

AFFIRMATIVE ACTION PROGRAM

FOR

CT State Community College (CT State)

Dr. John Maduko
President

John-Paul Chaisson-Cardenas
Vice President of Equity and Inclusion

**For the Reporting Period:
August 1, 2024 - July 31, 2025**

Submitted: December 2, 2024



Dr. John Maduko
President

December 2, 2024

Tanya Hughes
Executive Director
Commission on Human Rights
450 Columbus Blvd, Suite 2
Hartford, CT 06103

Dear Executive Director Hughes:

The CT State Community College has prepared their Affirmative Action Plan in accordance with section 46a-68 of the Connecticut General Statutes and Sections 46a-68-75 through 46a-68-114 of the Affirmative Regulations.

Affirmative Action and Equal Employment Opportunity are foundations to our higher education institutions. We firmly believe education is the gateway to undoing past practices of discrimination and building a workforce that reflects our diversity. The AA Plan is a reflection of our efforts and commitment to equal opportunity, equity, and justice.

The plan sets forth necessary goals and objectives for the region to achieve parity with relevant labor markets and will serve as a guide in our efforts to eliminate barriers in employment processes. It further asserts our commitment to prohibiting discrimination as defined by Connecticut and Federal laws and regulations.

I am committed to the future achievements of this Affirmative Action Plan and the achievement of our programs and goals set forth herein.

Sincerely,

A handwritten signature in dark ink, appearing to read "John Maduko".

President John Maduko
CT State Community College

**CT STATE COMMUNITY
COLLEGE
AFFIRMATIVE ACTION PLAN
– August 1, 2024
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Section 46a-68-78 Policy Statement

Section 46a-68-78: Affirmative Action Policy Statement

The goal of affirmative action is equal opportunity. It is the need and purpose of affirmative action to overcome the present effects of past practices or policies that may have created barriers to EEO for all current and future employees. A policy of nondiscrimination was consistently applied 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, status as a victim of domestic violence and workplace hazards to reproductive systems. Unless the provisions of Section 46a-80(b) or 46a-81(b) of the Connecticut General Statutes are controlled or there are bona fide occupational qualifications excluding persons in one of the above protected groups.

We are fully committed to the principles and practices of affirmative action and equal opportunity in employment and provide our services in a fair and impartial manner. We continually examine the practices and promotion of employees with the express purpose of achieving our goal of a fully representative workforce. CT State Community College (CT State) recognizes the hiring difficulties experienced by individuals with disabilities and by many older persons and will set program goals to address any problem areas identified.

Considering the dual role of affirmative action to provide an environment for the application of equal opportunity principles and to monitor the employment process to prevent instances of illegal discrimination from arising or existing, the following procedures are operative within CT State:

1. Every effort is made to recruit and hire protected group members reflective of their availability in the job market. An employment process is in place at the CT State which addresses the role affirmative action plays at each stage. A summary of the Hiring Goals and Program Goals included in the plan shall be posted with the College's Affirmative Action Policy Statement on all official bulletin boards.
2. Opportunities are made available to all employees for training, development, and advancement consistent with individual ability and performance.
3. Principles of equal opportunity and affirmative action will undergird decisions on promotions as a result of the institution strictly imposing only those requirements valid to the process.
4. Personnel decisions regarding transfer, reassignment, separation and termination encompass the principles of equal opportunity and affirmative action to assure that members of any protected class will not be adversely impacted.
5. All educational programs and student support services are administered in a manner which do not adversely impact students because of age, ancestry, color, national

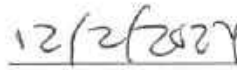
origin, gender identity or expression, genetic information, learning disability, marital status, intellectual disability, physical disability (including but not limited to blindness), present or past history of mental disability, prior criminal record, race, religious creed, sex (including pregnancy and sexual harassment), sexual orientation, retaliation for previously opposed discrimination or coercion, veteran status, status as a victim of domestic violence and workplace hazards to reproductive systems, or any other protected group recognized by local, state or federal laws and regulations.

CT State's VP of DEI, John-Paul Chaisson-Cardenas, serves as the Equal Employment Opportunity (EEO) Officer for CT State. His office is located at CT State, 185 Main Street, New Britain, CT 06051. I have delegated to him and his team the lead responsibility for all matters within CT State related to affirmative action, civil rights, and equal employment opportunity. CT State has an internal discrimination complaint process for employees who believe that they have been discriminated against. The CSCU Interim Discriminatory Harassment, Nondiscrimination, and Title IX policies will be posted throughout CT State, on the website, and distributed to all employees in accordance with statutory mandates.

As the appointing authority for the CT State, I am fully committed to the achievement of the affirmative action goals and timetables set forth in this Affirmative Action Plan (AA Plan) and urge all parts of the college community to assist us in achieving our goals. At CT State, we acknowledge that affirmative action is an immediate and necessary college objective.



John Maduko, President
CT State Community College



Date

Section 46a-68-79
Internal Communication

Section 46a-68-79: Internal Communication

This AA Plan is considered a public document and is available for review and comment online or during regular business hours at CT State's college office located at 185 Main Street, New Britain, CT 06051, or online on CT State's website. The AA Plan can be available for review at any time throughout the year to accommodate all the different work schedules and staff teaching or working nights and weekends.

The Affirmative Action Policy Statement and a summary of the goals and objectives of the AA Plan are sent electronically to all employees via email and are posted on bulletin boards throughout campuses in prominent and accessible locations.

CT State notifies its employees of their opportunity to review the AA Plan, Policy Statement, Summary of Hiring and Promotional Goals, and to provide comments after it has been reviewed by the Commission on Human Rights and Opportunities (CHRO). To ensure the orderly acceptance and processing of comments, the Office of Diversity, Equity, and Inclusion has created a survey to receive comments and recommendations. Additionally, written comments may be sent directly to John-Paul Chaisson-Cardenas, Vice President of Diversity, Equity, and Inclusion (VP of DEI). Dr. Chaisson-Cardenas can be reached at (860) 612-7056 or johnpaul.chaissoncardenas@ctstate.edu to coordinate a time to review and comment on the 2024 AA Plan. The VP of DEI will retain copies of all surveys and written comments received, including their receipt date.

As this is the first CT State AA Plan, employees will be afforded the opportunity to comment on this new plan after submission to the CHRO. All written comments about the AA Plan received via the survey or direct email/letter to the VP of DEI will be included in the next reporting period.

CT State maintains, as required by the State Library Records Retention Schedules for state agencies, copies of all affirmative action-related internal communications and comments received pursuant to subsection (b) of this section and notes the date such comments were received.

Additional Internal Communication

The VP of DEI, as well as members of the Equity and Civil Rights (ECR) team, meet regularly with CT State and campus leadership on equal employment opportunity (EEO), affirmative action, and diversity matters throughout the year. This team also works with campus Chief Executive Officers and managers on matters, including but not limited to, the search and selection process, discrimination investigations, and Americans with Disabilities Act (ADA) compliance.

A member of the ECR team meets with every search committee member via the search charge training. Topics covered during a search charge training include affirmative action, numerical goals, equal employment opportunity and common interview biases. Additionally, members of the ECR team meet with hiring managers and search committee chairs related to EEO/AA search compliance.

The VP of DEI and members of the ECR team continually meet with human resources, marketing, and leadership to ensure all materials, postings, and the websites are in compliance with relevant laws and regulations and are free from bias.

Diversity Training

As this is the first reporting period, there is no data to report related to training completed during the reporting period.

Nevertheless, all new hires attend diversity training on their first day of hire as part of the onboarding and orientation program.

Sexual Harassment Prevention Training

As this is the first reporting period, there is no data to report related to training completed during the reporting period.

Nevertheless, all new hires receive an e-learning invitation to complete Sexual Harassment Prevention as part of the onboarding and orientation program.

Domestic Violence Training

As this is the first reporting period, there is no data to report related to training completed during the reporting period.

Nevertheless, all new hires receive an e-learning invitation to complete Domestic Violence Awareness Training as part of the onboarding and orientation program.



TO: CT State Community College Employees
FROM: John Maduko, President
DATE: TBD
RE: CT State Affirmative Action Plan and Policy Statement Annual Notice to Employees

The CT State Community College Plan and Policy Statement has been approved by the Commission on Human Rights and Opportunities (CHRO). The Affirmative Action Plan is available to review in the Human Resources Office through the end of June 2025. This Affirmative Action Plan covers the reporting period of August 1, 2024 through July 31, 2025.

As President, I am strongly committed to promoting the principles of affirmative action, equal employment opportunity, diversity, equity and inclusion in the workplace. The Affirmative Action Plan guides us in our efforts to comply with state laws and regulations. Specifically, to identify strengths and weaknesses in our employment system, resolve problems and concerns as they appear, help prepare our current employees for advancement through training programs and affirmatively recruit new employees.

The Connecticut State Community College's Affirmative Action Plan, Affirmative Action Policy Statement, and Affirmative Action Plan Executive Summary have been added to the CT State website along with the Discrimination Complaint Procedure and BOR Harassment and Discrimination Policy. Please take a few minutes to review these documents:

1. CSCU Affirmative Action Plan
2. CSCU Affirmative Action Policy Statement
3. CSCU Affirmative Action Plan Executive Summary
4. CSCU Discrimination Complaint Procedure
5. BOR Sexual Misconduct Reporting, Supportive Measures and Processes Policy

All employees shall conduct themselves in a respectful and professional manner consistent with the various elements of the Affirmative Action Plan and supervisors will be held accountable for the day-to-day oversight and compliance of staff and related programs. Information regarding Equal Employment Opportunity can also be found on the following website: <https://ctstate.edu/life-at-ct-state/dei/ecr>

If you have any questions or comments about any aspect of the Affirmative Action Plan, Policy Statement, Summary of Objectives, or the Discrimination Complaint Process including suggestions for future enhancements, please contact Dr. John-Paul Chaisson-Cardenas, VP of Diversity, Equity and Inclusion at 860-612-7056 of johnpaul.chaissoncardenas@ctstate.edu. Dr. Chaisson-Cardenas is located on the 4th Floor CT State New Britain Office. The Affirmative Action Plan is available to review through

June 30, 2025. Any and all comments and questions on the Affirmative Action Plan will receive a response will be accounted for in the next submission.

Thank you for your ongoing support and commitment.

Sincerely,

John Maduko, MD
President
Connecticut State Community College

SAMPLE

Office of Diversity, Equity and Inclusion

Annual Report

2023-2024



CT STATE
COMMUNITY COLLEGE

Office of Diversity, Equity and Inclusion
Connecticut State Community College (CT State)

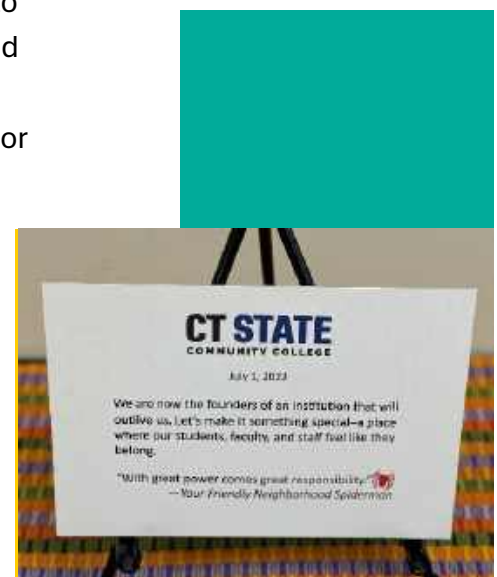
ANNUAL REPORT
2023 – 2024

Dear Campus Community,

Over the last year the staff within the Office of Diversity Equity and Inclusion (DEI) adopted an informal motto: ***“We are now the founders of an institution that will outlive us. Let’s make it something special – a place where students, faculty, and staff feel like they belong.”***

It is in that vein that the inaugural year for the DEI Office at CT State Community College (CT State) has been one of growth and connection. It was this year that we have partnered with so many staff, faculty, and administrators across our twelve campuses which came together to lay the foundation for meaningful, innovative DEI work at our new institution. In this way, we truly are founders of this new community college, CT State, with all of the responsibility and opportunity this role engenders. I can assure you, we in the DEI office took this seriously and have been thoughtful and deliberate about each step and layer of the foundation that was being set.

For example, throughout this year we set-up and staffed distinct offices focused on Equity and Civil Rights, Disability and Accessibility services, and Campus Climate. It was important to me and the team that our baseline be compliance with state and federal law, as well as CSCU policy. That is because these laws and policies help to delineate the ***minimum*** acceptable behavior at our institution by placing behavior such as discrimination, harassment and retaliation outside of the acceptable boundaries of our new organization. These guardrails are now in place and are part of our ethical and structural foundation. To reinforce these boundaries, we also began this year by retraining administrators and senior staff from across our system to ensure we are aligned and consistent throughout all twelve campuses.



It is also important to note that while we will never stop working to improve compliance within CT State, DEI at CT State is more than a compliance effort. It is also a positive support system moving to engage in the implementation of support programs and practices that contribute to a sense of belonging for all students and employees at CT State. Thus, we have embarked on a data-informed process to understand where our systemic and cultural gaps are. This process began in spring 2024 with the implementation of our first systemwide campus climate survey which was designed to get feedback directly from our students, faculty, and staff on their perceptions and experiences related to belonging and inclusion. This participatory effort will continue this fall 2024 when each campus will digest, analyze, and work from this and other data (e.g., academic opportunity gap and civil rights investigation matrixes) to think broadly and creatively about how we will respond to our equity gaps from both the campus and CT State level.

I want to thank all of the staff, faculty, administrators and students who contributed to the programs and practices highlighted in this report, for the work and its success is truly theirs. This is because no one person or office owns DEI work at CT State. It is the responsibility of all of us from each of our organizational vantage points. Only together can we create the type of environment and institution we all want to learn, teach, and work at.

I leave this year energized and hopeful about the work ahead, because I know that we have caring, competent, and dedicated administrators, faculty and staff who work each day for our students.

Sincerely,



John-Paul Chaisson-Cardenas, PhD, MSW, SHRM-SCP





Diversity, Equity, and Inclusion at CT State

The promotion of equity is embedded within the core mission of CT State. Staff in the Office of Diversity, Equity and Inclusion (DEI) and in offices and departments across the twelve campuses work to fulfill this mission through initiatives that support an inclusive climate where students and employees feel they belong, and to remove and reduce barriers that negatively impact success and achievement. No one person or office can achieve these goals on their own. When the community colleges merged into a single college in the summer of 2023, a window of opportunity was opened for seasoned professionals at campuses across the state to work closer together, share and implement innovative ideas, and expand opportunities for students. Throughout the inaugural academic year at CT State, the DEI Office has been engaged in supporting five primary areas of focus: cross-campus collaboration, increased evaluation, equity in the hiring process, response to discrimination and harassment and addressing campus climate.

DEI Key Areas of Work

Diversity, equity and inclusion at CT State encompasses multiple areas of work that intersect with different departments across our campuses.

DEI AREA	Main Goal	Key Activities	Primary Partners
Data and Evaluation	Close opportunity gaps (based on CT State and Campus KPIs)	Training and consultation, Equity Reviews, Equity Recommendation reports and follow-up.	Institutional Learning Office
Civil Rights Investigation and Compliance	Create a welcoming and safe environment for students, faculty, and staff by monitoring and enforcing state and federal Civil Rights policy and law	Training and consultation, Investigation, and Compliance	HR & Labor Relations, CT State Compliance Unit
Affirmative Action	Works in partnership with Human Resources to ensure that searches are fair and inclusive.	Develop state mandated affirmative action plans. Monitor compliance to those plans.	HR & Labor Relations, CT State Compliance Unit
Title IX	Within the Equity and Civil Rights Unit to protect students, faculty, and staff from differential treatment and discrimination related to sex and gender.	Investigation, compliance, and training and consultation	Campus CARE initiatives, Campus Deputy Title IX Coordinators, Campus Conduct Officers
Disability and Accessibility	Works to ensure access for students, faculty, and staff with disabilities. Monitors compliance to ADA, Sec 504, and state disability law and policy.	Support campus Office of Disability and Accessibility staff. Monitor compliance to ADA and 504	Provost Office (programmatic lead), Campus Disability Leads (compliance)
Campus Climate	Create an environment where students, faculty, and staff feel like they belong	Leads campus climate survey and plan development, supports campus diversity and equity committees in their efforts to develop and support DEI related activities throughout CT State. Training and consultation	CEOs, Campus Deans, Campus DEI Leads, Campus committees
Curriculum and Pedagogy	Ensure that the curriculum is reflective of Ct State students	Training and consultation	Ct State Senate, *Curriculum Congress DEI Sub Committee

DEI Office Programmatic Units

The **Office of Equity and Civil Rights (ECR)** works to promote a respectful, accessible and inclusive environment to all students, staff, and community within the CT State Community College, Charter Oak State College and CSCU System. This work is done through investigating discriminatory conduct, developing affirmative action plans, conducting equity reviews, monitoring compliance with CSCU policies as well as state and federal civil rights laws and engaging in related training for the campus community. For more information see: <https://ctstate.edu/life-at-ct-state/dei/ecr>

The **Campus Climate Unit (CCU)** provides strategic advice, guidance, direction and local campus representation in areas related to diversity, equity and civil rights. The CCU works to create a positive climate within and across our campuses and ensures two-way communication between the CT State administrative offices and the twelve campuses. The CCU also works with the human resources department and the professional development unit to develop and launch diversity, equity, and inclusion

orientations, trainings and conferences. Finally, the CCU leads the biennial campus climate survey and subsequent CT State and campus action plans resulting in the formulation of diversity, equity and civil rights goals and objectives for CT State. For more information see: <https://ctstate.edu/life-at-ct-state/dei/campus-climate-units>

The **Office for Disability and Accessibility Services (ODAS)** seeks to provide support to students with eligible disabilities by providing reasonable and appropriate accommodations. Each campus has an ODAS lead on site, ready to support CT State students. Once approved, accommodations are applicable across all campuses. For more information see: <https://ctstate.edu/life-at-ct-state/dei/odas>

Title IX is civil rights legislation that prohibits discrimination based on sex in educational programs which receive federal financial assistance. Every CT State campus has a Deputy Title IX Coordinator that leads prevention, awareness and response efforts for their campus. Dr. John-Paul Chaisson-Cardenas serves as the Title IX Coordinator for CT State. For more information see: <https://ctstate.edu/important-information/title-ix>





Participants at the first CT State Compliance Retreat

Office of Diversity, Equity and Inclusion (DEI) Highlights

Cross-Campus Collaboration

Equity Coordinators: The CEO at every campus within CT State appointed an employee to serve as the Equity Coordinator. These faculty and staff members work together on the DEI Coordinating Council to make recommendations to the Vice-president of DEI, provide a path for communication between CT State and the local campuses, and develop systemwide events and trainings.

Deputy Title IX Coordinator Team: Every campus also has a Deputy Title IX Coordinator to serve as the point-person for campus prevention, response, and advocacy related to gender-based discrimination and sexual violence. These staff members meet regularly as a Title IX team to provide feedback to the CT State Title IX Coordinator, share resources, and ensure that all CT State campuses are compliant with Title IX law.

Compliance Institutes: Various state and federal laws direct some of the work done by the DEI Office. To ensure that all staff, across the 12 campuses, are up to date on required knowledge and training, the DEI Office supported a four-day Compliance Retreat in the summer of 2023 and a three-day Compliance Institute in 2024. Participants represented campus leadership, student services, academic affairs, DEI, Title IX, and campus safety across CT State. Throughout these trainings, participants received training on Title IX, Accessibility Services, CARE team protocol, Clery Act Regulations, Student Conduct, Conflict Management, Campus Climate and other topics. These annual meetings also provide an opportunity for the staff across campus to work together on codifying consistent standards of practice throughout the twelve campuses.

Title IX Investigator Certification Training: On June 25th and 26th, CT State in consultation with TNG (ATIXA) a national partner/expert on Title IX and other Civil Rights areas to bring forth a certification training for over 34 Ct State staff and administration. TNG provided a two-day in-person training course which included ATIXA's Live Hearings for Higher Education Certification and Title IX Higher Education Decision-Maker Certification. Attendees were able to leave the training program with the following key outcomes:

- The elements of the various phases of the Title IX Resolution Process
- Training and reporting requirements

- Awareness and response requirements for pregnant and parenting students and employees
- Protections for LGBTQIA+ individuals
- Title IX scope and applicability

CT State had Title IX and other campus leaders representing all 12 campuses and the college office. This foundational training will position CT State to effectively respond to and handle Title IX and other civil rights matters that occur on our campuses.

Simplicity and Accommodate: The Equity and Civil Rights (ECR) unit and The Office for Disability and Accessibility Services (ODAS) collaborated to develop and implement internal databases that allow them to securely hold data and to share with other campus officials when appropriate and necessary. These databases have streamlined communication between administrators and further reinforced newly defined standards of practice amongst the 12 campuses.

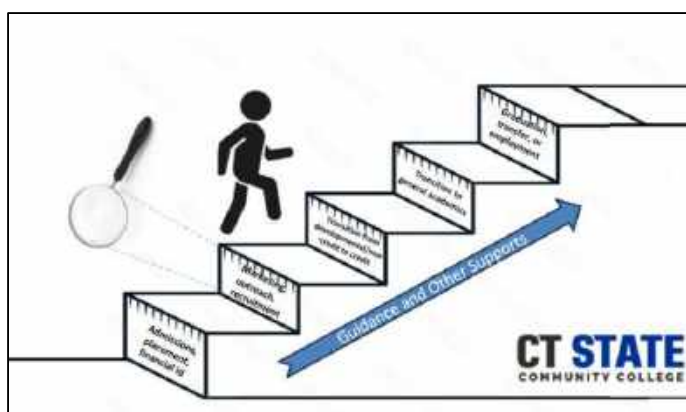


Quality Improvement and Evaluation

Equity Reviews: Staff in DEI have begun to administer Equity Reviews, which are evaluative processes that assess the status, effectiveness, and progress of CT State units or programs from a DEI lens. There are two types of Equity Review – Participatory Equity Studies and Equity or Compliance Review (compulsory). Participatory Equity Studies supports CT State units and programs in their equity and inclusion efforts. Equity or Compliance Reviews are designed to assess and address systemic compliance, climate, inclusion, equity, and civil rights issues. Examples of these equity studies include:

- **Lactation Space Audit:** The Equity and Civil Rights (ECR) unit conducted a comprehensive audit of lactation spaces at all 12 campuses. A lactation room is a designated space, typically other than a bathroom, that is made available to nursing mothers to express milk. ECR staff personally visited all lactation spaces and then met with management to review each space and assess compliance with State of Connecticut Law. ECR also documented all findings from their assessment and suggestions for campuses in an audit report.
- **Bathroom Audit:** In the last year, ECR also conducted an audit of the location and number of gender-neutral bathrooms on each CT State campus.

- **Office of Disability and Accessibility Services:** The DEI Office conducted a study of disability and accessibility services as it transitioned from a twelve-campus model to a Ct State-wide model. The goal of the study was directed at improving access to services by traditionally underserved populations (e.g. neurodivergent students, ESOL students, males, and students of color), strengthen case and data collection that informs consistent decision making and standardized supports, and improving redundancy and accountability in service delivery in order to ensure just-in-time supports for our students, staff and faculty.
- **Search and Hiring Process (lean process):** This equity review looked at the search and hiring process to shorten it while maintaining the necessary checks and balances that have led to significant advances in the percentage of administration, staff, and faculty who represent the students they serve (see Equity in the Hiring Process section of this report).
- **ESOL Pathways Study:** This study is looking at five transition points to see how our limited English students navigate our system. These were: admissions and financial aid, marketing and outreach, transition from developmental/non-credit to credit bearing classes, utilization of support services (e.g.: career services and guided pathways), and if our students are succeeding in graduating, transferring, and/or successfully entering the workforce. The goal was to better understand how CT State could grow its ESOL programs in order to better support English language learners in Connecticut.



Culturally Responsive Teaching and Learning

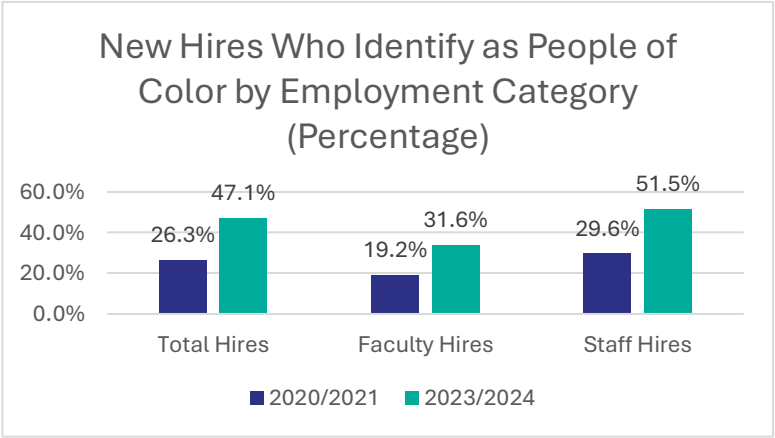
Diversity, Equity, and Inclusion Curriculum Sub-Committee: In the spring of 2024 a DEI Curriculum Sub-Committee was established. This committee will serve as an advisory body that supports, develops, and monitors the infusion of equity-minded curriculum and practices for credit and non-credit instruction. This includes developing and disseminating DEI curricular standards and guidance for use by Program Area Curriculum Committees in their reviews. Members will include representation from all 12 campuses.

Equity in the Hiring Process

Staff in the Equity and Civil Rights (ECR) unit monitor the screening of all applicants for employment at CT State. Throughout the 2023-2024 academic year ECR conducted 95 search charges, which involved 466 employees who were members of the search committees. A total of 405 employees completed bias training required to serve on a search committee.

In 2023-2024 ECR also implemented “pause points” at specific stages throughout the search process to address deviations, bias and/or favoritism in the process. *Pause Points* provide an equity-based lens that allows for decision makers to determine how they wish to proceed. They also demonstrate CT State’s commitment to equity and good faith efforts in the hiring process.

It is notable that CT State has made major gains in closing the racial/ethnic representation gap. For example, between the 2020-2021 academic year and 2023-2024 academic year there has been a 79% increase in the hiring of faculty and staff of color.



79%

increase in the hiring of faculty and staff of color



Response to Discrimination and Harassment

The Equity and Civil Rights (ECR) unit has continued to respond to discrimination and harassment reports throughout CT State, and when needed across the whole CSCU system. ECR received 144 complaints in the 2023-2024 academic year. Complaints refers to formal reports, general concerns, and informal disclosures made by individuals asking for institutional investigation and support from CT State ECR Office.

Of the 144 complaints ECR received in FY 23-24, 43 complaints were investigated. Other cases were either handled informally or dismissed. Of the 43 investigations, 21 involved two or more protected class types. While there were 54 cases that fell into a civil rights complaint category, only 43 resulted in full civil rights investigations.

Total Cases Received Campus Location	Total Complaints
Asnuntuck Campus	8
Capital Campus	20
Charter Oak	1
CT State Administrative	1
Gateway Campus	16
Housatonic Campus	11
Manchester Campus	16
Middlesex Campus	4
Naugatuck Valley Campus	5
Northwestern Campus	6
Norwalk Campus	5
Quinebaug Valley Campus	7
Southern Connecticut State University	1
System Office	1
Three Rivers Campus	27
Tunxis Campus	15
Grand Total	144

Bias	1
Discrimination/Harassment	40
Discrimination/ Harassment and Retaliation	1
Sexual Harassment/Misconduct	8
Title IX	4
Total	54

Examples of CT State Campus Climate Efforts

Climate Survey: The first CT State Campus Climate Survey was launched in the spring of 2024. This survey explored perceptions and experiences of inclusion, belonging and discrimination amongst faculty, staff, and students. Findings from the survey will be shared with the campus community in the fall of 2024. Data from the survey will help guide campus climate efforts across campuses.

Inclusion Guides: Staff in DEI researched and authored three specific guides for the campus community: Creating an Equitable and Inclusive Environment for Transgender Students, Creating an Equitable and Inclusive Environment for Transgender Employees, and Creating an Equitable and Inclusive Environment for Muslim Students: A Guide for Faculty and Staff. These guides are intended to provide basic information, resources and practical advice for students, employees and administrators on how to bolster support and inclusion for these populations at CT State. All guides may be found at: <https://ctstate.edu/life-at-ct-state/dei/guides>

Training: Our DEI staff have developed or coordinated a significant number of trainings for the Ct State community throughout the 2023-2024 academic year. For example, a total of 72 individuals attended the Genderverse Training focused on gender roles and expectations, social pressures, LGBTQIA+ issues, and on how to build better relationships in our community. Eighteen Intro to DEI trainings, including new hire training and individual sessions were also reviewed and revamped. Ultimately 86 employees attended intro to DEI training and 86 individuals attended the harassment prevention training. Other delivered programs include:

Campus/Community Conversations: Roll of the Dice (ROD) Model

Roll of the Dice (ROD) uses open ended roll-playing games like [Dungeons and Dragons](#) and monopoly to demonstrate how structural and systemic racism and other oppressions evolved in social institutions throughout the United States. This approach is called gamification. ROD was created in 2011 in order to support the King County Coalition on Racial Disproportionality (Seattle Metro Area Washington State) in their efforts to educate its members about the causes and effects of racial disproportionality as it is found across major systems like education, health, child welfare and juvenile justice. Funding for the Development and Testing was provided by the Annie E. Casey and Casey Families Foundation. ROD was originally pilot tested with over 7000 community organizers and organizational leaders. ROD covers areas such as:

- Disproportionality Measures: Increase awareness regarding statistical measures for racial disproportionality (over and under representation of diverse racial/ethnic groups) and how these measures can help to plan and advance community equity.
- Systemic Thinking: Increased understanding of how systems (e.g.: education and health) intersect on the issue of racial disproportionality.
- Intersectionality: Increased awareness regarding the inter-relation and intersectionality of multiple statuses (e.g., race, class, gender, LGBTQ+ status) as related to structural and systemic privilege.
- Compounding Effect: Increased understanding of how positive and negative individual and family outcomes are compounded by experiences with several disproportionate systems.

In 2023, thanks to a collaboration with Gateway's Melton/McAvay Center for Equity and Social Justice, ROD was adapted so that CT State Campus DEI Committees could support vital campus and community conversation around race and oppression.



Affinity Groups

Throughout the past several years leadership in the Office of Teaching and Learning have worked to build a network of professional learning communities and affinity groups throughout CT State. Affinity Groups (AGs) are intended to foster a sense of community and address the specific needs of diverse groups. This work began with multiple needs assessments that found a need for community building, followed by recruitment efforts for potential participants and group leaders. Ultimately, the following affinity groups were established: adjunct faculty, Arab and Muslim, Black Professionals, UNIDOS: Hispanic, Latine, Afro-Latino, and Indigenous Professionals, Queer Professionals Network, Women in Higher Education, Working Parents, and Veterans Association. Qualitative data from a participant survey of both affinity groups and professional learning communities indicate that these groups helped foster collaboration and bolstered professional growth.

1st Amendment and Freedom of Speech

CT State DEI Office and the college's police department have been busy providing training to our community. In a collaborative effort with CSCU General Counsel and CSCU System Office leadership, comprehensive 1st Amendment training was conducted in April and May for all campus cabinet members and campus leadership. This initiative aimed to equip our administration and staff with the necessary tools and knowledge to plan for and respond effectively to both expected and unexpected demonstrations that may arise on our campuses. The training emphasized the importance of protecting freedom of speech while maintaining campus safety and order. Given recent world events and demonstrations occurring across our nation, the timing of this training was particularly appropriate, taking place just weeks before commencements. This partnership between the Police department, General Counsel, and academic leadership exemplifies our commitment to fostering an environment that respects constitutional rights while ensuring the safety and well-being of our campus communities.

Escaping Inaccessibility

The Equity and Civil Rights (ECR) unit and the Office of Disability and Accessibility (ODAS) contributed to the development and facilitation of Escaping Inaccessibility workshop. This interactive and informative event was focused on the continued effort of creating inclusion for individuals with disabilities. Attendees of this event consisted of 52 management, faculty, and staff from across the CSCU and Ct State. ECR presented information regarding the ADA laws as they pertain to faculty and staff as well as facilitated an open discussion regarding three case studies. ECR and CT State Disability Services also helped facilitate the various escape room scenarios.

Campus-Based Highlights

Part of CT State DEI Office's role is to support and promote local campus efforts that support a sense of belonging for students, faculty, and staff. The following section in this report highlights some notable campus-level DEI efforts in 2023-24.

CT State Asnuntuck

Establishment of DEI Committee: Last school year, Asnuntuck campus formed a DEI campus committee with 12 members, including faculty, staff, and students. This committee held monthly meetings, providing a structured platform for ongoing DEI initiatives. As a result, Asnuntuck stakeholders confirmed the continued relevance and impact of the ACC DEI Statement within its community.

Training and Education: Asnuntuck's DEI committee conducted Listening Tours, celebrated Hispanic Heritage with a flag-raising event, Drag Story Hour, created a DEI Library Guide, and facilitated discussions on Mental Health and Sex Trafficking Films in collaboration with the Wellness Center, Easter, Ramadan and EID Celebration.

Equity: Asnuntuck's DEI committee researched and prepared to launch an English Language Learners (ESOL) Program which is in progress (two of the four goals have been completed – explore options and current offering with Enfield Adult Ed/discussion of sabbatical research of Prof. Joe Finkel), and Hybrid Meeting procedures and Best Practices (research, procedures by campus stakeholders, and endorsement). The goal of this effort is to better serve English language learners at CT State.

CT State Capital

At Capital, the Center for Diversity, Equity, and Inclusion completed the sixth year. They continued to develop, integrate, coordinate, and institutionalize its programs. The DEI Center and student support center led the following events:

- The Equity Center **distributed \$18,772 in microgrants** that students used for essential support, such as utility bills, rent, childcare, medical costs, car repair etc. **\$13,649 was awarded to 51 students for Book/Course Material Scholarships.** When surveyed, 100% of program recipients reported that the DEI Center's non-academic supports services helped them to staying enrolled at Ct State.

- In the fall 2023, Capital campus also hosted an exhibition opening welcoming 125 participants to view **artwork by Art Connection Studios (ACS)**, a non-profit offering arts-based programming for people with disabilities in a professional studio environment. That same evening, there was an unveiling of unique ACS artwork commissioned by ODAS and displayed in the Equity Center where ODAS is housed to underscore the talents of diverse abilities. All artwork was created by artists with disabilities who earned 50% of the proceeds of their artwork sold. Article: https://reviews.newhavenindependent.org/reviews/disability_art



CT State Gateway

In 2024 CT State Gateway began the process of founding the Melton/McAvay Center for Equity and Social Justice. The Center will provide a comprehensive array of equity, diversity, and inclusion (EDI) initiatives to connect and support students, staff, faculty and the community.

CT State Gateway hosted CT State's first **Roll of the Dice** event, an interactive training and conversation model that explores the causes and effects of racial and economic disproportionality.

The Diversity & Culture Committee also collaborated with the Art department on an installation of ***The Identity Project***. The artwork is the first in a service of public art displays responding the campus community to the question "How do you identity?". Other public art installations or murals are currently being planned as part of this effort, this includes a deliberate effort to engage the Gateway community in the design and decoration of the new Equity and social justice center.



CT State Housatonic

The **Business of Black Excellence** provided a time to celebrate, honor and recognize Black entrepreneurs. The event focused on Black-owned businesses in the surrounding community and a mechanism to push the needle in supporting local Black owned Businesses. This event was in partnership with the campus Werth Center, Small and Minority Business Enterprise, the Entrepreneurship Foundation Inc., and the City of Bridgeport. The event was well attended with over 200 students and 50 businesses, some of which were Housatonic students' businesses.

The Equity and Social Justice Center also hosted the **Re-Entry Pathways Symposium: Rebuild, Renew and Reinvest** which was CT State's first Re-Entry Affairs Symposium. This day-long program was designed to equip and support students and community members who are justice system impacted. This equity and access focused event provided resources and encouragement to the lives of returning citizens. The event was supported by two powerful authors as our guest and keynote speakers.



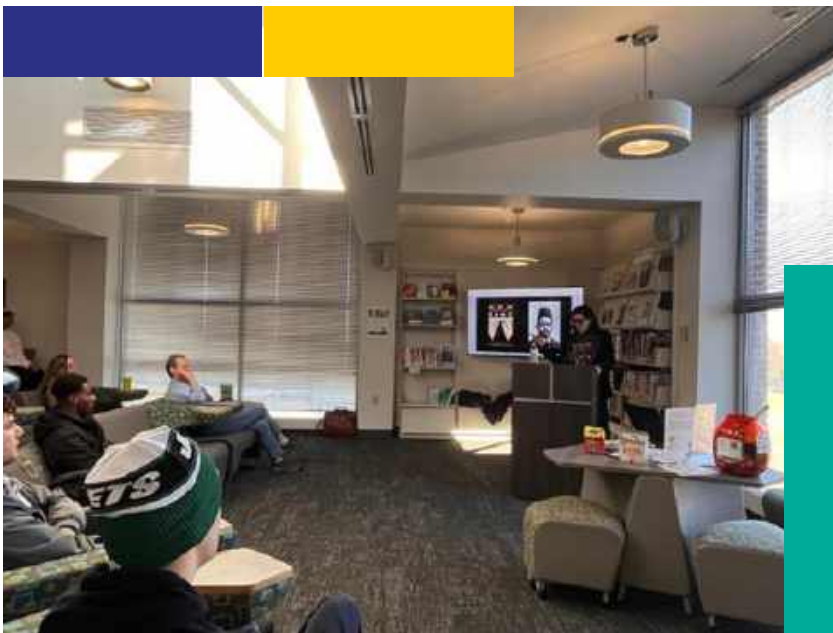
CT State Manchester

At CT State Manchester there have been monthly **Cultural Cafes** - an offering to the college community where all are invited to come and enjoy coffee, tea, snacks, and conversation, usually regarding an awareness month, i.e., Black Heritage Month, Asian/Pacific Islander Awareness Month, etc. This has provided an opportunity to connect in a more relaxed manner and to learn about historical facts about diverse communities.

This year there was also an **M. L. King Day Celebration** during Opening Day. A collective effort to showcase M. L. King and his important impactful work including musical accompaniment by our very own Dr. Deborah Simmons. The positive impact has been that those in attendance are able to reaffirm what they may already know about M. L. King or they had the opportunity to glean new insight into his unwavering advocacy for positive change.

CT State Middlesex

Last school year, students, faculty, and staff participated in the first **International Day** celebration at CT State Middlesex campus. The event featured cultural performances from Latine, European, and Asian communities, offering an opportunity to showcase various traditions. All attendees were able to enjoy diverse ethnic foods, fostering cultural appreciation and unity within our campus community.



Assistant Professor, **Marina Bilbija**, African American Studies, visited CT State Middlesex to lecture on her current book manuscript, *Worlds of Color: Black Print Networks and the Making of the Anglophone World*. The book shows how a vibrant culture of citation, advertising, and reprinting between black and anti-racist editors in the UK, US, and Nigeria produced a new Black literary and political sphere that she refers to as “the Black Anglosphere.”

CT State Naugatuck

In fall of 2023, CT State Naugatuck Valley Waterbury campus hosted the 5th annual **Fresh Check Day** with just over 360 students in attendance. Partnering with local community service providers, campus support services provided 10 tables of information aimed at supporting our students, including representation from Safe Haven of Greater Waterbury, who’s focus is to education and support individuals and families impacted by intimate partner/domestic violence. Students visiting their table shared personal messages of inspiration on muslin cloth patches that were eventually sewn together to make a hanging quilt of inspiration for clients served by Safe Haven of Greater Waterbury.

In the fall of 2023 and again in spring of 2024, CT State Naugatuck Valley – Danbury campus hosted two **lunch and learn** opportunities for students to engage in courageous conversations

around consent – what does it mean and what are the implications. Enjoying a relaxing lunch and herbal teas provided a nurturing and supporting environment for students to engage in a facilitated discussion around relationship boundaries and a broad overview of Title IX.

CT State Northwestern

Ct State Northwestern campus embraced the college mission of diversity, equity, and inclusion with a co-curricular pilot program for the **DEI Excellence Award**. This program welcomed students to enhance their awareness, knowledge, and skills in the areas of inclusivity, cultural awareness, and social justice to prepare them to become change agents not only on campus but in industry, government, and society. Students engaged in academic coursework, educational programming, and community engagement projects. Four graduates from the class of 2024 successfully completed the passport requirements. The program seeks to grow in the upcoming year.

In partnership with the Susan B. Anthony Project, CT State Northwestern's Sexual Assault Response Team hosted several programs for students including "The Clothesline Project" for Sexual Assault Awareness Month and a **10-week Relationships course** which helped students unpack the dynamics of various types of relationships. In recognition of the partnership, Susan B. Anthony Project recognized CT State Northwestern for its on-going commitment and assistance in supporting safety, healing, and growth for all survivors of domestic and sexual abuse.

CT State Norwalk

Norwalk's Committee for Diversity & Inclusion (CDI) sponsored a viewing of a portion of the Henry Louis Gates documentary *The Black Church* which discusses the importance of the Black churches as a foundation of African American culture and experience. Participants were able to watch an hour of the documentary while enjoying soul food and engaging in small group discussions about their own cultures and takeaways. This Soulful Conversation event attracted 50+ students, staff, and faculty members.

CDI partnered with OLAS (Organization of Latin American Students) and Norwalk's Service/Experiential Learning Department to offer a workshop about Bomba, a Puerto Rican dance with African roots. During the workshop, participants learned about the historical context of Bomba music and dance, were introduced to the musical instruments used, and participated in a dance demonstration. 30+ students, staff, and faculty members participated in this event.



CT State Three Rivers



For the past four years, CT State Three Rivers has offered an educational certificate program titled *Diversity, Equity, and Inclusion: Laying the Foundation for an Equity-Minded Campus*. The program is open to all faculty and staff and consists of three sessions, each having a different focus to provide participants with a variety of information that can be applied to strengthen equity and inclusion practices on campus both on and outside the classroom. The

certificate was codeveloped with our former Achieve the Dream coaches, Joanne Bashford, Ed.D. and Donna Jovanovich, Ph.D.

On Thursday, April 25, 2024, CT State Three Rivers held the seventh annual Lavender Graduation, paying tribute to students and their ally supporters for living their authentic lives. This year, we recognized and celebrated five of our graduates.

Three Rivers President Mary Ellen Jukoski and Jordan Chenette, Interim Director of Student Programs, spoke and honored the LGBTQIA+ students and their allies. The event featured a keynote speech from a community activist & advocate, awards for faculty/staff, and other special presentations from students. It was an open event that welcomed the attendance of the public. This year, for the first time, we partnered with OutCT, a local organization supporting the Connecticut queer community, who hosted an information table and presented lavender roses to each graduate.



CT State Tunxis

On **International Day for Persons with Disabilities (IDPwD)**, CT State students, in collaboration with the CT State Student Disability Council, shared their powerful messages to raise awareness, reduce stigma, and foster a more inclusive environment for all. Each campus ODAS displayed them as a way to amplify the voices and perspectives of our students with disabilities.

The DEI Team at Tunxis which was formed this year and a group of faculty and staff joined together to identify and support the needs of our community through a lens of inclusion and belonging. There was not only encouragement for folks to complete the campus climate survey, but also hosted activities like “I am _____, but I am not _____.” This activity facilitated identity-based discussion and offered a framework to dismantle stereotypes. This event was also part of the campus-wide wellness fair and over 100 community members participated. This team is rich in ideas and passionate about creating spaces to learn more from our community members about their identities and experiences and the inclusion gaps present on our campus and then develop plans for appropriate action to bridge those gaps.



CT State Quinebaug Valley

Throughout the 23-24 academic year, the Quinebaug Valley (QV) campus expanded the number of cultural programs to meet the evolving student needs. These events included a celebration of Hispanic Heritage Month featuring the 3rd annual Celebration of ***Día de los Muertos*** (Day of the Dead) and a performance by the Bentetú, Afro-Caribbean Band as part of the Willimantic 3rd Thursday Festival in the Willimantic Center (est. 200 participants).

In February 2024, QV campus celebrated ***Black/African American History Month*** which featured the speaker series: ***Preserving the Dream of Dr Martin Luther King Jr.; It Starts with me!*** These events were designed to bring awareness to politics, policy, equity, and social activism in the Black community. Simultaneously, QV celebrated the ***Chinese New Year, the Year of the Dragon***. QV campus concluded its 23-24 academic year programming with the ***Annual Sokenu Poetry Competition*** featuring student poets from the Early College program and Quinebaug Valley. Together these event brought in over 100 participants.

This year we are also profiling the work of **some outstanding DEI leaders at CT State.**

CT State Police and the Special Olympics

CT State's own Chief Chute is Co-Director of the Law Enforcement Torch Run for Special Olympics in Connecticut, which raises funds for and awareness of the program. Throughout the summer, law enforcement officers throughout the state are organized to run with the Flame of Hope across Connecticut and eventually kick off the annual state games. Chief Chute is also highly involved throughout the year in a multitude of fundraising efforts and attending games. Chief Chute is working to involve CT State in this initiative and hopes to someday host the state-wide Special Olympics on a CT State campus.



Duncan Harris – Bridge to Morehouse Program

Dr. Duncan Harris, CEO of CT State Capital, has been an important leader in establishing The Bridge to Morehouse (BTM) Program, which provides guaranteed admission to Morehouse for CT State students that achieve the prerequisite GPA (2.8) and advising support to ensure a seamless

transfer throughout the program. Students in the program receive additional financial aid from Morehouse and the CT State Capital Foundation in the form of merit scholarships. Participants in the inaugural class have shared that this has been, “a dream come true,” and “a life-changing and affirming experience”.

In-Memoriam

Alycia Ziegler was an avid activist on the Three Rivers campus for a number of years, first as a student, then as a staff and faculty member. As a student, Alycia was an active member of the Sexual Identity and Gender Minority Advocates and Students Advocating for Gender Equality. Additionally, Alycia was the president of the Student Government Association from 2015-2016, where she began the initiative to make a designated gender-neutral bathroom at Three Rivers. This project was completed in 2018 when she was the Educational Assistant of Student Activities.



After graduating with her Associates in 2016, Alycia went on to continue her activism as a staff member. In 2018 she worked with a group of students to host Three Rivers' first Lavender Graduation, making Three Rivers the first community college in the state of Connecticut to hold this ceremony. This has since become an annual event that has celebrated dozens of LGBTQIA+ graduates.

As a faculty and staff member, Alycia joined the DEI committee at Three Rivers in 2018. She was co-chair of the committee for many years, during which time she created a DEI training program on campus, and assisted numerous colleagues in DEI projects and programming. While the list of her accomplishments during her tenure is staggering, perhaps the greatest impact she made was being a loud supporter and friendly face for students to turn to. Alycia never shied away from advocating for the students who needed it, and spent many hours meeting with students who were experiencing hardship, needed access to resources, or simply needed someone to listen. Alycia was this person for so many students at Three Rivers, and undoubtedly left a lasting influence on their lives as a result. Whether they were in her classes, involved in club life, or just happened to meet her at an event and seek her out later, Alycia used her voice and position as the Director of Student Activities and an adjunct math professor to uplift others and make necessary change. Her impact cannot be overstated and will be felt on Three Rivers campus for many years to come.



**Office of Diversity, Equity
and Inclusion**

Annual Report

2023-2024

CT STATE
COMMUNITY COLLEGE



New Employee Orientation Schedule

9:00 9:30 am	HR Presentation	Human Resources
9:30 10:00 am	Payroll	Payroll Representative
10:00 10:30 am	Benefits	Benefits Manager
10:30 10:45 am	Break	
10:45 11:00 am	Title IX	Virtual Presentation
11:00 11:30 am	IT	IT Representative
11:30 12:00 pm	Union	Union Representatives
12:00 1:00 pm	Lunch Break	
1:00 3:30 pm	NEOGOV/Policies Diversity Training	ECR Team

D'Agostino, Nicholas (College Office)

From: D'Agostino, Nick
Sent: Tuesday, December 12, 2023 12:43 PM
To: O'Day Stevens, Tamara
Subject: FW: CSCU Managerial/Confidential Employee Diversity, Equity and Inclusion Training Opportunities

FYI

From: D'Agostino, Nick <NDAgostino@commnet.edu>
Sent: Wednesday, December 6, 2023 10:22 AM
To: Carolina, Kimberly B <KCarolina@commnet.edu>
Subject: FW: CSCU Managerial/Confidential Employee Diversity, Equity and Inclusion Training Opportunities



Dear CSCU Managerial/Confidential Employee:

As part of the CSCU's commitment to building our capacity to meet the ever-growing needs of our diverse faculty, staff, and students, we will be offering sessions to expand our understanding of inclusive practices for populations within our CSCU community. This fall our session will be focused on the LGBTQ+ community. Soon you will receive a save the date for our spring sessions focused on individuals with disabilities.

We have scheduled the following session to take place virtually on December 8th and 15th.

Understanding the Expanding 'Genderverse': Tangible Strategies for Inclusive Workplaces and Classrooms.

Members of the LGBTQ community can often feel marginalized in work and education spaces. Additionally, the broader climate around the country is also a factor in how folks from marginalized groups may feel in our communities. As such, CSCU is bringing in two speakers to focus on the following:

- Understanding the expanding and emerging 'Genderverse' (including pronouns)
- Intersectionality of identities
- Creating inclusive work and learning environments for LGBTQI employees and students.

To register for one of the December sessions, please click a link below:

[1. December 8, 2023, Session \(9AM to Noon\)](#)

From: [D'Agostino, Nicholas](#)
To: [D'Agostino, Nicholas](#)
Subject: 2024 AA Plan
Date: Thursday, May 16, 2024 8:35:32 AM
Attachments: [image001.png](#)

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OF COMMERCE
OF GREATER BRIDGEPORT**

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COMMUNITY COLLEGE**

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 **Newtown
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Speed Networking Event!
THURSDAY, MAY 30 | 5-8PM

CT STATE COMMUNITY COLLEGE HOUSATONIC
Beacon Hall Events Center, 900 Lafayette Blvd, Bridgeport, CT 06604, USA

Prepare for the ultimate networking rush at our *Speed Networking Event* with an evening full of rapid-fire introductions where connections are made at lightning speed and waiting for you at every turn!

Register Now

Nicholas D'Agostino
Director of Equity and Civil Rights
CT State Community College
Ndagostino@commnet.edu
P: 860-612-7075

From: [CTState-Announcement](#)
Subject: Diversity Training: Supporting Muslim Students on Friday, 1/26/24 at 11:00am
Date: Thursday, January 25, 2024 11:26:41 AM

Diversity Training: Supporting Muslim Students

Please join us on Friday, January 26 at 11:00 a.m. in the CT State Administrative Center in New Britain or virtually (Click [here](#) to join) for diversity training to foster inclusive and equitable learning environments for Muslim students and to provide culturally appropriate services to Muslim students. Topics will range from the core beliefs and practices of Islam to cross-gender interaction to the prohibition against interest-bearing student loan debt.

This training is part of the CT State Muslim and Arab Affinity Group Kick-Off. CT State leaders and campus leaders as well as student-facing employees are encouraged to attend this training. [Kindly RSVP here](#).

Recent News Articles concerning Muslim Students:

- [BBC News: Muslim students at University of Connecticut received threats over Israel-Gaza war](#)
- [CNN: Muslim student struck in Stanford hit-and-run calls for love, compassion, from hospital bed](#)
- [NBC News: Palestinian students shot in Vermont say the suspect waited for and targeted them](#)

Questions? Please reach out to VP of DEI, Dr. John Paul Chaisson-Cardenas (somar@nvcc.commnet.edu), or Muslim and Arab Affinity group point of contact, Sohair Omar (somar@nvcc.commnet.edu).

From: [CTState-Announcement](#)
Subject: Diversity, Equity & Inclusion News
Date: Friday, April 26, 2024 9:08:02 AM
Attachments: [image007.png](#)
[image003.png](#)
[image004.png](#)

CT State Diversity, Equity & Inclusion Office News

April 26, 2024

Message from the Vice President of Diversity, Equity, and Inclusion

Dear CT State Community:

As we approach finals, I want to thank many of you for your efforts this year. It has been an honor and a pleasure supporting you and your campuses' efforts in the areas of diversity, equity, and inclusion.

I also want to let you know that we have extended the survey by one week to allow for those who have not yet completed the survey to do so. Please remember that the survey has already been sent (three times) to your CT State email account. You can find it by searching your CT State email using the keywords "HERI Administration" or by looking for the following email address: admin@heri-team.cresst.org. **Please remember that this survey is confidential.** If you have any questions or concerns about the survey, please visit our [climate survey webpage](#) or [contact me directly via email](#).

I am grateful for the opportunity to serve you and to assist CT State Community College in becoming a place where we can all find a sense of belonging.

Sincerely,



John-Paul Chaisson-Cardenas, PhD, MSW, SHRM-SCP
Vice President of Diversity, Equity, and Inclusion

Call for Nominations: *Campus DEI Committees*

If you are interested in joining your campus DEI committee for the 2024-25 school year, please complete the following [Campus DEI Committee Interest Form Survey](#). Campus DEI committees are open to all who are interested in joining. If you have any questions about being part of the committee, please contact your Campus DEI/Equity Coordinator. You can find your campus coordinator at the bottom of the [ODEI Staff webpage](#).

Call for Applications: *CT State DEI Curriculum Committee*

On April 19, the CT State's Curriculum Committee, in partnership with the DEI Office, established a new statewide DEI subcommittee as part of Curriculum Congress. Each campus has been asked to elect a representative for this committee. The manner of election will be left up to each campus. Some have a robust DEI committee already in place; and if so, it is recommended that those campuses select a member from that committee. If such a group is not in place or actively meeting, then local shared governance groups may choose to elect a representative instead.

We recognize that we are in the crazy part of the semester and at the tail end of a long and complicated election cycle, but this DEI representative selection should ideally occur as soon as is practical and before the end of May, so the representatives can plan their time for next year accordingly. When your campus representative is chosen, please email the name to [Jason Seabury](#) or [Brad Baker](#).

New CT State Resource: Creating an Equitable and Inclusive Environment for Muslim Students at CT State Community College

We are happy to announce that the DEI Office has partnered with the Arab and Muslim Staff and Faculty Affinity Group to develop and launch a new resource for faculty in staff. This guide was prepared to foster inclusive and equitable learning environments for Muslim students and to provide culturally appropriate services to Muslim students. The guidelines outline general Islamic beliefs and practices.

The guide is available online: [Creating an Equitable and Inclusive Environment for Muslim Students at Connecticut State Community College](#).

Please be aware that this guide is a new addition to our [guidance library](#). Over the next year, we will continue to partner with our campus stakeholders to provide similar guides in other areas. If you have a recommendation for our next guide, please contact CT State's Campus Climate Director, [Dr. Khristian Kemp-Delisser](#).

National Anti-Racism/Oppression Conference Coming to CT State in March 2025

CT State and other educational institutions from around the state will be hosting the National Privilege Institute in Connecticut on March 27-29, 2025. The Privilege Conference will be in its 26th year and specializes on emerging anti-racism and anti-oppression national-level authors and speakers. The [PDF 2024 conference program](#) which highlighted the following people:

- Wilson Pipestem, Osage Tribe Council, *Killers of the Flower Moon*
- Esther Armah, African-American Public Radio Consortium
- Robin DiAngelo, NYT Best Seller Author
- Monique Clark, Olympic Athlete
- Glenn Singleton, Courageous Conversations

We are looking for people to serve on the host committee. If you or someone you know may be interested, complete the [WPC26 Survey](#) for more information. Faculty are especially welcome to be part of this committee.

Upcoming Training (students): Sexual Misconduct

CT State Community College is focusing on creating a safe and inclusive environment, where our students, faculty, and staff can find a sense of belonging. To that end, ALL students are required to complete an online training program regarding sexual harassment and other forms of sexual misconduct. This training will be launched by April 30, 2024.

This training was developed by Vector Solutions. These video-based programs will provide critical information about Consent, Bystander Intervention, Sexual Assault, Dating and Domestic Violence, Stalking, and much more, and they will help you better understand how vitally important these issues are and what you can do to help make your campus safer.

Be on the lookout for an email from Safe Colleges with the following subject line: CT State Required -Education Training.

CT State DEI Office in the News

This week selected CT State staff were featured in a short [NPR story](#) profiling some of our DEI Offices work. Please enjoy.

Continuing Notice of Nondiscrimination: CT State Community College does not discriminate on the basis of race, color, religious creed, age, sex, national origin, marital status, ancestry, present or past history of mental disorder, learning disability or physical disability, sexual orientation, gender identity or expression, veteran status, criminal record, genetic information or any other federal or state protected class in its employment, programs, and activities. For information regarding the nondiscrimination, disability, and Title IX policies/procedures, contact: John-Paul Chaisson-Cardenas, Vice President for Diversity, Equity and Inclusion, CT State Community College, 860-612-7056, jchaisson-cardenas@commnet.edu.

From: [Green, Jennifer L](#)
Subject: Freedom of Speech Training information from Dr. Karen Hynick
Date: Thursday, May 2, 2024 3:39:27 PM
Attachments: [Asnuntuck Campus 2024 .docx](#)
[liberty-cafe-menu-flyer-101622-yellow.pdf](#)

Colleagues,

Thank you for agreeing to attend the Freedom of Speech Training scheduled for tomorrow at our beautiful Asnuntuck campus. This training will provide a comprehensive overview of Freedom of Speech and our roles as campus leaders in assuring adherence to the law and public safety. We will be in 100A from 1-4 p.m. Parking information is included in the email. Thank you to our trainers Dr. O'Day Stevens, Vita Litvin and Chief Chute for what will be an informative afternoon.

Asnuntuck has a café located right on campus. You are welcome to order/purchase lunch before the meeting if you would like. The menu is attached for your convenience.

Safe travels all.

Best,
Karen

Karen Hynick, Ed.D

Campus CEO

Connecticut State Community College- Quinebaug Valley

742 Upper Maple Street

Danielson, CT 06239

(860) 932-4129

Pronouns (she, her, hers)

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](#)

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: [CSCU-Announcement](#)
To: [CSCU-Announcement](#)
Subject: CSCU and Board of Regents Adopt New and Revised Civil Rights Policies
Date: Friday, August 2, 2024 10:09:06 AM

CSCU



CSCU and Board of Regents Adopt New and Revised Civil Rights Policies

Dear CSCU Community,

Earlier this week, the Connecticut Board of Regents for Higher Education voted to adopt an interim Discriminatory Harassment, Nondiscrimination, and Title IX Policy, an updated Affirmative Action Policy Statement, and the interim Student Code of Conduct policy.

The new and revised policies come on the heels of the U.S. Department of Education promulgating new Title IX regulations that took effect August 1.

The interim Discriminatory Harassment, Nondiscrimination, and Title IX Policy:

- Revises CSCU's procedures related to Title IX to comply with the new regulations.
- Closes gaps in our existing policies related to non-discrimination and harassment.

Makes critical updates that clarify and streamline the sexual misconduct, non-discrimination, and harassment policies and procedures into one comprehensive policy that governs all members of CSCU's workplace and campus communities under the same rules.

Additionally, the Board passed revisions to the Student Code of Conduct and designated the policy as "Interim" given that additional revisions and input from campus administrators, faculty, and student leaders are necessary to finalize the Student Code of Conduct.

Thank you to Lori Lamb, Interim Assistant Vice Chancellor of Human Resources and Labor Relations, Kim Pacelli, the Interim System Office Title IX Coordinator, the CSCU Student Code of Conduct Task Force chaired by Jules Tetrault, Ed.D., Associate Vice President for Student Affairs and Dean of Students at Southern Connecticut State University, and to the Board's Academic & Student Affairs and Human Resources and Administration Committees, for their tireless efforts in putting these policies together. We also appreciate the legal counsel of Vita Litvin, Interim General Counsel, and Shannon Walsh, Associate General Counsel, whose legal advice and expertise were instrumental in the drafting and formulation of the revisions to these policies.

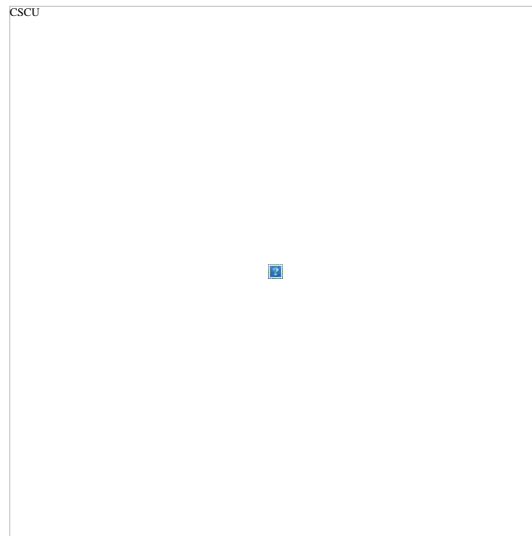
In the coming year, all employees will receive required annual training on the scope of Title IX, including prohibited behaviors, reporting responsibilities, and other applicable regulatory changes. We will continue to offer students annual education on Title IX, reporting options, and resources.

We are continuing to monitor legal developments associated with Title IX to ensure CSCU stays compliant with the current laws.

These new policies will build on our efforts to ensure that CSCU's colleges and universities continue to be learning environments that are safe, inclusive, and welcoming to all.

CSCU is steadfast in its commitment to making sure our institutions continue to be drivers of social mobility, opportunity, and life-long success for our students.

From: [CSCU Announcement](#)
Subject: CSCU Weekly Job Announcement Opportunities 04-20-2024
Date: Saturday, April 20, 2024 8:58:03 AM



NEW JOB POSTINGS: Apr 13, 2024 - Apr 20, 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

- [Librarian](#)
CT State Norwalk, Full Time
- [Librarian](#)
CT State Three Rivers, Full Time
- [Administrative Services Assistant](#)
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

- No new postings this week
- [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: [D'Agostino, Nicholas \(College Office\)](#)
To: [CTState-DisabilityServicesLeads](#); [Lukas, Mark S \(Capital\)](#); [Adley, Susan A \(Gateway\)](#); [Huddart, Daneen \(Northwestern\)](#); [Liscum, Matthew \(Three-Rivers\)](#); [McCann, Vincent J \(Naugatuck\)](#); [Anderson, Amy I \(Manchester\)](#); [Hyman, Georgette E \(Manchester\)](#); kathleen.royce@ctstate.edu
Cc: [Baker, Kailey \(College Office\)](#); [Chaisson-Cardenas, John Paul \(College Office\)](#)
Subject: CT State Training Opportunity: ADA Certification
Date: Friday, November 1, 2024 2:27:00 PM

Good Afternoon, Colleagues:

As part of CT State's commitment to learning, professional development, and compliance, Equity and Civil Rights in partnership with the Provost's office, is offering our disability staff the opportunity to receive ADA coordinator certification through The Great Plains ADA Center (<https://www.adacoordinator.org/>).

We have secured funding to support all accessibility professional staff to receive the training and certification. This can be completed online; however, some of the sessions and credits can come from attending the conference in-person. If you wish to attend any portion in-person, the funding would need to come from your local campus and/or professional development funds.

Should you be interested in completing this certification, please use the following form: <https://forms.office.com/Pages/ResponsePage.aspx?id=ePidZ3onakmsjdmeWGBt2bJXZEpyXMhCuzmQ6lq1zHFUQzICUFpMNDc0VzJCRlZZRlURUzBVNktMMY4u>.

Thank you,

Nick D'Agostino
Director of Equity and Civil Rights

Sara Hanson
Associate Dean of Student Affairs & Student Affairs Administrator for CT State

From: [CTState-Announcement](#)
Subject: Measuring Campus Climate at CT State
Date: Monday, April 8, 2024 9:33:06 AM
Attachments: [image001.png](#)
[image002.png](#)

CT STATE

COMMUNITY COLLEGE

April 8, 2024

Today members of the CT State community, including students, staff and faculty, will receive an invitation to participate in a campus climate survey. The results from the climate survey will provide us with your stories and insights and help us establish a baseline understanding of the diverse campuses where we all work and learn.

The CT State Campus Unit will work with faculty and staff taskforces as well as DEI/equity teams on each campus to develop campus belonging plans. These plans will ensure and sustain a supportive learning and working environment. Learn more at the [CT State Campus Climate Unit webpage](#). It also features a survey FAQ.

The survey won't remain open long – I ask you to support this initiative by completing it today! It will arrive in your inbox today, and the online survey will only take approximately 18-24 minutes to complete. You may finish it in one sitting or start and return when convenient. Your confidentiality is assured by CT State and the researchers at the Higher Education Research Institute, who have partnered with CT State for the survey administration

The Higher Education Research Institute will be sending the survey, look for it by 9 am Monday morning. If you haven't received it, please check your junk folder.

Thank you in advance for your time in supporting this important endeavor. If you have any questions, or you wish to join your campus equity team, contact your [local campus Equity Coordinator](#).

Sincerely,
John-Paul Chaisson-Cardenas
Vice President of Diversity, Equity, & Inclusion



Continuing Notice of Nondiscrimination; CT State Community College does not discriminate on the basis of race, color, religious creed, age, sex, national origin, marital status, ancestry, present or past history of mental disorder, learning disability or physical disability, sexual orientation, gender identity or expression, veteran status, criminal record, genetic information or any other federal or state protected class in its employment, programs, and activities. For information regarding the nondiscrimination, disability, and Title IX policies/procedures, contact: John-Paul Chaisson-Cardenas, Vice President for Diversity, Equity and Inclusion, CT State Community College, 860-612-7056, jchaisson-cardenas@commnet.edu.

From: [Kizer, Robert E](#)
To: [Desjardins, Karla E](#); [Perez, Davelva](#); [Seth Freeman](#); [Brennan, Justin A](#); [Simoni Jr, Angelo](#); [Michael Crotty](#); [Lopez, Michael J](#); [D'Agostino, Nicholas](#); [Baker, Kailey](#); [Kevin Saunders](#); [Cannon-Klemenz, Rebecca](#); [Jeannette Marchisa](#); [newhires@cpfu.org](#); [Ochs, Joshua S](#); [Ewell, Laura](#); [Villanueva, Nephtali](#); [wboyko@trcc.commnet](#); [hlongo@council4.org](#)
Subject: New Hire Orientation - Friday, July 26, 2024
Date: Monday, July 22, 2024 8:31:35 AM
Attachments: [07.26.24 New Hire Orientation List.xlsx](#)
[New Hire Orientation Schedule \(1\).pdf](#)

Hi,

Attached is the list of employees who **may** be attending this Friday's orientation and the orientation schedule. This list also contains those who have not attended orientation yet.

Please ensure you are on time to avoid any delays with the next presenter.

Looking forward to working with you.

Thank you,

Microsoft Teams [Need help?](#)

[Join the meeting now](#)

Meeting ID: 218 824 363 574

Passcode: UAHS2V

Dial in by phone

[+1 860-241-5459, 254950301 #](#) United States, Hartford

[Find a local number](#)

Phone conference ID: 254 950 301 #

For organizers: [Meeting options](#) | [Reset dial-in PIN](#)



Connecticut State Colleges & Universities

[Org help](#) | [Privacy and security](#)

From: [CTState-Announcement](#)
Subject: New Online Job Search Platform for Students
Date: Wednesday, July 24, 2024 9:59:34 AM

July 24, 2024

Dear Faculty, Staff, and Administrators:

Earlier today, we sent out the following communication to all CT State students. The email provided an important update on CT State's transition from College Central Network (CCN) to Handshake, our new online job search platform. We have also notified employers who have used CCN to provide employment opportunities to our students.

Dear Students,

We're writing to inform you about an exciting update to our on-line job search platform! As of June 30, 2024, we've transitioned from College Central Network (CCN) to Handshake, designed to enhance your job search experience. Handshake is an industry-leading robust platform that provides extensive functionality to connect students and employers.

Handshake offers a range of features tailored to your needs, including:

- **Extensive Job and Internship Listings:** Find a wider variety of opportunities directly targeted to our CT State Community College students.
- **Streamlined Application Process:** Apply for positions with ease directly through the platform.
- **Profiles and Reviews:** Research potential employers and gain insights from student experiences. Company
- **Direct Communication with Employers:** Connect with recruiters and hiring managers through built-in messaging tools.
- **Convenient Mobile App:** Empower yourself by taking your job search on the go with the dedicated Handshake app for iOS and Android. It is a tool that puts you in control of your career journey.

We are currently setting up the Handshake platform. You will receive a separate email notification with instructions on accessing your Handshake account and exploring all its features early into the Fall semester.

In the meantime, please continue to utilize the job search assistance resources and services at any of our twelve campuses for career guidance and support. Contact details are on our (CT State Community College) [career services website](#).

We're confident that this new job search platform powered by Handshake will be a valuable resource in your career journey. Stay tuned for your access notification and get ready to unlock exciting opportunities!

Sincerely,

The Career Services Team

Continuing Notice of Nondiscrimination; CT State Community College does not discriminate on the basis of race, color, religious creed, age, sex, national origin, marital status, ancestry, present or past history of mental disorder, learning disability or physical disability, sexual orientation, gender identity or expression, veteran status, criminal record, genetic information or any other federal or state protected class in its employment, programs, and activities. For information regarding the nondiscrimination, disability, and Title IX policies/procedures, contact: John-Paul Chaisson-Cardenas, Vice President for Diversity, Equity and Inclusion, CT State Community College, 860-612-7056, jchaisson-cardenas@commnet.edu.

From: [CSCU-Announcement](#)
To: [CSCU-Announcement](#)
Subject: Reminder: Upcoming DE&I Training for Managers - June 11, 2024, at Southern Connecticut State University
Date: Thursday, June 6, 2024 3:08:00 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)



Reminder: Upcoming DE&I Training for Managers - June 11, 2024, at Southern Connecticut State University

Dear CSCU Managerial/Confidential Employee:

Do you want to participate in A LIVE-ACTION ESCAPE ROOM? This spring and summer, we will be offering DE&I training for managers as part of CSCU's commitment to meeting the ever-growing needs of our diverse faculty, staff, and students. **The first session will take place on Tuesday, June 11, 2024, at Southern Connecticut State University from 1 p.m. to 4 p.m. in the School of Business.**

The ***Escaping Inaccessibility*** interactive sessions will be focused on creating inclusion for individuals with disabilities.

The 3-hour in-person training will focus on the basics of ADA laws, regulations, processes, for both students and employees within the CSCU system. In addition to learning this information, participants will have the exciting opportunity to participate in a live-action ESCAPE ROOM experience, focused on different accessibility issues faced on our college and university campuses.

In addition to the June 11 session at Southern Connecticut State University, another session is scheduled for Thursday, June 27, 2024, at CT State Community College - Tunxis from 9 a.m. to 12 p.m. in room 127/129.

To register for one of the June sessions, please click a link below:

[Southern - June 11, 2024](#)

[Tunxis - June 27, 2024](#)

Thank you.

From: [Krupitskiy, Anna \(College Office\)](#)
To: [D'Agostino, Nicholas \(College Office\)](#)
Cc: [Chaisson-Cardenas, John Paul \(College Office\)](#); [Baker, Kailey \(College Office\)](#)
Subject: FW: EEO/AA Compliance Posters
Date: Tuesday, October 29, 2024 3:27:39 PM
Attachments: [DV Compliance Poster.pdf](#)
[image001.png](#)

Thanks for forwarding, Nick. I'm happy to share with my HR team.

Regards,
Anna

Anna Krupitskiy J.D., LL.M., SHRM-SCP

She/Her/Hers

Vice President of Human Resources

My office is a Safe Zone for individuals of all ethnicities, abilities, religions, sexual orientations, and gender identities.

From: D'Agostino, Nicholas (College Office) <nicholas.dagostino@ctstate.edu>
Sent: Tuesday, October 29, 2024 8:06 AM
To: Krupitskiy, Anna (College Office) <anna.krupitskiy@ctstate.edu>
Cc: Chaisson-Cardenas, John Paul (College Office) <johnpaul.chaissoncardenas@ctstate.edu>; Baker, Kailey (College Office) <kailey.baker@ctstate.edu>
Subject: EEO/AA Compliance Posters

Good Morning, Anna:

I hope this message finds you well. I wanted to share the attached with you as I'm unsure this is posted within our campuses. The poster is about the PA including victims of domestic violence as a protected class.

I was hoping you might share this with the HR managers and generalists to add to our notice boards throughout CT State.

Thank you,
Nick

Guidance

Date: May 17, 2024

From: Diversity, Equity, and Inclusion Office (DEI) and CSCU Human Resources (Shared Services)

To: HR Search and Hiring Services Staff and DEI Staff

Re: Search Committees: Number of candidates needed for a valid search

Purpose:

In general, the purpose of DEI and HR Guidance Letters is threefold: a) to clarify existing policy and procedure at CT State Community College and its campuses during the final stages of the consolidation, b) to reflect CT State's commitment to Diversity, Equity and Inclusion, and c) to comply all state and federal civil rights, affirmative action, and equal employment opportunity guidance, policy, and law.

This Guidance Letter is designed to help clarify the roles of search committees within CT State Community College. The purpose of this guidance is to clarify that, pending extraordinary issues, all search committees should provide no less than three qualified candidates to the hiring manager for their review.

Background:

CT State has a strong commitment to diversity, equity and inclusion and strives to cultivate an environment that enables students, faculty, and staff to realize their full potential. The recruitment of talented faculty and staff, sustained by a diverse search committee, plays an integral role in accomplishing these objectives.

While there are multiple HR reasons to have diverse search committees, from the Civil Rights and inclusion perspective search committees play several important roles:

1. Assisting the hiring manager in reaching and attracting a diverse pool of applicants, as all are encouraged to share the link/posting with their networks to broaden and amplify the search.
2. Maintaining and preserving confidentiality of all aspects of the search process.
3. Providing checks-and-balances so that no one person or group can knowingly or unknowingly bias or manipulate the search away from or towards a specific candidate or type of candidate based on any personal characteristic or protected class status. The goal of all search processes is to hire the most qualified individual for the position.
4. Narrowing the applicant pool by conducting a fair and objective candidate assessment that provides the hiring manager a diverse pool of candidates (usually three to five applicants) to review before making a final decision.

In some cases, search committees have been consciously or unconsciously over narrowing the pool of candidates leaving the Hiring Manager with only one candidate and no real choice.

Procedure

A search committee should provide no less than three qualified candidates to the hiring manager for their review. If a search committee is unable to move three candidates forward due to an insufficient number of applicants or an unqualified pool, the search committee should consult with the hiring manager (without sharing any candidate names) to determine whether the position should be reposted for further recruitment.

In the rare occasion where the hiring manager agrees to move forward with fewer than three candidates, the recommendation must be accompanied by a justification by the Search Committee Chair to HR, on behalf of the committee and hiring manager. The justification must explain the committee's reasoning for the narrow pool. HR will forward this to ECR who will then review the documents considering the following:

1. Are there sufficient qualified candidates in the pool?
2. What efforts did the search committee undertake to expand the pool (e.g., delay interviews, extend the search, additional recruitment efforts)?
3. Does there appear to be bias or favoritism in favor or against any person based on one or more personal characteristic or protected class status?
4. How or why did other qualified candidates become disqualified by the Committee? (Please remember that in our process, an applicant can only be interviewed if they meet minimum qualifications.)?

After ECR reviews, they shall meet with the Search Committee Chair and/or the Hiring Manager to partner together to develop an agreed upon resolution to move the search forward. Since the hiring decision and accountability rests with the Hiring Manager, in those rare cases where such agreement cannot be reached, the decision of the Hiring Manager will prevail ***so long as they are compliant with federal and state law, CSU Board of Regents policy and CSU/CT State HR/ECR procedure.***

or any questions please contact:

Lori Lamb, Interim Assistant Vice Chancellor for Human Resources and Labor Relations, CSU

Or

John-Paul Chaisson-Cardenas, PhD, MSW, Vice President of Diversity, Equity, and Inclusion, Ct State

From: [CTState-Announcement](#)
Subject: Late January Professional Learner Newsletter
Date: Thursday, January 25, 2024 3:09:18 PM
Attachments: [image001.png](#)
[Professional Learner 1-25-24.pdf](#)

Last week, I had the opportunity to talk to a number of faculty and staff about why they engage with professional development despite the many, many tasks and responsibilities they have on their plates. Almost without exception, folks shared that those programs they invested their time in were ones that didn't feel like "one more thing." Instead, these workshops, programs, or groups offered a space for community where they could connect with new (to them) colleagues in addition to reconnect with already familiar work friends.

It's important to note, however, that the context for these meetings also centered on the work we do with students! A few snippets can be seen in this issue of *The Professional Learner* (I'll leave it to you to find them). We all face challenges day in and out here in CT State. There's simply no avoiding it. But if we aren't finding ways to "fill our buckets" both as people in need of rest and care but also professionals in need of keeping our tools sharpened, we are prone to burnout.

Inside This Issue

- Leadership Academy – CLP Open for Applications
- Virtual PL Series
- Community Notes
- Global Majority Leaders
- Affinity Groups & PLCs
- Inclusive STEM Teaching Project
- Mental Health and Wellness
- Faculty & Staff Online Institute
- Upcoming Webinars
- What's News in Higher Ed?
- The Magic Five
- Calendar
- Save the Date!

I hope you'll find something in the latest issue of *The Professional Learner* that will help "fill your bucket" in some fashion or another.

Best,
-Forrest

Forrest C. Helvie, Ph.D.
Interim Director of Professional Development
fhelvie@norwalk.edu
Connecticut State Community College
Connecticut State Colleges & Universities

TRULY HUMAN NOTICE: Getting this email out of normal working hours? We work at a digitally-enabled relentless pace, which can disrupt our ability to sleep enough, eat right, exercise, and spend time with the people that matter most. I am sending you this email at a time that works for me. I only expect you to respond to it when convenient to you.

From: [Yuhas, Meredith \(College Office\)](#)
To: [CTState-COStaff](#)
Subject: THIS FRIDAY PD: Basics of Gender Affirming Work in Higher Education
Date: Tuesday, November 5, 2024 2:20:25 PM
Attachments: [Jul Gorman.pdf](#)
[image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image006.png](#)
[image005.png](#)
[MHW Professional Development Community of Care Series AY 24-25.docx](#)

Hello All,

The next event in the Building a Community of Care Professional Development Series (see attached for full series of events).

THIS EVENT IS FOR FACULTY and STAFF, please forward to your groups (see attached flyer).

Basics of Gender Affirming Work in Higher Education (virtual)

Trainer Jul Gorman on Friday November 8, 2024 from 10:00 am – 12:00 pm

This training provides foundational knowledge and skills for working effectively with gender-expansive individuals in higher education settings. Participants will be equipped with the essential knowledge and skills to create a more inclusive and affirming environment for gender expansive individuals within the campus community and positively impact community wellness and feelings of belonging. Through interactive discussions, case studies, and practical exercises, participants will learn to:

Learning Outcomes

- Use gender-inclusive language and terminology accurately and respectfully.
- Empathize with the experiences of gender expansive individuals and create a supportive environment.
- Identify and address potential barriers to participation of gender expansive individuals within their classrooms and programs.

To register <https://events.teams.microsoft.com/event/f9951a16-3948-4589-b789-bc16736c76d3@679df878-277a-496a-ac8d-d99e58606dd9>

Hope to see you all there,

Meredith

Meredith Yuhas, PhD, LPC, NCC, ACS

Director of Mental Health and Wellness

(she/her/they/them)

[860-612-7057](tel:860-612-7057)

myuhas@commnet.edu

185 Main Street, New Britain, CT 06051

www.ct.edu

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Emergencies call 911 or Mental Health Crises call 988

Make an in-person meeting with a campus Wellness counselor <https://ctstate-mentalhealth-wellness-accommodate.symplicity.com/>

For other CT State Resources visit our webpage <https://ctstate.edu/life-at-ct-state/wellness>

Currently enrolled students of CT State have access to no-cost [Timely Care](#) telehealth services including TalkNow 24/7 immediate support, health coaching, scheduled counseling and medical services.

- **Crisis Text Line**
Get Help Now: Free, 24/7, Confidential
Text START to 741-741
Text STEVE to 741-741 for a culturally trained crises counselor
- **National Suicide Prevention Lifeline**
Chat now: [National Suicide Prevention Lifeline](#)
988 or 1-800-273-TALK (1-800-273-8255)
Veterans' Suicide Prevention Lifeline, then press 1
- **The Trevor Lifeline (Suicide Prevention for LGBTQ Youth)** 866-4-U-TREVOR (1-866-488-7386)
- **Treatment Referral Hotline (Substance Abuse)**
1-800-662-HELP (1-800-662-4357)
- **National Sexual Assault Hotline**
24-hour online hotline: <https://ohl.rainn.org/online/>
1-800-656-HOPE (1-800-656-4673)

Hello All,

The next event in the Building Community of Care Professional Development Series.

THIS EVENT IS FOR ALL STUDENTS, FACULTY and STAFF, please market to all (see attached flyer).

Humanizing Me: Fostering a Sense of Belonging in Times of National Unrest

Speaker S. Kent Butler Friday November 1, 2024 from 1:00 -2:30 pm
In person at Middlesex Campus, Chapman Building room 605 and **virtual**.

TO REGISTER: <https://events.teams.microsoft.com/event/bc05f6a9-8435-41b4-addd-5503fbbc8ff7@679df878-277a-496a-ac8d-d99e58606dd9>

Hope to see you all there,
Meredith

Meredith Yuhas, PhD, LPC, NCC, ACS

Director of Mental Health and Wellness

(she/her/they/them)

[860-612-7057](tel:860-612-7057)

myuhas@commnet.edu

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From: [Yuhas, Meredith \(College Office\)](#)
To: [Hyman, Georgette E \(Manchester\)](#); [Hanson, Sara \(Middlesex\)](#); [McCarthy, Alison J \(Middlesex\)](#); [Orellana Rivera, Ingrid Y \(Middlesex\)](#); [Gager, Sarah \(Naugatuck\)](#); [Bush, Natasha R \(Naugatuck\)](#); [MacBrien Downs, Tammy \(Naugatuck\)](#); [Vo, Megan \(Northwestern\)](#); [Gonzalez, Ruth E \(Northwestern\)](#); [Wetmore, Andrew \(Northwestern\)](#); [Peffer, Tony A \(Norwalk\)](#); [Anstett, Courtney B \(Norwalk\)](#); [Conway, Morgan B \(Quinebaug\)](#); [Brycki, Amanda \(Quinebaug\)](#); [Walters, Tanaya M \(Quinebaug\)](#); [Kitchell, Rebecca \(Three-Rivers\)](#); [Lake, Sydney \(Tunxis\)](#); [York, Jessica A \(Tunxis\)](#); [Wilkie, Sarah T \(Tunxis\)](#); [Sirois, Melissa A \(Gateway\)](#); [Defigueiredo, Amy L \(Gateway\)](#); [Barber, T.J. \(Manchester\)](#); [Pedraza-Jennings, Andrea F \(Three-Rivers\)](#); [Hurlburt, Allyson \(Norwalk\)](#); [Quesada, Jessica M \(Housatonic\)](#); [Williams, Joshua \(Housatonic\)](#); [Santiago, Antonio \(Naugatuck\)](#); [Kapinos, Brian \(Asnuntuck\)](#); [Pryce, DeWayne J \(College Office\)](#); [Scappaticci, Jason P \(Capital\)](#); [Griswold, Mac \(Quinebaug\)](#); [Barfield, Kem \(Three-Rivers\)](#); [D'Agostino, Nicholas \(College Office\)](#); [Mastrangeli, Luciano M \(College Office\)](#); [Baker, Kailey \(College Office\)](#); [Helvie, Forrest C \(Norwalk\)](#)
Cc: [Hynick, Karen \(College Office\)](#); [Chaisson-Cardenas, John Paul \(College Office\)](#); [De Jesus, Madeline P \(College Office\)](#)
Subject: THIS FRIDAY PD: Humanizing Me: Fostering a Sense of Belonging in Times of National Unrest
Date: Monday, October 28, 2024 10:47:28 AM
Attachments: [Dr. S. Kent Butler Room Updated.pdf](#)
[image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)

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185 Main Street, New Britain, CT 06051

www.ct.edu

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Emergencies call 911 or Mental Health Crises call 988

Make an in-person meeting with a campus Wellness counselor <https://ctstate-mentalhealth-wellness-accommodate.symplcity.com/>

For other CT State Resources visit our webpage <https://ctstate.edu/life-at-ct-state/wellness>

Currently enrolled students of CT State have access to no-cost [Timely Care](#) telehealth services including TalkNow 24/7 immediate support, health coaching, scheduled counseling and medical services.

- **Crisis Text Line**
Get Help Now: Free, 24/7, Confidential
Text START to 741-741
Text STEVE to 741-741 for a culturally trained crises counselor
- **National Suicide Prevention Lifeline**
Chat now: [National Suicide Prevention Lifeline](#)
988 or 1-800-273-TALK (1-800-273-8255)
Veterans' Suicide Prevention Lifeline, then press 1
- **The Trevor Lifeline (Suicide Prevention for LGBTQ Youth)** 866-4-U-TREVOR (1-866-488-7386)
- **Treatment Referral Hotline (Substance Abuse)**
1-800-662-HELP (1-800-662-4357)
- **National Sexual Assault Hotline**
24-hour online hotline: <https://ohl.rainn.org/online/>
1-800-656-HOPE (1-800-656-4673)

From: [CTState-Announcement](#)
Subject: THIS WEEK: Professional Learning Series: Creating a Student Ready and Inclusive Campus
Date: Tuesday, February 20, 2024 9:00:15 AM
Attachments: [Outlook-rj4rkmi.png](#)

Professional Learning Series: Creating a Student Ready and Inclusive Campus

The "Creating a Student Ready and Inclusive Campus" PL Series returns for 2024! This virtual program, offering workshops at various flexible times, focuses on unconscious bias, microaggressions, and Universal Design principles. It's designed to cultivate an equitable and inclusive work and learning environment for all students across CT State. Participants will learn effective strategies to recognize and address unconscious bias, manage microaggressions, and apply Universal Design in their areas. Recommended for all faculty, staff, and management, this series is a pivotal resource for enhancing campus inclusivity.

Participants who complete all three workshops in this series will:

- Identify strategies for responding to unconscious bias to support a more equitable and inclusive work and learning space;
- Know how to apply strategies for preventing and responding to microaggressions to support a more equitable and inclusive work and learning space; and
- Devise ways to use Universal Design principles in their functional areas to support a more equitable and inclusive work and learning space.

THIS WEEK

Workshop #1 - Unconscious Bias

Click on the link to the session you would like to attend:

- Option 1: [Thursday, Feb. 22nd from 7:00 – 8:30pm](#)
- Option 2: [Friday, Feb. 23rd from 12:30 - 2:00pm](#)

In this workshop, participants will focus on issues of unconscious bias as we explore the ways in which we act or create barriers to others with whom we work.

NEXT WEEK

Workshop #2: Microaggressions

Click on the link to the session you would like to attend:

- Option 1: [Thursday, Feb. 29th from 7:00 – 8:30pm](#)
 - Option 2: [Friday, Mar. 1st from 12:30 - 2:00pm](#)
- In this workshop, participants will walk away with an understanding of microaggressions and how to respond to them in the workplace.

Workshop #3: Universal Design for Inclusion

Click here to access this workshop:

[Universal Design: A Framework For Creating Diversity, Equity, Inclusion & Accessibility Initiatives \[go2knowledge.org\]](#)

In this asynchronous workshop, participants will gain a greater understanding of Universal Design and ways to implement it to support students' successful return to campus.

Interested in attending one or both of the live sessions? [Register here!](#)

Questions? Reach out to me directly at fhelvie@norwalk.edu!

Best,
-Forrest

Forrest C. Helvie, Ph.D.
Interim Director of Professional Development
fhelvie@norwalk.edu

Connecticut State Community College
Connecticut State Colleges & Universities

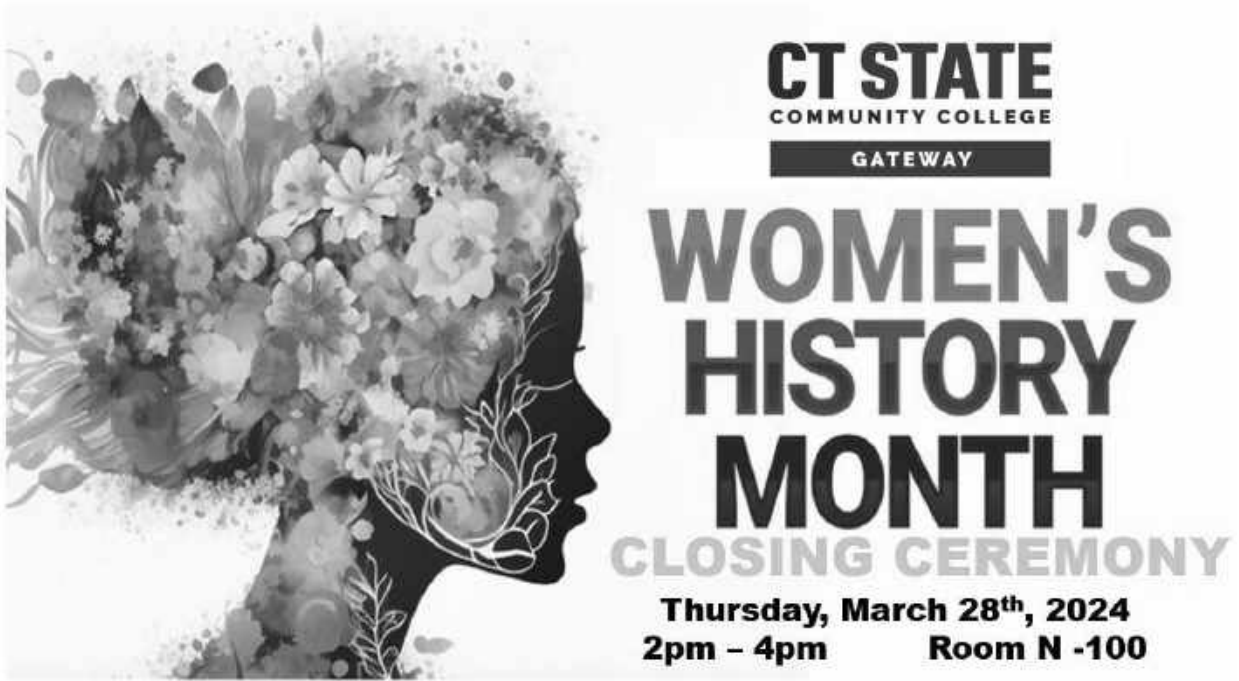
TRULY HUMAN NOTICE: Getting this email out of normal working hours? We work at a digitally-enabled relentless pace, which can disrupt our ability to sleep enough, eat right, exercise, and spend time with the people that matter most. I am sending you this email at a time that works for me. I only expect you to respond to it when convenient to you.

From: [Guante, Alfred](#)
To: [Guante, Alfred](#)
Subject: TODAY: Clothesline Project & Women's Month Closing Ceremony
Date: Thursday, March 28, 2024 9:26:01 AM
Attachments: [image.png](#)
[Outlook-pbmbxmrm.png](#)
[image.png](#)

TODAY, Thursday, March 28th we end the month with our annual **Clothesline Project on the 2nd Floor Fairway from 10am - 1pm**, all are welcome. Please come by, write an inspirational quote or brief message on a blank t-shirt that we will then donate to a shelter for survivors of domestic violence.

CLOTHESLINE PROJECT

LATER TODAY, Thursday, March 28th at 2pm. We welcome the community on a first come first serve basis, for our **2nd Annual Women's Month Closing Ceremony** in **N-100 at 2pm**. Food and desert will be served.



All the best,

Alfred Guante

M.Ed. (Higher Education Administration)

Director of Student Activities

CT State Community College/Gateway Community College, S110

20 Church Street, New Haven, CT 06510

aguante@gatewayct.edu

203-285-2622

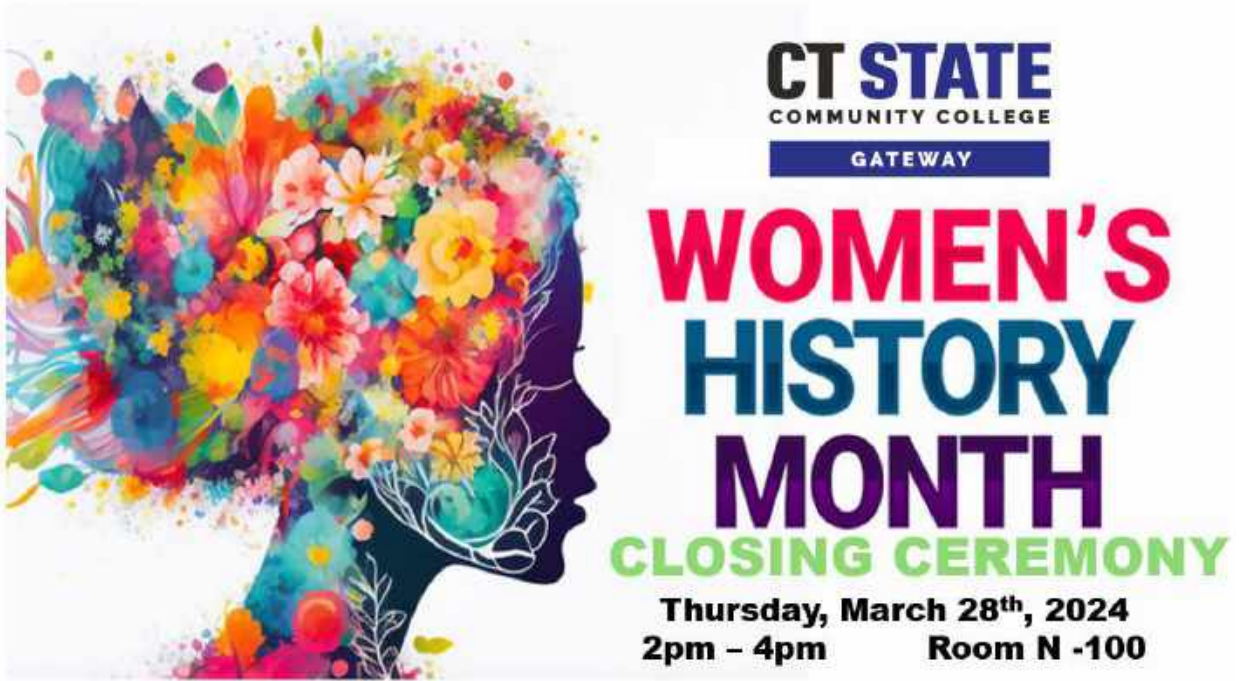
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203-285-2622

From: [Edmonds, Shermaine A](#)
To: [GW-Wellness](#)
Subject: Training: Culturally Humble Approaches to Mental Health in the Latinx/Latine Community
Date: Monday, April 22, 2024 10:15:09 AM
Attachments: [Culturally Humble Approaches to Mental Health in the Latinx/Latine Community \(1\).png](#)
[image001.png](#)

Hello All,

The Counseling & Wellness Center would like to invite you to attend our Culturally Humble Approaches to Mental Health in the Latinx/Latine Community training on May 3rd, 2024, from 9:30 am to 12:00 pm in room N100! This interactive presentation explores the intersection of cultural humility, mental health, and the Latinx community. We encourage all students and employees who are interested to join us. Space is limited; please register using the QR code to reserve your spot. Food will also be provided. We hope to see you there!

Please reach out to The Center for Counseling and Wellness with any questions at GW-Wellness@gatewayct.edu.

Best Wishes,

Fentyshia Daniels, LMSW
CT State Community College Gateway
Counseling and Wellness Center N114
Counselor
(203)-285-2609
[TimelyCare](#)
[Book Appointment Here](#)

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988 or 1-800-273-TALK (1-800-273-8255)

From: [Guante, Alfred \(Gateway\)](#)
To: [Guante, Alfred \(Gateway\)](#)
Subject: Veterans Day Event & More!
Date: Friday, November 8, 2024 9:58:11 AM
Attachments: [Veterans Day 2024.JPG](#)
[FESP Workshop Interview Prep NOV2024.jpg](#)
[FriendsGiving \(2\).png](#)
[Pet Therapy Final.jpg](#)
[image.png](#)
[image.png](#)
[image.png](#)
[image.png](#)
[Outlook-g1hos3qx.png](#)

Monday
November 11, 2024
11 am – noon

**VETERANS DAY
CELEBRATION**


CT State Gateway
20 Church Street
New Haven, CT
Room N-100

Please join us for our celebration to honor Veterans. We will be joined by students, faculty and staff to give thanks to those who have served and continue to serve our country. We are fortunate to have Chris Warnes as our keynote speaker this year. Don't miss out on the celebration!

Refreshments will be served!

Keynote Speaker – Chris Warnes

[Chriswarnes.com](#)
[Forclark.org](#)



CT STATE
COMMUNITY COLLEGE
GATEWAY

For further information, please contact Rick Palinko at rick.palinko@ctstate.edu

Greetings Students, Faculty, and Staff,

Below and attached please find flyers for upcoming events/workshops and more. In particular, please support our Veterans and our **Veterans Day Celebration**, this **Monday, November 11th from 11am -12pm in room N-100**, as our colleague Rick Palinko (Veterans Affairs) welcomes **guest Speaker Chris Warnes**. (Flyer above and attached)

Chris Warnes, did two tours in Iraq with the U.S. Army and was a recipient of The Purple Heart. He is now an entrepreneur, business coach, life mentor, speaker, and author among

many other things.

Refreshments will be served

Please see all other events below:

- **PET THERAPY:** Come relax, take a break, and pet some adorable animals on **Monday, November 11th, 12pm - 2pm in N-100**. Brought to you by the Student Nurse Association (SNA), Mental Health Coalition, and the Veterans Oasis!
- **INTERVIEW PREP:** Learn ways to prepare for an interview as things that may not be so obvious are highlighted. Brought to you by our **Family Economic Security Program (FESP)**, **Wednesday, November 13th at 2pm in room S200**
- **FRIENDSGIVING:** Our annual meal is back, come enjoy a freshly prepared meal by our very own culinary team alongside colleagues, staff, and faculty. **Free for students and \$11 for Staff/Faculty + a food pantry donation. Wednesday, November 20th, 11:30am - 2pm in room N-100**
- **TRIP TO MASHANTUCKET PEQUOT MUSEUM & OLDE MISTICK VILLAGE:** We continue honoring Native American Heritage Month with a **special trip to the Pequot Museum & Research Center. THE FLYER AND LINK TO REGISTER WILL BE SENT ON MONDAY, NOVEMBER 11TH**. There is a \$10 deposit to secure your seat on the bus. It will be returned to you on the day of the trip (**\$\$\$CASH ONLY PLEASE**). Once you register, starting on Monday, please bring \$10 cash to the Student Activities Office. Your seat is not secure until you leave your \$10 deposit. We will also be visiting Olde Mistick Village for lunch and shopping on your own.
 - **TRIP DATE IS, Friday, November 22nd, 8:30am - 4:15pm**

**Come join the Student Nurse Association, Mental Health Coalition,
and the Veterans Oasis
for**

PET THERAPY

**Feeling stressed or
anxious?**

**Come take a break for your mental
health while you spend some time with
a very cute and fluffy therapy dog.**



**WHEN: NOVEMBER 11TH
TIME: 12-2PM
LOCATION: N100**

Fun fact: Being around animals can help reduce anxiety, tension, and stress hormones, it can even lower our blood pressure and heart rate.

CT STATE
COMMUNITY COLLEGE
GATEWAY



FESP CAREER WORKSHOP: INTERVIEW PREP

*Presented by Alfred Guante, M. Ed.,
GCC Director of Student Activities*

Join our Interview Prep Workshop to build confidence and skills for interviews. Learn to communicate your strengths, handle tough questions, and showcase your unique value to employers. Enhance your interview skills and move closer to your dream job!

Alfred Guante graduated from Northeastern University in Boston, MA with a master's in Higher Education. He has over 19 years of experience in higher education at 6 colleges and universities. Currently he is the Director of Student Activities at Gateway Community College. He enjoys helping students advance in their academic journey and professional career.

**WED, NOVEMBER 13TH
2:00PM-3:15PM
ROOM S200**

CT STATE
COMMUNITY COLLEGE

GATEWAY

For more information contact Melissa Lopez,
Achievement Coach, at mlopez2@gwcc.commnet.edu



Alfred Guante

M.Ed. (Higher Education Administration)

Director of Student Activities

CT State Community College/Gateway Campus, S110

20 Church Street, New Haven, CT 06510

alfred.guante@ctstate.edu

203-285-2622

From: [Edmonds, Shermaine A](#)
To: [Ellis, Rose R](#)
Cc: [Chaisson-Cardenas, John Paul](#); [Robbins, Theresa A](#)
Subject: Room Change: Hybrid Open Session for Faculty & Staff (S211)
Date: Monday, July 15, 2024 11:55:01 AM
Attachments: [Gateway_AnnouncementPost_OpenSession.pdf](#)
[image001.png](#)
Importance: High

Session 1

Session 2



SPECIAL MEETING

ANNOUNCEMENT

Faculty and Staff Hybrid Open Sessions with
Vice President John Paul Chaisson-Cardenas

Please attend in person if you are on campus,
for those joining via TEAMS, click on the
Session # to take you to the meeting link

Session 1
Monday, July 15th
2:30pm - 4pm
S211

Session 2
Thursday, July 18th
1:30pm - 3pm
S211

Regards,
Shermaine

Mrs. Shermaine Edmonds, MBA
Executive Assistant to the Chief Executive Officer
CT State Community College - Gateway
20 Church St., Rm S406
New Haven, CT 06510
203-285-2022

Search Charge



1

Microsoft Teams

9/14 CHRO Commission Meeting

2022-09-14 10:15 UTC

Presented by:
Doreen K. KormanHosted by:
Sybil K. Anderson

2

Overview

Connecticut State Colleges and Universities has a strong commitment to diversity, equity, and inclusion.

CSCU strives to cultivate an environment that is equitable, inclusive, and respectful to enable students, faculty, and staff to realize their full potential. The search process plays a significant role in accomplishing these objectives.



Employment actions, including all aspects of the search process, are guided by Affirmative Action/Equal Employment Opportunity policies and practices, as well as provisions of various collective bargaining agreements.

To align the search process with our equity pillars, the process includes oversight to ensure that equal employment opportunity and equity are at the forefront of this work.

3

Confidentiality

- Confidentiality is critical.
- The Search Committee will be asked to sign a Confidentiality Agreement prior to participating in the process.
- Committee meeting discussions and applicant materials are strictly confidential and should not be shared with individuals outside of the search committee, hiring manager, and human resources.
- Freedom of Information (FOIA)
- Conflicts of Interest



4

Unconscious Bias

- Before you begin reviewing applications, you are required to complete the online training, *Bias in the Interview*.
- Be sure to also review the Unconscious Bias document included in your invite to the charge.



- We all come to the table with positive and negative biases, stereotypes, and assumptions. Ask yourself why you are favoring or eliminating a candidate.
- Remind yourself that when we hire someone with a different background and mindset, we increase creativity and different approaches to problems and projects.

5

Understanding the Use of Pause Points in Our Process

- APPLICANT REVIEW** – Pause Point will be issued when the candidate pool's racial and gender diversity does not align with the availability data established in the affirmative action plan.
- INTERVIEW POOL** – Pause Point will be issued when the Selected for Interview Pool does not reflect the diversity of the Applicant Pool. This step is intended to monitor that the racial diversity carries through each step in the process.
- FINAL POOL** – Pause Point will be issued when the final interview pool does not reflect the diversity of the applicant pool. This step is intended to monitor that racial and gender diversity carries through each step in the process.
- Pause Points will be issued when the search process appears to be **BIASED** towards one or more candidates.
- Pause Point will be issued when there are **PROCEDURAL FLAWS** in the process.

6

Committee Member Overview

The responsibility of the Search Committee is to identify top candidates to recommend to the Hiring Manager. It is imperative that the committee attend the bias training, search charge and participate fully in the process. Committee members should work together to ensure that candidate review and recommendation is based on AA/EEO principles.

Maintain confidentiality of all information in the search process

Utilize professional networks to promote the opportunity

Attend committee meetings and support the work of the committee.

Evaluate candidates fairly; be mindful of implicit bias and cultural norms.

7

Search Chair Overview

The Search Chair is responsible for facilitating the search process through committee organization, engaging in candidate evaluation, and maintaining compliance with AA/EEO principles. They serve as the liaison between the committee, and Talent and ECR. The Search Chair should ensure timely scheduling of meetings and interviews, and exchange of information necessary to perform the work of the committee.

Facilitates the work and keeps the Hiring Manager apprised of progress.

Ensures drafting of job reworded from broad open ended interview questions.

Ensures committee discussions are respectful and support the commitment to diversity equity and inclusion.

Ensures drafting of rubric or set of standards for evaluation of candidates that are robust and measurable.

With commit time input, completes required forms and filing the committee decision and recommendations for ECR review and approval.

Directs appropriate handling of Resources & Accommodation to Human Resources for assistance.

8

Step 1: Mapping Out Your Schedule

What dates and times are we planning to meet to...

- o Draft interview questions and preferred responses
- o Review applications to determine qualified applicants to interview
- o Interview qualified applicants
- o Meet as a committee to agree on candidate(s) to recommend to Hiring Manager.
- o Submit Strengths/Weaknesses (interview evaluations in partnership with firm)

Remember to document all decisions for the file.

9

Search Committee Excel Packet

- Interview Questions and Preferred Responses
- AAP 2 Candidate Guide
- 1st Interview Schedule
- Strengths Weaknesses 1st round
- 2nd Interview Schedule
- Strengths Weaknesses 2nd round
- Approved Hire



10

Job Description

vs

Job Announcement

- A written narrative that describes the general tasks and essential functions, or other related duties and responsibilities of a position.
- Establishes a solid set of expectations for employers to communicate to their employees.
- Expectations for employees also helps employers properly evaluate performance.
- Generally more detailed than the job announcement.



- Describes the position information including the title, salary, duties, qualification requirements, closing date, and application procedures.
- First point of contact that a new employee makes.
- Add preferred qualifications that are an extension of the minimum requirements.
- Should be quantifiable qualifications that the committee can use as guidelines for applicant review.

11

Step 2: Developing Interview Questions/Preferred Responses

While the position is posted, the committee will create interview questions and preferred responses. The Search Chair will submit the questions to the Recruitment Specialist for ECR approval. It is recommended to have questions approved prior to the positions closing date, so that the committee can begin to review resumes immediately following the closing.

- Utilize the job description (knowledge, skills, abilities and job functions)
- Use the job posting to identify minimum and preferred qualifications
- Determine what interpersonal elements may be essential (using situational or experiential questions).
- Must include at least one question on diversity, equity, and inclusion

12

Interview Questions and Preferred Responses (best practice)

The Questions Must...

- Be intentional and purposeful
- Reflect the job duties/description
- Have quantifiable responses that can be evaluated across candidates
- Be both technical and experiential
- Be open ended
- Be free from bias

Why the Preferred Answers Matter?

- Minimize bias in the interviews by evaluating a candidate based on their KSAs and not on their being a good fit
- They provide measurable and quantifiable answers for each interview question
- Are written to satisfy the KSAs
- Are directly related to the question asked
- Establish an equitable criteria for all candidates

13

Tips to Building Interview Questions



The most important part of the process is to review the job description and correctly identify the essential functions of the position

Identify the KSAs that are necessary to fulfill each essential function

Develop open ended questions to determine if a candidate possesses the necessary KSAs to fulfill the essential functions

Use situational based questions to capture soft skills needed for the position

Where practicable, incorporate opportunities for candidates to include examples of their experience(s) as it relates to the position

14

How to Build a Preferred Answer (May Be Optional)

- **Ex:** Tell us your definition of diversity.
- **Poor response:** candidate discusses diversity.
- **Preferred response:** Candidate provides at least four identities in their response (e.g., race, religion, socio economic, disability, gender, sexual orientation, first generation, veteran).



15

Example:

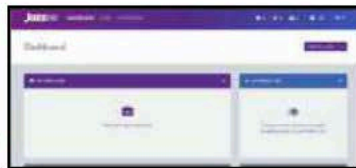
Veterans Services Associate

- **Essential Function:** Coordinate with appropriate college departments for testing, academic advising, financial aid, campus life, and student support services and other departments for the success and retention of veteran students.
- **KSAs:** Collaboration, experience/knowledge of college departments that directly impact outcomes for student veterans, understanding of complex needs for veterans.
- **Question:** Please tell us about your experiences working collaboratively with individuals in different departments on campus; and why those collaborations are necessary, critical, and relevant to student veterans support services.
- **Preferred answer:** A. Candidate will identify at least four (4) appropriate departments such as: Bursars (payment issues, compliance reviews), Registrars (withdrawals and drop deletes), Admissions (submitting paperwork), Financial Aid (required documents), Institutional Research (veteran data and reporting), Academic divisions (early intervention, raising awareness concerning consequences of withdrawals, referrals for counseling, etc.), Academic Advising (curriculum checks), Counseling (crisis intervention), Retention services (probation/suspension consequences)
- B. Candidate will demonstrate understanding regarding reasons for those collaborations by discussing at least two (2) of the following: advising new veterans of guard members on steps involved in enrollment, processing of GI Bill Educational Benefits and VA Tuition Waivers, verification of course selections, awareness of scholarships, personal counseling, academic probation/course withdrawal policies.

16

JazzHR – Applicant Review

- JazzHR is an applicant tracking system
- The recruiter will create a JazzHR account for the committee members to review resumes
- Review applicants and submit assessment on Excel AAP 2
- Committee assessment must be specific and contain no subjective language (e.g., Candidate does not meet the degree requirement, Candidate does not have the 1 year required related experience, Candidate does not meet the community college teaching preferred experience).



17

JobAps-Classified Searches only

- JobAps is an applicant tracking system used by DAS.
- Once applications are released by DAS, the recruiter, will provide the committee with details on how to access JobAps to review the applications.



18

Step 3: Application Review

- A review of all applications is necessary to determine if they meet the minimum and preferred qualifications. All members of the Search Committee must participate in the application review.
- Search committee members must disclose how and to what extent they know a candidate. Based on this disclosure it may be best to discuss with your recruiter how to best handle this relationship.
- Fair and Equal Review: Applicants should be screened based on their or not meeting the required and preferred qualifications.
 - Candidates who do not meet all required qualifications cannot move forward to interview, including the must have requirements. This would be the area that states "Candidate must possess"...
 - Internal candidates should be held to the same standards
 - This is a paper review – application compared to job specifications (required, desired, and preferred qualifications)

equal) profess - outside knowledge of a candidate cannot be factored

ites—as that may negatively or positively bias and influence the

PROCESS

19

Applicant Assessment



- The Search Committee uses the Excel AAP-2/Candidate Guide worksheet to evaluate all applicants.
 - The Committee must use criteria based on the qualifications in the position that are objective and measurable to rank the applications.
 - The committee should discuss how items will be and should be evaluated prior to the paper review. Note that some items may be weighted more heavily than others, but all committee members must review using the same evaluation criteria. Numerical rating scales are subjective and not encouraged.
- During this process, committee members review all application materials, including resumes, CV's, cover letters, and any required documents (e.g., portfolios).
- The committee should be vigilant in guarding against implicit bias, or any selection determination based on protected status.
- The Search Committee will meet to come to consensus regarding the applicants who will be invited for an interview.

20

Interview Selection

When selecting candidates for interview please consider the following:

- Follow the AAP-2/Candidate Guide narratives to determine how candidates will be eliminated:
 - Base all justifications on the job posting and the required and preferred qualifications
 - The same basis for selection must be used consistently on all applicants, e.g., meets required and 2 preferred qualifications = recommended for interview.
- Keep in mind all notes/emails subject to FOIA
- The Chair will email the Recruitment Specialist the candidates selected to be interviewed on the 1st Interview Schedule Form.
 - Please include dates and times the committee is available for interviews (allowing at least 1 week notice for candidates). You must note if a presentation will be required.
- Once approved by ECR, the Recruitment Specialist will schedule interviews and send the final schedule to the committee. If the interviews are virtual, the Recruitment Specialist will send each candidate a confirmation link via Microsoft Teams for their chosen day/time.

21

Minimum Qualifications:

Keele's desire in an approximately related higher education field

Candidates are required to have demonstrated advanced knowledge and abilities in the following:

- Four or more years of management experience in Student Affairs/Higher Education, including two years of supervisory experience.

Preferred Qualifications:

- Graduate degree
- Demonstrated ability to work with the diverse academic, socioeconomic, cultural, and other backgrounds of members of the College community, including those with disabilities
- Planning, developing, and evaluating student services and programs focused on equitable outcomes
- Relevant experience in providing ongoing education and development understanding of a comprehensive campus culture
- Experience and working knowledge of regional and specialized accreditation, professional standards, and accreditation procedures, relevant to campus services and programming
- Leading, directing, and evaluating student support staff in a higher education environment
- Management of operating budgets and grants
- Research, interpretation, and computer literacy skills, including but not limited to:
 - Development of databases in support of outcomes assessment
 - Data analysis and interpretation
 - Function based decision making
- Proven leadership ability and demonstrated ability to effectively collaborate with a diverse range of




22

Step 4: Interview

- All applicants should be asked the same questions
- Follow up questions are strongly discouraged as these can lead to bias and/or favoritism in the process
- Same format - video vs. audio vs. in person
- Same participants - all search committee members must attend each interview
- After interview, search committee members should discuss strengths/weaknesses
 - Document the strengths and weaknesses for each candidate on the AAP-2
- Search Committee recommends 3-5 candidates to move forward to 2nd interviews, if applicable

23

Pitfalls to Writing Effective Strengths & Weaknesses

-  Time Restraints: Committees may feel pressure from Hiring Manager, HR, etc. to rush on the details. This introduces a higher likelihood to use subjective language.
-  Bias: Consistent check-ins during the interview process, making sure that the Committee is on the same page with the evaluation criteria.
-  Fear of Language: Candidates say/do things during the interview that influence us. If a candidate says something disturbing, rude, etc., we need to be able to include that. Verbatim language in the S/W document is okay.

24

Things to Avoid

Red Flags

- No examples to reinforce the strength or weakness
- Energy-based words like energized, articulated, excited, passionate
- Assumption based phrases including: Unable to understand, seemed nervous, lacked professionalism (unless there was a specific incident)

Words

Demonstrated
Lack
Strong
Effective
Did not answer the question
Weak
Recognized

25

Red Flag or Green Flag? Strengths & Weaknesses Edition

Position: Network Manager

Strength: Knows Microsoft and ServiceNow

Weakness: Has a young child and probably cannot work nights

Position: Biology Instructor

Weakness: Could not understand the candidate's accent

Position: Administrative Assistant to the CEO

Strength: Current interim person in the role; knows the job

Weakness: Candidate did not explain a difficult situation with a coworker and stated "I would just let it go."

Position: Dean of Students

Strength: Candidate has over 15 years of experience in Dean-level roles and Director roles (in Student Engagement, Activities, and Residence Life)

26

Red Flag or Green Flag? Strengths & Weaknesses Edition

Strengths:

- Showed familiarity with educational technology.
- Strong teaching demo.

Strengths:

- Showed familiarity with educational technology, especially the ways the candidate makes use of Blackboard as a teaching assessment, and communication tool.
- Teaching demo included specific examples of how to teach students to recognize bias in assigned readings.

27

Red Flag or Green Flag? Strengths & Weaknesses Edition

Weaknesses:

- Lacked experience with educational technology.
- Weak teaching demo.

Weaknesses:

- Candidate only spoke about MS Office and did not discuss academic based software such as Banner, Blackboard. Candidate did not connect the technology to advancing learning outcomes
- Teaching demo did not stay within allotted time frame (went 10 minutes longer). The presentation was not interactive or engaging (which was part of the prompt). It appeared the candidate was reading off the slides and not presenting to the audience. Lastly, some of the content was outdated and not currently in practice.

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2nd Interviews

2nd interviews are normally conducted within 2 weeks of the 1st interviews by the Direct Supervisor and Hiring Manager (CEO or designee i.e., Dean)

- Although 2nd interview questions do not have to be approved, we request that the Supervisor submit them to ECR & the HR Recruitment Specialist for review.
- Final interviews are conducted, and the Supervisor and Hiring Manager submits the Strengths and Weaknesses Form-Finalists of each interviewed candidate noting which candidate they would recommend hiring to ECR, and the HR Recruitment Specialist for review.
- Once recommended hire is reviewed, the Supervisor or Hiring Manager will request final approval from the CEO.

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Remember to document everything!

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Review - Search Committee Tasks

 <p>Attend Search Charge Bias Training Sign Confidentiality Agreement</p>	 <p>Develop Interview Questions and Preferred Responses</p>	 <p>Review Applications and Submit Candidate Analysis for Interviews</p>	 <p>Conduct Interviews and Submit committee assessment</p>
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Thank you for your time and for your service on this committee. Have a question or concern?

You may contact your designated Recruiter or reach out to the Recruitment Team's email at cscu_recruitmentteam@commnet.edu, where it is monitored daily.

You may also contact the Office of Equity and Civil Rights.

32

ECR and Recruitment Contacts

<p>Recruitment and Talent Acquisition</p> <p>HR Specialists for Recruiting & Talent Acquisition:</p> <ul style="list-style-type: none"> Shwila Antonazzi Luke Dulac Robert Kizer Samantha Pugh Aaron Marshall Elizabeth Federico, HR Assistant Christina Higney, Manager Jessica Cabanillas, Director 	<p>Equity & Civil Rights</p> <ul style="list-style-type: none"> Nick D'Agostino, Director of Equity & Civil Rights Rebecca Cannon-Klemenz, Senior Investigator & Compliance Specialist Luke Mastrangelo, Investigator & Compliance Specialist Kailey Baker, Equity & Civil Rights Asst & Data Specialist
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Connecticut State Colleges and Universities (CSCU) and CT State Community College

STATE MANDATED DIVERSITY TRAINING
Office of Equity and Civil Right
Fall 2024



1

Equity and Civil Rights What we do?

- Non-discrimination in Education and Employment
- BOR\CSCU Sexual Misconduct Reporting, Support Services and Processes Policy (including sexual harassment)
- Title IX Compliance
- ADA Compliance
- Equal Employment Opportunity and Affirmative Action



2

Central's Office of Equity and Inclusion

Central's Office of Equity & Inclusion (OEI) aims to cultivate a campus environment that is equitable, inclusive, and respectful to enable students, faculty, and staff to realize their full potential.


OEI works with faculty, staff, and students to develop and maintain a community of inclusion. We act in a transparent manner guided by respect and professional standards. We provide training and support on diversity, Title IX, and sexual harassment prevention. OEI is committed to tenets of due process, fairness, quality service, and discretion.



3

Shared Rules


- Reasonable expectations
- Participation is key
- Respect others' voices
 - Challenge ideas, not individuals
 - Listen actively and with an ear to understanding others' views.
 - Avoid blame, speculation, and inflammatory language
- Step up/Step back
- Ouch/Oops
- There are no stupid questions



4


At the end of the training, you should be able to:

- Define harassment, discrimination, sexual harassment, and bystander intervention
- Be aware of discrimination laws including sexual harassment laws and the protected classes
- Understanding best practice for employer's regarding to discrimination and harassment
- Be aware of the changing world of sexual harassment claims
- Discuss how to file a complaint of discrimination and/or sexual harassment




5

Federal Laws Prohibiting Employment Discrimination



- Title VII of the Civil Rights
- Equal Pay Act (EPA)
- Age Discrimination in Employment Act (ADEA)
- Title I and Title V of the Americans with Disabilities Act (ADA)
- Title IX of the Education Amendments



6



7

Title IX of the Education Amendments of 1972

December 11, 1979 – The Office for Civil Rights (OCR) issued a policy interpretation that outlines three (3) ways an institution can prove it is in compliance with Title IX:

- Providing participation opportunities that are substantially proportionate to the student enrollment.
- Demonstrating a continual expansion of opportunities for the underrepresented sex (typically female).
- Accommodating the interest and ability of underrepresented sex.

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Hate Crime Laws

Hate crime is defined as a crime of violence, property damage, or threat that is motivated in whole or in part by an offender's bias based on race, religion, ethnicity, national origin, gender, physical or intellectual disability or sexual orientation.

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Hate Crime Laws in Connecticut

Conn. Gen. Statute § 46a-98

Deprivation of Rights, Desecration of Property, and Cross Burning.

- It is a crime to:
1. deprive someone of any legally guaranteed right because of his religion, national origin, ancestry, color, race, sex, sexual orientation, blindness, or physical disability;
 2. intentionally desecrate any public property, monument, or structure; religious object, symbol, or house of worship; cemetery; or private structure; or
 3. place a burning cross or simulation of one on public or private property without the written consent of the owner.
- This is a class A misdemeanor, but it is a class D felony if there is more than a 1,000 of property damage and/or court-ordered hate crimes duration program indication and supervised community service.*

Conn. Gen. Statute § 53-37

Prohibits ridicule on the basis of creed, religion, color, denomination, nationality or race.

Punishable by fine and/or prison.

Conn. Gen. Statute § 53-37a

Deprivation of a Person's Civil Rights By Person Wearing Mask or Hood

Punishable are increased for the crimes involving depriving someone of his constitutional rights, desecrating property, or burning a cross under certain circumstances if the person:

- (a) commits the crime while wearing a mask, hood, or other device designed to conceal his identity and
- (b) intends to deprive another person of any legally guaranteed right because of his religion, national origin, ancestry, color, race, sex, sexual orientation, blindness, or physical disability. This is a class D felony.

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Hate Crime Laws in Connecticut

Conn. Gen. Statute § 53-37b

Prohibits use of force or threat with intent to deprive a person or class of persons of equal protection or privileges and immunities under State and Federal law. Includes:

- a.) Intentionally placing or attempting to place another in fear of imminent serious physical injury.
- b.) Threatening to commit a violent crime with intent to terrorize, cause evacuation of a physical space or cause serious public inconvenience.
- c.) Threatening to commit a violent crime in reckless disregard of the risk of causing terror or inconvenience.

Punishable by fine and/or prison as a misdemeanor or felony (causing bodily injury - 1 to 10 years prison; up to \$10,000 fine; causing death - 1 to 20 years prison; up to \$10,000 fine.)

Public Act 08-49

AN ACT CONCERNING HATE CRIMES

(d) Any person who places a noose or a simulation thereof on any public property or on any private property without the written consent of the owner, and with intent to intimidate or harass any other person on account of religion, national origin, ancestry, color, race, sex, sexual orientation, blindness or physical disability, shall be in violation of subsection (a) of this section.

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Public Act 00-72

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Prohibits intimidation based on bigotry or bias for malicious acts and with intention to intimidate or harass on account of race, religion, ethnicity, or sexual orientation, including:

- a.) Causing serious physical injury to another person (first degree offense).
- b.) Causing physical contact with the victim (second or third degree offense).
- c.) Damaging, destroying or defacing the victim's property (second or third degree offense).
- d.) Threatening to do either of the above, with reasonable cause to believe threat will be carried out. (second or third degree offense).
- e.) Using another person to do such acts (third degree offense).

Punishable as a felony by prison and/or fine.

Public Act 00-72 also stipulates higher sentences for persistent offenders who are convicted of hate crimes for a second time. The law also enables a person injured by intimidation based on bigotry or bias to sue for damages.

Public Act 00-72 requires local (town) or state trooper to monitor, record and classify all hate crimes as defined in Public Act 00-72 (intimidation based on bigotry or bias), and report data to State Police who must monitor, record and classify hate crimes. Also, a Hate Crimes Advisory Committee in the Office of the Chief State's Attorney to coordinate efforts re: enforcement of hate crime laws, hate crime reporting, and community education programs, and to make recommendations concerning the training of police officers re: hate crimes. Also requires state and municipal police to have training re: hate crimes.

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Hate Crimes (Federal)

Matthew Shepard and James Byrd, Jr. Hate Crimes Prevention Act

- October 28, 2009, President Obama signed into law
- It also creates a new federal criminal law which criminalizes willfully causing bodily injury (or attempting to do so with fire, firearm, or other dangerous weapon) when:
 - (1) the crime was committed because of the actual or perceived race, color, religion, national origin of any person or (2) the crime was committed because of the actual or perceived religion, national origin, gender, sexual orientation, gender identity, or disability of any person and the crime affected interstate or foreign commerce or occurred within federal special maritime and territorial jurisdiction.

<https://www.justice.gov/crt/matthew-shepard-and-james-byrd-jr-hate-crimes-prevention-act-2009-9>

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Protected Classes

- Marital status
- National Origin
- Physical disability
- Race
- Religion/Religious/Creed
- Retaliation
- Sex (including pregnancy, transgender status, sexual harassment, gender expression/identity)
- Sexual orientation
- Veteran Status
- Disability:
 - Mental disability
 - Learning disability
 - Guide Dog (access)
 - Intellectual disability
 - Failure to accommodate due to Disability

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Protected Classes

- Age (Federal 40+)
- Alienage
- Ancestry
- Breastfeeding
- Color
- Criminal Record (state employment and licensing only)
- Members of Civil Air Patrol
- Familial Status, responsibility, or planning
- Gender Identity or Expression
- Genetic Information (employment)
- Lawful source of income (housing and public accommodations)
- Victims of Domestic Violence

Bold = Federally protected/State Protected

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Retaliation for Protected Activity

- Retaliation against an individual for filing a complaint or charge of discrimination, participating in an investigation, or opposing discriminatory practices.
- An employer may not fire, demote, harass, or otherwise retaliate against an individual for reporting or filing a charge of discrimination, participating in a discrimination proceedings or otherwise opposing discrimination.

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It is illegal to discriminate in any aspect of employment

Covered acts of employment include:

- Hiring and firing
- Compensation, assignments or job classifications of employees
- Transfer, promotion, layoff, or recall
- Job advertisements, testing, and recruitment
- Use of company facilities
- Training and apprenticeship programs
- Fringe benefits
- Salary or Pay
- Retirement plans and disability leaves
- Other terms & conditions of employment

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Discrimination Differential Treatment

- Treating someone differently
- Based on individual's protected class status
- Interferes with or limits the ability of a person to participate in, or benefit from, the services, activities or privileges provided by the institution
- Otherwise adversely affect the person's employment or educational experience and/or creating a hostile learning or working environment

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Discrimination Disparate Impact

- A process, procedure or action that results in adverse impact towards members of a protected class.
- An action may not appear to be discriminatory on its face, but rather is one of discrimination based on its application or effect.

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Disparate Impact – Case Law

Griggs v. Duke Power Company

- Issue: Using a high school diploma and entry exams as a requirement for some clerical or entry level work
- Data: 32% White men versus 12% Black men with HS diploma (disparate impact)
- Employer (defendant) was unable to defend link between the position and educational requirement

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Discrimination Hostile Environment

- **Unwelcome** verbal or physical conduct directed at another
- Because of that individual's **protected class** (e.g., gender/sex)
- That **unreasonably** interferes with the person's work or academic performance
- Sufficiently **severe, pervasive or persistent**
- Purpose or of creating a hostile work or educational environment

* A one-time incident can be seen as severe

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Examples of Harassing Behavior

- Language/posters with of a prejudicial nature
- Offensive graphic jokes
- Taunting
- Name calling
- Use of offensive words
- Threatening
- Unlawful or inappropriate Internet use
- "Accidental" collisions or brushing up against
- Physical assault including sexual assault

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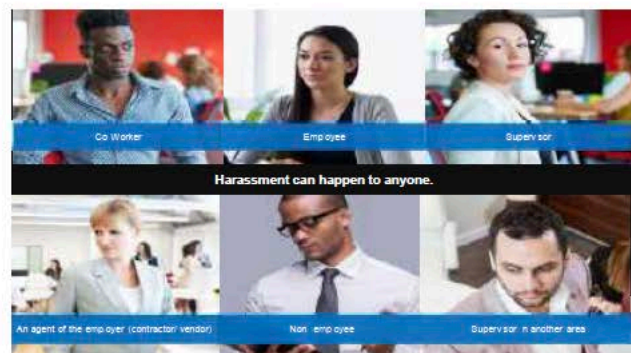
22

What Makes an Environment Hostile?

- Consider whether it is severe, persistent, or pervasive...
 - Does the conduct interfere with employees' work performance?
 - Concentration, avoiding the person, missing work
 - Is the conduct threatening or humiliating?
 - Jokes at others' expense, demeaning comments
 - What is the nature of the conduct?
 - Is this based on a protected class status (e.g., race, sexual orientation)
 - How frequent is the conduct?
 - Usually occurs more than once over time; however, a one-time occurrence can be a violation (e.g., hate crime, threats of violence)

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What is Sexual Harassment?

Illegal Sexual Harassment is defined in Conn. Gen. Stat. §46a-60(b)(8) as:

- Any **UNWELCOME** sexual advances or request for sexual favors or any conduct of a sexual nature when:
- A. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment,
 - B. Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or
 - C. Such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

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Quid Pro Quo???? This for That

When someone in a position of power offers a benefit in exchange for sexual attention or threatens your job if you refuse their sexual attention, that is *quid pro quo* sexual harassment.

Examples:

- Subjected to **unwelcome** requests for favors or conduct when:
 - submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment/education;
 - Submission to or rejection of such conduct by an individual is used as the basis for employment/education/academic decisions affecting such individual;
- The harasser generally has some type of supervisory or power relationship over the person being harassed

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Quid Pro Quo

- Job Benefits are Conditional
- One Incident is All It Takes
- Different Levels of Authority

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Hostile Work Environment –

- A **co-worker, supervisor, or third-party** makes repeated inappropriate, and unwanted sexual advances, comments, or requests (protected class gender/sex)
- Includes widespread sexual favoritism
- May be verbal, physical, or visual
- Behavior is sufficiently **severe, pervasive or persistent**
- Behavior **unreasonably** interferes with the person's work or academic performance
- Purpose or of creating a hostile work or educational environment
 - **A one-time incident can be seen as severe**

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Sexual Harassment Not Limited to Male/Female interactions

Patino v. Birken Mfg. Co., 304 Conn. 679 (2012)

CT Supreme Court find Employers Liable for Anti-Gay Harassment and awards \$94,500 "garden variety" emotional distress

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Where Can Harassment Happen?

Any place a student/employee must be as part of their education/employment:

- At the workplace
- In the cafeteria
- Work related travel/events (on and off campus)
- On social media
- Through text messages
- Literally Anywhere!!

Misconduct can also be investigated when it occurs during unpaid breaks (lunch), campus sponsored social events and at "company" parties (picnics, retirement and holiday parties, happy hours, etc.)

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What is an Employer Legally Liable for?

- Conduct of its supervisory staff
 - Negative employment action
 - Hostile environment created unless can be proved care was taken to eliminate this
- Conduct of non-supervisor employees if it knew or should have known of the conduct and failed to take prompt and effective corrective action
- Conduct of an employer's agent

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Can an Employee be Personally Liable

- Yes...
 - For Discrimination/Harassment
 - For Retaliation
 - For Aiding or Abetting

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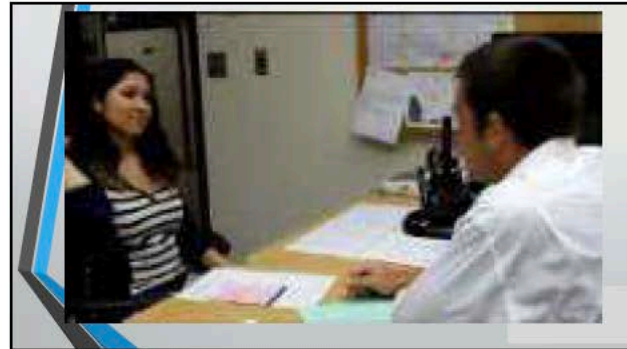
32

Risks Associated with Harassment and Discrimination

- Low Morale
- Increased Turnover
- Loss of Productivity
- Financial Loss
- Job Loss
- Negative Public Attention
- Etc.....

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Scenario 1 (polling):

Chao and Mai, Vietnamese refugees who resettled in the local area, have been employed at the University as maintenance workers for several years. About a month ago, shortly after a new supervisor took over the department, Chao and Mai were told that they should no longer speak their native language to each other at work, even while on break. Since that time Chao and Mai have been reprimanded for returning late from lunch and their supervisor has been watching them throughout their shift.

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Is this a policy violation?

1. Yes
2. No
3. Unsure



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Can an employer require employees to only speak English?

1. Yes
2. No
3. Depends



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What is the protected class status?

1. Sex
2. Race
3. National Origin
4. Religion
5. Color



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Preventing Harassment Training (Small-Groups)

10 Minute Case Study Activity



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Scenario 1 - (break-out)

A faculty member pursues and engages in a romantic/physical relationship with a student.

- Is this a violation of our policy?
- If no, when might this become a violation?
- Does it matter if the student is currently taking a class with this faculty member?

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Scenario 2 (break-out):

A student reported to you that a faculty (you and this faculty member are close peers) made racist comments/jokes about Hispanics. Including mocking accents, saying you should speak English in this country, and negative comments about the migrants at the Texas/Mexican border.

- What would you do in this situation?
- Is this a potential violation of our policy?
- What would you tell the student regarding their allegations?

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Scenario 3 (break out):

While teaching a section on African Art you display the following image and ask students what they think of the image. A student states that the image "looks like a monkey." Some students in the class laugh at the response and some Black students look upset.



- What are your thoughts about this comment?
- How might you respond to this situation?
- What happens if the faculty member moves on without addressing the comment?

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Creating a Campus of Inclusion

- Understanding the bystander effect
- How to be allies in this work

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What is the Bystander Effect?

Bystander Effect: Phenomenon within social psychology that describes how people are less likely to offer help to a victim when others are present.

- Five Step Process to Intervening
 - Notice that something is wrong
 - Define the situation as an emergency
 - Decide whether they are personally responsible to act
 - Choose how to help
 - Implement the chosen helping behavior

[With Sources](#), Christine Paul, Simply Psychology April 20, 2020

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Bystander intervention strategies for witnesses to harassment.

- Prepare and practice phrases you're comfortable using to question hurtful or discriminatory language and behavior.
- Subtle strategies to defuse a situation. Take the focus off the target and shift them to you and what you're saying.
- Allyship. Using your privilege to intervene when you see someone in a marginalized group being harmed. Recognizing that your gender, race, age, or other characteristics may put you in a position that makes it easier for you to speak up.

[Bystander Intervention Strategies for Witnesses to Harassment](#), Lindsay Holtzworth, April 23, 2020

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CSCU Policies

- BOR/CSCU 4.1.3 Interim Discriminatory Harassment, Non-Discrimination, and Title IX Policy
- Consensual Relationships Policy
- Use of Gender Identity and Pronouns Policy
- Policy on Access to Locker Rooms and Restrooms

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CSCU PERSPECTIVE HARASSMENT AND DISCRIMINATION

- It's illegal—Title VII of the Civil Rights Act, state law and Title IX of the Education Enhancement Act.
- It won't be tolerated.
- It creates personal financial liability, loss of reputation, possible loss of employment and possibly criminal charges.

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Colleges are required...

- To take all complaints seriously
- To publish their procedures for complaint handling
- To publish the name and contact information for the person responsible for receiving complaints
- To follow up on complaints in a timely manner

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Reporting Discrimination & Harassment

- Encourage reporting as soon as possible
 - If you are the target of unwanted attention or behavior, document specifics of the incident, and report it.
 - Administrators and supervisors **must** report incidents of discrimination/ harassment
- All employees are required to report incidents of discrimination and/or harassment (different standard for Title IX)
- All employees must** report incidents of sexual misconduct (including sexual harassment), stalking or intimate partner violence and/or gender discrimination to the Title IX Officer

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How do I file a complaint?

Procedure for Filing a Discrimination Complaint
(CT State Colleges and Universities (CSCU))

1. Request a meeting with the Equity and Civil Rights, who will advise you of your rights in accordance with relevant laws and propose possible remedies
2. You have the right to file a written complaint
3. The written complaint should be filed on the complaint form provided by the Office of Equity and Civil Rights.
4. Where practicable, it should be submitted within thirty (30) days of the alleged discriminatory treatment

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Standards Utilized

Reasonable Person Standard

- Behavior that a reasonable person would consider offensive
- In the eye of the beholder. Impact - not intent!

Preponderance of the Evidence

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Complaint Procedures and Options*

- Internal Process: 90-day time frame
 - Complaint Procedure
- External Process:
 - CHRO (300-day timeframe)
 - EEOC (300-day timeframe)
- OCR Process: 180-day time frame

* ODE procedures and timetables included in packets

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Do my complainant's rights end there?

No...complainants also have the right...

- Not to be retaliated against
- To take their complaint to the State's Commission on Human Rights and Opportunities (CHRO) or the US Equal Employment Opportunity Commission (EEOC)

Retaliation for Discrimination Complaints
Retaliation for having filed or participated in a complaint or investigation of discrimination is presumptive employment discrimination and is a violation of the law. As such, retaliation for discrimination complaints will not be tolerated.

Definition of Retaliation
Disciplining, changing work assignments of, providing inaccurate work information to, or refusing to cooperate or discuss work related matters with an employee because that employee has complained about or resisted harassment, discrimination or retaliation.

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Reporting Discrimination & Harassment

- Complaints can be reported to your campus HR Generalist/or Regional HR Manager.
- Office of Equity and Civil Rights
 - Nick D'Agostino, Director of Equity and Civil Rights
 - Nicholas.Dagostino@ctstate.edu
 - Rebecca Cannon-Klemenz, Senior Investigator & Compliance Specialist
 - Rebecca.CannonKlemenz@ctstate.edu
 - Luke Mastrangeli, Investigator & Compliance Specialist
 - Luciano.Mastrangeli@ctstate.edu
 - Kailey Baker, Equity & Civil Rights Assistant/Data Specialist
 - Kailey.Baker@ctstate.edu

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Reporting Discrimination & Harassment

Complaints can be reported to your campus HR Generalist/or Regional HR Manager.

- Dr. Michael Russo
Interim Vice President of Equity and Well-Being & Director of Counseling and Student Development
860.832.1904
michael_russo@ccsu.edu
- Dr. Beth Frankel-Merenstein
Interim Director of Inclusion & Associate Vice President for Community Engagement and Experiential Learning
Davidson Hall 112
860.832.3174
merenstein@ccsu.edu

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Reporting Discrimination & Harassment

Complaints can be reported to your campus HR Generalist/or Regional HR Manager.

- Jill Bassett-Cameron
Senior Equity and Inclusion Officer/Title IX Coordinator
Willard-DiLoreto W105
860.832.1653
jbassett-cameron@ccsu.edu
- Mallory Gatison-Marsh
Equity and Inclusion Investigator
Willard-DiLoreto W105
860.832.3795
gatisonmarshm@ccsu.edu

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Commission on Human Rights and Opportunities (CHRO) Information

Commission on Human Rights and Opportunities
Toll Free 1-800-427-5729
TDD (860) 947-2400
www.ct.gov/chro

Capital Region Office 490 Columbus Blvd. Hartford, CT 06103 Tel: (860) 966-7700 TDD (860) 966-7700	Eastern Region Office 100 Broadview Norwich, CT 06458 Tel: (860) 888-1200 TDD (860) 888-1200
Southwestern Region Office 3907 Colford Avenue 87 Plaza Windsor, CT 06094 Tel: (203) 579-6248 TDD (203) 579-8040	West Central Region Office Rockford State Government Center 35 West Main Street, Suite 100 Waterbury, CT 06702-0004 Tel: (203) 869-8530 TDD (203) 869-8530

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.

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US Equal Employment Opportunity Commission (EEOC)

US Equal Employment Opportunity Commission
John F. Kennedy Federal Building
475 Government Center
Boston, MA 02202
Phone: 1-800-669-4000
TTY: 1-800-669-6820 Fax: 617-985-3196

Office Hours: Monday - Friday from 8:30 a.m. - 5:00 p.m.
Intake Hours: Monday - Friday from 8:30 a.m. - 3:00 p.m.

It is encouraged that you to call the 800 number listed above for information, and pre-screening by an intake information representative before you visit the office.

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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. Since this is the first AA Plan, there were no hiring and promotional transactions to report in this submission. In all future plans, 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.

- 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.

Section 46a-68-81
Assignment of Responsibility
and Monitoring

Section 46a-68-81: Assignment of Responsibility and Monitoring

The ultimate responsibility for adherence to affirmative action and equal opportunity rests directly with CT State President, Dr. John Maduko. To assure compliance, the president holds regular meetings with the CEOs, Human Resources, and the VP of DEI focusing on the following:

1. Human relations and intergroup relations;
2. Non-discriminatory employment practices;
3. The legal authority for affirmative action and EEO and the appointing authority's commitment to affirmative action;
4. Review of the AA Plan; and
5. Identification of obstacles in meeting the goals of the AA Plan.

John-Paul Chaisson-Cardenas, is the CT State EEO and AA Officer. The EEO officer reports directly to CT State president on all matters concerning affirmative action, EEO, diversity, equity, sexual harassment, and discrimination. Some of the duties and responsibilities include:

- The development of CT State's AA Plan; including the maintenance and monitoring of the AA Plan;
- Initiating and maintaining contact with recruiting sources and organizations serving members of protected classes;
- Training and informing the agency of developments in EEO/AA laws; and
- Mitigating any discriminatory conduct, investigating complaints and keeping the agency president and managerial staff aware of any changes with EEO/AA policies, laws and regulations.

To perform all necessary functions, the EEO officer has access to all related records, files and material needed to develop the plan. Over the next plan period, the EEO officer will spend 50% of his time directly handling EEO/AA duties and responsibilities for the college and will report directly to the president on all EEO/AA matters in accordance with the regulations. To ensure compliance with this work, the Director of Equity and Civil Rights, Nicholas D'Agostino, will share in the responsibilities for affirmative action, EEO, searches, and complaints for other campuses within the system and 100% of his time will be spent performing these functions.

CT State's leadership will assess the feasibility of establishing an employee advisory committee for the agency consisting of a cross section of employees. CT State has an established diversity, equity, and inclusion committee that has representation from all campuses. This committee meets the criteria to serve as the employee advisory committee.

CT State president evaluates and monitors the affirmative action performance of the executive staff, deans, managers, supervisors, faculty and other employees assigned affirmative action responsibilities subject to Chapters 67 and 68 of the Connecticut General Statutes; such performance will be considered in promotion and merit increase decisions.

No employee or student shall be coerced, intimidated, or retaliated against for the performance of any affirmative action/EEO duties. If there is such an occurrence, it shall be brought directly to the attention of the VP of DEI. CT State president will be informed of such incidents in consultation with Human Resources. Any employee so aggrieved may independently file a complaint with the CHRO or Equal Employment Opportunity Commission (EEOC), provided that nothing shall preclude the college from disciplining or discharging an employee for just cause.

CT State shall maintain and submit a record of each person performing any duty related to the development or implementation of the AA Plan by name, job title, and percentage of time devoted to affirmative action duties and outline specific responsibilities. If the EEO officer performs other duties, the plan will identify such duties.

CT State is committed to EEO/AA. Each person in the organization who plays a role in assisting in any responsibilities of the AA Plan is given an overview of his/her obligations and responsibilities and is completely supported by the agency's president. This is a listing of the employees with CT State who have assisted in the development and implementation of the AA Plan.

Affirmative Action Plan Team Responsibilities

Name/Title	% of Time	Race/ Gender	Responsibility
President	%	Race/Gender	Duties:
Dr. John Maduko	15	B/M	Appointing Authority, Oversees the EEO/AA responsibilities and program development & directly oversees staff and employee performance. Monitors budget.
Executive Cabinet	%	Race/Gender	Duties:
Tom Yellich – Chief of Staff	15	W/M	Executive leadership oversees each key function within the college and shares responsibility for hiring/promotion, and other EEO/AA developments across CT State, e.g., Academics, Student Affairs, Diversity
Kerry Kelley – VP of Finance	15	W/F	
Anna Krupitskiy – VP of HR	15	W/F	
John-Paul Chaisson Cardenas – VP of DEI (EEO Officer)	100	NA/H/M	
Karen Hynick – Provost	15	W/F	
Troy Miller – VP of Enrollment	15	B/M	

Name/Title	% of Time	Race/ Gender	Responsibility
			and Inclusion, Compliance, Finance (including SBE/MBE reporting compliance), etc.
CAMPUS CEOs	%	Race/Gender	Duties:
Michelle Coach	15	W/F	CEO's oversee the EEO/AA responsibilities and program development & directly oversees staff and employee performance at their campus and monitors campus operation.
Duncan Harris	15	B/M	
Thomas Coley	15	B/M	
Patricia Benson	15	B/F	
Nicole Esposito	15	W/F	
Kimerly Hogan	15	W/F	
Cheryl DeVonish	15	B/F	
Lisa Dresdner	15	W/F	
Michael Rooke	15	W/M	
Darryl Reome	15	W/M	
MaryEllen Jukoski	15	W/F	
Manuel Gomez	15	H/M	
Campus Deans and Associate Deans for Academic and Student Affairs	%	Race/Gender	Duties:
Rebecca Kitchell	15	W/F	Oversees the Student Services, Admissions & Financial Aid functions and supports activities related to EEO/AA. May serve as a Title IX Coordinator. They also serve as hiring manager designee for their respective areas.
Megan Vo	15	W/F	
Sydney Lake	15	W/F	
Joshua Williams	15	A/M	
LaRue Pierce	15	B/M	
Kelly Hope	15	B/F	
TJ Barber	15	W/M	
Sara Hanson	15	W/F	
George Pepper	15	W/M	
Sarah Gager	15	W/F	
Tanaya Walters	15	B/F	
Dawn Bryden	15	W/F	
Kem Barfield	15	B/M	
Rose Ellis	15	W/F	
Jason Scappaticci	15	W/M	
June Dunn	15	W/F	
Donna Bontatibus	15	W/F	
Mac Griswold	15	W/M	
Mary Lou Vredenburg	15	W/F	

2024 Affirmative Action Plan

Name/Title	% of Time	Race/ Gender	Responsibility
Patrick Dawes	15	W/M	
Tim St. James	15	W/M	
Jay Whittaker	15	W/M	
Jessica York	15	W/F	
Justin Moore	15	H/M	
Robin Avant	15	B/F	
Equity and Civil Rights	%	Race/Gender	Duties:
Nicholas D'Agostino Director of Equity and Civil Rights	100	W/M	Administratively and operationally oversees and manages all EEO/AA and civil rights compliance functions, including but not limited to recruitment and search committee activities, discrimination complaints, provides records & data and handles mandatory reporting requirements. Develops AA plan and maintains all related records & required documentation.
Rebecca Cannon-Klemenz Senior Investigator and Compliance Specialist	100		
Luciano Mastrangeli Investigator and Compliance Specialist	100		
Kailey Baker ECR Intake and Data Specialist	100		
Associate Deans of Campus Operations	%	Race/Gender	Duties:
	10	W/F	Oversees campus operations which ensures contract compliance, oversees hiring in their respective areas, and assists in ADA Accommodations.
Sharon Aceto	10	H/M	
Mario Pierce	10	W/F	
Dana Elm	10	H/M	
Jose Colon	10	W/M	
Brian Plessinger	10	W/M	
Alfredo DiMauro	10	W/M	
Andrew Fraser	10	W/M	
John Lodovico	10	W/M	
Robert Godere	10	W/M	
Human Resources	%	Race/Gender	Duties:
Shaylah Cote	25	W/F	Oversees compliance with the recruitment and
Nathan Moody	25	W/M	

2024 Affirmative Action Plan

Name/Title	% of Time	Race/ Gender	Responsibility
Edwin Castro	25	H/M	selection process, including job posting creation. HR also handles matters related to employee conduct, policy enforcement, and personnel management.
Amber Marino	25	W/F	
Brandais Orzolek	25	W/F	
Jeanine Fair	25	B/F	
Jennifer Flores	25	H/F	
Marlene Cordero	25	H/F	
Ashley Nicholson	25	B/F	
Workforce Development Staff	10	Various	Responsible for the creation and administration of comprehensive workforce development strategies and initiatives that serve the needs of students/job seeker and the agency's business community.
Institution Research	%	Race/Gender	Duties:
JD Mathewson	10	W/M	Provides agency student data and provides data analysis. Participates in federal reporting, e.g., IPEDS

CT State has developed an internal reporting system to continually audit, monitor and evaluate programs essential for a successful AA Plan. The agency is aware that the success of the affirmative action program is tantamount to the leadership of the president and the collaborative efforts of the vice president of diversity, equity, and inclusion, the director of equity and civil rights, human resources staff and other managers, supervisors and the team that performed duties related to the development and implementation of the AA Plan.

CT State's president holds meetings regularly with the EEO officer to discuss the hiring and promotional activity, successful program development and the accomplishment of goals and any barriers in meeting goals. Key managers including, but not limited to, CEOs, the executive leadership team, and other agency managers are briefed on all current EEO/AA matters. Topics discussed include, but are not limited to, hiring, promotional and programmatic goals, the recruitment and search process and the formation of diverse search committees, diversity of staff and students, development of related programs, potential upward mobility opportunities, complaint investigations, and other related EEO/AA issues.

Each search committee is diverse in both gender and race and serves as a reflection of the workforce as best as possible. They are given their charge regarding affirmative action responsibilities prior to the commencement of their review and evaluation of the applicants that applied. They are briefed about the screening process, especially regarding the development of selection criteria, interview questions and they are advised of guidelines that are in compliance with laws and regulations and legal questions to be considered for interview purposes.

The ECR team develops and issues an annual AA Plan Summary Report containing the overall status of the program, results achieved toward established objectives, identification of any problems encountered and recommendations for corrective actions needed. This report and the AA Plan are reviewed with the CT State president prior to submission. Subsequent updates and/or reports occur periodically throughout the reporting period.

CONNECTICUT STATE COMMUNITY COLLEGE
AFFIRMATIVE ACTION PLAN EXECUTIVE SUMMARY
REPORTING PERIOD: – August 1, 2024

Overall Status of the Affirmative Action/Equal Employment Opportunity Program

The Connecticut State Community College (CT State) remains committed to a policy of affirmative action, equal employment opportunity, diversity, inclusion, and equity in the workplace. This is the first affirmative action plan submitted to the Connecticut Commission on Human Rights and Opportunities. CT State has submitted their plan which covers the reporting period August 1, 2024 and details our efforts, goals, responsibilities and establishes our new hiring, promotional and programmatic goals for 2024 -2025 plan period.

The Affirmative Action Plan is available on the CT State website. Paper copies are available upon request. As a public document, the Plan will be available for review by employees, and the general public throughout the entire reporting period. The respective unions were encouraged to review the current AA plan and direct any comments in writing to the VP of Diversity, Equity, and Inclusion.

CT State is committed to ensuring that the workforce is in parity with the relevant labor market areas, demonstrating good faith efforts to achieving hiring, promotion and program goals, and addressing all deficiencies, omissions and errors as noted by the Commission on Human Rights and Opportunities (CHRO).

Affirmative Action, Equal Employment Opportunity, Diversity and Equity Responsibilities

CT State strives to be in compliance with the CT Commission on Human Rights and Opportunities (CHRO), Equal Employment Opportunity Commission (EEOC) and the Office of Civil Rights (OCR) mandatory requirements and related laws, statutes and regulations.

The Connecticut State Community College (CT State) has a responsibility for compliance with affirmative action, equal employment opportunity, diversity, inclusion and equity, Americans with Disabilities Act (ADA) and Title IX mandates and to set an example for the entire CSCU system to embrace these initiatives.

Affirmative Action Plan (AAP) Requirements

The CT Affirmative Action Regulations require that the ultimate responsibility for promoting and enforcing affirmative action rests with the Appointing Authority or Agency Head.

CT State is required to file an annual Affirmative Action Plan, with the subsequent plan period to cover the timeframe covering August 1, 2024 – July 31, 2025. CHRO reviews the AAP by the Regulations “Standard of Review” and by enforcing affirmative action and equal employment opportunity compliance.

The AAP has seventeen (17) narrative and statistical elements that analyze different parts of the employment process at each stage of the hiring & selection process. Some parts of the AAP required by CT Regulations include:

- Analyzing all personnel activity including all hiring, promotions, upward mobility opportunities and separations in the workforce;
- Reviewing the employment process to identify barriers to affirmative action, equal employment opportunity, diversity, inclusion and equity;
- Tracking all applicants through the entire employment process to identify the step at which they are no longer considered for the position;

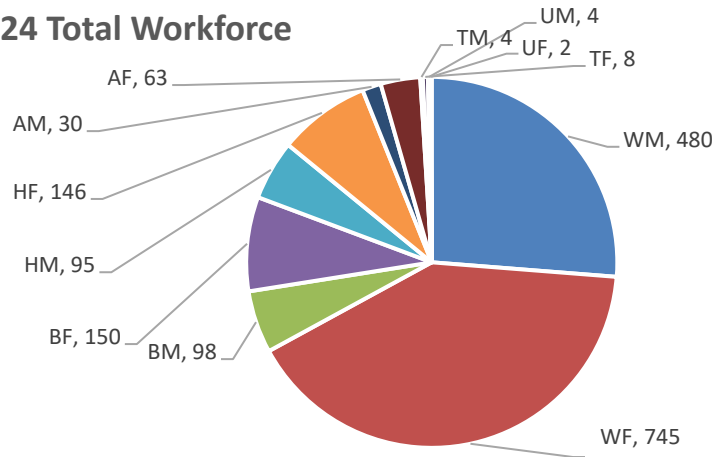
- Setting hiring and promotional goals by comparing the workforce with similar job categories in the available census, labor, educational and other sources of data;

The most critical part of the AA Plan is the Goals Analysis narrative section. The CT CHRO Regulations require this section to be complete and detailed about every applicant that applies for every position during the reporting period. This section is difficult to develop and requires that each search committee is responsible for providing documentation and detailed reasons for selection or non-selection of every applicant.

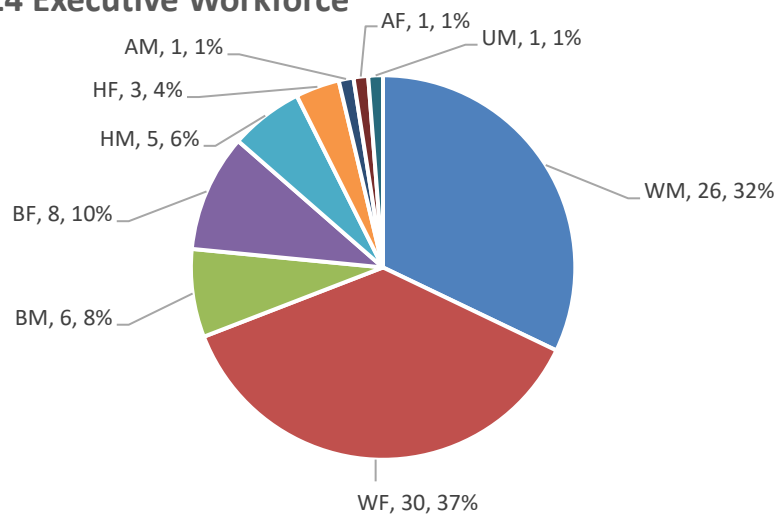
Agencies must demonstrate “good-faith efforts” when hiring non-goal candidates. Good faith efforts definition means the degree, care and diligence which a reasonable person would exercise in the performance of legal duties and obligations. At a minimum this includes all those efforts reasonable to achieve the full and fair compliance. It includes efforts toward full statutory and regulation requirements.

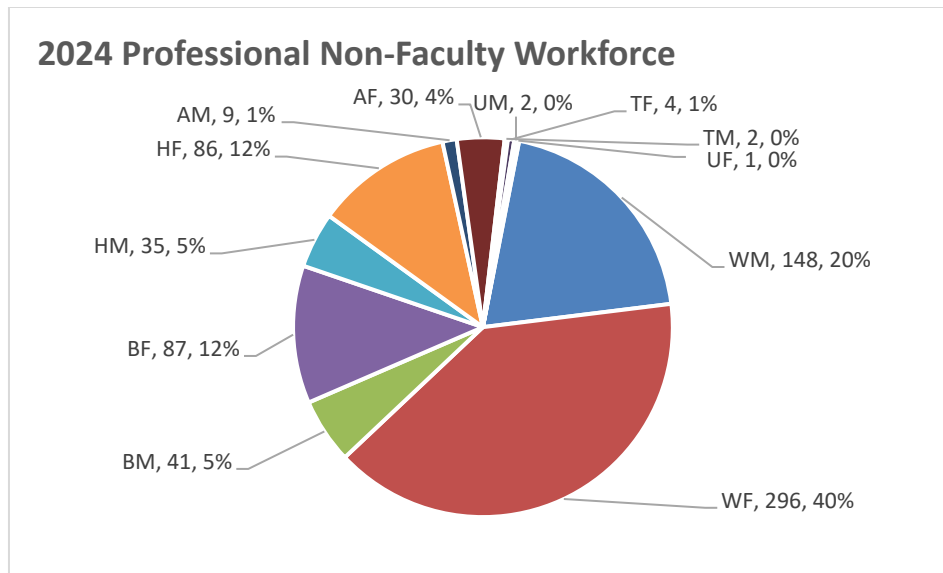
WORKFORCE ANALYSIS														Form 83A	
TOTAL WORKFORCE															
AGENCY:		CT STATE COMMUNITY COLLEGE				REPORTING DATE:		JULY 31, 2024							
OCCUPATIONAL CATEGORY/ JOB TITLE	GRAND Total	TOTAL	TOTAL	WHITE		BLACK		HISPANIC		AA/IANH/PI		TWO or MORE		UNKNOWN	
		M	F	M	F	M	F	M	F	M	F	M	F	M	F
Executive/Managerial	81	39	42	26	30	6	8	5	3	1	1	0	0	1	0
%TOTAL	100.0%	48.1%	51.9%	32.1%	37.0%	7.4%	9.9%	6.2%	3.7%	1.2%	1.2%	0.0%	0.0%	1.2%	0.0%
Faculty	680	275	405	210	325	29	33	19	19	17	24	0	3	0	1
%TOTAL	100.0%	40.4%	59.6%	30.9%	47.8%	4.3%	4.9%	2.8%	2.8%	2.5%	3.5%	0.0%	0.4%	0.0%	0.1%
Professional	741	237	504	148	296	41	87	35	86	9	30	2	4	2	1
%TOTAL	100.0%	32.0%	68.0%	20.0%	39.9%	5.5%	11.7%	4.7%	11.6%	1.2%	4.0%	0.3%	0.5%	0.3%	0.1%
Tech/Paraprofessional	67	15	52	10	25	3	7	2	12	0	7	0	1	0	0
%TOTAL	100.0%	22.4%	77.6%	14.9%	37.3%	4.5%	10.4%	3.0%	17.9%	0.0%	10.4%	0.0%	1.5%	0.0%	0.0%
Secretarial/Clerical	88	5	83	4	53	0	15	1	15	0	0	0	0	0	0
%TOTAL	100.0%	5.7%	94.3%	4.5%	60.2%	0.0%	17.0%	1.1%	17.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Skilled Craft	13	13	0	11	0	1	0	1	0	0	0	0	0	0	0
%TOTAL	100.0%	100.0%	0.0%	84.6%	0.0%	7.7%	0.0%	7.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenance	122	99	23	53	13	14	0	26	9	3	1	2	0	1	0
%TOTAL	100.0%	81.1%	18.9%	43.4%	10.7%	11.5%	0.0%	21.3%	7.4%	2.5%	0.8%	1.6%	0.0%	0.8%	0.0%
Protective Service	33	28	5	18	3	4	0	6	2	0	0	0	0	0	0
%TOTAL	100.0%	84.8%	15.2%	54.5%	9.1%	12.1%	0.0%	18.2%	6.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TOTAL	1825	711	1114	480	745	98	150	95	146	30	63	4	8	4	2
%TOTAL	100.0%	39.0%	61.0%	26.3%	40.8%	5.4%	8.2%	5.2%	8.0%	1.6%	3.5%	0.2%	0.4%	0.2%	0.1%

2024 Total Workforce



2024 Executive Workforce





Summary of the 2024 Affirmative Action Plan Achievements

This will be completed in future iterations of the plan. As this is the College's first plan, there is nothing to report on.

Summary of the 2024-2025 Affirmative Action Goals and Objectives

The following hiring and promotion goals have been set for the period August 1, 2024 – July 31, 2025, in accordance with Regulations of Connecticut State Agencies Section 46a-68-85.

Statewide/National

Executive/Administrative/Managerial	Hiring: 5WF, 1HF, 1AM, 1AF, 1TM, 1TF Promotion: 2WF
Faculty – Professor	Promotion: 10BF, 14HM, 12HF, 5AM, 9AF
Faculty – Associate Professor	Promotion: 4BM, 2BF, 6AF, 2TF
Faculty – Assistant Professor	Hire: 8WM, 3WF, 1AM, 1TM Promotion: 4WM, 2WF
Faculty – Instructor	Hire: 3WM, 2BF, 1HM, 2HF, 1AM
Professional Non-Faculty	Hiring: 7WM, 2BM, 3HM, 2HF, 9AM, 2TM, 6TF Promotion: 2WM, 1BM, 1HM, 1HF, 1AM
Guided Pathways Advisor 1	Hire: 14WM, 7WF, 2AM, 1TM Promotion: None
Information Technician II	Hire: 4WM, 2WF, 1AF, 1TM Promotion: None

Fairfield Labor Market Area (Housatonic, Norwalk)

Secretarial Clerical	Hire: 2WM, 1WF, 1HM, 1AF Promotion: None
Technical Paraprofessional	Hire: 1WM, 2WF, 1AM Promotion: None
Skilled Craft	Hire: 1HM
Protective Service	Hire: 1WM, 1BM
Service Maintenance	Hire: 1WF, 1BF, 1HM, 3HF

Hartford Labor Market Area (Asnuntuck, Capital, Manchester, Tunxis)

Secretarial Clerical	Hire: 2WM, 1BM, 1AF Promotion: None
Technical Paraprofessional	Hire: 2WF, 1BF, 1HM, 1TF Promotion: None
Skilled Craft	Hire: 1WM
Protective Service	Hire: 3WM, 1BF
Service Maintenance	Hire: 2WM, 2BF, 4HF, 1TM, 1TF

Litchfield Labor Market Area (Northwestern)

Secretarial Clerical	Hire: 2HF Promotion: None
Technical Paraprofessional	Hire: 1HF Promotion: None
Protective Service	Hire: 1WF
Service Maintenance	Hire: 1HM, 1HF

Middlesex Labor Market Area (Middlesex)

Secretarial Clerical	Hire: 1BF Promotion: None
Technical Paraprofessional	Hire: 1WF Promotion: None
Service Maintenance	Hire: None

New Haven Labor Market Area (Gateway, Naugatuck Valley)

Secretarial Clerical	Hire: 2WF, 1BM, 1HM, 1AF, 1TF
Technical Paraprofessional	Hire: 1WM, 3WF, 1BM, 1HM Promotion: 1WF
Skilled Craft	Hire: 2HM
Protective Service	Hire: 1BF, 1HM
Service Maintenance	Hire: 3WF, 2BF, 1HM, 1AF, 1TF

New London Labor Market Area (Three Rivers)

Secretarial Clerical	Hire: 1WM, 1HM Promotion: None
Technical Paraprofessional	Hire: 1WM, 1HM Promotion: None
Skilled Craft	Hire: None
Service Maintenance	Hire: 1BM, 1HF, 1AF

Windham Labor Market Area (Quinebaug Valley)

Secretarial Clerical	Hire: 3WF Promotion: None
Skilled Craft	Hire: None
Service Maintenance	Hire: 1WF, 1HF

PROGRAM GOALS:

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

1. CT State in partnership with CSCU Talent and Recruitment will undergo a year-long lean process to identify opportunities to streamline and strengthen the search process.
Responsible persons: Equity and Civil Rights, CSCU Talent and Recruitment, Cabinet
Timeframe: Completion by July 30, 2025.
2. Through a climate survey, CT State will undergo an analysis to set forth a climate effort to ensure all staff and faculty feel valued and affirmed. This analysis is designed to be incorporated into the strategic plan CT State 2030.
Responsible persons: VP of DEI, Campus Climate Director, Cabinet
Timeframe: Completion by July 30, 2025.
3. Expand training opportunities and professional development throughout CT State to build

comprehensiveness and consistency across all campuses. Some initial efforts include:

- a. This CT State will open up 15-30 opportunities to provide ADA certification training for campus Accessibility Leads, Equity and Civil Rights, Deans of Students, etc.
- b. Identify an LMS and training management system to roll out mandated and other trainings around DE&I and compliance.
- c. Rebuilding/Rebranding and or building new diversity and other mandated trainings.

Responsible persons: VP of DEI, ECR, Compliance, and HR

Timeframe: Completion by July 30, 2025.

4. Expand CT State's use of data and data systems to enhance work around equal opportunity, applicant tracking, complaint monitoring, and campus climate efforts.

Responsible persons: VP of DEI, Climate Director, Data Specialist, ECR staff

Timeframe: Completion by July 30, 2025.

Section 46a-68-82
Organizational Analysis

Section 46a-68-82: Organizational Analysis

Each agency shall prepare an occupational category and job title study in the following manner:

- (1) Each agency shall conduct a job title classification study. The study shall use job titles authorized by the Department of Administrative Services or established by statute which shall be arranged into lines of progression that depict the order of jobs through which an employee may advance. Titles without promotional opportunity shall be listed separately. Unclassified titles shall be so identified.
- (2) Each agency shall conduct an occupational category study. Each job title listed in the job title classification study shall be placed in an occupational category with other job titles having similar job content, compensation schedules and opportunity. Titles within an occupational category shall be ranked from the highest to lowest compensation schedule. The salary range for each office, position and position classification shall be noted.
- (3) Organizational charts shall be included in this section of the plan to illustrate lines of progression and reporting.

Section 46a-68-82: ORGANIZATIONAL ANALYSIS

Job Title Study

Connecticut State Community College has conducted a job classification study for occupational category.

The following is a listing of positions with no lines of progression, since most are at the top of their respective classification. Certain job titles, specifically faculty titles, have no progression lines as promotions are in rank rather than in position. When new vacant positions become available, they are filled through the College's search process and any collective bargaining agreements are also followed. Most positions are considered unclassified and required very skilled higher education expertise and direct experience working with students.

Executive/Administrative/Managerial

1. Academic Dean
2. Associate Vice President, Enrollment & Retention Services
3. Associate Vice President, Finance and Grants
4. Associate Vice President, Financial Aid & Title IV
5. Associate Vice President, Institutional Effectiveness & Planning
6. Associate Vice President, Budget Analytics
7. Compliance Officer
8. Campus CEO
9. Campus Dean of Students
10. Campus Dean of Students & Faculty
11. Chief of Police
12. Chief of Staff
13. Director of Equity & Civil Rights
14. Executive Dean, Workforce Innovations & Partnerships
15. Executive Director, Sponsored Programs
16. Executive Director, Student Information Systems
17. Executive Director, Foundation
18. President
19. Vice President, Diversity, Equity, and Inclusion
20. Vice President, Finance & Administration
21. Vice President, Human Resources

Faculty

1. Professor

Professional/Non-Faculty

1. Academic Division Director - Nursing
2. Academic Info Svcs Specialist
3. Allied Health Admin. Coord
4. AMTC Director
5. Assoc Dir, Recruitment Strateg
6. Assoc Dir, TransferCreditEval
7. Asst to the Dean of Developmnt
8. Campus Dir of Career Serv-RC
9. Campus Director - Tutoring & Acad Supp
10. Campus Director of IT
11. Campus Director of Workforce
12. Campus Director, Inst Research
13. College Career Pathways Coord
14. Coordinator - SNAP
15. Coordinator of Adult Education
16. Coordinator, Dual Enrollment
17. Counselor
18. Degree Audit Tech Specialist
19. Director - Academic Success Center
20. Director - Child Development Lab School
21. Director Career & Vet Svcs
22. Director Child Develop Center
23. Director Ed Tech & Curr Innov
24. Director Fitness Leadership Prgm
25. Director Institutional Advancement
26. Director Institutional Advancmt
27. Director Non-Credit Programs
28. Director of Academic Media Tech
29. Director of Admissions Operations
30. Director of Assessment
31. Director of Campus Library Services
32. Director of Campus Library Svc
33. Director of Career Services
34. Director of Catalog&Spec Proj

35. Director of Child Development Center
36. Director of Distance Learning
37. Director of Educational Technology
38. Director of Facilities
39. Director of Finance and Administration
40. Director of Financial Aid
41. Director of Information Technology
42. Director of Institutional Advancement
43. Director of Manufacturing
44. Director of Non-Credit Program
45. Director of Prog Review&Assessment
46. Director of Student Activities
47. Director of Student Success
48. Director of StudentDevelopment/Serv
49. Director of WCE Programs
50. Director of WF Dev & Non-Cr Program
51. Director Student Activities
52. Director, Information Technology
53. Director, Academic Support Ctr
54. Director, AdvManufacturingTech
55. Director, Campus Library Srvcs
56. Director, Creative Services
57. Director, Degree Audit Tech
58. Director, Digital Marketing
59. Director, Education Technology
60. Director, Institutional Advancement
61. Director, Intrntnl Admissions
62. Director, Library & Educ Technology
63. Director, Media & PR
64. Director, Medical Ofc Managemt
65. Director, MentalHealthWellness
66. Director, Museum of Art
67. Director, OnlineStdntFacAdvSrv
68. Director, OrganizationalComms
69. Director, RegistrationAcadHist
70. Director, Reporting&Compliance
71. Director, Selective Admissions
72. Director, Student Affairs Operations

73. Director, VetAff/Chief VA
74. Director, WrkfrcDev&ContEdu
75. Director,Scheduling&OnlineProg
76. Director. of Workforce Dev. & CE
77. Director. Step Forward Program
78. Director/Tutoring&Acad Support
79. Director/Veterinary Technology
80. Director-Ed Tech & Media Svcs
81. Dirof WrkfceTransition&Outreac
82. Division Director Nursing
83. Executive Assistant
84. Fiscal/AdministrativeOfficer
85. Guided Pathway Campus Adv Lead
86. Job Developer
87. LMS Administrator
88. Men's Center Coordinator
89. PoliceCaptain
90. Progam Director (TRIO)
91. Program Dir, Dental Asst
92. Program Director Manufacturing
93. Program Director of New Media
94. Program Director, PT Program
95. Program Director/Manufacturing
96. Reg Director, FinAidOpsOutrch
97. Regional Director, EnrollSrvcs
98. Regional Director, Recruitment
99. Sen Director, Inst Research
100. SNAP E&T Coord.
101. Sr Director,StrategicMarketing
102. SSM Dir of Trng&Prof Lrng
103. Wellness Counselor

Technical/Paraprofessional

1. Museum Collections Manager
2. Facilities Scheduler

Secretarial/Clerical

1. Lead Telephone Operator

2. Telecommunications Dispatcher
3. Telecommunications Operator

Skilled Craft Workers

1. Qualified Craft Worker, Carpentry
2. Qualified Craft Worker, Electrical
3. Qualified Craft Worker, HVACR
4. Qualified Craft Worker, Locksmith
5. Qualified Craft Worker, Printing

Service/Maintenance

1. Building Superintendent 3
2. Duplicating Technician 2
3. Lead Custodian
4. Maintenance Supervisor 2
5. Material Storage Supervisor 1

Lines of Progression

The following is a listing of position progressions that depict the order that jobs advance through promotions.

Most of the lines of progression used within the College are classified collective bargaining positions and Faculty ranks are considered unclassified collective bargaining positions.

For unclassified positions, progression lines are established based on similar job responsibilities and taking into consideration job classifications that may already exist within other state agencies.

Academic Affairs

1. Provost
2. Vice Provost for Academic Affairs (New Position)
3. Academic Dean
4. Dean of Faculty
5. Associate Dean of Faculty
6. Professor
7. Associate Professor
8. Assistant Professor
9. Instructor

Academic Advising

1. Associate Vice President, Enrollment & Retention Services

2. Associate Dean, Student Development
3. Campus Advising Lead
4. Guided Pathways Advisor 2
5. Guided Pathways Advisor 1

Accounting

1. Accountant
2. Associate Accountant
3. Assistant Accountant

Administrative Support

1. Administrative Assistant
2. Secretary 2
3. Secretary 1
4. Office Assistant
5. Clerk Typist

Admissions

1. Vice President, Enrollment Management
2. Associate Vice President, Recruitment, Outreach, & Enrollment Management
3. Director, Selective Admissions
4. Selective Admissions Specialist
5. Admissions Processing Specialist

1. Vice President, Enrollment Management
2. Associate Vice President, Recruitment, Outreach, & Enrollment Management
3. Associate Director, Recruitment Strategy
4. Recruitment & Outreach Specialist

Advanced Manufacturing

1. Director, Advanced Manufacturing
2. Advanced Manufacturing Coordinator
3. Instructor, Advanced Manufacturing

Allied Health

1. Division Director, Nursing
2. Clinical Coordinator
3. Clinical Associate
4. Allied Health Advisor

5. Allied Health Project Assistant

Child Development

1. Director, Child Development Center
2. Child Development Teacher
3. Assistant Teacher, Child Development

Continuing Education

1. Director, Workforce Development
2. Workforce Development Program Coordinator
3. Workforce Development Program Specialist
4. Workforce Development Aide
5. Workforce Development Assistant

Diversity, Equity and Inclusion

1. Vice President, Diversity, Equity, and Inclusion
2. Director, Equity & Civil Rights
3. Campus Climate Director
4. Senior Investigator & Compliance Specialist
5. Investigator & Compliance Specialist
6. ECR Assistant & Data Specialist

Educational Technology/Instructional Design

1. Director, Educational Technology
2. Educational Technology Specialist
3. Educational Technology Coordinator

Enrollment Management

1. Vice President, Enrollment Management
2. Manager, Enrollment Operations
3. Director, Enrollment Management
4. Campus Supervisor, Enrollment Management
5. Enrollment Management Specialist

Finance

1. Vice President, Finance & Administration
2. Associate Vice President, Finance & Grants
3. Director of Finance & Administration
4. Fiscal/Administrative Officer
5. Associate Director, Finance & Administrative Services

Financial Aid

1. Vice President, Financial Aid & Title IV
2. Director, Financial Aid Operations & Outreach
3. Campus Supervisor, Financial Aid
4. Financial Aid Specialist 2
5. Financial Aid Specialist 1
6. Financial Aid Assistant

Human Resources

1. Vice President, Human Resources
2. Human Resources Manager
3. Human Resources Generalist
4. Human Resources Assistant

Information Technology

1. Coordinator, Academic Information Technology
2. Network Manager
3. Systems Manager
4. Information Technology Technician 2
5. Information Technology Technician 1

Institutional Research

1. Associate Vice President, Institutional Effectiveness & Planning
2. Senior Director, Institutional Research
3. Director, Institutional Research
4. Campus Research Specialist

Library Services

1. Director, Campus Library Services
2. Librarian
3. Library Associate
4. Library Assistant

Maintenance

1. Building Superintendent 3
2. Building Superintendent 2
3. Building Superintendent 1
4. Maintenance Supervisor 2
5. Maintenance Supervisor 1
6. Supervising Custodian
7. Lead Custodian
8. Maintainer
9. Custodian

Media Services/Public Relations

1. Director, Media & PR
2. Assistant Director, Web Services
3. Web Content & Access Coordinator
4. Graphic Designer 2
5. Graphic Designer 1
6. Public Relations Associate

Public Safety

1. Chief of Police
2. Police Captain
3. Police Detective (New Position)
4. Police Sergeant
5. Police Lieutenant
6. Police Officer
7. Building & Grounds Patrol Officer

Student Affairs

1. Vice Provost for Student Affairs
2. Campus Dean of Students
3. Campus Associate Dean of Students
4. Other Director Positions (direct reports to Campus Deans/Associate Deans)
5. Director of Student Activities

CT State Community College

Organizational Analysis

Occupational Category Study

BU Code	Classification	Title	Occupational Category	Sal Plan Descr	Min/Annual	Max/Annual
099	U	President, CT State CC	1. Executive/Administrator	UNIVS Variable Rate	1.000	999999.000
E4	U	Int, Provost/VP Academic Affai	1. Executive/Administrator	CSU Management/Conf 40 Hour	218403.000	327604.000
E3	U	Int VP, Enrollment Mngmnt	1. Executive/Administrator	CSU Management/Conf 40 Hour	185888.000	278831.000
E3	U	VP of Finance & Administration	1. Executive/Administrator	CSU Management/Conf 40 Hour	185888.000	278831.000
E3	U	VP, DiversityEquityInclusion	1. Executive/Administrator	CSU Management/Conf 40 Hour	185888.000	278831.000
P	U	President	1. Executive/Administrator	CCC Uncl Mgl/Conf	148326.000	239547.000
E2	U	Campus CEO	1. Executive/Administrator	CSU Management/Conf 40 Hour	157974.000	236961.000
E2	U	COS & Ex Dir of Pres Initiativ	1. Executive/Administrator	CSU Management/Conf 40 Hour	157974.000	236961.000
E1	U	Int AVP, IT Operations	1. Executive/Administrator	CSU Management/Conf 40 Hour	134661.000	201992.000
E1	U	Assoc VP Enrl & Retention Svs	1. Executive/Administrator	CSU Management/Conf 40 Hour	134661.000	201992.000
E1	U	Assoc VP Finance and Grants	1. Executive/Administrator	CSU Management/Conf 40 Hour	134661.000	201992.000
E1	U	Assoc VP Fncl Aid & Title IV	1. Executive/Administrator	CSU Management/Conf 40 Hour	134661.000	201992.000
E1	U	AVP, Budget Analytics	1. Executive/Administrator	CSU Management/Conf 40 Hour	134661.000	201992.000
E1	U	AVP, InstitutionEffectPlanning	1. Executive/Administrator	CSU Management/Conf 40 Hour	134661.000	201992.000
E1	U	Compliance Officer	1. Executive/Administrator	CSU Management/Conf 40 Hour	134661.000	201992.000
E1	U	Director Equity & Civil Rights	1. Executive/Administrator	CSU Management/Conf 40 Hour	134661.000	201992.000
E1	U	Interim Dean, Acad&StudAffairs	1. Executive/Administrator	CSU Management/Conf 40 Hour	134661.000	201992.000
M3	U	Academic Dean	1. Executive/Administrator	CSU Management/Conf 40 Hour	114110.000	171164.000
M3	U	Campus Dean of Students	1. Executive/Administrator	CSU Management/Conf 40 Hour	114110.000	171164.000
M3	U	Campus Dean Student & Faculty	1. Executive/Administrator	CSU Management/Conf 40 Hour	114110.000	171164.000
M3	U	Chief of Police/Dir PubSafety	1. Executive/Administrator	CSU Management/Conf 40 Hour	114110.000	171164.000
M3	U	Dean of Danbury Campus	1. Executive/Administrator	CSU Management/Conf 40 Hour	114110.000	171164.000
M3	U	Exec Dean, Wkfrclnrv&Prtnrshps	1. Executive/Administrator	CSU Management/Conf 40 Hour	114110.000	171164.000
M3	U	Exec Dir, Sponsored Programs	1. Executive/Administrator	CSU Management/Conf 40 Hour	114110.000	171164.000
M3	U	Exec Director, StdntInfoSystem	1. Executive/Administrator	CSU Management/Conf 40 Hour	114110.000	171164.000
M3	U	Manager, Enrollment Operations	1. Executive/Administrator	CSU Management/Conf 40 Hour	114110.000	171164.000
M3	U	Mgr 3 ExecDirFoundation ACC/TX	1. Executive/Administrator	CSU Management/Conf 40 Hour	114110.000	171164.000
M2	U	Assoc Dean - Campus Operations	1. Executive/Administrator	CSU Management/Conf 40 Hour	97546.000	146318.000
M2	U	Assoc Dean of Faculty	1. Executive/Administrator	CSU Management/Conf 40 Hour	97546.000	146318.000
M2	U	Assoc Dean of Stud Development	1. Executive/Administrator	CSU Management/Conf 40 Hour	97546.000	146318.000
M2	U	Assoc. Dean of Inst. Advancmnt	1. Executive/Administrator	CSU Management/Conf 40 Hour	97546.000	146318.000
M2	U	AssocDeanHealthSciencesDirNurs	1. Executive/Administrator	CSU Management/Conf 40 Hour	97546.000	146318.000
M2	U	Associate Dean of Development	1. Executive/Administrator	CSU Management/Conf 40 Hour	97546.000	146318.000
M2	U	Director of Grant Initiative	1. Executive/Administrator	CSU Management/Conf 40 Hour	97546.000	146318.000
M2	U	HRSS Mgr for Recruit & Talent	1. Executive/Administrator	CSU Management/Conf 40 Hour	97546.000	146318.000
M2	U	HRSS Regional HR Manager	1. Executive/Administrator	CSU Management/Conf 40 Hour	97546.000	146318.000
M2	U	Manager 2/AssocDeanInstitutAdv	1. Executive/Administrator	CSU Management/Conf 40 Hour	97546.000	146318.000
M2	U	Senior Investiga/Complian Spec	1. Executive/Administrator	CSU Management/Conf 40 Hour	97546.000	146318.000
004	U	Professor	2. Faculty	CCC Faculty 10 Month Full-time	86296.257	137504.196
003	U	Associate Professor	2. Faculty	CCC Faculty 10 Month Full-time	75194.100	119932.110
002	U	FTL/Medical Assistant	2. Faculty	AFT Nurs Allied Hlth 10 Mo FT	75362.184	108334.053
002	U	Assistant Professor Allied Health	2. Faculty	CCC Nurs Allied Hlth 10 Mo FT	75362.184	108334.053
002	U	FT Lecturer	2. Faculty	CCC Faculty 10 Month Full-time	66569.094	104698.062
001	U	Instructor	2. Faculty	CCC Faculty 10 Month Full-time	65708.055	94198.032
022	U	Academic Division Director - Nursing	3. Professional	CCC ACL 12 Month Full-time	104509.098	189725.076
021	U	Campus Supervisor, EnrlSrvRC	3. Professional	AFSCME ACL 12 Month Full-Time	95698.260	173739.087
021	U	Director, OnlineStdntFacAdvSrv	3. Professional	AFSCME ACL 12 Month Full-Time	95698.260	173739.087
021	U	Academic Division Dir.-Nursing	3. Professional	CCC ACL 12 Month Full-time	95698.260	173739.087
021	U	Campus Dir of Career Serv-RC	3. Professional	CCC ACL 12 Month Full-time	95698.260	173739.087
021	U	Director of Finance and Admin	3. Professional	CCC ACL 12 Month Full-time	95698.260	173739.087
021	U	Director of Student Developmen	3. Professional	CCC ACL 12 Month Full-time	95698.260	173739.087
021	U	Director, Intrntnl Admissions	3. Professional	CCC ACL 12 Month Full-time	95698.260	173739.087
021	U	Director, MentalHealthWellness	3. Professional	CCC ACL 12 Month Full-time	95698.260	173739.087
021	U	Director, Selective Admissions	3. Professional	CCC ACL 12 Month Full-time	95698.260	173739.087
021	U	Director/Veterinary Technology	3. Professional	CCC ACL 12 Month Full-time	95698.260	173739.087
021	U	Reg Director, FinAidOpsOutrch	3. Professional	CCC ACL 12 Month Full-time	95698.260	173739.087
021	U	Regional Director, EnrollSrvc	3. Professional	CCC ACL 12 Month Full-time	95698.260	173739.087
021	U	Regional Director, Recruitment	3. Professional	CCC ACL 12 Month Full-time	95698.260	173739.087
021	U	Sen Director, Inst Research	3. Professional	CCC ACL 12 Month Full-time	95698.260	173739.087

CT State Community College

Organizational Analysis

Occupational Category Study

BU Code	Classification	Title	Occupational Category	Sal Plan Descr	Min/Annual	Max/Annual
021	U	Sr Director, Strategic Marketing	3. Professional	CCC ACL 12 Month Full-time	95698.260	173739.087
006	U	Director of Financial Aid	3. Professional	CSU SUOAF Admin 12 Month	106017.000	161556.000
020	U	Director Fitness Leadership Prgm	3. Professional	AFSCME ACL 12 Month Full-Time	88144.137	160021.188
020	U	Cam Dir, Information Technology	3. Professional	CCC ACL 12 Month Full-time	88144.137	160021.188
020	U	Director of Campus Library Services	3. Professional	CCC ACL 12 Month Full-time	88144.137	160021.188
020	U	Director of Catalog & Spec Proj	3. Professional	CCC ACL 12 Month Full-time	88144.137	160021.188
020	U	Director of Library & Educ Technology	3. Professional	CCC ACL 12 Month Full-time	88144.137	160021.188
020	U	Director of Prog Review & Assessment	3. Professional	CCC ACL 12 Month Full-time	88144.137	160021.188
020	U	Director of Student Dev./ Svcs.	3. Professional	CCC ACL 12 Month Full-time	88144.137	160021.188
020	U	Director of Student Success	3. Professional	CCC ACL 12 Month Full-time	88144.137	160021.188
020	U	Director, Degree Audit Tech	3. Professional	CCC ACL 12 Month Full-time	88144.137	160021.188
020	U	Director, Registration Acad Hist	3. Professional	CCC ACL 12 Month Full-time	88144.137	160021.188
020	U	Director, Reporting & Compliance	3. Professional	CCC ACL 12 Month Full-time	88144.137	160021.188
020	U	Director, Vet Aff/Chief VA	3. Professional	CCC ACL 12 Month Full-time	88144.137	160021.188
020	U	Guided Pathway Cmps Adv Lead (RC)	3. Professional	CCC ACL 12 Month Full-time	88144.137	160021.188
020	U	SSM Dir of Trng & Prof Lrng	3. Professional	CCC ACL 12 Month Full-time	88144.137	160021.188
019	U	Campus Director, Inst Research	3. Professional	AFSCME ACL 12 Month Full-Time	80901.126	146875.140
019	U	Campus Director, Tutor Acad mcspt	3. Professional	AFSCME ACL 12 Month Full-Time	80901.126	146875.140
019	U	Campus Supervisor, Fin Aid Srv RC	3. Professional	AFSCME ACL 12 Month Full-Time	80901.126	146875.140
019	U	Dir Child Dev Lab Sch	3. Professional	AFSCME ACL 12 Month Full-Time	80901.126	146875.140
019	U	Dir Ctr Job Plcmt/ Coll Opp	3. Professional	AFSCME ACL 12 Month Full-Time	80901.126	146875.140
019	U	Director of Career Services	3. Professional	AFSCME ACL 12 Month Full-Time	80901.126	146875.140
019	U	Director of WCE Programs	3. Professional	AFSCME ACL 12 Month Full-Time	80901.126	146875.140
019	U	Director of Digital Marketing	3. Professional	AFSCME ACL 12 Month Full-Time	80901.126	146875.140
019	U	Director of Fin Aid Services	3. Professional	AFSCME ACL 12 Month Full-Time	80901.126	146875.140
019	U	Director of Medical Ofc Managemt	3. Professional	AFSCME ACL 12 Month Full-Time	80901.126	146875.140
019	U	Director of Organizational Comms	3. Professional	AFSCME ACL 12 Month Full-Time	80901.126	146875.140
019	U	Program Director, PT Program	3. Professional	AFSCME ACL 12 Month Full-Time	80901.126	146875.140
019	U	Assoc Dir, Vet Aff/Chief VA	3. Professional	CCC ACL 12 Month Full-time	80901.126	146875.140
019	U	Assoc Director of the Library	3. Professional	CCC ACL 12 Month Full-time	80901.126	146875.140
019	U	Assoc Director, Financial Aid	3. Professional	CCC ACL 12 Month Full-time	80901.126	146875.140
019	U	Camp Dir Tut & Acad Supp	3. Professional	CCC ACL 12 Month Full-time	80901.126	146875.140
019	U	Campus Advising Lead	3. Professional	CCC ACL 12 Month Full-time	80901.126	146875.140
019	U	Campus Director of Workforce	3. Professional	CCC ACL 12 Month Full-time	80901.126	146875.140
019	U	Campus Supervisor, Enroll Srv RC	3. Professional	CCC ACL 12 Month Full-time	80901.126	146875.140
019	U	Counselor	3. Professional	CCC ACL 12 Month Full-time	80901.126	146875.140
019	U	Director - Academic Success Center	3. Professional	CCC ACL 12 Month Full-time	80901.126	146875.140
019	U	Director Career & Vet Svcs	3. Professional	CCC ACL 12 Month Full-time	80901.126	146875.140
019	U	Director Child Develop Center	3. Professional	CCC ACL 12 Month Full-time	80901.126	146875.140
019	U	Director Institutional Advancmt	3. Professional	CCC ACL 12 Month Full-time	80901.126	146875.140
019	U	Director Manufacturing & Techn	3. Professional	CCC ACL 12 Month Full-time	80901.126	146875.140
019	U	Director Non-Credit Programs	3. Professional	CCC ACL 12 Month Full-time	80901.126	146875.140
019	U	Director of Academic Media Tech	3. Professional	CCC ACL 12 Month Full-time	80901.126	146875.140
019	U	Director of Academic Support	3. Professional	CCC ACL 12 Month Full-time	80901.126	146875.140
019	U	Director of AMTC	3. Professional	CCC ACL 12 Month Full-time	80901.126	146875.140
019	U	Director of Child Dev Center	3. Professional	CCC ACL 12 Month Full-time	80901.126	146875.140
019	U	Director of Child Development Center	3. Professional	CCC ACL 12 Month Full-time	80901.126	146875.140
019	U	Director of Facilities	3. Professional	CCC ACL 12 Month Full-time	80901.126	146875.140
019	U	Director of Institutional Adva	3. Professional	CCC ACL 12 Month Full-time	80901.126	146875.140
019	U	Director of Institutional Advancement	3. Professional	CCC ACL 12 Month Full-time	80901.126	146875.140
019	U	Director of Manufacturing	3. Professional	CCC ACL 12 Month Full-time	80901.126	146875.140
019	U	Director of Non-Credit Program	3. Professional	CCC ACL 12 Month Full-time	80901.126	146875.140
019	U	Director of of Workforce Dev. & CE	3. Professional	CCC ACL 12 Month Full-time	80901.126	146875.140
019	U	Director of Step Forward Program	3. Professional	CCC ACL 12 Month Full-time	80901.126	146875.140
019	U	Director of Student Affairs Operations	3. Professional	CCC ACL 12 Month Full-time	80901.126	146875.140
019	U	Director of WF Dev & Non-Cr Program	3. Professional	CCC ACL 12 Month Full-time	80901.126	146875.140
019	U	Director of Academic Support Ctr	3. Professional	CCC ACL 12 Month Full-time	80901.126	146875.140
019	U	Director of Adv Manufacturing Tech	3. Professional	CCC ACL 12 Month Full-time	80901.126	146875.140
019	U	Director of Creative Services	3. Professional	CCC ACL 12 Month Full-time	80901.126	146875.140
019	U	Director of Media & PR	3. Professional	CCC ACL 12 Month Full-time	80901.126	146875.140

CT State Community College

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BU Code	Classification	Title	Occupational Category	Sal Plan Descr	Min/Annual	Max/Annual
019	U	Director of Museum of Art	3. Professional	CCC ACL 12 Month Full-time	80901.126	146875.140
019	U	Director of WrkfrcDev&ContEdu	3. Professional	CCC ACL 12 Month Full-time	80901.126	146875.140
019	U	Director of Scheduling&OnlineProg	3. Professional	CCC ACL 12 Month Full-time	80901.126	146875.140
019	U	Director/Tutoring&Acad Support	3. Professional	CCC ACL 12 Month Full-time	80901.126	146875.140
019	U	Dir of WrkfceTransition&Outreac	3. Professional	CCC ACL 12 Month Full-time	80901.126	146875.140
019	U	Disability Suppt Svcs Coord	3. Professional	CCC ACL 12 Month Full-time	80901.126	146875.140
019	U	Program Director	3. Professional	CCC ACL 12 Month Full-time	80901.126	146875.140
019	U	Program Director Manufacturing	3. Professional	CCC ACL 12 Month Full-time	80901.126	146875.140
019	U	Program Director of New Media	3. Professional	CCC ACL 12 Month Full-time	80901.126	146875.140
019	U	RecruitmentOutreach Spclst RC	3. Professional	CCC ACL 12 Month Full-time	80901.126	146875.140
019	U	Student Info Svcs Specialist RC	3. Professional	CCC ACL 12 Month Full-time	80901.126	146875.140
019	U	Title V Coordinator	3. Professional	CCC ACL 12 Month Full-time	80901.126	146875.140
019	U	Wellness Counselor	3. Professional	CCC ACL 12 Month Full-time	80901.126	146875.140
005	U	Assoc Director, FinAid Systems	3. Professional	CSU SUOAF Admin 12 Month	93901.000	146052.000
005	U	Assoc for Account & Report	3. Professional	CSU SUOAF Admin 12 Month	93901.000	146052.000
018	U	AsocDir Fin&Admin Svcs	3. Professional	AFSCME ACL 12 Month Full-Time	74604.240	135543.042
018	U	Continuing Ed Coordinator	3. Professional	AFSCME ACL 12 Month Full-Time	74604.240	135543.042
018	U	Student Info Svcs Specialist	3. Professional	AFSCME ACL 12 Month Full-Time	74604.240	135543.042
018	U	Technical Coordinator: Fine Ar	3. Professional	AFSCME ACL 12 Month Full-Time	74604.240	135543.042
018	U	Academic Info Svcs Specialist	3. Professional	CCC ACL 12 Month Full-time	74604.240	135543.042
018	U	Adv Manufactur Tech Instructor	3. Professional	CCC ACL 12 Month Full-time	74604.240	135543.042
018	U	Allied Health Coordinator	3. Professional	CCC ACL 12 Month Full-time	74604.240	135543.042
018	U	AMTC B & I Instructor	3. Professional	CCC ACL 12 Month Full-time	74604.240	135543.042
018	U	Assoc Dir, Recruitment Strateg	3. Professional	CCC ACL 12 Month Full-time	74604.240	135543.042
018	U	Assoc Dir, TransferCreditEval	3. Professional	CCC ACL 12 Month Full-time	74604.240	135543.042
018	U	Assoc Dir/Finance & Admin	3. Professional	CCC ACL 12 Month Full-time	74604.240	135543.042
018	U	Assoc Director of Dev&Comm	3. Professional	CCC ACL 12 Month Full-time	74604.240	135543.042
018	U	Assoc Director, FinanceAdmnSrv	3. Professional	CCC ACL 12 Month Full-time	74604.240	135543.042
018	U	Asst Director, Web Services	3. Professional	CCC ACL 12 Month Full-time	74604.240	135543.042
018	U	Campus Supervisor, EnrollSvcs	3. Professional	CCC ACL 12 Month Full-time	74604.240	135543.042
018	U	Campus Supervisor, FinAidSvcs	3. Professional	CCC ACL 12 Month Full-time	74604.240	135543.042
018	U	Clinical SIM Coordinator	3. Professional	CCC ACL 12 Month Full-time	74604.240	135543.042
018	U	Coord Media Serv Info Tech	3. Professional	CCC ACL 12 Month Full-time	74604.240	135543.042
018	U	Coordinator of Academic Support	3. Professional	CCC ACL 12 Month Full-time	74604.240	135543.042
018	U	Coordinator of the Writing Center	3. Professional	CCC ACL 12 Month Full-time	74604.240	135543.042
018	U	Corporate Media Producer	3. Professional	CCC ACL 12 Month Full-time	74604.240	135543.042
018	U	Digital/Instruction Librarian	3. Professional	CCC ACL 12 Month Full-time	74604.240	135543.042
018	U	Director of Assessment	3. Professional	CCC ACL 12 Month Full-time	74604.240	135543.042
018	U	Director of Distance Learning	3. Professional	CCC ACL 12 Month Full-time	74604.240	135543.042
018	U	Director of Educational Technology	3. Professional	CCC ACL 12 Month Full-time	74604.240	135543.042
018	U	Director-Ed Tech & Media Svcs	3. Professional	CCC ACL 12 Month Full-time	74604.240	135543.042
018	U	ESL Coordinator	3. Professional	CCC ACL 12 Month Full-time	74604.240	135543.042
018	U	Financial Aid Specialist II RC	3. Professional	CCC ACL 12 Month Full-time	74604.240	135543.042
018	U	Guided Pathways Advisor I (RC)	3. Professional	CCC ACL 12 Month Full-time	74604.240	135543.042
018	U	Guided Pathways Advisor II	3. Professional	CCC ACL 12 Month Full-time	74604.240	135543.042
018	U	Instr.D&ETechCampusLeadCoor.	3. Professional	CCC ACL 12 Month Full-time	74604.240	135543.042
018	U	Int. Grant Project Director	3. Professional	CCC CL 12 Month Full-time	74604.240	135543.042
018	U	Learning Disabilities Special	3. Professional	CCC ACL 12 Month Full-time	74604.240	135543.042
018	U	Librarian	3. Professional	CCC ACL 12 Month Full-time	74604.240	135543.042
018	U	Men's Center Coordinator	3. Professional	CCC ACL 12 Month Full-time	74604.240	135543.042
018	U	Nursing Clinical Coordinator	3. Professional	CCC ACL 12 Month Full-time	74604.240	135543.042
018	U	ProgDir TSS	3. Professional	CCC ACL 12 Month Full-time	74604.240	135543.042
018	U	TransferCreditEval CoordinatRC	3. Professional	CCC ACL 12 Month Full-time	74604.240	135543.042
018	U	Workforce Dev & CE Coord	3. Professional	CCC ACL 12 Month Full-time	74604.240	135543.042
028	U	IT Analyst 2	3. Professional	P-4 40 Hour	108247.140	134857.134
019	U	Program Dir, Dental Asst	3. Professional	CCC ACL 11 Month Full-time	74160.018	134665.038
021	U	PoliceCaptain	3. Professional	NP-5 40 Hour	103698.171	130980.240
004	U	LMS Administrator	3. Professional	CSU SUOAF Admin 12 Month	81784.000	130547.000
017	U	Financial Aid Specialist II	3. Professional	AFSCME ACL 12 Month Full-Time	68623.164	124759.044
017	U	Intrntnl StdntSvcs Coord	3. Professional	AFSCME ACL 12 Month Full-Time	68623.164	124759.044

CT State Community College

Organizational Analysis

Occupational Category Study

BU Code	Classification	Title	Occupational Category	Sal Plan Descr	Min/Annual	Max/Annual
017	U	SelectiveAdmissions Specialist	3. Professional	AFSCME ACL 12 Month Full-Time	68623.164	124759.044
017	U	Acad. & Student Affairs Assoc.	3. Professional	CCC ACL 12 Month Full-time	68623.164	124759.044
017	U	Adv Manuf Tech Instr	3. Professional	CCC ACL 12 Month Full-time	68623.164	124759.044
017	U	AMTC Instructor	3. Professional	CCC ACL 12 Month Full-time	68623.164	124759.044
017	U	Assist Dir Disab Svcs&Testing	3. Professional	CCC ACL 12 Month Full-time	68623.164	124759.044
017	U	Asst Dir, Education Technology	3. Professional	CCC ACL 12 Month Full-time	68623.164	124759.044
017	U	Asst Dir, StdntOrtnOnboarding	3. Professional	CCC ACL 12 Month Full-time	68623.164	124759.044
017	U	Asst Dir, TechOps&ProcessSp	3. Professional	CCC ACL 12 Month Full-time	68623.164	124759.044
017	U	Asst to Academic Dean RC	3. Professional	CCC ACL 12 Month Full-time	68623.164	124759.044
017	U	Asst to the Dean of Developmnt	3. Professional	CCC ACL 12 Month Full-time	68623.164	124759.044
017	U	B & I / Marketing Coordinator	3. Professional	CCC ACL 12 Month Full-time	68623.164	124759.044
017	U	Campus PR Coordinator RC	3. Professional	CCC ACL 12 Month Full-time	68623.164	124759.044
017	U	Campus Research Specialist	3. Professional	CCC ACL 12 Month Full-time	68623.164	124759.044
017	U	Coordinator of Academic Technology	3. Professional	CCC ACL 12 Month Full-time	68623.164	124759.044
017	U	Coordinator of Administrative IT	3. Professional	CCC ACL 12 Month Full-time	68623.164	124759.044
017	U	Coordinator of Adult Education	3. Professional	CCC ACL 12 Month Full-time	68623.164	124759.044
017	U	Coordinator Service Learning	3. Professional	CCC ACL 12 Month Full-time	68623.164	124759.044
017	U	Coordinator, Dual Enrollment	3. Professional	CCC ACL 12 Month Full-time	68623.164	124759.044
017	U	Director of Student Activities	3. Professional	CCC ACL 12 Month Full-time	68623.164	124759.044
017	U	Education Support Spec	3. Professional	CCC ACL 12 Month Full-time	68623.164	124759.044
017	U	Facilities ServicesCoord-RC	3. Professional	CCC ACL 12 Month Full-time	68623.164	124759.044
017	U	Graphic Designer II	3. Professional	CCC ACL 12 Month Full-time	68623.164	124759.044
017	U	Language Lab Coord/RC	3. Professional	CCC ACL 12 Month Full-time	68623.164	124759.044
017	U	Media Associate	3. Professional	CCC ACL 12 Month Full-time	68623.164	124759.044
017	U	Media Specialist	3. Professional	CCC ACL 12 Month Full-time	68623.164	124759.044
017	U	Network Manager	3. Professional	CCC ACL 12 Month Full-time	68623.164	124759.044
017	U	Recruitment & Retention Coord	3. Professional	CCC ACL 12 Month Full-time	68623.164	124759.044
017	U	Social Media Coordinator	3. Professional	CCC ACL 12 Month Full-time	68623.164	124759.044
017	U	Systems Manager	3. Professional	CCC ACL 12 Month Full-time	68623.164	124759.044
017	U	Technology Specialist	3. Professional	CCC ACL 12 Month Full-time	68623.164	124759.044
017	U	Transfer Coordinator	3. Professional	CCC ACL 12 Month Full-time	68623.164	124759.044
017	U	WebContent&AccessCoordinator	3. Professional	CCC ACL 12 Month Full-time	68623.164	124759.044
M1	U	HRSS HR Generalist	3. Professional	CSU Management/Conf 40 Hour	83128.000	124692.000
M1	U	Investigator & Compliance Spec	3. Professional	CSU Management/Conf 40 Hour	83128.000	124692.000
018	U	Learning Disabilities Spec	3. Professional	CCC ACL 11 Month Full-time	68386.176	124262.100
019	U	Director of Child Development	3. Professional	AFSCME ACL 10 Month Full-Time	67418.127	122396.211
019	U	PoliceLieutenant	3. Professional	NP-5 40 Hour	97301.061	121914.144
026	U	AssociateAccountant	3. Professional	P-5 40 Hour	90309.132	116146.044
016	U	AdmissionProcessing SpecialiRC	3. Professional	AFSCME ACL 12 Month Full-Time	63585.081	115438.212
016	U	RecruitmentOutreach Specialist	3. Professional	AFSCME ACL 12 Month Full-Time	63585.081	115438.212
016	U	TransferCreditEval Coordinator	3. Professional	AFSCME ACL 12 Month Full-Time	63585.081	115438.212
016	U	Business Services Associate	3. Professional	CCC ACL 12 Month Full-time	63585.081	115438.212
016	U	Coord, ECE Prgrm LeaderInitiat	3. Professional	CCC ACL 12 Month Full-time	63585.081	115438.212
016	U	GTC Stdnt Resrces Spec.	3. Professional	CCC ACL 12 Month Full-time	63585.081	115438.212
016	U	Job Developer	3. Professional	CCC ACL 12 Month Full-time	63585.081	115438.212
016	U	Prsl Serv Career Inst/Asst Crd	3. Professional	CCC ACL 12 Month Full-time	63585.081	115438.212
016	U	QV_EA_AcadAssoc/AdvMFTTechlab	3. Professional	CCC ACL 12 Month Full-time	63585.081	115438.212
016	U	Academic Associate	3. Professional	CCC ACL 12 Month Full-time	63585.081	115438.212
016	U	Academic IT Technician II	3. Professional	CCC ACL 12 Month Full-time	63585.081	115438.212
016	U	Auto Program Facilitator	3. Professional	CCC ACL 12 Month Full-time	63585.081	115438.212
016	U	CCProfessional 16-12	3. Professional	CCC ACL 12 Month Full-time	63585.081	115438.212
016	U	College Career Pathways Coord	3. Professional	CCC ACL 12 Month Full-time	63585.081	115438.212
016	U	Continuing Education Assistant	3. Professional	CCC ACL 12 Month Full-time	63585.081	115438.212
016	U	Culinary Associate	3. Professional	CCC ACL 12 Month Full-time	63585.081	115438.212
016	U	Development Associate	3. Professional	CCC ACL 12 Month Full-time	63585.081	115438.212
016	U	Education Technology Spec.	3. Professional	CCC ACL 12 Month Full-time	63585.081	115438.212
016	U	Enrollment MngmntSpecialist RC	3. Professional	CCC ACL 12 Month Full-time	63585.081	115438.212
016	U	ESL Program Assistant	3. Professional	CCC ACL 12 Month Full-time	63585.081	115438.212
016	U	Gateway toCollege Stu Res Spec	3. Professional	CCC ACL 12 Month Full-time	63585.081	115438.212
016	U	Grant Development Specialist	3. Professional	CCC ACL 12 Month Full-time	63585.081	115438.212

CT State Community College

Organizational Analysis

Occupational Category Study

BU Code	Classification	Title	Occupational Category	Sal Plan Descr	Min/Annual	Max/Annual
016	U	Grant Project Assistant	3. Professional	CCC ACL 12 Month Full-time	63585.081	115438.212
016	U	Graphic Designer I	3. Professional	CCC ACL 12 Month Full-time	63585.081	115438.212
016	U	Guided Pathways Advisor I	3. Professional	CCC ACL 12 Month Full-time	63585.081	115438.212
016	U	Information Technology Tech II	3. Professional	CCC ACL 12 Month Full-time	63585.081	115438.212
016	U	Instructional Support Spec Eng	3. Professional	CCC ACL 12 Month Full-time	63585.081	115438.212
016	U	Instructional Support Spec Mat	3. Professional	CCC ACL 12 Month Full-time	63585.081	115438.212
016	U	Manufacturing Technology Ctr	3. Professional	CCC ACL 12 Month Full-time	63585.081	115438.212
016	U	Media IT Associate CCP16	3. Professional	CCC ACL 12 Month Full-time	63585.081	115438.212
016	U	NonCreHlth Inst./Ast.Extrn Cor	3. Professional	CCC ACL 12 Month Full-time	63585.081	115438.212
016	U	Placement Testing Specialist	3. Professional	CCC ACL 12 Month Full-time	63585.081	115438.212
016	U	Public Relations Associate	3. Professional	CCC ACL 12 Month Full-time	63585.081	115438.212
016	U	Registration Specialist	3. Professional	CCC ACL 12 Month Full-time	63585.081	115438.212
016	U	Reporting Specialist	3. Professional	CCC ACL 12 Month Full-time	63585.081	115438.212
016	U	Snap E&T Program Coordinator	3. Professional	CCC ACL 12 Month Full-time	63585.081	115438.212
016	U	StdntOrntOnboarding Specialist	3. Professional	CCC ACL 12 Month Full-time	63585.081	115438.212
016	U	Veteran Srvs Associate	3. Professional	CCC ACL 12 Month Full-time	63585.081	115438.212
016	U	Web & Technology Specialist RC	3. Professional	CCC ACL 12 Month Full-time	63585.081	115438.212
016	U	Web Services Associate RC	3. Professional	CCC ACL 12 Month Full-time	63585.081	115438.212
018	U	Bus&IndInstMfgCtr	3. Professional	CCC ACL 10 Month Full-time	62169.156	112923.216
018	U	Clinical Coordinator	3. Professional	CCC ACL 10 Month Full-time	62169.156	112923.216
018	U	Clinical Supervisor, Nursing	3. Professional	CCC ACL 10 Month Full-time	62169.156	112923.216
018	U	Instructional Specialist	3. Professional	CCC ACL 10 Month Full-time	62169.156	112923.216
015	U	AdmissionProcessing Specialist	3. Professional	AFSCME ACL 12 Month Full-Time	58550.130	106381.251
015	U	Financial Aid Specialist	3. Professional	AFSCME ACL 12 Month Full-Time	58550.130	106381.251
015	U	Testing Specialist	3. Professional	AFSCME ACL 12 Month Full-Time	58550.130	106381.251
015	U	Admissions Commns Specialist	3. Professional	CCC ACL 12 Month Full-time	58550.130	106381.251
015	U	Enrollment Mngmnt Specialist	3. Professional	CCC ACL 12 Month Full-time	58550.130	106381.251
015	U	Financial Aid Specialist I	3. Professional	CCC ACL 12 Month Full-time	58550.130	106381.251
015	U	Testing Coordinator	3. Professional	CCC ACL 12 Month Full-time	58550.130	106381.251
P3	U	ECR Assistant/Specialist	3. Professional	CSU Management/Conf 40 Hour	70756.000	106134.000
016	U	Dental Clinical Associate	3. Professional	CCC ACL 11 Month Full-time	58286.259	105828.192
017	U	AMT Instructor	3. Professional	CCC ACL 10 Month Full-time	57188.232	103919.238
017	U	Child Dev Teacher	3. Professional	CCC ACL 10 Month Full-time	57188.232	103919.238
017	U	Director - Student Activities	3. Professional	CCC ACL 10 Month Full-time	57188.232	103919.238
017	U	Infant/Toddler Teacher	3. Professional	CCC ACL 10 Month Full-time	57188.232	103919.238
017	U	Vet Tech Technician	3. Professional	CCC ACL 10 Month Full-time	57188.232	103919.238
017	U	Veterinary Technology Tech	3. Professional	CCC ACL 10 Month Full-time	57188.232	103919.238
023	U	Accountant	3. Professional	P-5 40 Hour	78296.085	101215.017
023	U	BookstoreSupervisor2	3. Professional	P-5 40 Hour	78296.085	101215.017
023	U	Fiscal/AdministrativeOfficer	3. Professional	P-5 40 Hour	78296.085	101215.017
014	U	Academic IT Technician I	3. Professional	AFSCME ACL 12 Month Full-Time	54141.057	98268.066
014	U	Project Asst, NursingAH	3. Professional	AFSCME ACL 12 Month Full-Time	54141.057	98268.066
014	U	Academic Media Technician I	3. Professional	CCC ACL 12 Month Full-time	54141.057	98268.066
014	U	Int. Media Assistant	3. Professional	CCC ACL 12 Month Full-time	54141.057	98268.066
014	U	Academic Assist-Fac. Services	3. Professional	CCC ACL 12 Month Full-time	54141.057	98268.066
014	U	Administrative Services Asst	3. Professional	CCC ACL 12 Month Full-time	54141.057	98268.066
014	U	Ast Dir/Institutional Advance	3. Professional	CCC ACL 12 Month Full-time	54141.057	98268.066
014	U	Audio/Visual Media Asst.	3. Professional	CCC ACL 12 Month Full-time	54141.057	98268.066
014	U	Continuing Education Program S	3. Professional	CCC ACL 12 Month Full-time	54141.057	98268.066
014	U	Donor Stewardship Associate	3. Professional	CCC ACL 12 Month Full-time	54141.057	98268.066
014	U	Facilities Project Assistant	3. Professional	CCC ACL 12 Month Full-time	54141.057	98268.066
014	U	Facilities Scheduler	3. Professional	CCC ACL 12 Month Full-time	54141.057	98268.066
014	U	Financial Aid Assistant	3. Professional	CCC ACL 12 Month Full-time	54141.057	98268.066
014	U	Health Career Academic Assoc	3. Professional	CCC ACL 12 Month Full-time	54141.057	98268.066
014	U	IT Tech 1	3. Professional	CCC ACL 12 Month Full-time	54141.057	98268.066
014	U	Library Associate	3. Professional	CCC ACL 12 Month Full-time	54141.057	98268.066
014	U	Museum Collections Manager	3. Professional	CCC ACL 12 Month Full-time	54141.057	98268.066
014	U	ProgLnAsst/TRIO/UB	3. Professional	CCC ACL 12 Month Full-time	54141.057	98268.066
014	U	Tutor	3. Professional	CCC ACL 12 Month Full-time	54141.057	98268.066
016	U	BookstoreAssistantSupervisor	3. Professional	P-5 40 Hour	57039.201	73372.059

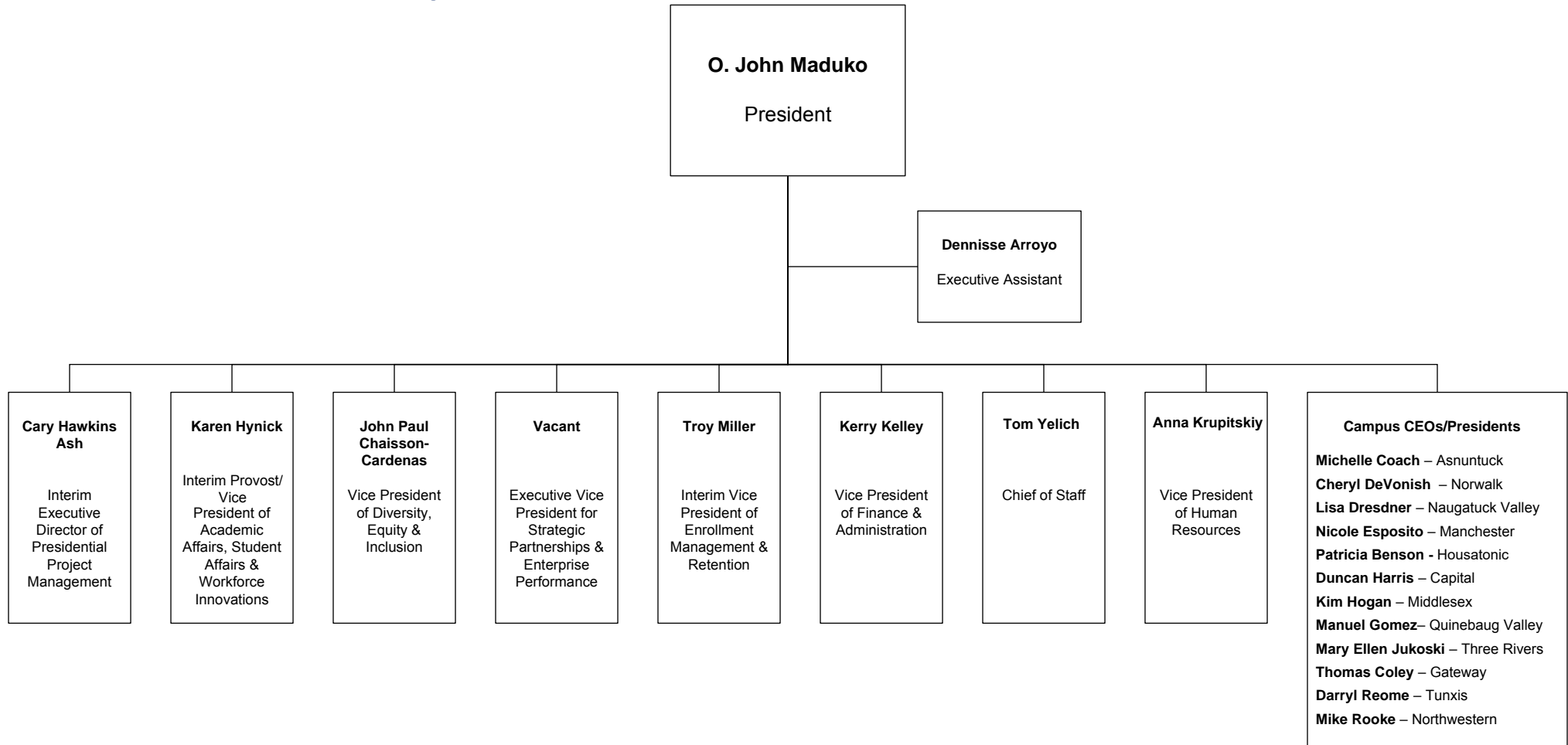
CT State Community College

Organizational Analysis

Occupational Category Study

BU Code	Classification	Title	Occupational Category	Sal Plan Descr	Min/Annual	Max/Annual
015	U	CollectionAgent	3. Professional	NP-3 Clerical 40 Hour	52741.053	69162.129
P3	C	Exec Asst to the President	4. Clerical	CSU Management/Conf 40 Hour	70756.000	106134.000
P3	C	Executive Assistant to the CEO	4. Clerical	CSU Management/Conf 40 Hour	70756.000	106134.000
P2	C	AdminAsst/MgmtConf	4. Clerical	CSU Management/Conf 40 Hour	60123.000	90183.000
019	C	Administrative Assistant	4. Clerical	NP-3 Clerical 40 Hour	63777.177	82530.027
016	C	Secretary 2	4. Clerical	NP-3 Clerical 40 Hour	55248.219	72247.149
015	C	TelecomDispatcher	4. Clerical	NP-3 Clerical 40 Hour	52741.053	69162.129
014	C	Secretary 1	4. Clerical	NP-3 Clerical 40 Hour	50475.051	66229.011
014	C	LeadTelephoneOperator	4. Clerical	NP-2 37.5 Hour	49377.024	64482.138
013	C	Office Assistant	4. Clerical	NP-3 Clerical 40 Hour	48365.127	63456.147
012	C	CashAccountingClerk	4. Clerical	NP-3 Clerical 40 Hour	45965.232	58529.250
011	C	TelecommunicationsOperator	4. Clerical	NP-3 Clerical 40 Hour	44622.126	56611.161
010	C	ClerkTypist	4. Clerical	NP-3 Clerical 40 Hour	43364.106	54815.220
013	C	Bursar Services Assistant	5. Technical ParaProfessional	CCC ACL 12 Month Full-time	50891.085	92385.126
012	C	Continuing Ed Aide	5. Technical ParaProfessional	CCC ACL 12 Month Full-time	48103.083	87398.199
012	C	Library Assistant	5. Technical ParaProfessional	CCC ACL 12 Month Full-time	48103.083	87398.199
012	C	Publication Services Associate	5. Technical ParaProfessional	CCC ACL 12 Month Full-time	48103.083	87398.199
012	C	WkfrceDev ContinuingEdu Aide	5. Technical ParaProfessional	CCC ACL 12 Month Full-time	48103.083	87398.199
019	C	AssistantAccountant	5. Technical ParaProfessional	P-5 40 Hour	65979.234	83953.260
019	C	FscI/AdminAsst	5. Technical ParaProfessional	P-5 40 Hour	65979.234	83953.260
013	C	Child Development Asst Teacher	5. Technical ParaProfessional	CCC ACL 10 Month Full-time	42408.063	76987.170
012	C	Academ Asst/Cul Lab Mngr	5. Technical ParaProfessional	CCC ACL 10 Month Full-time	40086.207	72842.229
017	C	IT Technician	5. Technical ParaProfessional	P-4 35 Hour	56982.042	71069.256
019	C	QCW(Elecl)	6. Skilled Craft	NP-2 37.5 Hour	62359.164	80175.024
019	C	QCW(HVACR)	6. Skilled Craft	NP-2 37.5 Hour	62359.164	80175.024
019	C	QCW(Lock)	6. Skilled Craft	NP-2 37.5 Hour	62359.164	80175.024
018	C	QCW(Carpy)	6. Skilled Craft	NP-2 37.5 Hour	59511.132	76733.217
018	C	QCW(Pntg)	6. Skilled Craft	NP-2 37.5 Hour	59511.132	76733.217
025	C	BldgMaintSupv	7. Service Maintenance	NP-2 37.5 Hour	80895.123	105430.167
025	C	Building MaintenanceSupervisor	7. Service Maintenance	NP-2 37.5 Hour	80895.123	105430.167
022	C	MaintSupv2(Genl)	7. Service Maintenance	NP-2 40 Hour	75159.126	98291.034
023	C	BuildingSuperintendent3	7. Service Maintenance	NP-2 37.5 Hour	73723.104	96342.147
022	C	MaintSupv1(HVACR)	7. Service Maintenance	NP-2 37.5 Hour	70460.082	92147.094
020	C	Building Superintendent 2	7. Service Maintenance	NP-2 37.5 Hour	65463.237	83829.024
020	C	MaintSupv1(Grnd)	7. Service Maintenance	NP-2 37.5 Hour	65463.237	83829.024
016	C	MaterialStorageSupervisor1	7. Service Maintenance	NP-2 37.5 Hour	54114.174	70269.030
014	C	BoilerTender	7. Service Maintenance	NP-2 40 Hour	52670.061	68781.069
015	C	GeneralTradesWorker	7. Service Maintenance	NP-2 37.5 Hour	51664.167	67299.111
014	C	DuplicatingTechnician2	7. Service Maintenance	NP-2 37.5 Hour	49377.024	64482.138
014	C	MaterialStorageSpec	7. Service Maintenance	NP-2 37.5 Hour	49377.024	64482.138
014	C	SkilledMaintainer	7. Service Maintenance	NP-2 37.5 Hour	49377.024	64482.138
014	C	Supervising Custodian	7. Service Maintenance	NP-2 37.5 Hour	49377.024	64482.138
011	C	Lead Custodian	7. Service Maintenance	NP-2 37.5 Hour	43571.079	55176.183
011	C	MailHandler	7. Service Maintenance	NP-2 37.5 Hour	43571.079	55176.183
011	C	Mntr(Drvr/EquipOp)	7. Service Maintenance	NP-2 37.5 Hour	43571.079	55176.183
009	C	Custodian	7. Service Maintenance	NP-2 37.5 Hour	41213.205	51500.259
009	C	Maintainer	7. Service Maintenance	NP-2 37.5 Hour	41213.205	51500.259
009	C	StorekeeperAssistant	7. Service Maintenance	NP-2 37.5 Hour	41213.205	51500.259
014	C	PoliceSergeant	7P. Protective Service	NP-5 40 Hour	76981.167	96973.245
011	C	PoliceOfficer	7P. Protective Service	NP-5 40 Hour	67519.134	84153.186
005	C	Bldgs&GrndPatrIOfcr	7P. Protective Service	NP-5 40 Hour	51096.231	64489.185

Executive Leadership



Section 46a-68-83
Workforce Analysis

Section 46a-68-83: Workforce Analysis

This section was in Compliance in the last Affirmative Action Plan.

Subsection (a)

Connecticut State Community College (CT State) reported the racial and sexual composition of the full-time employees for each office, position and position classification identified in the job title study on forms provided by the Commission on Human Rights and Opportunities (CHRO). A separate analysis was completed for the part-time, other miscellaneous temporary and durational employees. The workforce analysis shall inventory the following:

1. Total agency workforce by occupational category with percentages of race and sex groups calculated for each occupational category;
2. Total agency workforce by office(s), position(s) and position classification(s) within each occupational category;
3. Agency workforce in each labor market area by occupational category;
4. Agency workforce in each labor market area by office(s), position(s) and position classification(s) within each occupational category.

Subsection (b)

CT State has also provided CHRO with an age grouping report of the full-time workforce by occupational category, in five (5) year increments as prescribed by the Commission on Human Rights and Opportunities (CHRO); and

Subsection (c)

CT State has also provided the number of employees with disabilities in the full-time workforce by occupational category. No employees identified as disabled during the reporting period.

WORKFORCE ANALYSIS

Form 83A

TOTAL WORKFORCEAGENCY: [CT STATE COMMUNITY COLLEGE](#)REPORTING DATE: [JULY 31, 2024](#)

OCCUPATIONAL CATEGORY/ JOB TITLE	GRAND Total	TOTAL	TOTAL	WHITE		BLACK		HISPANIC		AAIANHNPI		TWO or MORE		UNKNOWN	
		M	F	M	F	M	F	M	F	M	F	M	F	M	F
Executive/Managerial	81	39	42	26	30	6	8	5	3	1	1	0	0	1	0
%TOTAL	100.0%	48.1%	51.9%	32.1%	37.0%	7.4%	9.9%	6.2%	3.7%	1.2%	1.2%	0.0%	0.0%	1.2%	0.0%
Faculty	680	275	405	210	325	29	33	19	19	17	24	0	3	0	1
%TOTAL	100.0%	40.4%	59.6%	30.9%	47.8%	4.3%	4.9%	2.8%	2.8%	2.5%	3.5%	0.0%	0.4%	0.0%	0.1%
Professional	741	237	504	148	296	41	87	35	86	9	30	2	4	2	1
%TOTAL	100.0%	32.0%	68.0%	20.0%	39.9%	5.5%	11.7%	4.7%	11.6%	1.2%	4.0%	0.3%	0.5%	0.3%	0.1%
Tech/Paraprofessional	67	15	52	10	25	3	7	2	12	0	7	0	1	0	0
%TOTAL	100.0%	22.4%	77.6%	14.9%	37.3%	4.5%	10.4%	3.0%	17.9%	0.0%	10.4%	0.0%	1.5%	0.0%	0.0%
Secretarial/Clerical	88	5	83	4	53	0	15	1	15	0	0	0	0	0	0
%TOTAL	100.0%	5.7%	94.3%	4.5%	60.2%	0.0%	17.0%	1.1%	17.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Skilled Craft	13	13	0	11	0	1	0	1	0	0	0	0	0	0	0
%TOTAL	100.0%	100.0%	0.0%	84.6%	0.0%	7.7%	0.0%	7.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenance	122	99	23	53	13	14	0	26	9	3	1	2	0	1	0
%TOTAL	100.0%	81.1%	18.9%	43.4%	10.7%	11.5%	0.0%	21.3%	7.4%	2.5%	0.8%	1.6%	0.0%	0.8%	0.0%
Protective Service	33	28	5	18	3	4	0	6	2	0	0	0	0	0	0
%TOTAL	100.0%	84.8%	15.2%	54.5%	9.1%	12.1%	0.0%	18.2%	6.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TOTAL	1825	711	1114	480	745	98	150	95	146	30	63	4	8	4	2
%TOTAL	100.0%	39.0%	61.0%	26.3%	40.8%	5.4%	8.2%	5.2%	8.0%	1.6%	3.5%	0.2%	0.4%	0.2%	0.1%

WORKFORCE ANALYSIS

AGENCY: [CT STATE COMMUNITY COLLEGE](#) REPORTING DATE: [JULY 31, 2024](#)
OCCUPATIONAL CATEGORY: [EXECUTIVE/ADMINISTRATIVE/MANAGERIAL](#)

JOB TITLES (UNDER 25 EMPLOYEES)	GRAND	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		TWO or MORE		UNKNOWN		
	TOTAL	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Academic Dean, ArtsHumanities	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Academic Dean, Business/Hosp	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Academic Dean, NursingHealth	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Academic Dean, SocBehavrlSci	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Assoc Dean of Student Development	8	2	6	1	4	0	2	0	0	1	0	0	0	0	0	0
Assoc VP Enrl & Retention Svs	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Assoc VP Finance and Grants	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Assoc VP Fncl Aid & Title IV	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Assoc. Dean of Inst. Advancmnt	2	1	1	0	1	0	0	0	0	0	0	0	0	1	0	0
AssocDeanHealthSciencesDirNurs	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Associate Dean of Campus Operations	9	8	1	6	1	0	0	2	0	0	0	0	0	0	0	0
Associate Dean of Development	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0
Associate Dean of Faculty	2	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0
Associate Dean of Student Affa	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Associate VP of Academic Operations	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Associate VP of Recruitment, Outreach Enroll	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0
AVP, Budget Analytics	2	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0
AVP, InstitutionEffectPlanning	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Campus CEO	9	2	7	1	5	1	2	0	0	0	0	0	0	0	0	0
Campus Dean of Faculty	5	3	2	3	2	0	0	0	0	0	0	0	0	0	0	0
Campus Dean of Student & Faculty	8	5	3	4	2	1	1	0	0	0	0	0	0	0	0	0
Campus Dean of Students	2	1	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Chief of Police	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Compliance Officer	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0
COS & Ex Dir of Pres Initiativ	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Dean of Danbury Campus	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Director Equity & Civil Rights	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Director of Grant Initiative	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Exec Dean, Wkfrclnnv&Prtnrshps	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Exec Dir, Sponsored Programs	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Exec Director, StdntInfoSystem	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0
ExecDirFoundation ACC/TX	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
HR Manager	4	1	3	1	1	0	0	0	1	0	1	0	0	0	0	0
Manager, Enrollment Operations	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
President	2	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0
President, CT State Community College	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0

WORKFORCE ANALYSIS
FULL-TIME WORKFORCE BY POSITION/JOB TITLE WITHIN OCCUPATIONAL CATEGORY

Senior Investiga/Complian Specialist	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0
VP of Finance & Administration	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
VP, DiversityEquityInclusion	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
TOTAL	81	39	42	26	30	6	8	5	3	1	1	0	0	1	0	0

WORKFORCE ANALYSIS
FULL-TIME WORKFORCE BY POSITION/JOB TITLE WITHIN OCCUPATIONAL CATEGORY

AGENCY
OCCUPATIONAL CATEGORY:

CT STATE COMMUNITY COLLEGE
FACULTY

REPORTING DATE: JULY 31, 2024

JOB TITLES (UNDER 25 EMPLOYEES)	GRAND	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		TWO or MORE		UNKNOWN		
	TOTAL	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Full Professor	399	170	229	141	198	15	16	6	8	8	7	0	0	0	0	0
Associate Professor	122	44	78	31	59	3	8	6	6	4	5	0	0	0	0	0
Assistant Professor	116	43	73	26	47	7	9	6	5	4	10	0	2	0	0	0
Instructor	43	18	25	12	21	4	0	1	0	1	2	0	1	0	1	0
TOTAL	680	275	405	210	325	29	33	19	19	17	24	0	3	0	1	0

WORKFORCE ANALYSIS

FULL-TIME WORKFORCE BY POSITION/JOB TITLE WITHIN OCCUPATIONAL CATEGORY

CT STATE COMMUNITY COLLEGE

PROFESSIONAL, NON-FACULTY

REPORTING DATE:

JOB TITLES (UNDER 25 EMPLOYEES)	GRAND	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		TWO or MORE		UNKNOWN		
	TOTAL	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Acad. & Student Affairs Assoc.	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Academic Assistant	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Academic Associate	21	10	11	8	9	0	1	0	0	0	1	1	0	1	0	0
Academic Division Director - Nursing	5	2	3	0	3	1	0	0	0	1	0	0	0	0	0	0
Academic Info Srvcs Specialist	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0
Academic IT Technician II	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Accountant	6	0	6	0	2	0	1	0	0	0	3	0	0	0	0	0
AdmissionProcessing Specialist	16	1	15	0	5	0	3	1	6	0	1	0	0	0	0	0
Admissions Commns Specialist	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0
Allied Health Admin. Coord	2	0	2	0	2	0	0	0	0	0	0	0	0	0	0	0
AMT Instructor	19	16	3	13	3	1	0	1	0	1	0	0	0	0	0	0
AMTC Coordinator	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0
AMTC Director	3	2	1	2	1	0	0	0	0	0	0	0	0	0	0	0
Assist Dir Disab Srvcs&Testing	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Assistant Director of IT	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Assistant to the Dean	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Assistant Worksite Coordinator • Business	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Assoc Dir, Recruitment Strateg	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Assoc Dir, TransferCreditEval	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0
Assoc Dir, Vet Aff/Chief VA	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Assoc Director - Finance & Admin	6	1	5	1	2	0	2	0	1	0	0	0	0	0	0	0
Assoc Director of Dev&Comm	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Assoc Director of the Library	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Assoc Director, Financial Aid	3	1	2	0	2	1	0	0	0	0	0	0	0	0	0	0
Assoc for Account & Report	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Associate Accountant	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Asst Dir, Education Technology	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Asst Dir, StdntOrmntOnboarding	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0
Asst Dir, TechOps&ProcessSp	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Asst Director, Web Services	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Asst to Academic Dean RC	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Asst to the Dean of Developmnt	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Auto Program Facilitator	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
B & I / Marketing Coordinator	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
BookstoreAssistantSupervisor	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
BookstoreSupervisor2	2	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0

WORKFORCE ANALYSIS
FULL-TIME WORKFORCE BY POSITION/JOB TITLE WITHIN OCCUPATIONAL CATEGORY

FULL-TIME WORKFORCE BY POSITION/JOB TITLE WITHIN OCCUPATIONAL CATEGORY

Bus&IndInstMfgCtr	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
Business and Industry Instructor	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Business&Industry Inst MfgCtr	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Campus Dir of Career Serv-RC	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Campus Director - Tutoring & Acad Supp	3	1	2	1	1	0	1	0	0	0	0	0	0	0	0	0	0
Campus Director of IT	7	5	2	3	0	0	1	1	0	1	0	0	1	0	0	0	0
Campus Director of Workforce	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Campus Director, Inst Research	4	1	3	1	1	0	0	0	0	0	2	0	0	0	0	0	0
Campus Disability Coordinator	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Campus Lead for Disability Services	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Campus PR Coordinator RC	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0
Campus Research Specialist	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Campus Supervisor, EnrlISrv	11	0	11	0	7	0	2	0	2	0	0	0	0	0	0	0	0
Campus Supervisor, FinAidSrv	11	3	8	2	5	0	1	1	1	0	1	0	0	0	0	0	0
Child Dev Asst Teacher	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Child Development Teacher	14	1	13	0	7	1	5	0	1	0	0	0	0	0	0	0	0
Clinical Coordinator	9	1	8	1	4	0	2	0	2	0	0	0	0	0	0	0	0
CollectionAgent	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
College Career Pathways Coord	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Continuing Edu Coordinator	5	2	3	0	2	0	1	2	0	0	0	0	0	0	0	0	0
Continuing Education Assistant	5	0	5	0	5	0	0	0	0	0	0	0	0	0	0	0	0
Coord Media Serv Info Tech	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Coord. of Academic Support	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Coord. of Academic Technology	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Coord. of Administrative IT	3	2	1	2	0	0	0	0	1	0	0	0	0	0	0	0	0
Coord. Service Learning	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Coordinator - SNAP	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Coordinator of Academic Info Technology	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Coordinator of Adult Education	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Coordinator of the Writing Center	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Coordinator, Dual Enrollment	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Corporate Media Producer	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Counselor	11	2	9	2	6	0	1	0	2	0	0	0	0	0	0	0	0
Culinary Associate	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Degree Audit Tech Specialist	5	1	4	1	3	0	0	0	1	0	0	0	0	0	0	0	0

WORKFORCE ANALYSIS
FULL-TIME WORKFORCE BY POSITION/JOB TITLE WITHIN OCCUPATIONAL CATEGORY

FULL-TIME WORKFORCE BY POSITION/JOB TITLE WITHIN OCCUPATIONAL CATEGORY

Director Ed Tech & Curr Innov	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Director Fitness Leadership Prgm	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Director Institutional Advancement	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Director Institutional Advancmt	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Director Non-Credit Programs	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Director of Academic Media Tech	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Director of Admissions Operations	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Director of Assessment	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Director of Campus Library Services	3	1	2	1	1	0	0	0	0	0	0	1	0	0	0	0	0
Director of Campus Library Svc	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Director of Career Services	2	0	2	0	0	0	0	0	0	0	0	2	0	0	0	0	0
Director of Catalog&Spec Proj	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Director of Child Development Center	5	0	5	0	4	0	0	0	1	0	0	0	0	0	0	0	0
Director of Distance Learning	2	0	2	0	1	0	0	0	0	0	1	0	0	0	0	0	0
Director of Educational Technology	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Director of Facilities	2	2	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0
Director of Finance and Administration	5	0	5	0	5	0	0	0	0	0	0	0	0	0	0	0	0
Director of Financial Aid	2	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Director of Information Technology	2	1	1	0	0	0	1	1	0	0	0	0	0	0	0	0	0
Director of Institutional Advancement	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Director of Manufacturing	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Director of Non-Credit Program	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Director of Prog Review&Assessment	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Director of Student Activities	9	3	6	2	3	0	2	1	1	0	0	0	0	0	0	0	0
Director of Student Success	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Director of StudentDevelopment/Serv	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Director of WCE Programs	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Director of WF Dev & Non-Cr Program	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Director Student Activities	2	2	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Director, Information Technology	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Director, Academic Support Ctr	4	2	2	2	0	0	0	0	2	0	0	0	0	0	0	0	0
Director, AdvManufacturingTech	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Director, Campus Library Srvcs	7	3	4	3	2	0	1	0	0	0	1	0	0	0	0	0	0
Director, Creative Services	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Director, Degree Audit Tech	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Director, Digital Marketing	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Director, Education Technology	2	0	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0
Director, Institutional Advancement	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Director, Intrntnl Admissions	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Director, Library & Educ Technology	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Director, Media & PR	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Director, Medical Ofc Managemt	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0

WORKFORCE ANALYSIS
FULL-TIME WORKFORCE BY POSITION/JOB TITLE WITHIN OCCUPATIONAL CATEGORY

Director, MentalHealthWellness	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Director, Museum of Art	1	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0
Director, OnlineStdntFacAdvSrv	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Director, OrganizationalComms	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Director, RegistrationAcadHist	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Director, Reporting&Compliance	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Director, Selective Admissions	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Director, Student Affairs Operations	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Director, VetAff/Chief VA	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Director, WrkfrcDev&ContEdu	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Director,Scheduling&OnlineProg	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Director. of Workforce Dev. & CE	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Director. Step Forward Program	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Director/Tutoring&Acad Support	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Director/Veterinary Technology	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Director-Ed Tech & Media Svcs	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Dir of Wrkfce Transition&Outreac	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Disability Suppt Svcs Coord	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Division Director Nursing	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
ECR Assistant/Specialist	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Education Partnership Associate	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0
Education Support Spec	2	0	2	0	2	0	0	0	0	0	0	0	0	0	0	0
Education Tech Specialist	5	3	2	2	1	1	0	0	1	0	0	0	0	0	0	0
Enrollment Mngmnt Specialist	18	4	14	2	5	0	3	2	4	0	2	0	0	0	0	0
ESL Coordinator	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0
ESL Program Assistant	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Executive Assistant	16	0	16	0	9	0	4	0	3	0	0	0	0	0	0	0
Facilities ServicesCoord-RC	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Financial Aid Specialist	19	3	16	1	6	1	4	1	5	0	1	0	0	0	0	0
Financial Aid Specialist II	9	2	7	1	2	1	1	0	3	0	1	0	0	0	0	0
Fiscal/AdministrativeOfficer	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0
Gateway toCollege Stu Res Spec	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0
Grant Development Specialist	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Grant Project Assistant	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Graphic Designer I	2	2	0	1	0	1	0	0	0	0	0	0	0	0	0	0
Graphic Designer II	4	3	1	2	1	0	0	0	0	1	0	0	0	0	0	0
Guided Pathway Campus Adv Lead	10	1	9	0	6	1	2	0	1	0	0	0	0	0	0	0
Guided Pathways Advisor I	116	26	90	10	46	11	16	5	22	0	4	0	2	0	0	0
Guided Pathways Advisor II	21	6	15	4	7	1	6	1	2	0	0	0	0	0	0	0
HR Generalist	7	1	6	1	4	0	1	0	1	0	0	0	0	0	0	0
Infant/Toddler Teacher	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0
Instr.D&ETechCampusLeadCoor.	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0

WORKFORCE ANALYSIS
FULL-TIME WORKFORCE BY POSITION/JOB TITLE WITHIN OCCUPATIONAL CATEGORY

FULL-TIME WORKFORCE BY POSITION/JOB TITLE WITHIN OCCUPATIONAL CATEGORY

Instructional Specialist	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Instructional Support Spec	3	2	1	1	0	1	0	0	0	0	1	0	0	0	0	0	0
Intrntnl StdntSrvcs Coord	3	0	3	0	2	0	0	0	0	0	1	0	0	0	0	0	0
Investigator & Compliance Spec	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
IT Analyst 2	3	2	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0
IT Technician II	27	20	7	9	3	3	1	5	3	3	0	0	0	0	0	0	0
Job Developer	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Language Lab Coord/RC	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Learning Disabilities Spec.	4	1	3	1	3	0	0	0	0	0	0	0	0	0	0	0	0
Librarian	24	9	15	7	10	1	3	1	0	0	2	0	0	0	0	0	0
LMS Administrator	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Manufacturing Technology Ctr	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Media Associate	2	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Media Specialist	4	3	1	2	0	0	0	1	0	0	1	0	0	0	0	0	0
Men's Center Coordinator	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
Network Manager	5	5	0	4	0	0	0	1	0	0	0	0	0	0	0	0	0
NonCreHlth Inst./Ast.Extrn Cor	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Placement Testing Specialist	2	0	2	0	1	0	1	0	0	0	0	0	0	0	0	0	0
PoliceCaptain	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
PoliceLieutenant	3	3	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0
Progam Director (TRIO)	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Program Dir, Dental Asst	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Program Director Manufacturing	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Program Director of New Media	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Program Director, PT Program	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Program Director/Manufacturing	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Public Relations Associate	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Recruitment & Retention Coord	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
RecruitmentOutreach Specialist	15	8	7	3	3	4	1	1	3	0	0	0	0	0	0	0	0
Reg Director, FinAidOpsOutrch	3	1	2	0	2	1	0	0	0	0	0	0	0	0	0	0	0
Regional Director, EnrollSrvcs	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Regional Director, Recruitment	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Registration Specialist	2	0	2	0	1	0	0	0	1	0	0	0	0	0	0	0	0
Reporting Specialist	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
SelectiveAdmissions Specialist	4	1	3	0	3	0	0	1	0	0	0	0	0	0	0	0	0
Sen Director, Inst Research	3	1	2	1	1	0	0	0	0	0	1	0	0	0	0	0	0
SNAP E&T Coord.	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Social Media Coordinator	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Sr Director,StrategicMarketing	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
SSM Dir of Trng&Prof Lrng	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
StdntOrmtOnboarding Specialist	2	0	2	0	1	0	1	0	0	0	0	0	0	0	0	0	0
Student Info Srvcs Specialist	4	2	2	1	2	0	0	0	0	0	0	0	0	0	1	0	0

WORKFORCE ANALYSIS
FULL-TIME WORKFORCE BY POSITION/JOB TITLE WITHIN OCCUPATIONAL CATEGORY

Systems Librarian	6	3	3	2	1	0	0	0	0	1	1	0	0	0	1	0
Systems Manager	2	2	0	1	0	0	0	1	0	0	0	0	0	0	0	0
Technical Coordinator: Fine Ar	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Technology Specialist	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Testing Coordinator	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Testing Specialist	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0
TransferCreditEval Coordinator	11	2	9	0	5	2	2	0	2	0	0	0	0	0	0	0
Tutor	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Veteran Srvs Associate	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Veterinary Technology Tech	2	0	2	0	2	0	0	0	0	0	0	0	0	0	0	0
Web & Technology Specialist RC	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Web Services Associate RC	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
WebContent&AccessCoordinator	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Welding Tutor	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Wellness Counselor	7	0	7	0	4	0	2	0	1	0	0	0	0	0	0	0
Workforce Dev & CE Coord	3	1	2	1	0	0	1	0	1	0	0	0	0	0	0	0
TOTAL (All Professional Titles inc 25+ categories)	741	237	504	148	296	41	87	35	86	9	30	2	4	2	1	0
Professional Non-Faculty Total w/o 25+ categories	598	191	407	129	247	27	70	25	61	6	26	2	2	2	1	0

WORKFORCE ANALYSIS
FULL-TIME WORKFORCE BY POSITION/JOB TITLE WITHIN OCCUPATIONAL CATEGORY

AGENCY
 OCCUPATIONAL CATEGORY:

[CT STATE COMMUNITY COLLEGE](#)
[TECHNICAL/PARAPROFESSIONAL](#)

REPORTING DATE: [JULY 31, 2024](#)

JOB TITLES (UNDER 25 EMPLOYEES)	GRAND	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		TWO or MORE		UNKNOWN		
	TOTAL	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Academic Assistant	2	0	2		2											
Academic IT Tech I	8	6	2	4	1	1		1			1					
Administrative Services Asst	12	2	10	1	3		2	1	3		2					
AssistantAccountant	1	0	1								1					
Ast Dir/Institutional Advance	1	0	1		1											
Audio Visual Media Assistant	1	1	0	1												
Bursar Services Assistant	2	0	2						2							
ProgLrnAsst/TRIO/UB	1	0	1						1							
Child Dev Asst Teacher	6	0	6		2				3		1					
Continuing Education Aide	7	1	6		4	1			1		1					
Continuing Education Program Specialist	1	0	1		1											
Donor Stewardship Associate	1	0	1		1											
Facilities Project Assistant	1	1	0			1										
Facilities Scheduler	1	0	1		1											
Financial Aid Assistant	3	0	3		2						1					
Fscl/AdminAsst	2	0	2				2									
Health Career Academic Assoc	1	0	1		1											
IT Tech I	1	1	0	1												
Library Assistant	2	0	2		1				1							
Library Associate	9	2	7	2	3		2		1				1			
Museum Collections Manager	1	0	1		1											
Project Asst, NursingAH	1	0	1		1											
Publication Services Associate	1	0	1				1									
Tutor	1	1	0	1												
	0	0	0													
TOTALS	67	15	52	10	25	3	7	2	12	0	7	0	1	0	0	0

WORKFORCE ANALYSIS
FULL-TIME WORKFORCE BY POSITION/JOB TITLE WITHIN OCCUPATIONAL CATEGORY

AGENCY:
OCCUPATIONAL CATEGORY:

[CT STATE COMMUNITY COLLEGE](#)
[SECRETARIAL CLERICAL](#)

REPORTING DATE:
[JULY 31, 2024](#)

JOB TITLES (UNDER 25 EMPLOYEES)	GRAND	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		TWO or MORE		UNKNOWN		
	TOTAL	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
AdministrativeAssistant	30	0	30		21		4		5							
CashAccountingClerk	1	0	1		1											
ClerkTypist	2	1	1	1	1											
LeadTelephoneOperator	2	0	2				1		1							
OfficeAssistant	18	4	14	3	6		2	1	6							
Secretary1	11	0	11		8		3									
Secretary2	22	0	22		15		4		3							
TelecomDispatcher	1	0	1		1											
TelecommunicationsOperator	1	0	1				1									
SUBTOTAL	88	5	83	4	53	0	15	1	15	0	0	0	0	0	0	0

AGENCY
OCCUPATIONAL CATEGORY:

[CT STATE COMMUNITY COLLEGE](#)
[PROTECTIVE SERVICE](#)

REPORTING DATE:
[JULY 31, 2024](#)

JOB TITLES (UNDER 25 EMPLOYEES)	GRAND	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		TWO or MORE		UNKNOWN		
	TOTAL	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Bldgs&GrndPatriOfcr	14	12	2	6		2		4	2							
PoliceOfficer	15	13	2	9	2	2		2								
PoliceSergeant	4	3	1	3	1											
	0	0	0													
TOTALS	33	28	5	18	3	4	0	6	2	0	0	0	0	0	0	0

WORKFORCE ANALYSIS
FULL-TIME WORKFORCE BY POSITION/JOB TITLE WITHIN OCCUPATIONAL CATEGORY

AGENCY
OCCUPATIONAL CATEGORY:

CT STATE COMMUNITY COLLEGE
SKILLED CRAFT WORKERS

REPORTING DATE: JULY 31, 2024

JOB TITLES (UNDER 25 EMPLOYEES)	GRAND	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		TWO or MORE		UNKNOWN		
	TOTAL	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
QCW(Carpy)	1	1	0	1												
QCW(Elect)	1	1	0	1												
QCW(HVACR)	9	9	0	7		1		1								
QCW(Lock)	1	1	0	1												
QCW(Pntg)	1	1	0	1												
	0	0	0													
TOTALS	13	13	0	11	0	1	0	1	0	0	0	0	0	0	0	0

WORKFORCE ANALYSIS
FULL-TIME WORKFORCE BY POSITION/JOB TITLE WITHIN OCCUPATIONAL CATEGORY

AGENCY [CT STATE COMMUNITY COLLEGE](#) REPORTING DATE: [JULY 31, 2024](#)
 OCCUPATIONAL CATEGORY: [SERVICE/MAINTENANCE](#)

JOB TITLES (UNDER 25 EMPLOYEES)	GRAND	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		TWO or MORE		UNKNOWN		
	TOTAL	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
BoilerTender	1	0	1		1											
Building Maintenance Supervisor	6	6	0	6												
Building Superintendent2	4	3	1	2	1			1								
BuildingSuperintendent3	1	1	0	1												
Custodian	59	45	14	24	6	7		11	8	2		1		1		
DuplicatingTechnician2	1	1	0					1								
GeneralTradesWorker	5	5	0	4				1								
Lead Custodian	7	5	2	2	2	1		2								
MailHandler	3	1	2	1	2											
Maintainer	8	8	0	2		2		3				1				
MaintSupv1(Grnd)	1	1	0					1								
MaintSupv2(Genl)	1	1	0	1												
MaterialStorageSpec	5	4	1	3	1			1								
MaterialStorageSupervisor1	1	1	0			1										
Mntr(Drvr/EquipOp)	1	1	0	1												
Skilled Maintainer	11	11	0	6		1		4								
StorekeeperAssistant	2	1	1							1	1					
Supervising Custodian	4	3	1			2		1	1							
TOTALS	122	99	23	53	13	14	0	26	9	3	1	2	0	1	0	0

WORKFORCE ANALYSIS
FULL-TIME WORKFORCE BY LABOR MARKET AREA

Form 83C

AGENCY: CT STATE COMMUNITY COLLEGE
 LABOR MARKET AREA: National/Statewide

REPORTING DATE: JULY 31, 2024

OCCUPATIONAL CATEGORY	GRAND	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		TWO OR MORE		UNKNOWN		
	TOTAL	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Executive/Managerial	81	39	42	26	30	6	8	5	3	1	1	0	0	1	0	0
Faculty	680	275	405	210	325	29	33	19	19	17	24	0	3	0	1	0
Professional	741	237	504	148	296	41	87	35	86	9	30	2	4	2	1	0
TOTAL	1502	551	951	384	651	76	128	59	108	27	55	2	7	3	2	0

LABOR MARKET AREA: Fairfield County

OCCUPATIONAL CATEGORY	GRAND	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		TWO OR MORE		UNKNOWN		
	TOTAL	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Tech/Paraprofessional	18	5	13	2	6	2	3	1	3	0	1	0	0	0	0	0
Secretarial/Clerical	18	0	18	0	10	0	5	0	3	0	0	0	0	0	0	0
Protective Service	4	3	1	2	0	0	0	1	1	0	0	0	0	0	0	0
Skilled Craft	4	4	0	3	0	0	0	1	0	0	0	0	0	0	0	0
Service/Maintenance	14	13	1	6	0	3	0	4	0	0	1	0	0	0	0	0
TOTAL	58	25	33	13	16	5	8	7	7	0	2	0	0	0	0	0

LABOR MARKET AREA: Hartford County

OCCUPATIONAL CATEGORY	GRAND	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		TWO OR MORE		UNKNOWN		
	TOTAL	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Tech/Paraprofessional	20	1	19	0	12	0	4	1	3	0	0	0	0	0	0	0
Secretarial/Clerical	22	5	17	4	10	1	1	0	3	0	3	0	0	0	0	0
Protective Service	16	12	4	7	3	3	0	2	1	0	0	0	0	0	0	0
Skilled Craft	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Service/Maintenance	40	32	8	13	6	5	0	12	2	2	0	0	0	0	0	0
TOTAL	99	51	48	24	31	10	5	15	9	2	3	0	0	0	0	0

LABOR MARKET AREA: Litchfield County

OCCUPATIONAL CATEGORY	GRAND	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		TWO OR MORE		UNKNOWN		
	TOTAL	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Tech/Paraprofessional	5	2	3	1	3	0	0	1	0	0	0	0	0	0	0	0
Secretarial/Clerical	4	0	4	0	3	0	1	0	0	0	0	0	0	0	0	0
Protective Service	3	3	0	1	0	0	0	2	0	0	0	0	0	0	0	0
Skilled Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service/Maintenance	6	5	1	5	1	0	0	0	0	0	0	0	0	0	0	0
TOTAL	18	10	8	7	7	0	1	3	0	0	0	0	0	0	0	0

LABOR MARKET AREA: Middlesex County

OCCUPATIONAL CATEGORY	GRAND	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		TWO OR MORE		UNKNOWN		
	TOTAL	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Tech/Paraprofessional	2	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0
Secretarial/Clerical	3	1	2	1	2	0	0	0	0	0	0	0	0	0	0	0
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Skilled Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service/Maintenance	2	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	7	4	3	4	3	0	0	0	0	0	0	0	0	0	0	0

LABOR MARKET AREA: New London County

OCCUPATIONAL CATEGORY	GRAND	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		TWO OR MORE		UNKNOWN		
	TOTAL	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Tech/Paraprofessional	5	0	5	0	3	0	1	0	1	0	0	0	0	0	0	0
Secretarial/Clerical	5	0	5	0	4	0	0	0	1	0	0	0	0	0	0	0
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Skilled Maintenance	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Service/Maintenance	8	5	3	4	3	0	0	1	0	0	0	0	0	0	0	0
TOTAL	19	6	13	5	10	0	1	1	2	0	0	0	0	0	0	0

LABOR MARKET AREA: New Haven County

OCCUPATIONAL CATEGORY	GRAND	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		TWO OR MORE		UNKNOWN		
	TOTAL	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Tech/Paraprofessional	9	0	9	0	1	0	2	0	4	0	2	0	0	0	0	0
Secretarial/Clerical	38	3	35	3	22	0	5	0	8	0	0	0	0	0	0	0
Protective Service	10	10	0	8	0	1	0	1	0	0	0	0	0	0	0	0
Skilled Maintenance	6	6	0	6	0	0	0	0	0	0	0	0	0	0	0	0
Service/Maintenance	45	35	10	19	3	6	0	8	7	1	0	1	0	0	0	0
TOTAL	108	54	54	36	26	7	7	9	19	1	2	1	0	0	0	0

LABOR MARKET AREA: Windham County

OCCUPATIONAL CATEGORY	GRAND	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		TWO OR MORE		UNKNOWN		
	TOTAL	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Tech/Paraprofessional	6	2	4	2	1	0	0	0	1	0	1	0	1	0	0	0
Secretarial/Clerical	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Skilled Maintenance	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Service/Maintenance	7	7	0	4	0	0	0	1	0	0	0	1	0	1	0	0
TOTAL	14	10	4	7	1	0	0	1	1	0	1	1	1	1	0	0

WORKFORCE ANALYSIS
FULL-TIME WORKFORCE BY POSITION/JOB TITLE WITHIN OCCUPATIONAL CATEGORY BY LABOR MARKET AREA

AGENCY:
LMA

CT STATE COMMUNITY COLLEGE
NATIONAL/STATEWIDE

REPORTING DATE: JULY 31, 2024

JOB TITLE	GRAND	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		TWO OR MORE		UNKNOWN		
	TOTAL	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
OCCUPATION CATEGORY - EXECUTIVE/MANAGERIAL																
Academic Dean, ArtsHumanities	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Academic Dean, Business/Hosp	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Academic Dean, NursingHealth	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Academic Dean, SocBehavrlSci	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Assoc Dean of Student Development	8	2	6	1	4	0	2	0	0	1	0	0	0	0	0	0
Assoc VP Enrl & Retention Svcs	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Assoc VP Finance and Grants	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Assoc VP Fncl Aid & Title IV	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Assoc. Dean of Inst. Advancmnt	2	1	1	0	1	0	0	0	0	0	0	0	0	1	0	0
AssocDeanHealthSciencesDirNurs	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Associate Dean of Campus Operations	9	8	1	6	1	0	0	2	0	0	0	0	0	0	0	0
Associate Dean of Development	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0
Associate Dean of Faculty	2	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0
Associate Dean of Student Affa	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Associate VP of Academic Operations	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Associate VP of Recruitment, Outreach Enrol	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0
AVP, Budget Analytics	2	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0
AVP, InstitutionEffectPlanning	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Campus CEO	9	2	7	1	5	1	2	0	0	0	0	0	0	0	0	0
Campus Dean of Faculty	5	3	2	3	2	0	0	0	0	0	0	0	0	0	0	0
Campus Dean of Student & Faculty	8	5	3	4	2	1	1	0	0	0	0	0	0	0	0	0
Campus Dean of Students	2	1	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Chief of Police	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Compliance Officer	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0
COS & Ex Dir of Pres Initiati	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Dean of Danbury Campus	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Director Equity & Civil Rights	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Director of Grant Initiative	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Exec Dean, Wkfrclnnv&Prtnrshps	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Exec Dir, Sponsored Programs	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Exec Director, StdntInfoSystem	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0
ExecDirFoundation ACC/TX	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
HR Manager	4	1	3	1	1	0	0	0	1	0	1	0	0	0	0	0
Manager, Enrollment Operations	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
President	2	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0
President, CT State Community College	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Senior Investiga/Complian Specialist	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0
VP of Finance & Administration	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
VP, DiversityEquityInclusion	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
EXECUTIVE MANAGERIAL - Subtotal	81	39	42	26	30	6	8	5	3	1	1	0	0	1	0	0

WORKFORCE ANALYSIS
FULL-TIME WORKFORCE BY POSITION/JOB TITLE WITHIN OCCUPATIONAL CATEGORY BY LABOR MARKET AREA

AGENCY:
LMA

CT STATE COMMUNITY COLLEGE
NATIONAL/STATEWIDE

REPORTING DATE: JULY 31, 2024

JOB TITLE	GRAND	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP		TWO OR MORE		UNKNOWN		
	TOTAL	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
OCCUPATION CATEGORY - FACULTY																
Full Professor	399	170	229	141	198	15	16	6	8	8	7	0	0	0	0	0
Associate Professor	122	44	78	31	59	3	8	6	6	4	5	0	0	0	0	0
Assistant Professor	116	43	73	26	47	7	9	6	5	4	10	0	2	0	0	0
Instructor	43	18	25	12	21	4	0	1	0	1	2	0	1	0	1	0
ALL FACULTY - Subtotal	680	275	405	210	325	29	33	19	19	17	24	0	3	0	1	0

WORKFORCE ANALYSIS
FULL-TIME WORKFORCE BY POSITION/JOB TITLE WITHIN OCCUPATIONAL CATEGORY BY LABOR MARKET AREA

AGENCY:
LMA

CT STATE COMMUNITY COLLEGE
NATIONAL/STATEWIDE

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JOB TITLE	GRAND	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP		TWO OR MORE		UNKNOWN		
	TOTAL	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
OCCUPATIONAL CATEGORY - PROFESSIONAL NON-FACULTY																
Acad. & Student Affairs Assoc.	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Academic Assistant	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Academic Associate	21	10	11	8	9	0	1	0	0	0	1	1	0	1	0	0
Academic Division Director - Nursing	5	2	3	0	3	1	0	0	0	1	0	0	0	0	0	0
Academic Info Svcs Specialist	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0
Academic IT Technician II	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Accountant	6	0	6	0	2	0	1	0	0	0	3	0	0	0	0	0
AdmissionProcessing Specialist	16	1	15	0	5	0	3	1	6	0	1	0	0	0	0	0
Admissions Commns Specialist	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0
Allied Health Admin. Coord	2	0	2	0	2	0	0	0	0	0	0	0	0	0	0	0
AMT Instructor	19	16	3	13	3	1	0	1	0	1	0	0	0	0	0	0
AMTC Coordinator	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0
AMTC Director	3	2	1	2	1	0	0	0	0	0	0	0	0	0	0	0
Assist Dir Disab Svcs&Testing	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Assistant Director of IT	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Assistant to the Dean	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Assistant Worksite Coordinator • Business	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Assoc Dir, Recruitment Strateg	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Assoc Dir, TransferCreditEval	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0
Assoc Dir, Vet Aff/Chief VA	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Assoc Director - Finance & Admin	6	1	5	1	2	0	2	0	1	0	0	0	0	0	0	0
Assoc Director of Dev&Comm	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Assoc Director of the Library	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Assoc Director, Financial Aid	3	1	2	0	2	1	0	0	0	0	0	0	0	0	0	0
Assoc for Account & Report	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Associate Accountant	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Asst Dir, Education Technology	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Asst Dir, StdntOrnntOnboarding	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0
Asst Dir, TechOps&ProcessSp	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Asst Director, Web Services	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Asst to Academic Dean RC	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Asst to the Dean of Developmnt	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Auto Program Facilitator	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
B & I / Marketing Coordinator	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
BookstoreAssistantSupervisor	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
BookstoreSupervisor2	2	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0
Bus&IndInstMfgCtr	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Business and Industry Instructor	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Business&Industry Inst MfgCtr	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Campus Dir of Career Serv-RC	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Campus Director - Tutoring & Acad Supp	3	1	2	1	1	0	1	0	0	0	0	0	0	0	0	0
Campus Director of IT	7	5	2	3	0	0	1	1	0	1	0	0	1	0	0	0

WORKFORCE ANALYSIS

CT STATE COMMUNITY COLLEGE
NATIONAL/STATEWIDE

JULY 31, 2024

JOB TITLE	GRAND	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		TWO OR MORE		UNKNOWN		
	TOTAL	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Campus Director of Workforce	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0
Campus Director, Inst Research	4	1	3	1	1	0	0	0	0	0	2	0	0	0	0	0
Campus Disability Coordinator	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Campus Lead for Disability Services	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Campus PR Coordinator RC	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Campus Research Specialist	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0
Campus Supervisor, EnrllSrv	11	0	11	0	7	0	2	0	2	0	0	0	0	0	0	0
Campus Supervisor, FinAidSrv	11	3	8	2	5	0	1	1	1	0	1	0	0	0	0	0
Child Dev Asst Teacher	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Child Development Teacher	14	1	13	0	7	1	5	0	1	0	0	0	0	0	0	0
Clinical Coordinator	9	1	8	1	4	0	2	0	2	0	0	0	0	0	0	0
CollectionAgent	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
College Career Pathways Coord	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Continuing Edu Coordinator	5	2	3	0	2	0	1	2	0	0	0	0	0	0	0	0
Continuing Education Assistant	5	0	5	0	5	0	0	0	0	0	0	0	0	0	0	0
Coord Media Serv Info Tech	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Coord. of Academic Support	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Coord. of Academic Technology	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Coord. of Administrative IT	3	2	1	2	0	0	0	0	1	0	0	0	0	0	0	0
Coord. Service Learning	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Coordinator - SNAP	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Coordinator of Academic Info Technology	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Coordinator of Adult Education	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Coordinator of the Writing Center	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Coordinator, Dual Enrollment	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Corporate Media Producer	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Counselor	11	2	9	2	6	0	1	0	2	0	0	0	0	0	0	0
Culinary Associate	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Degree Audit Tech Specialist	5	1	4	1	3	0	0	0	1	0	0	0	0	0	0	0
Dental Clinical Associate	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Development Associate	2	0	2	0	0	0	1	0	1	0	0	0	0	0	0	0
DirCtrJobPlmnt/CollOpp	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Director - Academic Success Center	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Director - Child Development Lab School	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Director Career & Vet Srvces	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Director Child Develop Center	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0
Director Ed Tech & Curr Innov	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Director Fitness Leadership Prgm	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Director Institutional Advancement	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Director Institutional Advancmt	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Director Non-Credit Programs	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Director of Academic Media Tech	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Director of Admissions Operations	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0

WORKFORCE ANALYSIS
FULL-TIME WORKFORCE BY POSITION/JOB TITLE WITHIN OCCUPATIONAL CATEGORY BY LABOR MARKET AREA

AGENCY:
LMA

CT STATE COMMUNITY COLLEGE
NATIONAL/STATEWIDE

REPORTING DATE: JULY 31, 2024

JOB TITLE	GRAND	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP		TWO OR MORE		UNKNOWN		
	TOTAL	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Director of Assessment	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Director of Campus Library Services	3	1	2	1	1	0	0	0	0	0	1	0	0	0	0	0
Director of Campus Library Svc	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0
Director of Career Services	2	0	2	0	0	0	0	0	0	0	2	0	0	0	0	0
Director of Catalog&Spec Proj	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Director of Child Development Center	5	0	5	0	4	0	0	0	1	0	0	0	0	0	0	0
Director of Distance Learning	2	0	2	0	1	0	0	0	0	0	1	0	0	0	0	0
Director of Educational Technology	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0
Director of Facilities	2	2	0	1	0	0	0	1	0	0	0	0	0	0	0	0
Director of Finance and Administration	5	0	5	0	5	0	0	0	0	0	0	0	0	0	0	0
Director of Financial Aid	2	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0
Director of Information Technology	2	1	1	0	0	0	1	1	0	0	0	0	0	0	0	0
Director of Institutional Advancement	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Director of Manufacturing	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0
Director of Non-Credit Program	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Director of Prog Review&Assessment	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Director of Student Activities	9	3	6	2	3	0	2	1	1	0	0	0	0	0	0	0
Director of Student Success	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Director of StudentDevelopment/Serv	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0
Director of WCE Programs	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Director of WF Dev & Non-Cr Program	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Director Student Activities	2	2	0	1	0	1	0	0	0	0	0	0	0	0	0	0
Director, Information Technology	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Director, Academic Support Ctr	4	2	2	2	0	0	0	0	2	0	0	0	0	0	0	0
Director, AdvManufacturingTech	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Director, Campus Library Svcs	7	3	4	3	2	0	1	0	0	0	1	0	0	0	0	0
Director, Creative Services	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Director, Degree Audit Tech	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Director, Digital Marketing	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0
Director, Education Technology	2	0	2	0	2	0	0	0	0	0	0	0	0	0	0	0
Director, Institutional Advancement	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Director, Intrtnl Admissions	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Director, Library & Educ Technology	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Director, Media & PR	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Director, Medical Ofc Managemt	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0
Director, MentalHealthWellness	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Director, Museum of Art	1	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0
Director, OnlineStdntFacAdvSrv	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Director, OrganizationalComms	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Director, RegistrationAcadHist	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Director, Reporting&Compliance	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Director, Selective Admissions	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Director, Student Affairs Operations	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0

WORKFORCE ANALYSIS

FULL-TIME WORKFORCE BY POSITION/JOB TITLE WITHIN OCCUPATIONAL CATEGORY BY LABOR MARKET AREA

LMA

NATIONAL/STATEWIDE

REPORTING DATE:

JULY 31, 2024

JOB TITLE	GRAND	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP		TWO OR MORE		UNKNOWN		
	TOTAL	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Director, VetAff/Chief VA	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Director, WrkfrcDev&ContEdu	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Director,Scheduling&OnlineProg	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Director. of Workforce Dev. & CE	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Director. Step Forward Program	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Director/Tutoring&Acad Support	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Director/Veterinary Technology	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Director-Ed Tech & Media Svcs	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Dir of WrkfcTransition&Outreac	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Disability Suppt Svcs Coord	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Division Director Nursing	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
ECR Assistant/Specialist	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Education Partnership Associate	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0
Education Support Spec	2	0	2	0	2	0	0	0	0	0	0	0	0	0	0	0
Education Tech Specialist	5	3	2	2	1	1	0	0	1	0	0	0	0	0	0	0
Enrollment Mngmnt Specialist	18	4	14	2	5	0	3	2	4	0	2	0	0	0	0	0
ESL Coordinator	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0
ESL Program Assistant	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Executive Assistant	16	0	16	0	9	0	4	0	3	0	0	0	0	0	0	0
Facilities ServicesCoord-RC	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Financial Aid Specialist	19	3	16	1	6	1	4	1	5	0	1	0	0	0	0	0
Financial Aid Specialist II	9	2	7	1	2	1	1	0	3	0	1	0	0	0	0	0
Fiscal/AdministrativeOfficer	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0
Gateway toCollege Stu Res Spec	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0
Grant Development Specialist	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Grant Project Assistant	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Graphic Designer I	2	2	0	1	0	1	0	0	0	0	0	0	0	0	0	0
Graphic Designer II	4	3	1	2	1	0	0	0	0	1	0	0	0	0	0	0
Guided Pathway Campus Adv Lead	10	1	9	0	6	1	2	0	1	0	0	0	0	0	0	0
Guided Pathways Advisor I	116	26	90	10	46	11	16	5	22	0	4	0	2	0	0	0
Guided Pathways Advisor II	21	6	15	4	7	1	6	1	2	0	0	0	0	0	0	0
HR Generalist	7	1	6	1	4	0	1	0	1	0	0	0	0	0	0	0
Infant/Toddler Teacher	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0
Instr.D&ETechCampusLeadCoor.	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0
Instructional Specialist	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Instructional Support Spec	3	2	1	1	0	1	0	0	0	0	1	0	0	0	0	0
Intrntnl StdntSvcs Coord	3	0	3	0	2	0	0	0	0	0	1	0	0	0	0	0
Investigator & Compliance Spec	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
IT Analyst 2	3	2	1	1	1	1	0	0	0	0	0	0	0	0	0	0
IT Technician II	27	20	7	9	3	3	1	5	3	3	0	0	0	0	0	0
Job Developer	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Language Lab Coord/RC	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Learning Disabilities Spec.	4	1	3	1	3	0	0	0	0	0	0	0	0	0	0	0

WORKFORCE ANALYSIS

FULL-TIME WORKFORCE BY POSITION/JOB TITLE WITHIN OCCUPATIONAL CATEGORY BY LABOR MARKET AREA

LMA

NATIONAL/STATEWIDE

REPORTING DATE:

JULY 31, 2024

[illegible]

WORKFORCE ANALYSIS
FULL-TIME WORKFORCE BY POSITION/JOB TITLE WITHIN OCCUPATIONAL CATEGORY BY LABOR MARKET AREA

AGENCY:
LMA

CT STATE COMMUNITY COLLEGE
NATIONAL/STATEWIDE

REPORTING DATE: JULY 31, 2024

JOB TITLE	GRAND	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		TWO OR MORE		UNKNOWN		
	TOTAL	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Web & Technology Specialist RC	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Web Services Associate RC	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
WebContent&AccessCoordinator	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Welding Tutor	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Wellness Counselor	7	0	7	0	4	0	2	0	1	0	0	0	0	0	0	0
Workforce Dev & CE Coord	3	1	2	1	0	0	1	0	1	0	0	0	0	0	0	0
PROFESSIONAL NON-FACULTY - Subtotal	741	237	504	148	296	41	87	35	86	9	30	2	4	2	1	0
National/Statewide LMA TOTAL	1502	551	951	384	651	76	128	59	108	27	55	2	7	3	2	0

WORKFORCE ANALYSIS**FULL-TIME WORKFORCE BY POSITION/JOB TITLE WITHIN OCCUPATIONAL CATEGORY BY LABOR MARKET AREA**

AGENCY: LMA	CT STATE COMMUNITY COLLEGE FAIRFIELD COUNTY					REPORTING DATE: JULY 31, 2024										
JOB TITLE	GRAND	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		TWO OR MORE		UNKNOWN		
	TOTAL	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
OCCUPATION CATEGORY - TECHNICAL/PARAPROFESSIONAL																
Academic Assistant	1	0	1		1											
Academic IT Tech I	2	2	0	2												
Administrative Services Asst	3	1	2				2	1								
Child Dev Asst Teacher	4	0	4		1				2		1					
Continuing Education Aide	2	1	1			1			1							
Donor Stewardship Associate	1	0	1		1											
Facilities Project Assistant	1	1	0			1										
Fscl/AdminAsst	1	0	1				1									
Library Associate	1	0	1		1											
Museum Collections Manager	1	0	1		1											
Project Asst, NursingAH	1	0	1		1											
Fairfield PARA/TECH - Subtotal	18	5	13	2	6	2	3	1	3	0	1	0	0	0	0	0
OCCUPATION CATEGORY - OFFICE/CLERICAL																
Administrative Assistant	8	0	8		4		2		2							
ClerkTypist	1	0	1		1											
OfficeAssistant	5	0	5		3		1		1							
Secretary 2	1	0	1				1									
Secretary1	3	0	3		2		1									
Fairfield CLERICAL- Subtotal	18	0	18	0	10	0	5	0	3	0	0	0	0	0	0	0

WORKFORCE ANALYSIS																
FULL-TIME WORKFORCE BY POSITION/JOB TITLE WITHIN OCCUPATIONAL CATEGORY BY LABOR MARKET AREA																
AGENCY:		CT STATE COMMUNITY COLLEGE				REPORTING DATE:				JULY 31, 2024						
LMA		FAIRFIELD COUNTY														
JOB TITLE	GRAND	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		TWO OR MORE		UNKNOWN		
	TOTAL	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
OCCUPATION CATEGORY - PROTECTIVE SERVICE																
Bldgs&GrndPatrlOfcr	1	0	1						1							
PoliceOfficer	3	3	0	2				1								
Fairfield PROT. SVC. - Subtotal	4	3	1	2	0	0	0	1	1	0	0	0	0	0	0	0
OCCUPATION CATEGORY - SKILLED CRAFT WORKERS																
QCW(HVACR)	3	3	0	2				1								
QCW(Carpy)	1	1	0	1												
Fairfield SKILLED - Subtotal	4	4	0	3	0	0	0	1	0	0	0	0	0	0	0	0
OCCUPATION CATEGORY - SERVICE MAINTENANCE																
BldgMaintSupv	1	1	0	1												
Building MaintenanceSupervisor	1	1	0	1												
GeneralTradesWorker	1	1	0	1												
MailHandler	1	1	0	1												
Maintainer	3	3	0			1		2								
MaterialStorageSpec	1	1	0	1												
MaterialStorageSupervisor1	1	1	0			1										
SkilledMaintainer	4	4	0	1		1		2								
StorekeeperAssistant	1	0	1								1					
Fairfield SERVICE - Subtotal	14	13	1	6	0	3	0	4	0	0	1	0	0	0	0	0
Fairfield Region TOTAL	58	25	33	13	16	5	8	7	7	0	2	0	0	0	0	0

WORKFORCE ANALYSIS

FULL-TIME WORKFORCE BY POSITION/JOB TITLE WITHIN OCCUPATIONAL CATEGORY BY LABOR MARKET AREA

[illegible]

WORKFORCE ANALYSIS																
FULL-TIME WORKFORCE BY POSITION/JOB TITLE WITHIN OCCUPATIONAL CATEGORY BY LABOR MARKET AREA																
AGENCY:		CT STATE COMMUNITY COLLEGE						REPORTING DATE:		JULY 31, 2024						
LMA		HARTFORD COUNTY														
JOB TITLE	GRAND	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP		TWO OR MORE		UNKNOWN		
	TOTAL	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
OCCUPATION CATEGORY - SERVICE MAINTENANCE																
BldgMaintSupv	1	1	0	1												
Building Superintendent 2	1	1	0	1												
BuildingSuperintendent3	1	1	0	1												
Custodian	21	15	6	5	4	3		5	2	2						
GeneralTradesWorker	2	2	0	1				1								
LeadCustodian	3	3	0	1		1		1								
MailHandler	2	0	2		2											
Maintainer	1	1	0					1								
MaintSupv1(Grnd)	1	1	0					1								
MaterialStorageSpec	1	1	0	1												
SkilledMaintainer	4	4	0	2				2								
Supervising Custodian	1	1	0					1								
SupervisingCustodian	1	1	0			1										
Hartford SERVICE - Subtotal	40	32	8	13	6	5	0	12	2	2	0	0	0	0	0	0
Hartford Region TOTAL	99	51	48	24	31	10	5	15	9	2	3	0	0	0	0	0

WORKFORCE ANALYSIS**FULL-TIME WORKFORCE BY POSITION/JOB TITLE WITHIN OCCUPATIONAL CATEGORY BY LABOR MARKET AREA**

AGENCY: LMA	CT STATE COMMUNITY COLLEGE LITCHFIELD COUNTY				REPORTING DATE: JULY 31, 2024											
JOB TITLE	GRAND	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		TWO OR MORE		UNKNOWN		
	TOTAL	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
OCCUPATION CATEGORY - TECHNICAL/PARAPROFESSIONAL																
Academic IT Tech I	1	1	0					1								
Administrative Services Asst	1	0	1		1											
Financial Aid Assistant	1	0	1		1											
Library Assistant	1	0	1		1											
Library Associate	1	1	0	1												
Litchfield PARA/TECH - Subtotal	5	2	3	1	3	0	0	1	0	0	0	0	0	0	0	0
OCCUPATION CATEGORY - OFFICE/CLERICAL																
Administrative Assistant	1	0	1		1											
Secretary 2	3	0	3		2		1									
Litchfield CLERICAL - Subtotal	4	0	4	0	3	0	1	0	0	0	0	0	0	0	0	0
OCCUPATION CATEGORY - PROTECTIVE SERVICE																
Bldgs&GrndPatrlOfcr	3	3	0	1				2								
Litchfield PROT. SVC. - Subtotal	3	3	0	1	0	0	0	2	0	0	0	0	0	0	0	0
OCCUPATION CATEGORY - SKILLED CRAFT WORKERS																
	0	0	0													
	0	0	0													
Litchfield SKILLED - Subtotal	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OCCUPATION CATEGORY - SERVICE MAINTENANCE																
Building Superintendent 2	1	1	0	1												
Custodian	3	3	0	3												
LeadCustodian	1	0	1		1											
Skilled Maintainer	1	1	0	1												
Litchfield SERVICE - Subtotal	6	5	1	5	1	0	0	0	0	0	0	0	0	0	0	0
Litchfield Region TOTAL	18	10	8	7	7	0	1	3	0	0	0	0	0	0	0	0

WORKFORCE ANALYSIS**FULL-TIME WORKFORCE BY POSITION/JOB TITLE WITHIN OCCUPATIONAL CATEGORY BY LABOR MARKET AREA**

AGENCY: LMA	CT STATE COMMUNITY COLLEGE NEW HAVEN COUNTY				REPORTING DATE: JULY 31, 2024											
JOB TITLE	GRAND	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		TWO OR MORE		UNKNOWN		
	TOTAL	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
OCCUPATION CATEGORY - TECHNICAL/PARAPROFESSIONAL																
Academic IT Tech I	2	0	2		1						1					
AssistantAccountant	1	0	1								1					
Bursar Services Assistant	2	0	2						2							
Child Dev Asst Teacher	1	0	1						1							
Library Associate	1	0	1				1									
Program Learning Assistant (TRIO)	1	0	1						1							
Publication Services Associate	1	0	1				1									
New Haven PARA/TECH - Subtotal	9	0	9	0	1	0	2	0	4	0	2	0	0	0	0	0
OCCUPATION CATEGORY - OFFICE/CLERICAL																
Administrative Assistant	10	0	10		8		1		1							
CashAccountingClerk	1	0	1		1											
ClerkTypist	1	1	0	1												
LeadTelephoneOperator	1	0	1						1							
OfficeAssistant	8	2	6	2	1				5							
Secretary 2	12	0	12		9		2		1							
Secretary1	4	0	4		3		1									
TelecommunicationsOperator	1	0	1				1									
New Haven CLERICAL - Subtotal	38	3	35	3	22	0	5	0	8	0	0	0	0	0	0	0
OCCUPATION CATEGORY - PROTECTIVE SERVICE																
Bldgs&GrndPatrlOfcr	5	5	0	3		1		1								
PoliceOfficer	3	3	0	3												
PoliceSergeant	2	2	0	2												
New Haven PROT. SVC. - Subtotal	10	10	0	8	0	1	0	1	0	0	0	0	0	0	0	0

WORKFORCE ANALYSIS																
FULL-TIME WORKFORCE BY POSITION/JOB TITLE WITHIN OCCUPATIONAL CATEGORY BY LABOR MARKET AREA																
AGENCY:		CT STATE COMMUNITY COLLEGE					REPORTING DATE:		JULY 31, 2024							
LMA		NEW HAVEN COUNTY														
JOB TITLE	GRAND	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		TWO OR MORE		UNKNOWN		
	TOTAL	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
OCCUPATION CATEGORY - SKILLED CRAFT WORKERS																
QCW(Elect)	1	1	0	1												
QCW(HVACR)	3	3	0	3												
QCW(Lock)	1	1	0	1												
QCW(Pntg)	1	1	0	1												
New Haven SKILLED - Subtotal	6	6	0	6	0	0	0	0	0	0	0	0	0	0	0	0
OCCUPATION CATEGORY - SERVICE MAINTENANCE																
BldgMaintSupv	1	1	0	1												
BoilerTender	1	0	1		1											
Building Superintendent 2	1	0	1		1											
Custodian	31	25	6	14		4		6	6			1				
DuplicatingTechnician2	1	1	0					1								
GeneralTradesWorker	1	1	0	1												
Lead Custodian	1	1	0					1								
LeadCustodian	1	0	1		1											
Maintainer	2	2	0	1		1										
MaintSupv2(Genl)	1	1	0	1												
MaterialStorageSpec	1	1	0	1												
StorekeeperAssistant	1	1	0							1						
Supervising Custodian	1	1	0			1										
SupervisingCustodian	1	0	1						1							
New Haven SERVICE - Subtotal	45	35	10	19	3	6	0	8	7	1	0	1	0	0	0	0
New Haven Region TOTAL	108	54	54	36	26	7	7	9	19	1	2	1	0	0	0	0

WORKFORCE ANALYSIS																
FULL-TIME WORKFORCE BY POSITION/JOB TITLE WITHIN OCCUPATIONAL CATEGORY BY LABOR MARKET AREA																
AGENCY:		CT STATE COMMUNITY COLLEGE					REPORTING DATE:		JULY 31, 2024							
LMA		NEW LONDON COUNTY														
JOB TITLE	GRAND	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		TWO OR MORE		UNKNOWN		
	TOTAL	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
OCCUPATION CATEGORY - TECHNICAL/PARAPROFESSIONAL																
Administrative Services Asst	1	0	1						1							
Ast Dir/Institutional Advance	1	0	1		1											
Continuing Education Aide	2	0	2		2											
Fscl/AdminAsst	1	0	1				1									
New London PARA/TECH - Subtotal	5	0	5	0	3	0	1	0	1	0	0	0	0	0	0	0
OCCUPATION CATEGORY - OFFICE/CLERICAL																
Administrative Assistant	3	0	3		2				1							
Secretary1	2	0	2		2											
New London CLERICAL- Subtotal	5	0	5	0	4	0	0	0	1	0	0	0	0	0	0	0
OCCUPATION CATEGORY - PROTECTIVE SERVICE																
	0	0	0													
	0	0	0													
New London PROT. SVC. - Subtotal	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OCCUPATION CATEGORY - SKILLED CRAFT WORKERS																
QCW(HVACR)	1	1	0	1												
	0	0	0													
New London SKILLED - Subtotal	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
OCCUPATION CATEGORY - SERVICE MAINTENANCE																
Building Superintendent 2	1	1	0					1								
Custodian	3	1	2	1	2											
LeadCustodian	1	1	0	1												
Maintainer	1	1	0	1												
MaterialStorageSpec	1	0	1		1											
SkilledMaintainer	1	1	0	1												
New London SERVICE - Subtotal	8	5	3	4	3	0	0	1	0	0	0	0	0	0	0	0
New London Region TOTAL	19	6	13	5	10	0	1	1	2	0	0	0	0	0	0	0

WORKFORCE ANALYSIS																
FULL-TIME WORKFORCE BY POSITION/JOB TITLE WITHIN OCCUPATIONAL CATEGORY BY LABOR MARKET AREA																
AGENCY: LMA		CT STATE COMMUNITY COLLEGE WINDHAM COUNTY						REPORTING DATE:		JULY 31, 2024						
JOB TITLE	GRAND	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		TWO OR MORE		UNKNOWN		
	TOTAL	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
OCCUPATION CATEGORY - TECHNICAL/PARAPROFESSIONAL																
Academic IT Tech I	1	1	0	1												
Administrative Services Asst	2	0	2		1				1							
Financial Aid Assistant	1	0	1								1					
IT Technician I	1	1	0	1												
Library Associate	1	0	1										1			
Windham PARA/TECH - Subtotal	6	2	4	2	1	0	0	0	1	0	1	0	1	0	0	0
OCCUPATION CATEGORY - OFFICE/CLERICAL																
	0	0	0													
Windham CLERICAL - Subtotal	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OCCUPATION CATEGORY - PROTECTIVE SERVICE																
	0	0	0													
Windham PROT. SVC. - Subtotal	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OCCUPATION CATEGORY - SKILLED CRAFT WORKERS																
QCW(HVACR)	1	1	0	1												
Windham SKILLED - Subtotal	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
OCCUPATION CATEGORY - SERVICE MAINTENANCE																
Building Maintenance Supervisor	1	1	0	1												
Custodian	2	2	0	1										1		
Maintainer	2	2	0	1								1				
Material Storage Specialist	1	1	0					1								
Skilled Maintainer	1	1	0	1												
Windham SERVICE - Subtotal	7	7	0	4	0	0	0	1	0	0	0	1	0	1	0	0
Windham Region TOTAL	14	10	4	7	1	0	0	1	1	0	1	1	1	1	0	0

WORKFORCE ANALYSIS
TOTAL FULL-TIME WORKFORCE BY AGE

AGENCY:

CT STATE COMMUNITY COLLEGE

REPORTING DATE:

JULY 31, 2024

		AGE INCREMENTS											
OCCUPATIONAL CATEGORY	TOTAL	16 -19	20 - 24	25 - 29	30 - 34	35 - 39	40 - 44	45 - 49	50 - 54	55 - 59	60 - 64	65 - 69	70+
Executive/Managerial	81				3	1	15	16	16	12	7	10	1
Faculty	680				13	35	72	97	123	130	128	48	34
Professional	741		1	49	78	90	92	82	108	110	83	38	10
Tech/Paraprofessional	67			8	13	10	12	1	4	3	13	3	
Secretarial/Clerical	88			4	4	2	6	8	13	19	27	5	
Protective Service	33					3	1	6	6	10	4	3	
Skilled Craft	13		1				1		2	3	5	1	
Service/Maintenance	122			1	3	8	15	10	17	27	33	6	2
TOTAL	1825		2	62	114	149	214	220	289	314	300	114	47

WORKFORCE ANALYSIS
TOTAL PART-TIME WORKFORCE

Form 83H

AGENCY: CT STATE COMMUNITY COLLEGE

REPORTING DATE: JULY 31, 2024

OCCUPATIONAL CATEGORY	GRAND	TOTAL	TOTAL	WHITE		BLACK		HISPANIC		AAIANHNPI		2 OR MORE RACES		UNKNOWN	
	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Manager 2 (Executive)	1	1	0			1									
Part-time Lecturer (Teaching)	1296	571	723	430	555	29	48	30	18	16	18	6	5	60	79
FT Lecturers (Temporary Appt)	12	4	8	3	5	0	1	1	0						2
Non-Credit Lecturuer	281	143	136	94	78	11	22	5	6	1	10	1	2	31	18
PT Clinical Faculty	172	15	157	7	96	4	18	1	14	2	8	0	3	1	18
CC Professionals	13	6	7	4	5			1	1	1					1
Education Assistants	534	166	367	105	215	16	54	16	37	6	18	3	4	20	39
Secretary 1	2	0	2				1		1						
Building&Grounds Patrol Offc.	1	1	0											1	
Student Workers	461	197	263	56	83	46	45	53	74	9	20	16	25	17	16
TOTAL	2773	1104	1663	699	1037	107	189	107	151	35	74	26	39	130	173

Employees with Disabilities

AGENCY:

CT STATE COMMUNITY COLLEGE

OCCUPATIONAL CATEGORY	GRAND TOTAL
Executive/Managerial	9
Faculty	16
Professional	87
Tech/Paraprofessional	4
Secretarial/Clerical	5
Protective Service	0
Skilled Craft	0
Service/Maintenance	1
TOTAL	122

Section 46a-68-84

Availability Analysis

Section 46a-68-84: Availability Analysis

Subsection (a)

As a preparatory step in determining whether protected classes are fully and fairly utilized in the workforce, the Connecticut State Community College conducted an analysis by occupational category to determine the availability base of protected group members for employment. A separate analysis will be conducted for position classifications in each occupational category that employs more than twenty-five (25) or more employees when necessary. A separate analysis can be performed for any job title requiring unique skills, abilities or educational qualifications.

The Availability 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. Identify the relevant labor market area.
3. Match 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.

Subsection (b)

In calculating availability, the following information and data sources were referred to when developing this section of the Affirmative Action Plan.

1. Employment figures: 2014-2018 ACES Census Data
2. The racial and sexual composition of persons in promotable and transferable offices, positions and position classifications: Promotable pools are used in some occupational categories where promotions occur.

Subsection (c)

In calculating availability, following information and data sources may be used when developing the Affirmative Action Plan.

1. Population figures;
2. Client Population figures;
3. Figures for Educational, technical and training program graduates and participants; the Digest of Educational Statistics, Table 314.40
4. Figures for education, technical and training program graduates: Bachelors and Masters Degree conferred
5. Any other relevant source.

Subsection (d)

For each occupational category, position classification or job title analyzed, the Connecticut State Community College (CT State) Affirmative Action Plan provides the name of each source consulted and each basis for selection of each source and copies of the specific data sources are included.

The CT State Affirmative Action Plan also documents the data source used and justifications for using each occupational category and includes the worksheets to detail the specific information used to create the Availability Analysis.

Subsection (e)

Any job title that had twenty-five (25) or more employees in an occupational category where only the entry level positions are fulfilled by hiring and the other job titles in the series are filled by promotion, the availability base shall be calculated by an agency for the entire series and goals will be set for the entire series. The Connecticut State Community College (CT State) has separate categories with twenty-five (25) or more in any occupational category.

Subsection (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 that has been assigned to each source. The total weight for all sources cannot exceed one hundred percent (100%).

The percent of each race and sex group for each relevant source used in the Connecticut State Community College (CT State) Availability Analysis was multiplied by the weight given to the corresponding sources resulting in the weighted factor. The weighted factors for each race and sex group are added to determine the availability base for each race and sex group in each occupational category, position classification or job title analyzed.

Subsection (g)

The Connecticut State Community College Affirmative Action Plan substantiated the manner in which the availability base is calculated. The worksheets of the sources used are included.

Subsection (h)

As part of its review, the Commission on Human Rights and Opportunities (CHRO) reserves the right to determine the appropriateness of information and data used in subsection of this section. CHRO also reserves the right to accept or reject such information or data used in the Affirmative Action Plan. An agency, with the consent of the Executive Director of the Commission on Human Rights and Opportunities (CHRO) may analyze additional labor market areas when specific requirements of the job profile, such as geography proximity, so require.

<p align="center">CT State Community College AVAILABILITY ANALYSIS</p>			
<p>OCCUPATIONAL CATEGORY:</p>	<p>Faculty</p>	<p>REPORTING DATE:</p>	<p>8/1/2024</p>
<p>JOB TITLE:</p>	<p>Professor</p>	<p>LABOR MARKET AREA:</p>	<p>Statewide/National</p>

AVAILABILITY SOURCE	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI* MALE			AAIANHNPI* 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	RS	VW	WF	RS	VW	WF	RS	VW	WF			
Employment data (Census)	0	0	0.0	0	0	0.0	0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0	0.0	0.0	0	0.0	0.0	0	0	0.0	0.0	0	0	0.0	0.0	0	0.0			
Promotable Pool	36.1	100	36.1	63.9	100	63.9	25.4	100	25.4	48.4	100	48.4	2.5	100	2.5	6.6	100	6.6	4.9	100	4.9	4.9	100	4.9	3.3	100	3.3	4.1	100	4.1	0.0	100	0.0	0.0	100	0.0	0.0		
Part-Time Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0	0.0	0.0	0	0.0		
Student Population	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0	0.0	0.0	0	0.0		
Digest of Ed Stats (National)	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	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			36.1			63.9			25.4			48.4			2.5			6.6			4.9			4.9			3.3			4.1			0.0			0.0			0.0

[illegible]

Promotable Pool 2024													
Associate Professor	122	44	78	31	59	3	8	6	6	4	5	0	0
Total	122	44	78	31	59	3	8	6	6	4	5	0	0
Percentage	100.0%	36.1%	63.9%	25.4%	48.4%	2.5%	6.6%	4.9%	4.9%	3.3%	4.1%	0	0

[illegible][illegible][illegible]

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable LMA	N/A - All positions are filled through promotion governed by collective bargaining agreement.		
Promotable	N/A - All positions are filled through promotion governed by collective bargaining agreement.		
Part-Time Workforce	2024 Workforce Analysis by Job Classification: Associate Professor	All positions are filled by promotion annually via collective bargaining and the promotional and tenure process. Statewide data utilized.	100% value weight. Value weight is 100% for promotions due to promotional and tenure processes in place at the region.
Other Source			

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

CT State Community College AVAILABILITY ANALYSIS																																								
OCCUPATIONAL CATEGORY: JOB TITLE:										Faculty Associate Professor										REPORTING DATE: LABOR MARKET AREA:										8/1/2024 Statewide/National										
AVAILABILITY SOURCE		TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			AAIANHNP I* MALE			AAIANHNP I* 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	RS	VW	WF	RS	VW	WF						
Employment data (Census)		0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0				
Promotable Pool		37.1	100	37.1	62.9	100	62.9	22.4	100	22.4	40.5	100	40.5	6.0	100	6.0	7.8	100	7.8	5.2	100	5.2	4.3	100	4.3	3.4	100	3.4	8.6	100	8.6	0.0	100	0.0	1.7	100	1.7			
Part-Time Pool		0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0				
Student Population		0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0				
Digest of Ed Stats (National)		0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	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				37.1			62.9			22.4			40.5			6.0			7.8			5.2			4.3			3.4			8.6			0.0			1.7			
Employment Data - Census 2014-2018 EEO Data Tool, Statewide Data, Connecticut - N//A																																								
N/A		0			0			0			0			0			0			0			0			0			0			0			0			0		
Total		0			0			0			0			0			0			0			0			0			0			0			0			0		
Percentage		0			0			0			0			0			0			0			0			0			0			0			0			0		
Promotable Pool 2024																																								
Assistant Professor		116			43			73			26			47			7			9			6			5			4			10			0			2		
Total		116			43			73			26			47			7			9			6			5			4			10			0			2		
Percentage		100.0%			37.1%			62.9%			22.4%			40.5%			6.0%			7.8%			5.2%			4.3%			3.4%			8.6%			0			1.7%		
Part-Time Pool - Non-Permanent Faculty																																								
N/A		0			0			0			0			0			0			0			0			0			0			0			0			0		
Percentage		0			0			0			0			0			0			0			0			0			0			0			0			0		
OTHER SOURCE																																								
Total		0			0			0			0			0			0			0			0			0			0			0			0			0		
Percentage		0			0			0			0			0			0			0			0			0			0			0			0			0		
OTHER SOURCE																																								
N/A		0			0			0			0			0			0			0			0			0			0			0			0			0		
Total		0			0			0			0			0			0			0			0			0			0			0			0			0		
Percentage		0			0			0			0			0			0			0			0			0			0			0			0			0		
FACTOR:		SOURCE CONSULTED:									BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:									REASONS FOR WEIGHTING THE FACTOR:																				
Employment data in the Applicable LMA		N/A - All postitions are filled through promotion governed by collective bargaining agreement.																																						
Promotable		N/A - All postitions are filled through promotion governed by collective bargaining agreement.																																						
Part-Time Workforce		2024 Workforce Analysis by Job Classification: Assistant Professor									All positions are filled by promotion annually via collective bargaining and the promotional and tenure process. Statewide workforce data utilized.									100% value weight. Value weight is 100% for promotions due to promotional and tenure processes in place at the region.																				
Other Source																																								

*AAIANHNP I = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CT State Community College AVAILABILITY ANALYSIS																																																
OCCUPATIONAL CATEGORY: JOB TITLE:										Faculty Assistant Professor										REPORTING DATE: LABOR MARKET AREA:										8/1/2024 Statewide/National																		
AVAILABILITY SOURCE				TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI* MALE			AAIANHNPI* FEMALE			TWO or MORE MALE			TWO or MORE FEMALE			UNKNOWN MALE			UNKNOWN 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	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment data (Census)				48.4	30	14.5	51.6	30	15.5	36.2	30	10.9	37.9	30	11.4	1.7	30	0.5	3.8	30	1.1	2.4	30	0.7	2.4	30	0.7	7.2	30	2.2	6.4	30	1.9	0.9	30	0.3	1.1	30	0.3	0.0	30	0.0	0.0	30	0.0			
Promotable Pool				41.9	40	16.8	58.1	40	23.2	27.9	40	11.2	48.8	40	19.5	9.3	40	3.7	0.0	40	0.0	2.3	40	0.9	0.0	40	0.0	2.3	40	0.9	4.7	40	1.9	0.0	40	0.0	2.3	40	0.9	0.0	40	0.0	2.3	40	0.9			
Part-Time Pool				44.2	20	8.8	55.8	20	11.2	37.2	20	7.4	48.1	20	9.6	2.5	20	0.5	4.2	20	0.8	2.6	20	0.5	1.6	20	0.3	1.4	20	0.3	1.6	20	0.3	0.5	20	0.1	0.4	20	0.1	0.0	20	0.0	0.0	20	0.0			
Student Population				0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0			
Digest of Ed Stats (National)				43.8	10	4.4	56.2	10	5.6	31.5	10	3.2	40.0	10	4.0	2.9	10	0.3	4.9	10	0.5	3.3	10	0.3	4.1	10	0.4	5.4	10	0.5	6.1	10	0.6	0.7	10	0.1	1.0	10	0.1	0.0	10	0.0	0.0	10	0.0			
FINAL AVAILABILITY BASE PERCENTAGE						44.5			55.5			32.7			44.5			5.0			2.4			2.4			1.4			3.9			4.7			0.5			1.4			0.0			0.9			
Employment Data - Census 2014-2018 EEO Data Tool, Statewide Data, Connecticut Post Secondary Teachers (SOC 25-1000)																																																
Postsecondary teachers				19955			9660			10295			7225			7555			345			755			485			485			1430			1285			175			215			0			0		
Total				19955			9660			10295			7225			7555			345			755			485			485			1430			1285			175			215			0			0		
Percentage				100.0%			48.4%			51.6%			36.2%			37.9%			1.7%			3.8%			2.4%			2.4%			7.2%			6.4%			0.9%			1.1%			0			0		
Promotable Pool																																																
Instructors				43			18			25			12			21			4			0			1			0			1			2			0			1			0			1		
Total				43			18			25			12			21			4			0			1			0			1			2			0			1			0			1		
Percentage				100.0%			41.9%			58.1%			27.9%			48.8%			9.3%			0			2.3%			0			2.3%			4.7%			0			2.3%			0			2.3%		
Part-Time Pool - Part Time Lcturers 2024. This does not include employees whose race and/or gender is unknown (141																																																
Part Time Lecturer				1155			511			644			430			555			29			48			30			18			16			18			6			5			0			0		
Percentage				100.0%			44.2%			55.8%			37.2%			48.1%			2.5%			4.2%			2.6%			1.6%			1.4%			1.6%			0.5%			0.4%			0			0		
OTHER SOURCE - Spring Student Populations 2024																																																
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		
Digest of Ed. Statistics, Table 315.20, Fall 2023 Lecturers, Instructors, Assistant Professor:																																																
Assistant Professor				155444			69529			85915			47792			59310			4694			7972			4520			5260			11433			11664			1090			1709			0			0		
Instructors				91064			38667			52397			28735			37968			2737			4792			3670			4678			2895			4011			630			948			0			0		
Lecturers				42809			18493			24316			14530			18559			995			1340			1356			1944			1356			2111			256			362			0			0		
Total				289317			126689			162628			91057			115837			8426			14104			9546			11882			15684			17786			1976			3019			0			0		
Percentage				100.0%			43.8%			56.2%			31.5%			40.0%			2.9%			4.9%			3.3%			4.1%			5.4%			6.1%			0.7%			1.0%			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 Data, Connecticut Post Secondary Teachers (SOC 25-1000)										The hiring area is is predominantly within within the state of Connecticut employment pool from other universities.										30% value weight as assistant professor positions require advanced degrees and relevant/current experience. Most occur from those currently employed.																								
Promotable				Job Category - Instructors as of 7/31/2024										Instuctors promote from within their position to Assistant Professor.										40% 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.										The part-time/temporay faculty is a viable pool for which the region can identify qualified applicant pools. Statewide datat utilized.										20% 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				N/A																				Student data is not used in this category due to the years of experience and degrees required to fill these positions.																								
Digest of Ed. Statistics				Digest of Ed. Statistics, Table 315.20. Assistant Professors, Instructors and Lecturers. Fall 2023										The hiring area is nationwide for this job category. Persons currently employed as faculty are a common recruitment pool.										10% value weight. Assistant professor positions required teaching and administrative experience for new hires. Those already teaching are a viable pool.																								

<p>CT State Community College AVAILABILITY ANALYSIS</p>	
<p>OCCUPATIONAL CATEGORY: JOB TITLE:</p>	<p>Faculty Instructors</p>
<p>REPORTING DATE: LABOR MARKET AREA:</p>	<p>8/1/2024 Statewide/National</p>

AVAILABILITY SOURCE	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			AAIAN/HHPI* MALE			AAIAN/HHPI* 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	RS	VW	WF	RS	VW	WF			
Employment data (Census)	48.4	30	14.5	51.6	30	15.5	36.2	30	10.9	37.9	30	11.4	1.7	30	0.5	3.8	30	1.1	2.4	30	0.7	2.4	30	0.7	7.2	30	2.2	6.4	30	1.9	0.9	30	0.3	1.1	30	0.3
Promotable Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Part-Time Pool	44.2	30	13.3	55.8	30	16.7	37.2	30	11.2	48.1	30	14.4	2.5	30	0.8	4.2	30	1.3	2.7	30	0.8	1.5	30	0.5	1.4	30	0.4	1.5	30	0.5	0.5	30	0.2	0.4	30	0.1
Student Population	38.6	10	3.9	61.4	10	6.1	22.2	10	2.2	29.9	10	3.0	3.9	10	0.4	8.4	10	0.8	9.1	10	0.9	18.3	10	1.8	2.3	10	0.2	2.8	10	0.3	1.1	10	0.1	2.1	10	0.2
Digest of Ed Stats (National)	42.7	30	12.8	57.3	30	17.2	32.3	30	9.7	42.2	30	12.7	2.8	30	0.8	4.6	30	1.4	3.8	30	1.1	4.9	30	1.5	3.2	30	1.0	4.6	30	1.4	0.7	30	0.2	1.0	30	0.3
FINAL AVAILABILITY BASE PERCENTAGE			44.5			55.5			34.0			41.5			2.5			4.6			3.5			4.5			3.8			4.1			0.8			0.9

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

Postsecondary teachers	19955	9660	10295	7225	7555	345	755	485	485	1430	1285	175	215
Total	19955	9660	10295	7225	7555	345	755	485	485	1430	1285	175	215
Percentage	100.0%	48.4%	51.6%	36.2%	37.9%	1.7%	3.8%	2.4%	2.4%	7.2%	6.4%	0.9%	1.1%

[illegible]

Part-Time Faculty as of 8/1/2024. This does not include employees whose race and/or gender is unknown (141 PT Lecturers and 2 FT Temp Faculty)

Part Time Lecturers	1155	511	644	430	555	29	48	30	18	16	18	6	5
FT Lecturers	10	4	6	3	5	0	1	1	0	0	0	0	0
Total	1165	515	650	433	560	29	49	31	18	16	18	6	5
Percentage	100.0%	44.2%	55.8%	37.2%	48.1%	2.5%	4.2%	2.7%	1.5%	1.4%	1.5%	0.5%	0.4%

OTHER SOURCE - CT State - Graduation Statistics Spring 2024

Total	4770	1840	2930	1058	1425	185	401	432	871	111	132	54	101
Percentage	100.0%	38.6%	61.4%	22.2%	29.9%	3.9%	8.4%	9.1%	18.3%	2.3%	2.8%	1.1%	2.1%

Digest of Ed. Statistics, Table 315.20, Fall 2023: Lecturers, Instructors

Instructors	91064	38667	52397	28735	37968	2737	4792	3670	4678	2895	4011	630	948
Lecturers	42809	18493	24316	14530	18559	995	1340	1356	1944	1356	2111	256	362
Total	133873	57160	76713	43265	56527	3732	6132	5026	6622	4251	6122	886	1310
Percentage	100.0%	42.7%	57.3%	32.3%	42.2%	2.8%	4.6%	3.8%	4.9%	3.2%	4.6%	0.7%	1.0%

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 Data, Connecticut Post Secondary Teachers (SOC 25-1000)	The hiring area is statewide for this job category.	30% value weight as instructors require advanced degrees and relevant/current experience. Most hires are recruited primarily through those presently employed in higher education.
Promotable	N/A		
Part-Time Workforce	Internal applicants come from the current Part-time Lecturer employees. Data does not include those who identify as Unknown race and/or gender.	The promotable/transferrable pool is a viable pool for which the College can seek qualified applicant pools. Statewide dataset utilized.	30% value weight as a strong percentage of our FT Instructors come from our part-time lecturers who meet the general requirements.
Student Populations	The student population is considered as CT state seeks faculty who have prior experience in the community college as a student, faculty and/or staff.	Client data comes from within the graduation data from CT State Spring 2024.	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 our students in the faculty ranks. VW is lower due to the source consulted.
Digest of Ed. Statistics	Digest of Ed. Statistics, Table 315.20. Lecturers and Instructors. Fall 2023	The hiring area is nationwide for this job category. Persons currently employed at faculty levels are a common recruitment pool.	30% value weight. Instructors require advanced degrees and relevant/current experience. National data is used as hires occur from those employed out of state.

										CT State Community College AVAILABILITY ANALYSIS																																
OCCUPATIONAL CATEGORY:										Professional Non-Faculty										REPORTING DATE:										8/1/2024												
JOB TITLE:										All titles										LABOR MARKET AREA:										Statewide/National												
AVAILABILITY SOURCE				TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI* MALE			AAIANHNPI* 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	RS	VW	WF	RS	VW	WF						
Employment data (Census)				35.2	30	10.6	64.8	30	19.4	24.0	30	7.2	45.5	30	13.7	4.5	30	1.4	8.3	30	2.5	3.6	30	1.1	7.9	30	2.4	2.4	30	0.7	2.1	30	0.6	0.7	30	0.2	1.0	30	0.3			
Promotable Pool				29.0	20	5.8	71.0	20	14.2	13.8	20	2.8	35.2	20	7.0	8.1	20	1.6	11.4	20	2.3	5.7	20	1.1	17.6	20	3.5	1.4	20	0.3	5.2	20	1.0	0.0	20	0.0	1.4	20	0.3			
Student Graduation Data				38.6	10	3.9	61.4	10	6.1	22.2	10	2.2	29.9	10	3.0	3.9	10	0.4	8.4	10	0.8	9.1	10	0.9	18.3	10	1.8	2.3	10	0.2	2.8	10	0.3	1.1	10	0.1	2.1	10	0.2			
Other: Digest of Ed (National)				39.7	30	11.9	60.3	30	18.1	27.9	30	8.4	40.0	30	12.0	3.9	30	1.2	7.1	30	2.1	3.9	30	1.2	6.7	30	2.0	3.2	30	1.0	5.2	30	1.6	0.8	30	0.2	1.3	30	0.4			
Other: IPEDS Degree				39.2	10	3.9	60.8	10	6.1	24.1	10	2.4	35.5	10	3.6	3.7	10	0.4	7.4	10	0.7	5.8	10	0.6	10.1	10	1.0	4.0	10	0.4	5.3	10	0.5	1.6	10	0.2	2.4	10	0.2			
FINAL AVAILABILITY BASE PERCENTAGE						36.1			63.9			23.0			39.3			5.0			8.4			4.9			10.7			2.6			4.0			0.7			1.4			
Employment Data - Census 2014-2018 EEO Data Tool, Statewide Data																																										
Education and childcare administrators				13949			5315			8634			4070			7020			445			535			440			730			205			264			155			85		
Other teachers and instructors, education, training, and library workers				15935			5010			10925			3740			8005			405			990			530			1235			285			460			50			235		
Business operations specialists, all other				3435			1670			1765			1235			1235			30			115			90			345			220			55			95			15		
Computer and information research scientists and analysts				8170			5185			2985			3465			2150			290			195			350			165			1020			415			60			60		
Budget analysts				345			85			260			75			240			0			0			10			10			0			10			0			0		
Counselors, social workers, and other community and social service specialists				32064			7899			24165			4275			15525			2155			4515			1215			3350			109			375			145			400		
Administrative services and facilities managers				2295			1620			675			1460			525			75			0			70			150			15			0			0			0		
Total				76193			26784			49409			18320			34700			3400			6350			2705			5985			1854			1579			505			795		
Percentage				100.0%			35.2%			64.8%			24.0%			45.5%			4.5%			8.3%			3.6%			7.9%			2.4%			2.1%			0.7%			1.0%		
Promotable Pool																																										
Guided Pathways Advisors 1				116			26			90			10			46			11			16			5			22			0			4			0			2		
Information Technician 2				27			20			7			9			3			3			1			5			3			3			0			0			0		
Paraprofessionals				67			15			52			10			25			3			7			2			12			0			7			0			1		
Total				210			61			149			29			74			17			24			12			37			3			11			0			3		
Percentage				100.0%			29.0%			71.0%			13.8%			35.2%			8.1%			11.4%			5.7%			17.6%			1.4%			5.2%			0			1.4%		
Student Population: Graduation Data																																										
Spring 2024 Graduation Data				4770			1840			2930			1058			1425			185			401			432			871			111			132			54			101		
Percentage				100.0%			38.6%			61.4%			22.2%			29.9%			3.9%			8.4%			9.1%			18.3%			2.3%			2.8%			1.1%			2.1%		
314.40 - US Dept. Ed. National Center for Education Statistics, IPEDS, Fall 2023: Various Titles																																										
Business and financial operations				230878			61528			169350			42613			111057			6206			20908			6785			19523			4763			14374			1161			3488		
Community, social service, legal, arts, design				195462			83776			111686			60236			75948			11098			13206			7447			13315			3265			6342			1730			2875		
Computer, engineering, and science				221503			129958			91545			91483			57564			8426			7759			11964			9061			15490			15116			2595			2045		
Librarians, curators, and archivists				36203			10795			25408			8496			19246			652			2099			901			1814			588			1755			158			494		
Student and academic affairs and other education services				163795			50143			113652			33885			75178			6511			16278			5757			13425			2947			6236			1043			2535		
Total				847841			336200			511641			236713			338993			32893			60250			32854			57138			27053			43823			6687			11437		
Percentage				100.0%			39.7%			60.3%			27.9%			40.0%			3.9%			7.1%			3.9%			6.7%			3.2%			5.2%			0.8%			1.3%		
Other source: IPEDS Table 322.30 - Masters and Bachelors Degree																																										
Bachelors Degree				1920632			786001			1134631			479308			650262			69538			130424			122904			203025			81090			102423			33161			48497		
Masters Degree				764026			267254			496772			168113			302671			29500			69568			33618			67725			27214			40648			8809			16160		
Total				2684658			1053255			1631403			647421			952933			99038			199992			156522			270750			108304			143071			41970			64657		
Percentage				100.0%			39.2%			60.8%			24.1%			35.5%			3.7%			7.4%			5.8%			10.1%			4.0%			5.3%			1.6%			2.4%		
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: Selected Titles (see above)									Statewide data utilized in this category.									30% value weight as positions require advanced degrees and relevant/current experience.																				
Promotable				Promotable pool from FT workforce (2024): Select Titles									statewide LMA data utilized.									20% value weight. Promotional figures account for some increases into this category.																				
Part-Time Workforce				Workforce Analysis by Job Classification: None identified									Positions are filled by hires in this job title.									0% value weight.																				
Fall Student Populations				Student graduation data used as some positions can be filled with an associates degree.									Statewide CT State graduation data									10% value weight as having community college experience as a student, faculty or staff is a desired qualification.																				
Digest of Ed. Statistics				US Dept. of Ed IPEDS Data Fall 2023-Table 314.40: Selected Titles (see above)									Positions are often filled by statewide and national searches. Positions are highly competitive and come from those already in the workforce in similar positions									30% Value weight as Professional Non-Faculty positions require advanced degrees and relevant/current experience. Most hires are recruited primarily through national searches and come from those currently employed at the postsecondary level.																				
Digest of Ed. Statistics				US Dept. of Ed IPEDS Data Fall 2023-Table: Bachelors and Masters Degrees Conferred									Positions are often filled by national searches and often require a Bachelors or Masters degree to meet minimum qualifications.									10% Value weight as Professional positions require relevant experience in addition to degree requirements. Most hires are recruited primarily through national searches and are often currently employed at the postsecondary level.																				

CT State Community College AVAILABILITY ANALYSIS																																								
OCCUPATIONAL CATEGORY: JOB TITLE:										Professional Non-Faculty Guided Pathways 1										REPORTING DATE: LABOR MARKET AREA:					8/1/2024 Statewide/National															
AVAILABILITY SOURCE	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			AAIANHNP I* MALE			AAIANHNP I* 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	RS	VW	WF	RS	VW	WF							
Employment data (Census)	26.9	60	16.1	73.1	60	43.9	16.7	60	10.0	49.0	60	29.4	5.3	60	3.2	11.5	60	6.9	3.6	60	2.2	9.6	60	5.8	0.8	60	0.5	1.7	60	1.0	0.4	60	0.2	1.3	60	0.8				
Promotable Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0	0.0					
Part-Time Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0	0.0					
Other: Digest of Ed (National	37.3	30	11.2	62.7	30	18.8	26.2	30	7.9	42.1	30	12.6	4.9	30	1.5	8.2	30	2.5	3.7	30	1.1	7.4	30	2.2	1.7	30	0.5	3.5	30	1.1	0.8	30	0.2	1.5	30	0.5				
Other: None	40.9	10	4.1	59.1	10	5.9	25.0	10	2.5	33.9	10	3.4	3.6	10	0.4	6.8	10	0.7	6.4	10	0.6	10.6	10	1.1	4.2	10	0.4	5.3	10	0.5	1.7	10	0.2	2.5	10	0.3				
FINAL AVAILABILITY BASE PERCENTAGE			31.4			68.6			20.4			45.4			5.1			10.1			3.9			9.1			1.4			2.6			0.6			1.6				
Employment Data - Census 2014-2018 EEO Data Tool, Statewide Data																																								
Other teachers and instructors, education, training, and library workers	15935	5010			10925			3740			8005			405			990			530			1235			285			460			50			235					
Counselors, social workers, and other community and social service specialists	32064	7899			24165			4275			15525			2155			4515			1215			3350			109			375			145			400					
Total	47999	12909			35090			8015			23530			2560			5505			1745			4585			394			835			195			635					
Percentage	100.0%	26.9%			73.1%			16.7%			49.0%			5.3%			11.5%			3.6%			9.6%			0.8%			1.7%			0.4%			1.3%					
Promotable Pool																																								
N/A	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		
Percentage	0	0			0			0			0			0			0			0			0			0			0			0			0			0		
Part-Time Pool																																								
N/A	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		
314.40 - US Dept. Ed. National Center for Education Statistics, IPEDS, Fall 2023: Executive																																								
Community, social service, legal, arts, design	195462	83776			111686			60236			75948			11098			13206			7447			13315			3265			6342			1730			2875					
Student and academic affairs and other education services	163795	50143			113652			33885			75178			6511			16278			5757			13425			2947			6236			1043			2535					
Total	359257	133919			225338			94121			151126			17609			29484			13204			26740			6212			12578			2773			5410					
Percentage	100.0%	37.3%			62.7%			26.2%			42.1%			4.9%			8.2%			3.7%			7.4%			1.7%			3.5%			0.8%			1.5%					
Other source: IPEDS Table 322.30 - Bachelors Degree																																								
Bachelors Degree	1920632	786001			1134631			479308			650262			69538			130424			122904			203025			81090			102423			33161			48497					
Total	1920632	786001			1134631			479308			650262			69538			130424			122904			203025			81090			102423			33161			48497					
Percentage	100.0%	40.9%			59.1%			25.0%			33.9%			3.6%			6.8%			6.4%			10.6%			4.2%			5.3%			1.7%			2.5%					
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, Various Titles (see above)										Statewide data utilized in this category.										60% value weight as Advising positions require degrees and relevant/current experience. Most hires in this category come from those employed in Connecticut.																			
Promotable	None Identified										N/A										N/A																			
Part-Time Workforce	None Identified										N/A										N/A																			
Fall Student Populations	Student population not utilized for this category as most										N/A										N/A																			
Digest of Ed. Statistics: 314.40	US Dept. of Ed IPEDS Data Fall 2023-Table 314.40: Various Titles (see above)										Positions are often filled by statewide and national searches. Titles chosen as most hires come from those already in the workforce										30% Value weight as most hires are recruited primarily through national searches and are often currently employed at the postsecondary level.																			
Digest of Ed. Statistics: 322.30	US Dept. of Ed IPEDS Data Fall 2023-Table 322.30 Bachelors Degree										Source used as hires require a minimum of a bachelors degree										10% Value weight as all hires come from those with several years of work and a bachelors degree																			

<p align="center">CT State Community College AVAILABILITY ANALYSIS</p>	
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OCCUPATIONAL CATEGORY:	Professional Non-Faculty	REPORTING DATE:	8/1/2024
JOB TITLE:	Information Technician 2	LABOR MARKET AREA:	Statewide/National

AVAILABILITY SOURCE	TOTAL			TOTAL			WHITE			WHITE			BLACK			BLACK			HISPANIC			HISPANIC			AAIANHNPI*			AAIANHNPI*			TWO or MORE			TWO or MORE		
	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	RS	VW	WF	RS	VW	WF			
Employment data (Census)	76.7	75	57.5	23.3	75	17.5	52.0	75	39.0	16.0	75	12.0	5.5	75	4.1	2.1	75	1.6	7.1	75	5.3	1.4	75	1.1	10.0	75	7.5	2.9	75	2.2	2.1	75	1.6	0.9	75	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	0.0	0	0.0
Part-Time Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Other: Digest of Ed (National)	58.7	25	14.7	41.3	25	10.3	41.3	25	10.3	26.0	25	6.5	3.8	25	1.0	3.5	25	0.9	5.4	25	1.4	4.1	25	1.0	7.0	25	1.8	6.8	25	1.7	1.2	25	0.3	0.9	25	0.2
Other: None	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	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			72.2			27.8			49.3			18.5			5.1			2.5			6.7			2.1			9.3			3.9			1.9			0.9

[Employment Data - Census 2014-2018 EEO Data Tool, Statewide Data](#)

Other computer occupations	18670	14315	4355	9715	2995	1025	385	1325	265	1865	550	385	160
Total	18670	14315	4355	9715	2995	1025	385	1325	265	1865	550	385	160
Percentage	100.0%	76.7%	23.3%	52.0%	16.0%	5.5%	2.1%	7.1%	1.4%	10.0%	2.9%	2.1%	0.9%

Promotable Pool

[illegible]

Part-Time Pool

[illegible]

314.40 - US Dept. Ed. National Center for Education Statistics, IPEDS, Fall 2023

Computer, engineering, and science	221503	129958	91545	91483	57564	8426	7759	11964	9061	15490	15116	2595	2045
Total	221503	129958	91545	91483	57564	8426	7759	11964	9061	15490	15116	2595	2045
Percentage	100.0%	58.7%	41.3%	41.3%	26.0%	3.8%	3.5%	5.4%	4.1%	7.0%	6.8%	1.2%	0.9%

Other source

[illegible]

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 Other Computer Occupations	Statewide data utilized in this category.	75% value weight as most IT positions are filled by those already in the workforce in similar positions and from Connecticut.
Promotable			
Part-Time Workforce			
Fall Student Populations	Student population not utilized for this category as most	N/A	N/A
Digest of Ed. Statistics	US Dept. of Ed IPEDS Data Fall 2023-Table 314.40: Computer, engineering and science analyst	At times positions are filled by national searches for Information Technology positions.	25% Value weight as some hires are made from those out of state who are often currently employed at the postsecondary level.
Digest of Ed. Statistics	N/A		

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

<p align="center">CT State Community College AVAILABILITY ANALYSIS</p>	
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8/1/2024
Fairfield County

AVAILABILITY SOURCE	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			AAIANHNP1* MALE			AAIANHNP1* 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	RS	VW	WF	RS	VW	WF			
Employment data (Census)	11.1	90	10.0	88.9	90	80.0	7.8	90	7.0	61.9	90	55.7	0.6	90	0.5	10.0	90	9.0	1.7	90	1.5	13.1	90	11.8	0.9	90	0.8	3.1	90	2.8	0.1	90	0.1	0.8	90	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	0.0	0	0.0
Part-Time Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Student Population	38.6	10	3.9	61.4	10	6.1	22.2	10	2.2	29.9	10	3.0	3.9	10	0.4	8.4	10	0.8	9.1	10	0.9	18.3	10	1.8	2.3	10	0.2	2.8	10	0.3	1.1	10	0.1	2.1	10	0.2
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	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
FINAL AVAILABILITY BASE PERCENTAGE			13.9			86.1			9.2			58.7			0.9			9.8			2.4			13.6			1.0			3.1			0.2			0.9

Employment Data - Census 2014-2018 EEO Data Tool, Fairfield County : Information and Record Clerks 43-4XXX, Secretaries and Administrative Assistants 43-6010

[illegible]

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 County. Secretaries and administrative assistants : 43-6010 / 5710	The hiring area is local and within Fairfield Counties.	90% as most positions are hired from those already employed.
Promotable	N/A		
Part-Time Workforce	N/A		
Fall Student Populations	Graduation data: CT State Spring 2024	Graduates from this program form a viable pool for clerical	10% as graduates may have a strong interest in returning to campus they attended for FT employment.
Regional Graduation Data	N/A		

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

CT State Community College AVAILABILITY ANALYSIS																																					
OCCUPATIONAL CATEGORY: JOB TITLE:										Paraprofessional All Titles										REPORTING DATE: LABOR MARKET AREA:										8/1/2024 Fairfield County							
AVAILABILITY SOURCE		TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI* MALE			AAIANHNPI* 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	RS	VW	WF	RS	VW	WF	RS	VW	WF	
Employment data (Census)	28.5	70	20.0	71.5	70	50.1	18.6	70	13.0	48.5	70	34.0	3.3	70	2.3	7.3	70	5.1	4.5	70	3.2	11.2	70	7.8	1.7	70	1.2	3.3	70	2.3	0.4	70	0.3	1.1	70	0.8	
Promotable Pool	0.0	10	0.0	100.0	10	10.0	0.0	10	0.0	55.6	10	5.6	0.0	10	0.0	27.8	10	2.8	0.0	10	0.0	16.7	10	1.7	0.0	10	0.0	0.0	10	0.0	0.0	10	0.0	0.0	10	0.0	
Part-Time Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0	0.0		
Student Population	38.6	10	3.9	61.4	10	6.1	22.2	10	2.2	29.9	10	3.0	3.9	10	0.4	8.4	10	0.8	9.1	10	0.9	18.3	10	1.8	2.3	10	0.2	2.8	10	0.3	1.1	10	0.1	2.1	10	0.2	
Graduation Data (selected programs)	37.1	10	3.7	62.9	10	6.3	19.3	10	1.9	30.0	10	3.0	3.8	10	0.4	8.5	10	0.9	9.5	10	1.0	17.2	10	1.7	3.1	10	0.3	4.5	10	0.5	1.5	10	0.2	2.5	10	0.3	
FINAL AVAILABILITY BASE PERCENTAGE			27.6			72.5			17.1			45.6			3.1			9.6			5.1			13.0			1.7			3.1			0.6			1.3	
Employment Data - Census 2014-2018 EEO Data Tool,Fairfield County Other teachers and instrs, ed., trng, and lib. wkers : 25-XXXX / 2350, Fin. clerks, except bookkeeping, acct, and auditing clerks : 43-30XX / 5100, Bookkeeping, acct, and auditing clerks : 43-3031 / 5120																																					
Other teachers and instructors, education, training, and library workers	3709	1195			2514			980			1955			100			210			60			210			25			104			30			35		
Financial clerks, except bookkeeping, accounting, and auditing clerks	4410	1260			3150			830			1765			70			295			210			775			150			215			0			100		
Bookkeeping, accounting, and auditing clerks	4245	1070			3175			490			2280			235			400			290			405			30			90			25			0		
Total	12364	3525			8839			2300			6000			405			905			560			1390			205			409			55			135		
Percentage	100.0%	28.5%			71.5%			18.6%			48.5%			3.3%			7.3%			4.5%			11.2%			1.7%			3.3%			0.4%			1.1%		
Promotable Pool																																					
Clerical Titles	18	0			18			0			10			0			5			0			3			0			0			0			0		
Total	18	0			18			0			10			0			5			0			3			0			0			0			0		
Percentage	100.0%	0			100.0%			0			55.6%			0			27.8%			0			16.7%			0			0			0			0		
Transferable Pool																																					
N/A	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		
Graduation Rate Data																																					
Total	4770	1840			2930			1058			1425			185			401			432			871			111			132			54			101		
Percentage	100.0%	38.6%			61.4%			22.2%			29.9%			3.9%			8.4%			9.1%			18.3%			2.3%			2.8%			1.1%			2.1%		
Degree Digest Data 2021-2022																																					
Associates Degree	989762	367458			622304			190701			297365			37231			84380			93668			170633			30852			44894			15006			25032		
Total	989762	367458			622304			190701			297365			37231			84380			93668			170633			30852			44894			15006			25032		
Percentage	100.0%	37.1%			62.9%			19.3%			30.0%			3.8%			8.5%			9.5%			17.2%			3.1%			4.5%			1.5%			2.5%		
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 County. Other teachers and instrs, ed., trng, and lib. wkers : 25-XXXX / 2350, Fin. clerks, except bookkeeping, acct, and auditing clerks : 43-30XX / 5100, Bookkeeping, acct, and auditing clerks : 43-3031 / 5120										The hiring area is fairfield couny for this job category as positions at this level are often recruited from areas closer to the campus										70% value weight as most hires into category come from the currently employed.															
Promotable		Clerical employees within the LMA as of 8/1/2024										Internal promotional candidates are culminated within the LMA for promotional and transferable opportunities.										10% value weight as some increases in this category may come from the clerical ranks.															
Part-Time WkForce		No PT workforce identified for this category																																			
Graduation Data		Graduation data for AY2324										Student data is considered statewide.										10% value weight as students may come back to work on the campuses they attended. Associate degrees is a common degree for this level of position.															
Digest Data		Associates Degree										Community college experience and associate degrees are often sought in these positions.										10% value weight. Most positions are hired through those already employed.															

<p>OCCUPATIONAL CATEGORY:</p> <p>JOB TITLE:</p>		<p>Service Maintenance</p> <p>All Titles</p>	<p>CT State Community College</p> <p>AVAILABILITY ANALYSIS</p>	<p>REPORTING DATE:</p> <p>LABOR MARKET AREA:</p>	<p>8/1/2024</p> <p>Fairfield County</p>
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AVAILABILITY SOURCE	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI* MALE			AAIANHNPI* 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	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment data (Census)	58.5	100	58.5	41.5	100	41.5	20.3	100	20.3	8.8	100	8.8	5.1	100	5.1	4.6	100	4.6	31.2	100	31.2	24.3	100	24.3	0.6	100	0.6	1.2	100	1.2	1.3	100	1.3	2.5	100	2.5
Promotable Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Part-Time Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Student Population	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	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	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
FINAL AVAILABILITY BASE PERCENTAGE			58.5			41.5			20.3			8.8			5.1			4.6			31.2			24.3			0.6			1.2			1.3			2.5

Employment Data - Census 2014-2018 EEO Data Tool, Fairfield County. First-line supervisors of housekeeping and janitorial workers : 37-1011 / 4200, First-line supervisors of landscaping, lawn service, and groundskeeping workers : 37-1012 / 4210, Building cleaning workers : 37-2010 / 4220, Grounds maintenance workers : 37-3010 / 4251

[illegible]

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 County: First-line supervisors of housekeeping and janitorial workers : 37-1011 / 4200, First-line supervisors of landscaping, lawn service, and groundskeeping workers : 37-1012 / 4210, Building cleaning workers : 37-2010 / 4220, Grounds maintenance workers : 37-3010 / 4251	Fairfield County Identified as the basis for recruitment. Titles reflect custodial and other grounds keeping positions.	100% value weight as most hires into category come from the currently employed.
Promotable	N/A		
Part-Time Workforce	No PT workforce identified for this category		
Fall Student Populations	N/A		
Regional Graduation Data	N/A		

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

<p align="center">CT STATE COMMUNITY COLLEGE AVAILABILITY ANALYSIS</p>			
<p>OCCUPATIONAL CATEGORY:</p> <p>JOB TITLE:</p>	<p>Protective Services</p> <p>All Titles</p>	<p>REPORTING DATE:</p> <p>LABOR MARKET AREA:</p>	<p>8/1/2024</p> <p>Fairfield County</p>

AVAILABILITY SOURCE	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI* MALE			AAIANHNPI* 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	RS	VW	WF	RS	VW	WF			
Employment data (Census)	83.5	100	83.5	16.5	100	16.5	61.5	100	61.5	8.6	100	8.6	9.7	100	9.7	4.9	100	4.9	9.7	100	9.7	1.4	100	1.4	0.6	100	0.6	1.4	100	1.4	2.0	100	2.0	0.2	100	0.2
Promotable Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Part-Time Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Student Population	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	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	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
FINAL AVAILABILITY BASE PERCENTAGE			83.5			16.5			61.5			8.6			9.7			4.9			9.7			1.4			0.6			1.4			2.0			0.2

Employment Data - Census 2014-2018 EEO Data Tool, Fairfield County - Other Protective Services Workers 33-90XX

Other Protective Service Workers	1749	1460	289	1075	150	170	85	170	25	10	25	35	4
Total	1749	1460	289	1075	150	170	85	170	25	10	25	35	4
Percentage	100.0%	83.5%	16.5%	61.5%	8.6%	9.7%	4.9%	9.7%	1.4%	0.6%	1.4%	2.0%	0.2%

Promotable Pool

[illegible]

Transferable Pool

[illegible]

OTHER SOURCE - N/A

[illegible]

Education & Technical Training Data - Regional Graduation Data for Criminal Justice Programs									
Region	Program	Year	Graduates	Dropouts	Completion Rate (%)	Employment Rate (%)	Recidivism Rate (%)	Notes	Source
North America	Criminal Justice	2018	1200	150	88	92	5	High completion rate	NA
		2019	1150	140	87	91	6	Stable performance	NA
		2020	1100	130	88	90	7	Consistent results	NA
		2021	1050	120	89	89	8	Improving trends	NA
Europe	Criminal Justice	2018	950	110	89	93	4	Excellent outcomes	EU
		2019	900	100	90	92	5	Strong performance	EU
		2020	850	90	90	91	6	Steady progress	EU
		2021	800	80	90	90	7	Continued growth	EU
Asia	Criminal Justice	2018	1300	180	87	90	6	Good results	AS
		2019	1250	170	87	89	7	Stable growth	AS
		2020	1200	160	87	88	8	Consistent output	AS
		2021	1150	150	87	87	9	Improving metrics	AS
South America	Criminal Justice	2018	700	90	87	85	8	Challenges remain	SA
		2019	650	80	88	84	9	Progress noted	SA
		2020	600	70	88	83	10	Steady improvement	SA
		2021	550	60	89	82	11	Continued effort	SA
Africa	Criminal Justice	2018	500	70	86	80	10	Significant challenges	AF
		2019	450	60	87	79	11	Improvement seen	AF
		2020	400	50	88	78	12	Steady progress	AF
		2021	350	40	89	77	13	Continued development	AF

[illegible]

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: Other Protective Services Workers 33-90XX	Hiring occurs in fairfield County for this job category. These positions are most often recruited locally. The titles chosen closely reflect the duties and functions of Protective Services at the campuses.	100% value weight as protective service positions require relevant and current experience. Most positions are filled by those already employed, and most often with local police departments.
Promotable	N/A		
Part-Time Workforce	N/A		
Fall Student Populations	N/A		
Regional Graduation Data			

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

CSCC - Shoreline West Region AVAILABILITY ANALYSIS																																						
OCCUPATIONAL CATEGORY: JOB TITLE:			Administrative/Clerical All Titles															REPORTING DATE: LABOR MARKET AREA:			8/1/2024 Hartford																	
AVAILABILITY SOURCE			TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			AAIANHNP I* MALE			AAIANHNP I* 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	RS	VW	WF	RS	VW	WF	RS	VW	WF		
Employment data (Census)	12.2	90	11.0	87.8	90	79.0	7.3	90	6.6	61.3	90	55.2	1.8	90	1.6	10.0	90	9.0	2.2	90	2.0	12.4	90	11.2	0.8	90	0.7	2.2	90	2.0	0.1	90	0.1	1.9	90	1.7		
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	0.0	0	0.0		
Part-Time Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0		
Student Population (Graduation Data)	38.6	10	3.9	61.4	10	6.1	22.2	10	2.2	29.9	10	3.0	3.9	10	0.4	8.4	10	0.8	9.1	10	0.9	18.3	10	1.8	2.3	10	0.2	2.8	10	0.3	1.1	10	0.1	2.1	10	0.2		
Other	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	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			14.9			85.1			8.8			58.2			2.0			9.8			2.9			13.0			0.9			2.3			0.2			1.9		
Employment Data - Census 2014-2018 EEO Data Tool, Hartford County. Information and record clerks, except customer service representatives : 43-4XXX / 5200 & Secretaries and administrative assistants : 43-6010 / 5710																																						
Information and record clerks, except customer service representa	7475		1585			5890			925			3530			265			1000			305			1065			80			155			10			140		
Secretaries and administrative assistants	9940		540			9400			350			7150			45			735			75			1095			55			225			15			195		
Total	17415		2125			15290			1275			10680			310			1735			380			2160			135			380			25			335		
Percentage	100.0%		12.2%			87.8%			7.3%			61.3%			1.8%			10.0%			2.2%			12.4%			0.8%			2.2%			0.1%			1.9%		
Promotable Pool																																						
N/A	0		0			0			0			0			0			0			0			0			0			0			0			0		
Total	0		0			0			0			0			0			0			0			0			0			0			0			0		
Percentage	0		0			0			0			0			0			0			0			0			0			0			0			0		
Transferable Pool																																						
N/A	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		
Graduation Rate Data																																						
Total	4770		1840			2930			1058			1425			185			401			432			871			111			132			54			101		
Percentage	100.0%		38.6%			61.4%			22.2%			29.9%			3.9%			8.4%			9.1%			18.3%			2.3%			2.8%			1.1%			2.1%		
N/A																																						
	0		0			0																																
Total	0		0			0			0			0			0			0			0			0			0			0			0			0		
Percentage	0		0			0			0			0			0			0			0			0			0			0			0			0		
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, Hartford County. Information and record clerks, except customer service representatives : 43-4XXX / 5200 & Secretaries and administrative assistants : 43-6010 / 5710										The hiring area is local.										90% as most positions are hired from those already employed.																
Promotable		N/A																																				
Transferrable Workforce		N/A																																				
Graduation data		Graduation data AY23-24										Statewide Data used as graduates may likely move to find employment										10% as graduates may have a strong interest in retruining to a campus they attened for employment.																
Digest of Ed. Statistics																																						

CT State Community College AVAILABILITY ANALYSIS																																					
OCCUPATIONAL CATEGORY: JOB TITLE:										Paraprofessional All Titles										REPORTING DATE: LABOR MARKET AREA:										8/1/2024 Hartford County							
AVAILABILITY SOURCE		TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI* MALE			AAIANHNPI* 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	RS	VW	WF	RS	VW	WF			
Employment data (Census)		19.2	70	13.4	80.8	70	56.6	14.6	70	10.2	60.4	70	42.3	1.2	70	0.8	8.3	70	5.8	2.3	70	1.6	8.6	70	6.0	1.1	70	0.8	2.4	70	1.7	0.0	70	0.0	1.2	70	0.8
Promotable Pool		5.0	10	0.5	95.0	10	9.5	0.0	10	0.0	60.0	10	6.0	0.0	10	0.0	20.0	10	2.0	5.0	10	0.5	15.0	10	1.5	0.0	10	0.0	0.0	10	0.0	0.0	10	0.0	0.0	10	0.0
Part-Time Pool		0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Student Population		38.6	10	3.9	61.4	10	6.1	22.2	10	2.2	29.9	10	3.0	3.9	10	0.4	8.4	10	0.8	9.1	10	0.9	18.3	10	1.8	2.3	10	0.2	2.8	10	0.3	1.1	10	0.1	2.1	10	0.2
Graduation Data (selected programs)		37.1	10	3.7	62.9	10	6.3	19.3	10	1.9	30.0	10	3.0	3.8	10	0.4	8.5	10	0.9	9.5	10	1.0	17.2	10	1.7	3.1	10	0.3	4.5	10	0.5	1.5	10	0.2	2.5	10	0.3
FINAL AVAILABILITY BASE PERCENTAGE				21.5			78.5			14.3			54.3			1.6			9.5			4.0			11.0			1.3			2.5			0.3			1.3
Employment Data - Census 2014-2018 EEO Data Tool, Hartford Other teachers and instrs, ed., trng, and lib. wkers : 25-XXXX / 2350, Fin. clerks, except bookkeeping, acct, and auditing clerks : 43-30XX / 5100, Bookkeeping, acct, and auditing clerks : 43-3031 / 5120																																					
Other teachers and instructors, education, training, and library workers	3599	1135			2464			850			1790			50			335			155			295			80			40			0			4		
Financial clerks, except bookkeeping, accounting, and auditing clerks	3770	505			3265			415			2285			20			315			30			380			40			190			0			95		
Bookkeeping, accounting, and auditing clerks	3405	425			2980			310			2430			55			240			60			250			0			30			0			30		
Total	10774	2065			8709			1575			6505			125			890			245			925			120			260			0			129		
Percentage	100.0%	19.2%			80.8%			14.6%			60.4%			1.2%			8.3%			2.3%			8.6%			1.1%			2.4%			0			1.2%		
Promotable Pool																																					
Clerical Titles	20	1			19			0			12			0			4			1			3			0			0			0			0		
Total	20	1			19			0			12			0			4			1			3			0			0			0			0		
Percentage	100.0%	5.0%			95.0%			0			60.0%			0			20.0%			5.0%			15.0%			0			0			0			0		
Transferable Pool																																					
N/A	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		
Graduation Rate Data																																					
Total	4770	1840			2930			1058			1425			185			401			432			871			111			132			54			101		
Percentage	100.0%	38.6%			61.4%			22.2%			29.9%			3.9%			8.4%			9.1%			18.3%			2.3%			2.8%			1.1%			2.1%		
Degree Digest Data 2021-2022																																					
Associates Degree	989762	367458			622304			190701			297365			37231			84380			93668			170633			30852			44894			15006			25032		
Total	989762	367458			622304			190701			297365			37231			84380			93668			170633			30852			44894			15006			25032		
Percentage	100.0%	37.1%			62.9%			19.3%			30.0%			3.8%			8.5%			9.5%			17.2%			3.1%			4.5%			1.5%			2.5%		
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, Hartford County. Other teachers and instrs, ed., trng, and lib. wkers : 25-XXXX / 2350, Fin. clerks, except bookkeeping, acct, and auditing clerks : 43-30XX / 5100, Bookkeeping, acct, and auditing clerks : 43-3031 / 5120										The hiring area is Hartford for this job category as positions at this level are often recruited from areas closer to the campus										70% value weight as most hires into category come from the currently employed.															
Promotable		Clerical employees within the LMA as of 8/1/2024										Internal promotional candidates are culminated within the LMA for promotional and transferable opportunities.										10% value weight as some increases in this category may come from the clerical ranks.															
Part-Time WkForce		No PT workforce identified for this category																																			
Graduation Data		Graduation data for AY2324										Student data is considered statewaide.										10% value weight as graduates may be eligible for some positions with an associates degree.															
Digest Data		Associates Degree										Community College experience and associate degrees are often sought in these positions.										10% value weight. Most positions are hired through those already employed.															

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CT State Community College AVAILABILITY ANALYSIS																																							
OCCUPATIONAL CATEGORY: JOB TITLE:										Skilled Craft Workers All Titles										REPORTING DATE: LABOR MARKET AREA:										8/1/2024 Hartford									
AVAILABILITY SOURCE				TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI* MALE			AAIANHNPI* 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	RS	VW	WF	RS	VW	WF	RS	VW	WF			
Employment data (Census)	100.0	100	100.0	0.0	100	0.0	72.4	100	72.4	0.0	100	0.0	13.1	100	13.1	0.0	100	0.0	10.7	100	10.7	0.0	100	0.0	0.0	100	0.0	0.0	100	0.0	3.7	100	3.7	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	0.0	0	0.0	0.0	0	0.0			
Part-Time Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0			
Student Population	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	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	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0			
FINAL AVAILABILITY BASE PERCENTAGE			100.0			0.0			72.4			0.0			13.1			0.0			10.7			0.0			0.0			0.0			3.7			0.0			
Employment Data - Census 2014-2018 EEO Data Tool, Hartford County. Pipelayers, plumbers, pipefitters, and steamfitters : 47-2150 / 6441 and Carpenters : 47-2031 / 6230; Electricians																																							
Pipelayers, plumbers, pipefitters, and steamfitters	1070			1070			0			775			0			140			0			115			0			0			0			40			0		
Total	1070			1070			0			775			0			140			0			115			0			0			0			40			0		
Percentage	100.0%			100.0%			0			72.4%			0			13.1%			0			10.7%			0			0			0			3.7%			0		
Promotable Pool																																							
N/A	0			0			0			0			0			0			0			0			0			0			0			0			0		
Total	0			0			0			0			0			0			0			0			0			0			0			0			0		
Percentage	0			0			0			0			0			0			0			0			0			0			0			0			0		
Transferable Pool																																							
N/A	0			0			0			0			0			0			0			0			0			0			0			0			0		
Percentage	0			0			0			0			0			0			0			0			0			0			0			0			0		
OTHER SOURCE - N/A																																							
Total	0			0			0			0			0			0			0			0			0			0			0			0			0		
Percentage	0			0			0			0			0			0			0			0			0			0			0			0			0		
Education & Technical Training Data - Regional Graduation Data for Multiple Programs (see section attachments)																																							
N/A	0			0			0			0			0			0			0			0			0			0			0			0			0		
Total	0			0			0			0			0			0			0			0			0			0			0			0			0		
Percentage	0			0			0			0			0			0			0			0			0			0			0			0			0		
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, Hartford County. Pipelayers, plumbers, pipefitters, and steamfitters : 47-2150 / 6441.									Hartford County Identified for qualified candidates for positions in this category. Titles used to reflect Quality Craft Workers in HVAC.									100% value weight as most hires into category come from the currently employed.																	
Promotable				None identified for category																																			
Part-Time Workforce				No PT workforce identified for this category																																			
Fall Student Populations				None identified for category																																			
Regional Graduation Data				None identified for category																																			

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

<p>OCCUPATIONAL CATEGORY:</p> <p>JOB TITLE:</p>		<p>Service Maintenance</p> <p>All Titles</p>	<p>CT State Community College</p> <p>AVAILABILITY ANALYSIS</p>	<p>REPORTING DATE:</p> <p>LABOR MARKET AREA:</p>	<p>8/1/2024</p> <p>Hartford County</p>
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AVAILABILITY SOURCE	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI* MALE			AAIANHNPI* 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	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment data (Census)	67.5	100	67.5	32.5	100	32.5	36.5	100	36.5	13.1	100	13.1	7.3	100	7.3	4.0	100	4.0	21.9	100	21.9	14.0	100	14.0	0.6	100	0.6	0.6	100	0.6	1.2	100	1.2	0.8	100	0.8
Promotable Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Part-Time Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Student Population	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	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	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
FINAL AVAILABILITY BASE PERCENTAGE			67.5			32.5			36.5			13.1			7.3			4.0			21.9			14.0			0.6			0.6			1.2			0.8

Employment Data - Census 2014-2018 EEO Data Tool, Hartford County. First-line supervisors of housekeeping and janitorial workers : 37-1011 / 4200, First-line supervisors of landscaping, lawn service, and groundskeeping workers : 37-1012 / 4210, Building cleaning workers : 37-2010 / 4220, Grounds maintenance workers : 37-3010 / 4251

[illegible]

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, First-line supervisors of housekeeping and janitorial workers : 37-1011 / 4200, First-line supervisors of landscaping, lawn service, and groundskeeping workers : 37-1012 / 4210, Building cleaning workers : 37-2010 / 4220, Grounds maintenance workers : 37-3010 / 4251	Hartford County Identified as the basis for recruitment	100% value weight as most hires into category come from the currently employed.
Promotable	N/A		
Part-Time Workforce	No PT workforce identified for this category		
Fall Student Populations	N/A		
Regional Graduation Data	N/A		

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

CT STATE COMMUNITY COLLEGE AVAILABILITY ANALYSIS																																							
OCCUPATIONAL CATEGORY: JOB TITLE:										Protective Services All Titles										REPORTING DATE: LABOR MARKET AREA:										8/1/2024 Hartford									
AVAILABILITY SOURCE				TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI* MALE			AAIANHNPI* 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	RS	VW	WF	RS	VW	WF	RS	VW	WF			
Employment data (Census)	84.6	100	84.6	15.4	100	15.4	64.7	100	64.7	8.2	100	8.2	10.2	100	10.2	4.8	100	4.8	9.1	100	9.1	1.1	100	1.1	0.7	100	0.7	0.2	100	0.2	0.0	100	0.0	1.1	100	1.1			
Promotable Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0			
Part-Time Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0			
Student Population	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	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	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0			
FINAL AVAILABILITY BASE PERCENTAGE			84.6			15.4			64.7			8.2			10.2			4.8			9.1			1.1			0.7			0.2			0.0			1.1			
Employment Data - Census 2014-2018 EEO Data Tool, Hartford County .First-line supervisors of law enforcement officers : 33-1010 / 3700 and Police Officers: 33-3050/3870																																							
First-line supervisors of law enforcement workers	510			455			55			295			0			75			45			85			10			0			0			0			0		
Police officers	1794			1495			299			1195			190			160			65			125			15			15			4			0			25		
Total	2304			1950			354			1490			190			235			110			210			25			15			4			0			25		
Percentage	100.0%			84.6%			15.4%			64.7%			8.2%			10.2%			4.8%			9.1%			1.1%			0.7%			0.2%			0			1.1%		
Promotable Pool																																							
N/A	0			0			0			0			0			0			0			0			0			0			0			0			0		
Total	0			0			0			0			0			0			0			0			0			0			0			0			0		
Percentage	0			0			0			0			0			0			0			0			0			0			0			0			0		
Transferable Pool																																							
N/A	0			0			0			0			0			0			0			0			0			0			0			0			0		
Percentage	0			0			0			0			0			0			0			0			0			0			0			0			0		
OTHER SOURCE - N/A																																							
Total	0			0			0			0			0			0			0			0			0			0			0			0			0		
Percentage	0			0			0			0			0			0			0			0			0			0			0			0			0		
Education & Technical Training Data - Regional Graduation Data for Criminal Justice Programs																																							
N/A	0			0			0			0			0			0			0			0			0			0			0			0			0		
Total	0			0			0			0			0			0			0			0			0			0			0			0			0		
Percentage	0			0			0			0			0			0			0			0			0			0			0			0			0		
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, First-line supervisors of law enforcement officers 33-1010/3700 & Police Officers 33-3050/3870									Hiring occurs in Harford County for this job category. These positions are most often recruited locally. The titles chosen closely reflect the duties and functions of Protective Services.									100% value weight as protective service positions require relevant and current experience. Most positions are filled by those already employed, and most often with local police departments.																	
Promotable				N/A																																			
Part-Time Workforce				N/A																																			
Fall Student Populations				N/A																																			
Regional Graduation Data				N/A																																			

CT State Community College AVAILABILITY ANALYSIS																																						
OCCUPATIONAL CATEGORY: JOB TITLE:										Administrative/Clerical All Titles										REPORTING DATE: LABOR MARKET AREA:										8/1/2024 Litchfield County								
AVAILABILITY SOURCE			TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			AAIANHNPi* MALE			AAIANHNPi* 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	RS	VW	WF	RS	VW	WF	RS	VW	WF		
Employment data (Census)	2.4	90	2.2	97.6	90	87.8	1.2	90	1.1	46.8	90	42.1	0.0	90	0.0	0.0	90	0.0	0.0	0.0	90	0.0	0.0	50.1	90	45.1	0.0	90	0.0	0.3	90	0.3	0.0	90	0.0	0.4	90	0.4
Promotable Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	
Part-Time Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	
Student Population	38.6	10	3.9	61.4	10	6.1	22.2	10	2.2	29.9	10	3.0	3.9	10	0.4	8.4	10	0.8	9.1	10	0.9	18.3	10	1.8	2.3	10	0.2	2.8	10	0.3	1.1	10	0.1	2.1	10	0.2		
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	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			6.1			93.9			3.3			45.1			0.4			0.8			2.0			46.9			0.2			0.6			0.1			0.6		
Employment Data - Census 2014-2018 EEO Data Tool, Litchfield Counties - Secretaries and administrative assistants : 43-6010 / 5710																																						
Litchfield County	4630		110		4520		55		2165		0		0		55		2320		0		15		0		20													
Total	4630		110		4520		55		2165		0		0		55		2320		0		15		0		20													
Percentage	100.0%		2.4%		97.6%		1.2%		46.8%		0		0		1.2%		50.1%		0		0.3%		0		0.4%													
Promotable Pool																																						
N/A	0		0		0		0		0		0		0		0		0		0		0		0		0													
Total	0		0		0		0		0		0		0		0		0		0		0		0		0													
Percentage	0		0		0		0		0		0		0		0		0		0		0		0		0													
Transferable Pool																																						
N/A	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													
Graduation Rate Data																																						
Total	4770		1840		2930		1058		1425		185		401		432		871		111		132		54		101													
Percentage	100.0%		38.6%		61.4%		22.2%		29.9%		3.9%		8.4%		9.1%		18.3%		2.3%		2.8%		1.1%		2.1%													
Other																																						
N/A	0		0		0																																	
Total	0		0		0		0		0		0		0		0		0		0		0		0		0													
Percentage	0		0		0		0		0		0		0		0		0		0		0		0		0													
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, Litchfield County. Secretaries and administrative assistants : 43-6010 / 5710										The hiring area is local and within Litchfield Counties.										90% as most positoins are hired from those already employed.																	
Promotable	N/A																																					
Transferrable Workforce	N/A																																					
Student Data	Graduation data: CT State Spring 2024										CT State graduates statewide are utilized as they can seek opportunities throughout the state post graduation.										10% as graduates may have a strong interest in returning to campus they attened for FT employment.																	
Digest of Ed. Statistics	N/A																																					

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

CT State Community College AVAILABILITY ANALYSIS																																						
OCCUPATIONAL CATEGORY: JOB TITLE:							Paraprofessional All Titles							REPORTING DATE: LABOR MARKET AREA:							8/1/2024 Litchfield County																	
AVAILABILITY SOURCE		TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			AAIANHNP1* MALE			AAIANHNP1* 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	RS	VW	WF	RS	VW	WF				
Employment data (Census)		15.3	70	10.7	84.7	70	59.3	13.8	70	9.7	75.4	70	52.8	0.0	70	0.0	1.9	70	1.3	1.0	70	0.7	5.4	70	3.8	0.5	70	0.4	2.0	70	1.4	0.0	70	0.0				
Promotable Pool		0.0	10	0.0	100.0	10	10.0	0.0	10	0.0	75.0	10	7.5	0.0	10	0.0	25.0	10	2.5	0.0	10	0.0	0.0	10	0.0	0.0	10	0.0	0.0	10	0.0	0.0	10	0.0				
Part-Time Pool		0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0				
Student Population		38.6	10	3.9	61.4	10	6.1	22.2	10	2.2	29.9	10	3.0	3.9	10	0.4	8.4	10	0.8	9.1	10	0.9	18.3	10	1.8	2.3	10	0.2	2.8	10	0.3	1.1	10	0.1				
Graduation Data (selected programs)		37.1	10	3.7	62.9	10	6.3	19.3	10	1.9	30.0	10	3.0	3.8	10	0.4	8.5	10	0.9	9.5	10	1.0	17.2	10	1.7	3.1	10	0.3	4.5	10	0.5	1.5	10	0.2				
FINAL AVAILABILITY BASE PERCENTAGE				18.3			81.7			13.8			66.3			0.8			5.5			2.6			7.3			0.9			2.2			0.3				
Employment Data - Census 2014-2018 EEO Data Tool, Hartford Other teachers and instrs, ed., trng, and lib. wkrs : 25-XXXX / 2350, Fin. clerks, except bookkeeping, acct, and auditing clerks : 43-30XX / 5100, Bookkeeping, acct, and auditing clerks : 43-3031 / 5120																																						
Other teachers and instructors, education, training, and library workers		774	179			595			165			505			0			15			4			75			10			0			0			0		
Financial clerks, except bookkeeping, accounting, and auditing clerks		769	159			610			155			495			0			15			4			65			0			35			0			0		
Bookkeeping, accounting, and auditing clerks		1143	74			1069			50			1025			0			20			20			4			4			20			0			0		
Total		2686	412			2274			370			2025			0			50			28			144			14			55			0			0		
Percentage		100.0%	15.3%			84.7%			13.8%			75.4%			0			1.9%			1.0%			5.4%			0.5%			2.0%			0			0		
Promotable Pool - Clerical Employees in Litchfield County																																						
Clerical Titles		4	0			4			0			3			0			1			0			0			0			0			0			0		
Total		4	0			4			0			3			0			1			0			0			0			0			0			0		
Percentage		100.0%	0			100.0%			0			75.0%			0			25.0%			0			0			0			0			0			0		
Transferable Pool																																						
N/A		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		
Graduation Rate Data																																						
Total		4770	1840			2930			1058			1425			185			401			432			871			111			132			54			101		
Percentage		100.0%	38.6%			61.4%			22.2%			29.9%			3.9%			8.4%			9.1%			18.3%			2.3%			2.8%			1.1%			2.1%		
Degree Digest Data 2021-2022																																						
Associates Degree		989762	367458			622304			190701			297365			37231			84380			93668			170633			30852			44894			15006			25032		
Total		989762	367458			622304			190701			297365			37231			84380			93668			170633			30852			44894			15006			25032		
Percentage		100.0%	37.1%			62.9%			19.3%			30.0%			3.8%			8.5%			9.5%			17.2%			3.1%			4.5%			1.5%			2.5%		
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, Hartford County. Other teachers and instrs, ed., trng, and lib. wkrs : 25-XXXX / 2350, Fin. clerks, except bookkeeping, acct, and auditing clerks : 43-30XX / 5100, Bookkeeping, acct, and auditing clerks : 43-3031 / 5120									The hiring area is Litchfield for this job category as positions at this level are often recruited from areas closer to the campus									70% value weight as most hires into category come from the currently employed.																		
Promotable		Clerical employees within the LMA as of 8/1/2024									Internal promotional candidates are culminated within the region for promotional and transferable opportunities.									10% value weight as some increases in this category may come from the clerical ranks.																		
Part-Time WkForce		No PT workforce identified for this category																																				
Graudate Data Populations		The CT state graduation population is considered as CT State typically looks for prior experince in a community college.									Student data is considered statewide as new hires may look beyond current residence location for new employment.									10% value weight as students could become part of the workforce after more education and experience.																		
Digest of Ed. Statistics		Table 321.20. Associate's degrees conferred by postsecondary institutions, by race/ethnicity and sex of student									Community College experience and associate degrees are often sought in these positions.									10% value weight. Most positions are hired through those already employed.																		

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