



AFFIRMATIVE ACTION PLAN

Paul B. Beran, Ph.D.
Interim President

Reporting Period: April 1, 2021 to March 31, 2022

Submitted: July 30, 2022

Western Connecticut State University
Affirmative Action Plan
July 30, 2022

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Section A
Element No. 1

POLICY
STATEMENT
Sec. 46a-68-78



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.

During the 2022 reporting period, Ms. Jesenia Minier ("Ms. Minier") has served as the appointed Chief Diversity Officer. Ms. Minier 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, ADA and Title IX Coordinator. To this end, the Chief Diversity Officer shall be concerned with equitable treatment to all in the university community. Ms. Minier is located at the Midtown Campus, University Hall, Room 202B, 181 White Street, Danbury, Connecticut, 06810, and can be reached by telephone at (203) 837-8444 or by email at minierj@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 Ms. Minier.

A handwritten signature in blue ink, appearing to read "Paul B. Beran".

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

A handwritten date in blue ink, "7/28/2022".

Date

Section B
Element No. 2

INTERNAL
COMMUNICATION
Sec. 46a-68-79

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. 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. The start of the Spring Semester (January/February) 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 prepared an “Executive Summary” of the Affirmative Action Plan. This Summary was discussed with all members of the President’s Cabinet on January 27, 2022 following approval of the 2021 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 will be issued an 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 (the referenced electronic search manual will be finalized and available *tentatively by or before December 31, 2022*). 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 two (2) hours of mandatory (online) 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
Cultural Diversity Training and Sexual Harassment (Title IX) Online training	142	60	202	77	63	12	7	6	4	15	18
FirstNet Sexual Harassment Online Training*	181	75	256								
Ethnic/Gender Training Totals:				77	63	12	7	6	4	15	18

**The listed number of employees who did not complete the two (2) hours of mandatory (online) training were automatically scheduled for virtual (online) refresher training in the 2021-2022 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 1st to March 31st is the established time frame for employees to review and comment on the Plan. On January 26, 2022, 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: minierdelgadoj@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, which included access to an electronic copy of the filed 2021 Plan.

Section B
Element No. 2(a)

INTERNAL
COMMUNICATION

Sec. 46a-68-79

(ATTACHMENTS AND DOCUMENTATION)

Subject: WCSU Affirmative Action Plan Review and Comment
Date: Wednesday, January 26, 2022 at 10:33:04 AM Eastern Standard Time
From: Office of Diversity and Equity
To: users-aca, users-adm, users-stu
Attachments: Outlook-plwkr3d3.png

From the Office of Diversity & Equity

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.

From January 1st to March 31st, 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>

Fri 4/22/2022 4:07 PM

To: indira.petoskey@suoaf.org <indira.petoskey@suoaf.org>

Bcc: Keisha Stokes <stokesk@wcsu.edu>

1 attachments (36 KB)

I. Petoskey, President.pdf;

OFFICE OF DIVERSITY & EQUITY

Dear Dr. Petoskey:

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 at WCSU, my role is to promote awareness and provide available resources at WCSU's Office of Diversity and Equity to support your represented membership.

In the month of January 2022, 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, I would be happy to work with you and your staff to find a convenient time to meet either virtually and/or in-person, if possible. If time does not permit, I am available for contact by email at minierj@wcsu.edu.

I look forward to working with your organization.

Sincerely,

Jesenia Minier

JESENIA MINIER, MPA

CHIEF DIVERSITY OFFICER

OFFICE OF DIVERSITY & EQUITY

Western Connecticut State University

181 White Street, Danbury, Connecticut 06810

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

Web: <https://www.wcsu.edu/diversity/>

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OFFICE OF DIVERSITY & EQUITY
181 White Street, University Hall
Danbury, Connecticut 06810

Phone: (203) 837-8444

Email: ode@wcsu.edu

www.wcsu.edu/diversity/

April 22, 2022

Sent via Email to indira.petoskey@suoaf.org

Dr. Indira Petoskey, President
SUOAF-AFSCME
Eastern Connecticut State University
Willimantic, Connecticut 06226

Dear Dr. Petoskey:

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 needed guidance from the WCSU Office of Diversity and Equity 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, the WCSU Office of Diversity and Equity 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.

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Sincerely,

Jesenia Minier

JESENIA MINIER, MPA
CHIEF DIVERSITY OFFICER

Affirmative Action Commitment

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

Thu 4/21/2022 3:32 PM

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

1 attachments (32 KB)

J. DiSette, President.pdf;



OFFICE OF DIVERSITY & EQUITY

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 at WCSU, my role is to promote awareness and provide available resources at WCSU's Office of Diversity and Equity to support your represented membership.

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I look forward to working with your organization.

Sincerely,

Jesenia Minier

JESENIA MINIER, MPA

CHIEF DIVERSITY OFFICER

OFFICE OF DIVERSITY & EQUITY

Western Connecticut State University

181 White Street, Danbury, Connecticut 06810

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

Web: <https://www.wcsu.edu/diversity/>



Phone: (203) 837-8444

Email: ode@wcsu.edu

www.wcsu.edu/diversity/

April 21, 2022

Sent via Email to 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 needed guidance from the WCSU Office of Diversity and Equity 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, the WCSU Office of Diversity and Equity 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.

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Sincerely,

Jesenia Minier

JESENIA MINIER, MPA
CHIEF DIVERSITY OFFICER

Affirmative Action Commitment

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

Thu 4/21/2022 3:35 PM

To: Carl Chisem <cchisem@ceui.org>



OFFICE OF DIVERSITY & EQUITY

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 at WCSU, my role is to promote awareness and provide available resources at WCSU's Office of Diversity and Equity to support your represented membership.

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I look forward to working with your organization.

Sincerely,

Jesenia Minier

JESENIA MINIER, MPA

CHIEF DIVERSITY OFFICER

OFFICE OF DIVERSITY & EQUITY

Western Connecticut State University

181 White Street, Danbury, Connecticut 06810

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

Web: <https://www.wcsu.edu/diversity/>



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Affirmative Action Commitment (REVISED)

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

Thu 4/21/2022 3:47 PM

To: Carl Chisem <cchisem@ceui.org>

1 attachments (31 KB)

C. Chisem, President.pdf;



OFFICE OF DIVERSITY & EQUITY

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 at WCSU, my role is to promote awareness and provide available resources at WCSU's Office of Diversity and Equity to support your represented membership.

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April 21, 2022

Sent via Email to cchisem@ceui.org
Mr. Carl Chisem, President
Connecticut Employees Union Independent
110 Randolph Road
Middletown, Connecticut 06457

Dear Mr. Chisem:

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Sincerely,



Jesenia Minier

JESENIA MINIER, MPA
CHIEF DIVERSITY OFFICER

Affirmative Action Commitment

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

Thu 4/21/2022 4:00 PM

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

1 attachments (31 KB)

J. Barr, Executive Director.pdf



OFFICE OF DIVERSITY & EQUITY

Dear Mr. Barr:

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Sincerely,

Jesenia Minier

JESENIA MINIER, MPA

CHIEF DIVERSITY OFFICER

OFFICE OF DIVERSITY & EQUITY

Western Connecticut State University

181 White Street, Danbury, Connecticut 06810

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

Web: <https://www.wcsu.edu/diversity/>



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Phone: (203) 837-8444

Email: ode@wcsu.edu

www.wcsu.edu/diversity/

April 21, 2022

Sent via Email to info@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 needed guidance from the WCSU Office of Diversity and Equity 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, the WCSU Office of Diversity and Equity 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 2022, 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, I 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, I am available for contact by email at minierj@wcsu.edu. I look forward to working with your organization.

Sincerely,



Jesenia Minier

JESENIA MINIER, MPA
CHIEF DIVERSITY OFFICER



WESTERN
CONNECTICUT
STATE UNIVERSITY

181 WHITE STREET
DANBURY, CT 06810

Diversity & Equity

**Connecticut Police & Fire Union
50 Columbus Blvd., 3rd Floor
Hartford, CT 06106**

Phone: (203) 837-8444

Email: ode@wcsu.edu

www.wcsu.edu/diversity/

April 21, 2022

Sent via Regular Mail

Connecticut Police & Fire Union
50 Columbus Boulevard, 3rd 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 needed guidance from the WCSU Office of Diversity and Equity to support your represented membership.

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Sincerely,

Jesenia Minier

**JESENIA MINIER, MPA
CHIEF DIVERSITY OFFICER**

Affirmative Action Commitment

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

Thu 4/21/2022 5:09 PM

To: Rebecca Woodward <woodwardr@wcsu.edu>

1 attachments (32 KB)

R. Woodward, President.pdf;



OFFICE OF DIVERSITY & EQUITY

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 at WCSU, my role is to promote awareness and provide available resources at WCSU's Office of Diversity and Equity to support your represented membership.

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I look forward to working with your organization.

Sincerely,

Jesenia Minier

JESENIA MINIER, MPA

CHIEF DIVERSITY OFFICER

OFFICE OF DIVERSITY & EQUITY

Western Connecticut State University

181 White Street, Danbury, Connecticut 06810

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

Web: <https://www.wcsu.edu/diversity/>



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Phone: (203) 837-8444

Email: ode@wcsu.edu

www.wcsu.edu/diversity/

April 21, 2022

Sent by Email to woodwardr@wcsu.edu

Mrs. Rebecca Woodward, President
WCSU SUOAF-AFSCME
181 White Street
White Hall, Room 013
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 needed guidance from the WCSU Office of Diversity and Equity to support your represented membership.

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Sincerely,

Jesenia Minier

JESENIA MINIER, MPA
CHIEF DIVERSITY OFFICER

Affirmative Action Commitment

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

Thu 4/21/2022 5:09 PM

To: Rotua Lumbantobing <lumbantobingr@wcsu.edu>

1 attachments (33 KB)

R. Lumbantobing, President.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 at WCSU, my role is to promote awareness and provide available resources at WCSU's Office of Diversity and Equity to support your represented membership.

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I look forward to working with your organization.

Sincerely,

Jesenia Minier

JESENIA MINIER, MPA

CHIEF DIVERSITY OFFICER

OFFICE OF DIVERSITY & EQUITY

Western Connecticut State University

181 White Street, Danbury, Connecticut 06810

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

Web: <https://www.wcsu.edu/diversity/>



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April 21, 2022

Sent via Email to lumbantobingr@wcsu.edu

Professor Rotua Lumbantobing, President
WCSU-AAUP
181 White Street
Warner Hall, Room 205
Danbury, Connecticut 06810

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 needed guidance from the WCSU Office of Diversity and Equity to support your represented membership.

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Sincerely,

Jesenia Minier

JESENIA MINIER, MPA
CHIEF DIVERSITY OFFICER

Affirmative Action Commitment

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

Fri 4/22/2022 1:06 PM

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

1 attachments (107 KB)

T. Burkholder, President.pdf;



OFFICE OF DIVERSITY & EQUITY

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 at WCSU, my role is to promote awareness and provide available resources at WCSU's Office of Diversity and Equity to support your represented membership.

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Jesenia Minier

JESENIA MINIER, MPA

CHIEF DIVERSITY OFFICER

OFFICE OF DIVERSITY & EQUITY

Western Connecticut State University

181 White Street, Danbury, Connecticut 06810

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

Web: <https://www.wcsu.edu/diversity/>



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OFFICE OF DIVERSITY & EQUITY
181 White Street, University Hall
Danbury, Connecticut 06810

Phone: (203) 837-8444

Email: ode@wcsu.edu

www.wcsu.edu/diversity/

April 22, 2022

Sent via Email to 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 needed guidance from the WCSU Office of Diversity and Equity to support your represented membership.

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Sincerely,

Jesenia Minier

JESENIA MINIER, MPA
CHIEF DIVERSITY OFFICER

Section C
Element No. 3

**EXTERNAL
COMMUNICATION &
RECRUITMENT STRATEGIES**
Sec. 46a-68-80

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.

Effective January 1, 2018, 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.

Effective July 1, 2019, 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 July 1, 2021, 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.

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.

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 Vice President of Finance and Administration who 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 the Executive Assistant to the President/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 4th Quarter of FY 2020 and the 1st through 3rd Quarters of FY 2021 (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 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 2021-2022, the University was assigned contracting goals totaling \$485,706.30 for Small/Minority Business Enterprises of which \$156,700.00 the goal for Small/Minority Business Enterprises are for standard purchases. For FY 2021-2022, through the completion of the third quarter, the University realized over 149% of its contracting goals with Small Business Enterprises and over 173% of its contracting goals with Minority Business Enterprises. In addition, for the construction contracting goals totaling \$732,465.61, through the end of the third quarter, \$43,132.00, has been awarded to small business enterprises and \$121,928.76 was awarded to minority business enterprises (see provided analysis and SBE/MBE reports in the attached documentation section).

The March 31, 2022 annual report provides the yearly summary of the total dollar contracts and number of contracts awarded for the FY 2022. 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)

**EXTERNAL
COMMUNICATION &
RECRUITMENT STRATEGIES**

Sec. 46a-68-80

(ATTACHMENTS AND DOCUMENTATION)

WESTERN CONNECTICUT STATE UNIVERSITY CONTRACTING COMPLIANCE TOTALS

SBE/MBE CONTRACTING REPORTS

SBE REPORTS		MBE REPORTS	
4TH QTR 2021 TOTALS:	26,737.50	4TH QTR 2021 TOTALS:	36,874.96
1ST QTR 2022 TOTALS:	134,418.33	1ST QTR 2022 TOTALS:	146,584.34
2ND QTR 2022 TOTALS:	27,666.50	2ND QTR 2022 TOTALS:	29,012.58
3RD QTR 2022 TOTALS:	38,196.50	3RD QTR 2022 TOTALS:	46,215.59
FINAL TOTALS:	227,018.83	FINAL TOTALS:	258,687.47

SBE/MBE CAPITAL IMPROVEMENT REPORTS

SBE REPORTS		MBE REPORTS	
4TH QTR 2021 TOTALS:	976.00	4TH QTR 2021 TOTALS:	60,131.76
1ST QTR 2022 TOTALS:	10,167.00	1ST QTR 2022 TOTALS:	10,167.00
2ND QTR 2022 TOTALS:	10,167.00	2ND QTR 2022 TOTALS:	14,904.00
3RD QTR 2022 TOTALS:	21,822.00	3RD QTR 2022 TOTALS:	36,726.00
FINAL TOTALS:	43,132.00	FINAL TOTALS:	121,928.76

Back-Up Sheets require Totals for each MBE Category

SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

Fiscal Year Quarter

4th Qtr

Fiscal Year Period:

2021

ENTER THIS QTR-

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

1) TOTAL FUNDS AVAILABLE (ALL SOURCES) FROM YOUR ADOPTED BUDGET Page 1 (Summary Page) From The Annual Goals Calculations Report	134,220,658.00
2) Amount Available for Small/Minority Business Program after DAS APPROVED DEDUCTIONS/EXEMPTIONS	2,097,197.78
3) 25% of line # 2 Total - Set Aside - Small/Minority Business Enterprises (Combined)	524,299.50
4) 25% of line # 3 Total- Set Aside - Minority Business Enterprises only	131,074.88

	QUARTER	Number	YEAR TO DATE	Number
	TOTALS (\$)	Contracts	TOTALS (\$)	Contracts
5) Total Agency FY Expenditures for Purchases and Contracts	4,401,228.41	1,648	8,749,757.91	1,648
6) Total Agency FY Expenditures for Purchases and Contracts from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	353,421.32	26	766,751.63	26

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)	\$ 9,000.00	1	\$ 37,825.00	1
F) Iberian Peninsula (I)	\$ 1,137.46	1	\$ 78,658.79	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)	\$ 26,737.50	2	\$ 232,129.75	25
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 (DW)				
DisBE TOTAL (Lines D, G, H, I, J, K, P, S, T, U, V, & W)	\$ -		\$ -	
WBE TOTAL (Lines L - W)	\$ 26,737.50	2	\$ 232,129.75	25
MBE TOTAL (Lines A - W)	\$ 36,874.96	4	\$ 348,613.54	27

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

Fiscal Year
 2020-2021

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

FY QUARTER PERIOD	4/1/2021-6/30/2021	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"/>

Agency Name:	Western Connecticut State University		
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Report Prepared by:	Amy Lopez	Agency Number:	BOR84500-7803
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CERTIFIED VENDORS ONLY		ACTUAL EXPENDITURES		SPECIFY:
(A) Small Business Enterprise (SBE) OR Minority Business Enterprise (MBE) Vendor Name	(B) State Contract # OR P.O. #	(C) DAS Certified SBE/MBE AMOUNT	(D) MBE Category	
ANC Facility Management Corp.	PO048937	\$ 3,600.00	MB	
	PO048970	\$ 2,880.00		
	PO049095	\$ 2,520.00		
A&R Electric, Inc.	PO043939	\$ 140,000.00	S/MB	
C&C Janitorial	P-Card	\$ 1,137.46	MB	
Mercury Cabling Systems, LLC	PO048949	\$ 3,381.06	SB	
	PO048965	\$ 9,983.03		
	PO048981	\$ 2,025.59		
	PO049014	\$ 504.00		
	PO049043	\$ 3,564.00		
Newtown Hardware	P-Card	\$ 3,700.15	SB	
Fire Protection Testing, Inc.	PO049027	\$ 15,660.12	SB	
Danielle's LLC	PO048978	\$ 8,339.68	SB	
	PO048375	\$ 9,561.62		
Mazene, Inc.	PO048503	\$ 26,737.50	MB/W	
Quality Welding	CH085697	\$ 4,553.00	SB	
	CH085956	\$ 26,853.00		
Northeastern Comm & Electric	CH085958	\$ 7,939.97	SB	
RnB Enterprises, Inc.	PO049024	\$ 22,001.14	SB	
	PO049030	\$ 26,800.00		
	PO049041	\$ 31,680.00		
		\$ 353,421.32		

Back-Up Sheets require Totals for each MBE Category

SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

Fiscal Year Quarter

1st 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	Number
	TOTALS (\$)	Contracts	TOTALS (\$)	Contracts
5) Total Agency FY Expenditures for Purchases and Contracts	5,736,908.29	1,667	5,736,908.29	1,667
6) Total Agency FY Expenditures for Purchases and Contracts from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	417,856.42	19	417,856.42	19

7) Total Agency FY Expenditures for Purchases and Contracts from Minority Business Enterprises (MBE) only. PLEASE CATEGORIZE:				
A) American Indian (NI)				
B) Asian (A)				
C) Black (B)				
D) Disabled Individual (DI)				
E) Hispanic (H)				
F) Iberian Peninsula (I)	\$ 12,166.01	1	\$ 12,166.01	1
G) Disabled American Indian (DNI)				
H) Disabled Asian American (DA)				
I) Disabled Black American (DB)				
J) Disabled Hispanic American (DHI)				
K) Disabled Iberian Peninsula American (DI)				
L) Woman (W)	\$ 134,418.33	5	\$ 134,418.33	5
M) Woman American Indian (NWI)				
N) Woman Asian (AW)				
O) Woman Black (BW)				
P) Woman Disabled (DW)				
Q) Woman Hispanic (HW)				
R) Woman Iberian Peninsula (WI)				
S) Disabled American Indian Woman (DNWI)				
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)	\$ 134,418.33	5	\$ 134,418.33	5
MBE TOTAL (Lines A - W)	\$ 146,584.34	6	\$ 146,584.34	6

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

Fiscal Year
 2021-2022

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

FY QUARTER PERIOD	7/1/21 - 9/30/21	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		
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Report Prepared by:	Amy Lopez	Agency Number:	BOR84500-7803
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CERTIFIED VENDORS ONLY		ACTUAL EXPENDITURES		SPECIFY:
(A) Small Business Enterprise (SBE) OR Minority Business Enterprise (MBE) Vendor Name	(B) State Contract # OR P.O. #	(C) DAS Certified SBE/MBE AMOUNT	(D) MBE Category	
Flow Tech, Inc.	PO049175	\$ 6,380.00	SB	
Fire Equipment Headquarters	PO049199	\$ 7,104.50	MB/W	
Penna Construction	PO049114	\$ 7,920.00	SB	
Stahl Holdings, LLC	PO049157	\$ 3,345.00	SB	
Tower Equipment Co., Inc.	PO049144	\$ 7,000.00	SB	
C&C Janitorial	P-Card	\$ 1,178.98	MB	
		\$ 842.13		
		\$ 1,595.80		
	PO049260	\$ 8,549.10		
Mercury Cabling Systems, LLC	PO049252	\$ 45,000.00	SB	
	CH083006	\$ 2,505.00		
	PO049328	\$ 640.20		
	PO049382	\$ 5,462.20		
Martin A. Benassi, AIA	BN085675	\$ 97,100.00	SB	
Fire Protection Testing, Inc.	PO049257	\$ 14,000.00	SB	
	PO049385	\$ 3,418.17		
	PO049399	\$ 4,878.30		
Danielle's LLC	PO049300	\$ 8,495.30	SB	
	CH083011	\$ 39,752.96		
Mazene, Inc.	PO049110	\$ 25,646.00	MB/W	
	PO049147	\$ 8,332.75		
	PO049181	\$ 10,367.00		
	PO049305	\$ 2,466.00		
	PO049305	\$ 986.40		
	PO049330	\$ 22,194.20		
	PO049147	\$ 39,764.00		
RnB Enterprises, Inc.	PO049237	\$ 4,203.95	SB	
Ryan Business Systems, Inc.	PO049202	\$ 1,058.92	MB/W	
	PO049203	\$ 1,058.92		
	PO049204	\$ 3,245.44		
	PO049205	\$ 4,004.20		
Bartholomew Contract Interiors	CH085971	\$ 995.00	SB	
Spec Clean, LLC	PO049229	\$ 9,675.00	SB	
Young Developers	BN085688	\$ 334.00	SB	
Kilcourse Specialty	CH085950	\$ 3,818.00	MB	
	PO049321	\$ 6,349.00		
Control Systems Inc.	PO049390	\$ 5,595.00	MB/W	
Coach Tours	PO049344	\$ 2,595.00	MB/W	
		\$ 417,856.42		

Back-Up Sheets require Totals for each MBE Category

SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

Fiscal Year Quarter

2nd 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	Number
	TOTALS (\$)	Contracts	TOTALS (\$)	Contracts
5) Total Agency FY Expenditures for Purchases and Contracts	5,736,908.29	1,667	9,059,296.66	1,702
6) Total Agency FY Expenditures for Purchases and Contracts from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	417,856.42	17	1,168,548.31	36
7) Total Agency FY Expenditures for Purchases and Contracts from Minority Business Enterprises (MBE) only. PLEASE CATEGORIZE				
A) American Indian (NI)				
B) Asian (A)				
C) Black (B)				
D) Disabled Individual (DI)				
E) Hispanic (H)				
F) Iberian Peninsula (I)	\$ 1,346.98	1	\$ 13,512.99	1
G) Disabled American Indian (DNI)				
H) Disabled Asian American (DA)				
I) Disabled Black American (DB)				
J) Disabled Hispanic American (DHI)				
K) Disabled Iberian Peninsula American (DI)				
L) Woman (W)	\$ 27,665.60	3	\$ 162,083.93	4
M) Woman American Indian (NWI)				
N) Woman Asian (AW)				
O) Woman Black (BW)				
P) Woman Disabled (DW)				
Q) Woman Hispanic (HW)				
R) Woman Iberian Peninsula (WI)				
S) Disabled American Indian Woman (DNWI)				
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)	\$ 27,665.60	3	\$ 162,083.93	4
MBE TOTAL (Lines A - W)	\$ 29,012.58	4	\$ 175,596.92	5

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

Fiscal Year
 2021-2022

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

FY QUARTER PERIOD	10/1/21 - 12/31/21	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"/>

Agency Name:	Western Connecticut State University
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Report Prepared by:	Amy Lopez	Agency Number:	BOR84500-7803
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CERTIFIED VENDORS ONLY		ACTUAL EXPENDITURES		SPECIFY:
(A) Small Business Enterprise (SBE) OR Minority Business Enterprise (MBE) Vendor Name	(B) State Contract # P.O. #	OR	(C) DAS Certified SBE/MBE AMOUNT	(D) MBE Category
Flow Tech, Inc.	BND83037	\$	8,645.00	SB
	P-Card	\$	405.50	
Bartholomew Contract Interiors	BND85951	\$	14,324.50	SB
Tower Equipment Co., Inc.	PO049144	\$	2,999.99	SB
C&C Janitorial	P-Card	\$	183.55	MB/I
	P-Card	\$	88.32	
	P-Card	\$	1,075.11	
Test-Con Inc.	CH083017	\$	7,500.00	SB/MB
	BND83030	\$	2,500.00	
Mercury Cabling Systems, LLC	PO049252	\$	510.00	SB
Infoshred LLC	PO049500	\$	3,000.00	SB/MB
New England Uniforms	P-Card	\$	613.00	SB
Hawley Construction	CH083012	\$	398,800.00	SB
Fire Protection Testing, Inc.	PO049258	\$	21,800.00	SB
L&R Plumbing and Heating	BND83020	\$	183,800.00	SB
Danielle's LLC	BND83028	\$	11,638.30	SB
	PO049425	\$	8,202.56	
Mazene, Inc	PO0049305	\$	5,178.60	MB/W
	PO049415	\$	15,000.00	
New England Masonry and Roof	BND83035	\$	4,737.00	MB/W
RnB Enterprises, Inc.	PO049424	\$	17,518.09	SB
	PO049461	\$	17,813.37	
Macchi Engineers LLC	CH85680A	\$	21,600.00	SB
Coach Tours	PO049484	\$	1,375.00	MB/W
	PO049491	\$	1,375.00	
		\$	750,682.89	

SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

Fiscal Year Quarter 3rd Qtr Fiscal Year Period: 2022

ENTER THIS QTR-

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

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	Number
	TOTALS (\$)	Contracts	TOTALS (\$)	Contracts
5) Total Agency FY Expenditures for Purchases and Contracts	3,381,616.73	1,667	12,440,913.39	1,720
6) Total Agency FY Expenditures for Purchases and Contracts from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	126,492.92	17	1,295,041.23	53

7) Total Agency FY Expenditures for Purchases and Contracts from Minority Business Enterprises (MBE) only. PLEASE CATEGORIZE				
A) American Indian (NI)				
B) Asian (A)				
C) Black (B)				
D) Disabled Individual (DI)				
E) Hispanic (H)				
F) Iberian Peninsula (I)	\$ 8,019.09	1	\$ 21,532.08	1
G) Disabled American Indian (DNI)				
H) Disabled Asian American (DA)				
I) Disabled Black American (DB)				
J) Disabled Hispanic American (DH)				
K) Disabled Iberian Peninsula American (DI)				
L) Woman (W)	\$ 38,196.50	3	\$ 200,280.43	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)	\$ 38,196.50	3	\$ 200,280.43	3
MBE TOTAL (Lines A - W)	\$ 46,215.59	4	\$ 221,812.51	4

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	1/1/22 - 3/31/22	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"/>

Agency Name:	Western Connecticut State University		
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Report Prepared by:	Amy Lopez	Agency Number:	BOR84500-7803
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CERTIFIED VENDORS ONLY		ACTUAL EXPENDITURES		SPECIFY:
(A) Small Business Enterprise (SBE) OR Minority Business Enterprise (MBE) Vendor Name	(B) State Contract # P.O. #	OR	(C) DAS Certified SBE/MBE AMOUNT	(D) MBE Category
Young Developers	BN085688	\$	5,268.00	SB
AWL Painting, LLC	CH085637	\$	10,500.00	SB
Mulvaney Mechanical, Inc.	PO049610	\$	4,922.00	SB
C&C Janitorial	PO049630	\$	7,575.60	MB/I
	P-Card	\$	443.49	
Joseph Merritt & Company, Inc.	PO049638	\$	500.00	SB
Mercury Cabling Systems, LLC	CH083041	\$	6,795.00	SB
	CH083045	\$	23,260.89	
	PO049252	\$	10,000.00	
	PO049671	\$	202.50	
	P-card	\$	679.95	
Michael Horton Associates, Inc.	BND83047	\$	2,000.00	SB
Danielle's LLC	CH083038	\$	4,472.00	SB
	PO049646	\$	11,736.99	
Mazene, Inc.	PO049415	\$	15,000.00	MB/W
New England Masonry and Roof	CH083036	\$	21,822.00	MB/W
Coach Tours	PO049699	\$	1,314.50	MB/W
		\$	126,492.92	

DEPARTMENT OF ADMINISTRATIVE SERVICES
 SUPPLIER DIVERSITY PROGRAM

FISCAL YEAR

2021

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@berg@ct.gov and Stanley.Kenton@ct.gov

Fiscal Year Quarter

1ST / 2ND / 3RD / 4TH

Fiscal Year Period

FY21

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 and from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$1,618,493.82	75	\$1,618,493.82	75

3) Total Agency FY Capital Improvements Expenditures for Purchases and 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)	\$976.00	4	\$60,131.76	4
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)	\$ 976.00		\$ 60,131.76	
MBE TOTAL (Lines A - W)	\$ 976.00		\$ 60,131.76	

DEPARTMENT OF ADMINISTRATIVE SERVICES
 SUPPLIER DIVERSITY PROGRAM

FISCAL YEAR

2022

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@berg@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 and from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$67,664.26	5	\$67,664.26	5

3) Total Agency FY Capital Improvements Expenditures for Purchases and 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)	\$10,167.00	1	\$10,167.00	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)	\$ 10,167.00		\$ 10,167.00	
MBE TOTAL (Lines A - W)	\$ 10,167.00		\$ 10,167.00	

DEPARTMENT OF ADMINISTRATIVE SERVICES
 SUPPLIER DIVERSITY PROGRAM

FISCAL YEAR

2022

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@berg@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 and from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$67,664.26	5	\$689,166.62	7

3) Total Agency FY Capital Improvements Expenditures for Purchases and 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)	\$10,167.00	1	\$14,904.00	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)	\$ 10,167.00		\$ 14,904.00	
MBE TOTAL (Lines A - W)	\$ 10,167.00		\$ 14,904.00	

DEPARTMENT OF ADMINISTRATIVE SERVICES
 SUPPLIER DIVERSITY PROGRAM

Fiscal Year **2022**

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
If not utilizing C.O.R.E., DID YOU VALIDATE COMPANY AS A CURRENT SBE AND/OR MBE			NO <input checked="" type="checkbox"/>
Yes <input checked="" type="checkbox"/>		No <input type="checkbox"/>	

Agency Name:	Western Connecticut State University
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Report Prepared by:	Amy Lopez	Agency Number:	BOR84500-7803
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CERTIFIED VENDORS ONLY		ACTUAL EXPENDITURES		SPECIFY:
(A) Small Business Enterprise (SBE) OR Minority Business Enterprise (MBE) Vendor Name	(B) State Contract # OR P.O. #	(C) DAS Certified SBE/MBE AMOUNT	(D) MBE Category	
Danielle's LLC	BND83028	\$ 11,638.30	SB	
	PO049425	\$ 8,202.56		
Hawley Construction	CH083012	\$ 398,800.00	SB	
Bartholomew Contract Interiors	BND85951	\$ 14,324.50	SB	
New England Masonry and Roof	BND83035	\$ 4,737.00	MB/W	
L&R Plumbing and Heating	BND83020	\$ 183,800.00	SB	
SBE/MBE TOTAL		\$ 621,502.36		

DEPARTMENT OF ADMINISTRATIVE SERVICES
 SUPPLIER DIVERSITY PROGRAM

FISCAL YEAR

2022

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@berg@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 and from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$43,298.99	3	\$732,465.61	10

3) Total Agency FY Capital Improvements Expenditures for Purchases and 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)	\$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	

Western Connecticut State University - Keisha Stokes

FROM: POSTMASTER**CREATED BY:** POSTMASTER**SENT:** Tuesday, January 18, 2022 4:46:00 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 #: 782882

Job Title: Director of Financial Planning and Budgets

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.

* Repost

** Reposted by Niedeke Garcia, Paralegal @
Curran, Berger, + Klud + (cbKimmigration)

Western Connecticut State University - Keisha Stokes

FROM: POSTMASTER**CREATED BY:** POSTMASTER**SENT:** Tuesday, January 25, 2022 3:03:00 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 #: 824345

Job Title: Director of Financial Planning and Budgets

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.

* Repost

** Reposted by Diedre Garcia, Paralegal @
Curran, Berger + Kludt (cbkimmigration)

CTHires - ::

Western Connecticut State Univ - Keisha Stokes

FROM: POSTMASTER

SENT: Monday, May 10, 2021 11:11:00 AM

TO: Western Connecticut State Univ - Keisha Stokes

SUBJECT: New Job Orders added to System

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

Job(s) information:

Job #: 493300

Job Title: Health Services Director - Division of Student 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.

CTHires - ::

Western Connecticut State Univ - Keisha Stokes

FROM: POSTMASTER

SENT: Thursday, June 24, 2021 12:49:00 PM

TO: Western Connecticut State Univ - Keisha Stokes

SUBJECT: New Job Orders added to System

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

Job(s) information:

Job #: 572527

Job Title: Assistant Payroll Coordinator - Fiscal Affairs-Payroll

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.

CTHires - ::

Western Connecticut State Univ - Keisha Stokes

FROM: POSTMASTER

SENT: Thursday, June 24, 2021 12:38:00 PM

TO: Western Connecticut State Univ - Keisha Stokes

SUBJECT: New Job Orders added to System

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

Job(s) information:

Job #: 572521

Job Title: Assistant Director of Custodial Services - Environmental & Facilities Services

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.

CTHires - ::

Western Connecticut State Univ - Keisha Stokes

FROM: POSTMASTER

SENT: Friday, July 23, 2021 10:21:00 AM

TO: Western Connecticut State Univ - Keisha Stokes

SUBJECT: New Job Orders added to System

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

Job(s) information:

Job #: 597899

Job Title: Registrar - Division of Enrollment Services

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.

CTHires - ::

Western Connecticut State Univ - Keisha Stokes

FROM: POSTMASTER

SENT: Monday, August 2, 2021 11:38:00 AM

TO: Western Connecticut State Univ - Keisha Stokes

SUBJECT: New Job Orders added to System

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

Job(s) information:

Job #: 619622

Job Title: Assistant Counselor (Tenure Track) - Counseling Services

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.

CTHires - ::

Western Connecticut State Univ - Keisha Stokes

FROM: POSTMASTER

SENT: Wednesday, August 4, 2021 11:13:00 AM

TO: Western Connecticut State Univ - Keisha Stokes

SUBJECT: New Job Orders added to System

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

Job(s) information:

Job #: 619988

Job Title: Director of Financial Planning and Budgets

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.

*Repost

*Reposted by Diedre Garcia, Paralegal @
Curran, Berger + Klud + (cbkimmigration)

New Job Orders added to System

CTHires <techsupport@geosolinc.com>

Mon 8/23/2021 1:01 PM

To: Keisha Stokes <stokesk@wcsu.edu>

Please be cautious

This email was sent from outside of your organization

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

Job(s) information:

Job #: 643658

Job Title: Chief of Police - University Police Department

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.

You are receiving this email, because you are a registered member of CTHires, and you were selected as a recipient for an email from another member, staff, or an automated process. If you would like to unsubscribe to all emails from CTHires, [Click Here](#).

Western Connecticut State Univ - Keisha Stokes

FROM: POSTMASTER

CREATED BY: POSTMASTER

SENT: Tuesday, September 7, 2021 3:21:00 PM

TO: Western Connecticut State Univ - Keisha Stokes

SUBJECT: New Job Orders added to System

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

Job(s) information:

Job #: 646545

Job Title: Budget Analyst - Office of Financial Planning & Budgets

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.

CTHires - ::

Western Connecticut State Univ - Keisha Stokes

FROM: POSTMASTER

SENT: Monday, September 20, 2021 1:23:00 PM

TO: Western Connecticut State Univ - Keisha Stokes

SUBJECT: New Job Orders added to System

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

Job(s) information:

Job #: 649487

Job Title: Assistant Professor (Health Education Coordinator) Tenure Track - Health Promotion and Exercise 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.

CTHires - ::

Western Connecticut State Univ - Keisha Stokes

FROM: POSTMASTER

SENT: Friday, September 24, 2021 3:20:00 PM

TO: Western Connecticut State Univ - Keisha Stokes

SUBJECT: New Job Orders added to System

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

Job(s) information:

Job #: 650532

Job Title: Director of 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.

CTHires - ::

Western Connecticut State Univ - Keisha Stokes

FROM: POSTMASTER

SENT: Friday, September 24, 2021 2:58:00 PM

TO: Western Connecticut State Univ - Keisha Stokes

SUBJECT: New Job Orders added to System

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

Job(s) information:

Job #: 650528

Job Title: Assistant/Associate Professor (Applied Behavior Analysis) - Department of 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.

CTHires - ::

Western Connecticut State Univ - Keisha Stokes

FROM: POSTMASTER

SENT: Thursday, October 7, 2021 10:07:00 AM

TO: Western Connecticut State Univ - Keisha Stokes

SUBJECT: New Job Orders added to System

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

Job(s) information:

Job #: 692793

Job Title: Assistant Professor/Field Coordinator (Tenure Track) - Department of Social Work

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.

CTHires - ::

Western Connecticut State Univ - Keisha Stokes

FROM: POSTMASTER

SENT: Thursday, October 7, 2021 10:25:00 AM

TO: Western Connecticut State Univ - Keisha Stokes

SUBJECT: New Job Orders added to System

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

Job(s) information:

Job #: 692797

Job Title: Assistant Director of Advisement - 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.

CTHires - ::

Western Connecticut State Univ - Keisha Stokes

FROM: POSTMASTER

SENT: Friday, October 8, 2021 4:47:00 PM

TO: Western Connecticut State Univ - Keisha Stokes

SUBJECT: New Job Orders added to System

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

Job(s) information:

Job #: 693167

Job Title: Assistant Professor (Tenure Track) - Health Promotions & 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.

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Albemarle-Charlottesville, VA
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Temple U. Chpt.
Tuscaloosa, AL
Vancouver, WA
W. Virginia U. - Collegiate Chpt.
Washington, DC
Waukesha, WI
Yakima, WA

naacp1947@gmail.com
alexnaacp@gmail.com
info@naacpbucks.org
contactus@brooklynaacp.org
champlainareanaacp@gmail.com
info@carbondalenaacp.org
naacpcharleston@bellsouth.net

sbcnaacpvoice@gmail.com
clevelandnaacp@yahoo.com
greatercolumbusnaacp@gmail.com
info@detroitnaacp.org
info@naacplanecounty.org
info@naacp-snoco.org
fairbanksnaacp@gmail.com
branch7069@gmail.com
info@greaterhartfordnaacp.org
gnhnaacplegal@gmail.com

naacpfssb@gmail.com
branch@naacphouston.org
pacarr@indynaacp.org
lowanebraskanaacp@gmail.com
naacp@kutztown.edu
info@naacpmemphis.org
mcbnaacp1049@att.net
unit2010@newlondonnaacp.org
norfolkbranchnaacp@gmail.com
info@naacpnc.org
philadelphiaaacp@gmail.com

naacpcalvert@gmail.com
rivnaacp@gmail.com
sacnaacp1060@gmail.com
naacp2105@gmail.com
info@sknaacp1166.org
contact@seattlekingcountynaacp.org
info@naacpspringfield.org
otjohnso@syr.edu
253naacp@gmail.com
templenaacp@gmail.com
tbirdcarter70@gmail.com
seretary@naacpvancouver.org
wvunaacp1909@gmail.com
akosua.ali@naacpdc.org
waukesha.naacp@gmail.com
yakimacountynaacp@gmail.com

Anchorage, AK
Antelope Valley, CA
Asheville/Buncombe County - NC
Bremerton, WA
Bronx, NY
Bronx, NY (Co-OP City Branch)
Bronx, NY (Parkchester Branch)
Brunswick County - NC
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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

naacpanchorage@gmail.com
info@avnacp.org
4ward2getherCall2action@gmail.com
naacpbremerton@yahoo.com
bronxbranchnaacp@gmail.com
naacpcity2210@gmail.com
naacpparkchester@outlook.com
naacp.5452@gmail.com
infoalanaacp@gmail.com
cataconaacp@charter.net
naacp@charlottenaacp.com
chicagosnaacp@gmail.com
coronaeastnaacp@hotmail.com
naacp36ab@gmail.com
chapter@naacpdenver.org
naacpdurhamnc@yahoo.com
naacpfarrockwaybranch@gmail.com
naacp7132@yahoo.com
hcnaacp@gmail.com
naacphawaii@gmail.com

naacpastorialic@gmail.com
info@naacpkalamazoo.org
naacpmont7@aol.com
naacpmb@aol.com
norristownpanaacp@gmail.com
naacpnorwalk@gmail.com
omahanaacp@aol.com
rvabbranchnaacp@gmail.com
sbcnaacpsecretary@gmail.com
info@naacpjamaica.org
info@stamfordnaacp.org
vbnaacp@gmail.com

NAACP - San Fernando Valley Branch
P.O. Box 922092
Pacoima, CA 91333-0998

NAACP - Honolulu Branch
P.O. Box 6
Honolulu, HI 96810

NAACP - Ann Arbor Branch
P.O. Box 3399
Ann Arbor, MI 48106

NAACP - Salt Lake Branch
P.O. Box 25414
Salt Lake City, UT 84125-0414

NAACP - Greater Nashua Branch
P.O. Box 981
Nashua, NH 03061

NAACP - Seacoast Branch
P.O. Box 1261
Portsmouth, NH 03802-1261

NAACP - Morris County Branch
P.O. Box 2256
Morristown, NJ 07960

NAACP - Maricopa County Branch
P.O. Box 20883
Phoenix, AZ 85036

NAACP - New Britain Branch
P.O. Box 323
New Britain, CT 06053

NAACP - Dallas Branch
P.O. Box 765307
Dallas, TX 75376

NAACP - Jersey City Branch
153 Martin Luther King Drive
Jersey City, NJ 07305

NAACP - Barstow Branch
P.O. Box 874
Barstow, CA 92312

NAACP - Bakersfield Branch
P.O. Box 70101
Bakersfield, CA 93387

NAACP - Altadena Branch
P.O. Box 6018
Altadena, CA 91003

NAACP - Champaign Branch
P.O. Box 403
Champaign, IL 61824

NAACP - Carson/Torrance Branch
P.O. Box 4668
Carson, CA 94709

NAACP - Decatur Branch
P.O. Box 6092
Decatur, IL 62524

NAACP - Berkeley Branch
P.O. Box 11143
Berkeley, CA 94712

NAACP - East Contra Costa County
P.O. Box 1026
Pittsburg, CA 94565

NAACP - El Cerrito Branch
6830 Stockton Avenue
El Cerrito, CA 94530

NAACP - Easton Branch
P.O. Box 703
Easton, PA 18042

NAACP - Greensburg-Jeannette Branch
1011 Old Salem Road, Suite 207
Greensburg, PA 15601

NAACP - Greater Harrisburg Branch
116 Pine Street
Harrisburg, PA 17110

NAACP - Norwich Branch
P.O. Box 24
Norwich, CT 06360

NAACP - Ansonia Branch
P.O. Box 6
Ansonia, CT 06401-0006

NAACP - North Carolina Region
P.O. Box 7186
Greensboro, NC 27417

NAACP - Greater Nashua Branch
P.O. Box 981
Nashua, NH 03061

NAACP - Georgia Region
2001 Martin Luther King, Jr. Drive,
Ste 675
Atlanta, GA 30310

NAACP - Lexington-Fayette
P.O. Box 13655
Lexington, KY 40583

UPDATED 8/9/2021

Anastasia Pych - Middlesex Community College

apych@mxcc.edu
info@charteroak.edu

Charter Oak State College

Cheryl Cyr - Asnuntuck Community College

ccyr@asnuntuck.edu

Cheryl De Vonish - Norwalk Community College

CDevonish@norwalk.edu
careerdev@post.edu

Christina Billings - Post University

Cynthia Agosto - Capital Community College

cagosto@capitalcc.edu

David Canton - Connecticut College

dacan@conncoll.edu

Fairfield University

hr@fairfield.edu

Goodwin College

jobs@goodwin.edu

Holi Martinez - Tunxis Community College

hmartinez@tunxis.edu

Human Resources - University of Bridgeport

hr@bridgeport.edu

Jianguo (Jay) Zhu - Eastern Connecticut State University

zhuj@easternct.edu

Karla Spurlock-Evans - Trinity College

karla.spurlockevans@trincoll.edu

Lana Dillon - Saint Vincent College

lana.dillon@email.stvincent.edu

Lauren Davis - Wesleyan University

ldavis01@wesleyan.edu

Leah Glende - Manchester Community College

lglende@manchestercc.edu

Mark Magnotti - Gateway Community College

mmagnotti@gatewayct.edu
searchcompliance@uconn.edu

Office of Diversity & Equity - UCONN

Paul Martland - Quinebaug Valley Community College

pmartland@qvcc.edu

Ronald Clymer - Naugatuck Valley Community College

rclymer@nv.edu

Stuart Brown - UCONN-Waterbury

stuart.brown@uconn.edu

Susan Wright - Naugatuck Valley Community College

SWright@nvcc.commnet.edu

Tammy Petrucelli - Sacred Heart University

petrucellit@sacredheart.edu

Theresa Eisenbach - Housatonic Community College

TEisenbach@hcc.commnet.edu

Valarie Stanley - Yale University

valarie.stanley@yale.edu

Wendy Bovia - Northwestern Connecticut Community College

wbovia@nwcc.commnet.edu

Adicia Waddell - Xavier University
awaddel1@xula.edu
Adrian Cheatham - Morehouse College
acheatham@morehouse.edu
Andrea Wray - Howard University
awray@howard.edu
Anita Scott - Wilberforce University
ascott@wilberforce.edu
Arnett Hall - Allen University
humanresources@allenuiversity.edu
Bridget Barnes - North Carolina Central University
barnesb@nccu.edu
Carmen Douglas - Alabama State University
cdouglas@alasu.edu
Cassandra Tarver-Ross - Alabama A&M University
cassandra.ross@aamu.edu
Chris Newton - Philander Smith College
cnewton@philander.edu
Constance Colter-Brabham - Voorhees College
cbrabham@voorhees.edu
Dorothy Langley - Jarvis Christian College
dlangley@jarvis.edu
Ebony Kendrick - Bennett College
ekendrick@bennett.edu
Edna Knight - Florida A&M University
edna.knight@famuc.edu
Elionder "Lonnie" Harmon - Dillard University
eharmon@dillard.edu
Gladys Jones - Tougaloo College
gjones@tougaloo.edu
Jannette Henry-Davenport - Paine College
jhenrydavenport@paine.edu
Julia Walker - Virginia State University
jawalker@vsu.edu
Kim Cobb - Gadsden State Community College
kcobb@gadsdenstate.edu
Kimberly Daniels - Bluefield State College
kdaniels@bluefieldstate.edu
Marie Henry - Texas Southern University
henry_ma@tsu.edu
Mary Ames - University of Maryland-Eastern Shore
mvames@umes.edu
Maudre Addison - Johnson C. Smith University
maddison@jcsu.edu
Mona R. Gonzales - Haskell Indian Nations University
mona.gonzales@bie.edu
Monica Bradley - Grambling State University
bradleym@gram.edu
Oakwood University
hroffice@oakwood.edu
Patricia Pegues - Rust College
ppegues@rustcollege.edu
Paula G. Bowe - Elizabeth City State University
pgbowe@mail.ecsu.edu
Rich Kohler - Bethune-Cookman University
kohlerr@cookman.edu
Rita Williams-Seay - Tennessee State University
rseay@tnstate.edu
Sandra Cintron - Lincoln University
scintron@lincoln.edu
Sandra Golson - Delaware State University
sgolson@desu.edu

Shander Gund - Mississippi Valley State University
shander.gund@mvsu.edu

Sharon Soles - Fayetteville State University
ssoles@uncfsu.edu

Shavonda Q. Holmes - Hampton University
shavonda.holmes@hamptonu.edu

Sikitia Lanier - Kentucky State University
sikitia.lanier@kysu.edu

South Carolina State University
humanresources@scsu.edu

Susan Smith - Southern University
susan_smith@subr.edu

Talladega College
brhoden@talladega.edu

Thomas Hudson - Jackson State University
thomas.k.hudson@jsums.edu

Vergie Spears - Lawson State Community College
vspears@lawsonstate.edu

Vicki Strong - Cheyney University of Pennsylvania
vstrong@cheyney.edu

Wayne H. Bryant - Southern University at Shreveport
whbryant@susla.edu

Yasmin J. Mitchell - University of the District of Columbia
ymitchell@udc.edu

Angela Brooks - Del Mar College
abrooks5@delmar.edu

Butch Batchelder - Pueblo Community College
butch.batchelder@pueblocc.edu

Cal State University - Bakersfield
malcala3@csu.edu

Catherine A. Martinez - New Mexico Highlands University
camartinez@nmhu.edu

Jessica Waddell - Imperial Valley College
jessica.waddell@imperial.edu

LaRue C. Harden - Fort Valley State University
hardenl@fvsu.edu

Linda Reis - College of the Sequoias
lindarei@cos.edu

Oswaldo Galdamez - California State University - Los Angeles
ogaldam2@ad.calstatela.edu

Suzi Hayward - Mt. San Antonio College
shayward@mtsac.edu

Winnie Winkley - Wiley College
wlwinkley@wileyc.edu

Amy Waters - East Carolina University

watersa@ecu.edu

Ayana Murray - John Jay College of Criminal Justice

amurray@jjay.cuny.edu

Cayce J. Rogers - Troy University

rogerscj@troy.edu

Charlene Hamilton - University of Louisiana at Lafayette

chamilton@louisiana.edu

Christine Singh-Dias - Hostos Community College - CUNY

cdias-singh@hostos.cuny.edu

Cindy Welp - Morningside College

welp@morningside.edu

Clara Orlando - University of Massachusetts - Lowell

clara_orlando@uml.edu

Courtney Jenkins - Georgia Southern University

cjenkins@georgiasouthern.edu

Darla Ferguson - Eastern Florida State College

fergusond@easternflorida.edu

Delaware Tech. Community College (Charles L. Terry Campus)

owens-jobs@dtcc.edu

Delaware Tech. Community College (Stanton Campus)

s-jobs@dtcc.edu

Delaware Tech. Community College (Wilmington Campus)

w-jobs@dtcc.edu

Donna Zavattiere - Lehman College - CUNY

donna.zavattiere@lehman.cuny.edu

Edith Rivera - The Graduate Center - CUNY

erivera@gc.cuny.edu

Eileen Figueroa - St. Thomas University

efigueroa@stu.edu

Elizabeth Hurssey - Mississippi Valley State University

ejhurssey@mvsu.edu

Gila Rohr - Kingsborough Community College - CUNY

grohr@kbcc.cuny.edu

Krystle Santana - University of Massachusetts - Boston

krystle.santana@umb.edu

Leslie Mercure - University of Massachusetts - Dartmouth

leslie.mercure@umassd.edu

Michele Baptiste - City College of New York

mbaptiste@ccny.cuny.edu

Michelle Martin - Auburn University

martim9@auburn.edu

Molly McDowell - Grand View University

mmcdowell@grandview.edu

Ottawa University

ouhr@ottawa.edu

Patricia Fontana - College of Staten Island - CUNY

patricia.fontana@csi.cuny.edu

Sabrina Cerezo - Brooklyn College - CUNY

scerezo@brooklyn.cuny.edu

Sara Oommen - Guttman Community College - CUNY

hr@guttman.cuny.edu

Shirlyon McWhorter - Florida International University

shirlyon.mcwhorter@fiu.edu

Taungela Thompson - Queens College - CUNY

Taungela.Thompson@qc.cuny.edu

Torrey S. Tiburzi - University of Colorado

aao@colorado.edu

UMass - Amherst

diversity@admin.umass.edu

University of Maryland College Park

diverseterps@umd.edu

Vonda Maclin - The University of Alabama in Huntsville

vonda.maclin@uah.edu

Amherst College

hr@amherst.edu

Barbara McNamara - Boston College

barbara.mcnamara@bc.edu

Carolyn Slaboden - Wellesley College

cslabode@wellesley.edu

Christine Scott - American International College

christene.scott@aic.edu

Diaman Amsler - College of the Desert

damsler@collegeofthedesert.edu

Diana Prieto - Colorado State University

diana.prieto@colostate.edu

Elissa Silverman - Wentworth Institute of Technology

silvermane@wit.edu

Heidi Jacques - Saint Joseph's College of Maine

hjacques@sjcme.edu

Judith M. Caldwell - Norfolk State University

jmcaldwell@nsu.edu

Lindsay Diefenderfer - Auburn University at Montgomery

ldiefend@aum.edu

Lisa Lawrenson - American River College - Los Rios

lawrenl@arc.losrios.edu

Lois Bowie - Texas College

lbowie@texascollege.edu

Marsha Stack-Sylvia - Cape Cod Community College

msylvia@capecod.edu

Rochelle Davies - University of Waterloo

r2davies@uwaterloo.ca

Sheryl Sievert - Luther College

sievsh01@luther.edu

Sonja Cross - Florida State College at Jacksonville

scross@fscj.edu

Sue Arslanian - Gordon-Conwell Theological Seminary

sarslanian@gcts.edu

Suffolk University

diversity@suffolk.edu

UA Statewide Office of Human Resources

syswhr@email.alaska.edu

University of South Alabama

hrmaincampus@southalabama.edu

Adam DeRosa - Broward College (South Campus) aderosa@broward.edu
Amy Downing - Newbury College amy.downing@newbury.edu
Ana Richards - University of Alaska Fairbanks amrichards@alaska.edu
Anne Grieves - Fisher College agrieves@fisher.edu
Autumn Whitfield - Broward College (Central Campus) awhitfie@broward.edu
Barbara Forrest - University of Montevallo forrestb@montevallo.edu
Beth Hoffman - Frostburg State University bhoffman@frostburg.edu
Bonita Odom McGee - Indiana State University bonita.mcgee@indstate.edu
Carol W. Smith J.D. - College of Central Florida smithc@cf.edu
Chicago State University hr@csu.edu
Christin Bouranis - Montserrat College of Art christin.bouranis@montserrat.edu
Darcy Orellana - Middlesex Community College orellanad@middlesex.mass.edu
Debbie M. Seeberger - Towson University dseeberger@towson.edu
Denise Reny - Southern Maine Community College dreny@smccme.edu
Donna C. Freeman - East Georgia State College dfreeman@ega.edu
Elizabeth Lathrop - University of New Hampshire at Manchester elizabeth.lathrop@unh.edu
Erin Nechipurenko - Framingham State University enechipurenko@framingham.edu
Franklin Pierce University hrdept@franklinpierce.edu
Goddard College hroffice@goddard.edu
Heidi Schwarz - Broward College (North Campus) hschwarz@broward.edu
Jacquelyn Jeffery - Hampshire College jjeffery@hampshire.edu
Jim Graham - Gordon College hr@gordon.edu
Joan J. Williams - University of North Alabama jjwilliams@una.edu
Joe Green - Earlham College greenjo1@earlham.edu
Lana Dillon - Saint Vincent College lana.dillon@email.stvincent.edu
Landmark College humanresources@landmark.edu
Laura Schwarz - Drake University laura.schwarz@drake.edu
Lee Hampton - Jackson College hamptonleem@jccmi.edu
Linda Lazzari - Massachusetts College of Liberal Arts llazzari@mcla.edu
Lorraine Barry - Emmanuel College Boston barryl@emmanuel.edu
Lynn Marcus - North Shore Community College lmarcus@northshore.edu

Adelphi University	humanres@adelphi.edu
Arkansas Baptist College	hr@arkansasbaptist.edu
Barbara Owen - Central Maine Community College	
Brigham Young University - Hawaii	bowen@cmcc.edu
Cabrillo College	hr@byuh.edu
Cal Poly - San Luis Obispo	cabrillohr@cabrillo.edu
California Lutheran University	equalopportunity@calpoly.edu
Christel Monk - Georgia Southern University	hr@callutheran.edu
Cindy Johnson - Pittsburg State University	cmonk@georgiasouthern.edu
Claudia Catota - California State University-Bakersfield	eoaa@pittstate.edu
Coleen Lento - Diablo Valley College	ccatota@csub.edu
Cornell University	clento@dvc.edu
Daniel Kast - Community College of Denver	owdi@cornell.edu
Darla Ferguson - Eastern Florida State College	daniel.kast@ccd.edu
Daryl McIlwain - University of Southern Maine	fergusond@easternflorida.edu
Dee Lottier - Birmingham-Southern College	darylmc@usm.maine.edu
Eastern Maine Community College	wlottier@bsc.edu
Florida State University	affirmativeaction@emcc.edu
Goshen College	eoc@fsu.edu
Harding University	hr@goshen.edu
Hollins University	hr@harding.edu
Illinois State University	hollinshr@hollins.edu
Jacob Gunden - Hutchinson Community College	equalopportunity@illinoisstate.edu
Jane Sabo - Florida South Western State College	gundenj@hutchcc.edu
Joy Ruff - Miami Dade College - Kendall	equity@fsw.edu
Kansas State University	jruff@mdc.edu
Kim Dronett - McNeese State University	equity@k-state.edu
Latoya Booker - Aquinas College	kdronett@mcneese.edu
Lewis Benavides - Texas Womens University	cdi@aquinas.edu
Linda Sands-VanKerk - College of DuPage	lbenavides@twu.edu
Lorrie Velasquez - Trinidad State Junior College	humres@cod.edu
Mackenzie Rogers - University of the District of Columbia	lorrie.velasquez@trinidadstate.edu
Maria Bullard - Cal Poly - Pomona	mackenzie.rogers@udc.edu
Martin Mastascsa - Bryn Mawr College	mbullard@cpp.edu
Melissa Richerson - Cuesta College	mmastasc@brynawr.edu
	melissa_richerson@cuesta.edu

Ability Beyond info@abilitybeyond.org
Adele Howard - CT Dept. of Mental Health & Addiction Services adele.howard@po.state.ct.us
American Job Center - Department of Employment Services - DC does@dc.gov
Ana Malave-Ortiz - Catholic Charities Archdiocese of Hartford aortiz@ccaoh.org
Ashtian Holmes - Urban Male Leadership Academy aholmes@bmcc.cuny.edu
Bethel A.M.E. Church - New Haven bamenhoffice@gmail.com
CAEL National cael@cael.org
Career Transitions Center of Chicago info@ctcchicago.org
Carmen Acevedo - Capital Workforce - New Britain cacevedo@capitalworkforce.org
Catholic Charities USA info@catholiccharitiesusa.org
Community Baptist Church - New Haven cbcnhvoffice@gmail.com
Community of the Cross Ministries - Danbury info@communityofthecrossministries.com
Connecticut State Office of Higher Education nkidney@ctohe.org
Elder Henry N. White, Sr. - New Bethel COGIC- Danbury elder93@hotmail.com
GFWC - General Federation of Women's Clubs GFWC@GFWC.org
Hispanic Seventh-Day Adventist Church - Danbury danburysdachurch@hotmail.com
Julie Schmitter - Danbury Youth Services, Inc. jschmitter@danburyyouthservices.org
Kathleen Boundy - Center for Law & Education - Boston kboundy@cleweb.org
Little Africa, LLC. market@littleafrica.com
LouAnn Bloomer - TBICO TBICO1@aol.com
Louise Moss - Women's Mentoring Network, Inc. lmoss@wmninc.org
Michael DeJesus - The Urban Male Leadership Program michael.dejesus@lc.cuny.edu
Mount Pleasant A.M.E. Zion Church - Danbury mountpleasantamez@att.net
Mt. Calvary Revival Center - New Haven info@mcrevivalcenter.org
Natalie Almonte - Capital Workforce - Enfield nalmonte@capitalworkforce.org
New Hope Baptist Church - Danbury info@newhopedanbury.org
New Hope Baptist Church - New Haven marybru@aol.com
New Opportunities - Human Resources hr@newoppinc.org
New Opportunities, Inc. of Connecticut info@NewOppInc.org
Paul Weckstein - Center for Law & Education - DC pweckstein@cleweb.org
Sharee Cooper - Community Services Consortium - Albany, OR scooper@communityservices.us

Meredith College
Nancy Watkins - University of West Georgia

hr@meredith.edu

Quincy University
Renee Coker - Stern College-Yeshiva University

nwatkins@westga.edu
hr@quincy.edu

Robin Roberts - Embry-Riddle Aeronautical University

renee.coker@einstein.yu.edu

Rosemont College
The George Washington University
Thuy Quach - Foothill-DeAnza College
Torrey S. Tiburzi - University of Colorado Boulder

robin.roberts2@erau.edu
employment@rosemont.edu
eeo@gwu.edu
quachthuy@fhda.edu

UMass Amherst
University of Denver

aa@colorado.edu
eod@admin.umass.edu
equalopportunity@du.edu

Maggie Sullivan - Rhode Island College

affirmativeaction@ric.edu

Michael W. Smith - Georgetown University

ideaa@georgetown.edu

Pamela Donellan - Endicott College
Priscilla Mills - Northern Arizona University

pdonella@endicott.edu

Salem State University
Sara A. Sawyer - Community College
Serena Harris - Smith College

priscilla.mills@nau.edu
eo-hr@salemstate.edu
ssawyer@ccsnh.edu
sharris@smith.edu

Sofia Reed, Tri-State Diversity Council

sofia.reed@nationaldiversitycouncil.org
alexandria@linksinc.org

The Links, Inc. - Los Angeles
Town of Manchester, CT - Human Resources

hr@manchesterct.gov

Vanessa Pacheco - Capital Workforce (Main Office Admin.)

vpacheco@capitalworkforce.org
info@verticalct.com

Vertical Church - West Haven
Walnut Hill Community Church - Bethel

hello@walnuthillcc.org
employmentservices@willowcreek.org
ywcainfo@ywcahartford.org

Willow Creek Job Connection
YWCA - Hartford Region

Section D

Element No. 4

**ASSIGNMENT OF
RESPONSIBILITY &
MONITORING**

Sec. 46a-68-81

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 has been 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

Chief Diversity Officer, to create a long-range University Diversity Action Plan and to offer annual recommendations and reports to the President.

University Diversity Committee Active Service as of April 1, 2022				
Name	Position	Position Classification	Gender/ Ethnicity	Time Commitment
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. Truman Keys	Associate Professor Communications and Media Arts	AAUP	B/M	10%
Mr. Robert Pote	Professor, English	SUOAF	W/M	10%
Mr. Michael Ercoli	Quality Craft Worker	NP-3	W/M	10%
Dr. Hasan Arslan	Associate Professor, Justice and Law Administration	AAUP	A/F	10%
Dr. Patrice Boily	Assistant Dean, Macricostas School of Arts and Sciences	AAUP	W/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%
Mr. George Marasco	Storekeeper, Office of Property Management	SUOAF	W/M	10%
Dr. Lorrie Ann Monte	Assistant Professor, Education and Education Psychology	AAUP	W/F	10%
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%
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:

AAUP Minority Mentoring and Recruitment Committee Active Service as of April 1, 2022				
Name	Position	Position Classification	Gender/ Ethnicity	Time Commitment
Ms. Jesenia Minier	Chief Diversity Officer	Management/ Confidential	H/F	30%
Dr. Theresa Canada	Professor, School of Professional Studies	AAUP	B/F	10%

AAUP Minority Mentoring and Recruitment Committee				
Active Service as of April 1, 2022				
Name	Position	Position Classification	Gender/Ethnicity	Time Commitment
Dr. Rotua Lumbantobing	Associate Professor, School of Macricostas Arts and Sciences	AAUP	A/F	10%
Dr. Yaseen Hayajneh	Associate Professor, Ancell School of Business	AAUP	A/M	10%
Dr. Donald Gagnon	Professor, School of Visual and Performing Arts	AAUP	H/M	10%

SUOAF Minority Mentoring and Retention Committee				
Active Service as of April 1, 2022				
Name	Position	Position Classification	Gender/Ethnicity	Time Commitment
Ms. Jesenia Minier	Chief Diversity Officer	Management/Confidential	H/F	30%
Rebecca Woodward	Interim Co-Chief Information Officer	SUOAF	W/F	10%
Lynn Bricker	Capital Budget Fiscal Administrator	SUOAF	W/F	10%
Daryle Dennis	Assistant Dean, Student Affairs	SUOAF	B/M	10%

Presidential Cabinet Members				
Active Service as of April 1, 2022				
Name	Position	Position Classification	Gender/Ethnicity	Time Commitment
Dr. John B. Clark	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%
Mr. Luigi Marcone	Chief Facilities Officer and Associate Vice President for Campus Planning	Management/Confidential	W/M	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%

Presidential Cabinet Members Active Service as of April 1, 2022				
Name	Position	Position Classification	Gender/ Ethnicity	Time Commitment
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 University leadership 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, Western Connecticut State University 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 Western Connecticut State 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) Western Connecticut State University 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 Western Connecticut State University 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:

Participating Staff with the University's 2022 Affirmative Action Plan Reporting period from April 1, 2021 to March 31, 2022		
Name	Position	Time Commitment
Dr. John B. Clark	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%
Mr. Luigi Marcone	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	Director, University Relations	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	25%
Dr. David Martin	Dean, Ancell 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 University's 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. We 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. We 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. We 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)

**ASSIGNMENT OF
RESPONSIBILITY &
MONITORING**

Sec. 46a-68-81

(ATTACHMENTS AND DOCUMENTATION)

2022 EXECUTIVE SUMMARY OF THE AFFIRMATIVE ACTION PLAN

April 1, 2021 to March 31, 2022

The logo for Western Connecticut State University features a stylized shield shape. The left vertical border of the shield is a thick red line. The top horizontal border is a thick red line that turns 90 degrees down on the right side. The bottom border is a thick red line that curves upwards at both ends. The text "WESTERN CONNECTICUT STATE UNIVERSITY" is centered within the shield in a bold, dark blue, sans-serif font.

**WESTERN
CONNECTICUT
STATE
UNIVERSITY**

Final Submitted on: July 15, 2022
Office of Diversity and Equity/Pride Center
181 White Street
Midtown Campus, University Hall, 2nd Fl. Suite
Danbury, Connecticut 06810
Report contact: Ms. Jesenia Minier, 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 2021 *Plan* was *Approved* by CHRO on October 13, 2021, 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 2022 *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 2020 update provides similar data and analyses as presented in past years, in a summarized format. The report includes the current faculty and staff workforce, 2021-2022 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, 2021 to March 31, 2022. 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, 2021 to March 31, 2022.
- **New Hires:** Total of new faculty or staff (as defined above) hired within the 12-month period of April 1, 2021 to March 31, 2022.

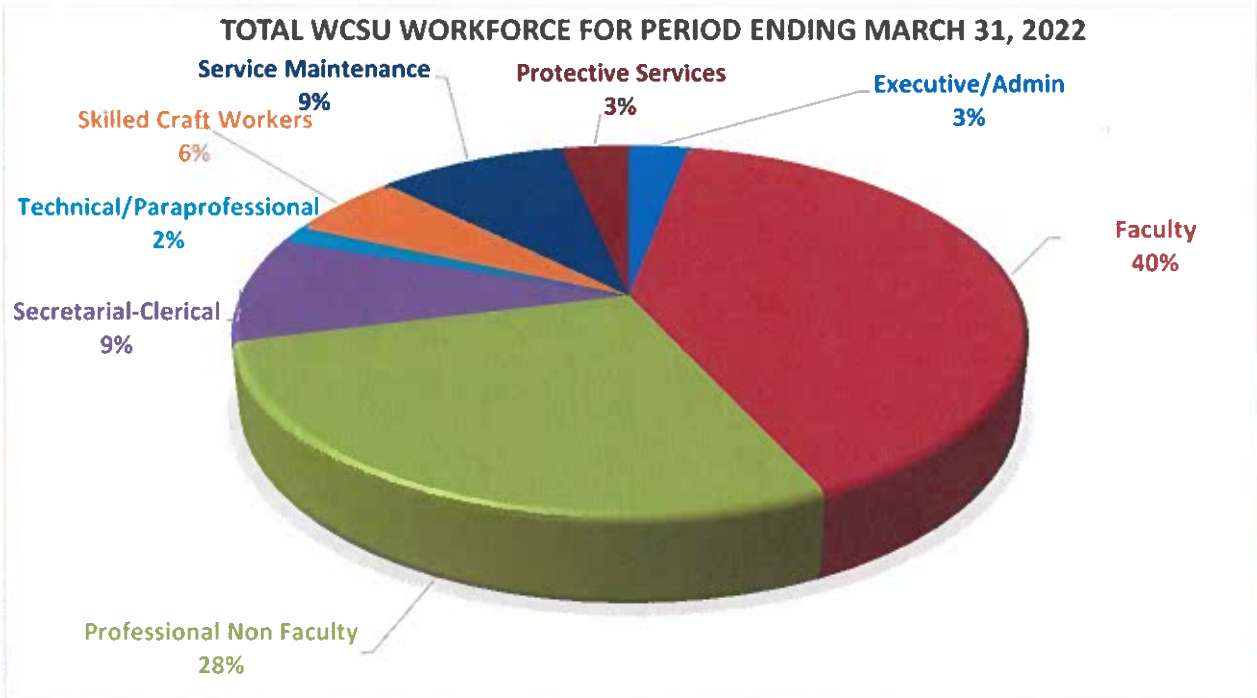
Race and Ethnicity Definitions^{1*}

- **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).

¹ 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 542, the above noted diagram features:

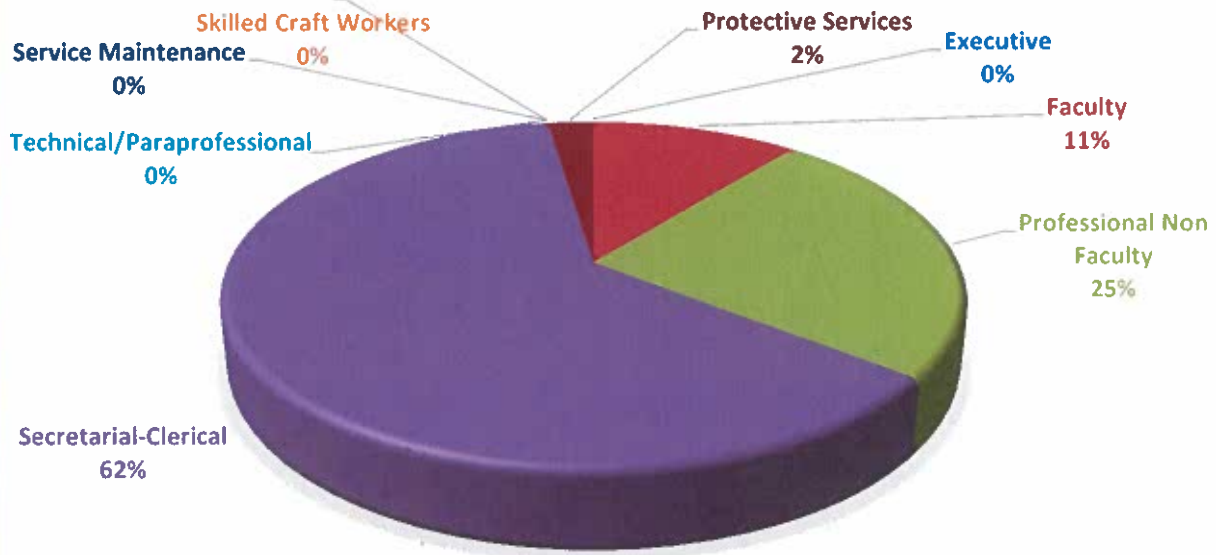
- 56.8% are Professional, Administrative and Service Staff
- 40.2% are Professorate/Faculty titles
- 3.0% are Executive/Management

Of the combined WCSU workforce of 542, the ethnic/gender composition is:

Ethnic Composition	Gender Composition
72.9% White	51.1% Female
6.8% Black	48.9% Male
8.9% Hispanic	
11.5% Asian/Pacific Islander (Other)	

Applicants Figures for 2021-2022 Searches

2021-2022 APPLICANT POOL FIGURES



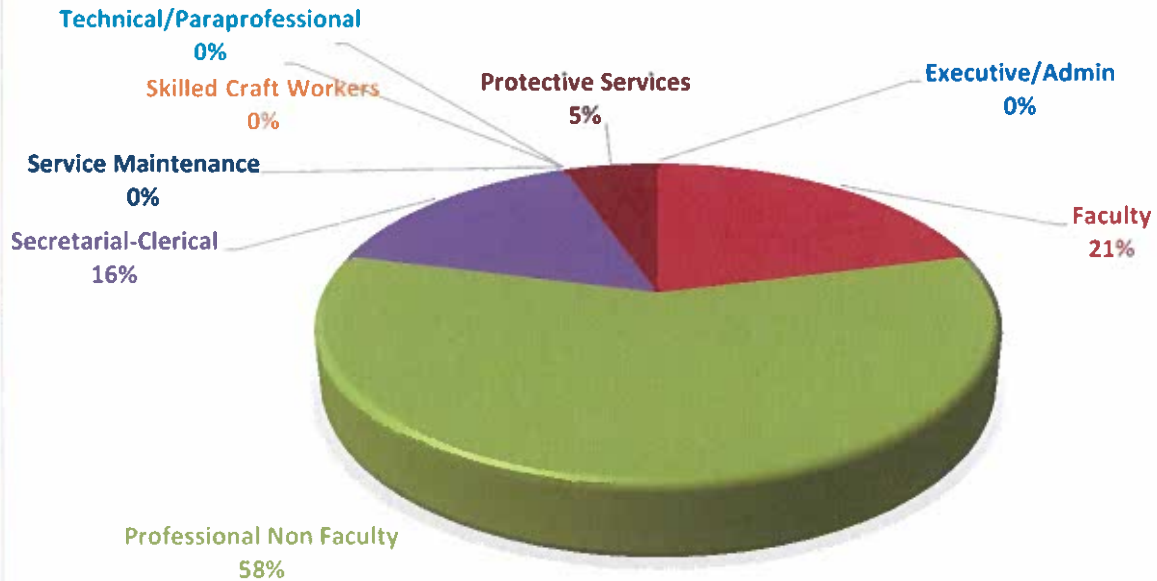
There were **896 applicants** for the total number of campus searches from April 1, 2021 to March 31, 2022 with the following ethnic/gender composition:

Ethnic Composition	
28.0%	White
5.2%	Black
10.9%	Hispanic
9.8%	Asian/Pacific Islander
46.0%	Asian/Pacific Islander

Gender Composition	
75.9%	Female
24.1%	Male

New Hires in 2021-2022

2021-2022 WCSU NEW HIRE DATA



There were 19 new hires from April 1, 2021 to March 31, 2022 with the following ethnic/gender composition:

Ethnic Composition

- 63.2% White
- 5.3% Black
- 5.3% Hispanic
- 21.1% Asian/Pacific Islander
- 5.3% Unknown Ethnicity

Gender Composition

- 47.4% Female
- 52.6% 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 WF, 1 BF, 1 HM, 1 AAIANHNPI Male, 1 AAIANHNPI Female	0 goals achieved	N/A
Faculty (Professor)	0			
Faculty (Associate Prof.)	0			
Faculty (Assistant Prof.)	4	1 WF, 2 BM, 2 BF, 1 HM	1 goal achieved	17%
Faculty (Instructors)	0	1 WM, 1 BM	0 goals achieved	N/A
Professional Non-Faculty	11	1 BM, 7 BF, 1 AAIANHNPI Female	1 goal achieved	11%
Secretarial/Clerical	3	5 WM, 3 BM, 2 HM, 2 HF, 1 AAIANHNPI Male	1 goal achieved	8%
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	1	1 BM, 1 BF, 1 HM	0 goal achieved	N/A
Total	19	57 goals established	3 goals achieved	36%

Of the eleven (19) new hires that occurred during this reporting period, three (34) or thirty-six (36%) 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. Three (3) new hires identified as one (1) White Female (**goal achievement**), one (1) AAIANHNPI Male and one (1) AAIANHNPI Female from the Assistant Professor category;
2. Six (6) new hires identified as four (4) White Females, one (1) AAIANHNPI Male and one (1) AAIANHNPI Female (**goal achievement**) from the Professional/Non-Faculty category;
3. Three (3) new hires identified as one (1) White Female, one (1) Black Female and one (1) Hispanic Female (**goal achievement**) from the Secretarial/Clerical category; and
4. One (1) new hires identified as one (1) Unknown Male from the Protective Services category.

In all, ten (10) out of the nineteen (19) new hires, or fifty-three (53%) percent, were not goal candidates but new hires from historically underrepresented groups, including White females.

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 nine (9) 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)	3	8 WM, 1 WF, 2 BM, 10 AAIANHNPI Male and 3 AAIANHNPI Female	3 goals achieved	16%
Faculty (Associate Prof.)	6	8 WM, 1 HM, 3 HF	6 goals achieved	50%
Faculty (Assistant Prof.)				
Professional Non-Faculty				
Technical/Paraprofessional				
Secretarial-Clerical				
Skilled Craft Workers				
Service Maintenance				
Protective Service				
Total	9	31 goals established	9 goal achieved	66 %

Of the nine (9) 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 one (1) AAIANHNPI Males (**goal achievement**) and one (1) AAIANHNPI Female Male (**goal achievement**) from the Professor category;
2. One (1) promotion identified as one (1) Hispanic Female (**goal achievement**) from the Associate Professor category;

In all, five (5) out of the nine (9) promotions, or fifty-five (55%) percent were not candidates from historically underrepresented groups, but met established goals for the University.

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	1 White Male
#2		#2	7 White Females
#3		#3	1 Hispanic Male
		#4	1 AAIANHNPI Female
Total:	0 hiring goal(s)	Total:	10 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	1 Black Male	#1	
#2	4 Black Females	#2	
#3	1 Hispanic Male	#3	
#4	1 AAIANHNPI Female	#4	
#5	1 Two or More Races Male	#5	
#6	1 Two or More Races Female	#6	
Total:	9 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 White Male	#1	
#2		#2	
Total:	1 hiring goal	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	1 Black Male	#2	
#3	5 Black Females	#3	
#4	2 Two or More Races Males	#4	
#5	2 Two or More Races Females	#5	
#6		#6	
Total:	22 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 Hispanic Female	#4	
#5	1 AAIANHNPI Male	#5	
#6	1 Two or More Races Female	#6	
Total:	8 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	1 Black Male	#1	
#2	6 Hispanic Males	#2	
#3	1 Two or More Races Male	#3	
#4		#4	
Total:	8 hiring goal(s)	Total:	0 promotional goal(s)

SERVICE MAINTENANCE – ALL TITLES

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	4 Hispanic Males	#2	
#3	1 Two or More Races Male	#3	
Total:	6 hiring goal(s)	Total:	0 promotional goal(s)

SERVICE MAINTENANCE - CUSTODIANS

HIRING		PROMOTIONAL	
<i>New Goal(s)</i>	<i>Ethnic/Gender Composition</i>	<i>New Goal(s)</i>	<i>Ethnic/Gender Composition</i>
#1	2 Black Females	#1	
#2	7 Hispanic Females	#2	
#3	1 Two or More Races Female	#3	
Total:	10 hiring goal(s)	Total:	0 promotional goal(s)

PROTECTIVE SERVICES

HIRING		PROMOTIONAL	
<i>New Goal(s)</i>	<i>Ethnic/Gender Composition</i>	<i>New Goal(s)</i>	<i>Ethnic/Gender Composition</i>
#1	3 White Females	#1	
#2	1 Hispanic Male	#2	
#3	1 Hispanic Female	#3	
#4	1 Two or More Races Male	#4	
#5	1 Two or More Races Female	#5	
Total:	7 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: <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 2022, the Chief Diversity 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, 2023

Responsible Person(s): AAUP and SUOAF union representatives, Chief Human Resource Officer and Chief Diversity 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 employees will be invited to attend, but supervisors, administrators and department chairpersons will be especially targeted. ODE, in conjunction with members of the Division(s) of Academic and Student Affairs and the Human Resource Department, will continue to work together collectively to provide a comprehensive online Title IX (sexual misconduct, sexual harassment) training for employees, graduate students and undergraduates.

Completion Date: January 1, 2023

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 Officer, Chief Human Resource Officer and Identified members of the Division of Student Affairs

REVISED President's Cabinet Meeting Agenda
Thursday, April 8, 2021
3 p.m.

1. COVID update (P. Koukopoulos)
2. Safety and security preparation for upcoming events (KB, R. Connor)
3. CSU AAUP letter to students* (JC)
4. Fall Opening Plan submission to Alice Pritchard (JC, MA)
5. NECHE Report (JC, MA)
6. Commencement update (MA)
7. Staff return to campus target date – by division (FC)
8. Translation services for student, employees, and prospective students/parents (FC)
9. Translation of our website to other languages – similar to the Department of Administrative Services (DAS) website (FC)
10. Summer Orientation (JM)
11. Enrollment update (JM)
12. WXCI & CT Public Radio (KB, BF)

*See attached

President's Cabinet Meeting Agenda
Thursday, April 22, 2021
3 p.m.

1. COVID Update (LM)
2. CSU Presidents' Meeting Report (JC)
3. Strategic Plan Report Follow Up (MA)
4. Division of Graduate and Continuing Professional Education (MA)
5. Update on Advanced Manufacturing Project (LM)
6. Incentive to Students to get Vaccinated (JC, KB)
7. Research on HIS* (BF)
8. Formalizing/Documenting Position Request Process* (BF, MA, FC, JM)
9. Enrollment Update (JM)
10. April 24 & 25 ASD Numbers (JM)

*See attached.

President's Cabinet Meeting Agenda
Thursday, May 6, 2021
3 p.m.

1. President's Report on CSCU and CSU Presidents' Wednesday meeting (JC)
2. Commencement (MA)
3. Demand Response Program (LM)
4. HERF Funding (BF)
5. Enrollment Update (JM)
6. Summary of ASD Program (JM)
7. Virtual Orientation – Parent Program Monday, May 17, 6 p.m. (JM)
8. Athletics - Women's Lacrosse Team's Upcoming NCAA Game (KB)

Subject: For the Cabinet Mtg. after this Week's COVID Mtg.
Date: Monday, May 24, 2021 at 9:18:36 AM Eastern Daylight Time
From: Janet McKay
To: President's Cabinet Members
CC: Birte Pfitzner, Irene Aspras, Jennifer Cunningham, Kathleen Nostrand, Kimberly deLevie, Suzanne Fuchs, Keisha Stokes, Kimberly Wasniak
Attachments: WCSU FY22 SP Schedules-Final-Updated 052121.pdf, WCSU-FY22-Budget Narratives-Final-Revised 052121.pdf, FY22 Budget-Summary-Changes-Final-Updated-052121.pdf

Good morning,

For this Thursday's Cabinet meeting which will follow the COVID meeting, CFO Beatrice Fevry would also like to share the attached three files in order to update Cabinet of the Revised FY22 Budget.

Attached you will find:

- 1) WCSU Revised FY22 Spending Plan reflecting a deficit of -\$541K (see RED Tab)
- 2) WCSU FY22 Updated Budget Narratives
- 3) WCSU FY 22 SP Updated Changes (**This document provides details on the specific areas where adjustments were made in support of our efforts to enhance Revenue and decrease Expenses**).

Regards,
Janet

From: Janet McKay
Sent: Thursday, May 20, 2021 8:56 AM
To: President's Cabinet Members <PresidentsCabinetMembers@wcsu.edu>
Cc: Birte Pfitzner <pfitznerb@wcsu.edu>; Irene Aspras <asprasi@wcsu.edu>; Jennifer Cunningham <cunninghamj@wcsu.edu>; Kathleen Nostrand <nostrandk@wcsu.edu>; Keisha Stokes <StokesK@wcsu.edu>; Kimberly deLevie <deLevieK@wcsu.edu>; Kimberly Wasniak <wasniakk@wcsu.edu>; Suzanne Fuchs <fuchss@wcsu.edu>
Subject: Cabinet Mtg. after Next Week's COVID Mtg.

Good morning,

After next week's COVID working group meeting on May 27, please remain on the WebEx call. There will be a brief meeting with Cabinet members only to discuss the attached Charge Letter of President Clark's Financial Task Force (PFTF).

Thank you,
Janet

President's Cabinet Meeting Agenda
Thursday, May 27, 2021
Immediately following 3 p.m. COVID Meeting

1. Charge Letter of President Clark's Financial Task Force (PFTF)* (BF)
2. Revised FY22 Budget Update* (BF)
3. President's Performance Evaluation (JC)
4. Governor Lamont's notice to state employees regarding June 1st and July 1st return dates (FC)
5. Guidance from DPH (FC)
6. Reminder about Division heads making a determination about when employees will return to full in person work between the dates of July 1st – August 2nd (FC)
7. Pause on SUOAF telecommuting requests (FC)

*See attached.

President's Cabinet Meeting Agenda via WebEx
Thursday, June 3, 2021
3 p.m.

1. WCSU Pride Center Logo (JM)
2. WCSU HETS Committee Update (JM)
3. Update on Recent/Upcoming Campus Improvement/Construction Projects (LM)
4. State 5G Infrastructure Mandate (LM)
5. Updated FY22 Base Budget as of 5/26/2021* (BF)

See attached.

REVISION #2 President's Cabinet Meeting Agenda via WebEx
Thursday, June 3, 2021
3 p.m.

1. WCSU Pride Center Logo (J. Minier)
2. WCSU HETS Committee Update (J. Minier)
3. Update on Recent/Upcoming Campus Improvement/Construction Projects (LM)
4. State 5G Infrastructure Mandate (LM)
5. Updated FY22 Base Budget as of 5/26/2021* (BF)
6. Discuss the Voluntary Vaccination Reporting Language* (MA)
7. Discuss an upcoming demo of the latest features of Banner that is being arranged by the System Office (JD)

See attached.

President's Cabinet Meeting Agenda via WebEx
Thursday, June 17, 2021
3 p.m.

1. CSU Presidents' Meeting Report (JC)
2. President's Performance Evaluation (JC)
3. CT Public Radio Proposed Position (JC)
4. FY22 BOR Approved Budgets – WCSU* (BF)
5. Position Review Committee Update (MA, FC, BF, JM)
6. Minimum Wage Increase from \$12 to \$13 per hour Effective 8/1/21 (FC)
7. Personnel issue with a department supervisor (FC)
8. Use of WCSU Facilities by Other State Agencies (LM)
9. COVID Supplies (LM)

*See attached

President's Cabinet Meeting Agenda via WebEx
Thursday, July 15, 2021
3 p.m.

1. Status of all employees returning to work by August 2nd (FC)
2. Telework options for Clerical and A&R employees via an agreement with SEBAC and the Office of Labor Relations (FC)
3. System Office planning for retirements by July 1, 2022 (FC)
4. Cannabis Policy for students and employees (FC)
5. CSU Presidents' meeting report (JC)
6. BOR Policy – Use of Gender Identify and Pronouns* (JC, J. Minier)
7. Enrollment update (JM)
8. Closing Newbury Hall (KB)
9. Future of Fairfield Hall (MA)
10. HETS Working Group update (J. Minier)

*See attached

Subject: FW: Meeting w/President Cheng at WCSU

Date: Friday, July 16, 2021 at 1:25:33 PM Eastern Daylight Time

From: Jennifer Cunningham

To: Kimberly Wasniak, Fred Crary, Kathleen Nostrand, Jesenia Minier, Kimberly deLevie, Birte Pfitzner, Irene Aspras, Lynne LeBarron, Paul Steinmetz, Beatrice Fevry

Hello Everyone,

Dr. Clark has asked me to work with Victoria to schedule a meeting with the Cabinet and President Cheng. I would like to send Victoria some dates then we can schedule the exact time needed. Are you/your VP available on August 9, 10, 13, 16 - 19 from 9:00 – 5:00. If possible, could you please get back to me by Monday?

Thanks,

Jennifer

--

From: John Clark <clarkj@wcsu.edu>

Sent: Friday, July 16, 2021 12:07 PM

To: President's Cabinet Members <PresidentsCabinetMembers@wcsu.edu>

Cc: Jennifer Cunningham <cunninghamj@wcsu.edu>; Kathleen Nostrand <nostrandk@wcsu.edu>; Janet McKay <mckayj@wcsu.edu>

Subject: Fw: Meeting w/President Cheng at WCSU

Members of the President's Cabinet,

Please read the message from Victoria below regarding President Cheng's proposed visit with us in August.

In Janet's absence, i have asked Jennifer Cunningham to schedule the meeting, perhaps a luncheon. She will shortly be sending out a request for your availability for the meeting. Please respond back to her as soon as you can.

After next week's Covid19 meeting, let's have a group meeting to discuss President's Cheng visit and establish an agenda.

Best wishes,

John

Dr. John B. Clark

President

Western Connecticut State University

From: John Clark
Sent: Friday, July 16, 2021 11:38 AM
To: Thomas, Victoria F <VThomas@commnet.edu>
Cc: Janet McKay <mckayj@wcsu.edu>; Jennifer Cunningham <cunninghamj@wcsu.edu>; Kathleen Nostrand <nostrandk@wcsu.edu>
Subject: Re: Meeting w/President Cheng at WCSU

Victoria,

Janet is on vacation today and the next two weeks. I will try to reach her to schedule President Cheng's visit.

Best wishes

John

Dr. John B. Clark
President
Western Connecticut State University

On Jul 16, 2021, at 10:47 AM, Thomas, Victoria F <VThomas@commnet.edu> wrote:

<image001.jpg>
Good morning Janet,

President Cheng would like to visit WCSU and meet with President Clark and his leadership team. Is there a day in August already on the calendar for such a meeting? We'll start there and adjust if need be. Please note, President Cheng is also planning a campus visit in September so if some folks aren't around for the August meeting he will catch them then.

Thank you.

Victoria

2021 CSEC Coordinator

Victoria Lee Thomas
Office of the President
Connecticut State Colleges and Universities (CSCU)
61 Woodland Street, Hartford, CT 06105

☎ 860.723.0011 | 📠 860.723.0009 | ✉ vthomas@commnet.edu

"When people show you who they really are, and they will, believe them the first time" - Maya Angelou
"Injustice anywhere is a threat to justice everywhere" - Martin Luther King Jr.

 *Preserve the environment - print only when necessary. Thank you.*

<image002.png>

President's Cabinet Meeting Agenda via WebEx
Thursday, July 29, 2021
3 p.m.

1. AccessAbility Services Presentation* (Elisabeth Werling Morel)
2. President Cheng's Visit to WCSU (JC)
3. 190 NVCC Project – Construction Update and Signage* (LM)
4. Update on WCSU Fall Reopening Plan (MA)
5. Fall Opening Meeting (MA)
6. CT Automatic Admissions Program (JM, MA)
7. Draft Marijuana Policy (JC, KB, MA)
8. Name, Image, Likeness (JC, KB)

*See attached



**President's Cabinet Meeting via WebEx
Thursday, August 12, 2021
3 p.m.**

Agenda

1. CSU Presidents' Meeting Report (JC)
2. CSCU COVID Coordinators Update (LM)
3. Agenda for President Cheng's August 16th Visit to Campus* (JC)
4. Preparations for August 25th Opening Meeting in Ives Concert Hall (JC)
5. Construction Update (LM)
6. Update on President's Financial Task Force (BF)

*See attached

Subject: Cabinet Meetings for F2021

Date: Tuesday, August 24, 2021 at 8:31:36 AM Eastern Daylight Time

From: Janet McKay

To: President's Cabinet Members

CC: John Clark, Birte Pfitzner, Irene Aspras, Jennifer Cunningham, Kathleen Nostrand, Keisha Stokes, Kimberly deLevie, Kimberly Wasniak, Suzanne Fuchs

Good morning,

For the Fall semester, the President's Cabinet meetings will be held in person in the Midtown Campus Student Center Room 202 starting at 3 p.m.

The schedule is as follows:

August 26

September 23

October 7

October 21

November 4

November 18

December 2

December 16

I will be forwarding meeting invites shortly.

Thank you,
Janet

Janet McKay
Executive Assistant to the President
Western Connecticut State University

Subject: President's Council Meetings

Date: Tuesday, August 24, 2021 at 8:31:19 AM Eastern Daylight Time

From: Janet McKay

To: Beatrice Fevry, Brian Vernon, David Martin, Fred Cratty, Jay Murray, Jennifer O'Brien, Jesenia Minier, Joan Palladino, John DeRosa, Keith Betts, Lori Mazza, Luigi Marcone, Lynne LeBarron, Michelle Brown, Missy Alexander, Paul Steinmetz, Rebecca Woodward, Roger Connor, Rotua Lumbantobing, Veronica Kenausis, Walter Cramer

CC: John Clark, Birte Pfitzner, Catherine Cote, Cynthia Brockett, Elizabeth Koschel, Irene Aspras, Jennifer Cunningham, Karen Walsh, Kathleen Nostrand, Keisha Stokes, Kimberly deLevie, Kimberly Moffett, Kimberly Wasniak, Linda D'Aurio, Suzanne Fuchs, Virginia Diaz

Good morning,

For the Fall semester, the President's Council meetings will be held in person in the Midtown Campus Student Center Room 202 starting at 2 p.m.

The schedule is as follows:

Tuesday, September 21

Tuesday, October 19

Tuesday, November 16

Tuesday, December 14

I will be forwarding meeting invites shortly.

Thank you,
Janet

Janet McKay
Executive Assistant to the President
Western Connecticut State University



**President's Cabinet Meeting
Thursday, August 26, 2021**

**Midtown Campus Student Center Rm. 202
3 p.m.**

Agenda

1. Violations of COVID-19 Policy (KB, W. Cramer)
2. Academic Partnerships (MA)
3. Mtg. w/President Cheng & CSU Presidents Regarding 5G (JC)
4. Workforce Development Programs* (JC)
5. Co-Participate in AASCU's Transformation Accelerator* (JC)
6. Mandated Employee Vaccination for Classified Employees and Attestation of Vaccination Status for Unclassified Employees (FC)
7. SUOAF Telework Requests (FC)
8. SEBAC Telework Requests for Clerical and A&R Employees (FC)
9. COVID Tests for Employees (FC)

*See attached.



President's Council Meeting
Tuesday, September 21, 2021 @ 2 p.m.

Via WebEx
2 p.m.

Agenda

1. Update on Weekly COVID Testing for Employees (FC)
2. Fully Vaccinated Employee – no requirement to quarantine and can work on campus vs. unvaccinated employee not being able to work on campus and can telework during quarantine period. (FC)
3. Vice President for Institutional Advancement Search (FC)
4. Multi-Factor Authentication Requirement (JD, RW)
5. IT Approval for Software & Hardware Purchases (JD, RW)
6. UWWC Board of Directors Opportunity (KB)
7. Discussion on the WCSU Digital Accessibility Compliance Committee * (J. Minier)
8. Discussion on the WCSU Gender Identity and Pronoun Initiative* (J. Minier)
9. Discussion on the 2020-2021 Changes with the WCSU Title IX Investigations Process* (J. Minier)
10. Enrollment Update (JM)
11. Budget Update (BF)

See attached



**President's Cabinet Meeting via WebEx
Thursday, October 7, 2021**

3 p.m.

Agenda

1. CSU Presidents' Meeting Report (JC)
2. President Cheng's Visit to Campus* (JC)
3. COVID Coordinator Delegation of Duties (JC, LM)
4. Facilities Project Updates (LM)
5. Land Acknowledgment Floor Decals (LM)
6. Teleworking for AAUP and SUOAF employees when in isolation or quarantine for themselves or school aged children or dependents (FC)
7. Snow Days – Technology for employees to Telework (FC)
8. FY22 Budget Update - New Allocation Model* (BF)
9. Update on Ellucian Experience (JD, RW)

*See attached



President's Council Meeting
Tuesday, October 19, 2021 @ 2 p.m.

Via WebEx
2 p.m.

Agenda

1. President Cheng's Campus Visit – Nov. 19 (JC)
2. Proof of COVID Vaccination or Medical Exemption for all New Hires (FC)
3. Enrollment Update (JM)
4. Budget Update (M. Weng)



**President's Cabinet Meeting via WebEx
Thursday, October 21, 2021**

3 p.m.

Agenda

1. COVID-19 and Event Management (LM, Pano Koukopoulos)
2. Judicial Actions Related to Covid-19 Vaccinations and Testing (W. Cramer, C. Alexander)
3. CSU Presidents' Meeting Report (JC)
4. President Cheng's Visit to Campus* (JC, KB)
5. Recommendations from the Snow Day Subcommittee (FC)
6. Update on IT Projects (Information Systems) (JD, RW)
7. Governor Lamont's Executive Order 13G (LM)

*Draft agenda attached.



President's Cabinet Meeting

**Midtown Campus Student Center Rm. 202
Thursday, November 4, 2021**

3 p.m.

REVISED Agenda

1. Spring COVID Plan (MA)
2. Discuss/Update on Program for President Cheng's Visit to Campus
3. Recommendations from the Snow Day Subcommittee (FC)
4. Teleworking Policy for Management & Confidential Employees (FC)
5. Renaming Buildings (LM)
6. Fairfield Hall Interior Renovation Update (LM)
7. Discussion regarding Ives Concert Park (LM)
7. Request for easement at Westside Campus for "WestConn Park" (letter from Mr. Salame attached)* (LM)
8. NCHEMS Update (BF)



President's Council Meeting
Tuesday, November 16, 2021 @ 2 p.m.

Via WebEx
2 p.m.

Agenda

1. President Cheng's Campus Visit – Nov. 19* (JC)
2. Winter Weather Days Memo (FC)
3. Vaccination Status for Adjunct Faculty Teaching in the Spring Semester (FC)
4. Employees on Non-COVID Medical Leave – Not Authorized to Telework (FC)
5. Enrollment Update (JM)
6. Budget Update (BF)

*See attached.



President's Cabinet Meeting

**Fairfield Hall, Midtown Campus
Thursday, November 18, 2021**

3 p.m.

Agenda

1. Fairfield Hall renovation (LM, D. Casinelli)
2. Power outage vulnerability and Eversource's forward-looking response/plan (LM)
3. Review of Master Plan (LM)
4. Discussion on next steps for implementation of the Master Plan (MA)
5. Briefing on meeting held with Ben Barnes, Campus CFO's and CIO's to discuss IT equipment replacement for FY23 and beyond (JD, RW)



President's Cabinet Meeting

**Fairfield Hall, Midtown Campus
Thursday, November 18, 2021**

3 p.m.

REVISED Agenda

1. Fairfield Hall renovation (LM, D. Casinelli)
2. Power outage vulnerability and Eversource's forward-looking response/plan (LM)
3. Review of Master Plan (LM)
4. Discussion on next steps for implementation of the Master Plan (MA)
5. Briefing on meeting held with Ben Barnes, Campus CFO's and CIO's to discuss IT equipment replacement for FY23 and beyond* (JD, RW)
6. 2022 KPMG Future Leaders Program* (JC)

*See attached



**President's Cabinet Meeting via WebEx
Thursday, December 2, 2021**

3 p.m.

Agenda

1. DOMUS Program* (JC)
2. SEBAC Telework Agreement (FC)
3. 190 White Street Project (LM)
4. Update on WCSU's Master Planning Process (LM)
5. Homepage Redesign, Space for COVID Information (JM)

*See attached



**President's Cabinet Meeting via WebEx
Thursday, January 13, 2022**

3:30 p.m.

Agenda

1. President to Report on CSU President's Meeting (JC)
2. Bond Allocations and Utility Price Increases (LM)
3. Commencement Update (MA)
4. Spring Enrollment Updates and Spring On-campus Yield Events (JM)
5. WCSU Foundation Scholarships Update (LL)
6. President's Council Presentation of Title IX training to administrators (J. Minier)
7. Update: WCSU Gender Identity and Pronoun Initiative (J. Minier)
8. Update: Virtual options for Cultural Diversity (Refresher) Trainings for all WCSU employees (J. Minier)

Subject: Title IX Training for Administrators
Date: Friday, January 14, 2022 at 2:14:52 PM Eastern Standard Time
From: Jesenia Minier
To: Kathleen Nostrand
CC: Paul Steinmetz, Scott Towers, Cara Mackler, Keisha Stokes
Attachments: image001.png, image002.png, image003.png, image004.png, image005.png, image006.png, image007.png, image008.jpg

Good afternoon Kathy,

As we discussed this afternoon, upon confirmation of the upcoming agenda items, can you please ensure to send a link to the virtual President's Council meeting for Tuesday, January 18, 2022 to the following Title IX training facilitators:

1. Scott Towers, WCSU Pride Center/ Deputy Title IX Coordinator: towerss@wcsu.edu
2. Cara Mackler, Director of Campus Services, Center for Empowerment and Education: cara.m@thecenterct.org

Thank you and have a great weekend. Jesenia

Jesenia Minier, MPA
Chief Diversity Officer
ADA and Title IX Coordinator
Office of Diversity and Equity/Pride Center



181 White Street
University Hall, Room 202B
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/
www.wcsu.edu/pridecenter/

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ASSOCIATION
OF COLLEGES &
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Subject: President's Council Tuesday, January 18, 2022
Date: Friday, January 14, 2022 at 4:20:46 PM Eastern Standard Time
From: Kathleen Nostrand
To: Beatrice Fevry, Brian Vernon, David Martin, Fred Cratty, Jay Murray, Jennifer O'Brien, Jesenia Minier, Joan Palladino, John DeRosa, Keith Betts, Lori Mazza, Luigi Marccone, Lynne LeBarron, Michelle Brown, Missy Alexander, Paul Steinmetz, Rebecca Woodward, Rotua Lumbantobing, Veronica Kenausis, Walter Cramer
CC: Birte Pfitzner, Catherine Cote, Cynthia Brockett, Elizabeth Koschel, Irene Aspras, Jennifer Cunningham, Karen Walsh, Kathleen Nostrand, Keisha Stokes, Kimberly deLevie, Kimberly Moffett, Kimberly Wasniak, Linda D'Aurio, Suzanne Fuchs, Virginia Diaz, John Clark
Attachments: image001.jpg

Good afternoon,

The next President's Council meeting is scheduled via WebEx for Tuesday, January 18, 2022, at 2: 00 p.m. As there were no forwarded agenda items, the upcoming meeting has been converted into a Title IX training session for administrators with co-facilitators, Scott Towers, WCSU Pride Center/Deputy Title IX Coordinator and Cara Mackler, Director of Campus Services, Center for Empowerment and Education. Pursuant to Public Act 21-81 and as a directive of the President's Office, *all Council members are required to attend this training.*

If you should have any questions about this upcoming training, please forward your inquiries to Jesenia Minier, Chief Diversity Officer/Title IX Coordinator.

Thank you,

Kathleen Nostrand
Interim Executive Assistant
University President's Office
Western Connecticut State University
181 White Street, Danbury, CT 06810
Office: 203.837.8460
Email: nostrandk@wcsu.edu





**President's Cabinet Meeting via WebEx
Thursday, January 27, 2022**

3:00 p.m.

Agenda

1. Financial Plan and Reduction of Force (JC)
2. DOMUS Program* (JC)
3. Immigrant Services Grant* (JC)
4. Facilities Update (LM)

*See attached



**President's Cabinet Meeting via WebEx
Thursday, February 10, 2022**

3:00 p.m.

Agenda

1. Report on CSU President's Meeting (JC)
2. CSCU and the President's Alliance on Immigration and Higher Education (JC)
3. Enrollment and Tuition Task Force (JC)
4. Update on Masking (LM)
5. Update on DOMUS Program (LM)
6. \$1.25M allocated by System Office for WCSU Network Upgrade (JD)
7. Jane Goodall Center – Climate Talks 7th Annual * (MA)
8. Spring 2022 Census Enrollment Update (JM)
9. Fall 2022 Enrolment Progress (JM)
10. Website Project (JM)

*See attached



President's Council Meeting
Tuesday, February 15, 2022 @ 2 p.m.

Via WebEx

Agenda

1. Governor's Visit and AMTC Ceremony (J. Clark)
2. Update on COVID-19 (L. Marcone)
3. Financial Update (B. Fevry)
4. Sean Salisbury Celebration of Life Event Planning (L. Mazza)
5. Enrollment Update (J. Murray)



**President's Cabinet Meeting via WebEx
Thursday, February 24, 2022**

3:00 p.m.

Agenda

1. Report on CSU President's Meeting (JC)
2. IT&I Update on University Network Replacement Project* (JD)
3. Next steps for Midtown vacated spaces* (Counseling, Health Services, Addiction Services)* (LM)
4. Pride Week – crosswalks & flags* (LM and J. Minier)
5. COVID-19 inventory/surplus* (LM)
6. Friday/Weekend Weather (LM)

*See attached

Subject: Re: Cabinet Meeting 02/24/22 Agenda Items (response)
Date: Wednesday, February 23, 2022 at 3:58:37 PM Eastern Standard Time
From: Jesenia Minier
To: Luigi Marcone
Attachments: image001.png, image002.png, image003.png, image004.png, image005.png, image006.png, image007.png, image008.jpg, image009.png

Hey Luigi,

I'll gladly kick off each of the discussions as to the intent/need and community representation.

Thanks for doing this. Jesenia

Jesenia Minier, MPA
Chief Diversity Officer
ADA and Title IX Coordinator
Office of Diversity and Equity/Pride Center



181 White Street
University Hall, Room 202B
Danbury, Connecticut 06810
Telephone: (203) 837-8444
Fax: (203) 837-8503

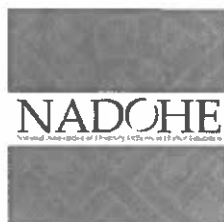
PRONOUNS: SHE, HER, HERS - what's this?
Why do I include pronouns in my signature

www.wcsu.edu/diversity/
www.wcsu.edu/pridecenter/

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From: Luigi Marcone <marconel@wcsu.edu>
Date: Wednesday, February 23, 2022 at 1:54 PM
To: Jesenia Minier <minierj@wcsu.edu>
Subject: Fw: Cabinet Meeting 02/24/22 Agenda Items

Hi There - I put pride week on the agenda for Thursday.. I want to make sure we have consensus before we move forward with flags and painting.. If you could speak to the intent and need.. I can speak to the logistics..

I also have reuse of vacated space on the agenda... you may want to start the conversation about being in a more appropriate space..

Hope all is well! Enjoy the sunshine while you can!

Luigi Marcone | Chief Facilities Officer & Associate Vice President for Campus Planning

Western Connecticut State University
181 White Street | Danbury, CT 06810 | ☎ 203.837.9314 | 📠 203.837.8117 | ✉ Marconel@WCSU.EDU

"If your plan is for 1 year, plant rice. If your plan is for 10 years, plant trees. If your plan is for 100 years, educate children."
Confucius

From: Irene Aspras <asprasi@wcsu.edu>
Sent: Wednesday, February 23, 2022 11:16 AM
To: Kathleen Nostrand <nostrandk@wcsu.edu>
Cc: Luigi Marcone <marconel@wcsu.edu>
Subject: Cabinet Meeting 02/24/22 Agenda Items

Hi Kathy,

The agenda items requested by Luigi are:

- Next steps for MT vacated spaces (Counseling, Health Services, Addiction Services)
- Pride Week – crosswalks & flags
- COVID-19 inventory/surplus

Each item has a corresponding document and they are attached.

Thank you,
Irene

Irene Aspras | Administrative Assistant to the Chief Facilities Officer & Associate Vice President for Campus Planning

Western Connecticut State University

181 White Street | Danbury, CT 06810 | ☎ 203.837.9334 | F: 203.837.8117 | ✉ Asprasi@WCSU.EDU



Subject: Fw: Cabinet Meeting 02/24/22 Agenda Items
Date: Wednesday, February 23, 2022 at 1:54:02 PM Eastern Standard Time
From: Luigi Marcone
To: Jesenia Minier
Attachments: image001.png, MT Vacated Spaces_LM 2022 02 24.pdf, Examples of Pride Flags and Crosswalks_LM 2022 02 24.docx, Covid Inventory_LM 2022 02 24.xlsx

Hi There - I put pride week on the agenda for Thursday.. I want to make sure we have consensus before we move forward with flags and painting.. If you could speak to the intent and need.. I can speak to the logistics..

I also have reuse of vacated space on the agenda... you may want to start the conversation about being in a more appropriate space..

Hope all is well! Enjoy the sunshine while you can!

Luigi Marcone | Chief Facilities Officer & Associate Vice President for Campus Planning

Western Connecticut State University
181 White Street | Danbury, CT 06810 | 📞 203.837.9314 | 📠 203.837.8117 | ✉️ Marconel@WCSU.EDU

*"If your plan is for 1 year, plant rice. If your plan is for 10 years, plant trees. If your plan is for 100 years, educate children."
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From: Irene Aspras <asprasi@wcsu.edu>
Sent: Wednesday, February 23, 2022 11:16 AM
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Cc: Luigi Marcone <marconel@wcsu.edu>
Subject: Cabinet Meeting 02/24/22 Agenda Items

Hi Kathy,

The agenda items requested by Luigi are:

- Next steps for MT vacated spaces (Counseling, Health Services, Addiction Services)
- Pride Week – crosswalks & flags
- COVID-19 inventory/surplus

Each item has a corresponding document and they are attached.

Thank you,
Irene

Irene Aspras | Administrative Assistant to the Chief Facilities Officer & Associate Vice President for Campus Planning

Western Connecticut State University

181 White Street | Danbury, CT 06810 | ☎ 203.837.9334 | F: 203.837.8117 | ✉ Asprasi@WCSU.EDU

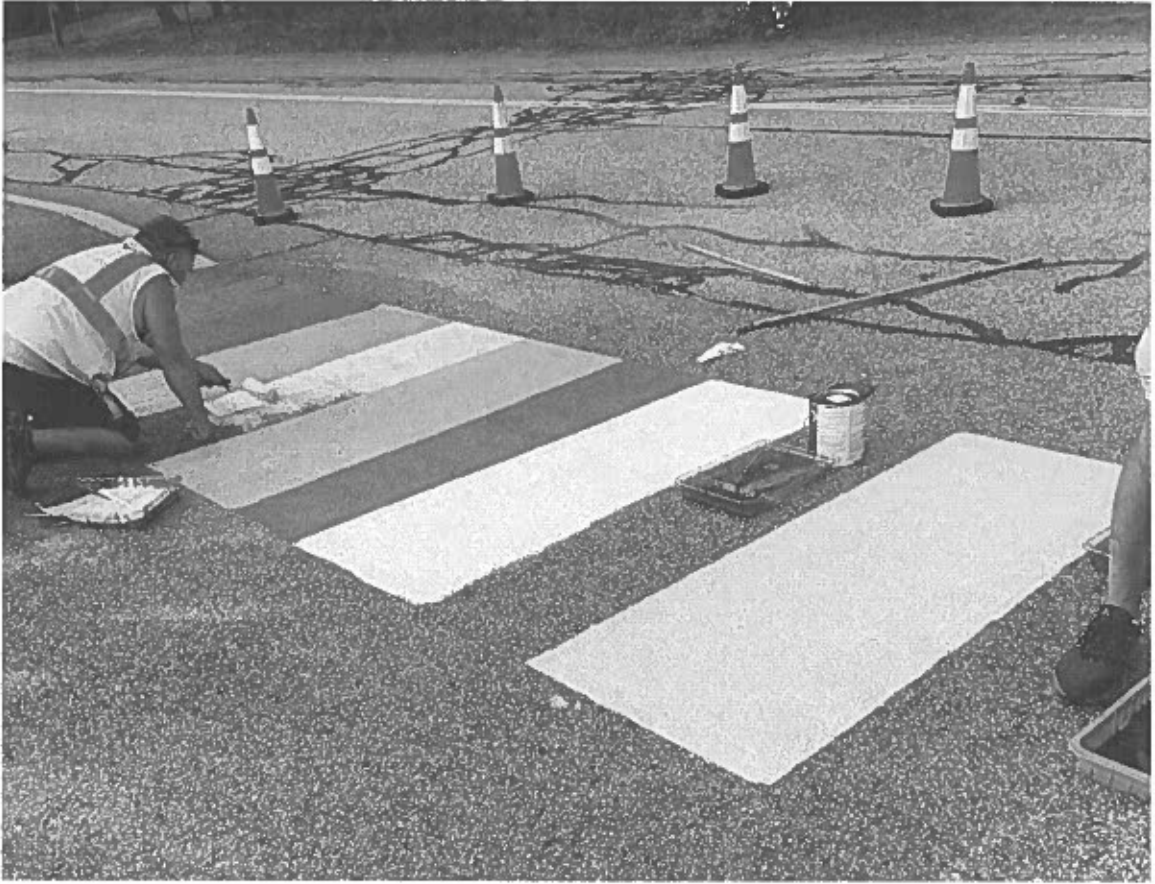


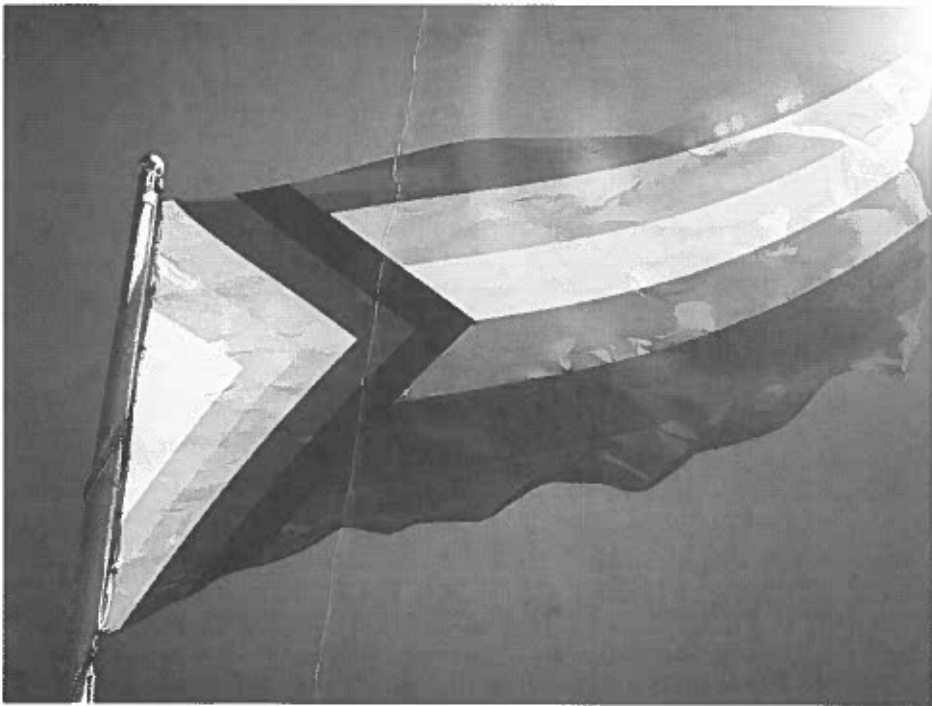
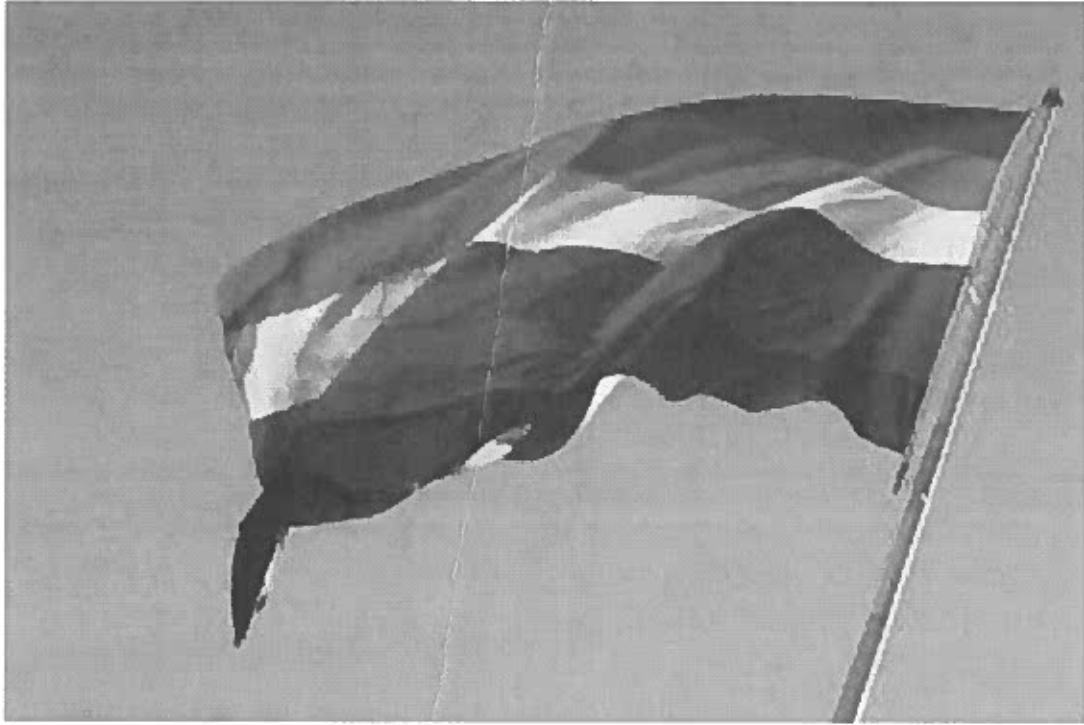
Examples of Pride Flags and Crosswalks

Note: The University of New Haven converted a crosswalk into a “Rainbow Road” in September 2021

(<https://chargerbulletin.com/university-unveils-new-rainbow-road/>)









Subject: Re: Global Majority Retreat Registration (response)
Date: Monday, March 14, 2022 at 3:06:31 PM Eastern Daylight Time
From: Jesenia Minier
To: John Clark, President's Cabinet Members
CC: Irene Aspras
Attachments: image001.png, image002.png, image003.png, image004.png, image005.png, image006.png, image007.png, image008.jpg

Good day Dr. Clark,

Please let me express my interest in representing WCSU and attending the Global Majority Retreat event as the WCSU DEI representative. In discussing this within the last monthly meeting for the WCSU Diversity Council, the following Council members are interested in attending this event:

1. Daryle Dennis, Assistant Dean, Office of InterCultural Affairs; and
2. Scott Towers, Deputy Title IX/Pride Center Coordinator, WCSU Pride Center

Best. Jesenia

Jesenia Minier, MPA
Chief Diversity Officer
ADA and Title IX Coordinator
Office of Diversity and Equity/Pride Center



181 White Street
University Hall, Room 202B
Danbury, Connecticut 06810
Telephone: (203) 837-8444
Fax: (203) 837-8503

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Why do I include pronouns in my signature

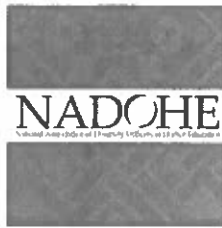
www.wcsu.edu/diversity/
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From: John Clark <clarkj@wcsu.edu>
Date: Monday, March 14, 2022 at 3:02 PM
To: President's Cabinet Members <PresidentsCabinetMembers@wcsu.edu>
Cc: Irene Aspras <asprasi@wcsu.edu>
Subject: Fwd: Global Majority Retreat Registration

Please let me know your interest in attending.

Thanks

John

Dr. John B. Clark
(he/him/his)
President
Western Connecticut State University

Begin forwarded message:

From: "James, Kimberly H" <KJames@txcc.commnet.edu>
Date: March 14, 2022 at 12:56:32 PM EDT
To: "James, Kimberly H" <KJames@txcc.commnet.edu>
Subject: Global Majority Retreat Registration

Please be cautious
This email was sent from outside of your organization

Good afternoon,

We are excited to announce that registration has officially opened for the Winston E. Thompson Global Majority Retreat. The retreat presents a unique professional development opportunity for faculty and staff of color within our institutions. Thanks to the generous sponsorship from the Connecticut State College and University System Office, its member institutions, and the University of Connecticut, this year we are pleased to offer this professional development opportunity at no cost in celebration of the relaunch. Please use this link to register for the conference www.globalmajorityretreat.org.

Thank you for supporting this event, and for helping us to advance racial equity throughout Connecticut State Colleges and Universities.

Kim

*Kimberly H. James, M.Ed., D.M.
Interim Vice President of Diversity, Equity, and Inclusion
Connecticut State Community College
Chair CSCU Equity Council
kjames@tunxis.edu*

"We cannot force someone to hear a message they are not ready to receive, but we must never underestimate the power of planting a seed"

When striving for equity, "attach yourself to your purpose, your mission, and your calling. That is the only way to keep your power and your peace."



President's Cabinet Meeting via Webex
Thursday, March 24, 2022 at 3:00 pm

Agenda

1. Opening Remarks –Discussion of planning open forums for financials (MA)
2. Follow-up from Retreats (MA)
3. Winston E. Thompson Global Majority Retreat Registration (MA) *
4. Enrollment Update (JM)
5. Accepted Student Days (3/26, 4/2, 4/3, 4/9) Registration Numbers (JM)
6. Mascot Update (JM)

*Associated materials attached

Agenda (Draft)

How we got here.

1. Enrollment history & projections (Jay Murray)
 - a. Enrollment targets/realities since 2012.
 - b. Impact of New York/New Jersey.
 - c. Projected enrollments 2022-2023 through 2025-2026
 - d. WICHE Data
2. Budget history & projections (Beatrice Fevry)
 - a. Impact of enrollment realities since 2012 (reserves).
 - b. Impact of COVID Funding and the end of those funds.
 - c. Impact of tuition Increase 2023
 - d. Base budget deficit pre-SEBAC (2022, 2023, 2024)
 - e. Projected budget deficit post-SEBAC (2022, 2023, 2024)
3. Employment history (Fred Cratty)
 - a. Permanent/Contingent Faculty and Staff 2012-2022
 - b. Projected Permanent Faculty and Staff 2022-2023
 - c. Contractual realities related to reductions in permanent positions.

How do we move forward?

1. Setting the parameters (Everyone)
 - a. Target staffing based on projected enrollments.
 - b. Facilities use reconsidered.
 - c. Solving immediate staffing problems (Special Appointments/University Assistants/Part-time faculty, reassignment of permanent staff)
2. Reducing Programs and Defining Our Focus
 - a. Brief Summary of the Small Group Retreat (Missy Alexander)
 - i. WCSU Professional Education Focus
 - ii. Potential Academic Program Cuts, School Re-Organization
 - iii. Facilities Plans
 - b. Other Options (Everyone)
 - i. Non-academic program cuts?
 - ii. Productive Reorganization of Functions?
 - iii. New programs? (Adult Learners, Professional Programs UG, Certificates, Athletics, International)
 - iv. Partnerships? (NVCC, SCSU)
 - v. OTHER

What happens next?

1. Inform the campus community. Tentative Date: April 4
2. Cabinet Retreat 2 to start to develop plans for the campus retreats
3. Host two campus retreats to develop a summer work plan.
4. Build Summer Work Groups

Subject: Retreat

Date: Friday, March 25, 2022 at 10:30:51 AM Eastern Daylight Time

From: Missy Alexander

To: John Clark, Keith Betts, Fred Cratty, Beatrice Fevry, John DeRosa, Jay Murray, Jesenia Minier, Luigi Marcone, Paul Steinmetz, Rebecca Woodward

Hello All,

Before I turn planning over to Jennifer, I wanted to let you know that I've spoke with Dr. Clark and he is amenable to us moving forward with a retreat with the full leadership team. He also agrees that sooner is better than later for the community forums. So, if people are able to clear their schedules for a retreat next week, I am proposing either

Friday April 1, 10:00-4:00

Thursday March 31, 9:00-3:00

Please respond with the following:

Either day works

Only one day works (let me know which day)

These are impossible for me.

If neither of these can work, I'll have Jennifer start doodle polls.

More to follow,

Missy

Dr. Missy Alexander

She/Her/Hers

Provost and Vice President for Academic Affairs

University Hall, Room 322

Western Connecticut State University

(203) 837-8400



President's Cabinet Meeting
Thursday, April 21, 2022 at 3:00 pm
via Webex

Agenda

1. Opening Remarks (JC)
2. Visit by President Cheng on May 13, 2022 (MA)
3. University Retreat May 16-17 (MA)
4. Enrollment Update (JM)
 - a. Fall UG deposit comparison
 - b. Fall registration update
5. Accepted Students' Days Recap (JM)
6. Summer Orientation (JM)

Subject: RE: Cabinet Meeting 04/21/2022 - In Person
Date: Thursday, April 21, 2022 at 2:06:06 PM Eastern Daylight Time
From: Irene Aspras
To: Beatrice Fevry, Fred Cratty, Jay Murray, Jesenia Minier, John Clark, John DeRosa, Keith Betts, Luigi Marccone, Lynne LeBarron, Missy Alexander, Paul Steinmetz, Rebecca Woodward
CC: Birte Pfitzner, Jennifer Cunningham, Kathleen Nostrand, Keisha Stokes, Kimberly deLevie, Kimberly Wasniak, Sarah Davin
Priority: High
Attachments: image001.png

The meeting will be in-person in the President's conference room.
For anyone offsite, we will open a Webex connection and you can join via the original calendar invitation.

Thank you and see you at 3pm,
Irene

From: Irene Aspras
Sent: Thursday, April 21, 2022 1:14 PM
To: Beatrice Fevry <fevryb@wcsu.edu>; Fred Cratty <CrattyF@wcsu.edu>; Jay Murray <murrayj@wcsu.edu>; Jesenia Minier <minierj@wcsu.edu>; John Clark <clarkj@wcsu.edu>; John DeRosa <derosaj@wcsu.edu>; Keith Betts <bettsk@wcsu.edu>; Luigi Marccone <marconel@wcsu.edu>; Lynne LeBarron <lebarronl@wcsu.edu>; Missy Alexander <alexanderm@wcsu.edu>; Paul Steinmetz <steinmetzp@wcsu.edu>; Rebecca Woodward <woodwardr@wcsu.edu>
Cc: Birte Pfitzner <pfitznerb@wcsu.edu>; Irene Aspras <asprasi@wcsu.edu>; Jennifer Cunningham <cunninghamj@wcsu.edu>; Kathleen Nostrand <nostrandk@wcsu.edu>; Keisha Stokes <StokesK@wcsu.edu>; Kimberly deLevie <deLevieK@wcsu.edu>; Kimberly Wasniak <wasniakk@wcsu.edu>; Sarah Davin <davins@wcsu.edu>
Subject: Cabinet Meeting 04/21/2022
Importance: High

Good afternoon,

The agenda for today's Cabinet Meeting is attached.
The meeting is currently scheduled to be via Webex - we will let you know if that changes to in-person.

Thank you and kind regards,
Irene



Irene Aspras | Interim Executive Assistant to the President
181 White Street, Danbury, CT 06810 | Tel: 203.837.8460 | Email: asprasi@wcsu.edu

Subject: Tuesday's President's Council is Cancelled
Date: Monday, April 25, 2022 at 9:00:06 AM Eastern Daylight Time
From: Kathleen Nostrand
To: Beatrice Fevry, Brian Vernon, David Martin, Fred Crary, Jay Murray, Jennifer O'Brien, Jesenia Minier, Joan Palladino, John DeRosa, Keith Betts, Lori Mazza, Luigi Marcone, Lynne LeBarron, Michelle Brown, Missy Alexander, Paul Steinmetz, Rebecca Woodward, Rotua Lumbantobing, Veronica Kenausis, Walter Cramer
CC: Birte Pfitzner, Catherine Cote, Cynthia Brockett, Elizabeth Koschel, Irene Aspras, Jennifer Cunningham, Karen Walsh, Kathleen Nostrand, Keisha Stokes, Kimberly deLevie, Kimberly Moffett, Kimberly Wasniak, Linda D'Aurio, Suzanne Fuchs, Virginia Diaz, John Clark
Attachments: image001.jpg

Due to an unforeseen scheduling conflict, tomorrow's President's Council is cancelled. If you have any time sensitive or urgent issues, please email Dr. Clark directly.

Thank you,

Kathleen Nostrand
University President's Office
Western Connecticut State University
181 White Street, Danbury, CT 06810
Office: 203.837.8460
Email: nostrandk@wcsu.edu



Section E
Element No. 5

ORGANIZATIONAL
ANALYSIS
Sec. 46a-68-82

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

ORGANIZATIONAL
ANALYSIS

Sec. 46a-68-82

(ATTACHMENTS AND DOCUMENTATION)

JOB TITLE STUDY

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

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
Director, Academic Advisement

Associate Director, Academic Adv
Assistant Director, Academic Adv

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

Director, University Publications and Design
Assistant Director Publications & Design
Graphic Designer/Comp Tech Photo

Assoc. Vice President for Enrollment Service
Director, Financial Aid
Associate Director, of Student Fin Svcs
Assistant Director of Financial Aid
Assistant Director of Student Financial Svcs
Assistant to the Director, Financial Aid

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

Chief Financial Officer
Assoc. Vice President for Finance & Admin
Director, Fiscal Affairs/Controller
Director, Administrative Services
Payroll Coordinator
Bursar
Director, Financial Planning & Budgets
Associate Director of Admin Services
Associate Director, Accounts Payable
Fiscal Administrative Officer
Associate Controller
Budget Analyst
Assistant Bursar
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
Assoc 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 Facilities Officer
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
Skilled Maintainer

Property Control & Mail Services Manager
Mail Service Supervisor 2
Mail Service Supervisor 1
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

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 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 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

**Western Connecticut State University
Occupational Category Study**

Executive, Administrative, Managerial, Management & Confidential

1. Unclassified

Position/Title Name	Salary Range	
	Min	Max
President	\$164,300	\$262,900
Provost/Vice President Academic Affairs	\$164,300	\$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 Plng	\$101,300	\$162,001
Chief Human Resources Officer	\$101,300	\$162,001
Chief Information Officer (V)	\$139,800	\$223,700
Director of Ins Research/ Assesment	\$86,200	\$137,009

2. Professional Faculty

Position/Title Name	Salary Range	
	Min	Max
CSU Professor	\$96,521	\$129,028
Professor	\$87,747	\$117,299
Associate Professor	\$73,707	\$98,664
Assistant Professor	\$59,668	\$80,030
Instructor/Coach A	\$52,648	\$70,713

3. Professional Non-Faculty Administrator 7

Position/Title Name	Salary Range	
	Min	Max
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

V = Vacant

**Western Connecticut State University
Occupational Category Study**

6. Professional Non Faculty Administrator 4

Position/Title Name	Salary Range	
Access Control & Security Specialist	\$61,617	\$98,355
Adv. Practical Registered Nurse	\$61,617	\$98,355
Associate Athletic Director	\$61,617	\$98,355
Associate Director, Accounts Payable (V)	\$61,617	\$98,355
Associate Director, Administrative Services (V)	\$61,617	\$98,355
Associate Director of Admissions	\$61,617	\$98,355
Assistant Director of Advising	\$61,617	\$98,355
Associate Director, Career Development Center	\$61,617	\$98,355
Associate Director, Campus & Stud Cntrs	\$61,617	\$98,355
Associate Director, Graduate Admissions	\$61,617	\$98,355
Associate Director, Housing & Res Life	\$61,617	\$98,355
Associate Director, Public Relations	\$61,617	\$98,355
Associate Director - Stud Fin Svcs	\$61,617	\$98,355
Associate Director - Transfer	\$61,617	\$98,355
Associate Registrar - Degree Aud&Gd	\$61,617	\$98,355
Associate Registrar - Schd Officer	\$61,617	\$98,355
Associate Registrar Studt Acdm Rec	\$61,617	\$98,355
Client Server Programmer	\$61,617	\$98,355
Coord for Ansell School of Bus	\$61,617	\$98,355
Coord. of Engineering Support	\$61,617	\$98,355
Coordinator - Substance Abuse Prgrm	\$61,617	\$98,355
Coordinator of University Events	\$61,617	\$98,355
Development Database Administr	\$61,617	\$98,355
Enrollment Research Analyst	\$61,617	\$98,355
Infrastructure Services Admin	\$61,617	\$98,355
Instructional Deisgner	\$61,617	\$98,355
International Services Coordinator	\$61,617	\$98,355
Laboratory & Clinical Coordinator	\$61,617	\$98,355
Manager of Web Services	\$61,617	\$98,355
Math Empo & Clinic Coordinator	\$61,617	\$98,355
Network Security Specialist	\$61,617	\$98,355
Payroll Coordinator	\$61,617	\$98,355
Programmer Specialist	\$61,617	\$98,355
Program Specialist / Web Developer	\$61,617	\$98,355
Prop Control & Mail Serv Mngr	\$61,617	\$98,355
Prop Control & Mail Serv Mngr	\$61,617	\$98,355
Server Specialist	\$61,617	\$98,355
Manager of Web Services	\$61,617	\$98,355
Technical Coordinator	\$61,617	\$98,355
Veterans Affairs Officer	\$61,617	\$98,355
Pride Center/Deputy Title IX Coordinator	\$61,617	\$98,355

V = Vacant

**Western Connecticut State University
Occupational Category Study**

8. Professional Non Faculty Administrator 2

Position/Title Name	Salary Range		
	Min	Max	Mid
Admissions Representative	\$43,360		\$74,993
Assistant Degree Auditor	\$43,360		\$74,993
Assistant to Director Meteorology StWC	\$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		
	Min	Max	Mid
Librarian	\$87,747		\$117,299
Associate Librarian	\$73,707		\$98,664
Assistant Librarian	\$59,668		\$80,030

V = Vacant

**Western Connecticut State University
Occupational Category Study**

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 Rsch Adm Svc	\$79,874	\$121,718
Information Security Officer	\$79,874	\$121,718
Registrar	\$79,874	\$121,718
Coord Univ Schlrsps & 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/Unix 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 Svs 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

V = Vacant

**Western Connecticut State University
Occupational Category Study**

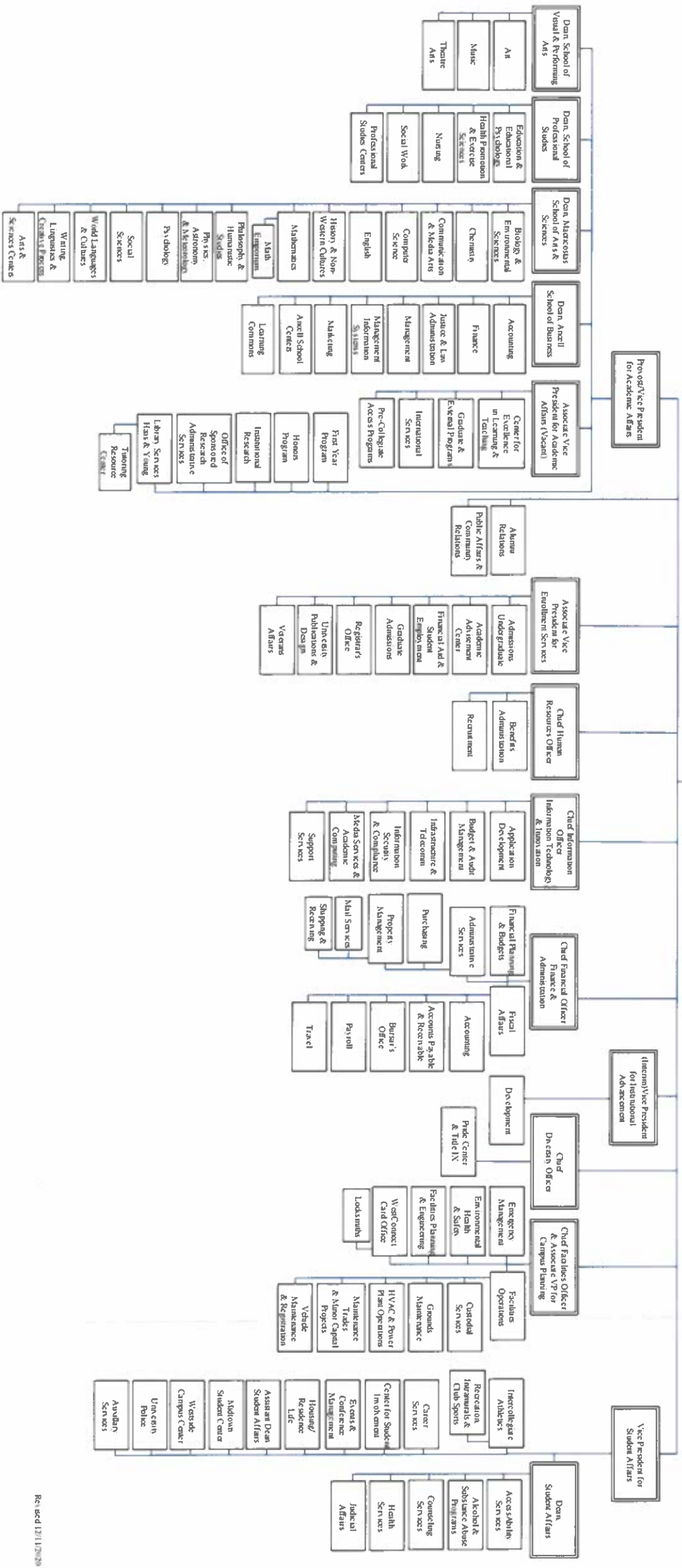
7. Professional Non Faculty Administrator 3

Position/Title Name			
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
Web Content Specialist	\$52,489		\$86,675

V = Vacant

Organizational Chart
2020 – 2021

Connecticut State
Colleges & Universities
Board of Regents for
Higher Education



Section F
Element No. 6

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

Workforce Analysis

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

The workforce analysis shall inventory the following:

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

Section F
Element No. 6

WORKFORCE
ANALYSIS
Sec. 46a-68-83

(ATTACHMENTS AND DOCUMENTATION)

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	TWO OR MORE RACES MALE	TWO OR MORE RACES FEMALE
Executive	17	10	7	8	5	2	0	0	2	0	0	0	0
		58.8%	41.2%	47.1%	29.4%	11.8%	0.0%	0.0%	11.8%	0.0%	0.0%	0.0%	0.0%
Faculty	218	107	111	79	87	5	5	3	5	20	14	0	0
		49.1%	50.9%	36.2%	39.9%	2.3%	2.3%	1.4%	2.3%	9.2%	6.4%	0.0%	0.0%
Prof Non Faculty	151	67	84	48	69	3	2	7	8	9	5	0	0
		44.4%	55.6%	31.8%	45.7%	2.0%	1.3%	4.6%	5.3%	6.0%	3.3%	0.0%	0.0%
Clerical	50	1	49	1	34	0	10	0	4	0	1	0	0
		2.0%	98.0%	2.0%	68.0%	0.0%	20.0%	0.0%	8.0%	0.0%	2.0%	0.0%	0.0%
Tech Paraprof	8	2	6	2	4	0	2	0	0	0	0	0	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%
Skilled Crafts	31	29	2	21	2	1	0	2	0	5	0	0	0
		93.5%	6.5%	67.7%	6.5%	3.2%	0.0%	6.5%	0.0%	16.1%	0.0%	0.0%	0.0%
Maintenance	50	35	15	16	7	5	0	9	6	5	2	0	0
		70.0%	30.0%	32.0%	14.0%	10.0%	0.0%	18.0%	12.0%	10.0%	4.0%	0.0%	0.0%
Protective Svcs	17	14	3	11	1	1	1	1	1	1	0	0	0
		82.4%	17.6%	64.7%	5.9%	5.9%	5.9%	5.9%	5.9%	5.9%	0.0%	0.0%	0.0%
Total	542	265	277	186	209	17	20	22	26	40	22	0	0
		48.9%	51.1%	34.3%	38.6%	3.1%	3.7%	4.1%	4.8%	7.4%	4.1%	0.0%	0.0%
2021 AA Plan	560	284	276	199	207	20	22	25	26	40	21	0	
Change +/-	-18	-19	1	-13	2	-3	-2	-3	0	0	1	0	0

WORKFORCE ANALYSIS

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	10	7	8	5	2	0	0	2	0	0
		58.8%	41.2%	47.1%	29.4%	11.8%	0.0%	0.0%	11.8%	0.0%	0.0%
Faculty	219	107	112	79	87	5	5	3	5	20	14
		48.9%	51.1%	36.1%	39.7%	2.3%	2.3%	1.4%	2.3%	9.1%	6.4%
Prof Non Faculty	152	68	84	48	69	3	2	7	8	9	5
		44.7%	55.3%	31.6%	45.4%	2.0%	1.3%	4.6%	5.3%	5.9%	3.3%
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	386	184	202	135	161	10	7	10	15	29	19
		47.7%	52.3%	35.0%	41.7%	2.6%	1.8%	2.6%	3.9%	7.5%	4.9%
2021 AA Plan	0	0	0								
Change +/-	386	184	202	135	161	10	7	10	15	29	19

WORKFORCE ANALYSIS

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	50	1	49	1	34	0	10	0	4	0	1
		2.0%	98.0%	2.0%	68.0%	0.0%	20.0%	0.0%	8.0%	0.0%	2.0%
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	31	29	2	21	2	1	0	2	0	5	0
		93.5%	6.5%	67.7%	6.5%	3.2%	0.0%	6.5%	0.0%	16.1%	0.0%
Maintenance	50	35	15	16	7	5	0	9	6	5	2
		70.0%	30.0%	32.0%	14.0%	10.0%	0.0%	18.0%	12.0%	10.0%	4.0%
Protective Svcs	17	14	3	11	1	1	1	1	1	1	0
		82.4%	17.6%	64.7%	5.9%	5.9%	5.9%	5.9%	5.9%	5.9%	0.0%
Total	156	81	75	51	48	7	13	12	11	11	3
		51.9%	48.1%	32.7%	30.8%	4.5%	8.3%	7.7%	7.1%	7.1%	1.9%
2021 AA Plan	0	0	0								
Change +/-	156	81	75	51	48	7	13	12	11	11	3

WORKFORCE ANALYSIS

3/31/2022

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

CATEGORY OR CLASS	Total	TM	TF	WM	WF	BM	BF	HM	HF	AAIANHNP1 M	AAIANHNP1 F	TWO OR MORE RACES MALE	TWO OR MORE RACES FEMALE
Assistant Professor	42	16	26	14	21	0	0	0	2	2	3	0	0
Associate Professor	59	29	30	19	23	2	2	0	2	8	3	0	0
Instructors	3	0	3	0	2	0	1	0	0	0	0	0	0
Professor	114	62	52	46	41	3	2	3	1	10	8	0	0
Total	218	107	111	79	87	5	5	3	5	20	14	0	0
3/2021 AA Plan	228	113	115	83	89	5	5	5	7	20	14	0	0
Change +/-	-10	-6	-4	-4	-2	0	0	-2	-2	0	0	0	0

CATEGORY OR CLASS	Total	TM	TF	WM	WF	BM	BF	HM	HF	AAIANHNPIM	AAIANHNPIF	TWO OR MORE RACES MALE	TWO OR MORE RACES FEMALE
Associate Director of Heng & Res Life Oper	1	1	0	1	0	0	0	0	0	0	0	0	0
Associate Director, Media Services and Information Technology	1	1	0	1	0	0	0	0	0	0	0	0	0
Associate Director of Public Relations	1	0	1	0	1	0	0	0	0	0	0	0	0
Associate Director of Recreation	1	0	1	0	1	0	0	0	0	0	0	0	0
Associate Director of Student Financial Svcs	1	0	1	0	1	0	0	0	0	0	0	0	0
Associate Librarian	1	0	1	0	1	0	0	0	0	0	0	0	0
Associate Registrar	2	0	2	0	2	0	0	0	0	0	0	0	0
Athletic Equipment Manager	1	1	0	1	0	0	0	0	0	0	0	0	0
Athletic Trainer 3	2	2	0	1	0	0	0	1	0	0	0	0	0
Audio & Info Tech Coordinator	1	1	0	1	0	0	0	0	0	0	0	0	0
Budget Analyst	1	0	1	0	1	0	0	0	0	0	0	0	0
Bursar	1	1	0	0	0	0	0	0	0	1	0	0	0
Business Manager	1	0	1	0	1	0	0	0	0	0	0	0	0
Coordinator of Digital Platform-Strategist	1	1	0	1	0	0	0	0	0	0	0	0	0
Coordinator of Substance Abuse Prgm	1	0	1	0	1	0	0	0	0	0	0	0	0
Coordinator of University Scholarships & Cap Camp	1	0	1	0	1	0	0	0	0	0	0	0	0
Customer Support Cntr Coordinator	1	1	0	0	0	0	0	0	0	1	0	0	0
Data Network & Telecom Manager	1	1	0	0	0	0	0	0	0	1	0	0	0
Debit Card Program Manager	1	0	1	0	1	0	0	0	0	0	0	0	0
Development Database Admin	1	1	0	0	0	0	0	1	0	0	0	0	0
Digital Media Assistant	1	1	0	1	0	0	0	0	0	0	0	0	0
Director of Academic Advisement	1	0	1	0	1	0	0	0	0	0	0	0	0
Director of Advancement Services	1	0	1	0	1	0	0	0	0	0	0	0	0
Director of Access Cntrl One-CrdSvs	1	0	1	0	1	0	0	0	0	0	0	0	0
Director of AccessAbility Svs	1	0	1	0	1	0	0	0	0	0	0	0	0
Director of Admissions	1	1	0	0	0	0	0	1	0	0	0	0	0
Director of Administrative Services	1	0	1	0	0	0	0	0	1	0	0	0	0

CATEGORY OR CLASS	Total	TM	TF	WM	WF	BM	BF	HM	HF	AAIANHNP		TWO OR MORE RACES MALE	TWO OR MORE RACES FEMALE
										M	F		
Visual & Perf Arts Centr Coord	1	1	0	1	0	0	0	0	0	0	0	0	0
Visual Arts Assistant	1	0	1	0	1	0	0	0	0	0	0	0	0
TOTAL													
3/2021 AA Plan	151	67	84	48	69	3	2	7	8	9	5	0	0
Change +/-	151	71	80	52	65	4	2	6	8	9	5	0	0
	0	-4	4	-4	4	-1	0	1	0	0	0	0	0

WORKFORCE ANALYSIS

3/31/2022

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

CATEGORY OR CLASS	Total	TM	TF	WM	WF	BM	BF	HM	HF	AAIANHNPIM	AAIANHNPIF	TWO OR MORE RACES MALE	TWO OR MORE RACES FEMALE
Qualified Craft Worker	21	20	1	16	1	1	0	0	0	3	0	0	0
Building Maintenance Supervisor	1	1	0	1	0	0	0	0	0	0	0	0	0
Maintenance Supervisor 1	1	1	0	1	0	0	0	0	0	0	0	0	0
Maintenance Supervisor 2	1	1	0	1	0	0	0	0	0	0	0	0	0
Material Storage Supervisor 2	1	0	1	0	1	0	0	0	0	0	0	0	0
Skilled Maintainer	6	6	0	2	0	0	0	2	0	2	0	0	0
Total	31	29	2	21	2	1	0	2	0	5	0	0	0
3/2021 AA Plan	26	24	2	20	2	1	0	0	0	3	0	3	0
Change +/-	5	5	0	1	0	0	0	2	0	2	0	-3	0

WORKFORCE ANALYSIS

3/31/2022

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

CATEGORY OR CLASS	Total	TM	TF	WM	WF	BM	BF	HM	HF	AAJANHPI M	AAJANHPI F	TWO OR MORE RACES MALE	TWO OR MORE RACES FEMALE
Building Superintendant 1	1	1	0	1	0	0	0	0	0	0	0	0	0
Custodian	32	23	9	8	5	3	0	7	3	5	1	0	0
Landscape Technician	5	5	0	4	0	0	0	1	0	0	0	0	0
Maintainer	7	3	4	1	1	2	0	0	2	0	1	0	0
Mail Handler	1	0	1	0	0	0	0	0	1	0	0	0	0
Mail Services Supervisor	1	1	0	1	0	0	0	0	0	0	0	0	0
Storekeeper	1	1	0	1	0	0	0	0	0	0	0	0	0
Supervising Custodian	2	1	1	0	1	0	0	1	0	0	0	0	0
Total	50	35	15	16	7	5	0	9	6	5	2	0	0
3/2021 AA Plan	60	48	12	22	6	6	1	13	4	7	1	0	0
Change +/-	-10	-13	3	-6	1	-1	-1	-4	2	-2	1	0	0

WORKFORCE ANALYSIS

3/31/2022

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	TWO OR MORE RACES MALE	TWO OR MORE RACES FEMALE
Building Grounds and Patrol Officer	6	4	2	3	1	0	1	0	0	1	0	0	0
Police Lieutenant	1	1	0	1	0	0	0	0	0	0	0	0	0
Police Officer	7	6	1	5	0	1	0	0	1	0	0	0	0
Police Sergeant	3	3	0	2	0	0	0	1	0	0	0	0	0
Total	17	14	3	11	1	1	1	1	1	1	0	0	0
3/2020 AA Plan	18	15	3	11	1	2	1	1	1	1	0	0	0
Change +/-	-1	-1	0	0	0	-1	0	0	0	0	0	0	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	AA/AAH/NP/M	AA/AAH/NP/F	TWO OR MORE RACES MALE	TWO OR MORE RACES FEMALE
FACULTY													
PT Lecturer	378	181	197	161	170	2	10	8	5	10	12	0	0
SU Lecturer (Non-Teaching)	21	13	8	7	7	2	0	2	0	2	1	0	0
Total	399	194	205	168	177	4	10	10	5	12	13	0	0
PROFESSIONAL NON-FACULTY													
Graduate Assistant	6	2	4	2	3	0	0	0	1	0	0	0	0
University Assistant	59	25	34	22	29	0	2	0	1	3	2	0	0
Coach PT	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	59	25	34	22	29	0	2	0	1	3	2	0	0
SECRETARIAL CLERICAL													
Secretary 1	0	0	0	0	0	0	0	0	0	0	0	0	0
Secretary 2	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
Grand Total	458	219	239	190	206	4	12	10	6	15	15	0	0
	100.0%	47.8%	52.2%	41.5%	45.0%	0.9%	2.6%	2.2%	1.3%	3.3%	3.3%	0.0%	0.0%

Western Connecticut
State University

WORKFORCE ANALYSIS-ALL FT
AGE ANALYSIS

3/31/22

FORM #38A

FULL-TIME WORKFORCE BY AGE
LABOR MARKET AREA: CT

CATEGORY OR CLASS	Total	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70-74	75-79	80+
Executive	17	0	0	0	0	1	1	6	3	3	3	0	0	0
Faculty	218	0	1	8	22	25	32	33	26	33	20	10	7	1
Prof Non Faculty	151	5	12	12	15	22	18	14	22	18	6	6	1	0
Clerical	50	0	1	2	4	6	7	9	8	8	5	0	0	0
Tech Paraprof	8	0	0	1	1	2	0	1	1	0	1	1	0	0
Skilled Crafts	31	0	0	1	5	4	7	4	6	4	0	0	0	0
Service Maintenance	50	0	1	5	5	5	7	8	12	5	2	0	0	0
Protective Svcs	17	0	0	0	0	1	3	5	5	2	1	0	0	0
Total	542	5	0	29	52	0	75	80	83	73	38	17	8	1

WORKFORCE ANALYSIS-ALL

FORM #38A

Persons with Physical Disabilities
LABOR MARKET AREA: CT

CATEGORY OR CLASS	Total	TM	TF	WM	WF	BM	BF	HM	HF	AAIANHPI M	AAIANHPI F
Executive	1	0	1	0	0	0	0	0	1	0	0
Faculty	19	9	10	6	10	1	0	0	0	2	0
Prof Non Faculty	13	4	9	3	8	0	0	0	0	1	1
Clerical	8	0	8	0	5	0	2	0	1	0	0
Tech Paraprof	1	1	0	1	0	0	0	0	0	0	0
Skilled Crafts	0	0	0	0	0	0	0	0	0	0	0
Maintenance	2	1	1	0	1	0	0	0	0	1	0
Protective Svcs	0	0	0	0	0	0	0	0	0	0	0
Total	44	15	29	10	24	1	2	0	2	4	1

Section G
Element No. 7

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

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

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

(DATA WORKSHEET ATTACHMENTS)

WESTERN CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS

Executive/Administrative
All Titles

REPORTING DATE:
April 1, 2021-March 31, 2022
Statewide/National

LABOR MARKET AREA:
Statewide/National

OCCUPATIONAL CATEGORY:
All Titles

AVAILABILITY SOURCE	TOTAL MALE		TOTAL FEMALE		WHITE MALE		WHITE FEMALE		BLACK MALE		BLACK FEMALE		HISPANIC MALE		HISPANIC FEMALE		ASIAN/HIPI* MALE		ASIAN/HIPI* 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	0.4	3.0	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	
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	
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	
Digest of Ed Stats (Nations))	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	2.7	50	1.4	4.2	50	2.1	1.9	50	1.4	2.5	50	1.3
FINAL AVAILABILITY BASE PERCENTAGE			58.1			42.1			48.3		31.8		2.9		3.8		2.9		3.8		2.9		2.9		2.1		1.6		1.6	

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

Top Executives	22725		8365		19900		7000		570		253		923		505		990		413		350		190
Education and Child Care Administrators	5315		8634		4070		7020		445		335		440		730		205		204		135		85
Total	22725		8365		19900		7000		620		255		925		505		990		415		350		190
Percentage	73.1%		26.9%		64.0%		22.5%		2.0%		0.8%		3.0%		1.6%		3.0%		1.3%		1.1%		0.6%
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
Connecticut Department of Labor SOC 11.90 Other Management Occupations N/A	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
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 314.40, Fall 2019: Management	114150		152202		86551		108813		9986		17962		7084		11181		5484		7572		5045		6774
Management	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
Total	266352		152202		86551		108813		9986		17862		7084		11181		5484		7572		5045		6774
Percentage	100.0%		57.1%		33.5%		40.5%		3.7%		6.7%		2.7%		4.2%		2.1%		2.8%		1.9%		2.5%

REASONS FOR WEIGHTING THE FACTOR:

FACTOR:	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 Residential Data, Connecticut Top Executives and Administrators	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.
Promotable	Workforce Analysis by Job Classification	0% value weight.
Unemployment in Applicable LMA	N/A	0% value weight as this data is no longer require for review/analysis (per CHRO).
Other Source	N/A	0% value weight.
Digest of Ed. Statistics	Digest of Ed. Statistics, Table 314.40, Management, Fall 2019	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.

*ASIAN/HIPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

WESTERN CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS

OCCUPATIONAL CATEGORY: EEO 2 - FACULTY PROFESSOR

REPORTING DATE: 3/31/22
LABOR MARKET AREA: STATEWIDE/NATIONAL

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	VF	WF	RS	VF	WF	RS	VF	WF	RS	VF	WF	RS	VF	WF	RS	VF	WF	RS	VF	WF	RS	VF	WF
Employment data (Census)	48.4	0	0.0	36.2	0	0.0	37.9	0	0.0	1.7	0	0.0	2.4	0	0.0	2.4	0	0.0	7.2	0	0.0	6.4	0	0.0
Promotable Pool	49.2	100	49.2	50.8	100	32.2	39.0	100	39.0	3.4	100	3.4	100	3.4	100	3.4	100	13.6	5.1	100	5.1	100	0.0	100
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
Digest of Ed Stats (National)	65.8	0	0.0	34.2	0	0.0	50.7	0	0.0	26.8	0	0.0	26.8	0	0.0	2.3	0	0.0	8.2	0	0.0	3.3	0	0.0
FINAL AVAILABILITY BASE PERCENTAGE	49.2			50.8			32.2		39.0			3.4		3.4		0.0		13.6		5.1		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	755	755	755	755	755	755	755	755	755	755	755	755	755	755	755	755	755
Total	19955	9660	10295	7225	7555	345	755	755	755	755	755	755	755	755	755	755	755	755	755	755	755	755	755	755
Percentage	100.0%	48.4%	51.6%	36.2%	37.9%	1.7%	3.8%	37.9%	37.9%	1.7%	3.8%	3.8%	2.4%	2.4%	2.4%	2.4%	2.4%	7.2%	6.4%	100	0.0%	0.0%	0.0%	100
Promotable Pool	59	29	30	19	23	2	2	23	23	2	2	2	2	2	2	2	2	8	3	3	0	0	0	0
Associate Professors	59	29	30	19	23	2	2	23	23	2	2	2	2	2	2	2	2	8	3	3	0	0	0	0
Total	59	29	30	19	23	2	2	23	23	2	2	2	2	2	2	2	2	8	3	3	0	0	0	0
Percentage	100.0%	49.2%	50.8%	32.2%	30.0%	3.4%	3.4%	39.0%	39.0%	3.4%	3.4%	3.4%	0	0	0	0	0	13.6%	5.1%	100	0.0%	0.0%	0.0%	100
Part-Time Workforce - 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
Part Time Lecturer	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
Digest of Ed Statistics, Table 315.20, Fall 2019: Professors	187550	13324	6226	94019	50170	4198	3063	4401	2784	15273	6278	4323	1981	4323	1981	4323	1981	4323	1981	4323	1981	4323	1981	4323
Professors	187550	13324	6226	94019	50170	4198	3063	4401	2784	15273	6278	4323	1981	4323	1981	4323	1981	4323	1981	4323	1981	4323	1981	4323
Total	187550	13324	6226	94019	50170	4198	3063	4401	2784	15273	6278	4323	1981	4323	1981	4323	1981	4323	1981	4323	1981	4323	1981	4323
Percentage	100.0%	65.9%	34.2%	50.7%	26.8%	2.2%	1.6%	2.3%	1.5%	8.2%	3.3%	2.3%	1.1%	2.3%	1.1%	2.3%	1.1%	8.2%	3.3%	2.3%	1.1%	2.3%	1.1%	2.3%

REASONS FOR WEIGHTING THE FACTOR:

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 filled 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.

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

WESTERN CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS

REPORTING DATE: 3/31/22
LABOR MARKET AREA: STATEWIDE/NATIONAL

EEO 2- FACULTY
ASSOCIATE PROFESSOR

OCCUPATIONAL CATEGORY:
JOB TITLE:

AVAILABILITY SOURCE	TOTAL MALE		TOTAL FEMALE		WHITE MALE		WHITE FEMALE		BLACK MALE		BLACK FEMALE		HISPANIC MALE		HISPANIC FEMALE		AAIAN/HP/1* MALE		AAIAN/HP/1* FEMALE		TWO OR MORE MALE		TWO OR MORE FEMALE		
	RS	VF	WF	VF	RS	VF	WF	VF	RS	VF	WF	VF	RS	VF	WF	VF	RS	VF	WF	VF	RS	VF	WF	VF	
Employment data (Census)	48.4	100	38.1	61.9	0.0	36.2	0.0	37.9	0.0	1.7	0.0	3.8	0.0	2.4	0.0	2.4	0.0	7.2	0.0	6.4	0.0	0.9	0.0	1.1	0.0
Promotable Pool	38.1	100	38.1	61.9	100	33.3	100	33.3	50.0	100	0.0	100	0.0	4.8	100	4.8	100	4.8	100	4.8	7.1	100	7.1	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	3.2	0	2.5	0	2.2	0	7.2	0	5.3	0	3.1	0	2.3	0
FINAL AVAILABILITY BASE PERCENTAGE			38.1	61.9		33.3	50.0	33.3	0.0	2.7	0.0	3.2	0.0	2.5	0.0	2.2	0.0	4.8	0.0	4.8	7.1	0.0	3.1	0.0	2.3
Employment Data - Census 2014-2018 EEO Data Tool, Statewide Data, Connecticut Post Secondary Teachers (SOC 25-1000)																									
POST-SECONDARY TEACHERS	19955	9660	10295	10295	7555	7225	7555	7555	345	755	485	485	485	485	1430	1285	1285	1285	1430	1285	1285	175	175	215	215
Total	19955	9660	10295	10295	7555	7225	7555	7555	345	755	485	485	485	1430	1285	1285	1285	1430	1285	1285	175	175	215	215	
Percentage	100.0%	48.4%	51.6%	51.6%	36.2%	33.3%	37.9%	37.9%	1.7%	3.8%	2.4%	2.4%	2.4%	7.2%	6.4%	6.4%	6.4%	7.2%	6.4%	6.4%	0.9%	0.9%	1.1%	1.1%	
Promotable Pool																									
Assistant Professors	42	16	26	26	21	14	21	21	0	0	0	0	0	2	2	2	2	2	2	2	3	3	0	0	0
Total	42	16	26	26	21	14	21	21	0	0	0	0	0	2	2	2	2	2	2	2	3	3	0	0	0
Percentage	100.0%	36.1%	61.9%	61.9%	33.3%	33.3%	50.0%	50.0%	0	0	0	0	0	4.8%	4.8%	4.8%	4.8%	4.8%	4.8%	4.8%	7.1%	7.1%	0	0	0
Part-Time Workforce - N/A																									
Part-Time Lecturer	0	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																									
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
Digest of Ed. Statistics, Table 315.20, Fall 2019: Associate Professors																									
Associate Professors	160932	86312	74620	74620	61359	61359	61359	61359	4338	5130	4100	4100	4100	11552	8460	8460	8460	11552	8460	8460	4983	4983	3670	3670	
Total	160932	86312	74620	74620	61359	61359	61359	61359	4338	5130	4100	4100	4100	11552	8460	8460	8460	11552	8460	8460	4983	4983	3670	3670	
Percentage	100.0%	53.6%	46.4%	46.4%	38.1%	38.1%	33.4%	33.4%	2.7%	3.2%	2.5%	2.5%	2.5%	7.2%	5.3%	5.3%	5.3%	7.2%	5.3%	5.3%	3.1%	3.1%	2.3%	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 filled 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.

* AAIA/HP/1 = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

OCCUPATIONAL CATEGORY: JOB TITLE:		WESTERN CONNECTICUT STATE UNIVERSITY AVAILABILITY ANALYSIS																				3/31/22 STATEWIDE/NATIONAL													
		EEO 2 - FACULTY ASSISTANT PROFESSOR										REPORTING DATE: LABOR MARKET AREA:																							
AVAILABILITY SOURCE		TOTAL MALE		TOTAL FEMALE		WHITE MALE		WHITE FEMALE		BLACK MALE		BLACK FEMALE		HISPANIC MALE		HISPANIC FEMALE		AA/AN/HP/PI* MALE		AA/AN/HP/PI* 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)		48.4	40	19.4	51.6	40	20.6	36.2	40	14.5	37.9	40	15.2	1.7	40	0.7	3.8	40	1.0	2.4	40	1.0	7.2	40	2.9	6.4	40	2.6	40	0.4	1.1	40	0.4		
Promotable Pool		0.0	20	0.0	100.0	20	20.0	0.0	20	0.0	66.7	20	13.3	0.0	20	0.0	33.3	20	6.7	0.0	0.0	20	0.0	0.0	20	0.0	0.0	20	0.0	0.0	20	0.0	20	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	0.3	3.2	10	0.3	0.0	10	0.0	10	0.0		
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	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	
Digest of Ed Stats (National)		44.9	20	9.0	55.1	20	11.0	32.1	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	1.0	5.5	20	1.1	2.0	20	0.4	
FINAL AVAILABILITY BASE PERCENTAGE		38.7		61.3		28.4		43.3		1.7		9.8		3.2		2.8		4.5		4.2		1.2		1.2		1.2		1.2		1.2		1.2		1.2	
Employment Data - Census 2014-2018 EEO Data Tool, Statewide Data, Connecticut Post Secondary Teachers (SOC 25-1000)																																			
POST SECONDARY TEACHERS		9660		10295		7225		7555		345		755		485		485		1430		1285		175		215		175		215		175		215			
Total		9660		10295		7225		7555		345		755		485		485		1430		1285		175		215		175		215		175		215			
Percentage		48.4%		51.6%		36.2%		37.9%		1.7%		3.8%		2.4%		2.4%		7.2%		6.4%		0.9%		1.1%		0.9%		1.1%		0.9%		1.1%			
Promotable Pool		0		3		0		2		0		1		0		0		0		0		0		0		0		0		0		0			
Instructors		0		3		0		2		0		1		0		0		0		0		0		0		0		0		0		0			
Total		0		3		0		2		0		1		0		0		0		0		0		0		0		0		0		0			
Percentage		0.0%		100.0%		0.0%		66.7%		0.0%		33.3%		0.0%		0.0%		0.0%		0.0%		0.0%		0.0%		0.0%		0.0%		0.0%		0.0%			
Part-Time Pool - Non-Permanent Faculty (Lecturers) as of 3/31/2022																																			
Part Time Lecturer		181		197		161		170		2		10		8		5		10		12		0		0		0		0		0		0			
Total		181		197		161		170		2		10		8		5		10		12		0		0		0		0		0		0			
Percentage		47.9%		52.1%		42.6%		45.0%		0.5%		2.6%		2.1%		1.3%		2.5%		3.2%		0.0%		0.0%		0.0%		0.0%		0.0%		0.0%			
OTHER SOURCE - Fall Student Populations 2021																																			
Total		2660		2142		1513		1156		200		210		653		471		124		100		170		205		170		205		170		205			
Percentage		55.4%		44.6%		31.5%		24.1%		4.2%		4.4%		13.6%		9.8%		2.6%		2.1%		3.5%		4.3%		3.5%		4.3%		3.5%		4.3%			
Digest of Ed. Statistics, Table 315.20, Fall 2019: Lecturers, Instructors, Assistant Professors																																			
Assistant Professors		166556		76905		52759		62163		4484		7555		4407		4928		11464		11216		3791		3789		3789		3789		3789		3789			
Instructors		95779		43283		30521		39811		2693		4661		3558		4458		2904		3692		1607		1874		1874		1874		1874		1874			
Lecturers		43550		19291		14546		18720		990		1148		1306		1860		1306		2031		748		800		800		800		800		800			
Total		306285		137479		98226		120694		6167		13464		9271		11246		16939		6343		6463		6463		6463		6463		6463		6463			
Percentage		100.0%		44.9%		32.1%		39.4%		2.7%		4.6%		3.0%		3.7%		5.1%		2.0%		2.1%		2.1%		2.1%		2.1%		2.1%		2.1%			
SOURCE CONSULTED:																																			
FACTOR:		BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:																				REASONS FOR WEIGHTING THE FACTOR:													
Employment data in the Applicable LMA		The hiring area is predominantly within the state of Connecticut employment pool from other universities.																				40% value weight as assistant professor positions within the region require advanced degrees and relevant/current experience. Most occur from those currently employed.													
Promotable		Instructors promote from within their position.																				20% value weight as many assistant professors are filled through the promotion and tenure process. Increased from previous submission to reflect the % of increases from instructor to Assistant Professor													
Part-Time Workforce		Internal region applicants come from the current Part-time faculty employees - See workforce data for Part Time faculty. Data does not include those who identify as not specified.																				10% value weight as a high percentage of our FT instructors come from our part-time lecturers who meet the general requirements. New hires into this category often require more years of academic teaching experience which can be attained via PT faculty positions.													
Fall Student Populations		The region student population is considered as the region typically looks for prior experience in a community region environment.																				10% value weight as students could become part of the workforce after more education and experience. The data is important as we seek to reflect the students in part due to our Hispanic Service Institution status. VW is lower due to the source consulted													
Digest of Ed. Statistics		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.													

*AA/AN/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: 3/31/22** **STATEWIDE/NATIONAL**
JOB TITLE: LABOR MARKET AREA:

AVAILABILITY SOURCE	TOTAL MALE		TOTAL FEMALE		WHITE MALE		WHITE FEMALE		BLACK MALE		BLACK FEMALE		HISPANIC MALE		HISPANIC FEMALE		AAUNHHPI* MALE		AAUNHHPI* 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	29.0	51.6	60	21.7	37.9	60	22.7	1.7	60	1.0	3.8	60	2.4	1.4	2.4	60	1.4	7.2	60	4.3	6.4	60	3.8	0.9	60	0.5	1.1	60	0.7	
Promotable Pool	0.0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Part-Time Pool	47.9	10	4.8	52.1	10	4.3	45.0	10	4.5	10	2.6	10	0.3	2.1	10	0.1	2.6	10	0.1	2.6	10	0.3	2.1	10	0.3	10	0.0	10	0.0	10	0.0
Students 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	2.6	10	0.3	2.1	10	0.2	3.5	10	0.4	
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	1.0	5.5	20	1.1	2.0	20	0.4	2.1	20	0.4	
FINAL AVAILABILITY BASE PERCENTAGE			48.3		51.7		35.6		37.5		2.0		3.9		3.6		3.2		5.9		5.4		1.3		5.4		1.3		1.5		1.5

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

POST-SECONDARY TEACHERS	19955	9660	10295	7555	755	485	485	485	1410	1285	175	715
Total	19955	9660	10295	7555	755	485	485	485	1410	1285	175	715
Percentage	100.0%	48.4%	51.6%	37.9%	3.8%	2.4%	2.4%	2.4%	7.2%	6.4%	0.9%	3.8%
Promotable Pool	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
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
Part-Time Pool - Non-Permanent Faculty (Lecturers) as of 3/31/20221	378	181	197	170	2	8	5	10	10	12	0	0
Part-Time Lecturer	378	181	197	170	2	8	5	10	10	12	0	0
Total	378	181	197	170	2	8	5	10	10	12	0	0
Percentage	100.0%	47.9%	52.1%	45.0%	0.5%	2.6%	1.3%	2.6%	2.6%	3.2%	0	0
OTHER SOURCE - Fall Student Populations 2021	4602	2660	2142	1513	200	453	471	134	134	100	370	205
Total	4602	2660	2142	1513	200	453	471	134	134	100	370	205
Percentage	100.0%	55.4%	44.6%	31.5%	4.2%	13.6%	9.8%	2.6%	2.6%	2.1%	3.5%	4.3%
Digest of Ed Statistics, Table 315.20, Fall 2019: Lecturers, Instructors, Assistant Professors	165556	89651	89651	62163	4484	2555	4828	11464	11464	12126	3791	1769
Assistant Professors	165556	89651	89651	62163	4484	2555	4828	11464	11464	12126	3791	1769
Instructors	95779	41283	54996	30521	2693	4663	4458	2904	2904	3692	1607	1574
Lecturers	43950	19291	24659	14946	990	1748	1860	1306	1306	2031	743	800
Total	306285	137479	168806	98226	8167	13464	11246	15674	15674	16939	6241	6463
Percentage	100.0%	44.9%	55.1%	32.1%	2.7%	4.4%	3.7%	5.1%	5.1%	5.5%	2.0%	2.1%

FACTOR:	SOURCE CONSULTED:	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)	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	0% value weight as many assistant professors are filled through the promotion and tenure process. Increased from previous submission to reflect the % of increases from Instructor to Assistant Professor.
Part-Time Workforce	Internal region applicants come from the current Part-time faculty employees - See workforce data for Part-Time faculty. Data does not include those who identify as not specified.	10% value weight as a high percentage of our FT instructors come from our part-time lecturers who meet the general requirements. New hires into this category often require more years of academic teaching experience which can be attained via PT faculty positions.
Fall Student Populations	The region student population is considered as the region typically looks for prior experience in a community-region environment.	10% value weight as students could become part of the workforce after more education and experience. The data is important as we seek to reflect the students in part due to our Hispanic Service Institution status. VW is lower due to the source consulted.
Digest of Ed. Statistics	Digest of Ed. Statistics, Table 315.20, Assistant Professors, Instructors and Lecturers, Fall 2019	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

OCCUPATIONAL CATEGORY: **EEO 3 - Professional Non-Faculty**
JOB TITLE: **All Titles**

REPORTING DATE: **3/31/22**
LABOR MARKET AREA: **Statewide/National**

AVAILABILITY SOURCE	TOTAL MALE		TOTAL FEMALE		WHITE MALE		WHITE FEMALE		BLACK MALE		BLACK FEMALE		HISPANIC MALE		HISPANIC FEMALE		ASIAN/AMERICAN NATIVE, ALASKAN NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER*		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																
Employment data (Census)	60.0	30.0	40.0	50.0	24.8	31.6	50.0	15.8	2.4	5.0	1.2	2.9	1.5	3.7	5.0	1.9	3.2	1.6	3.6	5.0	1.8	1.8	5.0	0.9	0.7	5.0	0.4	0.5	5.0	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									
Part-Time Pool	47.9	10.0	4.8	52.1	10.0	4.8	45.0	10.0	4.5	10.0	0.1	2.6	10.0	0.3	2.1	10.0	0.2	1.3	10.0	0.1	2.6	10.0	0.3	3.2	10.0	0.3	0.0	10.0	0.0									
Student Population	55.4	10.0	5.5	44.6	10.0	4.5	31.5	10.0	3.2	24.1	10.0	2.4	4.2	10.0	0.4	1.4	9.8	10.0	2.6	10.0	0.3	2.1	10.0	0.2	3.5	10.0	0.4	4.3	10.0	0.4								
Digest of Ed Stats (National)	32.7	10.0	6.5	67.3	20.0	13.5	23.3	20.0	9.3	3.6	20.0	0.7	8.4	20.0	1.7	2.9	20.0	0.6	6.6	20.0	1.3	2.2	20.0	0.4	4.8	20.0	1.0	0.7	20.0	0.1	2.2	20.0	0.2					
Digest of Ed Stats (National)	40.4	10.0	4.0	59.6	10.0	6.0	26.2	10.0	2.6	36.7	10.0	0.4	7.3	10.0	0.7	5.3	10.0	0.5	8.6	10.0	0.9	3.7	10.0	0.4	4.8	10.0	0.5	1.4	10.0	0.1	2.2	10.0	0.2					
FINAL AVAILABILITY BASE PERCENTAGE				50.8			49.2		39.6			2.8		4.6			4.6		4.6				4.9		3.2					2.9		1.0						

FACTOR	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Promotable	No longer utilized as of 2022.		
Part-Time Workforce	Internal regional applicants come from the current Part-time Educational Assistants. Data does not include those who identify as not specified.		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.
Fall Student Populations	The region student population is considered as the region typically looks for prior experience in a community region environment.		10% value weight as students could become part of the workforce after more education and experience. The data is important as we seek to reflect the students in part due to our Hispanic Service Institution status. VW is lower due to the source consulted.
Digest of Ed. Statistics	Digest of Ed. Statistics, Table 33.4.40 - Various administrative/professional positions.		20% value weight. Most hires are recruited primarily through statewide; however, some national and/or regional hires do occur.
Digest of Ed. Statistics	Digest of Ed. Statistics, Table 32.2.20 and 32.3.20 - conferred bachelors and masters degrees, Fall 2019		10% value weight. PNF positions typically require a Bachelors degree and some require the masters degree.

*ASIAN/AMERICAN INDIAN, ALASKAN NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

WESTERN CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS

REPORTING DATE:
3/31/22
FAIRFIELD COUNTY
LABOR MARKET AREA:

OCCUPATIONAL CATEGORY:
EEO 5 - Technical Para/Professional
All Titles

JOB TITLE:

AVAILABILITY SOURCE	TOTAL MALE		TOTAL FEMALE		WHITE MALE		WHITE FEMALE		BLACK MALE		BLACK FEMALE		HISPANIC MALE		HISPANIC FEMALE		AAM/ANH/PI* MALE		AAM/ANH/PI* FEMALE		TWO or MORE MALE		TWO or MORE FEMALE							
	BS	VW	WF	RS	BS	VW	WF	RS	BS	VW	WF	RS	BS	VW	WF	RS	BS	VW	WF	RS	BS	VW	WF	RS	BS	VW	WF	RS		
Employment Data (Census)	47.5	100	47.5	100	31.6	100	31.6	100	5.7	100	5.7	100	4.9	100	4.9	100	4.7	100	4.7	100	4.1	100	4.1	100	0.7	100	0.7	100	0.8	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	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	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	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	0	0.0	0
FINAL AVAILABILITY BASE PERCENTAGE	47.5		47.5		31.6		31.6		5.7		5.7		4.9		4.9		4.7		4.7		4.1		4.1		0.7		0.7		0.8	

Employment Data - Census 2014-2018 EEO Data Tool, Fairfield County, Connecticut Technicians and Paraprofessional Titles

Combined Totals (see chart)	16563	7780	5770	925	1210	805	390	765	668	315	115
Total	16563	7780	5770	925	1210	805	390	765	668	315	115
Percentage	100.0%	47.5%	31.6%	5.7%	7.3%	4.9%	6.0%	4.7%	4.1%	0.7%	0.8%
Promotable Pool	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
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
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
Total	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0

FACTORS:	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, Fairfield County Data, Connecticut Technicians and Other Para/Professional Titles	The hiring area is statewide for this job category. Categories identified based on experience in higher education.	100% value weight as Professional Technician positions are recruited from Connecticut, but often requiring previous and/or current work experience in the discipline/field. Mainly recruit from Fairfield County.
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
Other Source	N/A	N/A	N/A

*AAM/ANH/PI = 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: **3/31/22**
 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/HHN/PI* MALE		AAIAN/HHN/PI* 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	1.0	100	9.0	100	2.1	100	2.1	10.2	100	0.7	2.2	100	2.2	0.4	100	1.6	
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	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	
FINAL AVAILABILITY BASE PERCENTAGE			11.8		7.7		65.3		1.0		9.0		2.1		10.2		0.7		2.2		0.4		1.6		
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												
Total	37885	4465	33420	2900	24725	375	3400	780	3870	250	815	160	610												
Percentage	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%												
Unemployment Data - Characteristics of Job Seekers, December 2021: Secretaries & Administrative Assistants (43.00) - Statewide																									
SOC 43.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
SOC 43.60	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	
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	
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	
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, 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 proximate towns from Fairfield and New Haven Counties through JobApps. Recruitment/applications are accepted from other counties.	100% as most positions are hired from those already employed.
Unemployment in Applicable Labor Market Area	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

*AAIAN/HHN/PI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

**WESTERN CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY: **Service/Maintenance - Except Custodians** REPORTING DATE: **3/31/22**
 JOB TITLE: **All Titles** 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		ASIAN/HPN* MALE		ASIAN/HPN* 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	51.4	100	2.3	100	5.8	1.0	100	34.9	1.0	100	1.0	100	1.4	100	0.5	100	0.5	100	1.5	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
FINAL AVAILABILITY BASE PERCENTAGE	95.0		5.0		51.4		2.3		5.8		1.0		34.9		1.0		1.4		0.5		0.5		1.5	

Employment Data - Census 2014-2018 EEO Data Tool, New Haven and Fairfield Counties, Maintenance Services Worker Titles Combined Totals (see chart)	26903		25549		13825		670		1555		265		9385		280		379		124		405		65	
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Total	25903	25549	13825	670	1555	265	9385	280	379	124	405	65	25903	25549	13825	670	1555	265	9385	280	379	124	405	65
Percentage	100.0%	95.0%	5.0%	2.3%	5.8%	1.0%	34.9%	1.0%	1.4%	0.5%	1.5%	0.2%	100.0%	95.0%	5.0%	2.3%	5.8%	1.0%	34.9%	1.0%	1.4%	0.5%	1.5%	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
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
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
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
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, Maintenance Services Worker Titles (see chart)	The hiring area is local and given the proximity 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

*ASIAN/HPN - ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

**WESTERN CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS**

REPORTING DATE: 3/31/22
LABOR MARKET AREA: FAIRFIELD/NEW HAVEN COUNTIES

Service/Maintenance
Custodian Title

OCCUPATIONAL CATEGORY:
JOB TITLE:

AVAILABILITY SOURCE	TOTAL MALE		TOTAL FEMALE		WHITE MALE		WHITE FEMALE		BLACK MALE		BLACK FEMALE		HISPANIC MALE		HISPANIC FEMALE		AAJAHNHP* MALE		AAJAHNHP* 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	18.1	15.4	100	15.4	7.8	100	6.9	100	15.7	100	29.7	100	1.8	100	1.8	100	1.1	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	
FINAL AVAILABILITY BASE PERCENTAGE			43.3	56.7	18.1	15.4		15.4	7.8		6.9		15.7		29.7		1.8		1.8		1.1		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		Promotable Pool		OTHER SOURCE - N/A		OTHER SOURCE - N/A		OTHER SOURCE - N/A		OTHER SOURCE - N/A	
Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
5935	164.10	2160	37.15	1100	25.60	6250	100.00	65	0.6%	2560	16.40	1705	100.00	315	1.8%	135	100.00
10345	56.50	1950	10.70	740	4.20	2695	100.00	85	1.5%	1640	10.70	1705	100.00	155	1.5%	170	100.00
29755	115.85	4110	20.85	1840	6.9%	7965	100.00	150	0.6%	4200	29.7%	470	100.00	470	1.8%	305	100.00
	43.3%		18.1%		15.4%		15.4%		7.8%		6.9%		15.7%		1.8%		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, New Haven and Fairfield Counties, Service Workers	The hiring area is local and given the proximity 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

*AAJAHNHP - ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

WESTERN CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS

3/31/22
FAIRFIELD/NEW HAVEN COUNTIES

REPORTING DATE:
LABOR MARKET AREA:

SKILLED CRAFT WORKER
ALL TITLES

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	RS	VW	WF
Employment Data (Census)	97.9	100	97.9	2.1	60.7	100	60.7	1.6	100	1.6	60.7	100	0.1	27.8	100	27.8	0.2	100	0.2	100	0.2	2.0	100	2.0	0.0	100	0.0
Promotable Pool	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
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	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	0.0	0.0	0.0	0.0	0.0
FINAL AVAILABILITY BASE PERCENTAGE	97.9		97.9	2.1	60.7		60.7	1.6		6.5		6.5	0.1	27.8		27.8	0.2		0.9		0.2		2.0		0.0		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	309	9060		235		965		20		4155		31		138		23		305		0		0		0
Total	14932		14623	309	9060		235		965		20		4155		31		138		23		305		0		0		0
Percentage	100.0%		97.9%	2.1%	60.7%		1.6%		6.5%		0.1%		27.8%		0.2%		0.9%		0.2%		2.0%		0		0		0
Promotable Pool	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
Total	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
UNEMPLOYMENT DATA - N/A *SEE NOTES																											
N/A	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
Percentage	0		0	0	0		0		0		0		0		0		0		0		0		0		0		0
OTHER SOURCE - N/A																											
Total	0		0	0	0		0		0		0		0		0		0		0		0		0		0		0
Percentage	0		0	0	0		0		0		0		0		0		0		0		0		0		0		0
OTHER SOURCE - N/A																											
N/A	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
Percentage	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.	100% 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

*AAIAHHNPI - ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CSCC - Shoreline West Region
AVAILABILITY ANALYSIS

EEO 7 - Protective Services
All Titles

REPORTING DATE:
LABOR MARKET AREA:

3/31/22
FAIRFIELD/NEW HAVEN COUNTIES

OCCUPATIONAL CATEGORY:
JOB TITLE:

AVAILABILITY SOURCE	TOTAL MALE		WHITE MALE		BLACK MALE		HISPANIC MALE		AA/AN/HP*		HISPANIC FEMALE		AA/AN/HP* FEMALE		TWO or MORE MALE		TWO or MORE FEMALE		
	RS	VW	RS	VW	RS	VW	RS	VW	RS	VW	RS	VW	RS	VW	RS	VW	RS	VW	
Employment data (Census)	60.1	100	60.1	39.9	38.3	100	22.3	22.3	100	38.3	22.3	100	22.3	100	38.3	22.3	100	38.3	22.3
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
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
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
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
FINAL AVAILABILITY BASE PERCENTAGE	60.1	39.9	38.3	22.3	6.9	5.3	9.6	9.6	1.8	1.8	9.4	9.4	1.8	1.8	3.4	3.4	0.0	0.0	3.0
Employment Data - Census 2014-2018 EEO Data Tool, Fairfield and New Haven Counties, Protective Sworn and Protective Non-Sworn Titles Combined Totals (see chart)																			
Total	2179	1309	835	870	150	115	210	205	39	39	205	205	39	39	75	75	0	0	65
Percentage	100.0%	60.1%	38.3%	39.9%	6.9%	5.3%	9.6%	9.4%	1.8%	1.8%	9.4%	9.4%	1.8%	1.8%	3.4%	3.4%	0	0	3.0%
Promotable Pool - N/A	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
Percentage	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
Percentage	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
Percentage	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 Statewide, Protective - Sworn and Protective Non-Sworn	The hiring area is local and given the proximity 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

*AA/AN/HP - ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

Section G
Element No. 7

AVAILABILITY
ANALYSIS

Sec. 46a-68-84

(ATTACHMENTS AND DOCUMENTATION)

CONNECTICUT EEO-ALL 02B - OCCUPATIONS BY RACE AND ETHNICITY FOR RESIDENCE GEOGRAPHY
 OCCUPATIONAL TITLE: EXECUTIVE-ADMINISTRATIVE TITLES

STAFF	TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP		TWO OR MORE RACES/UNK & NON-RESIDENT	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
TOP EXECUTIVES	31,090	22,725 73.1%	8,365 26.9%	19,900 64.0%	7,000 22.5%	620 2.0%	255 0.8%	925 3.0%	505 1.6%	930 3.0%	415 1.3%	350 1.1%	190 0.6%
EDUCATION AND CHILD CARE ADMINISTRATORS	13,949	5,315 38.1%	8,634 61.9%	4,070 29.2%	7,020 50.3%	445 3.2%	535 3.8%	440 3.2%	730 5.2%	205 1.5%	264 1.9%	155 1.1%	85 0.6%
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	0	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!
	0	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!
	0	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!
	0	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!
TOTALS	45,039	28,040 62.3%	16,999 37.7%	23,970 53.2%	14,020 31.1%	1,065 2.4%	790 1.8%	1,365 3.0%	1,235 2.7%	1,135 2.5%	679 1.5%	505 1.1%	275 0.6%

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

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

Occupation Label: SOC / Census Code	Total All Groups		Hispanic or Latino		White alone		Black or African American alone		American Indian / Alaska Native alone		Asian alone		Native Hawaiian / Pacific Islander alone		Balance of not Hispanic or Latino	
Top executives: 11-10XX / 0010	31,095	1,430	26,900	880	1,350	0	0	0	0	0	0	0	0	0	0	540
Top executives: 11-10XX / 0010	22,730	925	19,500	628	910	0	0	0	0	0	0	0	0	0	0	350
Top executives: 11-10XX / 0010	8,370	505	7,000	255	415	0	0	0	0	0	0	0	0	0	0	190
Top executives: 11-10XX / 0010	100.0%	4.6%	86.5%	2.8%	4.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.7%
Top executives: 11-10XX / 0010	73.1%	3.0%	64.0%	2.0%	3.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.1%
Top executives: 11-10XX / 0010	26.9%	1.6%	22.5%	0.8%	1.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.6%
Education and childcare administrators: 11-9030 / 0230	13,950	1,170	11,090	980	465	4	4	4	4	4	4	4	4	4	4	240
Education and childcare administrators: 11-9030 / 0230	5,315	440	4,070	445	205	0	0	0	0	0	0	0	0	0	0	155
Education and childcare administrators: 11-9030 / 0230	8,630	730	7,020	535	260	4	4	4	4	4	4	4	4	4	4	85
Education and childcare administrators: 11-9030 / 0230	100.0%	8.4%	79.5%	7.0%	3.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.7%
Education and childcare administrators: 11-9030 / 0230	38.1%	3.2%	29.2%	3.2%	1.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.1%
Education and childcare administrators: 11-9030 / 0230	61.9%	5.2%	50.3%	3.8%	1.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.6%

Source 2014-2018 ACS 5-Year EEO Estimates

CONNECTICUT EEO-ALL 02B - OCCUPATIONS BY RACE AND ETHNICITY FOR RESIDENCE GEOGRAPHY
 OCCUPATIONAL TITLE: FACULTY TITLES (ALL, INCLUDING INSTRUCTORS)

STAFF	TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP		TWO OR MORE RACES/UNK & NON-RESIDENT	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
POST SECONDARY TEACHERS	19,955	9,660 48.4%	10,295 51.6%	7,225 36.2%	7,555 37.9%	345 1.7%	755 3.8%	485 2.4%	485 2.4%	1,430 7.2%	1,285 6.4%	175 0.9%	215 1.1%
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	0	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!
	0	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!
	0	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!
	0	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!
	0	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!	0 #DIV/0!
TOTALS	19,955	9,660 48.4%	10,295 51.6%	7,225 36.2%	7,555 37.9%	345 1.7%	755 3.8%	485 2.4%	485 2.4%	1,430 7.2%	1,285 6.4%	175 0.9%	215 1.1%

Connecticut EEO-ALLO1R - Occupation by Sex and Race/Ethnicity for Residence Geography (Universe: Civilian labor force 16 years and over)
 Note: Race categories with grey background indicate "Not Hispanic or Latino, One Race."

Occupation Label: SOC / Census Code	Total All Groups	Hispanic or Latino					Not Hispanic or Latino, One Race				Balance of not Hispanic or Latino
		White alone	Black or African American alone	American Indian / Alaska Native alone	Asian alone	Native Hawaiian / Pacific Islander alone					
Postsecondary teachers : 25-1000 / 2205	19,945	965	1,100	10	2,655	50	385				
Male	9,655	485	345	0	1,380	50	175				
Female	10,290	485	755	10	1,275	0	215				
Percent Total	100.0%	4.8%	5.5%	0.1%	13.3%	0.3%	1.9%				
Percent Male	48.4%	2.4%	1.7%	0.0%	6.9%	0.3%	0.9%				
Percent Female	51.6%	2.4%	3.8%	0.1%	6.4%	0.0%	1.1%				

Source: 2014-2018 ACS 5-Year EEO Estimates

Connecticut EEO-ALLO1R -Occupation by Sex and Race/Ethnicity for Residence Geography (Universe: Civilian labor force 16 years and over)
 Note: Race categories with grey background indicate "Not Hispanic or Latino, One Race."

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

Source: 2014-2018 ACS 5-Year EEO Estimates

Connecticut EEO-ALLO1-R - Occupation by Sex and Race/Ethnicity for Residence Geography (Universe: Civilian labor force, 15 years and over)

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

Occupation Label: SOC / Census Code	Total	Hispanic or Latino		Black or African American, alone		American Indian / Alaska Native, alone		Asian, alone		Native Hawaiian / Pacific Islander, alone		Balance of not Hispanic or Latino	
		2,300	220	1,985	75	0	15	0	0	0	0	0	
Administrative services and facilities managers: 11-3010 / 0101	1,620	70	1,460	75	0	0	0	0	0	0	0	0	0
Administrative services and facilities managers: 11-3010 / 0101	675	150	525	0	0	0	0	0	0	0	0	0	0
Administrative services and facilities managers: 11-3010 / 0101	100.0%	9.6%	86.3%	3.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative services and facilities managers: 11-3010 / 0101	70.4%	3.0%	63.5%	3.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative services and facilities managers: 11-3010 / 0101	29.3%	6.5%	22.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative services and facilities managers: 11-3010 / 0101	20,010	1,730	16,095	860	4	4	1,080	0	0	0	0	235	235
Administrative services and facilities managers: 11-3010 / 0101	11,090	845	9,105	335	0	0	720	0	0	0	0	85	85
Administrative services and facilities managers: 11-3010 / 0101	8,820	890	6,990	530	4	4	360	0	0	0	0	350	350
Administrative services and facilities managers: 11-3010 / 0101	100.0%	8.6%	80.4%	4.3%	0.0%	0.0%	5.4%	0.0%	0.0%	0.0%	0.0%	1.2%	1.2%
Administrative services and facilities managers: 11-3010 / 0101	55.4%	4.2%	45.5%	1.7%	0.0%	0.0%	3.6%	0.0%	0.0%	0.0%	0.0%	0.4%	0.4%
Administrative services and facilities managers: 11-3010 / 0101	44.6%	4.4%	34.9%	2.6%	0.0%	0.0%	1.8%	0.0%	0.0%	0.0%	0.0%	0.7%	0.7%
Administrative services and facilities managers: 11-3010 / 0101	520	20	410	75	0	0	15	0	0	0	0	0	0
Administrative services and facilities managers: 11-3010 / 0101	205	0	205	0	0	0	0	0	0	0	0	0	0
Administrative services and facilities managers: 11-3010 / 0101	315	20	205	75	0	0	15	0	0	0	0	0	0
Administrative services and facilities managers: 11-3010 / 0101	100.0%	3.8%	78.8%	14.4%	0.0%	0.0%	2.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative services and facilities managers: 11-3010 / 0101	39.4%	0.0%	39.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative services and facilities managers: 11-3010 / 0101	60.6%	3.8%	39.4%	14.4%	0.0%	0.0%	2.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative services and facilities managers: 11-3010 / 0101	51,235	3,170	42,035	2,680	35	35	2,720	20	570	0	0	570	570
Administrative services and facilities managers: 11-3010 / 0101	33,215	1,930	27,710	1,255	35	35	1,960	15	315	15	15	315	315
Administrative services and facilities managers: 11-3010 / 0101	18,020	1,240	14,325	1,435	4	4	755	4	255	4	4	255	255
Administrative services and facilities managers: 11-3010 / 0101	100.0%	6.2%	82.0%	5.3%	0.1%	0.1%	5.3%	0.0%	0.0%	0.0%	0.0%	1.1%	1.1%
Administrative services and facilities managers: 11-3010 / 0101	64.8%	3.8%	54.1%	2.4%	0.0%	0.0%	3.8%	0.0%	0.0%	0.0%	0.0%	0.6%	0.6%
Administrative services and facilities managers: 11-3010 / 0101	35.2%	2.4%	28.0%	2.8%	0.0%	0.0%	1.5%	0.0%	0.0%	0.0%	0.0%	0.5%	0.5%
Administrative services and facilities managers: 11-3010 / 0101	13,765	780	11,420	355	15	15	1,060	0	135	0	0	135	135
Administrative services and facilities managers: 11-3010 / 0101	8,175	425	6,815	210	0	0	625	0	625	0	0	100	100
Administrative services and facilities managers: 11-3010 / 0101	5,585	355	4,605	145	15	15	430	0	430	0	0	35	35
Administrative services and facilities managers: 11-3010 / 0101	100.0%	5.7%	83.0%	2.6%	0.1%	0.1%	7.7%	0.0%	0.0%	0.0%	0.0%	1.0%	1.0%
Administrative services and facilities managers: 11-3010 / 0101	59.4%	3.1%	49.5%	1.5%	0.0%	0.0%	4.5%	0.0%	0.0%	0.0%	0.0%	0.7%	0.7%
Administrative services and facilities managers: 11-3010 / 0101	40.6%	2.6%	33.5%	1.1%	0.1%	0.1%	3.1%	0.0%	0.0%	0.0%	0.0%	0.3%	0.3%

Source: 2014-2018 ACS 5-Year EEO Estimates

FAIRFIELD COUNTY EEO-ALL 02B - OCCUPATIONS BY SEX AND ETHNICITY FOR RESIDENCE GEOGRAPHY
 OCCUPATIONAL TITLE: TECHNICIANS AND PARAPROFESSIONALS

STAFF TITLES	TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP		TWO OR MORE RACES/UNK & NON-RESIDENT	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
COMPUTER AND INFO. RESEARCH SCIENTISTS AND ANALYSTS	2,440	1,660 68.0%	780 32.0%	1,030 42.2%	560 23.0%	140 5.7%	25 1.0%	170 7.0%	40 1.6%	305 12.5%	110 4.5%	15 0.6%	45 1.8%
OTHER COMPUTER OCCUPATIONS	4,530	3,475 76.7%	1,055 23.3%	2,420 53.4%	640 14.1%	245 5.4%	70 1.5%	370 8.2%	65 1.4%	370 8.2%	265 5.8%	70 1.5%	15 0.3%
OTHER TEACHERS AND INSTRUCTORS, EDUCATION, TRAINING AND LIBRARY WORKERS	3,709	1,195 32.2%	2,514 67.8%	980 26.4%	1,955 52.7%	100 2.7%	210 5.7%	60 1.6%	210 5.7%	25 0.7%	104 2.8%	30 0.8%	35 0.9%
OCCUPATIONAL HEALTH AND SAFETY SPECIALISTS AND TECHNICIANS	195	45 23.1%	150 76.9%	45 23.1%	95 48.7%	0 0.0%	0 0.0%	0 0.0%	25 12.8%	0 0.0%	30 15.4%	0 0.0%	0 0.0%
OTHER HEALTH TECHNOLOGISTS AND TECHNICIANS	5,489	1,405 25.6%	4,084 74.4%	695 12.7%	2,320 42.3%	440 8.0%	925 16.9%	205 3.7%	640 11.7%	65 1.2%	159 2.9%	0 0.0%	40 0.7%
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TOTALS	16,363	7,780 47.5%	8,583 52.5%	5,170 31.6%	5,570 34.0%	925 5.7%	1,230 7.5%	805 4.9%	980 6.0%	765 4.7%	668 4.1%	115 0.7%	135 0.8%

Fairfield County, Connecticut EEO-AL02R - Occupation by Sex and Race/Ethnicity for Residence Geography (Universe: Civilian labor force 16 years and over)

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

Enter Search Terms Here	Total All Groups	Hispanic or Latino	White alone	Black or African American alone	American Indian / Alaska Native alone	Asian alone	Native Hawaiian / Pacific Islander alone	Balance of not Hispanic or Latino	
								Hispanic or Latino	Hispanic or Latino
Total	4,530	430	3,060	320	635	0	635	0	85
Other computer occupations : 15-12YY / 1050	3,475	370	2,420	245	0	0	370	0	70
Male	1,055	65	640	70	0	0	265	0	15
Female	100.0%	9.5%	67.5%	7.1%	0.0%	0.0%	14.0%	0.0%	1.9%
Other computer occupations : 15-12YY / 1050	76.7%	8.2%	53.4%	5.4%	0.0%	0.0%	8.2%	0.0%	1.5%
Male	23.3%	1.4%	14.1%	1.5%	0.0%	0.0%	5.8%	0.0%	0.3%
Female	3,715	270	2,935	315	4	4	125	0	65
Other teachers and instructors, education, training, and library workers : 25-XXXX / 2350	1,195	60	980	100	0	0	25	0	30
Male	2,520	210	1,955	210	4	4	100	0	35
Female	100.0%	7.3%	79.0%	8.5%	0.1%	0.1%	3.4%	0.0%	1.7%
Other teachers and instructors, education, training, and library workers : 25-XXXX / 2350	32.2%	1.6%	26.4%	2.7%	0.0%	0.0%	0.7%	0.0%	0.8%
Male	67.8%	5.7%	52.6%	5.7%	0.1%	0.1%	2.7%	0.0%	0.9%
Female	200	25	140	0	0	0	30	0	0
Occupational health and safety specialists and technicians : 19-5010 / 1980	45	0	45	0	0	0	0	0	0
Male	155	25	95	0	0	0	30	0	0
Female	100.0%	12.5%	70.0%	0.0%	0.0%	0.0%	15.0%	0.0%	0.0%
Occupational health and safety specialists and technicians : 19-5010 / 1980	22.5%	0.0%	22.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Male	77.5%	12.5%	47.5%	0.0%	0.0%	0.0%	15.0%	0.0%	0.0%
Female	5,495	845	3,015	1,365	4	4	220	0	40
Other health technologists and technicians : 29-20XX / 3300	1,410	205	695	440	0	0	65	0	0
Male	4,085	640	2,320	925	4	4	155	0	40
Female	100.0%	15.4%	54.9%	24.8%	0.1%	0.1%	4.0%	0.0%	0.7%
Other health technologists and technicians : 29-20XX / 3300	25.7%	3.7%	12.6%	8.0%	0.0%	0.0%	1.2%	0.0%	0.0%
Male	74.3%	11.6%	42.2%	16.8%	0.1%	0.1%	2.8%	0.0%	0.7%
Female	2,440	210	1,590	165	0	0	420	0	60
Computer and information research scientists and analysts : 15-12XX / 1005	1,665	170	1,030	140	0	0	305	0	15
Male	780	40	560	25	0	0	110	0	45
Female	100.0%	8.6%	65.2%	6.8%	0.0%	0.0%	17.2%	0.0%	2.5%
Computer and information research scientists and analysts : 15-12XX / 1005	68.2%	7.0%	42.2%	5.7%	0.0%	0.0%	12.5%	0.0%	0.6%
Male	32.0%	1.6%	23.0%	1.0%	0.0%	0.0%	4.5%	0.0%	1.8%
Female	Source: 2014-2018 ACS 5-Year B2B Estimates								

FAIRFIELD AND NEW HAVEN COUNTIES EEO-ALL 02B - OCCUPATIONS BY SEX AND ETHNICITY FOR RESIDENCE GEOGRAPHY
 OCCUPATIONAL TITLE: SECRETARIAL-CLERICAL TITLES

STAFF TITLES	TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP		TWO OR MORE RACES/UNK & NON-RESIDENT	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
SECRETARIES AND ADMIN. ASSISTANTS (FAIRFIELD COUNTY)	10,090	665 6.6%	9,425 93.4%	480 4.8%	7,315 72.5%	10 0.1%	765 7.6%	70 0.7%	1,115 11.1%	90 0.9%	180 1.8%	15 0.1%	50 0.5%
SECRETARIES AND ADMIN. ASSISTANTS (NEW HAVEN COUNTY)	10,895	515 4.7%	10,380 95.3%	250 2.3%	8,275 76.0%	100 0.9%	905 8.3%	150 1.4%	880 8.1%	0 0.0%	225 2.1%	15 0.1%	95 0.9%
OTHER OFFICE AND ADMIN SUPPORT WORKERS (FAIRFIELD COUNTY)	7,450	1,665 22.3%	5,785 77.7%	1,065 14.3%	3,650 49.0%	120 1.6%	940 12.6%	325 4.4%	780 10.5%	100 1.3%	250 3.4%	55 0.7%	165 2.2%
OTHER OFFICE AND ADMIN SUPPORT WORKERS (NEW HAVEN COUNTY)	9,450	1,620 17.1%	7,830 82.9%	1,105 11.7%	5,485 58.0%	145 1.5%	790 8.4%	235 2.5%	1,095 11.6%	60 0.6%	160 1.7%	75 0.8%	300 3.2%
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TOTALS	37,885	4,465 11.8%	33,420 88.2%	2,900 7.7%	24,725 65.3%	375 1.0%	3,400 9.0%	780 2.1%	3,870 10.2%	250 0.7%	815 2.2%	160 0.4%	610 1.6%

Fairfield County, Connecticut EEO-AL02R - Occupation by Sex and Race/Ethnicity for Residence Geography (Universe: Civilian labor force 16 years and over)
 Note: Race categories with grey background indicate "Not Hispanic or Latino, One Race"

Occupation Label: SOC / Census Code	Total All Groups	Hispanic or Latino	White alone	Black or African American alone	American Indian / Alaska Native alone	Asian alone	Native Hawaiian / Pacific Islander alone	Balance of not Hispanic or Latino
Secretaries and administrative assistants : 43-6010 / 5710	10,085	1,185	7,800	770	0	270	0	65
Secretaries and administrative assistants : 43-6010 / 5710	660	70	480	10	0	90	0	15
Secretaries and administrative assistants : 43-6010 / 5710	9,425	1,115	7,315	765	0	180	0	50
Secretaries and administrative assistants : 43-6010 / 5710	100.0%	11.8%	77.3%	7.6%	0.0%	2.7%	0.0%	0.6%
Secretaries and administrative assistants : 43-6010 / 5710	6.5%	0.7%	4.8%	0.1%	0.0%	0.9%	0.0%	0.1%
Secretaries and administrative assistants : 43-6010 / 5710	93.5%	11.1%	72.5%	7.6%	0.0%	1.8%	0.0%	0.5%
Other office and administrative support workers : 43-9000 / 5810	7,450	1,100	4,720	1,060	15	330	0	220
Other office and administrative support workers : 43-9000 / 5810	1,665	325	1,065	120	0	100	0	55
Other office and administrative support workers : 43-9000 / 5810	5,785	780	3,650	940	15	235	0	165
Other office and administrative support workers : 43-9000 / 5810	100.0%	14.8%	63.4%	14.2%	0.2%	4.4%	0.0%	3.0%
Other office and administrative support workers : 43-9000 / 5810	22.3%	4.4%	14.3%	1.6%	0.0%	1.3%	0.0%	0.7%
Other office and administrative support workers : 43-9000 / 5810	77.7%	10.5%	49.0%	12.6%	0.2%	3.2%	0.0%	2.2%

Source: 2014-2018 ACS 5-Year EEO Estimates

New Haven County, Connecticut EEO-ALLO2R - Occupation by Sex and Race/Ethnicity for Residence Geography (Universe: Civilian labor force 16 years and over)
 Note: Race categories with grey background indicate "Not Hispanic or Latino, One Race."

Enter Search Terms Here	Total All Groups	Hispanic or Latino	White alone	Black or African American alone	American Indian/Alaska Native alone	Asian alone	Native Hawaiian/Pacific Islander alone	Balance of not Hispanic or Latino
Secretaries and administrative assistants : 43-6010 / 5710 Total	10,895	1,030	8,525	1,005	0	225	0	110
Secretaries and administrative assistants : 43-6010 / 5710 Male	510	150	250	100	0	0	0	15
Secretaries and administrative assistants : 43-6010 / 5710 Female	10,380	880	8,275	905	0	225	0	95
Secretaries and administrative assistants : 43-6010 / 5710 Percent Total	100.0%	9.5%	78.2%	9.2%	0.0%	2.1%	0.0%	1.0%
Secretaries and administrative assistants : 43-6010 / 5710 Percent Male	4.7%	1.4%	2.3%	0.9%	0.0%	0.0%	0.0%	0.1%
Secretaries and administrative assistants : 43-6010 / 5710 Percent Female	95.3%	8.1%	76.0%	8.3%	0.0%	2.1%	0.0%	0.9%
Other office and administrative support workers : 43-9000 Total	9,445	1,330	6,590	935	0	220	0	370
Other office and administrative support workers : 43-9000 Male	1,615	235	1,105	145	0	60	0	75
Other office and administrative support workers : 43-9000 Female	7,830	1,095	5,485	790	0	160	0	300
Other office and administrative support workers : 43-9000 Percent Total	100.0%	14.1%	69.8%	9.9%	0.0%	2.3%	0.0%	3.9%
Other office and administrative support workers : 43-9000 Percent Male	17.1%	2.5%	11.7%	1.5%	0.0%	0.6%	0.0%	0.8%
Other office and administrative support workers : 43-9000 Percent Female	82.9%	11.6%	58.1%	8.4%	0.0%	1.7%	0.0%	3.2%

Source: 2014-2018 ACS 5-Year EEO Estimates

FAIRFIELD AND NEW HAVEN COUNTIES EEO-ALL 028 - OCCUPATIONS BY SEX AND ETHNICITY FOR RESIDENCE GEOGRAPHY
 OCCUPATIONAL TITLE: SERVICE MAINTENANCE - ALL TITLES, EXCEPT CUSTODIANS

STAFF TITLES	TOTAL		WHITE		BLACK		HISPANIC		AAIAN/HNPI		TWO OR MORE RACES/ETHNICITY - NON-RESIDENT	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
GROUPS MAINTENANCE WORKERS (FAIRFIELD)	8,100	145	2,355	100	245	15	5,225	20	75	0	200	10
	98.2%	1.8%	28.6%	1.2%	3.0%	0.2%	63.4%	0.2%	0.9%	0.0%	2.4%	0.1%
GROUPS MAINTENANCE WORKERS (NEW HAVEN)	3,095	200	1,825	55	135	0	1,050	105	40	25	45	15
	93.9%	6.1%	55.4%	1.7%	4.1%	0.0%	31.9%	3.2%	1.2%	0.8%	1.4%	0.5%
OTHER INSTALLATION, MAINT. AND REPAIR WORKERS (FAIRFIELD COUNTY)	5,405	305	3,255	140	540	60	1,500	20	95	85	15	0
	94.7%	5.3%	57.0%	2.5%	9.5%	1.1%	26.3%	0.4%	1.7%	1.5%	0.3%	0.0%
OTHER INSTALLATION, MAINT. AND REPAIR WORKERS (NEW HAVEN COUNTY)	6,840	345	5,030	165	510	75	1,125	55	100	10	75	40
	95.2%	4.8%	70.0%	2.3%	7.1%	1.0%	15.7%	0.8%	1.4%	0.1%	1.0%	0.6%
FIRST-LINE SUPVRS OF HOUSEKEEPING AND JANITORIAL WORKERS (FAIRFIELD COUNTY)	340	170	95	45	50	75	195	50	0	0	0	0
	66.7%	33.3%	18.6%	8.8%	9.8%	14.7%	38.2%	9.8%	0.0%	0.0%	0.0%	0.0%
FIRST-LINE SUPVRS OF HOUSEKEEPING AND JANITORIAL WORKERS (NEW HAVEN COUNTY)	345	144	270	70	20	40	40	30	15	4	0	0
	70.6%	29.4%	55.2%	14.3%	4.1%	8.2%	8.2%	6.1%	3.1%	0.8%	0.0%	0.0%
FIRST-LINE SUPERVISORS OF LANDSCAPING, LAWN SERVICE AND GROUNDSKEEPING WORKERS (FAIRFIELD COUNTY)	849	15	670	15	25	0	140	0	4	0	10	0
	98.3%	1.7%	77.5%	1.7%	2.9%	0.0%	16.2%	0.0%	0.5%	0.0%	1.2%	0.0%
FIRST-LINE SUPERVISORS OF LANDSCAPING, LAWN SERVICE AND GROUNDSKEEPING WORKERS (NEW HAVEN COUNTY)	575	30	325	30	30	0	110	0	50	0	60	0
	95.0%	5.0%	53.7%	5.0%	5.0%	0.0%	18.2%	0.0%	8.3%	0.0%	9.9%	0.0%
OTHER CONSTRUCTION AND RELATED WORKERS (FAIRFIELD COUNTY)	0	0	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
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OTHER CONSTRUCTION AND RELATED WORKERS (NEW HAVEN COUNTY)	0	0	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
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TOTALS	25,549	3,329	13,825	620	1,555	265	9,385	280	379	124	405	65
	88.5%	11.5%	47.9%	2.1%	5.4%	0.9%	32.5%	1.0%	1.3%	0.4%	1.4%	0.2%

New Haven County, Connecticut EEO-ALLO2R--Occupation by Sex and Race/Ethnicity for Residence Geography (Universe: Civilian labor force 16 years and over)
 Note: Race categories with grey background indicate "Not Hispanic or Latino, One Race."

Enter Search Terms Here	Total All Groups		Hispanic or Latino	White alone	Black or African American alone	American Indian /Alaska Native alone	Asian alone	Native Hawaiian /Pacific Islander alone	Balance of not Hispanic or Latino	
	Total	Percent Total							Hispanic or Latino	Balance of not Hispanic or Latino
Grounds maintenance workers : 37-3010 / 4251	3,295	100.0%	1.150	1,880	135	0	65	0	60	0
Male	3,095		1,050	1,825	135	0	40	0	45	0
Female	200		105	55	0	0	25	0	15	0
Percent Total			34.9%	57.1%	4.1%	0.0%	2.0%	0.0%	1.8%	0.0%
Grounds maintenance workers : 37-3010 / 4251	93.9%		31.9%	55.4%	4.1%	0.0%	1.2%	0.0%	1.4%	0.0%
Male	6.1%		3.2%	1.7%	0.0%	0.0%	0.8%	0.0%	0.5%	0.0%
Female	7,485		1,180	5,195	585	0	115	0	115	0
Other installation, maintenance, and repair workers : 49-XXXX / 7010	6,840	100.0%	1,125	5,030	510	0	100	0	75	0
Male	345		55	165	75	0	10	0	40	0
Female	100.0%		16.4%	72.3%	8.1%	0.0%	1.6%	0.0%	1.6%	0.0%
Other installation, maintenance, and repair workers : 49-XXXX / 7010	95.2%		15.7%	70.0%	7.1%	0.0%	1.4%	0.0%	1.0%	0.0%
Male	4.8%		0.8%	2.3%	1.0%	0.0%	0.1%	0.0%	0.6%	0.0%
Female	485		70	335	55	0	20	0	0	0
First-line supervisors of housekeeping and janitorial workers : 37-1011 / 4200	340	100.0%	40	270	20	0	15	0	0	0
Male	145		30	70	40	0	4	0	0	0
Female	100.0%		14.4%	69.1%	11.3%	0.0%	4.1%	0.0%	0.0%	0.0%
Other installation, maintenance, and repair workers : 49-XXXX / 7010	70.1%		8.2%	55.7%	4.1%	0.0%	3.1%	0.0%	0.0%	0.0%
Male	29.9%		6.2%	14.4%	8.2%	0.0%	0.8%	0.0%	0.0%	0.0%
Female	600		110	350	30	50	0	0	60	0
First-line supervisors of landscaping, lawn service, and groundskeeping workers : 37-1012 / 4210	575	100.0%	110	325	30	50	0	0	60	0
Male	30		0	30	0	0	0	0	0	0
Female	100.0%		18.3%	58.3%	5.0%	8.3%	0.0%	0.0%	10.0%	0.0%
Other installation, maintenance, and repair workers : 49-XXXX / 7010	95.8%		18.3%	54.2%	5.0%	8.3%	0.0%	0.0%	10.0%	0.0%
Male	5.0%		0.0%	5.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Female	10,345		3,345	4,630	1,815	60	180	0	315	0
Building cleaning workers : 37-2010 / 4220	5,650	100.0%	1,640	2,685	1,070	40	45	0	170	0
Male	4,695		1,705	1,950	740	20	135	0	145	0
Female	100.0%		32.3%	44.8%	17.5%	0.6%	1.7%	0.0%	3.0%	0.0%
Other installation, maintenance, and repair workers : 49-XXXX / 7010	54.6%		15.9%	26.0%	10.3%	0.4%	0.4%	0.0%	1.6%	0.0%
Male	45.4%		16.5%	18.8%	7.2%	0.2%	1.3%	0.0%	1.4%	0.0%
Female										

Source: 2014-2018 ACS 5-Year EEO Estimates

FAIRFIELD AND NEW HAVEN COUNTIES EEO-ALL 02B - OCCUPATIONS BY SEX AND ETHNICITY FOR RESIDENCE GEOGRAPHY
 OCCUPATIONAL TITLE: SERVICE MAINTENANCE - CUSTODIANS

STAFF TITLES	TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP		TWO OR MORE RACE/LINK & NON-RESIDENT	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
BUILDING CLEANING WORKERS (FAIRFIELD COUNTY)	16,410	5,935 36.2%	10,475 63.8%	2,160 13.2%	2,160 13.2%	1,015 6.2%	1,100 6.7%	2,560 15.6%	6,250 38.1%	65 0.4%	315 1.9%	135 0.8%	650 4.0%
BUILDING CLEANING WORKERS (NEW HAVEN COUNTY)	10,345	5,650 54.6%	4,695 45.4%	2,685 26.0%	1,950 18.8%	1,070 10.3%	740 7.2%	1,640 15.9%	1,705 16.5%	85 0.8%	155 1.5%	170 1.6%	145 1.4%
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TOTALS	26,755	11,585 43.3%	15,170 56.7%	4,845 18.1%	4,110 15.4%	2,085 7.8%	1,840 6.9%	4,200 15.7%	7,955 29.7%	150 0.6%	470 1.8%	305 1.1%	795 3.0%

Fairfield County, Connecticut EEO-ALLO2R - Occupation by Sex and Race/Ethnicity for Residence Geography (Universe: Civilian labor force 16 years and over)

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

Occupation Label: SOC / Census Code	Total	Hispanic or Latino	Not Hispanic or Latino, One Race					Balance of not Hispanic or Latino
			White alone	Black or African American alone	American Indian / Alaska Native alone	Asian alone	Native Hawaiian / Pacific Islander alone	
Building cleaning workers : 37-2010 / 4220	16,390	8,810	4,300	2,115	0	380	0	785
Male	5,940	2,560	2,160	1,015	0	65	0	135
Female	10,455	6,250	2,140	1,100	0	315	0	650
Percent Total	100.0%	53.8%	26.2%	12.9%	0.0%	2.3%	0.0%	4.8%
Percent Male	36.2%	15.6%	13.2%	6.2%	0.0%	0.4%	0.0%	0.8%
Percent Female	63.8%	38.1%	13.1%	6.7%	0.0%	1.9%	0.0%	4.0%

Source: 2014-2018 ACS 5-Year EEO Estimates

New Haven County, Connecticut EEO-ALLO2R - Occupation by Sex and Race/Ethnicity for Residence Geography (Universe: Civilian labor force 16 years and over)
 Note: Race categories with grey background indicate "Not Hispanic or Latino, One Race."

Enter Search Terms Here	Total All Groups							Balance of not Hispanic or Latino
	White along	Black or African American along	American Indian /Alaska Native along	Asian along	Native Hawaiian /Pacific Islander along	Hispanic or Latino	Balance of not Hispanic or Latino	
Building cleaning workers : 37-2010 / 4220	10,345	3,345	4,630	1,815	60	180	315	
Male	5,650	1,640	2,665	1,070	40	45	170	
Female	4,695	1,705	1,950	740	20	135	145	
Percent Total	100.0%	32.3%	44.8%	17.5%	0.6%	1.7%	3.0%	
Percent Male	54.6%	15.9%	26.0%	10.3%	0.4%	0.4%	1.6%	
Percent Female	45.4%	16.5%	18.8%	7.2%	0.2%	1.3%	1.4%	

Source: 2014-2018 ACS 5-Year EEO Estimates

FAIRFIELD AND NEW HAVEN COUNTIES EEO-ALL 02B - OCCUPATIONS BY SEX AND ETHNICITY FOR RESIDENCE GEOGRAPHY
 OCCUPATIONAL TITLE: SKILLED CRAFT WORKERS - ALL TITLES

STAFF TITLES	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/UNK & NON-RESIDENT MALE		TWO OR MORE RACES/UNK & NON-RESIDENT FEMALE						
ELECTRICIANS (FAIRFIELD COUNTY)	2,075	2,075	100.0%	0	0	0.0%	1,655	79.8%	0	0.0%	195	9.4%	0	0.0%	185	8.9%	0	0.0%	0	0.0%	40	1.9%	0	0.0%	40	1.9%	0	0.0%			
ELECTRICIANS (NEW HAVEN COUNTY)	2,514	2,440	97.1%	74	2,030	2.9%	80.7%	50	2.0%	185	7.4%	20	0.8%	225	8.9%	4	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%		
INSULATION WORKERS (FAIRFIELD COUNTY)	230	230	100.0%	0	70	0.0%	30.4%	0	0.0%	0	0.0%	0	0.0%	160	69.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%		
INSULATION WORKERS (NEW HAVEN COUNTY)	100	100	100.0%	0	85	0.0%	85.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	15	15.0%	0	0.0%	0	0.0%	0	0.0%		
PAINTERS AND PAPERHANGERS (FAIRFIELD COUNTY)	3,949	3,890	98.5%	59	1,175	1.5%	29.8%	40	1.0%	125	3.2%	0	0.0%	2,375	60.1%	15	0.4%	0	0.0%	10	0.3%	4	0.1%	205	5.2%	4	0.1%	205	5.2%		
PAINTERS AND PAPERHANGERS (NEW HAVEN COUNTY)	1,967	1,909	97.1%	58	1,000	2.9%	50.8%	50	2.5%	135	6.9%	0	0.0%	735	37.4%	4	0.2%	4	0.2%	4	0.2%	35	1.8%	0	0.0%	4	0.2%	35	1.8%		
PIPELAYERS, PIPEFITTERS AND STEAMFITTERS (FAIRFIELD COUNTY)	1,349	1,320	97.9%	29	1,015	2.1%	75.2%	25	1.9%	145	10.7%	0	0.0%	160	11.9%	4	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
PIPELAYERS, PIPEFITTERS AND STEAMFITTERS (NEW HAVEN COUNTY)	1,638	1,634	99.8%	4	1,405	0.2%	85.8%	0	0.0%	40	2.4%	0	0.0%	185	11.3%	4	0.2%	4	0.2%	4	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
OTHER CONSTRUCTION AND RELATED WORKERS (FAIRFIELD COUNTY)	160	125	78.1%	35	45	21.9%	28.1%	35	21.9%	20	12.5%	0	0.0%	50	31.3%	0	0.0%	0	0.0%	0	0.0%	10	6.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
OTHER CONSTRUCTION AND RELATED WORKERS (NEW HAVEN COUNTY)	30	30	100.0%	0	30	0.0%	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
FIRST-LINE SUPVRS OF MECHANICS, INSTALLERS AND REPAIRERS (FAIRFIELD COUNTY)	325	285	87.7%	40	140	12.3%	43.1%	25	7.7%	45	13.8%	0	0.0%	45	13.8%	0	0.0%	0	0.0%	55	16.9%	15	4.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
FIRST-LINE SUPVRS OF MECHANICS, INSTALLERS AND REPAIRERS (NEW HAVEN COUNTY)	595	585	98.3%	10	410	1.7%	68.9%	10	1.7%	75	12.6%	0	0.0%	35	5.9%	0	0.0%	0	0.0%	65	10.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
TOTALS	14,932	14,623	97.9%	309	9,060	2.1%	60.7%	235	1.6%	965	6.5%	20	0.1%	4,155	27.8%	31	0.2%	27.8%	0.2%	138	0.9%	23	0.2%	305	2.0%	23	0.2%	305	2.0%	0	0.0%

Fairfield County, Connecticut EEO-ALLO2R - Occupation by Sex and Race/Ethnicity for Residence Geography (Universe: Civilian labor force 16 years and over)
 Note: Race categories with grey background indicate "Not Hispanic or Latino, One Race."

Occupation Label: SOC / Census Code	Total	Total All Groups		Hispanic or Latino		White alone	Black or African American alone	American Indian / Alaska Native alone	Asian alone	Native Hawaiian / Pacific Islander alone	Balance of not Hispanic or Latino
		2,070	185	1,655	195						
Electricians : 47-2111 / 6355	2,070	185	1,655	0	0	195	0	0	0	0	40
Electricians : 47-2111 / 6355	2,070	185	1,655	0	0	195	0	0	0	0	40
Electricians : 47-2111 / 6355	100.0%	8.9%	80.0%	0.0%	0.0%	9.4%	0.0%	0.0%	0.0%	0.0%	1.9%
Electricians : 47-2111 / 6355	100.0%	8.9%	80.0%	0.0%	0.0%	9.4%	0.0%	0.0%	0.0%	0.0%	1.9%
Electricians : 47-2111 / 6355	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Electricians : 47-2111 / 6355	230	160	70	0	0	0	0	0	0	0	0
Insulation workers : 47-2130 / 6400	230	160	70	0	0	0	0	0	0	0	0
Insulation workers : 47-2130 / 6400	100.0%	69.6%	30.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Insulation workers : 47-2130 / 6400	100.0%	69.6%	30.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Insulation workers : 47-2130 / 6400	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Insulation workers : 47-2130 / 6400	3,950	2,390	1,215	0	15	125	0	15	0	0	205
Painters and paperhangers : 47-2140 / 6410	3,890	2,375	1,175	0	4	125	0	4	0	0	205
Painters and paperhangers : 47-2140 / 6410	60	15	40	0	10	0	0	10	0	0	0
Painters and paperhangers : 47-2140 / 6410	100.0%	60.5%	30.8%	0.0%	0.4%	3.2%	0.0%	0.4%	0.0%	0.0%	5.2%
Painters and paperhangers : 47-2140 / 6410	98.5%	60.1%	29.7%	0.0%	0.1%	3.2%	0.0%	0.1%	0.0%	0.0%	5.2%
Painters and paperhangers : 47-2140 / 6410	1.5%	0.4%	1.0%	0.0%	0.0%	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%
Painters and paperhangers : 47-2140 / 6410	1,350	165	1,040	0	0	145	0	0	0	0	0
Pipelayers, plumbers, pipefitters, and steamfitters : 47-2150 / 6441	1,325	160	1,015	0	0	145	0	0	0	0	0
Pipelayers, plumbers, pipefitters, and steamfitters : 47-2150 / 6441	30	4	25	0	0	0	0	0	0	0	0
Pipelayers, plumbers, pipefitters, and steamfitters : 47-2150 / 6441	100.0%	12.2%	77.0%	0.0%	0.0%	10.7%	0.0%	0.0%	0.0%	0.0%	0.0%
Pipelayers, plumbers, pipefitters, and steamfitters : 47-2150 / 6441	98.1%	11.9%	75.2%	0.0%	0.0%	10.7%	0.0%	0.0%	0.0%	0.0%	0.0%
Pipelayers, plumbers, pipefitters, and steamfitters : 47-2150 / 6441	2.2%	0.3%	1.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Other construction and related workers : 47-40XX / 6765	160	50	80	20	0	20	0	0	0	0	10
Other construction and related workers : 47-40XX / 6765	125	50	45	20	0	20	0	0	0	0	10
Other construction and related workers : 47-40XX / 6765	35	0	35	0	0	0	0	0	0	0	0
Other construction and related workers : 47-40XX / 6765	100.0%	31.3%	50.0%	0.0%	0.0%	12.5%	0.0%	0.0%	0.0%	0.0%	6.3%
Other construction and related workers : 47-40XX / 6765	78.1%	31.3%	28.1%	0.0%	0.0%	12.5%	0.0%	0.0%	0.0%	0.0%	6.3%
Other construction and related workers : 47-40XX / 6765	21.9%	0.0%	21.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
First-line supervisors of mechanics, installers, and repairers : 49-1011 / Total	320	45	165	0	65	45	0	65	0	0	0
First-line supervisors of mechanics, installers, and repairers : 49-1011 / Male	280	45	140	0	55	45	0	55	0	0	0
First-line supervisors of mechanics, installers, and repairers : 49-1011 / Female	35	0	25	0	15	0	0	15	0	0	0
First-line supervisors of mechanics, installers, and repairers : 49-1011 / Total	100.0%	14.1%	51.6%	0.0%	0.0%	14.1%	0.0%	20.3%	0.0%	0.0%	0.0%
First-line supervisors of mechanics, installers, and repairers : 49-1011 / Male	87.5%	14.1%	43.8%	0.0%	0.0%	14.1%	0.0%	17.2%	0.0%	0.0%	0.0%
First-line supervisors of mechanics, installers, and repairers : 49-1011 / Female	10.9%	0.0%	7.8%	0.0%	0.0%	0.0%	0.0%	4.7%	0.0%	0.0%	0.0%

Source: 2014-2018 ACS 5-Year EEO Estimates

New Haven County, Connecticut EEO-ALL02R - Occupation by Sex and Race/Ethnicity for Residence Geography (Universe: Civilian labor force 16 years and over)

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

Enter Search Terms Here	Total All Groups		White alone		American alone		Alaska Native alone		Asian alone		Pacific Islander		Hispanic or Latino	
	Latino													
Total	2,515	235	2,080	200	0	0	0	0	0	0	0	0	0	0
Electricians : 47-2111 / 6355	2,440	225	2,030	185	0	0	0	0	0	0	0	0	0	0
Male	75	4	50	20	0	0	0	0	0	0	0	0	0	0
Female	100.0%	9.3%	82.7%	8.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Percent Total	97.0%	8.9%	80.7%	7.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Percent Male	3.0%	0.2%	2.0%	0.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Percent Female	95	0	85	0	0	0	0	0	0	0	0	0	15	15
Insulation workers : 47-2130 / 6400	95	0	85	0	0	0	0	0	0	0	0	0	15	15
Male	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Female	100.0%	0.0%	89.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	15.8%	15.8%
Percent Total	100.0%	0.0%	89.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	15.8%	15.8%
Percent Male	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Percent Female	1,640	190	1,405	40	0	0	0	0	0	0	0	0	0	0
Pipelayers, plumbers, pipefitters, and steamfitters : Total	1,635	185	1,405	40	0	0	0	0	0	0	0	0	0	0
Pipelayers, plumbers, pipefitters, and steamfitters : Male	4	4	0	0	0	0	0	0	0	0	0	0	0	0
Pipelayers, plumbers, pipefitters, and steamfitters : Female	100.0%	11.6%	85.7%	2.4%	0.0%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%
Percent Total	99.7%	11.3%	85.7%	2.4%	0.0%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%
Percent Male	0.2%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Percent Female	1,975	745	1,050	135	0	0	0	0	0	0	0	0	35	35
Painters and paperhangers : 47-2140 / 6410	1,915	735	1,000	135	0	0	0	0	0	0	0	0	35	35
Male	60	4	50	0	0	0	0	0	0	0	0	0	0	0
Female	100.0%	37.7%	53.2%	6.8%	0.0%	0.0%	0.0%	0.0%	0.5%	0.0%	0.0%	0.0%	1.8%	1.8%
Percent Total	97.0%	37.2%	50.6%	6.8%	0.0%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	1.8%	1.8%
Percent Male	3.0%	0.2%	2.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%
Percent Female	30	0	30	0	0	0	0	0	0	0	0	0	0	0
Other construction and related workers : 47-40XX / Total	30	0	30	0	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Female	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Percent Total	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Percent Male	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Percent Female	600	35	420	75	0	0	0	0	0	0	0	0	65	65
First-line supervisors of mechanics, installers, and re	590	35	410	75	0	0	0	0	0	0	0	0	65	65
Male	10	0	10	0	0	0	0	0	0	0	0	0	0	0
Female	100.0%	5.8%	70.0%	12.5%	0.0%	0.0%	0.0%	0.0%	10.8%	0.0%	0.0%	0.0%	0.0%	0.0%
Percent Total	98.3%	5.8%	68.3%	12.5%	0.0%	0.0%	0.0%	0.0%	10.8%	0.0%	0.0%	0.0%	0.0%	0.0%
Percent Male	1.7%	0.0%	1.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Percent Female														

Source: 2014-2018 ACS 5-Year EEO Estimates

FAIRFIELD AND NEW HAVEN COUNTIES EEO-ALL 02B - OCCUPATIONS BY SEX AND ETHNICITY FOR RESIDENCE GEOGRAPHY
 OCCUPATIONAL TITLE: PROTECTIVE SERVICES TITLES

STAFF TITLES	TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIAN/PI		TWO OR MORE RACES/INK & NON-RESIDENT	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
MISC. FIRST-LINE SUPVR, PROTECTIVE SERVICE WORKERS (FAIRFIELD COUNTY)	185	185	0	95	0	30	0	60	0	0	0	0	0
		100.0%	0.0%	51.4%	0.0%	16.2%	0.0%	32.4%	0.0%	0.0%	0.0%	0.0%	0.0%
MISC. FIRST-LINE SUPVR, PROTECTIVE SERVICE WORKERS (NEW HAVEN COUNTY)	170	170	0	140	0	0	0	10	0	0	0	20	0
		100.0%	0.0%	82.4%	0.0%	0.0%	0.0%	5.9%	0.0%	0.0%	0.0%	11.8%	0.0%
OTHER PROTECTIVE SERVICE WORKERS (FAIRFIELD COUNTY)	874	429	445	365	245	10	55	20	80	4	0	30	65
		49.1%	50.9%	41.8%	28.0%	1.1%	6.3%	2.3%	9.2%	0.5%	0.0%	3.4%	7.4%
OTHER PROTECTIVE SERVICE WORKERS (NEW HAVEN COUNTY)	950	525	425	235	240	110	60	120	125	35	0	25	0
		55.3%	44.7%	24.7%	25.3%	11.6%	6.3%	12.6%	13.2%	3.7%	0.0%	2.6%	0.0%
	0	0	0	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
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	0	0	0	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
TOTALS	2,179	1,309	870	835	485	150	115	210	205	39	0	75	65
		60.1%	39.9%	38.3%	22.3%	6.9%	5.3%	9.6%	9.4%	1.8%	0.0%	3.4%	3.0%

Fairfield County, Connecticut EEO-ALLO2R - Occupation by Sex and Race/Ethnicity for Residence Geography (Universe: Civilian labor force 16 years and over)

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

Occupation Label: SOC / Census Code	Total All Groups	Hispanic or Latino	White alone	Black or African American alone	American Indian, Alaska Native, alone	Asian alone	Native Hawaiian / Pacific Islander alone	Balance of not Hispanic or Latino
Miscellaneous first-line supervisors, protective service workers : 33-1091 Total	185	60	95	30	0	0	0	0
Miscellaneous first-line supervisors, protective service workers : 33-1091 Male	185	60	95	30	0	0	0	0
Miscellaneous first-line supervisors, protective service workers : 33-1091 Female	0	0	0	0	0	0	0	0
Miscellaneous first-line supervisors, protective service workers : 33-1091 Percent Total	100.0%	32.4%	51.4%	16.2%	0.0%	0.0%	0.0%	0.0%
Miscellaneous first-line supervisors, protective service workers : 33-1091 Percent Male	100.0%	32.4%	51.4%	16.2%	0.0%	0.0%	0.0%	0.0%
Miscellaneous first-line supervisors, protective service workers : 33-1091 Percent Female	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Other protective service workers : 33-9000 Total	875	100	610	65	0	4	0	95
Other protective service workers : 33-9000 Male	430	20	365	10	0	4	0	30
Other protective service workers : 33-9000 Female	445	80	245	55	0	0	0	65
Other protective service workers : 33-9000 Percent Total	100.0%	11.4%	69.7%	7.4%	0.0%	0.5%	0.0%	10.9%
Other protective service workers : 33-9000 Percent Male	49.1%	2.3%	41.7%	1.1%	0.0%	0.5%	0.0%	3.4%
Other protective service workers : 33-9000 Percent Female	50.9%	9.1%	28.0%	6.3%	0.0%	0.0%	0.0%	7.4%

Source: 2014-2018 ACS 5-Year EEO Estimates

New Haven County, Connecticut (EEO-4) Data - Occupations by Sex and Race/Ethnicity for Residence Geographic (Minority: Civilian (older than 15 years and over))

Title of All Groups	Hispanic or Latino		Black or African American		American Indian or Alaska Native		Asian		Native Hawaiian or Other Pacific Islander		Subtotal of Race Hispanic or Latino	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
All employees first-line supervisors, protective service workers: 33-1099 Total	155	100.0%	140	90.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
All employees first-line supervisors, protective service workers: 33-1099 Male	140	100.0%	140	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
All employees first-line supervisors, protective service workers: 33-1099 Female	15	9.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
All employees first-line supervisors, protective service workers: 33-1099 Percent Total	155	100.0%	140	90.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
All employees first-line supervisors, protective service workers: 33-1099 Percent Male	140	90.3%	140	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
All employees first-line supervisors, protective service workers: 33-1099 Percent Female	15	9.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other protective service workers: 33-9000 Total	155	100.0%	140	90.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other protective service workers: 33-9000 Male	140	90.3%	140	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other protective service workers: 33-9000 Female	15	9.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other protective service workers: 33-9000 Percent Total	155	100.0%	140	90.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other protective service workers: 33-9000 Percent Male	140	90.3%	140	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other protective service workers: 33-9000 Percent Female	15	9.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

Source: 2014 ACS 5-Year EEO Estimates

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

STAFF	TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP/		TWO OR MORE RACES/UNK & NON-RESIDENT	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Management	266,352	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	1,548,726	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	227,520	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	242,069	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	192,819	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	115,116	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	40,694	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	186,234	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	384,733	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 2021.)

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\1
	Total	White	Total (cent\2)	Per- cent\2	Black	Hispanic	Asian	Pacific Islander	American Indian/ Alaska Native	Two or more races		
All institutions	3,958,330	2,529,849	1,043,778	29.2	382,595	317,240	282,916	7,737	19,722	53,638	171,782	212,941
Faculty (instruction/research/public service)	1,548,726	1,067,786	342,021	24.3	108,273	83,945	123,550	2,723	6,897	16,633	78,618	60,301
Instruction	1,424,083	1,005,587	313,247	23.8	103,486	78,039	107,168	2,618	6,571	15,365	72,904	32,345
Research	93,567	41,260	20,566	33.3	2,328	4,171	12,910	66	191	900	4,662	27,079
Public service	31,076	20,939	8,208	28.2	2,459	3,472	3,472	39	135	368	1,052	877
Graduate assistants	384,733	165,485	77,255	31.8	16,855	23,814	27,728	326	934	7,598	20,531	121,462
Librarians, curators, and archivists	40,694	30,638	8,620	22.0	2,993	2,576	2,143	62	240	606	1,131	305
Student and academic affairs and other education services	186,234	119,866	57,087	32.3	24,394	19,236	8,266	597	1,369	3,225	7,051	2,230
Management	266,352	195,364	62,311	24.2	27,848	18,265	11,333	457	1,266	3,142	7,303	1,374
Business and financial operations	227,520	149,084	68,020	31.3	25,346	22,021	15,662	468	1,125	3,378	8,209	2,207
Computer, engineering, and science	242,069	153,809	66,035	30.0	15,753	17,972	27,394	398	1,017	3,501	8,367	13,858
Community, social service, legal, arts, design, entertainment, sports, and media	192,819	134,270	49,437	26.9	22,292	16,139	6,105	607	1,009	3,285	7,736	1,376
Healthcare practitioners and technicians	115,116	70,238	35,082	33.3	11,803	9,191	12,050	151	366	1,521	6,346	3,450
Service occupations	242,400	123,161	107,169	46.5	52,828	39,591	9,115	740	2,039	2,856	9,689	2,383
Sales and related occupations	12,200	7,220	4,319	37.4	2,037	1,418	419	42	72	335	614	47
Office and administrative support	407,266	248,741	142,365	36.4	61,491	53,508	17,107	974	2,603	6,682	12,733	3,427
Natural resources, construction, and maintenance	73,277	52,245	17,869	25.5	7,525	7,419	1,471	155	616	683	2,719	444
Production, transportation, and material moving	18,922	11,942	6,188	34.1	3,087	2,145	557	37	169	193	715	77
Males	1,770,211	1,136,671	427,457	27.3	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	160,684	23.2	42,176	40,665	66,213	1,318	3,175	7,137	38,373	36,897
Instruction	701,101	500,133	146,529	22.7	40,446	37,937	57,232	1,270	3,046	6,598	35,470	18,969
Research	52,589	22,241	10,523	32.1	892	1,908	7,225	30	78	390	2,403	17,422
Public service	14,744	10,106	3,632	26.4	838	820	1,756	18	51	149	500	506
Graduate assistants	195,335	77,660	34,526	30.8	6,262	10,601	13,929	149	383	3,202	10,216	72,933
Librarians, curators, and archivists	12,109	9,256	2,375	20.4	722	876	557	15	55	150	367	111
Student and academic affairs and other education services	58,407	37,721	17,275	31.4	7,014	5,974	2,673	260	417	937	2,431	980
Management	114,150	86,551	23,752	21.5	9,986	7,084	4,757	199	528	1,198	3,171	676
Business and financial operations	61,879	41,755	16,685	28.6	5,710	5,779	3,882	123	290	901	2,652	787
Computer, engineering, and science	144,981	96,078	35,604	27.0	8,366	10,488	13,856	276	599	2,019	5,005	8,294
Community, social service, legal, arts, design, entertainment, sports, and media	85,268	60,605	20,188	25.0	10,089	6,045	2,090	307	394	1,263	3,844	631
Healthcare practitioners and technicians	33,582	19,227	10,126	34.5	2,557	2,605	4,399	51	89	425	2,515	1,714
Service occupations	137,869	74,444	56,829	43.3	28,672	20,194	4,752	432	1,203	1,576	5,466	1,130
Sales and related occupations	4,121	2,484	1,411	36.2	666	473	123	15	26	108	207	19
Office and administrative support	71,410	39,959	27,201	40.5	10,433	10,758	3,967	184	464	1,395	3,060	1,190
Natural resources, construction, and maintenance	67,196	48,481	15,944	24.7	6,528	6,833	1,219	138	564	602	2,456	315
Production, transportation, and material moving	15,470	9,970	4,857	32.8	2,323	1,771	469	27	126	141	584	59
Females	2,188,119	1,393,178	616,321	30.7	241,021	187,094	159,970	4,243	11,409	32,584	91,415	87,205
Faculty (instruction/research/public service)	780,292	535,306	181,337	25.3	66,097	43,280	57,337	1,405	3,722	9,496	40,245	23,404
Instruction	722,982	505,454	166,718	24.8	63,040	40,102	49,936	1,348	3,525	8,767	37,434	13,376
Research	40,978	19,019	10,043	34.6	1,436	2,263	5,685	36	113	510	2,259	9,657
Public service	16,332	10,833	4,576	29.7	1,621	915	1,716	21	84	219	552	371
Graduate assistants	189,398	87,825	42,729	32.7	10,593	13,213	13,799	177	551	4,396	10,315	48,529

	28,585	21,382	6,245	22.6	2,271	1,700	1,586	47	185	456	764	194
Librarians, curators, and archivists												
Student and academic affairs and other education services	127,827	82,145	39,812	32.6	17,380	13,262	5,593	337	952	2,288	4,620	1,250
Management	152,202	108,813	38,559	26.2	17,862	11,181	6,576	258	738	1,944	4,132	698
Business and financial operations	165,641	107,329	51,335	32.4	19,636	16,242	11,800	345	835	2,477	5,557	1,420
Computer, engineering, and science	97,088	57,731	30,431	34.5	7,387	7,484	13,538	122	418	1,482	3,362	5,564
Community, social service, legal, arts, design, entertainment, sports, and media	107,551	73,665	29,249	28.4	12,203	10,094	4,015	300	615	2,022	3,892	745
Healthcare practitioners and technicians	81,534	51,011	24,956	32.9	9,246	6,586	7,651	100	277	1,096	3,831	1,736
Service occupations	104,533	48,717	50,340	50.8	24,156	19,397	4,363	308	836	1,280	4,223	1,253
Sales and related occupations	8,079	4,736	2,908	35.0	1,371	945	292	27	46	227	407	28
Office and administrative support	335,856	208,782	115,164	38.6	51,058	42,750	13,140	790	2,139	5,287	9,673	2,237
Natural resources, construction, and maintenance	6,081	3,764	1,925	33.8	937	586	192	17	52	81	263	129
Production, transportation, and material moving	3,452	1,972	1,331	40.3	764	374	88	10	43	52	131	18
Full-time	2,590,550	1,695,237	732,873	30.2	270,047	223,785	186,344	5,193	13,571	33,933	84,638	76,802
Faculty (instruction/research/public service)	843,750	573,912	191,964	25.1	47,197	43,253	88,306	1,196	3,340	8,672	26,626	51,248
Instruction	738,033	522,988	167,551	24.3	43,664	38,290	73,785	1,114	3,094	7,604	22,135	25,359
Research	81,895	34,884	18,187	34.3	2,020	3,594	11,590	51	151	781	3,225	20,999
Public service	23,822	16,040	6,226	28.0	1,513	1,369	2,931	31	95	287	766	790
Graduate assistants	†	†	†	†	†	†	†	†	†	†	†	†
Librarians, curators, and archivists	34,377	26,155	7,082	21.3	2,395	2,122	1,794	51	194	536	883	257
Student and academic affairs and other education services	128,073	82,644	40,089	32.7	17,266	13,191	5,772	480	1,016	2,364	3,997	1,343
Management	259,417	190,141	60,971	24.3	27,291	17,898	11,026	445	1,237	3,074	7,023	1,282
Business and financial operations	214,382	139,758	65,136	31.8	24,437	21,070	14,956	441	1,040	3,192	7,487	2,001
Computer, engineering, and science	224,109	142,814	61,070	30.0	14,493	16,391	25,634	360	943	3,249	7,452	12,773
Community, social service, legal, arts, design, entertainment, sports, and media	157,978	109,672	41,541	27.5	18,655	13,596	5,253	472	835	2,730	5,657	1,108
Healthcare practitioners and technicians	97,476	58,533	30,716	34.4	10,461	8,191	10,252	129	319	1,364	5,592	2,635
Service occupations	204,801	101,945	93,493	47.8	45,884	39,022	8,997	623	1,713	2,354	7,397	1,966
Sales and related occupations	9,852	5,751	3,713	39.2	1,781	1,234	335	36	62	265	375	13
Office and administrative support	331,757	205,629	115,026	35.9	50,943	42,721	13,062	795	2,154	5,351	9,247	1,855
Natural resources, construction, and maintenance	69,056	49,618	16,825	25.3	6,955	7,160	1,371	136	578	625	2,352	261
Production, transportation, and material moving	15,522	9,665	5,247	35.2	2,499	1,936	486	29	140	157	550	60
Part-time	1,367,780	833,612	310,905	27.2	112,478	93,455	76,572	2,544	6,151	19,705	87,124	136,139
Faculty (instruction/research/public service)	704,976	493,874	150,057	23.3	61,076	40,692	35,244	1,527	3,557	7,961	51,992	9,053
Instruction	686,050	482,599	145,696	23.2	59,822	39,749	33,383	1,504	3,477	7,761	50,769	6,986
Research	11,672	6,376	2,379	27.2	308	577	1,520	15	40	119	937	1,980
Public service	7,254	4,899	1,982	28.8	946	366	541	8	40	81	286	87
Graduate assistants	384,733	165,485	77,255	31.8	16,855	23,814	27,728	326	934	7,598	20,531	121,462
Librarians, curators, and archivists	6,317	4,483	1,538	25.5	608	454	349	11	46	70	248	48
Student and academic affairs and other education services	58,161	37,222	16,998	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	17,960	10,995	4,955	31.1	1,260	1,581	1,760	38	74	252	915	1,085
Community, social service, legal, arts, design, entertainment, sports, and media	34,841	24,598	7,896	24.3	3,637	2,543	852	135	174	555	2,079	268
Healthcare practitioners and technicians	17,640	11,705	4,366	27.2	1,342	1,000	1,798	22	47	157	754	815
Service occupations	37,601	21,216	13,676	39.2	7,144	4,569	1,018	117	326	502	2,292	417
Sales and related occupations	2,348	1,469	606	29.2	256	184	80	6	10	70	239	34
Office and administrative support	75,509	43,112	27,339	38.8	10,548	10,787	4,045	179	449	1,331	3,486	1,572
Natural resources, construction, and maintenance	4,221	2,627	1,044	28.4	570	259	100	19	38	58	367	153
Production, transportation, and material moving	3,400	2,277	941	29.2	588	209	71	8	29	36	165	17
Public 4-year	2,062,708	1,281,804	543,059	29.8	186,576	166,587	148,955	3,122	10,926	26,893	85,308	152,537

684, 301	461, 101	153, 718	39, 640	37, 204	66, 139	848	3, 174	6, 713	31, 248	38, 234
610, 228	422, 819	138, 611	37, 258	33, 890	57, 663	778	2, 962	6, 060	27, 375	21, 423
57, 159	26, 051	11, 529	1, 241	2, 533	7, 098	45	129	483	3, 327	16, 252
16, 914	12, 231	3, 578	1, 141	1, 781	1, 378	25	83	170	546	
299, 229	130, 461	58, 890	13, 860	18, 919	20, 372	241	804	5, 494	15, 371	94, 507
18, 510	13, 802	4, 069	1, 310	1, 318	980	19	142	300	484	155
75, 977	48, 716	23, 136	9, 468	8, 026	3, 581	192	617	1, 252	2, 842	1, 293
125, 554	92, 737	29, 203	13, 275	8, 457	5, 239	158	707	1, 367	2, 813	801
137, 211	89, 712	41, 132	14, 745	13, 592	9, 875	257	756	1, 907	4, 833	1, 534
151, 494	98, 173	38, 581	8, 610	10, 707	16, 366	203	632	2, 063	5, 164	9, 576
93, 967	63, 626	25, 825	11, 261	8, 920	3, 224	252	561	1, 607	3, 699	817
76, 941	47, 378	22, 621	7, 829	5, 580	7, 800	72	283	957	5, 060	1, 882
130, 364	64, 565	59, 135	29, 202	21, 148	5, 756	333	1, 152	1, 544	5, 225	1, 439
2, 782	1, 853	673	263	230	95	10	1, 23	52	224	32
205, 615	127, 240	70, 449	31, 036	26, 252	8, 186	421	1, 501	3, 053	5, 963	1, 963
48, 119	34, 470	11, 520	4, 879	4, 687	951	93	447	463	1, 875	254
12, 644	7, 970	4, 107	1, 898	1, 547	391	23	127	121	507	60
551, 700	375, 458	152, 716	64, 209	53, 714	22, 532	1, 472	4, 417	6, 372	19, 651	3, 875
299, 739	219, 602	65, 544	26, 893	20, 216	12, 850	681	1, 895	2, 919	12, 511	2, 082
296, 397	217, 458	64, 479	26, 281	20, 031	12, 746	679	1, 859	2, 883	12, 437	2, 023
129	85	40	10	13	12	0	4	1	3	1
3, 213	2, 059	1, 025	692	172	92	2	32	35	71	58
16	8	4	0	2	2	0	0	0	1	3
5, 273	3, 818	1, 320	527	458	220	13	52	50	119	16
49, 271	31, 028	16, 360	6, 881	6, 130	1, 913	171	499	766	1, 677	206
31, 721	22, 300	8, 653	4, 456	2, 687	863	68	268	311	672	96
16, 560	10, 295	5, 782	2, 494	2, 089	781	40	140	238	382	101
14, 968	9, 938	4, 575	1, 374	1, 699	1, 111	52	142	197	347	108
23, 140	14, 599	7, 738	3, 680	2, 719	659	107	228	345	693	110
1, 541	1, 185	266	93	94	40	15	15	21	84	6
31, 636	16, 850	13, 471	6, 568	5, 226	787	103	441	346	987	328
1, 575	1, 188	365	145	120	51	2	22	25	21	1
69, 294	39, 813	26, 696	10, 168	11, 506	3, 098	213	619	1, 092	2, 005	780
5, 726	4, 017	1, 562	659	631	125	17	78	52	110	37
1, 240	817	380	181	137	32	2	18	10	42	1
1, 224, 093	803, 622	306, 161	113, 069	84, 567	85, 141	2, 606	3, 571	17, 207	58, 056	56, 254
492, 521	343, 834	100, 382	30, 713	21, 208	40, 766	900	1, 379	5, 416	28, 419	19, 886
445, 390	322, 100	87, 821	29, 016	18, 811	32, 982	867	1, 304	4, 841	26, 669	8, 800
36, 210	15, 093	8, 962	1, 071	1, 616	5, 786	21	56	412	1, 329	10, 826
10, 921	6, 641	3, 599	626	781	1, 998	12	19	163	421	260
85, 125	34, 864	18, 217	3, 726	4, 865	7, 326	84	130	2, 086	5, 098	26, 946
16, 024	12, 418	2, 986	1, 075	714	894	25	39	239	489	131
49, 581	34, 196	12, 752	5, 930	3, 481	2, 146	154	174	867	1, 905	728
99, 652	74, 164	21, 569	8, 980	6, 164	4, 759	192	243	1, 231	3, 452	467
69, 574	46, 673	19, 574	7, 619	5, 755	4, 743	160	181	1, 116	2, 768	559
73, 979	44, 794	22, 335	5, 656	5, 380	9, 760	135	228	1, 176	2, 757	4, 093
72, 436	54, 021	14, 803	6, 902	4, 195	2, 074	242	202	1, 188	3, 226	446
36, 325	21, 506	12, 078	3, 757	3, 491	4, 162	74	64	530	1, 179	1, 562
78, 035	40, 806	33, 262	16, 569	12, 590	2, 502	284	414	903	3, 381	606
3, 662	2, 409	1, 079	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	54	54	160	16
Private nonprofit 2-year	7,312	4,486	2,479	35.6	1,492	526	143	60	155	103	334	13
Faculty (instruction/research/public service)	3,296	2,250	936	29.4	588	135	61	52	57	43	101	9
Instruction	3,296	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	0	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 services	1,394	615	677	52.4	406	182	33	2	23	31	101	1
Management	729	498	192	27.8	104	41	19	2	11	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	54	0	13	0	2	0
Sales and related occupations	443	211	148	53.1	148	52	5	1	13	0	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	2	0	3	0	10	0
Production, transportation, and material moving	4	3	1	25.0	1	0	0	0	0	0	0	0
Private for-profit 4-year	90,655	52,807	30,027	36.2	13,115	8,440	5,143	377	518	2,434	7,634	187
Faculty (instruction/research/public service)	56,837	34,185	16,769	32.9	8,191	3,721	3,146	200	313	1,208	5,828	55
Instruction	56,788	34,163	16,752	32.9	8,191	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 services	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	3,099	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
Community, social service, legal, arts, 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	109	82	1
Sales and related occupations	2,597	1,135	1,331	54.0	783	323	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	59	74	56.1	16	28	18	4	0	8	6	0
Private for-profit 2-year	21,862	11,672	9,336	44.4	4,054	3,406	1,002	100	135	629	779	75
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	0	4	3	0
Public service	6	2	0	†	0	0	0	0	0	0	4	0
Graduate assistants	0	0	0	†	0	0	0	0	0	0	0	0
Librarians, curators, and archivists	135	93	40	30.1	20	15	3	0	0	2	2	0
Student and academic affairs and other education services	1,999	1,022	884	46.4	342	344	109	10	12	67	83	10
Management	2,383	1,405	917	39.5	425	318	99	11	9	55	60	1
Business and financial operations	866	434	404	48.2	129	200	39	5	5	26	21	7
Computer, engineering, and science	186	109	65	37.4	17	27	14	2	1	4	9	3

Community, social service, legal, arts, design, entertainment, sports, and media	115	43	70	61.9	13	44	6	1	1	5	1
Healthcare practitioners and technicians	55	24	30	55.6	15	10	5	0	0	0	0
Service occupations	387	190	176	48.1	69	78	13	4	2	10	9
Sales and related occupations	1,141	449	660	59.5	303	263	42	5	6	41	3
Office and administrative support	2,431	1,016	1,361	57.3	544	615	81	20	17	64	6
Natural resources, construction, and maintenance	125	71	52	42.3	16	30	2	0	3	1	0
Production, transportation, and material moving	7	2	5	71.4	3	1	1	0	0	0	0

†Not applicable.

\1\Race/ethnicity not collected.

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

NOTE: Data in this table represent the 50 states and the District of Columbia. Degree-granting institutions grant associate's or higher degrees and participate in Title IV federal financial aid programs. By definition, all graduate assistants are part time. Race categories exclude persons of Hispanic ethnicity.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Spring 2020, Human Resources component, Fall Staff section. (This table was prepared March 2021.)

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	WHITE	WHITE	BLACK	BLACK	HISPANIC	HISPANIC	AAIANHPI	AAIANHPI	TWO OR MORE	TWO OR MORE
	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Professor	187550	123,324	64,226	95,029	50,170	4,198	3,063	4,401	2,784	15,373	6,228	4,323	1,981
		65.8	34.2	50.7	26.8	2.2	1.6	2.3	1.5	8.2	3.3	2.3	1.1
Associate Professor	160932	86,312	74,620	61,339	53,740	4,338	5,130	4,100	3,620	11,552	8,460	4,983	3,670
		53.6	46.4	38.1	33.4	2.7	3.2	2.5	2.2	7.2	5.3	3.1	2.3
Assistant Professor	182884	86,405	96,479	52,759	62,163	4,484	7,555	4,407	4,928	11,464	11,216	13,291	10,617
		47.2	52.8	28.8	34.0	2.5	4.1	2.4	2.7	6.3	6.1	7.3	5.8
Instructor	99412	42,872	56,540	30,521	39,811	2,693	4,661	3,558	4,458	2,904	3,962	3,196	3,648
		43.1	56.9	30.7	40.0	2.7	4.7	3.6	4.5	2.9	4.0	3.2	3.7
Lecturer	46568	20,548	26,020	14,946	18,720	990	1,248	1,306	1,860	1,306	2,031	2,000	2,161
		44.1	55.9	32.1	40.2	2.1	2.7	2.8	4.0	2.8	4.4	4.3	4.6
Other Faculty	166404	86,124	80,280	47,183	47,531	3,171	5,666	3,667	4,164	9,818	8,528	22,285	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

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 a
Fall 2017, fall 2018, and fall 2019

Year, sex, and academic rank	Black, Hispanic, Asian, Pacific Islander, American Indian/Alaska Native									
	Two or more races									
	Total	White	Total cent \2	Black	Hispanic	Asian/Pacific Islander		Pacific Islander	American Indian/Alaska Native	
2017\3\	2	3	4	5	6	7	8	9	10	11
Total	822,513	574,364	179,251	23.8	45,461	39,190	83,516	82,316	1,200	3,477
Professors	184,428	145,927	33,971	18.9	6,936	6,535	18,817	18,624	193	633
Associate professors	157,975	115,065	36,527	24.1	9,157	7,253	18,269	18,033	236	573
Assistant professors	179,051	115,830	43,727	27.4	11,507	8,571	20,993	20,713	280	631
Instructors	98,673	70,967	22,469	24.0	7,048	7,431	6,019	5,787	232	851
Lecturers	43,222	32,031	8,121	20.2	1,994	2,708	2,760	2,722	38	160
Other faculty	159,164	94,544	34,436	26.7	8,819	6,692	16,658	16,437	221	629
2018\3\	2	3	4	5	6	7	8	9	10	11
Total	832,130	572,573	184,969	24.4	45,755	41,406	86,048	84,818	1,230	3,413
Professors	185,786	145,221	35,409	19.6	7,009	6,826	19,733	19,533	200	606
Associate professors	159,169	114,824	37,467	24.6	9,197	7,684	18,698	18,453	245	580
Assistant professors	181,229	115,376	44,826	28.0	11,627	8,910	21,408	21,137	271	663
Instructors	98,867	70,229	23,336	24.9	7,226	7,891	6,167	5,887	280	786
Lecturers	44,789	32,710	8,770	21.1	2,114	2,979	2,969	2,930	39	161
Other faculty	162,290	94,213	35,161	27.2	8,582	7,116	17,073	16,878	195	617
Males	443,595	303,997	94,812	23.8	19,354	20,621	49,511	48,876	635	1,617
Professors	123,592	96,189	23,738	19.8	4,092	4,222	14,404	14,274	130	351
Associate professors	86,106	61,682	20,258	24.7	4,282	4,116	10,962	10,830	132	279
Assistant professors	86,494	53,677	20,751	27.9	4,333	4,225	10,988	10,852	136	295
Instructors	42,963	30,711	9,648	23.9	2,617	3,501	2,625	2,502	123	384
Lecturers	19,789	14,579	3,571	19.7	903	1,244	1,162	1,145	17	56
Other faculty	84,651	47,159	16,846	26.3	3,127	3,313	9,370	9,273	97	252
Females	388,535	268,576	90,157	25.1	26,401	20,785	36,537	35,942	595	1,796
Professors	62,194	49,032	11,671	19.2	2,917	2,604	5,329	5,259	70	255
Associate professors	73,063	53,142	17,209	24.5	4,915	3,568	7,736	7,623	113	301
Assistant professors	94,735	61,699	24,075	28.1	7,294	4,685	10,420	10,285	135	368
Instructors	55,904	39,518	13,688	25.7	4,609	4,390	3,542	3,385	157	402
Lecturers	25,000	18,131	5,199	22.3	1,211	1,735	1,807	1,785	22	105

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

\\1\\Race/ethnicity not collected.

\\2\\Combined total of faculty who were Black, Hispanic, Asian, Pacific Islander, American Indian/Alaska Native 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 serv faculty without ranks, appear under "other faculty."

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

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

cademic rank:

ative, and Two or more races	Race/ ethnicit y unknown		Non- resident alien\1\
	12	13	
7,607	23,467	45,431	
1,050	2,714	1,816	
1,275	3,308	3,075	
2,025	6,876	12,618	
1,120	3,378	1,859	
499	1,493	1,577	
1,638	5,698	24,486	
8,347	25,126	49,462	
1,235	3,110	2,046	
1,308	3,687	3,191	
2,218	7,580	13,447	
1,266	3,481	1,821	
547	1,543	1,766	
1,773	5,725	27,191	
3,709	13,326	31,460	
669	2,114	1,551	
619	2,172	1,994	
910	3,791	8,275	
521	1,607	997	
206	743	896	
784	2,899	17,747	
4,638	11,800	18,002	
566	996	495	
689	1,515	1,197	
1,308	3,789	5,172	
745	1,874	824	
341	800	870	

989	2,826	9,444
8,672	26,626	51,248
1,193	3,147	1,964
1,451	3,952	3,250
2,322	7,776	13,810
1,346	3,635	1,863
551	1,675	1,935
1,809	6,441	28,426
3,896	13,952	32,230
708	2,136	1,479
688	2,233	2,062
955	3,895	8,441
544	1,627	1,025
215	798	987
786	3,263	18,236
4,776	12,674	19,018
485	1,011	485
763	1,719	1,188
1,367	3,881	5,369
802	2,008	838
336	877	948
1,023	3,178	10,190

e, and of Two or more races
 ice faculty, as well as
 grant associate's or higher
 nic ethnicity. Some data
 cation Data System (IPEDS),
 h 2021.)

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		AAIANHNP		TWO OR MORE RACES/UNK & 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!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!
	0	#DIV/0!	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!
	0	#DIV/0!	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!
	0	#DIV/0!	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!
	0	#DIV/0!	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!
TOTALS	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 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		
	Total	White	Black	Hispanic	Asian/Pacific Islander	American Indian/Alaska Native	Two or more races	Non-resident alien	Total	White	Black	Hispanic	
Total	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	1,094,538	914,093	66,375	37,342	42,529	4,583	---	29,616	100.0	85.8	6.2	3.5	
1999-2000	1,237,875	929,102	108,018	75,063	77,909	8,717	---	39,066	100.0	77.5	9.0	6.3	
2000-01	1,244,171	927,357	111,307	77,745	78,902	9,049	---	39,811	100.0	77.0	9.2	6.5	
2004-05	1,439,848	1,049,316	136,172	101,362	97,234	10,317	---	45,447	100.0	75.3	9.8	7.3	
2005-06	1,485,104	1,075,471	142,405	107,575	102,371	10,938	---	46,344	100.0	74.7	9.9	7.5	
2006-07	1,524,729	1,100,308	146,767	114,962	105,287	11,463	---	45,942	100.0	74.4	9.9	7.8	
2007-08	1,563,734	1,123,246	152,627	122,770	109,177	11,509	---	44,405	100.0	73.9	10.0	8.1	
2008-09	1,601,399	1,144,628	156,603	129,473	112,581	12,221	---	45,893	100.0	73.6	10.1	8.3	
2009-10	1,649,919	1,167,322	164,789	140,426	117,391	12,405	---	47,586	100.0	72.9	10.3	8.8	
2010-11	1,716,053	1,182,690	172,731	154,450	121,118	11,935	20,589	52,540	100.0	71.1	10.4	9.3	
2011-12	1,792,163	1,212,417	185,916	169,736	126,177	11,498	27,234	59,185	100.0	70.0	10.7	9.8	
2012-13	1,840,381	1,221,908	191,233	186,677	130,129	11,432	34,128	64,874	100.0	68.8	10.8	10.5	
2013-14	1,870,150	1,218,998	191,437	202,425	131,662	10,784	45,422	69,422	100.0	67.7	10.6	11.2	
2014-15	1,894,969	1,210,071	192,829	218,098	133,916	10,202	54,215	75,638	100.0	66.5	10.6	12.0	
2015-16	1,920,750	1,197,323	194,408	235,190	138,257	9,735	61,584	84,253	100.0	65.2	10.6	12.8	
2016-17	1,956,114	1,195,977	196,338	252,203	144,093	9,589	66,532	91,382	100.0	64.1	10.5	13.5	
2017-18	1,980,665	1,189,571	195,014	267,070	150,999	9,155	70,632	98,224	100.0	63.2	10.4	14.2	
2018-19	2,012,854	1,190,009	196,656	285,010	156,536	9,165	73,642	101,836	100.0	62.3	10.3	14.9	
Males													
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	665,184	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
Females												
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	1,026,391	679,954	122,180	102,653	68,656	7,022	16,289	29,637	100.0	68.2	12.3	10.3
2012-13	1,052,973	686,550	123,882	112,610	70,323	6,821	20,294	32,493	100.0	67.3	12.1	11.0
2013-14	1,068,245	682,989	123,147	122,113	71,818	6,613	27,285	34,280	100.0	66.1	11.9	11.8
2014-15	1,082,276	679,653	123,513	131,217	72,836	6,141	31,970	36,946	100.0	65.0	11.8	12.6
2015-16	1,099,004	674,489	124,561	142,201	75,075	5,913	36,427	40,338	100.0	63.7	11.8	13.4
2016-17	1,120,093	674,618	125,770	152,859	78,688	5,858	39,443	42,857	100.0	62.6	11.7	14.2
2017-18	1,135,686	672,957	124,687	162,151	82,803	5,650	41,732	45,706	100.0	61.7	11.4	14.9
2018-19	1,155,309	673,667	125,845	173,542	85,611	5,746	43,423	47,475	100.0	60.8	11.4	15.7

---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 more than one 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 exclude ethnicity. For 1989-90 and later years, reported racial/ethnic distributions of students by level of degree, field of study, and race/ethnicity for students whose race/ethnicity was not reported. Detail may not sum to totals because of rounding. Some data are previously published figures.

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

Section H
Element No. 8

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

Utilization Analysis and Hiring and Promotional Goals

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

- (b) For each instance of underutilization identified in the utilization analysis, employment goals shall be set by the University to increase the representation of protected class members in the full-time workforce. Employment goals shall be set by University for job titles filled through original appointment or promotional appointment. The University makes a good faith effort to achieve such goals in order to attain parity with the availability base for such protected class members.
- (c) The University recognizes that where the underutilization of race and sex groups, considered individually, does not rise to the level to require a hiring or promotion goal, but where the underutilization of race and sex groups, considered collectively is fifty percent (50%) or greater, *either (or both) a hiring and/or promotion goal shall be set by the University*, based on the race and gender/sex group most underutilized in the occupational category, position classification or job title under consideration or for the race and sex group with the highest availability base, as the University elects.

Section H

Element No. 8

UTILIZATION
ANALYSIS &
HIRING & PROMOTION
GOALS

Sec. 46a-68-85

(DATA WORKSHEET ATTACHMENTS)

WESTERN CONNECTICUT STATE UNIVERSITY
UTILIZATION ANALYSIS

WESTERN CONNECTICUT STATE UNIVERSITY
EEO1-EXECUTIVE/ADMINISTRATIVE
All Titles

AGENCY:
CATEGORY OR CLASS:
POSITION CLASSIFICATION (25+):

REPORTING DATE:
LABOR MARKET AREA:

April 1, 2021-March 31, 2022
STATEWIDE/NATIONAL

	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHPI*		TWO or MORE	
		TOTAL MALE	TOTAL FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCE %	100.0%	58.8%	41.2%	47.1%	29.4%	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	2.9	2.6	2.1	1.6	1.6
WORKFORCE NOS.	17	10	7	8	5	2	0	2	2	0	0	0	0
WORKFORCE PARITY NOS.		9.9	7.2	8.2	5.4	0.5	0.6	0.5	0.5	0.4	0.4	0.3	0.3
NET UTILIZATION (+/-)		0.1	-0.2	-0.2	-0.4	1.5	-0.6	-0.5	1.5	-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	-0.3	-0.4	0.0	0.0
*** Enter line 6 from previous filing													
HIRING GOALS	PREVIOUS PLAN GOALS	5	4	0	2	0	1	1	0	0	1	0	0
	CURRENT PLAN HIRES	1	0	1	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	5	2	1	0	0	1	1	0	1	1	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

NOTE: *Cumulative goal established for AAIAHPI Male

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

WESTERN CONNECTICUT STATE UNIVERSITY

UTILIZATION ANALYSIS

3/31/22

STATEWIDE/NATIONAL

WESTERN CONNECTICUT STATE UNIVERSITY

EEO2 - FACULTY

PROFESSOR

REPORTING DATE:

LABOR MARKET AREA:

3/31/22

STATEWIDE/NATIONAL

AGENCY: WESTERN CONNECTICUT STATE UNIVERSITY
 CATEGORY OR CLASS: EEO2 - FACULTY
 POSITION CLASSIFICATION (25+): PROFESSOR

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHPI*		TWO OF MORE	
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCE %	100.0%	54.4%	45.6%	40.4%	36.0%	2.6%	1.8%	2.6%	0.9%	8.8%	7.0%	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
WORKFORCE NOS.	114	62	52	46	41	3	2	3	1	10	8	0	0
WORKFORCE PARITY NOS.		56.1	57.9	36.7	44.5	3.9	3.9	0.0	3.9	15.5	5.8	0.0	0.0
NET UTILIZATION (+/-)		5.9	-5.9	9.3	-3.5	-0.9	-1.9	3.0	-2.9	-5.5	2.2	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
*** Enter line E from previous filing													
HIRING GOALS	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
CURRENT PLAN HIRES	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
PROMOTIONAL GOALS	24	11	13	0	8	1	2	0	0	10	3	0	0
CURRENT PLAN PROMOTIONS	3	2	1	0	0	0	0	0	0	2	1	0	0
CURRENT PLAN GOALS	16	7	9	0	4	1	2	0	3	6	0	0	0
UPWARD/ CAREER MOBILITY GOALS	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
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

3/31/22

STATEWIDE/NATIONAL

WESTERN CONNECTICUT STATE UNIVERSITY

REPORTING DATE:

LABOR MARKET AREA:

AGENCY:

WESTERN CONNECTICUT STATE UNIVERSITY

EEO2 - FACULTY

ASSOCIATE PROFESSOR

POSITION CLASSIFICATION (25+):

ASSOCIATE PROFESSOR

	GRAND TOTAL	TOTAL MALE		TOTAL FEMALE		WHITE		BLACK		HISPANIC		AAIAN/HIPI*		TWO or MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCE %	100.0%	49.2%	50.8%	32.2%	39.0%	3.4%	3.4%	0.0%	0.0%	0.0%	3.4%	13.6%	5.1%	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.	59	29	30	19	23	2	2	0	2	2	2	8	3	0	0
WORKFORCE PARITY NOS.		22.5	36.5	19.6	29.5	0.0	0.0	0.0	0.0	2.8	2.8	2.8	4.2	0.0	0.0
NET UTILIZATION (+/-)		6.5	-6.5	-0.6	-6.5	2.0	2.0	0.0	2.0	-0.8	-0.8	5.2	-1.2	0.0	0.0
PREVIOUS UTILIZATION		-1.3	1.3	-7.9	1.0	2.0	0.9	-1.1	-3.4	5.7	2.8	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
	12	9	3	8	0	0
6	5	1	5	0	0	
10	1	9	1	7	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:

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

WESTERN CONNECTICUT STATE UNIVERSITY

UTILIZATION ANALYSIS

3/31/22

STATEWIDE/NATIONAL

WESTERN CONNECTICUT STATE UNIVERSITY

EE02 - FACULTY

ASSISTANT PROFESSOR

REPORTING DATE:

LABOR MARKET AREA:

3/31/22

STATEWIDE/NATIONAL

AGENCY:

WESTERN CONNECTICUT STATE UNIVERSITY

EE02 - FACULTY

ASSISTANT PROFESSOR

UTILIZATION ANALYSIS

REPORTING DATE:

LABOR MARKET AREA:

3/31/22

STATEWIDE/NATIONAL

3/31/22

STATEWIDE/NATIONAL

AGENCY:

WESTERN CONNECTICUT STATE UNIVERSITY

EE02 - FACULTY

ASSISTANT PROFESSOR

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHPI*		TWO or MORE	
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCE %	100.0	38.1%	61.9%	33.3%	50.0%	0.0%	0.0%	0.0%	0.0%	4.8%	0.0%	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.	42	16	26	14	21	0	0	0	2	2	3	0	0
WORKFORCE PARITY NOS.		16.3	25.7	11.9	18.2	0.7	4.1	1.3	1.2	1.9	1.8	0.5	0.5
NET UTILIZATION (+/-)		-0.3	0.3	2.1	2.8	-0.7	-4.1	-1.3	0.8	0.1	1.2	-0.5	-0.5
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	6	3	3	0	1	2	2	1	0	0	0	0	0
PREVIOUS PLAN GOALS													
CURRENT PLAN HIRES	4	2	2	1	2	0	0	0	0	1	0	0	0
CURRENT PLAN GOALS	9	3	6	0	0	1	4	1	0	0	1	1	1
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
 EEO2 - FACULTY
 INSTRUCTOR

REPORTING DATE: 3/31/22
 LABOR MARKET AREA: STATEWIDE/NATIONAL

AGENCY: WESTERN CONNECTICUT STATE UNIVERSITY
 CATEGORY OR CLASS: EEO2 - FACULTY
 POSITION CLASSIFICATION (25+): INSTRUCTOR

	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%	0.0%	100.0%	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	1.3	1.5
WORKFORCE NOS.	3	0	3	0	2	0	1	0	0	0	0	0	0
WORKFORCE PARITY NOS.		1.4	1.6	1.1	1.1	0.1	0.1	0.1	0.1	0.2	0.2	0.0	0.0
NET UTILIZATION (+/-)		-1.4	1.4	-1.1	0.9	-0.1	0.9	-0.1	-0.1	-0.2	-0.2	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	0.0	0.0
*** Enter line E from previous filing													
HIRING GOALS	PREVIOUS PLAN GOALS	1	0	1	0	0	0	0	0	0	0	0	0
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	1	0	1	0	0	0	0	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

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

WESTERN CONNECTICUT STATE UNIVERSITY

UTILIZATION ANALYSIS

WESTERN CONNECTICUT STATE UNIVERSITY
 EEO 3 - Professional Non-Faculty
 All Titles

3/31/22
 STATEWIDE/NATIONAL

REPORTING DATE:
 LABOR MARKET AREA:

AGENCY:
 CATEGORY OR CLASS:
 POSITION CLASSIFICATION (25+):

	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHPI*		TWO or MORE	
		TOTAL MALE	TOTAL FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCE %	100.0%	44.4%	55.6%	31.8%	45.7%	2.0%	1.3%	4.6%	5.3%	6.0%	3.3%	0.0%	0.0%
WORKFORCE PARITY %	100.0	50.8	49.2	39.6	35.7	2.8	4.6	4.6	4.9	3.2	2.9	1.0	1.1
WORKFORCE NOS.	151	67	84	48	69	3	2	7	8	9	5	0	0
WORKFORCE PARITY NOS.		76.7	74.3	59.8	53.9	4.2	6.9	6.9	7.4	4.8	4.4	1.5	1.7
NET UTILIZATION (+/-)		-9.7	9.7	-11.8	15.1	-1.2	-4.9	0.1	0.6	4.2	0.6	-1.5	-1.7
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 6 from previous filing													
HIRING GOALS	PREVIOUS PLAN GOALS	9	8	0	0	1	7	0	0	0	1	0	0
	CURRENT PLAN HIRES*	11	5	5	4	0	0	0	0	1	1	0	0
	CURRENT PLAN GOALS	22	15	7	12	1	5	0	0	0	0	2	2
* Hires includes 1 additional HF who transferred in from another region (adding to the workforce at Shoreline West).													
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

NOTE:

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

WESTERN CONNECTICUT STATE UNIVERSITY

UTILIZATION ANALYSIS

WESTERN CONNECTICUT STATE UNIVERSITY

EEO 5- Technical/Para/Professional

All Titles

REPORTING DATE:

3/31/22

LABOR MARKET AREA:

FAIRFIELD COUNTY

AGENCY:

WESTERN CONNECTICUT STATE UNIVERSITY

CATEGORY OR CLASS:

EEO 5- Technical/Para/Professional

POSITION CLASSIFICATION (25+):

All Titles

	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHINPI*		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	0	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/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

NOTE: In previous utilization, a cumulative goal was established for Black Male; a cumulative goal was re-established and set for Hispanic Male for this current plan.

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

WESTERN CONNECTICUT STATE UNIVERSITY

UTILIZATION ANALYSIS

3/31/22

FAIRFIELD/NEW HAVEN COUNTIES

WESTERN CONNECTICUT STATE UNIVERSITY

REPORTING DATE:

LABOR MARKET AREA:

EEO 4- Secretarial-Clerical

All Titles

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%	2.0%	98.0%	68.0%	20.0%	0.0%	8.0%	0.0%	0.0%	2.0%	0.0%	2.0%	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.	50	1	49	1	34	0	10	0	4	0	1	0	0
WORKFORCE PARITY NOS.		5.9	44.1	3.9	32.7	0.5	4.5	1.1	5.1	0.4	1.1	0.2	0.8
NET UTILIZATION (+/-)		-4.9	4.9	-2.9	1.3	-0.5	5.5	-1.1	-1.1	-0.4	-0.1	-0.2	-0.8
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	13	11	2	5	0	3	0	2	2	1	0	0	0
PREVIOUS PLAN GOALS													
CURRENT PLAN HIRES	3	0	3	0	1	0	1	0	1	0	0	0	0
CURRENT PLAN GOALS	8	6	2	3	0	1	0	1	1	1	0	0	1
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: *Cumulative goal was reestablished for AAIAHNP Male

*AAIANHPI = 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

REPORTING DATE:
LABOR MARKET AREA:

3/31/22
FAIRFIELD/NEW HAVEN COUNTIES

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%	66.7%	33.3%	44.4%	11.1%	11.1%	0.0%	11.1%	11.1%	16.7%	0.0%	5.6%	0.0%	0.0%	
WORKFORCE PARITY %	100.0	95.0	5.0	51.4	2.3	1.0	1.0	34.9	1.0	1.0	1.4	0.5	1.5	0.2	
WORKFORCE NOS.	18	12	6	8	2	2	0	2	3	3	0	1	0	0	
WORKFORCE PARITY NOS.		17.1	0.9	9.3	0.4	1.0	0.2	6.3	0.2	0.2	0.3	0.1	0.3	0.0	
NET UTILIZATION (+/-)		-5.1	5.1	-1.3	1.6	1.0	-0.2	-4.3	2.8	2.8	-0.3	0.9	-0.3	0.0	
PREVIOUS UTILIZATION		-0.4	0.4	2.3	1.1	-1.0	-0.7	-1.4	0.0	0.0	-0.2	0.0	0.0	0.0	
*** Enter line E from previous filing															
HIRING GOALS	3	2	1	0	0	1	1	1	1	0	0	0	0	0	
PREVIOUS PLAN GOALS															
CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
CURRENT PLAN GOALS	6	6	0	1	0	0	0	4	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															
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															
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: *Cumulative goal established for Two or More Races Male

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

WESTERN CONNECTICUT STATE UNIVERSITY

UTILIZATION ANALYSIS

WESTERN CONNECTICUT STATE UNIVERSITY
 Service/Maintenance
 Custodian Title

REPORTING DATE: 3/31/22
 LABOR MARKET AREA: FAIRFIELD/NEW HAVEN COUNTIES

AGENCY: WESTERN CONNECTICUT STATE UNIVERSITY
 CATEGORY OR CLASS: Service/Maintenance
 POSITION CLASSIFICATION (25+): Custodian Title

	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%	71.9%	28.1%	25.0%	15.6%	9.4%	0.0%	21.9%	9.4%	15.6%	3.1%	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.	32	23	9	8	5	3	0	7	3	5	1	0	0		
WORKFORCE PARITY NOS.		13.9	18.1	5.8	4.9	2.5	2.2	5.0	9.5	0.2	0.6	0.4	1.0		
NET UTILIZATION (+/-)		9.1	-9.1	2.2	0.1	0.5	-2.2	2.0	-6.5	4.8	0.4	-0.4	-1.0		
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	8	1	7	0	0	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	10	10	0	0	0	2	0	7	0	0	0	1		
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		

NOTE: *AAIANHPI = AS, AM, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

WESTERN CONNECTICUT STATE UNIVERSITY

UTILIZATION ANALYSIS

WESTERN CONNECTICUT STATE UNIVERSITY

SKILLED CRAFT WORKER

ALL TITLES

3/31/22

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%	93.5%	6.5%	67.7%	6.5%	3.2%	0.0%	6.5%	0.0%	16.1%	0.0%	0.0%	0.0%
WORKFORCE PARITY %	100.0	97.9	2.1	60.7	1.6	6.5	0.1	27.8	0.2	0.9	0.2	2.0	0.0
WORKFORCE NOS.	31	29	2	21	2	1	0	2	0	5	0	0	0
WORKFORCE PARITY NOS.		30.3	0.7	18.8	0.5	2.0	0.0	8.6	0.1	0.3	0.1	0.6	0.0
NET UTILIZATION (+/-)		-1.3	1.3	2.2	1.5	-1.0	0.0	-6.6	-0.1	4.7	-0.1	-0.6	0.0
PREVIOUS UTILIZATION		-1.2	1.2	2.8	1.6	-0.9	-0.1	-5.2	-0.2	2.1	-0.1	0.0	0.0
*** Enter line E from previous filing													
HIRING GOALS	PREVIOUS PLAN GOALS	7	0	0	0	1	0	6	0	0	0	0	0
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	8	0	0	0	1	0	6	0	0	0	1	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

NOTE:

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

WESTERN CONNECTICUT STATE UNIVERSITY

UTILIZATION ANALYSIS

WESTERN CONNECTICUT STATE UNIVERSITY

EEO 7 - Protective Services

All Titles

REPORTING DATE:

LABOR MARKET AREA:

3/31/22

FAIRFIELD/NEW HAVEN COUNTIES

AGENCY:
CATEGORY OR CLASS:
POSITION CLASSIFICATION (25+):

	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP1*		TWO or MORE		UNKN
		TOTAL MALE	TOTAL FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %	100.0%	82.4%	17.6%	64.7%	5.9%	5.9%	5.9%	5.9%	5.9%	5.9%	5.9%	0.0%	0.0%	0.0%
WORKFORCE PARITY %	100.0	60.1	39.9	38.3	22.3	5.3	9.4	1.8	0.0	3.4	3.0	0.0	0.0	0.0
WORKFORCE NOS.	17	14	3	11	1	1	1	1	0	0	0	0	0	0
WORKFORCE PARITY NOS.		10.2	6.8	6.5	3.8	1.2	0.9	1.6	1.6	0.6	0.5	0.0	0.0	0.0
NET UTILIZATION (+/-)		3.8	-3.8	4.5	-2.8	0.1	-0.6	-0.6	-0.6	0.7	0.0	-0.6	-0.5	0.0
PREVIOUS UTILIZATION		0.5	-0.5	1.2	-0.3	-0.5	-1.1	0.2	-0.1	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	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
7	2	5	0	3	0	0	1	1	0	0	0	1	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	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		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	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0

NOTE:

*AAIANHNP1 = ASIAN, AMER CAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

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 AAIAHNPI Male	#4	
#5	1 AAIAHNPI 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 AAIAHNPI 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	1 White Male
#2		#2	7 White Females
#3		#3	1 Hispanic Male
		#4	1 AAIAHNPI Female
Total:	0 hiring goal(s)	Total:	10 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	1 Black Male	#1	
#2	4 Black Females	#2	
#3	1 Hispanic Male	#3	
#4	1 AAIAHNPI Female	#4	
#5	1 Two or More Races Male	#5	
#6	1 Two or More Races Female	#6	
Total:	9 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 White Male	#1	
#2		#2	
Total:	1 hiring goal	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	1 Black Male	#2	
#3	5 Black Females	#3	
#4	2 Two or More Races Males	#4	
#5	2 Two or More Races Females	#5	
#6		#6	
Total:	22 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 Hispanic Female	#4	
#5	1 AAIANHNPI Male	#5	
#6	1 Two or More Races Female	#6	
Total:	8 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	1 Black Male	#1	
#2	6 Hispanic Males	#2	
#3	1 Two or More Races Male	#3	
#4		#4	
Total:	8 hiring goal(s)	Total:	0 promotional goal(s)

SERVICE MAINTENANCE – ALL TITLES

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	4 Hispanic Males	#2	
#3	1 Two or More Races Male	#3	
Total:	6 hiring goal(s)	Total:	0 promotional goal(s)

SERVICE MAINTENANCE - CUSTODIANS

HIRING		PROMOTIONAL	
<i>New Goal(s)</i>	<i>Ethnic/Gender Composition</i>	<i>New Goal(s)</i>	<i>Ethnic/Gender Composition</i>
#1	2 Black Females	#1	
#2	7 Hispanic Females	#2	
#3	1 Two or More Races Female	#3	
Total:	10 hiring goal(s)	Total:	0 promotional goal(s)

PROTECTIVE SERVICES

HIRING		PROMOTIONAL	
<i>New Goal(s)</i>	<i>Ethnic/Gender Composition</i>	<i>New Goal(s)</i>	<i>Ethnic/Gender Composition</i>
#1	3 White Females	#1	
#2	1 Hispanic Male	#2	
#3	1 Hispanic Female	#3	
#4	1 Two or More Races Male	#4	
#5	1 Two or More Races Female	#5	
Total:	7 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.nacweb.org/> and a virtual institutional membership with 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 2022, the Chief Diversity 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, 2023

Responsible Person(s): AAUP and SUOAF union representatives, Chief Human Resource Officer and Chief Diversity 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 employees will be invited to attend, but supervisors, administrators and department chairpersons will be especially targeted. ODE, in conjunction with members of the Division(s) of Academic and Student Affairs and the Human Resource Department, will continue to work together collectively to provide a comprehensive online Title IX (sexual misconduct, sexual harassment) training for employees, graduate students and undergraduates.

Completion Date: January 1, 2023

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 Officer, Chief Human Resource Officer and Identified members of the Division of Student Affairs

Section I
Element No. 9

**EMPLOYMENT
ANALYSES**
Sec. 46a-68-86

Employment Analyses

Under Section 46a-68-86 of the Affirmative Action Regulations of Connecticut State Agencies, 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

**EMPLOYMENT
ANALYSES**

Sec. 46a-68-86

(Employment Process Analysis)

**WESTERN CONNECTICUT STATE UNIVERSITY
EMPLOYMENT PROCESS ANALYSIS**

DATE: March 31, 2022

OCCUPATIONAL CATEGORY: EEO 2 - FACULTY

POSITION OR POSITION CLASSIFICATION: PROFESSOR

LABOR MARKET AREA: STATEWIDE/NATIONAL

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIAN/HP*		TWO or MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	114	62	52	46	41	3	2	3	1	10	8	0	0
Workforce Number Prior Filing	116	64	52	49	41	3	2	4	2	8	7	0	0
Net Change(+or-)	-2	-2	0	-3	0	0	0	-1	-1	2	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	3	2	1	0	0	0	0	0	0	2	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	3	2	1	0	0	0	0	0	0	2	1	0	0
TERMINATION/NON-RENEWAL	0	0	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT	0	0	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS	5	4	1	3	0	0	0	1	1	0	0	0	0
DECEASED	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	5	4	1	3	0	0	0	1	1	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

OCCUPATIONAL CATEGORY: EEO 2 - FACULTY

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	3	0	3	0	2	0	1	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-)	0	0	0	0	0	0	0	0	0	0	0	0	0
Hires (including PT to FT)	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	0	0	0	0	0	0	0	0	0	0	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	0	0	0	0	0	0	0	0	0	0	0	0	0
TERMINATION/NON-RENEWAL	0	0	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT	0	0	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS	0	0	0	0	0	0	0	0	0	0	0	0	0
DECEASED	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0

NOTES:

WESTERN CONNECTICUT STATE UNIVERSITY

EMPLOYMENT PROCESS ANALYSIS

EEO 3 - Professional Non-Faculty

All Titles

Statewide/National

DATE: March 31, 2022

OCCUPATIONAL CATEGORY:

POSITION OR POSITION CLASSIFICATION:

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	151	67	84	48	69	3	2	7	8	9	5	0	0
Workforce Number Prior Filing	153	73	80	53	65	4	2	7	8	9	5	0	0
Net Change(+or-)	-2	-6	4	-5	4	-1	0	0	0	0	0	0	0
HIRES (incl. Pt to Ft)	11	6	5	5	4	0	0	0	0	1	1	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	11	6	5	5	4	0	0	0	0	1	1	0	0
LAYOFF	0	0	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	10	9	1	7	0	1	0	0	0	1	1	0	0
RETIREMENTS	3	3	0	3	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
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	13	12	1	10	0	1	0	0	0	1	1	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: March 31, 2022

EEO 5- Technical ParaProfessional

All Titles

OCCUPATIONAL CATEGORY:

FAIRFIELD COUNTY

POSITION OR POSITION CLASSIFICATION:

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	0	2	6	2	4	0	2	0	0	0	0	0	0
Workforce Number Prior Filing	8	0	2	6	2	4	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 (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**

OCCUPATIONAL CATEGORY: EEO 4- Secretarial-Clerical
 POSITION OR POSITION CLASSIFICATION: All Titles
 LABOR MARKET AREA: FAIRFIELD/NEW HAVEN COUNTIES

DATE: March 31, 2022

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	50	1	49	1	34	0	10	0	4	0	0	1	0
Workforce Number Prior Filing	52	1	51	1	35	0	11	0	4	0	0	1	0
Net Change(+or-)	-2	0	-2	0	-1	0	-1	0	0	0	0	0	0
Hires (including PT to FT)	3	0	3	0	1	0	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 INTO	0	0	0	0	0	0	0	0	0	0	0	0	0
New AA Plan (Combined HCC, NCC, GWCC)	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	3	0	3	0	1	0	1	0	1	0	0	0	0
TERMINATION/NON-RENEWAL	0	0	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT	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	5	0	5	0	2	0	2	0	1	0	0	0	0
DECEASED	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	5	0	5	0	2	0	2	0	1	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

All Titles

FAIRFIELD/NEW HAVEN COUNTIES

OCCUPATIONAL CATEGORY:

POSITION OR POSITION CLASSIFICATION:

LABOR MARKET AREA:

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL		TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPPI*		TWO or MORE	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	18	6	12	6	8	2	2	0	2	3	0	1	0	0
Workforce Number Prior Filing	20	6	14	6	10	2	2	0	2	3	0	1	0	0
Net Change(+or-)	-2	0	-2	0	-2	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
	0	0	0	0	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	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	2	0	2	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
	0	0	0	0	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	2	0	2	0	2	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**

DATE: March 31, 2022

Service/Maintenance
Custodian Title

OCCUPATIONAL CATEGORY:
POSITION OR POSITION CLASSIFICATION:
LABOR MARKET AREA:

FAIRFIELD/NEW HAVEN COUNTIES

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	32	23	9	8	5	3	0	7	3	5	1	0	0
Workforce Number Prior Filing	46	36	10	12	5	6	1	11	3	7	1	0	0
Net Change(+or-)	-14	-13	-1	-4	0	-3	-1	-4	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	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
TOTAL INCREASES	0	0	0	0	0	0	0	0	0	0	0	0	0
TERMINATION/NON-RENEWAL	0	0	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT	0	0	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	8	7	1	2	0	1	1	2	0	2	0	0	0
RETIREMENTS	0	0	0	0	0	0	0	0	0	0	0	0	0
DECEASED	6	6	0	2	0	2	0	2	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	14	13	1	4	0	3	1	4	0	2	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

OCCUPATIONAL CATEGORY: EEO 7 - Protective Services **DATE:** March 31, 2022
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
Workforce Number Current Filing	17	14	3	11	1	1	1	1	1	1	0	0	0
Workforce Number Prior Filing	18	15	3	11	1	2	1	1	1	1	0	0	0
Net Change(+or-)	-1	-1	0	0	0	-1	0	0	0	0	0	0	0
Hires (including PT to FT)	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	0	0	0	0	0	0	0	0	0	0	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0	0	0
New AA Plan (Combined HCC, NCC, GWCC)	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	0	0	0	0	0	0	0	0	0	0	0	0	0
TERMINATION/NON-RENEWAL	0	0	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT	0	0	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS	1	1	0	0	0	1	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	1	1	0	0	0	1	0	0	0	0	0	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0

NOTES:

Section I
Element No. 9

**EMPLOYMENT
ANALYSES**

Sec. 46a-68-86

(Applicant Flow Analysis)

**WESTERN CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS - HIRES**

OCCUPATIONAL CATEGORY: Executive/Administrative **DATE:** April 1, 2021-March 31, 2022

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	MALE	FEMALE	UNKN
Intra-agency	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	A
Outside agency	11	9	5	2	1	0	0	2	0	0	0	0	0	0	5	5	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	F
TOTAL APPLICANTS	12	9	6	2	1	0	0	2	0	0	0	0	0	0	5	5	G
TOTAL REJECTED APPLICANTS	7	8	1	2	1	0	0	1	0	1	0	0	0	0	5	5	H
TOTAL QUALIFIED APPLICANTS	5	1	5	0	0	0	0	1	0	1	0	0	0	0	0	0	I
WITHDRAWAL	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	L
TOTAL INTERVIEWED	4	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	O
Not offered Position	3	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	P
Offered Position	1	0	1	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*	1	0	1	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

DATE: April 1, 2021-March 31, 2022

Executive/Administrative

OCCUPATIONAL CATEGORY: All Titles

POSITION OR POSITION CLASSIFICATION: Statewide/National

LOCATION: Statewide/National

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIAHNPI*		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.

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

WESTERN CONNECTICUT STATE UNIVERSITY
 APPLICANT FLOW ANALYSIS - HIRES

DATE: March 31, 2022

EEO 2 - FACULTY

OCCUPATIONAL CATEGORY: PROFESSOR

POSITION OR POSITION CLASSIFICATION: STATEWIDE/NATIONAL

LOCATION:

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
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.

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

WESTERN CONNECTICUT STATE UNIVERSITY
 APPLICANT FLOW ANALYSIS - PROMOTIONS

DATE: March 31, 2022

EEO 2 - FACULTY

OCCUPATIONAL CATEGORY: PROFESSOR

POSITION OR POSITION CLASSIFICATION: STATEWIDE/NATIONAL

LOCATION:

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHPI*		TWO or More		UNKNOWN		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKN
Intra-agency	3	2	1	0	0	0	0	0	0	2	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	3	2	1	0	0	0	0	0	0	2	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	3	2	1	0	0	0	0	0	0	2	1	0	0	0	0	I
TOTAL INTERVIEWED	3	2	1	0	0	0	0	0	0	2	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	3	2	1	0	0	0	0	0	0	2	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*	3	2	1	0	0	0	0	0	0	2	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.

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

**WESTERN CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS - HIRES**

OCCUPATIONAL CATEGORY: **EEO 2- FACULTY** DATE: **March 31, 2022**
 POSITION OR POSITION CLASSIFICATION: **ASSOCIATE PROFESSOR**
 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
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**

DATE: March 31, 2022

**FACULTY
ASSOCIATE PROFESSOR
Statewide/National**

**OCCUPATIONAL CATEGORY:
POSITION OR POSITION CLASSIFICATION:
LOCATION:**

APPLICANT FLOW ANALYSIS	GRAND TOTAL		TOTAL		WHITE		BLACK		HISPANIC		AAIAN/HNPI*		TWO or More		UNKNOWN		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKN
Intra-agency	5	1	5	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	5	1	5	0	0	0	0	0	0	1	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	I
TOTAL QUALIFIED APPLICANTS	5	1	5	0	0	0	0	0	0	1	0	0	0	0	0	0	J
TOTAL INTERVIEWED	5	1	5	0	0	0	0	0	0	1	0	0	0	0	0	0	K
Not offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	P
Offered Position	5	1	5	0	0	0	0	0	0	1	0	0	0	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS*	5	1	5	0	0	0	0	0	0	1	0	0	0	0	0	0	S

Notes: Unknown applicant calculations are factored separately into the grand total, total male and total female categories. Total male + total female + unknown/unknown = grand total.

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

**WESTERN CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS - HIRES**

DATE: March 31, 2022

**EEO 2 - FACULTY
ASSISTANT PROFESSOR
Statewide/National**

**OCCUPATIONAL CATEGORY:
POSITION OR POSITION CLASSIFICATION:
LOCATION:**

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	38	59	10	30	2	0	3	2	7	10	0	0	0	0	16	17	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	38	59	10	30	2	0	3	2	7	10	0	0	0	16	17	0	G
TOTAL REJECTED APPLICANTS	33	42	8	22	2	0	3	2	5	8	0	0	0	15	10	0	H
TOTAL QUALIFIED APPLICANTS	5	17	2	8	0	0	0	0	2	2	0	0	0	1	7	0	I
WITHDRAWAL	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2	0	L
TOTAL INTERVIEWED	5	15	2	8	0	0	0	0	2	2	0	0	0	1	5	0	O
Not offered Position	3	13	1	6	0	0	0	0	1	2	0	0	0	1	5	0	P
Offered Position	2	2	1	2	0	0	0	0	1	0	0	0	0	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS*	4	2	1	2	0	0	0	0	1	0	0	0	0	0	0	0	S

Notes: Unknown applicant calculations are factored separately into the grand total, total male and total female categories. Total male + total female + unknown/unknown = grand total.

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

**WESTERN CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS - PROMOTIONS**

OCCUPATIONAL CATEGORY: EEO 2 - FACULTY **DATE:** March 31, 2022
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	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	F
TOTAL APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	G
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	H
WITHDRAWAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
TOTAL QUALIFIED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	I
TOTAL INTERVIEWED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	O
Not offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	P
Offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS*	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	S

Notes: Unknown applicant calculations are factored separately into the grand total, total male and total female categories. Total male + total female + unknown/unknown = grand total.

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

**WESTERN CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS - HIRES**

OCCUPATIONAL CATEGORY: EEO 2 - FACULTY **DATE:** March 31, 2022
POSITION OR POSITION CLASSIFICATION: INSTRUCTOR
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:** March 31, 2022
POSITION OR POSITION CLASSIFICATION: INSTRUCTOR
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	UNKN
Intra-agency	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
Reemployment List	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
Transfer List	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
TOTAL APPLICANTS	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
WITHDRAWAL	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
TOTAL INTERVIEWED	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
Offered Position	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
TOTAL ACCESSIONS*	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 3 - Professional Non-Faculty **DATE:** March 31, 2022
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	UNKN			
Intra-agency	222	100	122	39	38	1	8	6	11	9	8	0	0	45	57	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	222	100	122	39	38	1	8	6	11	9	8	0	0	45	57	0	G
TOTAL REJECTED APPLICANTS	178	82	96	28	23	1	8	5	11	7	6	0	0	41	48	0	H
TOTAL QUALIFIED APPLICANTS	44	18	26	11	15	0	0	1	0	2	2	0	0	4	9	0	I
WITHDRAWAL	9	5	4	1	3	0	0	0	0	1	0	0	0	3	1	0	L
TOTAL INTERVIEWED	35	13	22	10	12	0	0	1	0	1	2	0	0	1	8	0	O
Not offered Position	24	7	17	5	8	0	0	1	0	0	1	0	0	1	8	0	P
Offered Position	11	6	5	5	4	0	0	0	0	1	1	0	0	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS*	11	6	5	5	4	0	0	0	0	1	1	0	0	0	0	0	S

Notes: Unknown applicant calculations are factored separately into the grand total, total male and total female categories. Total male + total female + unknown/unknown = grand total.

*AAIANHNP1 = 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:** March 31, 2022
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**

DATE: March 31, 2022

OCCUPATIONAL CATEGORY: EEO 5- Technical ParaProfessional

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	0
Outside agency	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
Cert. Employment List	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
Other Applicants	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
TOTAL REJECTED APPLICANTS	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
WITHDRAWAL	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
Not offered Position	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
Refused Position	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

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 - Non-examined

OCCUPATIONAL CATEGORY: EEO 5- Technical Para Professional **DATE:** March 31, 2022
POSITION OR POSITION CLASSIFICATION: All Titles
LOCATION: Statewide/National

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIAHNPI*		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.

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

WESTERN CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS - HIRES

OCCUPATIONAL CATEGORY: EEO 4- Secretarial-Clerical 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	MALE	FEMALE	UNKN
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	A
Outside agency	45	511	3	123	0	35	0	74	0	48	0	36	0	231	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	45	511	3	123	0	35	0	74	0	48	0	36	0	231	0	G	
TOTAL REJECTED APPLICANTS	44	492	3	117	0	31	0	70	0	49	0	35	0	225	0	H	
TOTAL QUALIFIED APPLICANTS	1	21	0	6	0	4	0	4	0	1	0	1	0	6	0	I	
WITHDRAWAL	1	7	0	3	0	0	0	3	0	0	0	1	0	1	0	L	
TOTAL INTERVIEWED	0	14	0	3	0	4	0	1	0	1	0	0	0	5	0	O	
Not offered Position	0	11	0	2	0	3	0	0	0	1	0	0	0	5	0	P	
Offered Position	0	3	0	1	0	1	0	1	0	0	0	0	0	0	0	Q	
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R	
TOTAL ACCESSIONS*	0	3	0	1	0	1	0	1	0	0	0	0	0	0	0	S	

Notes: Unknown applicant calculations are factored separately into the grand total, total male and total female categories. Total male + total female + unknown/unknown = grand total.

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

**WESTERN CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS PROMOTIONS**

THERE WERE NO PROMOTIONS INTO THIS CATEGORY DURING THE REPORTING PERIOD

DATE: March 31, 2022

EEO 4- Secretarial-Clerical

All Titles

OCCUPATIONAL CATEGORY:

POSITION OR POSITION CLASSIFICATION:

FAIRFIELD/NEW HAVEN COUNTIES

LOCATION:

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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	F
TOTAL APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	G
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	H
WITHDRAWAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
TOTAL QUALIFIED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	I
TOTAL INTERVIEWED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	O
Not offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	P
Offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS*	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	S

Notes: Unknown applicant calculations are factored separately into the grand total, total male and total female categories. Total male + total female + unknown/unknown = grand total.

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

**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		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: March 31, 2022

OCCUPATIONAL CATEGORY: Service/Maintenance - Except Custodians

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	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	0	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	0	H
WITHDRAWAL	0	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	0	I
TOTAL INTERVIEWED	0	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	0	P
Offered Position	0	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	0	R
TOTAL ACCESSIONS*	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	S

Notes: Unknown applicant calculations are factored separately into the grand total, total male and total female categories. Total male + total female + unknown/unknown = grand total.

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

**WESTERN CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS - HIRES**

OCCUPATIONAL CATEGORY: Service/Maintenance **DATE:** March 31, 2022
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: March 31, 2022

Service/Maintenance

OCCUPATIONAL CATEGORY:

Position or Position Classification:

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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	F
TOTAL APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	G
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	H
WITHDRAWAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
TOTAL QUALIFIED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	I
TOTAL INTERVIEWED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	O
Not offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	P
Offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS*	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	S

Notes: Unknown applicant calculations are factored separately into the grand total, total male and total female categories. Total male + total female + unknown/unknown = grand total.

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

**WESTERN CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS - HIRES**

OCCUPATIONAL CATEGORY: SKILLED CRAFT WORKER **DATE:** March 31, 2022
POSITION OR POSITION CLASSIFICATION: ALL TITLES
LOCATION: FAIRFIELD/NEW HAVEN COUNTIES

APPLICANT FLOW ANALYSIS	GRAND TOTAL		TOTAL		WHITE		BLACK		HISPANIC		AA/IANHNP/PI*		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.

*AA/IANHNP/PI = 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

**OCCUPATIONAL CATEGORY: SKILLED CRAFT WORKER
 POSITION OR POSITION CLASSIFICATION: ALL TITLES
 LOCATION: FAIRFIELD/NEW HAVEN COUNTIES**

OCCUPATIONAL CATEGORY:
POSITION OR POSITION CLASSIFICATION:
LOCATION:

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	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**

DATE: March 31, 2022

EEO 7 - Protective Services

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	MALE	FEMALE
Intra-agency	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
Reemployment List	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
Transfer List	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
TOTAL APPLICANTS	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
TOTAL QUALIFIED APPLICANTS	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
TOTAL INTERVIEWED	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
Offered Position	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
TOTAL ACCESSIONS*	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**

THERE WERE NO PROMOTIONS INTO THIS CATEGORY DURING THE REPORTING PERIOD

DATE: March 31, 2022

EEO 7 - Protective Services

OCCUPATIONAL CATEGORY: All Titles

POSITION OR POSITION CLASSIFICATION:

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	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

Section I
Element No. 9

**EMPLOYMENT
ANALYSES**
Sec. 46a-68-86

(Personnel Evaluation Analysis)

PERSONNEL EVALUATION ANALYSIS
Professional Non-Faculty

PERSONNEL EVALUATION ANALYSIS	GT	TM	TF	WM	WF	BM	BF	HM	HF	IANHNPIM	AAIANHNPIF
SERVICE RATINGS											
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											
REPRIMANDS											
SUSPENSIONS											
DEMOTIONS											
Within Occ. Category											
Lower Occ. Category											
TRANSFERS											
Intra-agency											
Outside Agency	1		1		1						

Clerical
FORM #42A3

PERSONNEL EVALUATION ANALYSIS
Clerical

PERSONNEL EVALUATION ANALYSIS	GT	TM	TF	WM	WF	BM	BF	HM	HF	AIANHNPIM	AAIANHNPIF
SERVICE RATINGS											
Excellent	31		31		23		5		2		1
Very Good	12	1	11	1	7		3		1		
Good	1		1				1				
Satisfactory											
Fair											
Unsatisfactory											
REPRIMANDS											
SUSPENSIONS											
DEMOTIONS											
Within Occ. Category											
Lower Occ. Category	1		1				1				
TRANSFERS											
Intra-agency											
Outside Agency	1		1		1						

PERSONNEL EVALUATION ANALYSIS
Maintenance

PERSONNEL EVALUATION ANALYSIS	GT	TM	TF	WM	WF	BM	BF	HM	HF	IANHNPIM	AAIANHNPIF
SERVICE RATINGS											
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											
REPRIMANDS	2	2				1		1			
SUSPENSIONS											
DEMOTIONS											
Within Occ. Category											
Lower Occ. Category											
TRANSFERS											
Intra-agency											
Outside Agency	4	4				1		3			

Section J
Element No. 10

**IDENTIFICATION OF
PROBLEM AREAS**

Sec. 46a-68-87

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.

(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.

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 J
Element No. 10

**IDENTIFICATION OF
PROBLEM AREAS**

Sec. 46a-68-87

(ATTACHMENTS AND DOCUMENTATION)

**Western Connecticut State University
Position Action Form**

The Position Action Form (PAF) is used to either establish a new position or to initiate a recruitment process in order to fill a current vacancy. The recruitment process cannot begin until the Human Resources Department receives the approved PAF. If you have any questions regarding the PAF please contact Ms. Peggy Boyle, Assistant Director of Human Resources – Recruitment at 203-837-8662 or via email at boylep@wcsu.edu.

Position Title: _____ SUOAF Administrative Rank: _____

Department: _____ Union/Group: _____

Position Supervisor: _____ Title: _____

Position #: _____ Position Status: _____ Vacant _____ New Position

Previous Incumbent: _____

Appointment Type: _____ Permanent _____ Temporary _____ Tenure-Track _____ Special

Anticipated Starting Date: _____ Work Schedule: _____

Number of Months per Year: _____ Hours per Week: _____ FTE: _____ (i.e.: 1.00, .75, .50)

Minimum Annual Salary: \$ _____ Maximum Annual Salary: \$ _____

Comments:

Required Approvals:

President's Approval: _____ Date: _____

Human Resources: _____ Date: _____

Budget Office: _____ Date: _____

Finance & Administration: _____ Date: _____

Integrated Postsecondary Education Data System (IPEDS)

Identification of Ethnicity & Race:

Employee's Name (Please Print): _____

Employee's Signature: _____

What is your ethnicity? Chose either category below which best describes your ethnicity.

Hispanic or Latino

Not Hispanic or Latino

Hispanic or Latino is defined as a person of Cuban, Mexican, Puerto Rican, Cuban, South or Central American, or other Spanish culture or origin, regardless of race. The term "Spanish origin" can be used in addition to "Hispanic or Latino."

Identification of Race

What is your race? Mark one or more races to indicate what race you consider yourself to be.

<input type="checkbox"/>	<u>American Indian or Alaska Native:</u> A person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment.
<input type="checkbox"/>	<u>Asian:</u> A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.
<input type="checkbox"/>	<u>Black or African American:</u> A person having origins in any of the black racial groups of Africa. Terms such as "Haitian" or "Negro" can be used in addition to "Black or African American."
<input type="checkbox"/>	<u>Native Hawaiian or Other Pacific Islander:</u> A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
<input type="checkbox"/>	<u>White:</u> A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.



Office of Diversity and Equity (https://www.wcsu.edu/diversity)

You are here: Home (/) > Office of Diversity and Equity (https://www.wcsu.edu/diversity) > AFFIRMATIVE ACTION

Office of Diversity and Equity AFFIRMATIVE ACTION DATA QUESTIONNAIRE

Office of Diversity and Equity (ODE)

ODE Mission (https://www.wcsu.edu/diversity/mission/)

Welcome Message (https://www.wcsu.edu/diversity/welcome-message/)

from the Chief Diversity Officer

(Approved) University approved-affirmative-action-plans Affirmative Action Plans

Americans with Disabilities Act (ADA) Statement (https://www.wcsu.edu/diversity/americans-with-disabilities-act-ada-university-statement/)

Filing a discrimination complaint (https://www.wcsu.edu/diversity/discrimination-complaints/)

Diversity Programming and Training (https://www.wcsu.edu/diversity/programming-programming-and-training/)

Diversity Resources and Information (https://www.wcsu.edu/diversity/resources/)

Healing from Community and Information Draft (https://www.wcsu.edu/diversity/healing-from-community-trauma-resources-and-information-draft/)

Resources and Information

Search (https://www.wcsu.edu/diversity/search/)



Office of Diversity & Equity

In an effort to comply with State and Federal requirements, we are requesting you take a moment to complete this questionnaire. Disclosure of the information provided will be used for State and Federal workforce reporting purposes only and maintained in a confidential manner from your application.

Name: [] Email: []

Sex: [] Male [] Female

Race or National Origin (check one):

- Black - (not of Hispanic origin) all persons having origins in any of the Black racial groups of Africa
- Hispanic or Latino - all persons of Mexican, Puerto Rican, Cuban, Central or South American or other Spanish culture or origin, regardless of race.
- White - (not of Hispanic origin) all persons having origins in any of the original peoples of Europe, North Africa or the Middle East
- American Indian or Alaskan Native - all persons having origins in any of the original people of North and South America, and who maintain cultural identification through tribal affiliation or community affiliation.
- Asian - all persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or Australasia. The area includes, for example, China, Japan, Korea, the Philippine Islands, and Samoa.
- Two or more race categories - all persons who identify with more than one of the above

Position for which you are applying: []

Search #: []

How were you referred to us?

Newspaper or Journal advertisement Specify which one(s) []

Professional Associations Specify which one(s) []

Search (https://www.wcsu.edu/diversity/search/)
Procedures/procedures/)

What is (https://www.wcsu.edu/diversity/what-
Title IX is-title-ix-and-cart/) and
CaRRT?

Employee Referral

Internet Posting (please specify?)

Not (https://www.wcsu.edu/diversity/not-
Anymore/Titleanymore-title-ix-online-training-
IX Online portal/) Training
Portal

Submit

Campus (https://www.wcsu.edu/diversity/carrt/) Response & Resource Team
The security of all members of the campus community is of vital concern to Western Connecticut State University. In compl
Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act, information concerning campus security can be
at https://www.wcsu.edu/police/ (https://www.wcsu.edu/police/) or may be requested from the Western Connecticut State Ur
Department (203-838-9304)

Diversity (https://www.wcsu.edu/diversity/minority-
Recruitmentrecruitment-and-retention-resources/) and
Retention
Resources

CSCU-WCSU (https://www.wcsu.edu/diversity/cscu-
Committee(s)wcsu-committees-and-groups/) and Groups

Event- (https://www.wcsu.edu/diversity/program-
Program sponsorship-requests/) Sponsorship
Requests

LGBTQ+ (https://www.wcsu.edu/diversity/lgbtq-
On and on-and-off-campus-resources/) Off
Campus
Resources

Minority- (https://www.wcsu.edu/diversity/minority-
Based scholarships/) Scholarships
and Grants

Undocumented(https://www.wcsu.edu/undocumented/) Student
Support
Services

University (https://www.wcsu.edu/diversity/workplace-
Transgendertransgender-guidance/) Guidance

WCSU (https://www.wcsu.edu/diversity/committees/)

Community
Connections

Western (https://www.wcsu.edu/diversity/scholarships/) Diversity
Scholarship

Who are you?

- Future Students (https://www.wcsu.edu/admissions/)
- Current Students (https://www.wcsu.edu/currentstudents/)
- Alumni & Parents (https://www.wcsu.edu/alumni/)
- Faculty & Staff (https://www.wcsu.edu/facultystaff/)
- Donors & Friends (https://www.wcsu.edu/giving/)
- Colonial Sports Fans (https://www.wcsu.edu/sports/)

University (https://www.wcsu.edu/diversity/policies-
Policies procedures/) and
Procedures

Contact(https://www.wcsu.edu/diversity/contact-
Us us/)

Quick Links

- A to Z Index (https://www.wcsu.edu/az-index/)
- Maps & Directions (https://www.wcsu.edu/campustour/directions/)
- Academics (https://www.wcsu.edu/academics/)
- Athletics (https://www.wcsu.edu/sports/)
- Blackboard Learn (https://www.wcsu.edu/iti/elearning/)

Contact us

- Western Connecticut St
181 White Street
Danbury, CT 06810
- 203-837-9000
- Contact the University
(https://www.wcsu.edu/contact/)

report/)

 (<http://www.youtube.com/wes>

in (<https://www.linkedin.com/edu/western-connectic>
university-18041)

 (<https://plus.google.com>,



Human Resources New Hire Data Sheet – Part Time Employees



Employment Group: Check the category that applies to the position you are hired for (*chose one*):

- Adjunct Faculty
 University Assistant
 Student Employee
 Graduate Intern
 Graduate Assistant

Department Assigned To: _____

Last Name	First Name	M.I.
Prefix: <input type="checkbox"/> Dr. <input type="checkbox"/> Mr. <input type="checkbox"/> Ms. <input type="checkbox"/> Mrs. Suffix: <input type="checkbox"/> Jr. <input type="checkbox"/> Sr. Other: _____		Date of Birth (MM/DD/YYYY)
Social Security #:		Gender: <input type="checkbox"/> Male <input type="checkbox"/> Female
<input type="checkbox"/> Disabled* <input type="checkbox"/> Not Disabled *Please contact WCSU's Diversity Officer at ode@wcsu.edu if work accommodations are needed		Do you have Veteran Status or Disabled Veteran Status: <input type="checkbox"/> YES <input type="checkbox"/> NO If YES: Military Branch & Service Dates: _____
Marital Status: <input type="checkbox"/> Married <input type="checkbox"/> Single <input type="checkbox"/> Divorced <input type="checkbox"/> Legally Separated <input type="checkbox"/> Widowed		
Home Mailing Address: Street: _____ City: _____ State: _____ Zip Code: _____		
Preferred Phone #:		Email Address:
Ethnicity*: <input type="checkbox"/> American Indian/Alaskan Native <input type="checkbox"/> Asian <input type="checkbox"/> Black/African American <input type="checkbox"/> Hispanic/Latino <input type="checkbox"/> Native Hawaiian/Other Pacific Island <input type="checkbox"/> Not Specified <input type="checkbox"/> Two or more Races <input type="checkbox"/> White		
* In compliance with federal and state regulations, Western Connecticut State University is required to collect and maintain data on the race, sex, and ethnicity Your responses are strictly voluntary and will help in implementing Western's Affirmative Action program.		
Have you ever worked for the State of Connecticut before? <input type="checkbox"/> YES <input type="checkbox"/> NO If Yes, where? _____		
Are you interested in receiving your paycheck via direct deposit? <input type="checkbox"/> YES <input type="checkbox"/> NO If Yes – Complete the Direct Deposit Form		
Emergency Contact:		
Relationship:		
Phone #:		
Address:		

Please sign below acknowledging that the information provided above is correct to the best of your knowledge.

Employee's Signature

Date



Recommendation for Hiring a Graduate Intern

For all appointments – Graduate Program Acceptance Confirmation, Resume & Job Description must all be submitted with this recommendation form.

Renewal _____ New Appointment _____

Department: _____ Supervisor Name: _____ Ext. _____

Graduate Intern Name: _____ Banner ID #: _____

Mailing Address: _____

Telephone #: _____ Email Address: _____

Appointment Term: Start Date: ** _____ End Date: _____

**Employee may not start working until approved by Human Resources.

Use if break in between semesters:

Second Appointment Term: Start Date: _____ End Date: _____

Weekly Hours: _____ Stipend Amount: \$ _____

Org # (Required): _____

Department Approval:

Approved (Financial Manager/Supervisor): _____ Date _____

Human Resources: Confirmation from Graduate Admissions, Resume, Job Description, Returning, New Hire, Background Check Materials Submitted, Approved by Human Resources, Date, Finance & Administration - Budgetary Approval: Fund, Org, PC#, Fiscal Affairs Verification, Date, Comments

Pre-employment Background Verification Policy Connecticut State Colleges and Universities

Introduction/Purpose:

The Connecticut State Colleges and Universities System (“CSCU”) is committed to providing a safe learning and working environment for its students, faculty and staff. Therefore, in order to ensure the hiring of employees of the highest integrity and to maintain a safe educational community, the CSCU System, comprised of its seventeen institutions and the System Office, will conduct pre-employment background investigations on all individuals for whom employment is to be tendered.

This policy sets forth the requirements and guidelines for performing such background investigations.

Scope:

Upon adoption by the Board of Regents for Higher Education, all full-time and part-time external candidates for employment with a CSCU institution or the System Office, as well as potential re-hires with a break in service of more than one year, shall undergo a pre-employment background investigation pursuant to this policy as part of the employment screening process. This policy covers all full-time and part-time employees, including University Assistants, Educational Assistants, Adjuncts/Lecturers and other temporary and contracted employees.

This policy shall also apply to the following student worker positions (including graduate assistant or graduate intern positions), beginning with hiring for the fall 2015 semester:

- Resident Assistants;
- Students assigned to the Public Safety Department;
- Students who handle DCL3 data as defined in the CSCU Data Management Standards (DCL3 is protected confidential data, which comprises identity and financial data);
- Students who have a fiduciary responsibility, handle cash or credit transactions, or have a primary responsibility related to finance or budget; or
- Students deemed by the institution’s chief human resources officer to be in safety- or security-sensitive positions.

It is understood that there is movement in the CSCU workforce between institutions (including the System Office) due to transfer and promotional opportunities, as well as dual employment situations. This policy applies to these situations as detailed below:

The following CSCU employees shall be covered by this policy:

- CSCU employees who *apply for and are offered a transfer or promotional opportunity to a different CSCU institution* and have not already undergone a background investigation.

Pre-employment Background Verification Policy at the Connecticut State Colleges & Universities

- CSCU employees who are candidates for *transfer or promotion to a management/confidential professional position.*
- CSCU employees who are candidates for *transfer or promotion to positions that handle DCL3 data, have a fiduciary responsibility, handle cash or credit transactions, or have a primary responsibility related to finance or budget.*

The following CSCU employees shall not be covered by this policy:

- CSCU employees who *apply for transfer or promotion within the same institution.*
- CSCU employees who *transfer to or become dually employed at a different CSCU institution and have already had a background investigation done at the former CSCU institution.*
- Former CSCU employees who are *rehired at the same or different CSCU institution after a break in service of less than one year and have already undergone a background investigation.*

Policy:

No external employment candidate may begin work for an institution or the System Office until the appropriate screenings have been completed. The background investigation may reveal certain information that may disqualify the candidate from further consideration for the position. Special circumstances may, on occasion, require an applicant to start work before all pre-employment background checks are completed. Such exceptions may occur only with prior approval by the chief human resources officer at the institution, or the Vice President for Human Resources at the System Office. Written notification will be sent to the applicant that continued employment is contingent upon completion of a pre-employment background investigation acceptable to the institution or the System Office.

Elimination of a candidate from consideration for hiring on the basis of information revealed by the background investigation must be reviewed and approved by the chief human resources officer at the institution, or by the Vice President for Human Resources at the System Office. Access to the background investigation report shall be handled with the strictest confidence and be limited to the President and the chief human resources officer or their designees at the institution or the President of the Board of Regents for Higher Education or Vice President for Human Resources at the System Office or their designees.

Procedure:

The CSCU System shall select and contract with an approved background investigation vendor. All institutions and the System Office must utilize the approved designated background investigation vendor for pre-employment background investigations and shall comply with this procedure.

Pre-employment Background Verification Policy at the
Connecticut State Colleges & Universities

1. *Notification & Authorization*

Candidates will be informed during the pre-employment process that selection is subject to completion of a background investigation acceptable to the institution or the System Office. Applicants who have been designated as finalists for positions will be provided a disclosure and will be required to consent to a background investigation. Applicants will be required to provide information for use by the approved background investigations vendor. The institution's or System Office's chief human resources officer or designee will initiate all background investigations.

2. *Collecting Background Information*

Before awarding the position, the institution or System Office will conduct the following Level I pre-employment background check of all candidates (for non-student worker positions):

Level I Screening

- Social Security Trace or SSN Validation: CBSV (Consent Based SSN Verification);
- Prior Employment Verification (prior 7-10 years);
- Education Verification (highest degree attained or highest education level if no degree attained);
- Professional Reference Checks;
- County/Statewide Criminal Search (where lived, worked, attended school – as obtained from disclosure form or Social Security Trace);
- Federal Criminal Search (where lived, worked, attended school – as obtained from disclosure form or Social Security Trace); and
- Multi-Jurisdictional Criminal Search (includes National Sex Offender).

Before awarding the position, the institution or System Office will conduct the following Level II pre-employment background check on all candidates for executive-level positions (Dean and above) and at the option of the institution or System Office other positions that direct a substantial operational unit as designated by the institution's or System Office's chief human resources officer or president:

**Level II Screening
for Executive–Level Positions**

- Includes all elements of the Level I Screening; AND
- Motor Vehicle Record;
- State/Federal Civil Litigation;
- Credit Verification (in accordance with state and federal laws); and
- Media Search.

Pre-employment Background Verification Policy at the
Connecticut State Colleges & Universities

Before awarding the position, the institution or System Office will conduct the following Level III pre-employment background check on all candidates for the following student worker positions (including graduate assistant or graduate intern positions): (1) Resident Assistants; (2) Those in the Public Safety Department; (3) Those who handle DCL3 data as defined in the CSCU Data Management Standards; (4) Those who have a fiduciary responsibility, handle cash or credit transactions, or have a primary responsibility related to finance or budget; or (5) other positions that are deemed by the institution's chief human resources officer to be safety- or security-sensitive positions:

**Level III Screening
for Student Workers**

- Social Security Trace or SSN Validation: CBSV (Consent Based SSN Verification);
- County/Statewide Criminal Search (where lived, worked, attended school - as obtained from disclosure form or Social Security Trace);
- Federal Criminal Search (where lived, worked, attended school – as obtained from disclosure form or Social Security Trace); and
- Multi-Jurisdictional Criminal Search (includes National Sex Offender)

In addition, candidates for designated positions may also be subject to the following types of screenings, depending on the requirements of the position:

Position-Specific Screening

- Motor Vehicle Record (for positions that require driving as part of the job);
- Credit Verification (for positions that have a fiduciary responsibility, handle cash or credit transactions, or have a primary responsibility related to finance or budgets, in accordance with state and federal laws);
- Professional Licensing Check (for any positions that require a professional license); and
- International Screening – criminal search and credential verification, as needed.

Prior employment verification, education verification, professional reference checks and media searches may be conducted by the background investigations vendor or the institution/System Office at the option of the institution/System Office.

3. Use of Background Investigation Results

Listed below are examples of factors that may disqualify an applicant for employment. This list is not an all-inclusive list, but is provided merely as examples):

- Inconsistency of information provided by the candidate versus that obtained by the background investigation. (Examples might include, but not be limited to,

Pre-employment Background Verification Policy at the Connecticut State Colleges & Universities

significant differences in prior employment dates, education obtained, or licenses held.)

- Omissions of significant information by the candidate. (Examples might include, but not be limited to, failure to disclose being dismissed for cause or loss of certifications qualifying the applicant for the position.)
- Unsatisfactory information uncovered by the background investigation. (Examples might include, but not be limited to the following: Felony or misdemeanor convictions related to the position applied for; unsatisfactory job performance on a prior job; poor attendance or disciplinary problems on a prior job; record of moving violations (for a job requiring driving an institution or state vehicle); credit history that would indicate an inability to manage finances or which would create undue personal financial pressure (for jobs handling management of significant financial resources).

4. *Fair Credit Reporting Act ("FCRA") Compliance:*

The FCRA and the regulations promulgated thereunder are intended to give a candidate for employment the opportunity to correct any factual errors in his or her consumer report, as defined in the FCRA, before an adverse employment action is taken. The candidate must be provided notice of any disqualifying information revealed by the consumer report, including, but not limited to, credit history information, and a reasonable period of time to correct discrepancies.

When the institution or System Office receives information in a consumer report that will potentially disqualify a candidate from consideration, the institution or System Office will comply with the following FCRA protocol:

- The candidate shall be sent a letter notifying him/her that the institution or System Office has received disqualifying information from the consumer report.
- To the letter shall be attached a copy of the report and a summary of the candidate's rights under FCRA and any relevant state required forms.
- The notification shall be sent to the candidate before any adverse employment action may be taken based on the consumer report.
- After five (5) business days, barring the receipt of any new information that changes or clarifies the consumer report and eliminates any discrepancies, the institution or System Office shall send the candidate a second letter rejecting his/her candidacy based on the disqualifying information generated by the consumer report.

Services of the approved background investigation vendor may be utilized to produce the adverse action notifications, or the institution or the System Office, may produce the notifications themselves.

Pre-employment Background Verification Policy at the
Connecticut State Colleges & Universities

5. *Record Retention:*

All information obtained, as part of a background investigation, shall be held in strictest confidence. Documentation of a successfully completed background investigation shall be retained for the appropriate retention period for employment records promulgated by the State of Connecticut and by institution or System Office personnel search policies and procedures. The detailed background investigation report shall be retained by the approved background investigation vendor in compliance with state and federal retention requirements and shall not be included in an employee's personnel file. Unauthorized disclosure of information gathered through the background investigation will not be tolerated and may subject the discloser to disciplinary action.

6. *Use/Review Criteria:*

- a. Criminal Convictions: The institutions and the System Office will not knowingly hire applicants who have been convicted of job-related crime within the allowable reportable time period for reporting such offenses. This time period is normally seven (7) years. This also applies to those situations when the date of disposition, release, probation, or parole (whichever is most recent) relating to the crime occurred within the past seven (7) years.

Pursuant to Connecticut General Statutes Sections 46a-79 and 46a-80, in determining whether conviction of a criminal offense will disqualify an applicant for a particular position, the following three factors will be considered:

- The nature of the offense and its relationship to the position;
- The degree to which the applicant has been rehabilitated; and
- The length of time elapsed since conviction.

Notification of rejection of employment will be sent via registered mail and will specifically describe the evidence presented and state the reason(s) for disqualification.

- b. Pending Criminal Charges: If the institution or System Office becomes aware that the applicant has criminal charges that are currently pending, but no court disposition has yet been made, the institution or System Office shall assess the criminal charges on a case-by-case basis to determine if the charges are job-related or would otherwise impact the potential employee's ability to serve in the position.

Pursuant to Connecticut General Statutes Section 46-80(d), no record of arrest that was not followed by conviction, or record of conviction that has been erased, shall be considered in connection with an application for employment.

Pre-employment Background Verification Policy at the
Connecticut State Colleges & Universities

- c. Accelerated Rehabilitation: The institution or System Office is not prohibited from considering accelerated rehabilitation or other alternative dispositions when evaluating an applicant. The institution or System Office shall consider the accelerated rehabilitation as it would a pending charge.
- d. Motor Vehicle Records Check: Motor vehicle records which evidence a revoked or restricted driver's license, invalid driver's license, or traffic violations (including, but not limited to, alcohol-related violations) shall be reviewed as they relate to positions requiring driving duties and in conjunction with all other factors disclosed by the background investigation.
- e. Credit History: An applicant's credit history shall be reviewed as it relates to jobs requiring financial responsibilities. An applicant's credit history shall be considered in conjunction with all other factors disclosed by the background investigation and shall not be a solely determining factor in denying employment.

Statutory/Administrative Regulation:

Fair Credit Reporting Act
Connecticut General Statutes, Sections 31-51i, 46a-79, 46a-80, 46a-80(d), 46b-146,
54-760, 54-142a

Responsible Function Area:

Office of Human Resources



Welcoming New Staff

Here is a quick checklist of things needed to prepare for new personnel coming onboard in your area. This is a list of things most new employees will need.

- Assign a location (desk, office, etc.) and have it cleaned by facilities. Order or make a sign to indicate the new employee's name, title, room location
- If furniture is needed (desk, chair, filing cabinet, etc.) arrange with facilities to set it up
- Request phone line, phone, and/or voicemail. This requires a TSR form, which can be found at: <https://www.wcsu.edu/technology/telecomm/TSR%20-%20Ver%2020%200.pdf>
- Request necessary building access, keys, and/or pin codes to offices and buildings. This requires an Access Control form, which can be found at: <http://www.wcsu.edu/westconnect/Access%20Request%20Form.xlsm>
- Request a computer (desktop, laptop, tablet) and equipment (docking station, printer, etc.), along with any necessary software specific to your department. Requests can be made through ITI. Please refer to <http://support.wcsu.edu/customer/en/portal/articles/2097335-how-do-i-get-started-with-information-technology-and-innovation-faculty-and-staff>
 - WestConn account (Windows)
 - Email
 - WestConnduit
 - E-Learning (Blackboard)
 - Banner Self-Serve
 - Web Banner
 - File Shares (K, X, H, N drives)
 - Remote access
- If appropriate, order business cards for the new employee
- Collect and place office supplies for the new employee's office
 - Pens
 - Notebooks
 - Paper
 - Pencils
 - Highlighters
 - Paper clips
 - Stapler
 - Tape Dispenser
 - Scissors
 - File Folders
- Campus Map
- Information on campus Dining Services, along with local dining locations
- Instructions for using phones, setting up and accessing voicemail, etc.
- Policies and procedures for your department
- List of pertinent people/offices and their locations so that the new employee is able to answer general questions
- Information on who to contact for computer, telephone, printer and copier issues
- Arrange for training on computers and WCSU systems
- Training on CORE-CT and payroll
- Locations and contacts for important offices or people
 - Union representatives
 - Mailroom
 - Police
 - Payroll
 - Human Resources
 - Admissions
 - Cashier
 - Financial Aid
 - Libraries
 - Department secretaries for departments they will need to work with frequently
- Information on where to get ID card
- Information on where to get staff parking hang tag and parking information
- Information on payroll/direct deposit
- Information on who to contact when calling out sick
- Information on Emergency Notification system and how to sign up for it.



Welcoming New Staff

There may be specific needs that different employees also need, based on their status. Here are a few things you'll want to review to see if your new employee needs any of these things:

- Training to make room reservations
- Authorization and training on purchasing (supplies or other purchases)
- Travel – paperwork and policies
- Contracts
- Forms and where to find them: Begin at the Faculty Handbook Table of Forms (<https://www.wcsu.edu/facultystaff/handbook/forms.asp>)
 - Food service
 - Student employment
 - Purchase requisition form
 - Disbursement form
 - Equipment Loan form
 - Mileage form
 - Personal Services Agreement & Honorarium Request form
 - Tuition Waiver form
- List of academic departments, locations, and contact #
- List of administrative departments, locations, and contact #
- How to place an order for textbooks
- Information about the University Senate

You may also want to consider the following:

- Give a campus tour (both campuses) during the first few days of work
- Tour the offices and introduce the employee to the staff of your offices/departments. This should also include the location of the dean/department chair or director/supervisor offices.
- Show the employee where restrooms are located, as well as vending machines and other areas of interest in your office area
- Special training specific to your area
 - Equipment training in facilities
 - Use of key boxes
 - AAUP
 - Academic Advising responsibilities

- Tenure
- Committee opportunities
- University Senate
- Release time
- Research and grant opportunities
- Training on special computer program
- Training on LMS system (Blackboard)
- Tour of where their work may take place (i.e., classrooms, assigned floors or buildings)

Other things you know that you will need to make sure to do:



Subject: ODE Request re: WCSU online exit questionnaire/survey [REDACTED]
Date: Wednesday, June 8, 2022 at 12:07:12 PM Eastern Daylight Time
From: Jesenia Minier
To: [REDACTED]
Attachments: image001.png, image002.png, image003.png, image004.png, image005.png, image006.png, image007.png, image008.jpg

FROM THE WCSU OFFICE OF DIVERSITY AND EQUITY (“ODE”)

Good day [REDACTED]

Thank you for your service to Western Connecticut State University (“WCSU” or “University”). You are in receipt of this message from your employment separation, which is announced as of June 20, 2022.

In an effort to obtain feedback and suggestion(s) to improve the working and/or academic environment, the WCSU Office of Diversity and Equity (“ODE”) invites you to complete an online exit questionnaire/survey that welcomes your opinion(s) and feedback on your overall working experience with the university. Please [click here](#) to access and complete the WCSU Online Exit Questionnaire/Survey at your convenience. We are kindly asking for your cooperation in completing the online questionnaire/survey. You can skip any areas you do not feel comfortable responding to, but we encourage you to be open and honest with your responses.

Your feedback will help shape future initiatives in an effort to make WCSU a great place to work.

PLEASE NOTE: The information will be stored in a secure online environment which is *strictly confidential*. Your responses will only be viewed by either (or both) members of ODE and the Human Resources Department, and the overall results of this questionnaire/survey will be provided to the corresponding management team in a report format which will not enable the identification of any individual and/or individual response(s) unless you specifically indicate otherwise.

If you have any questions and/or concerns in completing the online exit questionnaire/survey, please do not hesitate to contact a member of the ODE team by telephone at (203) 837-8444 or by email at ode@wcsu.edu.

Thank you in advance for your participation and feedback.

Jesenia Minier, MPA
Chief Diversity Officer
ADA and Title IX Coordinator
Office of Diversity and Equity/Pride Center



181 White Street

[REDACTED]

[REDACTED]

[REDACTED]

University Hall, Room 202B
Danbury, Connecticut 06810
Telephone: (203) 837-8444
Fax: (203) 837-8503

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

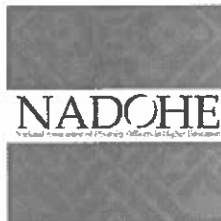
Why do I include pronouns in my signature

www.wcsu.edu/diversity/
www.wcsu.edu/pridecenter/

In collaboration with the following institutional partners:



Affiliate of
HISPANIC
ASSOCIATION
OF COLLEGES &
UNIVERSITIES



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Office of Diversity and Equity (<https://www.wcsu.edu/diversity>)

You are here: [Home \(/\)](#) > [Office of Diversity and Equity \(https://www.wcsu.edu/diversity\)](https://www.wcsu.edu/diversity) > [Exit Interview](#)

Office of Diversity and Equity (ODE) Exit Interview Questionnaire

Office of Diversity and Equity (ODE)

<input type="text"/>	<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>	<input type="radio"/> Female <input type="radio"/> Male <input type="radio"/> Other

ODE (<https://www.wcsu.edu/diversity/mission/>)

Mission

Welcome (<https://www.wcsu.edu/diversity/welcome-message/>)

from the Chief Diversity Officer

approved (<https://www.wcsu.edu/diversity/wcsu-approved-affirmative-action-plans/>)

Affirmative Action Plans

Americans with Disabilities Act (ADA) Statement

Filing a discrimination complaint

Diversity Programming and Training(s)

Diversity Resources and Information

Healing from Community and Information

na:

Resources and Information

Search

Please indicate reason(s) below, which contributed to your decision to resign your current position?

<input type="checkbox"/> Salary	<input type="checkbox"/> Personal
<input type="checkbox"/> Return to School	<input type="checkbox"/> Relocation
<input type="checkbox"/> Military	<input type="checkbox"/> Job Advancement
<input type="checkbox"/> Benefits	<input type="checkbox"/> Job Eliminated/Termination
<input type="checkbox"/> Retirement	<input type="checkbox"/> Academic/Work Climate
<input type="text"/> Other (please explain below)	

2. Was there a specific event or issue that prompted your resignation?

Yes

3. Please rate the following regarding your current position:

	Excellent	Above Average	Average	Below Average	Very Poor
Quality of training received for your position.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Satisfaction and Enjoyment in your current position.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working relationship with fellow employees.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cooperation among different departments.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunity for advancement and promotion.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Appreciation and recognition for achievements.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall workload for position.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

4. Please rate the following regarding management:

	Excellent	Above Average	Average	Below Average	Very Poor
Treats staff with respect and dignity.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Values feedback and suggestions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Procedures/procedures/)

Adequately handles complaints and grievances.

What is (https://www.wcsu.edu/diversity/workplace-)

Administers policies and practices in a consistent manner.

Title IX is-title-ix-and-cart/)

Encourages a cooperative atmosphere.

and

CaRRT?

5. Did you encounter any problems in your current position?

Not (https://www.wcsu.edu/diversity/retention/)

Yes

Any more/Title IX Online Training Portal)

No

Training

Portal

Either yes or no, how would you describe the academic or working environment at WCSU? In what ways did these environments contribute to either your satisfaction or dissatisfaction with the job? Please briefly explain:

Campus Response & Resource Team (https://www.wcsu.edu/diversity/carrt/)

Response

&

Resource

Team

6. Do you have any suggestions for improving WCSU? (Optional)

Diversity Recruitment and Retention Resources (https://www.wcsu.edu/diversity/recruitment-and-retention-resources/)

Recruitment and Retention Resources

and

Retention

Resources

7. Was the Office of Human Resources helpful during your employment? (Optional)

CSCU-WCSU Committee(s) and Groups (https://www.wcsu.edu/diversity/cscu-wcsu-committees-and-groups/)

Committee(s) and Groups

Yes

No

Event- Program Sponsorship Requests (https://www.wcsu.edu/diversity/program-sponsorship-requests/)

Program Sponsorship Requests

Either yes or no, please briefly explain:

Sponsorship Requests

Requests

LGBTQ+ On and Off Campus Resources (https://www.wcsu.edu/diversity/lgbtq-on-and-off-campus-resources/)

On and Off Campus Resources

Off

Campus

Resources

8. In your perspective do you believe supervisors or administrators gave you an opportunity to voice any concerns?

Yes

No

Minority-Based Scholarships and Grants (https://www.wcsu.edu/diversity/minority-based-scholarships/)

Minority-Based Scholarships and Grants

Scholarships

and Grants

9. Do you feel that you were treated equally by your coworkers and supervisors in regards to race, religion, gender, etc.?

Yes

No

Undocumented Student Support Services (https://www.wcsu.edu/undocumented-student-support-services/)

Undocumented Student Support Services

Support

Services

10. Did you experience and/or witness any behavior or conduct that would be considered harassment or discrimination?

Yes

No

University Transgender Guidance (https://www.wcsu.edu/diversity/workplace-transgender-guidance/)

Transgender Guidance

Guidance

11. Based on your experience at WCSU, would you recommend this job to a friend, relative, etc. ?

WCSU Diversity Council (https://www.wcsu.edu/diversity/council/)

Diversity Council

Yes

No

Council

Webster Bank Diversity Scholarship (https://www.wcsu.edu/diversity/scholarships/)

Webster Bank Diversity Scholarship

12. Would you reapply if a future opportunity arose?

Yes

No

Diversity Scholarship

Scholarship

13. Contact Information (Optional)

University Policies and Procedures (https://www.wcsu.edu/diversity/policies-procedures/)

Policies and Procedures

and

Procedures

Email:

Phone Number:

Please add any additional comments:

Contact Us (https://www.wcsu.edu/diversity/contact-us/)

Contact Us

Date/Time:

Submit

Who are you?

- ▶ Future Students (<https://www.wcsu.edu/admissions/>)
- ▶ Current Students (<https://www.wcsu.edu/currentstudents/>)
- ▶ Alumni & Parents (<https://www.wcsu.edu/alumni/>)
- ▶ Faculty & Staff (<https://www.wcsu.edu/facultystaff/>)
- ▶ Donors & Friends (<https://www.wcsu.edu/giving/>)
- ▶ Colonial Sports Fans (<https://wcsu.edu/sports/>)

Quick Links

- ▶ A to Z Index (<https://www.wcsu.edu/az-index/>)
- ▶ Maps & Directions (<https://www.wcsu.edu/campustour/directions/>)
- ▶ Academics (<https://wcsu.edu/academics/>)
- ▶ Athletics (<https://wcsu.edu/sports/>)
- ▶ Blackboard Learn (<https://www.wcsu.edu/iti/elearning/>)

Contact us

📍 Western Connecticut St
181 White Street
Danbury, CT 06810

☎ 203-837-9000

✉ Contact the University
(<https://wcsu.edu/contact/>)

🐦 (<http://www.twitter.com>)

f (<http://www.facebook.com>)

📺 (<http://www.youtube.com/wes>)

in (<https://www.linkedin.com/edu/western-connecticut-university-18041>)

⌘ (<https://plus.google.com>)

Section K
Element No. 11

PROGRAM GOALS

Sec. 46a-68-88

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.nacweb.org/> and a virtual institutional membership with 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

PROGRAM GOALS

Sec. 46a-68-88

(ATTACHMENTS AND DOCUMENTATION)

Subject: Re: HETS information and follow up for WCSU HETS Working Group
Date: Friday, June 25, 2021 at 12:17:43 PM Eastern Daylight Time
From: Jesenia Minier
To: Missy Alexander, John DeRosa, Jay Murray, Beatrice Fevry
CC: Jennifer Cunningham, Kathleen Nostrand, Kimberly deLevie, Kimberly Wasniak, Keisha Stokes
Attachments: HETS Services Presentation WCSU March-2021.pdf, NTIA Connecting Minority Communities Pilot - Webinar.eml

Good morning to all,

Enclosed you will find the Hispanic Educational Technology Services ("HETS") service presentation/power point that was shared by Ms. Yubelkys Montalvo at our Cabinet meeting back in March 2021. I would recommend that our working group re-review the enclosed materials as it provides important information on how HETS can serve as a valuable resource (along with essential/web-based learning tools) for our university students, faculty, and staff. Recently, I was informed that Eastern Connecticut State University ("ECSU") has recently become a HETS member institution, so I'll find out who is the designated ECSU contact to obtain more information on their membership and how the institution has planned on incorporating the listed resources to meet the needs of their university community.

At today's HETS Board of Directors meeting, I will also pose a few of the presented questions we all discussed to gauge Board members and associated higher education institutions on successful examples of the transitional process of having a HETS membership while undergoing the US DOE designation process from a non-HSI institution (or emerging HSI institution) to a designated HSI institution (i.e., institutional funding opportunities, student recruitment/enrollment resources, etc.).

Please also review the email dated June 24, 2021, from John DeRosa on his attendance to the NTIA Connecting Minority Communities webinar which I believe we can re-review at the next scheduled (virtual) meeting.

As a working group, I'm providing the below weblinks so we can all be further informed on HACU/HETS:

[Hispanic Educational Technology Services \("HETS"\)](#)
[Hispanic Serving Institutions IPEDS data dashboard](#)
[HACU Fact Sheet on Hispanic Serving Institutions](#)
[Hispanic Service Institution Quick Facts Sheet](#)

Our next virtual meeting will be scheduled for **Wednesday, July 14, 2021, at 11:00 a.m.** so please adjust your schedules as needed to virtually meet and discuss a few logistical matters we covered with the recommendation/planning for institutional membership, to review updates on the June 25, 2021 - HETS Board of Directors meeting, and to re-review the attached HETS service presentation.

As this was a charge given by Dr. Clark, our group must be prepared to advise Dr. Clark on how best our institution can (or cannot) leverage the HETS program/resource(s) for our university community.

I'd like to include this ongoing discussion at the upcoming Cabinet meeting *on Thursday, July 15, 2021*, so as a working group we can obtain additional feedback on this evolving initiative from Dr. Clark as well.

Thank you and have a great weekend. Jesenia

Jesenia Minier, MPA
Chief Diversity Officer
ADA and Title IX Coordinator
Office of Diversity and Equity
Western Connecticut State University
181 White Street
University Hall, Room 202B
Danbury, Connecticut 06810
Telephone: (203) 837-8277
Fax: (203) 837-8503
PRONOUNS: SHE, HER, HERS
www.wcsu.edu/diversity/

From: Janet McKay <mckayj@wcsu.edu>
Sent: Monday, March 22, 2021 6:23 PM
To: President's Cabinet Members <PresidentsCabinetMembers@wcsu.edu>
Cc: Birte Pfitzner <pfitznerb@wcsu.edu>; Irene Aspras <asprasi@wcsu.edu>; Jennifer Cunningham <cunninghamj@wcsu.edu>; Kathleen Nostrand <nostrandk@wcsu.edu>; Kimberly deLevie <deleviek@wcsu.edu>; Suzanne Fuchs <fuchss@wcsu.edu>; Keisha Stokes <stokesk@wcsu.edu>; Kimberly Wasniak <wasniakk@wcsu.edu>
Subject: Fw: Follow up on the HETS invitation and the update on Spring semester offerings to support its members (follow up)

Attached is a copy of the HETS Services presentation that is on Thursday's Cabinet meeting agenda.

From: Yubelkys Montalvo <Yubelkys_Montalvo@inter.edu>
Sent: Monday, March 22, 2021 5:37 PM
To: Jesenia Minier <minierj@wcsu.edu>
Cc: John Clark <clarkj@wcsu.edu>; Janet McKay <mckayj@wcsu.edu>; Yelixa M. Castro Cruz <Yelixa_Castro@inter.edu>
Subject: RE: Follow up on the HETS invitation and the update on Spring semester offerings to support its members (follow up)

Please be cautious

This email was sent from outside of your organization

Dear Jesenia:

Thanks again! See attached the **HETS services presentation** in a **PDF format** to be **discussed at the meeting**. Let me know if you need **any additional information**.

Lindo día,

Yubelkys

From: Jesenia Minier <minierj@wcsu.edu>
Sent: Monday, March 22, 2021 12:05 PM
To: Yubelkys Montalvo <Yubelkys_Montalvo@inter.edu>
Cc: John Clark <clarkj@wcsu.edu>; Janet McKay <mckayj@wcsu.edu>; Yelixa M. Castro Cruz <Yelixa_Castro@inter.edu>
Subject: Re: Follow up on the HETS invitation and the update on Spring semester offerings to support its members (follow up)

Mil gracias Yubelkys!

We'll make sure our Cabinet members get this information and we'll see you on Thursday afternoon at 4:05 p.m.

Jesenia

From: Yubelkys Montalvo <Yubelkys_Montalvo@inter.edu>
Sent: Monday, March 22, 2021 11:38 AM
To: Jesenia Minier <minierj@wcsu.edu>
Cc: John Clark <clarkj@wcsu.edu>; Janet McKay <mckayj@wcsu.edu>; Yelixa M. Castro Cruz <Yelixa_Castro@inter.edu>
Subject: RE: Follow up on the HETS invitation and the update on Spring semester offerings to support its members (follow up)

Please be cautious

This email was sent from outside of your organization

Estimada Jesenia:

Fue un placer recibir su llamada y conocerla por teléfono! Muy agradecida por el interés y estaremos encantados de colaborar con su Institución.

I already **received the link** to connect on Thursday and **replied** to the Outlook invitation. See **attached the documents** I mentioned for you to **distribute** among the **meeting attendees**. As you may see in the **flyers attached**, you have the **steps with a trial code** to access the databases. I **will send you the presentation in a PDF format** during the **afternoon** so you can **forward it** to all the participants for them to **review it ahead**, so we can **use my time to clarify any doubts**.

Deseándote un maravilloso día,

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

From: Jesenia Minier <minierj@wcsu.edu>
Sent: Monday, March 22, 2021 10:27 AM
To: Yubelkys Montalvo <Yubelkys_Montalvo@inter.edu>
Cc: John Clark <clarkj@wcsu.edu>; Janet McKay <mckayj@wcsu.edu>
Subject: Re: Follow up on the HETS invitation and the update on Spring semester offerings to support its members (follow up)

Buenos dias Yubelkys,

Felicies Lunes y gracias por la conversacion esta manana sobre la invitación para nuestra reunion virtual de miembros de Gabinete de WCSU este Jueves a las 4:05 p.m.

Haré los arreglos para que se le envíe el enlace de WEBEX para que pueda unirse a nosotros en el momento sugerido mencionado y los miembros de nuestro Gabinete esperan escuchar más sobre HETS y cómo esto puede aprovechar nuestra capacidad para servir a nuestra comunidad universitaria.

Vamos adelante y muchas gracias! Jesenia

Jesenia Minier, MPA
Chief Diversity Officer
ADA and Title IX Coordinator
Office of Diversity and Equity
Western Connecticut State University
181 White Street
University Hall, Room 202B
Danbury, Connecticut 06810
Telephone: (203) 837-8277
Fax: (203) 837-8503
PRONOUNS: SHE, HER, HERS
www.wcsu.edu/diversity/

Good morning Yubelkys,

Happy Monday and thank you for the conversation this morning concerning the invitation to join us at our virtual Cabinet meeting at WCSU this Thursday at 4:05 p.m.

I will arrange to have the WEBEX link sent to you so you can join us at the suggested time mentioned and members of our Cabinet are looking forward to hearing more about HETS and how this can leverage our ability to serve our university community.

Moving forward and much thanks! Jesenia

Jesenia Minier, MPA
Chief Diversity Officer
ADA and Title IX Coordinator
Office of Diversity and Equity
Western Connecticut State University
181 White Street
University Hall, Room 202B
Danbury, Connecticut 06810
Telephone: (203) 837-8277
Fax: (203) 837-8503
PRONOUNS: SHE, HER, HERS
www.wcsu.edu/diversity/

The information contained in this email is privileged and confidential. This email and any files transmitted may contain confidential information as protected by the Family Educational Rights and Privacy Act (FERPA). If you are not the intended recipient, you are hereby notified that any disclosure, copying, or distribution is strictly prohibited. Furthermore, if you are not the intended recipient, please notify me immediately by telephone or return email and completely delete this message from your system.

From: John Clark <clarkj@wcsu.edu>
Sent: Wednesday, March 17, 2021 3:37 AM
To: Yubelkys Montalvo <Yubelkys_Montalvo@inter.edu>
Cc: Sunil Gupta <SBGupta@lagcc.cuny.edu>; Jesenia Minier <minierj@wcsu.edu>; President's Cabinet Members <PresidentsCabinetMembers@wcsu.edu>; Janet McKay <mckayj@wcsu.edu>
Subject: Re: Follow up on the HETS invitation and the update on Spring semester offerings to support its members

Dear Yubelkys,

Thank you so much for the additional information. Hope to be in contact soon.

Best wishes,

John

Dr. John B. Clark
President
Western Connecticut State University

On Mar 16, 2021, at 8:32 PM, Yubelkys Montalvo <Yubelkys_Montalvo@inter.edu> wrote:

Please be cautious
This email was sent from outside of your organization

Dear John:

It's my hope that you are doing well. I take this opportunity to share an email below regarding the update on **Spring semester offerings** to support our members since you mentioned that you will **discuss with your Cabinet** to get back to us (see the **events schedule attached**). We are eager to **serve WCSU** if you accept the **special invitation** to join HETS made by **Dr. Sunil Gupta**, as designated representative of the **HETS Board of Directors**.

If you need additional information, please **contact me anytime** at (787) 616-3201.

Have a wonderful day,

Yubelkys

From: HETS <info@hets.org>

Sent: Tuesday, March 9, 2021 4:16 PM

To: info@hets.org

Subject: HETS update on Spring semester offerings to support its members



HETS update on Spring semester offerings to support its members

This **Spring semester**, HETS **continues** providing **support and services** to its member institutions and academic communities, locally, nationally, and internationally, as a **pioneer organization** in the use of **technology in higher education** with enormous **expertise** and **services ready to use**. Follow HETS as hestorg on **Twitter**, **Facebook**, **LinkedIn**, and **Instagram** for the **latest news** regarding the **events held** and **additional offerings** for the remaining **Spring semester**:

Events held or services already in place

More than 20 recordings of presentations of the 2021 [Virtual Best Practices](#)

Showcase focusing on distance learning, which is crucial and valuable in our new academic reality. All the recordings will be **available until June 14, 2021**.

Two recordings of the Virtual Student Leadership Showcases Tour in **Spanish and English** for PR, Latin America, and the US, offered to **more than 500 students** in **February and March 2021** to reinforce student leadership skills and promote HETS services and tools free of charge for them.

Tutorials in Spanish and English for students on how to use the **resources and tools** at the HETS Student Placita.

Access to more than **25 recordings** of **webinars** for **faculty and administrators** in English and Spanish.

More than **100 peer-reviewed articles** published in the HETS Online Journal, sharing best practices regarding the use of technology for teaching and learning.

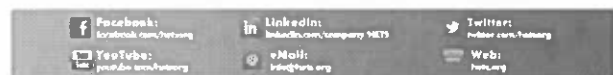
Additional offerings

Free webinars for students to **present expert resources** to talk about topics like leadership, entrepreneurship, job search, among others.

Starting on March 19, 2021, more than **10 webinars** in Spanish and webinars in English will be offered by **International experts** regarding Distance Learning and related topics to support faculty and administrators on this new modality.

A new **HETS Online Journal Spring Issue, Volume XI** will be published, and the **deadline to submit articles** is **March 25, 2021**.

The **itinerary of the events scheduled** for this semester can be download in a **PDF format here**. We invite you to click on the links to benefit from these services and **help us promote it** among your colleagues, students, and anyone you estimate pertinent. For additional information, email to info@hets.org or call (787) 616-3201.



Wishing you a wonderful day,

Yubelkys

Yubelkys Montalvo, Ed.D.
Executive Director
HETS Consortium
Ph. (787) 250-1912 exts. 2373, 2372
Cel. (787) 616-3201
www.hets.org

Download the itinerary here!

HETS Consortium | c: (787) 616-3201 | e: info@hets.org | www.hets.org



HETS | Inter American University PR | Office 128, P.O. Box 191293 , San Juan, 00919-1293
Puerto Rico

[Unsubscribe info@hets.org](#)

[Update Profile](#) | [Customer Contact Data Notice](#)

Sent by info@hets.org powered by



<HETS Events Schedule Jan-June-2021 as March 2021.pdf>

Subject: HETS Certificate for New Members
Date: Monday, June 28, 2021 at 2:24:54 PM Eastern Daylight Time
From: Yelixa M. Castro Cruz
To: Jesenia Minier
CC: Yubelkys Montalvo
Priority: High
Attachments: image001.jpg, HETS certificado WCSU June 2021 signed.pdf

Please be cautious

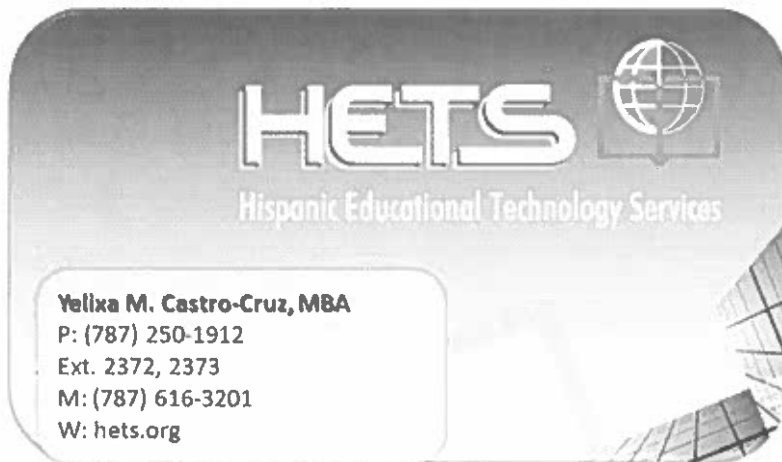
This email was sent from outside of your organization

Dear Ms. Minier,

Saludos! We appreciate your support and trust in HETS. Thanks for your time and participation during the HETS Board Meeting held on June 25. As agreed during the meeting, please find attached the new member certificate to WCSU for your records. Once again, welcome to HETS!

Have a wonderful day,

Yelixa





Hispanic Educational Technology Services

The Hispanic Educational Technology Services Consortium

expresses its

APPRECIATION TO

Western Connecticut State University

For joining the HETS Consortium as an Institutional Member
for the Academic Year 2021- 2022



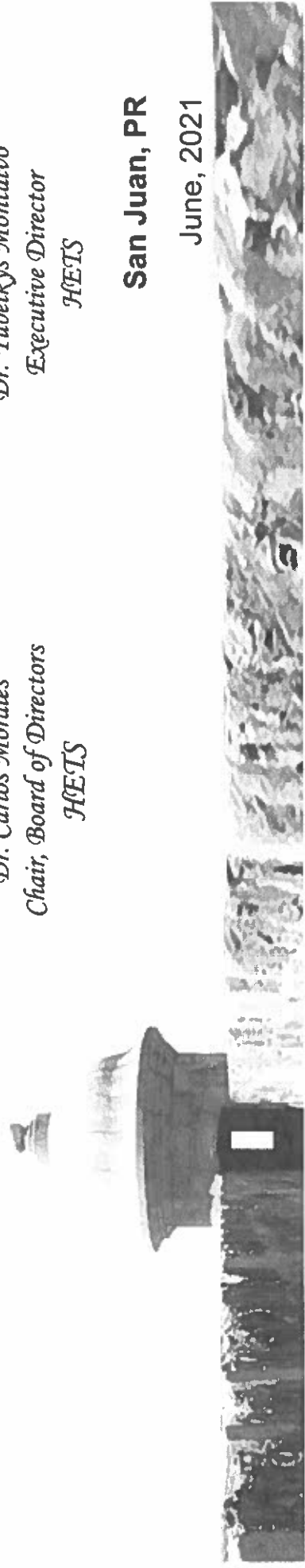
Dr. Carlos Morales
Chair, Board of Directors
HETS



Dr. Yubelkys Montalvo
Executive Director
HETS

San Juan, PR

June, 2021





HETS

Hispanic Educational Technology Services

Services for Western Connecticut State University

Presentation Objectives

- Summary of HETS Services for faculty, administrators and students
- Invite you to join us & take full advantage of HETS services
- Share your feedback and ideas to info@hets.org



SOURCE: HISPANIC EDUCATIONAL TECHNOLOGY SERVICES

WHO WE ARE

HISPANIC EDUCATIONAL TECHNOLOGY SERVICES (HETS)

The bilingual consortium dedicated to
serving the needs of the
fast-growing communities



Hispanic Educational Technology Services

OUR MEMBERS

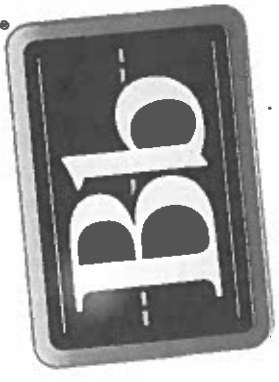
42

Universities or College
located at



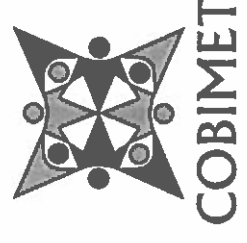
OUR MEMBERS

5



Blackboard

inter•staff



Corporate Partners and
Non-Profit Organizations:

HETS

Who we serve?

Institutions with more than 28,000 faculty members full time.

In general, institutions with more than 25% of Hispanic population ("Hispanic Serving Institutions").

Members with significant increase in their Hispanic populations ("Emerging HSIs")

UTRGV





HETS Board of Directors

Major authority: presidents of all member institutions

HETS

Board of Directors Meeting

MEETS TWICE A YEAR TO
GUIDE AND MONITOR THE
ORGANIZATION



OUR MISSION

To promote, support, and increase the capabilities of member institutions in order to enhance Hispanic/Latino student success and opportunities in Higher Education.

OUR PORTAL

WWW.HETS.ORG




 ABOUT HETS

 WHATS NEW

 OUR SERVICES

 MEMBERSHIP

 VIRTUAL PLAZA


 STUDENT PASSPORT




Our virtual center for academic
and support resources for
faculty, administrators and
students




 ABOUT HETS

 WHAT'S NEW

 OUR SERVICES

 MEMBERSHIP

 VIRTUAL PLAZA

 STUDENT PASSPORT

Faculty & Administrators Placita

- RESOURCES
- HISPANIC EDUCATIONAL RESEARCH
- ADMINISTRATORS
- FELLOWSHIPS

WWW.HETS.ORG (VIRTUAL PLAZA)

Resources

A variety of tools, and links about teaching, technology and productivity in a higher education scenario to improve skills to better serve Hispanics students pursuing a degree

Additional Areas

Other sections at the Faculty and Administrator Placita are *Hispanic Educational Research*, an area for Administrators, and an area to learn about available Fellowships



 ABOUT HETS
  WHATS NEW
  OUR SERVICES
  MEMBERSHIP
  VIRTUAL PLAZA
  STUDENT PASSPORT

Our Services

- PDEs
- Webinars
- HETS Online Journal
- Best Practices Showcase
- Academic Fair
- Regional Events

WWW.HETS.ORG (VIRTUAL PLAZA)

Workshop brochures available at:

WWW.HETS.ORG

A variety of workshops totally online in English and Spanish are designed to address different topics, such as, assessment, retention, student support, etc. All of them include continuing education credits, once the participant completes the workshops.



WWW.HETS.ORG



Workshops in English

You can download a full catalog with the English or Spanish workshops descriptions with an online registration services for your convenience.

New topics we are planning to include soon are:

- Enhancing Retention by Addressing Cultural and Social
- Diversity in Online Courses
- Enhancing Retention Through Constructivist Design
- Hybrid Learning: A Different Way of Teaching

Webinars



WEBINAR:

**DIGITAL TRANSFORMATION EVOLUTION:
A PATH FORWARD FOR HIGHER ED IN A POST-COVID WORLD**

DATE: THURSDAY, MARCH 25, 2021

TIME: 3:00-4:00 PM (EST/ PUERTO RICO TIME)

PLACE: BLACKBOARD COLLABORATE

REGISTER: HETS.ORG (ON NEXT EVENTS TAB)

REGISTER NOW, IT'S FREE OF CHARGE!



Raechelle Clemmons

Vice President, Industry Relations & Corporate Strategy, The Tambellini Group



WEBINAR:

**USING TECHNOLOGY TO BREAK DOWN
STUDENT BARRIERS TO SUCCESS**

DATE: THURSDAY, APRIL 28, 2021

TIME: 3:00-4:00 PM (EST/ PUERTO RICO TIME)

PLACE: BLACKBOARD COLLABORATE

REGISTER: HETS.ORG (ON NEXT EVENTS TAB)

REGISTER NOW, IT'S FREE OF CHARGE!



Timothy Marshall

Chief Innovation Officer, Dallas County Community College District



**PEER REVIEW - INDEX AT
EBSCO & CENGAGE
DATABASES**

Publish original, and high quality scientific papers, research review, evidence-based articles in the fields of integration of technology in education, retention, assessment, and access to achieve student success.

Faculty, administrators, and graduate students and learn from the articles. Authors of the current Issue share their contact information, brief bio, and profile picture.

WWW.HETS.ORG

HETS BEST PRACTICES SHOWCASE

Celebrating Technology Innovation
for Hispanic Success in Higher Education

- Is celebrated every two years, usually in Puerto Rico for two-days
- Highlights and celebrates the outstanding work of HETS member institutions in using technology to achieve Hispanic student success.
- Faculty, administrators, and graduate students are invited to submit their researches and participate to learn from other experiences from member institutions.





HETS BEST PRACTICES SHOWCASE ACADEMIC FAIR

Celebrating Technology Innovation
for Hispanic Success in Higher Education

Every face to face Best Practices Showcase, includes an Academic Fair to provide HETS member institutions a free exhibition booth space to promote their offerings among high school and undergraduate students interested in completing a Higher Education degree.



Regional Events

Member institutions can be the host of Regional Best Practices Showcases & Events, like the one in December 2016 at CSUSB with the student affairs staff and administrators of all HETS member institutions in California.

HETS and California State University, San Bernardino Student Affairs Office (December 9, 2016)





Student Placita

To access the databases, click
at
and enter
the access code:

- TESTING & EDUCATION REFERENCE CENTER
- PETERSON'S CAREER PREP
- CAREER EXPLORATION MODULE
- ESL COURSES
- STUDENT READINESS
 - TOOL AND RESOURCES FOR ONLINE ENVIRONMENT
 - TOOL AND RESOURCES FOR TRADITIONAL ENVIRONMENT

Peterson's Test Prep

Need to search for scholarships, internships and practice test like GRE, LSAT, NCLEX, MCAT, US Citizen, Military Tests, Auditor, Real State, etc.?

- Practice Tests & Courses
- Online book (Practice exams with e-books to get prepare)
- Undergraduate scholarship search
- Graduate Scholarship Search
- College Planning Center

Flyer with steps & code to access

PETERSON'S TEST PREP
Hispanic Educational Technology Services

HETS
Hispanic Educational Technology Services

How does Peterson's Test Prep can take your goals to the next level?

Improve Your Score

- Practice tests of GMAT, GRE, TOEFL, NCLEX, LSAT, MCAT, ASVAB, PCAT, DAT, among others

Find A School

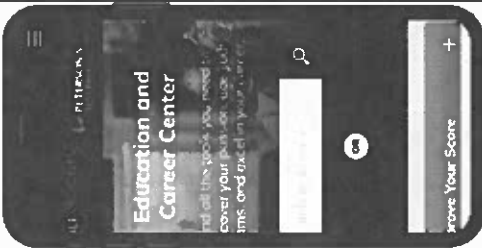
- College Planning Center
- College and Scholarship Search (Undergraduate and Graduate)

Explore Careers

- Careers Orientation

Vocational Test Prep

- Review for certification exams, licenses for careers such as Nursing, Public Safety, Law Enforcement, among others




PETERSON'S TEST PREP
Hispanic Educational Technology Services

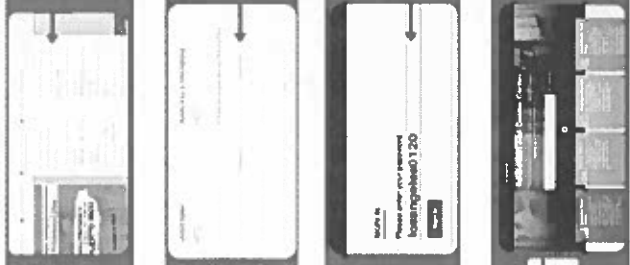
HETS
Hispanic Educational Technology Services

GUIDE TO USE:

- 1 Go to hets.org and under Virtual Plaza, select the Peterson's Test Prep link from Student Placita.
- 2 Select your Institution (if it does not appear on the list, you can send us an email to info@hets.org).
- 3 Enter the access code of your Institution (if you do not have the code, ask at your Student Affairs Office or write to info@hets.org).
- 4 Select Peterson's Test Prep and use the services.

@hetsorg info@hets.org
787-250-1912 EXT. 2372 & 2373





Practice Tests & Ebooks

(Practice exams with e-books to get prepare)

GALE PRESENTS PETERSON'S

Education and Career Center

Find all the tools you need to discover your passion, earn your exams, and excel in your career.

Go to: [http://www.petersons.com](#) Search

Improve Your Score

Whether you are at middle school or high school, or an adult looking to brush up on your academic skills, our practice exams can refresh your knowledge, skills, and critical-thinking capabilities in our occupational categories.

Learn More →

Foundational Skills

Whether you are at middle school or high school, or an adult looking to brush up on your academic skills, our practice exams can refresh your knowledge, skills, and critical-thinking capabilities in our occupational categories.

Learn More →

Find A School

Find the college and university that is right for you through nearly a 2000 list of schools that you can find your own way.

Learn More →

Explore Careers

Each year provides with a career exploration tool that helps you understand your interests and their match to various occupations that range in all levels.

Learn More →

Vocational Test Prep

Test prep for your career to test your knowledge, skills, and critical-thinking capabilities in our occupational categories.

Learn More →

College Prep

There's a reason why you've been making perfect. Prep for standardized tests, earn for an upcoming exam.

Learn More →

High School

There's a reason why you've been making perfect. Prep for standardized tests, earn for an upcoming exam.

Learn More →

International

There's a reason why you've been making perfect. Prep for standardized tests, earn for an upcoming exam.

Learn More →

Undergraduate & Graduate Scholarship Search

GALE PRESENTS

PETERSON'S
TEST PREP

OR

Improve Your Score

There's a reason why practice makes perfect. Prep for standardized tests, cram for an upcoming exam, or refresh your academic skills, all with Peterson's award-winning educational content.



Find A School

Find the colleges and universities of your dream! Search through nearly 4,700 best- and top-rated, accredited schools and find your perfect fit.

Explore Careers

Match your passion with your potential by taking a career quiz. Discover new occupations and their earning potential. Create a resume that sings. It's all here.

Vocational Test Prep

All that stands between you and a new career is a test. Prepare for your certification, or licensing exams for vocations in fields such as nursing, law enforcement, public safety, teaching, and more.

College and Scholarship Search

Begin planning your future by searching for the best colleges that fit who you are and what you're looking for.

[Learn More](#) →

Graduate School and Scholarship Search

Begin planning your future by searching for the best graduate programs that fit who you are and what you're looking for.

[Learn More](#) →

College Planning Center

The College Planning Center is your online resource center for test preparation, college search, financing, and more.

[Learn More](#) →

College Planning Center

[Home](#) | [About Us](#) | [Contact Us](#) | [College Planning Center](#) | [Explore Careers](#) | [Vocational Test Prep](#)

College Planning Center

The College Planning Center is your online resource center for test preparation, college search, financial aid, and career planning.

Student Checklist

Get college planning done at least a year in advance!

- Grade 9
- Grade 10
- Grade 11
- Grade 12

General Advice

Choosing Your College: The Basics
 Surviving the College Admission Process
 Creating Your College List
 Visits, Research, and Your College List
 Increase Your Chances of Getting a Scholarship
 Expenses, Internships, and First Jobs
 The Senior's Perspective
 Volunteering at Your College
 Make Summer Count
 Get a Summer Job

Parent Checklist

Not sure how to help your child through the college search process?
 Check out the following resources for parents.

- Grade 9
- Grade 10
- Grade 11
- Grade 12

Test Preparation Advice

Major Standardized Tests
 When Should I Take the SAT or ACT? "Don't
 Move to Easy Test Stress"
 Does Vocabulary Matter?
 How Much Do Standardized Test Scores Count?
 The SAT: What's What?
 Taking The SAT
 Decisions: SAT or ACT
 Do Colleges Require the ACT Writing Test?
 Retake Your SAT: Scores Back in New York!

Test Preparation

Foundational Skills
 SAT Prep
 ACT Prep
 ACT Writing
 ACT Writing's
 ACT Prep

Career Exploration

Getting Started

College Search

Undergraduate College Search
 Undergraduate Scholarship Search
 Undergraduate Search
 Award Finder
 Savings Calculator
 Aid Search

Career Information

Discovering a Career


Peterson's Career Prep

* To access the
databases, click at
HETS trial account
and enter the access
code:


hets0313

A new career product was launched that
preserves the value of Career
Transitions but provides aspiring job
seekers with a more modern toolset to
help them navigate today's everchanging
job market.

Flyer with steps & code to access



PETERSON'S
CAREER PREP



HETS
Hispanic Educational Technology Services

How does Peterson's Career Prep can take your goals to the next level?

Create a Résumé


- Tool to create visually interesting resumes and cover letters
- 18 visual templates, import a previous resume, or input their information from scratch
- Resumes can be saved as PDFs, Word documents, or converted to websites that can be externally shared

Find a Career/Job

- Retains the integration with Indeed.com to provide a job search tool
- Job search users are able to limit results to employment type (e.g., Internship, Part-Time, Full-Time), distance, and relevancy
- Access to the Pathway U Career Assessment, provides a similar interest assessment but also gives users access to three new assessments focused on an individual's Values, Personality, and Workplace Preferences
- With each completed assessment, users receive an in-depth analysis of the results, as well as recommendations for potential career paths that best align with their preferences


Advice

- A Virtual Career Library that provides self-paced tutorials focused on Career Changes, Cover Letters, Interviewing and Networking, Job Search, Military Transitions, Resumes, and Salary Negotiations




Tools


- Resumes**
Learn how to write a Resume, how to edit yours, and how to catch the eye of employers.
- Cover Letters**
Learn to write a cover letter that demonstrates your resume.
- Networking**
Find out how to leverage your job network at HETS, visit HETS-Alerts
- Interviews**



For more information:
787-250-1912 Ext.2372 6-2373
info@hets.org



PETERSON'S
CAREER PREP




HETS
Hispanic Educational Technology Services


GUIDE TO USE:

- 1**


Go to hets.org, and under Virtual Plaza, select the Peterson's Career Prep link from Student Placita.


- 2**


Select your Institution (if it does not appear on the list, you can send us an email to info@hets.org).


- 3**

Enter the access code of your institution (if you do not have the code, ask at your Student Affairs Office or write to info@hets.org).


- 4**

Select Peterson's Career Prep and use the services.



Peterson's Career Prep

- Retains the integration with Indeed.com to provide a job search tool.
- Users are still able to limit results to employment type (e.g., Internship, Part-Time, Full-Time), distance, and relevancy
- Each career type includes a job description; recommended degree programs, knowledge, skills, and abilities; projected salary; career outlook; links to training and jobs searches; and additional tips and recommendations.

Users can now limit their search results based on the Job Match Strength, which aligns the search results with personalized career assessments.

Peterson's Career Prep

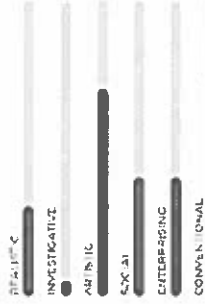
- PathwayU provides a similar Interests assessment but also gives users access to Values, Personality, and Workplace Preferences.
- With each completed assessment, users receive an in-depth , as well as recommendations for potential career paths that best align with their preferences.

Assessments PRINT DOWNLOAD

Summary Interests Values Personality **Workplace Preferences**

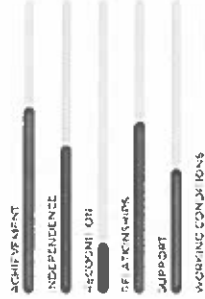
ASSESSMENT Interests

Most primary interests are Conventional and Artistic



ASSESSMENT Values

Most valued values are Achievement and Working Conditions



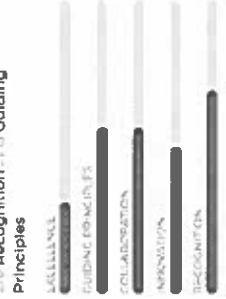
ASSESSMENT Personality

Most personality attributes are Conventional and Artistic



ASSESSMENT Workplace Preferences

Most valued workplace preferences are Recognition and Guiding Principles



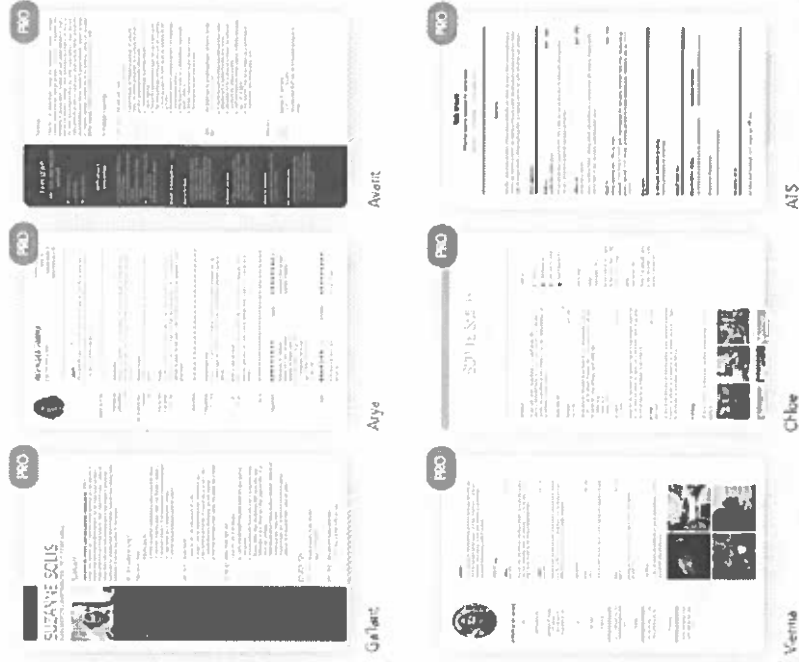
Peterson's Career Prep

Allows users to create visually interesting resumes, cover letters, and even websites that can be externally shared.

Users can select from 18 visual templates, import a previous resume, or input their information from scratch.

Nine real-life resume examples provide guidance on how to organize resume information.

Choose your template



Peterson's Career Prep

Resumes can be saved as PDFs, Word documents, or converted to websites that can be externally shared.

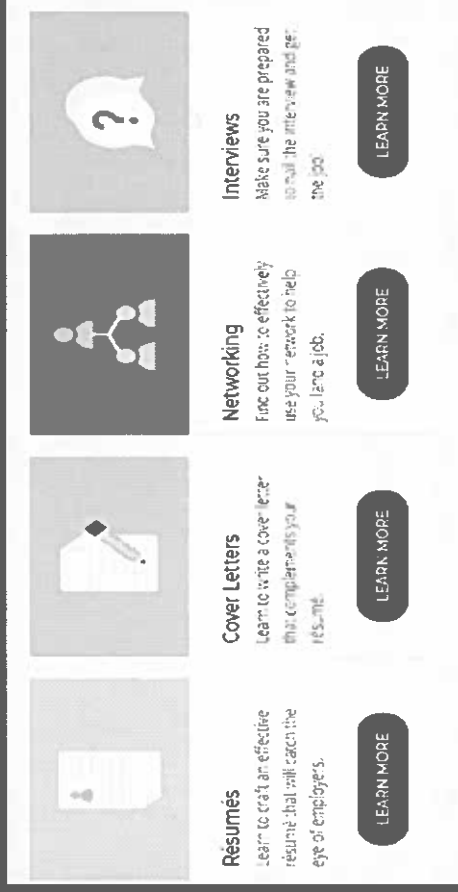
A personal dashboard lets users track views of their resume site.





: Users also gain access to an external library of resume examples across 5,000 industries.



Peterson's Career Prep

- A [career assessment tool](#) that provides self-paced tutorials focused on Career Changes, Cover Letters, Interviewing and Networking, Job Search, Military Transitions, Resumes, and Salary Negotiations.
- An [interviewing and networking guide](#) provided with articles and downloadable worksheets and workbooks focused on resumes, cover letters, networking, interviews, and the career assessment tool.



	Resumes Learn to craft an effective resume that will catch the eye of employers.		Cover Letters Learn to write a cover letter that complements your resume.		Networking Find out how to effectively use your network to help you land a job.		Interviews Make sure you are prepared to nail the interview and get the job.
LEARN MORE	LEARN MORE	LEARN MORE	LEARN MORE	LEARN MORE	LEARN MORE	LEARN MORE	LEARN MORE

Career Exploration Module

This self paced module provide information and resources to help you decide which is the best career for you.

ELS courses

English as a Second Language tutorials,
created and provided by USA Learns.

This is a repository of noncredit courses that
are available anytime through videos and
activities that users can watch at their
convenience, to improve your skills in the
English language.

Student Readiness

Student readiness page with tools and resources for the online environment to help you develop your skills in this modality.

A repository of tools, and resources to learn more about the traditional face to face environment and improve your skills in this modality.

Tool and Resources

A repository of tools, and resources, classified in different topics like: citations tools, science and math, e-books, among others.

Scholarships for Hispanics

At the Student Placita, you can find a dedicated section with information about scholarships for Hispanics.

[WWW.HETS.ORG \(STUDENT PLACITA\)](http://WWW.HETS.ORG (STUDENT PLACITA))

Student Leadership Showcase & Webinars

WWW.HETS.ORG (NEXT EVENTS TAB)

HETS STUDENT LEADERSHIP SHOWCASE

TAKING YOUR GOALS TO THE NEXT LEVEL
FRIDAY, OCTOBER 16, 2020 1:00PM (EST)



ARIEL AMBERT
PROF. AT EDU UNIVERSITY & MEMBER OF
HETS ADVISORY COMMITTEE
IMPORTANCE OF THE COLLEGE LIFE



MINUÉ YOSHIDA
INTERNATIONAL PUBLIC SPEAKING COACH
& PRESIDENT OF YOSHIDA ACADEMY LLC
TAKE YOUR DREAMS TO THE NEXT LEVEL



ANGÉLICA OGANDO
FOUNDER AND CEO OF THE ENRICHED MIND
LLC AND CO-FOUNDER OF YOSHIDA ACADEMY
TAKE YOUR DREAMS TO THE NEXT LEVEL



REGISTER AT: WWW.HETS.ORG IN THE NEXT EVENTS TAB

HETS STUDENT LEADERSHIP CORNER

TAKING YOUR GOALS TO THE NEXT LEVEL
VIERNES, 23 DE OCTUBRE DE 2020 10:00 AM (EST/PR TIME)



EVY COLLAZO MUÑOZ
VICE PRESIDENTA COLABORADORA
COMIENZA O CRECE TU NEGOCIO CON COLMENARES



HETS
Hijos Unidos de la Tierra

HETS STUDENT LEADERSHIP CORNER

TAKING YOUR GOALS TO THE NEXT LEVEL
THURSDAY, OCTOBER 29, 2020 1:00PM-2:00PM (EST/PR TIME)



JOSÉ MIRÓ LARA
CEO AND PRESIDENT OF EDUCATION INNOVATION UNIVERSITY
EDUCATION AND DEVELOPMENT ON A HUMAN SCALE



HETS
Hijos Unidos de la Tierra

REGISTRO EN: WWW.HETS.ORG EN LA PESTAÑA DE PRÓXIMOS EVENTOS

REGISTRO EN: WWW.HETS.ORG EN LA PESTAÑA DE PRÓXIMOS EVENTOS

Student Ambassadors Program

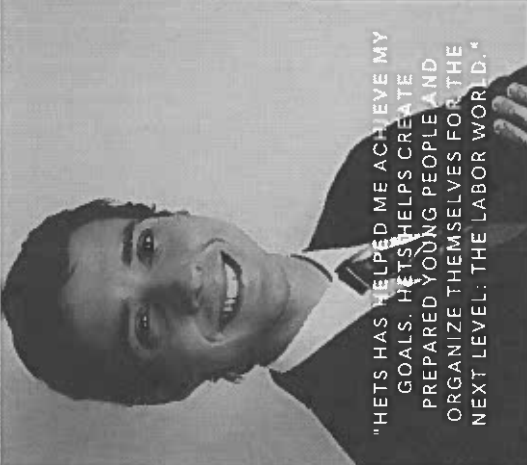


“



"I LOVE THE SERVICES OF HETS, IS A WORLD TO EXPLORE. IT HAS THE TOOLS TO MAKE YOU STAND OUT IN YOUR ACADEMIC AND PROFESSIONAL LIFE."

AMBASSADOR, HILMARIS SANTIAGO
UNIVERSIDAD DE PUERTO RICO,
BAYAMÓN



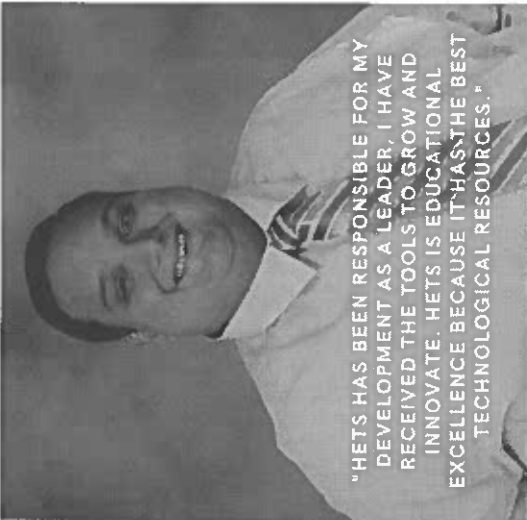
"HETS HAS HELPED ME ACHIEVE MY GOALS. HETS HELPS CREATE PREPARED YOUNG PEOPLE AND ORGANIZE THEMSELVES FOR THE NEXT LEVEL: THE LABOR WORLD."

AMBASSADOR, ERIC KAUFMAN
INTER AMERICAN UNIVERSITY OF PR,
SAN GERMAN



"HETS EVENTS ARE THE PLACE WHERE YOU CAN CONNECT WITH OTHER STUDENT LEADERS, AND LEARN ABOUT OTHER OPPORTUNITIES."

AMBASSADOR, DÉBORA MENIEUR
INTER AMERICAN UNIVERSITY OF PR,
ARECIBO



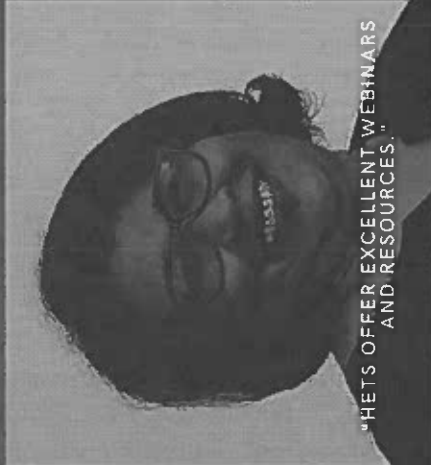
"HETS HAS BEEN RESPONSIBLE FOR MY DEVELOPMENT AS A LEADER. I HAVE RECEIVED THE TOOLS TO GROW AND INNOVATE. HETS IS EDUCATIONAL EXCELLENCE BECAUSE IT HAS THE BEST TECHNOLOGICAL RESOURCES."

ADVISORY COMMITTEE MEMBER, CARMELO
CEDENO, PONTIFICIA UNIVERSIDAD
CATOLICA DE PUERTO RICO



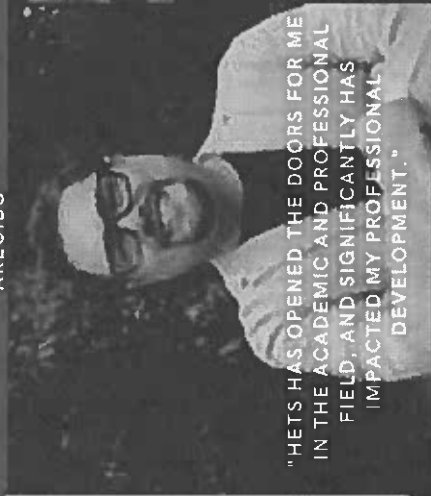
"HETS PROMOTE UP-TO-DATE AND CONVENIENT WEBINARS FOR THE CONTINUING EDUCATION OF MANY ACADEMIC PROFESSIONALS."

PROFESSOR, LUIS A. MÉNDEZ, PONTIFICIA
UNIVERSIDAD CATOLICA DE PUERTO RICO



"HETS OFFER EXCELLENT WEBINARS AND RESOURCES."

PROFESSOR, EDNA ORTÍZ ANES,
UAGM, GURABO, ACADEMIC DIVISION OF
BUSINESS, TOURISM AND ENTREPRENEURSHIP



"HETS HAS OPENED THE DOORS FOR ME IN THE ACADEMIC AND PROFESSIONAL FIELD, AND SIGNIFICANTLY HAS IMPACTED MY PROFESSIONAL DEVELOPMENT."

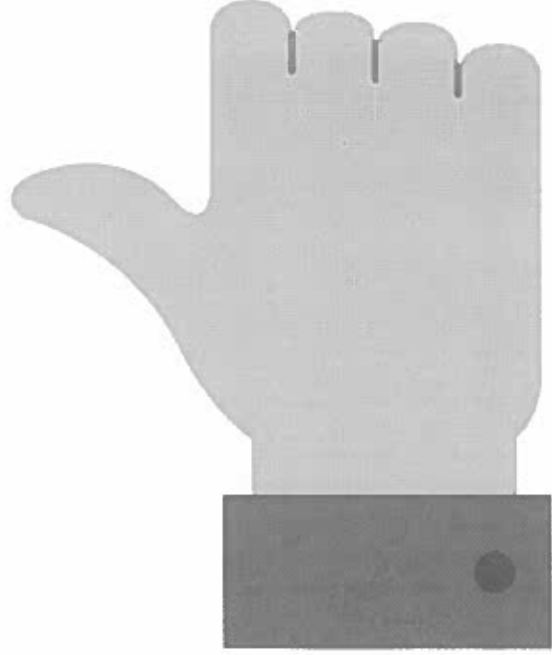
ADVISORY COMMITTEE MEMBER,
ALBERT TROCHE
INTER AMERICAN UNIVERSITY OF PR



"HETS HAS HELPED ME TO BEAT THE VANGUARD OF TECHNOLOGY."

ADVISORY COMMITTEE MEMBER, ANA DEL
ROSARIO, INTER AMERICAN UNIVERSITY
OF PR, METRO CAMPUS

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HETS
Hispanic Educational Technology Services



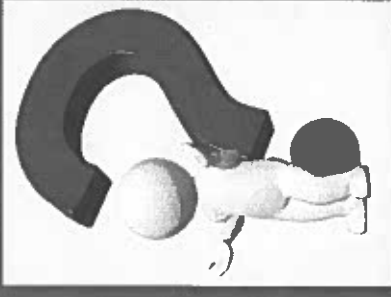
info@hets.org www.hets.org @hetsyorg facebook.com/hetsyorg



IT'S MORE THAN
HIGHER EDUCATION...
IT'S A HIGHER VISION



¡Gracias!



INFO@HETS.ORG
WWW.HETS.ORG
(787) 616-3201

Subject: RE: HETS Information Sharing meeting with ECSU
Date: Friday, July 16, 2021 at 9:33:42 AM Eastern Daylight Time
From: Beatrice Fevry
To: Jay Murray, Jesenia Minier
Attachments: image001.jpg

Jay,

This is excellent information – very insightful - thanks for sharing

Beatrice Fevry, MBA
Chief Financial Officer
Western Connecticut State University
181 White Street, Danbury, CT 06810
Office: 203-837-9330

From: Jay Murray <murrayj@wcsu.edu>
Sent: Friday, July 16, 2021 9:27 AM
To: Beatrice Fevry <fevryb@wcsu.edu>; Jesenia Minier <minierj@wcsu.edu>
Subject: RE: HETS Information Sharing meeting with ECSU

But again, we don't need to pay \$5,000 for that.

We already have access to demographic information on NYC schools. The challenge with any student from NYC with a family income below \$80,000 they lose their NY Tuition Assistance Program (TAP) allocation. These awards range from \$500-\$5,600 annually for a NYS student who attends any in-state school. Both Luis and I recruited in NYC. NYC was my primary territory for over 10 years while at Marist, and we can tell you every single HS worth WCSU's time. We can leverage demographic and SAT data from the College Board's Enrollment Planning Service (EPS) to look at ethnicity, test scores, and income ranges. We already pay for this service.

The challenge with any student from NYC with a family income **below** \$80,000 they lose their NY Tuition Assistance Program (TAP) allocation. These awards range from \$500-\$5,600 annually for a NYS student who attends any college or university in NYS public or private. An this group also qualifies for the Excelsior free college program.

WCSU has been focused on households in NY with incomes above \$100K so the loss of TAP is not a factor.

Jay E. Murray
Associate Vice President for Enrollment Services
Western Connecticut State University
181 White Street, Danbury, CT 06810
Office: 203.837.8001 | **Fax:** 203.837.8011
Email: murrayj@wcsu.edu



From: Beatrice Fevry <fevryb@wcsu.edu>
Sent: Thursday, July 15, 2021 4:28 PM
To: Jesenia Minier <minierj@wcsu.edu>; Jay Murray <murrayj@wcsu.edu>
Subject: RE: HETS Information Sharing meeting with ECSU

Our conversation with Dr. Clark today was so much more focused than what was shared with us this morning. This is a good question for Sunil Gupta to help us answer:
We're interested in NYC. **Can HETS help us identify centers of Hispanic students from NYC to come to WCSU?**

Great discussion.

Beatrice Fevry, MBA
Chief Financial Officer
Western Connecticut State University

From: Jesenia Minier <minierj@wcsu.edu>
Sent: Tuesday, June 29, 2021 10:17 AM
To: Missy Alexander <alexanderm@wcsu.edu>; Jay Murray <murrayj@wcsu.edu>; John DeRosa <derosaj@wcsu.edu>; Beatrice Fevry <fevryb@wcsu.edu>
Cc: Jennifer Cunningham <cunninghamj@wcsu.edu>; Kathleen Nostrand <nostrandk@wcsu.edu>; Kimberly deLevie <deleviek@wcsu.edu>; Kimberly Wasniak <wasniakk@wcsu.edu>; Keisha Stokes <stokesk@wcsu.edu>
Subject: HETS Information Sharing meeting with ECSU

Good day to all,

On Friday, June 25, 2021, while presenting the institutional profile and WCSU membership, I became aware of the existence of another CSCU institution member and reached out to Dr. Cid over the weekend to extend an invite to speak on the HETS membership and implementation at ECSU.

I have arranged to virtually meet with Dr. Carmen Cid, Dean for the School of Arts and Sciences at Eastern Connecticut State University ("ECSU") and a HETS institutional representative. This upcoming virtual meeting will follow our scheduled virtual workgroup meeting on Wednesday, July 14, 2021, at 11:00 a.m. and will benefit us to better understand Dr. Clark's interest to have this emerging HACU initiative on our campuses.



Carmen R. Cid - Eastern

Biography. Dr. Cid works nationally with the Ecological Society of America's Ecology Education Task Force to develop and implement a society-endorsed undergraduate ecology education curriculum that meets the needs of today's environmental professional workforce.

www.easternct.edu

Please join me (if available) on Tuesday, July 13, 2021, at 1:30 p.m. (for 30 minutes) to meet and speak with Dr. Cid to discuss the various inquiries our working group may have present about the implementation and benefits of HETS on our campuses. If you are available, please let either Keisha Stokes or I know by or before COB on June 30, 2021, so that a meeting invite, and a separate WEBEX meeting link can be sent to you.

Thank you. Jesenia Minier

Section L
Element No. 12

**DISCRIMINATION
COMPLAINT
PROCESS**

Sec. 46a-68-89

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, 6th 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

**DISCRIMINATION
COMPLAINT
PROCESS**

Sec. 46a-68-89

(ATTACHMENTS AND DOCUMENTATION)

DISCRIMINATION COMPLAINT LOG

AGENCY: WESTERN CONNECTICUT STATE UNIVERSITY REPORTING DATE: June 8, 2022

NUMBER	COMPLAINANT RACE/SEX	DATE FILED	TYPE	ACCUSED	BASIS CLAIMED	FINDING	RESOLUTION	LENGTH OF TIME TO RESOLVE
1	White/Female (Student)	8/30/21	Within Agency (Internal)	White/Male (Student)	Sexual Harassment	Probable Cause	Action Taken (Judicial)	45 days
2	Other/Female (Student)	10/19/21	Within Agency (Internal)	Black/Male (Student)	Sexual Harassment	Probable Cause	Action Taken (Judicial)	45 days
3	White/Female (Student)	4/6/21	Within Agency (Internal)	Hispanic/Male (Employee)	Sexual Harassment	No Probable Cause	No Action Taken	30 days
4	White/Female (Student)	9/1/21	Within Agency (Internal)	Hispanic/Male (Student)	Sexual Harassment	No Probable Cause	No Action Taken	90 days
5	Black/Male (Student)	11/19/21	Within Agency (Internal)	White/Male (Employee)	Race	No Probable Cause	No Action Taken	90 days
6	Black/Male (Employee)	11/30/21	Within Agency (Internal)	Other/Male (Student)	Race	No Probable Cause	No Action Taken	90 days
7	White/Female (Employee)	10/27/21	Within Agency (Internal)	White/Male** (Manager/Employee)	Gender and Religious Observance	Probable Cause	Action Taken (HR)	90 days
8	White/Female (Student)	10/18/21	Within Agency (Internal)	White/Female (Student)	Stalking/Harassment	No Probable Cause	No Action Taken	90 days
9	White/Female (Student)	8/19/21	Within Agency (Internal)	White/Male (Student)	Sexual Harassment	Probable Cause	Action Taken (Judicial)	90 days
10	White/Female (Student)	9/30/21	Within Agency (Internal)	White/Male (Student)	Sexual Harassment	No Probable Cause	No Action Taken	90 days
11	White/Female (Student)	11/4/21	Within Agency (Internal)	White/Male (Employee)	Gender Identity and Expression	Probable Cause	Action Taken (HR)	90 days
12	White/Female (Student)	1/21/22	Within Agency (Internal)	Hispanic/Male (Student)	Sexual Harassment	No Probable Cause	No Action Taken	45 days

13	White/Female (Student)	1/6/22	Within Agency (Internal)	Other/Male (Student)	Stalking/Harassment	No Probable Cause	No Action Taken	90 days
14	Other/Male (Student)	2/22/22	Within Agency (Internal)	White/Male (Student)	Sexual Harassment	No Probable Cause	No Action Taken	45 days

*Internal (within University - Agency) or identify if External (CHRO, DOL, EEOC, etc.)
 **Co-worker, Supervisor, Manager, etc.



Office of Diversity and Equity (https://www.wcsu.edu/diversity)

You are here: Home (/) > Office of Diversity and Equity (https://www.wcsu.edu/diversity) > Information about filing a discrimination complaint

Office of Diversity and Equity (ODE) Mission Welcome Message from the Chief Diversity Officer (Approved) Affirmative Action Plans Americans with Disabilities Act (ADA) Statement Filing a discrimination complaint Diversity Programming and Training(s) Diversity Resources and Information Healing from Community Trauma: Resources and Information

Information about filing a discrimination complaint

Last updated:

WCSU NON-DISCRIMINATION POLICY STATEMENT

Western Connecticut State University ("WCSU" or "University") is an affirmative action/equal opportunity educator and employer. It is committed to the goal of providing equal opportunity and full participation in its educational programs, activities and employment because of age, color, religious beliefs or association, gender/sex, gender identity or expression, national origin, race, sexual orientation, physical disability, including but not limited to blindness, learning disability or mental retardation, past history of mental disorder, or prior conviction of a crime, in accordance with state and federal laws. To that end, this statement has been put forth to ensure that no qualified person be excluded from participation in, be denied the benefits of, or otherwise be discriminated 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 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 (/diversity/wp-content/uploads/sites/37/2020/08/University-Discrimination-Compl-rev-8.06.2020.pdf) (PDF print only) (rev. 8.06.2020)

WCSU Discrimination Withdrawal Form (/diversity/wp-content/uploads/sites/37/2020/08/University-Withdrawal-Form-compl-9.25.2019.pdf) (PDF)

WCSU Waiver of Representation Form (/diversity/wp-content/uploads/sites/37/2020/08/WCSU-Waiver-of-Representation-rev-8.11.2020.pdf) (PDF)

WCSU Discrimination Complaint Procedures (/diversity/wp-content/uploads/sites/37/2020/08/WCSU-Discrimination-Compl-Procedures-rev-8.06.2020.pdf) (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 a making any complaint or appeal, in serving as a representative for a complaint, in appearing as a witness, or in seeking inform above principles apply with equal force after a complaint has been resolved. Should these principles be violated, the facts sha the attention of the Chief Diversity Officer by the aggrieved party, his/her representative or any person affected. The Chief Div shall bring all such situations to the attention of the President for confidential discussion, review, the potential for early proact intervention and appropriate action.

Individuals are advised of their legal options to file complaints with the Connecticut Commission on Human Rights and Opp (CHRO), U.S. Equal Employment Opportunity Commission (EEOC), U.S. Department of Labor, Wage and Hour Division, and ar agencies, state, federal or local, that enforce laws concerning discrimination.

Confidential counseling is also available. For more information, please contact Mrs. Jesenia Minier Delgado, Chief Diversity Off Diversity & Equity, University Hall (Midtown Campus), Room 202B, telephone: (203) 837-8444, TTY (203) 837-8284, email: ode@ (mailto:ode@wcsu.edu).

Procedures [procedures/](https://www.wcsu.edu/diversity/proc...))

Western Connecticut State University ("WCSU" or "University") is accredited by the New England Association of Schools and Colleges through its Commission on Institutions of Higher Education.

What is [\(https://www.wcsu.edu/diversity/what-is-title-ix-and-cart/\)](https://www.wcsu.edu/diversity/what-is-title-ix-and-cart/)

Inquiries regarding the accreditation status by the New England Association should be directed to the university's administrative individuals may also contact the Commission on Institutions of Higher Education, New England Association of Schools and Colleges, 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>).

Title IX is [\(https://www.wcsu.edu/diversity/not-anymore-title-ix-online-training-portal/\)](https://www.wcsu.edu/diversity/not-anymore-title-ix-online-training-portal/)

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.

Not Any [\(https://www.wcsu.edu/diversity/not-anymore-title-ix-online-training-portal/\)](https://www.wcsu.edu/diversity/not-anymore-title-ix-online-training-portal/) Training Portal

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

Campus [\(https://www.wcsu.edu/diversity/carrt/\)](https://www.wcsu.edu/diversity/carrt/) Response & Resource Team

Diversity [\(https://www.wcsu.edu/diversity/recruitment-and-retention-resources/\)](https://www.wcsu.edu/diversity/recruitment-and-retention-resources/) and Retention Resources

Rights Reserved Statement

Students attending WCSU are required to familiarize themselves with this catalog. Primary responsibility for knowing and fulfilling requirements rests with the individual student. The catalog in effect at the time of the student's admission or readmission to WCSU 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 an ongoing program.

CSCU-WCSU [\(https://www.wcsu.edu/diversity/wcsu-committees-and-groups/\)](https://www.wcsu.edu/diversity/wcsu-committees-and-groups/) and Groups

Event- [\(https://www.wcsu.edu/diversity/program-sponsorship-requests/\)](https://www.wcsu.edu/diversity/program-sponsorship-requests/) Sponsorship Requests

Report Sexual Harassment/Misconduct

Jesenia Minier, WCSU Title IX Coordinator and Scott Towers, WCSU Deputy Title IX Coordinator, are responsible for overseeing (in conjunction with other university affiliates) all Title IX programming, resources and services related to sexual harassment and investigating all Title IX claims and filed complaints.

LGBTQ+ [\(https://www.wcsu.edu/diversity/on-and-off-campus-resources/\)](https://www.wcsu.edu/diversity/on-and-off-campus-resources/) On and Off Campus Resources

Fred Cratty, Chief Human Resources Officer, is responsible for investigating and monitoring all (employee-related) Title IX files.

Please review the below linked documents and webpage(s) on the following applicable Title IX policies:

Minority- [\(https://www.wcsu.edu/diversity/minority-based-scholarships/\)](https://www.wcsu.edu/diversity/minority-based-scholarships/) Scholarships and Grants

CSCU Sexual Misconduct Reporting, Supportive Services and Processes Policy (PDF) (to be posted on or after 8.14.2020)

WCSU Title IX Complaint Procedures ([/diversity/wp-content/uploads/sites/37/2020/08/WCSU-Title-IX-Complaint-Procedures-rev-8.06.2020.docx](https://www.wcsu.edu/diversity/wp-content/uploads/sites/37/2020/08/WCSU-Title-IX-Complaint-Procedures-rev-8.06.2020.docx)) (PDF)(rev. 8.10.2020)

Undocumented [\(https://www.wcsu.edu/undocumented-student-support-services/\)](https://www.wcsu.edu/undocumented-student-support-services/) Student Support Services

United States Department of Education Overview of Title IX Changes (<https://www2.ed.gov/about/offices/list/ocr/docs/titleix-overview-08-14-2020.pdf>) (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), RC 100, telephone: (203) 837-8444, TTY (203) 837-8284, email: ode@wcsu.edu (<mailto:ode@wcsu.edu>).

University [\(https://www.wcsu.edu/diversity/transgender-guidance/\)](https://www.wcsu.edu/diversity/transgender-guidance/) Transgender Guidance

University's Interpersonal Violence Policy

WCSU [\(https://www.wcsu.edu/diversity/commission/\)](https://www.wcsu.edu/diversity/commission/) Diversity Council

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, confidential WCSU employees (including faculty) are required to submit an Anonymous Report Form when aware of any interpersonal violence.

Webster [\(https://www.wcsu.edu/diversity/webster-bank-diversity-scholarship/\)](https://www.wcsu.edu/diversity/webster-bank-diversity-scholarship/) Bank Diversity Scholarship

Although student information will remain secure, it may be shared with the appropriate WCSU officials. Confidential 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/ ([diversity/carrt/](https://www.wcsu.edu/diversity/CaRRT/))*

Additional links to resources on:

University [\(https://www.wcsu.edu/diversity/policies-and-procedures/\)](https://www.wcsu.edu/diversity/policies-and-procedures/) Policies and Procedures

- Confidentiality ([/diversity/confidentiality/](https://www.wcsu.edu/diversity/confidentiality/))
- Mandated Reporting by College and University Employees ([/diversity/mandated-reporting-by-university-employees/](https://www.wcsu.edu/diversity/mandated-reporting-by-university-employees/))
- Rights of Parties ([/diversity/1217-2/](https://www.wcsu.edu/diversity/1217-2/))
- Options for Changing Academic, Housing, Transportation and Working Arrangements ([/diversity/options-for-changing-academic-housing-transportation-and-working-arrangements/](https://www.wcsu.edu/diversity/options-for-changing-academic-housing-transportation-and-working-arrangements/))
- Support Services Contact Information ([/diversity/support-services-contact-information/](https://www.wcsu.edu/diversity/support-services-contact-information/))
- Right to Notify Law Enforcement & Seek Protective and Other Orders ([/diversity/right-to-notify-law-enforcement-protective-and-other-orders/](https://www.wcsu.edu/diversity/right-to-notify-law-enforcement-protective-and-other-orders/))
- Employee Conduct Procedures ([/diversity/employee-conduct-procedures/](https://www.wcsu.edu/diversity/employee-conduct-procedures/))
- Student Conduct Procedures ([/diversity/student-conduct-procedures/](https://www.wcsu.edu/diversity/student-conduct-procedures/))
- WCSU Security Reports and other state and federal agencies that process discrimination complaints ([/diversity/wcsu-security-report-and-other-state-and-federal-agencies-that-process-discrimination-complaints/](https://www.wcsu.edu/diversity/wcsu-security-report-and-other-state-and-federal-agencies-that-process-discrimination-complaints/))

Contact [\(https://www.wcsu.edu/diversity/contact-us/\)](https://www.wcsu.edu/diversity/contact-us/) Us

- Online/Virtual Title IX Training and Training Resource(s) ([/diversity/title-ix-online-virtual-training-and-training-r](#))
- United States Department of Education Title IX Resources webpage (<https://sites.ed.gov/titleix/>) 8.14.2020)

Who are you?

- ▶ Future Students (<https://www.wcsu.edu/admissions/>)
- ▶ Current Students (<https://www.wcsu.edu/currentstudents/>)
- ▶ Alumni & Parents (<https://www.wcsu.edu/alumni/>)
- ▶ Faculty & Staff (<https://www.wcsu.edu/facultystaff/>)
- ▶ Donors & Friends (<https://www.wcsu.edu/giving/>)
- ▶ Colonial Sports Fans (<https://www.wcsu.edu/sports/>)

Quick Links

- ▶ A to Z Index (<https://www.wcsu.edu/az-index/>)
- ▶ Maps & Directions (<https://www.wcsu.edu/campustour/directions/>)
- ▶ Academics (<https://www.wcsu.edu/academics/>)
- ▶ Athletics (<https://www.wcsu.edu/sports/>)
- ▶ Blackboard Learn (<https://www.wcsu.edu/iti/elearning/>)

Contact us

📍 Western Connecticut St
181 White Street
Danbury, CT 06810

☎ 203-837-9000

✉ Contact the University
(<https://www.wcsu.edu/contact/>)

Copyright © 2018 Western Connecticut State University | Non-Discrimination Notice (<https://www.wcsu.edu/non-discrimination-notice/>) | Anonymous Incident Report (<https://www.wcsu.edu/police/anonymous-incident-report/>)

🐦 (<http://www.twitter.com>)

f (<http://www.facebook.com>)

📺 (<http://www.youtube.com/wes>)

in (<https://www.linkedin.com/edu/western-connecticut-university-18041>)

⊕ (<https://plus.google.com>)



ODE INTAKE CONFIRMATION (DO NOT FILL)

COMPLAINT DATE: ____ / ____ / ____

COMPLAINT NO.: _____

INTAKE INITIALS: _____

OFFICE OF DIVERSITY & EQUITY

DISCRIMINATION COMPLAINT FORM

INSTRUCTIONS: It is highly encouraged that you be as detailed 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 the filed complaint, it will be necessary to schedule meetings with you (Complainant), the alleged accused/Respondent and any witnesses with direct knowledge of the alleged allegations. The Office of Diversity and Equity will notify all persons involved in the investigation that all communications are to be held with your choice of representative(s) for appropriate guidance throughout this investigation. The filed 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 the Complainant and affirmed with a date signed.

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

Initial: _____

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[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: _____

Under "Other", please specify: _____

Name of person(s) who is alleged in the filed complaint is called "Accused/Respondent(s)." This person is the identified individual(s) who have subjected you to the conduct described in your filed complaint. When asking about affiliation/relationship, this is information as it relates to your contact (i.e., if the Accused/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 write (in chronological order) in your own words (or to the best of your recollection) the specifics and/or incident(s) that resulted in either one (or more) of your allegation(s):

Lined area for writing the complaint description.

Initial: _____

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OFFICE OF DIVERSITY & EQUITY

ODE INTAKE CONFIRMATION (DO NOT FILL)

COMPLAINT DATE: ____ / ____ / ____

COMPLAINT NO.: _____

INTAKE INITIALS: _____

NOTE: Copy page 3 to add additional pages, as needed

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:

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
- CHOICES Univ. Police Department Women's Center of Greater Danbury
- 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, regardless of any contact with the Western Connecticut State University ("WCSU") Office of Diversity and Equity ("ODE"), I also retain the right to file a criminal complaint with (either) the WCSU Police Department, Danbury Police Department and/or the local police authority within the jurisdiction of my home residence. Furthermore, I understand the relevant timeline for filing with these police agencies varies from the date of the alleged criminal action, 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) 837-8444.

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

Womens Center (on campus office)
Western Connecticut State University
181 White Street
White Hall 003A
Danbury, Connecticut 06810
Phone: (203) 837-3939

Counseling Center
Western Connecticut State University
181 White Street
Midtown Student Center, Room 222
Danbury, Connecticut 06810
Phone: (203) 837-8690

Police Department
Western Connecticut State University
181 White Street
Police Headquarters, Beyond Newbury Hall
Danbury, Connecticut 06810
Phone: (203) 837-9300

Human Resource Department
Western Connecticut State University
181 White Street
Midtown Campus, University Hall, 1st Fl.
Danbury, Connecticut 06810
Phone: (203) 837-8678

Initial: _____

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WESTERN CONNECTICUT STATE UNIVERSITY IS AN AFFIRMATIVE ACTION/EQUAL OPPORTUNITY EMPLOYER



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 horizontal lines for describing the reason for withdrawal.

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: _____

2nd Witnessed by: _____ Date: _____ Time: _____



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



OFFICE OF DIVERSITY AND EQUITY

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. 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 Conduct¹

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.

¹ 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 designee²).
- 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 designee³) 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 designee⁴) 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

² 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.

³ 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.

⁴ 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

designee⁵) 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 designee⁶), 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.

⁵ 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.

⁶ 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 designee⁷) 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

⁷ 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 designee⁸). 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.

⁸ 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.

Section M
Element No. 13

**GOALS
ANALYSIS**
Sec. 46a-68-90

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;
 - (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. 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.

HIRING GOALS

Reporting Period - April 1, 2021 – March 31, 2022

Effective January 1, 2022, 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 was one (1) critical search that was conducted and executed in the Executive/Administrative/Managerial occupational category.

EXECUTIVE/ADMINISTRATIVE/MANAGERIAL

Goal(s) (5): 1 White Female, 1 Black Female, 1 Hispanic Male, 1 AAIANHNPI Male, and 1 AAIANHNPI Female

Hire(s) (1): 1 White Male

CHIEF OF POLICE, POLICE DEPARTMENT – DIVISION OF STUDENT AFFAIRS

1 White Male

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 Chief of Police oversees and directs all University police functions. Develops and implements plans and programs for the University Police Department that provide for the protection of people and property while preserving the rights of the campus population; Oversees and coordinates, as appropriate, the enforcement of University policies and regulations with regard to alcohol/drugs, housing, student rights and responsibilities, parking and traffic, etc., while maintaining compliance with State and Federal statutes and regulations; Directs supervision of supervisory staff and indirect supervision of all other Police Department personnel; Takes command at the scene of emergency situations and assists police supervisors in determining proper course of action; Supervises criminal and other police investigations; Plans, develops, and coordinates a Crisis Prevention/Community Relations/Community Policing Program and supervises its activities; Maintains close liaison with local, State and Federal law enforcement agencies on behalf of the University. Maintains close liaison with the University community, including students, faculty, and staff; Performs personnel management including selection, hiring, placement, and discipline of assigned staff, as well as providing for their continued training and development; Engages in activities that will enhance professional growth and performance of job responsibilities through involvement with local, regional, and national affiliations; Compiles, interprets, and distributes statistical and other data related to the campus police services and activities, including State and Federal crime reporting program; Administers the enforcement of parking rules and regulations and develops systems for effective parking and traffic control; and, Coordinates and supervises police arrangements for special events and circumstances.

Qualifications:

Bachelor’s degree is required. A minimum of 10 years of progressively more responsible experience in law enforcement (preferably 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 and their application to protecting life and property,

while preserving individual constitutional rights; Demonstrated ability to direct the work of police and security personnel and to take on scene command of emergency situations; Considerable knowledge of police investigative procedures including laws of arrest, search and seizure and preservation of evidence. The Chief of Police is a commissioned peace officer and must meet all standards established by the Connecticut Police Officer Standards & Training (POST) Council; Must have the ability to work evenings and weekends and to respond to emergency situations; Will be required to qualify in use of department issued firearms; Must possess knowledge of computer operations in law enforcement, including dispatching operations, as well as Microsoft Office Suite, including Word, Outlook, Excel and Teams. Must possess knowledge of budget operations and management. Excellent interpersonal, oral and written communication skills are required.

APPLICANT BREAKDOWN

Twenty-one (21) applicants applied: 6 White Males, 2 White Females (goal candidates), 1 Black Male, 2 Hispanic Females, 5 Unknown Males, 5 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
Search Process/Action											
Did not meet minimum education/training qualifications	1										
Did not meet the minimum work credentials/experience requirements		2	1			1			5	5	
Did not submit a completed application/application material(s)											
Withdrawn from search	1					1					

During the review of applications, the search committee precluded the following applicants:

One (1) applicant did not have the required education/training [Bachelor’s degree] in the field appropriate to this position: 1 White Male

Fourteen (14) 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 White Females (goal candidates), 1 Black Male (goal candidate), 1 Hispanic Female, 5 Unknown Males, 5 Unknown Females

Six (6) applicants were extended (virtual) interviews and final (in-person) interviews: 5 White Males and 1 Hispanic Female.

Two (2) applicants withdrew their finalist candidacy from this administrative search due to personal/unknown reasons: 1 White Male and 1 Hispanic Female.

Of the four (4) finalists: three (3) applicant(s) were precluded from the search: 3 White Males.

In the campus final interview: 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 Lieutenant (management command) for the Monroe Police Department (in Monroe, Connecticut) with management of sixty (60) command staff and administrative police personnel, but has no relevant budget/finance management experience. Currently, the White Male served as a Patrol Sergeant for the WCSU Police Department with supervision of four (4) command staff and police personnel. The White Male has served in command positions with the Monroe Police Department from Lieutenant, Support Services Commander, Detective Division Commander, and Administrative Sergeant. 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).

In the campus final interview: 1 White Male earned a Juris Doctorate of Law from Quinnipiac University, Master's Degree in Business from University of Massachusetts and a Bachelor of Arts in General Studies from University of Connecticut. The White Male has thirty-two (32) years of management/police experience as the Chief of Police (lead-department commander) for the New Canaan Police Department with management of one hundred and eighty (180) command staff and administrative police personnel, across a ten million dollar public budget in the town of New Canaan, Connecticut. The White Male has served in command positions from Captain, Lieutenant, Operations Division Commander, Support Services Commander, and Sergeant, Patrol Division. The White Male holds certifications in FBI Weapons and Tactical Instruction, POSTC Instructional Trainer. Currently, the White Male operates a legal practice as a real estate/business attorney and has active clients with the State of Connecticut.

In the campus final interview: 1 White Male earned a Master's Degree in Justice Administration at Western Connecticut State University and a Bachelor's Degree in Criminology at Saint Leo University. The White Male has twenty-six (26) years of management/police experience as a Division Chief, Detective Command for the Adam's County Sheriff's Office with management of ten (10) command staff and police personnel, across a one and a half million dollar public budget for the Adams County Sheriff's Office in Brighton, Colorado. The White Male has served in command positions from Detective Division Commander, Patrol Watch Commander, Taskforce Supervisor and Detective/Officer-In-Charge. The White Male hold certifications in Project Stratega Instructor, and Leadership Trainer for Sheriff's Command Staff-NYSSA, Internal Affairs Investigative Trainer. Earned the Medal of Honor and numerous other honors and awards throughout his career. The White Male has held leadership/management roles, but does not possess the comparable police certification and/or commissioned peace officer status from the Connecticut Police Officer Standards & Training (POST) Council.

In the campus final interview: 1 White Male earned a Bachelor's of Science degree in Criminal Justice from Post University. The White Male has twenty-five years of management/police experience as a Deputy Chief (second-in-lead commander) for the Bristol Police Department with management of one hundred and forty nine (149) command staff and administrative police personnel, across a sixteen million dollar public budget in the town of Bristol, Connecticut. The White Male has served in command positions from Lieutenant, Captain, Communications Division Commander, Records Division Commander, Community Relations Commander, Internal Affairs Investigator, Public Information Officer, SWAT Operations Commander and Field Training/POSTC Instructional Trainer/Officer. The White Male holds certifications in Special Weapons and Tactics, First Line Supervisor & Critical Incident Management, Internal Affairs Investigations, 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.

FACULTY

Effective January 1, 2022, 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 fundig 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 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) (6): 1 White Female, 2 Black Males, 2 Black Females, 1 Hispanic Male

Hire(s) (4): 1 White Male, 1 White Female (goal candidate), 1 AAIANHNPI Male, 1 AAIANHNPI Female

ASSISTANT PROFESSOR – APPLIED BEHAVIOR ANALYSIS

1 White Female (Goal Candidate)

The School of Professional Studies is comprised of four departments: Education & Education Psychology, Health Promotion & Exercise Science, Nursing, and Social Work. Undergraduate degrees are offered in each of these professional fields, as well as Master’s degrees in Nursing and Education & Education Psychology, and Doctoral degrees in Education and Nursing. The Department of Education and Educational Psychology is one of the signature departments at WCSU and offers the following degrees in professional fields: a BS in Elementary Education Interdisciplinary Major, BS in Secondary Education, MS in Education Option in Curriculum, MS in School Counseling, MS in Clinical Mental Health, MS in Applied Behavior Analysis, and an Ed.D. in Instructional Leadership. Programs are accredited by the Council for the Accreditation of Educator Preparation (CAEP), the Council for the Accreditation of Counseling and Related Programs (CACREP) and NEASC.

Please visit the department’s webpage: <http://www.wcsu.edu/education/>

Position Summary:

The successful candidate will be responsible for: teaching courses in the applied behavior analysis program primarily in an online asynchronous format; appropriate service; engagement in scholarly activity including research and grant writing; and collaboration with colleagues to conduct program evaluation, certification/accreditation activities, and advisement of students. Candidate will serve on department, university and program committees. Individual must complete office hours and attend meetings in-person/on campus and will not work remotely.

Minimum qualifications:

Doctorate in applied behavior analysis, psychology , special education, or related field, with a concentration in ABA; must be eligible to take the examination for Board Certified Behavior Analyst as stated on the Behavior Analyst Certification Board website (i.e., accrued 1,500-2,000 hours of BCBA-supervised field experience and have met the BCBA coursework requirement). BCBA or BCBA-D must be earned within the first year of employment if credential is not held at time of employment.

APPLICANT BREAKDOWN

Twenty five (25) applicants applied: 2 White Males, 12 White Females (goal candidates), 2 AAIANHNPI Males, 5 AAIANHNPI Females, 4 Unknown Females, which constituted the applicant pool for this faculty 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
Search Process/Action											
Did not meet minimum education/training qualifications	2							1		1	
Did not meet the minimum work experience requirements		6					1			1	
Did not submit a completed application/application material(s)											
Withdrawn from search											

During the review of applications, the search committee precluded the following applicants:

Four (4) applicants did not have the required education/training [doctorate in applied behavior analysis, psychology , special education, or related field, with a concentration in ABA] in the field appropriate to this position: 2 White Males, 1 AAIANHNPI Female, 1 Unknown Female

Eight (8) applicants did not have the required minimum to take the examination for Board Certified Behavior Analyst or the accrued 1,500-2,000 hours of BCBA-supervised field experience in the field appropriate to this position: 6 White Females, 1 AAIANHNPI Male, 1 Unknown Female

Thirteen (13) applicants were extended (virtual) interviews: 6 White Females (goal candidates), 1 AAIANHNPI Male, 4 AAIANHNPI Female, 2 Unknown Females.

Eleven (11) applicants were precluded from the search: 4 White Females (goal candidates), 1 AAIANHNPI Male, 4 AAIANHNPI Female, 2 Unknown Females

Two (2) finalists were selected for final (virtual) interviews: 2 White Females (goal candidates). Of the two finalists, 1 White Female was precluded from the campus search.

The selected candidate: 1 White Female (goal candidate) met a hiring goal, and WCSU welcomed the new hire in the Faculty category.

ASSISTANT PROFESSOR – BIOLOGICAL AND ENVIRONMENTAL SCIENCES

1 AAIANHNPI Female

The Macricostas School of Arts & Sciences is home to 13 departments, 21 undergraduate majors, and 5 graduate majors. The Department of Biological & Environmental Sciences is a collegial and supportive department that collaborates on research and teaching endeavors. The department is housed in a modern building with access to state-of-the-art equipment and technology. Resources available to faculty include dedicated research space, tissue culture equipment, animal facility, fluorescent microscopes, molecular equipment, environmental chambers, greenhouse, laundry facility, canoes, and a 33-acre nature preserve. WCSU is located in an urban setting in close proximity to open spaces, farms, and conservation areas, and is well-suited to service-learning opportunities and other creative partnerships. WCSU offers opportunities to support student and faculty research, conference attendance, and professional development. The Department of Biological & Environmental Sciences offers a Bachelor of Arts degree in Biology and a Master of Science degree in Integrative Biological Diversity. Please visit the department's webpage: <https://www.wcsu.edu/biology/>.

Position Summary:

The successful candidate will teach biology courses with topics including biodiversity, ecology, and conservation biology. The successful candidate will develop and grow the plant biology curriculum, teaching additional courses and mentoring research projects (undergraduate and graduate) in the candidate's area of expertise. The successful candidate will also conduct creative (research) activity, provide productive service to the department and university, and engage in professional activity and scholarship. The workload for all full-time faculty members is 12 credits per semester.

Qualifications:

Candidates must have a Ph.D. or equivalent terminal degree in plant biology and post-doctoral research experience. Candidates must be qualified to teach undergraduate courses in general biology and conservation biology. Preference will be given to candidates who have teaching experience and whose teaching pedagogy encourages active learning and critical thinking. The candidate should also have experience mentoring students (undergraduate and graduate) in a plant biology research program. The specific sub-discipline of plant biology expertise is open. Evidence that the candidate has the potential to continue to publish peer-reviewed literature is required. WCSU is particularly interested in applicants who have experience working with students from different backgrounds and a demonstrated commitment to improving access to higher education for first-generation and underrepresented groups.

APPLICANT BREAKDOWN

Forty-two (42) applicants applied: 4 White Males, 9 White Females, 2 Black Males (goal candidates), 2 Hispanic Males (goal candidates), 2 AAIANHNPI Males, 3 AAIANHNPI Females, 12 Unknown Males, 8 Unknown Females, which constituted the applicant pool for this faculty 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
<i>Search Process/Action</i>											
Did not meet minimum education/training qualifications		1								1	
Did not meet the minimum work/research qualifications	3	6	2		2		2	1	11	6	
Did not submit a completed application/application material(s)											
Withdrew from search											

During the review of applications, the search committee precluded the following applicants:

Two (2) applicants did not have the required education/training [Ph.D. in plant biology] in the field appropriate to this position: 1 White Female and 1 Unknown Female

Thirty-three (33) applicants did not have the required [post-doctoral research and/or experience mentoring students (undergraduate and graduate) in a plant biology research program] experience in the field appropriate to this position: 3 White Males, 6 White Females, 2 Black Males (goal candidates), 2 Hispanic Males (goal candidates), 2 AAIANHNPI Males, 1 AAIANHNPI Female, 11 Unknown Males, 6 Unknown Females

Seven (7) applicants were extended (virtual) interviews: 1 White Male, 2 White Females, 2 AAIANHNPI Females, 1 Unknown Male, 1 Unknown Female.

Three (3) applicants, 1 White Male and 2 White Females, were precluded after the virtual search committee interviews due to the insufficient teaching experience in specific plant-related teaching area(s) of invasive plants, medicinal plants, plant-insect interactions, urban landscapes, plant pathology, and sustainable horticulture.

Of the four (4) finalists: three (3) applicant(s) were precluded from the search: 1 AAIANHNPI Female, 1 Unknown Male, 1 Unknown Female.

In the campus final interview: 1 AAIANHNPI Female received a PhD in Ecology and Evolutionary Biology from Brown University, where the applicant was also a teaching fellow. The AAIANHNPI Female currently serves as a NOAA Climate & Global Change postdoctoral fellow at Harvard University. The AAIANHNPI Female had teaching experience as an Instructor of record for Plant Mutualism at Wheaton College and Tropical Ecology at Brown University. The AAIANHNPI Female is also a productive scholar with 7 high-quality publications in the last two (2) years, including one (1) year as an undergraduate advisee. Lindsay is an organized, engaging, and interactive teacher. The AAIANHNPI Female teaching demonstration was taught at an appropriate level with clearly communicated objectives, explanations, and illustrations. The AAIANHNPI Female used active learning techniques to enhance/assess student learning and appropriate examples/images of plants on campus to engage students. The AAIANHNPI Female teaching pedagogy is well-aligned for success at WCSU. The AAIANHNPI Female was extended an initial offer to the faculty position, but this applicant declined the offer and was precluded from the faculty search.

In the campus final interview: 1 Unknown Male earned a PhD in Evolution Ecology and Population Biology at Washington University. The Unknown Male was a Postdoctoral Research Associate at University of Zurich, University of Missouri, and George Washington University. Currently, the Unknown Male is an Associate Professor of Biology at New College of Florida. The Unknown Male had an extensive teaching portfolio which includes numerous courses in plant biology and is also a productive researcher, with 7 peer-reviewed publications in the last two (2) years. The Unknown Male had research goals that were unclear during the initial interview and secondary interview. The Unknown Male had developed many different student-driven research projects but the overarching research program is unfocused. The Unknown Male's teaching demonstration was overly complex and not taught at an appropriate level for first year Biology students. The Unknown Male did not have a plan or desire for developing the plant biology curriculum at WCSU. In fact, the Unknown Male disclosed no interests in develop new courses, and solely a preference to teach classes. The Unknown Male described academic experience as a botanist, but the teaching experience and research interests are all in Ecology. The Unknown Male had limited knowledge of native plants (Florida and Connecticut) that were also factually incorrect at times.

In the campus final interview: 1 Unknown Female earned a MSc in Botany from Universidade de Brasilia (Brazil) and PhD in Systematics and Evolutionary Biology from University College of London (United Kingdom). The Unknown Female was a Postdoctoral research fellow at Universidade de Sao Paulo (Brazil). Currently, the Unknown Female is a Postdoctoral fellow a University of Arkansas (USA). The Unknown Female is a prolific scholar with 16 peer-reviewed publications in the last two (2) years. The Unknown Female lacked formal classroom instructional experience and the teaching demonstration emphasized a lack of formal instructional experience. The 30-minute teaching demonstration did not include active-learning techniques. The lesson plan was organized well with clear learning objectives, but the Unknown Female was not familiar with local flora or explanations required for students. The Unknown Female's research program, as presented, included mathematical modeling with unrelated biological plant based research.

The selected candidate: 1 AAIANHNPI Female earned a PhD in Plant Biology from University of Georgia. Afterwards, the AAIANHNPI Female served as a Visiting Researcher at Universite de Montpellier (France). The AAIANHNPI Female was a Postdoctoral Fellow and Associate lecturer at University of Wisconsin – Milwaukee. Currently, the AAIANHNPI Female is a Visiting Assistant Professor at Beloit College, where the AAIANHNPI Female teaches Botany as well as Conservation Biology. The AAIANHNPI Female has formal experience teaching Concepts in Biology at U. Georgia and Plants in Today's World at U. Wisconsin. The AAIANHNPI Female is a productive scholar, with several recent publications and significant contributions to a research grant to U. Wisconsin. The AAIANHNPI Female teaching demonstration started with clear objectives with a clear and organized lecture plan. The AAIANHNPI Female gave an engaging, and highly interactive lecture with "breakout" discussions. The AAIANHNPI Female is a trained botanist with direct experience teaching topics advertised (required) for the position including Biodiversity and Conservation Biology. The AAIANHNPI Female expressed an interest in developing and expanding the plant biology curriculum by teaching additional classes including: Field Botany, Plant-Animal Interactions, Plant Ecology, and Plant Systematics. The AAIANHNPI Female had experience in developing an undergraduate research program (Ecology and evolution of plant pollinator interactions) for undergraduate and graduate students, even pre-health students. The AAIANHNPI Female has experience mentoring undergraduate students in research, even co-authoring a publication (in a top journal *Current Biology*) with an undergraduate student. The AAIANHNPI Female provided several examples of projects for students in class/lab and research which make use of the nature preserve and greenhouse. The AAIANHNPI Female incorporates quantitative skills (using R and Mathematica) into her teaching (ex. Conservation laboratory) and research. The AAIANHNPI Female research on plant-insect interactions has the potential for collaboration within the department. This search did not meet a hiring goal, but WCSU welcomed the new hire in the Faculty category.

ASSISTANT PROFESSOR – HEALTH EDUCATION COORDINATOR

1 White Male

The School of Professional Studies is comprised of four departments: Education & Education Psychology, Health Promotion & Exercise Science, Nursing, and Social Work. Undergraduate degrees are offered in each of these professional fields, as well as Master's degrees in Human Nutrition, Nursing, Education & Education Psychology, and Doctoral degrees in Education and Nursing. The HPX department currently offers two B.S. degree level programs in Health Promotion Studies and Health Education (PK-12), as well as offering courses to fulfill the University's Health and Wellness general education competency. HPX is also the home of the Institute for Holistic Health Studies. The B.S. Health Promotion Studies major has options in Allied Health Professions, Community Health, Holistic & Integrative Health, and Fitness and Wellness. Please visit the department's webpage: www.wcsu.edu/hpx/

Position Summary:

Primary responsibilities will include Coordinator of the Health Education PreK-12 curricular program, teaching major requirement courses in the Health Education pre-K-12 program; health education in the schools for all education majors; health promotion studies courses as needed, and will supervise health education student and teacher placements in the schools. Other responsibilities include: advising students, serving on department, university and community committees, participating in the School of Professional Studies on-going Council for the Accreditation of Educator Preparation (CAEP) accreditation process, participating in the departments on-going Council on Education for Public Health (CEPH) accreditation process, and engaging in professional activities.

Qualifications:

A Master's degree in Health Education, Health Promotion or related field (PhD is preferred) and experience teaching health in the preK-12 public schools is required. In addition, experience as a supervisor of health education student teaching placements is required. Current Health Teaching Certification is mandatory but can be from any state. Priority will be given to candidates with: knowledge in **both** School and Community (Public) Health disciplines and experience in edTPA (Teacher Performance Assessment) implementation. Candidates with documented teaching experience at a four-year university/college and experience in curriculum development and instructional technology are preferred. WCSU is particularly interested in applicants who have experience working with students from diverse backgrounds and a demonstrated commitment to improving access to higher education for first generation and under-represented groups.

APPLICANT BREAKDOWN

Twenty-one (21) applicants applied: 4 White Males, 8 White Females, 1 Hispanic Male (goal candidate), 2 AAIANHNPI Males, 1 AAIANHNPI Female, 2 Unknown Males, 3 Unknown Females, which constituted the applicant pool for this faculty 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
<i>Search Process/Action</i>											
Did not meet minimum education/training qualifications		1			1		1				
Did not meet the minimum professional credentials/work experience requirements	3	7					1	1	2	1	
Did not submit a completed application/application material(s)											
Withdrawn from search											

During the review of applications, the search committee precluded the following applicants:

Three (3) applicants did not have the required education/training [A Master’s degree in Health Education, Health Promotion or related field and experience as a supervisor of health education student teaching placements] implementation in the field appropriate to this position: 1 White Female, 1 Hispanic Male (goal candidate), 1 AAIANHNPI Male

Fifteen (15) applicants did not have the required minimum professional credential/experience [Current Health Teaching Certification with knowledge in both School and Community (Public) Health disciplines and experience in edTPA (Teacher Performance Assessment)] implementation in the field appropriate to this position: 3 White Males, 7 White Females, 1 AAIANHNPI Male, 1 AAIANHNPI Female, 2 Unknown Males, 1 Unknown Female.

Three (3) applicants were extended (virtual) interviews and final (in-person) interviews: 1 White Male, 2 Unknown Females.

Of the three (3) finalists: two (2) applicant(s) were precluded from the search: 2 Unknown Females.

In the campus final interview: 1 Unknown Female earned a PhD in Health Education from Southern Illinois University. The Unknown Female possesses three (3) years of professional experience in community health education. The Unknown Female has a professional background in athletic training and community health education. The Unknown Female has taught undergraduate and graduate courses in primarily athletic training, with some experience in health promotion. The Unknown Female has been involved in community programming through a faith-based physical activity program with her personal church congregation. The Unknown Female has taught with a very diverse student body and has extensive background in studying health disparities. The Unknown Female conducted a teaching demonstration with the HPX 470 “Health Program Implementation and Evaluation” course. While students rated her teaching demonstration highly, the Unknown Female was rated the lowest of the three candidates by the students. The Unknown Female discussed the PRECEDE-PROCEED Model of program planning and had the students develop a program using the model for a mock community. The Unknown Female has moderate teaching experience with the majority through Athletic Training, and all but one class that was taught had been online. The Unknown Female teaching experience in health promotion has been primarily at the doctoral level and entirely online. The Unknown Female has worked with student interns within an athletic training environment. The Unknown Female has a history of grant funding, but has only produced one publication with these projects.

In the campus final interview: 1 Unknown Female earned a Master’s Degree in Public Health from John’s Hopkins and ABD from University of Michigan School of Public Health (with an expected PhD completion by early summer 2022) and possesses four (4) years of community health

experience. The Unknown Female talked about her experience teaching theory-based program planning at University of Michigan, and discussed at length her ability to make connections with the community and her desire to continue her community-based research as a faculty member at WCSU. The Unknown Female conducted a teaching demonstration with the HPX 470 “Health Program Implementation and Evaluation” course discussing the Social Ecological Model and used her experiences building programs to prevent HIV among sex workers in India as examples. The Unknown Female engaged the students in the presentation. The Unknown Female has aspirations of getting students involved with community-based projects and understands the role of diversity in the classroom as discussed at length. The Unknown Female doesn’t have extensive teaching experience, and demonstrated a straight focus on research (no desire to hold a teaching load).

In the campus final interview: 1 White Male earned an EdD from Teachers College Columbia University and possessed over ten (10) years of community health experience as the Director of Wellness at Norwalk Community College. The White male had extensive teaching, advising, and community-based experience, has taught at the graduate and undergraduate levels, and has ten (10) years of teaching experience at various academic institutions. The White Male has extensive academic research in exercise science and has an interest in developing curriculum to expand the department curriculum/programming in this area. The White Male presented excellent ideas for getting students involved in on-going research projects, in program recruitment, and in connecting our WCSU students and program with the American College of Sports Medicine, particularly the New England Chapter. The candidate’s community health experience that would enable the candidate to teach core classes in the Masters in Nutrition program as well; being able to teach in the core, fitness and wellness, and graduate program as a versatile faculty member. The White Male conducted a teaching demonstration with the HPX 270 “Application of Health Promotion Theories” course. The teaching demonstration was excellent and students rated his teaching the highest of the candidates. The White Male discussed the Social Ecological Model and presented a case study for WCSU students to develop a program using this model, which got the WCSU students involved in the presentation. The White Male has an extensive background in research, publications and leadership in professional organizations (American College of Sports Medicine). The White Male has experience working with student interns in public health from Boston University. The White Male has extensive experience working with students from diverse backgrounds, including first generation college students, through his work at Norwalk Community College and at Teachers College Columbia University. This search did not meet a hiring goal, but WCSU welcomed the new hire in the Faculty category.

ASSISTANT PROFESSOR – SOCIAL WORK (FIELD COORDINATOR)

1 AAIANHNPI Male

The School of Professional Studies is comprised of four departments: Education & Education Psychology, Health Promotion & Exercise Science, Nursing, and Social Work. Undergraduate degrees are offered in each of these professional fields, as well as Master’s degrees in Nursing and Education & Education Psychology, and Doctoral degrees in Education and Nursing. The Department of Social Work provides a high quality, CSWE-accredited, baccalaureate education that prepares well informed, culturally sensitive, competent, generalist social workers, who will provide services that promote and strengthen the wellbeing of individuals, families, groups, organizations, and communities, and that are consistent with the values and ethics of the profession.

Please visit the department’s webpage: www.wcsu.edu/sw.

Position Summary:

The successful candidate will serve as Field Coordinator and teach one or two courses per semester, provide academic advising, service to the department, university, and profession, engage in scholarly research leading to publication, engage in professional activities, participate

in BSW curriculum development, maintain and advance CSWE Standards of Accreditation. The position requires some compensated summer field coordination work.

Qualifications:

Candidates must possess a MSW from an accredited college or university. Candidates must have a minimum of five (5) years post-MSW macro social work practice which may include policy work, community organizing, non-profit management or social welfare work. College or university teaching experience or field liaison work in a social work program is preferred. Candidates must have experience working with BIPOC and disenfranchised populations. Familiarity with the Connecticut and New York regions' social work and human service organizations and practice experience as a field instructor is preferred. Additional valued qualifications include strong communication and organizational skills, ability to manage database software, a commitment to supporting and further developing a vibrant and responsive field education component, and a commitment to classroom teaching, student advisement, and working in a collaborative, collegial department. WCSU is particularly interested in applicants who have experience working with students from diverse backgrounds and a demonstrated commitment to improving access to higher education for first generation and under-represented groups.

APPLICANT BREAKDOWN

Nine (9) applicants applied: 1 White Female, 2 Hispanic Female, 1 AAIANHNPI Male, 1 AAIANHNPI Female, 2 Unknown Male, 2 Unknown Female, which constituted the applicant pool for this faculty 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
<i>Search Process/Action</i>											
Did not meet minimum education/training qualifications						1					
Did not meet the minimum work experience requirements		1				1			2		
Did not submit a completed application/application material(s)											
Withdrew from search										2	

During the review of applications, the search committee precluded the following applicants:

One (1) applicants did not have the required education/training [a MSW from an accredited college or university] in the field appropriate to this position: 1 Hispanic Female

Four (4) applicants did not have the required minimum professional experience [five (5) years post-MSW macro social work practice which may include policy work, community organizing, non-profit management or social welfare work. Experience working with BIPOC and disenfranchised populations] in the field appropriate to this position: 1 White Female, 1 Hispanic Female, and 2 Unknown Males

Four (4) applicants were extended (virtual) interviews and final (in-person) interviews: 1 AAIANHNPI Male, 1 AAIANHNPI Female, and 2 Unknown Females

Two (2) applicants withdrew their finalist candidacy from this faculty search due to accepted offer(s) of employment: 2 Unknown Females.

Of the two (2) finalists: one (1) applicant was precluded from the search: 1 AAIANHNPI Female.

In the campus final interview: 1 AAIANHNPI Female earned a Ph.D. from the University of Chicago, Masters degree in Social Administration and Social Policy and possesses three (3) years of professional experience as the Coordinator of Academic Development and Collaboration for the University of Indonesia for social work research institute. The AAIANHNPI Female possesses six (6) of academic teaching experience in Sociology and Social Intervention Strategy at the University of Indonesia. The AAIANHNPI Female has research interests in Local Government Autonomy, Ethics and Development, and Analyzing Human Service Organizations. The AAIANHNPI Female has very minimal experience working with BIPOC and disenfranchised populations. The AAIANHNPI Male has not worked as a Field Coordinator.

In the campus final interview: 1 AAIANHNPI Male earned a MSW from the University of Connecticut and possesses ten (10) years of professional experience as the Director of Operations for the Welcome 2 Reality psycho-educational program for youth education. The AAIANHNPI Male possesses eight (8) of academic teaching experience in Racial Justice and Sociology from Manchester Community College, Wesleyan University and the University of Bridgeport. The AAIANHNPI Male has research interests in Media Literacy and holds certifications in Seminar In Field Instruction (SIFI), Mandated State Reporting of Child Abuse and Neglect, and Referee and Umpire of High School Athletics. The AAIANHNPI Male has extensive teaching and management experience working with BIPOC and disenfranchised populations. The AAIANHNPI Male has worked as a Field Coordinator with the Department of Children and Families in the Connecticut regions' and practical experience as a field instructor. This search did not meet a hiring goal, but WCSU welcomed the new hire in the Faculty category.

INSTRUCTOR

Goal(s) (2): 1 White Male, 1 Black 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, 2022, 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 eleven (11) critical searches that were conducted and executed in the Faculty occupational categories.

Goal(s) (9): 1 Black Male, 7 Black Females, 1 AAIANHNPI Female

Hire(s) (11): 5 White Males, 4 White Females, 1 AAIANHNPI Male, 1 AAIANHNPI Female (goal candidate)

PRIDE CENTER/DEPUTY TITLE IX COORDINATOR – OFFICE OF DIVERSITY AND EQUITY

1 White Male

Under the supervision of the Chief Diversity Officer (CDO)/Title IX Coordinator for the WCSU Office of Diversity and Equity, the incumbent will work on university-related programs and services for the WCSU PRIDE Center and Title IX collaboration.

Please visit the office webpage: <https://www.wcsu.edu/pridecenter/>

Position Summary:

The incumbent will provide assistance to the Chief Diversity Officer with program evaluation of university policies and procedures, proposal development, program planning and conflict resolution initiatives. The incumbent will perform the following listed duties: Serves as the primary contact of the WCSU Pride Center, including the client waiting area; leads efforts to modify the office procedures and/or physical space to promote student/university productivity, event programming, participant safety and confidentiality; provides case management/support, office supervision, technical assistance and training opportunities for the WCSU Pride Center for outreach student employees/peer educators, student interns and community volunteers; maintains a catalog and assignment schedule for student employees/peer educators, student interns and community volunteers in conjunction with a library/resource allocation of the WCSU Pride Center; manage services for client intakes and assessments to provide individuals with short and long-term health/local navigation and supportive counseling using low-threshold, non-judgmental, and culturally relevant methodologies; modifies both documentation tools and reporting systems to ensure audit-worthy records of service provision; supervises student employees and volunteers on both community-based and university outreach activities related to the WCSU Pride Center; leads monthly quality assurance activities including complaint/program assessments, oversight documentation, outreach data collection, and program goals for the WCSU Pride Center and Title IX initiatives; network, establish and maintain treatment and referral resources within a collaboration with other university office(s) and local community-based organizations, external meetings and planning groups; visits agencies and attends appropriate local meetings, on behalf of the Chief Diversity Officer/Title IX Coordinator, to represent and present on university/program activities and/or to seek out current information about education on health care/safety prevention, program/event planning, and program counseling; develops marketing and promotional materials to be used both internally and externally to promote university services.

Under the supervision of the Chief Diversity Officer, the incumbent works collaboratively to ensure smooth transition of services, clients and operational protocol, as well as on all Title IX

compliance/investigative actions; and provides intake assessments on all Title IX investigations and use/maintenance of the university implemented Symplivity® database.

Qualifications:

Bachelor’s degree in public health, social work or mental health related field is preferred - relevant experience may be substituted for degree. Four (4) years of supervisory experience. Knowledge of Title IX regulations and provisions, managing staff and students in a harm reduction/prevention setting is desired. Must be familiar with High Impact Prevention and other LGBTQ health care service provisions. Must be organized, self-motivated, and committed to working in a diverse LGBTQ environment. Must be familiar with and believe in a harm reduction philosophy. Must possess leadership skills as well as the ability to work well in a diverse team environment. The ability to communicate and present to the public effectively both verbally and in writing is required. A valid driver license is required.

APPLICANT BREAKDOWN

Twenty-six (26) applicants applied: 7 White Males, 4 White Females, 1 Black Male (goal candidate), 3 Hispanic Males, 3 Hispanic Females, 1 AAIANHNPI Male, 5 Unknown Males, 2 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
<i>Search Process/Action</i>											
Did not meet minimum education/training qualifications											
Did not meet the minimum work experience requirements	6		1		3	3	1		5	1	
Did not submit a completed application/application material(s)											
Withdrew from search		2								1	

During the review of applications, the search committee precluded the following applicants:

Twenty (20) applicants did not have the required minimum years of supervisory/professional experience [Four (4) years of supervisory experience and knowledge of Title IX regulations and provisions, managing staff and students in a harm reduction/prevention setting. Experience in High Impact Prevention and other LGBTQ health care service provisions] in the field appropriate to this position: 6 White Males, 1 Black Male (goal candidate), 3 Hispanic Males, 3 Hispanic Females, 1 AAIANHNPI Male, 5 Unknown Males, 1 Unknown Female

Six (6) applicants were extended (virtual) interviews and final (in-person) interviews: 1 White Male, 4 White Females, 1 Unknown Female

Three (3) applicants withdrew their finalist candidacy from this administrative search due to personal/unknown reasons: 2 White Females and 1 Unknown Female.

Two (2) applicants withdrew their finalist candidacy from this administrative search due to accepted offer(s) of employment: 2 White Females.

In the campus final interview: 1 White Male earned a Master's degree in Higher Education Administration from Post University, a Bachelor's degree in Science (Music Education) from Western Connecticut State University and possesses eight (8) years of professional student affairs experience in Housing and Residence Life positions at Mitchell College, Long Island University and Post University as well as serving as one (1) year serving as a SAFE-OUT Post Coordinator for LGBTQ+ student support and advocacy at Long Island University. The White Male possesses supervisory experience working with BIPOC and disenfranchised student populations. The White Male has worked as a Deputy Title IX Coordinator for practical experience at Post University. This search did not meet a hiring goal, but WCSU welcomed the new hire in the Professional-Non Faculty category.

DIRECTOR OF FINANCIAL PLANNING & BUDGETS – DIVISION OF FINANCE & ADMINISTRATION

1 AAIAHNPI Male

Reporting to the Chief Financial Officer (CFO), the Director of Financial Planning and Budgets is responsible for developing short-and long-term financial plans in support of the University's strategic goals and objectives.

Please visit the office webpage: <https://www.wcsu.edu/financeadmin/services/budgets/>

Position Summary:

Develops, maintains, and communicates these protocols, procedures, and forms used by departments. Devises and implements a consensus building approach to the review, modification, and acceptance of a department's budget plan in conjunction with the strategic plan; through monitoring of financial, operational, and capital reports and activity indicators, the director continuously appraises senior management on the organization's actual and projected performance versus budget and alerts them to potential challenges and opportunities; solicits, compiles, and analyzes all operating budget requests annually and summarizes requests in formats developed in conjunction with the CFO that aid the University Planning & Budget Committee (UPBC) and senior administration in their understanding of the budget requests. Along with the CFO, provides supporting materials and analysis as needed to the UPBC in its role of hearing annual budget request presentations from selected leaders at WCSU; ensures financial responsibility over expenses by maintaining approved budgets in the financial systems. Monitors the University's actual expenditures versus budget and routinely issues performance reports to department heads and senior management. Develops projections versus plan; actively analyzes variances to determine the underlying causes and makes recommendations for corrective actions. Works regularly with department managers in a consulting role to support budget management.

Under the general direction of the CFO and with the facilities team, prepares the University's annual spending plan, five-year proforma, and long-term capital budget in accordance with CSCU guidelines and policies. Participates in the development of the University's biennial capital budget and financial aspects of the five-year facilities plan. For the capital budget overall and for each project, maintains and monitors actual results versus plans and projections versus plans. Issues regular performance reports with analysis. Provides detailed supporting documentation for all plan line items. Attends CSCU system-wide hearings in support of the University's budget submissions as requested.

Performs financial analysis and modeling for potential capital projects including debt service modeling. Oversees capital funding plan and execution and bond covenant compliance for all debt; coordinates the development of the financial components of deferred and scheduled maintenance plans and incorporates into long-term University plans; develops and/or updates specific University budgeting policies and procedures for the approval of the CFO. Communicates policies and

procedures to the University community via departmental workshops and individual training sessions. Assists the University community in fulfilling their stewardship role for the resources of the organization; oversees all allocations and transfers of bonded funds to ensure proper budgetary disposition; reviews all budgetary requests initiated during the fiscal year and makes recommendations for approval or rejection. Recommends funding transfers to the Chief Financial Officer as needed for budgetary control.

Assists departments in creating business plans for new program initiatives. Provides input on program pricing strategies to achieve financial viability. Provides cost/volume/profit analysis to identify break-even points and cost behaviors for operating units and auxiliary operations (conferences, institutes, etc.); supervises the budget analyst. Organizes operating activities and assigns workload. Promotes professional and educational growth opportunities. Performs performance reviews to apprise staff of progress and areas for improvement; participates as a member of the finance team in the evaluation, acquisition, implementation and evolution of financial information systems. Monitors and assesses the financial system and reporting needs of the finance group and University community relative to the budget function. Recommends and develops new or modified reports. Works to obtain maximum benefits from existing software opportunities, report writer capabilities and data extraction/import across applications for budget purposes; serves on University committees as requested to provide financial planning and support.

Qualifications:

Bachelor's degree in accounting, finance or related business field is required. A Certified Public Accountant (CPA), Certified Management Accountant (CMA), Masters of Business Administration (MBA) or Master's degree in accounting/finance/public administration is required. A minimum of five (5) years of experience that is directly related and progressively responsible is required. Microsoft Office, including Word, Excel, PowerPoint, and Outlook are required. Excellent analytical, interpersonal, written and verbal communication skills are necessary to accomplish the responsibilities of the position are required. Preferred experience includes: Preparation of operating and capital budgets; Development of budget policies and procedures; cost accounting and program pricing; Financial projections and modeling; extensive data extraction, import, and analysis; ability to interact with senior level management; finance experience in higher education or other non-profit organization; working in a public accounting firm; and participation and support with strategic planning processes.

APPLICANT BREAKDOWN

Twenty-eight (28) applicants applied: 4 White Males, 3 White Females, 2 Black Females (goal candidates), 1 Hispanic Female, 2 AAIANHNPI Males, 2 AAIANHNPI Females (goal candidates), 9 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 four (4) professional references.

CAMPUS SEARCH APPLICANT DATA												
	WHITE		BLACK		HISPANIC		AAIANHNPI		UNKNOWN			
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Unknown	
<i>Search Process/Action</i>												
Did not meet minimum education/training qualifications										1	1	
Did not meet the minimum work experience requirements	2	1		2			1	2	7	4		

CAMPUS SEARCH APPLICANT DATA

	WHITE		BLACK		HISPANIC		AAIANHNPI		UNKNOWN		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Unknown
Did not submit a completed application/application material(s)											
Withdrew from search		2				1			1		

During the review of applications, the search committee precluded the following applicants:

Two (2) applicants did not have the required education/training [Certificatin as a Public Accountant (CPA), Certified Management Accountant (CMA), Masters of Business Administration (MBA) or Master’s degree in accounting/finance/public administration] in the field appropriate to this position: 1 Unknown Male and 1 Unknown Female

Nineteen (19) applicants did not have the required miminum years of professional experience [Five (5) years of experience directly related and progressively responsible with accounting for: preparation of operating and capital budgets; development of budget policies and procedures; cost accounting and program pricing; financial projections and modeling; extensive data extraction, import, and analysis; finance experience in higher education or other non-profit organization; working in a public accounting firm; and participation and support with strategic planning processes} in the field appropriate to this position: 2 White Males, 1 White Female, 2 Black Females (goal candidates), 1 AAIANHNPI Male, 2 AAIANHNPI Females (goal candidates), 7 Unknown Males, 4 Unknown Females

Seven (7) applicants were extended (virtual) interviews and final (in-person) interviews: 2 White Males, 2 White Females, 1 Hispanic Female, 1 AAIANHNPI Male and 1 Unknown Male

Four (4) applicants withdrew their finalist candidacy from this administrative search due to personal/unknown reasons: 2 White Females, 1 Hispanic Female and 1 Unknown Male.

Of the three (3) finalists: two (2) applicant(s) were precluded from the search: 2 White Males.

In the campus final interview: 1 White Male earned a Master’s degree in Business Administration from the University of Tennessee, a Bachelor’s degree in History from the University of Virginia, but does not holds a certification as a Public Accountant. The White Male serves as the Director of Finance and Facilities at Mid-State Technical College in Wisconsin. The White Male professional experience includes leadership of the finance team and working on budgeting, planning & analysist, accounts receivable, and accounts payable. The White Male has experience with small operational and capital budgeting, and working with minimal allocation of investment trust funds for retiree benefits. The White Male has a strong background in collaborative work with those that do not understand finance and has the ability to forecast plan models that was well received by the state board. The White Male has experience utilizing MS Excel for the extraction of data for analytical reporting, but struggled with examples of data mining.

In the campus final interview: 1 White Male earned a Master’s degree in Business Administration from Babson College, a Bachelor’s degree Accounting from Bentley University, and holds an active Certification as a Public Accountant in the State of Connecticut. The White Male serves as on the Board of Directors at Community Dispute Settlement Center as an Executive Committee Member and Treasurer. The White Male professional experience includes oversight of large divisional budgets, development of a 5-year strategic plan that included growth strategy, key performance indications, marketing plan as well as risk management procedures. The White Male has restructured, documented and maintained financial policies, procedures and systems to ensure the accuracy of reporting and analysis of financial data. The White Male also has worked as the

Manger of Financial Operations/Controller of Financial Reporting at a private accounting firm where he managed cash flow in collaboration with university debt management and capital funding needs, reengineered compliance systems while managing a diverse and inclusive team of accountants. The White Male has experience utilizing MS Excel, including the use of pivot tables & v-lookup to analyze and report on data. The White Male is also experienced in data mining using several tools to extract, analyze and report on data. The White Male provided demonstrated examples of flexibility in scheduling and being collaborative, building common goals with colleagues, and ensuring projections on the operational side of strategic planning. The White Male has minimal public accounting experience in developing of budget policies and procedures as well as cost accounting and program pricing.

In the campus final interview: 1 AAIANHNPI Male earned a Master's degree in Technology Management from the University of Bridgeport, Bachelor's degree in Economics from Yang-En University in Fajian, China and holds an active Certification as a Public Accountant in the State of Connecticut. The AAIANHNPI Male serves as the Budget Director/Senior Financial Reporting Accountant at University of Bridgeport. The AAIANHNPI Male has ten (10) years of professional/work experience developing annual budgets using historical budget and actual data, compiling financial statements for seventy-five (75) academic programs and ten (10) clinical programs that represent over seventy million in gross revenue at the University of Bridgeport. The AAIANHNPI Male developed financial models for what-if analysis at multiple enrollment, investment and expense initiative assumptions. As an IT Reporting Analyst, the AAIANHNPI Male has been able to identify growth opportunities, improve retention rates and assisted with the reconciliation of various accounting functions through report writing and predictive modeling. The AAIANHNPI Male has experience using MS Excel, including the use of pivot tables & what-if analysis to analyze and report on data. The AAIANHNPI Male also utilizes other intelligence software tools to develop analytical reports, develop budget procedures; cost accounting analysis and program pricing tools. The AAIANHNPI Male provided demonstrated examples of flexibility in scheduling and having a data-driven approach while involving key stakeholders in the decision making process. This search did not meet a hiring goal, but WCSU welcomed the new hire in the Professional-Non Faculty category.

DIRECTOR, OFFICE OF HEALTH SERVICES – DIVISION OF STUDENT AFFAIRS

1 White Female

The Director reports directly to the Dean of Student Affairs and has overall responsibility for the University's on-campus, ambulatory care clinic. This position oversees medical care to the student population and provides administrative supervision to clinic staff members. The Director develops and implements educational and outreach programs related to health education, wellness maintenance, and disease prevention. Additional responsibilities include development, evaluation, and recommendation of programs, activities, policies, procedures, and staffing.

Please visit the office webpage: <https://www.wcsu.edu/healthservices/>

Position Summary:

Performs comprehensive physical assessment of students in order to address health care concerns and to identify actual or potential health problems; Responsible for directing the medical care of students at the University and serves as the primary contact liaison with the student's physician(s) and families; Responsible for the administration and supervision of staff within Health Services; Initiates and interprets laboratory and other diagnostic tests; initiates appropriate treatment based upon results; Clinical records and reports, including maintaining proper clinical records and reports, using problem-oriented medical records; responsible for the security of confidential health records; and supervision of completion of CT State Department of Public Health Annual Immunization Survey; Independently prescribes, dispenses, or administers appropriate medication, corrective

measures, and medical therapeutics; Refers students with medical emergencies to the emergency department or Urgent Care, as indicated by acuity; Serves as a clinical consultant for Health Service nurse(s); Reviews and updates standard operating procedures for nursing personnel; Develops, administers, and conducts health education outreach services, collaborating with other departments as needed; Maintains department budget and purchases needed equipment and medications for overall coverage and efficient operation of Health Services; Responsible for ongoing review and recommendation for updating clinical protocols and procedures; Serves on the University's emergency management team to evaluate health-related emergency situations and develops effective university-wide courses of action; Serves as a liaison with community agencies, STD clinic, visiting nurses and the Department of Public Health, etc.

Qualifications:

Master of Science in Nursing (MSN) degree is required, as is a current license as an Advanced Practice Registered Nurse issued by the Connecticut Department of Public Health. Prior to date of hire, applicant must have received approval to practice independently by the CT Department of Public Health per the CT General Statutes. Must possess the ability to interact effectively with others; interest in and ability to relate to college students; as well as have ability to work autonomously as well as in collaboration with other members of the health care team within the University Health Service; Excellent written and verbal communication skills. Experience with electronic health record systems, such as Mediat. Experience with Microsoft Office Suite, including Outlook, Word and Excel.

APPLICANT BREAKDOWN

Five (5) applicants applied: 3 White Females and 2 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	
Search Process/Action												
Did not meet minimum education/training qualifications											1	
Did not meet the minimum professional/work credentials and/or experience requirements		1									1	
Did not submit a completed application/application material(s)												
Withdrew from search												

During the review of applications, the search committee precluded the following applicants:

One (1) applicants did not have the required education/trainng [Master of Science in Nursing (MSN) degree.] in the field appropriate to this position: 1 Unknown Female

Two (2) applicants did not have the required miminum years of professional credentials/experience [A current license as an Advanced Practice Registered Nurse issued by the Connecticut Department of Public Health. Prior to date of hire, must have received approval to practice independently by the CT Department of Public Health per the CT General Statutes Experience with electronic health

record systems, such as Medcat.] in the field appropriate to this position: 1 White Female and 1 Unknown Female

Two (2) applicants were extended (virtual) interviews and final (in-person) interviews: 2 White Females.

Of the two (2) finalists: one (1) applicant(s) were precluded from the search: 1 White Female.

In the campus final interview: 1 White Female earned a Master's degree in Nursing Sciences and a Bachelor's degree in School Health Education from Southern Connecticut State University, The White Female holds nursing certifications as a Family Nurse Practitioner and as a Registered Nurse. The White Female has served for eight (8) years as a Clinical Nurse Supervisor and has held two prior positions for twelve years (12) as a APRN and a Clinical Nursing Coordinator for the Department of Children and Families ("DCF") in Bridgeport, Connecticut. The White Female has certification and able to manage electronic health records, but does not have experience working with Medcat. The White Female does not possess any administrative experience in working with the State Department of Public Health Annual Immunization Survey, managing a university/health office or organize/manage the development, administration or organization of health education outreach services.

In the campus final interview: 1 White Female earned a Master's degree in Nursing from Western Connecticut State University, Bachelor's degree in Nursing from Fairfield University, nursing certifications as an APRN and Gerontology Nurse Practitioner. The White Female has served for eight (8) years as a Registered Nurse in Danbury Hospital, Danbury, Connecticut, for three (3) years as an Advanced Practice Registered Nurse (APRN) with Community Health Associates, in Newtown, Connecticut and as Advanced Practice Registered Nurse (APRN) with Griffin Faculty Physicians in Naugatuck, Connecticut. The White Female has certification and able to manage electronic health records, including the use of Medcat. The White Female does possess administrative experience in the management and completion of a CT State Department of Public Health Annual Immunization Survey, has managed a health office and one (1) year of experience organizing/managing the development, administration and organization of health education outreach services at Community Health Associates. This search did not meet a hiring goal, but WCSU welcomed the new hire in the Professional-Non Faculty category.

ASSISTANT PAYROLL COORDINATOR – OFFICE OF FISCAL AFFIARS

1 White Male

Reporting to the Payroll Coordinator, the Assistant Payroll Coordinator provides staff training and assists with all aspects of the Payroll Department.

Please visit the office webpage: <https://www.wcsu.edu/financeadmin/fiscal-affairs-parent/>

Position Summary:

This includes verifying and correcting input/output data and the detailed review of self-service timesheets; assists with running and checking the processes required to electronically transmit the University's payroll to Central Payroll at the State Comptroller's Office; develops and guides staff procedures to ensure the accurate and efficient calculation and recording of part-time payroll; shift and overtime differentials; requests for compensation for activities and grant payments; retirement, retroactive and other non-regular pay; tax shelter, credit union, health and other deductions; workers' compensation claims; longevity and the benefits billing process; interprets six (6) separate bargaining unit contracts and Management & Confidential policies; accesses the Payroll and Human Resources modules using database query languages to generate ad hoc reports and extracts personal service information for University reporting and management requirements; collaborates

closely with the University's Human Resource Department, fiscal officers, various State agencies and the Board of Regents; recommends and helps develop improvements to optimize payroll services to the campus; responsible for ongoing interpretation of policy, creates procedures, processes monthly accrual, and maintains sick leave balances for University Assistants and Student Employees as it relates to Public act 11-52; responsible for accurately interpreting financial/accounting transactions as it relates to payroll for the purpose of reclassifying various payroll accounts; reconciles Core and Banner payroll systems; reconciles the financial feed journal entry; and researches and reclassifies suspense account; prepares check cancellations, petty cash requests, direct deposit stops, lost check requests and FICA adjustment requests as needed.

Qualifications:

Bachelor's degree in accounting, finance or business administration is required. Three (3) years progressive experience in Payroll with a minimum of three (3) years of progressively more responsible experience in the development and implementation of effective computerized payroll, fiscal and administrative systems. State payroll experience is preferred but not required. Must possess the ability to prepare and interpret analytical reports using tools such as Microsoft Office Excel and other PC-based reporting packages. Experience with Microsoft Office Suite, including Outlook, Word and Excel is required. Must possess excellent communication and interpersonal skills. Must be eligible to work in the U.S. as sponsorship for a work visa will not be provided for this position.

APPLICANT BREAKDOWN

Twenty-one (21) applicants applied: 2 White Males, 6 White Females, 2 Hispanic Females, 1 AAIANHNPI Female (goal candidate), 1 Unknown Male, 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.

CAMPUS SEARCH APPLICANT DATA											
	WHITE		BLACK		HISPANIC		AAIANHNPI		UNKNOWN		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Unknown
<i>Search Process/Action</i>											
Did not meet minimum education/training qualifications	1	2				1		1	1	4	
Did not meet the minimum work experience requirements		4								3	
Did not submit a completed application/application material(s)											
Withdrew from search											

During the review of applications, the search committee precluded the following applicants:

Twelve (10) applicants did not have the required education/training [Bachelor's degree in accounting, finance or business administration] in the field appropriate to this position: 1 White Male, 2 White Females, 1 Hispanic Female, 1 AAIANHNPI Female (goal candidate), 1 Unknown Male, 4 Unknown Females

Seven (7) applicants did not have the required minimum years of professional experience [three (3) years progressive experience in Payroll with a minimum of three (3) years of progressively more responsible experience in the development and implementation of effective computerized payroll, fiscal and administrative systems. Must possess the ability to prepare and interpret analytical

reports using tools such as Microsoft Office Excel, Office Suite, Outlook, Word and other PC-based reporting packages] in the field appropriate to this position: 4 White Females, 3 Unknown Females

Four (4) applicants were extended (virtual) interviews and final (in-person) interviews: 1 White Male, 1 Hispanic Female, 2 Unknown Females.

Of the four (4) finalists: three (3) applicant(s) were precluded from the search: 1 Hispanic Female and 2 Unknown Females.

In the campus final interview: 1 Hispanic Female earned a Bachelor's degree in Business Administration and Management from Western Connecticut State University. The Hispanic Female has served for fifteen (15) years as an Administrative Assistant for the Center for Student Involvement and the Office of Campus and Student Centers at Western Connecticut State University in Danbury, Connecticut. The Hispanic Female has experience with the clerical contracts, student worker payroll issues, demonstrates knowledge and understanding on CT-Core timesheet processing (submitting and approving timesheets for students), and has experience working with MS Word, Outlook and Excel. The Hispanic Female does not possess experience with processing a university employee payroll.

In the campus final interview: 1 Unknown Female earned a Bachelor's degree in Business/Marketing from Central Connecticut State University. The Unknown Female has served for fifteen (15) years as an Associate Retirement and Benefits Officer for the Office of the State Comptroller, Retirement Division, in Hartford, Connecticut. The Unknown Female has experience with the retirement benefits processing, employee records and collective bargaining/payroll issues, demonstrates knowledge and understanding on CT-Core benefits processing, and has experience working with MS Word, Outlook and Excel. The Unknown Female does not possess experience with processing a university employee payroll.

In the campus final interview: 1 Unknown Female earned a Bachelor's degree in Business Administration from Western Connecticut State University. The Unknown Female has served for nineteen (19) years as an Associate Director, Payroll Services at Boehringer-Ingelheim, UAA in Ridgefield, Connecticut. The Unknown Female has experience with various employment contracts, employee records, but does not demonstrate knowledge and understanding on CT-Core payroll processing. The Unknown Female has experience working with MS Word, Outlook and Excel. The Unknown Female does not possess experience with processing a university employee payroll.

In the campus final interview: 1 White Male earned a Master's degree in Sports Business Management from Manhattanville College and a Bachelor's degree in Business Administration and Management from Western Connecticut State University. The White Male has served for four (4) years as a Payroll/HRIS Coordinator for BlueCrest, Inc., in Bethel, Connecticut, served for eight (8) in Human Resources/Payroll Services as a Generalist at Phototronics, Inc in Newtown, Connecticut. The White Male has experience with various employment/payroll ADP contracts, employee and payroll processing records, and has a demonstrated knowledge and understanding on CT-Core payroll processing from comparable work with HRIS systems and ADP Workforce Now management systems. The Unknown Female has experience working with MS Word, Outlook and Excel. The White Male does not possess experience with CORE-CT processing for four (4) years while serving as a student employee with the Office of the Registrar at Western Connecticut State University. This search did not meet a hiring goal, but WCSU welcomed the new hire in the Professional-Non Faculty category.

ASSISTANT DIRECTOR, CUSTODIAL SERVICES – DIVISION OF ENVIRONMENTAL & FACILITIES SERVICES

1 White Male

The WCSU Facilities Division strives to build an innovative customer driven environment which focuses on student satisfaction, high levels of service and efficiencies, and timely responses for deliverables. Under the general direction of the Director of Facilities Operations, the Assistant Director provides daily supervision, leadership, and direction to the custodial staff.

Please visit the office webpage: <https://www.wcsu.edu/facilities-ops/custodial/>

Position Summary:

Manages expenditure and budget information and is directly responsible for the management of the university's custodial services. In conjunction with the Director, works to ensure services are delivered in an efficient and timely manner with a focus on cost control, increased customer satisfaction, and safety. Primary responsibilities include the coordination and supervision of staff involved in campus custodial services and custodial snow removal activities, events support and the supervision of contracted services. Responsible for the day-to-day supervision, prioritizing, scheduling and review work of staff, delivery of services within the custodial group and the refuse and recycling management areas. Prepares annual performance evaluations, manages the equalization of overtime, and maintains personnel documentation. Assists with establishing and enforcing safety and environmental practices and procedures. Prepares and monitors departmental purchase requisitions, as well as product usage and cost efficiencies. Develops long range strategic planning, purchasing plans for equipment, and the management of equipment service contracts. Reviews the electronic work order system, manages work order flow and tracks delivery of service. Conducts on-going customer satisfaction surveys. Responsible for assessing the base workload of the functional areas and for documenting minimum staffing levels to successfully deliver services. Responsible for developing creative staffing solutions to deliver comparable service levels during peak workload times, as well as contributing to the departmental website and maintaining content for the Building Services Group; development of forms and procedures, and management of records for audit readiness.

Qualifications:

Bachelor's degree in a related field is preferred. Ability to be available after normal work hours, weekends and holidays in order to respond to emergencies and support large events is required. Valid driver's license is required. Three (3) years of progressive supervisory experience with Custodial management in large-scale service industries. Must possess a comprehensive knowledge of custodial maintenance practices and procedures, procurement of equipment and supplies, scheduling and delegating, staff evaluation and union work environment. Professional certifications such as Property Maintenance and Management is preferred. Excellent technical skills using a broad array of computer systems and programs is required. Excellent written and verbal communication skills and the ability to adjust and adapt to a fast-paced work environment is required. Must be eligible to work in the U.S. as sponsorship for a work visa will not be provided for this position.

APPLICANT BREAKDOWN

Eight (8) applicants applied: 4 White Males, 2 Hispanic Males and 2 Unknown Males, 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		AAIANHNP		UNKNOWN		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Unkn
<i>Search Process/Action</i>											
Did not meet minimum education/training qualifications											
Did not meet the minimum professional credentials/work experience requirements	2				1				1		
Did not submit a completed application/application material(s)											
Withdrew from search											

During the review of applications, the search committee precluded the following applicants:

Four (4) applicants did not have the required professional credential and minimum years of professional experience [Valid driver's license. Three (3) years of progressive supervisory experience with Custodial management in large-scale service industries. Possess a comprehensive knowledge of custodial maintenance practices and procedures, procurement of equipment and supplies, scheduling and delegating, staff evaluation and union work environment. Excellent technical skills using a broad array of computer systems and programs] in the field appropriate to this position: 2 White Males, 1 Hispanic Male and 1 Unknown Male

Four (4) applicants were extended (virtual) interviews and final (in-person) interviews: 2 White Males, 1 Hispanic Male and 1 Unknown Male

Of the four (4) finalists: three (3) applicant(s) were precluded from the search: 1 White Male, 1 Hispanic Male and 1 Unknown Male.

In the campus final interview: 1 White Male earned a Bachelor's degree in Economics from the University of Tennessee. The White Male does not possess a license to operate commercial vehicles. The White Male does not hold any certifications. The White Male served for one (1) year as a General Manager with Access Transportation, Inc. in Glastonbury, Connecticut, one (1) year as a Transportation Site Manager with Lower Pioneer Valley Educational Collaborative in Agawam, Massachusetts, four (4) years as an Assistant Manager for Westfield State University in Westfield, Massachusetts, two (2) years as a General Manager for Durham School Services, in Easthampton, Massachusetts and for one (1) year as a Location Manager for First Student, Inc. in West Hartford, Connecticut. In many of the listed positions, the White Male demonstrates comprehensive knowledge of custodial maintenance and management practices and procedures, scheduling and delegating, staff evaluation and works in a unionized environment supervising a custodial staff of thirty (30) employees. The White Male demonstrates experience with on-call operational functions and utilizes MS Office systems (i.e., Word, Excel, Powerpoint, Outlook). The White Male possess no experience with utilizing maintenance work order systems, procurement of equipment and supplies or budgeting/purchasing systems.

In the campus final interview: 1 Hispanic Male does not possess a license to operate commercial vehicles. The Hispanic Male holds a certification for Facilities Management. The Hispanic Male served for three (3) years as Janitorial Supervisor and four (4) years as a Project Manager with ABM Industries, Inc. for the 9/11 Memorial Museum in New York City, New York. In this position, the Hispanic Male demonstrates comprehensive knowledge of custodial maintenance and management practices and procedures, staff evaluation and working in a unionized environment supervising a custodial staff of thirty (30) employees. The Hispanic Male demonstrates experience with on-call operational functions and utilizes MS Office systems (i.e., Word, Excel, Powerpoint,

Outlook). The Hispanic possess no experience with utilizing maintenance work order systems or budgeting/purchasing systems.

In the campus final interview: 1 Unknown Male earned a Bachelor's degree in Human Resources from Muhlenberg College in Allentown, Pennsylvania. The Unknown Male does not possess a license to operate commercial vehicles. The Unknown Male does not hold any certifications. The Unknown Male served for three (3) years as a Physical Plant/Environment Services Manager and for six (6) years as a Physical Plant/Manager of Custodial Services with Shenandoah University in Winchester, Virginia. In the listed positions, the Unknown Male demonstrates comprehensive knowledge of custodial maintenance and management practices and procedures, scheduling and delegating, staff evaluation and works in a unionized environment supervising a custodial staff of thirty (30) employees. The Unknown Male demonstrates experience with on-call operational functions and utilizes MS Office systems (i.e., Word, Excel, Powerpoint, Outlook). The White Male possess no experience with procurement of equipment and supplies or budgeting/purchasing systems.

In the campus final interview: 1 White Male holds a Class B CDL license to operate commercial vehicles. The White Male holds certifications in Construction Technician, OSHA Certification, CMRT (Certified Maintenance & Reliability Technician), and CPPS (Certified Professional Property Specialist). The White Male served for twelve (12) years as an Assistant Plant Operations Director for the Ridgefield Crossing, Senior Living Community in Ridgefield, Connecticut. In this position, the White Male demonstrates comprehensive knowledge and experience with custodial maintenance and management practices and procedures, procurement of equipment and supplies, scheduling and delegating, staff evaluations and working in a unionized environment supervising a custodial staff of twenty (20) employees. The White Male demonstrates experience with on-call operational functions and utilizes MS Office systems (i.e., Word, Excel, Powerpoint, Outlook) as well as maintenance work order systems, such as CAFM, Kronos (timekeeping/scheduling), and Yardi (budgeting/purchasing). This search did not meet a hiring goal, but WCSU welcomed the new hire in the Professional-Non Faculty category.

ASSISTANT DIRECTOR, ACADEMIC ADVISEMENT – DIVISION OF ENROLLMENT MANAGEMENT

1 White Male

The Advisement Center provides incoming and current WCSU students with the continuous pursuit of academic success. The Advisement Center facilitates enrollment for first time and transfer students as they are admitted to the university, the primary focus is on advising all Exploratory Studies students throughout the discovery process of finding their major using assessments and through the Exploratory Major Pathways program. The team of professional advisors works collaboratively throughout Enrollment Services and with Academic Deans, Department Chairs, and faculty members to assist students in connecting with academic departments for timely declaration of their major. The Advisement Center works closely with the First Year Experience program, and also presents several events to all WCSU students related to registration and enrollment. The office also participates in university events such as Open House, Homecoming, and New Student Orientation. Our professional advisors create success plans, action plans, and uses CRM software to manage student caseloads and track at-risk students using early alerts to provide interventions and strategies to support student success and retention.

Please visit the office webpage: www.wcsu.edu/aac/.

Position Summary:

Provides information to students about educational programs. Advises students on program and course options. Provides preliminary information related to educational programs, assists student

in establishing an integrated education plan. Makes referrals to appropriate academic departments and other advising resources. Administers and reviews assessment instruments with students as appropriate. Designs and facilitates workshops on a range of topics involving academic planning for students and faculty. Conducts research on “best practices” in academic advisement. Conducts outreach activities to student groups, parents, high school counselors and faculty as assigned in order to provide integrated information on academic and career choices. Assist with implementation and maintenance of program(s) to identify and assist at-risk students. May assume responsibilities for a particular student population such as part-time students, transfer students, etc., or special program areas, as assigned.

Qualifications:

Bachelor’s degree is required. Master’s degree is preferred. Two (2) years’ experience in either career planning, educational planning, or employment placement in a college setting is required. Candidate must possess excellent organizational and communication skills and be proficient using Microsoft Office Suite, including Outlook, Word, Teams and Excel.

APPLICANT BREAKDOWN

Thirty-two (32) applicants applied: 7 White Males, 6 White Females, 5 Black Females (goal candidates), 3 Hispanic Females, 2 AAIANHNPI Males, 1 AAIANHNPI Female(goal candidate), 5 Unknown Males and 3 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
<i>Search Process/Action</i>											
Did not meet minimum education/training qualifications	2					2		1			
Did not meet the minimum work experience requirements	3	2		5		2	1		4	3	
Did not submit a completed application/application material(s)											
Withdrew from search	1	1					1		1		

During the review of applications, the search committee precluded the following applicants:

Five (5) applicants did not possess professional experience [academic advisement: administering and reviews assessment instruments with students; design and facilitate workshops on academic planning for students and faculty or demonstrated experience with CRM software to manage student caseloads and track at-risk students] in the field appropriate to this position: 2 White Males, 2 Hispanic Females and 1 AAIANHNPI Female (goal candidate).

Twenty (20) applicants did not have the required minimum years of professional experience [two (2) years’ experience in either career planning, educational planning, or employment placement in a college setting] in the field appropriate to this position: 3 White Males, 2 White Females, 5 Black Females (goal candidates), 2 Hispanic Females, 1 AAIANHNPI Male, 4 Unknown Males and 3 Unknown Females

Seven (7) applicants were extended (virtual) interviews and final (in-person) interviews: 2 White Males, 2 White Females, 1 Hispanic Female, 1 AAIANHNPI Male and 1 Unknown Male

Four (4) applicants withdrew their finalist candidacy from this administrative search due to personal/unknown reasons: 1 White Male, 1 White Female, 1 AAIANHNPI Male and 1 Unknown Male.

Of the three (3) finalists: two (2) applicant(s) were precluded from the search: 1 White Female and 1 Hispanic Female.

In the campus final interview: 1 White Female earned a Master's degree in Public Health and a Bachelor's degree in Psychology from Southern Connecticut State University in New Haven, Connecticut. The White Female has served for two (2) years as an Academic Specialist for Major Exploration with the Office of Academic Advisement and for three (3) years as a Graduate Assistant for the First Year Experience program at Southern Connecticut State University. While serving in the listed position, the White Female has demonstrated experience in career and educational planning in a college setting. The White Female possess proficiency using Microsoft Office Suite, including Outlook, Word, Teams and Excel. The White Female has no demonstrated experience designs and facilitates workshops on academic planning for students and faculty or professional understanding on "best practices" in academic advisement. The White Female has minimal experience using CRM software and conducting outreach activities to student groups, parents, high school counselors and faculty through the First Year Experience program as assigned.

In the campus final interview: 1 Hispanic Female earned a Master's degree in Social Work at Southern Connecticut State University in New Haven, Connecticut and a Bachelor's degree in Social Sciences from Western Connecticut State University in Danbury, Connecticut. The Hispanic Female has served for two (2) years as an Academic Advisor and Student Retention Specialist for the DARC program with the Office of Academic Advisement at Naugatuck Valley Community College in Danbury, Connecticut and for one (1) year as an (interim) Counselor for the Center for Student and Families Student Success Center at Gateway Community College in New Haven, Connecticut. While serving in the listed positions, the Hispanic Female has demonstrated experience in career and educational planning in a college setting. The Hispanic Female possess proficiency using Microsoft Office Suite, including Outlook, Word, Teams and Excel. The Hispanic Female has no demonstrated experience designs and facilitates workshops on academic planning for students and faculty or professional understanding on "best practices" in academic advisement. The Hispanic Female has no demonstrated experience with CRM software or conducting outreach activities to student groups through the Center for Student and Families Student Success Center as assigned.

In the campus final interview: 1 White Male earned a Master's degree in Higher Education Administration from CUNY/Baruch College in New York, New York and a Bachelor's degree in Theatre Arts from Marymount Manhattan College in New York, New York. The White Male has served for two (2) years as the Director of Academic Advisement at Manhattanville College in Purchase, New York. While serving in the listed position, the White Male has demonstrated experience in career and educational planning in a college setting. The White Male possess proficiency using Microsoft Office Suite, including Outlook, Word, Teams and Excel. The White Male has demonstrated experience designs and facilitates workshops on academic planning for students and faculty or professional understanding on "best practices" in academic advisement. The White Male has experience conducting outreach activities to student groups, parents, high school counselors and faculty to provide integrated information on academic and career choices. This search did not meet a hiring goal, but WCSU welcomed the new hire in the Professional-Non Faculty category.

DIRECTOR, OFFICE OF COMMUNICATIONS & MARKETING – DIVISION OF ENROLLMENT MANAGEMENT

1 White Female

Under the direction of the Associate Vice President for the Division of Enrollment Management, the incumbent directs the staff and operations of the Office of Communications & Marketing. Produces all promotion, academic, and administrative print publications. Monitors the WCSU brand image across the entire University. Also participates, in coordination with the AVP for Enrollment Services, in creating the marketing plan for the University.

Please visit the office webpage: <https://www.wcsu.edu/upd/>

Position Summary:

Supervises staff, performs employee evaluations and coordinates the hiring of staff within the Office of Communications & Marketing; Supervises and coordinates the production of all annual and semester academic publications, such as the undergraduate and graduate catalogs and undergraduate/graduate course offerings; Directs the art design and production of all promotional material (view book, posters, brochures, flyers, and print-media advertising, etc.), forms, booklets, brochures, and special events material (i.e. Commencement, Honors Convocation, etc.); Provides design and production support for print and electronic media to all University departments; Responsible for maintaining the University's web presence in collaboration with IT&I. Coordinates the University web and social media communication strategies in support of the University's strategic goals in marketing, recruitment/enrollment, and fundraising; Provides copywriting and editing services as needed.

Oversees department budgets, assists with bidding procedures related to production and print shop work, maintains inventory of supplies, and maintains job logs and records. Works with printers to develop job specifications and cost estimates. Facilitates production to ensure that deadlines are met. Works with IT&I to coordinate the selection, purchase, installation and maintenance of computer hardware and software systems; arranges for appropriate staff training. Coordinates, plans, and manages communications activities including supervision of the writing, editing and design of all publications on campus (i.e.: The Cupola); preparation of media releases; coordination of photographic support for University events and publications and the development and maintenance of effective relationships with radio, television, print and social media. Provides public relations support for fundraising campaigns, alumni events and other university initiatives as assigned.

Qualifications: Bachelor's degree in Marketing/Communications required, Master's Degree preferred; Six (6) years' experience in marketing, advertising, public relations, and/or communications preferably with an emphasis in higher education; Must possess a demonstrated record of successful managerial leadership and collegial management skills as well as knowledge of web technologies and implementing digital media strategies and knowledge of Microsoft Office Suite and Adobe Creative Suite Software. Excellent communications skills are required.

APPLICANT BREAKDOWN

Twenty-seven (27) applicants applied: 5 White Males, 5 White Females, 10 Unknown Males, 7 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		AAIANHNP		UNKNOWN			
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Unknown	
Search Process/Action												
Did not meet minimum education/training qualifications										1	1	
Did not meet the minimum work experience requirements	4	3								9	5	
Did not submit a completed application/application material(s)												
Withdrew from search												

During the review of applications, the search committee precluded the following applicants:

Two (2) applicants did not have the required education/training [Bachelor's degree in Marketing/Communications] in the field appropriate to this position: 1 Unknown Male and 1 Unknown Female

Twenty-one (21) applicants did not have the required minimum years of professional experience [six (6) years' experience in marketing, advertising, public relations, and/or communications preferably with an emphasis in higher education; possess a demonstrated record of successful managerial leadership and collegial management skills as well as knowledge of web technologies and implementing digital media strategies and knowledge of Microsoft Office Suite and Adobe Creative Suite Software] in the field appropriate to this position: 4 White Males, 3 White Females, 9 Unknown Males, 5 Unknown Females

Four (4) applicants were extended (virtual) interviews and final (in-person) interviews: 1 White Male, 2 White Females, 1 Unknown Female

Of the four (4) finalists: three (3) applicant(s) were precluded from the search: 1 White Male, 1 White Female and 1 Unknown Female.

In the campus final interview: 1 White Male earned a Bachelor's degree in English from the SUNY Oneonta in Oneonta, New York. The White Male has served for three (3) years as a Creative Director/Writer for Home Box Office in New York, New York, three (3) years as a Creative Director/Writer for Serino Coyne, New York, New York, two (2) years as a Director of Creative Services at OPTIMUM in Bethpage, New York, three (3) years as a Director of Editorial Strategy for A&E Networks, New York, New York, three (3) years as Director of Marketing and Creative Services for the Hartford Stage in Hartford, Connecticut and one (1) year served as a Senior Editor for Spectrum (Charter Communications) in Stamford, Connecticut. While serving in the listed positions, the White Male has demonstrated experience in media-marketing and public relations in corporate settings. The White Male possess a demonstrated record of successful managerial leadership and collegial management skills as well as knowledge of web technologies and implementing digital media strategies. The White Male did not have experience and/or knowledge in the use and production of marketing materials for higher education institutions or experience with organizing public relations support for fundraising campaigns, alumni events and other university student initiatives.

In the campus final interview: 1 White Female earned a Master's degree in English, University of London, England and a Bachelor's degree in English from the Skidmore College in Saratoga Springs, New York. The White Female has served for nine (9) years as a Media Manager and one (1) year served as a Head of Creative Content and Design for Highgate School, Inc. in London, England. While serving in the listed positions, the White Female has demonstrated experience in media-marketing and public relations within a higher education setting. The White Female possess

a demonstrated record of successful managerial leadership and collegial management skills as well as knowledge of web technologies and implementing digital media strategies. The White Female did not have experience and/or knowledge in the use and production of marketing materials through Adobe Creative Suite Software or experience with organizing public relations support for fundraising campaigns, alumni events and other university student initiatives.

In the campus final interview: 1 Unknown Female earned a Master's degree in Interactive Media and Communications from Quinnipiac University in Hamden, Connecticut and a Bachelor's degree in Political Science and German from University of Connecticut, Storrs, Connecticut. The Unknown Female has served for eight (8) years as a Senior Communications Specialist in Marketing for Cartus Corporaion in Danbury, Connecticut, for three (3) years as a Director of Advancement Communications for Trinity College in Hartford, Connecticut and five (5) years served as a Director of Development and Alumni Affairs Communicaitons for Quinnipiac University in Hamden, Connecticut. While serving in the listed positions, the Uniknown Female has demonstrated experience in media-marketing and public relations within a higher education setting. The Unknown Female possess a demonstrated record of successful managerial leadership and collegial management skills as well as knowledge of web technologies and implementing digital media strategies. The Unknown Female did not have experience and/or knowledge in the use and production of marketing materials through Adobe Creative Suite Software or experience with organizing public relations support for fundraising campaigns and other university student initiatives.

In the campus final interview: 1 White Female earned a Bachelor's degree in Fine Arts from the Maryland Institute College of Art in Baltimore, Maryland. The White Female has served for five (5) years as a Marketing Manager for Scientific Games International, Inc. in Rocky Hill, Connecticut, for ten (10) years served as a Marketing Manager for University of Connecticut CO-OP Program in Storrs, Connecticut, Owner/Proprotietor for two (2) years of MY OWN ART in South Windsor, Connecticut and Vice President of Creative Services for seven (7) years with Media Drop-In Productions, Inc. in Hartford, Connecticut. While serving in the listed positions, the White Female has demonstrated experience in marketing, advertising, public relations, and/or communications within a higher education setting. The White Female possess a demonstrated record of successful managerial leadership and collegial management skills as well as knowledge of web technologies and implementing digital media strategies, collaborative public relations support for UCONN fundraising campaigns, alumni events and other university/student initiatives and extensive knowledge in the use and production of marketing materials from Microsoft Office Suite and Adobe Creative Suite Software. This search did not meet a hiring goal, but WCSU welcomed the new hire in the Professional-Non Faculty category.

DIRECTOR, CONNECTICUT CENTER FOR SCHOOL SAFETY, SCHOOL OF PROFESSIONAL STUDIES

1 White Male

The Director develops a comprehensive framework and executes the purpose of the inaugural Connecticut Center for School Safety and Crisis Preparationa at Western Connecticut State University. The Center will serve as a central location for school safety and crisis preparation resources. The Director will develop the center into the state leader in professional development on school safety, crisis preparation, youth violence prevention, and student resiliency. Long-term continuation of this position is dependent upon sufficient funding after the initial two-year grant.

Please visit the office webpage: <https://www.wcsu.edu/schoolsafetycenter/>

Position Summary:

Works with staff to establish 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. Supervises staff in the field, ensuring relationships with schools are built and maintained. Ensures that the center collaborates with university faculty, schools, and other stakeholders to conduct research related to school safety. Oversees the opening of the Center, including coordinating the hiring of staff and supervising of staff, most of which will be working at other sites. Builds relationships with schools and other stakeholders, with the goal of providing safety services, including but not limited to local and regional crisis teams. Provides technical assistance on safety and prevention to schools. Conducts research on school safety primarily focused on Connecticut schools. Organizes and carries out professional development activities for schools and stakeholders. Actively seeks out external funding to sustain and grow the Center. Collaborates with state agencies to achieve the Center’s mission. Actively responds to school crisis events.

Qualifications:

Master’s degree in homeland security, law, education, mental health, or other closely related field is required; Five (5) years of experience working in a school (i.e.: teacher, counselor, psychologist, or social worker) or assigned to a school as a School Resource Officer is required; Relevant certificates from FEMA, NIMS, or other closely related agencies specializing in disaster response is required; Experience in obtaining and managing external funding is strongly preferred. Candidate must possess excellent organizational and communication skills and be proficient using Microsoft Office Suite, including Outlook, Word, Excel and Teams.

APPLICANT BREAKDOWN

Ten (10) applicants applied: 3 White Males, 1 White Female, 1 Hispanic Male, 1 AAIANHNPI Male, 2 Unknown Males, 2 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
Search Process/Action											
Did not meet minimum education/training qualifications	1	1			1		1				
Did not meet the minimum work experience requirements	1								2	1	
Did not submit a completed application/application material(s)											
Withdrew from search											

During the review of applications, the search committee precluded the following applicants:

Four (4) applicants did not have the required education/trainng [Master’s degree in homeland security, law, education, mental health, or other closely related field] in the field appropriate to this position: 1 White Male, 1 White Female, 1 Hispanic Male, 1 AAIANHNPI Male

Four (4) applicants did not have the required miminum years of professional credentials and experience [five (5) years of experience working in a school (i.e.: teacher, counselor, psychologist,

or social worker) or assigned to a school as a School Resource Officer is required; Relevant certificates from FEMA, NIMS, or other closely related agencies specializing in disaster response] in the field appropriate to this position: 1 White Male, 2 Unknown Males, 1 Unknown Female

Two (2) applicants were extended (virtual) interviews and final (in-person) interviews: 1 White Male and 1 Unknown Female.

Of the two (2) finalists: one (1) applicant was precluded from the search: 1 Unknown Female.

In the campus final interview: 1 Unknown Female earned a Ed.D. in General Education from Northcentral University in Scottsdale, Arizona. The Unknown Female serves as a School Principal with the Connecticut Technical Education system and was formerly a school administrator at Abbott Technical High School in Danbury, Connecticut. The Unknown Female did consult work during the Sandy Hook shootings which resulted in her interests in school safety. The Unknown Female conducted a doctorate dissertation on school safety and has been passionate about school safety. The Unknown Female has no relevant professional experience with school resource officer programs at various school institutions. The Unknown Female provided examples of the current research in the field, recommendations for best practice for memorials that were inconsistent with academic research, and career goal to expand outside of public education. While the Unknown Female may have the foundational education for the position, there was a lack of specific training and experience to handle the position. The Unknown Female does not possess any certifications from FEMA and NIMS specializing in disaster response.

In the campus final interview: 1 White Male earned an ABD in Homeland Security and Public Safety from Colorado Technical University and a Master's degree in Homeland Security from Pace University in New York, New York. The White Male is a graduate of the National Emergency Management Advanced Academy. The White Male has served as a Sergeant for twenty (20) years with the Westchester County Department of Public Safety. In his position, the White Male worked for eight (8) years supervising the school resource officer program for nine campuses in Westchester and Putnam Counties. The White Male is highly trained in school threat assessment and is very knowledgeable about current theory and practice for school and public safety. The White Male also mentioned specific Connecticut laws that applied to school safety. The White Male holds certifications from FEMA and NIMS specializing in disaster response. This search did not meet a hiring goal, but WCSU welcomed the new hire in the Professional-Non Faculty category.

REGISTRAR, OFFICE OF THE REGISTRAR, DIVISION OF ENROLLMENT MANAGEMENT

1 White Female

Under the supervision of the Associate Vice President for Enrollment Services, the Registrar is responsible for the direction and administration of all phases of registration, scheduling, academic record keeping, graduation certification and generation of academic data. Oversees a progressive Registrar's Office in support of the enrollment management function of the University.

Please visit the office webpage: <https://www.wcsu.edu/registrar/>

Position Summary:

Assumes major responsibility for the selection, development, supervision, and evaluation of the Registrar's staff; Administers the student records system, including but not limited to ensuring that appropriate security of the records is maintained; maintains proper grade verification procedures; and conducts periodic grade change audits; provides oversight for degree audit and curricular waiver/substitutions; Administers all activities involved with the development and maintenance of student academic records including the determination of official rosters of students eligible to

receive degrees and other certification, the system of graduation audits and recommended graduation lists. Coordinates the submission of student academic record data to the National Student Clearing House; Responsible for submitting and monitoring student academic record data to the National Student Clearinghouse; Administers all aspects of the grade report, class roster, transcript, and student standing systems; Responsible for generation of the Master and Semester Course Files, assignment of official codes for courses, departments, and majors, and the assignment of classroom space including preparation and distribution of scheduling and registration reports and materials; Serves as a resource for statistical reports that depend on registration/records data to assist in University Planning and Research; Serves as a resource for statistical reports that depend on registration/records data to assist in University Planning and Research; Keeps current with technological advances necessary to administer office efficiently; Monitors curricular changes as they progress through the University's governance system. Identifies concerns that may be problematic to students or other academic programs; Coordinates updates to the University's Undergraduate Catalog; Prepares the annual budget of the Registrar's Office; Evaluates transcripts of students as required; Attends workshops and meetings as required; Assists in preparation of pertinent reports that utilize data contained in the student information system; Serves to implement, explain, and enforce University's academic and related policies; Research, analyze, and recommend resolutions to student disputes as they relate to records and registration; Develops written policies and procedures to ensure that the functions of the office operate efficiently and effectively. Policies and procedures include, but not limited to awarding transfer credits; enrollment verifications procedures; grade changes procedures; and security of academic records in accordance with FERPA and other pertinent regulations.

Qualifications:

Master's degree is required. Six (6) years of experience in college administration, including three (3) years of senior experience (associate level or above) in a records office is required. Must possess, demonstrated record of successful managerial leadership and collegial management skills., thorough knowledge of registration processing, scheduling, grading systems, academic policies and procedures, as well as knowledge of academic advisement. Strong computer skills, including knowledge and uses of integrated student database systems, and Microsoft Office Suite, including Excel, Outlook, Teams and Word is also required. Must possess excellent organizational and communication skills.

APPLICANT BREAKDOWN

Nineteen (19) applicants applied: 2 White Males, 4 White Females, 2 AAIANHNPI Males, 6 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 four (4) professional references.

CAMPUS SEARCH APPLICANT DATA											
	WHITE		BLACK		HISPANIC		AAIANHNPI		UNKNOWN		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Unknown
Search Process/Action											
Did not meet minimum education/training qualifications	2						1		1	2	
Did not meet the minimum work experience requirements		2					1		4		
Did not submit a completed application/application material(s)											
Withdrawn from search	1										

During the review of applications, the search committee precluded the following applicants:

Six (6) applicants did not have the required education/training [Master's degree] in the field appropriate to this position: 2 White Male, 1 AAIANHNPI Male, 1 Unknown Male, 2 Unknown Female.

Seven (7) applicants did not have the required minimum years of professional experience [six (6) years of experience in college administration, including three (3) years of senior experience (associate level or above) in a records office. Must possess a demonstrated record of successful managerial leadership and collegial management skills, thorough knowledge of registration processing, scheduling, grading systems, academic policies and procedures, as well as knowledge of academic advisement] in the field appropriate to this position: 2 White Females, 1 AAIANHNPI Male, 4 Unknown Males.

Six (6) applicants were extended (virtual) interviews and final (in-person) interviews: 2 White Females, 1 Unknown Male, 3 Unknown Females

One (1) applicant withdrew their finalist candidacy from this administrative search due to personal/unknown reasons: 1 Unknown Male

Of the five (5) finalists: four (4) applicant(s) were precluded from the search: 1 White Female and 3 Unknown Females.

In the campus final interview: 1 Unknown Female earned a Master's degree in Non-Profit Management and Public/Urban Policy from the New School for Public Engagement in New York, New York and a Bachelor's degree in Fine Arts from Boston University in Boston, Massachusetts. The Unknown Female served for nine (9) collective years as the Director of Enrollment Management, Interim Registrar and Enrollment Registrar Director with Hunter College/CUNY in New York, New York and for seven (7) collective years as Assistant Director of Curricular Affairs, Associate Director of Curricular Affairs and Director of Curricular Affairs at the Parsons School of Design/The New School in New York, New York. In these positions, the Unknown Female has direct experience and knowledge of registration processing, scheduling, grading systems, academic policies and procedures, as well as knowledge of academic advisement. The Unknown Female has direct experience and knowledge with the administration and use of Banner and CRM systems such as Degree Works and experience with developing registrar procedures impacting financial aid and/or student accounts. However, the Unknown Female does not possess the management operations experience with the development of written procedures to ensure that the functions of the office operations regarding enrollment verifications procedures and grade changes procedures.

In the campus final interview: 1 Unknown Female earned a Master's degree in Education and a Bachelor's degree in Philosophy from Central Connecticut State University in New Britain, Connecticut. The Unknown Female served for three (3) years as an Associate Registrar with the Naugatuck Valley Community College in Waterbury, Connecticut and for four (4) years as a Degree Audit Coordinator with the University of Saint Joseph in Hartford, Connecticut. In these positions, the Unknown Female has direct experience and knowledge of registration processing, scheduling, grading systems, academic policies and procedures, as well as knowledge of academic advisement. The Unknown Female has direct experience and knowledge with the administration and use of Banner and CRM systems such as Degree Works and experience with developing registrar procedures impacting financial aid and/or student accounts. However, the Unknown Female does not possess the management operations experience with the development of written procedures to ensure that the functions of the office operations regarding enrollment verifications procedures and grade changes procedures.

In the campus final interview: 1 Unknown Female earned a Master's degree in Information Systems and Management from Marist College in Poughkeepsie, New York and a Bachelor's degree in Psychology from Rutgers University in New Brunswick, New Jersey. The Unknown Female served for ten (10) collective years as an Associate and Assistant Registrar with the Culinary Institute of America in Hyde Park, New York. In these positions, the Unknown Female has direct experience and knowledge of registration processing, scheduling, grading systems, academic policies and procedures, as well as knowledge of academic advisement. The Unknown Female possess management operations experience with the development of written procedures to ensure that the functions of the office operations regarding enrollment verifications procedures and grade changes procedures. The Unknown Female has no comparable experience and knowledge with the administration and use of Banner and CRM systems such as Degree Works. The Unknown Female has no comparable experience with developing registrar procedures impacting financial aid and/or student accounts.

In the campus final interview: 1 White Female earned a Master's degree in Higher Education Administration from Texas A&M University in Corups Christi, Texas. The White Female served for three (3) years as an Interim Assistant Registrar with Texas A&M University in Corups Christi, Texas and ten (10) year as a Registrar with Texas A&M Univeristy System Health Sciences Center in Austin, Texas. In these positions, the White Female has direct experience and knowledge of registration processing, scheduling, grading systems, academic policies and procedures, as well as knowledge of academic advisement. The White Female possess management operations experience with the development of written procedures to ensure that the functions of the office operations regarding enrollment verifications procedures and grade changes procedures. The White Female has no comparable experience and knowledge with the administration and use of Banner and CRM systems such as Degree Works. The White Female has no comparable experience with developing registrar procedures impacting financial aid and/or student accounts. The White Female had a limited understanding on FERPA regulations for student account privacy and security provisions in the State of Connecticut.

In the campus final interview: 1 White Female earned an Ed.D. in Educational Leadership degree from the University of Hartford in Hartford, Connecticut. The White Female serves for nine (9) years as a Registrar with Northwestern Connecticut Community College in Winstead, Connecticut. In this position, the White Female has direct experience and knowledge of registration processing, scheduling, grading systems, academic policies and procedures, as well as knowledge of academic advisement. The White Female has relevant experience with the administration and use of Banner, CRM systems such as Degree Works. The White Female possess management operations experience with the development of written procedures to ensure that the functions of the office operations regarding awarding transfer credits; enrollment verifications procedures; grade changes procedures; and security of academic records. The White Female has experience with CPOS and registrar policies impacting financial aid, student accounts and has served on curriculum committees. This search did not meet a hiring goal, but WCSU welcomed the new hire in the Professional-Non Faculty category.

BUDGET ANALYST – DIVISION OF FINANCE & ADMINISTRATION

1 AAIAHNPI Female (Goal Candidate)

Assists in administration of the University's ongoing budget request and financial planning processes, Spending Plans, tuition & fees review, and other requests from the System Office; Assists in administration of the University's ongoing internal budget planning, development, compilation and publication process, and all budget monitoring and reporting systems for all funding sources.

Please visit the office webpage: <https://www.wcsu.edu/financeadmin/services/budgets/>

Position Summary:

Confers with budget authorities to gather appropriate background information and explain budget process format, guidelines, and goals. Serves as a resource person to divisional and departmental budget managers in understanding, administering, and monitoring budgets; Assists with the training of University personnel with budget responsibilities in the use of budget documents and the process. Under the direction of the Director of Financial Planning & Budgets, creates, develops, documents, and monitors the budget process, procedures, and timeline; Assists Director of Financial Planning and Budgets with accurate, timely analysis such as variance analysis, what-if analysis, etc. to assist in data-driven decision-making process; Develops and maintains reports from WebFocus and Banner, and other applications, as required; Maintains, tracks, monitors full-time personnel list including fringe benefits at the position level; reconciles the records with HR periodically; Develops and monitors a system to budget and track all salary - and fringe costs at the department level; Devise a reporting system for Lecturer costs. Tracks and reports the overload cost at the department level; Creates and maintains policies and procedures pertaining to budget as directed by the Director of Financial Planning & Budgets.

Qualifications:

A Bachelor’s Degree, preferably in Accounting, Finance or Business Administration; Three (3) years of progressively more responsible experience in the development, implementation and management of effective fiscal and administrative procedures for budgeting and resource allocation; Knowledge and use of Microsoft Office applications such as Excel, Word and PowerPoint; Ability to prepare and interpret analytical reports and to research intensively on associated subjects is required; Public budgeting experience preferred; Knowledge of Ellucian Banner is preferred; Must be open-minded and possess a desire for constructive feedback.

APPLICANT BREAKDOWN

Fifteen (15) applicants applied: 4 White Males, 2 White Females, 1 Black Female (goal candidate), 2 AAIANHNPI Females (goal candidates), 3 Unknown Males, 3 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
<i>Search Process/Action</i>											
Did not meet minimum education/training qualifications	2										
Did not meet the minimum work experience requirements	1	2		1					3	2	
Did not submit a completed application/application material(s)											
Withdraw from search											

During the review of applications, the search committee precluded the following applicants:

Two (2) applicants did not have the required education/trainng [Bachelor’s Degree] in the field appropriate to this position: 2 White Males

Nine (9) applicants did not have the required minimum years of professional experience [three (3) years of experience in the development, implementation and management of effective fiscal and administrative procedures for budgeting and resource allocation; Knowledge and use of Microsoft Office applications such as Excel, Word and PowerPoint; Ability to prepare and interpret analytical reports and to research intensively on associated subjects] in the field appropriate to this position: 1 White Male, 2 White Females, 1 Black Female (goal candidate), 3 Unknown Male, 2 Unknown Females

Four (4) applicants were extended (virtual) interviews and final (in-person) interviews: 1 White Male, 2 AAIAHNPI Females (goal candidates), 1 Unknown Female

Of the four (4) finalists: three (3) applicant(s) were precluded from the search: 1 White Male, 1 AAIAHNPI Female (goal candidate), 1 Unknown Female.

The selected candidate: 1 AAIAHNPI Female (goal candidate) met a hiring goal, and WCSU welcomed the new hire in the Professional-Non Faculty category.

ASSISTANT COUNSELOR – OFFICE OF COUNSELING SERVICES, DIVISION OF STUDENT AFFAIRS

1 White Female

WCSU's Counseling Services offers students free, confidential individual and group counseling. Other services include developing and facilitating educational workshops and outreach activities on campus. The Counseling Service staff are dedicated to on-going learning as well as excellence in client service.

Please visit the office website: <https://www.wcsu.edu/counseling/>

Position Summary:

Responsibilities include providing short-term individual and group counseling, crisis intervention, consultation and liaison work, outreach programming and involvement in a future training program to a diverse student population, faculty, and administration. As a member of AAUP (teaching faculty union), engagement in ongoing research that benefits the profession is required.

Qualifications:

Master's degree or higher in Clinical or Counseling Psychology, Clinical Social Work, Mental Health Counseling or related field is required. Must hold or have met the criteria to hold appropriate licensure as required by the State of Connecticut. Strong clinical skills are required. Must also possess the ability to interact effectively with others, collaborate with colleagues both within and outside the department along with being flexible when necessary. Previous clinical and outreach experience working with the Latinx, African American or LGBTQ communities is highly desirable. Experience in a college mental health setting is preferred. Supervising mental health trainees is also preferred.

APPLICANT BREAKDOWN

Thirty (31) applicants applied: 1 White Male, 4 White Females, 2 Hispanic Females, 1 AAIAHNPI Male, 2 AAIAHNPI Females, 2 Unknown Males, 19 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	Unkn
<i>Search Process/Action</i>											
Did not meet minimum education/training qualifications		1					1	1		3	
Did not meet the minimum professional (license) credentials/work experience requirements	1	2				1			2	13	
Did not submit a completed application/application material(s)						1		1		2	
Withdrew from search											

During the review of applications, the search committee precluded the following applicants:

Four (4) applicants did not submit a completed application/application materials for further consideration for this position: 1 Hispanic Female, 1 AAIANHNPI Female and 2 Unknown Females.

Six (6) applicants did not have the required education/training [Master’s degree or higher in Clinical or Counseling Psychology, Clinical Social Work, Mental Health Counseling or related field] in the field appropriate to this position: 1 White Female, 1 AAIANHNPI Male, 1 AAIANHNPI Female, and 3 Unknown Females

Nineteen (19) applicants did not have the required minimum years of professional (license) credentials/experience [Must hold or have met the criteria to hold appropriate licensure by the State of Connecticut. Strong clinical skills] in the field appropriate to this position: 1 White Male, 2 White Females, 1 Hispanic Female, 2 Unknown Males, 13 Unknown Females

Two (2) applicants were extended (virtual) interviews and final (in-person) interviews: 1 White Female and 1 Unknown Female

Of the two (2) finalists: one (1) applicant was precluded from the search: 1 Unknown Female.

In the campus final interview: 1 Unknown Female earned a Master’s degree in Social Work from Springfield College in Springfield, Massachusetts, a Bachelor’s degree in Social Work from Our Lady of the Elms College in Chicopee, Massachusetts and hold a registered/active license to practice School Social Work in the State of Connecticut. The Unknown Female served for eight (8) years as the Director of Home Based Services with the Community Mental Health Affiliates in New Britain, Connecticut and for one (1) year as served as a Private Practitioner for New Milford Counseling Center in New Milford, Connecticut. The Unknown Female has direct experience with short-term individual and group counseling, crisis intervention, consultation and liaison work, outreach programming and involvement in a future training program to a diverse student population, faculty, and administration. The Unknown Female demonstrated experience with identified salient mental health issues for college student, various approaches to address anxiety and depression-3 – 6 months using CBT, thought correction, changing behaviors and addressing coping skills. The Unknown Female provided examples and details regarding crisis mental health intervention and identified different cultural issues for individuals who are black, Asian or Hispanic and different socio-economic backgrounds. The Unknown Female has supervisory experience that has included supervising social work students. The Unknown Female possess no comparable experience with providing short-term therapy and/or problem focused therapy lasting six (6) months. The Unknown Female does not express an interests in participating in research and university related projects/grants due to time commitments with her private practice.

In the campus final interview: 1 White Female earned a Master's degree in Social Work from Columbia University in New York, New York and a Bachelor's degree in Human Services from Pace University in White Plains, New York and holds a registered/active license to practice as a licensed Social Worker in the State of Connecticut. The White Female served for ten (10) years as a Clinical Social Worker for Clinical Services and Youth Adult Services with the State of Connecticut Department of Mental Health and Addiction Services in Bridgeport, Connecticut. The White Female demonstrated experience with identified salient mental health issues for college student, various approaches to address anxiety, isolation, intersectional counseling and depression, thought correction, changing behaviors and addressing coping skills. The White Female provided examples and details regarding crisis mental health intervention, health disparities across race and gender and identified different cultural issues for individuals of different sexual orientations. The White Female has experience working with families who are black, Asian or Hispanic and different socio-economic backgrounds. The White Female has supervisory experience that has included supervising social work students. The White Female possess direct experience with providing short-term therapy and/or problem focused therapy lasting six (6) months. The White Female expressed interests in participating in academic research and university related projects/grants. This search did not meet a hiring goal, but WCSU welcomed the new hire in the Professional-Non Faculty category.

SECRETARIAL CLERICAL, All titles except Secretary 2

Effective January 1, 2022, 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 fundig 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) (3): 1 White Female, 1 Black Female, 1 Hispanic Female (goal candidate)

**OFFICE ASSISTANT, OFFICE OF ADMISSIONS – DIVISION OF ENROLLMENT
MANAGMENT**

1 White Female

For information about the Office of Admissions at Western Connecticut State Univesity, 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 a 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
Search Process/Action											
Did not meet minimum education/training qualifications	1	3		8		8		5			
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				2			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, 2 Hispanic Females (goal candidates) and 1 Unknown Female

Of the four (4) finalists: three (3) applicant(s) were precluded from the search: 1 Black Female 1 AAIANHNPI 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-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 procificiency 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 AAIANHNPI Female earned a Bachelor's degree in Theater Arts from Hunter College/CUNY in New York, New York. The AAIANHNPI Female has served as a teaching assistant with the Ossining Central School District for three (3) years. The applicant 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 1 AAIANHNPI 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 Communications from Western Connecticut State University in Danbury, Connecticut. The Unknown Female has served as a student employee with the Department of Communicaitons and Media Arts for four (4) years at Western Connecticut State University. The Unknown Female has administrative and customer service experience and has worked with a diverse student population. The Unknown Female has no admissions and/or supervisory experience, no experience with the use of MS Office Suite programs (i.e., MS Access, Excel) and no experience with the use of Banner systems for student services.

The selected candidate, 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 White Female 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

OFFICE ASSISTANT, CASHIER'S OFFICE – DIVISION OF FINANCE & ADMINISTRATION

Selection(s): 1 Black Female

For information about the Cashier's Office, please visit the office webpage:
<https://www.wcsu.edu/cashiers/>.

This position provides support for the Cashier's Office at Western Connecticut State University on the Middtown 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 the Cashier's Office, along with providing general support to staff in the Cashier's Office.

Position Summary:

The Office Assistant performs the most complex office administrative duties as a 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

One hundred and eighty nine (189) applicants applied: 36 White Females, 13 Black Females, 18 Hispanic Females (goal candidates), 4 AAIAHNPI Males (goal candidates), 22 AAIAHNPI Females, 16 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
<i>Search Process/Action</i>											
Did not meet minimum education/training qualifications											
Did not meet the minimum work experience requirements	32			4		12	4	17	16	78	
Did not submit a completed application/application material(s)	4			8		6		5			
Withdrew from search											

During the review of applications, the search committee precluded the following applicants:

Twenty-three (23) applicants did not submit a completed application/application materials for further consideration for this position: 4 White Females, 8 Black Females, 6 Hispanic Females (goal candidates), 5 AAIANHNPI Females.

One hundred and sixty-three (163) 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: 32 White Females, 4 Black Females, 12 Hispanic Females (goal candidates), 4 AAIANHNPI Males (goal candidates), 17 AAIANHNPI Females, 16 Unknown Males, 78 Unknown Females

Three (3) applicants were extended (virtual) interviews and final (in-person) interviews: 1 Black Female and 2 Unknown Females.

Of the three (3) finalists: two (2) applicant(s) were precluded from the search: 2 Unknown Females.

In the in-person campus interview, 1 Unknown Female earned a Bachelor's degree in Communications from Western Connecticut State University in Danbury, Connecticut. The Unknown Female has served as a student employee with the Department of Communicaitons and Media Arts for four (4) years at Western Connecticut State University. The Unknown Female has administrative and customer service experience and has worked with a diverse student population. The Unknown Female has Cashier's/accounts 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 Communications and Human Resources Business Management from Western Connecticut State University in Danbury, Connecticut. The Unknown Female has served as a (part-time) student employee with the Human Resources Department for four (4) years at Western Connecticut State University. The Unknown Female has administrative and customer service experience and has worked with a diverse student population. The Unknown Female has no Cashier's/accounts 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 Communications from Western Connecticut State University in Danbury, Connecticut. The Black Female has served as a National Accounts Project Coordinator for two (2) years with Stanley Black and Decker Headquarters in Southington, Connecticut and as an Office Assistant for four (4) years with the Office of the Registrar at Western Connecticut State University in Danbury, Connecticut. 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 Cashier's/accounts experience and experience with the use of Banner systems for student services.

**SECRETARY 1, OFFICE OF THE REGISTRAR – DIVISION OF ENROLLMENT
MANAGEMENT**

1 Hispanic Female (Goal Candidate)

For information about the Office of the Registrar, please visit the office webpage:

<https://www.wcsu.edu/registrar/>.

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.

APPLICANT BREAKDOWN

One hundred and sixty-four (164) applicants applied: 38 White Females, 12 Black Females, 26 Hispanic Females (goal candidates), 2 AAIAHNPI Males (goal candidates), 10 AAIAHNPI 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.

CAMPUS SEARCH APPLICANT DATA											
	WHITE		BLACK		HISPANIC		AAIAHNPI		UNKNOWN		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Unknown
Search Process/Action											
Did not meet minimum education/training qualifications											
Did not meet the minimum work experience requirements		24		6		20	2	10	5	68	

CAMPUS SEARCH APPLICANT DATA											
	WHITE		BLACK		HISPANIC		AAIANHNPI		UNKNOWN		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Unknown
Did not submit a completed application/application material(s)		10		4		4		2			
Withdrew from search		2				1				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), 10 AAIANHNPI Females, 5 Unknown Males, 68 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: 2 White Female, 1 Hispanic Female (goal candidate) and 1 Unknown Female.

Of the five (5) finalists: four (4) applicant(s) were precluded from the search: 2 White Females and 2 Black Females.

The selected candidate: 1 Hispanic Female (goal candidate) met a hiring goal, and WCSU welcomed the new hire in the Secretarial-Clerical category.

TECHNICAL & PARAPROFESSIONAL

Effective January 1, 2022, 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 fundig 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 Paraprofessionl occupational category.

SKILLED CRAFT WORKERS

Effective January 1, 2022, 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 fundig 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, 2022, 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 fundig 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, 2022, 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 fundig 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, 2022, 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 fundig 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 searches 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) (0): No Hires Conducted

In this occupational category there were no searches conducted during the reporting period.

PROMOTION GOALS
April 1, 2021 – March 31, 2022

Effective January 1, 2022, 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 fundig 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) (19): 8 White Males, 1 White Female, 2 Black Males, 10 AAIANHNPI Males and 3 AAIANHNPI Females

Promoted (3): 2 AAIANHNPI Males (goal candidates) and 1 AAIANHNPI Female (goal candidate)

Progress: There were three (3) faculty members who applied for promotion to Professor – 2 AAIANHNPI Males (goal candidates) and 1 AAIANHNPI Female (goal candidate)

The three (3) 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.

Of the three (3) promotions (2 AAIAHNPI Males (goal candidates) and 1 AAIAHNPI Female (goal candidate), all were interviewed and promoted. Three promotional goals were achieved.

ASSOCIATE PROFESSOR

Goal(s) (12): 8 White Males, 1 Hispanic Male, 3 Hispanic Females

Promoted (6): 5 White Males, 1 Hispanic Female

Progress: There were seven (7) faculty members that applied for promotion to Associate Professor: 5 White Males (goal candidates) and 1 Hispanic Female (goal candidate).

Six (6) 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.

Of the six (6) promotions: 5 White Males (goal candidates) and 1 Hispanic Female (goal candidate) all were interviewed and promoted. Six (3) promotions goals were 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, 2021 – March 31, 2022

Effective January 1, 2022, 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 fundig 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, 2021 – March 31, 2022

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 2021-2022 Affirmative Action reporting period, the University began implementation and executed 50% on the following **below two (2) 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:

<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 this newly developed pipeline/resource listing. This program goal will reach completion by or before March 31, 2023.

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.

Section N

Element No. 14

CAREER MOBILITY

Sec. 46a-68-91

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

GOOD FAITH EFFORTS
Sec. 46a-68-92

Good Faith Efforts

Under Section 46a-68-92(a) of the Affirmative Action Regulations of Connecticut State Agencies, 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 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

**INNOVATIVE
PROGRAMS**

Sec. 46a-68-93

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/ EA²P 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 7th – 8th 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/ EA²P(Educational Achievement and Access Program)

The University's ConnCAS/ EA²P (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/ EA²P 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/ EA²P 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/ EA²P 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

- **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

INNOVATIVE
PROGRAMS

Sec. 46a-68-93

(ATTACHMENTS AND DOCUMENTATION)

Introduction of the ODE Program Sponsorship Portal

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

Wed 12/15/2021 12:33 PM

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 on-campus and/or virtual events and activities that advance diversity, equity, and inclusion.

We (ODE) are now introducing a new process for requesting sponsorship for programs and events. This new program/events sponsorship request process will allow for 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/co-sponsorship with a new ODE/WCSU Diversity Council logo and/or virtual/in-person promotion as a co-sponsor, please use the sponsorship submission link: <https://www.wcsu.edu/diversity/program-sponsorship-requests/>

Starting **Tuesday, January 18, 2022**, ODE in collaboration with the WCSU Diversity Council will begin reviewing all program sponsorship request application submissions for the Fall 2022 semester.

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 to be completed by the requestor (or event organizer) on the outcome of the event/program. ODE will typically sponsor up to \$500.00 per event and/or program. The online request form must be submitted and approved one semester prior to the scheduled university event. 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 or phone at (203) 837-8444.

Thank you,

OFFICE OF DIVERSITY & EQUITY

Western Connecticut State University

181 White Street, Danbury, Connecticut 06810

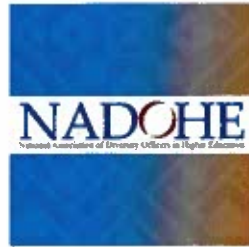
Phone: (203) 837-8444 | Fax: (203) 837-8503



In collaboration with the following institutional partners:



Affiliate of
H I S P A N I C
A S S O C I A T I O N
O F C O L L E G E S &
U N I V E R S I T I E S



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Event-Program Sponsorship Requests



Due to the risks posed by COVID-19 and the current recommendations regarding group gatherings, the Office of Diversity and Equity (“ODE”) at Western Connecticut State University (“WCSU”) will carefully monitor university sponsorship requests for in-person campus programming for Fall 2022/Spring 2023 semester(s) and until further notice.

ODE is pleased to announce the availability of sponsorship opportunities on a first come first serve basis beginning for the Fall 2022/Spring 2023 semester(s).

Through the ODE Program Sponsorship, the WCSU Diversity Council and ODE will work collaboratively to support activities, events and programs that build relationships within our university community to promote equity and inclusion. Requestors who are determined eligible, can be awarded up to **\$500.00** in sponsorship funds for university-based activities, events and programs that provide opportunities for WCSU students, faculty and staff to participate and engage diverse communities on our WCSU campuses.

This sponsorship program prioritizes events that serve diverse communities, including underserved university groups, LGBTQ+ university groups, BIPOC students, international students, immigrant students, and university groups with disabilities.

Purpose:

- Promote equity and inclusive educational and awareness.
- Help institutional building, network connections, information sharing and engagement related to equity and inclusion.
- Inform WCSU policy and program development.
- Support recruiting and diversifying our WCSU workforce.

Application Process:

To ensure consistency and fairness, ODE will use the following process for all sponsorship requests:

1. A request must fill out the ODE Sponsorship Request Form. If the requestor is a different person from the event organizer, please identify this on the online application.
2. Ensure you submit an online application during the following academic semester periods before the start date of an event and/or program. *For Fall semester events: file an application from January 31st – April 30th. For Spring semester events: file an application from August 30th – October 31st* *Please note, requests submitted after the proposed deadline(s) **will not** be considered for co-sponsorship.
3. A requestor will receive an email confirming your online submission.
4. The online application will be reviewed by the WCSU Diversity Council Diversity Grants and Scholarship sub-committee and recommended for a final review and approval by the WCSU Diversity Council.

5. The WCSU Diversity Council, in conjunction with ODE, will also review requests received at monthly scheduled meetings and upon approval, ODE will notify the requestor on the status of a request within (or up to) 30 calendar days (four weeks) of the receipt of the online application submission.

Eligibility Requirements:

If you are applying for co-sponsorship, you must meet the following requirements before your application will be considered.

- Activities, events and programs must take place at WCSU and serve the WCSU community.
- Activities, events and programs must have a direct correlation with the program purpose.
- University groups and/or academic departments may only receive one (1) event co-sponsorship **per academic year beginning with the 2022-2023 academic year.**

For more information, please contact the Office of Diversity and Equity by email at ode@wcsu.edu.

Please [click here](#) to submit an online application for (either) the Fall 2022/Spring 2023 semester sponsorship request.

Office of Diversity and Equity Sponsorship Request

The WCSU Office of Diversity and Equity accepts sponsorship requests for organizations and departments that are seeking to advance institutional diversity and inclusion through events and activities. To request a sponsorship, please fill out the provided online form with as much detail as possible. Providing details will allow ODE to process your request in a timely manner. Please note that all sponsored events should work to promote the Office of Diversity and Equity mission which can be found at <https://www.wcsu.edu/diversity/mission/>

Name of Organization / Group / Department

Contact Person Information

Name / Role of Contact Person

Email

Phone Number

Is the contact person's information the same as the event organizer's information?

Yes

No

Type of Event

Celebration

Conference

Panel

Speaker

Workshop

Other

Cost of the Event

Sponsorship Amount Request

Date of Event

Start Time

End Time

Location of Event

Online Event

In Person Event

How does this event align with WCSU Office of Diversity and Equity's mission statement?

What are the goals of this event?

Who is the target audience for this event?

How is the event organizer going to promote the event for either in person or virtual attendees?

Any social media platform request for promotion?

Twitter

Instagram

WCSU Community Message

**Groups / departments you would want affiliated with the event?
(ex: Pride Center, SGA, Office of Diversity and Equity, President, etc)**

Itemized Budget File:

No file chosen

Attach Promotional Material if Available (ex: posters, advertisement, flyers)

No file chosen

[Add another promotional material](#)

WCSU Diversity Council April 2021 Meeting cancelled

Jesenia Minier <minierj@wcsu.edu>

Tue 4/20/2021 11:45 AM

To: Hasan Arslan <arslanh@wcsu.edu>; Ethan Balk <balke@wcsu.edu>; Michelle Brown <brownml@wcsu.edu>; Michael Ercoli <ercolim@wcsu.edu>; Jennifer Cunningham <cunninghamj@wcsu.edu>; Eden Edwards-Harris <edwardsharrise@wcsu.edu>; Kanalla M. Hay <hay008@wcsu.edu>; Carol Huang <huangc@wcsu.edu>; Truman Keys <keyst@wcsu.edu>; George Marasco <marascog@wcsu.edu>; Lorrie-Anne Monte <montel@wcsu.edu>; Elisabeth Werling Morel <morele@wcsu.edu>; April Moreira <moreiraa@wcsu.edu>; Lorraine Salas <salasl@wcsu.edu>; Robert Pote <poter@wcsu.edu>; Sara Risko <risko003@wcsu.edu>; Paul Steinmetz <steinmetzp@wcsu.edu>; Brianna Woodson <woodson004@wcsu.edu>
Cc: Daryle Dennis <dennisd@wcsu.edu>; Keisha Stokes <stokesk@wcsu.edu>

1 attachments (315 KB)

TH.Floyd.Discussion.Flyer.pdf

Good morning all WCSU Diversity Council members,

The upcoming virtual WEBEX meeting scheduled for Wednesday, April 21, 2021 at 3:00 p.m., has been cancelled due to the immediate planning and virtual collaboration to convert the Virtual Coffee with the WCSU Diversity Council event to address the George Floyd killing/Derek Chauvin murder trial as an important Town Hall virtual event (see attached). I ask that all WCSU Diversity Council members either support and/or attend the upcoming virtual event as a show of support and solidarity to the important issues addressed in this virtual discussion as a collaboration with the members of the WCSU Racial Justice Coalition and the Student Government Association.

At this time, event planners are looking for a member of the WCSU campus community to serve as the virtual Moderator for this upcoming event. If any WCSU Diversity Council member is interested in moderating this virtual event, please contact either Professor Carina Bandhauer at bandhauerc@wcsu.edu and/or Ree Gunter at gunterr@wcsu.edu **no later than Thursday, April 22, 2021.**

I'll advise in the coming weeks on the WCSU Diversity Council May 2021 meeting to continue discussion on Symposium event planning for the 2021-2022 academic year.

Thank you. Jesenia

Jesenia Minier, MPA
Chief Diversity Officer
ADA and Title IX Coordinator
Office of Diversity and Equity
Western Connecticut State University
181 White Street
University Hall, Room 202B
Danbury, Connecticut 06810
Telephone: (203) 837-8277
Fax: (203) 837-8503
PRONOUNS: SHE, HER, HERS
www.wcsu.edu/diversity/

Office of



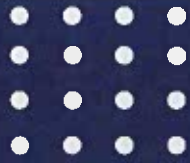
**WESTERN
CONNECTICUT
STATE
UNIVERSITY**

Diversity
and Equity

Western
Connecticut State
University is
Connecticut's
public university

www.wcsu.edu

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TOWN HALL

Join the discussion...



Co-Sponsored by:

The Diversity Council
The Racial Justice Coalition

Topic:

The Killing of George
Floyd & Post-Trial
Discussion

Monday
4-26-21
at
3:00 p.m.

*Date contingent upon verdict announcement

Link: <https://wcsu.webex.com/wcsu/j.php?MTID=m1b659e4af22cf132d955ffbf4485113>

Should you require accommodations,
please contact:

rjc@wcsu.edu



WCSU Office of Diversity and Equity webpage re: New updates with Community Trauma and Healing

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

Mon 11/22/2021 4:32 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

To our WCSU Community,

Here are a few important updates for your information and review:

Updated Webpage on Healing from Community Trauma: Resources and Information

In June 2020, President John C. Clark tasked the WCSU Office of Diversity and Equity (“ODE”) to create a webpage named “*Healing from Community Trauma: Resources and Information*” to support efforts to improve community health and safety, providing a wealth of resources for coping with stress in the wake of community trauma. This Fall semester, ODE has updated the webpage to also include new coping strategies, upcoming webinars and virtual tools that are valuable in addressing the ongoing trauma that we’re all experiencing in various forms. Please take a moment to review the new webpage updates by [clicking here](#).

A Survey on College Student’s Mental Health and Well-Being

Since October 25, 2021, Western Connecticut State University has been conducting a campus-wide survey about student health and well-being, called the Healthy Minds Study. For more information about the survey, please [click here](#). If you have any questions, comments, or concerns, please contact Ree LeBlanc Gunter, Ph.D., Director, Counseling Services, at gunterr@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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Healing from Community Trauma: Resources and Information



RESOURCES FOR COPING WITH STRESS IN THE WAKE OF COMMUNITY TRAUMA AND BEYOND

This webpage addresses many community needs following the recent tragedy in Minnesota and the ongoing community trauma that our communities are experiencing. The webpage also includes tools for further action and education about the individual experience(s) of community trauma based on systemic racism in varying perspectives, which is beneficial to our university and other communities at large.

Racism is a critical public health issue that impacts all aspects of our health, especially social and mental well-being.



WCSU PLEDGE STATEMENT

The WCSU administration, members of the University Diversity Council as well as support from WCSU AAUP and SUAOF chapters acknowledge and pledge to adhere to the following:

Keep our eyes on the real issue in naming and recognizing systemic racism and oppression.

Design processes to create gracious and brave (virtual and physical) spaces for our university community to conduct dialogue on varying topics on race-related trauma and

experiences without consuming each other or creating further conflicts.

Engage our university community with a focus on, but not be distracted from, the centuries-long, deep-seated issues that we as a nation must confront and faithfully work through with real encounters, skills to listen with understanding and actions that truly transcend into our university culture from these words ***“one nation, under God, with liberty and justice for all.”***

CSCU RESPONSE(S) TO THE CURRENT EVENT(s):

1. November 10, 2021- Mental Health and Support for Employees
2. October 5, 2021- COVID-19 University Update
3. September 24, 2021- Office of Diversity and Equity Community Message
4. August 20, 2021 – University Reopening Guidelines for Fall 2021
5. June 14, 2021 – Commemorating Juneteenth at WCSU
6. April 20, 2021 – Verdict of George Floyd Case

7. [March 31, 2021- Transgender Day of Visibility from CSCU](#)
8. [March 19, 2021- WCSU Stands with the Asian Community](#)

COPING STRATEGIES – INFORMATION AND RESOURCE POSTING(S)

Please click the below embedded hyperlinks to view the following listed resources and strategies upon experiencing stressful time(s) which was adapted from the [JED Foundation's Coping with Violence, Trauma and Tragedy tip sheet](#):

PRESS PAUSE: Step away from the news occasionally, and take a moment to reflect when you have an emotional reaction to something before responding. This strategy will help you determine which reactions are going to help you cope and contribute to solving a program, and which are counterproductive. Staying informed and engaged is crucial, but so is staying healthy.

TAKE CARE OF YOURSELF: While jumping into advocate mode and ignoring our own pain is an understandable reaction, it isn't always effective or healthy. It's okay to reach out to friends, family, and health providers for support.

TAKE CARE OF OTHERS. Be aware of the warning signs of depression, distress, and hopelessness. If you notice someone struggling, trust your instinct and start that conversation.

TAKE THOUGHTFUL ACTIONS: Be cautious about sharing news and videos with depictions of violence. Ask yourself why you are sharing it, and include information that includes a solution, action items, and/or resources. Constructive conversations can educate and mobilize, but name-calling and mudslinging are ineffective, anxiety-producing, and frustrating actions that do not lead to solutions.

BE AN ALLY AND GET INVOLVED: There are many ways you can show or be involved in actively demonstrating your commitment.

FACULTY/EDUCATOR RESOURCES: WCSU is here to help foster learning, support active dialogue and continue to build a safe, equitable community for all. Part of building this community is to engage in learning and to be open to understanding about privilege, racism, and creating social change in (and outside of) the classroom.

The various hyperlinks, information and resources on this webpage are to offer coping skills and resources to support you in these stressful times we're all experiencing together. Please take a moment to review all of the posted hyperlinks, publications, listed resources, strategies videos, webinars, and updates in more detail to offer a more candid opportunity to understand, be compassionate and to support those who are experiencing issues firsthand from the wake of existing (and evolving) community trauma.

ACADEMIC AFFAIRS WEEKLY ANNOUNCEMENT - 02 07 2022

Jennifer Cunningham <cunninghamj@wcsu.edu>

Mon 2/7/2022 5:06 PM

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

📎 11 attachments (7 MB)

1. Academic Affairs Announcements 01 31 2022 2.pdf; 2A. SPEAK YOUR TRUTH, OWN YOUR TRUTH - ROUNDTABLE CONVERSATIONS.pdf; 2B. Black History is American History.pdf; 3. 2022 CT OER Grant Program - Applications Due 2-18-2022.pdf; 4. WRD 2022 - SAVE the DATE Announcement.pdf; 5. 3rd Annual (Virtual) CT OER Summit.pdf; 6. How to add Help and Resource Modules to your Blackboard Course Menu (1).pdf; 7. How to copy a course in Blackboard Learn.pdf; 8. Why use the Blackboard Course Template.pdf; 9. Faculty Drop In Support.pdf; 10. Spring Events Flyer Updated.pdf;



Academic Affairs Weekly Announcements

SPEAK YOUR TRUTH, OWN YOUR TRUTH: ROUNDTABLE CONVERSATIONS

The SUOAF-AFSCME Minority Recruitment and Mentoring Committee will host Part II of the two-part series on microaggressions.

Thursday, February 10 – PART II Panel Discussion: How to Prevent and Respond to Microaggressions

Open to the university community.

[Join in on the conversation!](#) We look forward to your participation.


Here is the link to this week's blog:

SPEAK YOUR TRUTH, OWN YOUR TRUTH: ROUNDTABLE CONVERSATIONS:

The SUOAF-AFSCME Minority Recruitment and Mentoring Committee will host Part II of the two-part series on microaggressions.

Thursday, February 10 – PART II Panel Discussion: How to Prevent and Respond to Microaggressions Open to the university community.

[Join in on the conversation!](#) We look forward to your participation.



Wow, you're really articulate

Where are you really from?
Can I touch your hair?

SUOAF-AFSCME Minority Recruitment and Mentoring Committee

“ Speak Your Truth, Own Your Truth: Roundtable Conversations ”

Thursday, Feb 10 **PART II Panel Discussion: How to Prevent and Respond to Microaggressions**

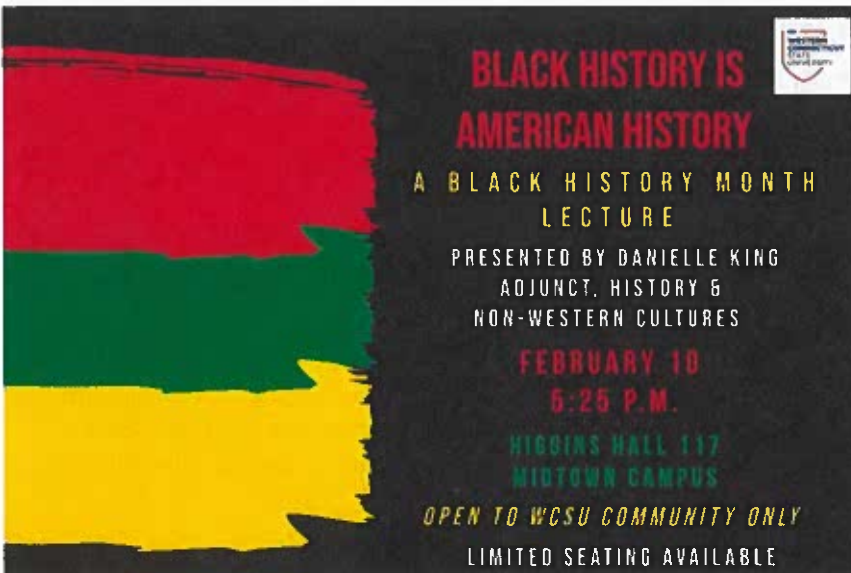
Resources are available at <https://equity.wcsu.edu/mc> for further exploration.

JOIN US! OPEN TO THE UNIVERSITY COMMUNITY

WEBEX SERIES | 12 PM - 1 PM
wcsu.webex.com/meet/mrmc

WCSU Minority Recruitment and Mentoring Committee

If you require accommodations, please contact mrmc@wcsu.edu



WCSU Minority Recruitment and Mentoring Committee

BLACK HISTORY IS AMERICAN HISTORY

A BLACK HISTORY MONTH LECTURE

PRESENTED BY DANIELLE KING
ADJUNCT, HISTORY & NON-WESTERN CULTURES

**FEBRUARY 10
6:25 P.M.**

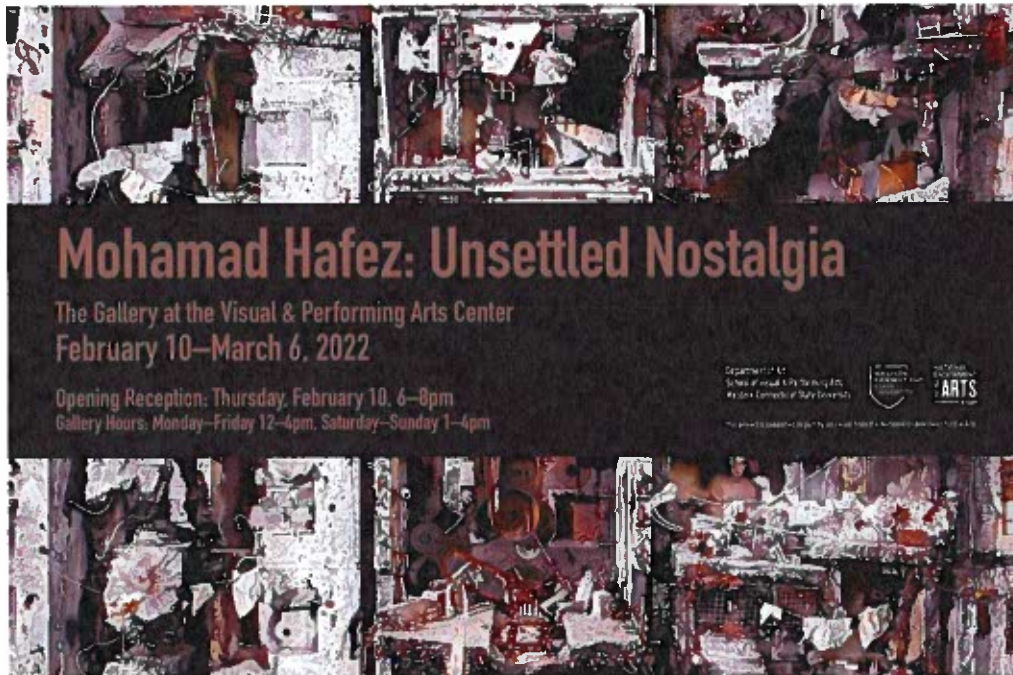
HIGGINS HALL 117
MIDTOWN CAMPUS

OPEN TO WCSU COMMUNITY ONLY

LIMITED SEATING AVAILABLE

CT OER GRANT OPPORTUNITY - THE CALL FOR APPLICATIONS HAS BEEN EXTENDED!

For more information, including instructions, evaluation criteria, and requirements of grantees, please visit the [Connecticut Open Educational Resources Grant](#) Program site. Completed applications are due by **11:59 pm February 18, 2022**. Project timelines may vary but all projects must be completed by December 31, 2022.

GALLERY EXHIBITION

Mohamad Hafez: Unsettled Nostalgia

Opening Reception Thursday, Feb 10th 6 PM - 8 PM

On view February 10th - March 6th

Reserve a spot for the opening reception at wcsuvpac.eventbrite.com!

WESTERN RESEARCH DAYS (MAY 4TH-5TH)

Do you have undergraduate or graduate students who are engaged in research or other creative activities? If so, WCSU has an annual event in which you should encourage your students to participate. This event is Western Research Day or WRD. This year, WRD will be a two-day event held in the evening during the last week of classes. WRD will consist of two evening sessions occurring from May 4-5th from 4:00-7:00pm. For more information see the WRD flyer attached. We hope to see you at Western Research Day 2022! If you have questions about the event, please feel free to contact Adam Brewer, Chair of the WRD planning committee at brewera@wcsu.edu

3RD ANNUAL (VIRTUAL) CT OER SUMMIT

The Summit provides faculty and departmental leadership in Connecticut higher education the opportunity to learn effective practices in OER implementation, collaboration, strategy, and research. This year's Summit will focus on the theme "Equity and Opportunity."

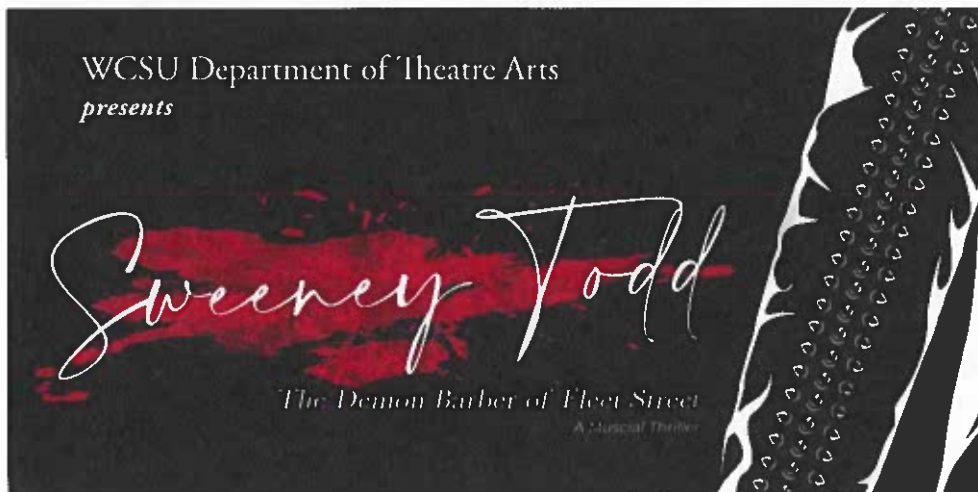
When: March 1st - 4th, 2022, sessions at 12pm daily

Where: Online

Cost: Free

Sign up: [Registration site](#)

Flexible schedule! Sign up and attend all sessions, some, or just one!

WCSU DEPARTMENT OF THEATRE PRESENTS**SWEENEY TODD, THE DEMON BARBER OF FLEET STREET**

Feb. 25th - Mar. 6th

Use code "wcsufacultyst" to unlock WCSU Faculty tickets!

<https://www.eventbrite.com/e/sweeney-todd-the-demon-barber-of-fleet-street-tickets-247328816147>

TIDDL**Preparing your Blackboard Courses for Spring Term****1. How to copy a course in Blackboard Learn**

Step by step instructions to copy a course from a past term into your Spring semester Blackboard course shell.

2. How to add help and resource Modules to your Blackboard course menu

Step by step instructions to add Resource Modules for students, including course technology instructions, Library resources/services, academic support services online, AccessAbility services.

3. 8 reasons to use the Blackboard course navigation template

Infographic that explains the student and faculty benefits of using the template, as well as how to request it.

4. Faculty Drop-In Support for Teaching Online & Hybrid, Blackboard, etc. (Colleen Cox and Aura Lippincott)**Spring 2022 Drop-In Hours (hours start TUESDAY, 1/25)**

WHERE: Faculty: Remote Teaching Blackboard Organization Drop-in room ([instructions to join](#))

WHEN: Weekly (excluding holidays) on:

- Mondays: 10am-12pm; 1pm-3pm
- Tuesdays: 11am - 1pm
- Thursdays: 10am-12pm; 2pm-4pm
- Fridays: 11am-1pm

LIBRARY HOURS, Spring 2022**Haas Library**

Monday-Thursday, 8am-10pm

Reference services 10am-6pm, 7pm-10pm

Friday, 8am-4pm

Reference services 10am-1pm

Saturday, 10am-6pm

Reference services 10am-6pm

Sunday, 2pm-6pm **<--New hours!**

Reference services 2pm-6pm

REMINDER: The Midtown Computer Center located in Haas is a 24-hour lab. Students can enter with their ID and PIN when the library is closed.

Young Library

Monday-Thursday, 10am-8pm

Friday-Sunday, Closed

VISUAL AND PERFORMING ARTS CENTER
at Western Connecticut State University

Spring 2022 Events

Art

2/10: Mohamad Hafez: Unsettled Nostalgia, Gallery Opening, on view through 3/6

3/3: Closing Celebration, No Place Like Home: Exploring the sights, sounds, and tastes of the Middle East with artist Mohamad Hafez and guests, 6:00 PM

3/24: MFA Thesis Exhibition, Gallery Opening, on view through 4/10

4/1: Sip & Sculpt, 7:00 PM

4/21: Senior Portfolio Exhibition, Gallery Opening, on view through 5/8

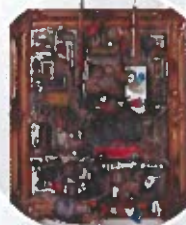
Theatre

2/25 - 3/6: Sweeney Todd, Mainstage Musical

4/1 - 4/10: Ernest and the Pale Moon, Blackbox Play

4/22 - 4/24: One Act Plays, Blackbox Plays

4/29 - 5/8: Metamorphoses, Mainstage Play



Music

3/25: A Night of Jazz, 7:00 PM

3/27: Jazz Combos, 3:00 PM

4/3: Piano Studio Recital, 3:00 PM

4/24: Chamber Singers & University Choir, 3:00 PM

4/28 - 4/30: Jazz Fest, Time TBD

5/1: Percussion Ensemble, 3:00 PM

5/6: Orchestra & Concert Choir, 7:00 PM

5/7: Wind Ensemble & Symphonic Band, 3:00 PM



Tickets and more information at:
wcsupac.eventbrite.com

Stay Healthy,

Missy



SUOAF-AFSCME Minority Recruitment and Mentoring Committee

“ Speak Your Truth, Own Your Truth: Roundtable Conversations ”

PART II Panel Discussion: How to Prevent and Respond to Microaggressions

Thursday, Feb 10

Resources are available at libguides.wcsu.edu/mrmc for further exploration.

JOIN US!
OPEN TO THE
UNIVERSITY
COMMUNITY!

WEBEX SERIES | 12 PM - 1 PM

wcsu.webex.com/meet/mrmc

Should you require accommodations, please contact mrmc@wcsu.edu





BLACK HISTORY IS AMERICAN HISTORY

A BLACK HISTORY MONTH
LECTURE

PRESENTED BY DANIELLE KING
ADJUNCT, HISTORY &
NON-WESTERN CULTURES

FEBRUARY 10
5:25 P.M.

HIGGINS HALL 117
MIDTOWN CAMPUS

OPEN TO WCSU COMMUNITY ONLY
LIMITED SEATING AVAILABLE

VISUAL AND PERFORMING ARTS CENTER at Western Connecticut State University

Spring 2022 Events

Art

2/10: **Mohamad Hafez: Unsettled Nostalgia**, Gallery Opening, on view through 3/6

3/3: Closing Celebration, **No Place Like Home: Exploring the sights, sounds, and tastes of the Middle East with artist Mohamad Hafez and guests**, 6:00 PM

3/24: **MFA Thesis Exhibition**, Gallery Opening, on view through 4/10

4/1: **Sip & Sculpt**, 7:00 PM

4/21: **Senior Portfolio Exhibition**, Gallery Opening, on view through 5/8

Theatre

2/25 - 3/6: **Sweeney Todd**, Mainstage Musical

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Music

3/25: **A Night of Jazz**, 7:00 PM

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5/1: **Percussion Ensemble**, 3:00 PM

5/6: **Orchestra & Concert Choir**, 7:00 PM

5/7: **Wind Ensemble & Symphonic Band**, 3:00 PM



Tickets and more information at:
wcsuvmac.eventbrite.com

EEO Diversity Mandated Course Offerings

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

Wed 1/26/2022 2:33 PM

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

From the Office of Diversity & Equity

To our WCSU Faculty and Staff,

Effective Spring 2022 semester, the Office of Diversity and Equity ("ODE") is working in conjunction with the Office of Equal Employment Opportunity ("EEO") for the CSCU/BOR System Office to offer three (3) hour, state-mandated (virtual) Diversity Training sessions for WCSU faculty and staff. The training program aligns with our values and mission to foster and support our diverse educational and workplace environments. **All new and existing WCSU faculty and staff are required to participate in this virtual training program if they are a *new hire on or after January 1, 2020, and/or have been a WCSU employee for over eight (8) years of employment with no refresher training on record.***

Through this training program, employees will gain an understanding of:

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

Please use the following information below to register for the training session.

Please be advised that this is a two-part virtual program starting with a two (2) hour web-based session conducted by the **Equal Employment Opportunity Center of Excellence** followed by an online module through NEOGOV. The link for the NEOGOV online module will not be sent until a participant has completed the two (2) hour training with the EEO Center of Excellence.

Training Date(s) are:

- **January 27, 2022**
- **February 1, 2022**
- **February 9, 2022**
- **February 17, 2021**
- **March 16, 2022**
- **March 23, 2022**

Registration is limited to thirty (30) participants per session, so please register ahead in the new Training Event Manager through this provided link at: <https://events.dudesolutions.com/ct/>

Below are the steps on how to register:

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

6. Review what you have entered, then click on the Confirm button when ready.

Please note that there will be three (3) virtual training sessions hosted by ODE to provide additional training opportunities for new and existing WCSU employees to participate and comply with the CSCU/BOR training mandate. The training content for the hosted on-campus sessions will be the same as listed above:

Training Date(s) are:

Friday, March 11, 2022, 9:00 a.m. to 10:30 a.m. (REFRESHER TRAINING FOR WCSU FACULTY/STAFF)

Location: Virtual Event (WEBEX invite) Pre-registration is available here:

<https://minierdelgadoj.my.webex.com/webappng/sites/minierdelgadoj.my/meeting/info/e22907d8f0084eabb4d8740de9370c4b?isPopupRegisterView=true>

Friday, March 25, 2022, 9:00 a.m. to 12:00 p.m. (NEW WCSU FACULTY/STAFF)

Location: Virtual Event (WEBEX invite) Pre-registration is available here:

<https://minierdelgadoj.my.webex.com/webappng/sites/minierdelgadoj.my/meeting/info/d4165a66ba8d406fb96465866b409383?isPopupRegisterView=true>

Friday, June 3, 2022, 9:00 a.m. to 12:00 p.m. (NEW WCSU STAFF ONLY)

Location: Virtual Event (WEBEX invite) Pre-registration is available here:

<https://minierdelgadoj.my.webex.com/webappng/sites/minierdelgadoj.my/meeting/info/d4165a66ba8d406fb96465866b409383?isPopupRegisterView=true>

For more information, you are welcome to visit our webpage at: <https://www.wcsu.edu/diversity/cultural-programming-and-training/>

If you have any questions, please do not hesitate to contact either myself at minierj@wcsu.edu as to the on-campus virtual training sessions, or Nicholas D'Agostino, Director of EEO, CSCU via email at ndagostino@commnet.edu as to the CSCU/BOR training sessions.

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 Programming and Training(s)

Last updated: January 26, 2022

The Office of Diversity and Equity ("ODE") at Western Connecticut State University ("WCSU") is responsible for providing state-mandated training and education on diversity and equity at the university and offers the following:

Cultural Diversity Training: Embracing Diversity in the Workplace

Required one-time attendance during your career either with Western Connecticut State University and/or any verified employment/service with a Connecticut state agency

NEW: Effective Spring 2022 semester, ODE is working in conjunction with the Office of Equal Employment Opportunity ("EEO") for the CSCU System Office to offer a three-hour, state-mandated (virtual) Diversity Training* session for WCSU faculty and staff. This training is also aligned with our values and mission to foster and support our diverse educational and workplace environments.



Through this training you will gain an understanding of:

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

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

Training Date(s) are:

January 25, 2022 January 27, 2022 February 1, 2022
 February 9, 2022 February 17, 2021 March 16, 2022
 March 23, 2022

Registration is limited to thirty (30) participants per session, so please register ahead in the new Training Event Manager through this provided link at: <https://events.dudesolutions.com/ct/>

Below are the steps on how to register:

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

If you have any questions, please do not hesitate to contact Nicholas D'Agostino, Director of EEO, CSCU via email at ndagostino@commnet.edu.

The (virtual) training consists of two components.

The first segment focuses on an overview and update on CSCU/BOR policies, and procedures and an overview and update on civil rights and hate crime laws and protections for employees and students. The second component will focus on a discussion pertaining to how discrimination and/or harassment can occur in the workplace and cultural identity (i.e., race, religion, sex, sexual orientation, etc.) as it relates to WCSU students, campus life and/or classroom environments. **As of January 1, 2022, the WCSU Cultural Diversity trainings will remain as virtual training sessions in order to follow CDC guidelines and WCSU COVID-related restrictions for on-campus events and contact. Emails will be sent to participants registered for the directed training instructions and participation guidance.**

WCSU is committed to creating a campus culture where all members of our community are valued and recognized. These sessions do not only support this initiative but enhance our sense of community engagement.

2021/2022 Academic Year Cultural Diversity Mandated Training Schedule(s):

Target
Audience

Training Schedule(s)

Friday, March 25, 2022, 9:00 a.m. to 12:00 p.m. (ALL WCSU FACULTY/STAFF)

For NEW Full-Time Employees:

Location: Virtual Event (WEBEX invite) Pre-registration is available here:

<https://minierdelgadoj.my.webex.com/webappng/sites/minierdelgadoj.my/meeting/info/d4165a66ba8d406fb9646586isPopupRegisterView=true>



Friday, June 3, 2022, 9:00 a.m. to 12:00 p.m. (WCSU STAFF ONLY)

Location: Virtual Event (WEBEX invite) Pre-registration is available here:

<https://minierdelgadoj.my.webex.com/webappng/sites/minierdelgadoj.my/meeting/info/d4165a66ba8d406fb9646586isPopupRegisterView=true>

***Please note that WCSU employees who did not complete the FirstNet online sexual harassment training for employees supervisors will be notified on or after February 7, 2022.*

For Existing Full-Time Employees**:

Friday, March 11, 2022 from 9:00 a.m. to 10:30 a.m.

(Refresher Training)

Location: Virtual Event (WEBEX invite) Pre-registration is available here:

<https://minierdelgadoj.my.webex.com/webappng/sites/minierdelgadoj.my/meeting/info/e22907d8f0084eabb4d8740c isPopupRegisterView=true>



*If you're a new employee, with one (1) year of employment and/or have no evidence of taking this course with another Connecticut State Agency, you will be automatically enrolled by the Human Resources Department and the Office of Diversity and Equity.

If you're an existing employee, with more than eight (8) years of employment and/or have no evidence of taking this course with another Connecticut State Agency, you are **strongly encouraged to enroll in an interactive refresher course in the 2021-2022 academic year

For more information on registering for one (or more) of the above sessions, please contact Ms. Keisha Stokes either by phone at (203) 837-8444 or by email at stokesk@wcsu.edu.

*CONN. GEN. STAT §46a-54 (16). – To require each state agency that employs one or more employees to (A) provide a minimum of three hours of diversity training and education (i) to all supervisory and nonsupervisory employees, not later than July 1, 2002, with priority for such training to supervisory employees, and (ii) to all newly hired supervisory and nonsupervisory employees, not later than six months after their assumption of a position with a state agency, with priority for such training to supervisory employees.

For other requested Diversity and Equity training(s) that are offered:



“Am I overreacting?” Understanding and Combating Micro-aggressions

The goal of this workshop is to give faculty, staff and students a focus on racial and/or cultural micro-aggressions that are prevalent in colleges and universities, when we (in the university community) have witnessed what these micro-aggressions look like and their implications onto marginalized groups on campus.

Please email stokesk@wcsu.edu if you wish to have this workshop presented at your next department/division meeting, open session and/or course lecture. The scheduled session is open to faculty, staff and student employees for attendance.

Working with Diverse Student Populations: Understanding Social & Cultural

Differences

This training explores essential theories and practices that aid those who work with diverse populations in addressing and discussing the importance of mental health. This session takes a closer look at the unique considerations in working with diverse student populations and how to respond effectively.

Please email stokesk@wcsu.edu if you wish to have this workshop presented at your next department/division meeting, open session and/or course lecture. Open to faculty, staff and student/student employees.



Current/Upcoming Cultural Diversity Events:

2021-2022 Cultural Diversity (Virtual) Activities and Events Calendar

(Fall 2021 semester posted on August 30, 2021 and Spring 2022 semester posted on or after January 28, 2022)

WCSU Diversity Council Statement on Ukraine

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

Wed 3/9/2022 10:25 AM

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

From the WCSU Diversity Council

The Diversity Council at Western Connecticut State University (“WCSU” or “University”) stands for peace and justice and condemns the Russian government’s invasion of Ukraine and the violence perpetrated against the Ukrainian people. It is our hope that all refugees of the conflict will be welcomed in bordering countries without regard to race, ethnicity, or national origin, just as we hope that all students in the United States will be made to feel they belong and are treated with care, regardless of their country of origin. Education flourishes in environments where students feel secure and, while the violence may be occurring far from the WCSU campuses, it is no less heartbreaking and traumatic. The WCSU Diversity Council will work tirelessly to uphold these basic principles of humanity and support WCSU leaders as they respond and seek to equitably provide resources to the diverse students who seek education in the United States.

Maintaining a community where everyone can work, live, and learn in an environment free of all forms of discrimination and harassment remains among our top priorities at WCSU. 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 goal at WCSU and for the Diversity Council to demonstrate respect 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



**WESTERN CONNECTICUT
STATE UNIVERSITY**

Diversity Council



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Office of Diversity and Equity re: Webster Bank Scholarship Opportunity

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

Mon 8/30/2021 5:40 PM

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

From the Office of Diversity & Equity***Please refer any returning WCSU students to this very exciting scholarship opportunity!***

To all Faculty and Staff,

Western Connecticut State University ("WCSU") strives to advocate for an inclusive, diverse, and accepting university community. In addition to our current WCSU and WCSU Foundation scholarship programs, we are pleased to offer our **returning WCSU students** the opportunity to apply for the Webster Bank Endowed Scholarship. This scholarship is designed to recognize exceptional and talented WCSU students who have been traditionally and non-traditionally underrepresented on college campuses, and who are culturally, ethnically, or racially diverse. Funding is limited, so it is important that students take action to apply as early as possible.

To be considered as a finalist for this scholarship students need to be:

- Registered as a full time, matriculated student at WCSU
- Have completed a minimum of 24 credits at WCSU Have a GPA requirement of 2.5 or higher
- All qualified applicants must also submit a short essay (500 words or less) answering the following question:

Essay Question: ***Please explain why you feel, as a WCSU student, that you are underrepresented in higher education. How has your personal, educational, social, or cultural experiences prepared you to be a role model and contributing member of the WCSU community?***

Scholarship applications must be submitted by **September 17, 2021** and can be completed online through this link: <https://www.wcsu.edu/diversity/scholarships/>.



[Webster Bank Diversity Scholarship \(Front Page\) – Office of Diversity and Equity](#)

Deadline for scholarship applications, complete with essay, is September 17, 2021! Submitted applications will be reviewed by a selection committee. For the 2021 – 2022 academic year, there are two (2) scholarships that will be awarded.

www.wcsu.edu

Please post in your offices and academic departments for dissemination.

Thank you,

OFFICE OF DIVERSITY & EQUITY

Western Connecticut State University

181 White Street, Danbury, Connecticut 06810

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

<https://www.wcsu.edu/diversity/>



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Webster Bank Diversity Scholarship

The Webster Bank Endowed Scholarship

This new scholarship is open to current, full time, matriculated undergraduate WCSU students who have been traditionally and non-traditionally an underrepresented* student on college campuses, and who are culturally, ethnically or racially diverse.

•Underrepresented student is defined as a student from varying groups (one or more) who have been traditionally (or non-traditionally) underrepresented, such as racial/ethnic minorities, first-generation college students**, students with disabilities (including any sensory impairment and/or learning disability), students who are members and/or allies of the LGBTQ+ community, students from lower or working-class socio-economic households, students whose identity is underrepresented in certain academic majors, and/or transfer/community college students. Other dimensions of diversity that can be described are a student's religious or spiritual background, geographical and/or linguistic background, veteran status.

*****first-generation college student is defined as a student whose parents, nor members of previous generations in their families, have never attended an undergraduate institution.***



To be considered for this new scholarship, WCSU students need to be/have:

- Registered as full time (12 credits or more) at WCSU;
- Completed a minimum of 24 credits at WCSU;
- Attained a GPA of 2.5 or higher;
- Demonstrated financial need.

To be considered as a finalist for this new scholarship, students need to complete the essay question (500 words or less) on the following:

“Please explain why you feel, as a WCSU student, that you are underrepresented in higher education. How has your personal, educational, social, or cultural experiences prepared you to be a role model and contributing member of the WCSU community?”

Deadline for scholarship applications, complete with essay, is **September 17, 2021!** Submitted applications will be reviewed by a selection committee. For the 2021 – 2022 academic year, there are two (2) scholarships that will be awarded.

For more information or questions, email scholarships@wcsu.edu.

Click Here to Apply

CSCU/BOR Mandated Diversity Training (REMINDER)

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

Tue 3/22/2022 12:04 PM

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

From the Office of Diversity & Equity

REMINDER

To our WCSU Faculty and Staff,

Effective Spring 2022 semester, the Office of Diversity and Equity ("ODE") is working in conjunction with the Office of Equal Employment Opportunity ("EEO") for the CSCU/BOR System Office to offer three (3) hour, **state-mandated** (virtual) Diversity Training sessions for ***all WCSU faculty and staff, new and existing***. The training program aligns with our values and mission to foster and support our diverse educational and workplace environments.

Through this training program, employees will gain an understanding of:

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

Please be advised that this is a two-part virtual program starting with a two (2) hour web-based session conducted by the **Equal Employment Opportunity Center of Excellence** followed by an online module through NEOGOV. The link for the NEOGOV online module will not be sent until participants have completed the two (2) hour training with the EEO Center of Excellence.

Registration is limited to thirty (30) participants per session, so please register ahead of time via in the Training Event Manager through the provided link: <https://events.dudesolutions.com/ct/>

If you have any questions concerning the CSCU/BOR training sessions, please contact the Director of EEO, CSCU, Nicholas D'Agostino via email at ndagostino@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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Cultural Diversity (Virtual and In-Person) Upcoming Events

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

Fri 10/22/2021 3:32 PM

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

2 attachments (4 MB)

Am I Overreacting (3)[3].pdf, Twenty Pearls (4)[2].pdf

From the WCSU Office of Diversity & Equity

The WCSU Office of Diversity and Equity (“ODE”) is committed to providing guidance and resources in support of the university’s commitment to building a more diverse and inclusive institution. ODE looks to establish and sustain a rich campus culture that deepens our intellectual environment in addressing inclusive excellence and diversity programming for students, faculty, and staff. In the Fall 2021 semester, ODE is offering the following featured virtual activities and events, in the month of October, to advance diversity, equity and inclusive with opportunities to extend knowledge, perspectives and experiences vital to performing effectively in a culturally diverse, connected society even with the challenges of our current environmental circumstances.

Your commitment is paramount in highlighting the importance of individual attendance and/or to assist in promoting student, faculty, and staff attendance at the following upcoming featured *virtual and in-person activities and events*:

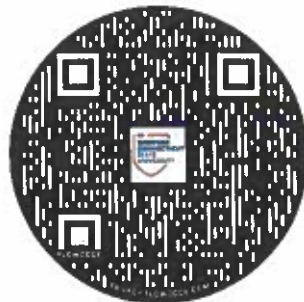
Virtual Event: Am I overreacting? Understanding and Combating Microaggressions Workshop

Thursday, October 28, 2021, 5:00 p.m. to 6:30 p.m.

WEBEX Meeting

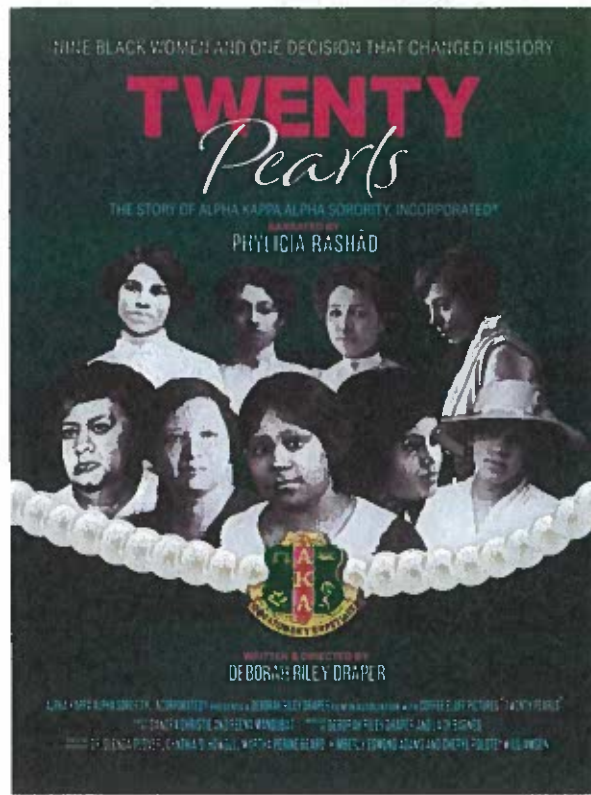
The host, Jesenia Minier, Chief Diversity Officer for the Office of Diversity and Equity, will be joined by invited guest, Dr. Ann Tedesco, to review and discuss the definition of Microaggressions and the lasting effects in today’s society for those still struggling from the return to a college campus during the pandemic.

Participants can register at this QR code:



After your request has been approved, you'll receive instructions for joining the event. Please note, if you have already registered for this event, you do not need to register again.

In-Person Event: Twenty Pearls: Documentary and Discussion



On behalf of the Departments of Education, Social Work, and the Office of Multi-Cultural Affairs of Western Connecticut State University, the in-person event is being held as a night of education and celebration of the "Divine 9" and their contributions to humankind (see attachment). This in-person event will be held on **Thursday, November 4, 2021, at 6:00 p.m.** in Ives Auditorium on the Mid-town Campus (White Hall) of Western Connecticut State University. (Please review the attachment).

This evening will begin with a screening of the documentary "Twenty Pearls". The documentary chronicles the founding of Alpha Kappa Alpha Sorority Inc. Immediately following the film, members of the Divine 9 will take part in a panel discussion that focuses on the role that each of these organizations has played in Educating, Pursuing Civil Rights, and Uplifting Humankind. A reception will follow this program.

We ask for your support and attendance at these fantastic events. Your commitment to attend and/or support these featured events is paramount and at the cornerstone of diversity, equity, and inclusion at WCSU. Please attend and/or be part of the learning environment at WCSU. I also ask that you share this information with either community members, high school/middle school students and/or other colleagues from the local area.

Please [click here](#) to check out the electronic Fall 2021 Cultural Diversity *Virtual Activities and Events* Calendar as new (virtual and in-person) activities and events may be added and/or are subject to change.

Thank you,

OFFICE OF DIVERSITY & EQUITY
Western Connecticut State University
181 White Street, Danbury, Connecticut 06810
Phone: (203) 837-8444 | Fax: (203) 837-8503

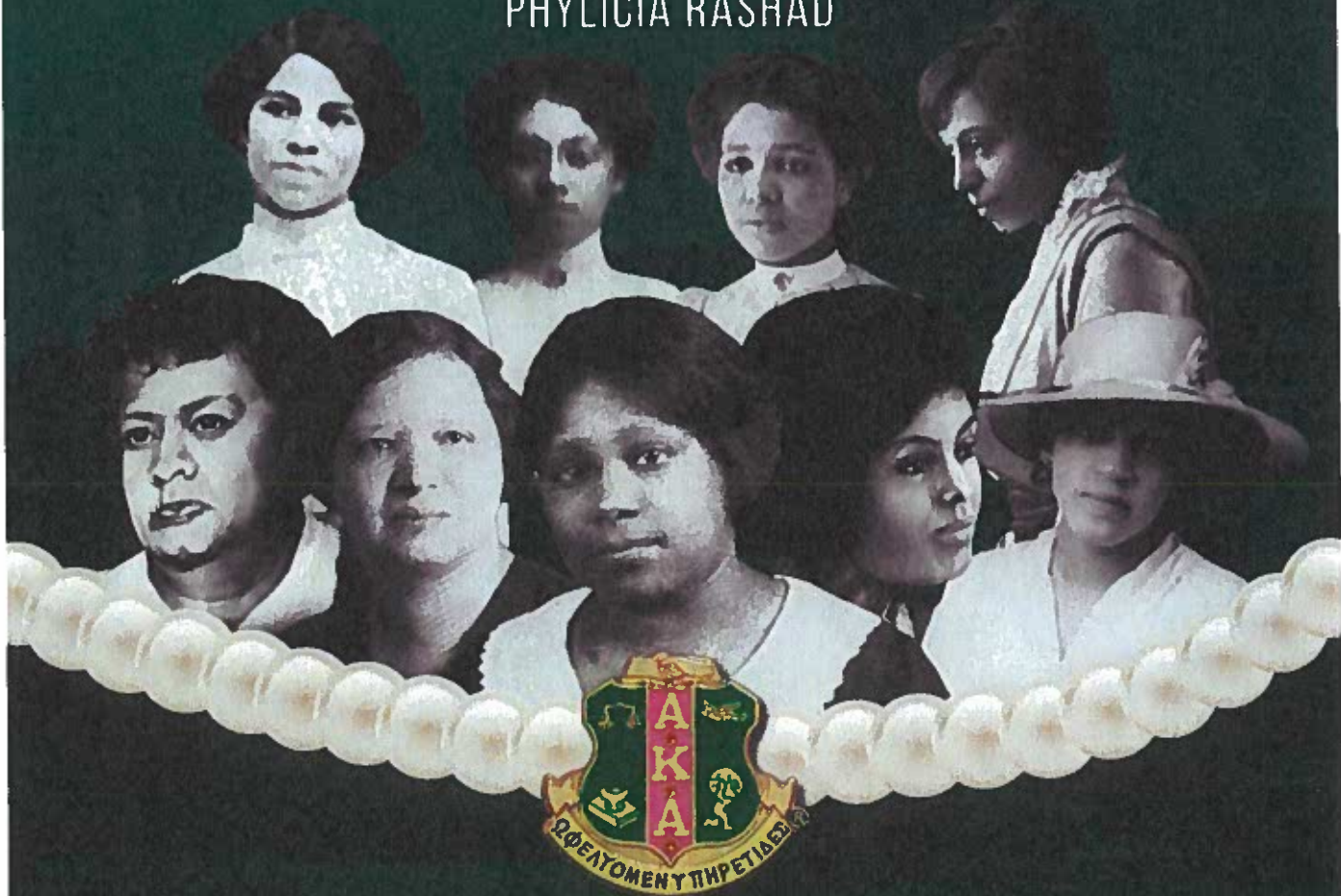
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NINE BLACK WOMEN AND ONE DECISION THAT CHANGED HISTORY

TWENTY *Pearls*

THE STORY OF ALPHA KAPPA ALPHA SORORITY, INCORPORATED®

NARRATED BY
PHYLICIA RASHĀD



WRITTEN & DIRECTED BY
DEBORAH RILEY DRAPER

ALPHA KAPPA ALPHA SORORITY, INCORPORATED® PRESENTS A DEBORAH RILEY DRAPER FILM IN ASSOCIATION WITH COFFEE BLUFF PICTURES "TWENTY PEARLS"

EDITED BY SANDRA CHRISTIE AND REENA MANGUBAT PRODUCED BY DEBORAH RILEY DRAPER AND LACY BARNES

EXECUTIVE PRODUCERS DR. GLENDA CLOVER, CYNTHIA D. HOWELL, MARTHA PERINE BEARD, KIMBERLY ESMOND ADAMS AND CHERYL POLOTE-WILLIAMSON

GRACIOUSLY CO-SPONSORED BY THE
DEPARTMENTS OF EDUCATION & SOCIAL WORK, &
THE OFFICE OF INTERCULTURAL AFFAIRS

TWENTY PEARLS

DOCUMENTARY & DISCUSSION

Doors Open at
5:30 PM!

NOVEMBER 4, 2021

6:00-9:00 PM

IVES CONCERT HALL

WESTERN CONNECTICUT STATE UNIVERSITY

181 WHITE STREET, DANBURY, CT 06810



NINE BLACK WOMEN AND ONE DECISION THAT CHANGED HISTORY

Learn about the role of service,
education, equal rights, and the intent
to uplift within Black Greek Letter
organizations....

Refreshments Served

"Am I Overreacting?" Understanding and Combating Microaggressions

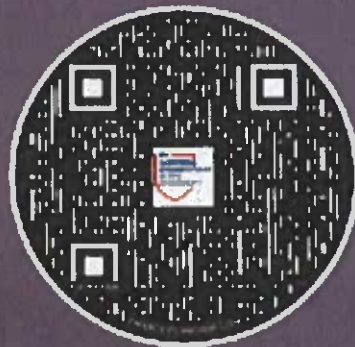
Thursday, October 28th @ 5:00pm- 6:30pm

Join us in this exciting online training opportunity to address current campus challenges on microaggressions related to student mental health and academic performance during the post-COVID period.



Hosted by **Chief Diversity Officer Jesenia Minier**. She has been Chief Officer of WCSU Office of Diversity and Equity since July of 2017 and has 15 years of experience in the field of Diversity and Inclusion.

Register to attend using QR Code



Joining us is our special guest **Dr. Ann Tedesco**, co-founder and COO of The Flatiron Center, a private psychotherapy practice in NYC. She is a clinical psychologist and holds a PhD in Industrial-Organizational Psychology from The Graduate Center of The City University of New York and a respecialization certificate in Clinical Psychology from Fielding Graduate University. Dr. Tedesco believes that providing the best care requires a flexible, integrative approach grounded in research and informed by the unique needs of each client.

WCSU Pride Center Community Message

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

Mon 4/4/2022 11:45 AM

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

1 attachments (197 KB)

Pride Center Community Letter, April 4 2022.pdf

From the Office of Diversity & Equity

To all Students, Faculty, and Staff,

On behalf of the Pride Center, the Office of Diversity and Equity at Western Connecticut State University (“WCSU” or “University”) is communicating an important message regarding the recent actions taken in the state of Florida on the “*Don’t Say Gay*” Bill. To learn more about this message, please contact Scott Towers, Deputy Title IX/Pride Center Coordinator by email at towerss@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



CONFIDENTIALITY NOTICE: The information contained in this email is privileged and confidential. This email and any files transmitted may contain confidential information as protected by the Family Educational Rights and Privacy Act (FERPA). If you are not the intended recipient, you are hereby notified that any disclosure, copying, or distribution is strictly prohibited. Furthermore, if you are not the intended recipient, please notify me immediately by telephone or return email and completely delete this message from your system.



April 4, 2022

To the WCSU Community,

On Monday, March 28, 2022, Governor Ron DeSantis signed into law the House Bill 1557, the controversial bill nicknamed "Don't Say Gay". During his speech, the Governor specifically highlighted the "Genderbread Person" activity saying, *"This is trying to sow doubt about kids about gender identity, it's trying to say that they can be whatever they want to be, this is inappropriate..."* At Western Connecticut State University ("WCSU") Pride Center, Safe Zone Training includes the mentioned "Genderbread Person" activity, and lists the goals and learning outcomes of this activity as follows:

1. Participants will be able to understand that there is a difference between gender and sexuality.
2. Participants will be able to describe the difference between biological sex, gender identity, gender expression, and attraction.
3. Participants will know at least one reason it is helpful and important to recognize these different components within gender.

The WCSU Pride Center would like to make it explicitly clear on the expressed outrage by this new law in Florida, which prohibits the education of their students on LGBTQ+ matters. Knowledge is power, and we are saddened to know that the students of Florida will be held back during such formative years.

The WCSU Pride Center is available to any community members who might need to talk or require assistance processing the ramifications of this law. The WCSU Pride Center will continue to offer a safe place for all community members, as well as "Safe Zone" Training. In conjunction with our community Partner, Apex Community Care, the WCSU Pride Center will be offering a virtual "Safe Zone" Training session for faculty/staff on April 13th, and an in-person session for students on April 27th. 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.

Sincerely,

A handwritten signature in black ink, appearing to read "S. A. Towers". The signature is fluid and cursive, with a long horizontal stroke at the end.

Scott A. Towers, M.S. (He/Him/His)
WCSU Pride Center Coordinator

WCSU Pride Center Home Page



PRIDE CENTER

WHAT RESOURCES AND SERVICES ARE AVAILABLE?

We are doing our best to provide our full range of services in a slightly different way. In collaboration with our upcoming community partner, [Apex Community Care](#) of Danbury, these include, but are not limited to the following:

- Personal and academic advising and support by phone, email, online chat, video-conferencing, or another method that works well for you.
- Provision of case management and housing resources.
- Educational information and material.
- Social and cultural programs/opportunities for engagement through online discussions, live-streamed performances, and social media.
- (Virtual) consultation, training/education, and support for faculty and staff.

WHO CAN ACCESS OUR RESOURCES AND SERVICES?

Any member of the WCSU community including but not limited to undergraduate students, graduate students, instructors & lecturers, staff, and faculty. Local community members are also welcomed to participate in any of our campus programs and received education/information that those events/resources will be advertised as open to the public.

Do you have a question? You are welcome to send a message and ask our staff.

TO REQUEST A MEETING

Contact Scott at: TowersS@wcsu.edu

To expedite the scheduling of a virtual appointment, please include your preferred method of communication (i.e. phone, online chat, video conferencing, etc.) and include some days and times that generally work for you. If you're in another time zone (anywhere in the world) please let us know which time zone you are in so we can find a time that works for you.

STAY CONNECTED AND RECEIVE REGULAR UPDATES AT:

WCSU Pride Newsletter and mailing list (coming soon)

Instagram: In progress for public view ***on or after April 22, 2021***

Twitter: In progress for public view ***on or after April 22, 2021***

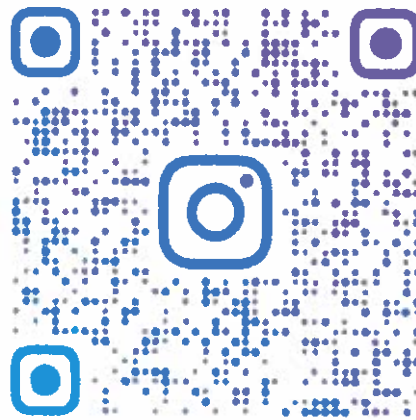
Social Media



@WCSUPrideCenter



@WCSUPrideCenter



WCSUPRIDECENTER

WCSU celebrates International Education Week with events for the public

DANBURY, Connecticut — Western Connecticut State

University's commitment to helping students understand the world continues with a series of events during International Education Week, **Nov. 15-19, 2021**, with several events open to the public.

Public events include virtual discussions with Dr. Galina Bakhtiarova, professor of Spanish, Department of World Languages and Cultures, regarding foreign-themed movies. Participants are asked to view the following movies in advance and then attend the virtual Thematic Film Discussions:

- "Pain and Glory," "Talk to Her," "About My Mother" and "Volver" – virtual discussion about the Spanish films' director, "The World of Pedro Alodovar," will take place at 7 p.m. on Monday, Nov. 15, at <https://wcsu.webex.com/meet/bakhtiarovag>.
- "Babette's Feast," "Ratatouille," "Tortilla Soup" and "Tampopo" – virtual discussion takes place at 7 p.m. on Tuesday, Nov. 16, at <https://wcsu.webex.com/meet/bakhtiarovag>.
- "Surrealism Beyond Borders," the introduction of the Metropolitan Museum of Art exhibit, at [youtube.com/watch?v=G-gyZGqsWio](https://www.youtube.com/watch?v=G-gyZGqsWio) – virtual discussion "Everything You Always Wanted to Know About Surrealism: Surrealism Beyond Borders" at 7 p.m. on Thursday, Nov. 18, at <https://wcsu.webex.com/meet/bakhtiarovag>

Additionally, public events include virtual discussions pertaining to foreign-themed movies presented as part of the Latino and Iberian Film Festival at Yale 2021 (LIFFY). The theme for the 2021 Festival is *Unidos y Fluidos* — Unity in Diversity. To participate, go to <https://liffy.yale.edu/liffy-2021>.

WCSU hosts International Education Week to help students expand their knowledge of the world and experience different cultures, and to promote diversity. As part of this effort, the university will host events for students including information sessions about opportunities of international involvement and study abroad including Fulbright and Boren scholarships. Many WCSU students have earned these coveted scholarships and expanded their education overseas. Other offerings during the week include Chinese Calligraphy and culture, the history of the Tango, access to the International Student Association, and international cuisine served during food services on both campuses.

International Education Week was designed as an opportunity to celebrate the benefits of international education and exchange worldwide and is a joint initiative of the U.S. Department of State and the U.S. Department of Education.

For more information, contact the Office of Public Relations at 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.



What's new at WESTERN CONNECTICUT STATE UNIVERSITY

University-related diversity activities for Fall 2021 semester

Immediate Announcements

For WCSU students, the **Office of Diversity and Equity**, in collaboration with the **Office of Institutional Advancement**, are presenting a new scholarship opportunity sponsored by Webster Bank. **Click here** to obtain more information on criteria eligibility and to apply online. Deadline to submit an online application is scheduled for **September 17, 2021**.

Sponsored by the Office of Diversity and Equity in cooperation with various WCSU collaborators.

For the month of September 2021

To commemorate Hispanic/Latinx Heritage Month, below are two university activities that are sure to spark your interests:

The **Office of Diversity and Equity** is hosting a virtual "**Fiesta Latinx**" to showcase WCSU students who wish to celebrate Hispanic/Latinx Heritage Month. During the month of September, members of the WCSU community are asked to submit a video lip-syncing a famous song, dance and/or present a creative and impressive story on the unique countries and cultures represented within the Hispanic/Latinx community!

Please show your support to this highly energized activity and support those who participate with the choice(s) in music, dancing, costumes and the dedication of everyone involved. Submissions can be sent to ode@wcsu.edu by no later than **Friday, October 1, 2021**. Selections will be voted on by members of the **WCSU Diversity Council** and winners will be notified in mid-October 2021.



The **Office of Diversity and Equity**, in collaboration with members of the **Danbury Public Library**, **WCSU Social Science Department**, **Undocu-Ally Taskforce** and the **WCSU Library Administration**, are sponsoring an on-campus WCSU community read discussion **on October 21, 2021 at 6:30 p.m.** with our featured author, **MARIA HINOJOSA**. Please **click here** to learn more about the on-campus event.

To showcase the unique history and experiences of Hispanic and Latinx Americans and to recognize their vital place in the culture at WCSU, the Ruth Haas Library has curated the following list of recommended reading list(s) and database titles:

Diversity Reading Database(s)

Reading List(s) at the WCSU Libraries and online

¡Por favor, disfruta de estas recomendaciones! (Please enjoy from these recommendations!)

For the month of October 2021

To bring awareness to Domestic Violence Awareness Month, below is one university activity to offer more information about this initiative:

During this month, members of the **WCSU Campus Response and Resource Team ("CaRRT")** are sponsoring this activity to bring critical discussions about sexual harassment and abuse on our campuses.

Preventing and ending sexual violence requires societal change. If we want to assess and respond to the root causes of sexual violence, it starts with addressing widely-held, cultural beliefs. The beliefs that reinforce violence, victim-blaming, or the assumption that survivors of sexual assault are somehow at fault for their own abuse, is among the most damaging. The WCSU CaRRT is asking for members of the WCSU community to take a pledge and be part of this culture change.



Please consider any of the following listed activities:

1. Challenge yourself and others to not use language or expressions that denigrate women and girls ("you throw like a girl") or tease men and boys for not being "manly" enough ("man up") or non-conforming persons about expression that may not conform to their gender identity.
2. Speak up to let others know that their comments are limiting and offensive and have no place on the playing field, in the classroom, at work or in our residence halls.
3. Challenge comments that blame the victim for what has happened to them by letting your friends know that blaming the victim is inappropriate, offensive and encouraging them to consider why society questions the victim's behavior rather than the perpetrator's behavior.
4. Learn how you can safely step in and speak up when you're witnessing behavior that may put someone in danger.

If you have taken the pledge and exercise any of the listed activities, please share this with WCSU CaRRT and send an email at ode@wcsu.edu by **Friday, October 15, 2021**. Your story and/or comment(s) will be posted on social media with the **Office of Diversity and Equity** and the **Women's Center for Greater Danbury** to share with the university community on how others are showing their support this month.

Diversity Events Calendar

Upcoming Diversity Events

[Click here for Activities](#)

September

Hispanic/Latinx Heritage Month



An official celebration of those American citizens whose ancestry can be traced back to Spain, Mexico, Central and South America and the Caribbean. The tradition of the Hispanic/Latinx Heritage celebration started out as a week-long event in 1968. Twenty (20) years later, in 1988, the celebration expanded to dedicate a whole month starting and ending in the middle of the month and inclusive of the Day of the Dead ("*Día De Los Muertos*") on November 2nd, to represent a traditional event in Mexico paying homage to loved ones who have passed on.

Hispanic/Latinx Heritage Month pays tribute to the generations of Hispanic/Latinx Americans who have positively influenced and enriched our nation and society. The celebration will take place between September 15th and October 15th and up to November 2nd. The 15th marks as the independence day of five Latin American countries: Costa Rica, El Salvador, Guatemala, Honduras and Nicaragua. While Mexico, Chile, and Belize follow shortly after on the 16th, 18th and 21st respectively.

Other Days of Remembrance

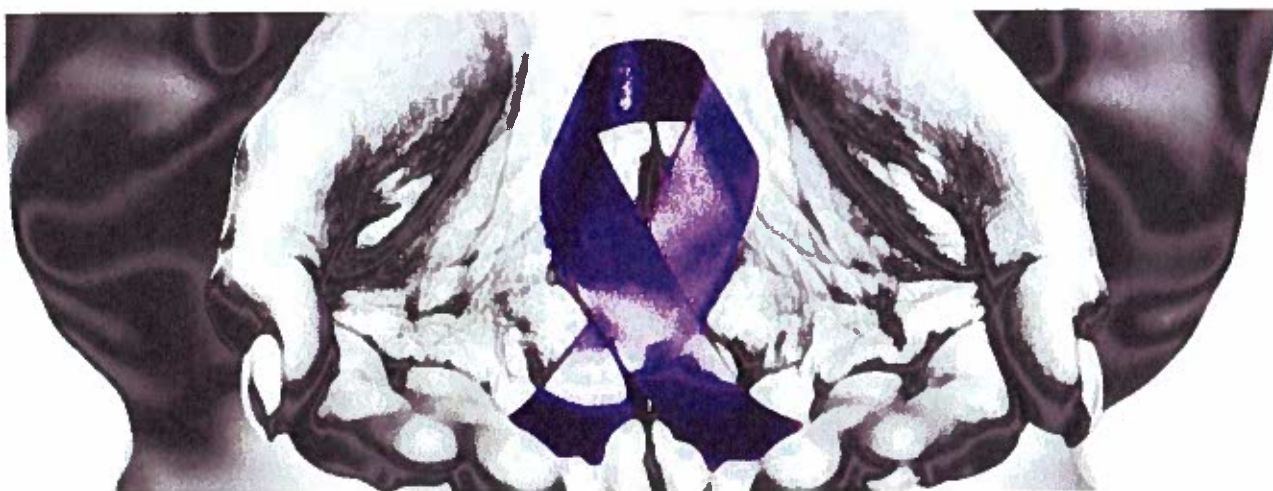
September 6-8 (sundown to sundown): Rosh Hashanah, the Jewish New Year celebration, marking the creation of the world.

September 15-16 (sundown to sundown): Yom Kippur, the holiest day on the Jewish calendar, a day of atonement marked by fasting and ceremonial repentance.

September 18: International Equal Pay Day, celebrated for the first time in September 2020, represents the longstanding efforts towards the achievement of equal pay for work of equal value. It further builds on the United Nations' commitment to human rights and against all forms of discrimination, including discrimination against women and girls.

October

Domestic Violence Awareness Month



An official celebration of those American citizens whose ancestry can be traced back to Spain, Mexico, Central and South America and the Caribbean. The tradition of the Hispanic/Latinx Heritage celebration started out as a week-long event in 1968. Twenty (20) years later, in 1988, the celebration expanded to dedicate a whole month starting and ending in the middle of the month and inclusive of the Day of the Dead ("*Día De Los Muertos*") on November 2nd, to represent a traditional event in Mexico paying homage to loved ones who have passed on.

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Other Days of Remembrance

October 1: Native American Women's Equal Pay Day. The aim is to raise awareness about the wider-than-average pay gap between Native American women and White men. Native American women are paid 57 cents for every dollar paid to white men.

October 10: World Mental Health Day. First celebrated in 1993, this day is meant to increase public awareness about the importance of mental health, mental health services, and mental health workers worldwide.

October 11: National Coming Out Day (U.S.). For those who identify as lesbian, gay, bisexual or transgender, this day celebrates coming out and the recognition of the 1987 march on Washington for gay and lesbian equality.

October 11: National Indigenous Peoples Day, an alternative celebration to Columbus Day, gives recognition to the indigenous populations affected by colonization.

October 20: International Pronouns Day seeks to make respecting, sharing, and educating about personal pronouns commonplace. Each year it is held on the third Wednesday of October.

October 29: Latinx Women's Equal Pay Day. The aim is to raise awareness about the wider-than-average pay gap between Latinx women and White men. Latinx women are paid 54 cents for every dollar paid to white men.

November

Native American Heritage Month



November is Native American Heritage Month, or as it is commonly referred to as *American Indian and Alaska Native Heritage Month*. This month is a time to celebrate rich and diverse cultures, traditions, and histories and to acknowledge the important contributions of Native people.

Other Days of Remembrance

November 19: International Men's Day emphasizes the important issues affecting males, including health issues that affect males, improving the relations between genders, highlighting the importance of male role models and promoting gender equality. This holiday is celebrated in over 70 countries.

November 20: Transgender Day of Remembrance, established in 1998 to memorialize those who have been killed as a result of transphobia and to raise awareness of the continued violence endured by the transgender community.

November 25: Thanksgiving in the United States. It began as a day of giving thanks for the blessing of the harvest and of the preceding year.

November 26: Native American Heritage Day, held annually the Friday after Thanksgiving, encourages Americans of all backgrounds to observe and honor Native Americans through appropriate ceremonies and activities. The day was signed into law by George W. Bush in 2008.

December

National Human Rights Month



December recognizes National Human Rights Month. This month and every month to follow, everyone in the United States is encouraged to come together and stand up for equality, justice, and the dignity of all humans. December is a time to honor the Universal Declaration of Human Rights, an international document stating the fundamental rights and freedoms to which all human beings are entitled. These rights include freedom from discrimination, the right to equality, and the right to be considered innocent until proven guilty.

Other Days of Remembrance

December 1: World AIDS Day, commemorating those who have died of AIDS, and to acknowledge the need for a continued commitment to all those affected by the HIV/AIDS epidemic.

December 3: International Day of Persons with Disabilities, designed to raise awareness in regards to persons with disabilities in order to improve their lives and provide them with equal opportunity.

December 10: International Human Rights Day, established by the United Nations in 1948 to commemorate the anniversary of the Universal Declaration of Human Rights.

December 25: Christmas Day, the day that many Christians associate with Jesus' birth.

November 28-December 6: Hanukkah, a Jewish holiday that is celebrated around the world for eight days and nights. Hanukkah celebrates the victory of the Maccabees, or Israelites, over the Greek-Syrian ruler, Antiochus, approximately 2,200 years ago.

December 26-January 1: Kwanzaa, an African-American holiday started by Maulana Karenga in 1966 to celebrate universal African-American heritage.

January

National Poverty Awareness Month



January is National Poverty Awareness Month and it gives us at WCSU an opportunity to become more aware of those in need and the ways we can take action to combat poverty. There are over 40 million people living in poverty in the United States. Poverty creates inter-generational issues, causes health issues due to food insecurity, stress, and lack of access to care, and contributes to school-age and university students under-performing and/or missing school.

Other Days of Remembrance

January 4: World Braille Day, observed in order to raise awareness of the importance of braille as a means of communication in the full realization of the human rights for blind and partially sighted people. Celebrated on Louis Braille's birthday, the inventor of braille.

January 18: Martin Luther King Jr. Day commemorates the birth of Martin Luther King Jr., the recipient of the 1964 Nobel Peace Prize and an activist for nonviolent social change until his assassination in 1968.

January 27 (sundown to sundown): The International Day of Commemoration and Holocaust Remembrance Day is a time to remember the victims of the Holocaust. The anniversary of the liberation of the Auschwitz death camp in 1945 and U.N. Holocaust Memorial Day. This time is to also "*mourn the loss of lives, celebrate those who saved them, honor those who survived, and contemplate the obligations of the living.*" — Former President Barack Obama.

February

Black Heritage/History Month



February marks Black Heritage/History Month, a federally recognized, nationwide celebration that calls on all Americans to reflect on the significant roles that African-Americans have played in shaping history in the United States. February marks Black Heritage/History Month, a tribute to African-American men and women who have made significant contributions to America and the rest of the world in the fields of science, politics, law, sports, the arts, entertainment, and many other fields.

While Black Heritage/History Month is synonymous with prominent figures such as Martin Luther King Jr., Harriet Tubman, Rosa Parks, Muhammad Ali, Jackie Robinson, Langston Hughes, Maya Angelou, Marian Anderson and President Barack Obama, there are countless other African-Americans who've made a profound impact in history: self-made millionaire Madam C.J. Walker, world-renowned sculptor Edmonia Lewis, carbon filament light bulb inventor Lewis Howard Latimer, open-heart surgeon Daniel Hale Williams, science-fiction writer Octavia E. Butler, and "Father of Black History" Carter G. Woodson, who lobbied extensively to establish Black Heritage/History Month as a nationwide celebration, among many others.

Other Days of Remembrance

February 1: National Freedom Day, which celebrates the signing of the 13th Amendment that abolished slavery in 1865.

February 11: Asian-American Women's Equal Pay Day. The aim is to raise awareness about the pay gap between Asian-American women and White men. Asian-American women are paid 90 cents for every dollar paid to white men.

March

Women's History Month



A nationally recognized celebration throughout March, Women's History Month originates back to 1981, when Congress authorized and requested President Reagan to proclaim the week starting March 7, 1982, to be Women's History Week. The week in March was selected to commemorate an 1857 strike for better pay and working conditions held by women working in a garment factory. In 1987, the National Women's History Project successfully petitioned for Congress to designate the month of March to be Women's History Month.

Every March, WCSU finds way to celebrate the contributions of history-making women to our society. From how it began to important dates in March, please support and learn more about this month-long celebration at WCSU.

Other Days of Remembrance

March 13-April 15: Deaf History Month. This observance celebrates key events in deaf history, including the founding of Gallaudet University and the American School for the Deaf.

March 17: St. Patrick's Day, a holiday started in Ireland to recognize St. Patrick, the patron saint of Ireland who brought Christianity to the country in the early days of the faith.

March 21: International Day for the Elimination of Racial Discrimination, observed annually in the wake of the 1960 killing of 69 people at a demonstration against apartheid pass laws in South Africa. The United Nations proclaimed the day in 1966 and called on the international community to redouble its efforts to eliminate all forms of racial discrimination.

March 25: International Day of Remembrance of the Victims of Slavery and the Transatlantic Slave Trade is a United Nations international observation that offers the opportunity to honor and remember those who suffered and died at the hands of the brutal slavery system. First observed in 2008, the international day also aims to raise awareness about the dangers of racism and prejudice today.

March 27-April 4: Passover, an eight-day Jewish holiday and festival in commemoration of the emancipation of the Israelites from slavery in ancient Egypt.

March 28: Palm Sunday, a Christian holiday commemorating the entry of Jesus into Jerusalem. It is the last Sunday of Lent and the beginning of the Holy Week.

March 31: International Transgender Day of Visibility, celebrated to bring awareness to transgender people and their identities as well as recognize those who helped fight for rights for transgender people.

April

Sexual Assault Awareness Month



Sexual Assault Awareness Month is an annual designation observed in April. During this month, WCSU raises awareness about sexual violence in Danbury and educates our community on how to prevent it and be active bystanders in prevention and awareness.

CULTURAL Mixology Month at WCSU

Our planet is filled with a rainbow of races and religions — all equal in every way. It doesn't matter if you don't understand them all or even know they exist, but it matters that you accept everyone and do not judge anyone as less than worthy. We are all in this together, and our ignorance of other's beliefs is no excuse for intolerance in any form. As we enter April, WCSU would like everyone to take some time to celebrate Diversity Month.

Other Days of Remembrance

April 2: World Autism Awareness Day, created to raise awareness of the developmental disorder around the globe.

April 13: Equal Pay Day, an attempt to raise awareness about the raw wage gap, the figure that shows that women, on average, earn about 80 cents for every dollar men earn. The date moves earlier each year as the wage gap closes. Equal Pay Day began in 1996 by the National Committee on Pay Equity as a public awareness event to illustrate the gender pay gap.

April 22: Earth Day promotes world peace and sustainability of the planet. Events are held globally to show support of environmental protection of the Earth.

April 23: The Day of Silence, during which students take a daylong vow of silence to protest the actual silencing of lesbian, gay, bisexual and transgender (LGBTQ+) students and their straight allies due to bias and harassment.

May

Asian Pacific American Heritage Month



May is Asian American - Pacific Islander ("AAPI") Heritage Month– a celebration of Asians and Pacific Islanders in the United States. AAPI Heritage commemoration was first proposed in 1977 to observe the immigration of the first Japanese to the United States (May 7, 1843), and the completion of the transcontinental railroad, constructed mainly by Chinese immigrant workers (May 10, 1869). In 1978, President Carter made it an annual week-long event and President George H.W. Bush extended the proclamation to include the entire month of May.

In the face of increasing anti-Asian bias, WCSU acknowledges and combats its roots in our society and on our campuses. This month we look to highlight resilience of our community, our enduring public service for all Asian-Americans, and the actions we can take to move forward at WCSU.

Other Days of Remembrance

May 5: Cinco de Mayo, a Mexican holiday commemorating the Mexican army's 1862 victory over France at the Battle of Puebla during the Franco-Mexican War (1861-1867). This day celebrates Mexican culture and heritage, including parades and music performances.

May 17: International Day Against Homophobia, Transphobia and Biphobia, a global celebration of sexual-orientation and gender diversities.

May 21: World Day for Cultural Diversity for Dialogue and Development, a day set aside by the United Nations as an opportunity to deepen our understanding of the values of cultural diversity and to learn to live together in harmony.

June

Pride Month



June is Pride Month which is established to recognize the impact that Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual (“LGBTQIA”) individuals have had on the world. LGBTQIA groups celebrate this special time with various pride parades, picnics, parties, memorials for those lost to hate crimes and HIV/AIDS, and other group gatherings.

Pride Month is celebrated as a tribute to those who were involved in the Stonewall Riots. With parades, festivals, and concerts, there's always some way for you to get involved at WCSU as well as learn some important social history along the way.

Other Days of Remembrance

June 15: Native American Citizenship Day, commemorating the day in 1924 when the U.S. Congress passed legislation recognizing the citizenship of Native Americans.

June 19: Juneteenth, also known as Freedom Day or Emancipation Day. It is observed as a public holiday in 14 U.S. states. This celebration honors the day in 1865 when slaves in Texas and Louisiana finally heard they were free, two months after the end of the Civil War. June 19, therefore, became the day of emancipation for thousands of African-Americans.

Last Sunday in June: Lesbian, Gay, Bisexual, Transgender (LGBT) Pride Day in the United States. It celebrates the Stonewall Riots on June 28, 1969.

Diversity Virtual Activities Page

What's new at WESTERN CONNECTICUT STATE UNIVERSITY

Diversity activities sponsored for Spring 2022 semester

For the month of January and February 2022

A Survey on College Student's Perception on Entertainment Media and the Criminal Justice System

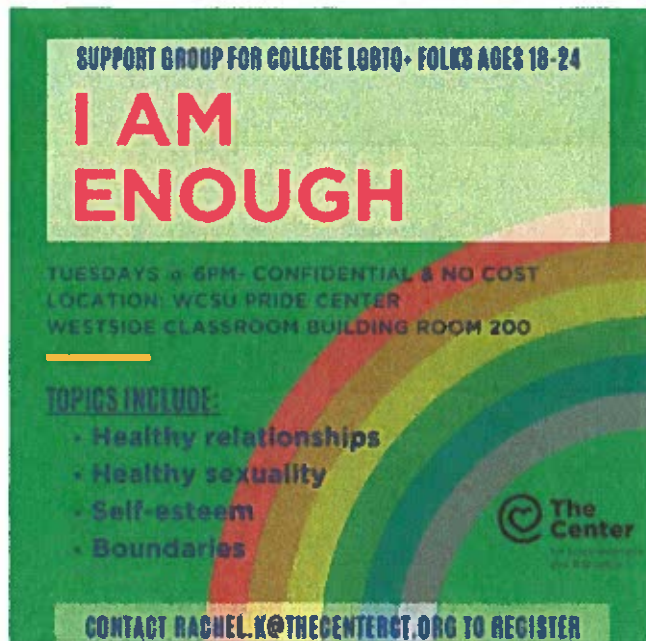
Since October 25, 2021, faculty from the Division of Justice and Law Administration at Western Connecticut State have been conducting research to address the perceptions and degree of accuracy in university students' information regarding fundamental criminal justice issues often misrepresented by entertainment media. An online survey called **PERCEPTIONS** has been issued to engage students about the criminal justice system on seven different sections that are presented:

- 1) Crime & Criminal Justice Overview;
- 2) Criminal Justice Careers;
- 3) The Law Enforcement;
- 4) The Court System;
- 5) CSI effect;
- 6) Corrections (The Sentencing) and
- 7) Demographics.

There are a total of thirty-seven (37) questions and it will take approximately fifteen (15) minutes to complete this survey. The results will be used at an upcoming criminal justice education conference and for further curriculum development.

Please [click here](#) to access and participate in this survey. For more information, please contact Hasan Arslan, Ph.D., Associate Professor, Division of Justice and Law Administration, at arlsanh@wcsu.edu, Rainer Kroll, Ph.D., Assistant Professor, Division of Justice and Law Administration at krollr@wcsu.edu and/or Thomas Miller, Ph.D., Assistant Professor, Division of Justice and Law Administration at millert@wcsu.edu.

I Am Enough Support Group



I Am Enough is a six (6) week free and confidential support group for WCSU LGBTQ+ students and allies, between the ages 18-24. WCSU students can contact me directly to register and ask any questions they may have. This support group will be **in-person starting Tuesday, February 1st, 2022, 6:00 p.m.** The support group will meet in the WCSU Pride Center, which is located in the West Side Campus, West Side Classroom Building, Room 200.

In honor of Black History Month 2022

*Upcoming Virtual Activities to be posted on or by **February 1, 2022***



Diversity Events

SUN 11

Featured April 11 @ 6:00 pm - 8:00 pm

Soul Food Sunday

Westside Campus Center Ballroom

SOUL FOOD SUNDAY: Grab and go a southern-style meal from 6 to 8 p.m. in the Westside Campus Center Ballroom. For WCSU students only.
Free



TUE 20

Featured April 20 @ 6:00 pm - 7:00 pm

Ramadan Social

Virtual



RAMADAN SOCIAL CHECK-IN: The MSA will hold weekly virtual discussions where we will provide personal updates on our fasts and spiritual growth! We will also be exchanging tips and answering any questions about Ramadan - open to all in the ...
Free

WOW! Whats On at WCSU? Diversity Events

MON 26

Featured April 26 @ 3:00 pm - 4:30 pm

"Town Hall: The George Floyd Killing & Post-Trial Discussion"

Virtual event

TOWN HALL: THE GEORGE FLOYD KILLING AND POST-TRIAL DISCUSSION: Join this Town Hall Meeting between 3 and 4:30 p.m., to discuss the killing of George Floyd, the trial, and subsequent verdict. The Racial Justice Coalition and the Diversity Council are ...

Free



TUE 27

April 27 @ 5:30 pm - 6:30 pm

Undocumented Migration series

Virtual event

IMMIGRANT RIGHTS: As part of the Undocumented Migration Speakers Series, the Department of Social Sciences will host Connecticut Students for a Dream for a discussion about "Immigrant Rights" at 5:30 p.m. via WebEx. PRE-REGISTER by sending an email to bandhauer@wcsu.edu with the subject line ...





Diversity Events

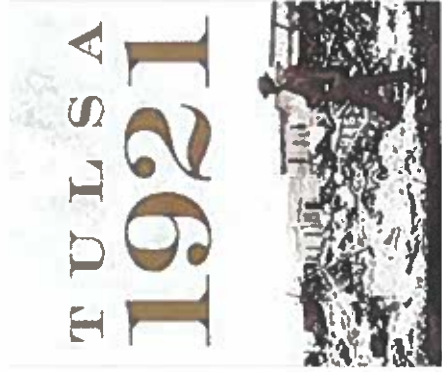
TUE 4

Featured May 4 @ 5:00 pm - 7:00 pm

Divine 9 Open House

Virtual event

VIRTUAL DIVINE 9 OPEN HOUSE: Join us virtually from 5 to 7 p.m. for the discussion and be introduced to the historically Black Fraternities and Sororities - The Divine 9. There will be a full panel discussion and attendees will ...
Free



WED 16

June 16 @ 7:00 pm - 8:30 pm

Reflections on the Tulsa Massacre of 1921

Virtual event

REFLECTIONS ON THE TULSA MASSACRE OF 1921, ONE HUNDRED YEARS LATER: The League of Women Voters of Northern Fairfield County will present a webinar featuring WCSU Adjunct Instructor of History and Non-Western Cultures Danielle King for a discussion about "Reflections ...

WOW!

What's On at WCSU?

Diversity Events

SAT 19

Featured June 19 @ 12:00 pm - 2:00 pm

Commemorating Juneteenth

Midtown Student Center 181 White St., Danbury

The WCSU Racial Justice Coalition will be hosting an in-person gathering on the patio of the Midtown Student Center from noon to 2 p.m.. There will be live music, a barbeque, and refreshments. This event is to bring anyone interested in participating in



MON 2



Featured August 2 @ 7:00 pm - 8:30 pm

Literary Reading

Virtual event

LITERARY READING AND DISCUSSION: This virtual event will be at 7 p.m. Nadia Owusu is a Ghanaian and Armenian-American writer and urbanist. She was born in Dar es Salaam, Tanzania, and raised in Italy, Ethiopia, England, Ghana and Uganda. Her ...
Free



Diversity Events

SAT 21

Featured August 21 @ 10:00 am - 2:00 pm

Summer Social Justice Institute

Science Building

SUMMER SOCIAL JUSTICE INSTITUTE: Geared toward high school students and rising college freshmen, this one-day event is designed to bring together students with an interest in social justice. Participants will share experiences and ideas with other emerging activists from ...
Free



SOCIAL JUSTICE INSTITUTE
Saturday, August 21
10 a.m. - 2 p.m.

WED 15

Featured September 15 @ 2:00 pm - 3:00 pm

Not Anymore Info Session

Virtual

NOT ANYMORE INFORMATION SESSION: This virtual information session from 2 to 3 p.m. is open to WCSU faculty, staff and students, and is designed to provide students and their families the opportunity to learn more about the Not Anymore program and ...
Free



BY VECTOR SOLUTIONS



Diversity Events

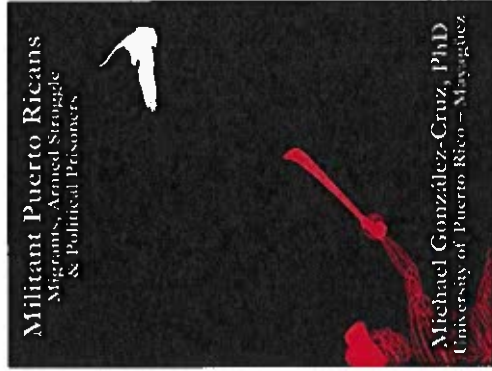
WED 22

September 22 @ 4:00 pm - 5:30 pm

ADHD Awareness

Virtual event

ADHD AWARENESS: Join this virtual conversation from 4 to 5:30 p.m. with L. Eugene Arnold, M.D. M.Ed., professor emeritus of Psychiatry, Ohio State University, Nisonger Center and resident expert for CHADD Topics Addressed: - What is ADHD? - How prevalent ...
Free



THU 23

Featured September 23 @ 6:30 pm - 8:00 pm

Puerto Rican Resistance! Los Macheteros

Virtual event

PUERTO RICAN RESISTANCE! LOS MACHETEROS: Dr. Michael Gonzalez-Cruz, from the University of Puerto Rico, will speak from 6:30 to 8 p.m. on ZOOM. Pre-register at: <https://wcsu-edu.zoom.us/meeting/register/tZ0rdOuuqzkiH9dqksvxbSBJNMlipKOBbSLL> Associated Readings: a. González-Cruz, M. (1998). "The US Invasion of Puerto Rico: Occupation & ...
Free



Diversity Events

FRI
24

September 24 @ 7:00 pm - 8:00 pm

GSA General Meeting

Campus & Student Centers

GENDER & SEXUALITY ALLIANCE - GENERAL MEETING: Come join us for our first general meeting at 7 p.m. in room 212-214 in the Westside Campus Center!
Free



TUE
28

Featured September 28 @ 11:30 am - 1:30 pm

Red Flag Campaign

Midtown Student Center 181 White St., Danbury

RED FLAG CAMPAIGN: Members of the Office of Diversity and Equity and the Women's Center for Greater Danbury will place red flags throughout the Midtown campus from 11:30 a.m. to 1:30 p.m. in honor of Domestic Violence Awareness Month. The Red ...
Free





Diversity Events

WED 29

Featured September 29 @ 10:00 am - 2:00 pm

FRESH CHECK DAY

Midtown Campus Quad 181 White Street, Danbury

FRESH CHECK DAY: The 7th annual "Fresh-Check Day" will be held from 10 a.m. to 2 p.m. on the WCSU Midtown campus QUAD. Students will enjoy participating in engaging activities by visiting all the interactive booths – while learning about ...



FRI 1

October 1

Virtual Safe Walk

Virtual

VIRTUAL SAFE WALK: The Virtual Safe Walk allows you to walk, run, bike or even hopscotch your way through a 4K any time on the weekend of Oct. 1 – 3. Stroll through your neighborhood, jump on the treadmill (or ...
Free





Diversity Events

MON **4**

Featured October 4 @ 11:30 am - 1:30 pm

Silent Witness Exhibit

Westside Campus Center 43 Lake Ave. Extension, Danbury

SILENT WITNESS EXHIBIT: The Women's Center will host the Silent Witness Exhibit, honoring Connecticut lives lost due to acts of domestic violence. Students can read the stories of Connecticut residents on red and silver statues that represent community members and ...

Free



WED **6**

Featured October 6 @ 5:00 pm - 6:00 pm

Not Anymore Info Session

Virtual

NOT ANYMORE INFORMATION SESSION: Sponsored by the Office of Diversity and Equity and WCSU CaRRT. This virtual information session from 5 to 6 p.m. is open to WCSU faculty, staff and students, and is designed to provide students and their ...

Free



BY VECTOR SOLUTIONS



Diversity Events

THU 7

October 7 @ 11:00 am - 8:30 pm

Hispanic Heritage Month!

Westside Campus Center 43 Lake Ave. Extension, Danbury

HISPANIC HERITAGE MONTH: Come join us in celebration of Hispanic Heritage month at the Westside Marketplace from 11:30 a.m. to 8:30 p.m. Presented by Office of InterCultural Affairs & WCSU Dining Serves. \$10.65



THU 7

Featured October 7 @ 6:00 pm - 7:30 pm

Hispanic Heritage Month Guest Speaker

Midtown Student Center Theater 181 White St., Danbury

HISPANIC HERITAGE MONTH GUEST SPEAKER - MARIANA C. MARTINEZ: In honor of Hispanic Heritage Month, WCSU alumna Mariana C. Martinez will speak at 6 p.m. in the Midtown Student Center Theater. Martinez will discuss her experiences as a minority student, and ... Free



Diversity Events

THU 14

Featured October 14 @ 6:30 pm - 8:00 pm

"Águilas" film and discussion

"AGUILAS" FILM AND DISCUSSION WITH FILM CO-DIRECTOR MAITE ZUBIAURRE, UCLA: At 6:30 p.m. on Zoom Pre-registration required here: https://wcsu-edu.zoom.us/j/zoom/register/tZEsde2hqDlpHNUWMqq0YwI_0c6G6T1K18Kda The film is 15 minutes long and may be previewed here: <https://www.youtube.com/watch?v=a8Kduuillag> or here: www.newyorker.com/culture/the-new-yorker-documentary/the-grim-compassion-of-searching-for-missing-migrants-in-the-desert This event is part of ...
Free



MON 18

October 18 @ 7:00 pm - 8:00 pm

Hispanic Heritage Open Mic Night

Ruth Haas Library 181 White St., Danbury

HISPANIC HERITAGE OPEN MIC NIGHT: Celebrate Hispanic heritage and share your stories, songs, poetry, etc. during our Hispanic Heritage Open Mic Night, hosted by LASO and the WCSU Libraries at the Haas Library on Midtown from 7 p.m. to about ...



Diversity Events

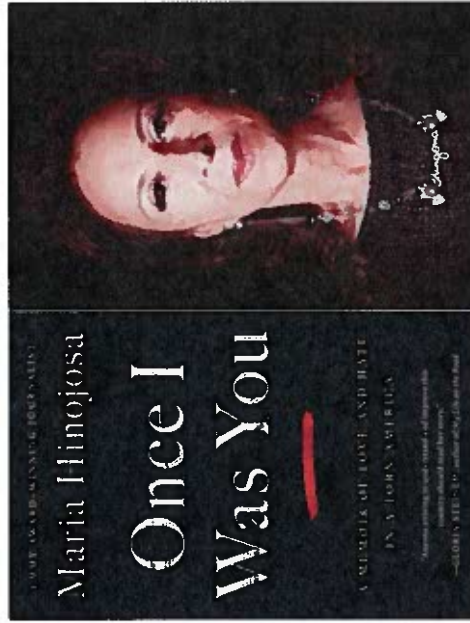
THU 21

October 21 @ 12:00 pm - 1:00 pm

Roundtable Conversations

Virtual

SPEAK YOUR TRUTH, OWN YOUR TRUTH: ROUNDTABLE CONVERSATIONS: The SUOAF-AFSCME Minority Recruitment and Mentoring Committee will host a two-part series on microaggressions. Thursday, Oct. 21 - PART I Open Discussion: Understanding Microaggressions and their Impact Thursday, Dec. 9 - PART ...



THU 21

Featured October 21 @ 6:30 pm - 8:00 pm

Community Read Discussion

Virtual event

COMMUNITY READ DISCUSSION WITH MARIA HINOJOSA: WCSU and the Danbury Public Library have partnered in a community read and LIVE discussion with NPR journalist and author Maria Hinojosa on her recent book, "Once I Was You: A Memoir of Love and ... Free



Diversity Events

THU 21

Featured October 21 @ 6:30 pm - 8:00 pm

Maria Hinojosa

MARIA HINOJOSA OF NPR'S LATINO USA: COMMON READ DISCUSSION OF HER BOOK "ONCE I WAS YOU" (2020); Maria Hinojosa of NPR's Latino USA: Common Read Discussion of her book Once I Was You (2020) available free in Haas and Danbury ...
Free



TUE 26

Featured October 26 @ 11:30 am - 1:30 pm

Love is Sweet

Westside Campus Center 43 Lake Ave. Extension, Danbury

LOVE IS SWEET: The Women's Center will host "Love is Sweet," where students can share on a whiteboard what they value in a relationship and also relationship deal breakers. Candy will be distributed. Students can also enter a raffle by ...
Free



Diversity Events

THU 28

Featured October 28 @ 5:00 pm - 6:30 pm

“Am I overreacting?”

Virtual

"AM I OVERREACTING?" UNDERSTANDING AND COMBATING MICROAGGRESSIONS: This virtual workshop from 5 to 6:30 p.m. will address current campus challenges on microaggressions related to student mental health and academic performance during the post-COVID period. This virtual discussion will also address ...
Free



THU 4

Featured November 4 @ 5:30 pm - 7:00 pm

The US/Mexico Border, Human Rights and Family Values

Virtual event

THE U.S./MEXICO BORDER, HUMAN RIGHTS & FAMILY VALUES: Pedro Rios of AFSC: U.S./Mexico border office will speak at this virtual event from 5:30 to 8 p.m. . Pre-register at: <https://wvus.edu.zoom.us/meeting/register/tZctfuCuqz8iH9yLPhHYtFetUM5W15BtFdKv> Associated Readings: a. Rios, P. (2019). "For 25 years, Operation ... **Free**



Diversity Events

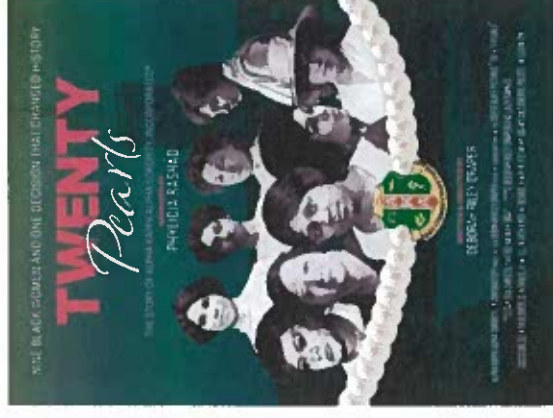
THU 4

November 4 @ 5:30 pm - 9:30 pm

Twenty Pearls: Documentary and Discussion

Ives Concert Hall 181 White St., Danbury

TWENTY PEARLS: A DOCUMENTARY AND DISCUSSION: Join us from 5:30 to 9:30 p.m. in Ives Concert Hall in White Hall on the Midtown campus for a screening and discussion of the documentary "Twenty Pearls." Co-sponsored by the Office of Intercultural ...
Free



WESTERN CONNECTICUT UNIVERSITY

LUNCH WITH A VET

SPONSORED BY
Career Success Center, SYO and SCA

NOVEMBER 3 | 11 A.M. - 3 P.M.
Campus Center Cafeteria

SERVICES ATTENDING THE EVENT:

- WCSU Student Veterans
- Army, Navy, Air Force, Marine and Coast Guard
- Active duty (regional recruiters)
- Air Force ROTC (scholarship programs available)

Come bring your thanks, learn stories and/or ask questions.

Check out the **"22-PUSHUP STATION CHALLENGE"** \$25 American GIW certificate for each successful pushup volunteer

← **WVU@CSU & BUREAU@WVU@CSU**

WED 3

Featured November 3 @ 11:00 am - 3:00 pm

Lunch with a Vet

Westside Campus Center 43 Lake Ave. Extension, Danbury

LUNCH WITH A VET: The WCSU community are welcome to stop by the Westside Campus Center from 11 a.m. to 3 p.m. on Wednesday, November 3rd to meet with members of military services. Come bring your thanks, learn stories and/or ...

WOW! What's On at WCSU? Diversity Events

WED 3

A Panel Discussion on Forced Organ Harvesting in the People's Republic of China
November 3, 2020 5:30 p.m. to 7:30 p.m.



WESTERN STATE UNIVERSITY
 Virtually via Zoom and on Midtown Campus
 Ives Concert Hall, White Hall
 181 White Street, Danbury
 RSVP (click or scan) [TicketSpace](#)
 Featured Panelists

Featured November 3 @ 5:30 pm - 7:30 pm

Panel Discussion

Ives Concert Hall 181 White St., Danbury

A PANEL DISCUSSION ON FORCED ORGAN HARVESTING IN THE PEOPLE'S REPUBLIC OF CHINA: This panel from 5:30 to 7:30 p.m. is sponsored by the departments of Health Promotion & Exercise Sciences and Justice & Law Administration in conjunction with Doctors ...

Free

MON 8

November 8 @ 10:00 am - 2:00 pm

I'm First

Higgins Hall Patio 181 White St., Danbury

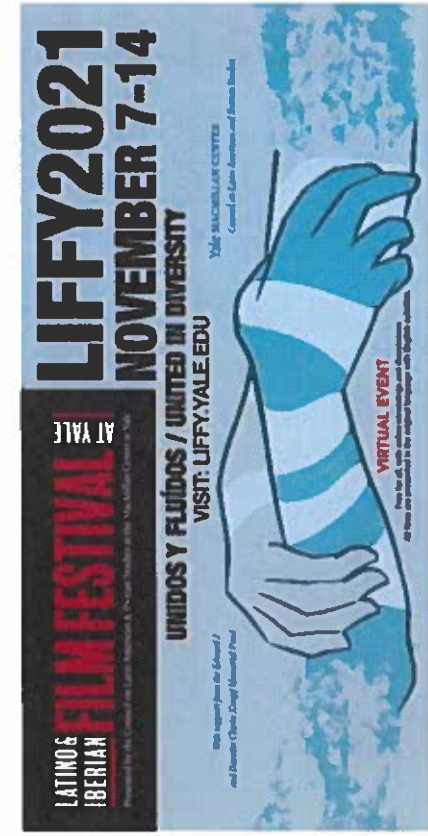
I'M FIRST: The concept of a "First-Generation" student was introduced into federal policy by the passage of higher education amendments to the Higher Education Act of 1965. As a result of this amendment, we have the opportunity to celebrate those ...

Free





Diversity Events



SUN 7

November 7 @ 8:00 am - 5:00 pm

Latino and Iberian Film Festival

Virtual

LATINO AND IBERIAN FILM FESTIVAL: The Latino and Iberian Film Festival at Yale 2021. "Unidos y fluidos: United in Diversity." FREE for all, with online streaming and discussions. <https://liffy.yale.edu/liffy-2021> Check the schedule for specific dates and times during the week.

TUE 16

November 16 @ 11:30 am - 12:30 pm

Chinese Calligraphy Demo and Workshop

Westside Campus Center 43 Lake Ave. Extension, Danbury

CHINESE CALLIGRAPHY DEMONSTRATION AND WORKSHOP: From 11:30 a.m. to 12:30 p.m. in the Westside Campus Center. WCSU Professor Yan Toma will provide information about Chinese cultures and the intricate art of calligraphy.



Diversity Events



FRI 19

November 19 @ 6:30 pm

Fashion Show

Ives Concert Hall 181 White St., Danbury

FASHION SHOW: African Caribbean Student Association Fashion Show, 'AfroGaza' at 6:30 p.m. (doors open at 6 p.m.) in Ives Concert Hall in White Hall on the Midtown campus. Open to the WCSU campus community only.

WED 10

November 10 @ 8:00 am - 5:00 pm

Latino and Iberian Film Festival

Virtual

LATINO AND IBERIAN FILM FESTIVAL: The Latino and Iberian Film Festival at Yale 2021. "Unidos y fluídos: United in Diversity." FREE for all, with online streaming and discussions. <https://liffy.yale.edu/liffy-2021> Check the schedule for specific dates and times during the week.



LIFFY2021 NOVEMBER 7-14

UNIDOS Y FLUIDOS / UNITED IN DIVERSITY
VISIT: LIFFY.YALE.EDU

With support from the Edward J. and Dorothy Clarke Knapp Memorial Fund

Yale MacMillan Center
Council on Latin American and Hispanic Studies

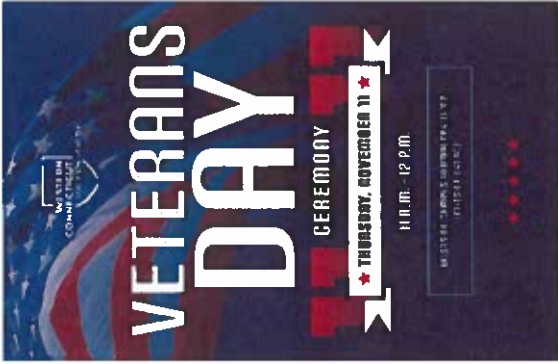


VIRTUAL EVENT

View for all, with online streaming and discussions. All times are presented in the original language with English subtitles.



Diversity Events



THU 11

Featured November 11 @ 11:00 am - 12:00 pm

Veterans Day Ceremony

Westside Outdoors- Alumni Pavilion

VETERANS DAY CEREMONY: Come help us recognize, honor and thank the men and women who served in the US Armed Forces. Students will have an opportunity to talk about their military experiences during "In Our Own Words." Patriotic music will ...
Free

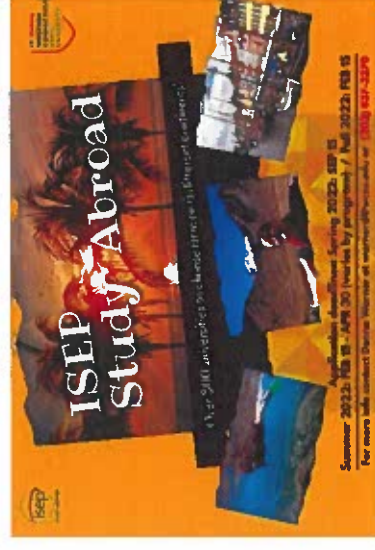
WED 17

November 17 @ 11:30 am - 2:00 pm

International Info Session

Midtown Student Center 181 White St. Danbury,

INTERNATIONAL INFORMATION SESSION AND INTERNATIONAL STUDENT ASSOCIATION BAKE SALE: Come learn about possibilities of international involvement and study abroad with WCSU from 11:30 a.m. to 2 p.m. in the Midtown Student Center. Information will be available about ISEP, languages, faculty-led ...



WOW! What's On at WCSU Diversity Events



**INTERNATIONAL
EDUCATION WEEK**
NOVEMBER 3-19

International Education Week is a time to celebrate the diversity of our students, faculty, and staff. It is a time to learn about the cultures, traditions, and customs of other countries. We will be featuring a variety of events, including film screenings, panel discussions, and guest speakers. We hope you will join us for these special events and learn more about the world around us.

TUE 16

November 16 @ 7:00 pm - 8:00 pm

Film Discussion: "World Film and Food Cultures"

Virtual event

THEMATIC FILM DISCUSSION: "WORLD FILM AND FOOD CULTURES": Watch the movies available to the WCSU community at <https://media.wcsu.edu/> on your own time and at your convenience: "Babette's Feast" (Denmark) "Ratatouille" (USA) "Tortilla Soup" (USA) "Tampopo" (Japan) Login to discuss these movies with ...

WED 17

Featured November 17 @ 12:00 am - 11:59 pm

Afghan Refugee Item Drive

Midtown campus
AFGHAN REFUGEE ITEM DRIVE: The Department of Social Work invites you to participate in our Item Drive for Afghan refugees resettling into our area. Connecticut has welcomed 214 emergency evacuees from Afghanistan and is on a path to welcoming 500 ...

HELP AFGHAN REFUGEES

ITEM DRIVE

ITEMS NEEDED:

- HYGINE PRODUCTS
- TOILETRIES
- UNDERGARMENTS
- SOCKS
- CLEANING SUPPLIES

COLLECTING:
NOV.10TH - DEC.10TH

WCSU DEPT. OF SOCIAL WORK
WHITE HALL SUITE 101



Diversity Events

THU 27

January 27

State Mandated Diversity Training

Virtual

STATE MANDATED DIVERSITY TRAINING: Sponsored by the CSCU Office of Equal Opportunity and the WCSU Office(s) Diversity and Human Resources Department. Description: The CSCC/CSCU is in the process of achieving compliance with this training requirement. This training is ...
Free



TUE 1

February 1

State Mandated Diversity Training

Virtual

STATE MANDATED DIVERSITY TRAINING: Sponsored by the CSCU Office of Equal Opportunity and the WCSU Office(s) Diversity and Human Resources Department. Description: The CSCC/CSCU is in the process of achieving compliance with this training requirement. This training is ...
Free





Diversity Events

MON7

Featured February 7 @ 6:00 pm - 7:00 pm

Tai Chi

VIRTUAL TAI CHI: Tai chi hosted by Ann's place via Zoom meeting Weekly on Monday evenings from 6 to 7 p.m. with Nancy Ryan, currently happening via Zoom online. Join Zoom Meeting Link: <https://us04web.zoom.us/j/759997739?pwd=N1FhV0JXSHBmNTdhdUxYd3VksU1ZQT09> Meeting ID: 759997739 Password: 729128 Please ... Free



WED9

February 9

State Mandated Diversity Training

Virtual

STATE MANDATED DIVERSITY TRAINING: Sponsored by the CSCU Office of Equal Opportunity and the WCSU Office(s) Diversity an Equity and Human Resources Department. Description: The CSCC/CSCU is in the process of achieving compliance with this training requirement. This training is ... Free



WOW!
What's On at WCSU?

Diversity Events

THU10



Featured February 10 @ 2:00 pm - 8:00 pm

Unsettled Nostalgia

Art Gallery, VPAC 43 Lake Ave. Extension, Danbury, CT
'UNSETTLED NOSTALGIA' FROM ACCLAIMED ARTIST MOHAMAD HAFEZ: Connecticut artist and architect Mohamad Hafez is bringing his exhibition "Unsettled Nostalgia" to Western Connecticut State University from Thursday, Feb. 10 through Sunday, March 6. The exhibition will take place in The Gallery ...

THU10



Diversity Events

THU 10

February 10 @ 6:00 pm - 8:00 pm

Gallery Opening

Art Gallery, VPAC 43 Lake Ave. Extension, Danbury, CT
GALLERY OPENING: MOHAMAD HAFEZ: UNSETTLED NOSTALGIA: February 10 – March 6 Opening Reception: Thursday, Feb 10, 2022, 6 to 8 p.m. the Gallery at the Visual & Performing Arts Center, Westside Campus A Syrian-American artist and architect, Mohamad Hafez was ...
Free



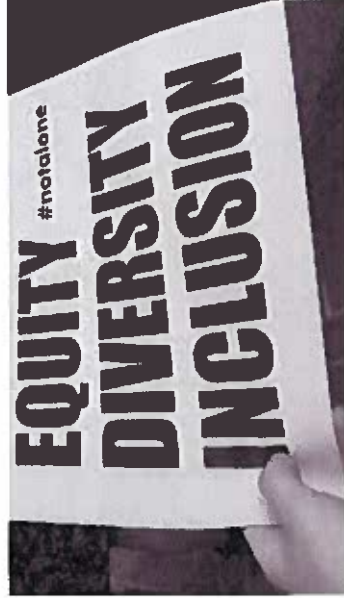
THU 17

February 17

State Mandated Diversity Training

Virtual

STATE MANDATED DIVERSITY TRAINING: Sponsored by the CSCU Office of Equal Opportunity and the WCSU Office(s) Diversity an Equity and Human Resources Department. Description: The CSCC/CSCU is in the process of achieving compliance with this training requirement. This training is ...
Free





Diversity Events

THU 3

Featured March 3 @ 6:00 pm - 8:00 pm

No Place Like Home

Veronica Hagman Concert Hall, VPAC 43 Lake Ave. Extension, Danbury, CT
NO PLACE LIKE HOME: EXPLORING THE SIGHTS, SOUNDS, AND TASTES OF THE MIDDLE EAST WITH ARTIST MOHAMAD HAFEZ AND GUESTS: In conjunction with the Exhibition, "Mohamad Hafez: Unsettled Nostalgia" and with the completion of the NEA supported "The Home Project" ...
Free



WED 16

March 16

State Mandated Diversity Training

Virtual
STATE MANDATED DIVERSITY TRAINING: Sponsored by the CSCU Office of Equal Opportunity and the WCSU Office(s) Diversity an Equity and Human Resources Department. Description: The CSCC/CSCU is in the process of achieving compliance with this training requirement. This training is ...
Free



STATE MANDATED DIVERSITY TRAINING: Sponsored by the CSCU Office of Equal Opportunity and the WCSU Office(s) Diversity an Equity and Human Resources Department. Description: The CSCC/CSCU is in the process of achieving compliance with this training requirement. This training is ...



Diversity Events

WED 23

March 23

State Mandated Diversity Training

Virtual

STATE MANDATED DIVERSITY TRAINING: Sponsored by the CSCU Office of Equal Opportunity and the WCSU Office(s) Diversity an Equity and Human Resources Department. Description: The CSCC/CSCU is in the process of achieving compliance with this training requirement. This training is ...
Free



WED 9

Featured February 9 @ 5:30 pm - 6:00 pm

Not Anymore Information Session

Virtual

NOT ANYMORE INFORMATION SESSION: Sponsored by the Office of Diversity and Equity and WCSU CaRRT This virtual information session from 5:30 to 6 p.m. is open to WCSU faculty, staff and students and is designed to provide students and their ...
Free



BY VECTOR SOLUTIONS



Diversity Events

WED 16

Featured February 16 @ 5:30 pm - 6:30 pm

Selena: Breaking Gender Barriers

SELENA: BREAKING GENDER BARRIERS IN TEJANO MUSIC: The Department of World Languages and Cultures will host Dr. Gloria Arjona, a lecturer in the Division of Humanities and Social Sciences at CalTech, for a discussion on "Selena: Breaking Gender Barriers in ...



THU 17

February 17

State Mandated Diversity Training

Virtual

STATE MANDATED DIVERSITY TRAINING: Sponsored by the CSCU Office of Equal Opportunity and the WCSU Office(s) Diversity an Equity and Human Resources Department. Description: The CSCC/CSCU is in the process of achieving compliance with this training requirement. This training is ...
Free



Diversity Events

WED 9

Featured March 9 @ 5:30 pm - 6:00 pm

Not Anymore Information Session

Virtual
NOT ANYMORE INFORMATION SESSION: Sponsored by the Office of Diversity and Equity and WCSU CaRRT This virtual information session from 5:30 to 6 p.m. is open to WCSU faculty, staff and students and is designed to provide students and their ...
Free



BY VECTOR SOLUTIONS

WED 16

March 16

State Mandated Diversity Training

Virtual

STATE MANDATED DIVERSITY TRAINING: Sponsored by the CSCU Office of Equal Opportunity and the WCSU Office(s) Diversity an Equity and Human Resources Department. Description: The CSCC/CSCU is in the process of achieving compliance with this training requirement. This training is ...
Free





Diversity Events

WED 23

March 23

State Mandated Diversity Training

Virtual

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Special

A FEAST FOR BLACK HISTORY MONTH

Tuesday 2/1

Midtown Student Center Restaurant

Menu recommended by WCSU students

11 a.m. to 3:30 p.m.

TUE 1

Featured February 1 @ 11:00 am - 3:30 pm

A Feast for Black History Month

Campus & Student Centers

A FEAST FOR BLACK HISTORY MONTH: A celebration of Black History Month. Please make plans to join us between 11 a.m. and 3:30 p.m. for a festive meal where the menu was recommended by our students. Location: Midtown Student Center ...



Diversity Events

TUE 8

Featured March 8 @ 5:30 pm - 6:30 pm

Manuela Saenz, Woman Ahead of Her Time

Virtual

MANUELA SAENZ - WOMAN AHEAD OF HER TIME: The Department of World Languages and Cultures will present Dr. Galina Bakhtiarova for a virtual discussion at 5:30 p.m. about "Manuela Saenz: Woman Ahead of Her Time." Participants are invited to watch ...



FRI 11

March 11 @ 9:00 am - 10:30 am

Cultural Diversity Training: Embracing Diversity in the Workplace at WCSU (REFRESHER)

Virtual

CULTURAL DIVERSITY TRAINING: Sponsored by the WCSU Office of Diversity and Equity The (virtual) training consists of two components. The first segment focuses on CSCU responsibilities, policies, and procedures. The second component will focus on a particular identity (i.e., race, ...



Diversity Events

WED 2

Featured March 2 @ 5:30 pm - 6:30 pm

National Identity in Puerto Rico

Virtual

NATIONAL IDENTITY IN PUERTO RICO: A CONVERSATION WITH PROFESSOR JORGE DUANY: The Department of World Languages and Cultures and the WCSU International Center will host Professor Jorge Duany, CRI, FIU for a virtual discussion about "National Identity in Puerto Rico" ...



MON 7

Featured March 7 @ 5:30 pm - 6:30 pm

Love Across Borders

Virtual event

SACRIFICING FAMILIES: NAVIGATING LAWS, LABOR AND LOVE ACROSS BORDERS: The Social Sciences Speakers series in conjunction with the Kathwari Honors Program, WCSU International Center, UndocuAly Task Force and the Racial Justice Coalition will host Dr. Leisy Ábrego, Professor and Chair ...



WOW!

What's On at WCSU?

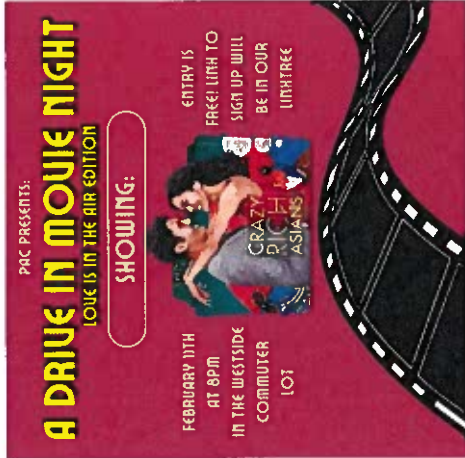
Diversity Events

TUE 1

Featured February 1 @ 11:00 am - 8:30 pm

Lunar New Year!

Campus & Student Centers
LUNAR NEW YEAR! Join us for good fortune... and even better food. Visit the Westside Campus Center Marketplace for lunch 11 a.m. to 3:30 p.m. and the Midtown Student Center Restaurant from 2 to 8:30 p.m. in honor of Lunar ... \$10.64



FRIDAY

Featured February 11 @ 8:00 pm - 10:00 pm

PAC Drive-In Movie

Westside campus 43 Lake Ave. Extension, Danbury, CT
PAC DRIVE-IN MOVIE: LOVE IS IN THE AIR EDITION: Looking for something to do at 8 p.m.? Never seen the movie "Crazy Rich Asians" before? Well, now's your chance! Sign up using the google form in our link tree to ...



Diversity Events

THU 10

Featured February 10 @ 5:30 pm - 7:30 pm

“Black History is American History”

Higgins Hall 117 181 White St., Danbury, CT

"BLACK HISTORY IS AMERICAN HISTORY - THE BLACK EXPERIENCE IN AMERICA": A Black History Month lecture exploring the intertwining of Black History and American History. Presented by Adjunct Instructor of History Danielle King at 5:25 p.m. in Higgins Hall Room



MON 14

Featured February 14 @ 5:30 pm - 6:30 pm

Women, Migration and Domestic Work

Virtual

WOMEN, MIGRATION AND DOMESTIC WORK: The Social Sciences Speakers series in conjunction with the Kathwari Honors Program, WCSU International Center, UndocuAly Task Force and the Racial Justice Coalition will host USC Professor of Sociology and Gender Studies Dr. Rhacel Salazar ...



Diversity Events

THU 31

Featured March 31 @ 5:00 pm - 6:00 pm

Microaggressions: Racelighting

Virtual
UNDERSTANDING AND COMBATING MICROAGGRESSIONS; RACELIGHTING, A VIRTUAL CONVERSATION: Sponsored by the WCSU Office of Diversity and Equity and WCSU Diversity Council This virtual workshop from 5 to 6 p.m. is to address current campus challenges on microaggressions related to race-lighting ...



FRI 4

Featured March 4

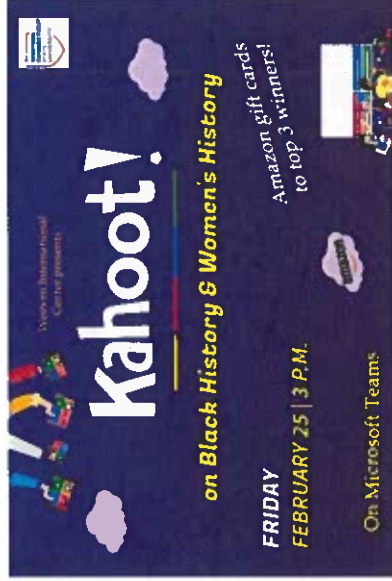
Deadline: International Women's Day

Virtual event
INTERNATIONAL WOMEN'S DAY: The Center for Empowerment and Education, formerly the Women's Center, and WCSU Libraries are excited to invite WCSU students, faculty, and staff to submit a photo and story of a woman who inspires them. The woman can ...





Diversity Events



FRI 25

Featured February 25 @ 3:00 pm - 3:30 pm

Online Kahoot Game

Virtual
\$50, \$30, AND \$20 AMAZON GIFT CARDS! ONLINE KAHOOT ON BLACK HISTORY AND WOMEN'S HISTORY KNOWLEDGE: This event is virtual and starts at 3 p.m. TOP 3 KAHOOT WINNERS WILL GET \$50, \$30, AND \$20 AMAZON GIFT CARDS! Join Microsoft ...
Free

THU 17

Featured February 17 @ 5:00 pm - 5:30 pm

Minorities in Medicine

Science Building
MINORITIES IN MEDICINE INTEREST MEETING: First Club Meeting of the Spring 2022 Semester! From 5 to 5:30 p.m. in Science Building 236. Find out about our events and plans for the semester.
Free



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with the local experience you need
 Ask your local mortgage expert how they can help you purchase or refinance your home!

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ABOUT US Search...

WCSU offers virtual discussion on 'National Identity in Puerto Rico'

Like Share Tweet

Published on Tuesday, 15 February 2022 17:18
Written by WCSU



Western Connecticut State University's Department of World Languages and Cultures and the WCSU International Center will host Dr. Jorge Duany for a virtual discussion about "National Identity in Puerto Rico" at 5:30 p.m. on Wednesday, March 2. The free talk is open to the public.

To obtain the login password and information on how to join this Webex event, email Dr. Galina Bakhtiarova, WCSU professor of Spanish, at bakhtiarg@wcsu.edu.

Duany is director of the Cuban Research Institute and professor of Anthropology in the Department of Global & Sociocultural Studies at Florida International University. Born in Cuba and raised in Panama and Puerto Rico, Duany previously served as acting dean of the College of Social Sciences and professor of Anthropology at the University of Puerto Rico, Río Piedras (UPR).

Focusing extensively on migration, ethnicity, race, nationalism and transnationalism in Cuba, the Caribbean and the United States, Duany has also written about Cuban cultural identity on the island and in the diaspora, especially as expressed in literature, music, art and religion. Duany is currently a member of the editorial boards of the academic journals Latino Studies and CENTRO: Journal of the Center for Puerto Rican Studies, and previously served on the editorial boards of Caribbean Studies, Cuban Studies, Latin American and Caribbean Ethnic Studies and New West Indian Guide. He has lectured widely throughout the United States, Latin America the Caribbean and Europe.

For more information, contact Bakhtiarova at bakhtiarg@wcsu.edu or the Office of Public Relations at pr@wcsu.edu.

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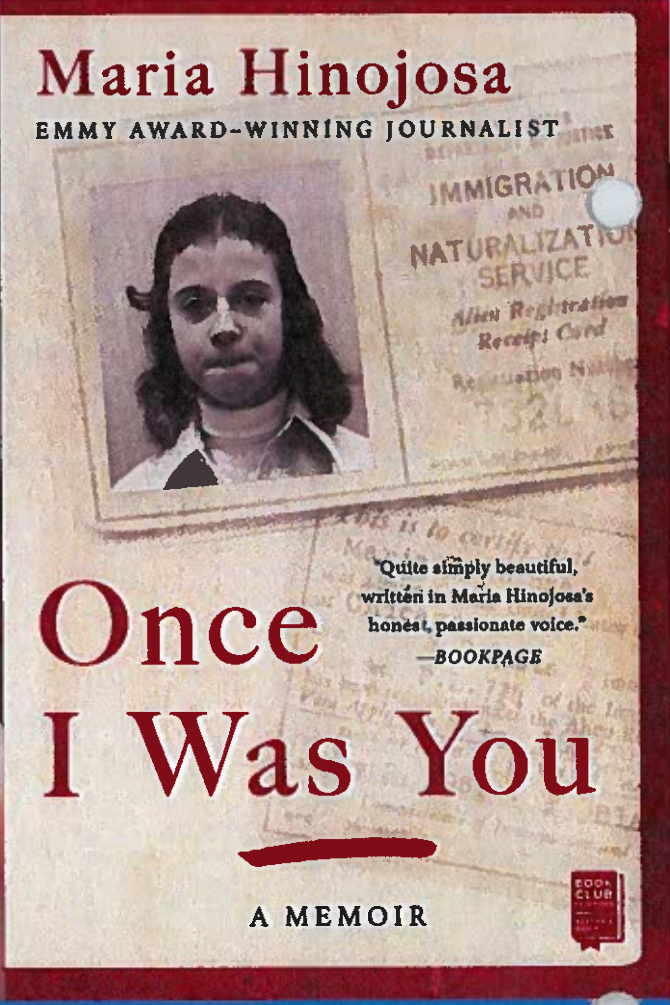
Next article
Award Winning Children's School...

0 Comments Sort by Oldest

Add a comment...

Facebook Comments Plugin

MORE STORIES



A Conversation with
Maria Hinojosa

THURSDAY, OCTOBER 21 @ 6:30 PM

Register today at:

<https://bit.ly/OnceIWasYou-WCSU>

This talk is provided by the WCSU Undocu-Ally Taskforce, Danbury Public Library, WCSU Libraries, and WCSU Office of Diversity & Equity.



Get **Active** to Raise **Awareness!**

Dating Abuse Awareness Event in Honor of Alyssiah Wiley



October 1st, 2nd & 3rd

- **Friday, Oct 1st:**
 - Flag Football Tournament
 - Westside Rec Field @ 4pm
- **Saturday, Oct 2nd:**
 - Football Home Game @ 5pm
 - Women's Soccer Home Game @ 1pm
 - Women's Volleyball Home Game @ 12pm
 - Women's Tennis Home Game @ 1pm
- **Sunday, Oct 3rd:**
 - Run or Dye event!
 - 12pm @ Ives Concert Park
 - Register online to guarantee you will receive a shirt



Register Now!

Join the WCSU
SafeWalk
Team!

*Participate all
weekend, raise funds,
get active!*



Register for
Flag Football
for Oct 1st!

*Up to 8 teams,
awesome prize for
winning team!*



Events organized and hosted by the Women's Center, Office of
Diversity & Equity & Recreation Offices.

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Register Now!

Join the WCSU SafeWalk Team!

Participate all weekend, raise funds, get active!

Register for Flag Football for Oct 1st!

Up to 8 teams, awesome prize for winning team!



choices

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MIDTOWN QUAD

Tuesday • 10:00AM -2:00PM

SEPTEMBER 28, 2021

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checkin'-in with college students

A MENTAL HEALTH *Check-in* WITH
INTERACTIVE BOOTHS
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SPONSORED BY
Career Success Center,
SVO and SGA



LUNCH WITH A VET

NOVEMBER 3 | **11 A.M. – 3 P.M.**
Campus Center Cafeteria

SERVICES ATTENDING THE EVENT:

WCSU Student Veterans
Army, Navy, Air Force, Marine and Coast Guard
Active duty (regional recruiters)
Air Force ROTC (scholarship programs available)

Come bring your thanks, learn stories and/or ask questions.

What's a
burpee/murph?



Check out the
BURPEE/MURPH STATION

**"22-PUSHUP
CHALLENGE"**

*\$25 Amazon Gift certificate for
each male/female winner*





VETERANS DAY

CEREMONY

★ THURSDAY, NOVEMBER 11 ★

11 A.M. - 12 P.M.

WESTSIDE CAMPUS ALUMNI PAVILION
(OUTSIDE EVENT)



A Panel Discussion on Forced Organ Harvesting in the People's Republic of China

November 3, 2020 5:30 p.m. to 7:30 p.m.



Virtually via Zoom and on Midtown Campus

Ives Concert Hall, White Hall

181 White Street, Danbury

RSVP (click or scan) [TicketSpice](#)



Featured Panelists

Torsten Trey, MD, PhD, Executive Director of DAFOH

G. Weldon Gilcrease, MD, Director of Oncology, Associate Professor, University of Utah School of Medicine

Debra Holbrook, MSN, RN, FNE-A/P, SANE-A, DF-AFN, FAAN, Academy of Forensic Nursing

Deborah Collins-Perrica, CNS, APRN, Director of Nursing, DAFOH

Susan Monks, JD, Professor, Western Connecticut State University

Maria Cheung, PhD, Professor, Associate Dean at the Faculty of Social Work, University of Manitoba, Canada

Doctors Against Forced Organ Harvesting (DAFOH) was nominated for the Nobel Peace Prize in 2016 & 2017 and received a 2019 Mother Theresa Memorial Award for Social Justice.

WOMEN'S CENTER ON CAMPUS



CONSENT MUST BE GIVEN
FREELY, WILLINGLY, AND
KNOWINGLY - INDICATED
CLEARLY BY WORDS OR
ACTIONS - TO ENGAGE IN
DESIRED SEXUAL INVOLVEMENT



SEXUAL VIOLENCE IS ANY
UNWANTED SEXUAL ACTIVITY
DONE AGAINST SOMEONE'S
WILL OR WITHOUT THEIR
CONSENT. THIS CAN INVOLVE
FORCE AND/OR COERCION

If you want to talk about an experience you had,
we're here for you.

CONNECT WITH US

Midtown Campus, White Hall 003A

Office Phone: 203-837-3939

24/7 Hotlines: 203-731-5204
203-731-5206

@wcogd_oncampus 

wcsu.edu/womenscenter

Cara Mackler

Director of Campus Services

cara.mewcogd.org





WCSU

In the News

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2022

PRESS RELEASES

ALL STORIES

WCSU celebrates Black History Month with activities, lecture, film, food

📅 February 1, 2022

DANBURY, Connecticut – [Western Connecticut State University](#) will celebrate [Black History Month](#) in February with several activities hosted by student clubs and other organizations that represent Black culture. The events that take place on campus will be open only to students due to campus COVID-19 protocols.

The celebration began on **Tuesday, Feb. 1, 2022**, with "A Feast for Black History Month" hosted by the WCSU Office of Inter-Cultural Affairs and Sodexo from 11 a.m. to 3:30 p.m. in the Student Center Restaurant on the Midtown campus. The first 25 commuter students who came to the Midtown Student Center Restaurant received their meal for free.

"Who's Got Game Night," a favorite Friday night activity for students, will be hosted by three Black student clubs this month. WCSU students will be able to participate in raffles, giveaways, and receive free food from 6 to 9 p.m. in the second floor Student Center Game Room on the Midtown campus. Sponsors are the Black Student Social Work Club (Feb. 4), the Black Student Union (Feb. 11) and the African Caribbean Student Association (Feb. 25).

Thursday, Feb. 10, will feature a discussion, "Black History is American History: The Black Experience in America," led by Danielle King, an adjunct lecturer in the WCSU Department of History. King will speak about the importance of Black history and culture, including the ways in which it has impacted America and other countries.

WCSU students will board shuttle buses to The Ridgefield Playhouse on Wednesday, Feb. 16, for a 7:30 p.m. screening of "[Queen and Slim](#)." The shuttle will leave the Midtown campus at 6 p.m. and the Westside campus at 6:30 p.m. The free film is sponsored by the WCSU Program Activities Council, the Office of Inter-Cultural Affairs, the Office of Diversity and Equity, and the Office of Event & Conference Management.

Black History Month Feasts will continue from 11 a.m. to 3:30 p.m. on Friday, Feb. 18, through Monday, Feb. 21, in both the Midtown Student Center Restaurant and Westside Campus Center Restaurant at a cost of \$10.65 per person and sponsored by the Office of Inter-Cultural Affairs and Sodexo.

A final Black History Month Feast hosted by the WCSU Office of Inter-Cultural Affairs and Sodexo will be from 11 a.m. to 3:30 p.m. on Wednesday, Feb. 23, in the Westside Campus Center Restaurant. The first 25 commuter students who come to the Westside Campus Center Restaurant will receive their meal for free; otherwise the cost is \$10.65 per person.

For more information, contact the Office of Public Relations at 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.



Danbury

WestConn offers 'National Identity in Puerto Rico' discussion

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The login password and information about how to join the event that will be on the Webex livestreaming program, can be obtained by emailing WestConn Professor of Spanish, Dr. Galina Bakhtiarova, at bakhtiarog@wcsu.edu.

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Section Q

Element No. 17

CONCLUDING STATEMENT

Sec. 46a-68-94

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



Date