

Section 46a-68-80
External Communication and
Recruitment Strategies

Section 46a-68-80: External Communication and Recruitment Strategies

- a) CT State has developed outreach and recruitment strategies to meet its AA goals and objectives. Hiring and promotional activity will be justified in the goals analysis section of the AA Plan and will include a summary of each recruitment effort resulting in a hire or promotion. A listing of outreach recruitment sources is included in this section.
- b) CT State has put itself on public record as an EEO/AA employer. Consistent with that posture:
 - 1. Written expression of CT State's commitment to EEO/AA and notice of job availability are sent regularly to recruiting sources and organizations which are capable of referring qualified applicants for employment; and
 - 2. Notice that the college is an EEO/AA employer will be sent to all unions that represent agency employees for collective bargaining purposes. The notice contains an invitation to review and comment upon CT State's AA Plan.
- c) CT State initiates and undertakes vigorous, positive relationship-building activity to ensure that affirmative action is more than a paper commitment. It works to secure ongoing relationships and develop additional recruiting sources while cultivating outreach recruitment programs and maintaining contact with protected class members and resource agencies.

Each position announcement is widely circulated and contains the tagline, "**The CT State Community College is an Equal Opportunity Employer, Affirmative Action Employer.**" Steps are taken to ensure that all job announcements at CT State reach diverse sectors of the Hartford, Fairfield, Litchfield, Middlesex, New London, New Haven, and Windham counties, state, regional, and national labor markets. CT State continues to engage in face-to-face discussions to cement on-going relationships with and to develop additional recruiting sources. Specifically:

- Notices of position vacancies and job availability are sent to target recruiting resources and local organizations that will encourage the referral of qualified applicants for employment. CT State continues to maintain and add to its listing of community-based organizations concerned with the application of affirmative action and equal opportunity principles in the public and private sector. Agencies/individuals on each list are contacted for position vacancies in the executive administrative managerial, faculty, professional/non-faculty classifications and some technical/paraprofessional classifications. The JobApps system is used for secretarial/clerical, service maintenance, some technical/paraprofessional and protective service classified positions.

Section 46a-68-80: External Communication and Recruitment Strategies

- Postings are also shared with the CT Association of Diversity and Equity Professionals (CADEP) whose membership consists of EEO officers across the state.
- For positions utilizing national searches, vacancies are sent to electronic mailing lists. CT State also posts all vacancies on the CT State Colleges and Universities' (CSCU) website.
- Under existing collective bargaining agreements, job vacancy announcements are sent to each recognized representative of employees at the campuses. Union leadership and members are invited to review and comment on the AA Plan. CSCU system office performs a similar role with the appropriate State representatives and agencies. CT State continues to state its commitment to EEO/AA on all position announcements and campus information.
- CT State also utilizes their foundation and CEO Advisory Boards to assist in their efforts to build a diverse workforce.

Additionally, CT State has committed itself to active outreach activities as part of its affirmative action program, which includes, but is not limited to the following:

- Contact representatives of local/regional chapters of higher education professional organizations to discuss vacancies at the Agency and to solicit their help in identifying qualified protected class members.
- Advertise job openings with media that target a protected class audience in labor market areas most appropriate for filling a vacant position(s);
- Periodic workshops and job fairs are held to encourage the participation of minorities and women in skills-improvement projects, job-exploration activities and job-interview techniques.
- CT State is used as a training site for the Department of Administrative Services (DAS) programs and in-service training offerings.
- Staff are encouraged to network and inform colleagues and acquaintances of position openings.

The agency utilizes JazzHR for all unclassified positions and JobApps for all classified positions. Both tools utilize social media to expand recruitment outreach efforts. Platforms supported include: Indeed, Facebook, Pinterest, Twitter, and LinkedIn.

CT State excludes any references to either age or gender from all employment advertisements except in the case of bona fide occupational qualification or need.

The human resources professionals and the equity and civil rights teams attend trainings throughout the year on a variety of human resources, labor relations, affirmative action, EEO, diversity, equity, inclusion and social justice related issues. They and their respective teams are skilled and trained on conducting investigations, handling mediations and conflict resolution, and sexual harassment complaints. They also meet with Human Resources staff of CSCU and the college throughout the year.

The following is a sample of the organizations contacted to inform potential minority candidates about the agency vacancies:

Routine Recruitment/Referral Sources/Internet Sites

http://www.ncc.commnet.edu	http://www.restaurant.org
https://www.higheredjobs.com	http://www.hcareers.com
https://www.vetfriends.com	https://www.linkedin.com
http://minoritynurse.com	http://www.careerbuilder.com
http://www.jobtarget.com/corporate	http://www.monster.com
http://www.ct.edu (All C SCU institutions)	http://www.indeed.com
http://studentaffairs.com	http://www.dice.com
http://www.eeoc.gov	http://www.simplyhired.com
http://www.mainecareercenter.com	https://www.shrm.org/pages
https://www.suny.edu	http://www.prodivnet.com
http://matyconn.matyc.org	http://www.hireahero.org
https://www.insidehighered.com	http://www.healthcarejobsite.com
http://www.quintcareers.com	https://www.glassdoor.com
http://www.counseling.org	https://chroniclevitae.com
http://www.ala.org	http://das.ct.gov
http://www.ctnurses.org	https://www.prodivnet.com
http://jobs.acfcchefs.org	https://twitter.com
http://www.militaryhire.com	

Agency Sources

Organization	Address	City, State	Zip Code
100 Black Men of Stamford	P.O Box 1313	Stamford, CT	06904
American Association of Affirmative Action	888 16th Street, NW, Suite 800	Washington, DC	20006
Capital Workforce Partners	One Union Place	Hartford, CT	06113
CADEP	P.O Box 260412	Hartford, CT	06126
CT Association of Latinos in Higher Education	950 Main Street, Suite 1104	Hartford, CT	06103
DAS	165 Capitol Avenue	Hartford, CT	06106
Department of Social Services	25 Sigourney Street	Hartford, CT	06106
Department of Veterans Affairs	287 West Street	Rocky Hill, CT	06067
Diverse: Issues In Higher Education	10520 Warwick Avenue, Suite B-8	Fairfax, VA	22030
Fairfield County Alpha Phi Alpha	50 Dexter Dr	Shelton, CT	06484
NAACP - National Headquarters	4805 Mt Hope Drive	Baltimore, MD	21215
NAACP - Bridgeport	P.O Box 9180	Bridgeport, CT	06601
Asnuntuck Campus	170 Elm Street	Enfield, CT	06082
Capital Campus	950 Main Street	Hartford, CT	06103

Organization	Address	City, State	Zip Code
Central Connecticut State University	1615 Stanley Street	New Britain, CT	06050
Charter Oak State College	55 Paul J. Manafort Drive	New Britain, CT	06053
Eastern Connecticut State University	83 Windham Street	Willimantic, CT	06226
Gateway Campus	60 Sargent Drive	New Haven, CT	06511
Housatonic Campus	900 Lafayette Boulevard	Bridgeport, CT	06604
Manchester Campus	Great Oath, P.O Box 1046	Manchester, CT	06045
Middlesex Campus	100 Training Hill Road	Middletown, CT	06457
Naugatuck Valley Campus	750 Chase Parkway	Waterbury, CT	06708
Northwestern Campus	Park Place East	Winsted, CT	06098
Norwalk Campus	188 Richards Avenue	Norwalk, CT	06854
Quinebaug Valley Campus	742 Upper Maple Street	Danielson, CT	06239
Southern Connecticut State University	501 Crescent Street	New Heaven, CT	06515
Three Rivers Campus	574 London Tpke.	Norwich, CT	06360
Tunxis Campus	271 Scott Swamp Road	Farmington, CT	06032
University of Connecticut	115 N. Eagleville Road	Storrs, CT	06269
Western Connecticut State University	181 White Street	Danbury, CT	06810
The Chronicle of Higher Education	1255 23rd Street, NW, 7th Floor	Washington, DC	20037
The Haitian Voice	934 E. Main Street #101	Stamford, CT	06902
The New York Times	229 West 43rd Street	New York, NY	10036
The Hartford Courant	285 Broad Street	Hartford, CT	06115
La Voz Hispana	35 Elm Street	New Haven, CT	06510

SBE/MBE Reporting

The Quarterly Reports of the Set-Aside Program that includes small, minority, women and disabled businesses will be included in this section of the AA Plan in future plan submissions.

re: 2024-2025 CT State Community College - Affirmative Action Plan

From Cannon-Klemenz, Rebecca (College Office) <rebecca.cannonklemenz@ctstate.edu>

Date Wed 5/21/2025 1:55 PM

To Freeman, Seth R (Capital) <seth.freeman@ctstate.edu>; Van Dermark, Elle G (Asnuntuck) <elle.vandermark@ctstate.edu>; bob@the4cs.org <bob@the4cs.org>; Michael Crotty <michael@the4cs.org>; djbsr88@aol.com <djbsr88@aol.com>; Ferrauolo, Tara (Capital) <tara.ferrauolo@ctstate.edu>; Maroney, Eric W (Gateway) <eric.maroney@ctstate.edu>; Mayer Jr., Philip E (Three-Rivers) <philip.mayer@ctstate.edu>; Crouch, Jeffrey A (Three-Rivers) <jeffrey.crouch@ctstate.edu>; Venuk, Lawrence (Naugatuck) <lawrence.venuk@ctstate.edu>; Scott, Beth-Ann (Naugatuck) <bethann.scott@ctstate.edu>; Picard, Ronald S (Naugatuck) <ronald.picard@ctstate.edu>; Daupern, Peter E (Norwalk) <peter.daupern@ctstate.edu>; Nabeta, Vivian R (Capital) <vivian.nabeta@ctstate.edu>; Bresnick, Jennifer W (Norwalk) <jennifer.bresnick@ctstate.edu>; Villanueva, Nephtali (Naugatuck) <nephtali.villanueva@ctstate.edu>; Salay, Lawrence R (Gateway) <lawrence.salay@ctstate.edu>; Angulo, Olan V (Three-Rivers) <olan.angulo@ctstate.edu>; cchisem@ceui.org <cchisem@ceui.org>; rmorin@ceui.org <rmorin@ceui.org>

Good afternoon, Colleagues:

Yesterday we sent out the notice below, via a mail merge, and we are sending it again to all of you as union presidents to ensure that you have received.

We wish to bring to your attention that the 2024-2025 Connecticut State Community College Affirmative Action plan is available for the union members to review.

Connecticut State Community College is an affirmative action/equal opportunity employer and, as such, hires individuals without regard for age, ancestry, color, national origin, gender identity or expression, genetic information, learning disability, marital status, intellectual disability, physical disability (including but not limited to blindness), present or past history of mental disability, prior criminal record, race, religious creed, sex (including pregnancy and sexual harassment), sexual orientation, retaliation for previously opposed discrimination or coercion, veteran status, victims of domestic violence, or workplace hazards to reproductive systems unless the provisions of sections 46a(b), 46a-80(b) of the Connecticut General Statutes are controlling, or there is a bona fide occupation qualification excluding persons in one of the above protected groups.

We invite you and your members to review and comment upon the College's affirmative action plan, which is available online at the following links: [2024-2025 CT State Affirmative Action Plan](#). Should you have any questions regarding the affirmative action plan, please contact my office at 860-612-7056 or via email johnpaul.chaissoncardenas@ctstate.edu

Sincerely,

The Office of Equity and Civil Rights Team



DEPARTMENT OF ADMINISTRATIVE SERVICES
SUPPLIER DIVERSITY PROGRAM

FISCAL YEAR 2025

Back-Up Sheets require Totals for each MBE Category

SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

Fiscal Year Quarter

1st Qtr

Fiscal Year Period

Jul 1 2024 - Sep 30 2024

ENTER THIS QTR-

Agency Name:	CT State	Agency Number:	
Prepared by:	Martin Anderson	E-mail Address:	manderson@commnet.edu
Tel. # -	860-723-0083	<i>Please Submit a copy of this form and Back-Up Sheets via InterOffice Mail to CHRO @ 25 SIGOURNEY ST, Hartford CT 06106</i>	

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

	QUARTER	Number	YEAR TO DATE	Number
	TOTALS (\$)	Contracts	TOTALS (\$)	Contracts
5) Total Agency FY Expenditures for Purchases and Contracts	\$ 17,077,416.00	1,666	\$ 17,077,416.00	1,666

6) Total Agency FY Expenditures for Purchases and Contracts from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$ 925,062.00	150	\$ 925,062.00	275
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7) Total Agency FY Expenditures for Purchases and Contracts from Minority Business Enterprises (MBE) only. PLEASE CATEGORIZE:				
A) American Indian (N)			\$ -	0
B) Asian (A)			\$ -	0
C) Black (B)			\$ -	0
D) Disabled Individual (D)			\$ -	0
E) Hispanic (H)			\$ -	0
F) Iberian Peninsula (I)			\$ -	0
G) Disabled American Indian (DN)			\$ -	0
H) Disabled Asian American (DA)			\$ -	0
I) Disabled Black American (DB)			\$ -	0
J) Disabled Hispanic American (DH)			\$ -	0
K) Disabled Iberian Peninsula American (DI)			\$ -	0
L) Woman (W)	\$ 48,723.15	10	\$ 48,723.15	10
M) Woman American Indian (NW)			\$ -	0
N) Woman Asian (AW)			\$ -	0
O) Woman Black (BW)			\$ -	0
P) Woman Disabled (DW)			\$ -	0
Q) Woman Hispanic (HW)			\$ -	0
R) Woman Iberian Peninsula (IW)	\$ 55,926.46	21	\$ 55,926.46	21
S) Disabled American Indian Woman (DNW)			\$ -	0
T) Disabled Asian American Woman (DAW)			\$ -	0
U) Disabled Black American Woman (DBW)			\$ -	0
V) Disabled Hispanic American Woman (DHW)			\$ -	0
W) Disabled Iberian Peninsula American Woman (DIW)			\$ -	0
DisBE TOTAL (Lines D, G, H, I, J, K, P, S,T,U, V, & W)	\$ -		\$ -	
WBE TOTAL [Lines L - W]	\$ 104,649.61	31	\$ 104,649.61	31
MBE TOTAL {Lines A - W}	\$ 104,649.61	31	\$ 104,649.61	31

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

Fiscal Year
 2024-2025

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

FY QUARTER PERIOD	1st Qtr	In reporting data below, does your Agency utilize C.O.R.E.?	No
If not utilizing C.O.R.E. , DID YOU VALIDATE COMPANY AS A CURRENT SBE AND/OR MBE Yes No			NO X

Agency Name:	CT State
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Report Prepared by:	Martin Anderson	Agency Number:	
CERTIFIED VENDORS ONLY		ACTUAL EXPENDITURES	SPECIFY:
(A)	(B)	(C)	(D)
Small Business Enterprise (SBE) OR	State Contract #	DAS Certified SBE/MBE	MBE
Minority Business Enterprise (MBE) Vendor Name	OR P.O. #	AMOUNT	Category
Suburban Stationers Incorporated		26,700.19	SBE
Carey Wiper and Supply Company		656.28	SBE
Post Road Stages		2,320.00	SBE
Woodcock Refrigeration Co		5,240.97	SBE
North Haven Ceramic Tile and Floor Covering Inc		127,658.10	SBE
Fire Equip Headquarters Incorporated		1,540.95	Woman Owned
J&S Radio Sales		1,476.32	SBE
T&R Electric Incorporated		10,900.00	Woman Owned
Vulcan Security Technologies Incorporated		17,296.89	SBE
Swan Associates Incorporated		700	SBE
Security Solutions Incorporated		7,728.00	SBE
Midstate Battery Distributors Incorporated		480	SBE
TPC Associates Incorporated		1,744.00	SBE
Hartford Sprinkler Company Incorporated		525	SBE
Bartholomew Electric		9,237.40	SBE
C&C Janitorial Supplies		55,926.46	Iberian Peninsula Woman Owned
Infoshred, LLC		2,450.85	Woman Owned
G Donovan Associates Incorporated		28,398.50	SBE
Bartholomew Company Incorporated		53,437.89	SBE
R n B Enterprises		4,923.70	SBE
Darter Specialties Incorporated		6,871.20	SBE
Southern NE Fire Protection		3,980.30	SBE
Central Mechanical Services		21,668.36	Woman Owned
Tull Brothers, Inc.		2,255.00	SBE
Guardian Pest Control LLC		252	SBE
Sign Pro Incorporated		26,257.26	SBE
Mercury Cabling Systems, LLC		51,913.05	SBE
GL Capasso Incorporated		34,430.00	SBE
USI Inc		237.22	SBE
Common Cents EMS Supply, LLC		8,112.84	SBE
Air Temp Mechanical Services		17,491.13	SBE
R & C Electric LLC		975	SBE
Marcus Communications LLC		210,100.78	SBE
Integrated Technical Systems Incorporated		18,669.00	SBE
Ford and Ulrich Incorporated		43.99	Woman Owned
Hartford Truck Equipment, INC.		154.5	SBE
White Way Laundry Incorporated		229.94	SBE
Perfectemp Incorporated		5,016.25	SBE
Automatic Door Doctor Incorporated		4,295.00	SBE
Mulvaney Mechanical Incorporated		80,152.55	SBE
JHS Restoration Incorporation		12,119.00	Woman Owned
Lambert's Lawn Care, LLC		16,919.00	SBE
The Mercury Group		18,327.20	SBE
Ferraro's Painting & Restoration Inc		25,250.00	SBE
SBE/MBE TOTAL		\$	925,062.07

DEPARTMENT OF ADMINISTRATIVE SERVICES
SUPPLIER DIVERSITY PROGRAM

FISCAL YEAR 2025

Back-Up Sheets require Totals for each MBE Category

SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

Fiscal Year Quarter

2nd Qtr

Fiscal Year Period

Oct 1 2024 - Dec 31 2024

ENTER THIS QTR-

Agency Name:	CT State	Agency Number:	
Prepared by:	Martin Anderson	E-mail Address:	manderson@commnet.edu
Tel. # -	860-723-0083	<i>Please Submit a copy of this form and Back-Up Sheets via InterOffice Mail to CHRO @ 25 SIGOURNEY ST, Hartford CT 06106</i>	

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

	QUARTER	Number	YEAR TO DATE	Number
	TOTALS (\$)	Contracts	TOTALS (\$)	Contracts
5) Total Agency FY Expenditures for Purchases and Contracts	\$ 21,025,774.00	1,607	\$ 38,103,190.00	3,273

6) Total Agency FY Expenditures for Purchases and Contracts from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$ 932,926.00	162	\$ 1,857,988.00	437
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7) Total Agency FY Expenditures for Purchases and Contracts from Minority Business Enterprises (MBE) only. PLEASE CATEGORIZE:				
A) American Indian (N)			\$ -	0
B) Asian (A)			\$ -	0
C) Black (B)			\$ -	0
D) Disabled Individual (D)			\$ -	0
E) Hispanic (H)	\$ 788.20	2	\$ 788.20	2
F) Iberian Peninsula (I)			\$ -	0
G) Disabled American Indian (DN)			\$ -	0
H) Disabled Asian American (DA)			\$ -	0
I) Disabled Black American (DB)			\$ -	0
J) Disabled Hispanic American (DH)			\$ -	0
K) Disabled Iberian Peninsula American (DI)			\$ -	0
L) Woman (W)	\$ 218,092.43	28	\$ 266,815.58	38
M) Woman American Indian (NW)			\$ -	0
N) Woman Asian (AW)			\$ -	0
O) Woman Black (BW)	\$ 1,911.85	3	\$ 1,911.85	3
P) Woman Disabled (DW)			\$ -	0
Q) Woman Hispanic (HW)			\$ -	0
R) Woman Iberian Peninsula (IW)	\$ 48,695.67	12	\$ 104,622.13	33
S) Disabled American Indian Woman (DNW)			\$ -	0
T) Disabled Asian American Woman (DAW)			\$ -	0
U) Disabled Black American Woman (DBW)			\$ -	0
V) Disabled Hispanic American Woman (DHW)			\$ -	0
W) Disabled Iberian Peninsula American Woman (DIW)			\$ -	0
DisBE TOTAL (Lines D, G, H, I, J, K, P, S,T,U, V, & W)	\$ -		\$ -	
WBE TOTAL [Lines L - W]	\$ 268,699.95	43	\$ 373,349.56	74
MBE TOTAL {Lines A - W}	\$ 269,488.15	45	\$ 374,137.76	76

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

Fiscal Year
 2024-2025

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

FY QUARTER PERIOD	2nd Qtr	In reporting data below, does your Agency utilize C.O.R.E.?	No
If not utilizing C.O.R.E. , DID YOU VALIDATE COMPANY AS A CURRENT SBE AND/OR MBE Yes No			NO X

Agency Name:	CT State
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Report Prepared by:	Martin Anderson	Agency Number:	
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CERTIFIED VENDORS ONLY		ACTUAL EXPENDITURES	SPECIFY:
(A)	(B)	(C)	(D)
Small Business Enterprise (SBE) OR	State Contract #	DAS Certified SBE/MBE	MBE
Minority Business Enterprise (MBE) Vendor Name	OR P.O. #	AMOUNT	Category
Suburban Stationers Incorporated		35,255.47	SBE
MJ Fahy and Sons Incorporated		7,382.20	SBE
Carey Wiper and Supply Company		594.34	SBE
Post Road Stages		4,355.00	SBE
Woodcock Refrigeration Co		4,857.12	SBE
Fire Equip Headquarters Incorporated		383	Woman Owned
T&R Electric Incorporated		650	Woman Owned
Vulcan Security Technologies Incorporated		5,951.08	SBE
Swan Associates Incorporated		745	SBE
Midstate Battery Distributors Incorporated		778	SBE
Hartford Sprinkler Company Incorporated		3,943.00	SBE
Bartholomew Electric		7,033.36	SBE
Fire Protection Testing Incorporated		11,484.00	SBE
C&C Janitorial Supplies		48,695.67	Iberian Peninsula Woman Owned
Draperies Incorporated		477	SBE
Infoshred, LLC		2,763.07	Woman Owned
G Donovan Associates Incorporated		34,015.00	SBE
Theodora's Food Service		12,800.00	SBE
Bartholomew Company Incorporated		13,985.50	SBE
R n B Enterprises		14,171.73	SBE
Darter Specialties Incorporated		8,302.50	SBE
Southern NE Fire Protection		1,836.30	SBE
Flow Tech Incorporated		17,204.07	SBE
Central Mechanical Services		171,063.09	Woman Owned
Prime Electric LLC		4,161.81	SBE
K. R. Enterprises, LLC		9,196.00	Woman Owned
Life Skills Associates LLC		1,850.00	Woman Owned
Guardian Pest Control LLC		182	SBE
Sign Pro Incorporated		32,344.31	SBE
Mercury Cabling Systems, LLC		7,052.25	SBE
Common Cents EMS Supply, LLC		2,794.15	SBE
Graphic Image Incorporated		2,168.00	SBE
R & C Electric LLC		32,850.00	SBE
Marcus Communications LLC		7,469.48	SBE
PrintabiliTees LLC		1,911.85	Black Woman Owned
White Way Laundry Incorporated		689.82	SBE
Offshore Construction Incorporated		20,963.27	Woman Owned
Mercury Communications Inc		2,993.00	Woman Owned
Shaffer Beacon Mechanical LLC		29,476.84	SBE
Automatic Door Doctor Incorporated		405	SBE
Mulvaney Mechanical Incorporated		81,791.60	SBE
Mutualink Incorporated		216,498.07	SBE
Air Balancing Service Company		1,160.00	SBE
JHS Restoration Incorporation		8,231.00	Woman Owned
Lambert's Lawn Care, LLC		22,716.00	SBE
Nieves Hospitality LLC		788.2	Hispanic Owned
The Mercury Group		928	SBE
Ferraro's Painting & Restoration Inc		9,670.00	SBE
REM Industrial Solutions		2,383.20	SBE
New England Yankee Construction LLC		8,950.00	SBE
The Buckingham Routh Co		14,577.60	SBE
	SBE/MBE TOTAL	\$ 932,926.95	

DEPARTMENT OF ADMINISTRATIVE SERVICES
SUPPLIER DIVERSITY PROGRAM

FISCAL YEAR 2025

Back-Up Sheets require Totals for each MBE Category

SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

Fiscal Year Quarter

4th Qtr

Fiscal Year Period

Apr 1 2025 - Jun 30 2025

ENTER THIS QTR-

Agency Name:	CT State	Agency Number:	
Prepared by:	Martin Anderson	E-mail Address:	martin.anderson@ct.edu
Tel. # -	860-723-0083	<i>Please Submit a copy of this form and Back-Up Sheets via InterOffice Mail to CHRO @ 25 SIGOURNEY ST, Hartford CT 06106</i>	

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

	QUARTER	Number	YEAR TO DATE	Number
	TOTALS (\$)	Contracts	TOTALS (\$)	Contracts
5) Total Agency FY Expenditures for Purchases and Contracts	\$ 20,121,681.72	1,582	\$ 41,147,455.72	4,855

6) Total Agency FY Expenditures for Purchases and Contracts from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$ 1,184,625.03	177	\$ 3,042,613.03	614
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7) Total Agency FY Expenditures for Purchases and Contracts from Minority Business Enterprises (MBE) only. PLEASE CATEGORIZE:				
A) American Indian (N)			\$ -	0
B) Asian (A)			\$ -	0
C) Black (B)	\$ 2,576.94	3	\$ 2,576.94	3
D) Disabled Individual (D)			\$ -	0
E) Hispanic (H)	\$ 74,340.78	2	\$ 75,128.98	4
F) Iberian Peninsula (I)			\$ -	0
G) Disabled American Indian (DN)			\$ -	0
H) Disabled Asian American (DA)			\$ -	0
I) Disabled Black American (DB)			\$ -	0
J) Disabled Hispanic American (DH)			\$ -	0
K) Disabled Iberian Peninsula American (DI)			\$ -	0
L) Woman (W)	\$ 403,744.18	42	\$ 670,559.76	80
M) Woman American Indian (NW)			\$ -	0
N) Woman Asian (AW)			\$ -	0
O) Woman Black (BW)			\$ 1,911.85	3
P) Woman Disabled (DW)			\$ -	0
Q) Woman Hispanic (HW)			\$ -	0
R) Woman Iberian Peninsula (IW)	\$ 28,234.19	12	\$ 132,856.32	45
S) Disabled American Indian Woman (DNW)			\$ -	0
T) Disabled Asian American Woman (DAW)			\$ -	0
U) Disabled Black American Woman (DBW)			\$ -	0
V) Disabled Hispanic American Woman (DHW)			\$ -	0
W) Disabled Iberian Peninsula American Woman (DIW)			\$ -	0
DisBE TOTAL (Lines D, G, H, I, J, K, P, S,T,U, V, & W)	\$ -		\$ -	
WBE TOTAL [Lines L - W]	\$ 431,978.37	54	\$ 805,327.93	128
MBE TOTAL {Lines A - W}	\$ 508,896.09	59	\$ 883,033.85	135

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

Fiscal Year
 2024-2025

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

FY QUARTER PERIOD	3rd Qtr	In reporting data below, does your Agency utilize C.O.R.E.?	No
If not utilizing C.O.R.E. , DID YOU VALIDATE COMPANY AS A CURRENT SBE AND/OR MBE Yes No			NO X

Agency Name:	CT State
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Report Prepared by:	Martin Anderson	Agency Number:	
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CERTIFIED VENDORS ONLY		ACTUAL EXPENDITURES		SPECIFY:
(A)	(B)	(C)	(D)	
Small Business Enterprise (SBE) OR	State Contract #	DAS Certified SBE/MBE	MBE	
Minority Business Enterprise (MBE) Vendor Name	OR P.O. #	AMOUNT	Category	
Suburban Stationers Incorporated		20,873.11	SBE	
Woodcock Refrigeration Co		3,750.00	SBE	
Fire Equip Headquarters Incorporated		436	Woman Owned	
Ryan Business Systems Incorporated		93,234.23	Woman Owned	
Northeastern Communications Incorporated		18,468.33	Woman Owned	
T&R Electric Incorporated		1,700.00	Woman Owned	
Vulcan Security Technologies Incorporated		7,519.30	SBE	
Swan Associates Incorporated		13,911.53	SBE	
Midstate Battery Distributors Incorporated		987	SBE	
Hartford Sprinkler Company Incorporated		1,826.25	SBE	
Bartholomew Electric		508.5	SBE	
Fire Protection Testing Incorporated		1,935.00	SBE	
C&C Janitorial Supplies		28,234.19	Iberian Peninsula Woman Owned	
Chase Graphics		362.6	SBE	
Modern Mechanical Systems Incorporated		22,265.27	SBE	
Draperies Incorporated		366	SBE	
Infoshred, LLC		1,840.89	Woman Owned	
G Donovan Associates Incorporated		5,250.00	SBE	
Bartholomew Company Incorporated		58,650.24	SBE	
R n B Enterprises		4,039.50	SBE	
Electrical Energy Systems Corporation		8,812.39	SBE	
Darter Specialties Incorporated		50,557.50	SBE	
Southern NE Fire Protection		776	SBE	
Flow Tech Incorporated		17,714.75	SBE	
Central Mechanical Services		97,118.42	Woman Owned	
Prime Electric LLC		9,177.15	SBE	
K. R. Enterprises, LLC		2,610.00	Woman Owned	
Interpreters and Translators Incorporated		1,999.88	Hispanic Owned	
Tri-Com Consulting Group, LLC		11,480.00	SBE	
Guardian Pest Control LLC		182	SBE	
Andrew Associates, Inc.		3,168.86	Woman Owned	
Sign Pro Incorporated		68,812.66	SBE	
Mercury Cabling Systems, LLC		31,065.48	SBE	
GL Capasso Incorporated		116,700.00	SBE	
Common Cents EMS Supply, LLC		2,331.02	SBE	
R & C Electric LLC		4,465.00	SBE	
JVIII Construction, Inc.		70,443.00	Hispanic Owned	
Marcus Communications LLC		1,443.45	SBE	
Integrated Technical Systems Incorporated		644.5	SBE	
Hartford Truck Equipment, INC.		100.23	SBE	
White Way Laundry Incorporated		804.79	SBE	
Douglas Garage Door Center Incorporated		1,333.00	SBE	
Northeastern Communications & Electrical LLC		14,949.04	SBE	
T & T Complete Landscaping, LLC		3,872.50	SBE	
Odonnell Company		78,282.50	Woman Owned	
Mirabelli Automotive, LLC		981.78	SBE	
Shaffer Beacon Mechanical LLC		13,725.00	SBE	
Automatic Door Doctor Incorporated		1,232.00	SBE	
New England Traffic Solutions		83,114.99	Woman Owned	
Mulvaney Mechanical Incorporated		40,665.00	SBE	
FIRETECH Engineered Systems		48	SBE	
I-Safe Inspections, LLC		560.72	Black Owned	
JHS Restoration Incorporation		23,769.96	Woman Owned	
Lambert's Lawn Care, LLC		77,225.00	SBE	
Nieves Hospitality LLC		1,897.90	Hispanic Owned	
The Mercury Group		47,031.40	SBE	
Ferraro's Painting & Restoration Inc		4,355.00	SBE	
Quality Builders LLC		2,016.22	Black Owned	
Elite Fire Protection LLC		3,000.00	SBE	
SBE/MBE TOTAL		\$	1,184,625.03	

DEPARTMENT OF ADMINISTRATIVE SERVICES
SUPPLIER DIVERSITY PROGRAM

FISCAL YEAR 2025

Back-Up Sheets require Totals for each MBE Category

SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

Fiscal Year Quarter

4th Qtr

Fiscal Year Period

Apr 1 2025 - Jun 30 2025

ENTER THIS QTR-

Agency Name:	CT State	Agency Number:	
Prepared by:	Martin Anderson	E-mail Address:	martin.anderson@ct.edu
Tel. # -	860-723-0083	<i>Please Submit a copy of this form and Back-Up Sheets via InterOffice Mail to CHRO @ 25 SIGOURNEY ST, Hartford CT 06106</i>	

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

	QUARTER	Number	YEAR TO DATE	Number
	TOTALS (\$)	Contracts	TOTALS (\$)	Contracts
5) Total Agency FY Expenditures for Purchases and Contracts	\$ 23,220,324.21	2,054	\$ 43,342,005.93	6,909

6) Total Agency FY Expenditures for Purchases and Contracts from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$ 1,788,101.49	262	\$ 4,830,714.52	876
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93

7) Total Agency FY Expenditures for Purchases and Contracts from Minority Business Enterprises (MBE) only. PLEASE CATEGORIZE:				
A) American Indian (N)			\$ -	0
B) Asian (A)			\$ -	0
C) Black (B)	\$ 1,288.41	2	\$ 3,865.35	5
D) Disabled Individual (D)			\$ -	0
E) Hispanic (H)	\$ 1,219.31	3	\$ 76,348.29	7
F) Iberian Peninsula (I)			\$ -	0
G) Disabled American Indian (DN)			\$ -	0
H) Disabled Asian American (DA)			\$ -	0
I) Disabled Black American (DB)			\$ -	0
J) Disabled Hispanic American (DH)			\$ -	0
K) Disabled Iberian Peninsula American (DI)			\$ -	0
L) Woman (W)	\$ 662,882.32	58	\$ 1,333,442.08	138
M) Woman American Indian (NW)			\$ -	0
N) Woman Asian (AW)			\$ -	0
O) Woman Black (BW)	\$ 3,525.96	1	\$ 5,437.81	4
P) Woman Disabled (DW)			\$ -	0
Q) Woman Hispanic (HW)			\$ -	0
R) Woman Iberian Peninsula (IW)	\$ 58,663.68	11	\$ 191,520.00	56
S) Disabled American Indian Woman (DNW)			\$ -	0
T) Disabled Asian American Woman (DAW)			\$ -	0
U) Disabled Black American Woman (DBW)			\$ -	0
V) Disabled Hispanic American Woman (DHW)			\$ -	0
W) Disabled Iberian Peninsula American Woman (DIW)			\$ -	0
DisBE TOTAL (Lines D, G, H, I, J, K, P, S,T,U, V, & W)	\$ -		\$ -	
WBE TOTAL [Lines L - W]	\$ 725,071.96	70	\$ 1,530,399.89	198
MBE TOTAL {Lines A - W}	\$ 727,579.68	75	\$ 1,610,613.53	210

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

Fiscal Year
 2024-2025

BE SURE TO INCLUDE SUBTOTALS FOR EACH MINORITY CATEGORY

FY QUARTER PERIOD	4th Qtr	In reporting data below, does your Agency utilize C.O.R.E.	No
If not utilizing C.O.R.E. , DID YOU VALIDATE COMPANY AS A CURRENT SBE AND/OR MBE			Yes No NO X

Agency Name:	CT State
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Report Prepared by:	Martin Anderson	Agency Number:	
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CERTIFIED VENDORS ONLY		ACTUAL EXPENDITURES		SPECIFY:
(A)	(B)	(C)	(D)	
Small Business Enterprise (SBE) OR Minority Business Enterprise (MBE) Vendor Name	State Contract # OR P.O. #	DAS Certified SBE/MBE AMOUNT	MBE Category	
Suburban Stationers Incorporated		29,646.50	SBE	
MJ Fahy and Sons Incorporated		18,000.00	SBE	
Post Road Stages		1,930.00	SBE	
Woodcock Refrigeration Co		1,763.51	SBE	
Ryan Business Systems Incorporated		181,474.79	Woman Owned	
Lighting Services Incorporated		24,988.88	SBE	
J&S Radio Sales		2,764.96	SBE	
T&R Electric Incorporated		3,435.00	Woman Owned	
Calvert Safe and Lock Ltd		840.5	SBE	
Vulcan Security Technologies Incorporated		13,865.45	SBE	
Swan Associates Incorporated		1,519.29	SBE	
Hartford Sprinkler Company Incorporated		2,533.00	SBE	
Aztec Technologies		391.14	Woman Owned	
Bartholomew Electric		337.29	SBE	
Fire Protection Testing Incorporated		495	SBE	
C&C Janitorial Supplies		58,663.68	Iberian Peninsula Woman Owned	
Chase Graphics		888.18	SBE	
Modern Mechanical Systems Incorporated		19,593.00	SBE	
Draperies Incorporated		150	SBE	
Infoshred, LLC		2,403.48	Woman Owned	
G Donovan Associates Incorporated		38,503.40	SBE	
HRW Associates Incorporated		468.18	SBE	
Bartholomew Company Incorporated		1,900.00	SBE	
R n B Enterprises		12,398.53	SBE	
ClearWater Industries Incorporated		7,984.47	SBE	
Mechanical and Pump Services Incorporated		995	SBE	
Electrical Energy Systems Corporation		17,012.15	SBE	
Darter Specialties Incorporated		225,878.65	SBE	
Southern NE Fire Protection		1,164.00	SBE	
Yac Industries LLC		7,158.90	SBE	
Flow Tech Incorporated		34,570.00	SBE	
Central Mechanical Services		177,372.02	Woman Owned	
K. R. Enterprises, LLC		33,770.00	Woman Owned	
Interpreters and Translators Incorporated		244.91	Hispanic Owned	
Tri-Com Consulting Group, LLC		41,370.00	SBE	
EDS Presentations		5,914.78	SBE	
Sanditz Travel Management		16,249.21	SBE	
Sign Pro Incorporated		15,312.18	SBE	
Mercury Cabling Systems, LLC		3,840.76	SBE	
GL Capasso Incorporated		21,600.00	SBE	
Common Cents EMS Supply, LLC		16,620.00	SBE	
MagnaKleen Services		3,032.54	SBE	
Graphic Image Incorporated		59,523.00	SBE	
R & C Electric LLC		11,305.00	SBE	
Marcus Communications LLC		86,847.47	SBE	
SPEC-CLEAN, LLC		2,450.00	SBE	
PrintabiliTees LLC		3,525.96	Black Woman Owned	
Trans Ad Outdoor Ltd		9,500.00	Woman Owned	
Integrated Technical Systems Incorporated		5,877.78	SBE	
White Way Laundry Incorporated		689.82	SBE	
Douglas Garage Door Center Incorporated		1,050.50	SBE	
Marketing Solutions Unlimited, LLC		32,063.86	Woman Owned	
Northeastern Communications & Electrical LLC		3,685.25	SBE	
T & T Complete Landscaping, LLC		67,171.00	SBE	
Odonnell Company		21,717.50	Woman Owned	
Mercury Communications Inc		2,992.53	Woman Owned	
Shaffer Beacon Mechanical LLC		22,510.33	SBE	
Automatic Door Doctor Incorporated		765	SBE	
Diversity Construction Group LLC		3,800.00	SBE	
Blue Earth Compost Incorporated		289	SBE	
New England Traffic Solutions		60,415.00	Woman Owned	
Mulvaney Mechanical Incorporated		97,425.67	SBE	
Total Pest Control LLC		1,030.00	SBE	
Lenares Landscape & Design, LLC		13,190.00	Woman Owned	
Micro-Tech Optical NE Inc		31,268.96	SBE	
I-Safe Inspections, LLC		1,288.41	Black Owned	
JHS Restoration Incorporation		15,922.00	Woman Owned	
Lambert's Lawn Care, LLC		16,000.00	SBE	
Nieves Hospitality LLC		974.4	Hispanic Owned	
Wygant Construction / Maintenance Services		6,700.00	SBE	
Ferraro's Painting & Restoration Inc		965	SBE	
Makiaris Media		108,235.00	Woman Owned	
Elite Fire Protection LLC		15,440.00	SBE	
The Buckingham Routh Co		34,244.72	SBE	

From: [Scott, LaWanda \(CO\)](#)
Subject: CSCU Weekly Job Announcement Opportunities 09-09-2024
Date: Monday, September 9, 2024 12:59:12 PM

CAUTION - This email originated from outside the CSCU system, which increases its risk. DO NOT click on links or open attachments unless you are expecting this email.

Good morning CADEP,
Please see the weekly job announcement opportunities for CSCU.

Thank you.

From: CSCU-Announcement <CSCU-Announcement@ct.edu>
Sent: Monday, September 9, 2024 12:51 PM
Subject: CSCU Weekly Job Announcement Opportunities 09-09-2024

CSCU



NEW JOB POSTINGS: Sep 02, 2024 - Sep 09, 2024

Newly listed job openings at [CT State Community College](#), [CSCU System Office](#), and [Charter Oak State College](#). [Additional job links](#) also available.

CT State Community College

- [Director of Operations for Workforce Innovations and Partnerships](#) (Internal Posting Only)
CT State Community College, Full Time
- [Testing Assistant](#)
CT State Tunxis, Part Time

- [Systems Coordinator](#)
CT State Manchester, Full Time
- [VIEW ALL CT State OPENINGS →](#)

CSCU System Office

- No new postings this week
- [VIEW ALL CSCU SO OPENINGS →](#)

Charter Oak State College

- [Front Desk Administrator](#)
Charter Oak State College, Full Time
- [Bachelor of Social Work \(BSW\) Practicum Director](#)
Charter Oak State College, Full Time
- [Enrollment Services Associate](#)
Charter Oak State College, Full Time
- [VIEW ALL COSC OPENINGS →](#)

Additional Links

Please follow the application instructions on the posting and submit all application materials by the deadline.

- [Central CT State University Jobs](#)
- [Eastern CT State University Jobs](#)
- [Southern CT State University Jobs](#)
- [Western CT State University Jobs](#)
- [Department of Administrative Services Job Listings](#)

From: [Scott, LaWanda \(CO\)](#)
To: [D'Agostino, Nicholas](#)
Subject: RE: CSCU Weekly Job Announcement Opportunities 09-09-2024
Date: Monday, September 9, 2024 12:57:34 PM

CAUTION - This email originated from outside the CSCU system, which increases its risk. DO NOT click on links or open attachments unless you are expecting this email.

Hi Nick,
Sure

From: D'Agostino, Nicholas <nicholas.dagostino@ctstate.edu>
Sent: Monday, September 9, 2024 12:56 PM
To: Scott, Lawanda (SDE) <Lawanda.Scott@ct.gov>
Subject: FW: CSCU Weekly Job Announcement Opportunities 09-09-2024

EXTERNAL EMAIL: This email originated from outside of CTECS. Do not click any links or open any attachments unless you know the content is safe.

Hi Lawanda:

Would you mind sharing this with CADEP?

Nick

From: CSCU-Announcement <CSCU-Announcement@ct.edu>
Sent: Monday, September 9, 2024 12:51 PM
Subject: CSCU Weekly Job Announcement Opportunities 09-09-2024

CSCU



NEW JOB POSTINGS: Sep 02, 2024 - Sep 09, 2024

Newly listed job openings at [CT State Community College](#), [CSCU System Office](#), and [Charter Oak State College](#). [Additional job links](#) also available.



CT State Community College

- [Director of Operations for Workforce Innovations and Partnerships](#) (Internal Posting Only)
CT State Community College, Full Time
- [Testing Assistant](#)
CT State Tunxis, Part Time
- [Systems Coordinator](#)
CT State Manchester, Full Time
- [VIEW ALL CT State OPENINGS →](#)

CSCU System Office

- No new postings this week
- [VIEW ALL CSCU SO OPENINGS →](#)

Charter Oak State College

- [Front Desk Administrator](#)
Charter Oak State College, Full Time
- [Bachelor of Social Work \(BSW\) Practicum Director](#)
Charter Oak State College, Full Time
- [Enrollment Services Associate](#)
Charter Oak State College, Full Time
- [VIEW ALL COSC OPENINGS →](#)

Additional Links

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materials by the deadline.

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- [Eastern CT State University Jobs](#)
- [Southern CT State University Jobs](#)
- [Western CT State University Jobs](#)
- [Department of Administrative Services Job Listings](#)

Incomplete applications or those submitted after the closing date will not be considered and links to other sources to view resumes are not acceptable.

Please note that due to the large volume of applications received, we are unable to field phone/email inquiries and confirm receipt of completed applications.

All employment, if offered, is contingent upon proof of citizenship or employability under the requirement of the Immigration and Control Act (IRCA) and the successful passing of a background check.

CSCU is an Affirmative Action/Equal Opportunity Employer



From: [Scott, LaWanda \(CO\)](#)
Subject: FW: CSCU Weekly Job Announcement Opportunities 07-22-2024
Date: Tuesday, July 23, 2024 12:22:04 PM

CAUTION - This email originated from outside the CSCU system, which increases its risk. DO NOT click on links or open attachments unless you are expecting this email.

Please see the job opportunities for CSCU. Please share.

CSCU



NEW JOB POSTINGS: Jul 09, 2024 - Jul 22, 2024

Newly listed job openings at [CT State Community College](#), [CSCU System Office](#), and [Charter Oak State College](#). [Additional job links](#) also available.

CT State Community College

- [Advance Manufacturing Technology Instructors](#)
CT State Asnuntuck, Full Time
- [Campus CEO](#)
CT State Gateway, Full Time

- [Director, Center for Equity & Social Justice](#)
CT State Gateway, Full Time
- [Network Manager](#)
CT State Manchester, Full Time
- [Information Technology Technician II](#)
CT State Manchester, Full Time
- [Executive Director of Institutional Advancement](#)
CT State Manchester, Full Time
- [Skilled Maintainer](#)
CT State Middlesex, Full Time
- [Assistant Professor Nursing](#)
CT State Norwalk, Full Time
- [Associate Dean of Campus Operations](#)
CT State Norwalk, Full Time
- [Director of Workforce Development and Continuing Education](#)
CT State Quinebaug Valley, Full Time
- [Lead Custodian](#)
CT State Quinebaug Valley, Full Time
- [Director of Student Activities](#)
CT State Three Rivers, Full Time
- [Information Technology Technician II](#)
CT State Three Rivers, Full Time
- [Enrollment Management Specialist](#)
CT State Tunxis, Full Time
- [VIEW ALL CT State OPENINGS →](#)

CSCU System Office

- [CSCU Chief Compliance Officer](#)

- [Grant Finance Assistant](#)
- [VIEW ALL CSCU SO OPENINGS →](#)

Charter Oak State College

- [Charter Oak-Adjunct Faculty- Business & Technology Department](#)
- [VIEW ALL COSC OPENINGS →](#)

Additional Links

Please follow the application instructions on the posting and submit all application materials by the deadline.

- [Central CT State University Jobs](#)
- [Eastern CT State University Jobs](#)
- [Southern CT State University Jobs](#)
- [Western CT State University Jobs](#)
- [Department of Administrative Services Job Listings](#)

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