	1	1
0705	13-1082	Project management specialists	0705			2	1	1
0710	13-1111	Management analysts	0710	0034, 0106, 0107, 0343, 0345, 0347, 0671, 2110		2	1	1
0725	13-1121	Meeting, convention, and event planners	0725			2	1	1
0726	13-1131	Fundraisers	0726			2	1	1
0735	13-1161	Market research analysts and marketing specialists	0735	0135, 1146, 1147		2	1	1
0750	13-1199	Business operations specialists, all other	0750	0080, 0089, 0205, 0230, 0233, 0246, 0301, 0306, 0308, 0340, 0341, 0360, 1101, 1103, 1104, 1109, 1130, 1140, 1144, 1145, 1150, 1173, 1176, 1199, 1601, 1630, 1640, 1654, 1670, 1699, 1722, 1910, 2001, 2030, 2032, 2050, 2099, 2101, 2111, 2130, 2150, 2186		2	1	1
0800	13-2011	Accountants and auditors	0800	0510, 0511, 9889, 9890, 9899, 9888, 9989		2	4	2
0820	13-2031	Budget analysts	0820	0560		2	1	1
0830	13-2041	Credit analysts	0830			2	1	1
0845	13-2051	Financial and investment analysts	0845	1160		2	1	1
0930	13-2081	Tax examiners and collectors, and revenue agents	0930	0512, 0526, 0532, 0920, 1169, 1894		2	1	1
0810	13-209X	Other financial specialists	0810, 0850-0910, 0940, 0960	0475, 0501, 0505, 0560, 0570, 0580, 0599, 1161, 1162, 1163, 1165, 1171, 1831		2	1	1
1005-1980	15-0000 - 19-0000	Computer, Engineering, and Science Occupations:	1005-1980					
1005-1200	15-0000	Computer and mathematical occupations:	1005-1240					
1005	15-120X	Computer and information research scientists and analysts	1005-1007	0335, 1550		2	2	2

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1010	15-1250	Software and web developers, programmers, and testers	1010-1032			2	4	2
1065	15-1240	Database and network administrators and architects	1065-1106			2	2	2
1050	15-121Y	Other computer occupations	1050, 1108	2210, 2299	2	2	2	2
1200	15-2000	Mathematical science occupations	1200-1240	1501, 1510, 1520, 1515, 1540, 1529, 1530, 1521, 1541, 1999	2	2	2	2
1305-1541	17-0000	Architecture and Engineering Occupations:	1305-1560					
1305	17-1000	Architects, surveyors, and cartographers	1305-1310	0808, 0807, 1370, 1372, 1373	2	2	2	2
1320	17-2011	Aerospace engineers	1320	0861	2	2	2	2
1340	17-20XX	Bioengineers, biomedical and agricultural engineers	1340	0858, 0890	2	2	2	2
1350	17-2041	Chemical engineers	1350	0893	2	2	2	2
1360	17-2051	Civil engineers	1360	0810	2	2	2	2
1400	17-2061	Computer hardware engineers	1400	0854	2	2	2	2
1410	17-2070	Electrical and electronics engineers	1410	0850, 0855	2	2	2	2
1420	17-2081	Environmental engineers	1420	0819	2	2	2	2
1430	17-2110	Industrial engineers, including health and safety	1430	0803, 0804, 0896	2	2	2	2
1440	17-2121	Marine engineers and naval architects	1440	0871, 0873	2	2	2	2
1450	17-2131	Materials engineers	1450	0806, 0892, 0894, 1380	2	2	2	2
1460	17-2141	Mechanical engineers	1460	0830	2	2	2	2
1520	17-21XX	Petroleum, mining and geological engineers, including mining safety engineers	1520	0880, 0881	2	2	2	2
1530	17-21Y	Other engineers	1530	0801, 0805, 0840, 0879, 0898, 0899	2	2	2	2
1541	17-3000	Drafters, engineering technicians, and mapping technicians	1541-1560	0802, 0817, 0818, 0856, 0895, 1021, 1371, 1374, 2231, 2608, 3314, 4714, 5235, 8882	3	3	5	3
1600-1980	19-0000	Life, Physical, and Social Science Occupations:	1600-1980					
1600	19-1010	Agricultural and food scientists	1600	0430, 0434, 0435, 0436, 0437, 0470, 0471, 0487, 1382	2	2	2	2
1610	19-1020	Biological scientists	1610	0401, 0403, 0410, 0414, 0440, 0482, 0486, 0499	2	2	2	2
1640	19-1030	Conservation scientists and foresters	1640	0408, 0435, 0454, 0457, 0460, 0480, 0485	2	2	2	2
1650	19-10XX	Other life scientists	1650	0405, 0415, 0413	2	2	2	2
1700	19-2010	Astronomers and physicists	1700	1390, 1306, 1310	2	2	2	2
1710	19-2021	Atmospheric and space scientists	1710	1340	2	2	2	2
1720	19-2030	Chemists and materials scientists	1720	1370, 1321	2	2	2	2
1745	19-2040	Environmental scientists and geoscientists	1745, 1750	0028, 1313, 1315, 1350, 1360	2	2	2	2
1760	19-2099	Physical scientists, all other	1760	1301, 1384, 1386, 1398, 1399	2	2	2	2
1800	19-3011	Economists	1800	0110	2	2	4	2
1821	19-3030	Psychologists	1821-1825	0180	2	2	4	2
1840	19-30XX	Other social scientists and related workers, including urban and regional planners	1840-1860	0020, 0101, 0150, 0170, 0130, 0131, 0136, 0132, 0140, 0160, 0184, 0190, 0193, 0199, 1730	2	2	4	2
1900	19-4000	Life, physical, and social science technicians	1900-1970	0021, 0026, 0029, 0072, 0102, 0119, 0181, 0404, 0421, 0455, 0458, 0462, 1311, 1316, 1341, 1361, 1397, 5205	3	3	5	3
1980	19-5010	Occupational health and safety specialists and technicians	1980		3	3	5	3

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2001-2920	21-0000 - 27-0000	Education, Legal, Community Service, Arts, and Media Occupations:	2000-2960					
2001-2040	21-0000	Community and Social Service Occupations:	2001-2060					
2015	21-1092	Probation officers and correctional treatment specialists	2015			2	4	2
2001	21-100X	Counselors, social workers, and other community and social service specialists	2001-2014, 2016, 2025	0120, 0185, 0186, 0187, 0198, 0685, 1725, 1740	2	2	14	2
2040	21-2000	Religious workers	2040-2060	0060	2	2	4	2
2100-2145	23-0000	Legal Occupations:	2100-2180					
2100	23-1000	Lawyers, judges, and related workers	2100, 2105	0241, 0905, 0930, 0935, 1222	2	2	4	2
2145	23-2000	Legal support workers	2145-2180	0901, 0904, 0950, 0963, 0987, 0319, 0965, 0995, 0112, 0958, 0986, 0990, 0999, 1202, 1210, 1211, 1220, 1221, 1223, 1224, 1226, 1241, 1299	5	5	7	6
2205-2545	25-0000	Educational Instruction and Library Occupations:	2200-2550					
2205	25-1000	Postsecondary teachers	2205	9809	2	2	4	2
2300	25-2010	Preschool and kindergarten teachers	2300			2	4	2
2310	25-2020	Elementary and middle school teachers	2310	1724	2	2	4	2
2320	25-2030	Secondary school teachers	2320	1726, 1728	2	2	4	2
2330	25-2050	Special education teachers	2330	1715	2	2	4	2
2400	25-4000	Librarians, curators, and archivists	2400-2440		2	2	4	2
2350	25-XXXX	Other teachers and instructors, education, training, and library workers	2350, 2360, 2555	1420, 1499, 1015, 1016, 1421, 1410, 1412, 1411, 0406, 0493, 1701, 1702, 1710, 1712, 1720, 1750, 1799	2	2	4	2
2545	25-9040	Teaching assistants	2545			5	7	6
2600-2920	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations:	2600-2960					
2600	27-1000	Art and design workers	2600-2640	0062, 1001, 1008, 1010, 1020, 1056, 1084, 1099, 4445	2	2	4	2
2721	27-2020	Athletes, coaches, umpires, and related workers	2721-2723			2	4	2
2700	27-200X	Other entertainers and performers, sports, and related workers	2700-2770	0030, 1051, 1054, 1071	2	2	4	2
2805	27-300X	Other media and communication workers	2805, 2825, 2861-2865	1035, 1040, 1048, 1081, 3941	2	2	4	2
2810	27-3023	News analysts, reporters, and journalists	2810			2	4	2
2830	27-3041	Editors	2830	1087	2	2	4	2
2840	27-3042	Technical writers	2840	1083	2	2	4	2
2850	27-3043	Writers and authors	2850	1082	2	2	4	2
2905	27-400X	Other media and communication equipment workers	2905	0389, 0391, 3901, 3940, 3911, 9001, 9055	3	3	5	3
2910	27-4021	Photographers	2910	1060	2	2	4	2

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2920	27-4030	Television, video, and film camera operators and editors	2920	1060, 3919	2	2	4	2



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<b>Healthcare Practitioners and Technical Occupations:</b>								
<b>3000-3550</b>								
<b>29-0000</b>								
3000	29-1011	Chiropractors	3000			2	3	2
3010	29-1020	Dentists	3010	0680	2	2	3	2
3030	29-1031	Dietitians and nutritionists	3030	0630	2	2	3	2
3040	29-1041	Optometrists	3040	0662	2	2	3	2
3050	29-1051	Pharmacists	3050	0660	2	2	3	2
3090	29-120X	Physicians and surgeons	3090, 3100	0602, 9891	2	2	3	2
3160	29-1123	Physical therapists	3160	0633	2	2	3	2
3200	29-1124	Radiation therapists	3200					
3230	29-1127	Speech-language pathologists	3230	0665	2	2	3	2
3150	29-112X	Other therapists	3150, 3210, 3220, 3245	0631, 0635, 0637, 0638, 0639, 0651	2	2	3	2
3255	29-1141	Registered nurses	3255	0114, 0610, 0611, 9892, 9996	2	2	3	2
3256	29-11XX	Other nurses	3256, 3258	0605	2	2	3	2
3110	29-1071	Physician assistants	3110	0603	2	2	3	2
3120	29-1081	Podiatrists	3120	0658	2	2	3	2
3140	29-1181	Audiologists	3140					
3250	29-1131	Veterinarians	3250	0701, 0721, 0799	2	2	3	2
3261	29-1290	Miscellaneous healthcare diagnosing or treating practitioners	3261, 3270, 3310	0601	2	2	3	2
3401	29-2040	Emergency medical technicians and paramedics	3401, 3402					
3515	29-2072	Medical records specialists	3515	0659, 0675	3	3	5	3
3520	29-2081	Opticians, dispensing	3520					
3300	29-20XX	Other health technologists and technicians	3300, 3321, 3330, 3421-3430, 3500, 3545	0620, 0642, 0644, 0645, 0646, 0647, 0648, 0649, 0650, 0651, 0657, 0672, 0682, 0698, 0704	3	3	5	3
3550	29-9000	Other healthcare practitioners and technical occupations	3550	0017, 0018, 0019, 0688, 0690, 0696, 0699, 1822	3	3	5	3
3601-4650	31-0000 - 39-0000	Service Occupations:	3601-4655					
3601-3630	31-0000	Healthcare Support Occupations:	3601-3655					
3601	31-1100	Nursing, psychiatric, and home health aides	3601-3605	0621, 9893	9	9	14	8
3610	31-2000	Occupational therapy and physical therapist assistants and aides	3610, 3620		9	9	14	8
3630	31-9000	Other healthcare support occupations	3630-3655	0681, 0625, 0636, 0640, 3511	3	3	14	3
3700-3945	33-0000	Protective Service Occupations:	3700-3960					
3700	33-1010	First-line supervisors of law enforcement workers	3700, 3710	0006, 0007, 0082, 0083, 1810, 1811, 1864, 1881, 1884, 1896	9	9	13	4
3720	33-1021	First-line supervisors of firefighting and prevention workers	3720	0081	9	9	13	4
3725	33-1090	Miscellaneous first-line supervisors, protective service workers	3725, 3735	0025, 0085, 1812	9	9	13	4
3740	33-2000	Firefighting and prevention workers	3740, 3750	0081	9	9	13	4
3801	33-3010	Bailiffs, correctional officers, and jailers	3801, 3802	0007	9	9	13	4

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3820	35-3021	Detectives and criminal investigators	3820					
3840	35-300X	Fish and game wardens and parking enforcement officers	3840	0082, 1810, 1811, 1881, 1896	9	9	13	4
3870	35-3050	Police officers	3870	0083, 1812, 1884		9	13	4
3910	35-900X	Private detectives, investigators, security guards and gaming surveillance officers	3910, 3930	0085	9	9	13	4
3900	35-90YY	Other protective service workers	3900, 3940, 3946, 3960	0025, 0111, 1864, 1898, 7644	9	9	13	5
3945	35-9093	Transportation security screeners	3945					
4000-4150	35-0000	Food Preparation and Serving Related Occupations:	4000-4150					
4000	35-1010	Supervisors of food preparation and serving workers	4000, 4010	1657, 7401, 7402, 7403, 7404, 7405, 7408, 7420, 9850, 9861, 9862, 9863, 9865, 9866, 9867, 9873, 9874, 9875, 9876, 9877, 9878, 9879, 9882, 9883, 9885, 9868, 9969, 9971, 9972, 9973, 9974, 9975, 9976, 9977, 9978, 9980, 9981, 9984, 9985	9	9	14	8
4020	35-2000	Cooks and food preparation workers	4020, 4030	7404, 9873, 9874, 9875, 9877, 9972, 9973, 9974, 9975, 9976, 9977, 9978	9	9	14	8
4040	35-3011	Bartenders	4040	7405	9	9	14	8
4110	35-3031	Waiters and waitresses	4110	7420, 9882, 9883	9	9	14	8
4055	35-300X	Fast food and counter workers, and food servers, nonrestaurant	4055, 4120	7408, 9860, 9861, 9862, 9863, 9865, 9876, 9885, 9968, 9969, 9879, 9980, 9984, 9985	9	9	14	8
4130	35-900X	Other food preparation and serving related workers	4130, 4140, 4160	7401, 9878, 9981	9	9	14	8
4150	35-9031	Hosts and hostesses, restaurant, lounge, and coffee shop	4150					
4200-4251	37-0000	Building and Grounds Cleaning and Maintenance Occupations:	4200-4255					
4200	37-1011	First-line supervisors of housekeeping and janitorial workers	4200	0673, 3566	9	9	14	8
4210	37-1012	First-line supervisors of landscaping, lawn service, and groundskeeping workers	4210	4754, 5003, 5026	8	8	12	8
4220	37-2010	Building cleaning workers	4220, 4230	3566	9	9	14	8
4240	37-2021	Pest control workers	4240	5026	9	9	14	8
4251	37-3010	Grounds maintenance workers	4251-4255	4754, 5003, 5042	8	8	12	8
4330-4600	39-0000	Personal Care and Service Occupations:	4330-4655					
4330	39-1000	Supervisors of personal care and service workers	4330	0189, 3910, 6920, 7601, 7603, 7607, 7640, 7641	9	9	14	8
4500	39-5000	Personal appearance workers	4500-4525	7603	9	9	14	8
4530	39-300X	Baggage porters, bellhops, and concierges, and tour and travel guides	4530, 4540	0090, 6920	9	9	14	8
4600	39-9011	Childcare workers	4600					

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4340	39-XXXX	Other personal care and service workers	4340-4465, 4621-4655	0023, 0050, 0188, 0189, 3910, 5031, 5048, 7601, 7607	9	9	14	8
4700-5810	41-0000 - 43-0000	Sales and Office Occupations:	4700-5940					
4700-4920	41-0000	Sales and Related Occupations:	4700-4965					
4700	41-1011	First-line supervisors of retail sales workers	4700	2091	4	4	6	6
4710	41-1012	First-line supervisors of non-retail sales workers	4710	0011, 0530, 2132	4	4	6	6
4720	41-2010	Cashiers	4720	0530	4	4	6	6
4740	41-200X	Retail sales workers, except cashiers	4740-4760	2091, 7644	4	4	6	6
4800	41-3000	Sales representatives, services	4800-4840	0011, 2132	4	4	6	6
4850	41-4010	Sales representatives, wholesale and manufacturing	4850	-	-	4	6	6
4900	41-900X	Other sales and related workers, except real estate brokers and sales agents	4900, 4930-4965	-	4	4	6	8
4920	41-9020	Real estate brokers and sales agents	4920	1170	4	4	6	6
5000-5810	43-0000	Office and Administrative Support Occupations:	5000-5940					
5000	43-1011	First-line supervisors of office and administrative support workers	5000	0086, 0134, 0203, 0204, 0302, 0303, 0304, 0305, 0309, 0312, 0313, 0316, 0319, 0322, 0326, 0332, 0335, 0344, 0350, 0351, 0354, 0355, 0356, 0357, 0359, 0361, 0362, 0382, 0385, 0388, 0390, 0392, 0394, 0503, 0525, 0540, 0544, 0545, 0547, 0561, 0590, 0622, 0679, 0986, 1021, 1046, 1087, 1106, 1107, 1152, 1603, 1897, 2005, 2102, 2133, 2134, 2151, 6904, 6910, 6912, 6914, 7602, 9669, 9870	5	5	7	6
5010	43-2000	Communications equipment operators	5010-5040	0382, 0385, 0390, 0392, 0394	5	5	7	6
5100	43-300X	Financial clerks, except bookkeeping, accounting, and auditing clerks	5100, 5110, 5140-5165	0354, 0355, 0544, 0545, 0547, 0590, 1106, 2005	5	5	7	6
5120	43-3031	Bookkeeping, accounting, and auditing clerks	5120	0503, 0525, 0540, 0561	5	5	7	6
5200	43-400X	Information and record clerks, except customer service representatives	5220, 5230, 5250-5420	0344	5	5	7	6
5240	43-4051	Customer service representatives	5240	-	-	5	7	6
5500	43-500X	Material recording, scheduling, dispatching, and distributing workers	5500-5522, 5600-5630	0302, 0622, 1152, 2131, 2144, 2151, 2161, 6904, 6907, 6910, 6914, 6941, 7602, 9669, 9870	5	5	7	6
5530	43-5041	Meter readers, utilities	5530	-	-	5	7	6
5540	43-5050	Postal service workers	5540-5560	-	5	5	7	6
5710	43-6010	Secretaries and administrative assistants	5710-5740	0318	5	5	7	6

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5810	43-9000	Other office and administrative support workers	5810-5940	0086, 0099, 0134, 0113, 0305, 0312, 0316, 0322, 0326, 0332, 0350, 0351, 0356, 0357, 0359, 0361, 0362, 0386, 0399, 0593, 0679, 1046, 1107, 1531, 1603, 1755, 1805, 1832, 1897, 1899, 2102, 2133, 2134	5	5	7	6
6005-7140	45-0000 - 49-0000	Natural Resources, Construction, and Maintenance Occupations:	6000-7630					
6005-6115	45-0000	Farming, Fishing, and Forestry Occupations:	6000-6130					
6005	45-1011	First-line supervisors of farming, fishing, and forestry workers	6005	0459, 1981, 3514, 5001, 5002, 5021, 5031, 5034, 5035, 5042, 5048, 5432, 9897, 9927	8	8	12	8
6010	45-2000	Agricultural workers	6010-6050	0459, 1850, 1863, 1980, 1981, 5001, 5002, 5034, 5035, 5121, 5124, 5432	8	8	12	8
6115	45-3000	Fishing and hunting, and forest and conservation, and logging workers	6115-6130	2122, 3514, 5021, 9897, 9927	8	8	12	8
6200-6950	47-0000	Construction and Extraction Occupations:	6200-6950					
6200	47-1011	First-line supervisors of construction trades and extraction workers	6200	2805, 2810, 3508, 3546, 3602, 3603, 3604, 3605, 3606, 3609, 3610, 3611, 3633, 3806, 3807, 3808, 3940, 4101, 4102, 4103, 4201, 4204, 4206, 4602, 4604, 4607, 4639, 4654, 4717, 5220, 5473, 5728, 5729, 5731, 6501, 6502, 6505, 6510, 6517, 9813, 9814, 9824, 9833, 9834, 9839, 9840, 9847, 9848, 9849, 9850, 9851, 9852, 9921, 9922, 9939, 9940, 9941, 9942, 9943, 9948, 9949, 9950	6	6	8	7
6210	47-2011	Boilermakers	6210	3808	6	6	8	7
6220	47-2000	Brickmasons, blockmasons, stonemasons, and reinforcing iron and rebar workers	6220	3603, 3606, 3840	6	6	8	7
6230	47-2031	Carpenters	6230	4607, 5220, 9813, 9814, 9824, 9921, 9922	6	6	8	7
6240	47-2040	Carpet, floor, and tile installers and finishers	6240	3604, 3609	6	6	8	7
6250	47-2050	Cement masons, concrete finishers, and terrazzo workers	6250	3603, 3602	6	6	8	7
6260	47-2061	Construction laborers	6260	-	-	8	8	8
6305	47-2070	Construction equipment operators	6305	3633, 5716	6	6	8	7
6330	47-2080	Drywall installers, ceiling tile installers, and tapers	6330	-	-	6	8	7
6355	47-2111	Electricians	6355	2801, 2805, 9833, 9834, 9847, 9848, 9849, 9850, 9851, 9852, 9939, 9940, 9941, 9942, 9943	6	6	8	7
6360	47-2121	Glaziers	6360	3611	6	6	8	7
6400	47-2130	Insulation workers	6400	3610	6	6	8	7
6410	47-2140	Painters and paperhangers	6410	4101, 4102, 4103, 4112, 4131, 4161, 4162, 4169	6	6	8	7
6441	47-2150	Pipelayers, plumbers, pipefitters, and steamfitters	6441, 6442	3508, 4201, 4204, 9839, 9840, 9948, 9949, 9950	6	6	8	7
6460	47-2161	Plasterers and stucco masons	6460	3605	6	6	8	7
6515	47-2181	Roofers	6515	3606	6	6	8	7
6520	47-2211	Sheet metal workers	6520	3806	6	6	8	7
6530	47-2221	Structural iron and steel workers	6530	3807	6	6	8	7
6540	47-2231	Solar photovoltaic installers	6540	-	-	6	8	7
6600	47-3010	Helpers, construction trades	6600	-	8	8	12	8

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6660	47-4011	Construction and building inspectors	6660	0809	1	2	4	1
6700	47-4021	Elevator and escalator installers and repairers	6700	5313	6	6	8	7
6710	47-4031	Fence erectors	6710		-	6	8	7
6720	47-4041	Hazardous materials removal workers	6720	0084, 6913	6	6	8	7
6730	47-4051	Highway maintenance workers	6730		-	6	8	7
6740	47-4061	Rail-track laying and maintenance equipment operators	6740		6	6	8	7
6765	47-40XX	Other construction and related workers	6750, 6765	3546	6	6	8	7
6800	47-50YY	Derrick, rotary drill, and service unit operators, and roustabouts, oil, gas, and mining	6800, 6920	5729	6	6	8	7
6825	47-5020	Surface mining machine operators and earth drillers	6821, 6825		-	6	8	7
6835	47-5032	Explosives workers, ordnance handling experts, and blasters	6835	6501, 6502, 6505, 6517, 6601	6	6	8	7
6850	47-5040	Underground mining machine operators	6850		-	6	8	7
6950	47-50XX	Other extraction workers	6950		6	6	8	7
<b>7000-7140</b>	<b>49-0000</b>	<b>Installation, Maintenance, and Repair Occupations:</b>	<b>7000-7630</b>					
7000	49-1011	First-line supervisors of mechanics, installers, and repairers	7000	2185, 2501, 2502, 2504, 2508, 2511, 2601, 2602, 2604, 2606, 2608, 2610, 2614, 2663, 2619, 2690, 2806, 2808, 2843, 2854, 2892, 3080, 3301, 3306, 3309, 3359, 3364, 3378, 3725, 3809, 3817, 3858, 4155, 4361, 4701, 4716, 4737, 4745, 4749, 4801, 4802, 4804, 4805, 4806, 4807, 4808, 4812, 4814, 4816, 4818, 4819, 4820, 4839, 4840, 4841, 4843, 4844, 4849, 4850, 4851, 4855, 5210, 5222, 5301, 5306, 5309, 5310, 5312, 5313, 5317, 5318, 5323, 5324, 5326, 5330, 5334, 5335, 5341, 5342, 5345, 5350, 5352, 5364, 5365, 5378, 5384, 5486, 5801, 5803, 5823, 5876, 6601, 6605, 6606, 6610, 6641, 6652, 6656, 8255, 8268, 8602, 8610, 8675, 8801, 8807, 8810, 8840, 8852, 8862, 8863, 9853, 9854, 9944, 9958, 9995, 9997, 9999	6	6	9	7
7140	49-3000	Vehicle and mobile equipment mechanics, installers, and repairers	7140-7260	2185, 3809, 4716, 4844, 5803, 5823, 5876, 6641, 6652, 8268, 8601, 8602, 8610, 8807, 8801, 8810, 8840, 8852, 8863, 8865, 9853	6	6	9	7
7010	49-XXXX	Other installation, maintenance, and repair workers	7010-7130, 7300-7640	2501, 2502, 2504, 2508, 2511, 2601, 2602, 2604, 2606, 2610, 2614, 2619, 2663, 2806, 2808, 2810, 2843, 2854, 2892, 3080, 3301, 3306, 3309, 3359, 3364, 3378, 3725, 3817, 4255, 4361, 4701, 4717, 4737, 4745, 4749, 4801, 4802, 4804, 4805, 4806, 4807, 4808, 4812, 4814, 4816, 4818, 4819, 4820, 4843, 4848, 4850, 4855, 4839, 4840, 4841, 4851, 5222, 5210, 5301, 5306, 5335, 5334, 5341, 5342, 5345, 5350, 5352, 5364, 5365, 5378, 5384, 5486, 5801, 5803, 5823, 5876, 6601, 6605, 6606, 6610, 6641, 6652, 6656, 8255, 8268, 8602, 8610, 8675, 8801, 8807, 8810, 8840, 8852, 8862, 8863, 9853, 9854, 9944, 9958, 9995, 9997, 9999	6	6	9	7
7700-9610	51-0000 - 53-0000	Production, Transportation, and Material Moving Occupations:	7700-9750					
7700-8640	51-0000	Production Occupations:	7700-8590					

2014-2018 Census EEO Tabulation Occupation Code	2018 SOC Code	EEO 2014-2018 Tabulation Occupation Code Descriptions	2018 Census PUMS Occupation Code	OPMI Codes	FedSec (9)	EEO-1 (9)	EEO (14)	S&L Loc (8)
7700	51-1011	First-line supervisors of production and operating workers	7700	0664, 0683, 1960, 3101, 3103, 3106, 3108, 3111, 3114, 3119, 3314, 3341, 3401, 3414, 3416, 3417, 3422, 3428, 3431, 3513, 3702, 3703, 3705, 3707, 3708, 3711, 3712, 3716, 3720, 3722, 3727, 3735, 3736, 3741, 3744, 3769, 3801, 3802, 3804, 3812, 3815, 3816, 3818, 3819, 3820, 3830, 3831, 3832, 3833, 3869, 3872, 3940, 4001, 4005, 4007, 4010, 4015, 4104, 4157, 4301, 4351, 4352, 4360, 4370, 4371, 4373, 4374, 4401, 4402, 4403, 4405, 4406, 4407, 4413, 4414, 4416, 4417, 4419, 4422, 4425, 4431, 4440, 4441, 4446, 4447, 4448, 4449, 4450, 4454, 4601, 4605, 4608, 4616, 4618, 4620, 4714, 4715, 4741, 4742, 4845, 5205, 5221, 5307, 5401, 5402, 5403, 5406, 5407, 5408, 5409, 5413, 5414, 5415, 5419, 5421, 5423, 5424, 5427, 5433, 5435, 5439, 5440, 5444, 5446, 5454, 5455, 5475, 5477, 5478, 5484, 5927, 7006, 7010, 7301, 7304, 7305, 7306, 7307, 7407, 9003, 9004, 9838, 9871, 9872, 9881, 9888, 9959, 9979, 9982, 9983	7	7	10	8
7720	51-2020	Electrical, electronics, and electromechanical assemblers	7720		-	7	10	7
7730	51-2031	Engine and other machine assemblers	7730		-	7	10	7
7740	51-2041	Structural metal fabricators and fitters	7740	3812	-	6	9	7
7750	51-20XX	Other assemblers and fabricators	7750	3114, 3341	7	7	10	3
7800	51-3000	Food processing workers	7800-7855	7402, 7403, 9871, 9879, 7407, 9872, 5444	7	7	10	8
7925	51-4000	Metal workers and plastic workers	7925-8225	3401, 3413, 3414, 3416, 3417, 3422, 3428, 3431, 3701, 3702, 3703, 3707, 3708, 3711, 3712, 3716, 3720, 3741, 3744, 3769, 3801, 3802, 3804, 3815, 3818, 3819, 3820, 3830, 3831, 3832, 3858, 3869, 4351, 4352, 4373, 4374, 4715, 6261, 6663, 9838, 9959	7	7	10	3
8250	51-5100	Printing workers	8250-8256	4403, 4405, 4407, 4413, 4414, 4416, 4419, 4425, 4431, 4440, 4449, 4450, 4401, 4406, 4417, 4454, 4402, 4441	7	6	10	7
8300	51-6000	Textile, apparel, and furnishings workers	8300-8465	3101, 3103, 3105, 3106, 3111, 4620, 5446, 7301, 7304, 7305, 7306, 7307, 7352, 9881, 9888, 9882, 9983	7	6	10	7
8500	51-7000	Woodworkers	8500-8555	4601, 4602, 4604, 4605, 4608, 4616, 4618, 4639, 4654, 5221	6	6	10	7
8600	51-8000	Plant and system operators	8600-8630	1658, 4742, 5407, 5408, 5409, 5402, 5415, 5419, 5427, 5433, 5413, 5403, 5406, 5475, 5927	7	7	10	3
8640	51-9000	Other production workers	7905, 8640-8990	0664, 0683, 1960, 1999, 3119, 3513, 3705, 3722, 3727, 3735, 3736, 3816, 3833, 4001, 4005, 4010, 4015, 4360, 4007, 4104, 4157, 4422, 4446, 4447, 4448, 4301, 4370, 4371, 4741, 4845, 5435, 5401, 5414, 5421, 5423, 5424, 5439, 5440, 5454, 5455, 5477, 5484, 6701, 6606, 6912, 7006, 7010, 9003, 9004, 9854, 9958	7	7	10	3
9005-9610	53-0000	Transportation and Material Moving Occupations:	9000-9760					
9005-9950	53-1000 - 53-6000	Transportation Occupations:	9005-9430					

2014-2018 Census EEO Tabulation Occupation Code	2018 SOC Code	EEO 2014-2018 Tabulation Occupation Code Descriptions	2018 Census PLUMS Occupation Code	OPMI Codes	FeeSec (9)	EEO-1 (9)	EEO (14)	\$M/Loc (8)
9005	53-1000	Supervisors of transportation and material moving workers	9005	0084, 1351, 1815, 1825, 1898, 3501, 3502, 3507, 3511, 3512, 3515, 3543, 3545, 5201, 6901, 6902, 7001, 7002, 7004, 7009, 5412, 5426, 5430, 5438, 5450, 5479, 5485, 5701, 5702, 5703, 5704, 5705, 5706, 5707, 5716, 5723, 5724, 5725, 5736, 5737, 5738, 5767, 5782, 5784, 5786, 5788, 5806, 5901, 5906, 6511, 6701, 6903, 6907, 6908, 6913, 6941, 6967, 6968, 8865, 9801, 9802, 9803, 9804, 9805, 9806, 9807, 9808, 9810, 9811, 9812, 9815, 9816, 9817, 9818, 9819, 9820, 9821, 9822, 9823, 9825, 9826, 9827, 9828, 9829, 9830, 9831, 9832, 9835, 9836, 9837, 9841, 9842, 9843, 9845, 9846, 9855, 9856, 9858, 9859, 9860, 9894, 9895, 9896, 9898, 9901, 9902, 9903, 9904, 9905, 9906, 9907, 9908, 9909, 9910, 9911, 9912, 9913, 9914, 9915, 9916, 9917, 9918, 9919, 9920, 9923, 9924, 9925, 9926, 9928, 9929, 9930, 9931, 9932, 9933, 9934, 9935, 9936, 9945, 9946, 9947, 9951, 9952, 9953, 9954, 9955, 9956, 9957, 9960, 9961, 9962, 9963, 9964, 9965, 9990, 9991, 9992, 9993, 9994, 9998	7	7	11	7
9030	53-2000	Air transportation workers	9030-9050	2181, 2183, 2152, 2154	3	7	11	3
9130	53-3030	Driver/sales workers and truck drivers	9130		-	7	11	8
9121	53-305X	Bus drivers	9121, 9122		-	7	11	8
9110	53-300X	Other motor vehicle operators	9110, 9141-9150	5702, 5703, 5706, 5707	7	7	11	8
9210	53-400X	Rail and water transportation workers	9210-9310	5724, 5737, 5738, 5736, 5734, 3507, 5723, 5782, 5784, 5786, 5788, 5901, 5906, 9801, 9802, 9803, 9804, 9805, 9806, 9807, 9808, 9810, 9811, 9812, 9815, 9816, 9817, 9818, 9819, 9820, 9832, 9835, 9836, 9837, 9841, 9842, 9843, 9845, 9855, 9856, 9858, 9859, 9894, 9895, 9896, 9898, 9902, 9903, 9904, 9905, 9906, 9907, 9908, 9909, 9910, 9911, 9912, 9913, 9914, 9915, 9916, 9917, 9918, 9919, 9920, 9923, 9924, 9925, 9926, 9928, 9929, 9930, 9931, 9932, 9933, 9934, 9935, 9936, 9945, 9946, 9947, 9951, 9952, 9953, 9954, 9955, 9956, 9957, 9960, 9961, 9962, 9963, 9964, 9965, 9990, 9991, 9992, 9993, 9994, 9998	7	7	11	3
9350	53-6000	Other transportation workers	9350-9430	1815, 1825, 2121, 2123, 2125, 2155, 2199, 5426, 5430, 5485, 5701, 5806, 7640, 8862, 9901	7	8	11	8
9510-9610	53-7000	Material Moving Occupations:	9510-9760					
9610	53-7060	Laborers and Material Movers	9610-9645	3501, 3502, 3512, 3515, 3545, 5201, 6901, 6902, 7001, 7002, 7004, 7009, 7213, 7252, 9880	8	8	12	8
9510	53-700X	Other material moving workers	9510-9600, 9650-9760	5412, 5438, 5450, 5725, 3543, 5479, 5704, 5705, 6908, 6511, 6903, 6967, 6968, 9846, 9955	8	8	11	8
9920	999999	Unemployed, no work experience in the last 5 years or most recent job was in a military-specific occupation	9800-9920					
9920	999999	Unemployed, no work experience in the last 5 years or most recent job was in	9800-9920					

2014-2018 Census EEO Tabulation Occupation Code	2018 SOC Code	EEO 2014-2018 Tabulation Occupation Code Descriptions	2018 Census PUMS Occupation Code	OPM Codes	FedSec (9)	EEO-1 (9)	EEO (14)	SkillLoc (8)
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**Notes:**

Code 9920 includes people who are 16 years old and over who are unemployed but have no work experience in the last 5 years, people who have never worked but are looking for work, and people who have worked in the last 5 years but whose last job was in a

For EEOC MD-715 reporting purposes, please refer to the EEOC Federal Sector Occupation Cross-Classification Table found on the U.S. Equal Employment Opportunity Commission's website, [www.eeoc.gov](http://www.eeoc.gov). The EEOC Federal Sector Occupation Cross-Classification Table differs from the EEO Tabulation's EEO 2014-2018 Census Tabulation Occupation Code List because most OPM Series are listed more than once on the EEO Tabulation's EEO 2014-2018 Census Tabulation Occupation Code List and are sometimes classified in multiple Federal Sector Job Groups. The differences may also result from there being multiple OPM Codes but only one Federal Sector Job Group for each EEO Occupation Number on the EEO Tabulation's EEO 2014-2018 Census Tabulation Occupation Code List. The EEOC Federal Sector Occupation Cross-Classification Table posted in January 2020 also uses 2010 SOC Codes and 2006-2010 Census EEO Tabulation Occupation Codes because the 2014-2018 EEO Tabulation data were not available when that table was posted. Future versions of the EEOC Federal Sector Occupation Cross-Classification Table will address these issues. When using OPM codes or Federal Sector Job Groups, users should document which crosswalk they used.

At the date of publication, the 2018 OPM cross-classification to the 2018 SOC had not been released. Therefore, the OPM crosswalk to the SOC, Census, EEO, and State and Local codes and job groups is subject to change.



Section H  
Element No. 8

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UTILIZATION  
ANALYSIS &  
HIRING & PROMOTION  
GOALS  
Sec. 46a-68-85

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## 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.

Section H  
Element No. 8

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**UTILIZATION  
ANALYSIS &  
HIRING & PROMOTION  
GOALS**  
Sec. 46a-68-85

(DATA WORKSHEET ATTACHMENTS)

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WESTERN CONNECTICUT STATE UNIVERSITY

UTILIZATION ANALYSIS

WESTERN CONNECTICUT STATE UNIVERSITY

REPORTING DATE:

April 1, 2022-March 31, 2023

EEO1 -EXECUTIVE/ADMINISTRATIVE

LABOR MARKET AREA:

STATEWIDE/NATIONAL

AGENCY:

WESTERN CONNECTICUT STATE UNIVERSITY

REPORTING DATE:

April 1, 2022-March 31, 2023

POSITION CLASSIFICATION (25+):

EEO1 -EXECUTIVE/ADMINISTRATIVE

LABOR MARKET AREA:

STATEWIDE/NATIONAL

	GRAND TOTAL	TOTAL MALE		TOTAL FEMALE		WHITE		BLACK		HISPANIC		AAJANHPI*		TWO or MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCE %	100.0%	52.9%	47.1%	41.2%	35.3%	11.8%	0.0%	11.8%	0.0%	11.8%	0.0%	0.0%	0.0%	0.0%	0.0%
WORKFORCE PARITY %	100.2	58.1	42.1	48.3	31.8	2.9	3.8	2.9	0	2.9	2.9	2.6	2.1	1.6	1.6
WORKFORCE NOS.	17	9	8	7	6	2	0	2	0	2	0	0	0	0	0
WORKFORCE PARITY NOS.		9.9	7.2	8.2	5.4	0.5	0.6	0.5	0.5	0.5	0.4	0.4	0.4	0.3	0.3
NET UTILIZATION (+/-)		-0.9	0.8	-1.2	0.6	1.5	-0.6	-0.5	1.5	-0.4	-0.4	-0.4	-0.4	-0.3	-0.3
PREVIOUS UTILIZATION		1.7	-1.7	1.0	-1.7	1.4	-1.0	-0.4	1.4	-0.4	-0.3	-0.4	-0.4	0.0	0.0

\*\*\* Enter line E from previous filing

HIRING GOALS	PREVIOUS PLAN GOALS		CURRENT PLAN HIRES		CURRENT PLAN GOALS	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	5	2	1	0	1	1
	0	0	0	0	0	0
	5	2	1	0	1	1

PROMOTIONAL GOALS	PREVIOUS PLAN GOALS		CURRENT PLAN PROMOTIONS		CURRENT PLAN GOALS	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	0	0	0	0	0	0
	0	0	0	0	0	0
	0	0	0	0	0	0

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

\*Cumulative goal established for AAJANHPI Male

\*AAJANHPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

WESTERN CONNECTICUT STATE UNIVERSITY

UTILIZATION ANALYSIS

WESTERN CONNECTICUT STATE UNIVERSITY

April 1, 2022-March 31, 2023

EEO2 - FACULTY

REPORTING DATE:

STATEWIDE/NATIONAL

PROFESSOR

LABOR MARKET AREA:

AGENCY:

WESTERN CONNECTICUT STATE UNIVERSITY

POSITION CLASSIFICATION (25+):

	GRAND TOTAL	TOTAL MALE		TOTAL FEMALE		WHITE		BLACK		HISPANIC		AAIANHPI*		TWO or MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCE %	100.0%	52.7%	47.3%	41.8%	38.2%	2.7%	1.8%	3.6%	1.8%	4.5%	5.5%	0.0%	0.0%	0.0%	0.0%
WORKFORCE PARITY %	100.0	49.2	50.8	32.2	39.0	3.4	3.4	0.0	3.4	13.6	5.1	0.0	0.0	0.0	0.0
WORKFORCE NOS.	110	58	52	46	42	3	2	4	2	5	6	0	0	0	0
WORKFORCE PARITY NOS.		54.1	55.9	35.4	42.9	3.7	3.7	0.0	3.7	15.0	5.6	0.0	0.0	0.0	0.0
NET UTILIZATION (+/-)		3.9	-3.9	10.6	-0.9	-0.7	-1.7	4.0	-1.7	-10.0	0.4	0.0	0.0	0.0	0.0
PREVIOUS UTILIZATION		13.1	-13.1	20.5	-7.8	-1.1	-2.1	4.0	-0.1	-10.3	-3.2	0.0	0.0	0.0	0.0

\*\*\* Enter line E from previous filing

HIRING GOALS	PREVIOUS PLAN GOALS		CURRENT PLAN HIRES		CURRENT PLAN GOALS	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	0	0	0	0	0	0
	0	0	0	0	0	0
	0	0	0	0	0	0

PROMOTIONAL GOALS	PREVIOUS PLAN GOALS		CURRENT PLAN PROMOTIONS		CURRENT PLAN GOALS	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	24	11	11	13	1	3
	5	4	1	1	0	0
	16	7	0	9	1	3

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

NOTE:

\*AAIANHPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

**WESTERN CONNECTICUT STATE UNIVERSITY**

**UTILIZATION ANALYSIS**

WESTERN CONNECTICUT STATE UNIVERSITY  
 EEO2 - FACULTY  
 ASSOCIATE PROFESSOR

REPORTING DATE:  
 LABOR MARKET AREA:

April 1, 2022-March 31, 2023  
 STATEWIDE/NATIONAL

AGENCY:  
 CATEGORY OR CLASS:  
 POSITION CLASSIFICATION (25+):

	GRAND TOTAL	TOTAL MALE		TOTAL FEMALE		WHITE		BLACK		HISPANIC		AAIANHNP1*		TWO or MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCE %	100.0%	43.1%	56.9%	24.1%	43.1%	3.4%	3.4%	0.0%	0.0%	1.7%	1.7%	15.5%	8.6%	0.0%	0.0%
WORKFORCE PARITY %	100.0	38.1	61.9	33.3	50.0	0.0	0.0	0.0	0.0	4.8	4.8	4.8	7.1	0.0	0.0
WORKFORCE NOS.	58	25	33	14	25	2	2	0	0	1	1	9	5	0	0
WORKFORCE PARITY NOS.		22.1	35.9	19.3	29.0	0.0	0.0	0.0	0.0	2.8	2.8	2.8	4.1	0.0	0.0
NET UTILIZATION (+/-)		2.9	-2.9	-5.3	-4.0	2.0	2.0	0.0	0.0	-1.8	-1.8	6.2	0.9	0.0	0.0
PREVIOUS UTILIZATION		-1.3	1.3	-7.9	1.0	2.0	0.9	-1.1	-1.1	-3.4	-3.4	5.7	2.8	0.0	0.0

\*\*\* Enter line E from previous filing

HIRING GOALS	PREVIOUS PLAN GOALS		CURRENT PLAN HIRES		CURRENT PLAN GOALS	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	0	0	0	0	0	0
	0	0	0	0	0	0
	0	0	0	0	0	0

PROMOTIONAL GOALS	PREVIOUS PLAN GOALS		CURRENT PLAN PROMOTIONS		CURRENT PLAN GOALS	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	12	3	9	3	8	0
	5	3	2	3	1	2
	11	6	5	6	5	4

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

**NOTE:**

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

WESTERN CONNECTICUT STATE UNIVERSITY

UTILIZATION ANALYSIS

WESTERN CONNECTICUT STATE UNIVERSITY

April 1, 2022-March 31, 2023

REPORTING DATE:

EOZ - FACULTY

STATEWIDE/NATIONAL

LABOR MARKET AREA:

ASSISTANT PROFESSOR

POSITION CLASSIFICATION (25+):

	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHPI*		TWO or MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCE %	100.0%	50.0%	50.0%	36.1%	38.9%	2.8%	2.8%	2.8%	2.8%	8.3%	5.6%	0.0%	0.0%
WORKFORCE PARITY %	100.0	38.7	61.3	28.4	43.3	1.7	9.8	3.2	2.8	4.5	4.2	1.2	1.2
WORKFORCE NOS.	36	18	18	13	14	1	1	1	1	3	2	0	0
WORKFORCE PARITY NOS.		13.9	22.1	10.2	15.6	0.6	3.5	1.2	1.0	1.6	1.5	0.4	0.4
NET UTILIZATION (+/-)		4.1	-4.1	2.8	-1.6	0.4	-2.5	-0.2	0.0	1.4	0.5	-0.4	-0.4
PREVIOUS UTILIZATION		1.3	-1.3	2.4	-0.7	-1.8	-1.9	-0.5	1.4	1.1	-0.1	0.0	0.0

\*\*\* Enter line E from previous filing

HIRING GOALS	PREVIOUS PLAN GOALS													
	PREVIOUS PLAN GOALS		CURRENT PLAN HIRES		CURRENT PLAN GOALS		PREVIOUS PLAN GOALS		CURRENT PLAN PROMOTIONS		CURRENT PLAN GOALS		PREVIOUS PLAN GOALS	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	6	3	3	0	1	2	2	1	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	8	3	5	0	2	3	3	1	0	0	0	0	0	0

PROMOTIONAL GOALS	PREVIOUS PLAN GOALS													
	PREVIOUS PLAN GOALS		CURRENT PLAN PROMOTIONS		CURRENT PLAN GOALS		PREVIOUS PLAN GOALS		CURRENT PLAN PROMOTIONS		CURRENT PLAN GOALS		PREVIOUS PLAN GOALS	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0

UPWARD/MOBILITY GOALS	PREVIOUS PLAN GOALS													
	PREVIOUS PLAN GOALS		CURRENT PLAN PROMOTIONS		CURRENT PLAN GOALS		PREVIOUS PLAN GOALS		CURRENT PLAN PROMOTIONS		CURRENT PLAN GOALS		PREVIOUS PLAN GOALS	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0

NOTE: Cumulative goal established for Hispanic Male.

\*AAIANHPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

WESTERN CONNECTICUT STATE UNIVERSITY

UTILIZATION ANALYSIS

WESTERN CONNECTICUT STATE UNIVERSITY

April 1, 2022-March 31, 2023

EEO2 -FACULTY

REPORTING DATE:

STATEWIDE/NATIONAL

INSTRUCTOR

LABOR MARKET AREA:

POSITION CLASSIFICATION (25+):

	GRAND TOTAL	TOTAL MALE		TOTAL FEMALE		WHITE		BLACK		HISPANIC		AAIANHPI*		TWO or MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCE %	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
WORKFORCE PARITY %	100.0	48.3	51.7	35.6	37.5	2.0	3.9	3.6	3.2	5.9	5.4	0.0%	1.3	1.5	
WORKFORCE NOS.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
WORKFORCE PARITY NOS.		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
NET UTILIZATION (+/-)		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
PREVIOUS UTILIZATION		1.4	1.6	-1.1	1.8	-0.1	-0.2	-0.1	-0.1	-0.1	-0.1	-0.1	0.0	0.0	

\*\*\* Enter line E from previous filing

HIRING GOALS	PREVIOUS PLAN GOALS		CURRENT PLAN HIRES		CURRENT PLAN GOALS	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	1	0	0	0	0	0
	0	0	0	0	0	0
	0	0	0	0	0	0

PROMOTIONAL GOALS	PREVIOUS PLAN GOALS		CURRENT PLAN PROMOTIONS		CURRENT PLAN GOALS	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	0	0	0	0	0	0
	0	0	0	0	0	0
	0	0	0	0	0	0

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

\*AAIANHPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER



WESTERN CONNECTICUT STATE UNIVERSITY

UTILIZATION ANALYSIS

WESTERN CONNECTICUT STATE UNIVERSITY

REPORTING DATE:

April 1, 2022 - March 31, 2023

EEO 3 - Professional Non-Faculty

LABOR MARKET AREA:

STATEWIDE/NATIONAL

AGENCY:

POSITION CLASSIFICATION (25+):

All Titles

	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHPI*		TWO or MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCE %	100.0%	43.2%	56.8%	30.9%	46.8%	2.9%	2.2%	4.3%	6.5%	5.0%	1.4%	0.0%	0.0%
WORKFORCE PARITY %	100.0	50.8	49.2	39.6	35.7	2.8	4.6	4.5	4.9	3.2	2.9	1.0	1.1
WORKFORCE NOS.	139	60	79	43	65	4	3	6	9	7	2	0	0
WORKFORCE PARITY NOS.		70.6	68.4	55.0	49.6	3.9	6.4	6.4	6.8	4.4	4.0	1.4	1.5
NET UTILIZATION (+/-)		-10.6	10.6	-12.0	15.4	0.1	-3.4	-0.4	2.2	2.6	-2.0	-1.4	-1.5
PREVIOUS UTILIZATION		5.0	-5.0	1.7	2.9	-1.1	-6.8	0.4	0.1	3.7	-1.0	0.0	0.0
*** Enter line E from previous filing													
HIRING GOALS	8	1	7	0	0	1	7	0	0	0	0	0	0
PREVIOUS PLAN GOALS													
CURRENT PLAN HIRES*	3	1	2	0	0	1	1	0	1	0	0	0	0
CURRENT PLAN GOALS	20	13	7	12	0	0	3	0	0	0	2	1	2
*Hires includes 1 additional HF who transferred in from another region (adding to the workforce at Shoreline West).													
PROMOTIONAL GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
PREVIOUS PLAN GOALS													
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
UPWARD/ CAREER MOBILITY GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
PREVIOUS PLAN GOALS													
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:

\*AAIANHPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

WESTERN CONNECTICUT STATE UNIVERSITY

UTILIZATION ANALYSIS

WESTERN CONNECTICUT STATE UNIVERSITY

REPORTING DATE:

April 1, 2022 - March 31, 2023

EEO 5- Technical ParaProfessional

LABOR MARKET AREA:

FAIRFIELD COUNTY

AGENCY:

POSITION CLASSIFICATION (25+):

All Titles

	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP1*		TWO or MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCE %	100.0%	25.0%	75.0%	25.0%	50.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
WORKFORCE PARITY %	100.0	47.5	52.5	31.6	34.0	5.7	7.5	4.9	6.0	4.7	4.1	0.7	0.8
WORKFORCE NOS.	8	2	6	2	4	0	2	0	0	0	0	0	0
WORKFORCE PARITY NOS.		3.8	4.2	2.5	2.7	0.5	0.6	0.4	0.5	0.4	0.3	0.1	0.1
NET UTILIZATION (+/-)		-1.8	1.8	-0.5	1.3	-0.5	1.4	-0.4	-0.5	-0.4	-0.3	-0.1	-0.1
PREVIOUS UTILIZATION		-0.5	0.5	0.2	0.1	-0.3	1.2	-0.2	-0.6	-0.2	-0.2	0.0	0.0
*** Enter line E from previous filing													
HIRING GOALS	PREVIOUS PLAN GOALS	2	1	0	0	1	0	0	1	0	0	0	0
	CURRENT PLAN HIRES*	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	4	3	1	0	1	0	1	1	0	0	0	0
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	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
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0
UPWARD/MOBILITY GOALS	PREVIOUS PLAN GOALS	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
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0

NOTE: In current utilization, a cumulative goal was established for Hispanic Male for this current plan.

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

WESTERN CONNECTICUT STATE UNIVERSITY

UTILIZATION ANALYSIS

WESTERN CONNECTICUT STATE UNIVERSITY

REPORTING DATE:

April 1, 2022 - March 31, 2023

EEO 4- Secretarial-Clerical

LABOR MARKET AREA:

FAIRFIELD/NEW HAVEN COUNTIES

AGENCY:

POSITION CLASSIFICATION (25+):

All Titles

	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP1*		TWO or MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCE %	100.0%	2.2%	97.8%	2.2%	67.4%	0.0%	17.4%	0.0%	10.9%	0.0%	2.2%	0.0%	0.0%
WORKFORCE PARITY %	100.0	11.8	88.2	7.7	65.3	1.0	9.0	2.1	10.2	0.7	2.2	0.4	1.6
WORKFORCE NOS.	46	1	45	1	31	0	8	0	5	0	1	0	0
WORKFORCE PARITY NOS.		5.4	40.6	3.5	30.0	0.5	4.1	1.0	4.7	0.3	1.0	0.2	0.7
NET UTILIZATION (+/-)		-4.4	4.4	-2.5	1.0	-0.5	3.9	-1.0	0.3	-0.3	0.0	-0.2	-0.7
PREVIOUS UTILIZATION		-11.3	11.3	-5.4	8.6	-3.1	4.8	-2.2	-2.0	-0.5	0.0	0.0	0.0

\*\*\* Enter line E from previous filing

HIRING GOALS													
	PREVIOUS PLAN GOALS		CURRENT PLAN HIRES		CURRENT PLAN GOALS								
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
	13	2	11	0	3	0	2	2	2	1	0	0	0
	5	5	0	0	4	0	0	1	0	0	0	0	0
	7	1	6	3	0	1	0	1	0	1	0	0	1

PROMOTIONAL GOALS													
	PREVIOUS PLAN GOALS		CURRENT PLAN PROMOTIONS		CURRENT PLAN GOALS								
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0

UPWARD/MOBILITY GOALS													
	PREVIOUS PLAN GOALS		CURRENT PLAN PROMOTIONS		CURRENT PLAN GOALS								
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0

NOTE: \*In this current plan, a cumulative goal was re-established for AAIAHNP1 Male

\*AAIAHNP1 - ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

WESTERN CONNECTICUT STATE UNIVERSITY

UTILIZATION ANALYSIS

WESTERN CONNECTICUT STATE UNIVERSITY  
 Service/Maintenance - Except Custodians  
 All Titles

3/31/2022

FAIRFIELD/NEW HAVEN COUNTIES

REPORTING DATE:  
 LABOR MARKET AREA:

AGENCY:  
 CATEGORY OR CLASS:  
 POSITION CLASSIFICATION (25+):

	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHPI*		TWO or MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCE %	100.0%	69.2%	30.8%	61.5%	0.0%	0.0%	0.0%	7.7%	30.8%	0.0%	0.0%	0.0%	0.0%
WORKFORCE PARITY %	100.0	95.0	5.0	51.4	2.3	1.0	1.0	34.9	1.0	1.4	0.5	1.5	0.2
WORKFORCE NOS.	13	9	4	8	0	0	0	1	4	0	0	0	0
WORKFORCE PARITY NOS.		12.4	0.7	6.7	0.3	0.1	0.1	4.5	0.1	0.2	0.1	0.2	0.0
NET UTILIZATION (+/-)		-3.4	3.3	1.3	-0.3	-0.1	-0.1	-3.5	3.9	-0.2	-0.1	-0.2	0.0
PREVIOUS UTILIZATION		-0.4	0.4	2.3	1.1	-1.0	-0.7	-1.4	0.0	-0.2	0.0	0.0	0.0
*** Enter line E from previous filing													
HIRING GOALS	PREVIOUS PLAN GOALS	3	1	0	0	1	1	1	0	0	0	0	0
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	5	0	0	0	1	0	4	0	0	0	0	0
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	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
	CURRENT PLAN GOALS	0	0	0	0	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
	CURRENT PLAN PROMOTIONS	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

\*Cumulative goal established for Two or More Races Male

\*AAIANHPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

WESTERN CONNECTICUT STATE UNIVERSITY

UTILIZATION ANALYSIS

AGENCY: WESTERN CONNECTICUT STATE UNIVERSITY  
 CATEGORY OR CLASS: Service/Maintenance  
 POSITION CLASSIFICATION (25+): Custodian Title

REPORTING DATE: April 1, 2022 - March 31, 2023  
 LABOR MARKET AREA: FAIRFIELD/NEW HAVEN COUNTIES

	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHPI*		TWO or MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCE %	100.0%	68.0%	32.0%	16.0%	20.0%	12.0%	0.0%	36.0%	12.0%	4.0%	0.0%	0.0%	0.0%
WORKFORCE PARITY %	100.0	43.3	56.7	18.1	15.4	7.8	6.9	15.7	29.7	0.6	1.8	1.1	3.0
WORKFORCE NOS.	25	17	8	4	5	3	0	9	3	1	0	0	0
WORKFORCE PARITY NOS.	10.8	10.8	14.2	4.5	3.9	2.0	1.7	3.9	7.4	0.2	0.5	0.3	0.8
NET UTILIZATION (+/-)		6.2	-6.2	-0.5	1.1	1.0	-1.7	5.1	-4.4	0.8	-0.5	-0.3	-0.8
PREVIOUS UTILIZATION		0.3	-0.3	-7.0	0.4	0.9	-0.2	0.6	-1.4	5.9	0.8	0.0	0.0

\*\*\* Enter line E from previous filing

HIRING GOALS	PREVIOUS PLAN GOALS													
	PREVIOUS PLAN GOALS		CURRENT PLAN HIRES		CURRENT PLAN GOALS		PREVIOUS PLAN GOALS		CURRENT PLAN PROMOTIONS		CURRENT PLAN GOALS		UPWARD/CAREER MOBILITY GOALS	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	9	1	8	1	0	0	2	0	4	0	1	0	0	1
	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	8	7	1	7	0	0	0	0	1	0	0	0	0	0

PROMOTIONAL GOALS	PREVIOUS PLAN GOALS													
	PREVIOUS PLAN GOALS		CURRENT PLAN PROMOTIONS		CURRENT PLAN GOALS		PREVIOUS PLAN GOALS		CURRENT PLAN PROMOTIONS		CURRENT PLAN GOALS		UPWARD/CAREER MOBILITY GOALS	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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

NOTE:

\*AAIANHPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

WESTERN CONNECTICUT STATE UNIVERSITY

UTILIZATION ANALYSIS

REPORTING DATE:  
LABOR MARKET AREA:

April 1, 2022 - March 31, 2023  
FAIRFIELD/NEW HAVEN COUNTIES

WESTERN CONNECTICUT STATE UNIVERSITY  
Service/Maintenance  
Custodian Title

AGENCY:  
CATEGORY OR CLASS:  
POSITION CLASSIFICATION (25+):

	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHPI*		TWO or MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCE %	100.0%	68.0%	32.0%	16.0%	20.0%	12.0%	0.0%	36.0%	12.0%	4.0%	0.0%	0.0%	0.0%
WORKFORCE PARITY %	100.0	43.3	56.7	18.1	15.4	7.8	6.9	15.7	29.7	0.6	1.8	1.1	3.0
WORKFORCE NOS.	25	17	8	4	5	3	0	9	3	1	0	0	0
WORKFORCE PARITY NOS.		10.8	14.2	4.5	3.9	2.0	1.7	3.9	7.4	0.2	0.5	0.3	0.8
NET UTILIZATION (+/-)		6.2	-6.2	-0.5	1.1	1.0	-1.7	5.1	-4.4	0.8	-0.5	-0.3	-0.8
PREVIOUS UTILIZATION		0.3	-0.3	-7.0	0.4	0.9	-0.2	0.6	-1.4	5.9	0.8	0.0	0.0

\*\*\* Enter line E from previous filing

HIRING GOALS	PREVIOUS PLAN GOALS												
	TOTAL		WHITE		BLACK		HISPANIC		AAIANHPI*		TWO or MORE		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
	8	1	7	1	0	0	2	0	4	0	1	0	1
	2	2	0	0	0	0	0	2	0	0	0	0	0
	8	7	1	7	0	0	0	0	1	0	0	0	0

PROMOTIONAL GOALS	PREVIOUS PLAN GOALS												
	TOTAL		WHITE		BLACK		HISPANIC		AAIANHPI*		TWO or MORE		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0

UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS												
	TOTAL		WHITE		BLACK		HISPANIC		AAIANHPI*		TWO or MORE		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0

NOTE:

\*AAIANHPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

WESTERN CONNECTICUT STATE UNIVERSITY

UTILIZATION ANALYSIS

WESTERN CONNECTICUT STATE UNIVERSITY

REPORTING DATE:

April 1, 2022 - March 31, 2023

SKILLED CRAFT WORKER

LABOR MARKET AREA:

FAIRFIELD/NEW HAVEN COUNTIES

ALL TITLES

POSITION CLASSIFICATION (25+):

	GRAND TOTAL	TOTAL MALE		TOTAL FEMALE		WHITE		BLACK		HISPANIC		AAJANHPI*		TWO or MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCE %	100.0%	92.9%	7.1%	71.4%	7.1%	0.0%	7.1%	7.1%	0.0%	10.7%	0.0%	3.6%	0.0%	0.0%	0.0%
WORKFORCE PARITY %	100.0	97.9	2.1	60.7	1.6	0.1	6.5	27.8	0.2	27.8	0.2	0.9	0.2	2.0	0.0
WORKFORCE NOS.	28	26	2	20	2	0	2	3	0	3	0	1	0	0	0
WORKFORCE PARITY NOS.		27.4	0.6	17.0	0.4	0.0	1.8	7.8	0.1	7.8	0.1	0.3	0.1	0.6	0.0
NET UTILIZATION (+/-)		-1.4	1.4	3.0	1.6	0.0	0.2	-4.8	-0.1	0.7	-0.1	0.7	-0.1	-0.6	0.0
PREVIOUS UTILIZATION		-1.2	1.2	2.8	1.6	-0.1	-0.9	-5.2	-0.2	2.1	-0.1	2.1	-0.1	0.0	0.0
*** Enter line E from previous filing															
HIRING GOALS		7	0	0	0	1	0	6	0	0	0	0	0	0	0
PREVIOUS PLAN GOALS		0	0	0	0	0	0	0	0	0	0	0	0	0	0
CURRENT PLAN HIRES		0	0	0	0	0	0	0	0	0	0	0	0	0	0
CURRENT PLAN GOALS		6	0	0	0	0	0	5	0	0	0	0	0	1	0
PROMOTIONAL GOALS		0	0	0	0	0	0	0	0	0	0	0	0	0	0
PREVIOUS PLAN GOALS		0	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	0
CURRENT PLAN GOALS		0	0	0	0	0	0	0	0	0	0	0	0	0	0
UPWARD/CAREER MOBILITY GOALS		0	0	0	0	0	0	0	0	0	0	0	0	0	0
PREVIOUS PLAN GOALS		0	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	0
CURRENT PLAN GOALS		0	0	0	0	0	0	0	0	0	0	0	0	0	0

NOTE:

\*AAJANHPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

WESTERN CONNECTICUT STATE UNIVERSITY

UTILIZATION ANALYSIS

WESTERN CONNECTICUT STATE UNIVERSITY

REPORTING DATE:

April 1, 2022 - March 31, 2023

EEO 7 - Protective Services

LABOR MARKET AREA:

FAIRFIELD/NEW HAVEN COUNTIES

All Titles

POSITION CLASSIFICATION (25+):

	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHPI*		TWO or MORE		UNKN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCE %	100.0%	75.0%	25.0%	66.7%	8.3%	0.0%	8.3%	8.3%	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
WORKFORCE PARITY %	100.0	60.1	39.9	38.3	22.3	6.9	5.3	9.6	9.4	1.8	0.0	3.4	3.0	0.0	0.0	0.0	0.0
WORKFORCE NOS.	12	9	3	8	1	0	1	1	1	0	0	0	0	0	0	0	0
WORKFORCE PARITY NOS.		7.2	4.8	4.6	2.7	0.8	0.6	1.2	1.1	0.2	0.0	0.4	0.4	0.4	0.0	0.0	0.0
NET UTILIZATION (+/-)		1.8	-1.8	3.4	-1.7	-0.8	0.4	-0.2	-0.1	-0.2	0.0	-0.4	-0.4	0.0	0.0	0.0	0.0
PREVIOUS UTILIZATION		0.5	-0.5	1.2	-0.3	-0.5	-0.3	-1.1	0.2	0.8	-0.1	0.0	0.0	0.0	0.0	0.0	0.0

\*\*\* Enter line E from previous filing

HIRING GOALS	PREVIOUS PLAN GOALS		CURRENT PLAN HIRES		CURRENT PLAN GOALS	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	3	2	1	0	1	1
	3	3	0	0	0	0
	5	2	3	0	1	0

PROMOTIONAL GOALS	PREVIOUS PLAN GOALS		CURRENT PLAN PROMOTIONS		CURRENT PLAN GOALS	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	0	0	0	0	0	0
	0	0	0	0	0	0
	0	0	0	0	0	0

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

NOTE: in this current plan, a cumulative goal was (each) established for Two or More Male and Female

\*AAIANHPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER



Section I  
Element No. 9

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**EMPLOYMENT  
ANALYSES**  
Sec. 46a-68-86

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## **Employment Analyses**

Under Section 46a-68-86 of the Affirmative Action Regulations of Connecticut State Agencies, Western Connecticut State University ("WCSU" or "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

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**EMPLOYMENT  
ANALYSES**

Sec. 46a-68-86

(Employment Process Analysis)

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**WESTERN CONNECTICUT STATE UNIVERSITY**

**EMPLOYMENT PROCESS ANALYSIS**

**DATE:** April 1, 2022-March 31, 2023

**DATE:**

**OCCUPATIONAL CATEGORY:** Executive/Administrative

**POSITION OR POSITION CLASSIFICATION:** All Titles

**LABOR MARKET AREA:** Statewide/National

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL		TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP1*		TWO or MORE	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	9	8	7	6	2	0	0	2	0	0	0	0	0	0
Workforce Number Prior Filing	9	8	7	6	2	0	0	2	0	0	0	0	0	0
Net Change(+or-)	0	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	0
PROMO INTO CATEGORY / CLASS	0	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	0
TOTAL INCREASES	0	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	0
FULL TIME TO PART TIME	0	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	0
RESIGNATIONS	0	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	0
DECEASED	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0	0

**NOTES:**

**WESTERN CONNECTICUT STATE UNIVERSITY**

**EMPLOYMENT PROCESS ANALYSIS**

**OCCUPATIONAL CATEGORY:** EEO 2 - FACULTY  
**POSITION OR POSITION CLASSIFICATION:** PROFESSOR  
**LABOR MARKET AREA:** STATEWIDE/NATIONAL

**DATE:** April 1, 2022-March 31, 2023

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL		TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP*		TWO or MORE	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	58	52	46	42	3	2	4	2	5	6	0	0	0	0
Workforce Number Prior Filing	63	52	46	42	3	2	4	2	10	6	0	0	0	0
Net Change(+or-)	-5	0	0	0	0	0	0	0	-5	0	0	0	0	0
Hires (including PT to FT)	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	5	4	1	1	0	0	0	0	3	0	0	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	5	4	1	1	0	0	0	0	3	0	0	0	0	0
TERMINATION/NON-RENEWAL	0	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	0
PROMOTION OUT	0	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	0
RETIREMENTS	10	9	1	1	0	0	0	0	8	0	0	0	0	0
DECEASED	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	10	9	1	1	0	0	0	0	8	0	0	0	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0	0

**NOTES:**

**WESTERN CONNECTICUT STATE UNIVERSITY**

**EMPLOYMENT PROCESS ANALYSIS**

OCCUPATIONAL CATEGORY: **EEO 2- FACULTY**      DATE: **April 1, 2022-March 31, 2023**  
 POSITION OR POSITION CLASSIFICATION: **ASSOCIATE PROFESSOR**  
 LABOR MARKET AREA: **STATEWIDE/NATIONAL**

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHPI*		TWO or MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	58	25	33	14	25	2	2	0	1	9	5	0	0
Workforce Number Prior Filing	60	27	33	14	25	2	2	0	1	11	5	0	0
Net Change(+or-)	-2	-2	0	0	0	0	0	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	5	2	3	1	2	0	0	0	0	1	1	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	5	2	3	1	2	0	0	0	0	1	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	5	4	1	1	1	0	0	0	0	3	0	0	0
RESIGNATIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS	2	0	2	0	1	0	0	0	0	0	1	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	7	4	3	1	2	0	0	0	0	3	1	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0

**NOTES:**

**WESTERN CONNECTICUT STATE UNIVERSITY**

**EMPLOYMENT PROCESS ANALYSIS**

**OCCUPATIONAL CATEGORY:** EEO 2 - FACULTY      **DATE:** April 1, 2022-March 31, 2023  
**POSITION OR POSITION CLASSIFICATION:** ASSISTANT PROFESSOR  
**LABOR MARKET AREA:** STATEWIDE/NATIONAL

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL		TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP1*		TWO or MORE	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	18	18	13	14	1	1	1	1	1	1	3	2	0	0
Workforce Number Prior Filing	47	27	14	21	1	1	1	2	4	3	4	3	0	0
Net Change(+or-)	-11	-9	-1	-7	0	0	0	-1	-1	-1	-1	-1	0	0
Hires (including PT to FT)	0	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	0
TRANSFER INTO	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	0
TERMINATION/NON-RENEWAL	0	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	0
PROMOTION OUT	5	3	1	2	0	0	0	0	0	0	1	1	0	0
RESIGNATIONS	3	3	0	2	0	0	0	0	0	1	0	0	0	0
RETIREMENTS	3	3	0	3	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	0	0	0
<b>TOTAL REDUCTIONS</b>	<b>11</b>	<b>9</b>	<b>1</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0	0

**NOTES:**



**WESTERN CONNECTICUT STATE UNIVERSITY**

**EMPLOYMENT PROCESS ANALYSIS**

**OCCUPATIONAL CATEGORY:** EEO 2 - FACULTY      **DATE:** April 1, 2022-March 31, 2023  
**POSITION OR POSITION CLASSIFICATION:** INSTRUCTOR  
**LABOR MARKET AREA:** STATEWIDE/NATIONAL

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP1*		TWO or MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	0	0	0	0	0	0	0	0	0	0	0	0	0
Workforce Number Prior Filing	3	0	3	0	2	0	1	0	0	0	0	0	0
Net Change(+or-)	-3	0	-3	0	-2	0	-1	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
	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	3	0	3	0	2	0	1	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
	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	3	0	3	0	2	0	1	0	0	0	0	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0

**NOTES:**

WESTERN CONNECTICUT STATE UNIVERSITY														
EMPLOYMENT PROCESS ANALYSIS														
EEO 3 - Professional Non-Faculty														
DATE: April 1, 2022 - March 31, 2023														
POSITION OR POSITION CLASSIFICATION: All Titles														
LABOR MARKET AREA: Statewide/National														
EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIAHNPI*		TWO OR MORE		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
Workforce Number Current Filing	139	60	79	43	65	4	3	6	9	7	2	0	0	
Workforce Number Prior Filing	151	67	84	48	69	3	2	7	8	9	5	0	0	
Net Change(+or-)	-12	-7	-5	-5	-4	1	1	-1	1	-2	-3	0	0	
HIRES (incl. Pt to Ft)	3	1	2	0	0	1	1	0	1	0	0	0	0	
PROMO INTO CATEGORY / CLASS	0	0	0	0	0	0	0	0	0	0	0	0	0	
TRANSFER IN FROM ANOTHER CAMPUS	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	
TOTAL INCREASES	3	1	2	0	0	1	1	0	1	0	0	0	0	
LAYOFF	0	0	0	0	0	0	0	0	0	0	0	0	0	
RESIGNATIONS	11	5	6	3	3	0	0	1	0	1	3	0	0	
RETIREMENTS	4	3	1	2	1	0	0	0	0	1	0	0	0	
JOB CATEGORY MOVED to EXECUTIVE**	0	0	0	0	0	0	0	0	0	0	0	0	0	
TERMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	
PROMOTION OUT OF REGION	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	
DATA Correction***	0	0	0	0	0	0	0	0	0	0	0	0	0	
TOTAL REDUCTIONS	15	8	7	5	4	0	0	1	0	2	3	0	0	
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0	

Note:

**WESTERN CONNECTICUT STATE UNIVERSITY**

**EMPLOYMENT PROCESS ANALYSIS**

**DATE:** April 1, 2022 - March 31, 2023

**OCCUPATIONAL CATEGORY:** EEO 5- Technical ParaProfessional

**POSITION OR POSITION CLASSIFICATION:** All Titles

**LABOR MARKET AREA:** FAIRFIELD COUNTY

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL		TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP*		TWO or MORE	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	8	6	2	4	0	2	0	0	0	0	0	0	0	0
Workforce Number Prior Filing	8	6	2	4	0	2	0	0	0	0	0	0	0	0
Net Change(+or-)	0	0	0	0	0	0	0	0	0	0	0	0	0	0
HIRES (incl. Pt to Ft)	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TRANSFER IN FROM ANOTHER CAMPUS	0	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
RACE CHANGE*****	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	0
LAYOFF	0	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	0
RETIREMENTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0
JOB CATEGORY MOVED to EXECUTIVE**	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TERMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT OF REGION	0	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
DATA Correction***	0	0	0	0	0	0	0	0	0	0	0	0	0	0
RACE CHANGE*****	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0	0

**Note:**

**WESTERN CONNECTICUT STATE UNIVERSITY**

**EMPLOYMENT PROCESS ANALYSIS**

**DATE:** April 1, 2022 - March 31, 2023

**OCCUPATIONAL CATEGORY:** EEO 4- Secretarial-Clerical

**POSITION OR POSITION CLASSIFICATION:** All Titles

**LABOR MARKET AREA:** FAIRFIELD/NEW HAVEN COUNTIES

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL		TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP1*		TWO or MORE	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	1	45	1	31	0	8	0	5	0	1	0	0	0	
Workforce Number Prior Filing	1	51	1	35	0	11	0	4	0	1	0	0	0	
Net Change(+or-)	-6	-6	0	-4	0	-3	0	1	0	0	0	0	0	
Hires (including PT to FT)	5	5	0	4	0	0	0	1	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	
	0	0	0	0	0	0	0	0	0	0	0	0	0	
	0	0	0	0	0	0	0	0	0	0	0	0	0	
<b>TOTAL INCREASES</b>	5	5	0	4	0	0	0	1	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	1	0	0	0	0	0	0	0	0	0	
RETIREMENTS	10	10	0	7	0	3	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	
<b>TOTAL REDUCTIONS</b>	11	11	0	8	0	3	0	0	0	0	0	0	0	
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0	

**NOTES:**

**WESTERN CONNECTICUT STATE UNIVERSITY**

**EMPLOYMENT PROCESS ANALYSIS**

DATE: **March 31, 2022**

**Service/Maintenance - Except Custodians**

**OCCUPATIONAL CATEGORY:** **All Titles**

**POSITION OR POSITION CLASSIFICATION:** **FAIRFIELD/NEW HAVEN COUNTIES**

**LABOR MARKET AREA:**

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP1*		TWO or MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	13	9	4	8	0	0	0	1	4	0	0	0	0
Workforce Number Prior Filing	19	12	7	8	2	2	2	2	4	0	1	0	0
Net Change(+or-)	-6	-3	-3	0	-2	-2	-2	-1	0	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
	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL INCREASES</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
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	6	3	3	0	2	2	2	1	0	0	1	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
<b>TOTAL REDUCTIONS</b>	<b>6</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0

**NOTES:**

**WESTERN CONNECTICUT STATE UNIVERSITY**

**EMPLOYMENT PROCESS ANALYSIS**

**Service/Maintenance**

**Custodian Title**

**FAIRFIELD/NEW HAVEN COUNTIES**

**DATE: April 1, 2022 - March 31, 2023**

**OCCUPATIONAL CATEGORY:**

**POSITION OR POSITION CLASSIFICATION:**

**LABOR MARKET AREA:**

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL		TOTAL		WHITE		BLACK		HISPANIC		AAIANHPI*		TWO or MORE	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	17	8	4	5	3	0	9	3	1	0	0	0	0	0
Workforce Number Prior Filing	25	9	8	5	3	0	9	3	5	1	0	0	0	0
Net Change(+or-)	-9	-1	-4	0	0	0	0	0	-4	-1	0	0	0	0
Hires (including PT to FT)	0	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	0
TRANSFER IN	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL INCREASES</b>	0	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	0
FULL TIME TO PART TIME	0	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	0
RESIGNATIONS	3	0	1	0	0	0	0	0	2	0	0	0	0	0
RETIREMENTS	6	1	3	0	0	0	0	0	2	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	0	0	0
<b>TOTAL REDUCTIONS</b>	9	1	4	0	0	0	0	0	4	1	0	0	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0	0

**NOTES:**

**WESTERN CONNECTICUT STATE UNIVERSITY**

**EMPLOYMENT PROCESS ANALYSIS**

**DATE:** April 1, 2022 - March 31, 2023

**OCCUPATIONAL CATEGORY:** Service/Maintenance

**POSITION OR POSITION CLASSIFICATION:** Custodian Title

**LABOR MARKET AREA:** FAIRFIELD/NEW HAVEN COUNTIES

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL		TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP1*		TWO or MORE	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	25	17	8	8	4	5	3	0	9	3	1	0	0	0
Workforce Number Prior Filing	32	23	9	9	8	5	3	0	7	3	5	1	0	0
Net Change(+or-)	-7	-6	-1	-1	-4	0	0	0	2	0	-4	-1	0	0
Hires (including PT to FT)	2	2	0	0	0	0	0	0	2	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TRANSFER IN	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL INCREASES</b>	2	2	0	0	0	0	0	0	2	0	0	0	0	0
TERMINATION/NON-RENEWAL	0	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	0
PROMOTION OUT	0	0	0	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	3	3	0	0	1	0	0	0	0	0	2	0	0	0
RETIREMENTS	6	5	1	1	3	0	0	0	0	0	2	1	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	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL REDUCTIONS</b>	9	8	1	1	4	0	0	0	0	0	4	1	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0	0

**NOTES:**

**WESTERN CONNECTICUT STATE UNIVERSITY**

**EMPLOYMENT PROCESS ANALYSIS**

**OCCUPATIONAL CATEGORY:** SKILLED CRAFT WORKER

**DATE:** April 1, 2022 - March 31, 2023

**POSITION OR POSITION CLASSIFICATION:** ALL TITLES

**LABOR MARKET AREA:** FAIRFIELD/NEW HAVEN COUNTIES

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL		TOTAL		WHITE		BLACK		HISPANIC		AAIANHAPI*		TWO or MORE	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	28	2	20	2	2	0	2	0	3	0	1	0	0	0
Workforce Number Prior Filing	30	2	20	2	2	0	2	0	3	0	3	0	0	0
Net Change(+or-)	-2	0	0	0	0	0	0	0	0	0	-2	0	0	0
Hires (including PT to FT)	0	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	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL INCREASES</b>	0	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	0
FULL TIME TO PART TIME	0	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	0
RESIGNATIONS	2	0	0	0	0	0	0	0	0	0	2	0	0	0
RETIREMENTS	0	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	0	0	0
<b>TOTAL REDUCTIONS</b>	2	0	0	0	0	0	0	0	0	0	2	0	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0	0

**NOTES:**



**WESTERN CONNECTICUT STATE UNIVERSITY**

**EMPLOYMENT PROCESS ANALYSIS**

**DATE:** April 1, 2022 - March 31, 202

**EEO 7 - Protective Services**

**All Titles**

**FAIRFIELD/NEW HAVEN COUNTIES**

**OCCUPATIONAL CATEGORY:**

**POSITION OR POSITION CLASSIFICATION:**

**LABOR MARKET AREA:**

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL		TOTAL		WHITE		BLACK		HISPANIC		AAIANHPI*		TWO or MORE	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	12	3	9	3	8	1	0	1	1	1	0	0	0	0
Workforce Number Prior Filing	20	3	17	3	13	1	2	1	1	1	1	0	0	0
Net Change(+or-)	-8	0	-8	0	-5	0	-2	0	0	0	-1	0	0	0
Hires (including PT to FT)	3	0	3	0	3	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	0
TRANSFER INTO	0	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
TOTAL INCREASES	3	0	3	0	3	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	0
FULL TIME TO PART TIME	0	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	0
RESIGNATIONS	5	0	5	0	4	0	1	0	0	0	0	0	0	0
RETIREMENTS	6	0	6	0	4	0	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
TOTAL REDUCTIONS	11	0	11	0	8	0	2	0	0	0	1	0	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0	0

**NOTES:**

Section I  
Element No. 9

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**EMPLOYMENT  
ANALYSES**  
Sec. 46a-68-86

(Applicant Flow Analysis)

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

**OCCUPATIONAL CATEGORY:** Executive/Administrative      **DATE:** April 1, 2022-March 31, 2023  
**POSITION OR POSITION CLASSIFICATION:** All Titles  
**LOCATION:** Statewide/National

APPLICANT FLOW ANALYSIS	GRAND TOTAL		TOTAL		WHITE		BLACK		HISPANIC		AAJANHPI*		TWO or More		UNKNOWN		
	MALE	FEMALE	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	0
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL APPLICANTS</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>TOTAL REJECTED APPLICANTS</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>TOTAL QUALIFIED APPLICANTS</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
WITHDRAWAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL INTERVIEWED</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Not offered Position	0	0	0	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	0	0	0
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL ACCESSIONS*</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

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.

\*AAJANHPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

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

**OCCUPATIONAL CATEGORY:** Executive/Administrative      **DATE:** April 1, 2022-March 31, 2023  
**POSITION OR POSITION CLASSIFICATION:** All Titles  
**LOCATION:** Statewide/National

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP1*		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	A
Outside agency	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	C
Cert. Employment List	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	E
Other Applicants	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	G
TOTAL REJECTED APPLICANTS	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	L
TOTAL QUALIFIED APPLICANTS	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	O
Not offered Position	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	Q
Refused Position	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	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.

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

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

**OCCUPATIONAL CATEGORY:** EEO 2 - FACULTY      **DATE:** April 1, 2022-March 31, 2023  
**POSITION OR POSITION CLASSIFICATION:** PROFESSOR  
**LOCATION:** STATEWIDE/NATIONAL

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	A
Outside agency	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	C
Cert. Employment List	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	E
Other Applicants	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	G
TOTAL REJECTED APPLICANTS	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	I
WITHDRAWAL	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	O
Not offered Position	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	Q
Refused Position	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	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

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

**OCCUPATIONAL CATEGORY:** EEO 2 - FACULTY      **DATE:** April 1, 2022-March 31, 2023  
**POSITION OR POSITION CLASSIFICATION:** PROFESSOR  
**LOCATION:** STATEWIDE/NATIONAL

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	5	4	1	1	1	0	0	0	0	3	0	0	0	0	0	A
Outside agency	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	C
Cert. Employment List	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	E
Other Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	F
TOTAL APPLICANTS	5	4	1	1	1	0	0	0	0	3	0	0	0	0	0	G
TOTAL REJECTED APPLICANTS	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	L
TOTAL QUALIFIED APPLICANTS	5	4	1	1	1	0	0	0	0	3	0	0	0	0	0	I
TOTAL INTERVIEWED	5	4	1	1	1	0	0	0	0	3	0	0	0	0	0	O
Not offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	P
Offered Position	5	4	1	1	1	0	0	0	0	3	0	0	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS*	5	4	1	1	1	0	0	0	0	3	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

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

**OCCUPATIONAL CATEGORY:** EEO 2- FACULTY      **DATE:** April 1, 2022-March 31, 2023  
**POSITION OR POSITION CLASSIFICATION:** ASSOCIATE PROFESSOR  
**LOCATION:** Statewide/National

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNIPI*		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	A
Outside agency	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	C
Cert. Employment List	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	E
Other Applicants	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	G
TOTAL REJECTED APPLICANTS	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	I
WITHDRAWAL	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	O
Not offered Position	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	Q
Refused Position	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	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.

\*AAIANHNIPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

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

**OCCUPATIONAL CATEGORY:** FACULTY      **DATE:** April 1, 2022-March 31, 2023  
**POSITION OR POSITION CLASSIFICATION:** ASSOCIATE PROFESSOR  
**LOCATION:** Statewide/National

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AA/IANHPI*		TWO or More		UNKNOWN		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKN
Intra-agency	5	2	3	1	2	0	0	0	0	1	1	0	0	0	0	A
Outside agency	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	C
Cert. Employment List	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	E
Other Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	F
TOTAL APPLICANTS	5	2	3	1	2	0	0	0	0	1	1	0	0	0	0	G
TOTAL REJECTED APPLICANTS	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	L
TOTAL QUALIFIED APPLICANTS	5	2	3	1	2	0	0	0	0	1	1	0	0	0	0	I
TOTAL INTERVIEWED	5	2	3	1	2	0	0	0	0	1	1	0	0	0	0	O
Not offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	P
Offered Position	5	2	3	1	2	0	0	0	0	1	1	0	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS*	5	2	3	1	2	0	0	0	0	1	1	0	0	0	0	S

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

\*AA/IANHPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER



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

**OCCUPATIONAL CATEGORY:** EEO 2 - FACULTY      **DATE:** April 1, 2022-March 31, 2023  
**POSITION OR POSITION CLASSIFICATION:** ASSISTANT PROFESSOR  
**LOCATION:** Statewide/National

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHINPI*		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	A
Outside agency	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	C
Cert. Employment List	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	E
Other Applicants	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	G
TOTAL REJECTED APPLICANTS	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	I
WITHDRAWAL	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	O
Not offered Position	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	Q
Refused Position	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	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.

\*AAIANHINPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

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

**OCCUPATIONAL CATEGORY:** EEO 2 - FACULTY      **DATE:** April 1, 2022-March 31, 2023  
**POSITION OR POSITION CLASSIFICATION:** ASSISTANT PROFESSOR  
**LOCATION:** Statewide/National

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	MALE	FEMALE	UNKN
Intra-agency	0	0	0	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	0	0	0
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WITHDRAWAL	0	0	0	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	0	0	0
TOTAL INTERVIEWED	0	0	0	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	0	0	0
Offered Position	0	0	0	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	0	0	0
TOTAL ACCESSIONS*	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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

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

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

**OCCUPATIONAL CATEGORY:** EEO 2 - FACULTY      **DATE:** April 1, 2022-March 31, 2023

**POSITION OR POSITION CLASSIFICATION:** INSTRUCTOR

**LOCATION:** Statewide/National

APPLICANT FLOW ANALYSIS	GRAND TOTAL		TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP1*		TWO or More		UNKNOWN		
	MALE	FEMALE	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	0
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL QUALIFIED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WITHDRAWAL	0	0	0	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	0	0	0
Not offered Position	0	0	0	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	0	0	0
Refused Position	0	0	0	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	0	0	0

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

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

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

**OCCUPATIONAL CATEGORY:** EEO 2 - FACULTY      **DATE:** April 1, 2022-March 31, 2023

**POSITION OR POSITION CLASSIFICATION:** INSTRUCTOR

**LOCATION:** Statewide/National

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP1*		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	A
Outside agency	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	C
Cert. Employment List	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	E
Other Applicants	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	G
TOTAL REJECTED APPLICANTS	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	L
TOTAL QUALIFIED APPLICANTS	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	O
Not offered Position	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	Q
Refused Position	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	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.

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

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

**OCCUPATIONAL CATEGORY:** EEO 3 - Professional Non-Faculty      **DATE:** April 1, 2022 - March 31, 2023  
**POSITION OR POSITION CLASSIFICATION:** All Titles  
**LOCATION:** Statewide/National

APPLICANT FLOW ANALYSIS	GRAND TOTAL		TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPJ*		TWO or More		UNKNOWN		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKN
Intra-agency	0	8	0	0	0	0	0	0	0	0	0	8	0	0	0	0	0
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL APPLICANTS	0	8	0	0	0	0	0	0	0	0	0	8	0	0	0	0	0
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL QUALIFIED APPLICANTS	8	8	0	0	0	0	0	0	0	0	0	8	0	0	0	0	0
WITHDRAWAL	0	0	0	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	0	0	0
Not offered Position	8	8	0	0	0	0	0	0	0	0	0	0	0	0	8	0	0
Offered Position	0	0	0	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	0	0	0
TOTAL ACCESSIONS*	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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

\*AAIANHNPJ = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

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

**OCCUPATIONAL CATEGORY:** EEO 3 - Professional Non-Faculty      **DATE:** April 1, 2022 - March 31, 2023  
**POSITION OR POSITION CLASSIFICATION:** All Titles  
**LOCATION:** Statewide/National

APPLICANT FLOW ANALYSIS	GRAND TOTAL		TOTAL		WHITE		BLACK		HISPANIC		AAIAHNP1*		TWO or More		UNKNOWN		
	MALE	FEMALE	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.

\*AAIAHNP1 = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

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

**OCCUPATIONAL CATEGORY:** EEO 5- Technical ParaProfessional      **DATE:** April 1, 2022 - March 31, 2023  
**POSITION OR POSITION CLASSIFICATION:** All Titles  
**LOCATION:** Statewide/National

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	A
Outside agency	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	C
Cert. Employment List	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	E
Other Applicants	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	G
TOTAL REJECTED APPLICANTS	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	I
WITHDRAWAL	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	O
Not offered Position	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	Q
Refused Position	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	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

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

**OCCUPATIONAL CATEGORY:** EEO 5- Technical ParaProfessional      **DATE:** April 1, 2022 - March 31, 2023  
**POSITION OR POSITION CLASSIFICATION:** All Titles  
**LOCATION:** Statewide/National

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	A
Outside agency	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	C
Cert. Employment List	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	E
Other Applicants	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	G
TOTAL REJECTED APPLICANTS	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	I
WITHDRAWAL	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	O
Not offered Position	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	Q
Refused Position	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	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



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

**OCCUPATIONAL CATEGORY:** EEO 4- Secretarial-Clerical      **DATE:** April 1, 2022 - March 31, 2023  
**POSITION OR POSITION CLASSIFICATION:** All Titles  
**LOCATION:** FAIRFIELD/NEW HAVEN COUNTIES

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	MALE	FEMALE	UNKN
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	A
Outside agency	41	487	3	137	2	40	2	88	4	46	30	176	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
<b>TOTAL APPLICANTS</b>	<b>41</b>	<b>487</b>	<b>3</b>	<b>137</b>	<b>2</b>	<b>40</b>	<b>2</b>	<b>88</b>	<b>4</b>	<b>46</b>	<b>30</b>	<b>176</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>G</b>
<b>TOTAL REJECTED APPLICANTS</b>	<b>41</b>	<b>447</b>	<b>3</b>	<b>123</b>	<b>2</b>	<b>28</b>	<b>2</b>	<b>80</b>	<b>4</b>	<b>45</b>	<b>30</b>	<b>171</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>H</b>
<b>TOTAL QUALIFIED APPLICANTS</b>	<b>0</b>	<b>40</b>	<b>0</b>	<b>14</b>	<b>0</b>	<b>12</b>	<b>0</b>	<b>8</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>I</b>
<b>WITHDRAWAL</b>	<b>16</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>L</b>
<b>TOTAL INTERVIEWED</b>	<b>0</b>	<b>24</b>	<b>0</b>	<b>9</b>	<b>0</b>	<b>10</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>O</b>
Not offered Position	0	19	0	5	0	10	0	2	0	0	0	2	0	0	2	0	P
Offered Position	5	5	0	4	0	0	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
<b>TOTAL ACCESSIONS*</b>	<b>5</b>	<b>5</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>S</b>

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

**WESTERN CONNECTICUT STATE UNIVERSITY  
APPLICANT FLOW ANALYSIS PROMOTIONS**

THERE WERE NO PROMOTIONS INTO THIS CATEGORY DURING THE REPORTING PERIOD

**DATE: April 1, 2022 - March 31, 2023**

**OCCUPATIONAL CATEGORY:** EEO 4- Secretarial-Clerical

**POSITION OR POSITION CLASSIFICATION:** All Titles

**LOCATION:** FAIRFIELD/NEW HAVEN COUNTIES

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	A
Outside agency	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	C
Cert. Employment List	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	E
Other Applicants	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	G
TOTAL REJECTED APPLICANTS	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	L
TOTAL QUALIFIED APPLICANTS	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	O
Not offered Position	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	Q
Refused Position	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	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

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

**OCCUPATIONAL CATEGORY:** Service/Maintenance - Except Custodians      **DATE:** March 31, 2022  
**POSITION OR POSITION CLASSIFICATION:** All Titles  
**LOCATION:** FAIRFIELD/NEW HAVEN COUNTIES

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	A
Outside agency	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	C
Cert. Employment List	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	E
Other Applicants	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	G
TOTAL REJECTED APPLICANTS	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	I
WITHDRAWAL	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	O
Not offered Position	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	Q
Refused Position	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	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

**WESTERN CONNECTICUT STATE UNIVERSITY  
 APPLICANT FLOW ANALYSIS PROMOTIONS**

THERE WERE NO PROMOTIONS INTO THIS CATEGORY DURING THE REPORTING PERIOD

**DATE: March 31, 2022**

**Service/Maintenance - Except Custodians**

**OCCUPATIONAL CATEGORY:**

**POSITION OR POSITION CLASSIFICATION:** All Titles

**LOCATION:** FAIRFIELD/NEW HAVEN COUNTIES

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP1+		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	A
Outside agency	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	C
Cert. Employment List	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	E
Other Applicants	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	G
TOTAL REJECTED APPLICANTS	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	L
TOTAL QUALIFIED APPLICANTS	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	O
Not offered Position	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	Q
Refused Position	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	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.

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

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

**OCCUPATIONAL CATEGORY:** Service/Maintenance      **DATE:** April 1, 2022 - March 31, 2023  
**POSITION OR POSITION CLASSIFICATION:** Custodian Title  
**LOCATION:** FAIRFIELD/NEW HAVEN COUNTIES

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	A
Outside agency	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	C
Cert. Employment List	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	E
Other Applicants	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	G
TOTAL REJECTED APPLICANTS	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	I
WITHDRAWAL	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	O
Not offered Position	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	Q
Refused Position	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	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

**WESTERN CONNECTICUT STATE UNIVERSITY  
APPLICANT FLOW ANALYSIS PROMOTIONS**

THERE WERE NO PROMOTIONS INTO THIS CATEGORY DURING THE REPORTING PERIOD

**DATE: April 1, 2022 - March 31, 2023**

**OCCUPATIONAL CATEGORY: Service/Maintenance**

**POSITION OR POSITION CLASSIFICATION: Custodian Title**

**LOCATION: FAIRFIELD/NEW HAVEN COUNTIES**

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP1*		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.

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

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

**OCCUPATIONAL CATEGORY:** Service/Maintenance      **DATE:** April 1, 2022 - March 31, 2023  
**POSITION OR POSITION CLASSIFICATION:** Custodian Title  
**LOCATION:** FAIRFIELD/NEW HAVEN COUNTIES

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	A
Outside agency	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	C
Cert. Employment List	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	E
Other Applicants	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	G
TOTAL REJECTED APPLICANTS	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	I
WITHDRAWAL	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	O
Not offered Position	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	Q
Refused Position	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	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

**WESTERN CONNECTICUT STATE UNIVERSITY  
APPLICANT FLOW ANALYSIS PROMOTIONS**

THERE WERE NO PROMOTIONS INTO THIS CATEGORY DURING THE REPORTING PERIOD

**DATE: April 1, 2022 - March 31, 2023**

**OCCUPATIONAL CATEGORY:** Service/Maintenance

**POSITION OR POSITION CLASSIFICATION:** Custodian Title

**LOCATION:** FAIRFIELD/NEW HAVEN COUNTIES

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP1*		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	A
Outside agency	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	C
Cert. Employment List	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	E
Other Applicants	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	G
TOTAL REJECTED APPLICANTS	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	L
TOTAL QUALIFIED APPLICANTS	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	O
Not offered Position	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	Q
Refused Position	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	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.

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



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

**OCCUPATIONAL CATEGORY:** SKILLED CRAFT WORKER      **DATE:** April 1, 2022 - March 31, 2023  
**POSITION OR POSITION CLASSIFICATION:** ALL TITLES  
**LOCATION:** FAIRFIELD/NEW HAVEN COUNTIES

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP1*		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	A
Outside agency	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	C
Cert. Employment List	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	E
Other Applicants	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	G
TOTAL REJECTED APPLICANTS	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	I
WITHDRAWAL	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	O
Not offered Position	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	Q
Refused Position	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	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.

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

**WESTERN CONNECTICUT STATE UNIVERSITY  
APPLICANT FLOW ANALYSIS PROMOTIONS**

THERE WERE NO PROMOTIONS INTO THIS CATEGORY DURING THE REPORTING PERIOD

**DATE: April 1, 2022 - March 31, 2023**

**OCCUPATIONAL CATEGORY: SKILLED CRAFT WORKER**

**POSITION OR POSITION CLASSIFICATION: ALL TITLES**

**LOCATION: FAIRFIELD/NEW HAVEN COUNTIES**

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP1*		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	A
Outside agency	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	C
Cert. Employment List	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	E
Other Applicants	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	G
TOTAL REJECTED APPLICANTS	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	L
TOTAL QUALIFIED APPLICANTS	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	O
Not offered Position	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	Q
Refused Position	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	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.

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

WESTERN CONNECTICUT STATE UNIVERSITY  
 APPLICANT FLOW ANALYSIS - HIRES

DATE: April 1, 2022 - March 31, 2023

EEO 7 - Protective Services

OCCUPATIONAL CATEGORY: All Titles

POSITION OR POSITION CLASSIFICATION: FAIRFIELD/NEW HAVEN COUNTIES

LOCATION:

APPLICANT FLOW ANALYSIS	GRAND TOTAL		TOTAL		WHITE		BLACK		HISPANIC		AAJIANHPI*		TWO or More		UNKNOWN			
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKN	
Intra-agency	6	4	4	0	0	0	0	0	0	0	0	0	0	0	2	4	0	A
Outside agency	0	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	0	C
Cert. Employment List	0	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	0	E
Other Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	F
TOTAL APPLICANTS	10	4	4	0	0	0	0	0	0	0	0	0	0	0	2	4	0	G
TOTAL REJECTED APPLICANTS	7	4	1	0	0	0	0	0	0	0	0	0	0	0	2	4	0	H
TOTAL QUALIFIED APPLICANTS	3	0	3	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	0	L
TOTAL INTERVIEWED	3	0	3	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	0	P
Offered Position	3	0	3	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	0	R
TOTAL ACCESSIONS*	3	0	3	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.

\*AAJIANHPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

**WESTERN CONNECTICUT STATE UNIVERSITY  
APPLICANT FLOW ANALYSIS PROMOTIONS**

THERE WERE NO PROMOTIONS INTO THIS CATEGORY DURING THE REPORTING PERIOD

**DATE: April 1, 2022 - March 31, 2023**

**OCCUPATIONAL CATEGORY:** EEO 7 - Protective Services

**POSITION OR POSITION CLASSIFICATION:** All Titles

**LOCATION:** FAIRFIELD/NEW HAVEN COUNTIES

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHINPI*		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	A
Outside agency	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	C
Cert. Employment List	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	E
Other Applicants	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	G
TOTAL REJECTED APPLICANTS	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	L
TOTAL QUALIFIED APPLICANTS	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	O
Not offered Position	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	Q
Refused Position	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	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.

\*AAIANHINPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

Section I  
Element No. 9

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**EMPLOYMENT  
ANALYSES**

Sec. 46a-68-86

(Personnel Evaluation Analysis)

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**PERSONNEL EVALUATION ANALYSIS**  
**Professional Non-Faculty**

PERSONNEL EVALUATION ANALYSIS	GT	TM	TF	WM	WF	BM	BF	HM	HF	IANHNPIM	AAIANHNPIF
<b>SERVICE RATINGS</b>											
Excellent	64	23	41	16	33	2	1	3	3	2	1
Very Good											
Good	16	11	5	9	3	1			1	1	1
Satisfactory	2	1	1		1	1					
Fair											
Unsatisfactory											
<b>REPRIMANDS</b>											
<b>SUSPENSIONS</b>											
<b>DEMOTIONS</b>											
Within Occ. Category											
Lower Occ. Category											
<b>TRANSFERS</b>											
Intra-agency											
Outside Agency	1		1		1						



**PERSONNEL EVALUATION ANALYSIS**  
Clerical

PERSONNEL EVALUATION ANALYSIS	GT	TM	TF	WM	WF	BM	BF	HM	HF	IANHNPIM	AAIANHNPIF
<b>SERVICE RATINGS</b>											
Excellent	31		31		23		5		2		1
Very Good	12	1	11	1	7		3		1		
Good	1		1				1				
Satisfactory											
Fair											
Unsatisfactory											
<b>REPRIMANDS</b>											
<b>SUSPENSIONS</b>											
<b>DEMOTIONS</b>											
Within Occ. Category											
Lower Occ. Category	1		1				1				
<b>TRANSFERS</b>											
Intra-agency											
Outside Agency	1		1		1						





**PERSONNEL EVALUATION ANALYSIS**  
Maintenance

PERSONNEL EVALUATION ANALYSIS	GT	TM	TF	WM	WF	BM	BF	HM	HF	ANHNPIM	AAIANHNPIF
<b>SERVICE RATINGS</b>											
Excellent	17	10	7	6	3	2		1	4		
Very Good											
Good	26	21	5	12	3	1		5	1	3	1
Satisfactory	6	4	2				1				
Fair											
Unsatisfactory											
<b>REPRIMANDS</b>	2	2				1		1			
<b>SUSPENSIONS</b>											
<b>DEMOTIONS</b>											
Within Occ. Category											
Lower Occ. Category											
<b>TRANSFERS</b>											
Intra-agency											
Outside Agency	4	4				1		3			



Section J

Element No. 10

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**IDENTIFICATION OF  
PROBLEM AREAS**

Sec. 46a-68-87

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## **Identification of Problem Areas**

Under Section 46a-68-87(a) of the Affirmative Action Regulations of the Connecticut State Agencies, Western Connecticut State University (“WCSU” or “University”) has established an examination where within an occupational category, position classification within an occupational category employing a significant number of persons or position classification for which a separate availability base is calculated has experienced an increase or reduction in workforce. The University has examined its personnel policies and practices to identify those non-quantifiable aspects of the employment process which may impede or prevent the full and fair participation of protected race and sex group members in the employment process. Where applicable, the University shall address the following aspects of employment:

### **(1) Employment Applications**

For positions in the Executive/Administrative, Faculty, and Professional/Non-Faculty categories, candidates apply by sending a resume, cover letter, and a list of professional reference(s) as part of one application package. This process enables prospective candidates to present extensive information about their candidacy to search committees (“committees”), thereby enabling committees to review candidates with alternative experience or qualifications, where possible. Position advertisements state that WCSU may consider an equivalent combination of credentials and/or experience to meet the specified qualifications, as determined by (either or all) the Chief Human Resources Office (or an assigned designee with the Human Resources Department), Chief Diversity Officer and the hiring authority along with the search committee.

The University implemented procedure to solicit demographic data/information in which applicants are asked for this information via email. Applicants may voluntarily decline to provide the requested information, but this electronic process has led to a tremendous increase in applicant participation. Additionally, the use of a search consultant for varied “executive” searches ensured 100% of applicants responded to the University’s request for demographic data/information as the consultant highly encouraged applicants to respond to all of the University’s requests for Affirmative Action data information. In the Professional occupational category, there have been a few searches that are for grant funded positions that require this information. Therefore, the Chief Diversity Officer will actively address these specifics with applicants in the University’s requests for Affirmative Action data information.

Since September 2017, the Office of Diversity and Equity has utilized the “University Search Plan” (see attached documentation) to map out networking and recruitment opportunities to increase the number of applications for positions in the Executive/Administrative, Faculty, and Professional/Non-Faculty categories. With this new endeavor, the University has created a wider-net of applicant (minority) publications to apply for available positions, and will continue to report the outcomes in the Applicant Flow Analysis in the Affirmative Action Plan reporting period.

Since September of 2021, WCSU employment [paper] applications are no longer utilized to collect and document information necessary for an applicant of employment and does not request discriminatory data or other known information deemed discriminatory by law. To comply with Public Act 21-69, WCSU no longer accepts [paper] resumes during the initial application process for identified occupational categories unless submitted through JobAps. All application materials are now received by WCSU by the time specified on the job opening for the position. Late applications may not be submitted and will not be considered. Exceptions are rare and limited to documented events that incapacitate a candidate during the entire duration of the job posting time period. It is the candidate's obligation and responsibility to request an exception and provide a legally recognized justification to accommodate such exception.

In conjunction with the State of Connecticut Department of Administrative Services, the University utilizes JobAps [hyperlink: <https://www.jobapscloud.com/CT/>] is an state electronic centralized repository system to collect and examine the application and employment process and to collect an applicant's email address, commercial driver's license information, as well as any additional information from applicants in the Clerical/Secretarial, Service/Maintenance, Skilled Trades and Protective Services occupations.

## **(2) Job Qualifications**

### **Executive/Administrative**

The positions in this occupational category are unclassified and highly specialized in that each one is a one-of-a kind position and involves major areas of higher education administration. Recruitment for these positions can be difficult because extensive qualifications are required. The educational expectation is usually a doctorate and/or specialized terminal degree.

This requirement may reduce the number of underrepresented group candidates. However, in addition to recruiting within various professional affinity organizations, the University does advertise for and considers comparable alternative credentials and experience to improve access. Additional impediments to recruiting for this category are some of the employment conditions imposed on the Management & Confidential Employees by the Connecticut State Colleges and Universities ("CSCU"). These conditions include the inability to confer academic rank or tenure to non-teaching administrators. Loss of tenure is a critical issue to those who move from the teaching academic ranks to the administrative ranks.

Administrators want to have the ability to move between the two different employment classes as their careers move on an upward trajectory. In 2013, we were pleased that CSCU changed their policy and revoked a three (3) month non-continuation notice policy which had been imposed in 2006. This meant that with proper notification, after the first year of employment, executives and administrators could be terminated with ninety (90) days'



notice. This employment condition, combined with the lack of tenure and the high cost of living in Fairfield County, has made recruiting very difficult for the University, particularly as they are conditions over which the University has no control. The cost of living is a very difficult obstacle. The use of CSCU salary ranges and the State of Connecticut use are consistent across the state. However, the cost of living differs greatly from Fairfield County to Willimantic County. It is difficult to find satisfactory solutions within the boundaries of the State. We are able to offer some relocation assistance to Management/Confidential and instructional faculty from underrepresented minority groups but that does not counteract the day-to day demands.

### Faculty

Job requirements for faculty members are usually demanding. The applicants must possess doctorates or have all requirements for their doctorates completed except for their dissertations ("All but Dissertation" status) or other terminal degrees in order to meet accreditation standards for the School and/or discipline.

Search committees seek applicants who meet not only the minimum qualifications but also the preferred qualifications. The quality of the applicants' credentials significantly impacts the selection of the final candidates. Setting high levels of educational and experiential qualifications may limit the number of applicants who are members of underutilized groups. Competition to recruit minority candidates is intense. Collective bargaining salary caps, high course loads, and limited research funds all impact the University's ability to recruit. However, the University has considered candidates who have not yet obtained their terminal degree, contingent upon receiving the appropriate degree by the time appointment has been offered. Department members who attend professional conferences and workshops are also encouraged to conduct interest discussions with potential candidates.

### Professional/Non-Faculty

The Professional/Non-Faculty category consists of administrative faculty members who support all aspects of the University in divisions such as Student Affairs, Finance and Administration, Academic Affairs, and University Computing.

The job qualifications for each administrative faculty position are set out in a job description reviewed by the State University Organization of Administrative Faculty (SUOAF/AFSCME) union and management. All positions require a minimum of a Bachelor's degree, with many positions requiring a Master's degree and several years of relevant administrative experience.

The recruitment and selection process mandated by the SUOAF/AFSCME collective bargaining agreement requires that any vacancy or promotional opportunity must be posted internally so that bargaining unit members of the Connecticut State University System are afforded the opportunity to apply for the opportunity before external recruitment can be initiated. The bargaining unit member must communicate their interest to Human

Resources within ten (10) working days of the vacancy notification. This process facilitates upward mobility but can result in a limited pool of candidates.

Or (or around) November 2017, the Department of Administrative Services for the State of Connecticut implemented the use of JobAps, the new applicant recruitment system to improve the State's hiring process with classified positions. The Chief Diversity Officer, in collaboration with the representatives of the Human Resources Department actively train search committees on the use of this new system and its functionality in administrative searches. The review of applications and credentials/qualifications for classified positions has been changed to permit for equitable review of applications through this new system. Civil service certification lists are no longer commonly used upon the implementation of this new system.

### Clerical

Job qualifications and specifications are set by the State of Connecticut's Department of Administrative Services for these positions. Candidates are often selected from SEBAC and/or re-employment lists. Recruitment for clerical positions is often difficult because it is defined by the regulatory framework within which recruitment and selection must be conducted. Until recently, the state certification examinations were held only in Hartford, making it inconvenient for potential local applicants who lacked transportation to get to the examination, but would be able to utilize mass transit for commuting to local job opportunities. The addition of more testing sites by DAS has begun to ease this difficulty.

### Technical/Paraprofessional

Positions within this category are specialized and require experience and/or education in specific types of work. Candidates for these positions must be on the appropriate state certification list at the time of appointment to the position. It can be difficult to effectively target recruitment efforts towards underrepresented group members with the intent of advising them on how to apply for and take the appropriate state certification examination as the vacancies occur rarely and the examinations are given even more infrequently.

### Skilled Crafts

The stringent qualifications for positions in this category may prevent some underutilized class members from applying for employment opportunities if they lack the requisite skills. Management makes information available to its employees regarding education, skills, and experience needed for each job in the career ladder. In addition, the Connecticut Employee Union Independent bargaining agreement requires that each vacancy shall first be filled by transfer from within the agency then filled by promotion from within the agency. Any employee who is seeking a transfer or promotion to another position within the agency shall be given preference over new hires unless he/she is not qualified to perform the job. Affirmative Action/EEO gains through external hires are compromised when vacancies within this category are generally filled by transfer or promotion.

Salary rates are an important factor that impacts the University's recruitment efforts in this category. Salary rates in this occupational category are not competitive with the local job market. Consequently, local minority skilled crafts workers are able to earn more in the private sector than at the University. Therefore, where possible, the University uses in-house training opportunities to develop internal pools of minority group members.

#### Service Maintenance

As with the Skilled Crafts classification the Connecticut Employee Union Independent bargaining agreement requires that each vacancy shall first be filled by transfer from within the agency then filled by promotion, based on seniority, from within the agency. Any employee who is seeking a transfer or promotion to another position within the agency shall be given preference over new hires unless he/she is not qualified to perform the job. Affirmative Action/EEO gains through external hires are compromised when vacancies within this category are generally filled by transfer or promotion. These contractual requirements can serve to limit the University's ability to recruit minority group members for positions in this category.

#### Protective Services

The recruitment of females, especially minority females, into positions traditionally held by males, such as Police Officer, is difficult statewide. Additionally, at the University level, salary rates are not competitive with the local market. Consequently, many females and minority group members are able to earn more through salary and overtime with municipal and county agencies. However, Department members who attend professional conferences and workshops are encouraged to conduct interest discussions with potential candidates.

### **(3) Recruitment Practices**

Western Connecticut State University ("WCSU" or "University") has a sound and extensive affirmative action recruitment structure and is attentive to expanding its recruitment sources. During the reporting period, the University has implemented new procedures with the use of search committee participants to recruit at conferences, events and/or publicized areas for potential applicants that target women, minorities, disabled individuals, and/or veterans. The University continuously strives to increase the affirmative action applicant flow and has developed a recruitment base for all race/sex groups, persons with physical disabilities, veterans, and older persons. Recruitment strategies include memberships in organizations with minority memberships and/or affiliations, professional websites that target women and minorities, disabled individuals, and/or veterans, posting notices on the University's website as well as the State of Connecticut Department of Administrative Services website, including the use and executed actions of JobAps (see page one for more explanation), and mailing of E-alert notices to candidates on the State of Connecticut JobAps submission(s) [hyperlink: <https://www.jobapscloud.com/CT/>].

#### **(4) Personnel Policies**

WCSU personnel policies are designed to ensure fair and equal treatment.

The Chief Human Resources Officer is charged with conducting a final review of all personnel policies and procedures prior to implementation in order to ensure that no policy or procedure impedes or prevents the full and fair participation of protected race/sex group members, persons with physical or other disabilities, veterans, and older persons in the employment process and work force. The Chief Diversity Officer and the Chief of Human Resources Officer review personnel policies and procedures to ensure validation and made modifications where appropriate. Those personnel policies that are determined by collective bargaining obligations may be changed only through that process.

#### **(5) Orientation**

All new hires receive an employment orientation from Human Resources Department as part of the employment process. This entails an orientation on all pertinent aspects of the individual's employment at Western Connecticut State University ("WCSU" or "University"). Members from the Human Resources Department provides all new employees the New CSCU web-based training portal, employee guide to employment related university policies, the employee benefits handbook, as well as a copy of one or more of the appropriate Collective Bargaining Agreement, as it is applicable. Hiring Managers/Supervisors provide new employees with a separate departmental/divisional/office orientation to the work location, department/divisional staff and other areas. All pertinent Affirmative Action/EEO policies are regularly provided to new and continuing employees through the University's Human Resources Department/Office of Diversity and Equity website, general poster(s) and signage throughout the University and quarterly scheduled cultural diversity training.

#### **(6) Training**

The University fosters and encourages employees to participate in training programs which will assist in their job responsibilities and their professional growth. To that end, the University provides in-house training in computer skills, blood borne pathogens, and supervisory skills, as well as makes available information on in-service training offered by the State of Connecticut Department of Administrative Services. An increasing number of trainings are offered through on-line resources. This increases the ability of the University to make training more accessible to a broader audience. Through programs such as tuition reimbursement, tuition waivers, and collective bargaining agreements, employees have the opportunity to pursue other training options including college courses. All training is provided to all occupational categories in a non-discriminatory manner. There are no discriminatory or access barriers with attendance at training events. Seminars, workshops, and other training aspects of the University are available throughout the academic year and

are widely publicized. Mandatory training for sexual misconduct and cultural diversity trainings are also widely disseminated and publicized to all employees.

**(8) Counseling**

Counseling is available to all employees from either the Office of Diversity & Equity and Human Resources staff on an ongoing basis. The Office of Diversity and Equity as well as the members of the Human Resources Department are easily accessible to employees for this purpose as is the staff of Career Services Personal counseling services are available through the Employee Assistance Program (EAP). More specific information is available in Section N, Element No. 14, Career Mobility.

**(9) Discrimination Complaint Process**

All employees have access to grievance procedures through their collective bargaining agreement and/or the Connecticut State Colleges and Universities (“CSCU”) Personnel Policies. Fair and equitable treatment is the objective of the grievance procedures. The Office of Diversity & Equity and Human Resources staff work closely to accomplish these objectives. Additionally, all employees are provided with a copy of the University’s Discrimination Complaint Procedures. These documents are also available in the Office of Diversity & Equity and are also been posted on the website at [www.wcsu.edu/diversity](http://www.wcsu.edu/diversity).

**(10) Evaluation**

Performance appraisals are required for all University positions, in accordance with State of Connecticut Human Resources system. Performance appraisals are posted and available under Section III re: Evaluation Forms on the Human Resources Department website at [http://www.wcsu.edu/hr/forms/WCSU\\_HRForms.asp](http://www.wcsu.edu/hr/forms/WCSU_HRForms.asp).

Union contract provisions provide that performance evaluations less than satisfactory may be grieved.

The performance of unclassified Management/Confidential staff are evaluated on an annual basis. Based on the Human Resource Policies for the Connecticut State Colleges and Universities, the appropriate University President and Chief Executive Officers will review the performance appraisals. Information about performance appraisals can be found at: <http://www.ct.edu/files/pdfs/hr-policies-management-confidential.pdf>

**(11) Layoffs**

During the reporting period, the University *did not* experience any layoffs.

**(12) Termination**

Since May 2019, the Office of Diversity & Equity has begun to accept electronic/online exit questionnaires/surveys from separated employees in order to gain firsthand knowledge of the reasons employees are ending their employment with the University. During the reporting period, there were *no* exit interview conferences with separating employees regarding the reason(s) why an employee was separating from employment and if the action was due to discriminatory treatment.

During this reporting period, the primary reason(s) given by many employees were the uncertainty of economic/personal conditions in the State, promotional opportunities elsewhere and/or changes to State retiree benefits. The University will continue its exit interview practice in order to assure that disparities do not exist in this area.

As a (completed) program goal, the Office of Diversity and Equity has been reviewing a series of electronic/online exit questionnaires/surveys (see attached documentation) to execute this task with separating employees.

Information about electronic/online exit questionnaires/surveys can be found at:  
<http://wcsu.edu/diversity/exit-interview-questionnaire/>

This project was completed in (or around) April 15, 2019 as evaluated.

- (b) The University has undertaken an examination for each occupational category or job title examined in subsection (a) of this section, the University's Affirmative Action Plan listed all non-quantifiable elements of the employment process that were identified as a problem area.
- (c) The University has examined all aspects of the employment process itemized in subsection (a) of this section to identify whether any employment policy or practice may impede or prevent the full and fair participation of individuals with disabilities and older persons in the workforce. The University did not identify any employment policy and/or practice that adversely affected any minority group candidates, including any self-identified, physically disabled persons and/or older persons.

**Section K**

**Element No. 11**

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**PROGRAM GOALS**

Séc. 46a-68-88

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## Program Goals

Under Section 46a-68-88(a) and (b) of the Affirmative Action Regulations of Connecticut State Agencies, Western Connecticut State University (“WCSU” or “University”) has identified, under Section 46a-68-43, any employment practice or policy that has adversely affected protected race and sex group members, the physically disabled or older persons.

In the 2022 Affirmative Action reporting period, the University will implement and/or execute one (1) newly listed *program goal* to report on for the next reporting period:

1. A program goal was set for the WCSU Office of Diversity and Equity (“ODE”) to develop and implement pipeline initiatives with a new institutional membership to the National Association of Colleges and Employers (“NACE”): <https://www.naceweb.org/> and a virtual institutional membership with [www.RippleMatch.com](http://www.RippleMatch.com):

<https://f.hubspotusercontent20.net/hubfs/8139278/RippleMatch%20Guide%20To%20Recruiting%20at%20HBCUs.pdf> .

These new initiatives are in an effort to extend and diversify outreach of potential graduate and doctoral students at HBCU’s and HSI’s. The pipeline initiatives will include a communication package to twenty (20) HBCU and HSI institutions to heightened efforts to intentionally draw from the broad national network to fill existing faculty and administrative positions with emerging, graduating undergraduate and graduate students. The Chief Diversity Officer will oversee the management of the new initiative and communication package to introduce the effort and build the contact network.

**Progress:** Beginning in September 2022, the Chief Diversity Officer will work to achieve this programmatic goal by implementing and establishing a virtual resource guide, HBCU contact listing(s) and to promote academic and administrative positions through these new resources. This program goal will reach completion by or before March 31, 2023.

During the 2021-2022 Affirmative Action reporting period, the University implemented and/or executed 100% the following one (1) listed program goal:

2. A program goal was set for the WCSU Office of Diversity and Equity (“ODE”) to develop and implement pipeline initiatives with a new institutional membership through the Hispanic Association of Colleges and Universities (“HACU”):

<https://www.hacu.net/hacu/default.asp>

Hispanic Education Technology Services (“HETS”): <https://hets.org>

**Progress:** This goal was fully achieved. The Chief Diversity Officer was appointed as a university official/representative, on behalf of the President, to oversee and monitor the



university initiative and recruitment opportunities for the university. The new membership/collaborative was executed (completed) on April 23, 2021.

- (b) The University have established the noted programs goals as meaningful, measurable and reasonably attainable, and consistent with Section 46a-68-92 of the Affirmative Action Regulations of Connecticut State Agencies, to ensure that:
  - (1) the University actively promotes equal opportunity and ensuring that all workplaces are free of discrimination;
  - (2) the University promotes opportunities for all qualified applicants including underutilized groups;
  - (3) the University utilizes a fair and nondiscriminatory recruitment and selection process; and
  - (4) the University promotes career development opportunities to all interested and qualified employees, including minorities and women.
- (c) The University has and will continue to extend a level of cooperation to other Universities and/or agencies to implement a program goal. The University acknowledges this mandate and maintains records of any requests and/or contact with other Universities and/or agencies whose cooperation is requested and to report on the outcome of such request. During the reporting period, the University did not have any such contact and/or requests.
- (d) During the reporting period, the University did not identify any employment policy or practice that adversely affects any minority group candidates, including physically disabled persons or older persons.

The University will continue to examine its hiring processes to determine if there are any mitigating factors which would contribute to any imbalance on the hiring process and scrutinize said process to determine if any factors impede the full and fair participation of underrepresented group members. The Chief Diversity Officer meets with all search committees and hiring managers to ensure that the interview process is conducted in a non-discriminatory manner as well as to ensure that the integrity of the interview process is maintained and that all applicants are treated with fairness and equity throughout the employment process.

Section K

Element No. 11

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**PROGRAM GOALS**

Sec. 46a-68-88

(ATTACHMENTS AND DOCUMENTATION)

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Re: HACU Membership has been Deactivated (follow up response)

Jesenia Minier <minierj@wcsu.edu>

Wed 2/15/2023 11:46 AM

To: Paul Beran <beranp@wcsu.edu>

Cc: Mary O'Connor <oconnorma@wcsu.edu>; Carina Bandhauer <bandhauerc@wcsu.edu>

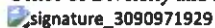
Good day Dr. Beran,

Thank you for responding and sharing this great news with both Dr. Bandhauer and myself. I'd also like to share that I'm working with Dr. John-Paul Chasson-Cardenas, Vice President for Diversity, Equity and Inclusion with CT State Community College to work collaboratively on the filing of the institutional HSI Designation applications for CT STATE and Western Connecticut State University. Dr. Chasson-Cardenas also wanted my consultation and guidance to have a website design/publication and dashboard/timelines for the HSI designation for each institution and so we're collaborating on this initiative as well.

We're initiating the first steps for the federal funding applications for both institutions and I'll gladly discuss more at a later date.

Thank you. Jesenia

Jesenia Minier, MPA, DPA  
Chief Diversity Officer  
ADA and Title IX Coordinator  
Office of Diversity and Equity/Pride Center

signature\_3090971929

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cidimage006.png@01D7F0E7.98E3B350 cidimage008.png@01D7F0E7.98E3B350  HETS » Hispanic Educational Technology Services

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From: Paul Beran <beranp@wcsu.edu>

Date: Tuesday, February 14, 2023 at 9:41 AM

To: Jesenia Minier <minierj@wcsu.edu>, Carina Bandhauer <bandhauerc@wcsu.edu>

Cc: Mary O'Connor <oconnorma@wcsu.edu>

Subject: RE: HACU Membership has been Deactivated (response)

To Drs Minier and Bandhauer:

I am having my Exec Asst. Mary O'Connor find out about this situation and get it paid and WCSU back in good standing. WCSU has met the criteria to be recognized as an Hispanic Serving Institution so membership is important for all the connections it provides. This situation appears to be a confusion about having gone to Dr. Clark's email instead of to this office.

Thanks for bringing it to my attention.

Paul B.

**Paul B. Beran, Ph.D.**

*(he/him/his)*

Interim President

Western Connecticut State University

181 White Street, Danbury CT 06810

Office: (203) 837-8300 Fax: (203) 837-8283

Cell: (203) 501-3950

Email: [beranp@wcsu.edu](mailto:beranp@wcsu.edu)



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From: Jesenia Minier <minierj@wcsu.edu>

Sent: Tuesday, February 14, 2023 9:21 AM

To: Carina Bandhauer <bandhauerc@wcsu.edu>  
Cc: Paul Beran <beranp@wcsu.edu>; Mary O'Connor <oconnorma@wcsu.edu>  
Subject: Re: HACU Membership has been Deactivated (response)

Good day Professor Bandhauer,

To date, I updated all of the contact information and student population figures on the HACU renewal membership. This was already submitted to HACU and the WCSU President's Office several weeks ago. If there is a discrepancy or issue with the institutional membership, I would kindly ask that you contact Ms. Mary O'Connor, Executive Assistant to the President for general assistance. I have copied both President Beran and Ms. O'Connor on this communication.


Thank you. Jesenia

Jesenia Minier, MPA, DPA

Chief Diversity Officer

ADA and Title IX Coordinator

Office of Diversity and Equity/Pride Center

signature\_3398834450

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From: Carina Bandhauer <bandhauerc@wcsu.edu>  
Sent: Monday, February 13, 2023 6:59 PM  
To: Jesenia Minier <minierj@wcsu.edu>  
Subject: HACU Membership has been Deactivated

Hi Jesenia,

I'm not sure if there has been a mess up somewhere - did this get switched over and HACU just doesn't recognize it?

Best,

Carina

**Carina A. Bandhauer, PhD** (she/her)

Chair, Department of Social Sciences

Professor of Sociology

Warner Hall 207

Western Connecticut State University

181 White Street, Danbury, CT 06810

**Spring 2023 Office Hours** - M · T · R from 12:30-2:15pm; · and W & F by appointment

**Office** 203.837.8650 | **Department** 203.837.8484

**Email** [bandhauerc@wcsu.edu](mailto:bandhauerc@wcsu.edu) | **Visit Us:** [www.wcsu.edu/socsci](http://www.wcsu.edu/socsci)



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**Land Acknowledgement.** WCSU sits on the traditional homelands of the Mohican, Schaghticoke, Weantinock, Paugussett, Pootatuck, Pequannock, Wiechquaesgeck, and others.

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**From:** memberinfo <[memberinfo@hacu.net](mailto:memberinfo@hacu.net)>  
**Sent:** Monday, February 13, 2023 04:37 PM  
**To:** Carina Bandhauer <[bandhauerc@wcsu.edu](mailto:bandhauerc@wcsu.edu)>  
**Subject:** Courtesy Copy - Your HACU National Institutional Membership has been Deactivated

**Please be cautious**  
This email was sent from outside of your organization



February 13, 2023

Dear Dr. Bandhauer:

Please see below a courtesy copy of the deactivation notice sent to your institution's president.

Feel free to contact the membership department if you have any questions.

Thank you for your support,

**Membership Department**  
Hispanic Association of Colleges and Universities (HACU)  
8415 Datapoint Drive Ste. 400 | San Antonio, TX 78229  
(210) 576-3213 Phone | (210) 692-0823 Fax  
[memberinfo@hacu.net](mailto:memberinfo@hacu.net)

---

February 13, 2023

John B. Clark Ed.D.  
President  
Western Connecticut State University  
181 White Street  
Danbury, CT 6810

**Re: Your HACU National Institutional Membership has been Deactivated**

Dear Dr. Clark:

The Hispanic Association of Colleges and Universities (HACU) has concluded its renewal period for 2023. Our records show that your institution's membership expired December 31, 2022, and it was not renewed for this coming year. All memberships not renewed were officially **deactivated** as of **February 7, 2023**. If this has been an oversight and you are interested in renewing your membership, please contact us at [memberinfo@hacu.net](mailto:memberinfo@hacu.net) or by phone at (210) 576-3213.

Thank you for your past membership support. We certainly hope to count Western Connecticut State University as a HACU member again soon.

Sincerely,

HACU Membership Department

THE CHAMPIONS OF HISPANIC SUCCESS IN HIGHER EDUCATION

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Re: Conference program for the HETS 2023 Best Practices Showcase

Jesenia Minier <minierj@wcsu.edu>

Wed 1/25/2023 11:26 AM

To: Paul Beran <beranp@wcsu.edu>

Good day President Beran,

Believe me I'm in the same boat here!

Dr. Montalvo described it differently to me as well and I didn't have the program until this morning. I'll reach out to her this afternoon to ask more questions and understand the different presentations offered at the virtual conference. It's the first time WCSU would be attending this event [virtually]. I've only attended the Summer board meetings, and not this event.

I'll send more clarification on what was shared about this upcoming conference.

Best. Jesenia

Jesenia Minier, MPA  
Chief Diversity Officer  
ADA and Title IX Coordinator  
Office of Diversity and Equity/Pride Center

signature\_4274736887

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International school Barcelona » Gresol International-American School

cidimage011.png@01D7F0E7.98E3B350 cidimage002.png@01D8B3BE.C386D020

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**From:** Paul Beran <beranp@wcsu.edu>

**Date:** Wednesday, January 25, 2023 at 11:13 AM

**To:** Jesenia Minier <minierj@wcsu.edu>

**Subject:** RE: Conference program for the HETS 2023 Best Practices Showcase

Jesenia,

I guess I did not understand correctly what this conference was about. This is an academic conference of various discipline specific areas—some of it is in Spanish and some in English. I thought there would be programs that specifically talked about the integration of Spanish/foreign language into the support structure of classes taught for a predominantly English speaking population. I don't see any of that here—these are academicians sharing what they are doing in their various disciplines to build their resumes for promotion. I only saw one or two potential programs that I might be interested based on my comments above. I will relook this week and let you know if I want access

**Paul B. Beran, Ph.D.**

*(he/him/his)*

Interim President

Western Connecticut State University

181 White Street, Danbury CT 06810

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Cell: (203) 501-3950

Email: [beranp@wcsu.edu](mailto:beranp@wcsu.edu)



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**From:** Jesenia Minier <minierj@wcsu.edu>

**Sent:** Wednesday, January 25, 2023 8:38 AM

**To:** Paul Beran <beranp@wcsu.edu>

**Cc:** Mary O'Connor <oconnorma@wcsu.edu>; Keisha Stokes <stokesk@wcsu.edu>

**Subject:** FW: Conference program for the HETS 2023 Best Practices Showcase

Good morning President Beran,

As mentioned, please see the attached and below for next week's virtual attendance at the HETS Best Practices Showcase. At this time, if you wish to attend, please advise so I can work with Keisha to submit your online registration. If you wish to attend briefly in-part for any of the two day virtual events, please also advise and I'll contact Dr. Yubelkys Montalvo to arrange for a temporary log-in for your attendance on either date.

Best. Jesenia

Jesenia Minier, MPA

Chief Diversity Officer

ADA and Title IX Coordinator

Office of Diversity and Equity/Pride Center





181 White Street  
 Midtown Campus, University Hall, 2<sup>nd</sup> Fl. Suite  
 Danbury, Connecticut 06810  
 Telephone: (203) 837-8444  
 Fax: (203) 837-8503

**PRONOUNS: SHE, HER, HERS - what's this?**  
*Why do I include pronouns in my signature*

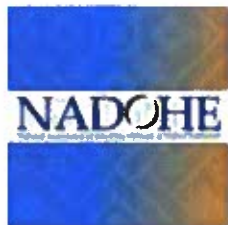
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 UNIVERSITIES



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**From:** Yubelkys Montalvo <[Yubelkys\\_Montalvo@inter.edu](mailto:Yubelkys_Montalvo@inter.edu)>  
**Date:** Tuesday, January 24, 2023 at 11:23 PM  
**To:** Jesenia Minier <[minierj@wcsu.edu](mailto:minierj@wcsu.edu)>  
**Subject:** FW: Conference program for the HETS 2023 Best Practices Showcase

**Please be cautious**  
 This email was sent from outside of your organization

Dear:

Hope you are doing fine. We are pleased to share the Best Practices Showcase **Program attached** including more than 20 presentations from different member institutions that will share their experience and innovative use in integrating technology into teaching and learning. In addition, for the first time, talented students will also present their innovative projects.

We will appreciate your support in inviting your faculty, administrators, and students to register online ([Registration \(hets.org\)](https://hets.org)), and take advantage of the HETS member rates as follows:

- **Participant HETS members In-person (both days): \$200 or (one day): \$100**
- **Participant HETS Members - Virtual (both days): \$100 or (one day): \$50**
- **Student Participant HETS Members - In-person (both days): \$50 or (one day): \$25**
- **Virtual Student Presenters or Participants - (both days or one day): free of charge**

If you need additional information, do not hesitate to contact us by email or (787) 616-3201.

Have a wonderful day,

Yubelkys

From: HETS <[info+hets.org@ccsend.com](mailto:info+hets.org@ccsend.com)>  
Sent: Friday, January 20, 2023 2:14 PM  
To: Yubelkys Montalvo <[Yubelkys\\_Montalvo@inter.edu](mailto:Yubelkys_Montalvo@inter.edu)>  
Subject: Register today for HETS 2023 Best Practices Showcase!



**Register today for  
HETS 2023 Best Practices Showcase**



HETS invites you to register to participate in its annual conference, *Best Practices Showcase 2023* (BPS), to be held, in a hybrid modality, on **February 2 and 3, 2023** at the Ana G. Méndez University, Carolina Campus. Higher education institutions and organizations in Puerto Rico and the United States, will be showcasing their expertise and innovative use in the integration of technology in teaching and learning.

The Conference's main purpose is to highlight and celebrate the outstanding work of HETS member institutions in meaningfully and strategically using technology to achieve Hispanic student success. In this, its thirteenth edition, HETS aims at providing, for the first time, a forum for talented students to also showcase the innovative projects they have been working within the academia.

**Spaces are limited! Register today!**

- For registration fees and to register online click [here](#).
- Access the Program [here](#).

"This year, the Conference will be featuring close to 25 presentations highlighting innovative projects in the areas of access, retention, and online learning and technology integration, including student's presentations. It will be a great occasion to gather so many of our member institutions, as we celebrate our organization's 30<sup>th</sup> anniversary", expressed Dr. Yubelkys Montalvo, HETS Executive Director.

As the keynote speaker for the opening plenary, the event will be featuring Dr. Stella Porto, Senior Learning Specialist at the Interamerican Development Bank (IDB) in Washington, DC, who will discuss the state of access to higher education opportunities for students. Dr. Porto will focus her presentation on important tools like the micro credentials and open badges, which can help dealing with the current challenges of reduced enrolments, barriers to student access and increased dropout rates. She will discuss how these tools can benefit institutions and students, expanding their learning opportunities and its strong connections with the labor market. In addition, she will share some of the experiences at IDB in the adoption of open badges.

The event is supported by the Ana G. Méndez University and the following corporate partners: Anthology, CampusCare, COBIMET, ETS, InQmatic, Interstaff, Puerto Rico Top Level Domain, and uPlanner.

More information

HETS Consortium | (787) 250-1912 x2372, 2373 | e: [info@hets.org](mailto:info@hets.org) | [www.hets.org](http://www.hets.org)



HETS | Inter American University PR | Office 128, P.O. Box 191293 , San Juan, 00919-1293 Puerto Rico

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**CONFERENCE PROGRAM**

TIME	1ST DAY – THURSDAY, FEBRUARY 2, 2023	PLACE
8:00 AM (AST/PR TIME)	<b>Registration and Continental Breakfast</b>	Jesús T. Piñero Building Square, Ana G. Méndez University, Carolina Campus
9:00 AM (AST/PR TIME)	<p><b>Welcome Remarks:</b>                      Dr. Yubelkys Montalvo, HETS Executive Director and Dr. Carlos Morales, HETS Chair and President, Tarrant County College - Connect Campus.</p> <p><b>Opening Plenary: TBC</b></p> <p><b>Speaker: TBC</b></p> <p><b>Language: English</b></p>	<p>Haydeé Piñero Buck Auditorium, Ana G. Méndez University, Carolina Campus</p> <p><b>Zoom link: Available soon</b>  <b>Evaluation link: Available soon</b></p>
10:30 AM – 12:30 PM (AST/PR TIME)	<b>Coffee Station</b>	Jesús T. Piñero Building Square

CONCURRENT SESSIONS	PLACE		
	Haydeé Piñero Buck Auditorium	Hall F (A142)	Hall F (A143)
10:40 AM – 11:30 AM (AST/PR TIME)	<p><b>Student   Technology Integration (Track Winners):</b>  <b><u>Entrepreneurship for the future</u></b></p> <p><b>Presenters:</b> <u>Delisse Ríos Camacho</u> and <u>Penélope Mieses Paulino</u>, Ana G. Méndez University, Cupey Campus</p> <p><b>Language: Spanish</b></p> <p><b>In-Person</b></p> <p><b>Zoom link: Available soon</b>  <b>Evaluation link: Available soon</b></p>	<p><b>Online Learning: <u>Active learning in a virtual cybersecurity apprenticeship</u></b></p> <p><b>Presenters:</b> <u>Amy Ramson, Esq.</u>, and <u>Lisanette Rosario</u>, Hostos Community College</p> <p><b>Language: English</b></p> <p><b>In-Person</b></p> <p><b>Zoom link: Available soon</b>  <b>Evaluation link: Available soon</b></p>	<p><b>Retention: <u>Prelude to the first semester in Higher Education</u></b></p> <p><b>Presenters:</b> <u>Dr. Mary Jo Parker</u>, University of Houston Downtown</p> <p><b>Language: English</b></p> <p><b>In-Person</b></p> <p><b>Zoom link: Available soon</b>  <b>Evaluation link: Available soon</b></p>
11:40 AM – 12:30 PM (AST/PR TIME)	<p><b>Special presentation:</b>  <b><u>"Desarrolla tu proyecto de vida"</u></b></p> <p><b>Presenters:</b> <u>Dr. José "Joe" Díaz</u>, Presidente, Peak Performance: Research, Training &amp; Consulting Group, Inc.</p> <p><b>Language: Spanish</b></p> <p><b>In-Person</b></p> <p><b>Zoom link: Available soon</b>  <b>Evaluation link: Available soon</b></p>		

TIME	1ST DAY – THURSDAY, FEBRUARY 2, 2023	PLACE
12:30 PM – 1:30 PM (AST/PR TIME)	Lunch	Jesús T. Piñero Building Square, Ana G. Méndez University, Carolina Campus
1:30 PM – 4:30 PM (AST/PR TIME)	Coffee Station	Jesús T. Piñero Building Square, Ana G. Méndez University, Carolina Campus

CONCURRENT SESSIONS	PLACE		
	Haydeé Piñero Buck Auditorium	Hall F (A142)	Hall F (A143)
1:30 PM – 2:20 PM (AST/PR TIME)	<p><b>Online Learning:</b> <a href="#">Biblioteca de Administración de Empresas Research Toolkit (BAERT) de la Universidad de Puerto Rico en Río Piedras (UPR-RP)</a></p> <p><b>Presenters:</b> <a href="#">Snejanka Penkova</a>, <a href="#">Lourdes Cádiz-Ocasio</a>, <a href="#">Loyda Nieves-Ayala</a> and <a href="#">José Román-Nieves</a>, University of Puerto Rico, Río Piedras</p> <p>Language: Spanish</p> <p>Virtual</p> <p>Zoom link: Available soon Evaluation link: Available soon</p>	<p><b>Student   Technology Integration:</b> <a href="#">Investigating plant traits from sites across Texas incorporating laboratory technology</a></p> <p><b>Presenters:</b> <a href="#">Ragad Abu Alteen</a>, <a href="#">Hatoon Badawi</a> and <a href="#">Carlina Schubert</a>, University of Houston-Downtown Campus</p> <p>Language: English</p> <p>In-Person</p> <p>Zoom link: Available soon Evaluation link: Available soon</p>	<p><b>Online Learning:</b> <a href="#">Fully integrated musculoskeletal point of care ultrasound training for chiropractic students</a></p> <p><b>Presenters:</b> <a href="#">Jake C. Halverson, DC, DACBR, RMSK</a>, Universidad Central del Caribe</p> <p>Language: English</p> <p>In-person</p> <p>Zoom link: Available soon Evaluation link: Available soon</p>
2:30 PM – 3:20 PM (AST/PR TIME)	<p><b>Retention:</b> <a href="#">Increasing student success in STEM</a></p> <p><b>Presenters:</b> <a href="#">Agda Cordero</a> and <a href="#">Iliana Ballester Panelli</a>, Universidad del Sagrado Corazón</p> <p>Language: Spanish</p> <p>In-person</p> <p>Zoom link: Available soon Evaluation link: Available soon</p>	<p><b>Student   Technology Integration:</b> <a href="#">The use of technology in Chemistry research</a></p> <p><b>Presenter:</b> <a href="#">Maria Longoria</a>, University of Houston-Downtown</p> <p>Language: English</p> <p>In-person</p> <p>Zoom link: Available soon Evaluation link: Available soon</p>	<p><b>Access:</b> <a href="#">Leadership in undergraduate research in Biology: An innovative approach for assessments</a></p> <p><b>Presenter:</b> <a href="#">Dr. José I. Ramirez Domenech</a>, Inter American University of Puerto Rico, Ponce Campus</p> <p>Language: English</p> <p>In-Person</p> <p>Zoom link: Available soon Evaluation link: Available soon</p>
3:30 PM – 4:20 PM (AST/PR TIME)	<p><b>Online Learning:</b> <a href="#">Estudio cualitativo descriptivo sobre las competencias tecnológicas y la planificación pedagógica de los docentes de educación de carreras ocupacionales en entornos virtuales</a></p> <p><b>Presenter:</b> <a href="#">Dr. José M. Cotto Hernández</a>, Inter American University of Puerto Rico, Ponce Campus</p> <p>Language: Spanish</p> <p>In-person</p> <p>Zoom link: Available soon Evaluation link: Available soon</p>	<p><b>Student   Technology Integration:</b> <a href="#">Bio-friendly alternative to Xylene in histological staining procedures</a></p> <p><b>Presenter:</b> <a href="#">Dennia Maria Castro</a>, University of Houston-Downtown</p> <p>Language: English</p> <p>Virtual</p> <p>Zoom link: Available soon Evaluation link: Available soon</p>	<p><b>Online Learning and Technology Integration:</b> <a href="#">Cognitive presence in online learning: a conceptual and practical view</a></p> <p><b>Presenters:</b> <a href="#">Dr. Lisbel Correa</a>, Inter American University of Puerto Rico, Ponce Campus</p> <p>Language: English</p> <p>In-person</p> <p>Zoom link: Available soon Evaluation link: Available soon</p>

1:30 PM – 4:30 PM (AST/PR TIME)	<b>Closed session: HETS Board of Directors Meeting</b>	Conference Room, Chancellor's Building
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**CONFERENCE PROGRAM**

TIME	2ND DAY – FRIDAY, FEBRUARY 3, 2023	PLACE
8:30 AM – 9:30 AM (AST/PR TIME)	<b>Registration and Continental Breakfast</b>	Jesús T. Piñero Building Square, Ana G. Méndez University, Carolina Campus
9:30 AM – 10:30 AM (AST/PR TIME)	<b>Plenary – Track Winner’s Panel:</b>  Panelists: <b>Access Track</b> - <a href="#">Karla C. Colón Romero</a> ; <b>Online Learning Track</b> - <a href="#">Diana M. López Robledo</a> ; <b>Retention Track</b> : <a href="#">Sandra Mejía</a> ; and <b>Student Track</b> : <a href="#">Penélope Mieses Paulino</a>  Language: English & Spanish	Haydeé Piñero Buck Auditorium, Ana G. Méndez University, Carolina Campus  Zoom link: Available soon  Evaluation link: Available soon
10:30 AM – 12:30 PM (AST/PR TIME)	<b>Coffee Station</b>	Jesús T. Piñero Building Square, Ana G. Méndez University, Carolina Campus

**CONCURRENT SESSIONS**

**PLACE**

Haydeé Piñero Buck Auditorium

Hall F (A142)

Hall F (A143)

10:40 AM – 11:30 AM (AST/PR TIME)	<b>Access (Track Winner):</b> <a href="#">Demanda de cupos en la educación superior a distancia de Puerto Rico: Análisis retrospectivo y prospectivo</a>  <b>Presenter:</b> <a href="#">Karla C. Colón Romero</a> , Universidad Central del Caribe  Language: Spanish  In-Person  Zoom link: Available soon Evaluation link: Available soon	<b>Student   Technology Integration:</b> <a href="#">Rapid tolerance in drosophila melanogaster</a>  <b>Presenter:</b> <a href="#">Joel Enrique Osegueda Delgado</a> , University of Houston-Downtown  Language: English  In-Person  Zoom link: Available soon Evaluation link: Available soon	<b>Online Learning:</b> <a href="#">An exploratory evaluation of student engagement through content annotation in a large, asynchronous, graduate level online course at a predominately Hispanic Serving Institution</a>  <b>Presenter:</b> <a href="#">Dr. Paul Sale</a> , University of Texas Rio Grande Valley  Language: English  In-Person  Zoom link: Available soon Evaluation link: Available soon
11:40 AM – 12:30 PM (AST/PR TIME)	<b>Access:</b> <a href="#">El Viaje de Hilda</a>  <b>Presenters:</b> <a href="#">Roberto Rivera</a> , <a href="#">Claudia Vela</a> , and <a href="#">Elizabeth Zamarrón</a> , University of Texas Rio Grande Valley  Language: Spanish  In-Person  Zoom link: Available soon Evaluation link: Available soon	<b>Access:</b> <a href="#">CSUF’s Center for Equitable Digital Access</a>  <b>Presenters:</b> <a href="#">Dr. Amir Dabirian</a> and <a href="#">Gabby Guzman Burns</a> , California State University, Fullerton  Language: English  Virtual  Zoom link: Available soon Evaluation link: Available soon	<b>Retention (Track Winners):</b> <a href="#">Student retention and engagement through small business internships</a>  <b>Presenters:</b> <a href="#">Assuanta Howard</a> and <a href="#">Sandra Mejía</a> , LaGuardia Community College  Language: English  In-Person  Zoom link: Available soon Evaluation link: Available soon

**TIME**

**2ND DAY – FRIDAY, FEBRUARY 3, 2023**

**PLACE**

12:30 PM –  
1:30 PM  
(AST/PR TIME)

**Lunch**

Jesús T. Piñero Building Square, Ana G. Méndez University, Carolina Campus

1:30 PM –  
3:30 PM  
(AST/PR TIME)

**Coffee Station**

Jesús T. Piñero Building Square, Ana G. Méndez University, Carolina Campus

**CONCURRENT SESSIONS**

**PLACE**

**Haydeé Piñero Buck Auditorium**

**Hall F (A142)**

**Hall F (A143)**

1:30 PM –  
2:20 PM  
(AST/PR TIME)

**Retention:** [Desde la voz de los protagonistas: la implementación de un programa 100% en línea: estudio fenomenológico](#)

**Presenter:** [Dr. Alice J. Casanova](#), Albizu University

**Language:** Spanish

**In-Person**

**Zoom link:** Available soon  
**Evaluation link:** Available soon

**Online Learning:** [Welcome to the CSUSB Canvas Institute!: Preparing Faculty for LMS Transition](#)

**Presenters:** [Amanda Taylor](#) and [Dr. Mauricio Cadavid](#), California State University, San Bernardino

**Language:** English

**Virtual**

**Zoom link:** Available soon  
**Evaluation link:** Available soon

**Online Learning (Track Winner):** [Visualización de datos en instituciones educativas utilizando Microsoft Power BI](#)

**Presenters:** [Diana M. López Robledo](#), University of Puerto Rico, Ponce

**Language:** Spanish

**In-Person**

**Zoom link:** Available soon  
**Evaluation link:** Available soon

2:30 PM –  
3:20 PM  
(AST/PR TIME)

**Student | Technology Integration:** [Lunar 3d Printer](#)

**Presenter:** [Iris Bernard Caraballo](#), and [Sebastián J. Medina Maysonet](#), Inter American University of Puerto Rico, Bayamón

**Language:** Spanish

**In-Person**

**Zoom link:** Available soon  
**Evaluation link:** Available soon

**Online Learning:** [How do I put the "I" in RSI?](#)

**Presenters:** [Kim Estes](#) and [Lindsay Nichols Foster](#), Tarrant County College - Connect Campus

**Language:** English

**Virtual**

**Zoom link:** Available soon  
**Evaluation link:** Available soon

**Retention:** [Relación entre las destrezas de información con la ansiedad bibliotecaria experimentada por estudiantes subgraduados en la modalidad a distancia](#)

**Presenter:** [Giselle M. Garriga Vidal](#), Inter American University of Puerto Rico, Ponce Campus

**Language:** Spanish

**In-Person**

**Zoom link:** Available soon  
**Evaluation link:** Available soon

1:30 PM –  
3:30 PM  
(AST/PR TIME)

**Closed session: HETS Board of Directors Meeting**

Conference Room, Chancellor's Building

3:30 PM –  
4:00 PM  
(AST/PR TIME)

**Closing Reception**

Jesús T. Piñero Building Square, Ana G. Méndez University, Carolina Campus



## FW: HETS Membership Renewal 2022-2023 (docs need update)

Yubelkys Montalvo <Yubelkys\_Montalvo@inter.edu>

Thu 6/1/2023 4:12 PM

To: Keisha Stokes <stokesk@wcsu.edu>

Cc: Paul Beran <beranp@wcsu.edu>; Mary O'Connor <oconnorma@wcsu.edu>; Izarys G Gutierrez Soto <izarys.gutierrez@inter.edu>

📎 1 attachments (327 KB)

Inv #927 Rev WCSU Dec-2022.pdf,

### Please be cautious

This email was sent from outside of your organization

Dear Keisha:

Hope you are doing fine. We were referred to you by Mary O'Connor to helping us finding out the status of the invoice attached regarding the HETS membership dues. See the message below for you reference. Please advise at your earliest convenience.

Have a wonderful day,

Yubelkys

Yubelkys Montalvo, Ed.D.

Executive Director

HETS Consortium

P: 1- (787) 250 - 1912 exts. 2372, 2373

Cel. (787) 616-3201

W: [www.hets.org](http://www.hets.org)

**From:** Yubelkys Montalvo

**Sent:** Tuesday, May 30, 2023 3:00 PM

**To:** Jesenia Minier <minierj@wcsu.edu>

**Cc:** Izarys G Gutierrez Soto <izarys.gutierrez@inter.edu>

**Subject:** FW: HETS Membership Renewal 2022-2023 (docs need update)

Dear Jesenia:

Hope you are doing great! Our HETS Executive Assistant, Izarys, will contact your Office to find out the status of the membership invoice attached. Our concern is that the check is lost in the mail.

*Deseándote un maravilloso día,*

Yubelkys

Yubelkys Montalvo, Ed.D.

Directora Ejecutiva

Consortio HETS

P: 1- (787) 250 - 1912 exts. 2372, 2373

Cel. (787) 616-3201

W: [www.hets.org](http://www.hets.org)

**From:** Yubelkys Montalvo

**Sent:** Friday, December 16, 2022 2:27 PM

**To:** Jesenia Minier <[minierj@wcsu.edu](mailto:minierj@wcsu.edu)>

**Cc:** Maribel Miró Montañez <[maribel\\_miro@inter.edu](mailto:maribel_miro@inter.edu)>; Keisha Stokes <[stokesk@wcsu.edu](mailto:stokesk@wcsu.edu)>

**Subject:** RE: HETS Membership Renewal 2022-2023 (docs need update)

Dear Jesenia:

Hope you are doing great. See the invoice revised attached to process the payment as requested.

Happy weekend and Holidays,

Yubelkys

**From:** Jesenia Minier <[minierj@wcsu.edu](mailto:minierj@wcsu.edu)>

**Sent:** Monday, November 14, 2022 3:38 PM

**To:** Yubelkys Montalvo <[Yubelkys\\_Montalvo@inter.edu](mailto:Yubelkys_Montalvo@inter.edu)>

**Cc:** Maribel Miró Montañez <[maribel\\_miro@inter.edu](mailto:maribel_miro@inter.edu)>; Keisha Stokes <[stokesk@wcsu.edu](mailto:stokesk@wcsu.edu)>

**Subject:** FW: HETS Membership Renewal 2022-2023 (docs need update)

Hola Yubelkys,

Can I get updated HETS membership renewal documents (see attached – still has information for Dr. John Clark) to reflect the name/information of the *new Interim WCSU President*, which is:

Paul B. Beran, Ph.D.

Interim President

<https://www.wcsu.edu/president/>

Once I get the updated membership/renewal documents, I can send this to President Beran for review prior to the upcoming meeting at WCSU.

Thank you. Jesenia

Jesenia Minier, MPA

Chief Diversity Officer

ADA and Title IX Coordinator

Office of Diversity and Equity/Pride Center



181 White Street

Midtown Campus, University Hall, 2<sup>nd</sup> Fl. Suite

Danbury, Connecticut 06810

Telephone: (203) 837-8444

Fax: (203) 837-8503

***PRONOUNS: SHE, HER, HERS - what's this?***

***Why do I include pronouns in my signature***

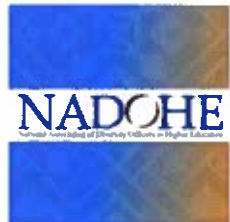
[www.wcsu.edu/diversity/](http://www.wcsu.edu/diversity/)

[www.wcsu.edu/pridecenter/](http://www.wcsu.edu/pridecenter/)

In collaboration with the following institutional partners:



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ASSOCIATION  
OF COLLEGES &  
UNIVERSITIES



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---

**From:** Maribel Miró Montañez <[maribel\\_miro@inter.edu](mailto:maribel_miro@inter.edu)>

**Date:** Thursday, July 14, 2022 at 5:54 PM

**To:** John Clark <[clarkj@wcsu.edu](mailto:clarkj@wcsu.edu)>

**Cc:** Yubelkys Montalvo <[Yubelkys\\_Montalvo@inter.edu](mailto:Yubelkys_Montalvo@inter.edu)>, Jesenia Minier <[minierj@wcsu.edu](mailto:minierj@wcsu.edu)>, Keisha Stokes <[stokesk@wcsu.edu](mailto:stokesk@wcsu.edu)>

**Subject:** HETS Membership Renewal 2022-2023

**Please be cautious**

This email was sent from outside of your organization

Dear President Clark:

Greetings from the HETS Consortium! It is time to renew your institution's HETS membership for the 2022-2023 academic year! Attached you will find a letter from the President of our Board of Directors, Dr. Carlos Morales, the invoice corresponding to the membership renewal, and a report of the services rendered to your institution during the 2021-2022 academic year.

Also, in order to ensure that your institution continues receiving information about our services, we have included a directory, so you can provide us with the updated contacts.

As a non-for-profit organization, HETS funding depends heavily on membership dues. We invite you to continue being part of this strategic alliance by sending your 2022-2023 membership renewal payment as soon as possible.

We look forward to the support of your institution in ensuring the continuity of the services we offer to your students, faculty members, and administrators.

Cordially,

Maribel

**Maribel Miró, APR**

Executive Assistant and Public Relations Director

HETS Consortium

1.787.250.1912 x2372, 2373 | [www.hets.org](http://www.hets.org)



Stay connected!



# INVOICE

Invoice Number: 927  
 Invoice Date: 7/12/22  
 Page: 1

Consortio HETS  
 PO Box 191293  
 San Juan, PR 00919-1293  
 Tax ID 52-1860470

<b>Bill To:</b>
Western Connecticut State University
Paul B. Beran, Ph D

Customer ID	Membership Type	Good Thru	Due Date
WesternConnecticutSt	Full Member	June 30, 2023	01/30/23

**BACKGROUND:**  
 Member institutions support HETS through an annual fee that allows the organization accomplish its mission: "to promote, support and the capabilities of member institutions to enhance Hispanic/Latino students suces and opportunities in Higher Education". The Board Directors approved in its June 2005 meeting that all member institutions should pay their dues early to balance the HETS budget.

Description of services and benefits	Amount
<p>Fee for Full Membership to the HETS Consortium from January 1, 2023 to June 30, 2023, including services like:</p> <ul style="list-style-type: none"> <li>* Unlimited registration free of charge to learn about assessment, retention, pedagogy strategies online and mobile technologies through HETS webinars</li> <li>* Exclusive link to unlimited access to the Peterson's Test &amp; Career Prep databases with standardized practice exams, scholarships funds, job search, etc. (estimated savings of \$6,000)</li> <li>* Unlimited access to the Virtual Plaza Services for Faculty, Administrators and Students, including learning objects, online courses, tools and resources (estimated savings of \$100,000)</li> <li>* Space to publish news and special events at the HETS websites (estimated savings of \$500 per posting)</li> <li>* Representation at the Board of Directors and networking with institutions and corporate partners (priceless), among other services.</li> <li>* Prepaid spaces reserved exclusively for HETS members to attend the Best Practices Showcase Conference with tracks related to Access, Retention and Distance Learning with the opportunity to network with colleagues from other institutions and finding solutions to many common educational issues. Total of spaces at \$200 each (member's special rate).</li> <li>* Prepaid spaces reserved exclusively for HETS members at training on topics like best practices on Retention and Assessment with 2.0 continuing education credit per workshop.</li> </ul> <p>Registration workshop spaces could be used for workshops or the HETS Academy registration fees or a combination of both up to the amount invoiced.</p>	<p>\$ 2,500.00</p> <p>\$ 400.00</p> <p>\$ 150.00</p>
NOTE: THE BOARD APPROVED TO ACCEPT TWO PAYMENTS WITH HALF OF THE MEMBERSHIP DUE AT THE BEGINNING OF EACH SEMESTER.	

<b>APPROVED BY:</b>		Subtotal	\$ 3,050.00
Signature		Sales Tax	
Name & Title		Total Invoice Amount	\$ 3,050.00
Date		Payment/Credit Applied	
		<b>TOTAL</b>	<b>\$ 3,050.00</b>

**Re: UPDATE: HACU and HETS Invoices**

Jesenia Minier <minierj@wcsu.edu>

Thu 1/26/2023 11:07 AM

To: Mary O'Connor <oconnorma@wcsu.edu>

Cc: Keisha Stokes <stokesk@wcsu.edu>; Tammie Battista <battistat@wcsu.edu>

Hey Mary, I'm available at 2:15 p.m. today. Please send the meeting invite. Jesenia

---

**From:** Mary O'Connor <oconnorma@wcsu.edu>

**Date:** Thursday, January 26, 2023 at 11:01 AM

**To:** Jesenia Minier <minierj@wcsu.edu>

**Cc:** Keisha Stokes <stokesk@wcsu.edu>, Tammie Battista <battistat@wcsu.edu>

**Subject:** RE: UPDATE: HACU and HETS Invoices

Hi Jesenia,

President Beran would like a brief meeting with you regarding HETS. You look open at 2:15pm. Please confirm you can meet with him then. I will send the calendar invitation to finalize.

Thank you,  
Mary

**Mary E. O'Connor** (*she, her, hers*)

Executive Assistant to the President

Western Connecticut State University

181 White Street, Danbury CT 06810

**Office:** (203) 837-8460 **Fax:** (203) 837-8283

**Cell:** (203) 733-2924

**Email:** oconnorma@wcsu.edu



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**From:** Jesenia Minier <minierj@wcsu.edu>

**Sent:** Thursday, January 19, 2023 5:25 PM

**To:** Mary O'Connor <oconnorma@wcsu.edu>

**Cc:** Keisha Stokes <stokesk@wcsu.edu>; Tammie Battista <battistat@wcsu.edu>

**Subject:** UPDATE: HACU and HETS Invoices

Good day Mary,

So sorry for the slight delay in getting this to you. As discussed, If you can proceed with submission of payment for the attached invoice for HETS through the President's Office that would be greatly appreciated. I just noticed that I haven't receive any correspondence about the processing of the HACU renewal invoice and will follow up with the HACU representative tomorrow afternoon.

Also, as soon as I receive the HETS Showcase Conference information, I'll forward this to you for President Beran's review.

Thanks again. Jesenia

Jesenia Minier, MPA  
Chief Diversity Officer  
ADA and Title IX Coordinator  
Office of Diversity and Equity/Pride Center



181 White Street  
Midtown Campus, University Hall, 2<sup>nd</sup> Fl. Suite  
Danbury, Connecticut 06810  
Telephone: (203) 837-8444  
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Re: HACU Membership has been Deactivated (follow up response)

Jesenia Minier <minierj@wcsu.edu>

Wed 2/15/2023 11:46 AM

To: Paul Beran <beranp@wcsu.edu>

Cc: Mary O'Connor <oconnorma@wcsu.edu>; Carina Bandhauer <bandhauerc@wcsu.edu>

Good day Dr. Beran,

Thank you for responding and sharing this great news with both Dr. Bandhauer and myself. I'd also like to share that I'm working with Dr. John-Paul Chasson-Cardenas, Vice President for Diversity, Equity and Inclusion with CT State Community College to work collaboratively on the filing of the institutional HSI Designation applications for CT STATE and Western Connecticut State University. Dr. Chasson-Cardenas also wanted my consultation and guidance to have a website design/publication and dashboard/timelines for the HSI designation for each institution and so we're collaborating on this initiative as well.

We're initiating the first steps for the federal funding applications for both institutions and I'll gladly discuss more at a later date.

Thank you. Jesenia

Jesenia Minier, MPA, DPA  
Chief Diversity Officer  
ADA and Title IX Coordinator  
Office of Diversity and Equity/Pride Center



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---

**From:** Paul Beran <beranp@wcsu.edu>

**Date:** Tuesday, February 14, 2023 at 9:41 AM

**To:** Jesenia Minier <minierj@wcsu.edu>, Carina Bandhauer <bandhauerc@wcsu.edu>

**Cc:** Mary O'Connor <oconnorma@wcsu.edu>

**Subject:** RE: HACU Membership has been Deactivated (response)

To Drs Minier and Bandhauer:

I am having my Exec Asst. Mary O'Connor find out about this situation and get it paid and WCSU back in good standing. WCSU has met the criteria to be recognized as an Hispanic Serving Institution so membership is important for all the connections it provides. This situation appears to be a confusion about having gone to Dr. Clark's email instead of to this office.

Thanks for bringing it to my attention.

Paul B.

**Paul B. Beran, Ph.D.**

*(he/him/his)*

Interim President

Western Connecticut State University

181 White Street, Danbury CT 06810

Office: (203) 837-8300 Fax: (203) 837-8283

Cell: (203) 501-3950

Email: [beranp@wcsu.edu](mailto:beranp@wcsu.edu)



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**From:** Jesenia Minier <minierj@wcsu.edu>

**Sent:** Tuesday, February 14, 2023 9:21 AM



To: Carina Bandhauer <bandhauerc@wcsu.edu>  
Cc: Paul Beran <beranp@wcsu.edu>; Mary O'Connor <oconnorma@wcsu.edu>  
Subject: Re: HACU Membership has been Deactivated (response)

Good day Professor Bandhauer,

To date, I updated all of the contact information and student population figures on the HACU renewal membership. This was already submitted to HACU and the WCSU President's Office several weeks ago. If there is a discrepancy or issue with the institutional membership, I would kindly ask that you contact Ms. Mary O'Connor, Executive Assistant to the President for general assistance. I have copied both President Beran and Ms. O'Connor on this communication.


Thank you. Jesenia

Jesenia Minier, MPA, DPA

Chief Diversity Officer

ADA and Title IX Coordinator

Office of Diversity and Equity/Pride Center

signature\_3398834450

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Midtown Campus, University Hall, 2<sup>nd</sup> Fl. Suite

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---

From: Carina Bandhauer <bandhauerc@wcsu.edu>

Sent: Monday, February 13, 2023 6:59 PM

To: Jesenia Minier <minierj@wcsu.edu>

Subject: HACU Membership has been Deactivated

Hi Jesenia,

I'm not sure if there has been a mess up somewhere - did this get switched over and HACU just doesn't recognize it?

Best,

Carina

**Carina A. Bandhauer, PhD** (she/her)

Chair, Department of Social Sciences

Professor of Sociology

Warner Hall 207

Western Connecticut State University

181 White Street, Danbury, CT 06810

---

**Spring 2023 Office Hours** - M · T · R from 12:30-2:15pm, · and W & F by appointment.

**Office** 203.837.8650 | **Department** 203.837.8484

**Email** [bandhauerc@wcsu.edu](mailto:bandhauerc@wcsu.edu) | **Visit Us:** [www.wcsu.edu/socsci](http://www.wcsu.edu/socsci)



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**Land Acknowledgement.** WCSU sits on the traditional homelands of the Mohican, Schaghticoke, Weantinock, Paugussett, Pootatuck, Pequannock, Wiechquaesgeck, and others.

**Confidentiality** If you received this in error, kindly let me know and delete this message.

---

**From:** memberinfo <[memberinfo@hacu.net](mailto:memberinfo@hacu.net)>  
**Sent:** Monday, February 13, 2023 04:37 PM  
**To:** Carina Bandhauer <[bandhauerc@wcsu.edu](mailto:bandhauerc@wcsu.edu)>  
**Subject:** Courtesy Copy - Your HACU National Institutional Membership has been Deactivated

**Please be cautious**  
This email was sent from outside of your organization



February 13, 2023

Dear Dr. Bandhauer:

Please see below a courtesy copy of the deactivation notice sent to your institution's president.

Feel free to contact the membership department if you have any questions.

Thank you for your support,

**Membership Department**  
Hispanic Association of Colleges and Universities (HACU)  
8415 Datapoint Drive Ste. 400 | San Antonio, TX 78229  
(210) 576-3213 Phone | (210) 692-0823 Fax  
[memberinfo@hacu.net](mailto:memberinfo@hacu.net)

---

February 13, 2023

John B. Clark Ed.D.  
President  
Western Connecticut State University  
181 White Street  
Danbury, CT 6810

**Re: Your HACU National Institutional Membership has been Deactivated**

Dear Dr. Clark:

The Hispanic Association of Colleges and Universities (HACU) has concluded its renewal period for 2023. Our records show that your institution's membership expired December 31, 2022, and it was not renewed for this coming year. All memberships not renewed were officially **deactivated** as of **February 7, 2023**. If this has been an oversight and you are interested in renewing your membership, please contact us at [memberinfo@hacu.net](mailto:memberinfo@hacu.net) or by phone at (210) 576-3213.

Thank you for your past membership support. We certainly hope to count Western Connecticut State University as a HACU member again soon.

Sincerely,

HACU Membership Department

THE CHAMPIONS OF HISPANIC SUCCESS IN HIGHER EDUCATION

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## HETS Annual Report

Jesenia Minier <minierj@wcsu.edu>

Wed 10/19/2022 12:06 PM

To: Paul Beran <beranp@wcsu.edu>

Cc: Mary O'Connor <oconnorma@wcsu.edu>; Keisha Stokes <stokesk@wcsu.edu>

📎 1 attachments (7 MB)

HETS Annual Report 2021 L-R Final.pdf,

President Beran,

FYI and review (if you wish) the recently published 2020-2021 Annual Report in a PDF format or see the [Flash Work Book](#).

Best, Jesenia

Jesenia Minier, MPA  
Chief Diversity Officer  
ADA and Title IX Coordinator  
Office of Diversity and Equity/Pride Center



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**From:** HETS <[info@hets.org](mailto:info@hets.org)>

**Sent:** Wednesday, February 9, 2022 3:28 PM

**To:** [info@hets.org](mailto:info@hets.org)

**Subject:** MORE THAN 20 INSTITUTIONS FROM PUERTO RICO, LATIN AMERICA, AND THE UNITED STATES GATHERED IN PUERTO RICO FOR THE 2022 BEST PRACTICES SHOWCASE



**MORE THAN 20 INSTITUTIONS FROM PUERTO RICO, LATIN AMERICA, AND THE UNITED STATES GATHERED IN PUERTO RICO FOR THE 2022 BEST PRACTICES SHOWCASE**



HETS Best Practices Showcase seventh edition was held in a hybrid modality in San Juan, Puerto Rico, bringing together more than twenty of its member



institutions. The event, that took place on February 3<sup>rd</sup> and 4<sup>th</sup> of 2022 at the Inter American University, Metropolitan Campus, allowed the Consortium to share with the academic community, innovative projects and best practices. More than 150 in-person and virtual attendees from Puerto Rico, Latin America, and the United States took advantage of the content and discussions shared by different Higher Education institutions. A **playlist with all videos** is available at our YouTube channel, you can access it here: [2022 HETS Best Practices Showcase](#).

The Conference featured local and national speakers and showcased more than twenty best practices in the tracks of Access, Retention, and Online Learning and Technology Integration. The conference's agenda opened with the Plenary Panel: The evolution of instructional modalities post-pandemic by Dr. Alice J. Casanova from EDP University; Francisco García from the University of Texas Río Grande Valley;



Dr. Mauricio Cadavid from California State University, San Bernardino; and Carlos Guevara from Hostos Community College; and was moderated by Dr. Carlos Morales, HETS Chair and President of TCC Connect Campus at Tarrant County College.

This year's Conference also showcased the tracks winners' panel, moderated by Dr. Ángel A. Toledo, Chancellor of the Ana G. Méndez University, Cupey Campus, integrated by those who achieved the highest scores on their presentation proposals per track. The Access track winner was Janette Flores from California State University, San Bernardino and the Retention Track winner was Dr. Amanda Giust from Albizu University, Miami Campus connected virtually. Also, Mr. Francisco García from the University of Texas Río Grande Valley was part of the panel as he received the Highest Score, not only within the Retention track, but also the overall conference winner obtaining the best score all around with his co-authors Dr. Claudia Vela and Elizabeth Zamarron.



As a value added to participants, Dr. Juan "Tito" Meléndez and a group of doctorate students from the Faculty of Education at the University of Puerto Rico, presented the conference *Theories and practices of distance education*. In addition, Marcelo R. Rodriguez, President of InQmatic and HETS Corporate Partner made a special presentation titled *Opportunities for Higher Education in emerging student markets*.

Concurrent with the Best Practices Showcase, HETS Board of Directors held their winter meeting to discuss the results of the first semester of the 2021-2022 academic year. Among the news shared with the Board were the major activities to support the organizational programmatic goals such as tailored online workshop offerings and webinars; results of the HETS Learning Technology and Leadership Academy (H-LTLA) first edition and the Student Leadership Showcase, as well as the added tools and services in the Virtual Plaza and HETS website. Board Members also welcomed representatives from new member institutions like the American University of Puerto Rico, Antillean University, Columbia Central University, and California State University, Stanislaus. Current HETS partners, Blackboard with Anthology, InQmatic, and COBIMET, had the opportunity to participate in a corporate session with HETS Board in which they also welcomed Campus Care as a new partner.



HETS would also like to recognize the unwavering support of Mr. Manuel Fernós, Esq., HETS Vice-Chair and President of the Interamerican University, and Prof. Marilina Wayland, Chancellor of the Metropolitan Campus and her attentive staff for welcoming and making everyone feel at home and ensuring the success of the event. Moreover, thanks to Chancellor Wayland for a memorable closing reception of our Best Practices

Showcase where we enjoyed the music of *Pleneros* and to CampusCare for their sponsorship of the refreshments.

Click here: [HETS](#) for more information about the Best Practices Showcase or call the HETS Office at 787-250-1912 extension 2373.



HETS Consortium | c: (787) 616-3201 | e: [info@hets.org](mailto:info@hets.org) | [www.hets.org](http://www.hets.org)

HETS | Inter American University PR | Office 128, P.O. Box 191293 , San Juan, 00919-1293 Puerto Rico

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# 20 ANNUAL REPORT 21



# 2021

**ANNUAL  
REPORT**

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## MESSAGE FROM THE CHAIRMAN OF THE BOARD OF DIRECTORS

After 28 years of history, HETS continues to advocate for the use of innovative technologies to improve higher education opportunities for Hispanics. On this document you can identify our accomplishments, challenges, and opportunities, and how we are planning for ways to accomplish our mission and vision to support our Hispanic communities. This Annual Report summarizes and highlights the results of our work during 2020-2021 academic year and notable achievements.

During this year, HETS main priorities focused on services and opportunities to: 1) foster Hispanic student access and opportunities in Higher Education, 2) optimize the capacity of member institutions by increasing knowledge and understanding about strategies to enhance Hispanic student retention, and 3) enhance the quality of online teaching-learning processes at member institutions. With these goals in mind, HETS experts and collaborators worked with faculty members to promote the development and delivery of high-quality online courses through online workshops and distance learning webinars with active participation of member institutions in Puerto Rico, the United States and Latin America. Additional strategies to disseminate research and best practices in all three core areas included the peer review HETS Online Journal and the Virtual Best Practices Showcase.

HETS also promoted and supported the implementation of student support services at member institutions to improve retention and provided students with access to online student support services and resources like the HETS Virtual Plaza, Student Passport, the access to the Peterson's Test and Career Prep, formerly known as Testing and Education Reference Center and Career Transition. In addition, the organization connected with a large number of students from member institutions to disseminate information about multiple opportunities with activities like the Student Leadership Showcase event, the Student Ambassadors Program, and the Student Passport which facilitate admissions processes at HETS member institutions and its higher education options.

Our members' active involvement has made our goals and objectives a reality. Moreover, the growth of this organization has been possible thanks to the commitment and loyalty of a vast number of affiliated members. Through HETS history, different generations of members with a significant group of key constituencies and leaders have worked for the progress of education and educational opportunities for Hispanics. We are immensely grateful to them, our corporate partners, and our collaborators for facilitating the work of this organization, and for allowing us to create new opportunities to grow and make an impact.

We hope you enjoy it. I look forward to another fantastic year of collaboration and notable achievements.

Best regards,

Carlos Morales, Ph.D.  
Chairman of the Board of Directors

# MESSAGE FROM THE EXECUTIVE DIRECTOR



Greetings to all our members, partners and acquaintances,

It is a pleasure to document through this Annual Report the multiple accomplishments of the HETS Consortium during 2020-2021. During this year, HETS continued developing and expanding its programs and services to further promote Hispanic access to higher education and successful completion. Moreover, this year we confirmed the importance of the savvy use of educational technologies and online learning on this new academic scenario due to the Covid-19 pandemic.

As a pioneer organization in the use of technology in higher education with enormous expertise and services ready to be used by our academic communities, our efforts were focused in supporting our member institutions, their students, and faculty making sure that their needs were met in the best way possible. This academic year, HETS services included: webinars free of charge at the Student Placita in the HETS Virtual Plaza, and expert resources in topics like leadership, entrepreneurship, job search, among others; Virtual Student Leadership Showcases in both, Spanish and English for Puerto Rico, Latin America, and the United States, to reinforce student leadership skills and promote HETS free of charge services and tools; webinars in Spanish and English regarding distance learning and related topics to support faculty and administrators on this new modality, and a fall and spring issues of the HETS Online Journal to share articles offering insights and suggestions pertinent to our current teaching and learning environment.

We are pleased to share that both, our faculty and students' impact has grown significantly, and we are grateful for that. I want to thank our members for their unwavering support and trust. Thank you for continuing to believe in our mission to promote the use of technology innovation to widen opportunities for Hispanic students. We hope you enjoy the 2020-2021 HETS Annual Report and that you continue to walk alongside with us in this path towards Hispanic student success.

Sincerely,

A handwritten signature in black ink that reads "Yubelkys Montalvo".

Yubelkys Montalvo, Ed.D.  
Executive Director

# 2020-2021 HETS BOARD OF DIRECTORS

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Eastern Connecticut  
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(Designated Representative)



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New Jersey City University  
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Puerto Rico



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Community College



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Interim President  
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**Dr. Parwinder Grewal**  
Executive VP for Research,  
Graduate Studies and  
New Program Development  
University of Texas,  
Rio Grande Valley  
(Designated Representative)



**Dr. John B. Clark**  
President  
Western Connecticut  
State University

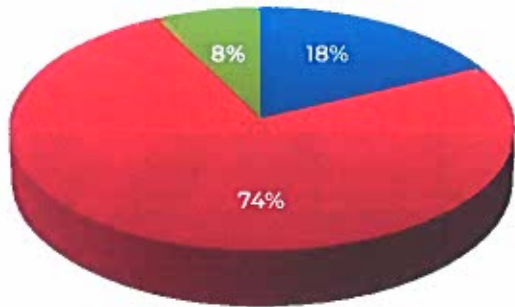


**Dr. José Marcelo Mazariegos**  
Director de Vinculación  
y Relaciones  
Universidad Autónoma  
de Guadalajara, México  
(Designated Representative)

**INTERNATIONAL  
MEMBERS**

# HETS MEMBERSHIP PROFILE 2020-2021

## TOTAL ENROLLMENT AMONG HETS MEMBERS

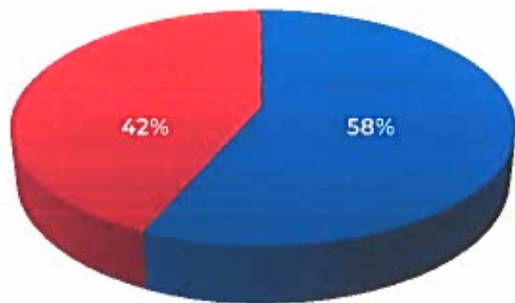


United States	613,923	<b>Total: 833,490</b>
Puerto Rico	150,283	
International	69,284	

## STUDENT ENROLLMENT AMONG HETS MEMBER INSTITUTIONS BY STATE

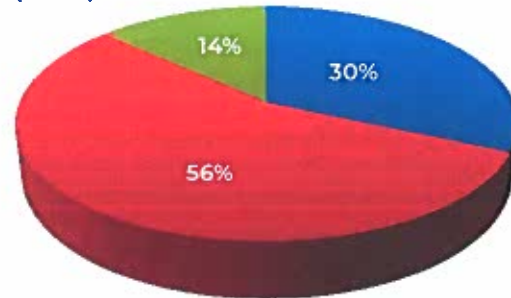


## HISPANIC ENROLLMENT



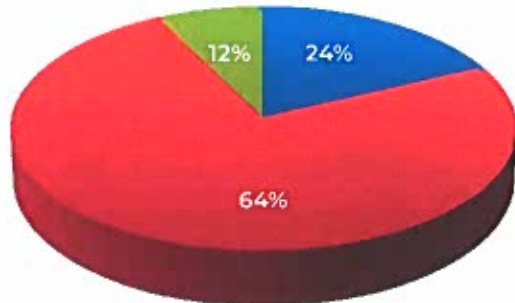
Non-Hispanic	352,870	<b>Total: 833,490</b>
Hispanic	480,620	

## DISTRIBUTION OF HISPANIC ENROLLMENT (58%)



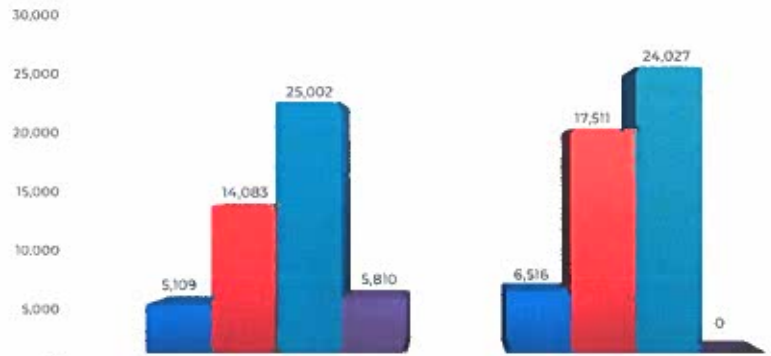
United States	269,043	<b>Total: 480,620</b>
Puerto Rico	142,293	
International	69,284	

## TOTAL FACULTY AMONG HETS MEMBER INSTITUTIONS



United States	31,594	<b>Total: 49,029</b>
Puerto Rico	11,625	
International	5,810	

## FULL TIME AND PART TIME FACULTY AT HETS MEMBER INSTITUTIONS



**FULL TIME Total: 49,029**    **PART TIME**

United States	Total
Puerto Rico	International

# HETS MEMBER INSTITUTIONS AND PARTNERS 2020-2021

## PUERTO RICO (14)

Albizu University  
American University of Puerto Rico  
Ana G. Méndez University  
Atenas College  
Caribbean University  
Colegio Universitario de San Juan  
EDP University  
Humacao Community College  
ICPR Junior College  
Inter American University of Puerto Rico  
NUC University  
Ponce Health Sciences University  
Universidad Central del Caribe  
Universidad de Puerto Rico

## UNITED STATES OF AMERICA (27)

### CALIFORNIA (7)

California State University, Bakersfield  
California State University, Long Beach  
California State University, Sacramento  
California State University, San Bernardino  
California State University, San Marcos  
California State University, Stanislaus  
Los Angeles Community College District

### CONNECTICUT (2)

Eastern Connecticut State University  
Western Connecticut State University

### FLORIDA

Albizu University  
Ana G. Méndez University

### LOUISIANA (1)

Louisiana Community & Technical College System

### NEW YORK (9)

Borough of Manhattan Community College, CUNY  
Bronx Community College, CUNY  
College of Staten Island, CUNY  
Hostos Community College, CUNY  
John Jay College of Criminal Justice, CUNY  
LaGuardia Community College, CUNY  
Queensborough Community College, CUNY  
Stella and Charles Guttman Community College, CUNY  
University at Albany, SUNY

### NEW JERSEY (2)

New Jersey City University  
Rowan College of South Jersey

### MARYLAND

Ana G. Méndez University

### MISSOURI (1)

Southeast Missouri State University

### OKLAHOMA (1)

Oklahoma City Community College

### TEXAS (4)

Ana G. Méndez University  
Houston Community College  
Tarrant County College, Connect Campus  
University of Houston Downtown  
University of Texas Rio Grande Valley

### WASHINGTON, DC

Ana G. Méndez University

### VIRTUAL

Ana G. Méndez University  
National University College

## INTERNATIONAL (2)

Universidad Autónoma de Guadalajara (México)  
Universidad Cooperativa de Colombia

## MAJOR CORPORATE PARTNERS (2)

Blackboard  
InQmatic (former known as Grupo Parada)

## CORPORATE MEMBERS (4)

COBIMET  
Educational Testing Services (ETS)  
Interstaff inc.  
Puerto Rico Top Level Domain



# HETS 2017-2021 VISION, MISSION AND STRATEGIC CORE AREAS

## OUR VISION

To become the leading Hispanic bilingual technology-oriented consortium to efficiently and effectively enhance Hispanic student success and opportunities in Higher Education.

## OUR MISSION

To promote, support, and increase the capabilities of member institutions to enhance Hispanic/Latino student access, retention, and success in Higher Education through the strategic integration of technology.

## CORE AREAS

In order to accomplish its mission and advance towards its vision for 2020, HETS is centering its work on three major strategic areas: 1) Hispanic access to Higher Education, 2) student retention and successful completion, and 3) online learning and technology integration.

### 1. ACCESS

HETS aims to help member institutions enhance their recruitment efforts and increase Hispanics' understanding about opportunities available to access and succeed in Higher Education.

*HETS procura apoyar a sus miembros en la optimización de sus esfuerzos de retención, así como aumentar el conocimiento sobre oportunidades disponibles para los estudiantes hispanos en la educación superior.*

### 2. RETENTION AND SUCCESSFUL COMPLETION

HETS promotes the strategic use of technology to support, drive, and optimize retention and successful completion of Hispanic students at member institutions.

*HETS promueve el uso estratégico de la tecnología para apoyar, impulsar y optimizar la retención y la finalización exitosa de los estudiantes hispanos en las instituciones miembros.*

### 3. ONLINE LEARNING/ TECHNOLOGY INTEGRATION

Under this core area, HETS promotes and encourages the effective integration of online learning and technology innovation as means to support student access, retention, and successful completion, placing emphasis on quality teaching and learning and assessment.

*HETS promueve y fomenta la integración efectiva del aprendizaje en línea y la innovación tecnológica, haciendo hincapié en la enseñanza, el aprendizaje y la evaluación de calidad.*

# YEAR 2020-2021 OVERVIEW



Year 2020-2021 completed the fourth year of the HETS 2017-2021 Strategic Plan. During this year, HETS focused on services and opportunities to: 1) foster Hispanic student access and opportunities in Higher Education; 2) optimize the capacity of member institutions by increasing knowledge and understanding about strategies to enhance Hispanic student retention; and 3) enhance the quality of online teaching-learning processes at member institutions.

As a result of the COVID-19 pandemic and with these goals in mind, and being a pioneer organization in the use of technology in higher education, HETS focused on strategies to disseminate research and best practices in all three core areas. The organization also provided multiple opportunities for students to explore their higher education alternatives, enhance their college skills, and facilitate their admission process. In addition, HETS had the chance to connect with a large number of students from member institutions to disseminate information about such opportunities and services. HETS also promoted and supported the implementation of student support services at member institutions to take advantage of technology resources to improve retention. HETS enormous expertise and ready to use services allowed our experts and collaborators to effectively work with faculty members within this new academic scenario, as well as to promote the development and delivery of high-quality online courses through virtual workshops, and special educational events.

Major activities conducted throughout the year to achieve these goals included:

- HETS Online Journal
- HETS Virtual Best Practices Showcase
- Student Leadership Showcase and Tour
- Online Resources (HETS Virtual Plaza, Student Passport, Peterson's Test and Career Prep)
- Student Support Training
- Student Ambassadors Program
- Professional Development: Online Workshops and webinars
- Distance learning publications/reports



*El año 2020-2021 completa el cuarto año del Plan Estratégico de HETS. Durante este año, como organización pionera en el uso de la tecnología en la educación superior, HETS se centró principalmente en estrategias para divulgar investigación y mejores prácticas en sus tres áreas medulares. La organización también brindó múltiples oportunidades a los estudiantes para explorar sus opciones de educación superior, mejorar sus destrezas universitarias y facilitar los procesos de admisión. De igual forma, logró conectarse con un gran número de estudiantes de las instituciones miembros para difundir información sobre dichas oportunidades. HETS también promovió y apoyó la implementación de servicios de apoyo estudiantil utilizando recursos tecnológicos para mejorar la retención. La enorme experiencia y los servicios de HETS listos para usar, permitieron a los expertos y colaboradores trabajar con miembros de la facultad, dentro de este nuevo escenario académico, y ofrecer oportunidades de desarrollo profesional para facultad con énfasis en aprendizaje en línea a través de talleres en línea, webinars y eventos educativos virtuales.*

# 2020-2021 ACHIEVEMENTS: ACCESS

The goal of this strategic core area is to foster Hispanic student access and opportunities in Higher Education. Specifically, HETS aims to increase members' understanding of factors that limit Hispanics student access to Higher Education and strategies to enhance access. The organization also seeks to increase awareness among Hispanic students about existing opportunities to access and succeed in Higher Education. To accomplish this, HETS focused on the following strategies:

1. Disseminating research on the factors that limit Hispanics access to Higher Education and successful strategies using technology to help overcome existing barriers to Higher Education.
2. Disseminating best practices and successful models on the use of technology to help Hispanics overcome existing barriers to Higher Education.
3. Conducting and participating on Academic Fairs in coordination with member institutions and other partners.
4. Conducting an annual Student Leadership Showcase to promote multiple services to help Hispanic students get access to undergraduate and graduate programs.
5. Sharing resources to guide Hispanic students through career exploration, potential post-secondary institutions, admission process, standardized tests, financial aid, and degree programs.
6. Establishing a collaborative initiative among Admissions staff from member institutions to facilitate students transferring process to other institution.

*El objetivo de esta área medular estratégica es fomentar el acceso y las oportunidades de los estudiantes hispanos en la educación superior. Específicamente, HETS tiene como objetivo aumentar los conocimientos de sus miembros sobre los factores que limitan el acceso de los hispanos a la educación superior y las estrategias para mejorar dicho acceso. Para lograr estos objetivos, HETS se ha enfocado en divulgar resultados de investigación y mejores prácticas en esta área. La organización también procura aumentar el conocimiento entre los estudiantes hispanos sobre las oportunidades existentes para acceder y tener éxito en la educación superior. A través de múltiples eventos, HETS conecta a los estudiantes con múltiples instituciones, promueve el establecimiento de redes con líderes estudiantiles y promueve sus servicios de apoyo al estudiante. Además, provee acceso a recursos en línea que permiten explorar carreras, posibles instituciones, proceso de admisión, ayudas financieras y programas académicos, así como obtener apoyo con exámenes estandarizados. Este año, la organización puso énfasis en una iniciativa colaborativa entre personal de admisiones de sus instituciones miembros para facilitar los procesos de transferencia de los estudiantes a otras instituciones.*



## HETS ONLINE JOURNAL

The HETS Online Journal is a collaborative initiative to disseminate research on the factors that limit Hispanics student access to Higher Education and successful strategies using technology to help overcome existing barriers to Higher Education. During 2020-2021, four (4) articles on Hispanic access to Higher Education were published, three of them in the fall 2020 issue and one in the spring 2021 issue, covering topics like; La oferta universitaria en línea de Puerto Rico: Actualización a otoño 2020; and Assessing the needs and experiences of First-Generation Students' Transition to Remote Learning due to COVID-19 pandemic at a Hispanic Serving Institution, among others topics.

*El HETS Online Journal es una de las iniciativas colaborativas que permite difundir resultados de investigaciones sobre los factores que limitan el acceso de los hispanos a la educación superior y estrategias exitosas que utilizan tecnología para ayudar a superar las barreras existentes para la educación superior. En el 2020-2021, se publicaron cuatro (4) artículos sobre el acceso hispano a la educación superior, tres en la edición de otoño de 2020 y uno en la edición de primavera de 2021.*

## HETS VIRTUAL BEST PRACTICES SHOWCASE

Through the Best Practices Showcase, HETS has been able to share research and best practices related to Hispanic student access to Higher Education and successful strategies and models using technology to help overcome existing barriers to Higher Education. The event takes place annually, alternating between a face-to-face modality and a virtual modality. This year, HETS coordinated and delivered its Virtual Best Practices Showcase presenting eight (8) best practices related to the access track.

*A través del Best Practices Showcase, HETS ha compartido investigaciones y mejores prácticas relacionadas con el acceso de los hispanos a la educación superior y estrategias y modelos exitosos que utilizan la tecnología para ayudar a superar las barreras existentes para la educación superior. El evento tiene lugar anualmente, alternando entre la modalidad presencial y virtual. Este año se realizó el evento de forma virtual, en el que se presentaron ocho (8) mejores prácticas relacionadas al tema del acceso.*



## STUDENT LEADERSHIP SHOWCASE & TOUR

Annually, HETS conducts the Student Leadership Showcase (SLS) and Tour to promote multiple services to widen Hispanic students' opportunities. In 2020-2021, two virtual SLS were organized, one in Spanish for Puerto Rico and Latin America, and an English version for students in the United States. As of June 2021, HETS has benefited 2,054 students, representing a 98% attainment of the goal for the academic year, an increase of 19% in comparison to June 2020.

*Anualmente, HETS celebra su Student Leadership Showcase (SLS) y Tour para promover los múltiples servicios que provee para ampliar las oportunidades de los estudiantes hispanos. En 2020-2021, se organizaron dos eventos virtuales del SLS, uno en español para Puerto Rico y América Latina, y otro en inglés para estudiantes en los Estados Unidos. A junio de 2021, HETS ha impactado a 2,054 estudiantes, lo que representa un logro del 98% de la meta para el año académico y un aumento del 19% en comparación con los resultados de junio 2020.*



## HETS VIRTUAL PLAZA

Another important part of the organization's work to increase Hispanic students access to Higher Education is the offering of resources to support them throughout this process. HETS provides access to numerous online resources, including career exploration, information about potential post-secondary institutions and degree programs, resources on admissions process, standardized tests, and financial aid. Students from member institutions, both undergraduate and graduate, can access these resources through the Peterson's Test and Career Prep databases from Cengage Learning, both located at the Student Placita in the Virtual Plaza portal. During this academic year, the objective was to increase the number of unique visits to the Virtual Plaza by 25%. For the academic year 2020-2021, the total page views were 35,807, increasing the number of visits to 46%. Another objective was to achieve at least 5,000 unique visits to the access-related sections of the Student Placita. During 2019-2020, the Student Placita had a total of 10,905 unique visits, compared with 14,338 for the year 2020-2021.



*Otro objetivo clave del trabajo de la organización para aumentar el acceso de los estudiantes hispanos a la educación superior es la oferta de recursos de apoyo. HETS provee acceso a múltiples recursos en línea, incluyendo herramientas de exploración de carreras, información sobre instituciones y programas de educación postsecundarios, recursos sobre procesos de admisión, pruebas estandarizadas y ayuda financiera. Los estudiantes de las instituciones miembros pueden acceder estos recursos a través del Peterson's Test and Career Prep de Cengage Learning, en el Student Placita de la Plaza Virtual. Durante este año académico, el objetivo era aumentar en un 25% el número de visitas únicas a la Plaza Virtual. Para este año 2020-2021, el total de páginas vistas fue de 35,807, lo que representó un incremento de visitas de un 46%. Otro objetivo era lograr al menos 5,000 visitas únicas a las secciones relacionadas con el acceso de la Placita Estudiantil. Durante el 2019-2020, la Placita Estudiantil tuvo un total de 10,905 visitas únicas, en comparación con 14,338 en el año 2020-2021.*

## Your exclusive access to a new academic destiny!



## STUDENT PASSPORT

Recently, HETS established the Student Passport initiative to facilitate the process for those students transferring to another institution. A total of 47 Admissions staff members were contacted, including 24 out of 29 members in the United States (83%). To facilitate access to information, HETS uploaded the profiles of its member institutions to the Student Passport section at its main web portal along with key information about the admissions process and contacts. By the end of the 2020-2021 academic year, 33 out of 43 HETS member institutions (79%) approved their profiles, and these went live on the portal.

*Recientemente, HETS estableció la iniciativa Student Passport para facilitar el proceso de traslado de un estudiante a otra institución. Se contactó a un total de 47 contactos del personal de admisiones, incluyendo 24 de 29 de las instituciones miembros en los Estados Unidos (83%). HETS publicó los perfiles de sus instituciones miembros en la sección de Student Passport en su página principal para proveer a los estudiantes con información sobre el proceso de admisión y contactos clave en estas instituciones. A finales del año académico 2020-2021, 33 de las 43 instituciones miembros de HETS (79%) aprobaron sus perfiles y se publicaron en el portal.*

# 2020-2021 ACHIEVEMENTS: RETENTION AND SUCCESSFUL COMPLETION

The goal of this strategic core area is to build awareness about existing best practices and successful models using technology to improve student retention. Another key objective includes supporting member institutions' retention efforts through the provision of student support services. To accomplish this, HETS focused on the following strategies:

1. Disseminating research on key support, motivation, and retention strategies for Hispanic students.
2. Disseminating best practices and successful models on the use of technology to improve Hispanic student retention levels.
3. Promoting and supporting the implementation of student support services at member institutions that take advantage of technology resources to improve retention.
4. Providing students with access to online student support services and resources.
5. Connecting with students from member institutions in collaboration with leadership from student organizations to provide insights and guidance on support services and other opportunities available to students through HETS.



## HETS ONLINE JOURNAL

HETS encourages the publication of research articles related to student support and retention in the HETS Online Journal (HOJ) as part of its efforts to disseminate key research that supports the development of this area. At the end of the 2020-2021 academic year, a total of five (5) articles were published on the HOJ. As of the fall semester, a total of three (3) articles were published on the HOJ, and two (2) more in the spring issue for a total of five articles from five institutions.

El objetivo de esta área estratégica es optimizar la capacidad de las instituciones miembros para utilizar la tecnología como medio para mejorar sus iniciativas de retención. Otro objetivo clave incluye fomentar los esfuerzos de retención de las instituciones a través de los servicios de apoyo al estudiante que HETS ofrece. Para cumplir con estos objetivos, el Consorcio implementó una serie de estrategias de divulgación de investigación, mejores prácticas y modelos exitosos enfocados en el uso de la tecnología para mejorar la retención estudiantil. También promovió la implementación de servicios de apoyo al estudiante que utilizan recursos tecnológicos para aumentar la retención y ofreció a los estudiantes acceso a una serie de servicios y recursos de apoyo en línea. Otras estrategias claves incluyeron el establecimiento de redes con estudiantes de sus instituciones miembros, en colaboración con líderes de organizaciones estudiantiles.

HETS promueve la publicación de artículos de investigación relacionados con el apoyo y la retención de estudiantes en el HETS Online Journal. En el 2020-2021, se publicaron cinco artículos sobre apoyo y retención de estudiantes, tres en la edición de otoño de 2020 y dos más en la edición de primavera de 2021.

## HETS BEST PRACTICES SHOWCASE

The HETS Best Practices Showcase allows HETS to share best practices on the use of technology to improve Hispanic student retention levels. During the 2021 Virtual Best Practices Showcase, three (3) proposals were approved to be presented under the Retention track, in addition to the topic that was discussed during the opening session of the conference.

*El HETS Best Practice Showcase permite compartir mejores prácticas sobre el uso de la tecnología para mejorar los niveles de retención entre los estudiantes hispanos. Este año se presentaron tres (3) mejores prácticas relacionadas al apoyo estudiantil y retención durante el HETS Virtual Best Practices Showcase.*



## ONLINE RESOURCES

HETS continues to focus on providing students with access to online resources, tools, and student support services through the Student Placita at the Virtual Plaza. During the current strategic period, HETS emphasized on expanding and optimizing existing tools, as well as actively promoting these services to increase usage. During year 4, the objective was to increase the number of unique visits to the Virtual Plaza by 25%. During the academic year 2020-2021, the total page views was 35,807 for an increase of 46%. During 2020-2021, the Student Placita had a total of 14,338.

*HETS continúa enfocándose en proveer a los estudiantes acceso a recursos en línea, herramientas y servicios de apoyo estudiantil a través de su Student Placita. Durante el período estratégico actual, HETS ha logrado expandir y optimizar las herramientas existentes, así como en promover activamente estos servicios para aumentar su uso. Durante el año 4, el objetivo fue aumentar el número de visitas únicas a la Plaza Virtual en un 25%. Durante el curso 2020-2021, el total de páginas vistas fue de 35.807 para un incremento del 46%. Durante 2020-2021, la Estudiante Placita tuvo un total de 14,338.*

## STUDENT SUPPORT TRAINING

HETS conducts a series of Student Support Services workshops to promote the use of services. Through these workshops, the organization trains Student Support Staff at member institutions on the student support services provided by HETS, preparing them to promote the services and guide students on the use of the available tools. In 2020-2021, student support staff were trained at 100% of institutions in P.R. (of a total of 14 member institutions). Due to the pandemic, visits to member institutions were not possible. However, online trainings were conducted to support staff virtually.

*HETS realiza una serie de talleres para promover el uso de servicios de apoyo al estudiante. A través de estos talleres, la organización capacita al personal de apoyo estudiantil de sus instituciones miembros sobre los servicios disponibles. En 2020-2021, el personal de apoyo estudiantil fue capacitado en el 100% de las instituciones en Puerto Rico (un total de 14 instituciones miembros). Debido a la pandemia, las visitas a las instituciones no fueron posibles. Sin embargo, se realizaron adiestramientos en línea para apoyar al personal de forma virtual.*





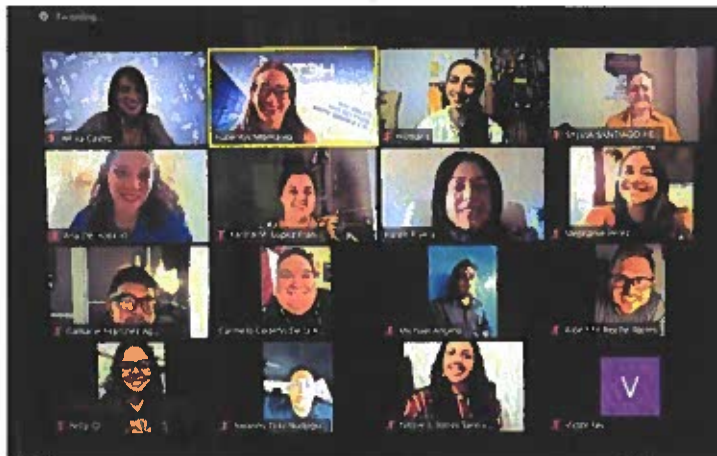
## HETS STUDENT LEADERSHIP SHOWCASE & STUDENT AMBASSADORS PROGRAM

One key strategy during this academic year was to connect with students from member institutions to provide support services and other opportunities. The Student Leadership Showcase allowed HETS to connect with leadership from student organizations, identify, disseminate and showcase student innovative projects. Two virtual sessions of the Student Leadership Showcase Tour were organized, impacting 2,054 students, representing a 98% attainment of the goal for the academic year, an increase of 19% in comparison to June 2020.

HETS is also impacting students and actively promoting student support services through the Student Ambassadors Program, a peer-driven program in which HETS-trained student leaders, reach out and provide orientation and guidance to other students at their institutions regarding HETS student support services. As of the end of the academic year 2020-2021, HETS maintains 12 active ambassadors in Puerto Rico, and 2 in United States and Colombia. These students received training on student support services and strategies to reach out to their peers. With the support of these student ambassadors, HETS seeks to reach out to 10% of the total student population in each of the participating institutions. As of the end of this academic year, 5,970 students have been reached (71%), out of 8,434, which represent a 10% of the overall student population in participating campuses in Puerto Rico.

Una estrategia clave durante este año académico ha sido el establecer redes con los estudiantes de las instituciones miembros para proporcionar información y orientación sobre los servicios de apoyo y otras oportunidades disponibles para estudiantes a través de HETS. El Student Leadership Showcase (SLS) permite conectar con líderes de organizaciones estudiantiles, identificar, difundir y exhibir proyectos innovadores de estudiantes. Se organizaron dos sesiones virtuales del SLS, impactando a 2,054 estudiantes que representan un logro del 98% de la meta para el año académico, un aumento del 19% en comparación con junio de 2020.

HETS también llega a los estudiantes a través del Programa de Embajadores Estudiantiles, en el que los líderes estudiantiles capacitados por HETS se acercan y brindan orientación a otros estudiantes de sus instituciones sobre los servicios de apoyo que ofrece la organización. A junio de 2021, HETS cuenta con 12 embajadores activos en P.R. y 2 en Estados Unidos y Colombia. Con el apoyo de los embajadores estudiantiles, HETS procura llegar al 10% de la población estudiantil total de los recintos que participan en el Programa de Embajadores a junio de 2021. Al cierre de este curso académico, se han alcanzado 5,970 alumnos (71%), de un total de 8,434, lo que supone el 10% de la población estudiantil total en los recintos participantes en Puerto Rico.



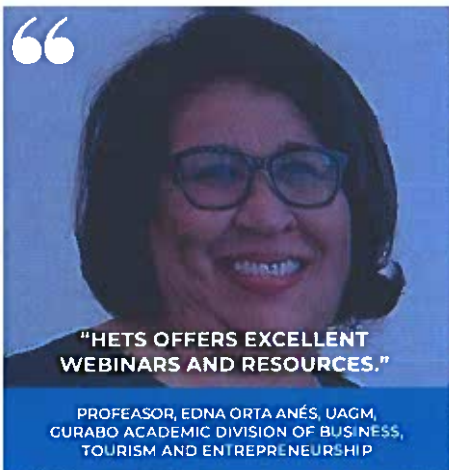


# 2020-2021 ACHIEVEMENTS: ONLINE LEARNING AND TECHNOLOGY INTEGRATION

The goal of this strategic core area is to promote and encourage the effective integration of online learning and technology innovation at member institutions. Strategies also seek to support and foster the ongoing development of online learning. In order to accomplish this, HETS focused on the following strategies:

1. Disseminating research and best practices on high-quality and effective online learning, with emphasis on responses to Hispanic student needs, through the HETS Online Journal and the HETS Best Practices Showcase.
2. Promoting and sharing innovative practices in online course design and delivery and student engagement strategies through the HETS Best Practices Showcase.
3. Disseminating best practices and successful models through HETS website, the Faculty Placita at the Virtual Plaza, and social media networks.
4. Providing ongoing faculty development opportunities through online workshops, webinars, and special educational events, including the HETS Learning Technologies Leadership Academy (H-LTLA).
5. Participating in initiatives to support and disseminate research on online learning.

*El objetivo de esta área estratégica es mejorar la calidad de los procesos de enseñanza y aprendizaje en línea en las instituciones miembros. Las estrategias implementadas en esta área están enfocadas en fomentar el rendimiento óptimo en entornos de educación en línea y la integración, implementación y uso efectivo de la tecnología. Con esto en mente, HETS promueve el desarrollo y ofrecimiento de cursos en línea de alta calidad centrados en el estudiante mediante oportunidades de desarrollo profesional presenciales y en línea. También utiliza estrategias de divulgación de investigaciones y mejores prácticas a través de eventos, publicaciones, las redes sociales y su página de Internet.*



## HETS ONLINE JOURNAL

HETS encourages the dissemination of research and best practices on high-quality and effective online learning and the integration of technology, with emphasis on addressing Hispanic student needs. In 2020-2021, a total of eight (8) related articles from nine (9) member institutions were published. Also, a total of 22 articles were submitted for publication, compared to 26 as of June 2020. Of these, 17 were approved and published as of June 2021, compared to 22 as of June 2020. Regarding Google analytics views of the HOJ, at the end of the academic year, the Journal achieved more than 13,500 views and an additional 4,000 views reported by the EBSCO databases as of March 2021.

*HETS promueve la difusión de investigaciones y mejores prácticas sobre aprendizaje en línea efectivo y de alta calidad y la integración de la tecnología, con énfasis en estrategias que respondan a las necesidades de los estudiantes hispanos. En 2020-2021, un total de ocho (8) artículos relacionados de nueve (9) instituciones miembros fueron publicados. Además, se sometieron un total de 22 artículos para publicación, en comparación con 26 a junio de 2020. De estos, 17 fueron aprobados y publicados a junio de 2021, en comparación con 22 a junio de 2020. Con respecto a las vistas de Google Analytics del HOJ, al final del año académico, la Revista logró más de 13,500 visitas y 4,000 adicionales reportadas por las bases de datos de EBSCO a marzo de 2021.*

## HETS VIRTUAL BEST PRACTICES SHOWCASE

The HETS Best Practices Showcase is another key strategy to share best practices on high-quality and effective online learning, online course design and delivery, student engagement strategies, and assessment of online courses and learning outcomes. During the 2021 HETS Virtual Best Practices Showcase, 11 online learning and technology integration projects from 12 member institutions were showcased. In addition, the number of participants was 254, therefore exceeding the goal of 100 participants.

*El HETS Best Practices Showcase es otra estrategia clave para compartir las mejores prácticas de enseñanza en línea, diseño y facilitación de cursos en línea, estrategias de participación estudiantil y evaluación de cursos en línea y resultados de aprendizaje. Durante el 2021, el HETS Virtual Best Practices Showcase incluyó 11 proyectos de aprendizaje e integración de tecnología en línea de 12 instituciones miembros. Además, el número de participantes fue de 254, superando así la meta de 100 participantes.*

## HETS LEARNING TECHNOLOGIES LEADERSHIP ACADEMY (H-LTLA)

During this academic year, HETS announced the first edition of the Learning Technologies Leadership Academy (H-LTLA), which is a professional development program focused on developing the next generation of leaders to serve at HSIs to promote and facilitate the adoption of teaching and learning technologies. This was an idea proposed by Chair Dr. Carlos Morales, and leader of the Distance Learning Task Team. Attendees will gain knowledge and skills through synchronous presentations coordinated by leaders in the higher education community. The curriculum will be composed of eight different topics, offered in English and/or Spanish, designed to prepare higher education leaders to support their institutions and transform their organizations to be more resilient, flexible, and relevant as they face an array of increasingly difficult challenges. Besides attending the synchronous presentations, participants identified a project to develop and implement at their campuses or organizations with the support of a mentor.

*Durante este año académico, HETS anunció la primera edición de la Academia de Liderazgo de Tecnologías de Aprendizaje (H-LTLA), un programa de desarrollo profesional centrado en el desarrollo de la próxima generación de líderes para servir en HSI para promover y facilitar la adopción de tecnologías de enseñanza y aprendizaje. En la Academia, los asistentes obtendrán conocimientos y habilidades a través de presentaciones sincrónicas coordinadas por líderes de la comunidad de educación superior. El plan de estudios será en inglés o español con ocho temas diferentes diseñados para preparar líderes de educación superior para apoyar a sus instituciones y transformarlas para que sean más resistentes, flexibles y relevantes a medida que enfrentan una serie de desafíos cada vez más difíciles.*

## PROFESSIONAL DEVELOPMENT: ONLINE WORKSHOPS AND WEBINARS

During 2020-2021, HETS continued to provide faculty development opportunities through online workshops, webinars, and special educational events. The objective before the pandemic was to develop a total of eight (8) training sessions, including four (4) face-to-face opportunities and four (4) online sessions, six (6) in Spanish and two (2) in English. The organization offered two online trainings during the Fall semester, one related to basic elements for an effective design in online learning to improve retention, which had eleven (11) registrants from five (5) institutions and two (2) participants on the self-paced workshops from two (2) member institutions in the U.S. An additional online workshop was coordinated, as a special request from the Universidad Central del Caribe for 105 faculty members to be certified on the online workshop in Spanish: Retención en línea: Elementos básicos para un diseño instruccional efectivo. During the Spring semester, the online workshop: Mejores Prácticas Educativas de la Web 2.0 was offered to 26 participants from seven (7) institutions. The face-to-face workshops scheduled for the second semester were cancelled due to the COVID-19 pandemic.

*Durante el 2020-2021, HETS continuó brindando oportunidades de desarrollo para los miembros de facultad a través de talleres en línea, webinars y eventos educativos especiales. El objetivo antes de la pandemia era desarrollar un total de ocho (8) sesiones de capacitación, incluyendo cuatro (4) oportunidades presenciales y cuatro (4) sesiones en línea, seis (6) en español y dos (2) en inglés. La organización ofreció dos (2) capacitaciones en línea durante el semestre de otoño, una relacionada con elementos básicos para un diseño efectivo en el aprendizaje en línea para mejorar la retención, que contó con once (11) inscripciones de cinco (5) instituciones y dos (2) participantes en los talleres a su propio ritmo de dos instituciones miembros en los Estados Unidos. Se coordinó un taller adicional en línea como una solicitud especial de la Universidad Central del Caribe para 105 miembros de su facultad y otro taller en la primavera sobre Mejores Prácticas Educativas de la Web 2.0, ofrecido a 26 participantes de siete (7) instituciones. Los talleres presenciales programados para el segundo semestre fueron cancelados debido a la pandemia del covid-19.*

## PUBLICATIONS

HETS provided member institutions with access to multiple publications on distance education in Puerto Rico, developed and published in collaboration with the University of Puerto Rico, Río Piedras Campus, Virtual Educa, and the Puerto Rico Department of State. These reports are available for download, free of charge, at the HETS web portal. The first report, "Educación Virtual y a Distancia en Puerto Rico", was downloaded 38 times; "Documento de trabajo: Teoría y Práctica de la Educación a Distancia en Puerto Rico", with a total of 140 downloads; "Lo obvio y lo escondido de la Educación a Distancia en Puerto Rico", was downloaded 105 times; and the most recently published "El futuro de la educación a distancia en Puerto Rico" has been downloaded 292 times. The total of downloads as June 2020 was 1,845 in comparison with 2,419 as of June 2021 (574 new downloads).

*HETS proveyó a sus instituciones miembros acceso a varias publicaciones sobre educación a distancia en Puerto Rico, desarrolladas y publicadas en colaboración con el Recinto de Río Piedras de la Universidad de Puerto Rico, Virtual Educa y el Departamento de Estado de Puerto Rico. Estos informes están disponibles, libre de costo, en el portal web de HETS. El primer informe, Educación Virtual y a Distancia en Puerto Rico, cuenta con un total de 38 descargas; Documento de trabajo: Teoría y Práctica de la Educación a Distancia en Puerto Rico, con un total de 140 descargas; Lo obvio y lo escondido de la Educación a Distancia en Puerto Rico, que tiene 105 descargas; y el más recientemente publicado: El futuro de la educación a distancia en Puerto Rico, ha sido descargado 292 veces. El total de descargas a junio de 2020 fue de 1,845 en comparación con 2,419 a junio de 2021 (574 nuevas descargas).*



## DISTANCE LEARNING WEBINARS

During the academic year 2020-2021, HETS continued offering a series of online webinars for faculty members, developed with the support of our expert resources within our member institutions. This series resulted in 11 and 16 free of charge webinars offered in both English and Spanish, respectively. The Spanish webinars reached more than 4,000 participants from 19 member institutions participants, 23 non-member institutions, 27 international institutions, and 11 organizations. On the other hand, English webinars were taken by more than 1,000 participants from 35 member institutions, 34 non-member institutions, 13 international institutions, and 7 organizations.



*Durante el año académico 2020-2021, HETS continuó ofreciendo una serie de seminarios en línea para los miembros de la facultad, desarrollados con el apoyo de nuestros recursos expertos dentro de nuestras instituciones miembros. Esta serie dio como resultado 11 y 16 seminarios web gratuitos ofrecidos en inglés y español, respectivamente. Los webinars en español llegaron a más de 4,000 participantes de 19 instituciones miembros, 23 instituciones no miembros, 27 instituciones internacionales y 11 organizaciones. Por otro lado, los seminarios web en inglés fueron tomados por más de 1,000 participantes de 35 instituciones miembros, 34 instituciones no miembros, 13 instituciones internacionales y 7 organizaciones.*

# PROMOTING HETS GROWTH AND DEVELOPMENT

The core strategic areas and the work and progress of the organization during the 2017-2021 period is supported by a series of essential marketing, communications, and development strategies. These strategies are expected to help increase the visibility of the organization, help maintain effective relations with members, and increase the interest of corporate partners and sponsors. Also, it is expected to attract the interest of external publics, enhance the strategic positioning of the organization, and increase the growth and sustainability capacity of the organization.

*Las áreas estratégicas medulares, así como el trabajo y progreso de la organización durante el período 2017-2020, están respaldados por estrategias de mercadeo, comunicaciones y desarrollo. Se espera que estas estrategias ayuden a aumentar la visibilidad de la organización, a mantener relaciones efectivas con sus miembros y aumenten el interés de los socios corporativos y patrocinadores. También, se espera que atraigan el interés de públicos externos, mejoren el posicionamiento estratégico de la organización y aumenten el crecimiento y la capacidad de sostenibilidad de HETS.*

## MEMBERSHIP GROWTH

In 2020-2021, HETS achieved 90% membership retention rate, since five (5) members were not able to renew their membership due to financial hardships. However, the organization was able to add six (6) new institutional members (California State University Bakersfield, California State University Stanislaus, Caribbean University, Humacao Community College, New Jersey City University, and Western Connecticut State University). As part of the membership growth initiatives, outreach efforts, focused on a new strategy in which the Executive Committee members actively participated contacting and referring HETS services and membership to colleagues. As a result of the Member Referral Initiative, 76 institutions were contacted, from which 15% (11 institutions) responded with their interest to join and learn more.

*En 2020-2021, HETS logró una tasa de retención de membresía del 90%, ya que cinco (5) miembros no pudieron renovar su membresía debido a problemas económicos. Sin embargo, como parte de las iniciativas de crecimiento, se agregaron seis (6) nuevos miembros institucionales y los esfuerzos de divulgación se centraron en una nueva estrategia en la que los miembros del Comité Ejecutivo participaron activamente contactando y refiriendo los servicios y la membresía de HETS a sus colegas. Como resultado de esta iniciativa, se contactó a 76 instituciones, de las cuales el 15% (11 instituciones) respondieron con su interés en unirse y aprender más.*

## FUNDING

HETS has continued to implement a series of initiatives to diversify and increase its funding. These include the expansion of the number of corporate partners through the implementation of the HETS Corporate Social Responsibility Program. The Consortium has also focused on identifying and attracting sponsors for its events and the Student Ambassadors Program. Overall, the organization's revenues for this academic year 2020-2021 totaled \$222,780. Most of the revenues (74%) were collected through membership dues; followed by corporate sponsorships and donations (17%); revenues related to the Best Practices Showcase (8%); and from workshop registrations (1%).

*HETS ha continuado implementando una serie de iniciativas para diversificar y aumentar sus fondos. Estos incluyen el aumento en el número de socios corporativos a través del Programa de Responsabilidad Social Corporativa. El Consorcio también se ha centrado en identificar y atraer patrocinadores para sus eventos y el Programa de Embajadores Estudiantiles. En general, los ingresos de la organización para este año académico 2020-2021 totalizaron \$222,780. La mayoría de los ingresos (74%) se recaudaron a través de cuotas de membresía; seguido de patrocinios corporativos y donaciones (17%); ingresos relacionados con el Best Practices Showcase (8%); y de las inscripciones a talleres (1%).*



# EXPANDING RELATIONSHIPS AND VISIBILITY

Another key priority for HETS throughout the years has been increasing its visibility and expanding its networks, both internally and externally. In 2020-2021, given the new academic scenario, the Executive Committee was engaged in an initiative to continue these efforts, since outreach initiatives were limited due to the COVID-19 pandemic. As a result, the HETS Leadership series campaign was developed, consisting of interviews to HETS Officers sharing their experiences as HETS members. The series began with videos of Presidents Dr. Carlos Vargas (Chair), Dr. Carlos Morales (Vice Chair), Manuel J. Fernós (Treasurer), and Gladys Nieves (Secretary). The goal of this first series was to emphasize on the relationship of HETS with their respective institutions and how HETS has helped overcome the COVID-19 academic challenges.

Additional efforts to support the growth of the organization were the high demand of HETS Spanish version webinars, reaching more than 5,032 students from 20 member institutions; more than 4,000 faculty members and administrators registered from 19 member institutions; and 50 non-members; and more than 1,000 from 35 member institutions and 47 non-member institutions for the English version. Also, the partnership with HACU was renewed to expand the potential of the HETS Online Journal (HOJ). Also, internal alliances and liaisons were established with ICANN (HETS is an at-large certified organization); Internet Society of Puerto Rico; Connect Marketplace; Virtual Educa; and outreach efforts were made to Chase Bank and Anthology during the 2021 Spring semester.

Also, HETS presence in social media has increased due to the high amount of online webinars held. A total of 147 email campaigns were sent, and 16 news articles were published in the website. In addition, during this academic year, the Consortium posted 305 tweets and reached 57,476 views and acquired 158 new followers on Twitter, for a total of 881. On Facebook, the organization posts generated more than 45,000 impressions and 2,081 new likes. The organization also reached 446 followers on LinkedIn, received 752 website clicks and 20,475 impressions or views. On its YouTube Channel, HETS had more than 27,000 views. Lastly, on its Instagram account (to enhance students engagement) HETS profile ended with 368 followers and more than 12,000 impressions.



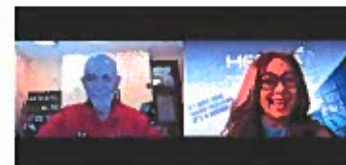
HETS Chair, Dr. Carlos Morales



HETS Vice-Chair, Manuel J. Fernós, Esq.



HETS Treasurer, Eng. Gladys Nieves



HETS Secretary, Dr. Carlos Vargas-Aburto



Otra prioridad clave para HETS a lo largo de los años ha sido aumentar su visibilidad y expandir sus redes, tanto interna como externamente. En 2020-2021, dado el nuevo escenario académico, el Comité Ejecutivo se involucró en una iniciativa para continuar con estos esfuerzos, ya que no se podía visitar a potenciales nuevos miembros, debido a la pandemia. Como resultado, se desarrolló una campaña que consistió en entrevistas a los oficiales de HETS que comparten sus experiencias y perspectivas como miembros.

Otros esfuerzos adicionales para apoyar el crecimiento de la organización fueron la alta demanda de webinars en español, los cuales impactaron a más de 5,000 estudiantes de 20 instituciones miembros; más de 4,000 miembros de la facultad y administradores de 19 instituciones miembros; y 50 no miembros; y más de 1,000 participantes de 35 instituciones miembros y 47 instituciones no miembros para la versión en inglés. Además, HETS continuó su alianza con organizaciones y corporaciones como la Asociación Hispana de Colegios y Universidades (HACU) y Virtual Educa. Otros incluyeron ICANN, Microsoft, Connect Marketplace, y se realizaron esfuerzos con Chase Bank y Anthology durante el semestre de primavera de 2021.

Además, la presencia de HETS en las redes sociales ha aumentado debido a la gran cantidad de webinars celebrados. Se enviaron un total de 147 campañas de correo electrónico y se publicaron 16 artículos de noticias en el sitio web de HETS. Además, durante este curso académico, el Consorcio publicó 305 tuits y alcanzó las 57,476 visualizaciones y 158 nuevos seguidores en Twitter, para un total de 881. En Facebook, las publicaciones de la organización generaron más de 45,000 impresiones y 2,081 nuevos "likes". La organización también alcanzó los 446 seguidores en LinkedIn, recibió 752 clics en el sitio web y 20,475 impresiones o vistas. En su canal de YouTube, HETS tiene más de 27,000 visitas. Por último, su cuenta de Instagram obtuvo 368 seguidores y más de 12,000 impresiones.



# 2020-2021 NEW MEMBERS AND PARTNERS

iHETS warmly welcomes its new 2020-2021 Institutional Members!

**Humacao Community College** was founded in 1978 by Professor Jorge Mojica Ramírez and his wife, Professor Aida Elsie Rodríguez Santiago. Its main objective was to prepare students in Business Administration and Electronics programs. In 1989, the Council of Higher Education of Puerto Rico granted Humacao Community College the license to offer its first associate degrees. For more than forty years, Humacao Community College has been part of the tradition of Humacao and neighboring towns of Puerto Rico, characterized by academic degrees and excellent services to both its students and the community, achieving the transformation of Puerto Rico through its graduates.



**American University of Puerto Rico** emerged as a non-profit post-secondary educational institution in 1963 serving the traditional and non-traditional student population of the northern and central areas of Puerto Rico. Its mission is educate for successful management in the professional field, entrepreneurship, and the responsible exercise of citizen duties. In August 1978, the Institution became a four-year university college and adopted the name of the American College of Puerto Rico. Very close to celebrating its 60th anniversary in June 2001, the first proposal to begin graduate studies was submitted and continues expanding their offerings through joint projects, with a focus on integration and the use of technology.



**Caribbean University (CU)** was founded in Bayamón, Puerto Rico in 1969 as Caribbean Junior College. CU is categorized as a private, non-profit, co-educational, and non-sectarian educational institution, authorized by the Council of Higher Education of Puerto Rico to offer associate degrees in 1974 and baccalaureate degrees in 1978. In January 1990, they changed the name to Caribbean University. The University is committed to the principle of proving accessibility to the most disadvantaged, empathy in its offerings, and adaptability to meet the needs of the communities it serves. Currently, the University consists of the Central Administration, the Bayamón Campus, and three additional campuses in Carolina, Vega Baja, and Ponce.



**New Jersey City University (NJCU)**, was established in 1927 as a training school for teachers. Today, NJCU is among the most comprehensive universities in the State and provides a diverse population of learners with an excellent education. The University is committed to the improvement of the educational, intellectual, cultural, socioeconomic, and physical environment of the surrounding urban region and beyond, and offer 47 undergraduate degree programs and 30 graduate programs, including emerging and interdisciplinary fields. NJCU operates two additional campus sites in Jersey City's financial district and in Monmouth County, and will open a campus location in Fort Monmouth, New Jersey.



**California State University, Stanislaus** opened as Stanislaus State College in 1960 at the County Fairgrounds in Turlock. The Institution moved to its current location in 1965, gained university status and its present name in 1986, and opened its Stockton Campus in 1998. The University serves a diverse student body of more than 10,000, and offers 43 majors, 41 minors and more than 100 areas of concentration, along with 16 master's degree programs, seven credential programs and a doctorate in educational leadership. Stanislaus State is part of the California State University, a 23-campus system across California with more than 400,000 students. CSU campuses emphasize access to quality public higher education and workforce preparation that is responsive to regional needs.



**California State University, Bakersfield (CSUB)** opened in October 1970, and is a member of the California State University. Located on 375 acres, CSUB is a growing comprehensive regional university that is committed to transforming the lives of students and serving communities through excellence in academia, diversity, service and community engagement. The university serves nearly 12,000 students at two locations: the main campus in Kern County and the Antelope Valley campus in the Los Angeles County city of Lancaster. There are more than 65 undergraduate and graduate degree programs available in the University's schools: Arts and Humanities, Business and Public Administration, Natural Sciences, Mathematics and Engineering, and Social Sciences and Education. Also, CSUB's Extended University serves the community by offering additional professional development, certificate and degree programs.



# RECOGNITION OF HETS FORMER LEADERSHIP

Throughout its history of 28 years, HETS has been privileged to gather an outstanding number of renowned educational leaders. Many of these leaders have guided the organization's steps since its inception, as founding fathers, while others have joined along the way, leaving significant contributions. Some of these leaders have made the decision to retire, not without first leaving a great legacy. Thus, we would like to dedicate this space to recognize Dr. René Cintrón who unexpectedly passed away during the last semester of 2021. His leadership helped build what the HETS Consortium is today, and we thank him for his LEADERSHIP and LEGACY.

The HETS Family is saddened to learn about the untimely passing of one of our Board members and colleagues Dr. René Cintrón. René was part of HETS since the year 2019 when Louisiana Community and Technical College System joined us, and he was the designated representative to the Board of Directors. Although the time we shared with him was short, his active participation, innovative ideas, and wise recommendations will never be forgotten. René began his higher education career at Delgado Community College as an instructor from 2007 to 2015 until he was promoted to Assistant Dean, Business and Technology Division. In June 2017 he was promoted to Chief Academic Affairs Officer and in July 2018 he was promoted to Chief Education and Training Officer. In this role, he became part of HETS and was an active supporter and collaborator of our initiatives and mission. In recognition to his leadership, we invite you to read more about the scholarship created to honor Dr. Cintrón's legacy and to benefit deserving Hispanic students attending the LCTCS colleges.

In honor of his commitment to education and to the students of Louisiana, LCTCS created the Dr. René Cintrón Hispanic Student Scholarship at the Louisiana Community and Technical College System (LCTCS) Foundation (Donate to LCTCS Foundation :: Powered by Aplos). The scholarship will benefit deserving Hispanic students attending any one of the LCTCS colleges. In lieu of flowers, contributions to the scholarship fund may be made online (link above) or by mailing a check payable to: LCTCS Foundation, Dr. René Cintrón Hispanic Student Scholarship Fund at 265 South Foster Drive, Baton Rouge, Louisiana 70806. Our hope is that this scholarship will keep René's memory and his passion for education alive. René's caring personality and his leadership and commitment to education will be missed in HETS board meetings and events. Our prayers and thoughts are with his family, friends, and colleagues.



**Dr. René Cintrón**

Louisiana Community and Technical College System

A lo largo de su historia de 28 años, HETS ha tenido el privilegio de reunir a un número sobresaliente de líderes educativos de gran renombre. Muchos de estos líderes han guiado los pasos de la organización desde sus inicios, como sus padres fundadores, mientras que otros se han unido a ellos en el camino, dejando importantes contribuciones. A lo largo de los años, algunos de estos líderes han tomado la decisión de retirarse dejando un gran legado. En esta ocasión, queremos dedicar este espacio para reconocer al doctor René Cintrón, quien falleció sorpresivamente durante el último semestre de 2021. El Doctor Cintrón ayudó a desarrollar lo que es el Consorcio HETS hoy, por lo que agradecemos su LIDERAZGO y LEGADO.

La Familia HETS se entristece ante el prematuro fallecimiento de uno de nuestros miembros de la Junta y colega, el Dr. René Cintrón. René fue parte de HETS desde el año 2019 cuando Louisiana Community and Technical College System se unió a nosotros, y fue el representante designado ante la Junta de Directores. Aunque el tiempo que compartimos con él fue corto, su participación activa, ideas innovadoras y sabias recomendaciones nunca serán olvidadas. Como Director de Educación y Capacitación, se convirtió en parte de HETS, siendo un activo partidario y colaborador de nuestras iniciativas.

En reconocimiento a su legado, lo invitamos a ver los detalles a continuación de una beca creada por LCTCS para beneficiar a estudiantes hispanos que asisten a cualquiera de sus instituciones: Hispanic Student Scholarship at the Louisiana Community and Technical College System (LCTCS) Foundation (Donate to LCTCS Foundation :: Powered by Aplos). Las contribuciones al fondo de becas se pueden hacer en línea (enlace anterior) o enviando por correo un cheque pagadero a: LCTCS Foundation, Dr. René Cintrón Hispanic Student Scholarship Fund en 265 South Foster Drive, Baton Rouge, Louisiana 70806. La personalidad cariñosa de René, su liderazgo y compromiso con la educación se extrañarán en las reuniones de la Junta de HETS y eventos.

# HETS 2020-2021 FINANCIAL STATEMENTS

## STATEMENT OF ACTIVITIES 2020-2021

### DESCRIPTION

REVENUES	ACTUAL	BUDGET	% CHANGE-
Membership Dues	\$165,000	\$172,500	95.65
Corporate Spons. & Donations	\$37,767	\$47,067	80.24
Event Coord./Best Practices	\$2,100	\$4,000	52.50
Workshop Registration	\$17,913	\$23,500	76.23
Other Income	\$0	\$0	0%
<b>TOTAL REVENUES</b>	<b>\$222,780</b>	<b>\$247,067</b>	<b>90.17%</b>
EXPENSES			
Administrative Expenses	\$26,304	\$24,406	107.78%
Direct Services	\$130,578	\$156,581	83.39%
Operational Expenses	\$52,590	\$66,080	79.59%
<b>TOTAL EXPENSES</b>	<b>\$209,472</b>	<b>\$247,067</b>	<b>84.78%</b>
<b>CHANGE IN NET ASSETS</b>	<b>\$13,308</b>	<b>\$0</b>	<b>0.00%</b>

## STATEMENT OF FINANCIAL POSITION

### ASSETS - FISCAL YEAR 2021

Current Assets	
Banco Popular Checking Account	\$61,640
Accounts Receivable	\$24,110
Prepaid Expenses	\$6,483

**Total Current Assets \$92,233**

Property and Equipment	
Equipment	\$1,863
Accum. Depreciation	(\$695)

**Total Property and Equipment \$1,168**

**Total Assets \$93,401**

### LIABILITIES AND NET ASSETS

Current Liabilities	
Accounts Payable	\$28,067
Accrued Expenses	\$6,249
Deferred Revenues	\$6,500

**Total Current Liabilities \$40,816**

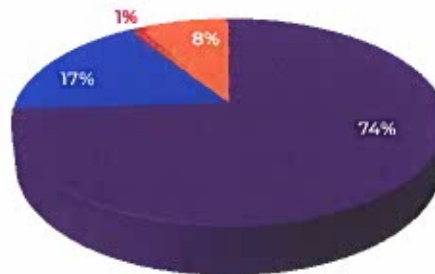
Net Assets	
Total Net Assets	\$39,276
Net Income	\$13,309

**Total Net Assets \$52,585**

**Total Liabilities & Net Assets \$93,401**

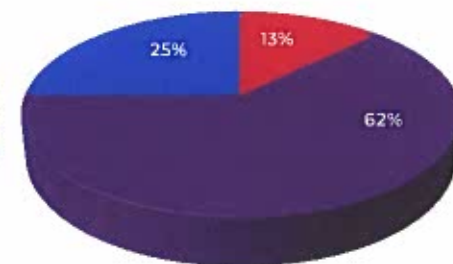
## REVENUES AND EXPENSES - CHARTS

### DISTRIBUTION OF HETS REVENUES



- Membership Dues
- Corporate Sponsorships & Donations
- Event Coordination/Best Practices
- Workshop Registration

### DISTRIBUTION OF HETS EXPENSES



- Direct Services
- Operational Expenses
- Administrative Expenses

### DISTRIBUTION OF HETS DIRECT SERVICES EXPENSES



- Online Resources & Social Media
- Student Leadership & Event Coordination
- HETS Professional Development Events (PDEs)
- HETS Online Journal (Peer Reviews)
- Grant and Sponsors Outreach





# CREDITS & GENERAL INFORMATION

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Re: HACU Membership has been Deactivated (follow up response)

Carina Bandhauer <bandhauerc@wcsu.edu>

Wed 2/15/2023 1:38 PM

To: Jesenia Minier <minierj@wcsu.edu>

Cc: Paul Beran <beranp@wcsu.edu>; Missy Alexander <alexanderm@wcsu.edu>; Mary O'Connor <oconnorma@wcsu.edu>; Keisha Stokes <stokesk@wcsu.edu>

Wonderful - thanks!

Carina

**Carina A. Bandhauer, PhD** (she/her)

Chair, Department of Social Sciences

Professor of Sociology

Warner Hall 207

Western Connecticut State University

181 White Street, Danbury, CT 06810

**Spring 2023 Office Hours** · M · T · R from 12:30-2:15pm; · and W & F by appointment

**Office** 203.837.8650 | **Department** 203.837.8484

**Email** bandhauerc@wcsu.edu | **Visit Us:** [www.wcsu.edu/socsci](http://www.wcsu.edu/socsci)



**UNDOCUALLY**  
Western Connecticut State University

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---

**From:** Jesenia Minier <minierj@wcsu.edu>

**Sent:** Wednesday, February 15, 2023 01:24 PM

**To:** Carina Bandhauer <bandhauerc@wcsu.edu>

**Cc:** Paul Beran <beranp@wcsu.edu>; Missy Alexander <alexanderm@wcsu.edu>; Mary O'Connor <oconnorma@wcsu.edu>; Keisha Stokes <stokesk@wcsu.edu>

**Subject:** Re: HACU Membership has been Deactivated (follow up response)

Good afternoon Dr. Bandhauer,

This is interesting news! I'd agree that we should connect to further these discussions and initiatives along, and I can also connect some dots here. I'll ask my assistant, Keisha Stokes, to arrange some time virtually (upon your availability) for either next week or the week after to discuss the below mentioned. As the collaborative I'm working through will be hitting the ground running, the WCSU website for HSI designation will be designed to include the WCSU Undocu-Ally Taskforce (UTAF) as a university resource and so we definitely need to have discussions since the UTAF webpage will need updates.

Thank you. Jesenia

Jesenia Minier, MPA, DPA

Chief Diversity Officer

ADA and Title IX Coordinator

Office of Diversity and Equity/Pride Center

signature\_3398834450

181 White Street

Midtown Campus, University Hall, 2<sup>nd</sup> Fl. Suite

Danbury, Connecticut 06810

Telephone: (203) 837-8444

Fax: (203) 837-8503

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In collaboration with the following institutional partners:

cidimage006.png@01D7F0E7.98E3B350 cidimage008.png@01D7F0E7.98E3B350 HETS » Hispanic Educational Technology Services

Home - American Association for Access Equity and Diversity - AAAED International school Barcelona » Gresol International-American School

cidimage012.jpg@01D7F0E7.98E3B350 cidimage002.png@01D883BE.C386D020

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**From:** Carina Bandhauer <bandhauerc@wcsu.edu>  
**Sent:** Wednesday, February 15, 2023 1:11 PM  
**To:** Jesenia Minier <minierj@wcsu.edu>; Paul Beran <beranp@wcsu.edu>  
**Cc:** Mary O'Connor <oconnorma@wcsu.edu>; Missy Alexander <alexanderm@wcsu.edu>  
**Subject:** Re: HACU Membership has been Deactivated (follow up response)

Hi All,

Thanks for looping me in on this. Being a HSI is a huge step and, relatedly, getting WCSU designated as a Dream.US partner has been part of the conversations at the UndocuAlly Task Force meetings for some time. I also am participating in a consortium on issues related to Undocumented students with each of the CSU's and UConn. ECSU has for some time been a designated Dream.US institution which affords serious federal funding for undocumented students from out of state to come to ECSU. I learned at the consortium meetings that SCSU was very recently also designated as a Dream.US campus as well.

Are there specific efforts being taken to lead WCSU in the same direction afoot? How can the UATF collaborate further on this? It would be super powerful if we could be better in sync about this.

Here is the link to the Dream.US website: <https://thedream.us/about-us/partner-colleges/> and here is the blurb from the Dream.US website:

"Our Partner Colleges have a track record of serving low-income, first-generation students and provide a designated Scholar Advisor who provides ongoing support and assistance to address all of the emotional, lifestyle and financial challenges that may prevent our Scholars from completing college.

We are proud to have 70+ Partner Colleges across the United States – all committed to serving *and graduating* DREAMers. We also partner with regional organizations committed to college success."

Thanks,  
Carina

**Carina A. Bandhauer, PhD** (she/her)  
Chair, Department of Social Sciences  
Professor of Sociology  
Warner Hall 207  
Western Connecticut State University  
181 White Street, Danbury, CT 06810

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**Email** bandhauerc@wcsu.edu | **Visit Us:** [www.wcsu.edu/sorsci](http://www.wcsu.edu/sorsci)



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**From:** Jesenia Minier <minierj@wcsu.edu>  
**Sent:** Wednesday, February 15, 2023 11:46 AM  
**To:** Paul Beran <beranp@wcsu.edu>  
**Cc:** Mary O'Connor <oconnorma@wcsu.edu>; Carina Bandhauer <bandhauerc@wcsu.edu>  
**Subject:** Re: HACU Membership has been Deactivated (follow up response)

Good day Dr. Beran,

Thank you for responding and sharing this great news with both Dr. Bandhauer and myself. I'd also like to share that I'm working with Dr. John-Paul Chasson-Cardenas, Vice President for Diversity, Equity and Inclusion with CT State Community College to work collaboratively on the filing of the institutional HSI Designation applications for CT STATE and Western Connecticut State University. Dr. Chasson-Cardenas also wanted my consultation and guidance to have a website design/publication and dashboard/timelines for the HSI designation for each institution and so we're collaborating on this initiative as well.

We're initiating the first steps for the federal funding applications for both institutions and I'll gladly discuss more at a later date.

Thank you, Jesenia

Jesenia Minier, MPA, DPA  
Chief Diversity Officer  
ADA and Title IX Coordinator  
Office of Diversity and Equity/Pride Center  
\_signature\_3090971929

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Midtown Campus, University Hall, 2<sup>nd</sup> Fl. Suite  
Danbury, Connecticut 06810  
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**From:** Paul Beran <beranp@wcsu.edu>  
**Date:** Tuesday, February 14, 2023 at 9:41 AM  
**To:** Jesenia Minier <minierj@wcsu.edu>, Carina Bandhauer <bandhauerc@wcsu.edu>  
**Cc:** Mary O'Connor <oconnorma@wcsu.edu>  
**Subject:** RE: HACU Membership has been Deactivated (response)

To Drs Minier and Bandhauer:

I am having my Exec Asst. Mary O'Connor find out about this situation and get it paid and WCSU back in good standing. WCSU has met the criteria to be recognized as an Hispanic Serving Institution so membership is important for all the connections it provides. This situation appears to be a confusion about having gone to Dr. Clark's email instead of to this office.

Thanks for bringing it to my attention.

Paul B.

**Paul B. Beran, Ph.D.**

(he/him/his)

Interim President

Western Connecticut State University

181 White Street, Danbury CT 06810

Office: (203) 837-8300 Fax: (203) 837-8283

Cell: (203) 501-3950

Email: [beranp@wcsu.edu](mailto:beranp@wcsu.edu)



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**From:** Jesenia Minier <minierj@wcsu.edu>  
**Sent:** Tuesday, February 14, 2023 9:21 AM  
**To:** Carina Bandhauer <bandhauerc@wcsu.edu>  
**Cc:** Paul Beran <beranp@wcsu.edu>; Mary O'Connor <oconnorma@wcsu.edu>  
**Subject:** Re: HACU Membership has been Deactivated (response)

Good day Professor Bandhauer,

To date, I updated all of the contact information and student population figures on the HACU renewal membership. This was already submitted to HACU and the WCSU President's Office several weeks ago. If there is a discrepancy or issue with the institutional membership, I would kindly ask that you contact Ms. Mary O'Connor, Executive Assistant to the President for general assistance. I have copied both President Beran and Ms. O'Connor on this communication.

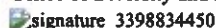
Thank you. Jesenia

Jesenia Minier, MPA, DPA

Chief Diversity Officer

ADA and Title IX Coordinator

Office of Diversity and Equity/Pride Center



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Midtown Campus, University Hall, 2<sup>nd</sup> Fl. Suite

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---

**From:** Carina Bandhauer <[bandhauerc@wcsu.edu](mailto:bandhauerc@wcsu.edu)>  
**Sent:** Monday, February 13, 2023 6:59 PM  
**To:** Jesenia Minier <[minierj@wcsu.edu](mailto:minierj@wcsu.edu)>  
**Subject:** HACU Membership has been Deactivated

Hi Jesenia,

I'm not sure if there has been a mess up somewhere - did this get switched over and HACU just doesn't recognize it?

Best,  
Carina

**Carina A. Bandhauer, PhD** (she/her)  
Chair, Department of Social Sciences  
Professor of Sociology  
Warner Hall 207  
Western Connecticut State University  
181 White Street, Danbury, CT 06810

---

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**From:** memberinfo <[memberinfo@hacu.net](mailto:memberinfo@hacu.net)>  
**Sent:** Monday, February 13, 2023 04:37 PM  
**To:** Carina Bandhauer <[bandhauerc@wcsu.edu](mailto:bandhauerc@wcsu.edu)>  
**Subject:** Courtesy Copy - Your HACU National Institutional Membership has been Deactivated

**Please be cautious**  
This email was sent from outside of your organization



February 13, 2023

Dear Dr. Bandhauer:

Please see below a courtesy copy of the deactivation notice sent to your institution's president.

Feel free to contact the membership department if you have any questions.

Thank you for your support,

**Membership Department**  
Hispanic Association of Colleges and Universities (HACU)  
8415 Datapoint Drive Ste. 400 | San Antonio, TX 78229  
(210) 576-3213 Phone | (210) 692-0823 Fax  
[memberinfo@hacu.net](mailto:memberinfo@hacu.net)

---

February 13, 2023

John B. Clark Ed.D.  
President  
Western Connecticut State University  
181 White Street  
Danbury, CT 6810

**Re: Your HACU National Institutional Membership has been Deactivated**

Dear Dr. Clark:

The Hispanic Association of Colleges and Universities (HACU) has concluded its renewal period for 2023. Our records show that your institution's membership expired December 31, 2022, and it was not renewed for this coming year. All memberships not renewed were officially **deactivated** as of **February 7, 2023**. If this has been an oversight and you are interested in renewing your membership, please contact us at [memberinfo@hacu.net](mailto:memberinfo@hacu.net) or by phone at (210) 576-3213.

Thank you for your past membership support. We certainly hope to count Western Connecticut State University as a HACU member again soon.

Sincerely,

HACU Membership Department

THE CHAMPIONS OF HISPANIC SUCCESS IN HIGHER EDUCATION

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## UPDATE: HACU and HETS Invoices

Jesenia Minier <minierj@wcsu.edu>

Thu 1/19/2023 5:25 PM

To: Mary O'Connor <oconnorma@wcsu.edu>

Cc: Keisha Stokes <stokesk@wcsu.edu>; Tammie Battista <battistat@wcsu.edu>

📎 1 attachments (327 KB)

Inv #927 Rev WCSU Dec-2022.pdf;

Good day Mary,

So sorry for the slight delay in getting this to you. As discussed, If you can proceed with submission of payment for the attached invoice for HETS through the President's Office that would be greatly appreciated. I just noticed that I haven't receive any correspondence about the processing of the HACU renewal invoice and will follow up with the HACU representative tomorrow afternoon.

Also, as soon as I receive the HETS Showcase Conference information, I'll forward this to you for President Beran's review.

Thanks again. Jesenia

Jesenia Minier, MPA  
Chief Diversity Officer  
ADA and Title IX Coordinator  
Office of Diversity and Equity/Pride Center



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[www.wcsu.edu/pridecenter/](http://www.wcsu.edu/pridecenter/)

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HISPANIC  
ASSOCIATION  
OF COLLEGES &  
UNIVERSITIES



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Section L

Element No. 12

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**DISCRIMINATION  
COMPLAINT  
PROCESS**

Sec. 46a-68-89

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## **Discrimination Complaint Process**

Under Section 46a-68-89(a) of the Affirmative Action Regulations of Connecticut State Agencies, the University has an established system to process and resolve employee allegations of discrimination consistent with Chapters 67 and 68 of the Connecticut General Statutes. The system provides for the expeditious resolution of complaints to assure that legal options for filing complaints are not foreclosed.

The University's Discrimination Complaint Process includes:

- (1) Periodic training in counseling and grievance investigation for agency designated personnel;
  - (2) Confidential counseling and procedures for informal resolution at the institution by the Chief Diversity Officer;
  - (3) Notice to employees that the university discrimination complaint process is available;
  - (4) A guarantee of no retaliation for the exercise of rights granted pursuant to the Connecticut General Statutes;
  - (5) Advisement of legal options to file complaints with the Connecticut 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 Labor ("DOL"), Wage and Hour Division; and any other agencies, state, federal, or local, that enforce laws concerning discrimination in employment or public services.
  - (6) Time frames not exceeding ninety (90) days for filing, processing and resolution of such matters.
- (b) The University maintains all records of grievances and dispositions and such records are reviewed on a regular basis by the Western Connecticut State University ("WCSU" or "University") Office of Diversity and Equity ("ODE") to detect any patterns in the nature of the grievances. The records maintained are kept confidential except where disclosure is required by law.
- (c) The University's Affirmative Action Plan contains a summary of the employee discrimination complaints alleged, the results thereof, and the length of time taken to resolve the complaint. Where informal allegations have resulted in complaints to enforcement agencies, the University's Affirmative Action Plan provides information on the number of such complaints, investigating agency, whether such matters are currently pending or the outcome thereof. All records relevant to complaints filed under this section are maintained by the agency for examination by the CHRO.

Enclosed is the completed Form #89A (Discrimination Complaint Log) with the filed University's internal complaints, reported allegations, the length take to resolve the complaint,

and the results thereof, during the reporting period. This form includes complaints filed and action taken with outside enforcement agencies.

The WCSU Office of Diversity and Equity (“ODE”) developed a website and detailed content/repository of the most current and relevant policies, procedures and contacts to all members of the university community and community at large.

## **DISCRIMINATION COMPLAINT AGENCIES**

Under Section 46a-68-89 (a) (b) (c) of the Affirmative Action Regulations of Connecticut State 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 Western Connecticut State University ("WCSU" or "University") Internal Discrimination Complaint Process and file a complaint of discrimination with the following external agencies:

### **1. The Connecticut Commission on Human Rights & Opportunities:**

Capitol Region  
450 Columbus Blvd.  
Hartford, Connecticut 06103  
Tel: (860) 566-7710

Eastern Region  
100 Broadway  
Norwich, Connecticut 06360  
Tel: (860) 886-5703

Southwest Region  
350 Fairfield Avenue, 6<sup>th</sup> Floor  
Bridgeport, Connecticut 06604  
Tel: (203) 579-6246

West Central Region  
Rowland State Government Center  
55 West Main Street, Suite 210  
Waterbury, Connecticut 06702-2004  
Tel: (203) 805-6530

Complaints should be filed with the Commission on Human Rights and Opportunities no later than one hundred and eighty (180) 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, Massachusetts 02203  
Tel: (617) 565-3200

Complaints should be filed with the Equal Employment Opportunities Commission 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. **Connecticut Permanent Commission on the Status of Women**

18-20 Trinity Street  
Hartford, Connecticut 06106  
Tel: (860) 240-8300

4. **State of Connecticut: Employee Grievance Procedure**

Contact Human Resources Office or union representatives for Grievance forms and/or procedures.

5. **Regulation of Wages Division, Connecticut Labor Department**

200 Folly Brook Boulevard  
Wethersfield, Connecticut 06109  
Tel: (860) 566-3450

6. **Wage and Hour and Public Contracts Division**

United States Labor Department  
135 High Street  
Hartford, Connecticut 06103  
Tel: (860) 240-4277

7. **U.S. Department of Education, Office for Civil Rights**

33 Arch Street  
Ninth Floor  
Boston, Massachusetts 02110  
Tel: (617) 289-0111  
Fax: (617) 289-0150



Section L

Element No. 12

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**DISCRIMINATION  
COMPLAINT  
PROCESS**

Sec. 46a-68-89

(ATTACHMENTS AND DOCUMENTATION)

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**DISCRIMINATION COMPLAINT LOG**

AGENCY: WESTERN CONNECTICUT STATE UNIVERSITY      REPORTING DATE: May 3, 2023

NUMBER	COMPLAINANT RACE/SEX	DATE FILED	TYPE*	ACCUSED	BASIS CLAIMED	FINDING	RESOLUTION	LENGTH OF TIME TO RESOLVE
1	White/Female (Student)	1/18/2022	Within Agency (Internal)	Other/Male (Student)	Sexual Harassment	No Probable Cause	No Action Taken	60 days
2	White/Female (Student)	1/22/2022	Within Agency (Internal)	Hispanic/Male (Student)	Sexual Harassment	Probable Cause	Action Taken (Judicial)	45 days
3	Other/Male (Student)	2/22/2022	Within Agency (Internal)	White/Male (Student)	Sexual Harassment	No Probable Cause	No Action Taken	90 days
4	White/Female (Employee)	5/6/2022	Within Agency (Internal)	White/Male** (Manager/Employee)	Gender	Informal Resolution	Action Taken (HR)	15 days
5	Other/Male (Student)	9/12/2022	Within Agency (Internal)	White/Male (Student)	Sexual Harassment	No Probable Cause	No Action Taken	90 days
6	Other/Female (Student)	10/1/2022	Within Agency (Internal)	White/Male (Student)	Race	No Probable Cause	No Action Taken	45 days
7	Black/Female (Employee)	11/2/2022	Within Agency (Internal)	White/Female (Student)	Sexual Harassment	Probable Cause	Action Taken (Judicial)	60 days
8	Black/Female (Employee)	11/2/2022	Within Agency (Internal)	White/Female (Student)	Sexual Harassment	No Probable Cause	No Action Taken	90 days
9	White/Female (Student)	11/8/2022	Within Agency (Internal)	Black/Male (Student)	Sexual Harassment	Informal Resolution	Action Taken	15 days
10	Hispanic/Female (Student)	11/17/2022	Within Agency (Internal)	White/Male (Employee)	Sexual Harassment	No Probable Cause	No Action Taken	60 days

11	White/Female (Student)	12/1/2022	Within Agency (Internal)	White/Female (Employee)	Disability	Probable Cause	Action Taken	60 days
12	White/Male (Employee)	1/2/2023	Within Agency (Internal)	Other/Male (Student)	Stalking/Harassment	Probable Cause	Action Taken (Judicial)	15 days
13	White/Male (Employee)	1/3/2023	Within Agency (Internal)	Other/Male (Student)	Sexual Harassment	Probable Cause	Action Taken (Judicial)	30 days
14	White/Male (Employee)	1/4/2023	Within Agency (Internal)	White/Female** (Manager/Employee)	Sexual Harassment	Informal Resolution	Action Taken (HR)	15 days

\*Internal (within University - Agency) or Identify if External (CHRO, DOL, EEOC, etc.)

\*\*Co-worker, Supervisor, Manager, etc.



OFFICE OF DIVERSITY & EQUITY

ODE INTAKE CONFIRMATION (DO NOT FILL)

COMPLAINT DATE: \_\_\_ / \_\_\_ / \_\_\_

COMPLAINT NO.: \_\_\_\_\_

INTAKE INITIALS: \_\_\_\_\_

### DISCRIMINATION COMPLAINT FORM

**INSTRUCTIONS:** *It is highly encouraged that you be as specific as possible when discussing incident(s) by including date(s) the incident(s) occurred, the name(s) of the person(s) involved and the name(s) of those who may have witnessed the incident(s). To investigate your complaint, it will be necessary to interview you (Complainant), the alleged accused and any witnesses with direct knowledge of the allegations or defenses. The Office of Diversity and Equity will notify all persons involved in the investigation that all communications are confidential and that unauthorized disclosure(s) of information concerning the investigation could result in disciplinary action. The complaint is not limited to the space provided. You are encouraged to attach additional materials which may assist in the investigation process. Please note that the information provided on this and/or any other form is not considered an official complaint unless it is signed by you and dated.*

#### COMPLAINANT INFORMATION:

Complainant's Name: \_\_\_\_\_  
First Name MI Last Name

Home Address: \_\_\_\_\_  
City State Zip Code

Work Address: \_\_\_\_\_  
City State Zip Code

Telephone: ( ) \_\_\_\_\_  Home  Work  Mobile  Other: \_\_\_\_\_  
Telephone: ( ) \_\_\_\_\_  Home  Work  Mobile  Other: \_\_\_\_\_  
Telephone: ( ) \_\_\_\_\_  Home  Work  Mobile  Other: \_\_\_\_\_

Email Address: \_\_\_\_\_ Alternate Email: \_\_\_\_\_

Please identify one (or more) preferred Mode(s) of Contact:

Phone Call  Email  Letter  Assigned Advocate: \_\_\_\_\_

#### COMPLAINT DETAILS:

Complaint Status:  Applicant  Admin./Staff  External (Non-Campus Related)  
 Faculty  Student/Student Employee  Other: \_\_\_\_\_

Complaint Type:  Discrimination  Hostile Work/Academic Environment  
 Harassment  Retaliation  
 Sexual Assault/Misconduct  Interpersonal Violence/Domestic Violence

Basis:  Age  Marital Status  
 Ancestry  Mental Disorder  
 Color  National Origin  
 Criminal Record (State Employment)  Sex (Including Pregnancy or Sexual Harassment)  
 Gender Identity (or Expression)  Sexual Orientation  
 Intellectual Disability  Race  
 Learning Disability  Religious Creed  
 Physical Disability

#### Terms and Conditions of Academic/Employment Status

Assignments  Performance Evaluation  Transfer  
 Benefits/Leave  Promotion  Salary/Compensation  
 Demotion/Discharge  Testing  Working Conditions  
 Employment/Hiring  Training Opportunities  Other

Under "Other", please specify: \_\_\_\_\_

Initial: \_\_\_\_\_

181 WHITE STREET, DANBURY, CONNECTICUT, 06810

[WWW.WCSU.EDU](http://www.wcsu.edu)

WESTERN CONNECTICUT STATE UNIVERSITY IS AN AFFIRMATIVE ACTION/EQUAL OPPORTUNITY EMPLOYER



OFFICE OF DIVERSITY & EQUITY

ODE INTAKE CONFIRMATION (DO NOT FILL)

COMPLAINT DATE: \_\_\_ / \_\_\_ / \_\_\_

COMPLAINT NO.: \_\_\_\_\_

INTAKE INITIALS: \_\_\_\_\_

Name of person(s) alleged are called "the Respondent(s)" that you believe have subjected you to the conduct described in your complaint. When asking about affiliation/relationship, this is information as it relates to your contact (i.e., if the Respondent is a supervisor, co-worker, student, faculty, etc.). Timeframe is asking about the length of time you have known the Respondent(s).

(1) Respondent's Name: \_\_\_\_\_  
First Name MI Last Name

Respondent Status:  Applicant  Admin./Staff  External (Non-Campus Related)  
 Faculty  Student/Student Employee  Other: \_\_\_\_\_

Affiliation/Relationship: \_\_\_\_\_ Timeframe: \_\_\_\_\_

(2) Respondent's Name: \_\_\_\_\_  
First Name MI Last Name

Respondent Status:  Applicant  Admin./Staff  External (Non-Campus Related)  
 Faculty  Student/Student Employee  Other: \_\_\_\_\_

Affiliation/Relationship: \_\_\_\_\_ Timeframe: \_\_\_\_\_

(3) Respondent's Name: \_\_\_\_\_  
First Name MI Last Name

Respondent Status:  Applicant  Admin./Staff  External (Non-Campus Related)  
 Faculty  Student/Student Employee  Other: \_\_\_\_\_

Affiliation/Relationship: \_\_\_\_\_ Timeframe: \_\_\_\_\_

(4) Respondent's Name: \_\_\_\_\_  
First Name MI Last Name

Respondent Status:  Applicant  Admin./Staff  External (Non-Campus Related)  
 Faculty  Student/Student Employee  Other: \_\_\_\_\_

Affiliation/Relationship: \_\_\_\_\_ Timeframe: \_\_\_\_\_

(5) Respondent's Name: \_\_\_\_\_  
First Name MI Last Name

Respondent Status:  Applicant  Admin./Staff  External (Non-Campus Related)  
 Faculty  Student/Student Employee  Other: \_\_\_\_\_

Affiliation/Relationship: \_\_\_\_\_ Timeframe: \_\_\_\_\_

Initial: \_\_\_\_\_

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OFFICE OF DIVERSITY & EQUITY

ODE INTAKE CONFIRMATION (DO NOT FILL)

COMPLAINT DATE: \_\_\_\_ / \_\_\_\_ / \_\_\_\_

COMPLAINT NO.: \_\_\_\_\_

INTAKE INITIALS: \_\_\_\_\_

**COMPLAINT DESCRIPTION:**

Please explain the specifics and/or situation(s) that resulted in either one (or more) of your allegation(s):

Lined area for writing the complaint description.

NOTE: Add additional pages, as needed

Initial: \_\_\_\_\_

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ODE INTAKE CONFIRMATION (DO NOT FILL)

COMPLAINT DATE: \_\_\_/\_\_\_/\_\_\_

COMPLAINT NO.: \_\_\_\_\_

INTAKE INITIALS: \_\_\_\_\_

List and describe all of the materials and/or evidence pertaining to your complaint:

- Mobile Text Message(s)                       Phone Conversation/Voicemail     Email
- Social Media Profile(s)/Chat(s)             Image(s)/Photograph(s)             Videos Clips/Videos
- Correspondence/Letters                       General/Personnel Records         Memorandums/Notes
- Other: \_\_\_\_\_                               Other: \_\_\_\_\_                       Other: \_\_\_\_\_

Describe the corrective action you are seeking from this investigation:

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Do you wish to receive one (or more) referral(s) for assistance to:

- Counseling Center                       Office of Judicial Affairs             Office of the Dean of Students
- Office of Health Services                 Housing and Residence Life         Other: \_\_\_\_\_

List the identified witnesses to (any of) the described incident(s):

Witness 1.	Name	Relationship	Contact Information
Witness 2.	Name	Relationship	Contact Information
Witness 3.	Name	Relationship	Contact Information
Witness 4.	Name	Relationship	Contact Information
Witness 5.	Name	Relationship	Contact Information
Witness 6.	Name	Relationship	Contact Information
Witness 7.	Name	Relationship	Contact Information
Witness 8.	Name	Relationship	Contact Information
Witness 9.	Name	Relationship	Contact Information
Witness 10.	Name	Relationship	Contact Information

Initial: \_\_\_\_\_

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OFFICE OF DIVERSITY & EQUITY

ODE INTAKE CONFIRMATION (DO NOT FILL)

COMPLAINT DATE: \_\_\_\_ / \_\_\_\_ / \_\_\_\_

COMPLAINT NO.: \_\_\_\_\_

INTAKE INITIALS: \_\_\_\_\_

**Complaint Acknowledgment**

I, \_\_\_\_\_, understand that, regardless of any contact with the Western Connecticut State University (“WCSU”) Office of Diversity and Equity (“ODE”), I also retain the right to file an external complaint of discrimination or discriminatory harassment with the Connecticut Commission on Human Rights and Opportunities (“CHRO”), United States Equal Employment Opportunity Commission (“EEOC”) and/or the United States Department of Education Office of Civil Rights (“OCR”). Furthermore, I understand the relevant timeline for filing with these agencies varies from 180 days to 300 days from the date of the alleged discriminatory act/actions, and is independent of any internal complaint filed with the WCSU ODE.

I, \_\_\_\_\_, understand that under state and federal law, as a Complainant, I may not be retaliated against with regards to my prospective or current employment status, for filing a discrimination complaint, participating in an investigation or opposing an unlawful discriminatory practice.

I, \_\_\_\_\_, hereby attest that the facts asserted in this complaint are true and accurate, and that I have been advised of the other avenues of appeal/redress:

\_\_\_\_\_  
Complainant Signature

\_\_\_\_\_  
Date

Upon completion, please forward this form and any attachments/evidence pertaining to your complaint to:

Office of Diversity and Equity (“ODE”)  
Western Connecticut State University  
181 White Street  
University Hall, Suite 202B  
Danbury, Connecticut 06810  
Phone: (203) 837-8444

If you have any additional questions or would like to schedule an appointment to submit this form, please contact a member of the Office of Diversity and Equity at (203) 837-8278.

Initial: \_\_\_\_\_

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OFFICE OF DIVERSITY & EQUITY

ODE INTAKE CONFIRMATION (DO NOT FILL)

COMPLAINT DATE: \_\_\_\_ / \_\_\_\_ / \_\_\_\_

COMPLAINT NO.: \_\_\_\_\_

INTAKE INITIALS: \_\_\_\_\_

For any additional assistance to support you on campus, please reach the following campus office(s):

Office of Health Services  
Western Connecticut State University  
181 White Street  
Litchfield Hall  
Danbury, Connecticut 06810  
Phone: (203) 837-8594

Counseling Center  
Western Connecticut State University  
181 White Street  
Midtown Student Center, Room 222  
Danbury, Connecticut 06810  
Phone: (203) 837-8690

Human Resource Department  
Western Connecticut State University  
181 White Street  
Midtown Campus, University Hall, 1<sup>st</sup> Fl.  
Danbury, Connecticut 06810  
Phone: (203) 837-8678

Center for Empowerment & Education (campus office)  
Western Connecticut State University  
181 White Street  
White Hall 003A  
Danbury, Connecticut 06810  
Phone: (203) 837-3939

Police Department  
Western Connecticut State University  
181 White Street  
Police Headquarters, Beyond Newbury Hall  
Danbury, Connecticut 06810  
Phone: (203) 837-9300

Initial: \_\_\_\_\_

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## Discrimination Reporting

I am a \*

Please select...



### Date & Time of Incident

If date and time is unknown, enter the date and time that you became aware.

Date \*

Time \*

Please include any additional information regarding the Date/Time

Location of Incident

### Complaint and Incident Details

Basis of Complaint

**Victim was discriminated/harassed/retaliated against on the basis of their:**

- Age
- Disability
- Marital Status
- National Origin
- Race
- Religious Beliefs
- Sex (including gender, pregnancy, sexual orientation, and gender identity)
- Veteran Status

Involved individual(s)

**Please include as much of the following information for the individuals involved as possible** (Full Name, Role in incident, Address, Sex, Status (Student, Faculty, etc): \*

**For the Incident Description:**

**If a student is involved, please provide the following information:**

First and Last Name (e.x. John Smith)

Student ID (e.x. ID: 50244444)

Email Address (e.x. smithj004@wcsu.edu)

**Explain your complaint in detail. Include the following information. Attach documents you believe may be helpful in investigating your complaint**

1. Describe the specific incident(s) of discrimination/harassment/retaliation. List dates, times, locations, names, and titles of people involved.
2. Provide the names and titles of people you believe were treated more favorably due to their protected class status. List protected class status (race, age, sex, disability, etc) of each person.

Incident Description \*

Attach a file

Choose File No file chosen

Attach another file

Electronic Signature (please type your name) \*

Date \*

Submit

# Office of Diversity and Equity

You are here: [Home](#) [Office of Diversity and Equity](#) [Information about filing a discrimination complaint](#)

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## Information about filing a discrimination complaint

Last updated: August 18, 2022

### WCSU NON-DISCRIMINATION POLICY STATEMENT

Western Connecticut State University ("WCSU" or University") is an affirmative action/equal opportunity educator and employer, fully committed to the goal of providing equal opportunity and full participation in its educational programs, activities and employment without discrimination because of age, color, religious beliefs or association, gender/sex, gender identity or expression, national origin, marital status, race, sexual orientation, physical disability, including but not limited to blindness, learning disability or mental retardation, past or present history of mental disorder, or prior conviction of a crime, in accordance with state and federal laws. To that end, this statement of policy has been put forth to ensure that no qualified person be excluded from participation in, be denied the benefits of, or otherwise be subjected to discrimination under any program or activity of the university.

To file a complaint of discrimination, or for inquiries concerning the University's Nondiscrimination Policy Statement, related laws and regulations for Title IX of the Educational Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act of 1990, please contact either:

**Jesenia Minier, Chief Diversity Officer/ADA and Title IX Coordinator**

**Scott Towers, Pride Center Coordinator/Deputy Title IX Coordinator**

**University Hall (Midtown Campus), Room 200B, phone#: (203) 837-8444, TTY (203) 837-8284, or by email at [ode@wcsu.edu](mailto:ode@wcsu.edu).**

### ***Discrimination Complaint Forms***

[WCSU Discrimination Complaint Form \(Online Form new as of 8.18.2022\)](#)

[WCSU Title IX Complaint Form \(Online Form new as of 8.18.2022\)](#)

[WCSU Discrimination Withdrawal Form \(PDF\)](#)

[WCSU Waiver of Representation Form \(PDF\)](#)

[WCSU Discrimination Complaint Procedures \(PDF\) \(rev. 8.06.2020\)](#)

### ***Protection from Adverse Action***

All individuals shall be free from all restraint, interference, coercion or reprisal on the part of their associates, supervisors and all others in making any complaint or appeal, in serving as a representative for a complaint, in appearing as a witness, or in seeking information. The above principles apply with equal force after a complaint has been resolved. Should these principles be violated, the facts shall be brought to the attention of the Chief

Diversity Officer by the aggrieved party, his/her representative or any person affected. The Chief Diversity Officer shall bring all such situations to the attention of the President for confidential discussion, review, the potential for early proactive intervention and appropriate action.

Individuals are advised of their legal options to file complaints with the Connecticut Commission on Human Rights and Opportunities (CHRO), U.S. Equal Employment Opportunity Commission (EEOC), U.S. Department of Labor, Wage and Hour Division, and any other agencies, state, federal or local, that enforce laws concerning discrimination.

Confidential counseling is also available. For more information, please contact Mrs. Jesenia Minier, Chief Diversity Officer, Office of Diversity & Equity, University Hall (Midtown Campus), Room 202B, telephone: (203) 837-8444, TTY (203) 837-8284, email: [ode@wcsu.edu](mailto:ode@wcsu.edu).

### **Accreditation and Policy**

Western Connecticut State University ("WCSU" or University") is accredited by the New England Association of Schools and Colleges, Inc., through its Commission on Institutions of Higher Education.

Inquiries regarding the accreditation status by the New England Association should be directed to the university's administrative staff. Individuals may also contact the Commission on Institutions of Higher Education, New England Association of Schools and Colleges, 3 Burlington Woods Drive, Suite 100, Burlington, MA 01803-4531. Call (855) 886-3272, Fax (781) 425-1001 or email: [cihe@neasc.org](mailto:cihe@neasc.org).

Accreditation by the New England Association has reference to the institution as a whole. In addition, the university is accredited by the Connecticut Board of Regents for Higher Education.

Individual programs at the university are accredited by:

- The Connecticut State Department of Education
- The Council for Accreditation of Educator Preparation
- The Council for Accreditation of Counseling and Related Educational Programs
- The National Association of Schools of Music
- The American Chemical Society
- The Commission on Collegiate Nursing Education
- The Council on Social Work Education

### **Rights Reserved Statement**

Students attending WCSU are required to familiarize themselves with this catalog. Primary responsibility for knowing and fulfilling all requirements rests with the individual student. The catalog in effect at the time of the student's admission or readmission to a degree program governs degree requirements. WCSU administration reserves the right, whenever advisable:

1. to change or modify its schedule of tuition and fees;
2. to withdraw, cancel, reschedule or modify any course, program of study, or degree or any requirement in connection with any of the foregoing.

### **Report Sexual Harassment/Misconduct**

**Jesenia Minier, WCSU Title IX Coordinator and Scott Towers, WCSU Deputy Title IX Coordinator**, are responsible for oversee and monitor (in conjunction with other university affiliates) all Title IX programming, resources and services related to sexual harassment and violence, investigating all Title IX claims and filed complaints.

**Fred Cratty, Chief Human Resources Officer**, is responsible for investigating and monitoring all (employee-related) Title IX filed complaints.

Please review the below linked documents and webpage(s) on the following applicable Title IX policies:

CSCU Sexual Misconduct Reporting, Supportive Services and Processes Policy (PDF)(to be posted on or after 8.14.2020)

[WCSU Title IX Complaint Procedures \(PDF\)\(rev. 8.10.2020\)](#)

[United States Department of Education Overview of Title IX Changes \(PDF web link\) \(effective 8.14.2020\)](#)

If you wish to discuss a known concern or file a sexual harassment complaint, you may contact (either) Ms. Jesenia Minier, Title IX Coordinator or Mr. Scott Towers, Deputy Title IX Coordinator, Office of Diversity & Equity, University Hall (Midtown Campus), Room 200B, telephone: (203) 837-8444, TTY (203) 837-8284, email: [ode@wcsu.edu](mailto:ode@wcsu.edu).

### ***University's Interpersonal Violence Policy***

Western Connecticut State University ("WCSU" or "University") asserts that all students have the right to be free from interpersonal violence such as stalking, intimate partner violence, and sexual harassment or assault. To treat all violence with the utmost seriousness, all non-confidential WCSU employees (including faculty) are required to submit an Anonymous Report Form when aware of any interpersonal violence; although student information will remain secure, it may be shared with the appropriate WCSU officials. Confidential, on-campus locations not required to report include the Counseling Center, Women's Center, and Health Services. *More information is available at [www.wcsu.edu/diversity/CaRRT](http://www.wcsu.edu/diversity/CaRRT)*

### **Additional links to resources on:**

- [Confidentiality](#)
- [Mandated Reporting by College and University Employees](#)
- [Rights of Parties](#)
- [Options for Changing Academic, Housing, Transportation and Working Arrangements](#)
- [Support Services Contact Information](#)
- [Right to Notify Law Enforcement & Seek Protective and Other Orders](#)
- [Employee Conduct Procedures](#)
- [Student Conduct Procedures](#)
- [WCSU Security Reports and other state and federal agencies that process discrimination complaint](#)
- [Online/Virtual Title IX Training and Training Resource\(s\)](#)
- [United States Department of Education Title IX Resources webpage \(NEW 8.14.2020\)](#)





OFFICE OF DIVERSITY AND EQUITY

## UNIVERSITY POLICY IMPLEMENTATION ON NON-DISCRIMINATION

### **I. 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:

1. Overcome any remaining effects of past practices, policies or barriers to equal employment opportunity, and;
2. 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 pregnancy, sexual harassment and sexual assault, religious creed, marital status, national origin, ancestry, physical or mental disabilities (including learning disabilities, intellectual disabilities, past or present history of mental disability), gender identity or expression, sexual orientation, transgender status, workplace hazards to reproductive systems or other factors which cannot lawfully be the basis for employment actions, unless there is a bona fide occupational qualification. The Connecticut State Colleges and Universities (“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 unlawfully discriminate against persons with a prior criminal conviction. Equal employment opportunity is the purpose and goal of affirmative action.



OFFICE OF DIVERSITY AND EQUITY

It is the policy of the Connecticut State Colleges and Universities (“CSCU”) to administer all personnel policies in manners that insure that there is no discrimination based upon race, color, age, sex, including pregnancy, sexual harassment and sexual assault, religious creed, marital status, national origin, ancestry, physical or mental disabilities (including learning disabilities, intellectual disabilities, past or present history of mental disability), gender identity or expression, genetic information, sexual orientation, transgender status, criminal record, workplace hazards to reproductive systems or other factors which cannot lawfully be the basis for employment actions.

CSCU 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.

CSCU 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, CSCU 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.

Western Connecticut State University (“WCSU” or “University”) 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. WCSU has an internal discrimination complaint procedure and system to process and resolve grievances.

It is also the university’s policy to provide reasonable accommodations when appropriate to individuals with disabilities, individuals observing religious practices, employees who have pregnancy or childbirth-related medical conditions, or employees who are victims of domestic violence/stalking/sex offenses. This policy also prohibits retaliation for reporting or opposing discrimination, or cooperating with an investigation of a discrimination complaint.

Dr. John B. Clark, President of the Western Connecticut State University (“WCSU” or “University”) 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



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positive steps to ensure compliance with the Affirmative Action Plan, AA/EEO policies, procedures and programs and also Americans with Disabilities Act (“ADA”) and Title IX requirements and mandates.

Effective July 7, 2017, Ms. Jesenia Minier has been appointed to serve as the Chief Diversity Officer/ADA and Title IX Coordinator and is responsible for overseeing the Office of Diversity and Equity and to monitor and execute the Affirmative Action and Equal Employment Opportunity programs at the University. Ms. Minier is the University’s full-time Affirmative Action Officer. To this end, the Chief Diversity Officer/ADA and Title IX Coordinator shall be concerned with equitable treatment to all in the University community. Ms. Minier is located at the Midtown Campus, University Hall, Room 202, 181 White Street, Danbury, Connecticut, 06810, and can be reached by telephone at (203) 837-8444 or by email at [ode@wcsu.edu](mailto:ode@wcsu.edu). Employees and others who wish to file a complaint of discrimination pertaining to Western Connecticut State University may do so by contacting Ms. Minier.

## II. Definitions of Prohibited Conduct<sup>1</sup>

**Discrimination** is treating an individual differently or less favorably because of his or her protected characteristics—such as race, color, religion, sex, gender, national origin, or any of the other bases prohibited by this Policy.

**Harassment** is a form of discrimination that consists of unwelcome conduct based on a protected characteristic that has the purpose or effect of unreasonably interfering with an individual’s work or academic performance or creating an intimidating, hostile or abusive work or academic environment. Such conduct can be spoken, written, visual, and/or physical. This policy covers prohibited harassment based on all protected characteristics other than sex.

Gender-based (sexual harassment) discrimination is covered by the University’s Sexual Misconduct Reporting, Supportive Services and Processes Policy linked at:

<http://www.ct.edu/files/pdfs/hr-policy-sexual-misconduct.pdf>.

**Retaliation** is adverse treatment of an individual because he or she made a discrimination complaint, opposed discrimination, or cooperated with an investigation of a discrimination complaint.

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<sup>1</sup> As a public university system, WCSU adheres to federal and state laws and regulations regarding non- discrimination and affirmative action. Should any federal or state law or regulation be adopted that prohibits discrimination based on grounds or characteristics not included in this policy, discrimination on those additional bases will also be prohibited by this policy.



OFFICE OF DIVERSITY AND EQUITY

**III. Discrimination and Retaliation Complaints**

WCSU is committed to addressing discrimination and retaliation complaints promptly, consistently and fairly. The Chief Diversity Officer (or an assigned designee) shall be responsible for, among other things, addressing discrimination and retaliation complaints under this Policy. There shall be procedures for making and investigating such complaints, which shall be applicable to the University.

**IV. Academic Freedom**

This Policy shall not be interpreted so as to constitute interference with academic freedom.

**V. Responsibility for Compliance**

The President will have ultimate responsibility for overseeing compliance with these policies at their respective units of the University. In addition, each vice president, dean, director, or other person with managerial responsibility, including department chairpersons and executive officers, must promptly consult with the Chief Diversity Officer at his or her school, department or unit if he or she becomes aware of conduct or allegations of conduct that may violate this Policy. All members of the University community are required to cooperate in any investigation of a discrimination or retaliation complaint.



OFFICE OF DIVERSITY AND EQUITY

## ***DISCRIMINATION COMPLAINT PROCEDURES***

### **1. Reporting Discrimination and/or Retaliation**

Western Connecticut State University (“WCSU” or “University”) is committed to addressing discrimination and/or retaliation complaints promptly, consistently and fairly. Members of the University community, as well as visitors, may promptly report any allegations of discrimination or retaliation to the individuals set forth below:

- a) Applicants, employees, visitors and students with discrimination or sexual misconduct complaints should raise their concerns with the Chief Diversity Officer/ADA and Title IX Coordinator (and/or an assigned designee<sup>2</sup>).
- b) Applicants, employees, visitors and students with complaints of sexual harassment or sexual violence, including sexual assault, stalking, domestic and intimate violence, should follow the process outlined in the University’s Sexual Misconduct Reporting, Supportive Services and Processes Policy linked at: XXXXX and the [CSCU Discrimination Complaint Policy and Procedures](#).
- c) There are separate procedures under which applicants, employees, visitors and students may request and seek review of a decision concerning reasonable accommodations for a disability, which are set forth in the procedures on Reasonable Accommodation. (must include drafted link upon approval)

### **2. Preliminary Review of Employee, Student, or Visitor Concerns**

Individuals who believe they have experienced discrimination and/or retaliation should promptly contact the Chief Diversity Officer/ADA and Title IX Coordinator (and/or an assigned designee<sup>3</sup>) to discuss their concerns, with or without filing a complaint. Following the discussion, the Chief Diversity Officer/ADA and Title IX Coordinator (and/or an assigned designee<sup>4</sup>) will inform the complainant of the options available. These include seeking informal resolution of the issues the Complainant has encountered or the university conducting a full investigation. Based on the facts of the complaint, the Chief Diversity Officer/ADA and Title IX Coordinator (and/or an assigned

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<sup>2</sup> An assigned designee is identified as the University’s Deputy Title IX Coordinator, the Chief Human Resources Officer and/or a member of the University’s Campus Response and Resource Team.

<sup>3</sup> An assigned designee is identified as the University’s Deputy Title IX Coordinator, the Chief Human Resources Officer and/or a member of the University’s Campus Response and Resource Team.

<sup>4</sup> An assigned designee is identified as the University’s Deputy Title IX Coordinator, the Chief Human Resources Officer and/or a member of the University’s Campus Response and Resource Team.



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designee<sup>5</sup>) may also advise the Complainant that the situation is more suitable for an alternate resolution.

### 3. Filing a Complaint

Following the discussion with the Chief Diversity Officer/ADA and Title IX Coordinator (and/or an assigned designee<sup>6</sup>), individuals who wish to pursue a complaint of discrimination and/or retaliation should be provided with a copy of the newly revised discrimination complaint form. Complaints should be made in writing whenever possible, including in cases where the Complainant is seeking an informal resolution. The Complainant will be asked to write out (in chronological order) the event(s) and/or incident(s) to describe in their own words the allegation(s) set forth in the filed complaint. During this time, the Complainant may have assistance from a representative/advocate of their choice at any time during this process.

### 4. Informal Resolution

Individuals who believe they have been discriminated or retaliated against may choose to resolve their complaints informally. Informal resolution is a process whereby parties can participate in a search for fair and workable solutions. The parties may agree upon a variety of resolutions, including but not limited to modification of work assignment, training for a department, or an apology. The Chief Diversity Officer/ADA and Title IX Coordinator will determine if an informal resolution is appropriate in light of the nature of the complaint. Informal resolution requires the consent of both the complainant and the respondent and suspends the complaint process for up to thirty (30) calendar days, which can be extended upon consent of both parties, at the discretion of the Chief Diversity Officer/ADA and Title IX Coordinator.

Resolutions should be agreed upon, signed by, and provided to both parties. Once both parties reach an informal agreement, it is final. Because informal resolution is voluntary, sanctions may be imposed against the parties only for a breach of the executed voluntary agreement.

The Chief Diversity Officer/ADA and Title IX Coordinator or either party may at any time, prior to the expiration of thirty (30) calendar days, declare that attempts at informal resolution have failed. Upon such notice, the Chief Diversity Officer/ADA and Title IX Coordinator may commence a full investigation. If no informal resolution of a complaint is reached, the Complainant may request that the Chief Diversity Officer/ADA and Title IX Coordinator conduct a full investigation of the complaint.

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<sup>5</sup> An assigned designee is identified as the University's Deputy Title IX Coordinator, the Chief Human Resources Officer and/or a member of the University's Campus Response and Resource Team.

<sup>6</sup> An assigned designee is identified as the University's Deputy Title IX Coordinator, the Chief Human Resources Officer and/or a member of the University's Campus Response and Resource Team.



OFFICE OF DIVERSITY AND EQUITY

5. Investigation

A full investigation of the filed complaint may commence when it is warranted after a review and determination by the Chief Diversity Officer/ADA and Title IX Coordinator (and/or an assigned designee<sup>7</sup>) that the complaint has merit for investigation, or after informal resolution has failed. It is recommended that the intake and investigation include the following, to the extent feasible:

a) Formal intake for the Complainant

An intake designee (i.e., WCSU Deputy Title IX Coordinator) will review the information obtained from the Complainant (including the names of any possible witnesses), and explain to the Complainant (if the basis is merited) that an investigation will commence by the Chief Diversity Officer/ADA and Title IX Coordinator.

b) Formal interview(s) of the Complainant and other parties

The Chief Diversity Officer/ADA and Title IX Coordinator will schedule and conduct interview(s) needed with the Complainant, arrange the scheduled interviews with all involved parties (i.e., Complainant – as follow up, identified witnesses and the Accused/Respondent) and possibly other people will be contacted, and that the President will determine what action, if any, to take after the investigation is completed.

c) Interviewing the Accused/Respondent

The Chief Diversity Officer/ADA and Title IX Coordinator will notify and provide a written notice of the filed complaint to the Accused/Respondent unless circumstances warrant otherwise. Additionally, the Accused/Respondent is informed that an investigation will commence and that the Accused/Respondent is entitled to a choice of representation, which can be:

- A collective bargaining/union representative;
- A support person who is unaffiliated with your employer (i.e., family member, friend, counselor, etc.);
- A retained legal advisor and/or counsel; or
- An assigned WCSU representative

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<sup>7</sup> An assigned designee is identified as the University's Deputy Title IX Coordinator, the Chief Human Resources Officer and/or a member of the University's Campus Response and Resource Team.



OFFICE OF DIVERSITY AND EQUITY

The Accused/Respondent will be provided with a list of their rights and interim support measures during the investigation for the use and discretion of the Accused/Respondent.

An Accused/Respondent employee who is covered by a collective bargaining agreement may consult with, and have, a union representative present at any time of the investigation.

The Accused/Respondent must be informed that retaliation against any person who files a complaint of discrimination, participates in an investigation, or opposes a discriminatory employment or educational practice or policy is prohibited under this policy and federal, state, and city laws. The Accused/Respondent should be informed that if retaliatory behavior is engaged by either the Accused/Respondent or anyone acting on his/her behalf, the Accused/Respondent may be subject to disciplinary charges, which, if sustained, may result in penalties up to and including termination of employment, or permanent dismissal from the university if the Accused/Respondent is a student.

d) Reviewing other evidence

The Chief Diversity Officer/ADA and Title IX Coordinator should determine if, in addition to the Complainant, the accused/respondent, and those persons named by them, there are others who may have relevant information regarding the events in question, and speak with them. The Chief Diversity Officer/ADA and Title IX Coordinator should also review documentary evidence that may be relevant to the complaint.

6. Withdrawing a Complaint

A complaint of discrimination may be withdrawn at any time during the informal resolution or investigation process. Only the Complainant may withdraw a complaint. Requests for withdrawals must be submitted in writing to the Chief Diversity Officer/ADA and Title IX Coordinator (and/or an assigned designee<sup>8</sup>). The university reserves the right to continue with an investigation if it is warranted. In a case where the university decides to continue with an investigation, it will inform the complainant.

In either event, the Accused/Respondent must be notified in writing that the Complainant has withdrawn the complaint and whether university officials have determined that continuation of the investigation is warranted for corrective purposes.

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<sup>8</sup> An assigned designee is identified as the University's Deputy Title IX Coordinator, the Chief Human Resources Officer and/or a member of the University's Campus Response and Resource Team.





OFFICE OF DIVERSITY AND EQUITY

7. Timeframe

While some complaints may require extensive investigation, whenever possible, the investigation of a complaint should be completed within a ninety (90) calendar days of the receipt of the complaint unless there are mitigating circumstances where more time is needed. In the event of a Title IX Complaint, please review the timeframe per the *Title IX investigation procedures* as timeframe varies in these circumstances.

8. Action Following Investigation of a Complaint

- a) Promptly following the completion of the investigation, the Chief Diversity Officer/ADA and Title IX Coordinator will report and document the investigation findings in an investigative report to the President. In the event that the Accused/Respondent or Complainant are student(s), the Chief Diversity Officer/ADA and Title IX Coordinator will also report the investigative findings to the Chief Student Affairs Officer and the Office of Judicial Affairs (if action is needed).
- b) Following such report, the President will review the investigation report and, when warranted by the facts, authorize such action as deem necessary to properly correct the effects of or to prevent further harm to an affected party or others similarly situated. This can include commencing action to discipline the Accused/Respondent under applicable university by-laws and/or collective bargaining agreements.
- c) The Complainant and the Accused/Respondent should be apprised in writing of the outcome and action, if any, taken as a result of the filed complaint.
- d) The President will sign the investigative report that will go into an investigation file, stating what, if any, action will be taken pursuant to the investigation.
- e) If the President is the Accused/Respondent, the CSCU System Office will appoint an Investigator who will report the investigation findings to the CSCU President. The CSCU President will determine what action will be taken, and such decision will be final.

9. Immediate Preventive Action

The President may take whatever action is appropriate to protect the university community in accordance with applicable university by-laws and collective bargaining agreements.



OFFICE OF DIVERSITY AND EQUITY

**10. False and Malicious Accusations**

Members of the university community who make false and/or malicious complaints of discrimination, as opposed to complaints which, even if erroneous, are made in good faith, will be subject to immediate, corrective action.

**11. Anonymous Complaints**

All complaints will be taken seriously, including anonymous complaints. In the event that a complaint is anonymous, the complaint should be investigated as thoroughly as possible under the circumstances.



OFFICE OF DIVERSITY AND EQUITY
WITHDRAWAL FORM

NOTE: Any filed action, including a discrimination complaint form, may be withdrawn at any time during the informal resolution and/or investigation process. Only the Complainant may withdraw a filed inquiry, complaint or request. Requests for withdrawals must be submitted in writing to the Chief Diversity Officer. The University reserves the right to continue with any filed investigation, if it is warranted. In a case where the University decides to continue with a filed investigation, the Complainant will be notified. In either event, as it pertains to complaint investigations, the Respondent/Accused will also be notified in writing that the Complainant has withdrawn a filed complaint and/or whether University officials determined that continuation of an investigation is warranted for corrective purposes.

Today's Date: . / / BANNER ID: .

Name of Complainant/Requestor: (First Name) (MI) (Last Name)

If the Complainant/Requestor is an Employee/Faculty:
Department Name:
Office Title: Office Location:

I. , voluntarily request to withdraw one or more of the identified action(s) with the university's Office of Diversity and Equity:

- EEO Inquiry - Informal Complaint/Review
University Discrimination Complaint Form
Request for Reasonable Accommodation for a Medical Disability
Request for Reasonable Accommodation for Religious Observance in the Workplace
Other:

Please describe/state your reason for this withdrawal:
[Multiple blank lines for text entry]

Complainant/Requestor's Signature:



OFFICE OF DIVERSITY & EQUITY

**WAIVER OF REPRESENTATION FORM**

Note: The rights of unionized employees to have present a union representative and/or choice of representation or support person available during investigatory proceedings were announced by the U.S. Supreme Court in a 1975 case (NLRB vs. Weingarten, Inc. 420 U.S. 251, 88 LRRM 2689). These rights have become known as the *Weingarten rights*. Employees have Weingarten rights the course of an official investigation and/or scheduled investigatory proceedings. During an official investigation, university officials will arrange investigatory proceedings (i.e., interviews) to occur in order to question an employee to obtain information which could be used as a basis for discipline or asks an employee to defend his or her alleged conduct. If you do not wish to invoke these rights, or do not require any representation, then please review and sign the below form to ensure you understand your rights.

I, [INSERT NAME], have been advised that I have a right to a choice of union (or non-union) representation present during my scheduled meeting(s)/interview(s) with, Ms. Jesenia Minier, Chief Diversity Officer/ADA and Title IX Coordinator for the Western Connecticut State University ("WCSU" or "University") Office of Diversity and Equity on [INSERT MEETING DATE]. I have chosen to participate in the scheduled meeting(s)/interview(s) without an identified choice of representation availed and/or present. I, [INSERT NAME], understand however, that I may stop the scheduled meeting(s)/interview(s) at any time and request a choice of representation if I choose to do so.

I have waived this right freely and voluntarily without any threats or promises of any kind by those present for the scheduled meeting(s)/interview(s) on [INSERT MEETING DATE].

Signed: \_\_\_\_\_ Date: \_\_\_\_\_ Time: \_\_\_\_\_  
(ACCUSED/RESPONDENT)

Witnessed by: \_\_\_\_\_ Date: \_\_\_\_\_ Time: \_\_\_\_\_

2<sup>nd</sup> Witnessed by: \_\_\_\_\_ Date: \_\_\_\_\_ Time: \_\_\_\_\_

Section M

Element No. 13

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**GOALS  
ANALYSIS**

Sec. 46a-68-90

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## Goals Analysis

Under Section 46a-68-90(a) of the Regulations of Connecticut State Agencies, Western Connecticut State University ("WCSU" or "University") has prepared a report on all activity undertaken, including progress made toward those ends, to achieve the hiring, promotion and program goals contained in the University's affirmative action plan. The University's long-standing hiring process whereby search committees, hiring supervisors, and the Chief Diversity Officer (in conjunction with designated representatives of the Human Resources Department) work closely together in the filling of new, open (and/or vacated) positions. This is standard University practice for the filling of all positions. This practice provides the Chief Diversity Officer with the necessary first-hand selection and hiring information that is vital to both Affirmative Action Plan preparation and the Chief Diversity Officer's responsibility to carefully scrutinize the University's hiring activity. Every good faith and affirmative action effort has been made to meet goals. Each goal has been separately addressed as required, and where goals are not met, this section includes the affirmative action involvement as well as search details. The established hiring and selection process at the University is as follows:

The Chief Diversity Officer works with each Hiring Supervisor, Search Committee Chairperson and members of each designated search committee for all hires throughout the hiring process and reviews applications for all positions. When it is determined that goal candidates or other candidates do not meet the qualification requirements for a position, or applicants are not being considered for an interview, extensive communication takes place and the Chief Diversity Officer meets with either (or both) the Search Committee Chairperson and/or Hiring Supervisor and carefully scrutinizes the hiring process, in accordance with the Affirmative Action Regulations and the Chief Diversity Officer's monitoring responsibilities. The agreed upon selection criteria, interview questions and other factors continue to be carefully scrutinized both with the Hiring Supervisor and the Search Committee Chairperson. It is a standard practice that the Chief Diversity Officer (in conjunction with designated representatives of the Human Resources Department), Search Committee Chairperson, and the Hiring Supervisor mutually agree on the applicant/selection criteria, all sets of structured interview questions/alternate interview processes, and a review of the final candidate(s) for a position offer.

This University practice ensures non-discrimination in the application review, all aspects of the structured interview and selection process and the necessary first-hand communication with the Chief Diversity Officer between the hiring supervisor and the Search Committee throughout the hiring process. The University will continue this practice. No hiring takes place until the Chief Diversity Officer (in conjunction with designated representatives of the Human Resources Department) and the Search Committee Chairperson, and Hiring Supervisor carefully review and scrutinize the hiring for each position from beginning to end.

- (b) For each job search, the University provided an analysis on the race and gender of:
  - (1) the total applicant pool;<sup>SEP</sup>
  - (2) the qualified applicant pool; and
  - (3) the applicants interviewed,
- (c) If a goal *was* met, the University will identify the applicant as a goal candidate. <sup>SEP</sup>No other information will be submitted.
- (d) If a goal *was not* met, the University provides a narrative outlining the University's good faith efforts to achieve that goal by explaining why each goal candidate was eliminated. For each unmet goal, organized by job search, a detailed narrative is prepared and each section discussed about each goal applicant in detail and as a complete course of action during each job search.

Section M

Element No. 13

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**GOALS  
ANALYSIS**

Sec. 46a-68-90

(ATTACHMENTS AND DOCUMENTATION)

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## **HIRING GOALS**

**Reporting Period - April 1, 2022 – March 31, 2023**

Effective January 1, 2023, Connecticut State Colleges and Universities (“CSCU”) President and the System Office has reinstated a hiring freeze for Western Connecticut State University and strict hiring provisions in response to the projected state funding cuts from the loss of federal funding in response to the COVID-19 pandemic. Prior to this action, hiring of certain key/required positions remains in effect with various approvals to hire in certain occupational categories by the CSCU System Office.

During the reporting period, there were zero (0) critical searches that were conducted and executed in the Executive/Administrative/Managerial occupational category.

### **EXECUTIVE/ADMINISTRATIVE/MANAGERIAL**

**Goal(s) (5):** 1 While Male, 1 Black Female, 1 Hispanic Male, 1 AAIANHNPI Male, and  
1 AAIANHNPI Female

**Hire(s) (0):** No Hires Conducted

In this occupational category there were no searches conducted during the reporting period.



## **FACULTY**

Effective January 1, 2023, Connecticut State Colleges and Universities ("CSCU") President and the System Office has reinstated a hiring freeze for Western Connecticut State University and strict hiring provisions in response to the projected state funding cuts from the loss of federal funding in response to the COVID-19 pandemic. Prior to this action, hiring of certain key/required positions remains in effect with various approvals to hire in certain occupational categories by the CSCU System Office.

During the reporting period, there were four (4) critical searches that were conducted and executed in the Faculty occupational categories.

## **PROFESSOR**

**Goal(s) (0):** No Hiring Goals set for this classification as it is normally a promotional opportunity.

**Hire(s) (0):** No Hires Conducted

In this occupational category there were no searches conducted during the reporting period.

## **ASSOCIATE PROFESSOR**

**Goal(s) (0):** No Hiring Goals set for this classification as it is normally a promotional opportunity.

**Hire(s) (0):** No Hires Conducted

In this occupational category there were no searches conducted during the reporting period.

## **ASSISTANT PROFESSOR**

**Goal(s) (5):** 1 White Female, 2 Black Males, 2 Black Females, 1 Hispanic Male

**Hire(s) (0):** No Hires Conducted

In this occupational category there were no searches conducted during the reporting period.

## **INSTRUCTOR**

**Goal(s) (1):** 1 White Male

**Hire(s) (0):** No Hires Conducted

In this occupational category there were no searches conducted during the reporting period.

## **PROFESSIONAL NON-FACULTY**

Effective January 1, 2023, Connecticut State Colleges and Universities (“CSCU”) President and the System Office has reinstated a hiring freeze for Western Connecticut State University in response to the projected state fund cuts and the immediate response to the COVID-19 pandemic. Prior to this action, hiring of certain key/required positions remains in effect with various approvals to hire in certain occupational categories by the CSCU System Office.

During the reporting period, there were eleven (11) new hires under nine (9) critical searches that were conducted and executed in the Professional Non-Faculty occupational category.

**Goal(s) (9):** 1 Black Male, 7 Black Females, 1 AAIANHNPI Female  
**Hire(s) (8):** 4 White Females, 1 Black Male (goal candidate), 1 Black Female (goal candidates), 1 Hispanic Female, 1 AAIANHNPI Female (goal candidate)

## **ASSISTANT BURSAR – COLLECTIONS III – CASHIER’S OFFICE**

1 Black Male (goal candidate)

Under the supervision of the Bursar, the incumbent will work on university-related programs and collection services for the Cashier’s Office.

Please visit the office webpage: <https://www.wcsu.edu/financeadmin/services/bursar/>

### **Position Summary:**

The incumbent will assist the Bursar with procedures that encompass Perkins & Nursing Faculty student loan programs and collection process for all delinquent accounts. Works in collaboration with University Accounting Services, Inc., CSCU’s billing servicer in providing borrowers with appropriate quarterly statements, intent to accelerate and due diligence letters and with contracted collection agencies in providing agencies with student account information, direct payments and transaction summary report.

### **Qualifications:**

Bachelor’s degree required -business concentration preferred; Three (3) years of experience in an intensive collection and/or customer service environment; Excellence in providing customer service. Knowledge of Microsoft Office including Outlook, Word and Excel (or comparable spreadsheet application) is required; Experience in Higher Education, along with Knowledge of Ellucian’s Banner System and TouchNet’s U.Commerce System is preferred.

## **APPLICANT BREAKDOWN**

Sixteen (16) applicants applied: 3 White Males, 4 White Females, 2 Black Males, 2 Black Females, 2 Hispanic Males, 2 AAIANHNPI Males, 1 Unknown Male, which constituted the applicant pool for this administrative search.

Within the applicant pool, all of the applicants submitted the required application materials for proper consideration. Application materials included a cover letter outlining the applicant’s qualifications, a current curriculum vitae/resume as well as the names, addresses, e-mail addresses and the telephone numbers of at least three (3) professional references.

CAMPUS SEARCH APPLICANT DATA											
Search Process/Action	WHITE		BLACK		HISPANIC		AAIANHNPI		UNKNOWN		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Unknown
Did not meet minimum education/training qualifications											
Did not meet the minimum work experience requirements	3	2	1	2	2				1		
Did not submit a completed application/application material(s)											
Withdrew from search		1					2				

During the review of applications, the search committee precluded the following applicants: Evelen (11) applicants did not have the required minimum years of professional experience: three (3) years of an intensive collection and/or customer service environment: 3 White Males, 2 White Females, 1 Black Male (goal candidate), 2 Black Females (goal candidates), 2 Hispanic Males, 1 Unknown Male

Five (5) applicants were extended (virtual) interviews and final (in-person) interviews: 2 White Females, 2 AAIAHNPI Males and 1 Unknown Male.

Three (3) applicant withdrew their finalist candidacy from this administrative search due to personal/unknown reasons: 1 White Female and 2 AAIAHNPI Males

Two (2) finalists were selected for final (virtual) interviews: 1 White Female and 1 Black Male (goal candidate). Of the two finalists, 1 White Female was precluded from the campus search.

The selected candidate: 1 Black Male (goal candidate) met a hiring goal, and WCSU welcomed the new hire in the Professional-Non Faculty category.  
[HIRE: Mark Emsak]

**ASSISTANT DIRECTOR OF PLANNING & ENGINEERING – DIVISION OF FINANCE & ADMINISTRATION**

1 White Female

Reporting to the Director of Planning and Engineering, the Assistant Director of Planning and Engineering is responsible for providing assistance and guidance to department during the planning of their facilities projects; assisting the director with planning and oversight of capital projects; and representing the University at meeting regarding facilities and capital projects.

Please visit the office webpage: <https://www.wcsu.edu/planning/>

**Position Summary:**

Assists in management of the office and assumes responsibility for the office when directed and in the absence of the Associate Director. Acts as a general resource person for the office. Provides professional assistance to University academic, administrative, and service departments in design and analysis of their equipment, furnishings, and space needs. May perform any of the following duties, which may be changed from time to time, as directed. Comprehensive campus planning functions that may include measuring buildings, computing areas and related building inventory data, attending planning meetings with varied departments on campus, preparation of planning documents. Coordinates with Department of Public Works and private A-E technical personnel; represents agency's position on related real property efforts. Design and/or drawing of renovation/remodeling projects, or new in-house projects, as permitted by state regulation.

Development of Capital Projects/Status Reports for internal and/or state distribution. Project management of agency administered projects to include conduct of pre-construction conferences with contractors, analysis of bids, day-to-day project oversight, contract enforcement, approval to change orders, the lead role in creating punch list, and final project inspections. Specifies and coordinates equipment acquisitions for DPW and agency projects including selection, documentation, ergonomics, and ADA compliance (this includes meeting with a variety of vendors to fulfill the end users' needs as well as code compliance). Tracks costs and coordinates delivery and installation of equipment for capital projects. Coordinates and tracks ADA projects including cost estimates, specifications, and execution oversight. Advises on campus wide inquiries regarding ADA requirements and needs. Maintains and updates facility plans and project plans on all appropriate computer systems. Conducts meetings and conferences with a variety of agencies, DPW, A-E firms, and lay individuals. Initiates actions necessary to effect project objectives. Prepares and submits reports, correspondence, forms, change order proposals, and general documentation as required for overall project program and development. Assists in the development of the annual capital budget and update of the five-year facilities plan, as needed. Represents the office and the University by attending workshops and meetings. Designs and prepares cost estimates for assigned projects and monitors project cost.

**Qualifications:**

Bachelor's degree is required; Master's preferred; At least four (4) years' experience with facilities design, renovation, planning, and/or construction; Proficiency with automated computer systems – word processing, database, AutoCAD, project management, and automatic spreadsheets required; Ability to work and communicate effectively with diverse academic administrative units.

**APPLICANT BREAKDOWN**

Five (5) applicants applied: 2 White Males, 3 White Females, which constituted the applicant pool for this administrative search.

Within the applicant pool, all of the applicants submitted the required application materials for proper consideration. Application materials included a cover letter outlining the applicant's qualifications, a current curriculum vitae/resume as well as the names, addresses, e-mail addresses and the telephone numbers of at least three (3) professional references.

CAMPUS SEARCH APPLICANT DATA											
	WHITE		BLACK		HISPANIC		AAIANHNPI		UNKNOWN		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Unknown
<b>Search Process/Action</b>											
Did not meet minimum education/training qualifications											
Did not meet the minimum work experience requirements	2	1									
Did not submit a completed application/application material(s)											
Withdrew from search		1									

During the review of applications, the search committee precluded the following applicants:

Three (3) applicants did not have the required minimum years of professional experience with at least four (4) years' experience with facilities design, renovation, planning, and/or construction; Proficiency with automated computer systems –word processing, database, AutoCAD, project management, and automatic spreadsheets required: 2 White Males and 1 White Female.

Two (2) applicants were extended (virtual) interviews and final (in-person) interviews: 2 White Females.

One (1) applicant withdrew their finalist candidacy from this administrative search due to personal/unknown reasons: 1 White Female.

The selected candidate: The selected candidate (White Female) had a Bachelor's Degree in the design field. In addition, the selected candidate is in the process of acquiring a Master's Degree in Interior Design. At the time of the final interview, the selected candidate anticipated completing this degree in the Spring 2023. The selected candidate has 12 years of design, planning and project management experience. The selected candidate had extensive experience with automated computer skills and met all criteria other than the professional certification. The selected candidate has significant experience in multi-discipline coordination including structural, mechanical and electrical engineering, but not in a university setting. This search did not meet a hiring goal, but WCSU welcomed the new hire in the Professional-Non Faculty category.  
[HIRE: Katherine Ball]

**ASSISTANT DIRECTOR, OFFICE OF COMMUNICATION AND MARKETING –  
DIVISION OF ENROLLMENT MANAGEMENT**

1 White Female

The Assistant Director reports directly to the Director of Communication & Marketing and works under his/her supervision. Works as a graphic designer managing design and production of projects as required for the development of WCSU informational and marketing publications, including website design, program brochures, event posters & signs, special projects, etc.

Please visit the office webpage: <https://www.wcsu.edu/communications-marketing/>

**Position Summary:**

Develops concepts, designs, layouts and manage pre-press production of university publications including website design, magazines, program brochures, logos, special event & university marketing posters, announcements, booklets, presentations, and direct mail pieces for a variety of university purposes, most exclusively enrollment management. Works collaboratively with faculty and staff in developing program-specific publications such as brochures, posters, handouts and more; all following university design standards. Works in conjunction with IT&I web services staff, develops design and style of University SEO website; extensive website building in WordPress, including plugins Site Origin and Elementor; use HTML and CSS for front end web design and development. Web design and navigation for WCSU website. (or similar special projects requiring electronic distribution) which may include photographic and illustrative images including interactive PDFs. As a member of a design team, provides advice and guidance to student employees and interns on current design techniques and principles as well as proper and efficient use of professional-level design software and production equipment. Maintains extensive theoretical and practical knowledge of printing and pre-press procedures (including four-color process and spot-color knowledge). Utilizes various in-house printing and production equipment including multi-function color printers, scanners, folders, scorers, foam board mounting equipment and various cutters. Possess a basic understanding of photo editing and retouching as needed for web and print publications. Assists with maintaining office standards for file storage and archiving. Possess specific knowledge of working with print vendors (in-person representatives as well as online resources) to request bids for and produce print materials. Performs other duties and responsibilities related to those enumerated above which do not alter the basic level and responsibilities of the position. May supervise Graduate Assistants & Student Employees.

**Qualifications:**

A Bachelor's degree in Graphic Design is required; Three (3) years of professional graphic design experience in developing and producing website design and publications for direct mail, electronic distribution, etc.; Must be able to efficiently produce complex publications using Adobe InDesign, Illustrator and Photoshop. Must have experience with four-color process publications as well as commercial printing practices; Must understand theoretical and practical requirements for developing image files for electronic distribution, be it for wide distribution via the web or direct distribution through e-mail, for instance; Must be able to work independently and collaboratively in a team environment; Must possess the ability to work and communicate effectively with diverse academic administrative units.

**APPLICANT BREAKDOWN**

Eleven (11) applicants applied: 3 White Males, 3 White Females, 2 Hispanic Males, 2 AAIANHNPI Males, 1 Unknown Male, which constituted the applicant pool for this administrative search.

Within the applicant pool, all of the applicants submitted the required application materials for proper consideration. Application materials included a cover letter outlining the applicant's qualifications, a current curriculum vitae/resume as well as the names, addresses, e-mail addresses and the telephone numbers of at least three (3) professional references.

CAMPUS SEARCH APPLICANT DATA											
	WHITE		BLACK		HISPANIC		AAIANHNPI		UNKNOWN		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Unknown
<b>Search Process/Action</b>											
Did not meet minimum education/training qualifications	1								1		
Did not meet the minimum work experience requirements	2	1			1		2				
Did not submit a completed application/application material(s)											
Withdrew from search					1						

During the review of applications, the search committee precluded the following applicants:

Two (2) applicants did not have the required minimum educational requirement: Bachelor's degree in Graphic Design: 1 White Male and 1 Unknown Male

Six (6) applicants did not have the required years of professional experience: three (3) years of professional graphic design experience in developing and producing website design and publications for direct mail, electronic distribution, etc.; Must be able to efficiently produce complex publications using Adobe InDesign, Illustrator and Photoshop. Must have experience with four-color process publications as well as commercial printing practices; Must understand theoretical and practical requirements for developing image files for electronic distribution, be it for wide distribution via the web or direct distribution through e-mail, for instance; Must be able to work independently and collaboratively in a team environment; Must possess the ability to work and communicate effectively with diverse academic administrative units: 2 White Males, 1 White Female, 1 Hispanic Male, 2 AAIANHNPI Males.

Three (3) applicants were extended (virtual) interviews and final (in-person) interviews: 2 White Females and 1 Hispanic Male.

One (1) applicant withdrew their finalist candidacy from this administrative search due to accepted offer(s) of employment: 1 Hispanic Male.

Two (2) finalists were selected for final (virtual) interviews: 2 White Females. Of the two finalists, 1 White Female was precluded from the campus search.

In the campus final interview: The White Female earned a Bachelor's degree in Graphic Design from Furman University in Greenville, South Carolina. The White Female possesses fifteen (15) years of professional experience in graphic design, but found that the presented design skill and portfolio work was outdated from 2014-2015. The White Female had insufficient experience in web-based design. The White Female worked in a freelance capacity for many years, and raised concerns about the integration into a fast-paced team environment. The White Female did not appear to have experience working with diverse communities and/or to express an interest in working in diverse communities.

The selected candidate: The selected candidate (White Female) earned a Bachelor's degree in Graphic Design from Western Connecticut State University in Danbury, CT. The selected candidate has a strong understanding of branding and comprehensive experience in an academic environment from her work as a part time graphic design assistant with the Office of Marketing and Communication at Western Connecticut State University. The selected candidate has website knowledge through her many years of experience working in a university setting and a proven track record of fluency in all design software and plug-ins for web. The selected candidate illustrates a deep understanding of working with diverse communities, and incorporating the philosophy into the work of university departments. This search did not meet a hiring goal, but WCSU welcomed the new hire in the Professional-Non Faculty category.

[HIRE: Ericka Erbs McCabe]

#### **EXECUTIVE ASSISTANT TO THE PRESIDENT – OFFICE OF THE PRESIDENT**

1 White Female

The Executive Assistant to the President reports directly to and works under the direction of the University President, providing him/her with managerial, administrative, professional, and confidential assistance as required to ensure the successful operation of the office and the University. Depending upon size, organizational structure and the stage of development of the University, the Executive Assistant in the Office of the President may perform any combination of the functions.

Please visit the office webpage: <https://www.wcsu.edu/president/>

#### **Position Summary:**

Serve as the university and intra-university liaison, perform personnel functions, budget preparation, report preparation, technical assistance, office management and organization, supervision of office staff, communications, coordination of schedules, meetings, conferences, etc.; assigned to special assignments and projects functional responsibilities: Independently performs complex and confidential duties. Assists the University Presidenting a variety of confidential and complex matters regarding budget and personnel. Acts as liaison with the Board office, university staff, students, legislators, other agencies, and the public. Acts as a professional and confidential assistant to the University President, including transmission of the University President's professional and confidential correspondence, maintenance of confidential files. Screens and analyzes correspondence, initiating appropriate actions such as preparing correspondence and reports, responding to inquiries, directing to appropriate administrators. Performs personnel functions, as appropriate. • Prepares and manages the Office of the University President's budget. Prepares reports and directs staff engaged in preparation of materials and reports for the University President. Provides technical assistance to the University President, including researching special

information, corresponding, recordkeeping, compiling data, maintaining timetables, and scheduling due dates and activities. Acts as the University President's representative by providing services in sensitive and complex situations and in maintaining communications and supplying information. Coordinates meetings, conferences, special events, and programs. Serves on the University President's cabinet; and as a member of the professional staff of the University, participates in meetings and serves on committees as appropriate. Manages general operation of the University President's office, including supervision of personnel. Performs special assignments, studies, and administrative functions as directed by the University President and performs other tasks as related to areas of competency. The incumbent may be expected to work during evenings and on weekends on occasion, based on the needs of the University President's responsibilities.

**Qualifications:**

Academic training in business or office administration equivalent to an Associate's degree, Bachelor's degree preferred, or an equivalent combination of education and experience in administrative or executive secretarial fields. Incumbents are required to have demonstrated advanced skills and abilities in: operation of personal computers using standard word processing and related office software; principles of secretarial practice with emphasis in quality production of correspondence and reports; office administration including materials and records organization, scheduling and operating efficiency; principles and methods of effective and cordial public contact and service; proven history of strict confidentiality; methods and techniques of operating in an office environment requiring organizational dignity.

**APPLICANT BREAKDOWN**

Thirty-four (34) applicants applied: 15 White Females, 4 Black Females (goal candidates), 6 Hispanic Females, 3 AAIANHNPI Females, 6 Unknown Females, which constituted the applicant pool for this administrative search.

Within the applicant pool, all of the applicants submitted the required application materials for proper consideration. Application materials included a cover letter outlining the applicant's qualifications, a current curriculum vitae/resume as well as the names, addresses, e-mail addresses and the telephone numbers of at least three (3) professional references.

<b>CAMPUS SEARCH APPLICANT DATA</b>											
	<b>WHITE</b>		<b>BLACK</b>		<b>HISPANIC</b>		<b>AAIANHNPI</b>		<b>UNKNOWN</b>		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Unknown
<b><i>Search Process/Action</i></b>											
Did not meet minimum education/training qualifications		2		2							
Did not meet the minimum work experience requirements		6		2		6		3		2	
Did not submit a completed application/application material(s)											
Withdrew from search		5								4	

During the review of applications, the search committee precluded the following applicants: Four (4) applicants did not have the required minimum educational requirement: Academic training in business or office administration equivalent to an Associate's degree: 2 White Females and 2 Black Female (goal candidate).

Eleven (19) applicants did not have the required minimum years of professional experience: advanced skills and abilities in operation of personal computers, using standard word processing and related office software, principles of secretarial practice with emphasis in quality production of correspondence and reports; office administration including materials and



records organization, scheduling and operating efficiency; principles and methods of effective and cordial public contact and service; proven history of strict confidentiality; methods and techniques of operating in an office environment requiring organizational dignity: 6 White Females, 2 Black Females (goal candidates), 6 Hispanic Females, 3 AAIANHNPI Females (goal candidates), 2 Unknown Females.

Eleven (11) applicants were extended (virtual) interviews and final (in-person) interviews: 7 White Females, 4 Unknown Females.

Four (4) applicants withdrew their finalist candidacy from this administrative search due to personal/unknown reasons: 2 White Females and 2 Unknown Females.

Five (5) applicants withdrew their finalist candidacy from this administrative search due to accepted offer(s) of employment: 3 White Females and 2 Unknown Females.

Two (2) finalists were selected for final (virtual) interviews: 2 White Females. Of the two finalists, 1 White Female was precluded from the campus search.

In the campus final interview: The White Female earned a Bachelor's degree in Economics from Central Connecticut State University in New Britain, Connecticut. The White Female possesses twenty (20) years of professional experience in K-12 teaching as an elementary school teacher. Currently, the White Female works in corporate setting as an Administrative Assistant for five (5) years in New York City. The White Female has experience working with PC/communications software to manage virtual and in-person meetings. The White Female illustrated her support experience at a Manager level. The White Female did not appear to have experience working with diverse communities but expressed an interest in working in diverse communities.

The selected candidate: The selected candidate (White Female) earned a Bachelor's degree in Fine Arts from Southern Connecticut State University in New Haven, Connecticut. The selected candidate has fifteen (15) years experience working in not-for-profit and higher education management supporting a Agency President and Chief Operating Officer. The White Female has experience working with PC/communications software to manage virtual and in-person meetings. The selected candidate illustrated her support experience at a Corporate level, and has direct experience working with diverse communities. This search did not meet a hiring goal, but WCSU welcomed the new hire in the Professional-Non Faculty category.  
[HIRE: Mary O'Connor]

**REGIONAL SAFETY COORDINATOR(S) – CENTER FOR SCHOOL SAFETY,  
SCHOOL OF PROFESSIONAL STUDIES (4 POSITIONS)**

1 White Female, 1 Black Female (goal candidate), 1 Hispanic Female, 1 AAIANHNPI Female (goal candidate)

The Connecticut Center for School Safety and Crisis Preparation serves as a school crisis and safety resource to schools across the entire state of Connecticut. Specifically, the mission of the Center is to conduct research, training, and offer technical assistance on student resilience, school crisis, trauma-informed schools, and other topics relevant to school safety. The Connecticut Center for School Safety and Crisis Preparation will liaise with leaders and stakeholders throughout the state.

For more information on the Connecticut Center for School Safety and Crisis Preparation that can be found at: <https://www.wcsu.edu/schoolsafetycenter>.

The Regional School Safety Coordinator will take direction from the Director and execute the regional operational initiatives of the Connecticut Center for School Safety and Crisis Preparation. The position requires strong leadership abilities to collaborate with external stakeholders and coordinate with approximately 40 school districts within their region. A primary responsibility involves leading a regional crisis team maintaining congruity with the National Incident Management System (NIMS) and the Department of Emergency Management and Homeland Security (DEMHS). Long-term continuation of this position is contingent upon WCSU receiving additional funding from the Department of Emergency Services and Public Protection (DESPP).

**Position Summary:**

Works with the Director and other staff to develop and maintain a central clearinghouse of curricula and other educational programs which are known to reduce school violence, improve school safety, improve recovery, and improve resiliency for students and staff after a disaster. Integrates operations with the National Incident Management System (NIMS) in alignment with the Dept. of Emergency Management and Homeland Security (DEMHS) as it relates to prevent, protect against, mitigate, respond to, and recover from school incidents. Exhibits strong leadership abilities to effectively: Collaborate with school districts in the field to build and maintain relationships; Establish and maintain a regional crisis team in the assigned region of the state; Lead and coordinate the regional crisis team; Activate and coordinate membership for crisis response; Establish monthly meeting schedule and agenda; Debrief incidents; Provide professional development training for team members. Provide consultation to school districts within the region on the following: Technical assistance on safety and prevention approaches; Emergency operation planning, training, and exercising in alignment with DEMHS; Threat assessment management and processes for both facility and behavioral assessments. •Builds collaborative efforts throughout the region with other key stakeholders to achieve the Center’s mission.

**Qualifications:**

Bachelor’s degree in homeland security, law, education mental health, or closely related fields required. A Master’s degree in these fields is preferred. Four (4) years of experience working in a school (ex. teacher, counselor, psychologist, or social worker) or assigned to a school as a School Resource Officer or appropriate school safety background. Relevant certificates from FEMA or closely related agencies specializing in disaster response. A demonstrated record of successful supervisory leadership skills. Knowledge of web technologies and implementing collaborative strategies.

**APPLICANT BREAKDOWN**

Forty-five (45) applicants applied: 12 White Males, 8 White Females, 2 Black Males, 3 Black Females (goal candidates), 2 Hispanic Males, 3 Hispanic Females, 2 AAIANHNPI Males, 3 AAIANHNPI Females (goal candidates), 5 Unknown Males, 5 Unknown Females, which constituted the applicant pool for this administrative search.

Within the applicant pool, all of the applicants submitted the required application materials for proper consideration. Application materials included a cover letter outlining the applicant’s qualifications, a current curriculum vitae/resume as well as the names, addresses, e-mail addresses and the telephone numbers of at least three (3) professional references.

<b>CAMPUS SEARCH APPLICANT DATA</b>											
	<b>WHITE</b>		<b>BLACK</b>		<b>HISPANIC</b>		<b>AAIANHNPI</b>		<b>UNKNOWN</b>		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Unknown
<b><i>Search Process/Action</i></b>											
Did not meet minimum education/training qualifications	2		1			1					
Did not meet the minimum work experience requirements	10	7	1	1	1	2	2	2	5	4	

<b>CAMPUS SEARCH APPLICANT DATA</b>											
	<b>WHITE</b>		<b>BLACK</b>		<b>HISPANIC</b>		<b>AAIANHNPI</b>		<b>UNKNOWN</b>		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Unknown
Did not submit a completed application/application material(s)											
Withdrew from search					1					1	

During the review of applications, the search committee precluded the following applicants:

Four (4) applicants did not have the required bachelor's degree in homeland security, law, education mental health, or closely related fieldis required: 2 White Males, 1 Black Male, 1 Black Female (goal candidate).

Thirty-nine (35) applicants did not have the required miminum years of professional experience: Four (4) years of experience working in a school (ex. teacher, counselor, psychologist, or social worker) or assigned to a school as a School Resource Officer or appropriate school safety background. Relevant certificates from FEMA or closely related agencies specializing in disaster response. A demonstrated record of successful supervisory leadership skills. Knowledge of web technologies and implementing collaborative strategies: 10 White Males, 7 White Females, 1 Black Male, 1 Black Female (goal candidates), 1 Hispanic Male, 2 Hispanic Females, 2 AAIANHNPI Males, 2 AAIANHNPI Females (goal candidates), 5 Unknown Males, 4 Unknown Females

Six (6) applicants were extended (virtual) interviews and final (in-person) interviews: 1 White Female, 1 Black Female (goal candidate), 1 Hispanic Male, 1 Hispanic Female, 1 AAIANHNPI Female (goal candidte) and 1 Unknown Female.

One (1) applicants withdrew their finalist candidacy from this administrative search due to personal/unknown reasons: 1 Unknown Female.

One (1) applicant withdrew their finalist candidacy from this administrative search due to accepted offer(s) of employment: 1 Hispanic Male.

In the campus final interview: The White Female earned a Doctoral degree in Homeland Security Management from Pace University in New York, New York. The White Female possesses twenty (20) years of professional experience School Administration as a Principal with Achievement First Charter Schools in New York City. The White Female has a strong collaborative approach, extensive crisis-response experience, experience in systemic change management, experienced with curriculum development and delivery, extensive experience with youth mental health and a strong grasp of interdisciplinary collaboration. The White Female has experience working with diverse communities in university and school setting(s). This search did not meet a hiring goal, but WCSU welcomed the new hire in the Professional-Non Faculty category.

In the campus final interview: The Hispanic Female earned a Master's degree in Emergency Management from Central Connecticut State University in New Britian, Connecticut. The Hispanic Female possesses twelve (12) years of professional experience as a K-12 school administrator/assistant principal in an elementary school in Waterbury, Connecticut. The Hispanic Female has a strong collaborative approach, extensive crisis-response experience, experience in systemic change management, experienced with curriculum development and delivery, extensive experience with youth mental health and a strong grasp of interdisciplinary collaboration. The White Female has experience working with diverse communities in university and school setting(s). This search did not meet a hiring goal, but WCSU welcomed the new hire in the Professional-Non Faculty category.

The selected candidate: 1 Black Female (goal candidate) met a hiring goal, and WCSU welcomed the new hire in the Professional-Non Faculty category.

The selected candidate: 1 AAIANHNPI Female (goal candidate) met a hiring goal, and WCSU welcomed the new hire in the Professional-Non Faculty category.

**[HIRE: Sadie Witherspoon, Kimberly Myers, Tanya Iacono and Kiley Young]**

**SECRETARIAL CLERICAL, All titles**

Effective January 1, 2023, Connecticut State Colleges and Universities (“CSCU”) President and the System Office has reinstated a hiring freeze for Western Connecticut State University in response to the projected state fund cuts and the immediate response to the COVID-19 pandemic. Prior to this action, hiring of certain key/required positions remains in effect with various approvals to hire in certain occupational categories by the CSCU System Office.

During the reporting period, there were five (5) critical searches that were conducted and executed in the Faculty occupational categories.

**Goal(s) (13):** 5 White Males, 3 Black Males, 2 Hispanic Males, 2 Hispanic Females, and 1 AAIANHNPI Male

**Hire(s) (5):** 4 White Female, 1 Hispanic Female (goal candidate)

**ADMINISTRATIVE ASSISTANT, OFFICE OF THE DEAN – SCHOOL OF VISUAL AND PERFORMING ARTS**

1 White Female

For information about the Office of the Dean, School of Visual and Performing Arts, please visit the office webpage: <https://www.wcsu.edu/svpa/>

**Position Summary:**

The Administrative Assistant perform a variety of secretarial duties as illustrated in the following areas: Using a personal computer or other electronic equipment formats and types a full range of correspondence, reports, bills, drafts, etc. from rough draft, transcription, dictated notes, etc.; proofreads for content; edits using knowledge of grammar, punctuation and spelling. Designs office filing systems; organizes and maintains files (including confidential files); maintains, updates and reviews reference materials and manuals. Composes routine letters/memoranda, etc. (e.g. standard replies and acknowledgement letters) for supervisor's signature. Compiles information from standard sources and prepares data reports (e.g. number of forms processed during the month). Greets and directs visitors; answers phones and takes messages; answers questions requiring knowledge of terminology, organization, supervisor's responsibilities, etc. (e.g. appropriate referrals, general purpose of the unit). Scans correspondence; pulls and attaches related materials; reviews, routes and prioritizes mail. Arranges and coordinates meetings (including space and equipment); writes minutes of meetings, lectures, conferences, etc. from rough draft; takes notes using shorthand, speedwriting or machine transcription prepares expense accounts; makes travel arrangements. Maintains an inventory of supplies and equipment; orders supplies when necessary; completes, processes and maintains paperwork for purchasing (e.g. orders, requisitions, invoices, etc.); maintains time and attendance records; performs related duties as required.

**Qualifications:**

Two (2) years' experience above the routine clerk level in office support or secretarial work. Preference will be given to those applicants who can effectively demonstrate the following in their submitted application: Excellent written and verbal communication skills. Possess pleasant telephone and reception demeanor. Attention to detail, accuracy and proofreading skills. Proficiency in Microsoft Office including Outlook, Excel and Word. Experience with front-end reception & providing excellent customer service. Experience with Banner and higher education preferred.

**APPLICANT BREAKDOWN**

One hundred and sixty-four (164) applicants applied: 38 White Females, 12 Black Females, 26 Hispanic Females (goal candidate), 2 AAIANHNPI Males (goal candidates), 10 AAIANHNPI

Females, 5 Unknown Males, 71 Unknown Females, which constituted the applicant pool for this administrative search.

Within the applicant pool, all of the applicants submitted the required application materials for proper consideration. Application materials included a cover letter outlining the applicant's qualifications, a current curriculum vitae/resume as well as the names, addresses, e-mail addresses and the telephone numbers of at least four (4) professional references.

<b>CAMPUS SEARCH APPLICANT DATA</b>											
	<b>WHITE</b>		<b>BLACK</b>		<b>HISPANIC</b>		<b>AAIANHNPI</b>		<b>UNKNOWN</b>		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Unknown
<b><i>Search Process/Action</i></b>											
Did not meet minimum education/training qualifications											
Did not meet the minimum work experience requirements		24		6		20	2	8	5	69	
Did not submit a completed application/application material(s)		10		4		4		2			
Withdrew from search		1				2				1	

During the review of applications, the search committee precluded the following applicants:

Twenty (20) applicants did not submit a completed application/application materials for further consideration for this position: 10 White Females, 4 Black Females, 4 Hispanic Females (goal candidates), 2 AAIANHNPI Females.

One hundred and thirty five (135) applicants did not have the required minimum years of professional experience [two (2) years' experience above the routine clerk level in office support or secretarial work. Excellent written and verbal communication skills. Attention to detail, accuracy and proofreading skills. Proficiency in Microsoft Office including Outlook, Excel and Word. Experience with front-end reception & providing excellent customer service] in the field appropriate to this position: 24 White Females, 6 Black Females, 20 Hispanic Females (goal candidate), 2 AAIANHNPI Males (goal candidates), 8 AAIANHNPI Females, 5 Unknown Males, 69 Unknown Females

Nine (9) applicants were extended (virtual) interviews and final (in-person) interviews: 4 White Females, 2 Black Females, 2 Hispanic Females (goal candidate), and 1 Unknown Female.

Four (4) applicants withdrew their finalist candidacy from this administrative search due to personal/unknown reasons: 1 White Female, 2 Hispanic Females (goal candidate) and 1 Unknown Female.

Of the five (5) finalists: four (4) applicant(s) were precluded from the search: 2 White Female and 2 Black Females.

In the in-person campus interview, 1 White Female earned a Bachelor's degree in Fine Arts from Western Connecticut State University in Danbury, Connecticut. The White Female has served as a student employee with the Department of Communications and Media Arts for four (4) years at Western Connecticut State University. The White Female has administrative and customer service experience and has worked with a diverse student population. The White Female has limited experience with the use of Banner systems for student services or working with a higher education administrator.

In the in-person campus interview, 1 White Female pursuing a Bachelor's degree in English from Western Connecticut State University in Danbury, Connecticut. The White Female has served as a (part-time) student employee with the Human Resources Department for four (4) years at Western Connecticut State University. The White Female has administrative and customer service experience, has worked with a higher education administrator and has worked with a diverse student population. However, the White Female has limited experience with the use of Banner systems for student services.

In the in-person campus interview, 1 Black Female earned an Associate's degree in Communications from Naugatuck Valley Community College in Danbury, Connecticut. The Black Female has served as a student employee with the Office of Marketing and Communications for two (2) years at Western Connecticut State University. The Black Female has administrative and customer service experience and has worked with a diverse student population. The Black Female has limited experience with the use of Banner systems for student services or working with a higher education administrator.

In the in-person campus interview, 1 Black Female earned a Bachelor's degree in Drama from Central Connecticut State University in New Britain, Connecticut. The Black Female has served as an administrative assistant for a Director of Operations for two (2) years at Goodwill Industries in New Britain, Connecticut. The Black Female has administrative and customer service experience and has worked with a diverse student population. The Black Female has limited experience with the use of Banner systems for student services or working with a higher education administrator.

The selected candidate: The selected candidate (White Female) earned a Bachelor's degree in Communications from Western Connecticut State University in Danbury, Connecticut. The selected candidate has served as a student employee with the Department of Communications and Media Arts for four (4) years at Western Connecticut State University. The selected candidate has administrative and customer service experience, has worked with various higher education administrators and has worked with a diverse student population. The selected candidate has supervisory experience, has worked extensively with the use of MS Office Suite programs (i.e., MS Access, Excel) and the use of Banner systems for student services. This search did not meet a hiring goal, but WCSU welcomed the new hire in the Secretarial/Clerical category  
[HIRE: Susan Kelley]

**OFFICE ASSISTANT, OFFICE OF ADMISSIONS – DIVISION OF ENROLLMENT  
MANAGEMENT (2 POSITIONS)**

1 Hispanic Female (goal candidate) and 1 White Female

For information about the Office of Admissions at Western Connecticut State University, please visit the office webpage at: <https://www.wcsu.edu/admissions/>.

This position provides support for the Office of Admissions at Western Connecticut State University on the Midtown Campus. The Office Assistant will be responsible for the full range of office support duties as well as a wide variety of functional coverage and back up support as needed to students and staff. Serves as a welcoming professional and student-centered first point of contact for students, faculty and staff. This position will provide office support, as well as front desk reception and telephone support to the Director of Admissions, along with providing general support to staff in the Office of Admissions.

**Position Summary:**

The Office Assistant performs the most complex office administrative duties as described in the following areas: Types a variety of materials in relation to other duties or as assigned; enters and retrieves data on personal computers and computer terminals. Sets up and maintains office

procedures, filing and indexing systems and forms for own use. Composes routine correspondence. Compiles and generates recurrent technical, statistical or financial reports requiring judgment in the selection and presentation of data (format). Provides general information and referral services in response to citizen complaints or questions regarding an agency's services or authority; responds to inquiries from other work units or departments/agencies; applies agency policies and state statutes and regulations in determining case status or responding to requests for procedural assistance; may lead lower level employees in carrying out assigned clerical functions. Maintains calendars of due dates and initiates recurring work or special clerical projects accordingly; processes a variety of documents in determining routine case status; exercises discretion in choosing appropriate follow through procedures within defined guidelines including assembling and reviewing incoming materials for accuracy, completeness and conformance to established guidelines and agency policy and procedures, verifying information through use of internal resources and contacts with sender and other work units and soliciting additional information as required by phone or form letter; processes purchase requisitions/purchase orders for subsequent action; prepares payment lists and billing invoices; receives shipments of materials and matches/verifies shipment or billing invoices against original purchase orders; maintains billing control cards, files, journals or account ledgers by posting credits, expenditures, interest, etc.; figures payments, costs, discounts and adjustments using prescribed methods and formulas; receives monies in various forms such as cash, checks and money orders and prepares for deposit; maintains inventory and orders supplies; uses a variety of automated equipment to perform job functions; performs related duties as required.

The incumbent will be responsible for the full range of duties including, but not limited to: responding to phone and in-person requests; processing the mail and entering data into the Banner system; processing of applications for admission; maintaining student files and records; and performing related duties as required

**Qualifications:**

Four (4) years experience above the routine clerk level in office support or secretarial work. One (1) year of General Experience must have been as a Secretary 2 or its equivalent.

**APPLICANT BREAKDOWN**

Two hundred and three (203) applicants applied: 3 White Males (goal candidates), 49 White Females, 10 Black Females, 30 Hispanic Females (goal candidates), 16 AAIANHNPI Females, 15 Unknown Males, 80 Unknown Females, which constituted the applicant pool for this administrative search.

Within the applicant pool, all of the applicants submitted the required application materials for proper consideration. Application materials included a cover letter outlining the applicant's qualifications, a current curriculum vitae/resume as well as the names, addresses, e-mail addresses and the telephone numbers of at least four (4) professional references.

CAMPUS SEARCH APPLICANT DATA											
	WHITE		BLACK		HISPANIC		AAIANHNPI		UNKNOWN		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Unknown
<b><i>Search Process/Action</i></b>											
Did not meet minimum education/training qualifications											
Did not meet the minimum work experience requirements	2	44		1		20		10	14	78	
Did not submit a completed application/application material(s)	1	3		8		8		5			
Withdrew from search		1				1		1	1		

During the review of applications, the search committee precluded the following applicants:



Twenty-five (25) applicants did not submit a completed application/application materials for further consideration for this position: 1 White Male (goal candidate), 3 White Females, 8 Black Females, 8 Hispanic Females (goal candidates), 5 AAIANHNPI Females.

One hundred and seventy (170) applicants did not have the required training and/or minimum years of professional experience [four (4) years experience above the routine clerk level in office support or secretarial work] in the field appropriate to this position: 2 White Males (goal candidates), 44 White Females, 1 Black Female, 20 Hispanic Females (goal candidates), 10 AAIANHNPI Females, 15 Unknown Males, 78 Unknown Females.

Eight (8) applicants were extended (virtual) interviews and final (in-person) interviews: 2 White Females, 1 Black Female, 2 Hispanic Females (goal candidates), 1 AAIANHNPI Female, 2 Unknown Females.

Four (4) applicants withdrew their finalist candidacy from this administrative search due to personal/unknown reasons: 1 White Female, 1 Hispanic Female (goal candidate), 1 AAIANHNPI Female and 1 Unknown Female.

Of the four (4) finalists: two (2) applicant(s) were precluded from the search: 1 Black Female and 1 Unknown Female.

In the in-person campus interview, 1 Black Female earned a Master's and Bachelor's degree in English from Western Connecticut State University in Danbury, Connecticut. The Black Female has served as an Secretary 1 with the Office of Pre-Collegiate and Access Programs for one (1) year at Western Connecticut State University. The Black Female has administrative and customer service experience, has worked with a diverse student population and proficiency in the use of MS Office Suite programs (i.e., MS Access and/or Excel). The Black Female has no admissions and/or supervisory experience and no experience with the use of Banner systems for student services.

In the in-person campus interview, 1 Unknown Female earned a Bachelor's degree in Theater Arts from Hunter College/CUNY in New York, New York. The Unknown Female has served as a teaching assistant with the Ossining Central School District for three (3) years. The Unknown Female has experience working closely with the student population, and proficiency in the use of MS Office Suite programs (i.e., MS Access and/or Excel). The Unknown Female has no admissions and/or supervisory experience and no experience with the use of Banner systems for student services.

The selected candidate, one (1) White Female earned an Associate Degree in Marketing from Naugatuck Valley Community College in Danbury, Connecticut. The White Female has served as a temporary Office Assistant with the Office of Admissions for three (3) years at Western Connecticut State University in Danbury, Connecticut. The applicant had a strong administrative experience, and is proficient in the use of MS Office Suite programs (i.e., MS Word, Access, Excel, Powerpoint, Publisher). The White Female has minimal supervisory experience but has a strong level of organizational skills from her time management strategies, organizational strategies and experience with the use of Banner and other in-house database systems (comparable to the Banner system). The White Female has a strong background in clerical positions in higher education from the current position. This search did not meet a hiring goal, but WCSU welcomed the new hire in the Secretarial/Clerical category

The selected candidate: 1 Hispanic Female (goal candidate) met a hiring goal, and WCSU welcomed the new hire in the Secretarial-Clerical category.

**[HIRE: Bianca Rivera and Lynn Setkoski]**

**SECRETARY 1, OFFICE OF THE FINANCIAL AID – DIVISION OF ENROLLMENT  
MANAGEMENT**

**1 White Female**

For information about the Office of Financial Aid, please visit the office webpage:  
<https://www.wcsu.edu/finaid/>

**Position Summary:**

The Secretary 1 perform a variety of secretarial duties as illustrated in the following areas: Using a personal computer or other electronic equipment formats and types a full range of correspondence, reports, bills, drafts, etc. from rough draft, transcription, dictated notes, etc.; proofreads for content; edits using knowledge of grammar, punctuation and spelling. Designs office filing systems; organizes and maintains files (including confidential files); maintains, updates and reviews reference materials and manuals. Composes routine letters/memoranda, etc. (e.g. standard replies and acknowledgement letters) for supervisor's signature. Compiles information from standard sources and prepares data reports (e.g. number of forms processed during the month). Greets and directs visitors; answers phones and takes messages; answers questions requiring knowledge of terminology, organization, supervisor's responsibilities, etc. (e.g. appropriate referrals, general purpose of the unit). Scans correspondence; pulls and attaches related materials; reviews, routes and prioritizes mail. Arranges and coordinates meetings (including space and equipment); writes minutes of meetings, lectures, conferences, etc. from rough draft; takes notes using shorthand, speedwriting or machine transcription prepares expense accounts; makes travel arrangements. Maintains an inventory of supplies and equipment; orders supplies when necessary; completes, processes and maintains paperwork for purchasing (e.g. orders, requisitions, invoices, etc.); maintains time and attendance records; performs related duties as required.

**Qualifications:**

Two (2) years' experience above the routine clerk level in office support or secretarial work. Preference will be given to those applicants who can effectively demonstrate the following in their submitted application: Excellent written and verbal communication skills. Possess pleasant telephone and reception demeanor. Attention to detail, accuracy and proofreading skills. Proficiency in Microsoft Office including Outlook, Excel and Word. Experience with front-end reception & providing excellent customer service. Experience with Banner and higher education preferred.

**APPLICANT BREAKDOWN**

Eighty-four (84) applicants applied: 28 White Females, 2 Black Males (goal candidates), 10 Black Females, 2 Hispanic Males (goal candidates), 16 Hispanic Females (goal candidate), 2 AAIANHNPI Males (goal candidates), 10 AAIANHNPI Females, 5 Unknown Males (goal candidates), 9 Unknown Females, which constituted the applicant pool for this administrative search.

Within the applicant pool, all of the applicants submitted the required application materials for proper consideration. Application materials included a cover letter outlining the applicant's qualifications, a current curriculum vitae/resume as well as the names, addresses, e-mail addresses and the telephone numbers of at least four (4) professional references.

<b>CAMPUS SEARCH APPLICANT DATA</b>											
	<b>WHITE</b>		<b>BLACK</b>		<b>HISPANIC</b>		<b>AAIANHNPI</b>		<b>UNKNOWN</b>		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Unknown
<b><i>Search Process/Action</i></b>											
Did not meet minimum education/training qualifications				4							
Did not meet the minimum work experience requirements		23	2	1	2	13	2	9	5	8	
Did not submit a completed application/application material(s)		1		2		1		1			
Withdrew from search		2		2		2				1	

During the review of applications, the search committee precluded the following applicants:

Five (5) applicants did not submit a completed application/application materials for further consideration for this position: 1 White Female, 2 Black Females, 1 Hispanic Female (goal candidates), 1 AAIANHNPI Female.

Sixty-five (65) applicants did not have the required minimum years of professional experience [two (2) years' experience above the routine clerk level in office support or secretarial work. Excellent written and verbal communication skills. Attention to detail, accuracy and proofreading skills. Proficiency in Microsoft Office including Outlook, Excel and Word. Experience with front-end reception & providing excellent customer service] in the field appropriate to this position: 23 White Females, 2 Black Males (goal candidates), 1 Black Female, 2 Hispanic Males (goal candidates), 13 Hispanic Females (goal candidate), 2 AAIANHNPI Males (goal candidates), 9 AAIANHNPI Females, 5 Unknown Males (goal candidates), 8 Unknown Females

Fourteen (14) applicants were extended (virtual) interviews: 4 White Females, 7 Black Females, 2 Hispanic Females (goal candidate) and 1 Unknown Female.

Four (4) applicants withdrew their finalist candidacy from this administrative search due to personal/unknown reasons: 2 White Female, 1 Hispanic Female (goal candidate) and 1 Unknown Female.

Three (3) applicants withdrew their finalist candidacy from this administrative search due to accepted offer(s) of employment: 2 Black Females and 1 Hispanic Female (goal candidate).

Four (4) applicants were precluded from the search due to limited experience illustrated for proficiency in Microsoft Office including Outlook, Excel and Word and limited experience with front-end reception and customer service: 4 Black Females

Three (3) applicants were extended final (in-person) interviews. Of the three (3) finalists: two (2) applicant(s) were precluded from the search: 1 White Female and 1 Black Female.

In the in-person campus interview, 1 Black Female earned a Master's and Bachelor's degree in English from Western Connecticut State University in Danbury, Connecticut. The Black Female has served as an Secretary 1 with the Office of Pre-Colleigiate and Access Programs for one (1) year at Western Connecticut State University. The Black Female has administrative and customer service experience, has worked with a diverse student population and proficiency in the use of MS Office Suite programs(i.e., MS Access and/or Excel). The Black Female has no financial aid and/or supervisory experience and no experience with the use of Banner systems for student services.

In the in-person campus interview, 1 White Female earned an Associate's degree in Mathematics from Rochester Community College in Rochester, New York. The White Female has served as an office/administrative assistant with the Brookfield School District for three (3) years. The White Female has experience working closely with the student population, and proficiency in the use of MS Office Suite programs (i.e., MS Access and/or Excel). The White Female has no financial and/or supervisory experience and no experience with the use of Banner systems for student services.

The selected candidate, one (1) White Female earned an Bachelor's Degree in Business Administration from University of Bridgeport, in Bridgeport, Connecticut. The White Female has served as an Office Manager for thirteen (13) years with the Office of Bridgeport Diocese, in Bridgeport, Connecticut. The applicant had a strong administrative experience, and is proficient in the use of MS Office Suite programs (i.e., MS Word, Access, Excel, Powerpoint, Publisher). The White Female has minimal supervisory experience but has a strong level of organizational skills from her time management strategies, organizational strategies and experience other in-house database systems (comparable to the Banner system). The White Female has a strong background in clerical positions in higher education from two prior positions. This search did not meet a hiring goal, but WCSU welcomed the new hire in the Secretarial/Clerical category  
**[HIRE: Michele Hossan]**

## **SECRETARY 2, MUSIC DEPARTMENT – SCHOOL OF VISUAL AND PERFORMING ARTS (SVPA)**

1 White Female

For information about the Music Department, please visit the office webpage:

<https://www.wcsu.edu/music/>

### **Position Summary:**

The Secretary 2 perform a variety of secretarial duties as illustrated in the following areas: Using a personal computer or other electronic equipment formats and types a full range of correspondence, reports, bills, drafts, etc. from rough draft, transcription, dictated notes, etc.; proofreads for content; edits using knowledge of grammar, punctuation and spelling. Designs office filing systems; organizes and maintains files (including confidential files); maintains, updates and reviews reference materials and manuals. Composes routine letters/memoranda, etc. (e.g. standard replies and acknowledgement letters) for supervisor's signature. Compiles information from standard sources and prepares data reports (e.g. number of forms processed during the month). Greets and directs visitors; answers phones and takes messages; answers questions requiring knowledge of terminology, organization, supervisor's responsibilities, etc. (e.g. appropriate referrals, general purpose of the unit). Scans correspondence; pulls and attaches related materials; reviews, routes and prioritizes mail. Arranges and coordinates meetings (including space and equipment); writes minutes of meetings, lectures, conferences, etc. from rough draft; takes notes using shorthand, speedwriting or machine transcription prepares expense accounts; makes travel arrangements. Maintains an inventory of supplies and equipment; orders supplies when necessary; completes, processes and maintains paperwork for purchasing (e.g. orders, requisitions, invoices, etc.); maintains time and attendance records; performs related duties as required.

### **Qualifications:**

Two (2) years' experience above the routine clerk level in office support or secretarial work. Preference will be given to those applicants who can effectively demonstrate the following in their submitted application: Excellent written and verbal communication skills. Possess pleasant telephone and reception demeanor. Attention to detail, accuracy and proofreading skills. Proficiency in Microsoft Office including Outlook, Excel and Word. Experience with front-end

reception & providing excellent customer service. Experience with Banner and higher education preferred.

**APPLICANT BREAKDOWN**

Seventy-seven (77) applicants applied: 22 White Females, 8 Black Females, 16 Hispanic Females (goal candidate), 10 AAIANHNPI Females, 5 Unknown Males (goal candidates), 16 Unknown Females, which constituted the applicant pool for this administrative search.

Within the applicant pool, all of the applicants submitted the required application materials for proper consideration. Application materials included a cover letter outlining the applicant's qualifications, a current curriculum vitae/resume as well as the names, addresses, e-mail addresses and the telephone numbers of at least four (4) professional references.

<b>CAMPUS SEARCH APPLICANT DATA</b>											
	<b>WHITE</b>		<b>BLACK</b>		<b>HISPANIC</b>		<b>AAIANHNPI</b>		<b>UNKNOWN</b>		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Unknown
<b><i>Search Process/Action</i></b>											
Did not meet minimum education/training qualifications											
Did not meet the minimum work experience requirements		18		6		13		10	5	14	
Did not submit a completed application/application material(s)						1				1	
Withdrew from search		1				2				1	

During the review of applications, the search committee precluded the following applicants:

Two (2) applicants did not submit a completed application/application materials for further consideration for this position: 1 Hispanic Female (goal candidates) and 1 Unknown Female.

Sixty-six (66) applicants did not have the required minimum years of professional experience [two (2) years' experience above the routine clerk level in office support or secretarial work. Excellent written and verbal communication skills. Attention to detail, accuracy and proofreading skills. Proficiency in Microsoft Office including Outlook, Excel and Word. Experience with front-end reception & providing excellent customer service] in the field appropriate to this position: 18 White Females, 6 Black Females, 13 Hispanic Females (goal candidates), 10 AAIANHNPI Females, 5 Unknown Males (goal candidates), 14 Unknown Females

Nine (9) applicants were extended (virtual) interviews and final (in-person) interviews: 4 White Females, 2 Black Females, 2 Hispanic Females (goal candidate), and 1 Unknown Female.

Four (4) applicants withdrew their finalist candidacy from this administrative search due to personal/unknown reasons: 1 White Female, 2 Hispanic Female (goal candidate) and 1 Unknown Female.

Of the five (5) finalists: four (4) applicant(s) were precluded from the search: 2 White Female, 2 Black.

In the in-person campus interview, 1 Black Female earned a Master's and Bachelor's degree in English from Western Connecticut State University in Danbury, Connecticut. The Black Female has served as an Secretary 1 with the Office of Pre-Colleigiate and Access Programs for one (1) year at Western Connecticut State University. The Black Female has administrative and customer service experience, has worked with a diverse student population and procifiency in the use of

MS Office Suite programs (i.e., MS Access and/or Excel). The Black Female has no supervisory experience and no experience with the use of Banner systems for student services.

In the in-person campus interview, 1 Black Female earned a Bachelor's degree in Finance from Connecticut College in Montville, Connecticut. The Black Female has served as a secretary with the medical office for three (3) years in Hartford, Connecticut. The Black Female has experience working closely with medical clients but no experience with the student population. The Black Female has proficiency in the use of MS Office Suite programs (i.e., MS Access and/or Excel), but has no supervisory experience and no experience with the use of Banner systems for student services.

In the in-person campus interview, 1 White Female earned a Bachelor's degree in Humanities/Sociology from the University of Hartford in Hartford, Connecticut. The White Female has served as a principal secretary with the Mahapoc Schools for three (3) years in Mahapoc, New York. The White Female has experience working closely with K-12 students, but no experience with the college student population. The White Female has proficiency in the use of MS Office Suite programs (i.e., MS Access and/or Excel), but has no supervisory experience and no experience with the use of Banner systems for student services.

In the in-person campus interview, 1 White Female earned a Bachelor's degree in Art from Post University in Waterbury, Connecticut. The White Female has served as an Executive Assistant with Guideposts administrative office for five (5) years in Hartford, Connecticut. The White Female has experience working closely with medical clients but no experience with the student population. The White Female has proficiency in the use of MS Office Suite programs (i.e., MS Access and/or Excel), but has no supervisory experience and no experience with the use of Banner systems for student services.

The selected candidate, one (1) White Female earned a Bachelor's Degree in Project Management from Audrey Cohen College in Bronx, New York. The White Female has served as a Legal Secretary/Administrative Assistant with the law firm for three (3) years in New York, New York. The applicant had a strong administrative experience, and is proficient in the use of MS Office Suite programs (i.e., MS Word, Access, Excel, Powerpoint, Publisher). The White Female has minimal supervisory experience but has a strong level of organizational skills from her time management strategies, organizational strategies and experience with the use of Banner and other in-house database systems (comparable to the Banner system). The White Female has a strong background in clerical positions in two prior positions. This search did not meet a hiring goal, but WCSU welcomed the new hire in the Secretarial/Clerical category  
**[HIRE: Michelle McKiernan]**

### **TECHNICAL & PARAPROFESSIONAL**

Effective January 1, 2023, Connecticut State Colleges and Universities (“CSCU”) President and the System Office has reinstated a hiring freeze for Western Connecticut State University in response to the projected state fund cuts and the immediate response to the COVID-19 pandemic. Prior to this action, hiring of certain key/required positions remains in effect with various approvals to hire in certain occupational categories by the CSCU System Office.

**Goal(s) (2):** 1 Black Male, 1 Hispanic Female

**Hire(s) (0):** No Hires Conducted

During the reporting period, there were no critical searches that were conducted and executed in the Technical and Paraprofessiona occupational category.

### **SKILLED CRAFT WORKERS**

Effective January 1, 2023, Connecticut State Colleges and Universities (“CSCU”) President and the System Office has reinstated a hiring freeze for Western Connecticut State University in response to the projected state fund cuts and the immediate response to the COVID-19 pandemic. Prior to this action, hiring of certain key/required positions remains in effect with various approvals to hire in certain occupational categories by the CSCU System Office.

During the reporting period, there were no critical searches that were conducted and executed in the Skilled Craft Workers occupational category.

**Goal(s) (6):** 1 Black Male, 5 Hispanic Males

**Hire(s) (0):** No Hires Conducted

### **SERVICE MAINTENANCE – All Titles except Custodian**

Effective January 1, 2023, Connecticut State Colleges and Universities (“CSCU”) President and the System Office has reinstated a hiring freeze for Western Connecticut State University in response to the projected state fund cuts and the immediate response to the COVID-19 pandemic. Prior to this action, hiring of certain key/required positions remains in effect with various approvals to hire in certain occupational categories by the CSCU System Office.

During the reporting period, there were no critical searches that were conducted and executed in the Service Maintenance (all titles excepts Custodians) occupational category.

**Goal(s) (3):** 1 Black Male, 1 Black Female, 1 Hispanic Male

**Hire(s) (0):** No Hires Conducted

**SERVICE MAINTENANCE - CUSTODIAN**

Effective January 1, 2023, Connecticut State Colleges and Universities (“CSCU”) President and the System Office has reinstated a hiring freeze for Western Connecticut State University in response to the projected state fund cuts and the immediate response to the COVID-19 pandemic. Prior to this action, hiring of certain key/required positions remains in effect with various approvals to hire in certain occupational categories by the CSCU System Office.

During the reporting period, there were no critical searches that were conducted and executed in the Service Maintenance (Custodian title) occupational category.

**Goal(s) (8):** 7 White Males, 1 Hispanic Female

**Hire(s) (0):** No Hires Conducted



## **PROTECTIVE SERVICES**

Effective January 1, 2023, Connecticut State Colleges and Universities ("CSCU") President and the System Office has reinstated a hiring freeze for Western Connecticut State University in response to the projected state funding cuts and the immediate response to the COVID-19 pandemic. Prior to this action, hiring of certain key/required positions remains in effect with various approvals to hire in certain occupational categories by the CSCU System Office.

During the reporting period, there were three (3) new hires from one (1) critical search that was conducted and executed in the Protective Services – All Titles occupational category.

**Goal(s) (3):** 1 Black Male, 1 Black Female, 1 Hispanic Male

**Hire(s) (3):** 3 White Males

### **POLICE OFFICER, POLICE DEPARTMENT – DIVISION OF STUDENT AFFAIRS (3 POSITIONS)**

3 White Males

The University Police is responsible for the safety of the campus community. The department is staffed with one (1) sworn police lieutenant, four (4) sworn police sergeants, seven (7) sworn police officers, and six (6) non-sworn positions.

Please visit the office webpage: <https://www.wcsu.edu/police>.

#### **Position Summary:**

The Police Officer may perform a combination or concentration of the following functions on a xed or rotating basis as directed by the agency.

**SECURITY:** Provides crowd control at various events and activities; monitors designated areas to ensure physical security and authorized access in order to prevent theft, trespass, vandalism or violation of state statutes or regulations; gives directions and routine information to the public; participates in evacuation activities in event of re, bomb threats or other potential disasters; operates righting apparatus if needed; may conduct cruiser or foot patrols; may conduct bicycle patrols as weather permits.

**PROTECTION:** Provides trac and/or crowd control; assesses nature of further assistance needed and makes timely and appropriate arrangements; may gather background information and provide threat assessments regarding high risk locations, safety of persons or property, biological or physical threats; may respond to emergency situations and provide CPR or first aid to injured parties; may transport or escort couriers with currency and prisoners or Absent Without Leave (AWOL) persons; may assist in search for escaped patients or inmates; may assist State Police in investigation of major criminal acts; may be required to maintain building security and perform patrol duties at time of heightened alert level under Homeland Security procedures.

**ENFORCEMENT:** Directs trac and enforces motor vehicle and parking regulations; may initiate and conduct criminal and other investigations of violations, suspicious activities or reports of incidents occurring within jurisdiction; may conduct on site investigations, question witnesses, arrest individuals at scene and issue summons.

**ADMINISTRATION:** Records information; applies for and serves arrest warrants; processes paperwork on arrests and activity reports; arranges surety and non-surety bond payments or Written Promise to Appear (WPA); provides court testimony; conducts special programs, projects and

services as required; may process arrested individuals including determining charges, fingerprinting, photographing, initiating National Crime Information Computer (NCIC) check, searching, removing and inventorying personal belongings and transporting arrested persons to lock up; may conduct various safety training, certification and/or recertification courses; may perform minor equipment repairs; may make public presentations regarding crime prevention and safety; may serve as dispatcher; performs related duties as required.

**Qualifications:**

Certification as a law enforcement officer in the State of Connecticut pursuant to regulations promulgated by the Connecticut Police Officer Standards and Training Council. Candidates with a pending certification status may be employed on a temporary basis pending re-certification by the Connecticut Police Officer Standards and Training Council ("POSTC").

**APPLICANT BREAKDOWN**

Ten (10) applicants applied: 4 White Males, 2 Unknown Males, 4 Unknown Females, which constituted the applicant pool for this executive/administrative management search.

Within the applicant pool, all of the applicants submitted the required application materials for proper consideration. Application materials included a cover letter outlining the applicant's qualifications, a current curriculum vitae/resume as well as the names, addresses, e-mail addresses and the telephone numbers of at least four (4) professional references.

CAMPUS SEARCH APPLICANT DATA											
	WHITE		BLACK		HISPANIC		AAIANHNPI		UNKNOWN		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Unknown
<b>Search Process/Action</b>											
Did not meet minimum education/training qualifications	1										
Did not meet the minimum work credentials/experience requirements									2	4	
Did not submit a completed application/application material(s)											
Withdrew from search											

During the review of applications, the search committee precluded the following applicants: 4 White Males, 2 Unknown Males, 4 Unknown Females

One (1) applicant did not have the required education/training [Bachelor's degree] in the field appropriate to this position: 1 White Male

Six (6) applicants did not have the required minimum years of professional credentials/police management experience [10 years of experience in law enforcement/ campus law enforcement with at least six (6) years' experience as a supervisor of law enforcement officers; Demonstrated familiarity with laws affecting public safety on a university campus; knowledge of computer operations in law enforcement, including dispatching operations and knowledge of budget operations and management] in the field appropriate to this position: 2 Unknown Males, 4 Unknown Females

Three (3) applicants were extended (virtual) interviews and final (in-person) interviews: 3 White Males. All three (3) applicant(s) were hired: 3 White Males.

The selected candidate: 1 White Male earned a Bachelor's of Arts degree in General Studies from Providence College. The White Male has eleven (11) years of management/police experience as a Police Sergeant (management command) for the Danbury Police Department in Danbury,

Connecticut with management of sixty (60) administrative police personnel. The White Male holds certifications as an Emergency Medical Technician, Emergency Vehicle Instructor, Field Training/POSTC Instructional Trainer, Video Examination for Police and as an A.L.I.C.E. Instructor (Active Shooter). This search did not meet a hiring goal, but WCSU welcomed the new hire in the Protective Services category.

The selected candidate: 1 White Male earned a Bachelor of Arts in General Studies from University of Connecticut. The White Male has twenty-two (22) years of management/police experience as the Police Sergeant for the Bethel Police Department with management of eighty (80) administrative police personnel in the town of Bethel, Connecticut. The White Male has served in command positions from the Patrol Division. The White Male holds certifications in POSTC Instructional Trainer. This search did not meet a hiring goal, but WCSU welcomed the new hire in the Protective Services category.

The selected candidate: 1 White Male earned a Bachelor's Degree in Criminology at the University of New Haven in New Haven, Connecticut. The White Male has six (6) years of police experience as a Police Officer for the Bethel Police Department in the town of Bethel, Connecticut. The White Male holds certifications in POSTC. This search did not meet a hiring goal, but WCSU welcomed the new hire in the Protective Services category.

**[HIRE: Gary Coe, Bruce Roust and John Zor]**

**PROMOTION GOALS**  
April 1, 2022 – March 31, 2023

Effective January 1, 2023, Connecticut State Colleges and Universities (“CSCU”) President and the System Office has reinstated a hiring freeze for Western Connecticut State University in response to the projected state fund cuts and the immediate response to the COVID-19 pandemic. Prior to this action, hiring of certain key/required positions remains in effect with various approvals to hire in certain occupational categories by the CSCU System Office.

During the reporting period, there were no promotions that was conducted and executed in the Executive/Administrative occupational category.

During the reporting period, there were nine (9) promotions that was conducted and executed in the identified faculty occupational categories below:

**FACULTY PROMOTIONS:**

In this category, the American Association of University Professors (AAUP) Collective Bargaining Agreement (Article 4.11) governs promotions. The criteria for promotion set forth in the contract include a terminal degree, years of successful teaching, strong scholarship, including publications, and service to the University. A faculty member who wishes to be considered for promotion must submit notification in writing to the Department Chairperson as well as the Department Evaluation Committee (DEC) Chairperson by the deadline stated in the contract. The faculty member’s portfolios are reviewed and evaluated by the DEC, the appropriate Dean, the Promotion and Tenure Committee (P&T) and the Provost with each making a recommendation based on the criterion set forth in Article 4.11.9.1-4.11.9.5 of the collective bargaining agreement.

These recommendations are then sent to the President and pursuant to Article 4.11.14, the President makes recommendations for promotion and/or tenure to the Connecticut State Colleges & Universities Board of Regents based on the above noted criterion. If the President determines that the faculty member’s portfolio has not met the criterion set forth in the collective bargaining agreement, that faculty member is not recommended for promotion and/or tenure. This procedure for granting promotions is conducted on an annual basis.

**PROFESSOR**

**Goal(s) (24): 8 White Females, 1 Black Male, 2 Black Females, 10 AAIANHNPI Males and 3 AAIANHNPI Females**

**Promoted (5): 1 White Male, 1 White Female (goal candidate), 3 AAIANHNPI Males (goal candidates)**

**Progress:** There were five (5) faculty members who applied for promotion to Professor – 1 White Male, 1 White Female (goal candidate), and 3 AAIANHNPI Males (goal candidates).

The five (5) applicants were recommended for promotions based on the evaluations of the DEC, the Deans, the Promotion and Tenure Committee and the Provost. The criteria for promotion set forth in the contract include a terminal degree, years of successful teaching, strong scholarship, including publications and service to the University. The faculty member’s portfolio is reviewed and evaluated by the DEC, the Dean and the Promotion and Tenure Committee and the Provost. Each constituent makes a recommendation which is forwarded to the Provost and President. The

Provost then makes recommendations to the Connecticut State Colleges and Universities (CSCU) System Office and the Board of Regents for Higher Education.

Each constituent makes a recommendation that is forwarded to the Provost and President. The President then makes recommendations to the Connecticut State Colleges and Universities (CSCU) System Office and the Board of Regents for Higher Education. In the following faculty categories.

All five (5) Professor title recommendations: 1 White Male, 1 White Female (goal candidate), 3 AAIANHNPI Males (goal candidates) were interviewed and promoted. Four (4) promotional goals were achieved.

#### **ASSOCIATE PROFESSOR**

**Goal(s) (12):** 8 White Males, 1 Hispanic Male, 3 Hispanic Females

**Promoted (5):** 1 White Male (goal candidate), 2 White Females, 1 AAIANHNPI Male, 1 AAIANHNPI Female

**Progress:** There were five (5) faculty members that applied for promotion to Associate Professor: 1 White Male (goal candidate) 2 White Females, 1 AAIANHNPI Male, 1 AAIANHNPI Female.

Five (5) applicants were recommended for promotions based on the evaluations of the DEC, the Deans, the Promotion and Tenure Committee and the Provost. The criteria for promotion set forth in the contract include a terminal degree, years of successful teaching, strong scholarship, including publications and service to the University. The faculty member's portfolio is reviewed and evaluated by the DEC, the Dean and the Promotion and Tenure Committee and the Provost. Each constituent makes a recommendation which is forwarded to the Provost and President. The Provost then makes recommendations to the Connecticut State Colleges and Universities (CSCU) System Office and the Board of Regents for Higher Education.

All five (5) promotions: 1 White Male (goal candidate), 2 White Females, 1 AAIANHNPI Male and 1 AAIANHNPI Female, all were interviewed and promoted. One (1) promotional goal was achieved.

#### **ASSISTANT PROFESSOR**

**Goals (0):** N/A

**Promoted (0):** N/A

No promotional goals were set in this occupational category and no promotional activity occurred in this category during this reporting period.

#### **PROFESSIONAL NON-FACULTY**

**Goals (0):** N/A

**Promoted (0):** N/A

No promotional goals were set in this occupational category and no promotional activity occurred in this category during this reporting period.

**PROMOTION GOALS**  
April 1, 2022 – March 31, 2023

Effective January 1, 2023, Connecticut State Colleges and Universities (“CSCU”) President and the System Office has reinstated a hiring freeze for Western Connecticut State University in response to the projected state fund cuts and the immediate response to the COVID-19 pandemic. Prior to this action, hiring of certain key/required positions remains in effect with various approvals to hire in certain occupational categories by the CSCU System Office.

During the reporting period, there was no critical promotions that were conducted and executed in the identified occupational classified categories below.

**SECRETARIAL CLERICAL (All titles except, SECRETARY 2 title)**

**Goals (0):** N/A

**Promoted (0):** N/A

No promotional goals were set in this occupational category and no promotional activity occurred in this category during this reporting period.

**SECRETARIAL CLERICAL - SECRETARY 2**

**Goals (0):** N/A

**Promoted (0):** N/A

No promotional goals were set in this occupational category and no promotional activity occurred in this category during this reporting period.

**TECHNICAL/PARAPROFESSIONAL**

**Goals (0):** N/A

**Promoted (0):** N/A

No promotional goals were set in this occupational category and no promotional activity occurred in this category during this reporting period.

**SKILLED CRAFTS**

**Goals (0):** N/A

**Promoted (0):** N/A

No promotional goals were set in this occupational category and no promotional activity occurred in this category during this reporting period.

**SERVICE MAINTENANCE (All titles except, Custodian title)**

**Goals (0):** N/A

**Promoted (0):** N/A

No promotional goals were set in this occupational category and no promotional activity occurred in this category during this reporting period.

**SERVICE MAINTENANCE - CUSTODIAN**

**Goals (0):** N/A

**Promoted (0):** N/A

No promotional goals were set in this occupational category and no promotional activity occurred in this category during this reporting period.

**PROTECTIVE SERVICES**

**Goals (0):** N/A

**Promoted (0):** N/A

No promotional goals were set in this occupational category and no promotional activity occurred in this category during this reporting period.

## PROGRAM GOALS

April 1, 2022 – March 31, 2023

As a result of the critical analysis of Western Connecticut State University (“WCSU” or “University”) Office of Diversity and Equity and the needs of the University, the President and the Chief Diversity Officer have set the following strategic goals for the University:

During the 2022-2023 Affirmative Action reporting period, the University began implementation and executed 50%, or one (1) of two (2) on the following below listed program goals:

1. A program goal was set for the WCSU Office of Diversity and Equity (“ODE”) to develop and implement pipeline initiatives with a new institutional membership to the National Association of Colleges and Employers (“NACE”): <https://www.naceweb.org/> and a virtual institutional membership with [www.RippleMatch.com](http://www.RippleMatch.com):

<https://f.hubspotusercontent20.net/hubfs/8139278/RippleMatch%20Guide%20To%20Recruiting%20at%20HBCUs.pdf> .

These new initiatives are in an effort to extend and diversify outreach of potential graduate and doctoral students at HBCU’s and HSI’s. The pipeline initiatives will include a communication package to twenty (20) HBCU and HSI institutions to heightened efforts to intentionally draw from the broad national network to fill existing faculty and administrative positions with emerging, graduating undergraduate and graduate students. The Chief Diversity Officer will oversee the management of the new initiative and communication package to introduce the effort and build the contact network.

**Progress:** Beginning in September/October 2023, the newly appointed Chief Diversity, Equity and Inclusion Officer will work to achieve this programmatic goal by implementing and establish a virtual resource guide, HBCU contact listing(s) and promote academic and administrative positions through these new resources. This program goal is proposed for completion by or before March 31, 2024.

2. A program goal was set for the WCSU Office of Diversity and Equity (“ODE”) to to develop and implement pipeline initiatives with a new institutional membership through the Hispanic Association of Colleges and Universities (“HACU”):

<https://www.hacu.net/hacu/default.asp>

**Progress:** This goal was fully achieved. The Chief Diversity Officer was appointed as a university official/representative, on behalf of the President, to oversee and monitor the university initiative and recruitment opportunities for the university. The new membership/collaborative was executed (completed) on January 3, 2023.



Section N

Element No. 14

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**CAREER MOBILITY**

Sec. 46a-68-91

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## **Career Mobility**

Under Section 46a-68-91(a) of the Affirmative Action Regulations of Connecticut State Agencies, the University makes every effort to provide a centered-career (upward) mobility program, as required by section 46a-68 of the Connecticut General Statutes, for occupational groups, which includes, but is not limited to, secretarial, clerical, supervisory clerical, semi-skilled, crafts and trades, supervisory crafts and trades, custodial, supervisory custodial and laborers. The University makes provision for career counseling for such occupational groups.

The senior leadership of Western Connecticut State University ("WCSU" or "University") is aware that essential aspects of sound management practice and the realization of affirmative action goals include the greater use of employees' skills and abilities and the development of employees for higher-level work. The University's Career Mobility Program consists on the following services and resources available to University employees:

- (1) Education and training opportunities are an integral part of the University's mission. Free or reduced tuition costs for employees are available for those who wish to pursue undergraduate, graduate, or professional degrees. Additionally, many other types of training are available to employees at no cost whatsoever. These opportunities include: State of Connecticut in-service training, university-sponsored trainings, conferences, meetings, webinars and workshops. Many of these professional development opportunities prepare employees to take on supervisory roles. Others provide development opportunities to new employees, such as basic and advanced technology skills;
- (2) Pursuant to their respective collective bargaining agreements, employees (and their dependents, if applicable) are eligible for tuition reimbursement for college courses taken;
- (3) Flex-time options when the employee's academic schedule occurs (or conflicts) with the employee's work hours;
- (4) Consultation with supervisors for employees interested in promotion or reclassification. This is a voluntary process open to all University employees, however, the focus is primarily on entry-level technical paraprofessional, clerical, protective services, and maintenance employees;
- (5) Tuition Waivers: Unclassified and Administrative Clerical employees (and their dependents) are eligible for tuition waivers pursuant to their collective bargaining agreements or the management/confidential employee policies.
- (6) Other components of the University's Career mobility program include: opportunities for career development and preparation for higher level work; opportunities for advancement both within and across occupational lines; and education by which classified employees may gain entry to higher level career ladders.

Career development plans for University employees who have an interest and motivation for advancement are important Career mobility tools. Career development plans are: (1) tailored to the needs, individual capabilities, and motivation of employees so that they will have the

opportunity to reach their highest level of performance; and (2) related to the present and future needs of the agency.

Counseling and guidance is also available to employees in order to encourage and assist them in planning and achieving training, education, and career goals. The University encourages employees to meet with the Human Resources Department staff to discuss career development.

Career counseling sessions are available to any employee seeking to select a career path, make decisions on educational directions and be advised on promotional examinations given by the Department of Administrative Services. However, the Department of Administrative Services have been eliminating promotional examinations with the use of JobAps (see Paragraph 2 – Job Qualifications under Section J, Element No. 10: Identification of Problem Areas) to foster career mobility for promotional opportunities with advanced clerical, technical/paraprofessional, protective services, skilled trades and service maintenance positions. These sessions are available upon request from either the Human Resources Department and the Office of Diversity and Equity. Training opportunities are an integral part of the University's career mobility program. These training opportunities are designed for employees to attain new skills and abilities and to prepare themselves for advancement both within and across occupational category lines. Types of training activities available include:

- State of Connecticut In-service training: The schedule is available to all staff and money has been budgeted to help facilitate attendance at appropriate programs.
- University Sponsored training: A variety of computer and technology in-service training programs are continuously offered at no cost to permit staff to upgrade their skills.
- Conferences and workshops: University employees are provided with the opportunity to attend educational events occurring during normal working hours, usually requiring a travel authorization and normally lasting five days or less. Funds may be available under a union contract.
- Educational leave: University employees can take time off with or without salary during normal working hours to attend courses and/or educational events usually lasting more than five (5) days.

(b) As stated in Section 46a-68-87, under training and counseling, the University has identified no aspect of the employment process, which impedes or prevents the full participation of all individuals, including those with disabilities. To that end, the University has an effective program of accommodation and entry level training for all employees, including persons with disabilities. All University trainings are provided equally for abled and disabled persons. There are no trainings, which the University provides that are not open to persons with disabilities.

During the reporting period, the following (virtual) career counseling sessions as well as referral for identified training(s) were documented:

**University's Career Mobility Program  
Employee Records from April 1, 2021 to March 31, 2022**

Occupational Category	No. of Participants	Gender		Ethnicity				
				White	Black	Hispanic	Asian	Other
Management/Confidential	1	Male	0	1				
		Female	1					
Faculty	0	Male	0					
		Female	0					
Professional/Non-Faculty	1	Male	1	1				
		Female	0					
Secretarial/Clerical	3	Male	0	1	1	1		
		Female	3					
Service Maintenance	0	Male	0					
		Female	0					
Protective Services	0	Male	0					
		Female	0					

With that in mind, the University's Office Diversity and Equity, in conjunction with the Human Resources Department will continue providing the above-mentioned resources and services for the University's career mobility program. Also, the University's Office of Diversity and Equity and the Human Resources Office will maintain electronic job boards, on the Human Resources webpage as well as with the Higher Education Recruitment Consortium ("HERC"), where notices for current vacancies are posted, including postings from WCSU and other Connecticut State Colleges and Universities opportunities.

Section O

Element No. 15

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**GOOD FAITH EFFORTS**

Sec. 46a-68-92

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## **Good Faith Efforts**

Under Section 46a-68-92(a) of the Affirmative Action Regulations of Connecticut State, Western Connecticut State University ("WCSU" or "University") has demonstrated good faith efforts when it engaged in the initiatives articulated in subsections (a) to (d), inclusive, of this section:

WCSU has promoted equal opportunity to achieve a workplace that is free of discrimination with the following initiatives:

- 1) Communicate the University's commitment to equal employment opportunity and affirmative action to all employees. All University employees received a notice advising them of the Affirmative Action Plan and the opportunity to review it. University employees were notified of the University's commitment to affirmative action and equal employment opportunity. The Affirmative Action Plan is available in the following locations: (1) President's Office; (2) Human Resources Department; (3) The Office of Diversity and Equity; (4) The Offices of the Vice Presidents; and (5) Library Administration. All search committees are required to attend a search charge meeting where AA/EEO, Diversity and Inclusion are addressed. This is referenced in the Internal Communication Section.
- 2) Ensure that employees are aware of nondiscrimination policies and procedures; post policies in visible areas. University employees receive an annual letter notifying them of the nondiscrimination policies at the University and through the Connecticut State Colleges and Universities ("CSCU"). All policies related to Affirmative Action/Equal Employment Opportunity, cultural diversity and Title IX are posted on bulletin/office announcement boards, department head offices, and common areas in the University's Library, Human Resources Department, Office of Diversity and Equity, in the academic and student department offices for the Divisions of Academic Affairs and Student Affairs.
- 3) Ensure that departmental processes, procedures and systems are nondiscriminatory and free of bias. All University and CSCU policies and procedures are continually reviewed by the University administration and distributed annually. University employees are also provided information about mandatory Title IX/Sexual Harassment, Cultural Diversity, and other related training programs, processes, procedures and systems.
- 4) Evaluate supervisors for making good faith efforts in equal employment opportunity and affirmative action; document in performance appraisals. Supervisors and managers at the University are evaluated on diversity, affirmative action and equal employment opportunity which are included in the performance appraisals process.
- 5) The University ensure that reasonable accommodations are made for disabled employees. Reasonable accommodations are provided to assist employees to perform the essential functions of the job.
- 6) The University takes appropriate and timely action when there has been as allegation of sexual harassment. Employees are provided copies of the Discrimination Complaint

- 6) The University takes appropriate and timely action when there has been an allegation of sexual harassment. Employees are provided copies of the Discrimination Complaint (Grievance) Procedure annually and all complaints related to sexual harassment are resolved within the required ninety (90) day timeframe. The Grievance Procedure is posted on the University Website at <http://www.wcsu.edu/diversity/grievance.asp> and the Board of Regents for Higher Education also has a Grievance Procedure posted on the CSCU website at <http://www.ct.edu/files/pdfs/policy-Discrimination-Complaint-Procedure.pdf>.
  - 7) The University provides training to employees to enhance their knowledge of non-discrimination. Employees are provided training on Diversity, Sexual Harassment, Title IX, ADA and Ethics training. Additional training is also provided on-line. The University CaRRT ("Campus Response and Resource Team") also attended training-related sessions on Title IX and nondiscrimination. The University continues to provide education and training opportunities related to Affirmative Action/EEO, diversity and inclusion.
- (b) The University has developed recruitment strategies that ensure opportunities for all qualified applicants, including underutilized groups with the following:
- 1) Identify affirmative action placement goals for all job openings. Each Search Committee is provided a copy of the job announcement describing the position requirements and the affirmative action goal established for the position. They are also provided information about the University's commitment to affirmative action and equal employment opportunity and diversifying of the workforce to match the student population. Recruitment strategies are developed for the type of position and position requirements to ensure opportunities are available to all qualified applicants. The University maintains and secures ongoing relationships and develops additional recruitment sources while cultivating recruitment programs as required by the regulations.
  - 2) Make efforts to attract a large and diverse pool of qualified applicants, particularly inclusive of groups associated with affirmative action recruitment goals. The University attracts a large and diverse pool of qualified applicants for all positions because of the efforts made to use recruitment resources that attract the most qualified to fill the position being recruited for.
  - 3) Develop a contingency strategy if the initial recruitment effort does not bring in a sufficiently diverse pool. The University seems to have diverse pools of qualified applicants for most positions. If the recruitment process failed to have enough diverse applicants, the University would extend the search and contact more diverse recruitment resources that would attract more qualified applicants from a diverse pool.
  - 4) Contacting special interest organizations, groups and individuals. Most University searches are for positions that are typical to an academic environment, but the University will reach out to special interest organizations, groups and individuals for specialized recruitment efforts or to attract a specific type of candidate with highly specialized skills and experience.

- 5) Or other means of outreach utilized to hire goal candidates. The University continues to conduct outreach initiatives for highly specialized recruitments and uses all types of good faith outreach efforts to diverse recruitment resources to hire goal candidates.

(c) The University has ensured a fair and nondiscriminatory selection process by:

- 1) Review the selection process to ensure that it treats each applicant and consistently. The Chief Diversity Officer and either the Chief Human Resources Officer (or a member of the Human Resources Department) will meet with members of the search committees for full time and part time positions. The hiring, interviewing and selection process is explained and questions are answered to assure the search committee members follow a fair and consistent selection process.
- 2) Review the interview format and questions for possible bias. The Chief Diversity Officer reviews all interview questions and interview format(s) for approval before they are used in the interview process.
- 3) Ensure that reasonable accommodations are made for all applicants. The University works with all applicants when scheduling interviews to assure reasonable accommodations are provided. If any applicant requires assistance with applying for a University opportunity, the Human Resources Staff would work with the Office of Diversity and Equity to provide appropriate services, technology and assistance to apply for positions.
- 4) When using group interview process diverse selection panels are created to provide the best approach to experience, insight, University and Department perspective. The University uses diverse selection panels for all full time and part time positions. The diversity of the search committee also highlights the commitment to hiring candidates from underutilized groups to provide role models to students of all cultures.
- 5) Assess all applicants using the same selection criteria. The Chief Diversity Officer and the Chief Human Resources Officer will also highlight the requirement that all applicants have to be reviewed equally, fairly and consistently and all of the documentation throughout the selection process. The importance that the same questions have to be asked of all applicants is also detailed in the search charge meetings throughout the reposting period.
- 6) The University consider all skills that qualify the applicant, including volunteer and professional experience. All search committee members consider volunteer and professional experience when evaluating the experience and training that the applicants have when they apply for positions.
- 7) Interviewing as many applicants as possible to increase opportunity is a continuous process of the selection process. The Chief Diversity Officer and either the Chief Human Resources Officer (or a member of the Human Resources Department) will actively monitor the search and interview process. The University continuously attracts large applicant pools for all of the positions.



- 8) The Chief Diversity Officer maintains written records of all applicants interviewed and that the information recorded relates to the individual's ability to perform the duties. In all search committee meetings, documentation is emphasized and the evaluation of applicants based on their experience and training and also the skills and knowledge of the position requirements are factors they consider in the hiring process.
  - 9) The Chief Diversity Officer and either the Chief Human Resources Officer (or a member of the Human Resources Department) participates in the education and impact/liability of common biases such as stereotyping, unsubstantiated first impressions that may influence a decision, and assessments based on different "comfort level" with people from dissimilar groups.
  - 10) The Chief Diversity Officer ensures that documenting the selection process is executed fully and retaining all records is also explained to each search committee member to assure that all documentation on all applicants is maintained through the hiring and selection process. The search committee members are also told about the Freedom of Information Act and that all applicants have the right to file a complaint with the Commission on Human Rights and Opportunities, if they feel that they were not treated fairly during the interview and the selection process.
- (d) The University has provided career development opportunities to all interested and qualified employees, with emphasis on those groups found to be underutilized in the workforce by:
- 1) The University encourages all staff to participate on University committees to enhance development. Participation in University committee's is encouraged and employees chair and participate in a large variety of committee meetings. The President also participates in a number of University wide committees and attends many meetings throughout the reporting period. Employees represent diversity in many ways by race, culture, gender, work title and full time and part time status. Students are also encouraged to participate in University Committees.
  - 2) The Human Resources Department will inform all staff of internal staff development and promotional opportunities. The Human Resources Department will distribute information about promotional opportunities that occur throughout the reporting period. The HR Department provides information about training and staff development opportunities.
  - 3) Either (or both) the Office of Diversity and Equity and/or the Human Resources Department will promote and support training and development for all employees. As an academic environment, all types of training are provided to staff, faculty and students on a weekly basis throughout the academic year by the University. The President, leadership team, supervisors and managers promote and support staff to attend training and professional development opportunities that occur throughout the reporting period.
  - 4) Either (or both) the Office of Diversity and Equity and/or the Human Resources Department will promote and provide career counseling sessions (as reported in the *Career Mobility section, under Section 46a-68-91(a) and (b)*) through the reporting period. The

Chief Diversity Officer and either the Chief Human Resources Officer (or a member of the Human Resources Office) will provide career counseling sessions with employees and discuss educational, promotional opportunities and opportunities within the CSCU. Each office (and representative) assist with the a review of the employee's resumes, resume writing and interviewing tips are also provided.

(c) Nothing in this section shall be construed to absolve the University of its obligations under sections 46a-68-78, 46a-68-79, 46a-68-80, 46a-68-81, 46a-68, 85, 46a-68-87, 46a-68-89 and 46a-68-90 and 46a-68-92 of the Regulations of Connecticut State Agencies.

Section P

Element No. 16

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**INNOVATIVE  
PROGRAMS**

Sec. 46a-68-93

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## Innovative Programs

Under Section 46a-68-93(a) of the Affirmative Action Regulations of Connecticut State Agencies, Western Connecticut State University (“WCSU” or “University”) has participated in the development and implementation of programs not covered elsewhere in the Affirmative Action Plan, which continues to be an important part of the road to affirmative action. Accordingly, the University has developed programs for the campus community to create opportunities, not otherwise available, to achieve the full and fair participation of all protected group members. Within this framework, the University is proud to provide information on the accomplishments in this area. The programs included in this report will showcase the diverse environment at the University and an understanding of affirmative action while supporting a diverse workforce. The following initiatives attempt to step outside the traditional arena and are as follows:

(1) Summer Employment Programs: N/A

During the reporting period, the University did not sponsor or create opportunities for summer employment programs.

(2) Youth Programs: **University’s participation in on and off-campus programming**

During the reporting period, the University participated in the following youth programs:

During the 2020-2021 academic year and with the COVID-19 pandemic, youth programs have been modified to virtual engagements. To better explain the function of the following programs, WCSU sponsored high school sophomores and seniors from the participating Upward Bound program (*please review section (9) re: Outreach for High School and College Students for more information about the Upward Bound program*) hosted research and visual presentations for peers as a College and Career Fair (on each date) to provide visitors and participants with detailed information about various researched colleges (in-state and out-of-state, including Western Connecticut State University) as well as varying professions of interests by the participants (*see provided attachments and documentation on report period virtual and in-person activities*).

(3) Apprenticeships: N/A

During the reporting period, the University has not sponsored or created apprenticeships or apprenticeship opportunities.

(4) Work Study Programs: **University’s Federal Work Study Program**

In order to prepare the next generation of workers, University students are encouraged to take on available internship opportunities at the University. The Federal Work Study Program is a federally funded program *based on financial need*. Because the program is financially need based, work experience is not the qualifying factor. In order to work under the Federal College Work Study Program, a student must have financial need, as determined by FAFSA.

The dollar amount awarded under the College Work-Study Program to a student on his/her Award Letter, is not a guaranteed receivable. It is a fair estimate of what a student could earn. Work-Study is an allotment that students can earn if they have a job on

campus. It is not money that is directly deferred on their bill, or automatically applied while they are working. If a student does not put in the necessary hours or is released from employment for just cause, the money shown on the Award Letter will not be obtained. Student employees are utilized in all areas of the University from administrative offices to facilities/maintenance work crews.

During the reporting period, below is the list of the represented university students who had sponsored internships:

- AccessAbility Services – 1 WF
- Alumni Office – 1 WF
- Diversity and Equity – 1 HM
- Division of Student Affairs – 1 WM, 2 WF, 1 BM, 1 BF
- Enrollment Management – 1 HF, 1 OM
- Graduate Studies – 1 WF
- Honors Program – 1 WM, 1 WF, 1 OF
- Intercultural Affairs – 1 WM, 2 WF, 1 BM, 1 BF, 1 HF
- Macricostas School  
(Arts and Sciences) – 1 WM, 2 OF
- Office of Financial Aid – 1 WM, 2 WF, 1 BM, 2 HF
- Office of Admissions – 1 WM, 2 WF, 1 BF, 1 HM
- School of Prof. Studies – 1 WF, 1 BF, 1 OM
- VPAC – 1 WF, 1 BM, 1 OM, 1 OF

All student employees **must be matriculated in at least 6 credits per semester** to remain eligible to work on campus. Student employment is an integral part of the university and of university life for many students. Student labor benefits the school in almost every academic and administrative department on campus. The student's employment can be related to his/her major and/or interests and work schedules can be arranged around the student's academic schedule.

The University may employ up to 400 students during the academic year. The types of jobs available are as diverse as the students themselves. There is a complete list of jobs and their descriptions available for students to examine in the Office of Student Financial Services (see attached documentation). Students are paid biweekly with an hourly rate of pay contingent on the difficulty of the position and the experience of the student. The first paycheck is held back for two weeks, as required by the state.

Institutional Payroll is *not* based on a student's financial need in relation to qualifying under the federal programs. Students are employed under this program based on the needs of the department, the availability of funds, and the student's experience in specific areas. All federal and state funds are subject to federal and state regulations and the University will comply as mandated.

(5) Job Sharing Arrangements: N/A

During the reporting period, the University has not sponsored or created job sharing arrangements and/or opportunities.

(6) Internships: **University's Career Success Center**

The University's Career Success Center sponsors the *Cooperative Education Internship Program* which helps to prepare students to become job world ready and to progress confidently toward graduation and launch meaningful careers. Whether you are a first-year student, about to graduate or already have graduated, The University has an employer resource system named "HANDSHAKE" to provide all students with an important source/link to various internship referrals, career-related events, and career exploration tools. Most importantly, HANDSHAKE is the main platform that the University uses to post internships, job opportunities, and other important career-related information.

For more information about these programs, please visit:

<http://www.wcsu.edu/careersuccess>

(7) Day Care Programs: **University's Child Care Center**

During the reporting period, the University discontinued the use/function of the Child Care Center.

(8) Creation of New Positions: N/A

During the reporting period, the University has had no need to create new positions within the University.

(9) Outreach for High School and College Students: **University's Pre-Collegiate and Access Programs**

The University's Pre-Collegiate and Access Programs include the following programs:

**ConnCAP/Upward Bound**

The ConnCAP/Upward Bound Program is a year-round, college preparatory program serving 140 Danbury High School students from grades 9 through 12. The Excel Program is a middle-school (Broadview, Rogers Park and Westside Academy) feeder program for the ConnCAP/Upward Bound Program, currently serving 90 students in grades 7 and 8. The ConnCAS/EA<sup>2</sup>P Program is a year-round academic enhancement program serving underprivileged college students.

**Excel Program**

The University Excel Program is an opportunity for middle school students to develop their academic potential and achieve their goal of admission into a post-secondary educational program upon completion of high school. The program serves Broadview, Rogers Park and Westside Middle School students in families where neither parent has completed a 4-year college degree and/or low-income families whose taxable income is within our eligibility guidelines. The Excel Program is a year-round program currently serving up to 90 middle school students in the 7<sup>th</sup> – 8<sup>th</sup> grades.

This program begins recruiting students at the end of 6th grade to develop and strengthen their academic skills. The Excel Program is a feeder program for ConnCAP/Upward Bound and the majority of students continue on to participate in the high school. ConnCAP/Upward Bound will continue to edify and focus their academic and social-personal needs throughout high school in preparation for entrance into a post-secondary educational program.

A mandatory six-week, nonresidential summer program is conducted on the campus of Western Connecticut State University. The summer program, in conjunction with ConnCAP/Upward Bound, is designed to prepare students academically and socially for the upcoming school year. Students are given English, to strengthen their Language Arts and Writing Skills; Math, to strengthen their Mathematical skills.

During the academic year, each student meets with an academic advisor who monitors his or her academic and behavioral progress. Student progress is shared with parents at the end of each marking period, during parent conferences. The Excel Program works collaboratively with students, parents, teachers, and guidance counselors to assure that students will work towards their academic potential.

The Excel Program involves students in their school and community through club meetings, community service and field trips, thereby enabling the facilitation of a sense of community and unity developed over the summer. The program is funded through the Connecticut Department of Higher Education along with additional support from the Danbury Board of Education. In short, the University Excel Program stands for respect for others, respect for yourself, and the pursuit of lifelong learning!

#### **ConnCAS/ EA<sup>2</sup>P(Educational Achievement and Access Program)**

The University's ConnCAS/ EA<sup>2</sup>P (Educational Achievement & Access) program provides support for underrepresented and underserved students to successfully transition from high school to college and to continue completion of an undergraduate degree. The students' preparation for college is enhanced by their participation in a five (5) week residential program before starting college in the Fall semester. Student support and academic counseling are continued throughout the academic year. During the ConnCAS/ EA<sup>2</sup>P residential summer program, academic courses in math and English will be reinforced with tutorial sessions designed to prepare students for academic life.

Transitional workshops and campus presentations are created to promote achievement and student success in college. Students will also participate in leadership and teambuilding activities provided by our P.A.S.S. program (Programs for Achieving Student Success), Wide Angle Vision and various other departments on campus throughout the summer and academic year. The transition to college is much simpler for ConnCAS/ EA<sup>2</sup>P students when they begin their college careers in the Fall semester at the University. Students become familiar with the campus and faculty and will have support from the ConnCAS/ EA<sup>2</sup>P staff and counselors.

For more information about the above-noted programs, please visit:  
<http://www.wcsu.edu/pcaap/>

(10) Reassignments: N/A

During the reporting period, the University has had no need to create reassignment opportunities within the University.

(11) Positive, Results-Oriented Program(s) designated to achieve Affirmative Action:

**Faculty Development Funds:** Under the terms of the CSU-AAUP contract, Article 9.6 and 12.10.1, the University annually allocates funds for faculty development, “*which shall be construed broadly to mean activities by and for members that enhance their ability to be productive and innovative professionals.*” A maximum of \$1,200 may be granted to any individual full-time faculty member, and \$600 to any individual part-time faculty member. The Faculty Development and Recognition Committee reviews and grants funds that are available to many individuals, so prior use of the Fund as well as merit of activity will be considered. In cases where the dollar total for approved applications exceeds available funds in a given funding period, preference will be given to applicants who have not been awarded full funding in the previous fiscal year.” Applications for “in-house” workshops do not have a specified maximum funding level, but will be reviewed on the basis of merit and numbers of individuals across the University community who will benefit from the workshops. Proposals from AAUP members may be co-sponsored with non-members.

For more information about this Fund and application guidelines, please visit:  
<https://www.wcsu.edu/facultystaff/handbook/pages/fac-fund-app.asp>

**Minority Recruitment and Retention Committee:** This AAUP bargaining unit committee meets regularly with the Chief Diversity Officer to develop strategies to attract a diverse faculty applicant pool. Additionally, the Committee frequently reviews proposals to support faculty attendance at workshops and conferences which expand their knowledge of their particular discipline. During the reporting period, the University continued its support of teaching faculty’s attendance at professional conferences as well as assisting with relocation costs of new faculty members to the Danbury area.

For more information about this Committee and application for funds, please visit:  
<http://www.wcsu.edu/minority/>

**Minority Recruitment and Mentoring Committee:** This SUOAF-AFSMCE bargaining unit committee meets regularly with the Chief Diversity Officer to discuss recruiting strategies and to develop programming which enhance the work environment for employees, including highlighting career opportunities both internal and external to the University. During the reporting period, the University continued to encourage and support administrative staff attendance at professional conferences.

For more information about this Committee, application and guidelines, please visit:  
<https://www.wcsu.edu/suoaf/documents/MRM%20Application.pdf>



<https://wcsu.edu/suoaf/documents/MRM%20Guidelines.pdf>

**University's Fall and Spring Semester Diversity (Virtual) Events Calendar**

At WCSU, we believe in fostering a dynamic and vibrant learning environment by engaging our university and local community in thought-provoking discussions about issues that matter and meaningful programs to create culturally competent citizens. Every Fall and Spring semesters, the University's Office of Diversity and Equity sponsors and promotes the use of the University Diversity Events Calendar. This calendar is posted on the primary university webpage (each applicable semester) to offer the university (and general) community an opportunity to become involved in high-impact events, information sharing, ideas and insights on issues of social justice and equity.

To access the University's Semester Diversity Events Calendar (virtual links and copies attached), you can visit the Office of Diversity and Equity website link(s) at:

<https://www.wcsu.edu/diversity/diversity-virtual-activities-calendar-fall-2020-draft/>

<https://www.wcsu.edu/diversity/spring-2021-diversity-virtual-events-calendar/>

**University's Community Service/Volunteer Opportunities:**

The University provides students and employees with opportunities to participate in community service projects and/or volunteer options (on and off campus). Many participants get involved through their athletic teams, student organizations, fraternities and sororities, and other organizations. Regardless of a student's major and/or a participant's interests, there are many opportunities for either a student and/or employee to become involved. Volunteer opportunities can last anywhere from a few hours over the course of a day or weekend for special events to major commitments of time and energy. Volunteer work provides students and/or employees with training and skills that can be invaluable to you in the participant's current (or future) career endeavors.

For more information about the University's community service/volunteer opportunities, please visit: <http://www.wcsu.edu/community-service/volunteer-opportunities/>

*Western's Day of Service*

During the 2020-2021 academic year, the University did not schedule/host its annual Western Day of Service due to the COVID-19 pandemic. As time continues with the progress of campus operations managing COVID-19 vaccinations, in-person events will continue to be re-evaluated until further notice.

Generally, this community service event where over 600+ volunteers register to help not-for-profit organizations in the Greater Danbury Area. From reading to elementary school students, painting stairwells, sorting through donated clothes, cleaning, pulling weeds or washing fire trucks and ambulances, there was something worthwhile for every participant to do everywhere around the Danbury area.

For more information about this event, please visit: <http://www.wcsu.edu/community-service/western-day-of-service/>

*Fairfield County's Community Foundation – Giving Day*

On February 25, 2021, the University participated in “Giving Day” powered by Fairfield County’s Community Foundation Giving Day to raise money for local nonprofit organizations in just 24 hours through online donations. It invites those who love Fairfield County to come together and make an incredibly powerful, collective impact by supporting local nonprofits. Students and staff are encouraged to offer any donation amount to support this effort, and to promote a means to create change in Fairfield County, focusing on innovative and collaborative solutions to critical issues impacting the community.

For more information about this event, please visit:

<https://fccfoundation.org/community-impact-fund/center-nonprofit-excellence/giving-day/>

**University’s Provost Blog**

Initiated in October 2018, Dr. Missy Alexander, University Provost and Vice President for Academic Affairs has launched a monthly blog that highlights topics ranging from accreditation initiatives, developing of new academic curricula and assessment plans, strategic planning initiatives, and recent trends in higher education. The blog has been distributed virtually and is available to the university community.

For more information about this initiative, please visit:

<https://wcsuprovostblog.com/author/wcsuprovost/>

- (b) Additionally, during this reporting period and with the assistance of students (and/or student clubs/associations), staff and the local community, the University once again sponsored many widely-publicized events:

- **WCSU for Holistic Health Studies – Health, Fitness and Wellness Fair (Cancelled due to COVID-19)**

During the 2020-2021 academic year, the University did not schedule/host its annual Health, Fitness and Wellness Fair due to the COVID-19 pandemic. As time continues with the progress of campus operations managing COVID-19 vaccinations, in-person events will continue to be re-evaluated until further notice.

In past semesters, the University hosted a Health, Fitness and Wellness Fairs in the Bill Williams Gym in Berkshire Hall on the university’s Midtown campus. There were multiple exhibitors from campus and the local area providing information and interactive exhibits, as well as students presenting their internship experiences for the IHHS. This event was free and open to the public. 33 vendors were registered to present at the fair. Among other presentations, healthy food and giveaways, the vendors include: Cucumber and Chamomile with demonstrations of reflexology and reiki; do-TERRA Essential Oils with lessons on how to integrate oils into a healthy lifestyle, accompanied by free hand massages; Murphy Family Chiropractic presented a postural and spinal alignment screening; The Patient Whisperers provided group and individual relaxation hypnosis sessions; and Wells Valley Cat

Rescue presented the benefits of being a cat owner as well bringing adoptable kittens to socialize.

For more information about this event, please visit:

<http://www.wcsu.edu/news/2018/04/09/wcsu-to-host-health-fitness-and-wellness-fair/>

- **Spring 2022 Semester M.F.A. Artist (Virtual) Lecture Program**

Various artists whose paintings, illustrations, sculptures and mixed-media works have been widely exhibited to critical acclaim across the United States and abroad will discuss their artistic philosophies and creative process during the Western Connecticut State University fall semester Master of Fine Arts lecture series continuing from **February 2022 to April 2022**. All (virtual) lectures, sponsored by the WCSU Department of Art M.F.A. in Visual Arts program, were arranged at the Visual and Performing Arts Center on the WCSU Westside campus, 43 Lake Ave. Extension in Danbury. Virtual admission was free and the university community and public was invited to register for this virtual event.

For more information about the various virtual event(s), please visit:

<https://www.wcsu.edu/art/category/art-events/>

- **WOW: What's On at WCSU? Virtual Student Calendar**

The Division of Student Affairs ("Student Affairs") at WCSU, as an integral partner in the university experience, is dedicated to the achievement of excellence in all student endeavors. Student Affairs is committed to preparing students for lifelong learning and leadership as ethical and responsible citizens in a diverse and global community. Student Affairs has created a virtual student calendar called WOW to educate our students on the various opportunities, initiative and events (virtual and in-person) on our campuses.

For more information about this virtual student initiative/calendar, please visit:

<https://www.wcsu.edu/wow/events/>

- **December 1, 2021: World AIDS Day**

During the 2021-2022 academic year, the University did not schedule/host Inter-Cultural Festival due to the COVID-19 pandemic. As time continues with the progress of campus operations managing COVID-19 vaccinations, in-person events will continue to be re-evaluated until further notice.

The University's Office of InterCultural Affairs and the Gay-Straight Alliance participated (at past events) in World AIDS Day in the lobby of the Student Center on the WCSU Midtown campus. During this academic year, WCSU has launched the Pride Center, and as such, a representative from the Pride Center and the AIDS Greater Danbury Project (i.e., APEX Community Care) will work collaboratively

on scheduled events/presentations. The event will be free and open to the campus community.

For more information about this event, please visit:

[http://www.wcsu.edu/newsevents/event.asp?event\\_id=44403](http://www.wcsu.edu/newsevents/event.asp?event_id=44403)

- **Health Promotion and Exercise Science Department Annual Academic Internship Fairs and Events**

During the 2021-2022 academic year, the University did not schedule/host the annual internship fair due to the COVID-19 pandemic. As time continues with the progress of campus operations managing COVID-19 vaccinations, in-person events will continue to be re-evaluated until further notice.

The Health Promotion and Exercise Science Department hosts its annual internship fairs as well as academic events to connect local employers with students who need to obtain 450 unpaid hours with a local agency to complete their graduation requirements and earn up to 12 credits. Also, in collaboration with the Institute for Holistic Health Studies, university sponsored events are hosted throughout the academic year to offer students, staff and the university community with an opportunity to engage in and explore different aspects of holistic and integrative health through programming and instruction.

For more information about the Institute for Holistic Health Studies, please visit:

<http://wcsu.edu/ihhs/>

- **Visual and Performing Arts Center 2021-2022 Seasons**

On September 27, 2021, the University welcomed more than 200 guests to experience the creative process at work at the gala opening of its new Visual and Performing Arts Center (“VPAC”). Students, faculty and staff were on hand to “put the building through its paces” in a multitude of spaces, including the Concert Hall, Studio Theatre, Art Gallery, Painting Studio, Recording Studio, Scene Shop, Dressing Rooms, Sculpture Studio, and M.F.A. Studios. In the weeks since the gala opening, the new facility has enhanced the artistic and academic experience for students, faculty, staff and patrons.

At 130,000 square feet, this uniquely designed facility is divided into three distinct wings: Theatre Arts, Music and Visual Arts, all connecting together in the stunning lobby with a ramp bridge that appears to float high above. Students taking courses in the art wing benefit from light shining through double-height, northern-exposed windows in the spacious painting and sculpture studios. They work in photography and graphic design studios equipped with both the latest computer technology and the legacy technology of traditional film development. The Art Gallery features northern-exposed light, a [Panelock 200 display system](#), all atop beautiful maple flooring.

Music students rehearse and perform in the Veronica Hagman Concert Hall, which features a tri-level, in-the-round seating experience for an audience of up to 350; variable acoustics; state-of-the-art performance audio and lighting; 5:1 HD recording and two Concert Grand pianos: a [Steinway Model "D"](#) (Hamburg) and a [Yamaha CFX](#), the flagship of the Yamaha concert piano line. A recording studio houses WCSU's new Audio and Music Production degree program and features a [Solid State Logic Duality](#) audio console — the finest in the industry.

Theatre students perform on the facility's Main Stage Theatre and Studio Theatre — both loaded with technology and functionality beyond many Broadway venues. Two theatre rehearsal studios, both equipped with audio/visual technology and sprung dance floors complement the university's increasingly popular musical theatre program. Dressing rooms, practice rooms and individual Master of Fine Arts in Visual Arts studios are all incorporated into the spaces, designed for students so they may experience a professional-quality arts education.

During the reporting period, the University's Visual and Performing Arts Center ("VPAC") has held various exhibitions, performances and galleries to showcase our student achievements in Theatre Arts, Music and Visual Arts.

To access the interactive calendar of events held at VPAC, please visit: <http://www.wcsu.edu/svpa/events/>

On February 23, 2019, Dr. John Clark, University President and Brian Vernon, Dean for the School of Visual and Performing Arts, hosted a community concert in honor for [Marian Anderson](#), a musical and civil rights icon who lived in Danbury. Mrs. Anderson was the first African American to perform at the Metropolitan Opera and later in life was recognized with several awards, including the Medal of Freedom. She sang at the inaugurations of presidents Eisenhower and Kennedy. This celebration introduced the University's campaign for the Marian Anderson initiative to raise funds to rename the School of Visual and Performing Arts in honor of Marian Anderson.

For more information about the University initiative, please visit: <http://www.wcsu.edu/svpa/mariananderson/>

- **2021-2022 Career Success Center Job Fairs**

During the 2021-2022 academic year, the University did not schedule/host an in-person/on-campus Career Fair due to the COVID-19 pandemic. As time continues with the progress of campus operations managing COVID-19 vaccinations, in-person events will continue to be re-evaluated until further notice.

On May 20, 2022 and May 21, 2022, the University's Career Success Center hosted virtual student job fairs which connected over 100+ local (and regional) employers

with students seeking both permanent and summer employment opportunities. The University's Career Success Center Job Fairs are open to all University students and alumni as well as students and alumni from Eastern Connecticut State University, Central Connecticut State University, and Southern Connecticut State University.

For more information about the University's job fairs with the Career Success Center, please visit: <https://www.wcsu.edu/careersuccess/career-fair/>

Section P

Element No. 16

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**INNOVATIVE  
PROGRAMS**

Sec. 46a-68-93

(ATTACHMENTS AND DOCUMENTATION)

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## ODE Program Sponsorship Portal and Requests for Fall 2023 semester

Office of Diversity and Equity <ode@wcsu.edu>

Fri 2/10/2023 5:05 PM

To: users-aca <users-aca@wcsu.edu>;users-stu <users-stu@wcsu.edu>;users-adm <users-adm@wcsu.edu>

### ***From the Office of Diversity & Equity and WCSU Diversity Council***

---

To our WCSU Wolves Community,

The Office of Diversity & Equity (“ODE”) at Western Connecticut State University (“WCSU”) understands the value of supporting on-campus and virtual events and activities that advance diversity, equity, and inclusion. In Spring 2022 semester, ODE, in conjunction with the WCSU Diversity Council, began a new process to request event sponsorship for university programs and activities *on campus*. As this is our third-semester launch, we are asking university members to consider submitting requests for program/events sponsorship request for Fall 2023 semester to allow all university groups (i.e., student associations, academic departments, university offices, etc.) to promote equity, inclusion, belonging leadership, and engagement opportunities for the advancement of our students, faculty, and staff.

**To submit a request for funding/sponsorship, please use the submission link: <https://www.wcsu.edu/diversity/program-sponsorship-requests/>**

All sponsored events should follow the best practices for accessible university-sponsored events by clicking the link: [WCSU Digital AccessAbility Compliance Committee](#) for Access and Accommodations. This includes the use of microphones and amplified sound, and video captioning.



For funding consideration, the program or event must incorporate one or more of the listed [ODE mission goals](#), evidence from the requestor (or event organizer) on the preparation and promotion of an upcoming event/program, and a concluding survey must be completed by the event organizer on the outcome of the event/program. The survey is to document participation and outcomes within thirty (30) days following the event.

Please note the following important details:

1. ODE will sponsor *up to a maximum of \$500.00 per one event or program* by one organizer. Requests for retroactive funding will not be considered.
2. Multiple online requests and/or different organizer submissions for the same event will not be accepted.
3. Promotional materials must include the WCSU Diversity Council logo and/or sponsorship language to include ODE/WCSU Diversity Council.



4. The online request form must be submitted and approved one semester before the scheduled university activity or event. The deadline for proposals for the Spring 2023 semester is **Friday, May 5, 2023**. *Please note that event proposals presented after the deadline will be strictly evaluated on a case-by-case basis by [either or both] the Office of Diversity and Equity and WCSU Diversity Council and may not be eligible for the maximum benefit.*
5. If the event proposal requires changes or needs to be altered, a requestor must resubmit the proposal through the online portal for review and approval by ODE and the WCSU Diversity Council before the noted deadline.
6. Funds **may not** be requested for: *food/alcohol, events held off-campus, advocating for legislation or partisan political activity, religious worship/instruction, reimbursement for past events, or cancellation fees.*
7. If for some unforeseen reason, the event cannot occur as stated in the proposal, please contact ODE to advise on a revision to the date/time or any other event revisions. If the awarded event is canceled, the awarded funds need to be returned to ODE.

Should you have any questions about using the program sponsorship request portal, please do not hesitate to contact the WCSU Office of Diversity and Equity by email at [ode@wcsu.edu](mailto:ode@wcsu.edu) or phone at (203) 837-8444.

Thank you,

**OFFICE OF DIVERSITY & EQUITY**

Western Connecticut State University

181 White Street, Danbury, Connecticut 06810

Phone: (203) 837-8444 | Fax: (203) 837-8503



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## Veterans Day & Ceremony

Paul Beran <beranp@wcsu.edu>

Fri 11/11/2022 8:43 AM

To: users-aca <users-aca@wcsu.edu>;users-adm <users-adm@wcsu.edu>;users-stu <users-stu@wcsu.edu>

Please join me this morning at 11:00 a.m. in Ives Concert Hall for the annual WCSU Veterans Day Ceremony. It is an opportunity to thank our alumni, current students, faculty and staff who served the country as well as those we don't know personally but deserve to be remembered.

Military service indicates bravery, dedication, service and many other traits that should be appreciated but often are overlooked. Today's ceremony is our chance to say thank you.

***Paul B. Beran, Ph.D.***

*(he/him/his)*

Interim President

Western Connecticut State University

181 White Street, Danbury CT 06810

Office: (203) 837-8300 Fax: (203) 837-8283

Cell: (203) 501-3950

Email: [beranp@wcsu.edu](mailto:beranp@wcsu.edu)



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# WCSU

## In the News

Search



Categories

2022

PRESS RELEASES

ALL STORIES

# WCSU to hold Veterans Day Ceremony to honor those who served

November 8, 2022

DANBURY, Connecticut — [Western Connecticut State University](#) will hold a Veterans Day Ceremony at 11 a.m. on Friday, Nov. 11, 2022, in Ives Concert Hall in White Hall on WCSU’s Midtown campus, 181 White Street, Danbury. The event is sponsored by the Student Veterans Organization (SVO) and is open to the public.

Hundreds of flags already grace the front lawn of Old Main to honor the those who bravely served our country.

For more information, contact [Dr. Sharon Young](#), professor in the [Department of Social Work](#) and SVO adviser, at (203) 326-0265, or WCSU Public Relations at [pr@wcsu.edu](mailto:pr@wcsu.edu).



Western Connecticut State University changes lives by providing all students with a high-quality education that fosters their growth as individuals, scholars, professionals and leaders in a global society. Our vision: To be widely recognized as a premier public university with outstanding teachers and scholars who prepare students to contribute to the world in a meaningful way.

← Previous

Next →

## Categories

Featured

2022

2023

Press Releases

Media Mentions

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All Stories

## Posts by Month

Select Month



## PLEASE READ: Survey for Gender Identity/Personal Pronoun Policies and On Campus Technologies

Office of Diversity and Equity <ode@wcsu.edu>

Wed 5/11/2022 11:05 AM

To: users-adm <users-adm@wcsu.edu>;users-aca <users-aca@wcsu.edu>;users-stu <users-stu@wcsu.edu>

### *From the Office of Diversity & Equity*

---

To our WCSU Community,

The Office of Diversity & Equity (“ODE”) at Western Connecticut State University (“WCSU”) understands the value of supporting activities that advance diversity, equity, and inclusion. ODE has been actively working with various campus affiliates to begin executing the [CSCU Policy 5:13: Gender Identity and Pronoun Use](#) in order to obtain information from members of the WCSU community about the use of on-campus student information systems effectively to be identified by names and pronouns of their choosing in addition to their legal names and genders assigned at birth.

ODE looks to foster inclusion and to hear from you on how our campus community can be impacted. We ask that you participate in a brief survey to evaluate the various university systems on campus and how students, faculty, staff, and alumni would use these options to identify gender identities and pronouns in those identified university systems. In order to assist in this process, all members of the WCSU community are asked to complete a brief survey that would assist ODE and other campus affiliates to best determine what and how many on-campus student information systems must be reviewed.

Please click [here](#) or the available QR Code to access the brief survey.



Responses will be collected and reviewed over the summer prior to the initial rollout and preparation of the WCSU Gender Identity and Pronoun Use initiative for the 2022-2023 academic year.

Thank you,

#### **OFFICE OF DIVERSITY & EQUITY**

Western Connecticut State University

181 White Street, Danbury, Connecticut 06810

Phone: (203) 837-8444 | Fax: (203) 837-8503



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# WCSU Pride Center

You are here: [Home](#) [WCSU Pride Center](#) [Pride Center Events](#)

Show Menu

## Pride Center Events

"The Big, Black, and Queer-Ass Great American Musical for All!"



WESTERN CONNECTICUT STATE UNIVERSITY

PRIDE CENTER



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TRIP

# SATURDAY NOVEMBER 19TH

2:00pm Show



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\$30 Tickets

Tickets For Sale in the Pride Center  
Midtown Student Center Room 218  
Starting Monday, October 24th







**PLAYBILL**  
SECOND STAGE  
THE HAYES THEATER

**TAKE ME OUT**  
On Broadway

**Ticket \$20**  
Cash Only

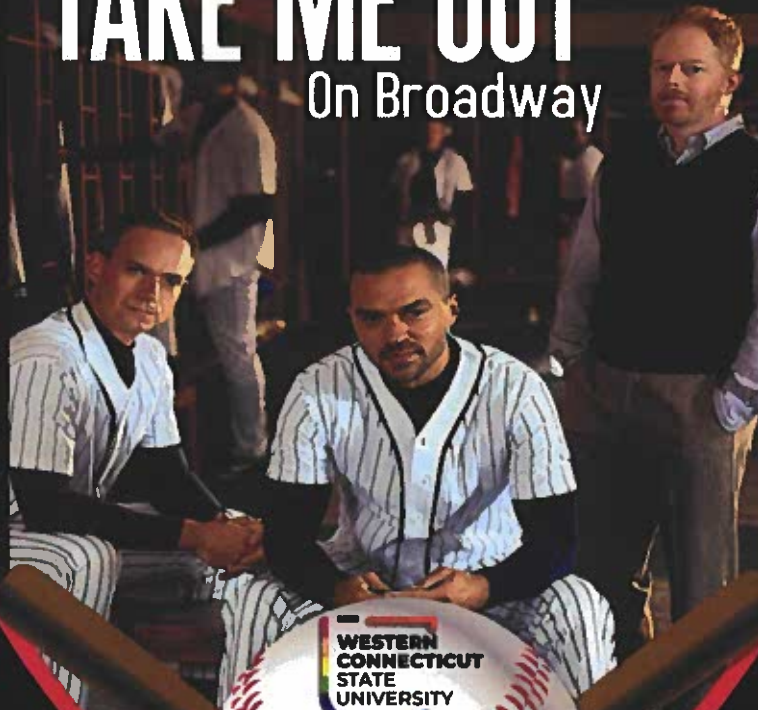
**SATURDAY**  
**APRIL 16**  
**2PM**  
Train Leaves at 10:00am

**Tickets on Sale in Pride Center**  
Westside Classroom Building Room 307  
Starting March 28th First Come First Serve

# PLAYBILL

SECOND STAGE  
THE HAYES THEATER

## TAKE ME OUT On Broadway



**Ticket**  
**\$20**  
Cash Only

**PRIDE CENTER**

**SATURDAY**  
**APRIL 16**  
**2PM**  
Train Leaves at  
10:00am

**Tickets on Sale in Pride Center**  
Westside Classroom Building Room 307  
Starting March 28th First Come First Serve



# WCSU

## *In the News*



2022

PRESS RELEASES

ALL STORIES

## WCSU students host fashion show to celebrate African-Caribbean culture on November 18

📅 November 16, 2022

DANBURY, Connecticut – [Western Connecticut State University's](#) African Caribbean Students Association (ACSA) will host "Fashion Show: Griot Gala" on Friday, Nov. 18, 2022, from 7 – 10 p.m. at Ives Concert Hall in White Hall on its Midtown campus, 181 White Street, Danbury.

The ACSA's event features a fashion show and performances that celebrate the customs and traditions of the African-Caribbean culture. The event is free to WCSU students and \$5 per person for the public.

For more information, contact Glenn Addotey at [addotey003@wcsu.edu](mailto:addotey003@wcsu.edu) or WCSU Public Relations at [pr@wcsu.edu](mailto:pr@wcsu.edu).



# WCSU

## In the News



2023

PRESS RELEASES

ALL STORIES

## WCSU presents renowned Afghan potter Matin Malikzada

March 13, 2023

DANBURY, Connecticut – [Western Connecticut State University](#) will sponsor a special event with renowned potter [Matin Malikzada](#), a refugee from Istalif, Afghanistan, who has had his work shown around the world, on **Saturday, April 1, 2023**, from 9:30 a.m. until noon at the university's pottery studio in White Hall, Room 017, on the Midtown campus, 181 White St., Danbury. Registration is required to attend this event at [wcsuvtac.eventbrite.com](https://wcsuvtac.eventbrite.com).

Malikzada, a seventh-generation Afghan master potter, fled the Taliban to resettle in New Milford with help from New Milford Refugee Resettlement.

His work is internationally recognized for its technical skill and elegant designs, and has been displayed all around the world, including in the Japan International Museum, Tokyo, Japan; the



Pottery by Matin Malikzada

Islamic National Museum, Doha, Qatar; Leighton House and Buckingham Palace, London, United Kingdom; the Smithsonian Institute's Sackler Gallery in Washington, D.C.; and at the World Economic Forum in Davos, Switzerland.

In Kabul, Malikzada served as head of the Ceramics Department at the Turquoise Mountain Institute, where he studied in his youth. After graduating, he was hired as a Master of Ceramics and eventually led the department. Additionally, Malikzada earned a bachelor's degree in Law from Tabesh University in Kabul, has earned certificates in Design and Crafts from the City and Guilds Institute of London, was a visiting artist at the Institute of Ceramic Studies at Shigaraki, Japan, and authored books on Istalifi pottery. Malikzada revitalized the nearly lost art of Istalifi pottery and has trained more than 100 artisans in these ancient techniques.

Malikzada will provide a presentation on his experiences and a demonstration of his craft. The event is sponsored by the [WCSU Department of Art](#), the [Office of Diversity and Equity](#) and the Muslim Student Association, and WCSU Adjunct Professor of Ceramics [Jurg Lanzrein](#) will serve as co-host. Space is limited; registration for this event is required at [wcsuypac.eventbrite.com](https://wcsuypac.eventbrite.com).

For more information, contact Ken Scaglia at [scagliak@wcsu.edu](mailto:scagliak@wcsu.edu) or WCSU Public Relations at [pr@wcsu.edu](mailto:pr@wcsu.edu).

*Western Connecticut State University changes lives by providing all students with a high-quality education that fosters their growth as individuals, scholars, professionals and leaders in a global society. Our vision: To be widely recognized as a premier public university with outstanding teachers and scholars who prepare students to contribute to the world in a meaningful way.*

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[← Previous](#)

## *From the WCSU Diversity Council*

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The Diversity Council at Western Connecticut State University (“WCSU” or “University”) denounces the events at Tops Friendly Markets in Buffalo, New York on May 14, 2022 which brings great sadness to our hearts. WCSU joins institutions across the nation in offering our thoughts and compassion to the families and loved ones of the ten people who lost their lives along with those who were injured, and all those who were traumatized. We have seen time and again, across the country, how hatred and bigotry has led to loss of life and the accompanying emotional trauma to families and communities. As we grieve together, WCSU must wrap our arms around each other. As a scholarly community, WCSU has both the commitment and the responsibility to combat hate.

The WCSU Diversity Council upholds principles of humanity and support WCSU leaders as they respond and seek to equitably provide university resources in these challenging times. If you are grieving or traumatized, please know that you are not struggling alone. Below are a list of university resources and services available to support and assist anyone in need:

1. [Student Affairs Resource Administrators](#)
2. [WCSU Office of Counseling Services](#)
3. [WCSU Office of Diversity and Equity](#)
4. [WCSU Office of InterCultural Affairs](#)

It is our continued goal at WCSU and for the Diversity Council encourage and demonstrate respect and care for our students, faculty, colleagues, and our community as well as continuously foster an environment of equity and inclusion.

Sincerely,  
*WCSU Diversity Council*

**WCSU DIVERSITY COUNCIL**  
Western Connecticut State University  
181 White Street, Danbury, Connecticut 06810  
[www.wcsu.edu/diversitycouncil](http://www.wcsu.edu/diversitycouncil)

 **WESTERN CONNECTICUT  
STATE UNIVERSITY**

**Diversity Council**



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## ODE Program Sponsorship Portal and Requests for Spring 2023 semester

Office of Diversity and Equity <ode@wcsu.edu>

Tue 11/29/2022 4:11 PM

To: users-aca <users-aca@wcsu.edu>;users-adm <users-adm@wcsu.edu>;users-stu <users-stu@wcsu.edu>

### ***From the Office of Diversity & Equity and WCSU Diversity Council***

---

To our WCSU Wolves Community,

The Office of Diversity & Equity (“ODE”) at Western Connecticut State University (“WCSU”) understands the value of supporting on-campus and/or virtual events and activities that advance diversity, equity, and inclusion. During the Spring 2022 semester, ODE, in conjunction with the WCSU Diversity Council, began a new process to request event sponsorship for university programs and activities *on campus*. This new program/events sponsorship request process allows all university groups (i.e., student associations, academic departments, university offices, etc.) to take part and promote equity, inclusion, leadership, and engagement opportunities for the advancement of our students, faculty, and staff.

**To submit a request for funding/sponsorship please use the submission link: <https://www.wcsu.edu/diversity/program-sponsorship-requests/>**

All sponsored events should follow the best practices for accessible university-sponsored events by clicking the link at: [WCSU Digital AccessAbility Compliance Committee](#) for Access and Accommodations. This includes the use of microphones and amplified sound, and video captioning.



For funding consideration, the program or event must incorporate one or more of the listed [ODE mission goals](#), evidence from the requestor (or event organizer) on the preparation and promotion of an upcoming event/program, and a concluding survey must be completed by the event organizer on the outcome of the event/program. The survey is to document participation and outcomes within thirty (30) days following the event.

Please note the following important details:

1. ODE will sponsor *up to a maximum \$500.00 per one event or program* by one organizer. Requests for retroactive funding will not be considered.
2. Multiple online requests and/or different organizer submissions for the same event will not be accepted.
3. Promotional materials must include the WCSU Diversity Council logo and/or sponsorship language to include ODE/WCSU Diversity Council.
4. The online request form must be submitted and approved one semester prior to the scheduled university activity or event. Deadline for proposals for the Spring 2023 semester is **Friday**,

**January 6, 2023.** Please note that event proposals that are presented after the deadline will be strictly evaluated on a case-by-case basis by [either or both] the Office of Diversity and Equity and WCSU Diversity Council and may not be eligible for the maximum benefit.

5. If the event proposal requires changes or needs to be altered, a requestor must resubmit the proposal through the online portal for review and approval by ODE and the WCSU Diversity Council before the noted deadline.
6. Funds **may not** be requested for: *food/alcohol, events held off-campus, advocating for legislation or partisan political activity, religious worship/instruction, reimbursement for past events or cancellation fees.*
7. If for some unforeseen reason the event cannot occur as stated in the proposal, please contact ODE to advise on a revision to the date/time or any other event revisions. If the awarded event is cancelled, the awarded funds will need to be returned to ODE.

Should you have any questions about the use of the program sponsorship request portal, please do not hesitate to contact the WCSU Office of Diversity and Equity either by email at [ode@wcsu.edu](mailto:ode@wcsu.edu) or phone at (203) 837-8444.

Thank you,

**OFFICE OF DIVERSITY & EQUITY**

**Western Connecticut State University**

**181 White Street, Danbury, Connecticut 06810**

**Phone: (203) 837-8444 | Fax: (203) 837-8503**



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## Diversity, Equity & Inclusion Message

Paul Beran <beranp@wcsu.edu>

Tue 11/29/2022 3:59 PM

To: users-aca <users-aca@wcsu.edu>;users-adm <users-adm@wcsu.edu>;users-stu <users-stu@wcsu.edu>

1 attachments (223 KB)

image004.wmz;



To the WCSU Wolves community,

WCSU reaffirms our commitment to our core values, specifically that of *diversity*, *equity* and *inclusivity*. These three words have power. It is our responsibility and commitment to live them on our campuses and beyond. Fostering positive educational and professional environments of inclusiveness must be done both individually and as an institution in acting against any form of systemic racism, discrimination and indifference while leveraging resources for real change.

As part of the WCSU wolf pack, we must hold ourselves and each other accountable for supporting, embracing, understanding, and educating those around us. It is our individual responsibility to speak up and out when we witness injustice; emulate respect and value of others, even when there are differences of opinion; be a part of the solution by contributing our knowledge and energy towards inclusive efforts while seeking to understand and affirm diverse perspectives.

I have assigned the following responsibilities to the Office of Diversity, Equity & Inclusion:

1. The DEI office in conjunction with members of the WCSU Diversity Council and the President's Cabinet will evaluate, recommend and coordinate changes so that we may incorporate tools and/or initiatives to identify barriers to student access and student experiences in order to create programs designed to better support students of difference, whether that difference be race, ethnicity, or physical or emotional barriers.
2. The launch and implementation of a series of institutional and equity-related dashboards will illustrate WCSU efforts at cultivating a more inclusive, empathetic, and racially harmonious campus. The dashboards will reflect our goal of eliminating all forms of inequity.
3. The WCSU Diversity Council, the University Senate Ad-hoc Committee, and the Academic and Student Affairs Offices will collaborate to create a multi-year DEI Action Plan that sets out the institutional path to coordinate action in implementing DEI practices and initiatives on campus and communication about our successes and struggles with the CSCU Equity Council.

**We must work together as a wolf pack to create a better future now. While we have taken small steps in the past, it is time for bolder actions today. Go Wolves!**

***Paul B. Beran, Ph.D.***

*(he/him/his)*

Interim President

Western Connecticut State University

181 White Street, Danbury CT 06810

Office: (203) 837-8300 Fax: (203) 837-8283

Cell: (203) 501-3950

Email: [beranp@wcsu.edu](mailto:beranp@wcsu.edu)



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## Black History Month

Paul Beran <beranp@wcsu.edu>

Tue 1/31/2023 11:57 AM

To: users-aca <users-aca@wcsu.edu>;users-adm <users-adm@wcsu.edu>;users-stu <users-stu@wcsu.edu>

1 attachments (2 MB)

Black History Month 2023 Events Calendar.pdf

To the WCSU community,

Western Connecticut State University observes Black History Month every February to celebrate the contributions of Black Americans to the country, the world, and this university.

I hope to see you at some of the events coming up during February, ranging from movie showings to panel discussions with successful alumni.

Our ambition for a society free of racism, with equality for all, has not been satisfied and will continue, but my hope is for WCSU to be a leader in educating and inspiring members of our communities and state. Your participation in these events will contribute to all of us moving into a better future.

See the attached poster for information about all the WCSU Black History Month events, and on Feb. 1 visit the WCSU homepage to read an article about Owen Peagler of New Milford, a Black alum who faced racism both as a student and after graduation, but who nonetheless built a remarkable career in public service.

**Paul B. Beran, Ph.D.**

*{he/him/his}*

Interim President

Western Connecticut State University

181 White Street, Danbury CT 06810

Office: (203) 837-8300 Fax: (203) 837-8283

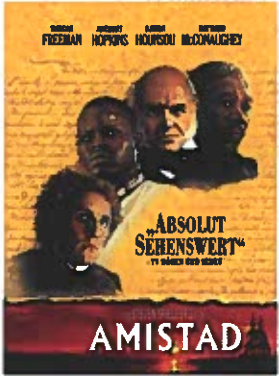
Cell: (203) 501-3950

Email: [beranp@wcsu.edu](mailto:beranp@wcsu.edu)



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# WCSU BLACK HISTORY MONTH 2023



**WEDNESDAY FEB. 1:  
THE MOVIE "AMISTAD"**

Time: 7:30 p.m.  
Location: The Ridgefield Playhouse, Ridgefield, CT

FREE – Transportation will be provided for students  
6:30 p.m. Midtown Student Center bus stop  
6:45 p.m. Westside Campus Center bus stop

Sponsored by WCSU Office of InterCultural Affairs, in partnership with the Ridgefield Playhouse.



**WEDNESDAY FEB. 8:  
THE MOVIE "SELMA"**

Time: 7:30 p.m.  
Location: The Ridgefield Playhouse, Ridgefield, CT

Free - transportation will be provided for students  
6:30 p.m. Midtown Student Center bus stop  
6:45 p.m. Westside Campus Center bus stop

Sponsored by WCSU Office of InterCultural Affairs, in partnership with the Ridgefield Playhouse.

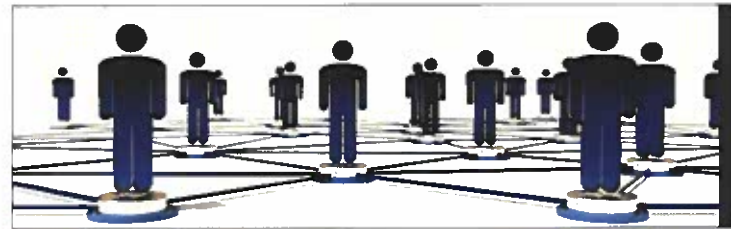


**THURSDAY FEB. 9:**  
BHM ELITE DINNER – VALENTINE'S SPECIAL  
Time: 4 – 8 p.m.  
Location: Midtown Student Center Restaurant  
Cost: meal swipe + \$5.00 (\$16.65 for guest)

Sponsored by Sodexo and WCSU Office of InterCultural Affairs.

## DIVINE 9 PANEL DISCUSSION

**THURSDAY FEB. 16:** DIVINE 9  
PANEL DISCUSSION (invite only)  
(HISTORY OF HISTORICALLY BLACK FRATERNITIES & SORORITIES)  
(Alternate date: Thursday, Feb. 23rd)  
Time: 6:30 p.m.



**TUESDAY FEB. 21:** CAREER VIEWPOINTS FROM  
TRAILBLAZING AFRICAN AMERICAN LEADERS  
(Alternate date: Tuesday, Feb. 28)

Time: 5:30 p.m. Doors open at 5 p.m. for early networking; networking will continue after the panel

Location: Westside Campus Center Ballroom  
Refreshments will be served.

Open to the public – ALL students encouraged to attend.

Sponsored by  



**MONDAY FEB. 27:**  
A DOCUMENTARY – "THE LOYOLA PROJECT"  
(Discussion of the intersection of sports, history and civil rights)

[theloyolaproject.com](http://theloyolaproject.com)

Time: 5:30 p.m.  
Location: Midtown Student Center Theater  
Free and open to the public.

**For more information, please contact**  
Mr. Daryle Dennis, Assistant Dean, Student Affairs  
(203) 837-8549



# WCSU

## In the News

Search



Send us your comments or questions at [public@wcsu.edu](mailto:public@wcsu.edu) or call us at (860) 837-8649 or WCSU Public Relations at [pr@wcsu.edu](mailto:pr@wcsu.edu)

2023

FEATURED

PRESS RELEASES

ALL STORIES

# WCSU celebrates Black History Month with public events

February 6, 2023

DANBURY, Connecticut – [Western Connecticut State University](https://www.wcsu.edu) will hold two events for students, faculty, alumni and the public to learn more about the contributions and success of Black citizens in the work and sports worlds, in celebration of Black History Month.

On **Tuesday, Feb. 21** (snow date Feb. 28), there will be a free informative panel discussion and networking event “Career Viewpoints from Trailblazing African American Leaders” in WCSU’s Westside Campus Center North Ballroom, 43 Lake Ave. Extension, Danbury. Sponsored by M&T Bank, the Greater Danbury Chamber of Commerce and America’s Small Business Development Center Connecticut, doors open at 5 p.m. for early networking, which will continue after the panel discussion. Refreshments will be served.

WCSU alumni panelists for this event are Peter Ijomah (B.A. Computer Science ’02), Director, Agile Center of Enablement, The Hartford; John Fillyaw (B.B.A. Finance ’91), President, Possit Partners;



Lisa Scails (B.A. Communication & Theatre Arts '91), Executive Director, Cultural Alliance of Western Connecticut; and Bessie Frazier (M.H.A. '20), a nurse who is in a career transition to health informatics.

On **Monday, Feb. 27**, a free screening of "[The Loyola Project](#)," a documentary about the 1963 Loyola Ramblers basketball team that broke down racial barriers in college basketball on their path to becoming NCAA champions, changing the sport forever, will be held in the university's Midtown campus Student Center Theater, 181 White St., Danbury beginning at 5:30 p.m. There will also be a discussion on the intersection of sports, history and civil rights.

For insights of what Black History Month means to WCSU's students and an article on alumnus Owen Peagler, a leader in higher education, state government and civil rights, go to [www.wcsu.edu](http://www.wcsu.edu).

For more information, contact Daryle Dennis, assistant dean of Student Affairs, at [dennisd@wcsu.edu](mailto:dennisd@wcsu.edu) or (203) 837-8549, or WCSU Public Relations at [pr@wcsu.edu](mailto:pr@wcsu.edu).

*Western Connecticut State University changes lives by providing all students with a high-quality education that fosters their growth as individuals, scholars, professionals and leaders in a global society. Our vision: To be widely recognized as a premier public university with outstanding teachers and scholars who prepare students to contribute to the world in a meaningful way.*

← Previous

Next →

## Categories

Featured

2023

WCSU  
BLACK  
HISTORY  
MONTH



# CAREER VIEWPOINTS

## Traiblazing African American Leaders

Get inspired! Hear challenges, triumphs & insights from this experienced panel:

**Patricia Thomas**, Director, Agile Center of Enablement, The Hartford

**John Filyaw**, President, Possit Partners

**Lisa Scalls**, Executive Director, Cultural Alliance of Western Connecticut

**Gussie Frazer**, Nurse, in a career transition to health informatics

Open to the public. Refreshments provided.

### February 21

Westside Campus Center Ballroom

43 Lake Ave East, Danbury, CT 06811

5 p.m. - Pre-networking

6:00 - 6:45 p.m. - Welcome and Panel Discussion

6:45 p.m. - Networking

In case of snow, event will be postponed to February 28.

Any questions please contact Mr. Daryle Dennis at [dennisd@wcsu.edu](mailto:dennisd@wcsu.edu) or (203) 837-8549

Event sponsored by:



**Community Message re: CSCU Winston E. Thompson Global Majority Retreat**

ode@wcsu.edu &lt;ode@wcsu.edu&gt;

Tue 11/15/2022 4:14 PM

To: users-adm &lt;users-adm@wcsu.edu&gt;;users-aca &lt;users-aca@wcsu.edu&gt;

1 attachments (373 KB)

GMR2023preregistration\_flyer[44] (1).pdf;

**Flyer Included*****From the Office of Diversity & Equity***

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***PRE-REGISTRATION IS NOW AVAILABLE***

To our WCSU Faculty and Staff,

The CSCU System Office, in conjunction with the CSCU Global Majority Retreat (“GMR”) Committee, is excited to announce the pre-registration for the 2023 Winston E. Thompson Global Majority Retreat [see attached flyer]. Dr. Winston E. Thompson pioneered this professional development opportunity for people of color throughout the Connecticut State College and University System. The April 2022 GMR conference was such a major success that the CSCU System Office and GMR Committee have arranged to work with pre-planning groups and leadership teams across the state to introduce the upcoming retreat as a *weekend conference* from April 28-30, 2023. The deadline to apply for professional development funds is **December 15, 2022**.

This announcement is being sent to highly encourage WCSU staff and faculty who will be applying for professional development funds and are interested in attending the weekend retreat to pre-register prior to or by December 15, 2022.

If you have any questions, please email the CSCU GMR committee at [cscu-GMR@commnet.edu](mailto:cscu-GMR@commnet.edu).

Thank you,

**OFFICE OF DIVERSITY & EQUITY****Western Connecticut State University****181 White Street, Danbury, Connecticut 06810****Phone: (203) 837-8444 | Fax: (203) 837-8503**



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# WINSTON E. THOMPSON GLOBAL MAJORITY RETREAT 2023

*"Cultivating the Dream,  
Creating the Reality"*

APRIL 28-30, 2023

HARTFORD / WINDSOR MARRIOTT HOTEL, WINDSOR, CT

## Pre-registration is now OPEN!

[2023GMR\\_pre-registration.eventbrite.com](https://2023GMR_pre-registration.eventbrite.com)

1

### RESERVE YOUR SPOT

Select "Reserve a spot."  
Then complete the  
pre-registration form  
NO LATER THAN DEC. 15, 2022.

**Pre-Registration Fee**

**FREE\***

2

### SECURE YOUR ATTENDANCE

Apply for professional  
development funds through your  
campus or administrative office.

**Conference Fee**

**\$600.00**



advancing equity, diversity, and inclusion in CT higher education

For more information: [cscu-gmr@commnet.edu](mailto:cscu-gmr@commnet.edu)

## WCSUOAF Message re: CSCU Winston E. Thompson Global Majority Retreat

Jesenia Minier &lt;minierj@wcsu.edu&gt;

Wed 11/16/2022 12:53 PM

To: Rebecca Woodward &lt;woodwardr@wcsu.edu&gt;; Ree Gunter &lt;gunterr@wcsu.edu&gt;

Cc: Ron Mason &lt;masonr@wcsu.edu&gt;; Anna-Maria Heredia &lt;herediaa@wcsu.edu&gt;

Good day Rebecca, Ree and SUOAF MRMC members,

Enclosed please find a flyer and the below *university message sent yesterday* regarding a professional development opportunity available for WCSU SUOAF members. The CSCU System Office, in conjunction with the GMR Committee, are working with the state universities to promote and highlight interests for pre-registration for interested WCSU faculty and staff of color to attend [in-person] this upcoming weekend retreat. The below message was sent recognizing that SUOAF members may apply for professional development funds under the AAUP Minority Recruitment and Retention Fund. I ask for your assistance to disseminate and educate WCSU SUOAF members on applying for professional development funds, but also for your support in providing the best professional development and mentoring opportunities to share in the task of providing the WCSU SUOAF members with this information on retention efforts and training enhancements in campus engagements and learning.

If there are any questions about this communication, gladly you are welcome to contact me either by email at [minierj@wcsu.edu](mailto:minierj@wcsu.edu) or by phone at (203) 837-8277. If there are any questions about the upcoming GMR retreat, I would direct WCSU SUOAF members to contact the CSCU GMR committee by email at [cscu-gmr@commnet.edu](mailto:cscu-gmr@commnet.edu).

I thank you for your time and support. Jesenia

Jesenia Minier, MPA  
Chief Diversity Officer  
ADA and Title IX Coordinator  
Office of Diversity and Equity/Pride Center



181 White Street

Midtown Campus, University Hall, 2<sup>nd</sup> Fl. Suite  
Danbury, Connecticut 06810

Telephone: (203) 837-8444

Fax: (203) 837-8503

**PRONOUNS: SHE, HER, HERS - *what's this?******Why do I include pronouns in my signature***[www.wcsu.edu/diversity/](http://www.wcsu.edu/diversity/)[www.wcsu.edu/pridecenter/](http://www.wcsu.edu/pridecenter/)

In collaboration with the following institutional partners:



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From: Office of Diversity and Equity &lt;ode@wcsu.edu&gt;

Date: Tuesday, November 15, 2022 at 4:13 PM

To: users-adm &lt;users-adm@wcsu.edu&gt;, users-aca &lt;users-aca@wcsu.edu&gt;

Subject: Community Message re: CSCU Winston E. Thompson Global Majority Retreat

**Flyer Included*****From the Office of Diversity & Equity*****PRE-REGISTRATION IS NOW AVAILABLE**

## AAUP Message re: CSCU Winston E. Thompson Global Majority Retreat

Jesenia Minier &lt;minierj@wcsu.edu&gt;

Wed 11/16/2022 12:49 PM

To: Rotua Lumbantobing &lt;lumbantobingr@wcsu.edu&gt;

Cc: Donald Gagnon &lt;gagnond@wcsu.edu&gt;; Yaseen Hayajneh &lt;hayajneh@wcsu.edu&gt;; Theresa Canada &lt;canadat@wcsu.edu&gt;


Good day Professor Lumbantobing and AAUP MRRC members,

Enclosed please find a flyer and the below *university message sent yesterday* regarding a professional development opportunity available for WCSU AAUP members of color. The CSCU System Office, in conjunction with the GMR Committee, are working with the state universities to promote and highlight interests for pre-registration for interested WCSU faculty and staff of color to attend [in-person] this upcoming weekend retreat. The below message was sent recognizing that WCSU faculty of color may apply for professional development funds under the AAUP Minority Recruitment and Retention Fund. I ask for your assistance to disseminate and educate WCSU AAUP members on applying for professional development funds, but also for your support in providing the best professional development and mentoring opportunities to share in the task of providing the WCSU faculty with this information on retention efforts and enhancement of scholarship and teaching.

If there are any questions about this communication, gladly you are welcome to contact me either by email at [minierj@wcsu.edu](mailto:minierj@wcsu.edu) or by phone at (203) 837-8277. If there are any questions about the upcoming GMR retreat, I would direct AAUP members to contact the CSCU GMR committee by email at [GMR@commnet.edu](mailto:GMR@commnet.edu).

I thank you for your time and support. Jesenia

Jesenia Minier, MPA  
Chief Diversity Officer  
ADA and Title IX Coordinator  
Office of Diversity and Equity/Pride Center



181 White Street

Midtown Campus, University Hall, 2<sup>nd</sup> Fl. Suite

Danbury, Connecticut 06810

Telephone: (203) 837-8444

Fax: (203) 837-8503

**PRONOUNS: SHE, HER, HERS - [what's this?](#)****[Why do I include pronouns in my signature](#)**[www.wcsu.edu/diversity/](http://www.wcsu.edu/diversity/)[www.wcsu.edu/pridecenter/](http://www.wcsu.edu/pridecenter/)

In collaboration with the following institutional partners:



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From: Office of Diversity and Equity <ode@wcsu.edu>

Date: Tuesday, November 15, 2022 at 4:13 PM

To: users-adm <users-adm@wcsu.edu>, users-aca <users-aca@wcsu.edu>

Subject: Community Message re: CSCU Winston E. Thompson Global Majority Retreat

**Flyer Included**

***From the Office of Diversity & Equity***

***PRE-REGISTRATION IS NOW AVAILABLE***

To our WCSU Faculty and Staff,



# Diversity Events



FRI **1**

**Featured** April 1 @ 12:00 pm - 2:00 pm

## ISA Bake Sale

INTERNATIONAL STUDENT ASSOCIATION BAKE SALE: Stop by Haas Library foyer from noon to 2 p.m. for delicious cupcakes and brownies! (NOT an April Fool's Day joke!)



FRI **1**

**Featured** April 1 @ 5:00 pm - 8:00 pm

## Founder's Day

Midtown Student Center Game Room 181 White St. Danbury,

FOUNDER'S DAY: Come and celebrate Minorities in Medicine's birthday with the original founder and alumni. Learn about the origin of our chapter and how it expanded into a nonprofit organization. There will be giveaways, food, photo booth and music. We'd ...



# Diversity Events



FRI 1

**Featured** April 1 @ 8:00 pm - 10:00 pm

## BSU Election

Midtown Student Center Theater 181 White St., Danbury, CT

BSU ELECTION: The Black Student Union will be holding open elections for any students that want to run for a position on the eboard. From 8 to 10 p.m. in the Midtown Student Center Theater.



TUE 5

**Featured** April 5 @ 6:00 pm - 8:00 pm

## Discussion on Russian Invasion of Ukraine

Virtual event

DISCUSSION ON RUSSIAN INVASION OF UKRAINE: Please join us at 6 p.m. for a virtual public panel discussion on the Russian invasion of Ukraine. Faculty from Western Connecticut State University will discuss various aspects of the invasion before opening up ... Free



# Diversity Events



WED **6**

**Featured** April 6 @ 12:00 pm - 3:00 pm

## **Ramadan Lantern Making**

Midtown Student Center Lobby

RAMADAN LANTERN MAKING: Make a solar-powered lantern with the Muslim Student Association to light up your nights! During this holy month of Ramadan, many Muslims spend most of their nights awake in prayer and reflection and use lanterns and lights. ...

Free

## **RAMADAN LANTERN MAKING**

midtown student center lobby

wed, april 6: 12-3 pm

from the WCSU Muslim Student Association  
sponsored by the WCSU Student Government Association



and ...

WED **6**

**Featured** April 6 @ 5:30 pm - 6:30 pm

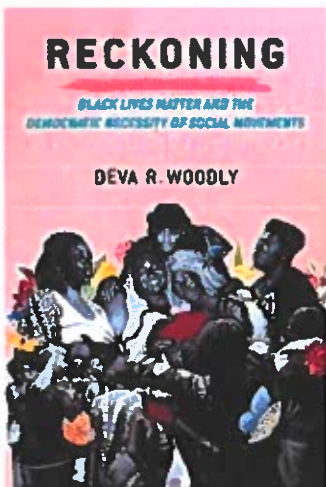
## **In the Heights of Colorism: Translating Latinx**

Virtual event

"IN THE HEIGHTS OF COLORISM: TRANSLATING LATINX": Dr. Alba Hawkins will present a virtual discussion at 5:30 p.m. about the recent film production "In the Heights" directed by Jon M. Chu, 2021, based on a screenplay by Quiara Alegría Hudes



# Diversity Events



THU 7

**Featured** April 7 @ 11:00 am - 12:00 pm

## Social Movements in American Politics

Ives Concert Hall 181 White St., Danbury, CT

SOCIAL MOVEMENTS IN AMERICAN POLITICS: In sponsorship by the Office of Diversity and Equity, Professor H. Howell Williams will host Dr. Deva Woodyly of the New School for Social Research to discuss her new book on Black Lives Matter Matter ...



THU 7

**Featured** April 7 @ 4:00 pm, April 14 @ 4:00 pm, April 21 @ 4:00 pm, April 28 @ 4:00 pm, May 5 @ 4:00 pm and May 12 @ 4:00 pm

## SMART CHOICES Meeting

Campus & Student Centers

SMART CHOICES MEETING: Smart Choices is a peer support group to help change habits like drinking, weed smoking, vaping, gambling or other "tough stuff" that is holding us back. A no-judgement zone where social support and practical tools can help [Read More](#) » free

Discover "The Power of Choice"

Major changes can be overwhelming. If you want to address any harmful habit, SMART CHOICES can help. Our social support and practical tools will help you develop and maintain successful life changes.

You Are Not Alone	<p><b>SMART CHOICES</b> is a support group to help us change habits like drinking, drug use or other "tough stuff" that's holding us back.</p> <p><b>No-Judgment Zone</b></p> <p>We are in control of ourselves. Allowed for as long as you like.</p> <p>Find new friendships. Discover yourself.</p>	<p>It's OK to ask for help. We're here to support you. We're here to help you. We're here to help you. We're here to help you.</p>
-------------------	---	--

**WHERE:** Midtown Student Center Room 202A  
181 White Street Danbury CT

**WHEN:** Every Thursday 4-5 pm

Starts: March 24, 2022

	<p>For more info, contact: hcdm@wccs.edu, or hcdm@wccs.edu</p>	
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# Diversity Events

MON **11**

**Featured** April 11 @ 2:00 pm

## Lenten Lectio Divina

Newman Center 7 8th Avenue, Danbury, CT

LENTEEN LECTIO DIVINA WITH ALLISON: During the Lenten season, the Newman Club will be hosting a 4-part Lectio Divina series for all students on campus. Lectio Divinas are guided readings and reflections with the focus of bringing everyone together as ...



WED **13**

**Featured** April 13 @ 10:00 am - 12:00 pm, April 21 @ 3:00 pm - 5:00 pm, April 27 @ 10:00 am - 12:00 pm and May 4 @ 3:00 pm - 5:00 pm

## Safe Zone Training

Virtual & President's Reception Room, Westside Classroom Building 218 43 Lake Ave. Extension, Danbury

SAFE ZONE TRAINING: The WCSU Pride Center will be offering Safe Zone Trainings. These trainings are opportunities to learn about LGBTQ+ identities, gender and examine prejudice, assumptions, and privilege. To register, email [pridecenter@wcsu.edu](mailto:pridecenter@wcsu.edu). For questions/more information on Safe Zone training, ... Free





# Diversity Events



WED **13**

**Featured** April 13 @ 6:00 pm - 10:00 pm

## Bingo by the Bay

Westside Campus Center Ballroom

BINGO BY THE BAY: PAC + ACSA collaborate to bring the islands to WCSU with "Bingo by the Bay" from 6 to 10 p.m. in the Westside Campus Center Ballroom. Enjoy Caribbean-style food along with fun bingo and prizes for [Read More](#) » Free



SAT **16**

**Featured** April 16

## Broadway Theater Trip

"TAKE ME OUT" BROADWAY THEATER TRIP: In sponsorship by the Office of Diversity and Equity, Dr. Donald Gagnon, Associate Professor-Theatre Arts and Scott Towers, WCSU Pride Center/Deputy Title IX Coordinator, will be hosting a theater trip to TAKE ME OUT ...



# Diversity Events



MON **18**

**Featured** April 18 @ 5:30 pm - 7:00 pm

## UndocuAlly TF Info Session

Virtual event

UNDUCUALLY TASK FORCE INFORMATION SESSION: Are you interested in learning how to support and advocate for and with undocumented students on campus and beyond? Join the UndocuAlly Task Force from 5:30 to 7 p.m. for this virtual information session. Register ...



WED **20**

April 20 @ 12:30 pm

## Blanket Making for Ukraine

Warner Hall 181 White St., Danbury, CT

BLANKET-MAKING FOR UKRAINE: The Student Nurses' Association is hosting a blanket making charity event for ALL students! Come to Warner Hall Lyceum at 12:30 p.m. to make fleece blankets to send to Ukraine as humanitarian aid.



# Diversity Events

PsychAlliance invites you to a discussion meeting on ...

**COVID-19 AND ITS IMPACT ON MENTAL HEALTH AND EDUCATION**

Join us for a discussion about how isolation during COVID-19 has increased mental health concern and how transitioning to online learning has impacted education.

We will begin with a brief overview of the topic and then open up the discussion to the audience.

**Wednesday, April 20th  
1-2pm  
Midtown Student Center 226**

PsychAlliance | website.com/psychalliance  
@CSUPsychalliance  
psychalliance@gmail.com

Everyone is welcome  
Food will be provided

WED **20**

**Featured** April 20 @ 1:00 pm - 2:00 pm

## PsychAlliance Discussion: Covid-19

Midtown Student Center 181 White St. Danbury,

PSYCHALLIANCE DISCUSSION MEETING: COVID-19 AND ITS IMPACT ON MENTAL HEALTH AND EDUCATION: Join us for a discussion about how isolation during COVID-19 has increased mental health concern and how transitioning to online learning has impacted education. We will begin with

**Ramadan Iftar**

Share a dinner of halal chicken biryani and chana dal with your Muslim peers as they break their fast!

**westside ballroom  
friday april 22  
7:30 pm-9:00 pm**

Brought to you by WCSU Muslim Student Association  
Funded by WCSU Student Government Association

FRI **22**

**Featured** April 22 @ 7:30 pm - 9:00 pm

## Ramadan Iftar

Westside Campus Center Ballroom

RAMADAN IFTAR: Join the WCSU Muslim Student Association as they break their fast for the 21st night of Ramadan. Enjoy a plate of chicken biryani or chana dal! Maghrib Salah (the Islamic prayer performed at sunset) will be led in ... Free



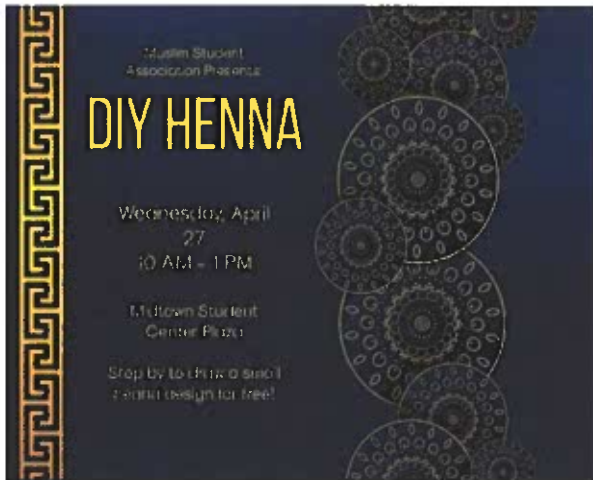
SUN **24**

**Featured** April 24 @ 2:00 pm - 5:00 pm

## Middle Eastern Dance

Ives Concert Hall 181 White St., Danbury, CT

**CELEBRATE! A LIFETIME OF MIDDLE EASTERN DANCE:** This is a Middle Eastern dance concert with top dancers in the field providing a variety of folk and classical Oriental dance. There will also be live drumming. From 2 to 5 p.m. ...



WED **27**

**Featured** April 27 @ 10:00 am - 1:00 pm

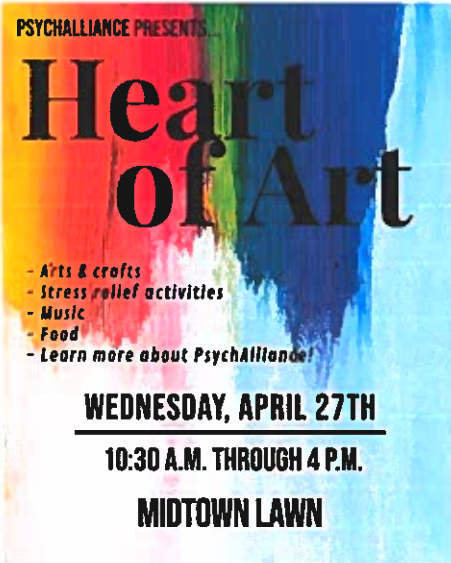
## DIY Henna

Midtown Student Center Plaza

**DIY HENNA:** Stop by to draw a small henna design on yourself at our DIY Henna stand! From 10 a.m. to 1 p.m. in the Midtown Student Center Plaza. Free



# Diversity Events



WED **27**

**Featured** April 27 @ 10:30 am - 4:00 pm

## Heart of Art

Midtown Campus Quad 181 White Street Danbury,

HEART OF ART: Don't let the stress of finals get you down! Join PsychAlliance from 10:30 a.m. to 4 p.m. for their annual Heart of Art event. It will be a fun day full of arts & crafts and stress ...

**SURVIVOR ART GALLERY**

The Center for Empowerment and Education is hosting a Survivor Art Gallery showcasing students' and community members' paintings, drawings, photography, poems, stories, and more that exemplify their story of abuse, assault, trauma, healing and survival.

**Raffle upon entry to win PRIZES!**

**LIVE MUSICAL PERFORMANCES**  
Madison Adams, Kate Akard, and Alexis Fenchel at 4pm & Donovan Shaw at 6pm

**WHEN: THURSDAY, APRIL 28TH 12-7PM**

**WHERE: WESTSIDE CAMPUS CENTER BALLROOM**

If you are in need of any accommodations for this event, please contact Cara at [cara@thecenterct.org](mailto:cara@thecenterct.org) for questions, info, or details!

THU **28**

**Featured** April 28 @ 12:00 pm - 7:00 pm

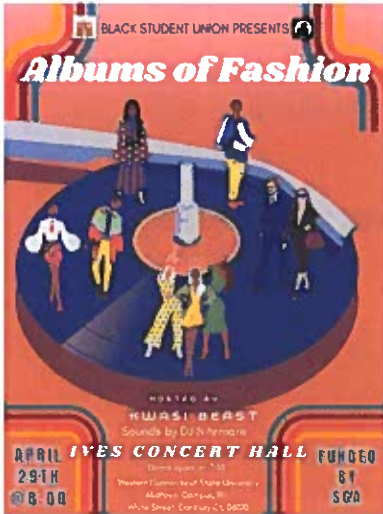
## Survivor Art Gallery

Westside Campus Center Ballroom

SURVIVOR ART GALLERY: The Center for Empowerment and Education is hosting a Survivor Art Gallery from noon to 7 p.m. in the Campus Center Ballroom on the Westside Campus showcasing students' and community members' paintings, drawings, photography, poems, stories, and ...  
Free



# Diversity Events



FRI **29**

**Featured** April 29 @ 7:30 pm - 11:00 pm

## Fashion Show

Ives Concert Hall 181 White St., Danbury, CT

FASHION SHOW: ALBUMS OF FASHION: The Black Student Union is hosting their annual fashion show. It will be a show representing fashion through the times. Starting at 7:30 p.m. in Ives Concert Hall.

Free



## Power of Sound to relax....

Join Bobbi from Hunningbird Sound Yoga for a complimentary sound bath using the earth gong to help you relax, ground and focus.

Session will start at 12 noon, on Wednesday, May 4th 2022

For more information, she can be reached at [bsoares105@sbcglobal.net](mailto:bsoares105@sbcglobal.net), 860-946-9470

[@hunningbirdsoundyoga](https://www.instagram.com/hunningbirdsoundyoga), [@GardenOfCoreEssence](https://www.instagram.com/GardenOfCoreEssence)



WED **4**

May 4 @ 12:00 pm

## Sound Healing

Virtual event

SOUND HEALING: It is the end of the semester and we are all overwhelmed with so many assignments, exams and projects. The Institute for Holistic health Studies invites you to take a little time to relax with this virtual sound [Read More](#) » Free



# Diversity Events



FRI **3**

**Featured** June 3 @ 9:00 am - 12:00 pm

## Cultural Diversity Training

Virtual

CULTURAL DIVERSITY TRAINING: EMBRACING DIVERSITY IN THE WORKPLACE AT WCSU: Sponsored by the WCSU Office of Diversity and

responsibilities, policies, and procedures. The first segment focuses on CSCU responsibilities, policies, and procedures. The second component will ...

FRI **17**

**Featured** June 17 @ 4:00 pm - 5:30 pm

## Conversations: Commemorate Juneteenth

Mark Twain Library 439 Redding Road, Redding, CT

CONVERSATIONS: COMMEMORATE JUNETEENTH - POETRY, JUSTICE & JAZZ: Gather on the lawn from 4 to 5:30 p.m. for Mark Twain Library's 2nd Annual Juneteenth Day featuring Poetry, Justice & Jazz. Mark the day with discussions, jazz classics and selected poetry ...







# Diversity Events



FRI 19

**Featured** June 19 @ 12:00 pm - 5:00 pm

## Juneteenth Celebration

Midtown campus

DANBURY JUNETEENTH "NATIONAL INDEPENDENCE DAY" CELEBRATION: From noon to 5 p.m. on the WCSU Midtown campus. Featuring live music, information tables, vendors, food trucks, Liberation Visual Arts Gallery, Exhibit and Walking Tour, Cultural and Historical activities, Kids Corner, Wellness Center and ...



## Peace Corps

THU 23

**Featured** June 23 @ 12:00 pm - 1:00 pm

## Peace Corps - Meet Your Recruiters

Virtual event

PEACE CORPS - MEET YOUR RECRUITERS: Join three Connecticut-based recruiters from noon to 1 p.m. to hear about what it's like to live, learn and work with a community overseas. We'll talk about what you can expect from working with ...Free



# Diversity Events



FRI **22**

**Featured** July 22 @ 7:00 pm

## AE: International Concert Day

Danbury Green Danbury, CT

AFFILIATED EVENT: INTERNATIONAL CONCERT DAY: At 7 p.m. on the Danbury Green. CityCenter Danbury presents Opening Act Sepre Tango and Main Act Jay Rivera & NCUE Band.



SAT **30**

**Featured** July 30 @ 1:00 pm - 5:00 pm

## Westside Reggae Festival

Ives Concert Park 43 Lake Ave. Extension, Danbury, CT

2022 WESTSIDE REGGAE FESTIVAL: Featuring Tarrus Riley, Maxi Priest & Baby Cham. Also performing: Derrick Barnett, Anthem Band, Mario Cheef and more. A celebration of Jamaica's 60th year of independence! Gates open at 1 p.m. at Ives Concert Park on the ...



# Diversity Events



SUN **14**

**Featured** August 14 @ 11:00 am - 8:00 pm

## Ecuadorian Festival

Ives Concert Park 43 Lake Ave. Extension, Danbury, CT

ECUADORIAN FESTIVAL: Experience many fun cultural festivities during this day-long family event that includes Ecuadorian food, music from several artists, dancing, folklore, crafts, and more! From 11

a.m. to 8 p.m. at Ives Concert Park on the Westside campus. Tickets ...

PRESENTED BY THE CENTER



## ASKING FOR IT

LIVE AND INTERACTIVE THEATER  
PERFORMANCE

SHOWING REAL LIFE EXPERIENCES AND HOW TO ACT!

TUESDAY  
**AUG. 30** 5:30 - 7 P.M.  
STUDENT CENTER PLAZA  
RAIN LOCATION: STUDENT CENTER THEATER

TUE **30**

**Featured** August 30 @ 5:30  
pm - 7:00 pm

## Asking For It

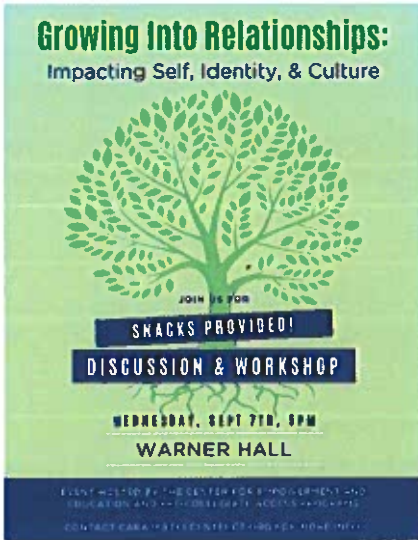
Midtown Student Center Plaza

ASKING FOR IT: This is a live interactive theater experience presented by The Center for Empowerment and Education raising awareness and effecting social

change utilizing their educators/actors in theatrical scenarios depicting real life situations. From 5:30 to 7 p.m. in ...



# Diversity Events



WED 7

**Featured** September 7 @ 5:00 pm - 6:00 pm

## Growing Into Relationships: Impacting Self, Identity, & Culture

Warner Hall 181 White St., Danbury, CT

GROWING INTO RELATIONSHIPS: IMPACTING SELF, IDENTITY & CULTURE: Join The Center for Empowerment and Education and Pre-Collegiate Access Programs for a discussion about how identity and culture influence our relationships! Snacks provided. Warner Hall Lyceum at 5 p.m. Contact [cara.m@thecenterct.org](mailto:cara.m@thecenterct.org).



WED 7

**Featured** September 7 @ 5:00 pm - 11:00 pm - September 11

## AE: San Gennaro Italian Festival

Danbury Green Danbury, CT

AFFILIATED EVENT: SAN GENNARO ITALIAN FESTIVAL: Bring your friends and family and join us for Danbury's inaugural San Gennaro Italian Festival from September 7 - September 11, 2022! Danbury San Gennaro Italian Festival will be FREE ENTRY - Family Friendly ...



# Diversity Events



FRI **9**

**Featured** September 9 @ 6:00 pm - 9:00 pm, September 12 @ 6:30 pm - 9:00 pm, September 14 @ 6:00 pm - 9:00 pm, September 16 @ 6:00 pm - 9:00 pm, September 17 @ 4:00 pm - 6:00 pm, September 19 @ 6:00 pm - 9:00 pm

## ACSA Fashion Show Audition

Campus & Student Centers

ACSA FASHION SHOW AUDITIONS: Join the African Caribbean Student Association for our fall annual fashion show auditions! We request that you please prepare the proper foot attire for auditions (preferably dress shoes or heels). Come with some smiles, energy and [Read More](#) »Free



FRI **9**

**Featured** September 9 @ 4:00 pm - 6:00 pm

## Chai Chat

Midtown Student Center Commuter Lounge

CHAI CHAT: People are welcome to come and join members of the Muslim Student Association from 4 to 6 p.m. in the Midtown Student Center Commuter Lounge to have some chai tea and biscuits while we talk and get to ...Free



# Diversity Events



TUE **13**

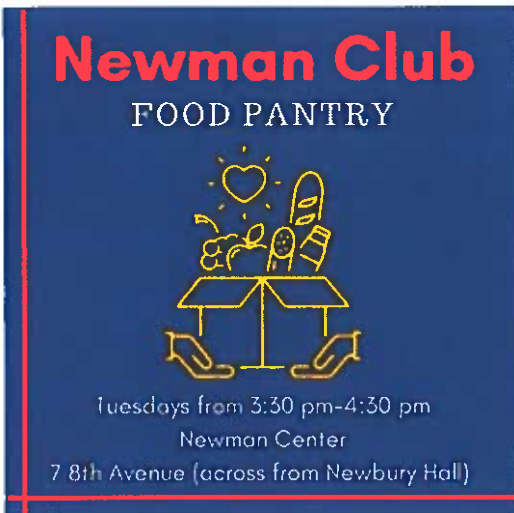
**Featured** September 13 @ 8:30 pm - 10:30 pm

## Hot Topic

Midtown Student Center Theater, 181 White St., Danbury, CT

**HOT TOPIC:** This is an event meant to explore multiple controversial topics while creating a safe space for all western students who attend. It is a safe space for all students in attendance to talk about unpopular opinions such as [Read More »](#)

Free



TUE **13**

**Featured** September 13 @ 3:30 pm - 4:30 pm

## Newman Club Food Pantry

Midtown campus

**NEWMAN CLUB FOOD PANTRY:** Struggling and in need of food? The Newman Club is here to help! Every Tuesday from 3:30-4:30 p.m. on both the Midtown and Westside campuses, the Newman Club will be handing out bags of nonperishable goods [Read More »](#)



# Diversity Events

Would You Like To Be

**SAFE ZONE TRAINED?**

**Free**

**Training Dates:**

Faculty / Staff:	Students:
Wed Sept. 14th 10:00am to Noon Virtual: Microsoft Teams	Wed Sept. 21st 10:00am to Noon In-Person: SC 202
Wed Oct. 19th 10:00am to Noon In-Person: SC 202	Wed Oct. 26th 10:00am to Noon In-Person: SC 202

RSVP by Emailing  
PrideCenter@WCSU.edu

Safe Zone Trainings are opportunities to learn about LGBTQ+ identities, gender, and expression, and examine prejudicial assumptions and attitudes.

WED **14**

**Featured** September 14 @ 10:00 am - 12:00 pm, September 21 @ 10:00 am - 12:00 pm, October 19 @ 10:00 am - 12:00 pm, October 26 @ 10:00 am - 12:00 pm

## SAFE ZONE TRAINING

Virtual

SAFE ZONE TRAINING: The WCSU Pride Center will be offering this virtual Safe Zone Training for faculty and staff from 10 a.m. to noon. These trainings are opportunities to learn about LGBTQ+ identities, gender and examine prejudice, assumptions, and privilege. [Read More](#)  
» Free

WED **14**

**Featured** September 14 @ 4:30 pm - 7:30 pm

## Hambriento como un Lovo or Hungry like a Wolf Social Experiences!

Campus & Student Centers

HAMBRIENTO COMO UN LOVO OR HUNGRY LIKE A WOLF SOCIAL EXPERIENCES: Hungry Like a Wolf Restaurant from 4:30 to 7:30 p.m. in the Westside and Midtown restaurants is a social experience for students to engage with campus community and enjoy [Read More](#) » \$5.00 – \$15.65





# Diversity Events



WED **21**

**Featured** September 21 @ 4:00 pm - 5:00 pm



## LASO Interest Meeting!

Midtown Student Center 202

LASO INTEREST MEETING: The Latin American Student Organization (LASO) is a socio-cultural-based student organization that highlights Latin American heritage. Our mission focuses on embracing and representing our culture while preserving our identity. At 4 p.m. in the Midtown Student Center, ...

Want to learn about Latin American culture?

Want to make new friends?

Are you interested in joining a club?

**SIGN UP AND JOIN LASO!**

First meeting: **09-21-2022**  
Location: **Midtown Student Center: Room 202**  
Time: **4:00 pm**

*Refreshments and food will be given!*



LASO, WCSU  
#LASO\_WCSU  
Learn more info



THU **22**

**Featured** September 22 @ 11:00 am - 2:00 pm

## POSTPONED: Fresh Check Day

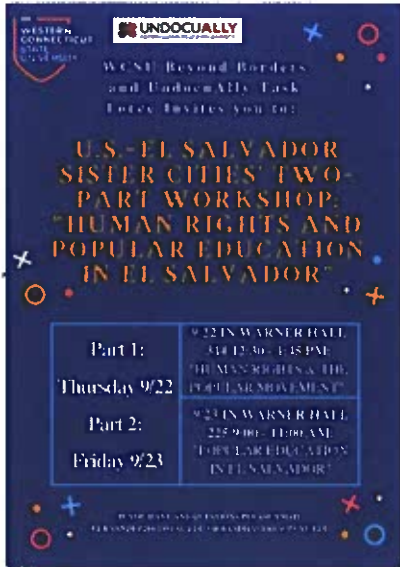
Fairfield Lawn

FRESH CHECK DAY: The 8th annual "Fresh-Check Day" will be held from 11 a.m. to 2 p.m. on the Midtown Quad. Students will enjoy participating in engaging activities by visiting all the interactive booths – while learning about ways to ...





# Diversity Events



THU **22**

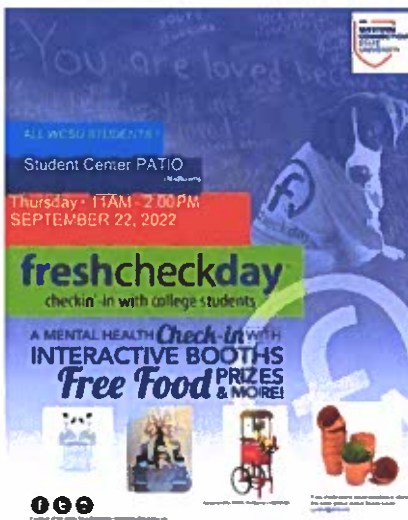
**Featured** September 22 @ 12:30 pm - 1:45 pm

## **Human Rights and Popular Education in El Salvador**

White Hall 314

HUMAN RIGHTS AND POPULAR EDUCATION IN EL SALVADOR: Come join us in White Hall 314 from 12:30 to 1:45 p.m. as WCSU Beyond Borders and the UndocuALLY Task Force host U.S.-El Salvador Sister Cities for a two-part workshop on Human Rights ...

Free



WED **28**

**Featured** September 28 @ 11:00 am - 2:00 pm

## **Fresh Check Day**

Midtown Student Center Patio

FRESH CHECK DAY: The 8th annual "Fresh-Check Day" will be held from 11 a.m. to 2 p.m. on the Midtown Student Center Patio. Students will enjoy participating in engaging activities by visiting all the interactive booths – while learning about ...



# Diversity Events



WED **28**

**Featured** September 28 @ 3:00 pm - 4:00 pm

## Lectio Divina with Erica

Newman Center 7 8th Avenue, Danbury, CT  
LECTIO DIVINIA WITH ERICA: Need some time to relax after a long day? Want to spend a few minutes in contemplative reflection before our Newman dinner? The Newman Club will host a Lectio Divina from 3 to 4 p.m. at [Read More »](#)



THU **29**

**Featured** September 29 @ 7:00 pm - 8:30 pm

## **LGBTQ+ Meet and Greet!**

WCSU Pride Center

LGBTQ+ MEET AND GREET: Are you a member of the LGBTQ+ Community and would like to meet other members? Then stop by the newly relocated WCSU Pride Center in the Midtown Student Center room 218 at 7 p.m. Come see ...

\$100



# Diversity Events



FRI **30**

**Featured** September 30 @ 3:30 pm - 5:00 pm

## **Dreamboard Workshop**

Science Building 236

MINORITIES IN MEDICINE: DREAMBOARD WORKSHOP: Come join Minorities in Medicine's Fall interest meeting from 3:30 to 5 p.m. in the Science Building, room 236, creating dream/vision boards of your future/career while learning about our Fall 2022 event list. All are ...Free

TUE **4**

**Featured** October 4 @ 5:30 pm - 7:00 pm

## **Career Viewpoints**

Westside Campus Center Ballroom

CAREER VIEWPOINTS: HSPANIC, LATINX, AND BEYOND: The Career Success Center partners with the Office for Intercultural Affairs, the Department of Marketing and Communications, and the Greater Danbury Chamber of Commerce to present a panel discussion by Latino local business professionals [Read More »](#)





# Diversity Events

WED **5**



**Featured** October 5 @ 10:00 am - 11:00 am

**Hispanic Heritage Month Speaker Dr. Nadia Lopez**

Virtual event

HISPANIC HERITAGE MONTH SPEAKER DR.

NADIA LOPEZ: The Social Work Department is excited to celebrate Hispanic Heritage Month with a virtual talk at 10 a.m. with Dr. Nadia Lopez, who is an internationally recognized educational leader, who, among her many ... Free

WED **5**



**Featured** October 5 @ 3:00 pm - 4:00 pm

**Ladies Lounge**

Midtown Student Center Game Room 181 White St., Danbury

LADIES LOUNGE: Ladies Lounge is a time for women to get together, make friends, de-stress, have discussions and have fun, and support each other and other women. Held weekly from 3 to 4 p.m. in the Student Center game room [Read More »](#)

Free



# Diversity Events



MON **10**

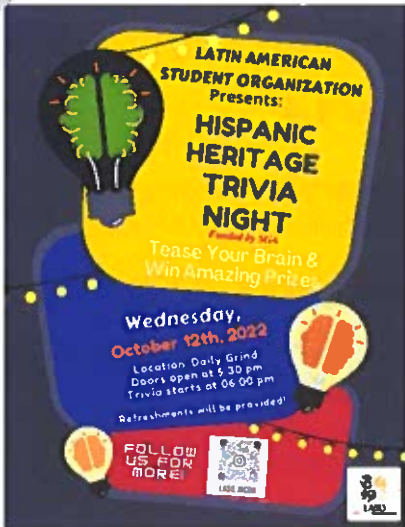
**Featured** October 10 @ 11:00 am - 3:00 pm

## National Native American Day

Campus & Student Centers

NATIONAL NATIVE AMERICAN DAY: Please plan to join us to celebrate National Native American Day in the Midtown Student Center Restaurant from 11 a.m. to 3 p.m. National Native American Day is celebrated on the second Monday of October each ...

\$10.65



WED **12**

**Featured** October 12 @ 5:30 pm - 8:00 pm

## Hispanic Heritage Trivia Night!

The Daily Grind Westside Campus Center, Danbury

HISPANIC HERITAGE TRIVIA NIGHT: Happy Hispanic Heritage Month! Join LASO from 5:30 to 8 p.m. in The Daily Grind in the Westside Campus Center for an eventful night full of brain teasers, music, food and good times! Test your knowledge ...

Free



# Diversity Events



WED **12**

**Featured** October 12 @ 6:30 pm - 10:00 pm

## Indigenous Peoples Day Trip & Movie

Ridgefield Playhouse Theater

INDIGENOUS PEOPLES DAY TRIP & MOVIE: In collaboration with The Ridgefield Playhouse & in recognition of Indigenous Peoples Day, join the Office of InterCultural Affairs for a screening of the movie WIND RIVER, a 2017 Neo-Western murder mystery film about a ...

Free



Friday, October 14th

### Kickball Tournament

Rec Field @ 5pm  
Hosted by Recreation Department  
Prizes for winning team!  
Register at:

[bit.ly/kickballwcsu22](http://bit.ly/kickballwcsu22)

### Wellness Resource Fair

Come by for wellness giveaways and information during the kickball tournament and at the documentary showing!

### Documentary & Guest Speaker

Westside Campus Center Ballroom @ 7pm

Come watch a docuseries episode about Alyssiah's story and a discussion with her mother, Corinna Martin about how to help a loved one in an abusive relationship.



FRI **14**

**Featured** October 14 @ 5:00 pm - 9:00 pm

## WCSU Against Violence (WAV)

Westside REC Field

WCSU AGAINST VIOLENCE (WAV): A

Dating Abuse Awareness Event in Honor of Alyssiah Wiley Join The Center for Empowerment and Education and the Recreation Department for a kickball tournament, wellness fair (with free giveaways), and documentary showing of Alyssiah Wiley's ...

FRI **14**

**Featured** October 14 @ 7:00 pm

## Documentary & Guest Speaker

Westside Campus Center Ballroom

DOCUMENTARY AND GUEST SPEAKER: Join The Center for Empowerment and Education and the

Recreation Department for a documentary showing of Alyssiah Wiley's story with honorable guest speaker Corrinna Martin at 7 p.m. in the Westside Campus Center Ballroom. Trigger warning: ...



**Friday, October 14th**

### Kickball Tournament

Rec Field @ 5pm  
Hosted by Recreation Department  
Prizes for winning team!

Register at:  
[bit.ly/kickballwcsu22](http://bit.ly/kickballwcsu22)

### Wellness Resource Fair

Come by for wellness resources and information during the kickball tournament and at the documentary showing!

### Documentary & Guest Speaker

Westside Campus Center Ballroom @ 7pm

Come watch a documentary episode about Alyssiah's story and a discussion with her mother, Corrinna Martin about how to help a loved one in an abusive relationship.



Contact Cara at [carad@wcsu.edu](mailto:carad@wcsu.edu) with any questions or requests for accommodations



**WED 19**

**Featured** October 19 @ 12:00 pm - 4:00 pm

## Henna Fundraiser

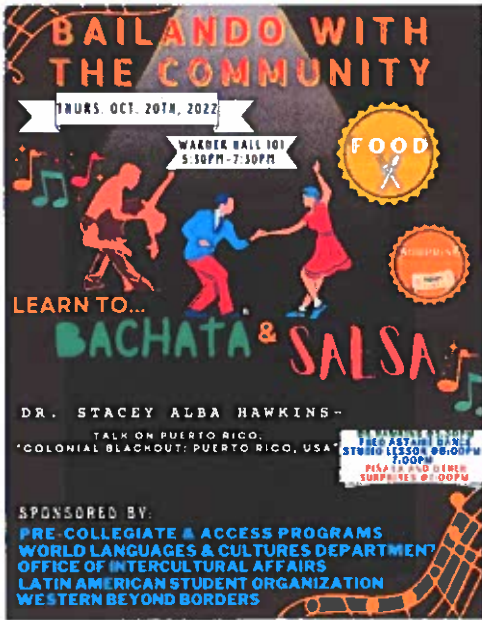
Ruth Haas Library 181 White St., Danbury, CT

HENNA FUNDRAISER: Come by the Haas Library entrance from noon to 4 p.m. to get henna done professionally by the Minorities in Medicine treasurer, Nandika Puri. Nandi has 7+ years of experience doing henna for her friends and family; she [Read More](#)

Free



# Diversity Events



THU **20**

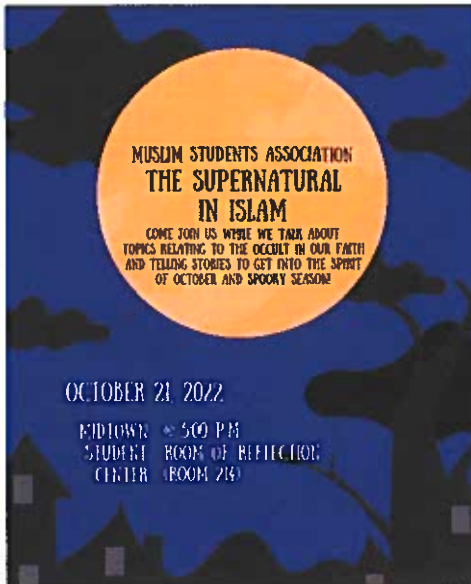
**Featured** October 20 @ 5:30 pm - 8:00 pm

## Bailando with the Community

Warner Hall 181 White St., Danbury, CT

**BAILANDO WITH THE COMMUNITY:** Please join us in continuing the recognition and celebration of Hispanic culture and heritage and to fundraise funds for Puerto Rico while learning to dance bachata and salsa along with a talk by Dr. Alba Hawkins with ...

Free



FRI **21**

**Featured** October 21 @ 5:00 pm - 7:00 pm

## The Supernatural in Islam

Midtown Student Center Room 214 181 White St., Danbury, CT

**THE SUPERNATURAL IN ISLAM:** Join us to get in the spooky spirit as we talk about supernatural events in the context of Islam. We will be sharing our spooky stories so make sure you come with a few of your ...

Free





# Diversity Events

**SUTURE 101**  
Sunday, Oct. 23 Room SB342  
Session 1: 12:20pm - 1:50pm  
Session 2: 2:00pm - 3:30pm  
15 spots available per session.

**RSVP MANDATORY:**  
A suturing skills lab led by Dr. Chloee Odumsoe Esq., Yale-New Haven Hospital Pediatric Surgery Specialist. She has over 18 years of experience in the medical field and is excited to be here for POP's event.

**CONTACT US AT:**  
bso002@wosu.edu

FRI **21**

**Featured** October 23 @ 12:20 pm

## MIM: Suture 101

Science Building

MINORITIES IN MEDICINE: SUTURE 101: OPEN TO ALL! It's that time of the year again! Suture 101 presented by Minorities in Medicine is back. This is a great opportunity to learn the fundamentals of suturing and to network as our ... Free

BGLO Collective, IRHA, and RA Mariah Present

**DINNER AND A DOC**

WATCH A DOCUMENTARY WHILE ENJOYING A SOUL FOOD DINNER

**23 OCT**

**SUNDAY, OCTOBER 23** GIFT CARD RAFFLES  
AT 5:30 PM

**PINNEY HALL MAIN LOUNGE**  
WESTSIDE CAMPUS

**QUESTIONST CONTACT US**  
DR. BE NEEN MARIEH  
MARIAH@PHS.CU.EDU

SUN **23**

**Featured** October 23 @ 5:30 pm - 7:30 pm

## PH Dinner and a Doc

Housing - Pinney Hall

PINNEY HALL DINNER AND A DOC: Join us for a complementary dinner and documentary showing at 5:30 p.m. in Pinney Hall! RA Mariah, the BGLO collective, and IRHA will be hosting "Dinner and a Doc," an impactful program that hopes [Read More »](#)

Free



TUE 1

**Featured** November 1 @ 6:00 pm

## A Celebration of World Flute Music

VPAC, Room 113

A CELEBRATION OF WORLD FLUTE MUSIC: Join the Ives Concert Flutists at 6 p.m. in the VPAC Rm. 113 to learn about flute music from across the globe. Everyone in attendance will get a free recorder! We will use the [Read More »](#)



TUE 1

**Featured** November 1 @ 8:00 pm

## Dia De Los Muertos Bingo

Westside Campus Center Ballroom

PAC & LASO - DIA DE LOS MUERTOS BINGO: Join us for Dia De Los Muertos Bingo at 8 p.m. in the Westside Campus Center Ballroom! Including LASO's fun activities, music, food, and more to celebrate life and remember our [Read More »](#)



# Diversity Events

MON 7

**Featured** November 7 @ 11:00 am - 2:00 pm

## I'm First! Celebration

Higgins Hall Patio 181 White St., Danbury, CT

**I'M FIRST! FIRST-GENERATION COLLEGE STUDENT CELEBRATION:** There is something special about being the FIRST ... especially being the first in your family to attend and graduate from college! Come and celebrate First-Generation College Students from 11 a.m. to 2 p.m. ...

**FIRST-GENERATION COLLEGE STUDENT Celebration**

**MONDAY, NOVEMBER 7**  
11 AM - 2 PM

HIGGINS HALL PATIO, MIDTOWN CAMPUS

CELEBRATE WITH THE UNIVERSITY COMMUNITY  
TALK WITH A STORY TELLER (TIFANY GREEN-ABDULLAH)  
GET YOUR FIRST-GENERATION IDENTIFICATION  
CARD (STARTING AT 11:30 AM)

**I'm First!**

Sponsored by: The College and Access Programs, Division of Student Services, Division of Institutional Affairs, Office of Diversity & Equity

WESTERN CONNECTICUT STATE UNIVERSITY

WED 9

**Featured** November 9 @ 6:00 pm - 8:00 pm

## SW Guest Speaker

Virtual event

**SOCIAL WORK DEPARTMENT GUEST SPEAKER: TIFFANY GREEN-ABDULLAH:** Author of the book **THE BEAN PIE: A REMEMBERING OF OUR FAMILY'S FAITH, FORTITUDE, & FORGIVENESS.** A discussion about resilience and faith, an important reminder for everyone. The event is virtual, starts at [Read More](#) » Free

Western Connecticut State University

Social Work Department

Guest Speaker  
**TIFFANY GREEN-ABDULLAH**

A discussion about resilience and faith, an important reminder for everyone.

**Virtual Event**  
**WEDNESDAY, NOVEMBER 9, 2022 AT 6:00 PM.**

The event is free. Registration is required for the event. You may register by clicking on this link: <https://bit.ly/tabdullah>

**Sponsored by the Social Work Club & Funded by SGA**



# Diversity Events



Midtown Campus outside of Old Main  
If inclement weather: Student Center Theater

FRI **11**

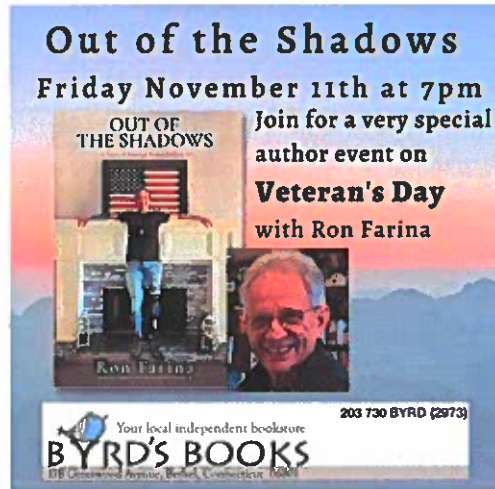
**Featured** November 11 @ 11:00 am - 12:00 pm

## Veterans Day Ceremony

Midtown campus

VETERANS DAY CEREMONY: Annual Veterans Day Ceremony, Nov. 11 at 11 a.m. outside of Old Main on the Midtown campus.

Free



FRI **11**

**Featured** November 11 @ 7:00 pm - 8:00 pm

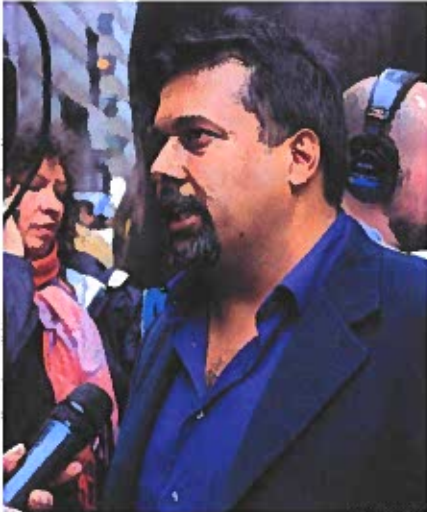
## Veteran's Day Book Launch

Byrd's Books in Bethel, CT

VETERAN'S DAY BOOK LAUNCH: WCSU's MFA in Creative and Professional Writing is co-sponsoring a Veteran's Day celebration at Byrd's Books in Bethel. The event will feature Ron Farina, an MFA graduate, who recently published his third book, OUT OF THE ...Free



# Diversity Events



MON **14**

**Featured** November 14 @ 5:30 pm - 7:00 pm

## White Nationalism & the Multicultural Far-Right

Virtual event

WHITE NATIONALISM AND THE MULTICULTURAL FAR-RIGHT: The Department of Social Sciences presents the acclaimed independent media journalist, Arun Gupta, who will discuss his many interviews with White Nationalist and other far-right activists such as the Oathkeepers, The Proud Boys, and ...

TUE **15**

**Featured** November 15 @ 10:00 am - 11:00 am, November 16 @ 3:00 pm - 4:00 pm, November 17 @ 1:00 pm - 2:00 pm

## ISEP Study Abroad Info Session

INTERNATIONAL  
EDUCATION WEEK ISEP  
STUDY ABROAD  
INFORMATION SESSION:

WCSU students of all majors are encouraged to attend to learn how to apply for a semester, year-long, or summer study abroad experience. The sessions will be held in Midtown Student Center ...

**Study Abroad**  
Information Session

INTERNATIONAL STUDENT EXCHANGE PROGRAM  
Study abroad for a semester or two  
in one of more than 50 countries  
around the world

Tuesday, 11/15 (10 to 11 AM)  
Wednesday 11/16 (3 to 4 PM)  
Thursday 11/17 (1 to 2 PM)

Email [warnerd@wcsu.edu](mailto:warnerd@wcsu.edu)  
to register

Midtown Student  
Center 207

Drop-ins are also  
welcome



# Diversity Events



THU **17**

**Featured** November 17 @ 4:00 pm - 5:30 pm

## Breaking Down the Borders of Oppression

White Hall 127

BREAKING DOWN THE BORDERS OF OPPRESSION: A panel event with first-generation WCSU past and current students at 4 p.m. in Room 127 of White Hall on the Midtown campus. Open to the WCSU campus community only.

Free

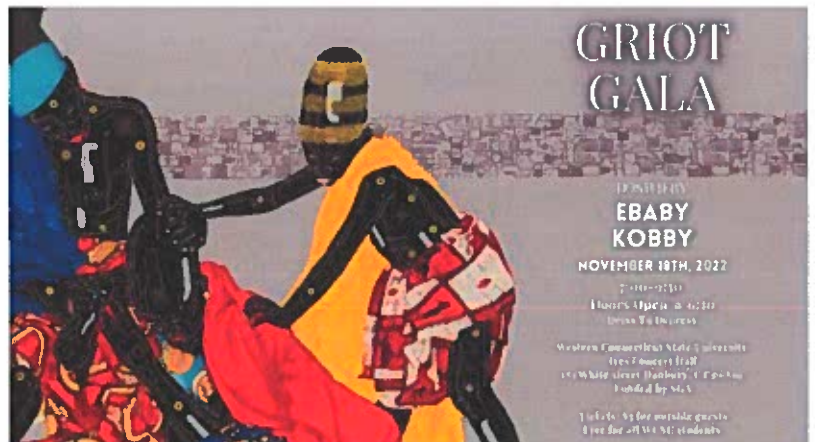
FRI **18**

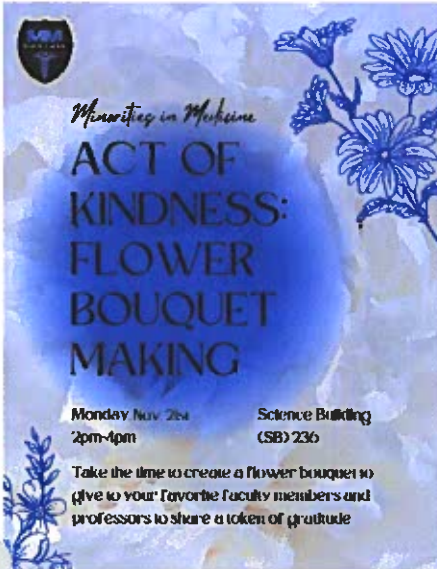
**Featured** November 18 @ 7:00 pm - 10:00 pm

## ACSA Fashion Show

Ives Concert Hall 181 White St., Danbury, CT

ACSA FASHION SHOW: GRIOT GALA: Join ACSA on its crusade to bestow the legacies of African-Caribbean culture through the perceived lens of viewers. Within the show, performers will complement the customs and traditions of the culture. The show will be [Read More »](#)





MON **21**

**Featured** November 21 @ 2:00 pm - 4:00 pm

## Act of Kindness: Flower Bouquet Making

Science Building

ACT OF KINDNESS - FLOWER BOUQUET-MAKING: From 4 to 5 p.m. @ Science Building (SB) 236 Take the time to create a flower bouquet to give to your favorite faculty members and professors to share a token of gratitude!

Free



THU **1**

**Featured** December 1 @ 4:30 pm - 7:00 pm

## Winter Around the World

Westside Campus Center 43 Lake Ave. Extension, Danbury, CT

WINTER AROUND THE WORLD: Join LASO in a unique event where we discover holidays in a diverse way! We will be having free foods from all around the world to celebrate different cultures! From 4:30 to 7 p.m. in the ...



# Diversity Events



THU **1**

**Featured** December 1 @ 5:00 pm - 6:00 pm

## Memory and the Disparities Between Races

Midtown Student Center 202

MEMORY AND DISPARITY BETWEEN RACES: Join Psych Alliance from 5 to 6 p.m. in the Midtown Student Center 202 for a discussion led by students Josue Sylvelsaint and Youmna Elawa about memory and the disparities between cognition and various racial ...



FRI **2**

December 2 @ 2:00 pm - 3:00 pm

## Macricostas Lecture: The Greek Coin Tradition

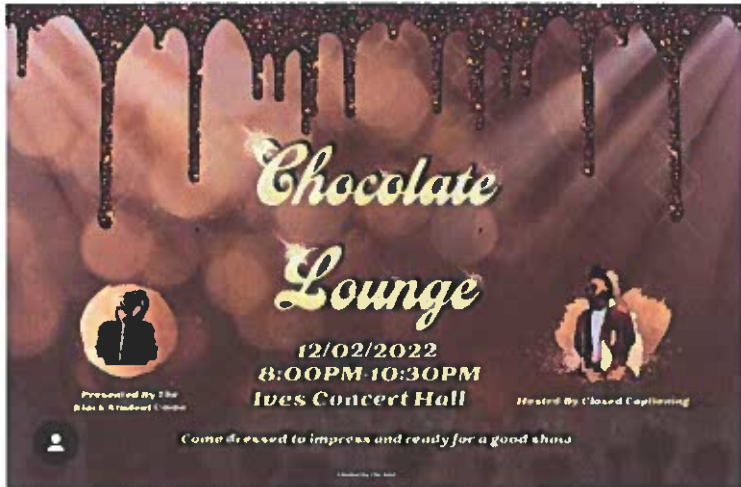
White Hall 127

MACRICOSTAS LECTURE: The WCSU Foundation with the Macricostas Family Foundation will host a Greek Lecture at 2 p.m. in White Hall 127 on the Midtown campus. The lecture, "The Greek Coin Tradition and Viewing Its Legacy," will be given by [Read More »](#) Free





# Diversity Events



FRI 2

**Featured** December 2 @ 8:00 pm - 10:30 pm

## Chocolate Lounge

Ives Concert Hall 181 White St., Danbury, CT

CHOCOLATE LOUNGE: Come dressed to impress and ready for a good show from 8 to 10:30 p.m. in Ives Concert Hall. Presented by the Black Student Union and hosted by Closed Captioning!



THU 8

**Featured** December 8 @ 4:00 pm - 6:00 pm

## WCSU Beyond Borders Holiday Celebration

Warner Hall 181 White St., Danbury, CT

WCSU BEYOND BORDERS HOLIDAY CELEBRATION: WCSU Beyond Borders will host a holiday celebration with fun activities, games and food from 4 to 6 p.m. in Warner Hall on the Midtown campus! Come destress a bit during a hectic week!

Free



# Diversity Events

TUE **13**

**Featured** December 13 @ 12:45 pm - 1:45 pm

## Wreaths Across America

Westside Campus Center Ballroom

WREATHS ACROSS AMERICA: Please join us in welcoming Wreaths Across America to Danbury! The convoy to Arlington National Cemetery will consist of 12 tractor trailers, 12 Wreaths Across America Chevy Vehicles, 20+ police cruisers, a tour bus and Patriot Guard [Read More](#) » Free

50+ Vehicle Convoy & Veterans Ceremony

Tuesday, December 13th  
12:45PM Convoy Arrival  
1:00PM Indoor Ceremony  
Campus Center Ballroom  
43 Lake Ave Ext  
Danbury, CT

WREATHS across AMERICA

\*\*\*\*\* [Wreathsacrossamerica.org](http://Wreathsacrossamerica.org) \*\*\*\*\*

WED **4**

**Featured** January 4 @ 7:30 pm - 9:00 pm

## MFA Winter Residency – Jubi Arriola-Headley

President's Reception Room, Westside Classroom Building 218 43 Lake Ave. Extension, Danbury

M.F.A. WINTER RESIDENCY - JUBI ARRIOLA-HEADLEY: WCSU's MFA in Creative and Professional Writing welcomes our 2021 Housatonic Book Award winner in poetry, Jubi Arriola-Headley! Jubi will read from his winning collection, "original kink," and answer questions from the audience from [Read More](#) » Free

**LIVE READING AND Q&A**

WEDNESDAY  
04 JAN 2023  
7:30-9 PM

WCSU WESTSIDE CAMPUS  
CLASSROOM 218

Jubi Arriola-Headley

Housatonic Book Awards



# Diversity Events

**LIVE READING AND Q&A**

**THURSDAY**  
05 JAN 2023  
7:30-9 PM

**WCSU WESTSIDE CAMPUS CLASSROOM 218**

**Julie Marie Wade**

**Housatonic Book Awards**

THU 5

**Featured** January 5 @ 7:30 pm - 9:00 pm

## MFA Winter Residency – Julie Marie Wade

President's Reception Room, Westside Classroom Building 218 43 Lake Ave. Extension, Danbury

MFA WINTER RESIDENCY – JULIE MARIE WADE: WCSU's MFA in Creative and Professional Writing welcomes our 2021 Housatonic Book Award winner in nonfiction, Julie Marie Wade! Julie will read from her winning collection of essays, "Just an Ordinary Woman Breathing," [Read More](#) » Free

**WCSU BLACK HISTORY MONTH**

**CAREER VIEWPOINTS**  
**Trailblazing African American Leaders**

Get inspired! Hear challenges, triumphs & insights from this experienced panel:

**February 21**  
Westside Campus Center Ballroom  
43 Lake Ave Ext, Danbury, CT 06811

3 pm - Networking  
3:30 - 6:45 pm - Welcome and Panel Discussion  
6:45 pm - Networking

Open to the public. Refreshments provided.

**Panel Topics:** Director, Agile Center of Excellence, Top manager  
Diversity/Inclusion, President, Possibilities  
Executive Director, Cultural Alliance of Western Connecticut  
Nurse, in a career transition to health informatics

Event sponsored by



TUE 21

February 21 @ 5:00 pm - 7:30 pm

## Career Viewpoints from Trailblazing African American Leaders

Westside Campus Center North Ballroom  
CAREER VIEWPOINTS FROM TRAILBLAZING AFRICAN AMERICAN LEADERS: Free Networking Event for

the WCSU Community & Open to Public on Career Viewpoints from Trailblazing African American Leaders; Sponsored by M&T Bank -- Listen to the stories and advice from earnest, young [Read More](#) »



# Diversity Events

MON **27**

February 27 @ 5:30 pm

## **The Loyola Project**

Midtown Student Center Theater 181 White St.,  
Danbury, CT

THE LOYOLA PROJECT: Join us for a viewing of the documentary "The Loyola Project," a discussion of the intersection of sports, history and civil rights, at 5:30 p.m. in the Midtown Student Center Theater. Free and open to the public.



WED **1**

March 1 @ 3:00 pm - 5:00 pm

## **Paper Lantern Painting**

Westside Campus Center Ballroom

Paper Lantern Painting: Join the Asian Student Union from 3 to 5 p.m. in the Westside Campus Center Ballroom for a vibrant evening of paper lantern painting, delicious food, and refreshing drinks! Unleash your creativity and bring your lantern to ... Free





# Diversity Events

FRI **3**

March 3 @ 6:00 pm - 10:00 pm

## **MSA Culture Night**

Westside Campus Center Ballroom

MSA CULTURE NIGHT: Join in on this large scale festival to celebrate the plethora of cultures we have on campus! The Muslim Student Association (MSA) will be hosting the first annual MSA Culture Night from 6 to 10 p.m. Clubs ...Free

TUE **28**

March 28 @ 10:30 am - 12:00 pm

## **Gender & Parenting Among Undocumented Families**

Kathwari Honors House 181  
White St., Danbury, CT

GENDER & PARENTING  
AMONG UNDOCUMENTED  
FAMILIES: The UndocuALLY Task  
Force and WCSU Beyond  
Borders joins the Department

of Social Sciences and the Kathwari Honors program in welcoming Dr. Joanna Dreby from SUNY Albany. Dr. Dreby's tireless research documents the complexities ...FREE





# Diversity Events

THU **30**

March 30 @ 7:00  
pm - 8:00 pm

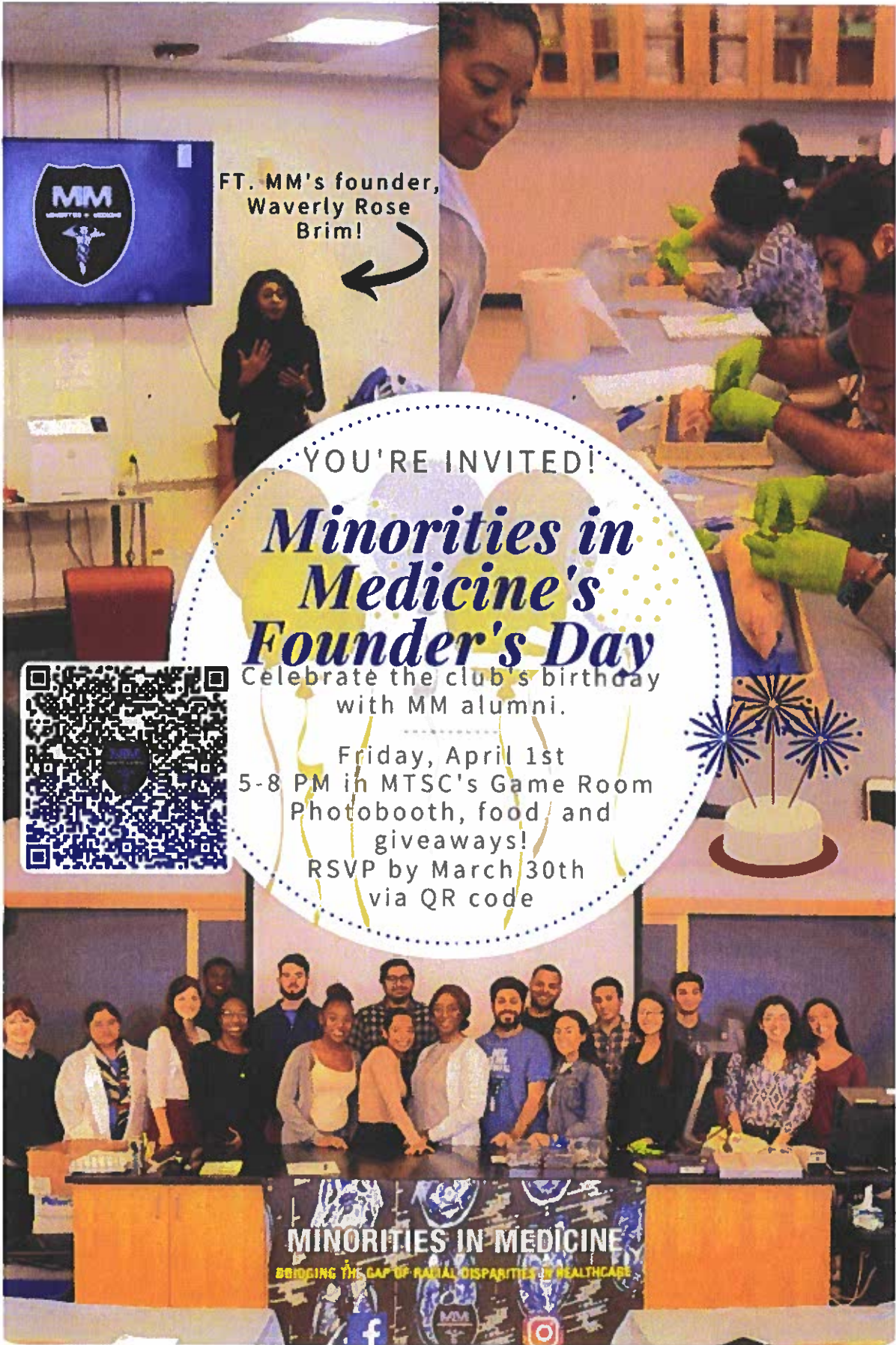
## **DAYMOND JOHN**

Ives Concert  
Hall 181 White St.,  
Danbury, CT

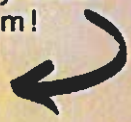
DAYMOND JOHN  
ON  
"OVERCOMING  
ADVERSITY":

Iconic businessman and "Shark Tank" costar Daymond John will visit WCSU to serve as keynote speaker for its 2023 Macricostas Speaker Series Lecture, part of the Macricostas Experience at WCSU. The three-day experience also includes a [Read More »](#)  
\$50 - \$75





FT. MM's founder, Waverly Rose Brim!



YOU'RE INVITED!

# Minorities in Medicine's Founder's Day

Celebrate the club's birthday with MM alumni.

Friday, April 1st  
5-8 PM in MTSC's Game Room  
Photobooth, food and giveaways!

RSVP by March 30th  
via QR code



MINORITIES IN MEDICINE

BRIDGING THE GAP OF RACIAL DISPARITIES IN HEALTHCARE





# SMART CHOICES



## Discover “The Power of Choice”

Major changes can be overwhelming. If you want to address *any* harmful habit, **SMART CHOICES** can help. Our social support and practical tools will help you develop and maintain successful life changes.

You Are  
Not  
Alone

### SMART CHOICES

is a support group to help us change habits like drinking, drug use or other “tough stuff” that's holding us back.

#### *A No Judgment Zone*

*WE are in control of ourselves.*

Attend for as long as you like.

Find new friendships. Discover freedom.

- Build Motivation
- Learn to Cope
- Manage Thoughts, Feelings, Actions
- Live a Balanced Life

**WHERE: Midtown Student Center Room 202A**

181 White Street Danbury CT

**WHEN: Every Thursday 4-5 pm**

**Starts: March 24, 2022**



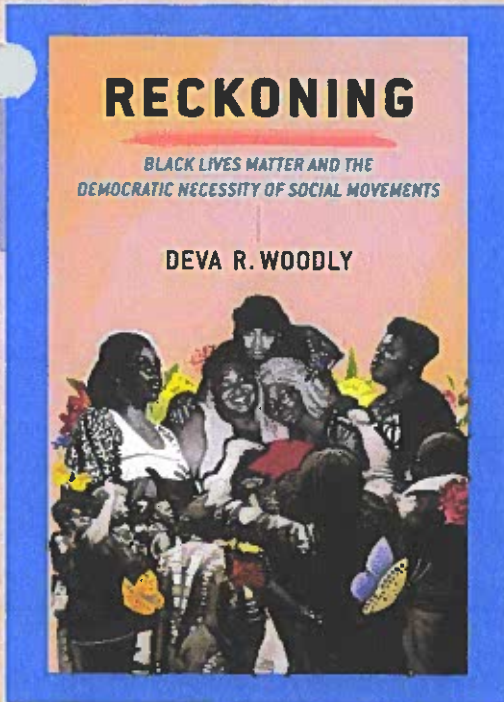
For more info, contact :  
[heckmann006@wcsu.edu](mailto:heckmann006@wcsu.edu), or  
[lawlers@wcsu.edu](mailto:lawlers@wcsu.edu)



Sponsored by the Division of Student Affairs



Alpha Eta Tau Chapter of Pi Sigma Alpha presents



# Reckoning

## Black Lives Matter and the Democratic Necessity of Social Movements

A conversation with

**Dr. Deva R. Woodly**

Associate Professor of Politics  
New School for Social Research



**Thursday April 7**

**11:00-12:30**

**Ives Concert Hall | Midtown Campus**

**Sponsored by**

WCSU Department of  
**Social Sciences**



WCSU Office of  
**Diversity and  
Equity**



# SURVIVOR ART GALLERY



The Center for Empowerment and Education is hosting a Survivor Art Gallery showcasing students' and community members' paintings, drawings, photography, poems, stories, and more that exemplify their story of abuse, assault, trauma, healing and survival.

**Raffle upon entry to win PRIZES!**

**LIVE MUSICAL  
PERFORMANCES**

Madison Adams, Kate  
Allard, and Alexis  
Ferreira at 4pm!  
& Donovan Shaw  
at 6pm!

**WHEN: THURSDAY, APRIL  
28TH 12-7PM**

**WHERE: WESTSIDE CAMPUS  
CENTER BALLROOM**

If you are in need of any accommodations for this event, please contact Cara at [cara.m@thecenterct.org](mailto:cara.m@thecenterct.org) for questions, info, or details!

Please Plan To Join us to celebrate:

# NATIONAL NATIVE AMERICAN DAY

MONDAY, OCTOBER 10, 2022  
11:00AM- 3:00PM

National Native American Day, celebrated on the second Monday of October each year, honors the traditions and accomplishments of the various Native American tribes.

**LOCATION: MIDTOWN STUDENT CENTER  
RESTAURANT**

**COST: STUDENTS - MEAL SWIPE  
GUESTS- \$10.65 AT THE DOOR**

For more information: <https://nationaltoday.com/national-native-american-day>

Any questions contact: Daryle Dennis  
Email: [dennisdz@csu.edu](mailto:dennisdz@csu.edu)





**SAT JULY 30** ★

**IVES CONCERT PARK**  
43 LAKE AVE EXT, DANBURY, CT

★ **GATES OPEN** ★  
**AT 11PM**



F E A T U R I N G

**TARRUS RILEY**

**MAXI PRIEST • BABY CHAM**  
**DEAN FRASER AND THE BLACK SOIL BAND**

**DERRICK BARNETT AND STATEMENT**  
**ANTHEM BAND • MARIO CHIEF AND MORE...**

ADVANCED  
TICKETS  
**\$25 -**  
**\$55**

HOSTED BY  
**JENNY BOOM BOOM**

ADVANCED  
TICKETS  
**\$25 -**  
**\$55**

FOR TICKETS  
**EVENTBRITE.COM**

• FOR INFO 203-470-1141 •



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MUSIC BY  
**DJ OUTLAW - STAINLESS SOUND**



WESTSIDEREGLUG



# FRESH CHECK *Day*

BRINGING AWARENESS TO  
MENTAL HEALTH RESOURCES AND  
COPING STRATEGIES ON CAMPUS.

SEPTEMBER 22

11 A.M. - 2 P.M. MIDTOWN QUAD



# Henna Fundraiser

**Presented by WCSU Minorities in Medicine**

**Come get Henna professionally done  
\$5 Per Design**



**DONE BY  
NANDIKA PURI  
Treasurer of MM**

**Nandika has been doing Henna for 7 years.  
"Henna is linked to our tradition very  
closely...they get Henna done for good  
health, prosperity, love and just for fun as  
well." - Nandika**



**Haas Library Entrance  
Wednesday, October 19th  
12-4pm**

**Variety jewelry will also be available for purchase.**



**Follow us on Instagram!**

**Learn all about our club and future  
events.**

**Contact: [bsun002@wcsu.edu](mailto:bsun002@wcsu.edu)**



**Funded by SGA**



WCSU faculty, staff, and students,  
are you interested in learning how to support  
and advocate for and with undocumented  
students on campus and beyond?

Join us!

# UNDOCUALLY TASK FORCE INFO SESSION

**1** Wednesday, March 30  
3:30 - 5:00 PM

**2** Monday, April 18  
5:30-7:00 PM

**Register today!**

**[bit.ly/undocually2022](https://bit.ly/undocually2022)**

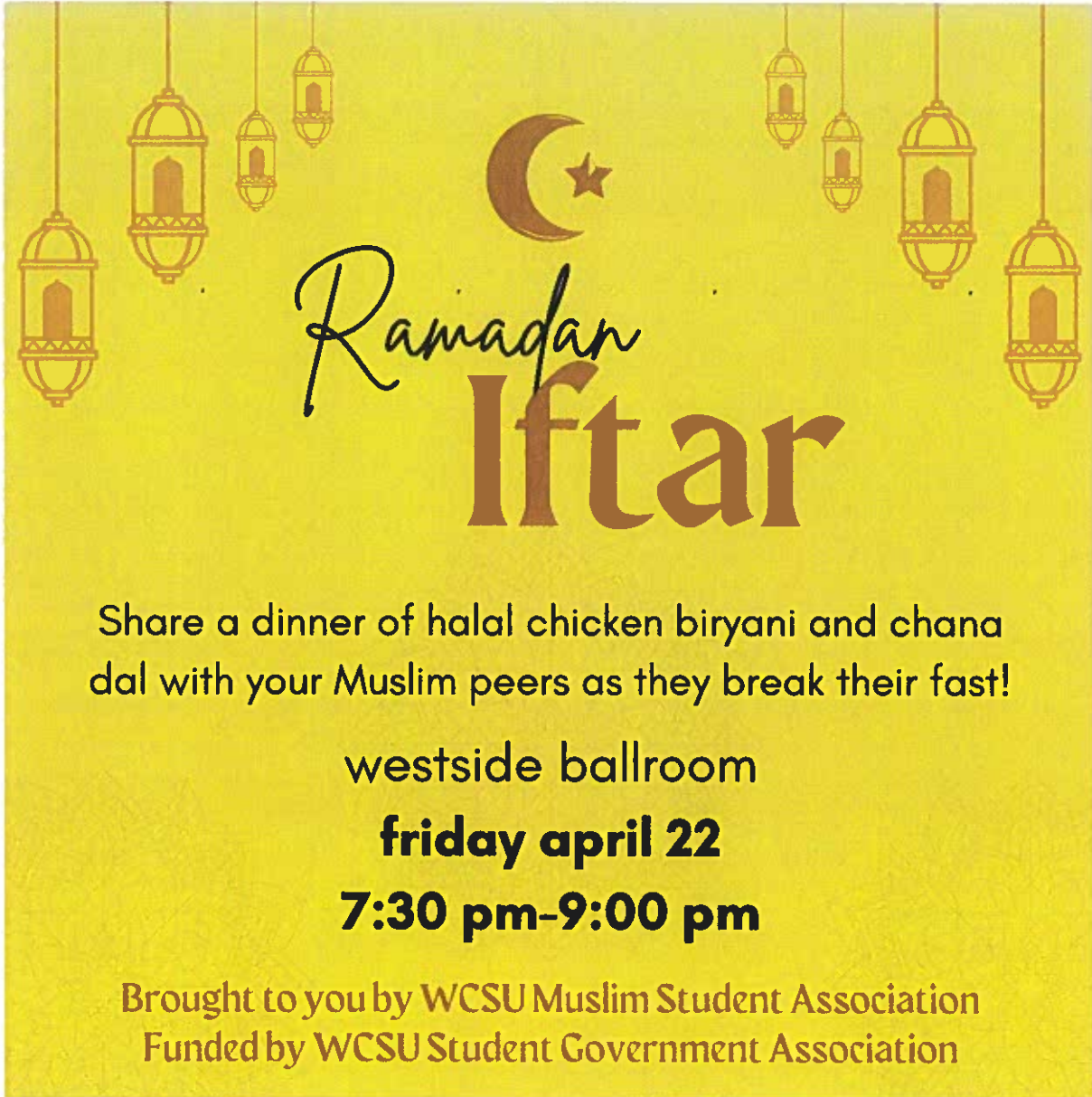
Both sessions will be held virtually.

Any questions? Please contact Carina Bandhauer  
at [bandhauerc@wcsu.edu](mailto:bandhauerc@wcsu.edu).



**ECT STUDENTS  
FOR A DREAM®**

**WESTERN  
BEYOND  
BORDERS**



*Ramadan*  
**Iftar**

Share a dinner of halal chicken biryani and chana dal with your Muslim peers as they break their fast!

westside ballroom  
**friday april 22**  
**7:30 pm-9:00 pm**

Brought to you by WCSU Muslim Student Association  
Funded by WCSU Student Government Association





BLACK STUDENT UNION PRESENTS



# Albums of Fashion



HOSTED BY

**KWASI BEAST**

Sounds by DJ Nitemare

**APRIL IVES CONCERT HALL**

**29TH  
@8:00**

Doors open at 7:30

Western Connecticut State University  
Midtown Campus, 181  
White Street, Danbury Ct, 06810

**FUNDED  
BY  
SGA**

Riskallah Riyad  
*presents*

# Celebrate!

## A Lifetime of Middle-Eastern Dance

IVES CONCERT HALL  
181 WHITE STREET, DANBURY, CT

**SUNDAY, APRIL 24, 2022**  
at 2:00pm

Join Riskallah as she celebrates a life of teaching and performing Middle-Eastern dance. The show features performances by Riskallah Riyad, her students, and special performances by a superstar lineup of these top professional guest dancers: Tava Naiyin, Chelydra, Aszmaria Sherry, Dalia Carella, and Tashira Wadiya.

TICKET PRICES: Adult - \$30.00 Child under 12 - \$10.00

BUY TICKETS ONLINE: <https://wcsutickets.ticketspice.com/celebrate>

OR, BUY TICKETS  
NOW!



Parking is available  
in the garage next  
to the theater



For more information, please visit: [www.riskallah.com](http://www.riskallah.com)

SGA Funded

# BSU ELECTIONS

## 2022-2023

### HOW TO JOIN THE ELECTION?

DM our BSU page and let us know if you want a spot on the E-board!

Where: Come to Election Day @  
Midtown Student Center Theater

When: April 1st 8:00pm-11:00pm

Follow us on IG: @bsu\_wcsu





# RAMADAN LANTERN MAKING

midtown student center lobby

wed, april 6: 12-3 pm

from the WCSU Muslim Student Association  
sponsored by the WCSU Student Government Association

Would You Like To Be

Free



## Training Dates:

### Faculty / Staff:

Wed Feb. 8th  
10:00am to Noon  
Virtual: Microsoft Teams

Wed March 1st  
10:00am to Noon  
In-Person: SC 218

### Students:

Wed Feb. 15th  
10:00am to Noon  
Virtual: Microsoft Teams

Wed March 29th  
10:00am to Noon  
In-Person: SC 218

RSVP by Emailing  
[PrideCenter@WCSU.edu](mailto:PrideCenter@WCSU.edu)

Safe Zone Trainings are opportunities to learn about LGBTQ+ identities, gender and sexuality, and examine prejudice, assumptions, and privilege



Would You Like To Be

Free



## Training Dates:

### Faculty / Staff:

Wed Sept. 14th  
10:00am to Noon  
Virtual: Microsoft Teams

Wed Oct. 19th  
10:00am to Noon  
In-Person: SC 202

### Students:

Wed Sept. 21st  
10:00am to Noon  
In-Person: SC 202

Wed Oct. 26th  
10:00am to Noon  
In-Person: SC 202

RSVP by Emailing  
[PrideCenter@WCSU.edu](mailto:PrideCenter@WCSU.edu)



Safe Zone Trainings are opportunities to learn about LGBTQ+ identities, gender and sexuality, and examine prejudice, assumptions, and privilege



## WCSU Affirmative Action Plan Review/Comment

Office of Diversity and Equity <ode@wcsu.edu>

Fri 2/10/2023 5:06 PM

To: users-aca <users-aca@wcsu.edu>;users-adm <users-adm@wcsu.edu>

### ***From the Office of Diversity & Equity***

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Greetings to all!

In accordance with the Connecticut Commission on Human Rights and Opportunities ("CHRO") Affirmative Action Regulations, it is established that all internal communications pertaining to the WCSU Affirmative Action Plan ("Plan") contain a notice to the university community on their right to review and comment on the Plan during the review period (see attachment).

From January 1<sup>st</sup> to March 31<sup>st</sup>, is when a requestor can either request to obtain an electronic copy of the Plan and/or review and comment on the Plan. You may review and comment on the Plan during the Plan's review period, and all comments should be addressed (via email) to Ms. Jesenia Minier, Chief Diversity Officer, Email: minierj@wcsu.edu

Thank you,

#### **OFFICE OF DIVERSITY & EQUITY**

**Western Connecticut State University**

**181 White Street, Danbury, Connecticut 06810**

**Phone: (203) 837-8444 | Fax: (203) 837-8503**



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# WCSU

## In the News

Search



2022

PRESS RELEASES

ALL STORIES

## WCSU celebrates First-Generation students with 'I'm First' event

November 1, 2022

DANBURY, Conn. — [Western Connecticut State University](#) will host the fourth annual "[I'm First](#)" celebration of First-Generation college students, from 11 a.m. to 2 p.m. on Monday, Nov. 7, 2022, at the Higgins Hall Patio on the university's Midtown campus, 181 White St. in Danbury. During the event, WCSU will join in celebration with other colleges across the nation that will engage in a number of different activities, highlighting First-Generation students on campus.



Students, faculty, staff, administrators and alumni will have the opportunity to share their personal stories as First-Generation college students and the impact that experience has had on their lives.

The concept of a "First-Generation" student was introduced into federal policy by the passage of Higher Education Amendments to the [Higher Education Act of 1965](#). As a result of this



amendment, colleges and universities have the opportunity to celebrate those who have made huge strides in this country to be the first in their family to attend college.

[Pre-Collegiate & Access Programs](#) at WCSU include Danbury Public Schools Collaborative, Upward Bound, ConnCAP, Dual-Enrollment Pipelines, Excel, EA<sup>2</sup>P (Educational Achievement and Access Program) and PASS (Promoting Academically Successful Students). The Collaborative/Upward Bound Program is a year-round, college preparatory program serving approximately 100 Danbury High School students from grades 9 through 12. The Excel Program is a middle school (Broadview, Rogers Park and Westside Academy) feeder program for the Danbury Public Schools Collaborative/Upward Bound Program, currently serving 60 students in grades 7 and 8, while the WCSU EA<sup>2</sup>P Program is a year-round, academic enhancement program serving underprivileged college students.

This event will feature "I'M FIRST" branded items for First-Generation attendees. The celebration is free and the public is invited. Light snacks and beverages will be offered.

For more information, contact Rob Pote at [poter@wcsu.edu](mailto:poter@wcsu.edu) or WCSU Public Relations at [pr@wcsu.edu](mailto:pr@wcsu.edu).

*Western Connecticut State University changes lives by providing all students with a high-quality education that fosters their growth as individuals, scholars, professionals, and leaders in a global society. Our vision: To be widely recognized as a premier public university with outstanding teachers and scholars who prepare students to contribute to the world in a meaningful way.*

← Previous

Next →

## Categories



**I'm  
First!**



# FIRST-GENERATION COLLEGE STUDENT

*Celebration*

**MONDAY, NOVEMBER 7  
11 AM - 2 PM**

HIGGINS HALL PATIO, MIDTOWN CAMPUS

- EVENT FOR THE UNIVERSITY COMMUNITY
- TELL YOUR STORY (VIDEO CAPTURE)
- GET YOUR I'M FIRST T-SHIRT - LIMITED QUANTITY
- GROUP PHOTO AT 12:30 PM

Sponsored by: Pre-Collegiate and Access Programs  
Division of Enrollment Services  
Institutional Advancement

Office of Intercultural Affairs  
Office of Diversity & Equity



**WESTERN  
CONNECTICUT  
STATE  
UNIVERSITY**

## Community Message re: "Cultivating the Dream, Creating the Reality" Student GMR Conference

Office of Diversity and Equity <ode@wcsu.edu>

Tue 2/14/2023 11:27 AM

To: users-stu <users-stu@wcsu.edu>

1 attachments (1 MB)

CSCU\_GMR Student Conference Flyer.pdf

### *From the Office of Diversity & Equity*

#### **REGISTRATION IS NOW AVAILABLE**

To our WCSU Students,

The CSCU System Office, in conjunction with the CSCU Global Majority Retreat ("GMR") Committee, is excited to announce the "Cultivating the Dream, Creating the Reality" Student Conference, Friday, April 28, 2023, from 9:00 a.m. to 1:30 p.m. at the Hartford/Airport Marriott Hotel in Windsor, CT. The conference is free and open to all CSCU students who attend any of the state's community colleges, state universities, or Charter Oak State College. The keynote luncheon speaker is *Dr. John Maduko, President of CT State Community College*.

The inaugural student conference is a program of the Winston E. Thompson Global Majority Retreat, which takes place at the same location from April 28<sup>th</sup> to April 30<sup>th</sup>. Throughout her life, Dr. Thompson was a champion for students of color. She took every opportunity to mentor and support students of color so that they may be empowered, informed, and courageous.

With the addition of a conference designed for CSCU students, the weekend echoes the mission of the late Dr. Winston E. Thompson, who believed that addressing the needs of students of color creates an environment where diversity, equity, and progress is possible for all members of the CSCU community. We are highly encouraging WCSU students to attend, whether they are in their first year or final semester. Although the conference is limited to 100 students, our goal is to have representation from across the CSCU campuses.

Why should WCSU students attend the "Cultivating the Dream, Creating the Reality" conference?

- Free to attend
- Breakfast and lunch is included
- Engaging workshops about equity and justice, social identity and college life, financial literacy, and more
- Network with students from across the CSCU
- Gain knowledge to bring back to their campuses

WCSU Students must register directly by going to this link: [https://CSCU\\_GMRstudentconference2023.eventbrite.com](https://CSCU_GMRstudentconference2023.eventbrite.com)

The registration deadline is April 7<sup>th</sup>, 2023. Please refer to the attached PDF of the announcement.

Thank you,

**OFFICE OF DIVERSITY & EQUITY**  
**Western Connecticut State University**  
**181 White Street, Danbury, Connecticut 06810**  
**Phone: (203) 837-8444 | Fax: (203) 837-8503**



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# Cultivating the Dream

## Creating the Reality

A CONFERENCE FOR CSCU STUDENTS



KEYNOTE LUNCHEON

SPEAKER

**DR. JOHN MADUKO,**  
PRESIDENT, CT STATE  
COMMUNITY COLLEGE

**FREE!**  
ADMISSION

**REGISTER  
TODAY**



**CSCU\_GMRstudentconference2023.**  
**eventbrite.com**

SPONSORS



**CSCU CT STATE**  
COMMUNITY COLLEGE

## Celebrating Hispanic Heritage Month

Paul Beran <beranp@wcsu.edu>

Wed 9/14/2022 2:12 PM

To: users-aca <users-aca@wcsu.edu>; users-adm <users-adm@wcsu.edu>; users-stu <users-stu@wcsu.edu>

To the WCSU Community,

Please join me in promoting the great diversity of Western Connecticut State University as we celebrate Hispanic Heritage Month from Sept. 15 to Oct. 15.

The population of WCSU students whose heritage links to Spanish-speaking countries is more than 20 percent and growing — a reflection of local communities striving for the societal and career benefits that higher education can provide.

Perhaps that growth also reflects the work of our faculty, the WCSU Office of Intercultural Affairs, the university's support of the Latino Scholarship Fund, and the efforts of our Pre-Collegiate and Access Programs to help middle school and high school students improve their educational experiences and, for those who wish, to prepare for college.

WCSU's celebration of Hispanic Heritage Month begins on Thursday, Sept. 15, beginning at 4:30 p.m., when hospitality provider Sodexo will offer a "Hambriento como un lobo" (Hungry like a wolf) dinner event. The three-course meal will be served in the Midtown Student Center Restaurant and reservations (email [angela.vianes@sodexo.com](mailto:angela.vianes@sodexo.com)) are recommended but not required. The cost for students is a meal swipe plus \$5 (flex, Connectcash or cash/credit card). Guests not on the meal plan pay \$15.65. Sodexo is planning more meal celebrations, too, with a lunch on Midtown on Oct. 10 and a dinner on Westside on Oct. 11.

Here is a list of more events:

Sept. 21: Spanish Professor Dr. Galina Bakhtiarova will discuss "[Architecture and Identity: Spanish Colonial Architecture Around US](#)" beginning at 3:30 p.m. in Higgins Hall Room 204.

Sept. 22: "[Human Rights & the Popular Movement in El Salvador](#)" at 12:30 p.m. in White Hall Room 314. RSVP requested to [bandhauerc@wcsu.edu](mailto:bandhauerc@wcsu.edu).

Sept. 23: "[Building a Social Justice Bridge Between the US and El Salvador: Popular Education and Planning WCSU Delegation to El Salvador](#)" 9:00 a.m. to 11:00 a.m. in Warner Hall Room 225. RSVP requested to [bandhauerc@wcsu.edu](mailto:bandhauerc@wcsu.edu).

Oct. 4: The Career Success Center partners with the Office for Intercultural Affairs, the Department of Marketing and Communications, and the Greater Danbury Chamber of Commerce to present a panel discussion by five Latino professionals from area businesses at 5:30 p.m. in the Westside Campus Center Ballroom.

Oct. 5: Dr. Gloria Arjona of Caltech will present a virtual talk, "[La Malinche in Mexican Popular Culture and Identity](#)" at 11:00 a.m. For a Webex link, please email Dr. Galina Bakhtiarova at [bakhtiarovag@wcsu.edu](mailto:bakhtiarovag@wcsu.edu).

I will be attending many of these, so when you see me, please introduce yourself.

Collegially,

**Paul B. Beran, Ph.D.**

(he/him/his)

Interim President  
Western Connecticut State University  
181 White Street, Danbury CT 06810  
Office: (203) 837-8300 Fax: (203) 837-8283  
Cell: (203) 501-3950  
Email: [beranp@wcsu.edu](mailto:beranp@wcsu.edu)



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## Celebrating HISPANIC HERITAGE



The Social Work Department is excited to celebrate **Hispanic Heritage Month** and we invite you to join us for a talk with **Dr. Nadia Lopez**, who is an internationally recognized educational leader, who, among her many accomplishments, founded the Mott Hall Bridges Academy in 2010, a STEAM-focused middle school in the Brownsville section of Brooklyn, NY. Dr. Lopez has been featured on many platforms, a TEDTalk lecturer, a Harvard guest professor, and is the recipient of many accolades, including one of LinkedIn's 2019 Top Voices in Education. She is a champion focused on eliminating disparities in education and the school-to-prison pipeline.

Dr. Lopez's discussion will take place on **Wednesday, October 5, 2022 at 10:00 am via ZOOM.**  
**Registration for the event is required.**

Dr. Lopez will be donating a limited number of her books to students. The book, titled *The bridge to brilliance: How one principal in a tough community is inspiring the world*, serves as a primer to inspire others to continue the struggle for equitable education. The books will be distributed next month on a first-come, first-served basis, from the registered students list until they run out.

We ask that professors allow students to attend the event and provide extra credit for attendance where feasible. Please contact Dr. McLean at [brownk@wcsu.edu](mailto:brownk@wcsu.edu) with any questions or concerns.

Please use this link; <https://bit.ly/wcsudrlopez> to register for the event. **This event is sponsored by the Social Work Club.**

Thank you and please join us!

---

### SCHOOL OF VISUAL AND PERFORMING ARTS 2022-2023 SEASON OF EVENTS

Tickets on sale now for the School of Visual and Performing Arts 2022-2023 season of events! Visit [wcsuvpac.eventbrite.com](https://wcsuvpac.eventbrite.com) to purchase tickets. [Click here](#) to download the 2022-2023 Season of Events calendar.

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## HISPANIC HERITAGE AND BEYOND



Intercultural Affairs is partnering with the Career Success Center, Communications & Marketing, the Western CT SBDC and the Danbury Chamber to co-host a career panel event on **October 4<sup>th</sup>** in honor of Hispanic Heritage month. There will be outstanding WCSU/CSU alums who are rising stars and leaders in their field. The panel will be moderated by the President of the Latin American Student Organization, Rozie Figueroa.

The panel will kick off at 5:30 and at 6:30, we will move into a networking event (until 7 pm). Doors are open at 5 pm for pre-networking; the public is invited.

Here are the 4 panel members:

- Farley Santos** - SBD VP for Community Development (BA from NVCC)
- Carlos Guzman** - Technology Risk Consultant at Ernst & Young (BS JLA and BBA Accounting)
- Kassandra Ruiz** - Art Director at Marathon Strategies (BBA Interactive Marketing)
- Evelin Garcia** - UX Researcher at NYC Consulting Firm (BS Biology and Community Health, MS in Global Health & infectious Disease-Epidemiology Harvard)

## Hispanic Heritage Month: Career Viewpoint from Trailblazing Hispanic Leaders - Tuesday, Oct. 4

Paul Beran <beranp@wcsu.edu>

Fri 9/30/2022 9:59 AM

To: users-stu <users-stu@wcsu.edu>;users-aca <users-aca@wcsu.edu>;users-adm <users-adm@wcsu.edu>

WCSU will continue its celebration of Hispanic Heritage month this Tuesday, Oct. 4, with an exceptional panel event featuring Connecticut State University alumni. This evening will be dedicated to featuring Hispanic and Latino voices in workforce success.

The panel will be moderated by the president of the WCSU Latino American Student Organization, Rozette Figueroa, and showcase the experiences of the following alumni:

**Evelin Garcia**, UX Researcher at NYC Consulting Firm (BS Biology and Community Health, MS in Global Health & Infectious Disease-Epidemiology Harvard)

**Carlos Guzman**, Technology Risk Consultant at Ernst & Young (BS JLA and BBA Accounting)

**Kassandra Ruiz**, Art Director at Marathon Strategies (BBA Interactive Marketing)

**Farley Santos**, SBD VP for Community Development (NVCC)

We are also offering several networking opportunities with regional Hispanic/Latino-led organizations, the Danbury Regional Chamber, the Small Business Development Center and two WCSU student organizations (LASO and Marketing Club).

Doors will open at 5:00 p.m. for pre-networking, with the panel kicking off at 5:30 p.m. in the Westside Campus Center Ballroom. The evening will move into final networking at 6:40 p.m. The public is invited, so this is an outstanding opportunity for networking, learning, and savoring the sharing of triumph in the face of challenge.

The event is being produced by the WCSU Career Success Center in conjunction with the departments of Intercultural Affairs and Communications & Marketing, the Western CT SBDC and the Danbury Chamber.

See you there!

***Paul B. Beran, Ph.D.***

*(he/him/his)*

Interim President

Western Connecticut State University

181 White Street, Danbury CT 06810

Office: (203) 837-8300 Fax: (203) 837-8283

Cell: (203) 501-3950

Email: [beranp@wcsu.edu](mailto:beranp@wcsu.edu)



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# CAREER VIEWPOINTS: HISPANIC AND BEYOND

Tuesday, Oct. 4

5:30 - 7PM

Westside Campus Center, Ballroom

OPEN TO THE PUBLIC (DOORS OPEN AT 5PM)  
REFRESHMENTS  
NETWORKING OPPORTUNITY

LISTEN TO THE STORIES AND ADVICE FROM  
THESE OUTSTANDING REGIONAL LEADERS OF  
HISPANIC HERITAGE

**EVELIN GARCIA** HEALTH TECHNOLOGY

**CARLOS GUZMAN** TECHNOLOGY RISK

**KASSANDRA RUIZ** ART & MARKETING

**FARLEY SANTOS** BANKING & COMMUNITY DEVELOPMENT



## Pride Month Celebrations

Kathleen Nostrand <nostrandk@wcsu.edu>

Tue 5/31/2022 11:26 AM

To: users-aca <users-aca@wcsu.edu>;users-adm <users-adm@wcsu.edu>;users-stu <users-stu@wcsu.edu>

Please join me in celebration of Pride Month across both campuses at Western Connecticut State University.

With support from Scott Towers, Coordinator of the WCSU Pride Center, and Jesenia Minier, WCSU Chief Diversity Officer, the University is demonstrating visible commitment to equality for the LGBTQ+ community.

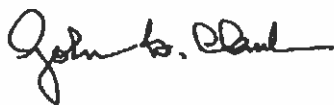
At 11 a.m. on Thursday, June 2, a WCSU delegation will participate in the raising of the Progress Pride flag at Danbury City Hall

Back on campus, at noon we will raise the Intersex Inclusion Progress Pride flag on Midtown. The Pride flag will fly all of June below the United States flag on both campuses.

Also of note, two campus crosswalks will be permanently painted in Pride colors. On Midtown, the Pride crosswalk will connect the Honors House and the Student Center. The Westside Pride crosswalk will connect Pinney Hall to the Campus Center.

The June 2 celebration will continue after acknowledgement of the Midtown crosswalk with a gathering and open house at Apex Community Care, a WCSU community partner that serves the LGBTQ+ Community of Greater Danbury. Apex is housed at 16 Hospital Ave., and visitors will be able to park at the University and walk to the celebration, which will feature food trucks and entertainment.

Our commitment to LGBTQ+ equality will continue every day, notably through our WCSU Pride Center, where Scott Towers has scheduled a full schedule of SAFE ZONE training for students, faculty and staff while providing support services for our LGBTQ+ population. Note that the Pride Center will move from its current home in the Westside Classroom Building to the Midtown Student Center in the fall. We planned this move, which we think will make the Center more accessible, as part of our commitment to continuing our work toward an America where everyone can be accepted and loved.



Dr. John B. Clark  
(he/him/his)  
President  
Western Connecticut State University

# Pride Flag Raising & Open House

JUN  
2

Jill Schoenfuss, Local Nonprofit



JOIN US FOR A

# Pride Celebration & Open House

JUNE 2, 2022 • 11 A.M. - 3:30 P.M.

11 AM: PRIDE FLAG RAISING,  
DANBURY CITY HALL, 155 DEER HILL AVE

12:30 PM: PRIDE CELEBRATION & OPEN HOUSE  
APEX COMMUNITY CARE, 16 HOSPITAL AVE

Food Trucks, Giveaways,  
Music, Fun!

## Event Details

Thu, Jun 2, 2022 at 11:00 AM

Add to calendar

Danbury City Hall, WCSU & Apex Community Care (16 Hospital Ave)

Join Apex Community Care for a Pride Flag Raising at Danbury City Hall at 11 am, a Pride Flag Raising at WCSU at noon, followed by a Celebration & Open House at Apex's 16 Hospital Ave location, 1:00-3:30 pm.

Please RSVP: <https://www.eventbrite.com/e/open-house-and-pride-celebration-tickets-347328056567>

## Who we are

Apex Community Care, Inc. is a nonprofit 501(c)3 organization, with offices in Danbury, New Milford & Torrington, and outreach & harm reduction mobile services in Waterbury. Services provided include:

- HIV Medical Care, Case Management & Support Services
- Behavioral Health & Substance Use Treatment
- Infectious Disease & Primary Medical Care
- HIV Prevention & Harm Reduction Services

## Board of Directors

Wanda Kovacs, President

Jackie Delucia

Bob Godfrey

Carlos Suarez

Lana Tikhomirova

Ellen Vincent

## Contact Us

Phone: 203-778-2437

Email: [info@apexcc.org](mailto:info@apexcc.org)

Web: [www.apexcc.org](http://www.apexcc.org)

Special thanks to Circle Care Center /World Health Clinicians  
who also provided funding for this event



Apex Community Care, Inc.  
30 West Street  
Danbury CT 06810



# Pride Celebration & Open House

## June 2, 2022





**Schedule**

Flag Raising – Danbury City Hall .....	<b>11:00</b>
Remarks: Mayor Dean Esposito; Rep. Jahana Hayes	
Flag Raising – Western CT State University .....	<b>12:00</b>
Celebration & Open House – Apex 16 Hospital Ave. ....	
Remarks: Rep. Bob Godfrey; Sen. Julie Kushner;	<b>1:00</b>
Rep. Raghieb Allie-Brennan	
Food/Drink/Music/Raffle	
Tours .....	<b>2:00</b>
Raffle Drawing (do not have to be present) .....	<b>3:00</b>
Departure .....	<b>3:30</b>

**Thank you to Gold Sponsor Gilead Sciences**



Gilead.com

**Thank you to Bronze Sponsor NFP**



Nfp.com

**Thank you to our partner:**



**Thank you to Silver Sponsor Pharmalytiq**

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Apex Community Care's

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[www.340bpharm.com](http://www.340bpharm.com) | 855-566-3710

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------------------------------------	--	--

Pharmalytiq.com

## PLEASE READ: Survey for Gender Identity/Personal Pronoun Policies and On Campus Technologies

Office of Diversity and Equity <ode@wcsu.edu>

Wed 5/11/2022 11:05 AM

To: users-adm <users-adm@wcsu.edu>;users-aca <users-aca@wcsu.edu>;users-stu <users-stu@wcsu.edu>

### *From the Office of Diversity & Equity*

---

To our WCSU Community,

The Office of Diversity & Equity (“ODE”) at Western Connecticut State University (“WCSU”) understands the value of supporting activities that advance diversity, equity, and inclusion. ODE has been actively working with various campus affiliates to begin executing the [CSCU Policy 5:13: Gender Identity and Pronoun Use](#) in order to obtain information from members of the WCSU community about the use of on-campus student information systems effectively to be identified by names and pronouns of their choosing in addition to their legal names and genders assigned at birth.

ODE looks to foster inclusion and to hear from you on how our campus community can be impacted. We ask that you participate in a brief survey to evaluate the various university systems on campus and how students, faculty, staff, and alumni would use these options to identify gender identities and pronouns in those identified university systems. In order to assist in this process, all members of the WCSU community are asked to complete a brief survey that would assist ODE and other campus affiliates to best determine what and how many on-campus student information systems must be reviewed.

Please click [here](#) or the available QR Code to access the brief survey.



Responses will be collected and reviewed over the summer prior to the initial rollout and preparation of the WCSU Gender Identity and Pronoun Use initiative for the 2022-2023 academic year.

Thank you,

**OFFICE OF DIVERSITY & EQUITY**

Western Connecticut State University

181 White Street, Danbury, Connecticut 06810

Phone: (203) 837-8444 | Fax: (203) 837-8503



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# WCSU Pride Center

You are here: [Home](#) [WCSU Pride Center](#) [Pride Center Events](#)

Show Menu

## Pride Center Events

"The Big, Black, and Queer-Ass Great American Musical for All!"

WESTERN CONNECTICUT STATE UNIVERSITY  
PRIDE CENTER

**BROADWAY TRIP**

**SATURDAY  
NOVEMBER 19TH**

2:00pm Show

**A STRANGE LOOP**

**\$30 Tickets**

Tickets For Sale in the Pride Center  
Midtown Student Center Room 218  
Starting Monday, October 24th





**PLAYBILL**  
SECOND STAGE  
THE HAYES THEATER

**TAKE ME OUT**  
On Broadway

**Ticket \$20**  
Cash Only

**SATURDAY APRIL 16 2PM**  
Train Leaves at 10:00am

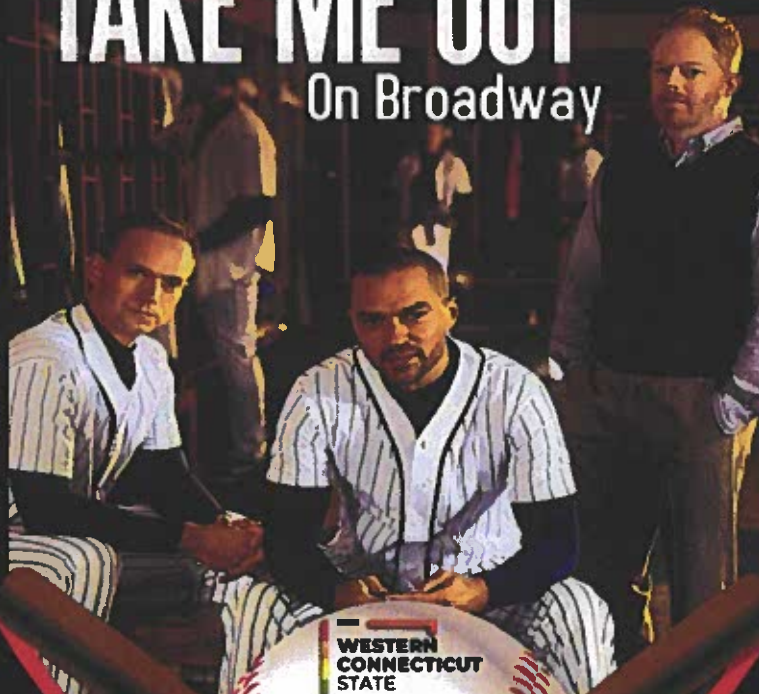
**PRIDE CENTER**

**Tickets on Sale in Pride Center**  
Westside Classroom Building Room 307  
Starting March 28th First Come First Serve

# PLAYBILL

SECOND STAGE  
THE HAYES THEATER

## TAKE ME OUT On Broadway



**Ticket**  
**\$20**  
Cash Only

**SATURDAY**  
**APRIL 16**  
**2PM**  
Train Leaves at  
10:00am

**Tickets on Sale in Pride Center**

Westside Classroom Building Room 307  
Starting March 28th First Come First Serve

**CELT WANTS TO HEAR FROM YOU!**

The WCSU Center for Excellence in Learning and Teaching (CELT) is seeking faculty feedback to help inform CELT programming and priorities for the upcoming academic year.

We invite faculty members to **respond to our short, anonymous survey**, found at the link here <https://forms.office.com/r/XtZiBxfMt3>

**Deadline MAY 31, 2022.** Note: The survey requires a WCSU login, but individual names will not be recorded or aligned with any responses.

If you have questions, please contact Brosh Teucher at [teucherb@wcsu.edu](mailto:teucherb@wcsu.edu) or Neeta Connally at [connallyn@wcsu.edu](mailto:connallyn@wcsu.edu).

**PRESENTING**  
Danbury Juneteenth "National Independence Day" Celebration 2022

**JUNE TEENTH FREEDOM DAY**  
JUNE 19

**JOIN US!**

**SUNDAY, JUNE 19 | 12-5PM**  
**WCSU MIDTOWN CAMPUS, (SOCIAL DISTANCED OUTDOOR EVENT)**  
181 WHITE ST DANBURY, CT 06810

All Day Music By: DJ Frank Stewart  
Live Music Performances By: Rahsaan Langley + Local Artists

**ALSO AVAILABLE**

- Information Tables
- Vendors
- Food Trucks
- Liberation Visual Arts Gallery
- Juneteenth E-Hiba & Walking Tour
- Cultural & Historical Activities
- Kids Corner
- Wellness Center: FREE COVID Vaccination & Health Screens
- Father's Day Swag Bags (while supplies last)

**PROUD PARTNERS**

Our Proud Partners:

NAACP  
Greater Danbury Branch  
DM Danbury  
Cultural Alliance  
RJC  
Danbury Juneteenth

**ADMISSION IS FREE & OPEN TO THE PUBLIC**

SCAN ME TO RSVP

Contact: April Mills  
Phone: 347-712-1083  
Email: [DanburyJune19@gmail.com](mailto:DanburyJune19@gmail.com)



**LIBRARY SUMMER HOURS**

May 23 - August 29

**Young Library**

CLOSED

**Haas Library**

Monday: 9am-6pm

*Reference services: 1pm-5pm*

Tuesday: 9am-6pm

*Reference services: 1pm-5pm*

Wednesday: CLOSED

*Virtual reference services: 1pm-5pm*

Thursday: 9am-6pm

*Reference services: 1pm-5pm*

Friday: CLOSED

*Virtual reference services: 1pm-4pm*

Saturday-Sunday: CLOSED

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**FROM THE DESK OF DR. BRIAN CLEMENTS, CHAIR OF THE WRITING DEPARTMENT**

At the beginning of the Fall 2022 semester, the Department of Writing, Linguistics, and Creative Process and the Department of English will begin operation as the Department of Writing and Literature. This new department will continue to offer all courses and degrees currently offered by the departments. There will be no changes to course content, course numbers, or course prefixes (WRT, LNG, and ENG). The Chair of Writing and Literature will be Dr. Brian Clements.

---

**FALL 2022 RACIAL JUSTICE COURSES**

The Racial Justice Coalition has identified the following courses in the Fall 2022 schedule that address racial justice as a substantial element of their content. Students are encouraged to consider enrolling in one or more of these courses. <https://www.wcsu.edu/ric/fall-2022-racial-justice-courses/>

---

Stay Positive, Stay Healthy,

Missy

**PRESENTING**  
**Danbury Juneteenth "National Independence Day" Celebration 2022**

**JUNE  
TEENTH  
FREEDOM DAY**

JUNE 19

**JOIN US!**

**SUNDAY, JUNE 19 | 12-5PM**  
**WCSU MIDTOWN CAMPUS, (SOCIAL DISTANCED  
OUTDOOR EVENT)**

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**Live Music Performances By: Rahsaan Langley + Local Artists**

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- Liberation Visual Arts Gallery
- Juneteenth Exhibit & Walking Tour
- Cultural & Historical Activities
- Kids Corner
- Wellness Center; FREE COVID Vaccination & Health Screens
- Father's Day Swag Bags (while supplies last)

**PROUD PARTNERS**

**Our Proud Partners:**

**NAACP**

*Greater Danbury Branch*

**DM DANBURY MUSEUM**

**Cultural Alliance**  
of WESTERN CONNECTICUT



**ADMISSION IS FREE & OPEN TO THE PUBLIC**

SCAN ME TO RSVP



Contact: April Mills

Phone: 347-712-1089

E-mail: DanburyJune19@gmail.com

## ODE Program Sponsorship Portal and Requests for Fall 2023 semester

Office of Diversity and Equity <ode@wcsu.edu>

Fri 2/10/2023 5:05 PM

To: users-aca <users-aca@wcsu.edu>;users-stu <users-stu@wcsu.edu>;users-adm <users-adm@wcsu.edu>

### ***From the Office of Diversity & Equity and WCSU Diversity Council***

---

To our WCSU Wolves Community,

The Office of Diversity & Equity (“ODE”) at Western Connecticut State University (“WCSU”) understands the value of supporting on-campus and virtual events and activities that advance diversity, equity, and inclusion. In Spring 2022 semester, ODE, in conjunction with the WCSU Diversity Council, began a new process to request event sponsorship for university programs and activities *on campus*. As this is our third-semester launch, we are asking university members to consider submitting requests for program/events sponsorship request for Fall 2023 semester to allow all university groups (i.e., student associations, academic departments, university offices, etc.) to promote equity, inclusion, belonging leadership, and engagement opportunities for the advancement of our students, faculty, and staff.

**To submit a request for funding/sponsorship, please use the submission**

**link: <https://www.wcsu.edu/diversity/program-sponsorship-requests/>**

All sponsored events should follow the best practices for accessible university-sponsored events by clicking the link: [WCSU Digital AccessAbility Compliance Committee](#) for Access and Accommodations. This includes the use of microphones and amplified sound, and video captioning.



For funding consideration, the program or event must incorporate one or more of the listed [ODE mission goals](#), evidence from the requestor (or event organizer) on the preparation and promotion of an upcoming event/program, and a concluding survey must be completed by the event organizer on the outcome of the event/program. The survey is to document participation and outcomes within thirty (30) days following the event.

Please note the following important details:

1. ODE will sponsor *up to a maximum of \$500.00 per one event or program* by one organizer. Requests for retroactive funding will not be considered.
2. Multiple online requests and/or different organizer submissions for the same event will not be accepted.
3. Promotional materials must include the WCSU Diversity Council logo and/or sponsorship language to include ODE/WCSU Diversity Council.

4. The online request form must be submitted and approved one semester before the scheduled university activity or event. The deadline for proposals for the Spring 2023 semester is **Friday, May 5, 2023**. *Please note that event proposals presented after the deadline will be strictly evaluated on a case-by-case basis by [either or both] the Office of Diversity and Equity and WCSU Diversity Council and may not be eligible for the maximum benefit.*
5. If the event proposal requires changes or needs to be altered, a requestor must resubmit the proposal through the online portal for review and approval by ODE and the WCSU Diversity Council before the noted deadline.
6. Funds **may not** be requested for: *food/alcohol, events held off-campus, advocating for legislation or partisan political activity, religious worship/instruction, reimbursement for past events, or cancellation fees.*
7. If for some unforeseen reason, the event cannot occur as stated in the proposal, please contact ODE to advise on a revision to the date/time or any other event revisions. If the awarded event is canceled, the awarded funds need to be returned to ODE.

Should you have any questions about using the program sponsorship request portal, please do not hesitate to contact the WCSU Office of Diversity and Equity by email at [ode@wcsu.edu](mailto:ode@wcsu.edu) or phone at (203) 837-8444.

Thank you,

**OFFICE OF DIVERSITY & EQUITY**  
Western Connecticut State University  
181 White Street, Danbury, Connecticut 06810  
Phone: (203) 837-8444 | Fax: (203) 837-8503



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## WCSU Community Message re Pride Center Safe Zone Training

ode@wcsu.edu <ode@wcsu.edu>

Tue 4/12/2022 11:03 AM

To: users-aca <users-aca@wcsu.edu>; users-adm <users-adm@wcsu.edu>; users-stu <users-stu@wcsu.edu>

1 attachments (927 KB)

Safe Zone Spring 2022 Flyer.docx

### *From the WCSU Pride Center*

---

To our WCSU Community

In conjunction with our community Partner, Apex Community Care, the WCSU Pride Center will be offering “Safe Zone” Training sessions for all students, faculty, and staff. These trainings are opportunities to learn about LGBTQ+ identities, gender and examine prejudice, assumptions, and privilege.

**The training sessions are as follows:**

**Faculty / Staff:**

Wednesday, April 13<sup>th</sup> - from 10:00 am to Noon (Virtual)

Thursday, April 21<sup>st</sup> - from 3:00 pm to 5:00 pm (In-Person: WSCB 218)

**Students:**

Wednesday, April 27<sup>th</sup> - from 10:00 am to Noon (In-Person: WSCB 218)

Wednesday, May 4<sup>th</sup> - from 3:00 pm to 5:00 pm (In-Person: WSCB 218)

**For more information or to sign up for the virtual and/or in-person Safe Zone trainings, please contact the WCSU Pride Center at [pridecenter@wcsu.edu](mailto:pridecenter@wcsu.edu).**



**PRIDE CENTER**

Westside Campus Center  
43 Lake Avenue Extension  
Classroom Bldg. Suite 200  
Danbury, Connecticut 06811  
Phone: (203) 837-8811/8800

<https://www.wcsu.edu/pridecenter/>

[Why I include pronouns in my signature.](#)

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Would You Like To Be

Free



## Training Dates:

### Faculty / Staff:

Wed April 13th  
10:00am to Noon  
Virtual: Microsoft Teams

Thurs April 21st  
3:00pm to 5:00pm  
In-Person: WSCB 218

### Students:

Wed April 27th  
10:00am to Noon  
In-Person: WSCB 218

Wed May 4th  
3:00pm to 5:00pm  
In-Person: WSCB 218

RSVP by Emailing  
[PrideCenter@WCSU.edu](mailto:PrideCenter@WCSU.edu)

WESTERN  
CONNECTICUT  
STATE  
UNIVERSITY  
PRIDE CENTER

Safe Zone Trainings are opportunities to learn about LGBTQ+ identities, gender and sexuality, and examine prejudice, assumptions, and privilege



## Veterans Day & Ceremony

Paul Beran <beranp@wcsu.edu>

Fri 11/11/2022 8:43 AM

To: users-aca <users-aca@wcsu.edu>;users-adm <users-adm@wcsu.edu>;users-stu <users-stu@wcsu.edu>

Please join me this morning at 11:00 a.m. in Ives Concert Hall for the annual WCSU Veterans Day Ceremony. It is an opportunity to thank our alumni, current students, faculty and staff who served the country as well as those we don't know personally but deserve to be remembered.

Military service indicates bravery, dedication, service and many other traits that should be appreciated but often are overlooked. Today's ceremony is our chance to say thank you.

***Paul B. Beran, Ph.D.***

*(he/him/his)*

Interim President

Western Connecticut State University

181 White Street, Danbury CT 06810

Office: (203) 837-8300 Fax: (203) 837-8283

Cell: (203) 501-3950

Email: [beranp@wcsu.edu](mailto:beranp@wcsu.edu)



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# WCSU

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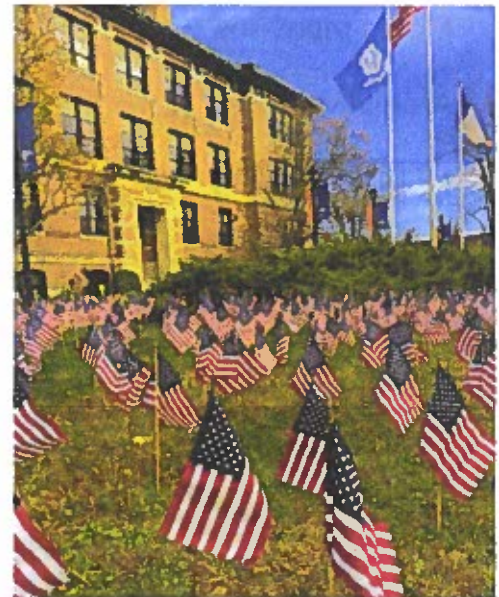
## WCSU to hold Veterans Day Ceremony to honor those who served

November 8, 2022

DANBURY, Connecticut – [Western Connecticut State University](#) will hold a Veterans Day Ceremony at 11 a.m. on Friday, Nov. 11, 2022, in Ives Concert Hall in White Hall on WCSU's Midtown campus, 181 White Street, Danbury. The event is sponsored by the Student Veterans Organization (SVO) and is open to the public.

Hundreds of flags already grace the front lawn of Old Main to honor the those who bravely served our country.

For more information, contact [Dr. Sharon Young](#), professor in the [Department of Social Work](#) and SVO adviser, at (203) 326-0265, or WCSU Public Relations at [pr@wcsu.edu](mailto:pr@wcsu.edu).



Western Connecticut State University changes lives by providing all students with a high-quality education that fosters their growth as individuals, scholars, professionals and leaders in a global society. Our vision: To be widely recognized as a premier public university with outstanding teachers and scholars who prepare students to contribute to the world in a meaningful way.

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# WCSU

## In the News

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2023

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# WCSU celebrates Black History Month with public events

February 6, 2023

DANBURY, Connecticut – [Western Connecticut State University](https://www.wcsu.edu) will hold two events for students, faculty, alumni and the public to learn more about the contributions and success of Black citizens in the work and sports worlds, in celebration of Black History Month.

On Tuesday, Feb. 21 (snow date Feb. 28), there will be a free informative panel discussion and networking event "Career Viewpoints from Trailblazing African American Leaders" in WCSU's Westside Campus Center North Ballroom, 43 Lake Ave. Extension, Danbury. Sponsored by M&T Bank, the Greater Danbury Chamber of Commerce and America's Small Business Development Center Connecticut, doors open at 5 p.m. for early networking, which will continue after the panel discussion. Refreshments will be served.

WCSU alumni panelists for this event are Peter Ijomah (B.A. Computer Science '02), Director, Agile Center of Enablement, The Hartford; John Fillyaw (B.B.A. Finance '91), President, Possit Partners;



Lisa Scails (B.A. Communication & Theatre Arts '91), Executive Director, Cultural Alliance of Western Connecticut; and Bessie Frazier (M.H.A. '20), a nurse who is in a career transition to health informatics.

On **Monday, Feb. 27**, a free screening of "[The Loyola Project](#)," a documentary about the 1963 Loyola Ramblers basketball team that broke down racial barriers in college basketball on their path to becoming NCAA champions, changing the sport forever, will be held in the university's Midtown campus Student Center Theater, 181 White St., Danbury beginning at 5:30 p.m. There will also be a discussion on the intersection of sports, history and civil rights.

For insights of what Black History Month means to WCSU's students and an article on alumnus Owen Peagler, a leader in higher education, state government and civil rights, go to [www.wcsu.edu](http://www.wcsu.edu).

For more information, contact Daryle Dennis, assistant dean of Student Affairs, at [dennisd@wcsu.edu](mailto:dennisd@wcsu.edu) or (203) 837-8549, or WCSU Public Relations at [pr@wcsu.edu](mailto:pr@wcsu.edu).

*Western Connecticut State University changes lives by providing all students with a high-quality education that fosters their growth as individuals, scholars, professionals and leaders in a global society. Our vision: To be widely recognized as a premier public university with outstanding teachers and scholars who prepare students to contribute to the world in a meaningful way*

← Previous

Next →

## Categories

Featured

2023

WCSU  
BLACK  
HISTORY  
MONTH



# CAREER VIEWPOINTS

## Trailblazing African American Leaders

Get inspired! Hear challenges, triumphs & insights from this experienced panel:

**Byler Enoch**, Director, Agile Center of Enablement,  
The Hartford

**Janet Filbyaw**, President, Possit Partners

**Lisa Seale**, Executive Director, Cultural Alliance of  
Western Connecticut

**Dessie Fraser**, Nurse, in a career transition  
to health informatics

Open to the public. Refreshments provided.

### February 21

Westside Campus Center Ballroom

43 Lake Ave. East, Danbury, CT 06811

5 p.m. - Pre-networking

6:30 - 6:45 p.m. - Welcome and Panel Discussion

6:45 p.m. - Networking

In case of snow, event will be postponed to February 22.

Any questions please contact Mr. Daryle Dennis at [dennisd@wcsu.edu](mailto:dennisd@wcsu.edu) or (203) 837-8549

Event sponsored by



## Black History Month

Paul Beran <beranp@wcsu.edu>

Tue 1/31/2023 11:57 AM

To: users-aca <users-aca@wcsu.edu>;users-adm <users-adm@wcsu.edu>;users-stu <users-stu@wcsu.edu>

1 attachments (2 MB)

Black History Month 2023 Events Calendar.pdf

To the WCSU community,

Western Connecticut State University observes Black History Month every February to celebrate the contributions of Black Americans to the country, the world, and this university.

I hope to see you at some of the events coming up during February, ranging from movie showings to panel discussions with successful alumni.

Our ambition for a society free of racism, with equality for all, has not been satisfied and will continue, but my hope is for WCSU to be a leader in educating and inspiring members of our communities and state. Your participation in these events will contribute to all of us moving into a better future.

See the attached poster for information about all the WCSU Black History Month events, and on Feb. 1 visit the WCSU homepage to read an article about Owen Peagler of New Milford, a Black alum who faced racism both as a student and after graduation, but who nonetheless built a remarkable career in public service.

### **Paul B. Beran, Ph.D.**

(he/him/his)

Interim President

Western Connecticut State University

181 White Street, Danbury CT 06810

Office: (203) 837-8300 Fax: (203) 837-8283

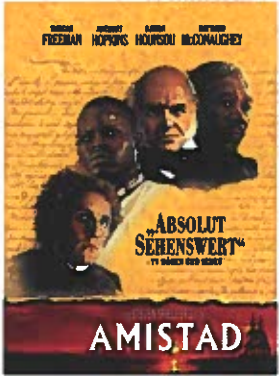
Cell: (203) 501-3950

Email: [beranp@wcsu.edu](mailto:beranp@wcsu.edu)



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# WCSU BLACK HISTORY MONTH 2023



## WEDNESDAY FEB. 1: THE MOVIE "AMISTAD"

Time: 7:30 p.m.

Location: The Ridgefield Playhouse, Ridgefield, CT

FREE – Transportation will be provided for students  
6:30 p.m. Midtown Student Center bus stop

6:45 p.m. Westside Campus Center bus stop

Sponsored by WCSU Office of InterCultural Affairs, in partnership with the Ridgefield Playhouse.



## WEDNESDAY FEB. 8: THE MOVIE "SELMA"

Time: 7:30 p.m.

Location: The Ridgefield Playhouse, Ridgefield, CT

Free - transportation will be provided for students

6:30 p.m. Midtown Student Center bus stop

6:45 p.m. Westside Campus Center bus stop

Sponsored by WCSU Office of InterCultural Affairs, in partnership with the Ridgefield Playhouse.



## THURSDAY FEB. 9: BHM ELITE DINNER – VALENTINE'S SPECIAL

Time: 4 – 8 p.m.

Location: Midtown Student Center Restaurant  
Cost: meal swipe + \$5.00 (\$16.65 for guest)

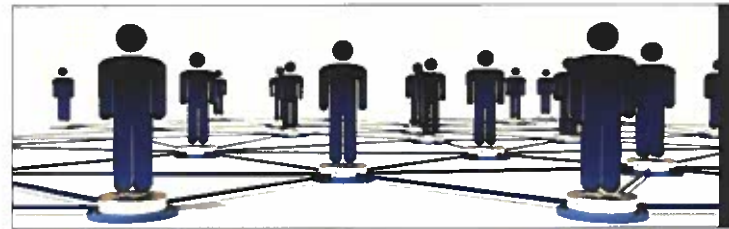
Sponsored by Sodexo and WCSU Office of InterCultural Affairs.

## DIVINE 9 PANEL DISCUSSION

**THURSDAY FEB. 16:** DIVINE 9  
PANEL DISCUSSION (invite only)  
(HISTORY OF HISTORICALLY BLACK FRATERNITIES & SORORITIES)

(Alternate date: Thursday, Feb. 23rd)

Time: 6:30 p.m.



## TUESDAY FEB. 21: CAREER VIEWPOINTS FROM TRAILBLAZING AFRICAN AMERICAN LEADERS

(Alternate date: Tuesday, Feb. 28)

Time: 5:30 p.m. Doors open at 5 p.m. for early networking; networking will continue after the panel

Location: Westside Campus Center Ballroom  
Refreshments will be served.

Open to the public – ALL students encouraged to attend.

Sponsored by



## MONDAY FEB. 27:

A DOCUMENTARY – "THE LOYOLA PROJECT"  
(Discussion of the intersection of sports, history and civil rights)

[theloyolaproject.com](http://theloyolaproject.com)

Time: 5:30 p.m.

Location: Midtown Student Center Theater

Free and open to the public.

**For more information, please contact**

Mr. Daryle Dennis, Assistant Dean, Student Affairs

(203) 837-8549





# WCSU

## In the News



2023

PRESS RELEASES

ALL STORIES

## WCSU presents renowned Afghan potter Matin Malikzada

📅 March 13, 2023

DANBURY, Connecticut – [Western Connecticut State University](#) will sponsor a special event with renowned potter [Matin Malikzada](#), a refugee from Istalif, Afghanistan, who has had his work shown around the world, on **Saturday, April 1, 2023**, from 9:30 a.m. until noon at the university's pottery studio in White Hall, Room 017, on the Midtown campus, 181 White St., Danbury. Registration is required to attend this event at [wcsuypac.eventbrite.com](https://wcsuypac.eventbrite.com).

Malikzada, a seventh-generation Afghan master potter, fled the Taliban to resettle in New Milford with help from New Milford Refugee Resettlement.

His work is internationally recognized for its technical skill and elegant designs, and has been displayed all around the world, including in the Japan International Museum, Tokyo, Japan; the



Pottery by Matin Malikzada



Islamic National Museum, Doha, Qatar; Leighton House and Buckingham Palace, London, United Kingdom; the Smithsonian Institute's Sackler Gallery in Washington, D.C.; and at the World Economic Forum in Davos, Switzerland.

In Kabul, Malikzada served as head of the Ceramics Department at the Turquoise Mountain Institute, where he studied in his youth. After graduating, he was hired as a Master of Ceramics and eventually led the department. Additionally, Malikzada earned a bachelor's degree in Law from Tabesh University in Kabul, has earned certificates in Design and Crafts from the City and Guilds Institute of London, was a visiting artist at the Institute of Ceramic Studies at Shigaraki, Japan, and authored books on Istalifi pottery. Malikzada revitalized the nearly lost art of Istalifi pottery and has trained more than 100 artisans in these ancient techniques.

Malikzada will provide a presentation on his experiences and a demonstration of his craft. The event is sponsored by the [WCSU Department of Art](#), the [Office of Diversity and Equity](#) and the Muslim Student Association, and WCSU Adjunct Professor of Ceramics [Jurg Lanzrein](#) will serve as co-host. Space is limited; registration for this event is required at [wcsuvpac.eventbrite.com](https://wcsuvpac.eventbrite.com).

For more information, contact Ken Scaglia at [scagliak@wcsu.edu](mailto:scagliak@wcsu.edu) or WCSU Public Relations at [pr@wcsu.edu](mailto:pr@wcsu.edu).

*Western Connecticut State University changes lives by providing all students with a high-quality education that fosters their growth as individuals, scholars, professionals and leaders in a global society. Our vision: To be widely recognized as a premier public university with outstanding teachers and scholars who prepare students to contribute to the world in a meaningful way.*

[← Previous](#)

## *From the WCSU Diversity Council*

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The Diversity Council at Western Connecticut State University (“WCSU” or “University”) denounces the events at Tops Friendly Markets in Buffalo, New York on May 14, 2022 which brings great sadness to our hearts. WCSU joins institutions across the nation in offering our thoughts and compassion to the families and loved ones of the ten people who lost their lives along with those who were injured, and all those who were traumatized. We have seen time and again, across the country, how hatred and bigotry has led to loss of life and the accompanying emotional trauma to families and communities. As we grieve together, WCSU must wrap our arms around each other. As a scholarly community, WCSU has both the commitment and the responsibility to combat hate.

The WCSU Diversity Council upholds principles of humanity and support WCSU leaders as they respond and seek to equitably provide university resources in these challenging times. If you are grieving or traumatized, please know that you are not struggling alone. Below are a list of university resources and services available to support and assist anyone in need:

1. [Student Affairs Resource Administrators](#)
2. [WCSU Office of Counseling Services](#)
3. [WCSU Office of Diversity and Equity](#)
4. [WCSU Office of InterCultural Affairs](#)

It is our continued goal at WCSU and for the Diversity Council encourage and demonstrate respect and care for our students, faculty, colleagues, and our community as well as continuously foster an environment of equity and inclusion.

Sincerely,  
*WCSU Diversity Council*

**WCSU DIVERSITY COUNCIL**  
Western Connecticut State University  
181 White Street, Danbury, Connecticut 06810  
[www.wcsu.edu/diversitycouncil](http://www.wcsu.edu/diversitycouncil)



### **Diversity Council**



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## ODE Program Sponsorship Portal and Requests for Spring 2023 semester

Office of Diversity and Equity <ode@wcsu.edu>

Tue 11/29/2022 4:11 PM

To: users-aca <users-aca@wcsu.edu>;users-adm <users-adm@wcsu.edu>;users-stu <users-stu@wcsu.edu>

### ***From the Office of Diversity & Equity and WCSU Diversity Council***

---

To our WCSU Wolves Community,

The Office of Diversity & Equity (“ODE”) at Western Connecticut State University (“WCSU”) understands the value of supporting on-campus and/or virtual events and activities that advance diversity, equity, and inclusion. During the Spring 2022 semester, ODE, in conjunction with the WCSU Diversity Council, began a new process to request event sponsorship for university programs and activities *on campus*. This new program/events sponsorship request process allows all university groups (i.e., student associations, academic departments, university offices, etc.) to take part and promote equity, inclusion, leadership, and engagement opportunities for the advancement of our students, faculty, and staff.

**To submit a request for funding/sponsorship please use the submission link: <https://www.wcsu.edu/diversity/program-sponsorship-requests/>**

All sponsored events should follow the best practices for accessible university-sponsored events by clicking the link at: [WCSU Digital AccessAbility Compliance Committee](#) for Access and Accommodations. This includes the use of microphones and amplified sound, and video captioning.



For funding consideration, the program or event must incorporate one or more of the listed [ODE mission goals](#), evidence from the requestor (or event organizer) on the preparation and promotion of an upcoming event/program, and a concluding survey must be completed by the event organizer on the outcome of the event/program. The survey is to document participation and outcomes within thirty (30) days following the event.

Please note the following important details:

1. ODE will sponsor *up to a maximum \$500.00 per one event or program* by one organizer. Requests for retroactive funding will not be considered.
2. Multiple online requests and/or different organizer submissions for the same event will not be accepted.
3. Promotional materials must include the WCSU Diversity Council logo and/or sponsorship language to include ODE/WCSU Diversity Council.
4. The online request form must be submitted and approved one semester prior to the scheduled university activity or event. Deadline for proposals for the Spring 2023 semester is **Friday**,

**January 6, 2023.** Please note that event proposals that are presented after the deadline will be strictly evaluated on a case-by-case basis by [either or both] the Office of Diversity and Equity and WCSU Diversity Council and may not be eligible for the maximum benefit.

5. If the event proposal requires changes or needs to be altered, a requestor must resubmit the proposal through the online portal for review and approval by ODE and the WCSU Diversity Council before the noted deadline.
6. Funds **may not** be requested for: *food/alcohol, events held off-campus, advocating for legislation or partisan political activity, religious worship/instruction, reimbursement for past events or cancellation fees.*
7. If for some unforeseen reason the event cannot occur as stated in the proposal, please contact ODE to advise on a revision to the date/time or any other event revisions. If the awarded event is cancelled, the awarded funds will need to be returned to ODE.

Should you have any questions about the use of the program sponsorship request portal, please do not hesitate to contact the WCSU Office of Diversity and Equity either by email at [ode@wcsu.edu](mailto:ode@wcsu.edu) or phone at (203) 837-8444.

Thank you,

**OFFICE OF DIVERSITY & EQUITY**

**Western Connecticut State University**

**181 White Street, Danbury, Connecticut 06810**

**Phone: (203) 837-8444 | Fax: (203) 837-8503**



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## Diversity, Equity & Inclusion Message

Paul Beran <beranp@wcsu.edu>

Tue 11/29/2022 3:59 PM

To: users-aca <users-aca@wcsu.edu>;users-adm <users-adm@wcsu.edu>;users-stu <users-stu@wcsu.edu>

1 attachments (223 KB)

image004.wmz;



To the WCSU Wolves community,

WCSU reaffirms our commitment to our core values, specifically that of *diversity*, *equity* and *inclusivity*. These three words have power. It is our responsibility and commitment to live them on our campuses and beyond. Fostering positive educational and professional environments of inclusiveness must be done both individually and as an institution in acting against any form of systemic racism, discrimination and indifference while leveraging resources for real change.

As part of the WCSU wolf pack, we must hold ourselves and each other accountable for supporting, embracing, understanding, and educating those around us. It is our individual responsibility to speak up and out when we witness injustice; emulate respect and value of others, even when there are differences of opinion; be a part of the solution by contributing our knowledge and energy towards inclusive efforts while seeking to understand and affirm diverse perspectives.

I have assigned the following responsibilities to the Office of Diversity, Equity & Inclusion:

1. The DEI office in conjunction with members of the WCSU Diversity Council and the President's Cabinet will evaluate, recommend and coordinate changes so that we may incorporate tools and/or initiatives to identify barriers to student access and student experiences in order to create programs designed to better support students of difference, whether that difference be race, ethnicity, or physical or emotional barriers.
2. The launch and implementation of a series of institutional and equity-related dashboards will illustrate WCSU efforts at cultivating a more inclusive, empathetic, and racially harmonious campus. The dashboards will reflect our goal of eliminating all forms of inequity.
3. The WCSU Diversity Council, the University Senate Ad-hoc Committee, and the Academic and Student Affairs Offices will collaborate to create a multi-year DEI Action Plan that sets out the institutional path to coordinate action in implementing DEI practices and initiatives on campus and communication about our successes and struggles with the CSCU Equity Council.

**We must work together as a wolf pack to create a better future now. While we have taken small steps in the past, it is time for bolder actions today. Go Wolves!**

***Paul B. Beran, Ph.D.***

*(he/him/his)*

Interim President

Western Connecticut State University

181 White Street, Danbury CT 06810

Office: (203) 837-8300 Fax: (203) 837-8283

Cell: (203) 501-3950

Email: [beranp@wcsu.edu](mailto:beranp@wcsu.edu)



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**Community Message re: CSCU Winston E. Thompson Global Majority Retreat**

ode@wcsu.edu &lt;ode@wcsu.edu&gt;

Tue 11/15/2022 4:14 PM

To: users-adm &lt;users-adm@wcsu.edu&gt;;users-aca &lt;users-aca@wcsu.edu&gt;

1 attachments (373 KB)

GMR2023preregistration\_flyer[44] (1).pdf

**Flyer Included***From the Office of Diversity & Equity***PRE-REGISTRATION IS NOW AVAILABLE**

To our WCSU Faculty and Staff,

The CSCU System Office, in conjunction with the CSCU Global Majority Retreat (“GMR”) Committee, is excited to announce the pre-registration for the 2023 Winston E. Thompson Global Majority Retreat [see attached flyer]. Dr. Winston E. Thompson pioneered this professional development opportunity for people of color throughout the Connecticut State College and University System. The April 2022 GMR conference was such a major success that the CSCU System Office and GMR Committee have arranged to work with pre-planning groups and leadership teams across the state to introduce the upcoming retreat as a *weekend conference* from April 28-30, 2023. The deadline to apply for professional development funds is **December 15, 2022**.

This announcement is being sent to highly encourage WCSU staff and faculty who will be applying for professional development funds and are interested in attending the weekend retreat to pre-register prior to or by December 15, 2022.

If you have any questions, please email the CSCU GMR committee at [cscu-GMR@commnet.edu](mailto:cscu-GMR@commnet.edu).

Thank you,

**OFFICE OF DIVERSITY & EQUITY****Western Connecticut State University****181 White Street, Danbury, Connecticut 06810****Phone: (203) 837-8444 | Fax: (203) 837-8503**

# WINSTON E. THOMPSON GLOBAL MAJORITY RETREAT 2023

*"Cultivating the Dream,  
Creating the Reality"*

APRIL 28-30, 2023

HARTFORD / WINDSOR MARRIOTT HOTEL, WINDSOR, CT

## Pre-registration is now OPEN!

[2023GMR\\_pre-registration.eventbrite.com](https://2023GMR_pre-registration.eventbrite.com)

1

### RESERVE YOUR SPOT

Select "Reserve a spot."  
Then complete the  
pre-registration form  
NO LATER THAN DEC. 15, 2022.

**Pre-Registration Fee**

**FREE\***

2

### SECURE YOUR ATTENDANCE

Apply for professional  
development funds through your  
campus or administrative office.

**Conference Fee**

**\$600.00**



advancing equity, diversity, and inclusion in CT higher education

For more information: [cscu-gmr@commnet.edu](mailto:cscu-gmr@commnet.edu)



WCSUOAF Message re: CSCU Winston E. Thompson Global Majority Retreat

Jesenia Minier <minierj@wcsu.edu>

Wed 11/16/2022 12:53 PM

To: Rebecca Woodward <woodwardr@wcsu.edu>; Ree Gunter <gunterr@wcsu.edu>

Cc: Ron Mason <masonr@wcsu.edu>; Anna-Maria Heredia <herediaa@wcsu.edu>

Good day Rebecca, Ree and SUOAF MRMC members,

Enclosed please find a flyer and the below *university message sent yesterday* regarding a professional development opportunity available for WCSU SUOAF members. The CSCU System Office, in conjunction with the GMR Committee, are working with the state universities to promote and highlight interests for pre-registration for interested WCSU faculty and staff of color to attend [in-person] this upcoming weekend retreat. The below message was sent recognizing that SUOAF members may apply for professional development funds under the AAUP Minority Recruitment and Retention Fund. I ask for your assistance to disseminate and educate WCSU SUOAF members on applying for professional development funds, but also for your support in providing the best professional development and mentoring opportunities to share in the task of providing the WCSU SUOAF members with this information on retention efforts and training enhancements in campus engagements and learning.

If there are any questions about this communication, gladly you are welcome to contact me either by email at [minierj@wcsu.edu](mailto:minierj@wcsu.edu) or by phone at (203) 837-8277. If there are any questions about the upcoming GMR retreat, I would direct WCSU SUOAF members to contact the CSCU GMR committee by email at [CSCU-GMR@commnet.edu](mailto:CSCU-GMR@commnet.edu).

I thank you for your time and support. Jesenia

Jesenia Minier, MPA  
Chief Diversity Officer  
ADA and Title IX Coordinator  
Office of Diversity and Equity/Pride Center



181 White Street  
Midtown Campus, University Hall, 2<sup>nd</sup> Fl. Suite  
Danbury, Connecticut 06810  
Telephone: (203) 837-8444  
Fax: (203) 837-8503

**PRONOUNS: SHE, HER, HERS - *what's this?***

***Why do I include pronouns in my signature***

[www.wcsu.edu/diversity/](http://www.wcsu.edu/diversity/)

[www.wcsu.edu/pridecenter/](http://www.wcsu.edu/pridecenter/)

In collaboration with the following institutional partners:



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OF COLLEGES &  
UNIVERSITIES



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From: Office of Diversity and Equity <ode@wcsu.edu>  
Date: Tuesday, November 15, 2022 at 4:13 PM  
To: users-adm <users-adm@wcsu.edu>, users-aca <users-aca@wcsu.edu>  
Subject: Community Message re: CSCU Winston E. Thompson Global Majority Retreat

**Flyer Included**

*From the Office of Diversity & Equity*

**PRE-REGISTRATION IS NOW AVAILABLE**

AAUP Message re: CSCU Winston E. Thompson Global Majority Retreat

Jesenia Minier <minierj@wcsu.edu>

Wed 11/16/2022 12:49 PM

To: Rotua Lumbantobing <lumbantobingr@wcsu.edu>

Cc: Donald Gagnon <gagnond@wcsu.edu>; Yaseen Hayajneh <hayajneh@wcsu.edu>; Theresa Canada <canadat@wcsu.edu>

Good day Professor Lumbantobing and AAUP MRRC members.

Enclosed please find a flyer and the below *university message sent yesterday* regarding a professional development opportunity available for WCSU AAUP members of color. The CSCU System Office, in conjunction with the GMR Committee, are working with the state universities to promote and highlight interests for pre-registration for interested WCSU faculty and staff of color to attend [in-person] this upcoming weekend retreat. The below message was sent recognizing that WCSU faculty of color may apply for professional development funds under the AAUP Minority Recruitment and Retention Fund. I ask for your assistance to disseminate and educate WCSU AAUP members on applying for professional development funds, but also for your support in providing the best professional development and mentoring opportunities to share in the task of providing the WCSU faculty with this information on retention efforts and enhancement of scholarship and teaching.

If there are any questions about this communication, gladly you are welcome to contact me either by email at [minierj@wcsu.edu](mailto:minierj@wcsu.edu) or by phone at (203) 837-8277. If there are any questions about the upcoming GMR retreat, I would direct AAUP members to contact the CSCU GMR committee by email at [cscu-gmr@commnet.edu](mailto:cscu-gmr@commnet.edu).


I thank you for your time and support. Jesenia

Jesenia Minier, MPA

Chief Diversity Officer

ADA and Title IX Coordinator

Office of Diversity and Equity/Pride Center

signature\_3130925242

181 White Street

Midtown Campus, University Hall, 2<sup>nd</sup> Fl. Suite

Danbury, Connecticut 06810

Telephone: (203) 837-8444

Fax: (203) 837-8503

**PRONOUNS: SHE, HER, HERS - *what's this?***

***Why do I include pronouns in my signature***

[www.wcsu.edu/diversity/](http://www.wcsu.edu/diversity/)

[www.wcsu.edu/pridecenter/](http://www.wcsu.edu/pridecenter/)

In collaboration with the following institutional partners:



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From: Office of Diversity and Equity <ode@wcsu.edu>

Date: Tuesday, November 15, 2022 at 4:13 PM

To: users-adm <users-adm@wcsu.edu>, users-aca <users-aca@wcsu.edu>

Subject: Community Message re: CSCU Winston E. Thompson Global Majority Retreat

**Flyer Included**

***From the Office of Diversity & Equity***

**PRE-REGISTRATION IS NOW AVAILABLE**

To our WCSU Faculty and Staff,

## ACADEMIC AFFAIRS WEEKLY ANNOUNCEMENT - 11 14 2022

Jennifer Cunningham <cunninghamj@wcsu.edu>

Mon 11/14/2022 4:19 PM

To: users-aca <users-aca@wcsu.edu>;users-adm <users-adm@wcsu.edu>

6 attachments (2 MB)

1. Academic Affairs Announcements 11 14 2022.pdf; 2. BOR Faculty Award 2022-2023.pdf; 3. CT OER Grant Program Accepting Applications.pdf; 4. Nutritional Counseling.pdf; 5. Behavioral Pedagogies and Online Learning.pdf; 6. Library Hours - FY 2023.pdf



Here is the link to this week's blog: [Designing for a Smaller Future](#)

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### [WHITE NATIONALISM & THE MULTICULTURAL FAR-RIGHT – WHAT'S ON AT WCSU?](#)



WHITE NATIONALISM AND THE MULTICULTURAL FAR-RIGHT: The Department of Social Sciences presents the acclaimed independent media journalist, Arun Gupta, who will discuss his many interviews with White Nationalist and other far-right activists such as the Oathkeepers, The Proud Boys, and others. This event is virtual on WebEx at 5:30 p.m. Please RSVP to [bandhauerc@wcsu.edu](mailto:bandhauerc@wcsu.edu). Here is the event link: <https://wcsu.webex.com/wcsu/j.php?MTID=md814b4c93c4aac7e0548a7e60c3a3ad4>.

More information & links to his recent articles are here: <https://www.wcsu.edu/wow/event/white-nationalism-the-multicultural-far-right/>

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**ATTENTION NEW(ISH) COLLEAGUES:**



# WCSU

## In the News



2022

PRESS RELEASES

ALL STORIES

## WCSU students host fashion show to celebrate African-Caribbean culture on November 18

November 16, 2022

DANBURY, Connecticut – [Western Connecticut State University's](#) African Caribbean Students Association (ACSA) will host "Fashion Show: Griot Gala" on Friday, Nov. 18, 2022, from 7 – 10 p.m. at Ives Concert Hall in White Hall on its Midtown campus, 181 White Street, Danbury.

The ACSA's event features a fashion show and performances that celebrate the customs and traditions of the African-Caribbean culture. The event is free to WCSU students and \$5 per person for the public.

For more information, contact Glenn Addotey at [addotey003@wcsu.edu](mailto:addotey003@wcsu.edu) or WCSU Public Relations at [pr@wcsu.edu](mailto:pr@wcsu.edu).

Section Q

Element No. 17

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**CONCLUDING STATEMENT**

Sec. 46a-68-94

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**CONCLUDING STATEMENT**

As President, and appointing authority of Western Connecticut State University ("WCSU" or "University"), I acknowledge that the ultimate responsibility for promoting and enforcing affirmative action rests with me, who shall account for the success or failure of the WCSU Affirmative Action Plan.

I have read the WCSU Affirmative Action Plan. The contents accurately reflect the status of Affirmative Action at the University to the best of my knowledge. I acknowledge that every good-faith effort to achieve the objectives and goals set forth in the plan has been made.

Additionally, I attest that the University's Chief Diversity Officer reports directly to me.



\_\_\_\_\_  
Paul B. Beran, Ph.D.  
Interim President

6/29/2023

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Date