

Section 46a-68-88

Program Goals

Section 46a-68-88: PROGRAM GOALS

Subsection (a)

The Affirmative Action Regulations require that the Connecticut State Community Colleges (CT STATE) examine all aspects of the employment process described in the Identification of Problem Areas element and set programmatic goals when any employment policy or practice may impede or prevent the full and fair participation of protected race and sex group members, individuals with disabilities or older persons.

No employment processes were identified as having an adverse impact on any protected race/sex group. Nevertheless, the Agency continues to be aggressive in its attempts to fulfill its affirmative action and equal employment opportunity commitments.

Subsection (b)

Program goals shall be meaningful, measurable and reasonably attainable and shall be consistent with Section 46a-68-92- Good Faith Efforts of the Affirmative Action Regulations to ensure:

1. The promotion of Equal Employment Opportunity and to achieve a workplace free of discrimination;
2. Opportunities for all qualified applicants including underutilized groups;
3. The utilization of a fair and non-discriminatory recruitment and selection process; and
4. That career development opportunities are available to all interested and qualified employees, including minorities and women.

Subsection (c)

Where the cooperation of another agency, CT State Community College campuses, or University is essential to the implementation of a program goal, Connecticut State Community Colleges shall keep a record of each instance of contact with the other agency or University whose cooperation is requested and the outcome of the request.

Subsection (d)

Connecticut State Community Colleges may elect to set program goals or the Commission on Human Rights and Opportunities (CHRO) may require that program goals be set for any employment policy or practice having an adverse impact upon a race and sex group or for any protected group not covered by this section whether or not that policy or practice was identified as having an adverse impact pursuant to Section 46a-68-87 of the Affirmative Action Regulations of Connecticut State Agencies.

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2025-2026 PROGRAM GOALS

The Agency sets the goals below to enhance its efforts to ensure affirmative action and equal employment opportunity compliance.

1. Through the HERI Campus Climate Survey, CT State will undergo an analysis to set forth a climate effort to ensure all staff and faculty feel valued and affirmed.

Responsible persons: VP of DEI, Campus Climate Director, Cabinet, and Campus Leads

Timeframe: Completion by July 30, 2026.

2. Review and audit of the CT State search process:
 - a. Initiate a search committee task-force to review the search process, streamline key elements with a focus on maintaining equal opportunity and affirmative action compliance.
 - b. Expand CT State's use of learning management system to roll out online search charge training for search committee participants.
 - c. Review and establish additional criteria for candidate assessment related to interviews to ensure all interview summaries are detailed and complete.
 - d. Review process for utilizing external search firms to ensure we capture a detailed search record for each applicant and how they were screened in or out in the process.
 - e. Develop strategy to ensure complete search records and track goal achievement during the plan period.

Responsible persons: ECR staff, HR, Search Committee Task-force, VP of DEI

Timeframe: Completion by July 30, 2026.