



WESTERN
CONNECTICUT
STATE UNIVERSITY

AFFIRMATIVE ACTION PLAN

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President

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Western Connecticut State University
Affirmative Action Plan
July 30, 2017

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University Response to the Commission's 2017 Review and Analysis

The University is in receipt of the Commission's Review, dated February 10, 2017, of its 2016 Affirmative Action Plan. All 16 elements were found to be in compliance. The noted recommendations were incorporated in the filing of the 2017 Affirmative Action Plan:

In the Commission's Review, in 46a-68-82, *Organizational Analysis*, the review states "The salary plans, such as the P-5 AR, can be eliminated in future filings."

Response: As noted, the noted salary plan has been removed and eliminated for the 2017 Affirmative Action Plan and future filings. The University thanks the Commission for noting this action.

In Section 46a-68-83, under *Workforce Analysis*, the proposed recommendation states, "The Personnel Evaluation does not belong in the middle of this section. It is part of Section 46a-68-86 Employment Analysis. The Training Analysis has been eliminated from the revised Affirmative Action regulations."

Response: The University has modified the section, and included the Personnel Evaluation Analysis in the proper section, under 46a-68-86 Employment Analyses. Furthermore, as noted, the Training Analysis has been removed and eliminated for the 2017 Affirmative Action Plan and future filings. The University thanks the Commission for noting these actions. As recommended, a review of the Affirmative Action Regulations has been completed.

In 46a-68-84, *Availability Analysis*, the review states that, "In future filings, highlight the data lines that are used for each of the analysis on the copies of the data sources."

Response: The University has made the noted changes to highlight the data lines referenced in the next filing.

In 46a-68-85, *Utilization Analysis and Hiring and Promotional Goals*, the Commission notes, "In all future filings, use the utilization/hiring and promotional goals form that was distributed to all agencies that file affirmative action plans. This form eliminates the timetables."

Response: The University will ensure to have this noted action in the next filing of the Affirmative Action Plan.

In 46a-68-86, *Employment Analyses*, the Commission notes, "Every search company used by the University or any state agency must abide by the requirements of the Affirmative Action regulations. This must be a stipulation before a contract is signed with a search company."

Response: The University has and will ensure to have the noted action properly documented in the next filing of the Affirmative Action Plan.

In 46a-68-88, Program Goals, the Commission notes, "The person(s) responsible for the goal(s) must be identified in this section. It is unclear what goal was 'identified earlier in this section' as stated on page 1 of this section."

Response: The University will ensure to have these noted actions in the next filing of the Affirmative Action Plan.

In 46a-68-91, Upward Mobility, the Commission notes, "The number of career counseling sessions by race, sex and occupational category of employee(s) counseled must be provided in every filing."

Response: The University will ensure to have these noted actions in the next filing of the Affirmative Action Plan.

In 46a-68-93, Innovative Programs, the Commission notes, "In future filings, provide the race and gender of the student interns."

Response: The University will ensure to have this noted action in the next filing of the Affirmative Action Plan.

Once again, the University would like to sincerely thank the Commission for the continued support and assistance from the Affirmative Action Unit. This unit has (and continues to) offer the University its ongoing commitment to be a strong Affirmative Action and Equal Opportunity Employer. We, as a University system, know that our success is due, in part, to the continued support the Commission has provided.

Section A
Element No. 1

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



President's Affirmative Action Policy Statement

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

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

Western Connecticut State University's Affirmative Action Plan incorporates and lists federal and state constitutional provisions, law regulations, guidelines and executive orders prohibiting or outlawing discrimination, identifying classes of persons protected based on race, color, religious creed, age, sex (including pregnancy), marital status, sexual orientation, national origin, ancestry, mental disability, genetic information, intellectual disability, physical disability, learning disability, gender identity or expression, veteran status, and criminal record, except for bona fide occupational qualifications.

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

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

Typically, the Chair of the Department must obtain approval from the School's Dean, who obtains final approval from the Provost/Vice President for Academic Affairs to advertise for the position. Then the Chair of the Department, or



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

Before the Search Committee prepares and recommends a list of the finalists, the Chief Diversity Officer and the Chair of the Search Committee will consult regarding good faith efforts made to obtain diversity, obtain a goal candidate, whether the finalist is a goal candidate, and the completion of relevant documentation. Prior to the offering of a position to a candidate, the Provost/Vice President for Academic Affairs will request that the Chief Diversity Officer approve the candidate(s) recommended for hire.

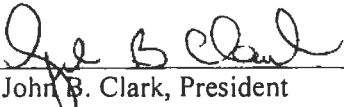
The Program Goals as set forth in the Affirmative Action Plan further detail the University's Affirmative Action requirements for the hiring process of all positions. As President of Western Connecticut State University, I am committed to the University adhering to and meeting the program goals and timetables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


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

As President of Western Connecticut State University, I pledge to make every good faith effort to realize all of the goals and timetables as set forth in the Affirmative Action Plan, and as required by pertinent state and federal legislation as set forth in the Affirmative Action Plan. Copies of the Affirmative Action Plan are housed in the Haas Library, the President's Office, the Provost and Vice President for Academic Affairs' Office, Human Resources, the Office of Diversity and Equity and online at www.wcsu.edu/diversity.

During the 2017 reporting period, Mr. Daryl Dennis served as the Interim Chief Diversity Officer.

Effective July 7, 2017, Mrs. Jesenia Minier-Delgado has been appointed to serve as the Chief Diversity Officer and is responsible for overseeing the Office of Diversity and Equity and to monitor and execute the Affirmative Action and Equal Employment Opportunity programs at the University. Mrs. Minier-Delgado is the University's full-time Affirmative Action Officer. To this end, the Chief Diversity Officer shall be concerned with equitable treatment to all in the University community. Mrs. Minier-Delgado is located at the Midtown Campus, University Hall 217, 181 White Street, Danbury, Connecticut, 06810, and can be reached by telephone at (203) 837-8277 or by email at minierdelgadoj@wcsu.edu. Employees and others who wish to file a complaint of discrimination pertaining to Western Connecticut State University may do so by contacting Mrs. Minier-Delgado.


Dr. John B. Clark, President


Date

FEDERAL AND STATE ANTI-DISCRIMINATION LAWS

CONNECTICUT

CONSTITUTIONAL PROVISIONS

SUBJECT

Article First, Section 1

Equality of Rights

Article First, Section 3

Right of Religious Liberty

Article First, Section 20, as amended by Article V and Article XXI of the Amendments to the Connecticut Constitution

Equal Protection under the law for all persons; nondiscrimination in exercise of civil and political rights on the basis of religion, race, color, ancestry, national origin and sex or physical and mental disability.

CONNECTICUT GENERAL STATUTES

SUBJECT

C.G.S. Section 2-120

Establishment of Latino and Puerto Rican Affairs Commission

C.G.S. Section 2-121

Establishment of African-American Affairs Commission

C.G.S. Section 2-122

Establishment of Asian Pacific American Affairs Commission

C.G.S. Section 4-61t

Committee on Career Entry and Mobility established re: needs of persons with disabilities

C.G.S. Section 4-61u

Upward mobility, accommodation/training of persons with disabilities

C.G.S. Section 4-61aa

Committee to encourage employment by the State of persons with disabilities

C.G.S. Section 4-61dd (b) (2) (3)

Whistleblower complaint provisions, allows state or quasi-public agency employees, or employees of large state contractors to file retaliation complaints with CHRO Chief Human Rights Referee or Attorney General

C.G.S. Section 4-61nn

Adaptation of administration of tests to needs of persons with disabilities

C.G.S. Section 4a-2c

Diversity Training Program

C.G.S. Section 4a-59

Award of Contracts

C.G.S. Section 4a-59a

Restrictions of contract extensions

C.G.S. Section 4a-60

Affirmative Action provisions in state contracts and nondiscrimination on the basis of race, color, religious creed, age, marital status, national origin, ancestry, sex, intellectual disability and physical disabilities (including blindness)

C.G.S. Section 4a-60a

Nondiscrimination clauses in state contracts on the basis of sexual orientation

C.G.S. Section 4a-60g to 4a-60j

Establishment of small business and minority business set-aside program involving state contracts administered by the Department of Administrative Services

CONNECTICUT GENERAL STATUTES SUBJECT

C.G.S. Section 4a-61	Requirement of procedures for the award of state contracts concerning minority business enterprises
C.G.S. Section 4a-62	Establishment of Minority Business Enterprise Review Committee
C.G.S. Section 5-195	Merit principles to be observed
C.G.S. Section 5-219	Character of examinations, qualifications for admission
C.G.S. Section 5-227	Prohibition of discrimination in state classified service because of discriminatory employment practices (as defined in CGS Section 46a-51) and discrimination due to political affiliation.
C.G.S. Section 5-227a	Promotion by reclassification of promotion
C.G.S. Section 5-228	Promotional appointments, original appointments, hiring protected class members, sex discrimination
C.G.S. Section 5-228e	Meeting affirmative action goals in state agencies
C.G.S. Section 5-267	Officers, appointing authorities and employees to comply with law
C.G.S. Section 8-265c	Non-discrimination in housing financed by Connecticut Housing Finance Authority (CHFA) on the basis of race, creed, color, national origin, ancestry or sex; affirmative action required of contractors engaged in construction of housing financed by CHFA
C.G.S. Section 10-15c	Discrimination in public schools prohibited on the basis of race, color, sex, religion, national origin or sexual orientation.
C.G.S. Section 10-17f	Requirement of program of bilingual education in public schools where applicable.
C.G.S. Section 10-18a	Requires use in public schools of instructional materials representative of all races, ethnic origins and both sexes.
C.G.S. Section 10-153	Nondiscrimination in employment of teachers by local or regional boards of education on the basis of sex and marital status.
C.G.S. Section 10a-10	Establishment of Office of Educational Opportunity to aid disadvantaged students and ensure workforce diversity in public institutions of higher education.
C.G.S. Section 10a-11(a)	The Board of Governors for Higher Education shall develop a strategic plan to ensure racial and ethnic diversity of workforce within state system of higher education.
C.G.S. Section 17a-541, 17a-549	Prohibition against denying housing, employment, civil or legal rights on the basis of psychiatric disability or past or present history of mental disability.

CONNECTICUT GENERAL STATUTES SUBJECT

C.G.S. Section 19a-581 to 19a-590	AIDS testing and medical information
C.G.S. Section 27-59	Prohibition against discrimination and segregation in armed forces of the state on the basis of race, creed or color
C.G.S. Section 29-7m	Record and classification of crimes motivated by bigotry or bias
C.G.S. Section 31-22p	Non-discrimination in apprenticeship program training standards within state on the basis of race, color, religion, sex, age and national origin; provide training, employment and upgrading opportunities for disadvantaged workers.
C.G.S. Section 31-40	Breastfeeding in the Workplace
C.G.S. Section 31-51d	Non-discrimination in apprenticeship programs
C.G.S. Section 31-75	Non-discrimination in compensation based solely on the basis of sex
C.G.S. Section 31-128i	Privacy Rights for State Employees
C.G.S. Section 32-9e through h	Set aside program for minority business enterprises
C.G.S. Section 36a-737	Prohibition against discrimination in granting of mortgage and home improvement loans for owner-occupied properties by financial institutions on the basis of geographical or neighborhood areas.
C.G.S. Section 38a-446	Prohibition against discrimination towards classes of insureds in transactions involving life insurance.
C.G.S. Section 38a-488	Discrimination in insurance prohibited
C.G.S. Section 38a-543	Age discrimination in group insurance coverage prohibited
C.G.S. Section 38a-816	Prohibition against unfair insurance practices on the basis of race, color, creed, physical disability, intellectual disability, blindness, and genetic information.
C.G.S. Section 38a-824	Prohibition against redlining in real estate insurance transactions
C.G.S. Section 40a-60g	Transferring enforcement of the Set-aside program from DECD to DAS and CHRO
C.G.S. Section 46a-1	Establishment of a Permanent Commission on the Status of Women
C.G.S. Section 46a-10	Establishment of an Office of Protection and Advocacy for persons with disabilities
C.G.S. Section 46a-27	Establishment of a commission for the advocacy of deaf and hearing impaired persons; and providing of qualified interpreter services

CONNECTICUT GENERAL STATUTES SUBJECT

C.G.S. Section 46a-52	Establishment of the state commission for civil and human rights enforcement, the Commission on Human Rights and Opportunity; concerning the review and dismissal of discriminatory practice complaints by CHRO
C.G.S. Section 46a-54	Concerning Diversity Training for State Employees
C.G.S. Section 46a-54(15)(a)	Sexual harassment education and training in the workplace
C.G.S. Section 46a-54(16)	Requirement that state agencies conduct diversity training for state employees
C.G.S. Section 46a-55	In lieu of Commission Counsel, CHRO authorized to employ legal staff; authority provided to agency's executive director to assign legal staff to represent CHRO
C.G.S. Section 46a-56	Broad grant of authority regarding discriminatory practices
C.G.S. Section 46a-57 (d)	Chief Human Rights Referees
C.G.S. Section 46a-58	Deprivation of rights, desecration of property, or cross burning
C.G.S. Section 46a-58(a)	Prohibition against deprivation of civil rights on the basis of religion, national origin, alienage, color, race, sex, blindness or physical disability
C.G.S. Section 46a-59(a)	Prohibition against discrimination in professional and occupational associations on the basis of race, national origin, creed, sex or color
C.G.S. Section 46a-60	Discriminatory employment practices prohibited
C.G.S. Section 46a-60 (a)(1)	Prohibition against refusal to hire or employ, to bar or discharge from employment, discriminate in compensation, or in terms, conditions or privileges of employment, or on the basis of race, color, religious creed, age, sex, marital status, national origin, ancestry, present or past history of mental disability, intellectual disability, learning disability and physical disability (including blindness) without bona fide occupational qualifications or need
C.G.S. Section 46a-60 (a)(2)	Prohibition against employment agencies' failure or refusal to properly classify or refer one on the basis of race, color, religious creed, age, sex, marital status, national origin, ancestry, present or past history of mental disability, intellectual disability, learning disability and physical disability (including blindness)
C.G.S. Section 46a-60 (a)(3)	Prohibition against discrimination regarding membership and membership rights; discrimination against members or employers or to expel from membership by labor organizations on the basis of race, color, religious creed, age, sex, marital status, national origin, ancestry, present or past history of mental disability, intellectual disability, learning disability, and physical disability (including blindness)
C.G.S. Section 46a-60 (a)(4)	Prohibition against retaliation for exercising right to file or participate in the processing of a discrimination complaint; prohibition against retaliation on the basis of opposing discriminatory employment practices

CONNECTICUT GENERAL STATUTES SUBJECT

C.G.S. Section 46a-60 (a)(5)	Prohibition against aiding, abetting or inciting discriminatory employment practices
C.G.S. Section 46a-60 (a)(6)	Prohibition against advertising of employment opportunities in a manner that discriminates on the basis of race, color, religious creed, age, sex, marital status, national origin, ancestry, present or past history of mental disability, intellectual disability, learning disability, and physical disability (including blindness)
C.G.S. Section 46a-60 (a)(7)	Prohibition against termination of employment because of pregnancy; right of reinstatement and employment benefits; right to request temporary transfer
C.G.S. Section 46a-60 (a)(8)	Prohibition against sexual harassment in employment
C.G.S. Section 46a-60 (a)(9)	Prohibition against requiring information on familial responsibilities, pregnancy or birth control information in employment situations or union membership unless bona fide occupational qualification exists
C.G.S. Section 46a-60 (a)(10)	Requirement of employer to take reasonable measures to protect employee from exposure to workplace hazard pursuant to C.G.S. Section 46a-60 (a) (9)
C.G.S. Section 46a-60(a)(11)	Use of genetic information in employment decisions prohibited
C.G.S. Section 46a-64	Prohibition against discrimination and segregation in places of public accommodations on the basis of race, creed, color, national origin, ancestry, sex, marital status, age, lawful source of income, intellectual disability, mental disability, or physical disability; requirement of full and equal access to blind, deaf, or mobility impaired persons with guide dog; prohibits limiting breastfeeding
C.G.S. Section 46a-64a	Discrimination against families with children prohibited
C.G.S. Section 46a-64c	Prohibition against housing discrimination on the basis of race, color, creed, national origin, ancestry, sex, marital status, age, lawful source of income, familial status, learning disability, physical or mental disability
C.G.S. Section 46a-66	Prohibition against discriminatory credit practices by creditors on the basis of sex, age, race, color, religious creed, national origin, ancestry, marital status, intellectual disability, learning disability, blindness, or physical disability
C.G.S. Section 46a-68 (as amended by Public Acts 99-233 & 01-28)	State affirmative action plans; filing; monitoring report; affirmative action officers; regulations

CONNECTICUT GENERAL STATUTES SUBJECT

C.G.S. Section 46a-68(a)	Each state agency shall develop and implement, in cooperation with CHRO an affirmative action plan that commits the agency to a program of affirmative action in all aspects of personnel and administration.
C.G.S. Section 46a-68(b)(2)	CHRO shall provide training and technical assistance to affirmative action officers in plan development and implementation.
C.G.S. Section 46a-68(b)(3)	CHRO and the Permanent Commission on the Status of Women shall provide training concerning state and federal discrimination laws and techniques for conducting internal investigations of discrimination complaints to persons designated by state agencies as affirmative action officers and persons designated by the Attorney General or the Attorney General's designee to represent the agency. Such training shall be provided for a minimum of ten hours during the first year of service and a minimum of five hours per year thereafter
C.G.S. Section 46a-68(b)(4)	Each person designated by an agency or department board as an affirmative action officer shall (A) be responsible for mitigating any discriminatory conduct within the agency or department, (B) investigate all complaints of discrimination made against the state agency or department, (C) report all findings and recommendations upon the conclusion of an investigation to the commissioner or director of a state agency or department for proper action and (D) complete 10 hours of training by the CHRO and PCSW
C.G.S. Section 46a-68(b)(5)	No person designated by an agency or department as an affirmative action officer shall represent the agency or department before CHRO or EEOC. If a complaint of discrimination is filed with CHRO or EEOC against a state agency or department, the Attorney General or designee, of the Attorney General, other than the affirmative action officer shall represent the agency or department before CHRO and EEOC
C.G.S. Section 46a-68(c)	Requires state agencies to file affirmative action plans with CHRO. Agencies with fewer than 20 employees to file biennially.
C.G.S Section 46a-69	Discriminatory practices by state agencies prohibited
C.G.S. Section 46a-70 (as amended by Public Act 01-28)	Guarantee of equal employment in state agencies on the basis of race, color, religious creed, sex, marital status, age, national origin, ancestry, intellectual disability, mental disability, learning disability, or physical disability (including blindness)
C.G.S. Section 46a-70 (a)	Judicial Department included in guarantee of equal employment in state agencies.

CONNECTICUT GENERAL STATUTES SUBJECT

C.G.S. Section 46a-71 (as amended by Public Act 01-28)	Non-discrimination in services provided by state agencies on the basis of race, color, religious creed, sex, marital status, age, national origin, ancestry, intellectual disability, mental disability, learning disability, or physical disability (including blindness)
C.G.S. Section 46a-72 (as amended by Public Act 01-28)	Discrimination in job placement by state agencies prohibited
C.G.S. Section 46a-73 (as amended by Public Act 01-28)	Discrimination in state licensing and charter procedures prohibited
C.G.S. Section 46a-74	State agencies not to permit discriminatory practices in professional or occupational associations, public accommodations or housing
C.G.S. Section 46a-75(a) (as amended by Public Act 01-28)	Non-discrimination in state educational, counseling, apprenticeship and on-the-job training programs on the basis of race, color, religious creed, sex, marital status, age, national origin, ancestry, intellectual disability, mental disability, learning disability, or physical disability (including blindness)
C.G.S. Section 46a-76(a) (as amended by Public Act 01-28)	Non-discrimination in allocation of state benefits on the basis of basis of race, color, religious creed, sex, marital status, age, national origin, ancestry, intellectual disability, mental disability, learning disability, or physical disability (including blindness)
C.G.S. Section 46a-77	Cooperation with CHRO required of all state agencies. Compliance with Americans with Disabilities Act
C.G.S. Section 46a-77(a)	All state agencies shall cooperate with CHRO in their enforcement and educational programs
C.G.S. Section 46a-77(b)	All state agency shall comply with CHRO's request for information concerning practices inconsistent with the state policy against discrimination and shall consider recommendations for effectuating and implementing that policy
C.G.S. Section 46a-77(c)	Each state agency shall comply in all of its services, programs and activities with provisions of the Americans with Disabilities Act (42USC 12101) to the same extent that provides rights and protections for persons with physical or mental disabilities beyond those provided for by the laws of the state
C.G.S. Section 46a-79	Statement of encouragement for employers to hire qualified persons with criminal conviction records; re employment of criminal offenders
C.G.S. Section 46a-80	Denial of employment based on prior conviction of a crime. Dissemination of arrest record prohibited

CONNECTICUT GENERAL STATUTES SUBJECT

C.G.S. Section 46a-81a to 46a-81r, inclusive	Discrimination on the basis of sexual orientation
C.G.S. Section 46a-81b	Prohibition against discrimination in professional and occupational associations on the basis of sexual orientation
C.G.S. Section 46a-81c	Prohibition against employment discrimination on the basis of sexual orientation
C.G.S. Section 46a-81d	Prohibition against discrimination and segregation in places of public accommodation on the basis of sexual orientation
C.G.S. Section 46a-81e	Prohibition against housing discrimination on the basis of sexual orientation
C.G.S. Section 46a-81f	Prohibition against discriminatory credit practices by creditors on the basis of sexual orientation.
C.G.S. Section 46a-81h	Requirement of equal employment in state agencies on the basis of sexual orientation. State agencies to promulgate written directives and conduct orientation and training programs.
C.G.S. Section 46a-81i	Non-discrimination in services provided by state agencies on the basis of sexual orientation.
C.G.S. Section 46a-81j	Non-discrimination in job placement activities by state agencies on the basis of sexual orientation.
C.G.S. Section 46a-81k	Non-discrimination in state licensing and charter procedures on the basis of sexual orientation.
C.G.S. Section 46a-81l	Prohibition against state agencies allowing discriminatory practices in professional or occupational associations, public accommodations, or housing in violation of state anti-discrimination laws regarding sexual orientation.
C.G.S. Section 46a-81m	Non-discrimination in state educational, counseling, apprenticeship, and on-the-job programs on the basis of sexual orientation.
C.G.S. Section 46a-81n	Non-discrimination in allocation of state benefits on the basis of sexual orientation.
C.G.S. Section 46a-82	Discrimination Complaint Filing Procedure
C.G.S. Section 46a-83	Complaint Procedure of CHRO
C.G.S. Section 46a-83a	Right of appeal by complainant. Reconsideration requests by CHRO

CONNECTICUT GENERAL STATUTES SUBJECT

C.G.S. Section 46a-83b	Alternative Dispute Resolution available to address discriminatory practice complaints filed with CHRO; CHRO can promulgate procedural regulations for ADR.
C.G.S. Section 46a-94a (c)	Concerning the reopening of matters by CHRO.
C.G.S. Section 47-59a	Recognition of equal rights & privileges for resident Indians of state tribes.
C.G.S. Section 47-59b (a)	Establishment of Indian Affairs Council to oversee rights of Indians of state tribes.
C.G.S. Section 51-279d	Hate Crimes Advisory Committee
C.G.S. Section 53-37	Fine imposed for ridicule on account of race, creed or color, denomination, nationality or race prohibited.
C.G.S. Section 53-37a	Deprivation of a person's civil rights by a person wearing a mark or hood
C.G.S. Section 53-37b	Deprivation of a person's equal rights and privileges by force or threat
C.G.S. Section 53-40a	Persistent offenders of crimes involving bigotry and bias
C.G.S. Section 53a-181b	Intimidation based on bigotry and bias
C.G.S. Section 54-1m(f)(g)	Municipal and state police prohibited from stopping, detaining or searching a person solely on basis of race, color, ethnicity, age, gender or sexual orientation; African-American Affairs Commission authorized to review reports and make recommendations

GUIDELINES

Guidelines prepared by the Committee on Upward Mobility

SUBJECT

Upward Mobility Guidelines established in 1978

PUBLIC ACTS

Public Act 03-151

An Act Concerning Affirmative Action Officers

Public Act 04-2

Increases number of CHRO Human Rights Referees to seven.

Public Act 04-56

Prohibits discrimination in employment conditions against CT employees who participate in corporate fraud investigations.

Public Act 04-71

Expands law regarding guide and assistance dog access in public transportation and public accommodations to volunteers of guide and assistance-dog organizations.

Public Act 04-135

Disability, and gender identity or expression added to classes protected under the hate crimes law.

Public Act 04-171

Name or identifying information of an individual making an internal sexual harassment complaint with a state agency, not subject to disclosure under the Freedom of Information Act.

Public Act 04-237

Revision of state building code for substantial compliance with the Americans With Disabilities Act concerning main entrances in public places.

Public Act 07-62

An Act Concerning the Deprivation of Rights on Account of Sexual Orientation

Public Act 07-142	An Act Concerning Procedures for the Hearing of Complaints Against State Contractors and Subcontractors by the Commission on Human Rights and Opportunities and Documentation of Nondiscrimination Policies Adopted by State Contractors
Public Act 07-181	An Act Concerning the Investigation of a Discrimination Complaint Against or By An Agency Head or State Commission or Board
Public Act 07-245	An Act Concerning Family and Medical Leave for Municipal Employees and the Applicability of Certain Statutory Provisions to Civil Union Status.
Public Act 08-4	Allows permanent full-time state employees and quasi-public agency employees, who are blind or physically disabled, to use up to 15 days of accumulated paid sick leave to take guide dog or assistance dog training.
Public Act 08-45	Prohibits the state from claiming or applying a lien against any money received as a settlement or award in a public accommodation discrimination case by people who have been supported wholly or in part by the state in a humane institution.
Public Act 08-49	Makes it a violation of the Connecticut General Statutes Section 46a-58 to place a noose or simulation thereof on public property or on private property without the consent of the owner with the intent to intimidate or harass
Public Act 08-166	Establishes a 13 member Asian Pacific American Affairs Commission within the Legislative Department.
Public Act 09-13	An Act Implementing the Guarantee of Equal Protection under the Constitution of the State for same sex couples
Public Act 09-33	An Act Concerning Confidentiality of certain employer data
Public Act 09-44	An Act Concerning Claims against the State of Connecticut
Public Act 09-55	An Act Concerning the Office of Protection and Advocacy for Persons with Disabilities
Public Act 09-70	An Act Concerning updates to the Family and Medical Leave Act
Public Act 09-145	An Act Concerning Technical Changes to the Statutes regarding Persons with Psychiatric Disabilities and Persons with Substance Use Disorders
Public Act 09-158	An Act Concerning certain state contracting nondiscrimination requirements
Public Act 09-191	An Act Concerning penalties for violations of certain personnel files, statutes and equal pay for equal work
Public Act 09-208	An Act making a number of changes regarding consumer credit licensees.
Public Act 11-55	An Act to prohibit discrimination in various contexts on the basis of gender identity and expression.
Public Act 11-129	An Act concerning applications for guardianship of an adult with intellectual disability and certain statutory changes related to intellectual disability.

REGULATIONS**SUBJECT**

Sections 4-66-1 to 4-66-7, inclusive	Employment and training opportunities for women in Connecticut's work force
Sections 4a-52-1 to 4a-52-22, inclusive	State purchasing procedures
Sections 19a-586-1 to 19a-586-3, inclusive	Informed consent for and HIV-related testing
Sections 27-1021(d)-72 to 27-1021(d)-74, inclusive	Discrimination and sexual harassment of veterans prohibited
Sections 31-51d-1 to 31-51d-12, inclusive	Work training standards for apprenticeship and training programs
Sections 32-9f-1 to 32-9f-3a, inclusive	Small contractor's set-aside program
Sections 32-9f-4a to 32-9f-10a, inclusive	Minority contractor loans
Sections 46a-54-1 to 46a-54-152	Description of Organizations, Rules of Practices and Personal Data
Sections 46a-54-200 to 46a-54-207, inclusive	Sexual Harassment posting and training requirements
Sections 46a-54-1a – 46a-54-103a	Complaint processing and contested case proceedings regulations
Sections 46a-68-1 to 46a-68-17, inclusive	Apprenticeship regulations
Sections 46a-68-31 to 46a-74, inclusive	Affirmative action by state government
Sections 46a-68j-21 to 46a-68j-43, Inclusive, Sections 46a-68k –l to 46a-68k-8, Section 46a-54d-1 to 46a-54(d) 7	Contract compliance regulations re nondiscrimination in state contracts
Sections 46a-68-1 – 46a-68-17	Apprenticeship Programs
Sections 46a- 68-32 – 46a-68-74	Agency Affirmative Action Plan Regulations
Sections 46a-68j-21 – 46a-68j43 Sections 46a-68k-1 through 46a68k-8 Sections 46a-56(d)-1 – 46a- 56(d) – 7	Contract Compliance Regulations
Sections 46a- 54-200 through 46a-54-207	Regulations for Sexual Harassment Prevention posting and training requirements.
Sections 4-61dd-1 through 4-61dd-30	Rules of practice for contested case proceedings under the Whistleblower Protection Act

EXECUTIVE ORDERS

Executive Order No. 3,
Governor Thomas J. Meskill

Executive Order No. 9,
Governor William A. O’Neill

Executive Order No. 10,
Governor William A. Weicker

Executive Order No. 11,
Governor Ella T. Grasso

Executive Order No. 12,
Governor Ella T. Grasso

Executive Order No. 16,
Governor John G. Rowland

Executive Order No. 18,
Governor Thomas J. Meskill

SUBJECT

Requirement that state contractors file compliance reports with the Commissioner of Labor on their equal employment opportunity practices

Affirmative action compliance mandated a top priority for state agencies

Governor’s Council for Latino and Puerto Rican Affairs

Provision for promulgating affirmative action guidelines and technical assistance to state agencies

Governor’s Council on opportunities for the Spanish speaking persons

Violence in the Workplace

Establishment of affirmative action program for ensuring equal employment opportunities within state service

UNITED STATES CONSTITUTION

First Amendment

Thirteenth Amendment

Fourteenth Amendment

Fifteenth Amendment

Nineteenth Amendment

SUBJECT

Freedom of religion for all persons

Prohibits against slavery and involuntary servitude

Grants equal protection under the law for all persons

Prohibits against denying voting rights on the basis of race and color

Abolishment of voting restrictions on the basis of sex

FEDERAL LAWS

15 U.S.C. Section 1691

20 U.S.C. Section 1681 (a)

29 U.S.C. Section 206 (d) et seq.

SUBJECT

Equal Credit Opportunity Act, prohibiting discrimination by creditors on the basis of race, color, religion, national origin, sex, marital status, age, or as a result of income derived from public assistance

Title IX of the Education Amendments of 1972, prohibiting discrimination on the basis of sex, in federally funded educational services and programs

Equal Pay Act of 1963, prohibiting discrimination in wages on the basis of sex

FEDERAL LAWS

29 U.S.C. Section 501, et seq.

29 U.S.C. Section 621 et seq.

29 U.S.C. Section 701 et seq.

29 U.S.C. Section 795 et seq.

29 U.S.C. Section 2501 et seq.

29 U.S.C. Section 3001 et seq.

31 U.S.C. Section 1221 et seq.

41 U.S.C. Section 701 et seq.

42 U.S.C. Section 1981-1982

42 U.S.C. Section 1981 A, et seq.

42 U.S.C. Section 1982

42 U.S.C. Section 1983

42 U.S.C. Section 2000a

42 U.S.C. Section 2000d et seq.

42 U.S.C. Section 2000e et seq.

42 U.S.C. Section 3601 et seq.

42 U.S.C. Section 6101 et seq.

42 U.S.C. Section 12101 et seq.

SUBJECT

Rehabilitation Act of 1973, as amended, requiring affirmative action and prohibiting discrimination in the federal sector and federally funded activities and programs on the basis of disability

Age Discrimination in Employment Act of 1967, as amended (ADEA) prohibiting age discrimination in employment

Vocational Rehabilitation Act of 1973

Employment Opportunities for Handicapped Individuals Act

Women in Apprenticeship and Non Traditional Occupations

Assistive Technology for Individuals with Disabilities

State and Local Fiscal Assistance Act of 1972

Drug-Free Workplace Act of 1988

Civil Rights Act of 1866, providing equal rights under law and property rights for persons of all races and nations origins

Civil Rights Act of 1991, providing additional coverage and remedies under several federal anti-discrimination laws, involving age, disability, race, color, national origin, sex, and religious discrimination, specifically provides for damages in cases of intentional discrimination in employment

Property rights

Civil action for deprivation of rights

Prohibition against discrimination or segregation in places of public accommodation

Title VI of the Civil Rights Act of 1964, prohibition against exclusion from participation in, denial of benefits of, and discrimination under federally assisted programs on grounds of race, color, or national origin

Title VII of the Civil Rights Act of 1964, as amended, prohibiting employment discrimination on the basis of race, color, religion, national origin and sex

Title VIII of the Civil Rights Act of 1968, as amended, prohibiting discriminatory housing on the basis of race, color, religion, sex, national origin, disability and familial status, specifically provides for fair housing throughout the United States

Age Discrimination Act of 1975

Americans with Disabilities Act (ADA) of 1990, prohibiting discrimination on the basis of disability in employment, public accommodations, public services and telecommunications

PUBLIC LAWS

PL 101-336

SUBJECT

Americans with Disabilities Act of 1990

FEDERAL REGULATIONS

12 CFR Part 202.1 et seq.

SUBJECT

Equal Credit Opportunity Regulations

28 CFR Part 36

Regulations on nondiscrimination towards persons with disabilities by public accommodations and commercial facilities

28 CFR Part 35

Regulations on the basis of disability in state and local government

29 CFR Part 30

Nondiscrimination in apprenticeship and training

29 CFR Part 32

Nondiscrimination in federal assisted programs on basis of handicap

29 CFR Part 35

Nondiscrimination on basis of disability in state services

29 CFR Parts 1600 through 1699

Regulations of the Equal Employment Opportunity Commission (EEOC).

29 CFR Part 1602

EEOC records and reports under Title VII and the ADA

29 CFR Part 1620

Equal Pay Act regulations

29 CFR Part 1627

ADEA records and reports regulations

29 CFR Part 1630

Equal employment opportunity for individuals with disabilities

31 CFR Part 51

Nondiscrimination by revenue sharing recipients

41 CFR Part 60-1

Office of Federal Contract Compliance (OFCCP) regulations

41 CFR Part 60-741

Affirmative action regulations for handicapped workers

FEDERAL REGULATIONS**SUBJECT**

29 CFR Part 1604

Sex discrimination guidelines

29 CFR Part 1605

Religious discrimination guidelines

29 CFR Part 1606

National origin discrimination guidelines

29 CFR Part 1607

Uniform Guidelines on Employee Selection Procedures

29 CFR Part 1608

Affirmative action guidelines as under Title VII of the Civil Rights Act of 1964

29 CFR Part 1620

Interpretations of Equal Pay Act

29 CFR Part 1625

Interpretations of Age Discrimination in Employment Act (ADEA)

EXECUTIVE ORDERS**SUBJECT**

Executive Order 10590
President Dwight D. Eisenhower

Establishment of the President's Committee on Government Employment Policy as amended by EO10722 and supersede by EO 11246

Executive Order 10652

Establishment of Equal Employment Opportunity Commission, amended EO 10773, amended by EO 11051, revoked by EO 12148

Executive Order 10952
President John F. Kennedy

Establishment of Equal Employment Opportunity Commission (EEOC)

Executive Order 11063

Establishment of the President's Committee on Equal Opportunity in Housing, amended by EO 12259, repealed in part by EO 12892

Executive Order 11141

Declaring a public policy against discrimination on the basis of age

Executive Order 11246 and 11375
President Lyndon B. Johnson amended by Executive Orders 11375, 11478, 12086 and 12107

Nondiscrimination in Federal Contracts

Executive Order 11478, as amended
By Executive Order 11590, Executive Order 12106 and Executive Order 13087

Equal Employment Opportunity in Federal Government

Executive Order 11625

Developing Minority Businesses
Amended by EO 12007, continued by EO's 11827, 11948

Executive Order 12067
Amended by Executive Order 12107

Providing for Coordination of Federal Equal Employment Opportunity Programs

Executive Order 12138
Amended by Executive Order 12608
President James Carter

Women's Business Enterprises

Executive Order 12190
Continued by Executive Orders 12258, 12399, 12489, 12534, 12610

Establishment of Advisory Committee on Small and Minority Business Ownership

Executive Order 12259

Leadership and Coordination of Fair Housing in Federal Programs

Executive Order 12336, as amended
by Executive Order 12355

Task force on Legal Equity

Executive Order 12432
President Ronald Reagan

Development of Minority Business Enterprises

Executive Order 12640

Re-establishment of the President's Committee on Employment of People with Disabilities, See also EO10555

Executive Order 12898
President William Clinton

Environmental Justice

Executive Order 13050

Advisory board on Race

Executive Order 13078

National Task force on Employment of Adults with Disabilities

104th Congress

Public Law 104-1

An Act applying and extending rights and protections (including those under Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1967, the Rehabilitation Act of 1973, and Title 1 of the Americans with Disabilities Act of 1990) to the legislative branch of the federal government “Congressional Accountability Act of 1995”

Public Law 104-76

Act to amend the Fair Housing Act to modify the exemption from certain familial status discrimination prohibitions granted to housing for the older persons “Housing for Older Persons Act of 1995”

Public Law 104-188

Small Business Job Protection Act of 1996

Public Act 104-331

(same as above) applied to Executive Office of the President “Presidential and Executive Office Accountability Act”

105th Congress

Public Law 105-114

Act amending Title 38, providing for Equal Employment Opportunities for veterans

Public Law 105-220

“Workforce Investment Act of 1998” Act to consolidate, coordinate, and improve employment, training, literacy and vocational rehabilitation programs in the United States; Various programs noted, for example: Title 1, Subtitled Section 166 – Native American Programs; Section 167 – Migrant and seasonal for worker programs; Section 168 – Veteran’s workforce investment programs; Title IV – Rehabilitation Act Amendments of 1998: Dealing with persons with disabilities

Public Law 105-255

An Act to establish the Commission on the Advancement of Women and Minorities in Science, Engineering, and Technology Development

106th Congress

Public Law 106-50

An Act to provide technical, financial, and procurement assistance to veteran owned small businesses (“Veterans Entrepreneurship and Small Business Development Act of 1999”)

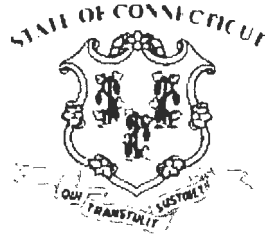
Public Law 106-205

Supporting the Day of Honor 2000 to honor and recognize the service of minority veterans in the United States Armed Forces during World War II

110th Congress

Public Law 110-233

An Act prohibiting discrimination on the basis of genetic information. Genetic Information Nondiscrimination Act of 2008 (GINA)



House Bill No. 6599

Public Act No. 11-55

AN ACT CONCERNING DISCRIMINATION.

Be it enacted by the Senate and House of Representatives in General Assembly convened:

Section 1. Section 46a-51 of the general statutes is repealed and the following is substituted in lieu thereof (*Effective October 1, 2011*):

As used in section 4a-60a and this chapter:

- (1) "Blind" refers to an individual whose central visual acuity does not exceed 20/200 in the better eye with correcting lenses, or whose visual acuity is greater than 20/200 but is accompanied by a limitation in the fields of vision such that the widest diameter of the visual field subtends an angle no greater than twenty degrees;
- (2) "Commission" means the Commission on Human Rights and Opportunities created by section 46a-52;
- (3) "Commission legal counsel" means a member of the legal staff employed by the commission pursuant to section 46a-54;
- (4) "Commissioner" means a member of the commission;
- (5) "Court" means the Superior Court or any judge of said court;
- (6) "Discrimination" includes segregation and separation;
- (7) "Discriminatory employment practice" means any discriminatory practice specified in section 46a-60, [as amended by this act](#), or 46a-81c;
- (8) "Discriminatory practice" means a violation of section 4a-60, [as amended by this act](#), 4a-60a, 4a-60g, 46a-58, [as amended by this act](#), 46a-59, [as amended by this act](#), 46a-60, [as amended by this act](#), 46a-64, [as amended by this act](#), 46a-64c, [as amended by this act](#), 46a-66, [as amended by this act](#), 46a-68, 46a-68c to 46a-68f, inclusive, or 46a-70 to 46a-78, inclusive, [as amended by this act](#), subsection (a) of section 46a-80 or sections 46a-81b to 46a-81o, inclusive;
- (9) "Employee" means any person employed by an employer but shall not include any individual employed by such individual's parents, spouse or child, or in the domestic service of any person;

- (10) "Employer" includes the state and all political subdivisions thereof and means any person or employer with three or more persons in such person's or employer's employ;
- (11) "Employment agency" means any person undertaking with or without compensation to procure employees or opportunities to work;
- (12) "Labor organization" means any organization which exists for the purpose, in whole or in part, of collective bargaining or of dealing with employers concerning grievances, terms or conditions of employment, or of other mutual aid or protection in connection with employment;
- (13) "Mental retardation" means mental retardation as defined in section 1-1g;
- (14) "Person" means one or more individuals, partnerships, associations, corporations, limited liability companies, legal representatives, trustees, trustees in bankruptcy, receivers and the state and all political subdivisions and agencies thereof;
- (15) "Physically disabled" refers to any individual who has any chronic physical handicap, infirmity or impairment, whether congenital or resulting from bodily injury, organic processes or changes or from illness, including, but not limited to, epilepsy, deafness or hearing impairment or reliance on a wheelchair or other remedial appliance or device;
- (16) "Respondent" means any person alleged in a complaint filed pursuant to section 46a-82 to have committed a discriminatory practice;
- (17) "Discrimination on the basis of sex" includes but is not limited to discrimination related to pregnancy, child-bearing capacity, sterilization, fertility or related medical conditions;
- (18) "Discrimination on the basis of religious creed" includes but is not limited to discrimination related to all aspects of religious observances and practice as well as belief, unless an employer demonstrates that the employer is unable to reasonably accommodate to an employee's or prospective employee's religious observance or practice without undue hardship on the conduct of the employer's business;
- (19) "Learning disability" refers to an individual who exhibits a severe discrepancy between educational performance and measured intellectual ability and who exhibits a disorder in one or more of the basic psychological processes involved in understanding or in using language, spoken or written, which may manifest itself in a diminished ability to listen, speak, read, write, spell or to do mathematical calculations;
- (20) "Mental disability" refers to an individual who has a record of, or is regarded as having one or more mental disorders, as defined in the most recent edition of the American Psychiatric Association's "Diagnostic and Statistical Manual of Mental Disorders"; and
- (21) "Gender identity or expression" means a person's gender-related identity, appearance or behavior, whether or not that gender-related identity, appearance or behavior is different from that traditionally associated with the person's physiology or assigned sex at birth, which gender-related identity can be shown by providing evidence including, but not limited to, medical history, care or treatment of the gender-related identity, consistent and uniform assertion of the gender-related identity or any other evidence that the gender-related identity is sincerely held, part of a person's core identity or not being asserted for an improper purpose.

Sec. 2. (NEW) (*Effective October 1, 2011*) As used in sections 4a-60, 8-169s, 8-265c, 8-294, 8-315, 10-15c, 10-153, 10a-6, 11-24b, 16-245r, 16-247r, 28-15, 31-22p, 31-57e, 32-204, 32-277, 38a-358, 42-125a, 42-125b, 52-571d and 53-37a of the general statutes, as amended by this act, and section 37 of this act, "gender identity or expression" means a person's gender-related identity, appearance or behavior, whether or not that gender-related identity, appearance or behavior is different from that traditionally associated with the person's physiology or assigned sex at birth, which gender-related identity can be shown by providing evidence including, but not limited to, medical history, care or treatment of the gender-related identity, consistent and uniform assertion of the gender-related identity or any other evidence that the gender-related identity is sincerely held, part of a person's core identity or not being asserted for an improper purpose.

Sec. 3. Subsection (a) of section 4a-60 of the general statutes is repealed and the following is substituted in lieu thereof (*Effective October 1, 2011*):

(a) Every contract to which the state or any political subdivision of the state other than a municipality is a party shall contain the following provisions:

(1) The contractor agrees and warrants that in the performance of the contract such contractor will not discriminate or permit discrimination against any person or group of persons on the grounds of race, color, religious creed, age, marital status, national origin, ancestry, sex, gender identity or expression, mental retardation, mental disability or physical disability, including, but not limited to, blindness, unless it is shown by such contractor that such disability prevents performance of the work involved, in any manner prohibited by the laws of the United States or of the state of Connecticut; and the contractor further agrees to take affirmative action to insure that applicants with job-related qualifications are employed and that employees are treated when employed without regard to their race, color, religious creed, age, marital status, national origin, ancestry, sex, gender identity or expression, mental retardation, mental disability or physical disability, including, but not limited to, blindness, unless it is shown by such contractor that such disability prevents performance of the work involved;

(2) The contractor agrees, in all solicitations or advertisements for employees placed by or on behalf of the contractor, to state that it is an "affirmative action-equal opportunity employer" in accordance with regulations adopted by the commission;

(3) The contractor agrees to provide each labor union or representative of workers with which such contractor has a collective bargaining agreement or other contract or understanding and each vendor with which such contractor has a contract or understanding, a notice to be provided by the commission advising the labor union or workers' representative of the contractor's commitments under this section, and to post copies of the notice in conspicuous places available to employees and applicants for employment;

(4) The contractor agrees to comply with each provision of this section and sections 46a-68e and 46a-68f and with each regulation or relevant order issued by said commission pursuant to sections 46a-56, 46a-68e and 46a-68f; and

(5) The contractor agrees to provide the Commission on Human Rights and Opportunities with such information requested by the commission, and permit access to pertinent books, records and accounts, concerning the employment practices and procedures of the contractor as relate to the provisions of this section and section 46a-56.

Sec. 4. Subsection (c) of section 8-169s of the general statutes is repealed and the following is substituted in lieu thereof (*Effective October 1, 2011*):

(c) The legislative body may, by resolution, vote to transfer the urban homesteading property with or without compensation to the applicant selected pursuant to subsection (b) of this section. Such transfer shall be made pursuant to a contract of sale and rehabilitation or construction which shall provide among other things that (1) the property transferred be rehabilitated or constructed predominantly for residential use and be brought into and maintained in conformity with applicable health, housing and building code standard; (2) the rehabilitation or construction shall commence and be completed within a period of time as determined by the urban homesteading agency; (3) prior to the issuance of a certificate of occupancy by the building official no transfer of the property or any interest therein, except a transfer to a bona fide mortgagee or similar lien holder, may be made by the homesteader without the approval of the urban homesteading agency, provided any such transfer may only be made for a consideration not in excess of the cost of the property to the homesteader together with the costs of any improvements made or construction thereon by the homesteader; (4) in the sale or rental of the property, or any portion of such property, no person shall be discriminated against because of such person's race, color, religion, sex, [gender identity or expression](#), or national origin; and (5) representatives of the urban homesteading agency, the municipality, and where state or federal assistance is involved, representatives of the federal and state governments, shall have access to the property during normal business hours for the purpose of inspecting compliance with the provisions of this subsection.

Sec. 5. Section 8-265c of the general statutes is repealed and the following is substituted in lieu thereof (*Effective October 1, 2011*):

The authority shall require that occupancy of all housing financed or otherwise assisted under this chapter be open to all persons regardless of race, creed, color, national origin or ancestry, [or] sex [or gender identity or expression](#) and that the contractors and subcontractors engaged in the construction or rehabilitation of such housing shall take affirmative action to provide equal opportunity for employment without discrimination as to race, creed, color, national origin or ancestry, [or] sex [or gender identity or expression](#).

Sec. 6. Subsection (c) of section 8-294 of the general statutes is repealed and the following is substituted in lieu thereof (*Effective October 1, 2011*):

(c) The legislative body may, by resolution, vote to transfer the urban rehabilitation property with or without compensation to the person selected pursuant to subsection (b) of this section. Such transfer shall be made pursuant to a contract of sale and rehabilitation which shall provide among other things that (1) the property transferred be rehabilitated predominantly for industrial or commercial use and be brought into and maintained in conformity with applicable health, housing and building code standards; (2) that the rehabilitation shall commence and be completed within a period of time as determined by the urban rehabilitation agency; (3) prior to the issuance of a certificate of occupancy by the building official, no transfer of the property or any interest therein, except a transfer to a bona fide mortgagee or similar lien holder, may be made by the rehabilitator without the approval of the urban rehabilitation agency, provided any such transfer may only be made for a consideration not in excess of the cost of the property to the rehabilitator together with the costs of any improvements made thereon by the rehabilitator; (4) in the sale or rental of the property, or any portion of such property, no person shall be discriminated against because of such person's race, color, religion, sex, [gender identity or expression](#) or national origin; (5) representatives of the urban

rehabilitation agency, representatives of the municipality, and if state or federal assistance is involved, representatives of the federal and state governments shall be allowed access to the property during normal business hours for the purpose of inspecting compliance with the provisions of this subsection.

Sec. 7. Section 8-315 of the general statutes is repealed and the following is substituted in lieu thereof (*Effective October 1, 2011*):

The municipality shall take all necessary steps to insure that occupancy of all housing financed or otherwise assisted pursuant to this chapter be open to all persons regardless of race, creed, color, national origin or ancestry, sex, [gender identity or expression](#), age or physical disability.

Sec. 8. Subsection (a) of section 10-15c of the general statutes is repealed and the following is substituted in lieu thereof (*Effective October 1, 2011*):

(a) The public schools shall be open to all children five years of age and over who reach age five on or before the first day of January of any school year, and each such child shall have, and shall be so advised by the appropriate school authorities, an equal opportunity to participate in the activities, programs and courses of study offered in such public schools, at such time as the child becomes eligible to participate in such activities, programs and courses of study, without discrimination on account of race, color, sex, [gender identity or expression](#), religion, national origin or sexual orientation; provided boards of education may, by vote at a meeting duly called, admit to any school children under five years of age.

Sec. 9. Section 10-153 of the general statutes is repealed and the following is substituted in lieu thereof (*Effective October 1, 2011*):

No local or regional board of education shall discriminate on the basis of sex, [gender identity or expression](#) or marital status in the employment of teachers in the public schools or in the determination of the compensation to be paid to such teachers.

Sec. 10. Subsection (b) of section 10a-6 of the general statutes is repealed and the following is substituted in lieu thereof (*Effective October 1, 2011*):

(b) Within the limits of authorized expenditures, the policies of the state system of higher education shall be consistent with the following goals: (1) To ensure that no qualified person be denied the opportunity for higher education on the basis of age, sex, [gender identity or expression](#), ethnic background or social, physical or economic condition, (2) to protect academic freedom, (3) to provide opportunities for education and training related to the economic, cultural and educational development of the state, (4) to assure the fullest possible use of available resources in public and private institutions of higher education, (5) to maintain standards of quality ensuring a position of national leadership for state institutions of higher education, (6) to apply the resources of higher education to the problems of society, and (7) to foster flexibility in the policies and institutions of higher education to enable the system to respond to changes in the economy, society, technology and student interests. Said board shall review recent studies of the need for higher education services, with special attention to those completed pursuant to legislative action, and to meet such needs shall initiate additional programs or services through one or more of the constituent units.

Sec. 11. Subsection (a) of section 11-24b of the general statutes is repealed and the following is substituted in lieu thereof (*Effective October 1, 2011*):

(a) Each principal public library, as defined in section 11-24a, shall be eligible to receive a state grant in accordance with the provisions of subsections (b), (c) and (d) of this section provided the following requirements are met:

(1) An annual statistical report which includes certification that the grant, when received, shall be used for library purposes is filed with the State Library Board in such manner as the board may require. The report shall include information concerning local library governance, hours of service, type of facilities, library policies, resources, programs and services available, measurement of levels of services provided, personnel and fiscal information concerning library receipts and expenditures;

(2) Documents certifying the legal establishment of the principal public library in accordance with the provisions of section 11-20 are filed with the board;

(3) The library is a participating library in the Connecticut card program established pursuant to section 11-31b;

(4) Except for the fiscal years ending June 30, 2010, and June 30, 2011, the principal public library shall not have had the amount of its annual tax levy or appropriation reduced to an amount which is less than the average amount levied or appropriated for the library for the three fiscal years immediately preceding the year of the grant, except that if the expenditures of the library in any one year in such three-year period are unusually high as compared with expenditures in the other two years, the library may request an exception to this requirement and the board, upon review of the expenditures for that year, may grant an exception;

(5) State grant funds shall be expended within two years of the date of receipt of such funds. If the funds are not expended in that period, the library shall submit a plan to the State Librarian for the expenditure of any unspent balance;

(6) Principal public libraries shall not charge individuals residing in the town in which the library is located or the town in which the contract library is located for borrowing and lending library materials, accessing information, advice and assistance and programs and services which promote literacy; and

(7) Principal public libraries shall provide equal access to library service for all individuals and shall not discriminate upon the basis of age, race, sex, [gender identity or expression](#), religion, national origin, handicap or place of residency in the town in which the library is located or the town in which the contract library is located.

Sec. 12. Section 16-245r of the general statutes is repealed and the following is substituted in lieu thereof (*Effective October 1, 2011*):

No electric supplier, as defined in section 16-1, shall refuse to provide electric generation services to, or refuse to negotiate to provide such services to any customer because of age, race, creed, color, national origin, ancestry, sex, [gender identity or expression](#), marital status, sexual orientation, lawful source of income, disability or familial status. No electric supplier shall decline to provide electric generation services to a customer for the sole reason that the customer is located in an economically distressed geographic area or the customer qualifies for hardship status under section 16-262c. No electric supplier shall terminate or refuse to reinstate electric generation services except in accordance with the provisions of this title.

Sec. 13. Section 16-247r of the general statutes is repealed and the following is substituted in lieu thereof (*Effective October 1, 2011*):

No telephone company or certified telecommunications provider, as defined in section 16-1, shall refuse to provide telecommunications services to, or refuse to negotiate to provide such services to any customer because of age, race, creed, color, national origin, ancestry, sex, [gender identity or expression](#), marital status, sexual orientation, lawful source of income, disability or familial status. No telephone company or certified telecommunications provider shall decline to provide telecommunications services to a customer for the sole reason that the customer is located in an economically distressed geographic area or the customer qualifies for hardship status under section 16-262c. No telephone company or certified telecommunications provider shall terminate or refuse to reinstate telecommunications services except in accordance with the provisions of this title.

Sec. 14. Subsection (b) of section 28-15 of the general statutes is repealed and the following is substituted in lieu thereof (*Effective October 1, 2011*):

(b) No person shall discriminate on the basis of race, color, religious creed, sex, [gender identity or expression](#), age, national origin, ancestry or economic status in carrying out any provision of this chapter or any federal major disaster or emergency assistance function in this state.

Sec. 15. Section 31-22p of the general statutes is repealed and the following is substituted in lieu thereof (*Effective October 1, 2011*):

The Labor Commissioner, with the advice and guidance of the council, shall formulate work training standards which will ensure necessary safeguards for the welfare of apprentices and a full craft experience in any skill, in order to provide equal opportunities to all, without regard to their race, color, religion, sex, [gender identity or expression](#), age or national origin, and to provide training, employment and upgrading opportunities for disadvantaged workers to acquire a comprehensive skilled work experience and to extend the application of such standards of skill training by inclusion thereof in apprenticeship agreements, and shall bring together representatives of management and labor for the development of training programs and terms of apprenticeship incidental thereto and cooperate with state and federal agencies similarly interested in furtherance of training requirements in keeping with established and new processes of Connecticut industries. The Labor Commissioner shall publish information relating to existing and proposed work standards of apprenticeship, hold area conferences throughout the state for the purpose of promoting interest in skilled trades training and appoint such advisory committees as may be deemed necessary to evaluate the skilled manpower requirements of Connecticut in order to cope with any new technological changes in industry.

Sec. 16. Subsection (e) of section 31-57e of the general statutes is repealed and the following is substituted in lieu thereof (*Effective October 1, 2011*):

(e) The Employment Rights Code referred to under this section shall include the following provisions:

(1) A commercial enterprise subject to tribal jurisdiction shall not, except in the case of a bona fide occupational qualification or need, refuse to hire or employ or bar or discharge from employment any individual or discriminate against him in compensation or in terms, conditions or privileges of employment because of the individual's race, color, religious creed, sex, [gender identity or expression](#), marital status, national origin, ancestry, age, present or past history of mental disorder, mental retardation, sexual orientation, learning or physical disability, political activity, union activity or the

exercise of rights protected by the United States Constitution. This subdivision shall not be construed to restrict the right of a tribe to give preference in hiring to members of the tribe.

(2) A commercial enterprise subject to tribal jurisdiction shall not deny any individual, including a representative of a labor organization, seeking to ensure compliance with this section, access to employees of the tribe's commercial enterprise during nonwork time in nonwork areas. The tribe shall not permit any supervisor, manager or other agent of the tribe to restrict or otherwise interfere with such access.

(3) When a labor organization claims that it has been designated or selected for the purposes of collective bargaining by the majority of the employees in a unit appropriate for such purposes, the labor organization may apply to an arbitrator to verify the claim pursuant to subdivision (4) of this subsection. If the arbitrator verifies that the labor organization has been designated or selected as the bargaining representative by a majority of the employees in an appropriate unit, the tribe shall, upon request, recognize the labor organization as the exclusive bargaining agent and bargain in good faith with the labor organization in an effort to reach a collective bargaining agreement. However, the arbitrator shall disallow any claim by a labor organization which is dominated or controlled by the tribe.

(4) (A) Any individual or organization claiming to be injured by a violation of any provision of this subsection shall have the right to seek binding arbitration under the rules of the American Arbitration Association. Such individual or organization shall file a demand for arbitration with the tribe not later than one hundred eighty days after the employee or labor organization knows or should know of the tribe's violation of any provision of this subsection. The demand shall state, in plain language, the facts giving rise to the demand.

(B) The demand for arbitration shall also be served upon the Connecticut office of the American Arbitration Association. Absent settlement, a hearing shall be held in accordance with the rules and procedures of the American Arbitration Association. The costs and fees of the arbitrator shall be shared equally by the tribe and the labor organization.

(C) The decision of the arbitrator shall be final and binding on both parties and shall be subject to judicial review and enforcement against all parties in the manner prescribed by chapter 909.

(5) A tribe shall not retaliate against any individual who exercises any right under the Employment Rights Code. Any individual or organization claiming to be injured by a violation of the provisions of this section shall have the right to seek binding arbitration pursuant to subdivision (4) of this subsection.

Sec. 17. Section 32-204 of the general statutes is repealed and the following is substituted in lieu thereof (*Effective October 1, 2011*):

The general purpose of the authority shall be to stimulate new spending in Connecticut and to encourage the diversification of the state economy through the construction, operation, maintenance and marketing of a conference or exhibition facility that will create new jobs, add to the benefits of the hospitality industry, broaden the base of the tourism effort and stimulate substantial surrounding economic development and corresponding increased tax revenues to the state. The primary purpose of the authority shall be to attract and service large conventions, tradeshow, exhibitions and conferences, preferably those whose attendees are predominantly from out-of-state; the secondary purpose of the authority, at times when its primary purpose cannot be fulfilled, shall be to attract and

service local consumer shows, exhibitions and events which generate less new spending in Connecticut. For these purposes, the authority shall have the following powers: (1) To have perpetual succession as a body corporate and to adopt procedures for the regulation of its affairs and the conduct of its business as provided in subsection (f) of section 32-203; to adopt a corporate seal and alter the same at its pleasure; and to maintain an office at such place or places within the state as it may designate; (2) to sue and be sued; to contract and be contracted with, provided, if management, operating, or promotional contracts or agreements or other contracts or agreements are entered into with nongovernmental parties with respect to property financed with the proceeds of obligations the interest on which is excluded from gross income for federal income taxation, the board of directors will ensure that such contracts or agreements are in compliance with the covenants of the authority upon which such tax exclusion is conditioned; (3) to acquire, by gift, purchase, condemnation or transfer, lands or rights-in-land in connection therewith and to sell, lease as lessee or as lessor, provided such activity is consistent with all applicable federal tax covenants of the authority, transfer or dispose of any property or interest therein acquired by it, at any time; and to receive and accept aid or contributions, from any source, of money, labor, property or other things of value, to be held, used and applied to carry out the purposes of sections 32-200 to 32-212, inclusive, subject to the conditions upon which such grants and contributions are made, including, but not limited to, gifts or grants from any department, agency or instrumentality of the United States or this state for any purpose consistent with said sections; (4) to formulate plans for, acquire, finance and develop, lease, purchase, construct, reconstruct, repair, improve, expand, extend, operate, maintain and market the project, provided such activities are consistent with all applicable federal tax covenants of the authority; (5) to fix and revise from time to time and to charge and collect fees, rents and other charges for the use, occupancy or operation of the project, and to establish and revise from time to time, regulations in respect of the use, operation and occupancy of any such project, provided such regulations are consistent with all applicable federal tax covenants of the authority; (6) to employ such assistants, agents and other employees as may be necessary or desirable to carry out its purposes and to fix their compensation; to establish and modify personnel procedures as may be necessary from time to time and to negotiate and enter into collective bargaining agreements with labor unions; (7) to engage architects, engineers, attorneys, accountants, consultants and such other independent professionals as may be necessary or desirable to carry out its purposes; to contract for construction, development, concessions and the procurement of goods and services and to establish and modify procurement procedures from time to time to implement the foregoing in accordance with the provisions of subsection (b) of this section; (8) to adopt procedures with respect to contractors and subcontractors engaged in the construction of the project which require such contractors or subcontractors (A) to take affirmative action to provide equal opportunity for employment without discrimination as to race, creed, color, national origin, ancestry, sex, [gender identity or expression](#), marital status, age, lawful source of income, mental retardation, mental disability or physical disability, including, but not limited to, blindness or deafness and (B) to ensure that the wages paid on an hourly basis to any mechanic, laborer or workman employed by such contractor or subcontractor with respect to the project shall be at a rate equal to the rate customary or prevailing for the same work in the same trade or occupation in the town and city of Stamford; (9) to engage in and contract for marketing and promotional activities to attract national, regional and local conventions, trade shows, exhibitions, banquets and other events in order to maximize the use of the project and to carry out the purposes of sections 32-200 to 32-212, inclusive; (10) to acquire, lease, hold and dispose of personal property for the purposes set forth in sections 32-200 to 32-212, inclusive; (11) to procure insurance against any liability or loss in connection with its property and other assets, in such amounts and from such insurers as it deems desirable and to procure insurance for employees; (12) to borrow money and to issue bonds, notes and other obligations of the authority to the extent permitted under sections 32-200

to 32-212, inclusive, to fund and refund the same and to provide for the rights of the holders thereof and to secure the same by pledge of assets, revenues, notes and state contract assistance as provided in said sections and such state taxes as the authority shall be entitled to receive pursuant to the provisions of said sections; (13) to invest any funds not needed for immediate use or disbursement in obligations issued or guaranteed by the United States of America or the state of Connecticut and in other obligations which are legal investments for savings banks in this state and in time deposits or certificates of deposit or other similar banking arrangements secured in such manner as the authority determines; (14) to do anything necessary and desirable, including executing reimbursement agreements or similar agreements in connection with credit facilities, including, but not limited to, letters of credit or policies of bond insurance, remarketing agreements and agreements for the purpose of moderating interest rate fluctuations, to render any bonds to be issued pursuant to sections 32-200 to 32-212, inclusive, more marketable; (15) to do all acts and things necessary or convenient to carry out the purposes of sections 32-200 to 32-212, inclusive, and the powers expressly granted by said sections.

Sec. 18. Section 32-277 of the general statutes is repealed and the following is substituted in lieu thereof (*Effective October 1, 2011*):

A regional corporation shall not provide any financial assistance authorized by sections 32-271 to 32-284, inclusive, unless the following conditions are met:

- (1) The applicant has demonstrated that there is little prospect of obtaining the conventional project financing requested from either private or public sources of funding within the region, and that there is little prospect of obtaining adequate project financing from private sources of capital, or in the case of a loan guarantee, that there is little prospect of obtaining project financing without the guarantee;
- (2) There is a reasonable prospect of repayment;
- (3) The project is located in the region represented by the regional corporation;
- (4) The project will comply with any applicable environmental rules or regulations;
- (5) The applicant has certified that it will not discriminate against any employee or any applicant for employment because of race, religion, color, national origin, sex, [gender identity or expression](#) or age;
- (6) A staff member or a representative of the regional corporation acting in an official capacity has personally visited the project site and the applicant's place of business; and
- (7) Financial commitments or contingent financial commitments for the project have been obtained from other public and private sources.

Sec. 19. Section 38a-358 of the general statutes is repealed and the following is substituted in lieu thereof (*Effective October 1, 2011*):

The declination, cancellation or nonrenewal of a policy for private passenger nonfleet automobile insurance is prohibited if the declination, cancellation or nonrenewal is based: (1) On the race, religion, nationality or ethnicity of the applicant or named insured; (2) solely on the lawful occupation or profession of the applicant or named insured, except that this provision shall not apply to any insurer which limits its market to one lawful occupation or profession or to several related lawful occupations or professions; (3) on the principal location of the insured motor vehicle unless such decision is for a business purpose which is not a mere pretext for unfair discrimination; (4) solely on

the age, sex, [gender identity or expression](#) or marital status of an applicant or an insured, except that this subdivision shall not apply to an insurer in an insurer group if one or more other insurers in the group would not decline an application for essentially similar coverage based upon such reasons; (5) on the fact that the applicant or named insured previously obtained insurance coverage through a residual market; (6) on the fact that another insurer previously declined to insure the applicant or terminated an existing policy in which the applicant was the named insured; (7) the first or second accident within the current experience period in relation to which the applicant or insured was not convicted of a moving traffic violation and was not at fault; or (8) solely on information contained in an insured's or applicant's credit history or credit rating or solely on an applicant's lack of credit history. For the purposes of subdivision (8) of this section, an insurer shall not be deemed to have declined, cancelled or nonrenewed a policy if coverage is available through an affiliated insurer.

Sec. 20. Section 42-125a of the general statutes is repealed and the following is substituted in lieu thereof (*Effective October 1, 2011*):

It is the policy of the state of Connecticut to oppose restraints of trade and unfair trade practices in the form of discriminatory boycotts which are not specifically authorized by the law of the United States and which are fostered or imposed by foreign persons, foreign governments or international organizations against any domestic individual on the basis of race, color, creed, religion, sex, [gender identity or expression](#), nationality or national origin. It is also the policy of the state to oppose any actions, including the formation or continuance of agreements, understandings or contractual arrangements, expressed or implied, which have the effect of furthering such discriminatory boycotts, in order that the peace, health, safety, prosperity and general welfare of all the inhabitants of the state may be protected and ensured. This chapter shall be deemed an exercise of the police power of the state for the protection of the people of this state and shall be administered and principally enforced by the Attorney General. The provisions of this chapter shall be construed liberally so as to effectuate this declaration of policy and the laws and Constitution of the United States, but nothing in this chapter shall be construed to infringe upon the right of the United States government to regulate interstate and foreign commerce.

Sec. 21. Subsection (c) of section 42-125b of the general statutes is repealed and the following is substituted in lieu thereof (*Effective October 1, 2011*):

(c) "Participating in a discriminatory boycott" means the entering into or performing of any agreement, understanding or contractual arrangement for economic benefit by any person with any foreign government, foreign person or international organization, which is not specifically authorized by the laws of the United States and which is required or imposed, either directly or indirectly, overtly or covertly, by the foreign government, foreign person or international organization in order to restrict, condition, prohibit or interfere with any business relationship in this state on the basis of a domestic individual's race, color, creed, religion, sex, [gender identity or expression](#), nationality or national origin; provided, handling, altering or shipping goods or complying with the commercial laws of a foreign country, unless such laws require discrimination against a domestic individual on the basis of race, color, creed, religion, sex, [gender identity or expression](#), nationality or national origin, shall not constitute a discriminatory boycott.

Sec. 22. Subsection (a) of section 46a-58 of the general statutes is repealed and the following is substituted in lieu thereof (*Effective October 1, 2011*):

(a) It shall be a discriminatory practice in violation of this section for any person to subject, or cause to be subjected, any other person to the deprivation of any rights, privileges or immunities, secured or

protected by the Constitution or laws of this state or of the United States, on account of religion, national origin, alienage, color, race, sex, [gender identity or expression](#), sexual orientation, blindness or physical disability.

Sec. 23. Subsection (a) of section 46a-59 of the general statutes is repealed and the following is substituted in lieu thereof (*Effective October 1, 2011*):

(a) It shall be a discriminatory practice in violation of this section for any association, board or other organization the principal purpose of which is the furtherance of the professional or occupational interests of its members, whose profession, trade or occupation requires a state license, to refuse to accept a person as a member of such association, board or organization because of his race, national origin, creed, sex, [gender identity or expression](#) or color.

Sec. 24. Subsection (a) of section 46a-60 of the general statutes is repealed and the following is substituted in lieu thereof (*Effective October 1, 2011*):

(a) It shall be a discriminatory practice in violation of this section:

(1) For an employer, by the employer or the employer's agent, except in the case of a bona fide occupational qualification or need, to refuse to hire or employ or to bar or to discharge from employment any individual or to discriminate against such individual in compensation or in terms, conditions or privileges of employment because of the individual's race, color, religious creed, age, sex, [gender identity or expression](#), marital status, national origin, ancestry, present or past history of mental disability, mental retardation, learning disability or physical disability, including, but not limited to, blindness;

(2) For any employment agency, except in the case of a bona fide occupational qualification or need, to fail or refuse to classify properly or refer for employment or otherwise to discriminate against any individual because of such individual's race, color, religious creed, age, sex, [gender identity or expression](#), marital status, national origin, ancestry, present or past history of mental disability, mental retardation, learning disability or physical disability, including, but not limited to, blindness;

(3) For a labor organization, because of the race, color, religious creed, age, sex, [gender identity or expression](#), marital status, national origin, ancestry, present or past history of mental disability, mental retardation, learning disability or physical disability, including, but not limited to, blindness of any individual to exclude from full membership rights or to expel from its membership such individual or to discriminate in any way against any of its members or against any employer or any individual employed by an employer, unless such action is based on a bona fide occupational qualification;

(4) For any person, employer, labor organization or employment agency to discharge, expel or otherwise discriminate against any person because such person has opposed any discriminatory employment practice or because such person has filed a complaint or testified or assisted in any proceeding under section 46a-82, 46a-83 or 46a-84;

(5) For any person, whether an employer or an employee or not, to aid, abet, incite, compel or coerce in the doing of any act declared to be a discriminatory employment practice or to attempt to do so;

(6) For any person, employer, employment agency or labor organization, except in the case of a bona fide occupational qualification or need, to advertise employment opportunities in such a manner as to

restrict such employment so as to discriminate against individuals because of their race, color, religious creed, age, sex, [gender identity or expression](#), marital status, national origin, ancestry, present or past history of mental disability, mental retardation, learning disability or physical disability, including, but not limited to, blindness;

(7) For an employer, by the employer or the employer's agent: (A) To terminate a woman's employment because of her pregnancy; (B) to refuse to grant to that employee a reasonable leave of absence for disability resulting from her pregnancy; (C) to deny to that employee, who is disabled as a result of pregnancy, any compensation to which she is entitled as a result of the accumulation of disability or leave benefits accrued pursuant to plans maintained by the employer; (D) to fail or refuse to reinstate the employee to her original job or to an equivalent position with equivalent pay and accumulated seniority, retirement, fringe benefits and other service credits upon her signifying her intent to return unless, in the case of a private employer, the employer's circumstances have so changed as to make it impossible or unreasonable to do so; (E) to fail or refuse to make a reasonable effort to transfer a pregnant employee to any suitable temporary position which may be available in any case in which an employee gives written notice of her pregnancy to her employer and the employer or pregnant employee reasonably believes that continued employment in the position held by the pregnant employee may cause injury to the employee or fetus; (F) to fail or refuse to inform the pregnant employee that a transfer pursuant to subparagraph (E) of this subdivision may be appealed under the provisions of this chapter; or (G) to fail or refuse to inform employees of the employer, by any reasonable means, that they must give written notice of their pregnancy in order to be eligible for transfer to a temporary position;

(8) For an employer, by the employer or the employer's agent, for an employment agency, by itself or its agent, or for any labor organization, by itself or its agent, to harass any employee, person seeking employment or member on the basis of sex [or gender identity or expression](#). "Sexual harassment" shall, for the purposes of this section, be defined as any unwelcome sexual advances or requests 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;

(9) For an employer, by the employer or the employer's agent, for an employment agency, by itself or its agent, or for any labor organization, by itself or its agent, to request or require information from an employee, person seeking employment or member relating to the individual's child-bearing age or plans, pregnancy, function of the individual's reproductive system, use of birth control methods, or the individual's familial responsibilities, unless such information is directly related to a bona fide occupational qualification or need, provided an employer, through a physician may request from an employee any such information which is directly related to workplace exposure to substances which may cause birth defects or constitute a hazard to an individual's reproductive system or to a fetus if the employer first informs the employee of the hazards involved in exposure to such substances;

(10) For an employer, by the employer or the employer's agent, after informing an employee, pursuant to subdivision (9) of this subsection, of a workplace exposure to substances which may cause birth defects or constitute a hazard to an employee's reproductive system or to a fetus, to fail or refuse, upon the employee's request, to take reasonable measures to protect the employee from the exposure or hazard identified, or to fail or refuse to inform the employee that the measures taken may be the subject of a complaint filed under the provisions of this chapter. Nothing in this subdivision is

intended to prohibit an employer from taking reasonable measures to protect an employee from exposure to such substances. For the purpose of this subdivision, "reasonable measures" shall be those measures which are consistent with business necessity and are least disruptive of the terms and conditions of the employee's employment;

(11) For an employer, by the employer or the employer's agent, for an employment agency, by itself or its agent, or for any labor organization, by itself or its agent: (A) To request or require genetic information from an employee, person seeking employment or member, or (B) to discharge, expel or otherwise discriminate against any person on the basis of genetic information. For the purpose of this subdivision, "genetic information" means the information about genes, gene products or inherited characteristics that may derive from an individual or a family member.

Sec. 25. Subsection (a) of section 46a-64 of the general statutes is repealed and the following is substituted in lieu thereof (*Effective October 1, 2011*):

(a) It shall be a discriminatory practice in violation of this section: (1) To deny any person within the jurisdiction of this state full and equal accommodations in any place of public accommodation, resort or amusement because of race, creed, color, national origin, ancestry, sex, [gender identity or expression](#), marital status, age, lawful source of income, mental retardation, mental disability or physical disability, including, but not limited to, blindness or deafness of the applicant, subject only to the conditions and limitations established by law and applicable alike to all persons; (2) to discriminate, segregate or separate on account of race, creed, color, national origin, ancestry, sex, [gender identity or expression](#), marital status, age, lawful source of income, mental retardation, mental disability, learning disability or physical disability, including, but not limited to, blindness or deafness; (3) for a place of public accommodation, resort or amusement to restrict or limit the right of a mother to breast-feed her child; (4) for a place of public accommodation, resort or amusement to fail or refuse to post a notice, in a conspicuous place, that any blind, deaf or mobility impaired person, accompanied by his guide dog wearing a harness or an orange-colored leash and collar, may enter such premises or facilities; or (5) to deny any blind, deaf or mobility impaired person or any person training a dog as a guide dog for a blind person or a dog to assist a deaf or mobility impaired person, accompanied by his guide dog or assistance dog, full and equal access to any place of public accommodation, resort or amusement. Any blind, deaf or mobility impaired person or any person training a dog as a guide dog for a blind person or a dog to assist a deaf or mobility impaired person may keep his guide dog or assistance dog with him at all times in such place of public accommodation, resort or amusement at no extra charge, provided the dog wears a harness or an orange-colored leash and collar and is in the direct custody of such person. The blind, deaf or mobility impaired person or person training a dog as a guide dog for a blind person or a dog to assist a deaf or mobility impaired person shall be liable for any damage done to the premises or facilities by his dog. For purposes of this subdivision, "guide dog" or "assistance dog" includes a dog being trained as a guide dog or assistance dog and "person training a dog as a guide dog for a blind person or a dog to assist a deaf or mobility impaired person" means a person who is employed by and authorized to engage in designated training activities by a guide dog organization or assistance dog organization that complies with the criteria for membership in a professional association of guide dog or assistance dog schools and who carries photographic identification indicating such employment and authorization.

Sec. 26. Subsection (a) of section 46a-64c of the general statutes is repealed and the following is substituted in lieu thereof (*Effective October 1, 2011*):

(a) It shall be a discriminatory practice in violation of this section:

(1) To refuse to sell or rent after the making of a bona fide offer, or to refuse to negotiate for the sale or rental of, or otherwise make unavailable or deny, a dwelling to any person because of race, creed, color, national origin, ancestry, sex, [gender identity or expression](#), marital status, age, lawful source of income or familial status.

(2) To discriminate against any person in the terms, conditions, or privileges of sale or rental of a dwelling, or in the provision of services or facilities in connection therewith, because of race, creed, color, national origin, ancestry, sex, [gender identity or expression](#), marital status, age, lawful source of income or familial status.

(3) To make, print or publish, or cause to be made, printed or published any notice, statement, or advertisement, with respect to the sale or rental of a dwelling that indicates any preference, limitation, or discrimination based on race, creed, color, national origin, ancestry, sex, [gender identity or expression](#), marital status, age, lawful source of income, familial status, learning disability or physical or mental disability, or an intention to make any such preference, limitation or discrimination.

(4) (A) To represent to any person because of race, creed, color, national origin, ancestry, sex, [gender identity or expression](#), marital status, age, lawful source of income, familial status, learning disability or physical or mental disability that any dwelling is not available for inspection, sale or rental when such dwelling is in fact so available.

(B) It shall be a violation of this subdivision for any person to restrict or attempt to restrict the choices of any buyer or renter to purchase or rent a dwelling (i) to an area which is substantially populated, even if less than a majority, by persons of the same protected class as the buyer or renter, (ii) while such person is authorized to offer for sale or rent another dwelling which meets the housing criteria as expressed by the buyer or renter to such person and (iii) such other dwelling is in an area which is not substantially populated by persons of the same protected class as the buyer or renter. As used in this subdivision, "area" means municipality, neighborhood or other geographic subdivision which may include an apartment or condominium complex; and "protected class" means race, creed, color, national origin, ancestry, sex, [gender identity or expression](#), marital status, age, lawful source of income, familial status, learning disability or physical or mental disability.

(5) For profit, to induce or attempt to induce any person to sell or rent any dwelling by representations regarding the entry or prospective entry into the neighborhood of a person or persons of a particular race, creed, color, national origin, ancestry, sex, [gender identity or expression](#), marital status, age, lawful source of income, familial status, learning disability or physical or mental disability.

(6) (A) To discriminate in the sale or rental, or to otherwise make unavailable or deny, a dwelling to any buyer or renter because of a learning disability or physical or mental disability of: (i) Such buyer or renter; (ii) a person residing in or intending to reside in such dwelling after it is so sold, rented, or made available; or (iii) any person associated with such buyer or renter.

(B) To discriminate against any person in the terms, conditions or privileges of sale or rental of a dwelling, or in the provision of services or facilities in connection with such dwelling, because of a learning disability or physical or mental disability of: (i) Such person; or (ii) a person residing in or intending to reside in such dwelling after it is so sold, rented, or made available; or (iii) any person associated with such person.

(C) For purposes of this subdivision, discrimination includes: (i) A refusal to permit, at the expense of a person with a physical or mental disability, reasonable modifications of existing premises occupied or to be occupied by such person if such modifications may be necessary to afford such person full enjoyment of the premises; except that, in the case of a rental, the landlord may, where it is reasonable to do so, condition permission for a modification on the renter agreeing to restore the interior of the premises to the condition that existed before the modification, reasonable wear and tear excepted; (ii) a refusal to make reasonable accommodations in rules, policies, practices or services, when such accommodations may be necessary to afford such person equal opportunity to use and enjoy a dwelling; (iii) in connection with the design and construction of covered multifamily dwellings for the first occupancy after March 13, 1991, a failure to design and construct those dwellings in such manner that they comply with the requirements of Section 804(f) of the Fair Housing Act or the provisions of the state building code as adopted pursuant to the provisions of sections 29-269 and 29-273, whichever requires greater accommodation. "Covered multifamily dwellings" means buildings consisting of four or more units if such buildings have one or more elevators, and ground floor units in other buildings consisting of four or more units.

(7) For any person or other entity engaging in residential real-estate-related transactions to discriminate against any person in making available such a transaction, or in the terms or conditions of such a transaction, because of race, creed, color, national origin, ancestry, sex, [gender identity or expression](#), marital status, age, lawful source of income, familial status, learning disability or physical or mental disability.

(8) To deny any person access to or membership or participation in any multiple-listing service, real estate brokers' organization or other service, organization, or facility relating to the business of selling or renting dwellings, or to discriminate against him in the terms or conditions of such access, membership or participation, on account of race, creed, color, national origin, ancestry, sex, [gender identity or expression](#), marital status, age, lawful source of income, familial status, learning disability or physical or mental disability.

(9) To coerce, intimidate, threaten, or interfere with any person in the exercise or enjoyment of, or on account of his having exercised or enjoyed, or on account of his having aided or encouraged any other person in the exercise or enjoyment of, any right granted or protected by this section.

Sec. 27. Subsection (e) of section 46a-64c of the general statutes is repealed and the following is substituted in lieu thereof (*Effective October 1, 2011*):

(e) Nothing in this section prohibits a person engaged in the business of furnishing appraisals of real property to take into consideration factors other than race, creed, color, national origin, ancestry, sex, [gender identity or expression](#), marital status, age, lawful source of income, familial status, learning disability or physical or mental disability.

Sec. 28. Subsection (a) of section 46a-66 of the general statutes is repealed and the following is substituted in lieu thereof (*Effective October 1, 2011*):

(a) It shall be a discriminatory practice in violation of this section for any creditor to discriminate on the basis of sex, [gender identity or expression](#), age, race, color, religious creed, national origin, ancestry, marital status, mental retardation, learning disability, blindness or physical disability against any person eighteen years of age or over in any credit transaction.

Sec. 29. Subsection (a) of section 46a-70 of the general statutes is repealed and the following is substituted in lieu thereof (*Effective October 1, 2011*):

'a) State officials and supervisory personnel shall recruit, appoint, assign, train, evaluate and promote state personnel on the basis of merit and qualifications, without regard for race, color, religious creed, sex, [gender identity or expression](#), marital status, age, national origin, ancestry, mental retardation, mental disability, learning disability or physical disability, including but not limited to, blindness, unless it is shown by such state officials or supervisory personnel that such disability prevents performance of the work involved.

Sec. 30. Subsection (a) of section 46a-71 of the general statutes is repealed and the following is substituted in lieu thereof (*Effective October 1, 2011*):

(a) All services of every state agency shall be performed without discrimination based upon race, color, religious creed, sex, [gender identity or expression](#), marital status, age, national origin, ancestry, mental retardation, mental disability, learning disability or physical disability, including, but not limited to, blindness.

Sec. 31. Subsection (b) of section 46a-72 of the general statutes is repealed and the following is substituted in lieu thereof (*Effective October 1, 2011*):

(b) Any job request indicating an intention to exclude any person because of race, color, religious creed, sex, [gender identity or expression](#), marital status, age, national origin, ancestry, mental retardation, mental disability, learning disability or physical disability, including, but not limited to, blindness shall be rejected, unless it is shown by such public or private employers that such disability prevents performance of the work involved.

Sec. 32. Subsection (a) of section 46a-73 of the general statutes is repealed and the following is substituted in lieu thereof (*Effective October 1, 2011*):

(a) No state department, board or agency may grant, deny or revoke the license or charter of any person on the grounds of race, color, religious creed, sex, [gender identity or expression](#), marital status, age, national origin, ancestry, mental retardation, mental disability, learning disability or physical disability, including, but not limited to, blindness, unless it is shown by such state department, board or agency that such disability prevents performance of the work involved.

Sec. 33. Subsection (a) of section 46a-75 of the general statutes is repealed and the following is substituted in lieu thereof (*Effective October 1, 2011*):

(a) All educational, counseling, and vocational guidance programs and all apprenticeship and on-the-job training programs of state agencies, or in which state agencies participate, shall be open to all qualified persons, without regard to race, color, religious creed, sex, [gender identity or expression](#), marital status, age, national origin, ancestry, mental retardation, mental disability, learning disability or physical disability, including, but not limited to, blindness.

Sec. 34. Subsection (a) of section 46a-76 of the general statutes is repealed and the following is substituted in lieu thereof (*Effective October 1, 2011*):

(a) Race, color, religious creed, sex, [gender identity or expression](#), marital status, age, national origin, ancestry, mental retardation, mental disability, learning disability or physical disability, including,

but not limited to, blindness shall not be considered as limiting factors in state-administered programs involving the distribution of funds to qualify applicants for benefits authorized by law.

Sec. 35. Subsections (b) and (c) of section 52-571d of the general statutes are repealed and the following is substituted in lieu thereof (*Effective October 1, 2011*):

(b) No golf country club may deny membership in such club to any person on account of race, religion, color, national origin, ancestry, sex, [gender identity or expression](#), marital status or sexual orientation.

(c) All classes of membership in a golf country club shall be available without regard to race, religion, color, national origin, ancestry, sex, [gender identity or expression](#), marital status or sexual orientation.

Sec. 36. Section 53-37a of the general statutes is repealed and the following is substituted in lieu thereof (*Effective October 1, 2011*):

Any person who, with the intent to subject, or cause to be subjected, any other person to the deprivation of any rights, privileges or immunities, secured or protected by the Constitution or laws of this state or of the United States, on account of religion, national origin, alienage, color, race, sex, [gender identity or expression](#), sexual orientation, blindness or physical disability, violates the provisions of section 46a-58, [as amended by this act](#), while wearing a mask, hood or other device designed to conceal the identity of such person shall be guilty of a class D felony.

Sec. 37. (NEW) (*Effective October 1, 2011*) The provisions of subsection (a) of section 4a-60, subsection (c) of section 8-169s, section 8-265c, subsection (c) of section 8-294, section 8-315, subsection (a) of section 10-15c, section 10-153, subsection (b) of section 10a-6, subsection (a) of section 11-24b, sections 16-245r and 16-247r, subsection (b) of section 28-15, section 31-22p, subsection (e) of section 31-57e, sections 32-204, 32-277, 38a-358 and 42-125a, subsection (c) of section 42-125b, subsection (a) of section 46a-58, subsection (a) of section 46a-59, subsection (a) of section 46a-60, subsection (a) of section 46a-64, subsections (a) and (e) of section 46a-64c, subsection (a) of section 46a-66, subsection (a) of section 46a-70, subsection (a) of section 46a-71, subsection (b) of section 46a-72, subsection (a) of section 46a-73, subsection (a) of section 46a-75, subsection (a) of section 46a-76, subsections (b) and (c) of section 52-571d and section 53-37a of the general statutes, as amended by this act, that prohibit discrimination on the basis of gender identity or expression shall not apply to a religious corporation, entity, association, educational institution or society with respect to the employment of individuals to perform work connected with the carrying on by such corporation, entity, association, educational institution or society of its activities, or with respect to matters of discipline, faith, internal organization or ecclesiastical rule, custom or law which are established by such corporation, entity, association, educational institution or society.

Approved July 1, 2011

Section B
Element No. 2

INTERNAL
COMMUNICATION
Sec. 46a-68-79

Internal Communication

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

- (a) Western Connecticut State University has adopted the practice of annually distributing the Policy Statement and a summary of objectives of the Plan. The method of dissemination is by electronic mail (e-mail) to the campus community. The start of the Spring Semester (January/February) has been established as the annual distribution period. The Chief Diversity Officer is responsible for coordinating this process with the appropriate persons and ensuring that distribution takes place. Additionally, the Chief Diversity will prepare an "Executive Summary" of the Plan. This Summary will be discussed with all members of the President's Cabinet following approval of the 2017 Plan.

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

Beginning in the Spring 2018 semester, all search committee members will be issued an electronic University search manual to address the respective campus searches in management/confidential, faculty, administrative/clerical, service maintenance and/or protective services. The University search manual will detail the roles and responsibilities of search committee participants when conducting an affirmative action search (the referenced electronic search manuals will be finalized and available by or before February 1, 2018). In the meantime, the University will continue to have the available brochure named "A Guide for Search Committees" available as a point of reference until the search manual(s) are completed and finalized.

- (b) It is University current (and continued) practice to have the Chief Diversity Officer maintain copies of all affirmative action related internal communication as well as comments received and noted date such statements were received. The University’s Plan shall include a summary of all comments from employees concerning the Plan and note any responses related thereto. During the review period, the University received *no comments* on the Plan.

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

- (c) The University is in compliance with various training requirements. Training is ongoing and is up to date. Employees regularly receive diversity training and are scheduled for diversity training within six months of their hire date. Additionally, information related to the University’s policy on sexual harassment and other nondiscrimination policies was distributed to all employees and student groups. Information related to the Americans with Disabilities Act was also distributed. All University policies related to non-discrimination and sexual harassment (Title IX) provisions are posted on the University’s website.

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

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

Training Title	Total Number of Faculty	Total Number of Staff	Faculty/Staff Training Totals	Gender/Ethnic Breakdown							
				WM	WF	BM	BF	HM	HF	OM	OF
Diversity Training	64	271	335	150	130	8	11	12	12	2	10
Sexual Harassment (Title IX) Training	81	378	459	178	194	18	19	18	17	4	11
Ethnic/Gender Training Totals:				328	324	26	30	30	29	6	21

The University delivered numerous programs and activities along the diversity continuum. These programs and activities include but are not limited to the following: The MLK Community Celebration, Hispanic Heritage Month and Women’s History Month programs, and the President’s Lecture Series. All of these programs were attended by all levels of University administrators.

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

- (d) In accordance with the Affirmative Action Regulations, it is established that all internal communications pertaining to the Plan, contain a written (and electronic notice by email) to employees on their have the right to review and comment on the Plan during the review period. Every year from January 1st to March 31st is the established time frame for employees to review and comment on the Plan. The notice informs all employees that they may review and comment on the Plan during the Plan's review period and that all comments should be addressed to:

Mrs. Jesenia Minier-Delgado
Chief Diversity Officer
University Hall 217
181 White St., Danbury, CT 06810
Telephone: (203) 837-8277
Email: minierdelgadoj@wcsu.edu

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



OFFICE OF DIVERSITY & EQUITY

MEMORANDUM

TO: Western Connecticut State University Colleagues

FROM: Chief Diversity Officer,
Office of Diversity & Equity

RE: WCSU's Affirmative Action Policy

Western Connecticut State University values diversity in hiring and recognizes the importance of promoting a policy of non-discrimination in employment. Each year, in accordance with section 46a-68-34 of the Commission on Human Rights and Opportunities regulations, the University summary of objectives, the University affirmative action plan policies, and the affirmative action plan are made available for review by the Western Connecticut State campus community.

All employees have the right to review and comment on the University's Affirmative Action plan. Any comments regarding the plan should be made during the period of April to May 2016 and should be addressed to me at 181 White Street, University Hall 217, Danbury, CT 06810.

The 2016 Affirmative Action Plan for Western Connecticut State University is available for review in the Office of Diversity and Equity, and in the Office of the President. Additionally, the plan is available on-line at <http://www.wcsu.edu/diversity/>

If you have any questions about the Affirmative Action Plan, you may also contact me at (203) 837-8277.

WESTERN CONNECTICUT STATE UNIVERSITY AFFIRMATIVE ACTION PLAN

Summary of Objectives

- To affirm the commitment to Active Action by Western Connecticut State University's President and campus community.
- To provide fair and equitable employment practices.
- To undertake with conviction and effort, positive steps to overcome the present effectiveness of past practices, policies and/or barriers to equal employment opportunity.
- To achieve the full participation of protected groups, which include: American Indians/Alaskan Natives, Asians, African Americans/Blacks, Hispanic/Latino, Whites, Native Hawaiians or Other Pacific Islanders, and/or other protected race groups found to be underutilized in the workforce, or adversely impacted by system policies or practices.
- To make good faith efforts to achieve goals and timetables set forth in the Affirmative Action Plan.
- To provide a detailed, results-oriented set of procedures, prepared and approved in accordance with the Affirmative Action Regulations for State Agencies, that blueprint a strategy to combat discrimination and achieve action.

Section C

Element No. 3

EXTERNAL
COMMUNICATION &
RECRUITMENT STRATEGIES

Sec. 46a-68-80

External Communication

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

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

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

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

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

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

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

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

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

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

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

The University maintains membership status in the Connecticut Association of Latin Americans in Higher Education and with the Hispanic Center of Danbury as another means of expanding its Hispanic recruitment efforts.

The Office of Diversity and Equity maintains an annual subscription to Diversity.com and various other websites for recruiting including the following: Health-Net, CAHALE.com, Career Builders.com, NACHUO.net, Higheredjobs.com, Fairfield County Jobs.com, DAS website, NASPA.com, Academic Careers on Line, Sciencejobs.com, NCAA News website, ACA Career Center website, Counseling Today website, APA Monitor website, New England Psychologist website, Connecticut Psychological Association website, Telecomcareers.net, Computerwork.net, NACCU website, Student Affairs.com, Journal of Health Education website, American Journal of Nursing website, Journal of Nursing Education website, Minority Nurse Newsletter website, Journal of Cultural Diversity website, Academic Careers Online, AACN website, ABNF website, Telecomcareer.net, and Computerwork.com. These media sources are used in direct correlation with the related vacancy; and therefore, not all position announcements will appear in each venue. Effective September 1, 2017, the Chief Diversity Officer will include LinkedIn.com and inquire about using this media source as a recruitment tool. Finally, all positions continue to be advertised on the University website.

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

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

The Office of Diversity & Equity continues to utilize recruitment directories and publications that provide outreach to peoples in protected and underutilized populations.

The directory includes hundreds of sources and additional sources continue to be added on the ongoing basis. The list of directories and publications include the following:

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

Disability Resource Directory: This directory is a resource that aids in the University's outreach to persons with disabilities by providing the identification of outreach sources by name and address.

Directory of Women's Organizations in Connecticut: Contains over 500 entries listed alphabetically by county, with contact names, addresses, telephone and fax numbers for each organization.

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

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

Directory of Minority, Ph.D., MFA and MLS Candidates and Recipients: Contains a listing of advance graduate students who are in the final phase of their doctoral work at various New England campuses.

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

New England Resource Directory: Provides information to students, advisors, and administrators on outreach efforts, internships and science related programs at New England institutions, hospitals, and biomedical and biotechnology organizations.

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

Western Connecticut State University is easily recognized by its official logo which is placed on all advertisements. The radio station network for sending University press

releases has locations in Danbury, Hartford, Norwalk, and Bridgeport. Various newspaper media are used as recruitment sources including Hartford, Bridgeport and Stamford.

The radio networks include the following:

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

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

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

Concerned Black Men for Youth-The University is represented by Assistant Dean for Student Affairs and serves as a mentor for the organization.

Pathways Academy – The University is represented by the Assistant Dean for Student Affairs and serves on the Board of Directors.

Metro New York/Southern Connecticut Higher Education Recruiting Consortium – The Chief Diversity Officer serves on the Board of Directors.

Harambee Youth Center-The University is represented on the Harambee Board of Directors.

Governor's Coalition for Youth with Disabilities-The University is a participant of the Governor's Coalition for Youth with Disabilities.

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

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

Federal Correctional Institution-The University is represented on the Community Relations Board of Directors of the Federal Correctional Institution.

Danbury Youth Services-The University is represented on the Board of Directors of Danbury Youth Services. The University has hosted several of the agency's meetings.

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

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

Contract Compliance

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

Progress that has been made is reflective of the good faith efforts of the Director of Administrative Services, the Associate Director of Administrative Services, Director of Planning and Engineering, and the Executive Assistant to the President/Chief Diversity Officer, who keep a focus on Contract Compliance and diligently strive to enhance the University's Contract Compliance efforts. It is noted that sexual orientation continues to be cited as a protected class in purchase orders and contracts.

The Chief Diversity Officer is the University's Affirmative Action community liaison for Contract Compliance. These responsibilities include community outreach; follow up visitation, internal collaboration, and other related duties.

As required, the University submitted all required Contract Compliance reports to the Department of Administrative Services/Business Connections. We continue to work diligently in this very important area and continue to see progress. Also, the University has not received any correspondence from Administrative Services or the Commission regarding the above report submissions that reflects negatively on goal achievement. These reports were submitted on a quarterly basis, and copies are provided in this section of the plan. As the University Affirmative Action Plan reporting period straddles two fiscal years, the Contract Compliance reports cover the 4th Quarter of FY 16 and the 1st through 3rd Quarters of FY17 as requested through technical guidance from CHRO.

This narrative reflects collective input from the Director of Administrative Services. Good faith efforts were made to increase the number of small and minority business enterprises doing business with the University. The Director of Administrative Services and Associate Director of Administrative Services focused on this initiative, and as a result, were successful in identifying nineteen new SBE/MBE vendors who were awarded contracts. MBE's include: ASA Environmental Products Inc., Beaulieu Company LLC., Biron Agency, Caruso Electric, K and P Facilities Maintenance, MA Arnold II LLC, SBE's include: Above and Beyond Equipment, Amenta Emma Architects, PC.Blanchette Sporting Goods, C and C Mechanical Insulation, Control Systems Inc., Herb's Sports Shop Inc., Mazzotta Rentals, Mulvaney Mechanical, Noriss and Ferraris, Plumbing Solutions, Seismic Control, Stewart Staffing Solutions, Summit Crane.

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

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

The University ensured that projects identified with a construction value of up to \$500,000 were only offered to SBE/MBE state certified businesses. Bid ads were stated as such.

Attention was paid to identifying contractors who have been awarded contracts in an ordinary fashion, but who might qualify as SBE/MBE/WBE certified. The Director of Administrative Services continued to encourage such contractors to secure state certification.

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

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

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

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

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

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

The Brazilian Community Center: The Brazilian Community Center champions issues in the Brazilian community.

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

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

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

The Brazilian Business Expo: Businesses that promote opportunities within the Brazilian community.

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

The required Contract Compliance reporting forms are included in this section of the Plan. Also included is the University's annual goal calculation sheet and request for exemption. The response from the Department of Administrative Services is also included. The Notification to Bidders form includes persons with disabilities and sexual orientation. This form is part of our bidder's manual. The manual has not been included as a former reviewer has previously indicated that this is not necessary.

For FY 2017, the University was assigned contracting goals totaling \$827,329.75 for Small Business Enterprises of which \$206,832.44 is the goal for Minority Business Enterprises for standard purchases. For FY 2017, through the completion of the third quarter, the University realized over 98% of its contracting goals with Small Business Enterprises and over 142% of its contracting goals with Minority Business Enterprises. In addition, for the construction contracting goals totaling \$728,678.75, through the end of the third quarter, \$813,096.82, has been awarded to small business enterprises of which \$294,534.13 was awarded to minority business enterprises.

The March 31, 2017 report provides the yearly summary of the total dollar contracts and number of contracts awarded for the FY 2016. The breakdown of small contractor purchases/contracts, MBE purchases, and MBE good faith efforts are identified. Highlights of this summary include the inclusion of new vendors and the overall strength of SBE/MBE contracting at the University.

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

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

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

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

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

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

Western Connecticut State University will continue its good faith efforts and attentiveness to achieve the highest levels possible in its Contract Compliance program.

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

Please Submit a copy of this form and Back-Up Sheets via InterOffice Mail to CHRO @ 25 SIGOURNEY ST, Hartford CT 06106

Fiscal Year Quarter 1ST / 2ND / 3RD / 4TH Fiscal Year Period

ENTER THIS **QTR- 3D**

Agency Name:	Western CT State University	Agency Number:	7803
Prepared by:	Esther Boriss	E-mail Address:	borisse@wcsu.edu
Tel. # -	203-837-8758		

1) TOTAL CAPITAL IMPROVEMENT FUNDS AVAILABLE FROM YOUR ADOPTED BUDGET Page 1 (Summary Page) From The Annual Goals Calculations Report \$ 1,962,400.00

	TOTALS (\$)	Contracts	TOTALS (\$)	Contracts
2) Total Agency FY Capital Improvements Expenditures for Purchases from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$ 49,200.34	11	\$ 499,733.96	58

3) Total Agency FY Capital Improvements Expenditures for Purchases from Minority Business Enterprises (MBE) only. PLEASE CATEGORIZE				
A) American Indian (N)				
B) Asian (A)				
C) Black (B)			\$ 2,500.00	1
D) Disabled Individual (D)				
E) Hispanic (H)	\$ 1,830.00	1	\$ 40,018.79	5
F) Iberian Peninsula (I)				
G) Disabled American Indian (DN)				
H) Disabled Asian American (DA)				
I) Disabled Black American (DB)				
J) Disabled Hispanic American (DH)				
K) Disabled Iberian Peninsula American (DI)				
L) Woman (W)	\$ 24,568.04	2	\$ 121,446.87	17
M) Woman American Indian (NW)				
N) Woman Asian (AW)				
O) Woman Black (BW)				
P) Woman Disabled (DW)				
Q) Woman Hispanic (HW)				
R) Woman Iberian Peninsula (IW)				
S) Disabled American Indian Woman (DNW)				
T) Disabled Asian American Woman (DAW)				
U) Disabled Black American Woman (DBW)				
V) Disabled Hispanic American Woman (DHW)				
W) Disabled Iberian Peninsula American Woman (DIW)				
DisBE TOTAL (Lines D, G, H, I, J, K, P, S, T, U, V, & W)	\$ -		\$ -	
WBE TOTAL [Lines L - W]	\$ 24,568.04		\$ 121,446.87	10
MBE TOTAL (Lines A - W)	\$ 26,398.04	7	\$ 163,965.66	17

SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

Fiscal Year Quarter **1ST / 2ND / 3RD / 4TH** Fiscal Year Period _____
 ENTER THIS **QTR- 4th**

Agency Name: Western Ct. State University Agency Number: 7803
 Prepared by: Esther Boriss E-mail: borisse@wcsu.edu
 Address: _____
 Tel. # - 203-837-8758 *Please Submit a copy of this form and Back-Up Sheets via Inter-Office Mail to CHRD @ 25 SIGURNEY ST, Hartford CT 06106*

1) TOTAL FUNDS AVAILABLE (ALL SOURCES) FROM YOUR ADOPTED BUDGET Page 1 (Summary Page) From The Annual Goals Calculations Report	\$ 126,546,646.00
2) Amount Available for Small/Minority Business Program after DAS APPROVED DEDUCTIONS/EXEMPTIONS	\$ 3,309,319.00
3) 25% of line # 2 Total - Set Aside - Small/Minority Business Enterprises (Combined)	\$ 827,329.75
4) 25% of line # 3 Total- Set Aside - Minority Business Enterprises only	\$ 206,832.44

	QUARTER		YEAR TO DATE	
	TOTALS (\$)	Number Contracts	TOTALS (\$)	Number Contracts
5) Total Agency FY Expenditures for Purchases and Contracts	\$ 3,440,216.30	457	\$ 17,185,624.39	1,864
6) Total Agency FY Expenditures for Purchases and Contracts from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$ 138,001.58	37	\$ 1,132,137.19	205

7) Total Agency FY Expenditures for Purchases and Contracts from Minority Business Enterprises (MBE) only. PLEASE CATEGORIZE				
A) American Indian (N)				
B) Asian (A)	\$ 597.15	1	\$ 597.15	1
C) Black (B)				
D) Disabled Individual (D)				
E) Hispanic (H)	\$ 52,000.00	1	\$ 206,740.00	4
F) Iberian Peninsula (I)				
G) Disabled American Indian (DN)				
H) Disabled Asian American (DA)				
I) Disabled Black American (DB)				
J) Disabled Hispanic American (DH)				
K) Disabled Iberian Peninsula American (DI)				
L) Woman (W)	\$ 35,631.70	11	\$ 473,563.00	63
M) Woman American Indian (NW)				
N) Woman Asian (AW)				
O) Woman Black (BW)				
P) Woman Disabled (DW)				
Q) Woman Hispanic (HW)				
R) Woman Iberian Peninsula (IW)	\$ 2,710.92	1	\$ 27,911.40	7
S) Disabled American Indian Woman (DNW)				
T) Disabled Asian American Woman (DAW)				
U) Disabled Black American Woman (DBW)				
V) Disabled Hispanic American Woman (DHW)				
W) Disabled Iberian Peninsula American Woman (DIW)				
DisBE TOTAL (Lines D, G, H, I, J, K, P, S, T, U, V, & W)	\$ -		\$ -	
WBE TOTAL (Lines L - W)	\$ 38,342.62		\$ 501,474.40	
MBE TOTAL (Lines A - W)	\$ 90,939.77		\$ 708,811.55	

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

Fiscal Year
 2015 - 2016

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

FY QUARTER PERIOD	4th quarter	In reporting data below, does your Agency utilize C.O.R.E.?	YES
<i>If not utilizing C.O.R.E. , DID YOU VALIDATE COMPANY AS A CURRENT SBE AND/OR MBE Yes_XX No_____</i>			NO

Agency Name:	Western Connecticut State University
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Report Prepared by:	Esther Boriss	Agency Number:	7803
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CERTIFIED VENDORS ONLY		ACTUAL EXPENDITURES		SPECIFY:
(A) Small Business Enterprise (SBE) OR Minority Business Enterprise (MBE) Vendor Name	(B) State Contract # OR P.O. #	(C) DAS Certified SBE/MBE AMOUNT	(D) MBE Category	
Aztec Technologies LLC	TRCC-2015-1045	\$ 24,662.05	W	
Benman Industries Inc	CC order	\$ 719.98	W	
Church Hill Classics	CC orders	\$ 754.54	W	
John W. Gross Company	P0043966	\$ 414.00	W	
Mazene, Inc.	14PSX0215	\$ 2,097.00	W	
New England Masonry and Roofing	R160252	\$ 947.29	W	
Northeastern Communications Inc.	CC order	\$ 137.28	W	
Omni Data LLC	P0043712	\$ 702.52	W	
The Perfect Promotion	P0043981	\$ 5,197.04	W:35,631.70	
C & C Janitorial Supplies	P0043711	\$ 2,710.92	IW: 2710.92	
GoTo Commercial Cleaning Services	bid 2016erb0307	\$ 52,000.00	H:52,000	
Nisco Equipment Solutions	CC order	\$ 597.15	A: 597.15	
				MBE: 90939.77
Billings Sports	13psx0341	\$ 2,789.87	SBE	
Coach Tours	multiple PO's	\$ 16,153.50	SBE	
Fire Protection Testing	11psx0055 PO43698	\$ 1,058.18	SBE	
Flow Tech Inc.	P0043759	\$ 3,055.00	SBE	
Imperial Graphics	P0043897	\$ 2,585.00	SBE	
Life Safety Service & Supply	13PSX0201	\$ 5,082.90	SBE	
Northeastern Communications and Electrical LLC	P0043938	\$ 8,062.58	SBE	
Suburban Stationers, Inc.	12psx0184	\$ 6,886.32	SBE	
Swan Associates	CC Order	\$ 51.62	SBE	
Tull Brothers Inc.	PO43707/ 43724 /CC	\$ 1,336.84	SBE: 47061.81	
	SBE/MBE TOTAL	\$ 138,001.58		

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

Please Submit a copy of this form and Back-Up Sheets via InterOffice Mail to CHRO @ 25 SIGOURNEY ST, Hartford CT 06106

Fiscal Year Quarter 1ST / 2ND / 3RD / 4TH Fiscal Year Period

ENTER THIS **QTR- 1S**

Agency Name:	Western CT State University	Agency Number:	7803
Prepared by:	Esther Boriss	E-mail Address:	borisse@wcsu.edu
Tel. # -	203-837-8758		

1) TOTAL CAPITAL IMPROVEMENT FUNDS AVAILABLE FROM YOUR ADOPTED BUDGET Page 1 (Summary Page) From The Annual Goals Calculations Report \$ 2,882,000.00

	TOTALS (\$)	Contracts	TOTALS (\$)	Contracts
2) Total Agency FY Capital Improvements Expenditures for Purchases from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$ 1,016,015.59	26	\$ 1,016,015.59	26

3) Total Agency FY Capital Improvements Expenditures for Purchases from Minority Business Enterprises (MBE) only. PLEASE CATEGORIZE				
A) American Indian (N)				
B) Asian (A)				
C) Black (B)				
D) Disabled Individual (D)				
E) Hispanic (H)	\$ 73,200.00	11	\$ 73,200.00	11
F) Iberian Peninsula (I)	\$ 693,000.00	1	\$ 693,000.00	1
G) Disabled American Indian (DN)				
H) Disabled Asian American (DA)				
I) Disabled Black American (DB)				
J) Disabled Hispanic American (DH)				
K) Disabled Iberian Peninsula American (DI)				
L) Woman (W)	\$ 71,638.00	3	\$ 71,638.00	3
M) Woman American Indian (NW)				
N) Woman Asian (AW)				
O) Woman Black (BW)				
P) Woman Disabled (DW)				
Q) Woman Hispanic (HW)				
R) Woman Iberian Peninsula (IW)				
S) Disabled American Indian Woman (DNW)				
T) Disabled Asian American Woman (DAW)				
U) Disabled Black American Woman (DBW)				
V) Disabled Hispanic American Woman (DHW)				
W) Disabled Iberian Peninsula American Woman (DIW)				
DisBE TOTAL (Lines D, G, H, I, J, K, P, S,T,U, V, & W)	\$ -		\$ -	
WBE TOTAL [Lines L - W]	\$ 71,638.00		\$ 71,638.00	
MBE TOTAL (Lines A - W)	\$ 837,838.00		\$ 837,838.00	

DEPARTMENT OF ADMINISTRATIVE SERVICES
 SUPPLIER DIVERSITY PROGRAM

Fiscal Year
 2017

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

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

Agency Name:	Western Connecticut State University
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Report Prepared by:	Esther Boriss	Agency Number:	7803
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CERTIFIED VENDORS ONLY		ACTUAL EXPENDITURES		SPECIFY:
(A) Small Business Enterprise (SBE) OR Minority Business Enterprise (MBE) Vendor Name	(B) State Contract # OR P.U. #	(C) DAS Certified SBE/MBE AMOUNT	(D) MBE Category	
Kilcourse Specialty Products	P0044173/44393	\$7,184.00	W	
New England Masonry and Roofing	13psx0235	\$17,454.00	W	
Southport Contracting Inc. (subcontractor bid2016erb0320)	sub- bid 2016erb0320	\$47,000.00	W	
				W- 71,638.00
A and R Electric Inc	bid 2016erb320	\$551,000.00	I	
Vaz Quality Works LLC - subcontractor bid 2016erb0320)	sub- bid 2016erb0320	\$142,000.00	I	
				I-693,000
Pinnacle Maintenance LLC	multiple PO's 13psx0235	\$36,050.00	H	
HV Contractor Corp	po44109/44431/44510	\$29,650.00	H	
Nazca Construction LLC	p0044296	\$7,500.00	H	
				H- 73,200.00
				MBE-837,838.00
AAIS	p0044473/10psx0238	\$69,111.96	SBE	
AWL Painting LLC	p0044179	\$6,950.00	SBE	
Bartholomew Contract Interiors	multiple PO's 12psx0307	\$69,987.99	SBE	
Kohler-Ronan LLC	OC-DCS-MEP-0034	\$24,500.00	SBE	
Northeastern Communications and Electrical LLC		\$7,627.64	SBE	
				SBE-178,177.59

DEPARTMENT OF ADMINISTRATIVE SERVICES
SUPPLIER DIVERSITY PROGRAM

FISCAL YEAR 2017
Back-Up Sheets require Totals for each MBE Category

SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

Fiscal Year Quarter / 2ND / / Fiscal Year Period

ENTER THIS QTR- 1st

Agency Name:	Western Ct. State University	Agency Number:	7803
Prepared by:	Esther Boriss	E-mail Address:	borisse@wcsu.edu
Tel. # -	203-837-8758	<i>Please submit a digital copy of this form to Donald.Braman@ct.gov</i>	

1) TOTAL FUNDS AVAILABLE (ALL SOURCES) FROM YOUR ADOPTED BUDGET Page 1 (Summary Page) From The Annual Goals Calculations Report	\$ 123,704,123.00
2) Amount Available for Small/Minority Business Program after DAS APPROVED DEDUCTIONS/EXEMPTIONS	\$ 2,331,772.00
3) 25% of line # 2 Total - Set Aside - Small/Minority Business Enterprises (Combined)	\$ 582,943.00
4) 25% of line # 3 Total- Set Aside - Minority Business Enterprises only	\$ 145,735.75

	QUARTER	Number	YEAR TO DATE	Number
	TOTALS (\$)	Contracts	TOTALS (\$)	Contracts
5) Total Agency FY Expenditures for Purchases and Contra	\$ 2,233,476.60	450	\$ 9,086,907.23	982

6) Total Agency FY Expenditures for Purchases and from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$ 95,569.36	30	\$ 682,373.14	108
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7) Total Agency FY Expenditures for Purchases and Contracts from Minority Business Enterprises (MBE) only.				
A) American Indian (N)				
B) Asian (A)				
C) Black (B)			\$ 2,380.00	1
D) Disabled Individual (D)				
E) Hispanic (H)			\$ 148,805.00	1
F) Iberian Peninsula (I)				
G) Disabled American Indian (DN)				
H) Disabled Asian American (DA)				
I) Disabled Black American (DB)				
J) Disabled Hispanic American (DH)				
K) Disabled Iberian Peninsula American (DI)				
L) Woman (W)	\$ 35,504.76	7	\$ 254,606.59	32
M) Woman American Indian (NW)				
N) Woman Asian (AW)				
O) Woman Black (BW)				
P) Woman Disabled (DW)				
Q) Woman Hispanic (HW)				
R) Woman Iberian Peninsula (IW)	\$ 5,951.81	3	\$ 19,194.72	10
S) Disabled American Indian Woman (DNW)				
T) Disabled Asian American Woman (DAW)				
U) Disabled Black American Woman (DBW)				
V) Disabled Hispanic American Woman (DHW)				
W) Disabled Iberian Peninsula American Woman (DIW)				
DisBE TOTAL (Lines D, G, H, I, J, K, P, S,T,U, V, & W)	\$ -		\$ -	
WBE TOTAL [Lines L - W]	\$ 41,456.57		\$ 273,801.31	
MBE TOTAL {Lines A - W}	\$ 41,456.57		\$ 424,986.31	

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

Please Submit a copy of this form and Back-Up Sheets via InterOffice Mail to CHRO @ 25 SIGOURNEY ST, Hartford CT 06106

Fiscal Year Quarter 1ST / 2ND / 3RD / 4TH Fiscal Year Period _____

ENTER THIS **QTR- 2n**

Agency Name:	Western CT State University	Agency Number:	7803
Prepared by:	Esther Boriss	E-mail Address:	borisse@wcsu.edu
Tel. # -	203-837-8758		

1) TOTAL CAPITAL IMPROVEMENT FUNDS AVAILABLE FROM YOUR ADOPTED BUDGET Page 1 (Summary Page) From The Annual Goals Calculations Report \$ 2,882,000.00

	TOTALS (\$)	Contracts	TOTALS (\$)	Contracts
2) Total Agency FY Capital Improvements Expenditures for Purchases from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$ 796,963.42	29	\$ 1,812,979.01	55

3) Total Agency FY Capital Improvements Expenditures for Purchases from Minority Business Enterprises (MBE) only. PLEASE CATEGORIZE				
A) American Indian (N)				
B) Asian (A)				
C) Black (B)	\$ 48,000.00	1	\$ 48,000.00	1
D) Disabled Individual (D)				
E) Hispanic (H)	\$ 15,340.00	2	\$ 88,540.00	13
F) Iberian Peninsula (I)	\$ 63,302.08	1	\$ 756,302.08	2
G) Disabled American Indian (DN)				
H) Disabled Asian American (DA)				
I) Disabled Black American (DB)				
J) Disabled Hispanic American (DH)				
K) Disabled Iberian Peninsula American (DI)				
L) Woman (W)	\$ 137,849.69	7	\$ 209,487.69	10
M) Woman American Indian (NW)				
N) Woman Asian (AW)				
O) Woman Black (BW)				
P) Woman Disabled (DW)				
Q) Woman Hispanic (HW)				
R) Woman Iberian Peninsula (IW)				
S) Disabled American Indian Woman (DNW)				
T) Disabled Asian American Woman (DAW)				
U) Disabled Black American Woman (DBW)				
V) Disabled Hispanic American Woman (DHW)				
W) Disabled Iberian Peninsula American Woman (DIW)				
DisBE TOTAL (Lines D, G, H, I, J, K, P, S,T,U, V, & W)	\$ -		\$ -	
WBE TOTAL (Lines L - W)	\$ 137,849.69		\$ 209,487.69	
MBE TOTAL (Lines A - W)	\$ 264,491.77		\$ 1,102,329.77	

DEPARTMENT OF ADMINISTRATIVE SERVICES
 SUPPLIER DIVERSITY PROGRAM

Fiscal Year
 2017

BE SURE TO INCLUDE SUBTOTALS FOR EACH MINORITY CATEGORY ON THIS FORM!!!

SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT FOR REPORTING CAPITAL IMPROVEMENT EXPENDITURES

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

Agency Name:	Western Connecticut State University		
Report Prepared by:	Esther Boriss	Agency Number:	7803
CERTIFIED VENDORS ONLY		ACTUAL EXPENDITURES	
(A) Small Business Enterprise (SBE) OR Minority Business Enterprise (MBE) Vendor Name	(B) State Contract # OR P.O. #	(C) DAS Certified SBE/MBE AMOUNT	(D) MBE Category
Caruso Electric Co.	cont #2017-04	\$109,887.00	W
J Biron Agency LLC sub for Daniell'es PO 44697	bid 2017erb0323	\$ 9,000.00	W
J. Iapaluccio Paving	p0044941	\$8,768.69	W
Kilcourse Specialty Products	multiple orders	\$ 10,194.00	W
		W- \$137,849.69	
A and R Electric Inc	bid 2016erb320	\$63,302.08	I- \$63,302.08
Pinnacle Maintenance LLC	multiple PO's 13psx0239	\$15,340.00	H- \$15,340.00
Taylor Electric subcontractor for Danielle's PO 44697	bid 2017erb0323	\$ 48,000.00	B- \$48,000.00
		MBE-264,491.77	
AAIS	po44608/66/10psx0238	\$ 10,819.00	SBE
AB Mechanical sub for Danielles PO 44697	bid 2017erb0323	\$ 142,000.00	SBE
AWL Painting LLC	p0044609	\$ 9,900.00	SBE
Bartholomew Contract Interiors	multiple PO's 12psx0307	\$ 97,180.08	SBE
Danielles LLC	bid 2017erb0323	\$ 137,000.00	SBE
Mercury Cabling Systems	bid2017erb0321/322	\$ 118,506.33	SBE
Northeastern Communications and Electrical LLC		\$ 17,066.24	SBE-\$532,471.65

DEPARTMENT OF ADMINISTRATIVE SERVICES
SUPPLIER DIVERSITY PROGRAM

FISCAL YEAR 2017
Back-Up Sheets require Totals for each MBE Category

SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

Fiscal Year Quarter Fiscal Year Period

ENTER THIS QTR- 3d

Agency Name:	Western Ct. State University	Agency Number:	7803
Prepared by:	Esther Boriss	E-mail Address:	borisse@wcsu.edu
Tel. # -	203-837-8758	<i>Please submit a digital copy of this form to Donald.Braman@ct.gov</i>	

1) TOTAL FUNDS AVAILABLE (ALL SOURCES) FROM YOUR ADOPTED BUDGET Page 1 (Summary Page) From The Annual Goals Calculations Report	\$ 123,704,123.00
2) Amount Available for Small/Minority Business Program after DAS APPROVED DEDUCTIONS/EXEMPTIONS	\$ 2,331,772.00
3) 25% of line # 2 Total - Set Aside - Small/Minority Business Enterprises (Combined)	\$ <u>582,943.00</u>
4) 25% of line # 3 Total- Set Aside - Minority Business Enterprises only	\$ 145,735.75

	QUARTER	Number	YEAR TO DATE	Number
	TOTALS (\$)	Contracts	TOTALS (\$)	Contracts
5) Total Agency FY Expenditures for Purchases and Contra	\$ 1,466,034.01	331	\$ 10,552,941.24	1,313

6) Total Agency FY Expenditures for Purchases and from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$ 130,723.68	37	\$ 813,096.82	145
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7) Total Agency FY Expenditures for Purchases and Contracts from Minority Business Enterprises (MBE) only.				
A) American Indian (N)				
B) Asian (A)				
C) Black (B)	\$ 13,827.00	1	\$ 16,207.00	2
D) Disabled Individual (D)	\$ 2,825.00	1	\$ 2,825.00	1
E) Hispanic (H)			\$ 148,805.00	1
F) Iberian Peninsula (I)				
G) Disabled American Indian (DN)				
H) Disabled Asian American (DA)				
I) Disabled Black American (DB)				
J) Disabled Hispanic American (DH)				
K) Disabled Iberian Peninsula American (DI)				
L) Woman (W)	\$ 14,939.88	5	\$ 269,546.47	37
M) Woman American Indian (NW)				
N) Woman Asian (AW)				
O) Woman Black (BW)				
P) Woman Disabled (DW)				
Q) Woman Hispanic (HW)				
R) Woman Iberian Peninsula (IW)	\$ 5,792.94	3	\$ 24,987.66	13
S) Disabled American Indian Woman (DNW)				
T) Disabled Asian American Woman (DAW)				
U) Disabled Black American Woman (DBW)				
V) Disabled Hispanic American Woman (DHW)				
W) Disabled Iberian Peninsula American Woman (DIW)				
DisBE TOTAL (Lines D, G, H, I, J, K, P, S,T,U, V, & W)	\$ 2,825.00		\$ 2,825.00	
WBE TOTAL (Lines L - W)	\$ 20,732.82		\$ 294,534.13	
MBE TOTAL (Lines A - W)	\$ 37,384.82		\$ 462,371.13	

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

Fiscal Year
 2016 - 2017

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

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

Agency Name:	Western Ct. State University
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Report Prepared by:	Esther Boriss	Agency Number:	
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CERTIFIED VENDORS ONLY		ACTUAL EXPENDITURES		SPECIFY:
(A) Small Business Enterprise (SBE) OR Minority Business Enterprise (MBE) Vendor Name	(B) State Contract # OR P.O. #	(C) DAS Certified SBE/MBE AMOUNT	(D) MBE Category	
John W Gross Co	P0045051	\$ 667.40	W	
New England Masonry and Roof	p0045185/45026	\$2,674.52	W	
Ryan Business Systems	trcc2012-769	\$ 11,597.96	W--	14939.88
C & C Janitorial Supplies	MHEC MC15-G17	\$ 5,792.94	IW	5792.94
Bohannon & Vines Transportation	po45103	\$ 13,827.00	B	13827.00
Quality Welding LLC	p0044988	\$ 2,825.00	D	2825.00
Accuspec Inc.	P0045073	\$ 2,796.00	SBE	
Bartholomew Contract Interiors (BCI)	p0045280	\$ 325.00	SBE	
Billings Sports	multiple PO & CC's	\$ 2,070.37	SBE	
Coach Tours	id 2017kam001/multiple	\$ 6,930.00	SBE	
Fire Protection Testing	11psx0026	\$ 7,120.57	SBE	
Flow Tech, Inc.	multiple PO's CC	\$ 5,071.63	SBE	
Life Safety Service & Supply	13psx0201/13psx0235	\$ 20,023.65	SBE	
Mercury Cabling Systems	p0045152	\$ 5,000.00	SBE	
Northeastern Comm. & Electric	po45222	\$ 548.87	SBE	
New England Uniform	CC/po45231	\$ 1,891.19	SBE	
Suburban Stationers, Inc.	12psx0184	\$ 10,240.00	SBE	
Rockwell Communication Inc	13psx0090	\$ 27,195.00	SBE	
T and T Complete Landscaping	p0045155	\$ 4,000.00	SBE	
Utility Communications Inc	CC/po45231	\$ 126.58	SBE	93,338.86
SBE/MBE TOTAL		\$ 130,723.68		

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

Please Submit a copy of this form and Back-Up Sheets via InterOffice Mail to CHRO @ 25 SIGOURNEY ST, Hartford CT 06106

Fiscal Year Quarter 1ST / 2ND / 3RD / 4TH Fiscal Year Period

ENTER THIS **QTR- 3rd**

Agency Name:	Western CT State University	Agency Number:	7803
Prepared by:	Esther Boriss	E-mail Address:	boriss@wcsu.edu
Tel. # -	203-837-8758		

1) TOTAL CAPITAL IMPROVEMENT FUNDS AVAILABLE FROM YOUR ADOPTED BUDGET Page 1 (Summary Page) From The Annual Goals Calculations Report \$ 2,882,000.00

	TOTALS (\$)	Contracts	TOTALS (\$)	Contracts
2) Total Agency FY Capital Improvements Expenditures for Purchases from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$ 534,499.24	16	\$ 2,347,478.25	71

3) Total Agency FY Capital Improvements Expenditures for Purchases from Minority Business Enterprises (MBE) only. PLEASE CATEGORIZE				
A) American Indian (N)				
B) Asian (A)				
C) Black (B)	\$ 90,575.00	3	\$ 138,575.00	4
D) Disabled Individual (D)				
E) Hispanic (H)			\$ 88,540.00	13
F) Iberian Peninsula (I)	\$ 1,310.69	1	\$ 757,612.77	3
G) Disabled American Indian (DN)				
H) Disabled Asian American (DA)				
I) Disabled Black American (DB)				
J) Disabled Hispanic American (DH)				
K) Disabled Iberian Peninsula American (DI)				
L) Woman (W)	\$ 4,071.00	1	\$ 213,558.69	11
M) Woman American Indian (NW)				
N) Woman Asian (AW)				
O) Woman Black (BW)				
P) Woman Disabled (DW)				
Q) Woman Hispanic (HW)				
R) Woman Iberian Peninsula (IW)				
S) Disabled American Indian Woman (DNW)				
T) Disabled Asian American Woman (DAW)				
U) Disabled Black American Woman (DBW)				
V) Disabled Hispanic American Woman (DHW)				
W) Disabled Iberian Peninsula American Woman (DIW)				
DisBE TOTAL (Lines D, G, H, I, J, K, P, S, T, U, V, & W)	\$ -		\$ -	
WBE TOTAL (Lines L - W)	\$ 4,071.00		\$ 213,558.69	
MBE TOTAL (Lines A - W)	\$ 95,956.69		\$ 1,198,286.46	

DEPARTMENT OF ADMINISTRATIVE SERVICES
 SUPPLIER DIVERSITY PROGRAM

Fiscal Year
 2017

BE SURE TO INCLUDE SUBTOTALS FOR EACH MINORITY CATEGORY ON THIS FORM!!!

SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT FOR REPORTING CAPITAL IMPROVEMENT EXPENDITURES

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

Agency Name:	Western Connecticut State University		
Report Prepared by:	Esther Boriss	Agency Number:	7803

CERTIFIED VENDORS ONLY		ACTUAL EXPENDITURES		SPECIFY:
(A) Small Business Enterprise (SBE) OR Minority Business Enterprise (MBE) Vendor Name	(B) State Contract # OR P.O. #	(C) DAS Certified SBE/MBE AMOUNT	(D) MBE Category	
Kilcourse Specialty Products	p0045008	\$ 4,071.00	W-4071.00	
A and R Electric Inc	bid 2016erb320	\$1,310.69	I-\$1310.69	
Test-Con Inc	PO 42858/45258	\$5,575.00	B	
Taylor Electric subcontractor for Danielle's PO 45173	bid 2017erb0325	\$ 85,000.00	B	
			B-90,575.00	
			MBE-95,956.69	
AB Mechanical sub for Danielles PO 45173	bid 2017erb0325	\$ 82,846.00	SBE	
AWL Painting LLC	p0044609	\$ 18,830.00	SBE	
Bartholomew Contract Interiors	multiple PO's 12psx0307	\$ 16,639.01	SBE	
Danielles LLC (Prime Contractor)	bid 2017erb0325	\$ 280,654.00	SBE	
Mercury Cabling Systems	bid2017erb0322	\$ 33,482.05	SBE	
Northeastern Communications and Electrical LLC		\$ 6,091.49	SBE-\$438,542.55	



Western Connecticut State Univ - Keisha Stokes

FROM: POSTMASTER
SENT: Friday, October 14, 2016 4:23:00 PM

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

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

Job(s) information:
Job #: 60118
Job Title: Associate Director - Career Services
Current Status: Veteran Hold

Western Connecticut State Univ - Keisha Stokes

FROM: POSTMASTER
SENT: Friday, January 27, 2017 1:05:00 PM

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

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

Job(s) information:
Job #: 80540
Job Title: 600-410 Assistant or Associate Professor (Tenure Track) - Management
Current Status: Veteran Hold

Western Connecticut State Univ - Keisha Stokes

FROM: POSTMASTER
SENT: Friday, January 27, 2017 12:51:00 PM

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

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

Job(s) information:
Job #: 80537
Job Title: Chief Diversity Officer (CDO)
Current Status: Veteran Hold



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

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

Western Connecticut State Univ - Keisha Stokes

FROM: POSTMASTER
SENT: Tuesday, April 26, 2016 5:44:00 PM

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

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

Job(s) information:
Job #: 22238
Job Title: Assistant Professor (Microbiology) - Department of Biological and Environmental Sciences
Current Status: Veteran Hold

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Western Connecticut State Univ - Keisha Stokes

FROM: POSTMASTER
SENT: Tuesday, September 6, 2016 3:13:00 PM

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

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

Job(s) information:
Job #: 55971
Job Title: Admissions Representative - Division of Enrollment Services
Current Status: Veteran Hold

Western Connecticut State Univ - Keisha Stokes

FROM: POSTMASTER
SENT: Tuesday, September 6, 2016 3:22:00 PM

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

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

Job(s) information:
Job #: 55973
Job Title: 600-333 Assistant Professor (Tenure Track) - Department of Social Sciences
Current Status: Veteran Hold

Western Connecticut State Univ - Keisha Stokes

FROM: POSTMASTER
SENT: Friday, October 14, 2016 3:59:00 PM

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

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

Job(s) information:
Job #: 60107
Job Title: Assistant to the Director - Financial Aid & Student Employment
Current Status: Veteran Hold

Western Connecticut State Univ - Keisha Stokes

FROM: POSTMASTER
SENT: Tuesday, August 23, 2016 5:25:00 PM

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

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

Job(s) information:
Job #: 54597
Job Title: 600-330 Assistant Professor (Tenure Track) - Computer Science
Current Status: Veteran Hold

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Western Connecticut State Univ - Keisha Stokes

FROM: POSTMASTER
SENT: Wednesday, June 8, 2016 10:03:00 AM

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

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

Job(s) information:
Job #: 36398
Job Title: International Services Coordinator - Division of Academic Affairs
Current Status: Veteran Hold

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Western Connecticut State Univ - Keisha Stokes

FROM: POSTMASTER
SENT: Friday, October 28, 2016 3:48:00 PM
TO: Western Connecticut State Univ - Keisha Stokes
SUBJECT: New Job Orders added to System

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

Job(s) information:
Job #: 71669
Job Title: 600-339 Assistant Professor (Tenure Track) - Division of Justice and Law Administration
Current Status: Veteran Hold

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

Western Connecticut State Univ - Keisha Stokes

FROM: POSTMASTER
SENT: Tuesday, November 15, 2016 4:01:00 PM
TO: Western Connecticut State Univ - Keisha Stokes
SUBJECT: New Job Orders added to System

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

Job(s) information:
Job #: 73279
Job Title: 600-306 Assistant/Associate Professor (Tenure Track) - Health Care Management
Current Status: Veteran Hold

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

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Western Connecticut State Univ - Keisha Stokes

FROM: POSTMASTER
ENT: Friday, December 9, 2016 3:23:00 PM

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

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

Job(s) information:
Job #: 75731
Job Title: 600-348 Assistant Professor - MFA Coordinator (Tenure Track) - Writing, Linguistics, and Creative Process
Current Status: Veteran Hold

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

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Western Connecticut State Univ - Keisha Stokes

FROM: POSTMASTER
SENT: Wednesday, December 21, 2016 4:29:00 PM

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

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

Job(s) information:
Job #: 76796
Job Title: 600-400 Assistant Professor (Tenure Track) - Department of Philosophy & Humanistic Studies
Current Status: Veteran Hold

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

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

Western Connecticut State Univ - Keisha Stokes

FROM: POSTMASTER
SENT: Tuesday, January 10, 2017 1:34:00 PM

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

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

Job(s) information:
Job #: 78391
Job Title: 600-408 Assistant Professor /Field Coordinator (Tenure Track) - Social Work
Current Status: Veteran Hold

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

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Western Connecticut State Univ - Keisha Stokes

FROM: POSTMASTER
SENT: Tuesday, January 10, 2017 1:18:00 PM

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

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

Job(s) information:
Job #: 78386
Job Title: 600-403 Assistant Professor (Tenure Track) - Department of Communication & Media Arts
Current Status: Veteran Hold

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

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Western Connecticut State Univ - Keisha Stokes

FROM: POSTMASTER
SENT: Tuesday, January 10, 2017 1:11:00 PM

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

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

Job(s) information:
Job #: 78384
Job Title: 600-402 Assistant Professor (Tenure Track) - Division of Justice and Law Administration
Current Status: Veteran Hold

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

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

Western Connecticut State Univ - Keisha Stokes

FROM: POSTMASTER
SENT: Tuesday, January 10, 2017 12:48:00 PM

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

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

Job(s) information:
Job #: 78373
Job Title: 600-405 Assistant Professor / Internship Coordinator - Department of Health Promotion and Exercise Sciences
Current Status: Veteran Hold

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

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Harrisburg, PA 17110

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Norwich, CT 06360

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

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Bristol, CT 06011-9065

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Providence, RI 02903

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595 New London Take
Norwich, CT 06320

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Meriden, CT 06450-1663

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Bloomfield, CT 06002

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Police Department
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Branford, CT 06405

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Police Department
300 Congress Street
Bridgeport, CT 06604

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131 N. Main Street
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4 Market Street
Canton, CT 06022

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500 Highland Avenue
Cheshire, CT 06410

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295 Meridian Street
Groton, CT 06340

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170 East Main Street
Clinton, CT 06413

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Police Department
1712 Main Street
Coventry, CT 06238

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Police Department
5 West Street
Cromwell, CT 06416

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Police Department
375 Main Street
Danbury, CT 06810

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25 Hecker Avenue
Darien, CT 06820

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Police Department
125 Water Street
Derby, CT 06418

Town of East Hartford
Police Department
31 School Street
East Hartford, CT 06108

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Police Department
20 E. High Street
East Hampton, CT 06424

Town of East Haven
Police Department
471 N. High Street
East Haven, CT 06512

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278 Main Street
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Town of East Windsor
Police Department
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Town of Easton
Police Department
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Easton, CT 06612

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Police Department
293 Elm Street
Enfield, CT 06082

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Police Department
302 Ball Pond Road
New Fairfield, CT 06812

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Police Department
319 New Britain Avenue
Unionville, CT 06085

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Police Department
100 Reef Road
Fairfield, CT 06824

Town of Granby
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15 N. Granby Road
Granby, CT 06035

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11 Bruce Place
Greenwich, CT 06830

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7 Fan Hill Road
Monroe, CT 06468

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Police Department
174 South Avenue
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3 Main Street
Newtown, CT 06470

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Police Department
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Norwalk, CT 06852

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Police Department
76 E. Ridge Road
Ridgefield, CT 06877

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Police Department
85 Wheeler Street
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805 Bedford Street
Stamford, CT 06901

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Police Department
900 Longbrook Avenue
Stratford, CT 06614

Town of Trumbull
Police Department
158 Edison Road
Trumbull, CT 06611

Town of Weston
Police Department
56 Norfield Road
Weston, CT 06883

Town of Westport
Police Department
50 Jesup Road
Westport, CT 06880

Town of Wilton
Police Department
240 Danbury Road
Wilton, CT 06897

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Police Department
400 Church Street
Guilford, CT 06437

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Madison, CT 06443

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430 Boston Post Road
Milford, CT 06460

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125 Columbus Boulevard
New Britain, CT 06051

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Police Department
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49 Poplar Street
New Milford, CT 06776

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6 Custom Drive
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Town of Orange
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Police Department
69 Lazy Lane
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41 Avery Lane
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Police Department
200 Sawmill Road
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Police Department
250 Silas Deane Highway
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www.workplacediversity.com

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Coalition of Black Trade Unionist
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Washington, DC 20036
(202) 496-5300
www.cbtu.org

Mailing Address:
CBTU National Office
PO Box 6628
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National Coalition of 100 Black Women
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(212) 222-5660 (Phone)
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www.nc100bw.org

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<http://web.gc.cuny.edu/iradac/index.htm>

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NY Office:

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(212) 820-0157 (Fax)
www.uncf.org

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National Association of Asian-American Professionals

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www.naaap.org

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Organization of Chinese Americans

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(202) 558-2544 (Phone)
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www.lulac.org

National Council of LaRaza

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Washington, DC 20036
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www.Nclr.org

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411 Pompton Avenue
Cedar Grove, NJ 07009
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800-424-8666
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National Business & Disability Council

201 IU Willets Road
Albertson, NY 11507-1599
(516) 465-1516 (516) 465-3730 fax
(516)747-5355 TTY
www.nbdc.com

Office of Disability Employment Policy (ODEP)

U.S. Department of Labor
Frances Perkins Building
200 Constitution Avenue, NW
Washington, DC 20210
(866) 487-2365 (General inquiries)
(877) 889-5627 (TTY)
www.dol.gov/odep

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(718) 246-3975 (fax)

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U.S. Department of Veterans Affairs

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**Association for the Study of Afro-American Life
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CB Powell Building
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Washington, DC 20059
www.asalh.com
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Association of Black Sociologists

4200 Wisconsin Avenue NW
PMB 106-257
Washington, DC 20016
(202) 365-1759 (Phone)
(202) 403-3424 (Fax)
info@blacksociologists.org
Listserv: ABSLISTSERV@yahoogroups.com
Contact: Evita Bynum, Exec. Officer
www.blacksociologists.org

Black Issues in Higher Education

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MULTICULTURAL

American Association for Affirmative Action

888 16th Street, NW Suite 800
Washington, DC 20006
www.affirmativeaction.org
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(202) 355-1399 (Fax)

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www.aaup.org

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www.aacrao.org

**National Association for College Admission
Counseling**

1050 N. Highland Street, Suite 400
Arlington, VA 22201
(800) 822-6285 or (703) 836-2222
(703) 243-9375 (Fax)
www.nacac.com

**New York State Association of College
Admissions Counselors**

126 S Swan Street, Suite 101
Albany, NY 12210
(518) 472-1977
(518) 472-1984

National Education Association

1201 16th Street, NW
Washington, DC 20036
www.nea.org
(202) 833-4000 (Phone)
(202) 822-7974 (Fax)

NY Office:

800 Troy-Schenectady Road
Latham, NY 12110-2445
(518) 213-6000
(518) 6414

The Chronicle of Higher Education

1255 Twenty-Third Street, NW Seventh Floor
Washington DC 20037
(202) 466-1050 (Phone/jobs)
(202) 452-1033 (Fax)
www.chroniclecareers.com

Academic Careers

485 Devon Park Dr., Suite 116

Wayne, PA 19087
(610) 964-9200
www.academiccareers.com

Academic Keys

P.O. Box 162
Storrs, CT 06268
(860) 429-0218 / (860) 429-5183 Fax
www.academickeys.com

Academic Educational Research Association

1403 K Street, N.W. Suite 1200
Washington, D.C. 20005
(202) 238-3200 / (202) 238-3250 Fax
www.aera.net

Academy Diversity Search

P.O. Box 1086
Webster, N.Y. 14580
(585) 787-0537 / (585) 787-1321 Fax
www.academicdiversitysearch.com

Adjunct Nation Employment Advertising

P.O. Box 130117
Ann Arbor, MI 48113-0117 66210
734-930-6854 / 208-728-3033 fax
www.adjunctnation.com

**American Association for Higher Education
and Accreditation**

2020 Pennsylvania Avenue N.W., #975
Washington, DC 20006
(202) 293-6440 / (877) 510-4240 Fax
www.aahe.org

**American Association of State
Colleges and Universities**

1307 New York Avenue N.W.
Washington, DC 20005
(202) 293-7070
www.aascu.org

American College Personnel Association

One Dupont Circle NW, Suite 410
Washington, DC 20036
(202) 835-2272 / (202) 296-3286 Fax
www.myacpa.org

American Council on Education (ACE)

One Dupont Circle NW
Washington, DC 20036
(202) 939-9300
www.acenet.edu

American Educational Research Association

1430 K Street, NW Suite 1200
Washington, DC 20005
(202) 238-3200 (Phone)
(202) 238-3250 (Fax)
www.aera.net

Doctoral Scholar Program

Southern Regional Education Board
592 10th St. N.W.
Atlanta, GA 30318-5790
Director, Ansley A. Abraham Jr
404- 875-9211, Ext. 273
www.sreb.org/programs/dsp/zone/scholar_zone.asp

Hire Ed Jobs

1010 Lake Street, Suite 106
Oak Park, IL 60301
(708) 848-4351/ (708) 848-4361 Fax
www.Hiredjobs.com

**High Education Recruitment Consortium
(metro NY & Southern Connecticut)**

103 Low Memorial Library
535 West 116th Street, MC 4333
New York, NY 10007
(212) 854-5449 (Phone)
(212) 854-1368 (Fax)

Minority Graduate

2210 Midwest Rd., Suite 104
Oak Brook, IL 60523
(630) 571-5330
www.minoritygraduate.com

**National Association for Equal Employment
Opportunities in Higher Education**

209 Third Street, SE
Washington, DC 20003
(202) 552-3200 (Phone)
(202) 552-3300 (Fax)
www.nafeo.org

National Collegiate Honors Council

1100 Neihardt Resident eCenter
University of Nebraska
Lincoln 540 N. 16th Street
Lincoln, NE 68588-0627
(402) 472-9150 (Phone)
(402) 472-9152 (Fax)
www.nchchonors.org

National Minority Careers in Education Expo

Tylin Promotions
1146 N. Mesa Dr. Suite 102-300
Mesa, AZ 85201-3539
www.Deptofed.org

National Minority Faculty Identification Prog.

Southwestern University
1001 East University
Georgetown, Texas 78626
(512) 863-1208 / (512) 863-6511
(512) 863-5788 Fax
www.southwestern.edu/natfacid

National Post Doctoral Association

1200 New York Avenue, N.W.
Washington, D.C. 20005
(202) 326-6424 / (202) 371-9849 Fax
www.nationalpostdoc.org

Post Doc Jobs / University Job Bank

54000 Northwind Dr., Suite 218
East Lansing, MI 48823
Or
P.O.Box 21126
Lansing, MI 48909
(517) 367-8188 / (517) 813-6106 Fax
(888) POSTDOC / (866) 99-UJOBS
www.postdocjobs.com or
www.ujobbank.com

WOMEN

Academic Diversity Search, Inc.

PO Box 1086

Webster, NY 14580

(585) 787-0537 (Phone)

(585) 787-13321 (Fax)

www.academicdiversitysearch.com

American Association of University Women

AAUW Educational Foundation

AAUW Legal Advocacy Fund

1111 Sixteenth St. N.W.

Washington, DC 20036

(202) 785-7700 (Phone) / (202)- 872-1425 Fax

www.aauw.org

Coalition of Labor Union Women

815 16th Street, NW 2nd Floor South

Washington, DC 2006

(202) 508-6969 (Phone)

(202) 508-6968 (Fax)

www.cluw.org

Minority & Women's Doctoral Directory

3001 Bridgeway, Suite K119

Sausalito, CA 94965

(415) 332-6933 / (415) 332-4799 Fax

www.mwdd.com

Women In Higher Education (WIHE)

5376 Farmco Drive

Madison, WI 53704

(608) 251-3232 / (608) 284-0601 Fax

www.wihe.com



HR/ODE PAF INFORMATION (DO NOT FILL)

SEARCH NO.: _____

POSITION TITLE: _____

OFFICE OF DIVERSITY & EQUITY

UNIVERSITY SEARCH PLAN

INSTRUCTIONS: Please fill and complete all sections of this form. You must attach the approved Position Action Form (PAF) and Organizational Chart (if needed). Submission of an incomplete search plan will be returned.

Requestor's Name/Title: _____ Request Date: ____/____/____

POSITION CLASSIFICATION:

- | | |
|--|--|
| <input type="checkbox"/> MANAGEMENT/CONFIDENTIAL | <input type="checkbox"/> AAUP (UNIVERSITY FACULTY) |
| <input type="checkbox"/> ADMINISTRATIVE & RESIDUAL | <input type="checkbox"/> MAINTENANCE |
| <input type="checkbox"/> CLERICAL | <input type="checkbox"/> POLICE (CT FIRE AND POLICE UNION) |
| <input type="checkbox"/> SUOAF | |

POSITION STATUS:

- VACANCY/REFILL: _____ POSITION REPOSTING

SEARCH COMMITTEE COMPOSITION:

INSTRUCTIONS: List the proposed Chairperson and search committee participants. Give careful consideration to a diverse search committee. Before you make any selection, please extend an invitation to the proposed participant(s) listed to serve and include in the below chart. Final confirmation of the proposed search committee selection will be made by the Chief Diversity Officer based on the following:

- Has the participant served on three or less campus searches in an academic year?
- Does the participant have direct/collaborative knowledge of the position/job duties, department needs and challenges?
- Can the participant provide fair and impartial judgment with the applicant/interview process?
- Can the participant commit to a minimum of a three (3) month (or less) timeframe depending on the campus search?

No.	Participant Name (First/Last Name)	Department/Division	Position Title	(Select) Direct or Collaborative Affiliation	To be completed by either CDO or Human Resources	
					Gender	Race
1.	Chairperson:					
2.						
3.						
4.						
5.						
6.						
7.						
8.						
9.						
10.						

Attach any additional selections on a separate page, as needed.

Note: Additional participant selections can be made for either (or both) student and/or union representation depending on the collective bargaining agreement for the position/vacancy. Please check with the Human Resources Office and/or the Office of Diversity and Equity for directed details and advisement.



HR/ODE PAF INFORMATION (DO NOT FILL)

SEARCH NO.: _____

POSITION TITLE: _____

OFFICE OF DIVERSITY & EQUITY

RECRUITMENT SOURCES:

INSTRUCTIONS: Please list all planned recruitment activities, including contacts with colleges and universities, advertisement(s) in professional journals and/or newspapers, use of certification lists and/or applications on file. Describe recruitment activities to attract applicants from under-represented groups to this pool of applicants.

HUMAN RESOURCES OFFICE ADVERTISEMENT SOURCES:

- CHRONICLE FOR HIGHER EDUCATION
- DIVERSE: ISSUES IN HIGHER EDUCATION
- OTHER: _____
- INTERNAL SUOAF POSTING
- INTERNAL BOR POSTING
- HIGHEREDJOBS.COM

WCSU DIVERSITY RESOURCE GUIDE SELECTION(S):

PROFESSIONAL ASSOCIATIONS/ORGANIZATIONS:

DIVERSITY WEBSITES/PUBLICATIONS:

UPCOMING CONFERENCES/MEETINGS NOTICE(S):

SEARCH CERTIFICATION:

I, _____, affirm my time commitment as the Chairperson and understanding on maintaining confidentiality of the employment deliberations as prescribed by CSCU Policy and the guidelines set forth in the campus search.

Chairperson Signature: _____ Date: ____/____/____

DEPARTMENT/DIVISION AFFIRMATION:

Dean/Director Signature: _____ Date: ____/____/____

Vice President's Signature: _____ Date: ____/____/____

Search Plan Approval Status:

- Search Plan Approved
- Search Plan Modified
- Search Plan Returned

CDO Signature: _____ Date: ____/____/____

Comments: _____



OFFICE OF DIVERSITY & EQUITY

July 13, 2017

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

Dear Mr. DiSette:

The State of Connecticut through all of its agencies continues to engage in a vigorous Affirmative Action program, which includes notifying labor unions of any changes to Western Connecticut State University's Affirmative Action commitment. Effective July 7, 2017, President John B. Clark has officially appointed me to the role of Chief Diversity Officer, as well as serving as the University's ADA/504 and Title IX Coordinator. I wish to formally introduce myself to you and to promote awareness and increased support for the Office of Diversity and Equity and your represented membership at Western Connecticut State University.

As you are aware, affirmative action programs play an essential role in ensuring a strong and diverse community by providing general information on accessibility, upward mobility and regulatory awareness to your represented membership. As noted in the University letter sent on March 28, 2017 (copy attached), I can assure you that WCSU will continue to maintain its status as an Affirmative Action/Equal Opportunity Employer. As a continued effort and at your discretion, you are invited to examine our Affirmative Action Plan ("Plan"). On request, a member of the Office of Diversity and Equity will be happy to make the Plan available for review and/or accept your comments and/or suggestions at any time.

In the coming weeks and months, I will be reaching out to your represented membership to speak about the University's Affirmative Action commitment and office resources. If there is a need to discuss my actions moving forward, I would be happy to work with you and your staff to find a convenient time to meet. I hope your busy schedule will allow you to meet with me, but if time does not permit, I am available by telephone at (203) 837-8277. I look forward to working with your organization.

Sincerely,

Jesenia Minier-Delgado

JESENIA MINIER-DELGADO, MPA
OFFICE OF DIVERSITY & EQUITY

181 WHITE STREET, DANBURY, CONNECTICUT, 06810

WWW.WCSU.EDU/DIVERSITY/



OFFICE OF DIVERSITY & EQUITY

July 14, 2017

Mr. Jody Barr, President
SUOAF-AFSCME
Eastern Connecticut State University
Willimantic, CT 06226

Dear Mr. Barr:

The State of Connecticut through all of its agencies continues to engage in a vigorous Affirmative Action program, which includes notifying labor unions of any changes to Western Connecticut State University's Affirmative Action commitment. Effective July 7, 2017, President John B. Clark has officially appointed me to the role of Chief Diversity Officer, as well as serving as the University's ADA/504 and Title IX Coordinator. I wish to formally introduce myself to you and to promote awareness and increased support for the Office of Diversity and Equity and your represented membership at Western Connecticut State University.

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Sincerely,

Jesenia Minier-Delgado

JESENIA MINIER-DELGADO, MPA
OFFICE OF DIVERSITY & EQUITY



OFFICE OF DIVERSITY & EQUITY

July 13, 2017

Mr. Ron McLellan, President
Connecticut Employees Union Independent
PO Box 1268
Middletown, CT 06457

Dear Mr. McLellan:

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Sincerely,

Jesenia Minier-Delgado

JESENIA MINIER-DELGADO, MPA
OFFICE OF DIVERSITY & EQUITY



OFFICE OF DIVERSITY & EQUITY

July 14, 2017

Connecticut Police & Fire Union
50 Columbus Boulevard, 3rd Floor
Hartford, CT 06106

To Whom It May Concern:

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Sincerely,

Jesenia Minier-Delgado

JESENIA MINIER-DELGADO, MPA
OFFICE OF DIVERSITY & EQUITY



OFFICE OF DIVERSITY & EQUITY

July 13, 2017

Mr. Sal Luciano
Executive Director
AFSCME, CT Council 4
444 East Main Street
New Britain, CT 06051

Dear Mr. Luciano:

The State of Connecticut through all of its agencies continues to engage in a vigorous Affirmative Action program, which includes notifying labor unions of any changes to Western Connecticut State University's Affirmative Action commitment. Effective July 7, 2017, President John B. Clark has officially appointed me to the role of Chief Diversity Officer, as well as serving as the University's ADA/504 and Title IX Coordinator. I wish to formally introduce myself to you and to promote awareness and increased support for the Office of Diversity and Equity and your represented membership at Western Connecticut State University.

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Sincerely,

Jesenia Minier-Delgado

JESENIA MINIER-DELGADO, MPA
OFFICE OF DIVERSITY & EQUITY

181 WHITE STREET, DANBURY, CONNECTICUT, 06810

WWW.WCSU.EDU/DIVERSITY/



OFFICE OF DIVERSITY & EQUITY

July 13, 2017

AAUP Office
Marcus White Hall
Central Connecticut State University
New Britain, CT 06050

To Whom It May Concern:

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Sincerely,

Jesenia Minier-Delgado

JESENIA MINIER-DELGADO, MPA
OFFICE OF DIVERSITY & EQUITY



OFFICE OF DIVERSITY & EQUITY - TITLE IX

March 28, 2017

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

Dear Mr. DiSette:

The State of Connecticut through all of its agencies is engaged in a vigorous Affirmative Action program which includes notifying unions of Western Connecticut State University's Affirmative Action commitment.

Please know that we are an Affirmative Action Employer.

As an agency of the State, WCSU is hereby communicating to all unions that represent agency employees, that we are an Affirmative Action/Equal Opportunity Employer. You are welcome to examine our Affirmative Action Plan at any time. We will be happy to make it available on request or you can review a copy in the Office of Diversity and Equity-Title IX, located at 181 White Street, 214 University Hall, Danbury, CT at any time between the office hours of 8:00AM to 4:30PM, Monday through Friday. In addition, we solicit any comments you may have on our plan and/or suggestions you might volunteer concerning how we might be more successful in achieving Affirmative Action goals.

Sincerely,

KEISHA T. STOKES
OFFICE OF DIVERSITY & EQUITY-TITLE IX
Western Connecticut State University



OFFICE OF DIVERSITY & EQUITY - TITLE IX

March 28, 2017

Ms. Jody Barr, President
SUOAF-AFSCME
Eastern Connecticut State University
Willimantic, CT 06226

Dear Ms. Barr:

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Sincerely,

KEISHA T. STOKES
OFFICE OF DIVERSITY & EQUITY-TITLE IX
Western Connecticut State University



OFFICE OF DIVERSITY & EQUITY - TITLE IX

March 28, 2017

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Connecticut Employees Union Independent
PO Box 1268
Middletown, CT 06457

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KEISHA T. STOKES
OFFICE OF DIVERSITY & EQUITY-TITLE IX
Western Connecticut State University



OFFICE OF DIVERSITY & EQUITY - TITLE IX

March 28, 2017

Connecticut Police & Fire Union
705 N. Mountain Road
Newington, CT 06111-1411

To Whom it May Concern:

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KEISHA T. STOKES
OFFICE OF DIVERSITY & EQUITY-TITLE IX
Western Connecticut State University



OFFICE OF DIVERSITY & EQUITY - TITLE IX

March 28, 2017

Mr. Sal Luciano
Executive Director
AFSCME, CT Council 4
444 East Main Street
New Britain, CT 06051

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Sincerely,

KEISHA T. STOKES
OFFICE OF DIVERSITY & EQUITY-TITLE IX
Western Connecticut State University



OFFICE OF DIVERSITY & EQUITY - TITLE IX

March 28, 2017

AAUP Office
Marcus White Hall
Central Connecticut State University
New Britain, CT 06050

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Sincerely,

KEISHA T. STOKES
OFFICE OF DIVERSITY & EQUITY-TITLE IX
Western Connecticut State University

Section D

Element No. 4

**ASSIGNMENT OF
RESPONSIBILITY &
MONITORING**

Sec. 46a-68-81

Assignment of Responsibility and Monitoring

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

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

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

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

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

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

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

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

To this end, as a program goal, the University will discuss the development and implementation of a University Diversity Council to serve as an employee advisory

committee with representation from across the University and guided direction from the Chief Diversity Officer as well as an appointed Co-Chairperson, to create a long-range University Diversity Action Plan and to offer annual recommendations and reports to the President.

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

Minority Mentoring and Recruitment Committee Active Service as of April 1, 2017				
Name	Position	Position Classification	Gender/Ethnicity	Time Commitment
Mr. Daryle Dennis	Interim Chief Diversity Officer	Management/Confidential	B/M	100%
Dr. Abe Echevarria	Professor, Art	AAUP	H/M	100%
Dr. Michele Gannon	Professor, Business	AAUP	/F	100%
Dr. Bonnie Lee Rabe	Assistant Professor, Education	AAUP	/F	100%
Dr. Edwin Wong	Associate Professor, Biology	AAUP	A/M	100%
Dr. Oscar De Los Santos	Professor, English	AAUP	H/M	100%

Minority Mentoring and Retention Committee Active Service as of April 1, 2017				
Name	Position	Position Classification	Gender/Ethnicity	Time Commitment
Mr. Daryle Dennis	Interim Chief Diversity Officer	Management/Confidential	B/M	100%
Dr. Michele Gannon	Professor, Business	AAUP	/F	100%
Dr. Bonnie Lee Rabe	Assistant Professor, Education	AAUP	/F	100%
Dr. Edwin Wong	Associate Professor, Biology	AAUP	A/M	100%

Presidential Cabinet Members Active Service as of April 1, 2017				
Name	Position	Position Classification	Gender/Ethnicity	Time Commitment
Dr. John B. Clark	President	Management/Confidential	W/M	100%
Dr. Missy Alexander	Provost/Vice President for Academic Affairs	Management/Confidential	W/F	100%
Mr. Sean Loughran	Associate Vice President for Finance and Administration	Management/Confidential	W/M	100%
Vacancy	Vice President for Institutional Advancement	Management/Confidential	N/A	100%
Dr. Keith Betts	Vice President for Student Affairs	Management/Confidential	W/M	100%
Mr. Luigi Marcone	Chief Facilities Officer and Associate Vice President for Campus Planning	Management/Confidential	W/M	100%
Mr. Daryle Dennis	Interim Chief Diversity Officer	Management/Confidential	B/M	100%

Presidential Cabinet Members Active Service as of April 1, 2017				
Name	Position	Position Classification	Gender/Ethnicity	Time Commitment
Mr. Fred Cratty	Chief Human Resources Officer	Management/Confidential	W/M	100%
Vacancy	Chief Information Officer	Management/Confidential	N/A	100%
Mr. Jay Murray	Associate Vice President for Enrollment Services	Management/Confidential	B/M	100%
Dr. Ann Atkinson	Associate Provost/Associate Vice President for Academic Affairs	Management/Confidential	W/F	100%
Mr. Brian Vernon	Dean, School of Visual and Performing Arts	Management/Confidential	B/M	100%
Dr. Patricia Ivry	Interim Dean, School of Professional Studies	Management/Confidential	W/F	100%
Dr. Josie Harner	Interim Dean, Macricostas School of Arts & Sciences	Management/Confidential	W/F	100%
Mr. David Martin	Dean, Anell School of Business	Management/Confidential	W/M	100%
Dr. Walter Cramer	Dean of Students	Management/Confidential	W/M	100%
Mr. Paul Steinmetz	Director, University Relations	Management/Confidential	W/M	100%
Ms. Lynne LeBarron	Director, Development	Administrator	W/F	100%
Ms. Lori Mazza	Director, Athletics	Administrator	W/F	100%
Ms. Veronica Kenausis	Director, Library Services	Administrator	W/F	100%

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

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

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

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

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

All Western Connecticut State University leadership is responsible for full cooperation with the Chief Diversity Officer and the requirements of the University's Affirmative Action Plan. The Chief Diversity Officer maintains an internal reporting system to continually audit, monitor and evaluate programs and responsibilities, which also include fostering a non-discriminatory work environment. In addition to the above activities, staff that participate in the development of the University's annual Affirmative Action Plan are:

Participating Staff with the University's 2017 Affirmative Action Plan Reporting period from April 1, 2016 to March 31, 2017		
Name	Position	Time Commitment
Dr. John B. Clarke	President	100%
Dr. Missy Alexander	Provost/Vice President for Academic Affairs	100%
Dr. Keith Betts	Vice President for Student Affairs	100%
Mr. Jay Murray	Associate Vice President of Enrollment Services	100%
Mr. Sean Loughran	Associate Vice President for Finance and Administration	100%
Mr. Luigi Marcone	Chief Facilities Officer and Associate Vice President for Campus Planning	100%
Mr. Daryle Dennis	Interim Chief Diversity Officer	100%
Ms. Keisha Stokes	Administrative Assistant	100%
Mr. Fred Cratty	Chief Human Resources Officer	75%
Ms. Margaret Boyle	Assistant Director, Human Resources	75%
Mr. Paul Steinmetz	Director, University Relations	50%
Ms. Lynne LeBarron	Director, Development	50%
Dr. Walter Cramer	Dean of Students	50%
Dr. Josie Harner	Interim Dean, Macricostas School of Arts and Sciences	50%

Participating Staff with the University's 2017 Affirmative Action Plan Reporting period from April 1, 2016 to March 31, 2017		
Name	Position	Time Commitment
Mr. Brian T. Vernon	Dean, School of Visual and Performing Arts	50%
Dr. Patricia Ivry	Interim Dean, School of Professional Studies	50%
Mr. David Martin	Dean, Anell School of Business	50%
Ms. Michele Cazorla	Assistant in Human Resources	25%
Dr. George Claffey	Interim Chief Information Officer	15%
Ms. Esther Boriss	Associate Director, Administrative Services	10%

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

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

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

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

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

The Deans are superior in carrying out their affirmative action responsibilities and lead by example in this area. The Deans work very closely with the Chief Diversity Officer and keep affirmative action in the forefront throughout the hiring process. Affirmative Action leadership by the Deans is clearly evident in the affirmative action posture of Department

Chairs and others when recruiting and hiring takes place in their departments. Discussions with the department chairpersons, faculty, and administrators were a regular occurrence for the Chief Diversity Officer. This segment of the University community is easily viewed as part of the solution to moving the University forward in its affirmative action and multicultural endeavors. Hiring supervisors and Department chairs are also to be commended for their attentiveness to affirmative action.

The Interim Chief Information Officer is an integral force for affirmative action. The Interim Chief Information Officer works with the Chief Diversity Officer on a regular basis for the furtherance of affirmative action at the University. He ensures, without reservation, ready technology assistance and support throughout the year for affirmative action technology needs. He is readily available for consultation and although technology demands at the University are at high volume, the Interim Chief Information Officer remains consistent to his commitment to the University's affirmative action mission.

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

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

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

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

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

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

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

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

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

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

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

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

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

Section E
Element No. 5

ORGANIZATIONAL
ANALYSIS
Sec. 46a-68-82

Organizational Analysis

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

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

(3) The University has included organizational charts which illustrate the lines of progression and reporting within the University.

**Western Connecticut State University
Occupational Category Study**

Executive, Administrative, Managerial, Management &

1. Confidential Unclassified

Salary Range: \$53,200 - \$260,000

Associate Vice President for Academic Affairs
Associate Vice President for Enrollment Services
Associate Vice President, Finance & Administration
Chief Diversity Officer (V)
Planning
Chief Human Resources Officer
Chief Information Officer (V)
Dean, Ansell School of Business
Dean, School of Professional Studies (V)
Dean, Student Affairs
Dean, Visual & Performing Arts
Director of Inst. Research and Assessment
President
Provost & Vice President for Academic Affairs
Vice President, Student Affairs

2. Professional Faculty

Salary Range: \$52,648 - \$117,299

Professor
Associate Professor
Assistant Professor
Instructor/Coach A

3. Professional Non-Faculty - Administrator 7

Salary Range: \$89,003 - \$133,399

Associate Dean, Professional Studies
Director, Athletics
Director, Development
Director, Fiscal Affairs/Controller
Director, Information Systems
Director, Information Technology & Media Services
Director, Public Affairs & Community Relations

Professional Non Faculty Administrator 6

Salary Range: \$79,874 - \$121,718

Director, Career Services
Director, Counseling Center
Director, Financial Aid & Student Employment
Director, Judicial Affairs
Director of Fac Sched & Promotion
Director, Housing & Residence Life
Director, Facilities Operations
Coordinator of Inst Advancement
Director, Administrative Services
Director of Center for Student Inv.
Director, Facilities Planning & Eng.
Director, Office of Sponsored Research & Admin. Svcs.
Information Security Officer
Registrar
Director of Campus & Stud Ctrs & Aux

Professional Non-Faculty -Administrator 5

Salary Range: \$70,745 - \$110,037

Associate Controller
Assistant Dean of Student Affairs
Bursar
Director, Academic Advisement
Director of AccessAbility Services
Director, Access Control & One-Card Services
Director of Alumni Relations
Director, Cooperative Education
Director, Environmental Health & Safety
Director, Financial Planning & Budgets
Director of Pre Collegiate & Access Services
Director, Residential Programs & Staff
Director, University Publications & Design
Infrastructure Services Manager
IT User Services Manager
Project Manager
SIS Banner / ERP Specialist
System Manager
Telecommunications Manager

Professional Non-Faculty -Administrator 4

Salary Range: \$61,617 - \$98,355

Access Control & Security Spec
Adv. Practice Registered Nurse
Assoc Athletic Director
Assoc Dir of Accounts Payable
Assoc Dir of Admin Services
Assoc Dir of Admissions
Assoc Dir of Advising
Assoc Dir of Campus & Student Ctrs
Assoc Dir of Career Development Center
Assoc Dir of Graduate Admissions
Assoc Director of Hsg & Res Life
Assoc Dir of Public Relations
Assoc Dir of Recreation
Assoc Dir - Stud Fin Svcs
Assoc Dir of Transfer
Assoc Registrar - Schd Officer
Assoc Registrar Stud Acdm Rec
Associate Registrar-Dg Aud&Gd
Client Server Programmer
Coord - Substance Abuse Prgm
Coord. of University Events
Development Database Administr
Enrollment Research Analyst
Infstrctr Svcs Administrator
Instructional Designer
International Services Coordinator
Lab & Clinical Coordinator
Manager of Web Services
Math Emporium & Clinic Coordinator
Network Security Specialist

Professional Non-Faculty -Administrator 4

Salary Range: \$61,617 - \$98,355

Professional Non-Faculty - Misc

Salary Range: \$71,000 - \$130,000

**Western Connecticut State University
Occupational Category Study**

Payroll Coordinator
Programmer Spec/Web Developer
Prop Control & Mail Serv Mngr
Server Specialist
Technical Coordinator
Veterans Affairs Officer

Assistant Counselor
Assistant Director of HR - Benefits
Assistant Director of HR - Recruitment
Athletic Trainer
Director of Health Services
Fiscal Administrative Officer
Program Manager Lib Consort
Trainer 3

Professional Non-Faculty -Administrator 3

Salary Range: \$52,489 - \$86,675

Assistant Bursar
Asst Dir Admn Recruit & Events
Assistant Director of Advising
Assistant Director of FacilOper
Assistant Director of Facilities Scheduling & Promotion
Assistant Director of Fin Aid
Assistant Director of Health Services
Assistant Director of Honors Program
Assistant Director of Planning & Engineering
Assistant Director of Publications & Design
Assistant Director of Student Financial Srv
Assistant Director Upward Bound Program
Assistant Payroll Coordinator
Audio & Info Tech Coordinator
Budget Analyst
Debit Card Program Manager
Finance Assistant in IA
Instructional Design Coordinator
Learning Commons Coordinator
Musical Arts Assistant
PC Maintenance Technician
Registered Nurse
Technical Assistant in Chemist
Technical Support Analyst
Visual & Perf Arts Centr Coord
Web Content Specialist

Professional Non-Faculty -Librarians

Salary Range: \$59,668 - \$117,299

Librarian
Associate Librarian
Assistant Librarian

Professional Non-Faculty -Administrator 2

Salary Range: \$43,360 - \$74,993

Admissions Representative
Assistant Degree Auditor
Assistant to Dir Meteorology St/WC
Assistant to Dir of Fac Util & Prom
Assistant to the Dir of Fiscal Affairs
Assistant to Dir Housing/Resident Director
Athletic Equipment Manager
Customer Support Ctr Assistant
Graphic Dsgn/Comp Tech Photo
Student Support Liaison
Upward Bound Site Advisor
Visual Arts Assistant

Titles with No Line of Progression

Administrative Assistant (CSU)
Assistant to Director Meteorology St/WC
Associate Director of Graduate Admissions
Associate Director of Public Relations
Associate Director of Recreation
Associate Director of Transfer
Associate Vice President for Enrollment Services
Associate Vice President for Finance and Administration
Audio & Info Tech Coordinator
Chief Diversity Officer
Chief, Facilities Officer
Chief Human Resources Officer
Chief Information Officer
Chief of Police
Coordinator of Substance Abuse Program
Coordinator of University Events
Director of Academic Advising
Director of Administrative Services
Director of Alumni Relations
Director of Athletics
Director of Career Services
Director of Center for Student Innovation
Director of Cooperative Education
Director of Development
Director of Health Services
Director of Honors Program
Director of Judicial Affairs
Director of Library Services

Director of Pre-College & Access Services
Director of Public Affairs and Community Relations
Director of Publications & Design
Director of Sponsored Research
Director of University Publications & Designs
Instructional Technologist
International Services Coordinator
Lab and Clinical Coordinator
Learning Commons Coordinator
Mail Services Supervisor 2
Math Emporium Coordinator
Musical Arts Assistant
President
Program Manager Lib Consortium
Property Control and Mail Services Manager
Provost
SIS Banner/ERP Specialist
Student Support Liaison
Technical Assistant in Chemistry
Trainer 3
Veteran's Affairs Officer

JOB TITLE STUDY

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

Provost (VACANT)
Associate VP for Enrollment Svc
Associate Director, Admissions
Admissions Representative

Director, Athletics
Associate Athletics Director
Athletic Equipment Manager
Athletic Trainer

Dean-School of Visual & Perf Arts
Visual & Perf Arts Ctr Coordinator
Visual Arts Assistant

Instructional Technologist
Instructional Designer
Instructional Design Coordinator

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

Provost/VP Academic Affairs
Dean of Professional Studies (VACANT)

Associate Director, Graduate Studies
Associate Dean of Professional Studies

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

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

Professor
Associate Professor
Assistant Professor
Instructor

Director, Academic Advisement
Associate Director, Academic Advising
Assistant Director, Academic Advising

President
Director, Public Aff & Comm Relations
Assistant Dir Admin, Recruitment & Events
Coordinator University Events
Events Fiscal Assistant

Director, Health Services
Assistant Director of Health Svcs
Advanced Practice Registered Nurse
Registered Nurse

Associate VP for Enrollment Svc.
Registrar
Associate Registrar
Assistant Degree Auditor

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

Vice President for Student Affairs
Director, Counseling Center
Assistant Counselor

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

Associate VP for Enrollment Services
Director, Financial Aid
Associate Director, of Student Fin Svcs
Assistant Director of Financial Aid
Assistant Director of Student Financial Svcs
Assistant to the Director, Financial Aid

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

Vice President for Finance & Admin
(VACANT)
Associate VP for Finance and Admin
Director, Fiscal Affairs/Controller
Director, Administrative Services
Payroll Coordinator
Bursar
Director, Financial Planning & Budgets
Associate Director of Admin Services
Associate Director, Accounts Payable
Fiscal Administrative Officer
Associate Controller
Budget Analyst
Assistant Bursar
Purchasing Assistant
Assistant Payroll Coordinator
Payroll Clerk
Assistant to Director, Fiscal Affairs

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

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

Director, Career Services
Associate Director of Career Dev Ctr

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

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

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

Property Control & Mail Services Manager
Material Storage Supervisor 2
Storekeeper

Building Superintendent 1
Supervising Custodian
Landscape Technician
Lead Custodian
Custodian

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

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

President
Provost/Vice Pres for Academic Affairs
Vice President for Finance & Admin
Vice President for Student Affairs
Chief Human Resources Officer
Chief Diversity Officer (VACANT)
Dean-School of Arts & Sciences (VACANT)
Dean-School of Business
Dean-School of Professional Studies
(VACANT)
Dean-School of Visual & Perf Arts

Section F

Element No. 6

WORKFORCE

ANALYSIS

Sec. 46a-68-83

Workforce Analysis

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

The workforce analysis shall inventory the following:

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

Western
Connecticut
State University

WORKFORCE ANALYSIS-ALL

4/1/2016 - 3/31/2017
Reporting Period

FORM #38A

FULL-TIME WORKFORCE
LABOR MARKET AREA: CT

CATEGORY OR CLASS	Total	TM	TF	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Executive	12	10	2	8	2	2	0	0	0	0	0
		83.3%	16.7%	66.7%	16.7%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%
Faculty	218	103	115	79	96	5	4	4	5	15	10
		47.2%	52.8%	36.2%	44.0%	2.3%	1.8%	1.8%	2.3%	6.9%	4.6%
Prof Non Faculty	150	63	87	54	73	3	1	4	8	2	5
		42.0%	58.0%	36.0%	48.7%	2.0%	0.7%	2.7%	5.3%	1.3%	3.3%
Clerical	62	1	61	1	44	0	11	0	5	0	1
		1.6%	98.4%	1.6%	71.0%	0.0%	17.7%	0.0%	8.1%	0.0%	1.6%
Tech Paraprof	10	2	8	2	6	0	2	0	0	0	0
		20.0%	80.0%	20.0%	60.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%
Skilled Crafts	28	27	1	24	1	1	0	0	0	2	0
		96.4%	3.6%	85.7%	3.6%	3.6%	0.0%	0.0%	0.0%	7.1%	0.0%
Maintenance	77	62	15	42	8	6	2	14	5	0	0
		80.5%	19.5%	54.5%	10.4%	7.8%	2.6%	18.2%	6.5%	0.0%	0.0%
Protective Svcs	18	16	2	12	1	2	1	1	0	1	0
		88.9%	11.1%	66.7%	5.6%	11.1%	5.6%	5.6%	0.0%	5.6%	0.0%
Total	575	284	291	222	231	19	21	23	23	20	16
		49.4%	50.6%	38.6%	40.2%	3.3%	3.7%	4.0%	4.0%	3.5%	2.8%
2016 AA Plan	580	295	285	236	225	20	22	22	22	17	16
Change +/-	-5	-11	6	-14	6	-1	-1	1	1	3	0

FORM #38A

FULL-TIME WORKFORCE
LABOR MARKET AREA: CT

CATEGORY OR CLASS	Total	TM	TF	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Executive	12	10	2	8	2	2	0	0	0	0	0
		83.3%	16.7%	66.7%	16.7%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%
Faculty	218	103	115	79	96	5	4	4	5	15	10
		47.2%	52.8%	36.2%	44.0%	2.3%	1.8%	1.8%	2.3%	6.9%	4.6%
Prof Non Faculty	150	63	87	54	73	3	1	4	8	2	5
		42.0%	58.0%	36.0%	48.7%	2.0%	0.7%	2.7%	5.3%	1.3%	3.3%
Clerical	0	0	0								
Tech Paraprof	0	0	0								
Skilled Crafts	0	0	0								
Service Maintenance	0	0	0								
Protective Svcs	0	0	0								
Total	380	176	204	141	171	10	5	8	13	17	15
		46.3%	53.7%	37.1%	45.0%	2.6%	1.3%	2.1%	3.4%	4.5%	3.9%
2015 AA Plan	380	185	195	152	163	10	6	8	11	15	15
Change +/-	0	-9	9	-11	8	0	-1	0	2	2	0

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

CATEGORY OR CLASS	Total	TM	TF	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
President	1	1	0	1	0	0	0	0	0	0	0
Associate Vice President for Academic Affairs	1	0	1	0	1	0	0	0	0	0	0
Associate Vice President for Enrollment Svcs.	1	1	0	0	0	1	0	0	0	0	0
Associate Vice President for Facilities	1	1	0	1	0	0	0	0	0	0	0
Associate Vice President for Finance and Administration	1	1	0	1	0	0	0	0	0	0	0
Chief Diversity Officer	0	0	0	0	0	0	0	0	0	0	0
Chief Human Resources Officer	1	1	0	1	0	0	0	0	0	0	0
Chief Information Officer	0	0	0	0	0	0	0	0	0	0	0
Dean of Students Affairs	1	1	0	1	0	0	0	0	0	0	0
Dean, Ansell School of Business	1	1	0	1	0	0	0	0	0	0	0
Dean, College of Arts and Sciences	0	0	0	0	0	0	0	0	0	0	0
Dean, Professional Studies	0	0	0	0	0	0	0	0	0	0	0
Dean of Visual and Performing Arts	1	1	0	0	0	1	0	0	0	0	0
Director of Institutional Research	1	1	0	1	0	0	0	0	0	0	0
Vice President for Academic Affairs/Provost	1	0	1	0	1	0	0	0	0	0	0
Vice President for Institutional Advancement	0	0	0	0	0	0	0	0	0	0	0
Vice President for Student Affairs	1	1	0	1	0	0	0	0	0	0	0
Total	12	10	2	8	2	2	0	0	0	0	0
3/16 AA Plan	15	12	3	11	2	1	1	0	0	0	0
Change +/-	-3	-2	-1	-3	0	1	-1	0	0	0	0

Western
 Connecticut State
 University
 Faculty
 FORM #38A

WORKFORCE ANALYSIS

3/31/2017

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

CATEGORY OR CLASS	Total	TM	TF	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Assistant Professor	64	21	43	13	37	1	2	0	2	7	2
Associate Professor	62	30	32	21	24	2	1	2	1	5	6
Professor	92	52	40	45	35	2	1	2	2	3	2
Total	218	103	115	79	96	5	4	4	5	15	10
3/16 AA Plan	217	107	110	86	92	5	4	4	4	12	10
Change +/-	1	-4	5	-7	4	0	0	0	1	3	0

CATEGORY OR CLASS	Total	TM	TF	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Assistant to Director of Housing and Residential Life/RD	1	1	0	1	0	0	0	0	0	0	0
Assistant to Director of the Media Services	1	1	0	1	0	0	0	0	0	0	0
Assistant to the Director/Resident Director	3	0	3	0	3	0	0	0	0	0	0
Associate Athletic Director	1	1	0	1	0	0	0	0	0	0	0
Associate Controller	1	0	1	0	1	0	0	0	0	0	0
Associate Dean, Prof Studies	1	0	1	0	1	0	0	0	0	0	0
Associate Director - Transfer	1	0	1	0	1	0	0	0	0	0	0
Associate Director of Accounts Payable	1	0	1	0	1	0	0	0	0	0	0
Associate Director of Admin Services	1	0	1	0	1	0	0	0	0	0	0
Associate Director of Admissions	1	1	0	0	0	1	0	0	0	0	0
Associate Director of Advising	1	0	1	0	1	0	0	0	0	0	0
Associate Director of Campus and Student Centers	1	1	0	1	0	0	0	0	0	0	0
Associate Director of Career Dev Center	1	0	1	0	1	0	0	0	0	0	0
Associate Director of Graduate Admissions	1	1	0	1	0	0	0	0	0	0	0
Associate Director of Hsng & Res Life Oper	1	1	0	1	0	0	0	0	0	0	0
Associate Director of Public Relations	1	0	1	0	1	0	0	0	0	0	0
Associate Director of Recreation	1	0	1	0	1	0	0	0	0	0	0
Associate Director of Student Financial Svcs	1	0	1	0	1	0	0	0	0	0	0
Associate Librarian	3	2	1	2	1	0	0	0	0	0	0
Associate Registrar	3	0	3	0	3	0	0	0	0	0	0
Athletic Equipment Manager	1	1	0	1	0	0	0	0	0	0	0
Athletic Trainer	1	1	0	0	0	0	0	1	0	0	0
Audio & Info Tech Coordinator	1	1	0	1	0	0	0	0	0	0	0
Budget Analyst	1	0	1	0	1	0	0	0	0	0	0
Bursar	1	0	1	0	1	0	0	0	0	0	0
Client Server Programmer	2	2	0	2	0	0	0	0	0	0	0
Coordinator of Institutional Advancement	1	0	1	0	1	0	0	0	0	0	0
Coordinator of Substance Abuse Prgrm	1	0	1	0	1	0	0	0	0	0	0
Coordinator of University Events	1	0	1	0	1	0	0	0	0	0	0
Customer Support Cntr Asst	1	1	0	1	0	0	0	0	0	0	0
Debit Card Program Manager	1	0	1	0	1	0	0	0	0	0	0
Development Database Admin	1	1	0	0	0	0	0	1	0	0	0
Director of Academic Advisement	1	0	1	0	1	0	0	0	0	0	0
Director of Access Cntrl One-CrdSvs	1	0	1	0	1	0	0	0	0	0	0
Director of AccessAbility Svs	1	0	1	0	1	0	0	0	0	0	0

CATEGORY OR CLASS	Total	TM	TF	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Director of Administrative Services	1	1	0	1	0	0	0	0	0	0	0
Director of Alumni Relations	1	1	0	1	0	0	0	0	0	0	0
Director of Athletics	1	0	1	0	1	0	0	0	0	0	0
Director of Campus & Student Ctrs & Aux	1	1	0	1	0	0	0	0	0	0	0
Director of Career Services	1	0	1	0	1	0	0	0	0	0	0
Director of Center for Student Inv.	1	1	0	1	0	0	0	0	0	0	0
Director of Cooperative Education	1	1	0	1	0	0	0	0	0	0	0
Director of Development	1	0	1	0	1	0	0	0	0	0	0
Director of Env Health and Safety	1	1	0	1	0	0	0	0	0	0	0
Director of Facilities Operations	1	1	0	1	0	0	0	0	0	0	0
Director of Facilities Planning & Eng	1	1	0	1	0	0	0	0	0	0	0
Director of Faculty Schedules & Promotion	1	1	0	0	0	0	0	0	0	1	0
Director of Financial Aid & Stud Emp	1	0	1	0	0	0	0	0	1	0	0
Director of Financial Planning and Budgets	1	0	1	0	1	0	0	0	0	0	0
Director of Fiscal Affairs/Controller	1	1	0	0	0	0	0	1	0	0	0
Director of Health Services	1	0	1	0	1	0	0	0	0	0	0
Director of Housing	1	1	0	0	0	1	0	0	0	0	0
Director of Info Systems	1	1	0	1	0	0	0	0	0	0	0
Director of Info Technology & Media Sv	1	0	1	0	1	0	0	0	0	0	0
Director of Judicial Affairs	1	1	0	1	0	0	0	0	0	0	0
Director of Pre-Coll & Access Svcs	1	1	0	1	0	0	0	0	0	0	0
Director of Public Affairs and Comm Relations	1	1	0	1	0	0	0	0	0	0	0
Director of Res Programs and Staff	1	0	1	0	1	0	0	0	0	0	0
Director of Sponsored Rsch Adm Svc	1	0	1	0	1	0	0	0	0	0	0
Director of the Counseling Center	1	0	1	0	0	0	0	0	1	0	0
Director of Univ Pub & Designs	1	1	0	1	0	0	0	0	0	0	0
Enrollment Research Analyst	1	0	1	0	0	0	0	0	0	0	1
Finance Assistant in IA	1	0	1	0	1	0	0	0	0	0	0
Fiscal Administrative Officer	1	0	1	0	0	0	0	0	1	0	0
Graphic Design/Comp Tech Photo	1	0	1	0	1	0	0	0	0	0	0
Information Security Officer	1	1	0	1	0	0	0	0	0	0	0
Infrastructure Services Admin	1	0	1	0	1	0	0	0	0	0	0
Infrastructure Services Manager	1	1	0	1	0	0	0	0	0	0	0
Instructional Design Coordinatior	1	0	1	0	1	0	0	0	0	0	0

CATEGORY OR CLASS	Total	TM	TF	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Instructional Designer	1	0	1	0	1	0	0	0	0	0	0
Instructional Technolgst	1	1	0	1	0	0	0	0	0	0	0
International Services Coordinator	1	0	1	0	1	0	0	0	0	0	0
IT User Services Manager	1	1	0	1	0	0	0	0	0	0	0
Lab & Clinical Coordinator	1	0	1	0	1	0	0	0	0	0	0
Learning Commons Coordinator	1	0	1	0	1	0	0	0	0	0	0
Librarian	3	1	2	0	1	0	0	0	0	1	1
Manager of Web Services	1	1	0	0	0	0	0	1	0	0	0
Math Emporium Coord	1	1	0	1	0	0	0	0	0	0	0
Musical Arts Assistant	1	0	1	0	1	0	0	0	0	0	0
Network Security Specialist	1	0	1	0	0	0	1	0	0	0	0
Payroll Coordinator	1	0	1	0	1	0	0	0	0	0	0
PC Maintenance Technician	3	3	0	3	0	0	0	0	0	0	0
Prgm Mgr LibConsort	1	0	1	0	1	0	0	0	0	0	0
Programmer Specialist/Web Developer	3	3	0	3	0	0	0	0	0	0	0
Project Manager	1	0	1	0	1	0	0	0	0	0	0
Prop Control & Mail Serv Mngr	1	1	0	1	0	0	0	0	0	0	0
Registered Nurse	1	0	1	0	1	0	0	0	0	0	0
Registrar	1	1	0	1	0	0	0	0	0	0	0
Server Specialist	2	1	1	1	1	0	0	0	0	0	0
SIS Banner/ERP Specialist	1	1	0	1	0	0	0	0	0	0	0
Student Support Liaison	1	0	1	0	1	0	0	0	0	0	0
System Manager	1	0	1	0	1	0	0	0	0	0	0
Technical Assistant in Chemistry	1	1	0	1	0	0	0	0	0	0	0
Technical Coordinator	1	0	1	0	1	0	0	0	0	0	0
Technical Support Analyst	2	1	1	1	1	0	0	0	0	0	0
Telecommunications Manager	1	1	0	1	0	0	0	0	0	0	0
Trainer 3	1	1	0	1	0	0	0	0	0	0	0
Upward Bound Site Advisor	1	0	1	0	0	0	0	0	1	0	0
Veteran's Affairs Officer	1	1	0	1	0	0	0	0	0	0	0
Visual & Perf Arts Centr Coord	1	0	1	0	1	0	0	0	0	0	0
Visual Arts Assistant	1	0	1	0	1	0	0	0	0	0	0
Web Content Specialist	1	1	0	1	0	0	0	0	0	0	0
TOTAL	150	63	87	54	73	3	1	4	8	2	5
3/16 AA Plan	148	66	82	55	69	4	1	4	7	3	5
Change +/-	2	-3	5	-1	4	-1	0	0	1	-1	0

FORM #38A

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

CATEGORY OR CLASS	Total	TM	TF	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Executive	0	0	0	0	0	0	0	0	0	0	0
Faculty	0	0	0	0	0	0	0	0	0	0	0
Prof Non Faculty	0	0	0	0	0	0	0	0	0	0	0
Clerical	62	1	61	1	44	0	11	0	5	0	1
		1.6%	98.4%	1.6%	71.0%	0.0%	17.7%	0.0%	8.1%	0.0%	1.6%
Tech Paraprof	10	2	8	2	6	0	2	0	0	0	0
		20.0%	80.0%	20.0%	60.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%
Skilled Crafts	28	27	1	24	1	1	0	0	0	2	0
		96.4%	3.6%	85.7%	3.6%	3.6%	0.0%	0.0%	0.0%	7.1%	0.0%
Maintenance	77	62	15	42	8	6	2	14	5	0	0
		80.5%	19.5%	54.5%	10.4%	7.8%	2.6%	18.2%	6.5%	0.0%	0.0%
Protective Svcs	18	16	2	12	1	2	1	1	0	1	0
		88.9%	11.1%	66.7%	5.6%	11.1%	5.6%	5.6%	0.0%	5.6%	0.0%
Total	195	108	87	81	60	9	16	15	10	3	1
		55.4%	44.6%	41.5%	30.8%	4.6%	8.2%	7.7%	5.1%	1.5%	0.5%
2016 AA Plan	200	110	90	84	62	10	16	14	11	2	1
Change +/-	-5	-2	-3	-3	-2	-1	0	1	-1	1	0

CLERICAL
FORM #38A

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

CATEGORY OR CLASS	Total	TM	TF	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Administrative Assistant	15	0	15	0	11	0	3	0	1	0	0
Administrative Assistant CSU	5	0	5	0	4	0	1	0	0	0	0
Assistant To The President	1	0	1	0	1	0	0	0	0	0	0
Assistant In HR (CSU)	1	0	1	0	1	0	0	0	0	0	0
Administrative Operations Assistant (HR)	1	0	1	0	1	0	0	0	0	0	0
Clerk Typist	2	0	2	0	1	0	0	0	1	0	0
Office Assistant	6	0	6	0	2	0	3	0	1	0	0
Payroll Clerk	1	0	1	0	1	0	0	0	0	0	0
Purchasing Assistant	1	0	1	0	1	0	0	0	0	0	0
Secretary 1	7	0	7	0	6	0	1	0	0	0	0
Secretary 2	22	1	21	1	15	0	3	0	2	0	1
Total	62	1	61	1	44	0	11	0	5	0	1
3/16 AA Plan	64	1	63	1	45	0	11	0	6	0	1
Change +/-	-2	0	-2	0	-1	0	0	0	-1	0	0

Western Connecticut State
 University
 Technical and
 Paraprofessional
 FORM #38A

WORKFORCE ANALYSIS

3/31/2017

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

CATEGORY OR CLASS	Total	TM	TF	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Events Fiscal Assistant	1	1	0	1	0	0	0	0	0	0	0
Health And Safety Assistant	1	0	1	0	1	0	0	0	0	0	0
Library Systems Assistant	1	1	0	1	0	0	0	0	0	0	0
Library Technical Assistant	2	0	2	0	1	0	1	0	0	0	0
Library Technician	5	0	5	0	4	0	1	0	0	0	0
Total	10	2	8	2	6	0	2	0	0	0	0
3/16 AA Plan	9	2	7	2	5	0	2	0	0	0	0
Change +/-	1	0	1	0	1	0	0	0	0	0	0

Western Connecticut
 State University
 Skilled Crafts
 FORM #38A

WORKFORCE ANALYSIS

3/31/2017

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

CATEGORY OR CLASS	Total	TM	TF	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Qualified Craft Worker	24	24	0	21	0	1	0	0	0	2	0
Building Maintenance Supervisor	1	1	0	1	0	0	0	0	0	0	0
Maintenance Supervisor 1	1	1	0	1	0	0	0	0	0	0	0
Maintenance Supervisor 2	1	1	0	1	0	0	0	0	0	0	0
Material Storage Supervisor 2	1	0	1	0	1	0	0	0	0	0	0
Total	28	27	1	24	1	1	0	0	0	2	0
3/16 AA Plan	29	28	1	26	1	1	0	0	0	1	0
Change +/-	-1	-1	0	-2	0	0	0	0	0	1	0

Western Connecticut
State University
Service Maintenance
FORM #38A

WORKFORCE ANALYSIS

3/31/2017

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

CATEGORY OR CLASS	Total	TM	TF	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Building Superintendant 1	1	1	0	1	0	0	0	0	0	0	0
Custodian	53	41	12	26	6	5	2	10	4	0	0
Landscape Technician	9	9	0	7	0	0	0	2	0	0	0
Lead Custodian	1	1	0	0	0	0	0	1	0	0	0
Mail Handler	1	0	1	0	0	0	0	0	1	0	0
Mail Services Supervisor	1	1	0	1	0	0	0	0	0	0	0
Skilled Maintainer	7	7	0	6	0	0	0	1	0	0	0
Storekeeper	1	1	0	1	0	0	0	0	0	0	0
Supervising Custodian	3	1	2	0	2	1	0	0	0	0	0
Total	77	62	15	42	8	6	2	14	5	0	0
3/16 AA Plan	80	63	17	43	10	7	2	13	5	0	0
Change +/-	-3	-1	-2	-1	-2	-1	0	1	0	0	0

FORM #38A

PART-TIME WORKFORCE BY POSITION
LABOR MARKET AREA: Danbury and CT

CATEGORY OR CLASS	Total	TM	TF	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
FACULTY											
PT Lecturer	348	168	180	153	161	4	6	7	4	4	9
Total	348	168	180	153	161	4	6	7	4	4	9
PROFESSIONAL NON-FACULTY											
University Assistant	75	27	48	22	39	1	1	3	3	1	5
Coach PT	27	16	11	13	9	2	2	1	0	0	0
Total	102	43	59	35	48	3	3	4	3	1	5
SECRETARIAL CLERICAL											
Secretary 1	1	0	1	0	1	0	0	0	0	0	0
Secretary 2	1	0	1	0	1	0	0	0	0	0	0
Total	2	0	2	0	2	0	0	0	0	0	0
Grand Total	452	211	241	188	211	7	9	11	7	5	14
	100.0%	46.7%	53.3%	41.6%	46.7%	1.5%	2.0%	2.4%	1.5%	1.1%	3.1%

Section G
Element No. 7

AVAILABILITY
ANALYSIS
Sec. 46a-68-84

Availability Analysis

Under Section 46a-68-84(a) of the Affirmative Action Regulations of Connecticut State Agencies, as a preparatory step in determining whether protected classes are fully and fairly utilized in the workforce, the University has conducted an analysis by occupational category to determine the availability base of protected group members for employment. A separate availability analysis has been conducted for any position classification within an occupational category employing twenty-five (25) or more employees. A separate analysis may be performed by an agency for any job title requiring unique skills, abilities or educational qualifications. The available analysis shall:

- (1) Examine the job content of each office; position and position classification within an occupational category or, where appropriate, the job content of a position classification;
 - (2) Identifies the relevant labor market area; and
 - (3) Matches each office, position and position classification within an occupational category or, where appropriate, a position classification, with the most nearly parallel job title contained in the data source consulted.
- (b) In calculating availability, the University has provided the following information and data sources:
- (1) Employment figures;
 - (2) Unemployment figures; and
 - (3) The racial and sexual composition of persons in promotable and transferable offices, positions and position classifications.

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

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

appropriate, position classification or job title, and have substantiated the manner in which the availability base is calculated.

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

**WESTERN CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS**

MARCH 1, 2017

OCC. CATEGORY: EXECUTIVE/ADMINISTRATIVE/MANAGERIAL

LMA: CONNECTICUT/NATIONAL

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Educational Data	44.4	0.80	35.5	55.6	0.80	44.5	36.3	0.80	29.0	43.1	0.80	34.5	3.7	0.80	3.0	6.5	0.80	5.2
Unemployment	55.6	0.00	0.0	44.4	0.00	0.0	42.3	0.00	0.0	30.3	0.00	0.0	5.7	0.00	0.0	7.5	0.00	0.0
Promotable Pool	57.5	0.20	11.5	42.5	0.20	8.5	48.7	0.20	9.7	36.3	0.20	7.3	2.7	0.20	0.5	0.9	0.20	0.2
FINAL AVAIL. FACTOR			47.0			53.0			38.8			41.7			3.5			5.3

FACTOR	HISPANIC MALE			HISPANIC FEMALE			OTHER MALE			OTHER FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Educational Data	2.3	0.80	1.9	3.5	0.80	2.8	2.0	0.80	1.6	2.6	0.80	2.1						
Unemployment	5.4	0.00	0.0	5.3	0.00	0.0	2.2	0.00	0.0	1.3	0.00	0.0						
Promotable Pool	2.7	0.20	0.5	3.5	0.20	0.7	3.5	0.20	0.7	1.8	0.20	0.4						
FINAL AVAIL. FACTOR			2.4			3.5			2.3			2.4						100.0

100.0

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
National Education Data	U.S. Department of Education, National Center for Education Statistics Integrated Postsecondary Education Data System (IPEDS) Fall 2015 Management Occupations - Table 314.40 (Table prepared in December 2016).	80% Weight based on national scope of recruitment searches in this category.
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 4th Qtr 2016 - Statewide SOC Code 11- Management Occupations	0% Generally, no hiring from the unemployed population.
Promotable Pool	Promotable /Transferable Workforce Analysis Data from Professor Rank & Professional Non-Faculty - Ranks VI and VII (Titles attached in worksheet data)	20% Small % of promotions occur into this category.

AVAILABILITY ANALYSIS WORKSHEET DATA

OCC. CATEGORY: EXECUTIVE/ADMINISTRATIVE/MANAGERIAL

Educational Data	T	TM	TF	WM	WF	BM	BF	HM	HF	OM	OF
314.40 - Fall 2015- Management Occupations	247713	109897	137816	89887	106697	9251	16008	5798	8664	4961	6447
PERCENTAGE	100.0%	44.4%	55.6%	36.3%	43.1%	3.7%	6.5%	2.3%	3.5%	2.0%	2.6%
		44.4	55.6	36.3	43.1	3.7	6.5	2.3	3.5	2.0	2.6

CT Dept of Labor -- CT Data for AAP - 4th Qtr 2016	T	TM	TF	WM	WF	BM	BF	HM	HF	OM	OF
SOC Code 11 - Mgmt Occupations	2857	1589	1268	1209	865	164	214	153	152	63	37
PERCENTAGE	100.0%	55.6%	44.4%	42.3%	30.3%	5.7%	7.5%	5.4%	5.3%	2.2%	1.3%
		55.6	44.4	42.3	30.3	5.7	7.5	5.4	5.3	2.2	1.3

**WESTERN CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS**

MARCH 1, 2017

LMA: CONNECTICUT/NATIONAL

AVAILABILITY ANALYSIS WORKSHEET DATA

OCC. CATEGORY: EXECUTIVE/ADMINISTRATIVE/MANAGERIAL

PROMOTABLE POOL	Total	TM	TF	WM	WF	BM	BF	HM	HF	AAIANHN PI M	AAIANHN PI F
Professors	92	52	40	45	35	2	1	2	2	3	2
Coordinator of Institutional Advancement	1	0	1	0	1	0	0	0	0	0	0
Director of Administrative Services	1	1	0	1	0	0	0	0	0	0	0
Director of Athletics	1	0	1	0	1	0	0	0	0	0	0
Director of Campus & Student Ctrs & Aux	1	1	0	1	0	0	0	0	0	0	0
Director of Career Services	1	0	1	0	1	0	0	0	0	0	0
Director of Center for Student Innovation	1	1	0	1	0	0	0	0	0	0	0
Director of Development	1	0	1	0	1	0	0	0	0	0	0
Director of Facilities Operations	1	1	0	1	0	0	0	0	0	0	0
Director of Facilities Planning & Engineering	1	1	0	1	0	0	0	0	0	0	0
Director of Faculty Scheduling & Promotion	1	1	0	0	0	0	0	0	0	1	0
Director of Financial Aid & Student Emp	1	0	1	0	0	0	0	0	1	0	0
Director of Fiscal Affairs/Controller	1	1	0	0	0	0	0	1	0	0	0
Director of Housing	1	1	0	0	0	1	0	0	0	0	0
Director of Information Systems	1	1	0	1	0	0	0	0	0	0	0
Director of Information Technology & Media Services	1	0	1	0	1	0	0	0	0	0	0
Director of Judicial Affairs	1	1	0	1	0	0	0	0	0	0	0
Director of Public Affairs & Community Relations	1	1	0	1	0	0	0	0	0	0	0
Director of Sponsored Research Admin Svcs	1	0	1	0	1	0	0	0	0	0	0
Director of the Counseling Center	1	0	1	0	0	0	0	0	1	0	0
Information Security Officer	1	1	0	1	0	0	0	0	0	0	0
Registrar	1	1	0	1	0	0	0	0	0	0	0
TOTAL	113	65	48	55	41	3	1	3	4	4	2
PERCENTAGE	100.0%	57.5%	42.5%	48.7%	36.3%	2.7%	0.9%	2.7%	3.5%	3.5%	1.8%
		57.5	42.5	48.7	36.3	2.7	0.9	2.7	3.5	3.5	1.8

**WESTERN CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS**

MARCH 2017

OCC. CATEGORY: PROFESSOR
TITLE:

LMA: CONNECTICUT/NATIONAL

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	51.7	0.00	0.0	48.3	0.00	0.0	41.1	0.00	0.0	39.0	0.00	0.0	2.7	0.00	0.0	2.5	0.00	0.0
Unemployment	41.8	0.00	0.0	58.2	0.00	0.0	31.6	0.00	0.0	33.7	0.00	0.0	2.0	0.00	0.0	13.3	0.00	0.0
Promotable Pool	48.4	0.80	38.7	51.6	0.80	41.3	33.9	0.80	27.1	38.7	0.80	31.0	3.2	0.80	2.6	1.6	0.80	1.3
Educational Data	55.1	0.20	11.0	44.9	0.20	9.0	42.6	0.20	8.5	34.9	0.20	7.0	2.9	0.20	0.6	3.2	0.20	0.6
FINAL AVAIL. FACTOR			49.7			50.3			35.6			37.9			3.2			1.9

FACTOR	HISPANIC MALE			HISPANIC FEMALE			OTHER MALE			OTHER FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	2.4	0.00	0.0	2.5	0.00	0.0	5.4	0.00	0.0	4.2	0.00	0.0						
Unemployment	6.1	0.00	0.0	7.1	0.00	0.0	2.0	0.00	0.0	4.1	0.00	0.0						
Promotable Pool	3.2	0.80	2.6	1.6	0.80	1.3	8.1	0.80	6.5	9.7	0.80	7.7						
Educational Data	2.5	0.20	0.5	2.1	0.20	0.4	7.2	0.20	1.4	4.7	0.20	0.9						
FINAL AVAIL. FACTOR			3.1			1.7			7.9			8.7						100.0

100.0

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	2000 COS Vol. 1 Connecticut Pgs. 6 & 7 Postsecondary Teachers (251000) *Please note - change to CT data instead of Fairfield County	0% Generally, limited hiring from the employed population. Data is outdated and will use new data when available.
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 4th Qtr 2016 - Statewide SOC Code 25.10 - Postsecondary Teachers	0% Generally no hiring from the unemployed population.
Promotable Pool	Promotable /Transferable Workforce Analysis Data from Associate Professor Rank	80% Largest % of promotions occur into this category from Associate Professor rank.
National Education Data	U.S. Department of Education, National Center for Education Statistics Integrated Postsecondary Education Data System (IPEDS) Fall 2015 Table 315.20 Associate Professor rank (Table prepared December 2016)	5% Weight based on national scope of recruitment searches in this category. Most activity is from Promotions exception to some hires.

**WESTERN CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS**

MARCH 1, 2017

AVAILABILITY ANALYSIS WORKSHEET DATA

LMA: CONNECTICUT/NATIONAL

OCC. CATEGORY: PROFESSOR

Employment Data	T	TM	TF	WM	WF	BM	BF	HM	HF	OM	OF
Census Data - 2000 CT -Vol 1 - 25100 - Postsecondary Teachers	16020	8284	7736	6590	6255	440	399	385	405	869	677
PERCENTAGE	100.0%	51.7%	48.3%	41.1%	39.0%	2.7%	2.5%	2.4%	2.5%	5.4%	4.2%
		51.7	48.3	41.1	39.0	2.7	2.5	2.4	2.5	5.4	4.2
Unemployment Data	T	TM	TF	WM	WF	BM	BF	HM	HF	OM	OF
CT Dept of Labor -- CT Data for AAP - 4th Qtr 2016											
SOC Code 25.10 - Postsecondary Teachers	98	41	57	31	33	2	13	6	7	2	4
PERCENTAGE	100.0%	41.8%	58.2%	31.6%	33.7%	2.0%	13.3%	6.1%	7.1%	2.0%	4.1%
		41.8	58.2	31.6	33.7	2.0	13.3	6.1	7.1	2.0	4.1
Promotable Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	OM	OF
Associate Professor	62	30	32	21	24	2	1	2	1	5	6
PERCENTAGE	100.0%	48.4%	51.6%	33.9%	38.7%	3.2%	1.6%	3.2%	1.6%	8.1%	9.7%
		48.4	51.6	33.9	38.7	3.2	1.6	3.2	1.6	8.1	9.7
Educational Data	T	TM	TF	WM	WF	BM	BF	HM	HF	OM	OF
National Education Data Table 315.20 - Fall 2015- Associate Professor	150423	82932	67491	64010	52501	4333	4744	3800	3167	10789	7079
PERCENTAGE	100.0%	55.1%	44.9%	42.6%	34.9%	2.9%	3.2%	2.5%	2.1%	7.2%	4.7%
		55.1	44.9	42.6	34.9	2.9	3.2	2.5	2.1	7.2	4.7

**WESTERN CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS**

MARC 1, 2017

OCC. CATEGORY: ASSOCIATE PROFESSOR
TITLE:

LMA: CONNECTICUT/NATIONAL

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	51.7	0.00	0.0	48.3	0.00	0.0	41.1	0.00	0.0	39.0	0.00	0.0	2.7	0.00	0.0	2.5	0.00	0.0
Unemployment	41.8	0.00	0.0	58.2	0.00	0.0	31.6	0.00	0.0	33.7	0.00	0.0	2.0	0.00	0.0	13.3	0.00	0.0
Promotable Pool	32.8	0.80	26.3	67.2	0.80	53.8	20.3	0.80	16.3	57.8	0.80	46.3	1.6	0.80	1.3	3.1	0.80	2.5
Educational Data	47.9	0.20	9.6	52.1	0.20	10.4	35.9	0.20	7.2	39.0	0.20	7.8	2.7	0.20	0.5	4.4	0.20	0.9
FINAL AVAIL. FACTOR			35.8			64.2			23.4			54.0			1.8			3.4

FACTOR	HISPANIC MALE			HISPANIC FEMALE			OTHER MALE			OTHER FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	2.4	0.00	0.0	2.5	0.00	0.0	5.4	0.00	0.0	4.2	0.00	0.0						
Unemployment	6.1	0.00	0.0	7.1	0.00	0.0	2.0	0.00	0.0	4.1	0.00	0.0						
Promotable Pool	0.0	0.80	0.0	3.1	0.80	2.5	10.9	0.80	8.8	3.1	0.80	2.5						
Educational Data	2.4	0.20	0.5	2.6	0.20	0.5	6.9	0.20	1.4	6.2	0.20	1.2						
FINAL AVAIL. FACTOR			0.5			3.0			10.1			3.7						100.0

100.0

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	2000 COS Vol. 1 Connecticut Pgs. 6 & 7 Postsecondary Teachers (251000) *Please note - change to CT data instead of Fairfield County	0% Generally, limited hiring from the employed population. Data is outdated and will use new data when available.
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 4th Qtr 2016 - Statewide SOC Code 25.10 - Postsecondary Teachers	0% Generally no hiring from the unemployed population.
Promotable Pool	Promotable /Transferable Workforce Analysis Data from Assistant Professor Rank	80% Largest % of promotions occur into this category from Assistant Professor rank.
National Education Data	U.S. Department of Education, National Center for Education Statistics Integrated Postsecondary Education Data System (IPEDS) Fall 2015 Assistant Professor rank (Table prepared December 2016)	20% Weight based on national scope of recruitment searches in this category. Most activity is from promotions; exception to some hires.

**WESTERN CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS**

MARCH 1, 2017

AVAILABILITY ANALYSIS WORKSHEET DATA

LMA: CONNECTICUT/NATIONAL

OCC. CATEGORY: ASSOCIATE PROFESSOR

Employment Data	T	TM	TF	WM	WF	BM	BF	HM	HF	OM	OF
Census Data - 2000 CT -Vol 1 - 25100 - Postsecondary Teachers	16020	8284	7736	6590	6255	440	399	385	405	869	677
PERCENTAGE	100.0%	51.7%	48.3%	41.1%	39.0%	2.7%	2.5%	2.4%	2.5%	5.4%	4.2%
		51.7	48.3	41.1	39.0	2.7	2.5	2.4	2.5	5.4	4.2
Unemployment Data	T	TM	TF	WM	WF	BM	BF	HM	HF	OM	OF
CT Dept of Labor -- CT Data for AAP - 4th Qtr 2016											
SOC Code 25.10 - Postsecondary Teachers	98	41	57	31	33	2	13	6	7	2	4
PERCENTAGE	100.0%	41.8%	58.2%	31.6%	33.7%	2.0%	13.3%	6.1%	7.1%	2.0%	4.1%
		41.8	58.2	31.6	33.7	2.0	13.3	6.1	7.1	2.0	4.1
Promotable Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	OM	OF
Assistant Professor	64	21	43	13	37	1	2	0	2	7	2
PERCENTAGE	100.0%	32.8%	67.2%	20.3%	57.8%	1.6%	3.1%	0.0%	3.1%	10.9%	3.1%
		32.8	67.2	20.3	57.8	1.6	3.1	0.0	3.1	10.9	3.1
Educational Data	T	TM	TF	WM	WF	BM	BF	HM	HF	OM	OF
National Education Data Table 315.20 - Fall 2015- Assistant	153519	73602	79917	55186	59808	4171	6679	3692	3923	10553	9507
PERCENTAGE	100.0%	47.9%	52.1%	35.9%	39.0%	2.7%	4.4%	2.4%	2.6%	6.9%	6.2%
		47.9	52.1	35.9	39.0	2.7	4.4	2.4	2.6	6.9	6.2

**WESTERN CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS**

MARCH 1, 2017

OCC. CATEGORY: ASSISTANT PROFESSOR

LMA: CONNECTICUT/NATIONAL

TITLE:

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	51.7	0.10	5.2	48.3	0.10	4.8	41.1	0.10	4.1	39.0	0.10	3.9	2.7	0.10	0.3	2.5	0.10	0.2
Unemployment	41.8	0.10	4.2	58.2	0.10	5.8	31.6	0.10	3.2	33.7	0.10	3.4	2.0	0.10	0.2	13.3	0.10	1.3
Promotable Pool	0.0	0.00	0.0	0.0	0.00	0.0	0.0	0.00	0.0	0.0	0.00	0.0	0.0	0.00	0.0	0.0	0.00	0.0
Educational Data	43.0	0.80	34.4	57.0	0.80	45.6	33.8	0.80	27.0	44.0	0.80	35.2	2.8	0.80	2.2	5.1	0.80	4.0
FINAL AVAIL. FACTOR			43.7			56.3			34.3			42.5			2.7			5.6

FACTOR	HISPANIC MALE			HISPANIC FEMALE			OTHER MALE			OTHER FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	2.4	0.10	0.2	2.5	0.10	0.3	5.4	0.10	0.5	4.2	0.10	0.4						
Unemployment	6.1	0.10	0.6	7.1	0.10	0.7	2.0	0.10	0.2	4.1	0.10	0.4						
Promotable Pool	0.0	0.00	0.0	0.0	0.00	0.0	0.0	0.00	0.0	0.0	0.00	0.0						
Educational Data	3.3	0.80	2.7	4.0	0.80	3.2	3.1	0.80	2.5	3.9	0.80	3.1						
FINAL AVAIL. FACTOR			3.5			4.2			3.2			3.9						100.0

100.0

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	2000 COS Vol. 1 Connecticut Pgs. 6 & 7 Postsecondary Teachers (251000) *Please note - change to CT data instead of Fairfield County	10% Generally, limited hiring from the employed population. Data is outdated and weight is lower but will increase with newer data.
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 4th Qtr 2016 - Statewide SOC Code 25.10 - Postsecondary Teachers	10% Small % of hiring from the unemployed population.
Promotable Pool	Promotable /Transferable Workforce Analysis Data from Instructor Rank	0% Some promotions occur into this category from Instructor rank.
National Education Data	U.S. Department of Education, National Center for Education Statistics Integrated Postsecondary Education Data System (IPEDS) Fall 2015 Instructor rank (Table prepared December 2016)	80% Weight based on scope of recruitment searches in this category.

**WESTERN CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS**

MARCH 2017

AVAILABILITY ANALYSIS WORKSHEET DATA

LMA: CONNECTICUT/NATIONAL

OCC. CATEGORY: ASSISTANT PROFESSOR

Employment Data	T	TM	TF	WM	WF	BM	BF	HM	HF	OM	OF
Census Data - 2000 CT - Vol 1 - 25100 - Postsecondary Teachers	16020	8284	7736	6590	6255	440	399	385	405	869	677
PERCENTAGE	100.0%	51.7%	48.3%	41.1%	39.0%	2.7%	2.5%	2.4%	2.5%	5.4%	4.2%
		51.7	48.3	41.1	39.0	2.7	2.5	2.4	2.5	5.4	4.2
Unemployment Data	T	TM	TF	WM	WF	BM	BF	HM	HF	OM	OF
CT Dept of Labor -- CT Data for AAP - 4th Qtr 2016 SOC Code 25.10 - Postsecondary Teachers	98	41	57	31	33	2	13	6	7	2	4
PERCENTAGE	100.0%	41.8%	58.2%	31.6%	33.7%	2.0%	13.3%	6.1%	7.1%	2.0%	4.1%
		41.8	58.2	31.6	33.7	2.0	13.3	6.1	7.1	2.0	4.1
Promotable Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	OM	OF
Instructor	0	0	0	0	0	0	0	0	0	0	0
PERCENTAGE	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Educational Data	T	TM	TF	WM	WF	BM	BF	HM	HF	OM	OF
Instructor	93175	40055	53120	31457	41030	2570	4710	3118	3763	2910	3617
PERCENTAGE	100.0%	43.0%	57.0%	33.8%	44.0%	2.8%	5.1%	3.3%	4.0%	3.1%	3.9%
		43.0	57.0	33.8	44.0	2.8	5.1	3.3	4.0	3.1	3.9

**WESTERN CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS**

MARCH 1, 2017

OCC. CATEGORY: PROFESSIONAL NON-FACULTY
TITLE:

LMA: CONNECTICUT/NATIONAL

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	41.8	0.50	20.9	58.2	0.50	29.1	37.2	0.50	18.6	50.9	0.50	25.5	2.7	0.50	1.3	4.0	0.50	2.0
Unemployment	15.7	0.00	0.0	84.3	0.00	0.0	11.7	0.00	0.0	39.9	0.00	0.0	1.8	0.00	0.0	25.1	0.00	0.0
Promotable Pool	0.0	0.00	0.0	0.0	0.00	0.0	0.0	0.00	0.0	0.0	0.00	0.0	0.0	0.00	0.0	0.0	0.00	0.0
Educational Data	39.4	0.50	19.7	60.6	0.50	30.3	29.6	0.50	14.8	43.5	0.50	21.8	3.6	0.50	1.8	7.1	0.50	3.6
FINAL AVAIL. FACTOR			40.6			59.4			33.4			47.2			3.1			5.6

FACTOR	HISPANIC MALE			HISPANIC FEMALE			OTHER MALE			OTHER FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	1.2	0.50	0.6	2.0	0.50	1.0	0.8	0.50	0.4	1.3	0.50	0.6						
Unemployment	1.8	0.00	0.0	16.1	0.00	0.0	0.4	0.00	0.0	3.1	0.00	0.0						
Promotable Pool	0.0	0.00	0.0	0.0	0.00	0.0	0.0	0.00	0.0	0.0	0.00	0.0						
Educational Data	3.0	0.50	1.5	4.9	0.50	2.4	3.2	0.50	1.6	5.1	0.50	2.5						
FINAL AVAIL. FACTOR			2.1			3.4			2.0			3.2						100.0

100.0

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	2000 COS Vol. 1 Connecticut Pgs. 2 & 3 Education Administrators (119030)	50% Generally, hiring from the employed population. Data is outdated and will use new data when available.
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 4th Qtr 2016 - Statewide SOC Code 25.90 Other Education, Training & Library Occupations	0% Generally no hiring from the unemployed population.
Promotable Pool	Promotable /Transferable	0% Very limited promotions occur into this category
National Education Data	U.S. Department of Education, National Center for Education Statistics Integrated Postsecondary Education Data System (IPEDS) Fall 2015 Bus. & Financial Operations, Computers, Engineering & Science, Community, Social Service, Legal, Arts, Design, Entertainment, Sports & Media, Healthcare Practitioners & Technicians, Librarians, Curators & Archivists Student & Academic Affairs & Other Education Services	50% Weight based on scope of recruitment searches in this category.

**WESTERN CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS**

MARCH 1, 2017

AVAILABILITY ANALYSIS WORKSHEET DATA

LMA: CONNECTICUT/NATIONAL

OCC. CATEGORY: PROFESSIONAL NON-FACULTY

Employment Data	T	TM	TF	WM	WF	BM	BF	HM	HF	OM	OF
Census Data - 2000 CT - Vol 1 - 119030-Education Administrators	9937	4158	5779	3695	5060	265	395	120	195	78	129
PERCENTAGE	100.0%	41.8%	58.2%	37.2%	50.9%	2.7%	4.0%	1.2%	2.0%	0.8%	1.3%
		41.8	58.2	37.2	50.9	2.7	4.0	1.2	2.0	0.8	1.3
Unemployment Data	T	TM	TF	WM	WF	BM	BF	HM	HF	OM	OF
CT Dept of Labor -- CT Data for AAP - 4th Qtr 2016 SOC Code 25.90 - Other Education, Training & Library Occupations	223	35	188	26	89	4	56	4	36	1	7
PERCENTAGE	100.0%	15.7%	84.3%	11.7%	39.9%	1.8%	25.1%	1.8%	16.1%	0.4%	3.1%
		15.7	84.3	11.7	39.9	1.8	25.1	1.8	16.1	0.4	3.1
Educational Data	T	TM	TF	WM	WF	BM	BF	HM	HF	OM	OF
National Education Data Table 315.20 - Fall 2015- Assistant											
Bus. & Financial Operations	194721	52210	142511	38974	101416	5111	17739	4489	12341	3636	11015
Computers, Engineering & Science	211605	128459	83146	97332	57739	7900	6639	8817	5901	14410	12867
Community, Social Service, Legal, Arts, Design, Entertainment, Sports	164593	73673	90920	57310	67665	8883	10766	4911	7865	2569	4624
Technicians	112077	30491	81586	20657	56811	2835	10108	2328	5775	4671	8892
Librarians, Curators & Archivists	40764	11962	28802	9913	23239	706	2423	753	1341	590	1799
Student & Academic Affairs & Other Education Services	161229	51855	109374	37729	78358	6479	15384	4826	9909	2821	5723
TOTAL	884989	348650	536339	261915	385228	31914	63059	26124	43132	28697	44920
PERCENTAGE	100.0%	39.4%	60.6%	29.6%	43.5%	3.6%	7.1%	3.0%	4.9%	3.2%	5.1%
		39.4	60.6	29.6	43.5	3.6	7.1	3.0	4.9	3.2	5.1

**WESTERN CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS**

MARCH 1, 2017

OCC. CATEGORY: SECRETARIAL CLERICAL

LMA: FAIRFIELD COUNTY

TITLE:

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	12.9	0.45	5.8	87.1	0.45	39.2	9.4	0.45	4.2	69.1	0.45	31.1	1.6	0.45	0.7	9.1	0.45	4.1
Unemployment	28.1	0.10	2.8	71.9	0.10	7.2	10.6	0.10	1.1	33.6	0.10	3.4	9.1	0.10	0.9	21.0	0.10	2.1
Promotable Pool	4.5	0.45	2.0	95.5	0.45	43.0	4.5	0.45	2.0	68.2	0.45	30.7	0.0	0.45	0.0	13.6	0.45	6.1
FINAL AVAIL. FACTOR			10.7			89.3			7.3			65.1			1.6			12.3

FACTOR	HISPANIC MALE			HISPANIC FEMALE			OTHER MALE			OTHER FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	0.9	0.45	0.4	6.6	0.45	3.0	1.1	0.45	0.5	2.3	0.45	1.1						
Unemployment	7.4	0.10	0.7	15.2	0.10	1.5	0.9	0.10	0.1	2.1	0.10	0.2						
Promotable Pool	0.0	0.45	0.0	9.1	0.45	4.1	0.0	0.45	0.0	4.5	0.45	2.0						
FINAL AVAIL. FACTOR			1.1			8.6			0.6			3.3						100.0

100.0

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	2000 COS Vol. 1 Pgs. 40 & 41, Fairfield County: Other Office & Admin. Support Wkrs (439000); Secretaries & AdminAsst (436000)	45% Primarily hiring from the employed population. Data is outdated source and will increase amount when new data is available.
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 4th Qtr 2016 - Fairfield County SOC Code: 43, Office & Administrative Support Occupations.	10% Some hiring from the unemployed population.
Promotable Pool	Promotable /Transferable Workforce Analysis Data from Secretary 2	45% Largest % of promotions occur into this category from Secretary 2

**WESTERN CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS**

MARCH, 2017

AVAILABILITY ANALYSIS WORKSHEET DATA

LMA: FAIRFIELD COUNTY

OCC. CATEGORY: SECRETARIAL CLERICAL

Employment Data	T	TM	TF	WM	WF	BM	BF	HM	HF	OM	OF
Other Office & Suppt Wkrs (439000)	10430	2838	7592	2045	5475	355	1030	193	776	245	311
Sec & Admin Asst (436000)	13879	309	13570	230	11315	35	1175	15	820	29	260
TOTAL	24309	3147	21162	2275	16790	390	2205	208	1596	274	571
PERCENTAGE	100.0%	12.9%	87.1%	9.4%	69.1%	1.6%	9.1%	0.9%	6.6%	1.1%	2.3%

12.9 87.1 9.4 69.1 1.6 9.1 0.9 6.6 1.1 2.3

Unemployment Data	T	TM	TF	WM	WF	BM	BF	HM	HF	OM	OF
CT Dept of Labor -- CT Data for AAP - 4th Qtr 2016											
SOC Code: 43, Office & Administrative Support	1215	341	874	129	408	111	255	90	185	11	26
TOTAL	1215	341	874	129	408	111	255	90	185	11	26
PERCENTAGE	100.0%	28.1%	71.9%	10.6%	33.6%	9.1%	21.0%	7.4%	15.2%	0.9%	2.1%

28.1 71.9 10.6 33.6 9.1 21.0 7.4 15.2 0.9 2.1

Promotable Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	OM	OF
Secretary 2	22	1	21	1	15	0	3	0	2	0	1
TOTAL	22	1	21	1	15	0	3	0	2	0	1
PERCENTAGE	100.0%	4.5%	95.5%	4.5%	68.2%	0.0%	13.6%	0.0%	9.1%	0.0%	4.5%

4.5 95.5 4.5 68.2 0.0 13.6 0.0 9.1 0.0 4.5

**WESTERN CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS**

MARCH 1, 2017

OCC. CATEGORY: SECRETARIAL CLERICAL
TITLE: SECRETARY 2

LMA: FAIRFIELD COUNTY

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	2.2	0.45	1.0	97.8	0.45	44.0	1.7	0.45	0.7	81.5	0.45	36.7	0.3	0.45	0.1	8.5	0.45	3.8
Unemployment	4.7	0.10	0.5	95.3	0.10	9.5	2.1	0.10	0.2	60.2	0.10	6.0	0.0	0.10	0.0	19.5	0.10	1.9
Promotable Pool	0.0	0.45	0.0	100.0	0.45	45.0	0.0	0.45	0.0	85.7	0.45	38.6	0.0	0.45	0.0	14.3	0.45	6.4
FINAL AVAIL. FACTOR			1.5			98.5			1.0			81.3			0.1			12.2
	100.0																	
FACTOR	HISPANIC MALE			HISPANIC FEMALE			OTHER MALE			OTHER FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	0.1	0.45	0.0	5.9	0.45	2.7	0.2	0.45	0.1	1.9	0.45	0.8						
Unemployment	2.5	0.10	0.3	13.6	0.10	1.4	0.0	0.10	0.0	2.1	0.10	0.2						
Promotable Pool	0.0	0.45	0.0	0.0	0.45	0.0	0.0	0.45	0.0	0.0	0.45	0.0						
FINAL AVAIL. FACTOR			0.3			4.0			0.1			1.1						100.0
	100.0																	
FACTOR	SOURCE OF STATISTIC											REASON FOR WEIGHTING THE FACTOR						
Employment	2000 COS Vol. 1 Pgs. 40 & 41, Fairfield County: Secretaries & Admin Asst (436000)											45% Primarily hiring from the employed population. Lowered % of Data because it is an outdated source and will increase amount of weight when new data is available.						
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 4th Qtr 2016 - Fairfield County SOC Code: 43.60, Secretaries & Administrative Assistants.											10% Some hiring from the unemployed population.						
Promotable Pool	Promotable /Transferable Workforce Analysis Data from Secretary 1											45% Largest % of promotions occur into this category from Secretary 1						

**WESTERN CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS**

MARCH 2017

AVAILABILITY ANALYSIS WORKSHEET DATA

LMA: FAIRFIELD COUNTY

OCC. CATEGORY: SECRETARIAL CLERICAL- SECRETARY 2

Employment Data	T	TM	TF	WM	WF	BM	BF	HM	HF	OM	OF
Sec & Admin Asst (436000)	13879	309	13570	230	11315	35	1175	15	820	29	260
TOTAL	13879	309	13570	230	11315	35	1175	15	820	29	260
PERCENTAGE	100.0%	2.2%	97.8%	1.7%	81.5%	0.3%	8.5%	0.1%	5.9%	0.2%	1.9%

2.2 97.8 1.7 81.5 0.3 8.5 0.1 5.9 0.2 1.9

Unemployment Data	T	TM	TF	WM	WF	BM	BF	HM	HF	OM	OF
CT Dept of Labor -- CT Data for AAP - 4th Qtr 2016											
SOC CODE 43.60 Secretaries & Administrative Assistants.	236	11	225	5	142	0	46	6	32	0	5
TOTAL	236	11	225	5	142	0	46	6	32	0	5
PERCENTAGE	100.0%	4.7%	95.3%	2.1%	60.2%	0.0%	19.5%	2.5%	13.6%	0.0%	2.1%

4.7 95.3 2.1 60.2 0.0 19.5 2.5 13.6 0.0 2.1

Promotable Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	OM	OF
Secretary 1	7	0	7	0	6	0	1	0	0	0	0
TOTAL	7	0	7	0	6	0	1	0	0	0	0
PERCENTAGE	100.0%	0.0%	100.0%	0.0%	85.7%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%

0.0 100.0 0.0 85.7 0.0 14.3 0.0 0.0 0.0 0.0

**WESTERN CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS**

MARCH 2017

OCC. CATEGORY: TECHNICAL PARAPROFESSIONAL

LMA: FAIRFIELD COUNTY

TITLE:

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	27.2	0.70	19.0	72.8	0.70	51.0	19.6	0.70	13.7	52.5	0.70	36.7	3.4	0.70	2.4	9.9	0.70	6.9
Unemployment	17.1	0.30	5.1	82.9	0.30	24.9	12.2	0.30	3.7	22.0	0.30	6.6	2.4	0.30	0.7	43.9	0.30	13.2
Promotable Pool	0.0	0.00	0.0	0.0	0.00	0.0	0.0	0.00	0.0	0.0	0.00	0.0	0.0	0.00	0.0	0.0	0.00	0.0
FINAL AVAIL. FACTOR			24.2			75.8			17.4			43.3			3.1			20.1

FACTOR	HISPANIC MALE			HISPANIC FEMALE			OTHER MALE			OTHER FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	1.9	0.70	1.3	7.4	0.70	5.2	2.3	0.70	1.6	3.0	0.70	2.1						
Unemployment	0.0	0.30	0.0	12.2	0.30	3.7	2.4	0.30	0.7	4.9	0.30	1.5						
Promotable Pool	0.0	0.00	0.0	0.0	0.00	0.0	0.0	0.00	0.0	0.0	0.00	0.0						
FINAL AVAIL. FACTOR			1.3			8.9			2.4			3.6						100.0

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	2000 COS Vol. 1 Pgs. 32 -33 & 40 & 41, Fairfield County: Library Technicians (254031) & Other Office & Admin Support Workers (43900)	70% Primarily hiring from the employed population. Data is an outdated source and will increase amount of weight when new data is available.
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 4th Qtr 2016 - Fairfield County - SOC Codes: 13.20, Financial Specialists & 25.90 Other Education, Training & Library	30% Some hiring from the unemployed population.
Promotable Pool	Promotable /Transferable	0% No promotable pool

**WESTERN CONNECT STATE UNIVERSITY
AVAILABILITY ANALYSIS**

MARC , 2017

AVAILABILITY ANALYSIS WORKSHEET DATA

LMA: FAIRFIELD COUNTY

OCC. CATEGORY: TECHNICAL PARAPROFESSIONAL

Employment Data	T	TM	TF	WM	WF	BM	BF	HM	HF	OM	OF
Library Technicians (254031)	163	55	108	45	100	0	4	10	4	0	0
Other Office & Suppt Wkrs (439000)	10430	2838	7592	2045	5475	355	1030	193	776	245	311
TOTAL	10593	2893	7700	2090	5575	355	1034	203	780	245	311
PERCENTAGE	100.0%	27.2%	72.8%	19.6%	52.5%	3.4%	9.9%	1.9%	7.4%	2.3%	3.0%

27.2 72.8 19.6 52.5 3.4 9.9 1.9 7.4 2.3 3.0

Unemployment Data	T	TM	TF	WM	WF	BM	BF	HM	HF	OM	OF
CT Dept of Labor -- CT Data for AAP - 4th Qtr 2016											
SOC CODE 13.20 Financial Specialists	249	144	105	103	69	15	14	11	12	15	10
SOC CODE 25.90 Other Education, Training & Library	41	7	34	5	9	1	18	0	5	1	2
TOTAL	290	151	139	108	78	16	32	11	17	16	12
PERCENTAGE	100.0%	17.1%	82.9%	12.2%	22.0%	2.4%	43.9%	0.0%	12.2%	2.4%	4.9%

17.1 82.9 12.2 22.0 2.4 43.9 0.0 12.2 2.4 4.9

WESTERN CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS

MARC , 2017

OCC. CATEGORY: SKILLED CRAFT WORKERS

LMA: FAIRFIELD COUNTY

TITLE:

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	98.1	0.80	78.4	1.9	0.80	1.6	67.5	0.80	54.0	1.2	0.80	0.9	5.2	0.80	4.1	0.1	0.80	0.1
Unemployment	98.2	0.20	19.6	1.8	0.20	0.4	51.3	0.20	10.3	0.4	0.20	0.1	13.6	0.20	2.7	0.7	0.20	0.1
Promotable Pool	0.0	0.00	0.0	0.0	0.00	0.0	0.0	0.00	0.0	0.0	0.00	0.0	0.0	0.00	0.0	0.0	0.00	0.0
FINAL AVAIL. FACTOR			98.1			1.9			64.2			1.0			6.9			0.2
FACTOR	HISPANIC MALE			HISPANIC FEMALE			OTHER MALE			OTHER FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	20.2	0.80	16.1	0.5	0.80	0.4	5.2	0.80	4.2	0.2	0.80	0.1						
Unemployment	31.3	0.20	6.3	0.7	0.20	0.1	2.0	0.20	0.4	0.0	0.20	0.0						
Promotable Pool	0.0	0.00	0.0	0.0	0.00	0.0	0.0	0.00	0.0	0.0	0.00	0.0						
FINAL AVAIL. FACTOR			22.4			0.6			4.6			0.1						100.0
FACTOR	SOURCE OF STATISTIC											REASON FOR WEIGHTING THE FACTOR						
Employment	2000 COS Vol. 1 Pgs. 42-43, Fairfield County: Construction Trades Workers (472000)											80% Primarily hiring from the employed population. Data is an outdated source and will increase amount of weight when new data is available.						
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 4th Qtr 2016 - Fairfield County - SOC Code: 47.20, Construction Trades Workers.											20% Some hiring from the unemployed population.						
Promotable Pool	Promotable /Transferable											0% No promotable pool						

**WESTERN CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS**

MARC , 2017

AVAILABILITY ANALYSIS WORKSHEET DATA

LMA: FAIRFIELD COUNTY

OCC. CATEGORY: SKILLED CRAFT WORKERS

Employment Data	T	TM	TF	WM	WF	BM	BF	HM	HF	OM	OF
Construction Trades Workers (472000)	19548	19168	380	13190	230	1014	14	3939	102	1025	34
TOTAL	19548	19168	380	13190	230	1014	14	3939	102	1025	34
PERCENTAGE	100.0%	98.1%	1.9%	67.5%	1.2%	5.2%	0.1%	20.2%	0.5%	5.2%	0.2%
		98.1	1.9	67.5	1.2	5.2	0.1	20.2	0.5	5.2	0.2
Unemployment Data	T	TM	TF	WM	WF	BM	BF	HM	HF	OM	OF
CT Dept of Labor -- CT Data for AAP - 4th Qtr 2016											
SOC Code: 47.20, Construction Trades Workers.	448	440	8	230	2	61	3	140	3	9	0
TOTAL	448	440	8	230	2	61	3	140	3	9	0
PERCENTAGE	100.0%	98.2%	1.8%	51.3%	0.4%	13.6%	0.7%	31.3%	0.7%	2.0%	0.0%
		98.2	1.8	51.3	0.4	13.6	0.7	31.3	0.7	2.0	0.0

**WESTERN CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS**

MARC , 2017

OCC. CATEGORY: SERVICE MAINTENANCE

LMA: FAIRFIELD COUNTY

TITLE:

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	82.8	0.30	24.8	17.2	0.30	5.2	53.2	0.30	16.0	3.5	0.30	1.0	5.1	0.30	1.5	6.1	0.30	1.8
Unemployment	91.1	0.20	18.2	8.9	0.20	1.8	30.2	0.20	6.0	2.1	0.20	0.4	8.1	0.20	1.6	1.4	0.20	0.3
Promotable Pool	77.4	0.50	38.7	22.6	0.50	11.3	49.1	0.50	24.5	11.3	0.50	5.7	9.4	0.50	4.7	3.8	0.50	1.9
FINAL AVAIL. FACTOR			81.7			18.3			46.5			7.1			7.9			4.0
FACTOR	HISPANIC MALE			HISPANIC FEMALE			OTHER MALE			OTHER FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	22.5	0.30	6.7	7.2	0.30	2.1	2.0	0.30	0.6	0.4	0.30	0.1						
Unemployment	51.9	0.20	10.4	5.4	0.20	1.1	0.8	0.20	0.2	0.0	0.20	0.0						
Promotable Pool	18.9	0.50	9.4	7.5	0.50	3.8	0.0	0.50	0.0	0.0	0.50	0.0						
FINAL AVAIL. FACTOR			26.6			7.0			0.8			0.1						100.0
FACTOR	SOURCE OF STATISTIC											REASON FOR WEIGHTING THE FACTOR						
Employment	2000 COS Vol. 1 Pgs. 36 - 37 , Fairfield County: Super., Building & Grounds Cleaning & Maintenance Workers (371000)											30% Primarily hiring from the employed population. Data is outdated source and will increase amount when new data is available.						
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 4th Qtr 2016 - Statewide SOC Code: 37, Building & Grounds Cleaning & Maintenance Occupations.											20% Some hiring from the unemployed population.						
Promotable Pool	Promotable /Transferable											0% No promotions into category						

**WESTERN CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS**

MAR 1, 2017

LMA: FAIRFIELD COUNTY

AVAILABILITY ANALYSIS WORKSHEET DATA

OCC. CATEGORY: SERVICE MAINTENANCE

Employment Data	T	TM	TF	WM	WF	BM	BF	HM	HF	OM	OF
Super., Building & Grounds Cleaning & Maintenance Workers (371000)	978	810	168	520	34	50	60	220	70	20	4
TOTAL	978	810	168	520	34	50	60	220	70	20	4
PERCENTAGE	100.0%	82.8%	17.2%	53.2%	3.5%	5.1%	6.1%	22.5%	7.2%	2.0%	0.4%

82.8 17.2 53.2 3.5 5.1 6.1 22.5 7.2 2.0 0.4

Unemployment Data	T	TM	TF	WM	WF	BM	BF	HM	HF	OM	OF
CT Dept of Labor -- CT Data for AAP - 4th Qtr 2016 SOC Code: 37, Building & Grounds	516	470	46	156	11	42	7	268	28	4	0
TOTAL	516	470	46	156	11	42	7	268	28	4	0
PERCENTAGE	100.0%	91.1%	8.9%	30.2%	2.1%	8.1%	1.4%	51.9%	5.4%	0.8%	0.0%

91.1 8.9 30.2 2.1 8.1 1.4 51.9 5.4 0.8 0.0

Promotable Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	OM	OF
Custodian	53	41	12	26	6	5	2	10	4	0	0
TOTAL	53	41	12	26	6	5	2	10	4	0	0
PERCENTAGE	100.0%	77.4%	22.6%	49.1%	11.3%	9.4%	3.8%	18.9%	7.5%	0.0%	0.0%

77.4 22.6 49.1 11.3 9.4 3.8 18.9 7.5 0.0 0.0

**WESTERN CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS**

MARC , 2017

OCC. CATEGORY: SERVICE MAINTENANCE
TITLE: CUSTODIANS

LMA: FAIRFIELD COUNTY

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	77.6	0.60	46.6	22.4	0.60	13.4	38.0	0.60	22.8	6.9	0.60	4.1	12.6	0.60	7.6	2.6	0.60	1.6
Unemployment	91.1	0.40	36.4	8.9	0.40	3.6	30.2	0.40	12.1	2.1	0.40	0.9	8.1	0.40	3.3	1.4	0.40	0.5
Promotable Pool	0.0	0.00	0.0	0.0	0.00	0.0	0.0	0.00	0.0	0.0	0.00	0.0	0.0	0.00	0.0	0.0	0.00	0.0
FINAL AVAIL. FACTOR			83.0			17.0			34.9			5.0			10.8			2.1
FACTOR	HISPANIC MALE			HISPANIC FEMALE			OTHER MALE			OTHER FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	23.1	0.60	13.9	12.2	0.60	7.3	3.9	0.60	2.4	0.7	0.60	0.4						
Unemployment	51.9	0.40	20.8	5.4	0.40	2.2	0.8	0.40	0.3	0.0	0.40	0.0						
Promotable Pool	0.0	0.00	0.0	0.0	0.00	0.0	0.0	0.00	0.0	0.0	0.00	0.0						
FINAL AVAIL. FACTOR			34.7			9.5			2.7			0.4						100.0
	<i>100.0</i>																	
FACTOR	SOURCE OF STATISTIC												REASON FOR WEIGHTING THE FACTOR					
Employment	2000 COS Vol. 1 Pgs. 38 - 39 , Fairfield County: Janitors & Building Cleaners (37201X)												60% Primarily hiring from the employed population. Data is outdated source and will increase amount when new data is available.					
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 4th Qtr 2016 - Statewide SOC Code: 37, Building & Grounds Cleaning & Maintenance Occupations.												40% Some hiring from the unemployed population.					
Promotable Pool	Promotable /Transferable												0% No promotions occur into this category					

**WESTERN CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS**

MARCH 1, 2017

AVAILABILITY ANALYSIS WORKSHEET DATA

LMA: FAIRFIELD COUNTY

OCC. CATEGORY: CUSTODIANS

Employment Data	T	TM	TF	WM	WF	BM	BF	HM	HF	OM	OF
Janitors & Building Cleaners (37201X)	5360	4160	1200	2035	370	675	140	1240	655	210	35
TOTAL	5360	4160	1200	2035	370	675	140	1240	655	210	35
PERCENTAGE	100.0%	77.6%	22.4%	38.0%	6.9%	12.6%	2.6%	23.1%	12.2%	3.9%	0.7%

Unemployment Data	T	TM	TF	WM	WF	BM	BF	HM	HF	OM	OF
CT Dept of Labor -- CT Data for AAP - 4th Qtr 2016 SOC Code: 37,											
Building & Grounds	516	470	46	156	11	42	7	268	28	4	0
TOTAL	516	470	46	156	11	42	7	268	28	4	0
PERCENTAGE	100.0%	91.1%	8.9%	30.2%	2.1%	8.1%	1.4%	51.9%	5.4%	0.8%	0.0%

77.6 22.4 38.0 6.9 12.6 2.6 23.1 12.2 3.9 0.7
91.1 8.9 30.2 2.1 8.1 1.4 51.9 5.4 0.8 0.0

**WESTERN CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS**

MARCH 1, 2017

OCC. CATEGORY: **PROTECTIVE SERVICES**

LMA: **FAIRFIELD COUNTY**

TITLE:

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	93.4	0.90	84.0	6.6	0.90	6.0	74.4	0.90	67.0	4.2	0.90	3.8	8.0	0.90	7.2	1.6	0.90	1.5
Unemployment	76.4	0.10	7.6	23.6	0.10	2.4	29.1	0.10	2.9	7.3	0.10	0.7	32.7	0.10	3.3	11.8	0.10	1.2
Promotable Pool	0.0	0.00	0.0	0.0	0.00	0.0	0.0	0.00	0.0	0.0	0.00	0.0	0.0	0.00	0.0	0.0	0.00	0.0
FINAL AVAIL. FACTOR			91.7			8.3			69.9			4.5			10.5			2.7
	100.0																	
FACTOR	HISPANIC MALE			HISPANIC FEMALE			OTHER MALE			OTHER FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	9.9	0.90	8.9	0.7	0.90	0.6	1.0	0.90	0.9	0.1	0.90	0.1						
Unemployment	14.5	0.10	1.5	4.5	0.10	0.5	0.0	0.10	0.0	0.0	0.10	0.0						
Promotable Pool	0.0	0.00	0.0	0.0	0.00	0.0	0.0	0.00	0.0	0.0	0.00	0.0						
FINAL AVAIL. FACTOR			10.4			1.1			0.9			0.1						100.0
	100.0																	
FACTOR	SOURCE OF STATISTIC											REASON FOR WEIGHTING THE FACTOR						
Employment	2000 COS Vol. 1 Pgs. 36 - 37 , Fairfield County: First-Line Supv./Mgr. Prot. Serv. Wrkr (331000), Police Offs (333050), First-Line Supv./Mgr Police (331012), Detectives & Crim Investigators (333021)											90% Primarily hiring from the employed population. Data is outdated source and will increase amount when new data is available.						
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 4th Qtr 2016 - Statewide SOC Code: 33, Protective Service Occupations.											10% Some hiring from the unemployed population.						
Promotable Pool	Promotable /Transferable											0% No promotions occur into this category						

**WESTERN CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS**

MARCH 1, 2017

AVAILABILITY ANALYSIS WORKSHEET DATA

LMA: FAIRFIELD COUNTY

OCC. CATEGORY: PROTECTIVE SERVICES

Employment Data	T	TM	TF	WM	WF	BM	BF	HM	HF	OM	OF
First-Line Supv./Mgr. Prot. Serv. Wrkr (331000)	909	885	24	700	0	80	4	95	20	10	0
Police Offs (333050)	1494	1350	144	1035	115	145	25	150	0	20	4
First-Line Supv./Mgr Police (331012)	305	305	0	260	0	15	0	30	0	0	0
Detectives & Crim Investigators (333021)	275	245	30	225	10	0	20	20	0	0	0
TOTAL	2983	2785	198	2220	125	240	49	295	20	30	4
PERCENTAGE	100.0%	93.4%	6.6%	74.4%	4.2%	8.0%	1.6%	9.9%	0.7%	1.0%	0.1%

Unemployment Data	T	TM	TF	WM	WF	BM	BF	HM	HF	OM	OF
CT Dept of Labor -- CT Data for AAP - 4th Qtr 2016											
SOC Code: 33, Protective Service Occupations	110	84	26	32	8	36	13	16	5	0	0
TOTAL	110	84	26	32	8	36	13	16	5	0	0
PERCENTAGE	100.0%	76.4%	23.6%	29.1%	7.3%	32.7%	11.8%	14.5%	4.5%	0.0%	0.0%

93.4 6.6 74.4 4.2 8.0 1.6 9.9 0.7 1.0 0.1
76.4 23.6 29.1 7.3 32.7 11.8 14.5 4.5 0.0 0.0



Connecticut Labor Force Data for Affirmative Action Plans

4th Quarter - 2016



Connecticut Data for Affirmative Action Plan 4th Quarter 2016

Connecticut Data for Affirmative Action Plans provides labor force information for Connecticut and its eight counties. The data presented are designed to meet the requirements of the Office of Federal Contract Compliance Programs (OFCCP) and/or the Connecticut Commission on Human Rights and Opportunities (CHRO) for companies, State agencies, and municipalities that submit an Affirmative Action Plan.

The job seekers listed in the "Characteristics of Job Seekers" tables are Unemployment Insurance claimants plus CTHires registrants in the quarter. The demographics of these job seekers are the basis for the percentages used to estimate the Minority and Women Unemployed shown in "Estimated Minority and Women Unemployed" table.

If you are completing an Affirmative Action Plan for a private company and you require regulations/guidelines to assist you in setting up your plan, please contact the OFCCP at (860) 240-4277.

If you are completing an Affirmative Action Plan for a State agency, municipality, or any political subdivision, and you require regulation guidelines for setting up your plan, please contact the CHRO, Office of Diversity Programs at (860) 541-3400 or visit their contract compliance website at: http://www.ct.gov/chro/taxonomy/ct_taxonomy.asp?DLN=45583&chroNav=1455851

To order Equal Employment Opportunity posters at no charge, please contact either the OFCCP or the CHRO at the numbers listed above.

If you need a listing of minority/female owned businesses, visit the Department of Administrative Services, Supplier Diversity Program's website at: <http://www.biznet.ct.gov/DASOpenAccess/SupplierDiversity/SDSearch.aspx>

Acknowledgement: Dana W. Placzek and Todd Bentsen prepared this report for publication.

This publication is available online at:

www.ct.gov/dol

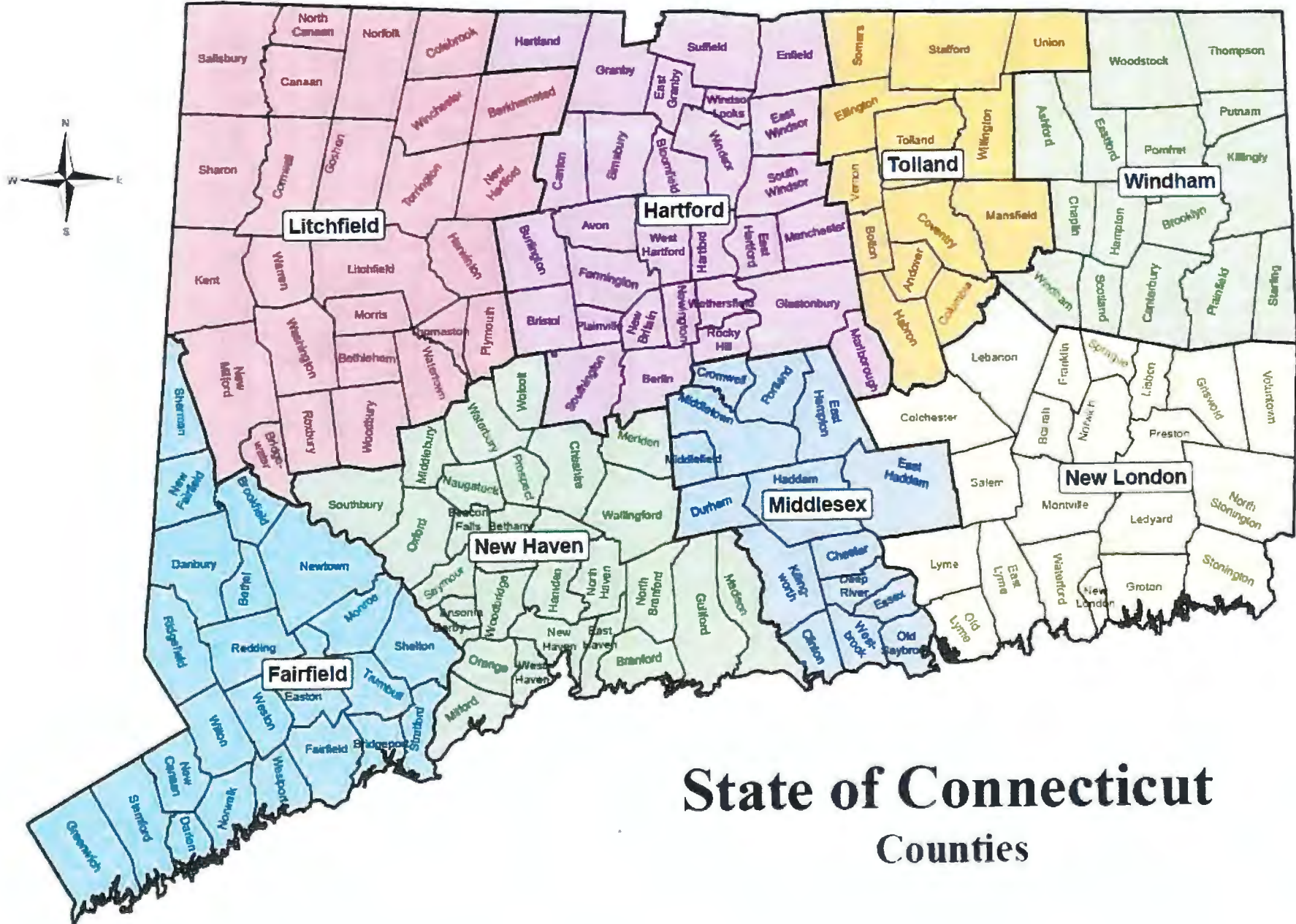
'Labor Market Information'



Connecticut Data for Affirmative Action Plan 4th Quarter 2016

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State of Connecticut

Counties

Estimated Minority and Women Unemployed December 2016

LABOR MARKET	TOTAL			MINORITY UNEMPLOYED				WOMEN UNEMPLOYED				
	Labor Force	Unemployed	Unemp Rate	Total	% of Total Unemployed	Black	Hispanic	Total	% of Total Unemployed	Minority	Black	Hispanic
Fairfield County	480,100	18,000	3.8%	9,510	52.8%	4,457	4,407	7,860	43.7%	4,432	2,357	1,794
Hartford County	473,400	19,300	4.1%	10,233	53.0%	5,016	4,692	8,410	43.6%	4,767	2,497	2,038
Litchfield County	105,600	3,900	3.7%	514	13.3%	142	294	1,471	38.1%	213	43	140
Middlesex County	92,400	3,100	3.3%	711	23.1%	326	284	1,280	41.6%	319	162	122
New Haven County	452,100	19,000	4.2%	10,653	56.0%	5,677	4,523	8,949	47.0%	5,433	2,963	2,266
New London County	135,500	5,300	3.9%	1,767	33.3%	841	757	2,467	46.5%	868	401	394
Tolland County	84,900	2,800	3.3%	374	13.4%	150	158	1,151	41.2%	170	81	59
Windham County	63,300	2,600	4.1%	843	32.4%	121	682	1,259	48.4%	415	48	356
STATE TOTAL	1,887,300	74,000	3.9%	34,230	46.3%	16,438	15,778	33,118	44.8%	16,538	8,365	7,308

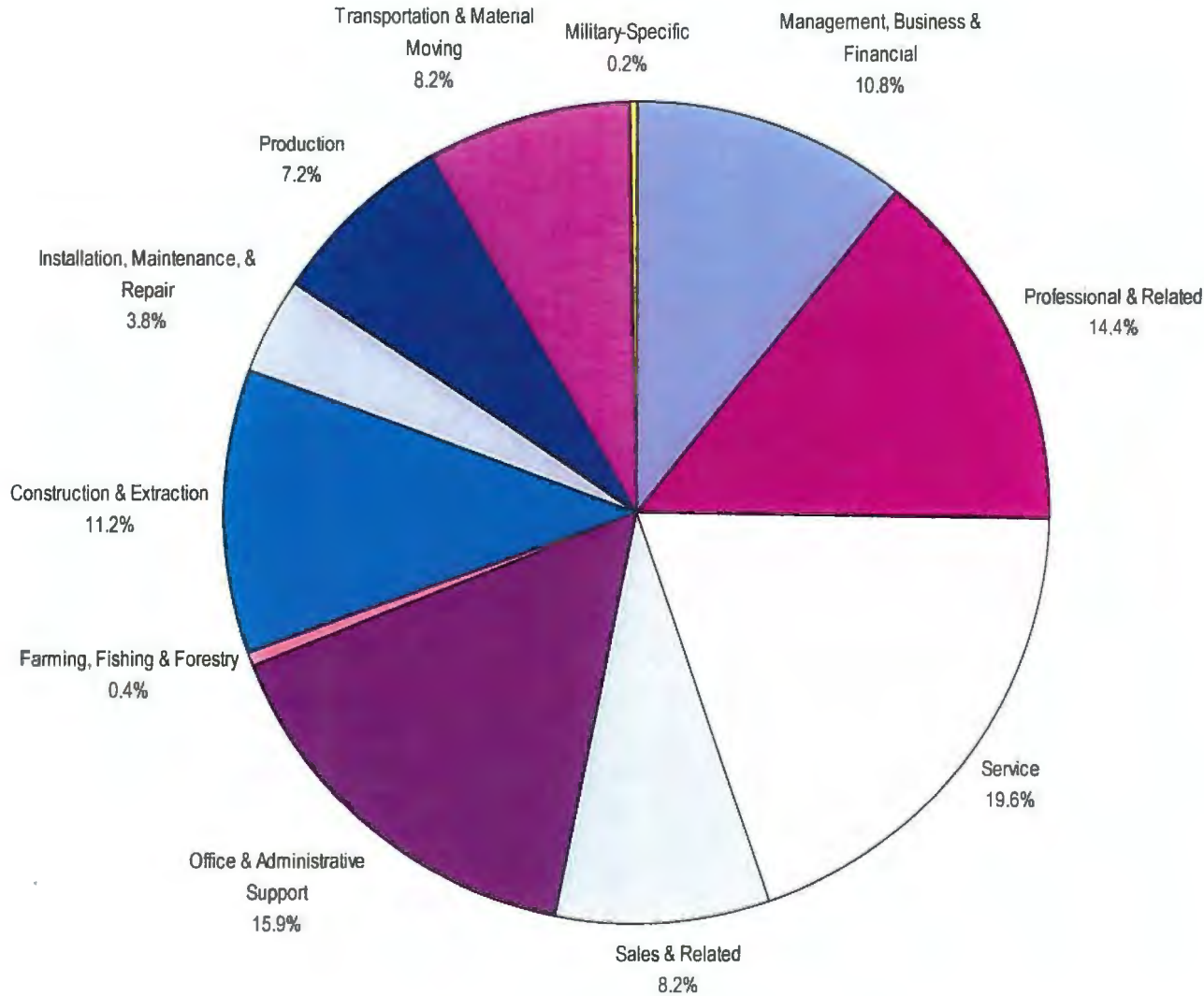
NOTE: State totals may not agree with the sum of the counties because they are estimated independently.

NOTE: Total Minority is defined as Black + Hispanic + Other races (Asian/Pacific Islander and Native American/Alaskan Native).

SOURCE Connecticut Department of Labor, Office of Research

Connecticut Job Seekers by Major Occupational Category

4th Quarter 2016



Professional & Related Occupational Category

- Computer & Mathematical*
- Architecture & Engineering*
- Life, Physical, & Social Science*
- Community & Social Services*
- Legal*
- Education, Training, & Library*
- Arts, Design, Entertainment, Sports, & Media*
- Healthcare Practitioners & Technical*

Service Occupational Category

- Healthcare Support*
- Protective Service*
- Food Preparation & Serving Related*
- Building & Grounds Cleaning & Maintenance*
- Personal Care & Service*

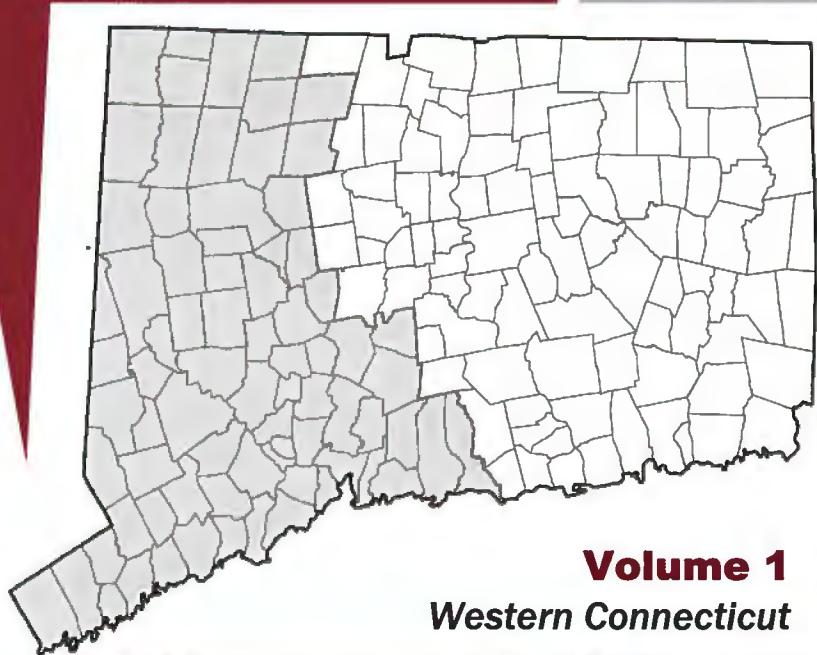
Production Occupational Category

- Assembling & Fabricating*
- Food Processing*
- Metal & Plastic*
- Printing*
- Textile, Apparel, & Furnishings*
- Woodworking*
- Plant & System Operation*

CONNECTICUT OCCUPATIONAL STATISTICS

FOR EQUAL EMPLOYMENT OPPORTUNITY & AFFIRMATIVE ACTION PLANNING

2000



Volume 1
Western Connecticut

A Product of the

Commission on Human Rights & Opportunities

CONNECTICUT OCCUPATIONAL STATISTICS
OF THE
CIVILIAN LABOR FORCE

**For Equal Employment Opportunity
And Affirmative Action Planning**

***2000 Census of Population and Housing
Special EEO Tabulation***

A Product of the:

Connecticut Commission on Human Rights and Opportunities

Prepared by the:

Connecticut Department of Labor
Office of Research

Revised
February 2005

2000

Connecticut

Occupational

Statistics

**STATE OF
CONNECTICUT**

CONNECTICUT OCCUPATIONAL STATISTICS
for Equal Employment Opportunity and Affirmative Action Planning
2000 Census of Population and Housing - Special EEO Tabulation

Statewide

Occupation	Total All Races *	Total Civilian Labor Force				White Non-Hispanic				Black Non-Hispanic	
		Male	%	Female	%	Male	%	Female	%	Male	%
<i>Total Civilian Labor Force</i>	1,757,139	918,028	52.2	838,344	47.7	744,504	42.4	664,879	37.8	62,231	3.5
MGMT., BUSINESS, & FIN. OCCS. (110000)	269,675	159,068	59.0	110,547	41.0	144,195	53.5	96,010	35.6	5,010	1.9
<i>Management Occupations (110001)</i>	175,185	112,949	64.5	62,224	35.5	102,780	58.7	55,135	31.5	3,058	1.7
Top Executives (111000)	34,085	27,181	79.7	6,908	20.3	25,440	74.6	6,360	18.7	430	1.3
Chief Executives (111011)	21,345	17,743	83.1	3,604	16.9	16,790	78.7	3,435	16.1	205	1.0
General & Operations Mgrs. (111021)	12,395	9,224	74.4	3,169	25.6	8,450	68.2	2,840	22.9	225	1.8
Legislators (111031)	345	214	62.0	135	39.1	200	58.0	85	24.6	0	0.0
Advert., Marketing, Promo., Pub. Rel. (112000)	23,610	13,866	58.7	9,735	41.2	12,820	54.3	8,820	37.4	360	1.5
Advertising & Promotions Mgrs. (112011)	1,495	659	44.1	832	55.7	620	41.5	820	54.8	10	0.7
Marketing & Sales Mgrs. (112020)	21,120	12,774	60.5	8,345	39.5	11,790	55.8	7,495	35.5	335	1.6
Public Relations Mgrs. (112031)	995	433	43.5	558	56.1	410	41.2	505	50.8	15	1.5
Operations Specialties Mgrs. (113000)	42,525	25,851	60.8	16,668	39.2	23,445	55.1	14,575	34.3	744	1.7
Administrative Services Mgrs. (113011)	1,635	1,040	63.6	594	36.3	965	59.0	535	32.7	20	1.2
Computer & Info. Systems Mgrs. (113021)	6,010	4,245	70.6	1,763	29.3	3,855	64.1	1,620	27.0	120	2.0
Financial Managers (113031)	18,790	10,618	56.5	8,163	43.4	9,705	51.6	7,145	38.0	219	1.2
Human Resources Mgrs. (113040)	6,100	2,630	43.1	3,473	56.9	2,170	35.6	3,045	49.9	240	3.9
Industrial Production Mgrs. (113051)	4,675	3,684	78.8	990	21.2	3,415	73.0	815	17.4	65	1.4
Purchasing Managers (113061)	2,955	1,680	56.9	1,275	43.1	1,600	54.1	1,045	35.4	20	0.7
Transp., Storage, & Dist. Mgrs. (113071)	2,360	1,954	82.8	410	17.4	1,735	73.5	370	15.7	60	2.5
Other Management Occupations (119000)	74,965	46,051	61.4	28,913	38.6	41,075	54.8	25,380	33.9	1,524	2.0
Farm, Ranch, & Other Agric. Mgrs. (119011)	975	679	69.6	300	30.8	545	55.9	280	28.7	35	3.6
Farmers & Ranchers (119012)	1,265	995	78.7	275	21.7	985	77.9	265	20.9	0	0.0
Construction Managers (119021)	7,480	7,083	94.7	398	5.3	6,720	89.8	360	4.8	99	1.3
Education Administrators (119030)	9,935	4,158	41.9	5,779	58.2	3,695	37.2	5,060	50.9	265	2.7
Engineering Managers (119041)	2,360	2,214	93.8	145	6.1	2,000	84.7	145	6.1	40	1.7
Food Service Managers (119051)	7,820	4,873	62.3	2,944	37.6	3,835	49.0	2,530	32.4	160	2.0
Funeral Directors (119061)	580	509	87.8	70	12.1	455	78.4	70	12.1	35	6.0
Gaming Managers (119071)	385	228	59.2	154	40.0	220	57.1	135	35.1	0	0.0
Lodging Managers (119081)	865	454	52.5	410	47.4	340	39.3	325	37.6	45	5.2
Medical & Health Services Mgrs. (119111)	6,200	1,834	29.6	4,358	70.3	1,650	26.6	3,905	63.0	60	1.0
Natural Sciences Managers (119121)	360	250	69.4	110	30.6	200	55.6	100	27.8	0	0.0
Postmasters & Mail Superintendents (119131)	275	175	63.6	105	38.2	165	60.0	95	34.5	0	0.0
Prop., Real Est., & Comm. Assoc. Mgrs. (119141)	4,475	2,675	59.8	1,798	40.2	2,410	53.9	1,610	36.0	100	2.2
Social & Community Service Managers (119151)	3,550	1,109	31.2	2,438	68.7	880	24.8	2,015	56.8	190	5.4
Managers, All Other (119199)	28,440	18,815	66.2	9,629	33.9	16,975	59.7	8,485	29.8	495	1.7
<i>Business & Financial Oper. Occs. (130001)</i>	94,490	46,119	48.8	48,323	51.1	41,415	43.8	40,875	43.3	1,952	2.1
Business Operations Specialists (131000)	45,645	20,718	45.4	24,907	54.6	18,410	40.3	21,075	46.2	933	2.0
Agents & Bus. Mgrs. of Artists, Etc. (131011)	455	210	46.2	240	52.7	190	41.8	220	48.4	10	2.2
Purch. Agts & Buyers, Farm Prod. (131021)	80	40	50.0	40	50.0	40	50.0	30	37.5	0	0.0
Whsle & Ret. Buyers, Exc. Farm Prod. (131022)	2,805	1,223	43.6	1,588	56.6	1,115	39.8	1,390	49.6	40	1.4
Purch. Agts, Exc. Whsle, Ret., Etc. (131023)	4,015	1,887	47.0	2,123	52.9	1,725	43.0	1,960	48.8	80	2.0
Claims Adj., Appr., Examiners, & Invest. (131030)	6,275	2,134	34.0	4,134	65.9	1,865	29.7	3,405	54.3	175	2.8
Compliance Officers, Exc. Agri., Etc. (131041)	1,445	724	50.1	720	49.8	590	40.8	590	40.8	70	4.8
Cost Estimators (131051)	1,205	1,074	89.1	130	10.8	1,060	88.0	110	9.1	0	0.0
Human Res., Training, & Labor Rel. Spec. (131070)	12,900	4,408	34.2	8,500	65.9	3,825	29.7	6,970	54.0	270	2.1
Logisticians (131081)	450	267	59.3	172	38.2	255	56.7	150	33.3	4	0.9
Management Analysts (131111)	12,235	7,304	59.7	4,933	40.3	6,540	53.5	4,375	35.8	144	1.2
Meeting & Convention Planners (131121)	705	115	16.3	594	84.3	80	11.3	535	75.9	35	5.0
Other Business Operations Specialists (1311XX)	3,075	1,332	43.3	1,733	56.4	1,125	36.6	1,340	43.6	105	3.4
Financial Specialists (132000)	48,845	25,401	52.0	23,416	47.9	23,005	47.1	19,800	40.5	1,019	2.1
Accountants & Auditors (132011)	27,965	13,848	49.5	14,114	50.5	12,445	44.5	11,825	42.3	664	2.4
Appraisers & Assessors of Real Estate (132021)	1,410	839	59.5	570	40.4	785	55.7	560	39.7	40	2.8

CONNECTICUT OCCUPATIONAL STATISTICS
for Equal Employment Opportunity and Affirmative Action Planning
2000 Census of Population and Housing - Special EEO Tabulation

Statewide

Black Non-Hispanic		Hispanic in Any Race				All Other Non-Hispanic				Occupation
Female	%	Male	%	Female	%	Male	%	Female	%	
76,358	4.3	70,774	4.0	63,532	3.6	40,519	2.3	33,575	1.9	Total Civilian Labor Force
6,910	2.6	4,448	1.6	3,678	1.4	5,415	2.0	3,949	1.5	MGMT., BUSINESS, & FIN. OCCS. (110000)
3,173	1.8	3,276	1.9	1,870	1.1	3,835	2.2	2,046	1.2	Management Occupations (110001)
290	0.9	575	1.7	135	0.4	736	2.2	123	0.4	Top Executives (111000)
60	0.3	285	1.3	50	0.2	463	2.2	59	0.3	Chief Executives (111011)
200	1.6	290	2.3	65	0.5	259	2.1	64	0.5	General & Operations Mgrs. (111021)
30	8.7	0	0.0	20	5.8	14	4.1	0	0.0	Legislators (111031)
334	1.4	282	1.2	223	0.9	404	1.7	358	1.5	Advert., Marketing., Promo., Pub. Rel. (112000)
4	0.3	14	0.9	4	0.3	15	1.0	4	0.3	Advertising & Promotions Mgrs. (112011)
285	1.3	260	1.2	215	1.0	389	1.8	350	1.7	Marketing & Sales Mgrs. (112020)
45	4.5	8	0.8	4	0.4	0	0.0	4	0.4	Public Relations Mgrs. (112031)
910	2.1	875	2.1	528	1.2	787	1.9	655	1.5	Operations Specialties Mgrs. (113000)
0	0.0	35	2.1	34	2.1	20	1.2	25	1.5	Administrative Services Mgrs. (113011)
70	1.2	85	1.4	19	0.3	185	3.1	54	0.9	Computer & Info. Systems Mgrs. (113021)
480	2.6	315	1.7	230	1.2	379	2.0	308	1.6	Financial Managers (113031)
215	3.5	140	2.3	120	2.0	80	1.3	93	1.5	Human Resources Mgrs. (113040)
45	1.0	140	3.0	45	1.0	64	1.4	85	1.8	Industrial Production Mgrs. (113051)
75	2.5	45	1.5	65	2.2	15	0.5	90	3.0	Purchasing Managers (113061)
25	1.1	115	4.9	15	0.6	44	1.9	0	0.0	Transp., Storage, & Dist. Mgrs. (113071)
1,639	2.2	1,544	2.1	984	1.3	1,908	2.5	910	1.2	Other Management Occupations (119000)
0	0.0	65	6.7	20	2.1	34	3.5	0	0.0	Farm, Ranch, & Other Agric. Mgrs. (119011)
0	0.0	10	0.8	10	0.8	0	0.0	0	0.0	Farmers & Ranchers (119012)
20	0.3	185	2.5	4	0.1	79	1.1	14	0.2	Construction Managers (119021)
395	4.0	120	1.2	195	2.0	78	0.8	129	1.3	Education Administrators (119030)
0	0.0	85	3.6	0	0.0	89	3.8	0	0.0	Engineering Managers (119041)
115	1.5	365	4.7	135	1.7	513	6.6	164	2.1	Food Service Managers (119051)
0	0.0	15	2.6	0	0.0	4	0.7	0	0.0	Funeral Directors (119061)
0	0.0	0	0.0	15	3.9	8	2.1	4	1.0	Gaming Managers (119071)
20	2.3	4	0.5	0	0.0	65	7.5	65	7.5	Lodging Managers (119081)
244	3.9	50	0.8	95	1.5	74	1.2	114	1.8	Medical & Health Services Mgrs. (119111)
0	0.0	0	0.0	0	0.0	50	13.9	10	2.8	Natural Sciences Managers (119121)
0	0.0	10	3.6	10	3.6	0	0.0	0	0.0	Postmasters & Mail Superintendents (119131)
90	2.0	130	2.9	60	1.3	35	0.8	38	0.8	Prop., Real Est., & Comm. Assoc. Mgrs. (119141)
260	7.3	35	1.0	110	3.1	4	0.1	53	1.5	Social & Community Service Managers (119151)
495	1.7	470	1.7	330	1.2	875	3.1	319	1.1	Managers, All Other (119199)
3,737	4.0	1,172	1.2	1,808	1.9	1,580	1.7	1,903	2.0	Business & Financial Oper. Occs. (130001)
2,098	4.6	555	1.2	962	2.1	820	1.8	772	1.7	Business Operations Specialists (131000)
10	2.2	0	0.0	0	0.0	10	2.2	10	2.2	Agents & Bus. Mgrs. of Artists, Etc. (131011)
10	12.5	0	0.0	0	0.0	0	0.0	0	0.0	Purch. Agts & Buyers, Farm Prod. (131021)
94	3.4	29	1.0	80	2.9	39	1.4	24	0.9	Whsle & Ret. Buyers, Exc. Farm Prod. (131022)
95	2.4	34	0.8	34	0.8	48	1.2	34	0.8	Purch. Agts, Exc. Whsle, Ret., Etc. (131023)
470	7.5	40	0.6	145	2.3	54	0.9	114	1.8	Claims Adj., Appr., Examiners, & Invest. (131030)
35	2.4	45	3.1	25	1.7	19	1.3	70	4.8	Compliance Officers, Exc. Agri., Etc. (131041)
0	0.0	10	0.8	0	0.0	4	0.3	20	1.7	Cost Estimators (131051)
860	6.7	160	1.2	400	3.1	153	1.2	270	2.1	Human Res., Training, & Labor Rel. Spec. (131070)
4	0.9	8	1.8	8	1.8	0	0.0	10	2.2	Logisticians (131081)
325	2.7	190	1.6	120	1.0	430	3.5	113	0.9	Management Analysts (131111)
10	1.4	0	0.0	30	4.3	0	0.0	19	2.7	Meeting & Convention Planners (131121)
185	6.0	39	1.3	120	3.9	63	2.0	88	2.9	Other Business Operations Specialists (1311XX)
1,639	3.4	617	1.3	846	1.7	760	1.6	1,131	2.3	Financial Specialists (132000)
985	3.5	335	1.2	485	1.7	404	1.4	819	2.9	Accountants & Auditors (132011)
10	0.7	4	0.3	0	0.0	10	0.7	0	0.0	Appraisers & Assessors of Real Estate (132021)

2000

Connecticut

Occupational

Statistics

FAIRFIELD
County

CONNECTICUT OCCUPATIONAL STATISTICS
for Equal Employment Opportunity and Affirmative Action Planning
2000 Census of Population and Housing - Special EEO Tabulation

Fairfield County

Occupation	Total All Races *	Total Civilian Labor Force				White Non-Hispanic				Black Non-Hispanic	
		Male	%	Female	%	Male	%	Female	%	Male	%
Physical Scientists (192000)	1,155	757	65.5	398	34.5	645	55.8	280	24.2	4	0.3
Astronomers & Physicists (192010)	40	40	100.0	0	0.0	40	100.0	0	0.0	0	0.0
Atmospheric & Space Scientists (192021)	20	20	100.0	0	0.0	20	100.0	0	0.0	0	0.0
Chemists & Materials Scientists (192030)	485	264	54.4	219	45.2	205	42.3	125	25.8	0	0.0
Environ. Scientists & Geoscientists (192040)	170	150	88.2	20	11.8	150	88.2	20	11.8	0	0.0
Physical Scientists, All Other (192099)	440	283	64.3	159	36.1	230	52.3	135	30.7	4	0.9
Social Scientists & Related Workers (193000)	2,285	1,011	44.2	1,274	55.8	930	40.7	1,150	50.3	4	0.2
Economists (193011)	205	154	75.1	50	24.4	140	68.3	40	19.5	0	0.0
Market & Survey Researchers (193020)	990	480	48.5	510	51.5	460	46.5	425	42.9	0	0.0
Psychologists (193030)	935	288	30.8	644	68.9	245	26.2	615	65.8	0	0.0
Urban & Regional Planners (193051)	110	65	59.1	50	45.5	65	59.1	50	45.5	0	0.0
Misc. Soc. Scientists, Incl. Sociologists (1930XX)	45	24	53.3	20	44.4	20	44.4	20	44.4	4	8.9
Life, Physical, & Soc. Science Techs. (194000)	595	321	53.9	263	44.2	180	30.3	190	31.9	44	7.4
Agric. & Food Science Technicians (194011)	70	54	77.1	14	20.0	25	35.7	0	0.0	0	0.0
Biological Technicians (194021)	10	0	0.0	10	100.0	0	0.0	10	100.0	0	0.0
Chemical Technicians (194031)	270	184	68.1	79	29.3	80	29.6	40	14.8	40	14.8
Geological & Petroleum Technicians (194041)	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Misc. Life, Phy., & Soc. Sci. Techs. (1940XX)	245	83	33.9	160	65.3	75	30.6	140	57.1	4	1.6
Community & Social Services Occs. (210001)	5,895	2,190	37.2	3,687	62.5	1,470	24.9	2,480	42.1	385	6.5
Counselors, Soc. Workers, & Others (211000)	4,535	1,212	26.7	3,314	73.1	730	16.1	2,140	47.2	320	7.1
Counselors (211010)	1,795	554	30.9	1,235	68.8	385	21.4	865	48.2	120	6.7
Social Workers (211020)	2,160	470	21.8	1,689	78.2	240	11.1	1,135	52.5	145	6.7
Misc. Comm. & Soc. Serv. Specialists (211090)	580	188	32.4	390	67.2	105	18.1	140	24.1	55	9.5
Religious Workers (212000)	1,360	978	71.9	373	27.4	740	54.4	340	25.0	65	4.8
Clergy (212011)	1,040	880	84.6	164	15.8	685	65.9	160	15.4	55	5.3
Directors, Religious Activities & Educ. (212021)	115	20	17.4	94	81.7	20	17.4	90	78.3	0	0.0
Religious Workers, All Other (212099)	205	78	38.0	115	56.1	35	17.1	90	43.9	10	4.9
Legal Occupations (230001)	7,760	4,812	62.0	2,943	37.9	4,570	58.9	2,500	32.2	79	1.0
Lawyers, Judges, & Related Workers (231000)	6,020	4,554	75.6	1,460	24.3	4,335	72.0	1,285	21.3	75	1.2
Lawyers (231011)	5,715	4,389	76.8	1,325	23.2	4,195	73.4	1,200	21.0	60	1.0
Judges, Magistrates, & Other Jud. Wrks (231020)	305	165	54.1	135	44.3	140	45.9	85	27.9	15	4.9
Legal Support Workers (232000)	1,740	258	14.8	1,483	85.2	235	13.5	1,215	69.8	4	0.2
Paralegals & Legal Assistants (232011)	1,240	54	4.4	1,189	95.9	50	4.0	985	79.4	0	0.0
Miscellaneous Legal Support Workers (232090)	500	204	40.8	294	58.8	185	37.0	230	46.0	4	0.8
Education, Training, & Library Occs. (250001)	26,115	6,057	23.2	20,030	76.7	5,320	20.4	17,615	67.5	284	1.1
Postsecondary Teachers (251000)	2,440	1,229	50.4	1,204	49.3	1,030	42.2	1,045	42.8	75	3.1
Primary, Sec. & Special Ed. Teachers (252000)	16,850	3,673	21.8	13,163	78.1	3,370	20.0	12,025	71.4	159	0.9
Preschool & Kindergarten Teachers (252010)	2,040	55	2.7	1,984	97.3	25	1.2	1,655	81.1	10	0.5
Elementary & Middle School Teachers (252020)	10,955	2,325	21.2	8,618	78.7	2,125	19.4	7,980	72.8	115	1.0
Secondary School Teachers (252030)	3,095	1,249	40.4	1,848	59.7	1,190	38.4	1,695	54.8	30	1.0
Special Education Teachers (252040)	760	44	5.8	713	93.8	30	3.9	695	91.4	4	0.5
Other Teachers & Instructors (253000)	2,130	638	30.0	1,488	69.9	530	24.9	1,310	61.5	20	0.9
Librarians, Curators, & Archivists (254000)	1,165	249	21.4	921	79.1	185	15.9	885	76.0	0	0.0
Archivists, Curators, & Museum Techs. (254010)	130	64	49.2	65	50.0	45	34.6	55	42.3	0	0.0
Librarians (254021)	875	130	14.9	748	85.5	95	10.9	730	83.4	0	0.0
Library Technicians (254031)	160	55	34.4	108	67.5	45	28.1	100	62.5	0	0.0
Other Educ., Training, & Library Occs. (259000)	3,530	268	7.6	3,254	92.2	205	5.8	2,350	66.6	30	0.8
Teacher Assistants (259041)	3,370	244	7.2	3,119	92.6	185	5.5	2,235	66.3	30	0.9
Other Educ., Training, & Library Wrks (2590XX)	160	24	15.0	135	84.4	20	12.5	115	71.9	0	0.0
Arts, Des., Entert., Sports, & Media Occs. (270001)	13,510	6,801	50.3	6,644	49.2	6,149	45.5	6,059	44.8	228	1.7
Art & Design Workers (271000)	5,750	2,461	42.8	3,273	56.9	2,225	38.7	3,015	52.4	65	1.1
Artists & Related Workers (271010)	1,330	632	47.5	693	52.1	560	42.1	645	48.5	25	1.9

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Fairfield County

Black Non-Hispanic		Hispanic in Any Race				All Other Non-Hispanic				Occupation
Female	%	Male	%	Female	%	Male	%	Female	%	
4	0.3	18	1.6	29	2.5	90	7.8	85	7.4	Physical Scientists (192000)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Astronomers & Physicists (192010)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Atmospheric & Space Scientists (192021)
4	0.8	14	2.9	25	5.2	45	9.3	65	13.4	Chemists & Materials Scientists (192030)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Environ. Scientists & Geoscientists (192040)
0	0.0	4	0.9	4	0.9	45	10.2	20	4.5	Physical Scientists, All Other (192099)
10	0.4	24	1.1	20	0.9	53	2.3	94	4.1	Social Scientists & Related Workers (193000)
0	0.0	10	4.9	0	0.0	4	2.0	10	4.9	Economists (193011)
10	1.0	0	0.0	20	2.0	20	2.0	55	5.6	Market & Survey Researchers (193020)
0	0.0	14	1.5	0	0.0	29	3.1	29	3.1	Psychologists (193030)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Urban & Regional Planners (193051)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Misc. Soc. Scientists, Incl. Sociologists (1930XX)
35	5.9	44	7.4	24	4.0	53	8.9	14	2.4	Life, Physical, & Soc. Science Techs. (194000)
0	0.0	25	35.7	10	14.3	4	5.7	4	5.7	Agric. & Food Science Technicians (194011)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Biological Technicians (194021)
25	9.3	19	7.0	4	1.5	45	16.7	10	3.7	Chemical Technicians (194031)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Geological & Petroleum Technicians (194041)
10	4.1	0	0.0	10	4.1	4	1.6	0	0.0	Misc. Life, Phy., & Soc. Sci. Techs. (1940XX)
724	12.3	198	3.4	430	7.3	137	2.3	53	0.9	Community & Social Services Occs. (210001)
710	15.7	124	2.7	415	9.2	38	0.8	49	1.1	Counselors, Soc. Workers, & Others (211000)
250	13.9	45	2.5	105	5.8	4	0.2	15	0.8	Counselors (211010)
315	14.6	55	2.5	205	9.5	30	1.4	34	1.6	Social Workers (211020)
145	25.0	24	4.1	105	18.1	4	0.7	0	0.0	Misc. Comm. & Soc. Serv. Specialists (211090)
14	1.0	74	5.4	15	1.1	99	7.3	4	0.3	Religious Workers (212000)
4	0.4	60	5.8	0	0.0	80	7.7	0	0.0	Clergy (212011)
0	0.0	0	0.0	0	0.0	0	0.0	4	3.5	Directors, Religious Activities & Educ. (212021)
10	4.9	14	6.8	15	7.3	19	9.3	0	0.0	Religious Workers, All Other (212099)
245	3.2	19	0.2	130	1.7	144	1.9	68	0.9	Legal Occupations (230001)
100	1.7	15	0.2	55	0.9	129	2.1	20	0.3	Lawyers, Judges, & Related Workers (231000)
60	1.0	15	0.3	45	0.8	119	2.1	20	0.3	Lawyers (231011)
40	13.1	0	0.0	10	3.3	10	3.3	0	0.0	Judges, Magistrates, & Other Jud. Wrks (231020)
145	8.3	4	0.2	75	4.3	15	0.9	48	2.8	Legal Support Workers (232000)
110	8.9	4	0.3	60	4.8	0	0.0	34	2.7	Paralegals & Legal Assistants (232011)
35	7.0	0	0.0	15	3.0	15	3.0	14	2.8	Miscellaneous Legal Support Workers (232090)
1,111	4.3	181	0.7	778	3.0	272	1.0	526	2.0	Education, Training, & Library Occs. (250001)
45	1.8	24	1.0	45	1.8	100	4.1	69	2.8	Postsecondary Teachers (251000)
554	3.3	85	0.5	289	1.7	59	0.4	295	1.8	Primary, Sec. & Special Ed. Teachers (252000)
185	9.1	20	1.0	85	4.2	0	0.0	59	2.9	Preschool & Kindergarten Teachers (252010)
270	2.5	30	0.3	160	1.5	55	0.5	208	1.9	Elementary & Middle School Teachers (252020)
95	3.1	25	0.8	30	1.0	4	0.1	28	0.9	Secondary School Teachers (252030)
4	0.5	10	1.3	14	1.8	0	0.0	0	0.0	Special Education Teachers (252040)
69	3.2	44	2.1	55	2.6	44	2.1	54	2.5	Other Teachers & Instructors (253000)
18	1.5	10	0.9	14	1.2	54	4.6	4	0.3	Librarians, Curators, & Archivists (254000)
10	7.7	0	0.0	0	0.0	19	14.6	0	0.0	Archivists, Curators, & Museum Techs. (254010)
4	0.5	0	0.0	10	1.1	35	4.0	4	0.5	Librarians (254021)
4	2.5	10	6.3	4	2.5	0	0.0	0	0.0	Library Technicians (254031)
425	12.0	18	0.5	375	10.6	15	0.4	104	2.9	Other Educ., Training, & Library Occs. (259000)
405	12.0	14	0.4	375	11.1	15	0.4	104	3.1	Teacher Assistants (259041)
20	12.5	4	2.5	0	0.0	0	0.0	0	0.0	Other Educ., Training, & Library Wrks (2590XX)
127	0.9	270	2.0	264	2.0	154	1.1	194	1.4	Arts, Des., Entert., Sports, & Media Occs. (270001)
55	1.0	110	1.9	90	1.6	61	1.1	113	2.0	Art & Design Workers (271000)
0	0.0	35	2.6	20	1.5	12	0.9	28	2.1	Artists & Related Workers (271010)

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Occupation	Total All Races *	Total Civilian Labor Force				White Non-Hispanic				Black Non-Hispanic	
		Male	%	Female	%	Male	%	Female	%	Male	%
SERVICE OCCUPATIONS (310000)	58,190	27,706	47.8	30,380	52.2	15,364	26.4	16,283	28.0	3,328	5.7
<i>Healthcare Support Occupations (310001)</i>	<i>8,175</i>	<i>945</i>	<i>11.6</i>	<i>7,224</i>	<i>88.4</i>	<i>435</i>	<i>5.3</i>	<i>3,040</i>	<i>37.2</i>	<i>250</i>	<i>3.1</i>
Nursing, Psych., & Home Health Aides (311000)	5,755	540	9.4	5,209	90.5	215	3.7	1,575	27.4	155	2.7
Nursing, Psych., & Home Health Aides (311010)	5,755	540	9.4	5,209	90.5	215	3.7	1,575	27.4	155	2.7
Occ. & Phys. Therapist Assists & Aides (312000)	90	20	22.2	70	77.8	10	11.1	55	61.1	10	11.1
Occ. Therapist Assistants & Aides (312010)	10	0	0.0	10	100.0	0	0.0	10	100.0	0	0.0
Physical Therapist Assistants & Aides (312020)	80	20	25.0	60	75.0	10	12.5	45	56.3	10	12.5
Other Healthcare Support Occupations (319000)	2,330	385	16.5	1,945	83.5	210	9.0	1,410	60.5	85	3.6
Massage Therapists (319011)	295	70	23.7	224	75.9	60	20.3	180	61.0	0	0.0
Dental Assistants (319091)	605	10	1.7	593	98.0	0	0.0	395	65.3	0	0.0
Med. Assist. & Other Health Supp. Occs (31909X)	1,430	305	21.3	1,128	78.9	150	10.5	835	58.4	85	5.9
<i>Protective Service Occupations (330001)</i>	<i>6,965</i>	<i>5,962</i>	<i>85.6</i>	<i>974</i>	<i>14.0</i>	<i>4,325</i>	<i>62.1</i>	<i>585</i>	<i>8.4</i>	<i>808</i>	<i>11.6</i>
First-Line Super./Mgr., Protective Serv. Wrkr (331000)	915	885	96.7	24	2.6	700	76.5	0	0.0	80	8.7
First-Line Super./Mgrs. of Correct. Offrs (331011)	55	50	90.9	4	7.3	20	36.4	0	0.0	30	54.5
First-Line Super./Mgrs. of Police & Det. (331012)	310	305	98.4	0	0.0	260	83.9	0	0.0	15	4.8
First-Line Super./Mgrs. of Fire Fighters (331021)	205	205	100.0	0	0.0	190	92.7	0	0.0	15	7.3
Super., Protect. Serv. Wrkrs, All Other (331099)	345	325	94.2	20	5.8	230	66.7	0	0.0	20	5.8
Fire Fighting & Prevention Workers (332000)	1,095	1,069	97.6	20	1.8	860	78.5	20	1.8	79	7.2
Fire Fighters (332011)	1,025	1,010	98.5	10	1.0	805	78.5	10	1.0	75	7.3
Fire Inspectors (332020)	70	59	84.3	10	14.3	55	78.6	10	14.3	4	5.7
Law Enforcement Workers (333000)	2,060	1,770	85.9	293	14.2	1,330	64.6	155	7.5	195	9.5
Bailiffs, Correctional Officers, & Jailers (333010)	280	165	58.9	119	42.5	60	21.4	30	10.7	50	17.9
Detectives & Criminal Investigators (333021)	275	245	89.1	30	10.9	225	81.8	10	3.6	0	0.0
Police Officers (333050)	1,495	1,350	90.3	144	9.6	1,035	69.2	115	7.7	145	9.7
Misc. Law Enforcement Workers (3330XX)	10	10	100.0	0	0.0	10	100.0	0	0.0	0	0.0
Other Protective Service Workers (339000)	2,895	2,238	77.3	637	22.0	1,435	49.6	410	14.2	454	15.7
Animal Control Workers (339011)	60	30	50.0	30	50.0	30	50.0	30	50.0	0	0.0
Private Detectives & Investigators (339021)	90	75	83.3	15	16.7	75	83.3	15	16.7	0	0.0
Sec. Guards & Gaming Surv. Officers (339030)	2,095	1,745	83.3	344	16.4	1,010	48.2	160	7.6	420	20.0
Crossing Guards (339091)	165	98	59.4	59	35.8	90	54.5	35	21.2	4	2.4
Lifeguards & Other Prot. Serv. Wrkrs (33909X)	485	290	59.8	189	39.0	230	47.4	170	35.1	30	6.2
<i>Food Prep. & Serving-Rel. Occupations (350001)</i>	<i>14,870</i>	<i>7,829</i>	<i>52.6</i>	<i>7,005</i>	<i>47.1</i>	<i>3,925</i>	<i>26.4</i>	<i>4,660</i>	<i>31.3</i>	<i>915</i>	<i>6.2</i>
Supervisors, Food Prep. & Serv. Wrkrs (351000)	2,295	1,669	72.7	608	26.5	1,040	45.3	405	17.6	190	8.3
Chefs & Head Cooks (351011)	1,340	1,170	87.3	164	12.2	755	56.3	135	10.1	130	9.7
First-Line Super./Mgrs. of Food Workers (351012)	955	499	52.3	444	46.5	285	29.8	270	28.3	60	6.3
Cooks & Food Preparation Workers (352000)	4,755	2,909	61.2	1,842	38.7	1,045	22.0	880	18.5	460	9.7
Cooks (352010)	3,310	2,189	66.1	1,124	34.0	730	22.1	505	15.3	365	11.0
Food Preparation Workers (352021)	1,445	720	49.8	718	49.7	315	21.8	375	26.0	95	6.6
Food & Beverage Serving Workers (353000)	5,930	2,206	37.2	3,706	62.5	1,480	25.0	2,745	46.3	160	2.7
Bartenders (353011)	655	434	66.3	214	32.7	380	58.0	185	28.2	0	0.0
Comb Food Prep/Serv., Incl. Fast Food (353021)	850	319	37.5	530	62.4	155	18.2	395	46.5	45	5.3
Counter Attend., Café, Food Conc., Etc. (353022)	525	199	37.9	324	61.7	145	27.6	235	44.8	10	1.9
Waiters & Waitresses (353031)	3,540	1,160	32.8	2,384	67.3	765	21.6	1,815	51.3	70	2.0
Food Servers, Non-restaurant (353041)	360	94	26.1	254	70.6	35	9.7	115	31.9	35	9.7
Other Food Prep. & Serv. Rel. Workers (359000)	1,890	1,045	55.3	849	44.9	360	19.0	630	33.3	105	5.6
Dishwashers (359021)	555	500	90.1	50	9.0	85	15.3	30	5.4	15	2.7
Hosts/Hostesses, Rest., Lounge, Etc. (359031)	325	40	12.3	284	87.4	30	9.2	225	69.2	10	3.1
Misc. Food Prep & Serving Rel. Workers (3590XX)	1,010	505	50.0	515	51.0	245	24.3	375	37.1	80	7.9
<i>Bldng & Grounds Cleaning & Maint. Occs. (370001)</i>	<i>16,645</i>	<i>10,677</i>	<i>64.1</i>	<i>5,947</i>	<i>35.7</i>	<i>5,115</i>	<i>30.7</i>	<i>1,939</i>	<i>11.6</i>	<i>1,020</i>	<i>6.1</i>
Super., Bldng & Grnds Clean & Maint. Wrkrs (371000)	990	810	81.8	168	17.0	520	52.5	34	3.4	50	5.1
First-Line Supr./Mgrs. of Housekeeping Etc. (371011)	485	315	64.9	164	33.8	155	32.0	30	6.2	30	6.2
First-Line Supr./Mgrs. of Landscaping, Etc. (371012)	505	495	98.0	4	0.8	365	72.3	4	0.8	20	4.0

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Black Non-Hispanic		Hispanic In Any Race				All Other Non-Hispanic				Occupation
Female	%	Male	%	Female	%	Male	%	Female	%	
5,972	10.3	7,413	12.7	6,287	10.8	1,601	2.8	1,838	3.2	SERVICE OCCUPATIONS (310000)
2,699	33.0	155	1.9	1,000	12.2	105	1.3	485	5.9	Healthcare Support Occupations (310001)
2,470	42.9	95	1.7	720	12.5	75	1.3	444	7.7	Nursing, Psych., & Home Health Aides (311000)
2,470	42.9	95	1.7	720	12.5	75	1.3	444	7.7	Nursing, Psych., & Home Health Aides (311010)
15	16.7	0	0.0	0	0.0	0	0.0	0	0.0	Occ. & Phys. Therapist Assists & Aides (312000)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Occ. Therapist Assistants & Aides (312010)
15	18.8	0	0.0	0	0.0	0	0.0	0	0.0	Physical Therapist Assistants & Aides (312020)
214	9.2	60	2.6	280	12.0	30	1.3	41	1.8	Other Healthcare Support Occupations (319000)
14	4.7	10	3.4	20	6.8	0	0.0	10	3.4	Massage Therapists (319011)
40	6.6	10	1.7	150	24.8	0	0.0	8	1.3	Dental Assistants (319091)
160	11.2	40	2.8	110	7.7	30	2.1	23	1.6	Med. Assist. & Other Health Supp. Occs (31909X)
277	4.0	689	9.9	104	1.5	140	2.0	8	0.1	Protective Service Occupations (330001)
4	0.4	95	10.4	20	2.2	10	1.1	0	0.0	First-Line Super./Mgr., Protective Serv. Wrkr (331000)
4	7.3	0	0.0	0	0.0	0	0.0	0	0.0	First-Line Super./Mgrs. of Correct. Offrs (331011)
0	0.0	30	9.7	0	0.0	0	0.0	0	0.0	First-Line Super./Mgrs. of Police & Det. (331012)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	First-Line Super./Mgrs. of Fire Fighters (331021)
0	0.0	65	18.8	20	5.8	10	2.9	0	0.0	Super., ProtecL. Serv. Wrkrs, All Other (331099)
0	0.0	110	10.0	0	0.0	20	1.8	0	0.0	Fire Fighting & Prevention Workers (332000)
0	0.0	110	10.7	0	0.0	20	2.0	0	0.0	Fire Fighters (332011)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Fire Inspectors (332020)
115	5.6	225	10.9	19	0.9	20	1.0	4	0.2	Law Enforcement Workers (333000)
70	25.0	55	19.6	19	6.8	0	0.0	0	0.0	Bailiffs, Correctional Officers, & Jailers (333010)
20	7.3	20	7.3	0	0.0	0	0.0	0	0.0	Detectives & Criminal Investigators (333021)
25	1.7	150	10.0	0	0.0	20	1.3	4	0.3	Police Officers (333050)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Misc. Law Enforcement Workers (3330XX)
158	5.5	259	8.9	65	2.2	90	3.1	4	0.1	Other Protective Service Workers (339000)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Animal Control Workers (339011)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Private Detectives & Investigators (339021)
150	7.2	245	11.7	30	1.4	70	3.3	4	0.2	Sec. Guards & Gaming Surv. Officers (339030)
4	2.4	4	2.4	20	12.1	0	0.0	0	0.0	Crossing Guards (339091)
4	0.8	10	2.1	15	3.1	20	4.1	0	0.0	Lifeguards & Other Prot. Serv. Wrkrs (33909X)
824	5.5	2,254	15.2	1,169	7.9	735	4.9	352	2.4	Food Prep. & Serving-Rel. Occupations (350001)
95	4.1	280	12.2	60	2.6	159	6.9	48	2.1	Supervisors, Food Prep. & Serv. Wrkrs (351000)
15	1.1	160	11.9	0	0.0	125	9.3	14	1.0	Chefs & Head Cooks (351011)
80	8.4	120	12.6	60	6.3	34	3.6	34	3.6	First-Line Super./Mgrs. of Food Workers (351012)
329	6.9	1,095	23.0	545	11.5	309	6.5	88	1.9	Cooks & Food Preparation Workers (352000)
204	6.2	825	24.9	365	11.0	269	8.1	50	1.5	Cooks (352010)
125	8.7	270	18.7	180	12.5	40	2.8	38	2.6	Food Preparation Workers (352021)
325	5.5	379	6.4	434	7.3	187	3.2	202	3.4	Food & Beverage Serving Workers (353000)
0	0.0	40	6.1	0	0.0	14	2.1	29	4.4	Bartenders (353011)
65	7.6	85	10.0	50	5.9	34	4.0	20	2.4	Comb Food Prep/Serv., Incl. Fast Food (353021)
10	1.9	29	5.5	55	10.5	15	2.9	24	4.6	Counter Attend., Caf�, Food Conc., Etc. (353022)
160	4.5	205	5.8	300	8.5	120	3.4	109	3.1	Waiters & Waitresses (353031)
90	25.0	20	5.6	29	8.1	4	1.1	20	5.6	Food Servers, Non-restaurant (353041)
75	4.0	500	26.5	130	6.9	80	4.2	14	0.7	Other Food Prep. & Serv. Rel. Workers (359000)
20	3.6	365	65.8	0	0.0	35	6.3	0	0.0	Dishwashers (359021)
0	0.0	0	0.0	45	13.8	0	0.0	14	4.3	Hosts/Hostesses, Rest., Lounge, Etc. (359031)
55	5.4	135	13.4	85	8.4	45	4.5	0	0.0	Misc. Food Prep & Serving Rel. Workers (3590XX)
840	5.0	4,035	24.2	2,610	15.7	507	3.0	558	3.4	Bldng & Grounds Cleaning & Maint. Occs. (370001)
60	6.1	220	22.2	70	7.1	20	2.0	4	0.4	Super., Bldng & Gmds Clean & Maint. Wrkrs (371000)
60	12.4	110	22.7	70	14.4	20	4.1	4	0.8	First-Line Supr./Mgrs. of Housekeeping Etc. (371011)
0	0.0	110	21.8	0	0.0	0	0.0	0	0.0	First-Line Supr./Mgrs. of Landscaping, Etc. (371012)

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Occupation	Total All Races *	Total Civilian Labor Force				White Non-Hispanic				Black Non-Hispanic	
		Male	%	Female	%	Male	%	Female	%	Male	%
Building Cleaning & Pest Control Workers (372000)	10,510	4,949	47.1	5,559	52.9	2,240	21.3	1,700	16.2	845	8.0
Maids & Housekeeping Cleaners (372012)	5,040	674	13.4	4,359	86.5	130	2.6	1,330	26.4	145	2.9
Janitors & Building Cleaners (37201X)	5,355	4,160	77.7	1,200	22.4	2,035	38.0	370	6.9	675	12.6
Pest Control Workers (372021)	115	115	100.0	0	0.0	75	65.2	0	0.0	25	21.7
Grounds Maintenance Workers (373000)	5,145	4,918	95.6	220	4.3	2,355	45.8	205	4.0	125	2.4
Grounds Maintenance Workers (373010)	5,145	4,918	95.6	220	4.3	2,355	45.8	205	4.0	125	2.4
Personal Care & Service Occupations (390001)	11,535	2,293	19.9	9,230	80.0	1,564	13.6	6,059	52.5	335	2.9
Super., Personal Care & Service Workers (391000)	665	325	48.9	345	51.9	265	39.8	250	37.6	0	0.0
First-Line Super./Mgns. of Gaming Workers (391010)	180	150	83.3	35	19.4	140	77.8	35	19.4	0	0.0
First-Line Super./Mgns. of Pers. Serv. Wrkrs (391021)	485	175	36.1	310	63.9	125	25.8	215	44.3	0	0.0
Animal Care & Service Workers (392000)	480	98	20.4	378	78.8	50	10.4	360	75.0	10	2.1
Animal Trainers (392011)	90	4	4.4	85	94.4	0	0.0	85	94.4	0	0.0
Non-farm Animal Caretakers (392021)	390	94	24.1	293	75.1	50	12.8	275	70.5	10	2.6
Entert. Attendants & Related Workers (393000)	650	400	61.5	248	38.2	295	45.4	144	22.2	40	6.2
Gaming Services Workers (393010)	70	30	42.9	33	47.1	30	42.9	4	5.7	0	0.0
Motion Picture Projectionists (393021)	25	25	100.0	0	0.0	10	40.0	0	0.0	0	0.0
Ushers, Lobby Attend., & Ticket Takers (393031)	150	130	86.7	20	13.3	90	60.0	10	6.7	10	6.7
Misc. Entertainment Attend. & Rel Wrkrs (393090)	405	215	53.1	195	48.1	165	40.7	130	32.1	30	7.4
Funeral Service Workers (394000)	20	20	100.0	0	0.0	20	100.0	0	0.0	0	0.0
Personal Appearance Workers (395000)	2,615	558	21.3	2,053	78.5	405	15.5	1,475	56.4	65	2.5
Barbers (395011)	260	230	88.5	30	11.5	125	48.1	20	7.7	65	25.0
Hairdressers, Stylists, & Cosmetologists (395012)	2,015	324	16.1	1,694	84.1	280	13.9	1,210	60.0	0	0.0
Misc. Personal Appearance Workers (395090)	340	4	1.2	329	96.8	0	0.0	245	72.1	0	0.0
Transp., Tourism, & Lodging Attendants (396000)	535	104	19.4	434	81.1	59	11.0	330	61.7	35	6.5
Baggage Porters, Bellhops, & Concierges (396010)	40	24	60.0	15	37.5	4	10.0	15	37.5	10	25.0
Tour & Travel Guides (396020)	55	20	36.4	34	61.8	20	36.4	30	54.5	0	0.0
Transportation Attendants (396030)	440	60	13.6	385	87.5	35	8.0	285	64.8	25	5.7
Other Personal Care & Service Workers (399000)	6,570	788	12.0	5,772	87.9	470	7.2	3,500	53.3	185	2.8
Child Care Workers (399011)	4,790	215	4.5	4,574	95.5	120	2.5	2,640	55.1	50	1.0
Personal & Home Care Aides (399021)	610	85	13.9	519	85.1	45	7.4	235	38.5	40	6.6
Recreation & Fitness Workers (399030)	950	373	39.3	575	60.5	225	23.7	535	56.3	70	7.4
Residential Advisors (399041)	115	35	30.4	79	68.7	25	21.7	65	56.5	10	8.7
Pers. Care & Serv. Workers, All Other (399099)	105	80	76.2	25	23.8	55	52.4	25	23.8	15	14.3
SALES & RELATED OCCUPATIONS (410000)	56,565	31,340	55.4	25,186	44.5	25,980	45.9	18,535	32.8	1,873	3.3
Supervisors, Sales Workers (411000)	12,255	7,871	64.2	4,379	35.7	6,500	53.0	3,490	28.5	394	3.2
First-Line Super./Mgns. of Ret. Sales Wrkrs (411011)	8,195	5,152	62.9	3,045	37.2	4,095	50.0	2,325	28.4	274	3.3
First-Line Sup./Mgns., Non-Ret Sales Wrkrs (411012)	4,060	2,719	67.0	1,334	32.9	2,405	59.2	1,165	28.7	120	3.0
Retail Sales Workers (412000)	20,925	8,710	41.6	12,213	58.4	6,080	29.1	7,485	35.8	1,009	4.8
Cashiers (412010)	8,125	2,489	30.6	5,639	69.4	1,300	16.0	2,670	32.9	445	5.5
Counter & Rental Clerks (412021)	485	215	44.3	274	56.5	135	27.8	175	36.1	50	10.3
Parts Salespersons (412022)	155	153	98.7	0	0.0	130	83.9	0	0.0	15	9.7
Retail Salespersons (412031)	12,160	5,853	48.1	6,300	51.8	4,515	37.1	4,640	38.2	499	4.1
Sales Representatives, Services (413000)	12,310	8,675	70.5	3,623	29.4	7,985	64.9	3,150	25.6	210	1.7
Advertising Sales Agents (413011)	1,550	865	55.8	679	43.8	855	55.2	610	39.4	0	0.0
Insurance Sales Agents (413021)	1,745	1,175	67.3	570	32.7	1,090	62.5	520	29.8	30	1.7
Securities, Comm., & Fin. Serv. Sales Agts (413031)	5,520	4,650	84.2	870	15.8	4,195	76.0	720	13.0	100	1.8
Travel Agents (413041)	660	55	8.3	605	91.7	55	8.3	530	80.3	0	0.0
Sales Reps, Services, All Other (413099)	2,835	1,930	68.1	899	31.7	1,790	63.1	770	27.2	80	2.8
Sales Reps, Wholesale & Manufacturing (414000)	5,225	3,593	68.8	1,630	31.2	3,235	61.9	1,400	26.8	120	2.3
Sales Reps, Wholesale & Manufacturing (414010)	5,225	3,593	68.8	1,630	31.2	3,235	61.9	1,400	26.8	120	2.3
Other Sales & Related Workers (419000)	5,850	2,491	42.6	3,341	57.1	2,180	37.3	3,010	51.5	140	2.4
Models, Demonstrators, & Prod Promoters (419010)	160	70	43.8	95	59.4	55	34.4	70	43.8	0	0.0

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Fairfield County

Black Non-Hispanic		Hispanic in Any Race				All Other Non-Hispanic				Occupation
Female	%	Male	%	Female	%	Male	%	Female	%	
780	7.4	1,555	14.8	2,525	24.0	309	2.9	554	5.3	Building Cleaning & Pest Control Workers (372000)
640	12.7	300	6.0	1,870	37.1	99	2.0	519	10.3	Maids & Housekeeping Cleaners (372012)
140	2.6	1,240	23.2	655	12.2	210	3.9	35	0.7	Janitors & Building Cleaners (37201X)
0	0.0	15	13.0	0	0.0	0	0.0	0	0.0	Pest Control Workers (372021)
0	0.0	2,260	43.9	15	0.3	178	3.5	0	0.0	Grounds Maintenance Workers (373000)
0	0.0	2,260	43.9	15	0.3	178	3.5	0	0.0	Grounds Maintenance Workers (373010)
1,332	11.5	280	2.4	1,404	12.2	114	1.0	435	3.8	Personal Care & Service Occupations (390001)
35	5.3	10	1.5	45	6.8	50	7.5	15	2.3	Super., Personal Care & Service Workers (391000)
0	0.0	0	0.0	0	0.0	10	5.6	0	0.0	First-Line Super./Mgrs. of Gaming Workers (391010)
35	7.2	10	2.1	45	9.3	40	8.2	15	3.1	First-Line Super./Mgrs. of Pers. Serv. Wrkrs (391021)
0	0.0	20	4.2	14	2.9	18	3.8	4	0.8	Animal Care & Service Workers (392000)
0	0.0	0	0.0	0	0.0	4	4.4	0	0.0	Animal Trainers (392011)
0	0.0	20	5.1	14	3.6	14	3.6	4	1.0	Non-farm Animal Caretakers (392021)
54	8.3	55	8.5	40	6.2	10	1.5	10	1.5	Entert. Attendants & Related Workers (393000)
4	5.7	0	0.0	25	35.7	0	0.0	0	0.0	Gaming Services Workers (393010)
0	0.0	15	60.0	0	0.0	0	0.0	0	0.0	Motion Picture Projectionists (393021)
10	6.7	30	20.0	0	0.0	0	0.0	0	0.0	Ushers, Lobby Attend., & Ticket Takers (393031)
40	9.9	10	2.5	15	3.7	10	2.5	10	2.5	Misc. Entertainment Attend. & Rel Wrkrs (393090)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Funeral Service Workers (394000)
240	9.2	80	3.1	230	8.8	8	0.3	108	4.1	Personal Appearance Workers (395000)
0	0.0	40	15.4	10	3.8	0	0.0	0	0.0	Barbers (395011)
240	11.9	40	2.0	170	8.4	4	0.2	74	3.7	Hairdressers, Stylists, & Cosmetologists (395012)
0	0.0	0	0.0	50	14.7	4	1.2	34	10.0	Misc. Personal Appearance Workers (395090)
74	13.8	10	1.9	15	2.8	0	0.0	15	2.8	Transp., Tourism, & Lodging Attendants (396000)
0	0.0	10	25.0	0	0.0	0	0.0	0	0.0	Baggage Porters, Bellhops, & Concierges (396010)
4	7.3	0	0.0	0	0.0	0	0.0	0	0.0	Tour & Travel Guides (396020)
70	15.9	0	0.0	15	3.4	0	0.0	15	3.4	Transportation Attendants (396030)
929	14.1	105	1.6	1,060	16.1	28	0.4	283	4.3	Other Personal Care & Service Workers (399000)
710	14.8	45	0.9	965	20.1	0	0.0	259	5.4	Child Care Workers (399011)
195	32.0	0	0.0	65	10.7	0	0.0	24	3.9	Personal & Home Care Aides (399021)
20	2.1	60	6.3	20	2.1	18	1.9	0	0.0	Recreation & Fitness Workers (399030)
4	3.5	0	0.0	10	8.7	0	0.0	0	0.0	Residential Advisors (399041)
0	0.0	0	0.0	0	0.0	10	9.5	0	0.0	Pers. Care & Serv. Workers, All Other (399099)
2,825	5.0	2,107	3.7	2,718	4.8	1,380	2.4	1,108	2.0	SALES & RELATED OCCUPATIONS (410000)
290	2.4	545	4.4	375	3.1	432	3.5	224	1.8	Supervisors, Sales Workers (411000)
235	2.9	455	5.6	305	3.7	328	4.0	180	2.2	First-Line Super./Mgrs. of Ret. Sales Wrkrs (411011)
55	1.4	90	2.2	70	1.7	104	2.6	44	1.1	First-Line Sup./Mgrs., Non-Ret Sales Wrkrs (411012)
2,090	10.0	1,109	5.3	1,965	9.4	512	2.4	673	3.2	Retail Sales Workers (412000)
1,205	14.8	535	6.6	1,385	17.0	209	2.6	379	4.7	Cashiers (412010)
40	8.2	30	6.2	45	9.3	0	0.0	14	2.9	Counter & Rental Clerks (412021)
0	0.0	4	2.6	0	0.0	4	2.6	0	0.0	Parts Salespersons (412022)
845	6.9	540	4.4	535	4.4	299	2.5	280	2.3	Retail Salespersons (412031)
175	1.4	170	1.4	165	1.3	310	2.5	133	1.1	Sales Representatives, Services (413000)
25	1.6	10	0.6	30	1.9	0	0.0	14	0.9	Advertising Sales Agents (413011)
15	0.9	15	0.9	35	2.0	40	2.3	0	0.0	Insurance Sales Agents (413021)
65	1.2	110	2.0	20	0.4	245	4.4	65	1.2	Securities, Comm., & Fin. Serv. Sales Agts (413031)
10	1.5	0	0.0	40	6.1	0	0.0	25	3.8	Travel Agents (413041)
60	2.1	35	1.2	40	1.4	25	0.9	29	1.0	Sales Reps, Services, All Other (413099)
110	2.1	165	3.2	90	1.7	73	1.4	30	0.6	Sales Reps, Wholesale & Manufacturing (414000)
110	2.1	165	3.2	90	1.7	73	1.4	30	0.6	Sales Reps, Wholesale & Manufacturing (414010)
160	2.7	118	2.0	123	2.1	53	0.9	48	0.8	Other Sales & Related Workers (419000)
15	9.4	15	9.4	10	6.3	0	0.0	0	0.0	Models, Demonstrators, & Prod Promoters (419010)

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Occupation	Total All Races *	Total Civilian Labor Force				White Non-Hispanic				Black Non-Hispanic	
		Male	%	Female	%	Male	%	Female	%	Male	%
Real Estate Brokers & Sales Agents (419020)	3,510	1,390	39.6	2,119	60.4	1,305	37.2	2,040	58.1	35	1.0
Sales Engineers (419031)	95	95	100.0	0	0.0	85	89.5	0	0.0	0	0.0
Telemarketers (419041)	635	233	36.7	388	61.1	135	21.3	265	41.7	40	6.3
Door-To-Door Sales Workers & Rel Wrkrs (419091)	465	175	37.6	284	61.1	145	31.2	210	45.2	10	2.2
Sales & Related Workers, All Other (419099)	985	528	53.6	455	46.2	455	46.2	425	43.1	55	5.6
OFFICE & ADMIN. SUPPORT OCCUPATIONS (430000)	62,990	15,664	24.9	47,287	75.1	10,835	17.2	35,995	57.1	2,290	3.6
Super., Office & Admin. Support Workers (431000)	5,860	1,949	33.3	3,919	66.9	1,495	25.5	3,105	53.0	190	3.2
First-Line Sup./Mgns., Admin. Support Wrkrs (431011)	5,860	1,949	33.3	3,919	66.9	1,495	25.5	3,105	53.0	190	3.2
Communications Equipment Operators (432000)	380	114	30.0	264	69.5	70	18.4	190	50.0	15	3.9
Switchboard Operators, Incl. Ans. Service (432011)	215	40	18.6	174	80.9	40	18.6	145	67.4	0	0.0
Telephone Operators (432021)	110	55	50.0	55	50.0	30	27.3	25	22.7	0	0.0
Comm. Equipment Operators, All Other (432099)	55	19	34.5	35	63.6	0	0.0	20	36.4	15	27.3
Financial Clerks (433000)	9,005	1,201	13.3	7,783	86.4	905	10.0	6,080	67.5	125	1.4
Bill & Account Collectors (433011)	595	200	33.6	385	64.7	145	24.4	250	42.0	20	3.4
Billing & Posting Clerks & Machine Oper. (433021)	965	98	10.2	859	89.0	80	8.3	695	72.0	0	0.0
Bookkeeping, Accting, & Auditing Clerks (433031)	5,475	620	11.3	4,865	88.9	465	8.5	4,000	73.1	60	1.1
Gaming Cage Workers (433041)	35	0	0.0	35	100.0	0	0.0	25	71.4	0	0.0
Payroll & Timekeeping Clerks (433051)	745	63	8.5	680	91.3	45	6.0	510	68.5	10	1.3
Procurement Clerks (433061)	95	50	52.6	39	41.1	50	52.6	35	36.8	0	0.0
Tellers (433071)	1,095	170	15.5	920	84.0	120	11.0	565	51.6	35	3.2
Information & Record Clerks (434000)	14,460	3,131	21.7	11,331	78.4	2,235	15.5	8,130	56.2	475	3.3
Brokerage Clerks (434011)	100	30	30.0	68	68.0	20	20.0	50	50.0	0	0.0
Court, Municipal, & License Clerks (434031)	95	60	63.2	40	42.1	50	52.6	30	31.6	10	10.5
Credit Authorizers, Checkers, & Clerks (434041)	180	60	33.3	119	66.1	60	33.3	95	52.8	0	0.0
Customer Service Representatives (434051)	6,585	1,820	27.6	4,758	72.3	1,295	19.7	3,310	50.3	310	4.7
Eligibility Interviewers, Govt. Programs (434061)	95	34	35.8	60	63.2	20	21.1	30	31.6	0	0.0
File Clerks (434071)	965	215	22.3	755	78.2	135	14.0	565	58.5	50	5.2
Hotel, Motel, & Resort Desk Clerks (434081)	95	35	36.8	64	67.4	35	36.8	25	26.3	0	0.0
Interviewers, Except Eligibility & Loan (434111)	355	169	47.6	190	53.5	105	29.6	155	43.7	30	8.5
Library Assistants, Clerical (434121)	455	55	12.1	395	86.8	35	7.7	310	68.1	10	2.2
Loan Interviewers & Clerks (434131)	180	54	30.0	125	69.4	50	27.8	95	52.8	0	0.0
New Accounts Clerks (434141)	35	15	42.9	19	54.3	15	42.9	15	42.9	0	0.0
Human Res. Assists, Exc. Payroll Etc. (434161)	130	30	23.1	105	80.8	15	11.5	40	30.8	15	11.5
Receptionists & Information Clerks (434171)	4,075	285	7.0	3,789	93.0	235	5.8	2,905	71.3	10	0.2
Reserv. & Transp. Ticket Agts & Trav Clerks (434181)	470	85	18.1	389	82.8	55	11.7	215	45.7	20	4.3
Information & Record Clerks, All Other (434199)	160	20	12.5	140	87.5	10	6.3	125	78.1	0	0.0
Correspondence Clerks & Order Clerks (434XXX)	485	164	33.8	315	64.9	100	20.6	165	34.0	20	4.1
Material Recording, Scheduling, Etc. (435000)	8,960	6,122	68.3	2,828	31.6	3,855	43.0	1,700	19.0	1,095	12.2
Cargo & Freight Agents (435011)	85	85	100.0	0	0.0	75	88.2	0	0.0	0	0.0
Couriers & Messengers (435021)	590	489	82.9	95	16.1	280	47.5	45	7.6	120	20.3
Dispatchers (435030)	550	298	54.2	243	44.2	200	36.4	145	26.4	75	13.6
Meter Readers, Utilities (435041)	70	70	100.0	0	0.0	45	64.3	0	0.0	0	0.0
Postal Service Clerks (435051)	415	188	45.3	235	56.6	110	26.5	145	34.9	60	14.5
Postal Service Mail Carriers (435052)	1,095	860	78.5	235	21.5	615	56.2	185	16.9	120	11.0
Postal Service Mail Sorters, Processors, Etc. (435053)	375	225	60.0	150	40.0	110	29.3	30	8.0	65	17.3
Production, Planning, & Expediting Clerks (435061)	995	423	42.5	570	57.3	355	35.7	425	42.7	35	3.5
Shipping, Receiving, & Traffic Clerks (435071)	1,590	1,190	74.8	400	25.2	620	39.0	185	11.6	260	16.4
Stock Clerks & Order Fillers (435081)	3,100	2,230	71.9	870	28.1	1,385	44.7	520	16.8	360	11.6
Weighers, Measurers, Checkers, Etc. (435111)	95	64	67.4	30	31.6	60	63.2	20	21.1	0	0.0
Secretaries & Administrative Assistants (436000)	13,885	309	2.2	13,570	97.7	230	1.7	11,315	81.5	35	0.3
Secretaries & Administrative Assistants (436010)	13,885	309	2.2	13,570	97.7	230	1.7	11,315	81.5	35	0.3
Other Office & Admin. Support Workers (439000)	10,440	2,838	27.2	7,592	72.7	2,045	19.6	5,475	52.4	355	3.4

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Black Non-Hispanic		Hispanic in Any Race		All Other Non-Hispanic				Occupation		
Female	%	Male	%	Female	%	Male	%			
30	0.9	35	1.0	49	1.4	15	0.4	0	0.0	Real Estate Brokers & Sales Agents (419020)
0	0.0	0	0.0	0	0.0	10	10.5	0	0.0	Sales Engineers (419031)
80	12.6	34	5.4	19	3.0	24	3.8	24	3.8	Telemarketers (419041)
15	3.2	20	4.3	35	7.5	0	0.0	24	5.2	Door-To-Door Sales Workers & Rel Wrks (419091)
20	2.0	14	1.4	10	1.0	4	0.4	0	0.0	Sales & Related Workers, All Other (419099)
5,666	9.0	1,705	2.7	4,096	6.5	834	1.3	1,530	2.4	OFFICE & ADMIN. SUPPORT OCCUPATIONS (430000)
390	6.7	210	3.6	295	5.0	54	0.9	129	2.2	Super., Office & Admin. Support Workers (431000)
390	6.7	210	3.6	295	5.0	54	0.9	129	2.2	First-Line Sup./Mgrs., Admin. Support Wrks (431011)
45	11.8	0	0.0	29	7.6	29	7.6	0	0.0	Communications Equipment Operators (432000)
15	7.0	0	0.0	14	6.5	0	0.0	0	0.0	Switchboard Operators, Incl. Ans. Service (432011)
15	13.6	0	0.0	15	13.6	25	22.7	0	0.0	Telephone Operators (432021)
15	27.3	0	0.0	0	0.0	4	7.3	0	0.0	Comm. Equipment Operators, All Other (432099)
839	9.3	83	0.9	600	6.7	88	1.0	264	2.9	Financial Clerks (433000)
55	9.2	35	5.9	80	13.4	0	0.0	0	0.0	Bill & Account Collectors (433011)
49	5.1	4	0.4	90	9.3	14	1.5	25	2.6	Billing & Posting Clerks & Machine Oper. (433021)
470	8.6	40	0.7	265	4.8	55	1.0	130	2.4	Bookkeeping, Acctg., & Auditing Clerks (433031)
10	28.6	0	0.0	0	0.0	0	0.0	0	0.0	Gaming Cage Workers (433041)
145	19.5	4	0.5	25	3.4	4	0.5	0	0.0	Payroll & Timekeeping Clerks (433051)
0	0.0	0	0.0	0	0.0	0	0.0	4	4.2	Procurement Clerks (433061)
110	10.0	0	0.0	140	12.8	15	1.4	105	9.6	Tellers (433071)
1,662	11.5	297	2.1	1,117	7.7	124	0.9	422	2.9	Information & Record Clerks (434000)
4	4.0	10	10.0	10	10.0	0	0.0	4	4.0	Brokerage Clerks (434011)
10	10.5	0	0.0	0	0.0	0	0.0	0	0.0	Court, Municipal, & License Clerks (434031)
20	11.1	0	0.0	4	2.2	0	0.0	0	0.0	Credit Authorizers, Checkers, & Clerks (434041)
750	11.4	170	2.6	455	6.9	45	0.7	243	3.7	Customer Service Representatives (434051)
30	31.6	14	14.7	0	0.0	0	0.0	0	0.0	Eligibility Interviewers, Govt. Programs (434061)
100	10.4	30	3.1	55	5.7	0	0.0	35	3.6	File Clerks (434071)
15	15.8	0	0.0	14	14.7	0	0.0	10	10.5	Hotel, Motel, & Resort Desk Clerks (434081)
20	5.6	4	1.1	15	4.2	30	8.5	0	0.0	Interviewers, Except Eligibility & Loan (434111)
45	9.9	10	2.2	10	2.2	0	0.0	30	6.6	Library Assistants, Clerical (434121)
0	0.0	4	2.2	15	8.3	0	0.0	15	8.3	Loan Interviewers & Clerks (434131)
4	11.4	0	0.0	0	0.0	0	0.0	0	0.0	New Accounts Clerks (434141)
45	34.6	0	0.0	20	15.4	0	0.0	0	0.0	Human Res. Assists, Exc. Payroll Etc. (434161)
409	10.0	15	0.4	410	10.1	25	0.6	65	1.6	Receptionists & Information Clerks (434171)
100	21.3	0	0.0	54	11.5	10	2.1	20	4.3	Reserv. & Transp. Ticket Agts & Trav Clerks (434181)
15	9.4	0	0.0	0	0.0	10	6.3	0	0.0	Information & Record Clerks, All Other (434199)
95	19.6	40	8.2	55	11.3	4	0.8	0	0.0	Correspondence Clerks & Order Clerks (434XXX)
525	5.9	907	10.1	459	5.1	265	3.0	144	1.6	Material Recording, Scheduling, Etc. (435000)
0	0.0	10	11.8	0	0.0	0	0.0	0	0.0	Cargo & Freight Agents (435011)
30	5.1	75	12.7	20	3.4	14	2.4	0	0.0	Couriers & Messengers (435021)
75	13.6	19	3.5	19	3.5	4	0.7	4	0.7	Dispatchers (435030)
0	0.0	25	35.7	0	0.0	0	0.0	0	0.0	Meter Readers, Utilities (435041)
65	15.7	4	1.0	10	2.4	14	3.4	15	3.6	Postal Service Clerks (435051)
20	1.8	75	6.8	30	2.7	50	4.6	0	0.0	Postal Service Mail Carriers (435052)
70	18.7	50	13.3	40	10.7	0	0.0	10	2.7	Postal Service Mail Sorters, Processors, Etc. (435053)
75	7.5	25	2.5	40	4.0	8	0.8	30	3.0	Production, Planning, & Expediting Clerks (435061)
65	4.1	265	16.7	110	6.9	45	2.8	40	2.5	Shipping, Receiving, & Traffic Clerks (435071)
115	3.7	355	11.5	190	6.1	130	4.2	45	1.5	Stock Clerks & Order Fillers (435081)
10	10.5	4	4.2	0	0.0	0	0.0	0	0.0	Weighers, Measurers, Checkers, Etc. (435111)
1,175	8.5	15	0.1	820	5.9	29	0.2	260	1.9	Secretaries & Administrative Assistants (436000)
1,175	8.5	15	0.1	820	5.9	29	0.2	260	1.9	Secretaries & Administrative Assistants (436010)
1,030	9.9	193	1.8	776	7.4	245	2.3	311	3.0	Other Office & Admin. Support Workers (439000)

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Occupation	Total All Races *	Total Civilian Labor Force				White Non-Hispanic				Black Non-Hispanic	
		Male	%	Female	%	Male	%	Female	%	Male	%
Computer Operators (439011)	855	395	46.2	460	53.8	255	29.8	335	39.2	55	6.4
Data Entry Keyers (439021)	1,790	458	25.6	1,335	74.6	240	13.4	850	47.5	75	4.2
Word Processors & Typists (439022)	510	69	13.5	435	85.3	50	9.8	255	50.0	15	2.9
Desktop Publishers (439031)	95	45	47.4	50	52.6	45	47.4	35	36.8	0	0.0
Insurance Claims & Policy Proc. Clerks (439041)	580	120	20.7	454	78.3	95	16.4	360	62.1	15	2.6
Mail Clerks & Mail Mach Oper., Exc. USPS (439051)	600	358	59.7	248	41.3	265	44.2	140	23.3	50	8.3
Office Clerks, General (439061)	4,130	754	18.3	3,380	81.8	560	13.6	2,585	62.6	90	2.2
Office Machine Operators, Exc. Computer (439071)	125	55	44.0	73	58.4	40	32.0	30	24.0	15	12.0
Proofreaders & Copy Markers (439081)	60	35	58.3	20	33.3	35	58.3	20	33.3	0	0.0
Statistical Assistants (439111)	105	19	18.1	73	69.5	15	14.3	55	52.4	0	0.0
Office & Admin. Support Workers, All Other (439199)	1,590	530	33.3	1,064	66.9	445	28.0	810	50.9	40	2.5
FARMING, FISHING, & FORESTRY OCCUPATIONS (450000)	485	366	75.5	130	26.8	188	38.8	100	20.6	25	5.2
Super., Farming, Fishing, & Forestry Wrkrs (451000)	55	34	61.8	25	45.5	30	54.5	25	45.5	0	0.0
First-Line Sup./Mgrs. of Farming, Etc. (451010)	55	34	61.8	25	45.5	30	54.5	25	45.5	0	0.0
Agricultural Workers (452000)	320	220	68.8	105	32.8	80	25.0	75	23.4	25	7.8
Agricultural Inspectors (452011)	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Graders & Sorters, Agricultural Products (452041)	20	20	100.0	0	0.0	0	0.0	0	0.0	10	50.0
Misc. Agric. Wrkrs, Incl. Animal Breeders (4520XX)	300	200	66.7	105	35.0	80	26.7	75	25.0	15	5.0
Fishing & Hunting Workers (453000)	85	90	105.9	0	0.0	70	82.4	0	0.0	0	0.0
Forest, Conservation, & Logging Workers (454000)	25	22	88.0	0	0.0	8	32.0	0	0.0	0	0.0
Forest & Conservation Workers (454011)	10	8	80.0	0	0.0	4	40.0	0	0.0	0	0.0
Logging Workers (454020)	15	14	93.3	0	0.0	4	26.7	0	0.0	0	0.0
CONSTRUCTION & EXTRACTION OCCUPATIONS (470000)	22,849	22,418	98.1	435	1.9	15,830	69.3	260	1.1	1,173	5.1
Super., Construction & Extraction Workers (471000)	2,420	2,365	97.7	55	2.3	1,955	80.8	30	1.2	105	4.3
First-Line Sup./Mgrs. of Constr & Extr. Wrkrs (471011)	2,420	2,365	97.7	55	2.3	1,955	80.8	30	1.2	105	4.3
Construction Trades Workers (472000)	19,545	19,168	98.1	380	1.9	13,190	67.5	230	1.2	1,014	5.2
Boilermakers (472011)	60	59	98.3	0	0.0	30	50.0	0	0.0	25	41.7
Brickmasons, Blockmasons, & Stonemasons (472020)	1,040	1,030	99.0	15	1.4	525	50.5	15	1.4	10	1.0
Carpenters (472031)	5,800	5,735	98.9	69	1.2	4,455	76.8	45	0.8	245	4.2
Carpet, Floor, & Tile Installers & Finishers (472040)	710	715	100.7	0	0.0	620	87.3	0	0.0	25	3.5
Cement Masons, Concrete Finishers, Etc. (472050)	45	44	97.8	0	0.0	25	55.6	0	0.0	15	33.3
Construction Laborers (472061)	3,240	3,154	97.3	94	2.9	1,570	48.5	55	1.7	265	8.2
Paving, Surfacing, & Tamping Equip. Oper. (472071)	30	30	100.0	0	0.0	20	66.7	0	0.0	10	33.3
Miscellaneous Construction Equip. Oper. (47207X)	550	544	98.9	8	1.5	480	87.3	0	0.0	25	4.5
Drywall Install., Ceil. Tile Install., & Tapers (472080)	275	264	96.0	10	3.6	200	72.7	10	3.6	20	7.3
Electricians (472111)	1,855	1,835	98.9	20	1.1	1,590	85.7	20	1.1	75	4.0
Glaziers (472121)	100	98	98.0	0	0.0	50	50.0	0	0.0	0	0.0
Insulation Workers (472130)	70	65	92.9	0	0.0	30	42.9	0	0.0	20	28.6
Painters, Construction & Maintenance (472141)	3,480	3,360	96.6	125	3.6	1,805	51.9	50	1.4	110	3.2
Paperhangers (472142)	65	39	60.0	25	38.5	35	53.8	25	38.5	0	0.0
Pipelayers, Plumbers, Pipefitters, Etc. (472150)	1,085	1,065	98.2	14	1.3	945	87.1	10	0.9	50	4.6
Plasterers & Stucco Masons (472161)	20	20	100.0	0	0.0	20	100.0	0	0.0	0	0.0
Roofers (472181)	595	589	99.0	0	0.0	375	63.0	0	0.0	85	14.3
Sheet Metal Workers (472211)	435	434	99.8	0	0.0	355	81.6	0	0.0	30	6.9
Iron & Steel Workers (472XXX)	90	88	97.8	0	0.0	60	66.7	0	0.0	4	4.4
Helpers, Construction Trades (473000)	220	219	99.5	0	0.0	115	52.3	0	0.0	20	9.1
Helpers, Construction Trades (473010)	220	219	99.5	0	0.0	115	52.3	0	0.0	20	9.1
Other Construction & Related Workers (474000)	619	621	100.3	0	0.0	525	84.8	0	0.0	34	5.5
Construction & Building Inspectors (474011)	195	200	102.6	0	0.0	175	89.7	0	0.0	0	0.0
Elevator Installers & Repairers (474021)	25	25	100.0	0	0.0	25	100.0	0	0.0	0	0.0
Fence Erectors (474031)	35	35	100.0	0	0.0	20	57.1	0	0.0	0	0.0
Hazardous Materials Removal Workers (474041)	25	24	96.0	0	0.0	10	40.0	0	0.0	10	40.0

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Black Non-Hispanic		Hispanic in Any Race				All Other Non-Hispanic				Occupation
Female	%	Male	%	Female	%	Male	%	Female	%	
60	7.0	45	5.3	45	5.3	40	4.7	20	2.3	Computer Operators (439011)
225	12.6	60	3.4	190	10.6	83	4.6	70	3.9	Data Entry Keyers (439021)
75	14.7	4	0.8	80	15.7	0	0.0	25	4.9	Word Processors & Typists (439022)
0	0.0	0	0.0	15	15.8	0	0.0	0	0.0	Desktop Publishers (439031)
50	8.6	0	0.0	44	7.6	10	1.7	0	0.0	Insurance Claims & Policy Proc. Clerks (439041)
40	6.7	19	3.2	4	0.7	24	4.0	64	10.7	Mail Clerks & Mail Mach Oper., Exc. USPS (439051)
425	10.3	55	1.3	280	6.8	49	1.2	90	2.2	Office Clerks, General (439061)
20	16.0	0	0.0	19	15.2	0	0.0	4	3.2	Office Machine Operators, Exc. Computer (439071)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Proofreaders & Copy Markers (439081)
10	9.5	0	0.0	4	3.8	4	3.8	4	3.8	Statistical Assistants (439111)
125	7.9	10	0.6	95	6.0	35	2.2	34	2.1	Office & Admin. Support Workers, All Other (439199)
0	0.0	133	27.4	30	6.2	20	4.1	0	0.0	FARMING, FISHING, & FORESTRY OCCUPATIONS (450000)
0	0.0	4	7.3	0	0.0	0	0.0	0	0.0	Super., Farming, Fishing, & Forestry Wrks (451000)
0	0.0	4	7.3	0	0.0	0	0.0	0	0.0	First-Line Sup./Mgrs. of Farming, Etc. (451010)
0	0.0	115	35.9	30	9.4	0	0.0	0	0.0	Agricultural Workers (452000)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Agricultural Inspectors (452011)
0	0.0	10	50.0	0	0.0	0	0.0	0	0.0	Graders & Sorters, Agricultural Products (452041)
0	0.0	105	35.0	30	10.0	0	0.0	0	0.0	Misc. Agric. Wrks, Incl. Animal Breeders (4520XX)
0	0.0	10	11.8	0	0.0	10	11.8	0	0.0	Fishing & Hunting Workers (453000)
0	0.0	4	16.0	0	0.0	10	40.0	0	0.0	Forest, Conservation, & Logging Workers (454000)
0	0.0	4	40.0	0	0.0	0	0.0	0	0.0	Forest & Conservation Workers (454011)
0	0.0	0	0.0	0	0.0	10	66.7	0	0.0	Logging Workers (454020)
14	0.1	4,302	18.8	127	0.6	1,113	4.9	34	0.1	CONSTRUCTION & EXTRACTION OCCUPATIONS (470000)
0	0.0	225	9.3	25	1.0	80	3.3	0	0.0	Super., Construction & Extraction Workers (471000)
0	0.0	225	9.3	25	1.0	80	3.3	0	0.0	First-Line Sup./Mgrs. of Constr & Extr. Wrks (471011)
14	0.1	3,939	20.2	102	0.5	1,025	5.2	34	0.2	Construction Trades Workers (472000)
0	0.0	4	6.7	0	0.0	0	0.0	0	0.0	Boilermakers (472011)
0	0.0	410	39.4	0	0.0	85	8.2	0	0.0	Brickmasons, Blockmasons, & Stonemasons (472020)
10	0.2	700	12.1	4	0.1	335	5.8	10	0.2	Carpenters (472031)
0	0.0	70	9.9	0	0.0	0	0.0	0	0.0	Carpet, Floor, & Tile Installers & Finishers (472040)
0	0.0	4	8.9	0	0.0	0	0.0	0	0.0	Cement Masons, Concrete Finishers, Etc. (472050)
0	0.0	1,170	36.1	39	1.2	149	4.6	0	0.0	Construction Laborers (472061)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Paving, Surfacing, & Tamping Equip. Oper. (472071)
0	0.0	14	2.5	4	0.7	25	4.5	4	0.7	Miscellaneous Construction Equip. Oper. (47207X)
0	0.0	19	6.9	0	0.0	25	9.1	0	0.0	Drywall Install., Ceil. Tile Install., & Tapers (472080)
0	0.0	115	6.2	0	0.0	55	3.0	0	0.0	Electricians (472111)
0	0.0	40	40.0	0	0.0	8	8.0	0	0.0	Glaziers (472121)
0	0.0	15	21.4	0	0.0	0	0.0	0	0.0	Insulation Workers (472130)
0	0.0	1,170	33.6	55	1.6	275	7.9	20	0.6	Painters, Construction & Maintenance (472141)
0	0.0	4	6.2	0	0.0	0	0.0	0	0.0	Paperhangers (472142)
4	0.4	50	4.6	0	0.0	20	1.8	0	0.0	Pipelayers, Plumbers, Pipefitters, Etc. (472150)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Plasterers & Stucco Masons (472161)
0	0.0	100	16.8	0	0.0	29	4.9	0	0.0	Roofers (472181)
0	0.0	30	6.9	0	0.0	19	4.4	0	0.0	Sheet Metal Workers (472211)
0	0.0	24	26.7	0	0.0	0	0.0	0	0.0	Iron & Steel Workers (472XXX)
0	0.0	80	36.4	0	0.0	4	1.8	0	0.0	Helpers, Construction Trades (473000)
0	0.0	80	36.4	0	0.0	4	1.8	0	0.0	Helpers, Construction Trades (473010)
0	0.0	58	9.4	0	0.0	4	0.6	0	0.0	Other Construction & Related Workers (474000)
0	0.0	25	12.8	0	0.0	0	0.0	0	0.0	Construction & Building Inspectors (474011)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Elevator Installers & Repairers (474021)
0	0.0	15	42.9	0	0.0	0	0.0	0	0.0	Fence Erectors (474031)
0	0.0	4	16.0	0	0.0	0	0.0	0	0.0	Hazardous Materials Removal Workers (474041)

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Occupation	Total All Races *	Total Civilian Labor Force				White Non-Hispanic				Black Non-Hispanic	
		Male	%	Female	%	Male	%	Female	%	Male	%
Physical Scientists (192000)	1,155	757	65.5	398	34.5	645	55.8	280	24.2	4	0.3
Astronomers & Physicists (192010)	40	40	100.0	0	0.0	40	100.0	0	0.0	0	0.0
Atmospheric & Space Scientists (192021)	20	20	100.0	0	0.0	20	100.0	0	0.0	0	0.0
Chemists & Materials Scientists (192030)	485	264	54.4	219	45.2	205	42.3	125	25.8	0	0.0
Environ Scientists & Geoscientists (192040)	170	150	88.2	20	11.8	150	88.2	20	11.8	0	0.0
Physical Scientists, All Other (192099)	440	283	64.3	159	36.1	230	52.3	135	30.7	4	0.9
Social Scientists & Related Workers (193000)	2,285	1,011	44.2	1,274	55.8	930	40.7	1,150	50.3	4	0.2
Economists (193011)	205	154	75.1	50	24.4	140	68.3	40	19.5	0	0.0
Market & Survey Researchers (193020)	990	480	48.5	510	51.5	460	46.5	425	42.9	0	0.0
Psychologists (193030)	935	288	30.8	644	68.9	245	26.2	615	65.8	0	0.0
Urban & Regional Planners (193051)	110	65	59.1	50	45.5	65	59.1	50	45.5	0	0.0
Misc. Soc. Scientists, Incl. Sociologists (1930XX)	45	24	53.3	20	44.4	20	44.4	20	44.4	4	8.9
Life, Physical, & Soc. Science Techs. (194000)	595	321	53.9	263	44.2	180	30.3	190	31.9	44	7.4
Agric. & Food Science Technicians (194011)	70	54	77.1	14	20.0	25	35.7	0	0.0	0	0.0
Biological Technicians (194021)	10	0	0.0	10	100.0	0	0.0	10	100.0	0	0.0
Chemical Technicians (194031)	270	184	68.1	79	29.3	80	29.6	40	14.8	40	14.8
Geological & Petroleum Technicians (194041)	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Misc. Life, Phy., & Soc. Sci. Techs. (1940XX)	245	83	33.9	160	65.3	75	30.6	140	57.1	4	1.6
Community & Social Services Occs. (210001)	5,895	2,190	37.2	3,687	62.5	1,470	24.9	2,480	42.1	385	6.5
Counselors, Soc. Workers, & Others (211000)	4,535	1,212	26.7	3,314	73.1	730	16.1	2,140	47.2	320	7.1
Counselors (211010)	1,795	554	30.9	1,235	68.8	385	21.4	865	48.2	120	6.7
Social Workers (211020)	2,160	470	21.8	1,689	78.2	240	11.1	1,135	52.5	145	6.7
Misc. Comm. & Soc. Serv. Specialists (211090)	580	188	32.4	390	67.2	105	18.1	140	24.1	55	9.5
Religious Workers (212000)	1,360	978	71.9	373	27.4	740	54.4	340	25.0	65	4.8
Clergy (212011)	1,040	880	84.6	164	15.8	685	65.9	160	15.4	55	5.3
Directors, Religious Activities & Educ (212021)	115	20	17.4	94	81.7	20	17.4	90	78.3	0	0.0
Religious Workers, All Other (212099)	205	78	38.0	115	56.1	35	17.1	90	43.9	10	4.9
Legal Occupations (230001)	7,760	4,812	62.0	2,943	37.9	4,570	58.9	2,500	32.2	79	1.0
Lawyers, Judges, & Related Workers (231000)	6,020	4,554	75.6	1,460	24.3	4,335	72.0	1,285	21.3	75	1.2
Lawyers (231011)	5,715	4,389	76.8	1,325	23.2	4,195	73.4	1,200	21.0	60	1.0
Judges, Magistrates, & Other Jud. Wrks (231020)	305	165	54.1	135	44.3	140	45.9	85	27.9	15	4.9
Legal Support Workers (232000)	1,740	258	14.8	1,483	85.2	235	13.5	1,215	69.8	4	0.2
Paralegals & Legal Assistants (232011)	1,240	54	4.4	1,189	95.9	50	4.0	985	79.4	0	0.0
Miscellaneous Legal Support Workers (232090)	500	204	40.8	294	58.8	185	37.0	230	46.0	4	0.8
Education, Training, & Library Occs. (250001)	26,115	6,057	23.2	20,030	76.7	5,320	20.4	17,615	67.5	284	1.1
Postsecondary Teachers (251000)	2,440	1,229	50.4	1,204	49.3	1,030	42.2	1,045	42.8	75	3.1
Primary, Sec. & Special Ed. Teachers (252000)	16,850	3,673	21.8	13,163	78.1	3,370	20.0	12,025	71.4	159	0.9
Preschool & Kindergarten Teachers (252010)	2,040	55	2.7	1,984	97.3	25	1.2	1,655	81.1	10	0.5
Elementary & Middle School Teachers (252020)	10,955	2,325	21.2	8,618	78.7	2,125	19.4	7,980	72.8	115	1.0
Secondary School Teachers (252030)	3,095	1,249	40.4	1,848	59.7	1,190	38.4	1,695	54.8	30	1.0
Special Education Teachers (252040)	760	44	5.8	713	93.8	30	3.9	695	91.4	4	0.5
Other Teachers & Instructors (253000)	2,130	638	30.0	1,488	69.9	530	24.9	1,310	61.5	20	0.9
Librarians, Curators, & Archivists (254000)	1,165	249	21.4	921	79.1	185	15.9	885	76.0	0	0.0
Archivists, Curators, & Museum Techs. (254010)	130	64	49.2	65	50.0	45	34.6	55	42.3	0	0.0
Librarians (254021)	875	130	14.9	748	85.5	95	10.9	730	83.4	0	0.0
Library Technicians (254031)	160	55	34.4	108	67.5	45	28.1	100	62.5	0	0.0
Other Educ., Training, & Library Occs. (259000)	3,530	268	7.6	3,254	92.2	205	5.8	2,350	66.6	30	0.8
Teacher Assistants (259041)	3,370	244	7.2	3,119	92.6	185	5.5	2,235	66.3	30	0.9
Other Educ., Training, & Library Wrks (2590XX)	160	24	15.0	135	84.4	20	12.5	115	71.9	0	0.0
Arts, Des., Entert., Sports, & Media Occs. (270001)	13,510	6,801	50.3	6,644	49.2	6,149	45.5	6,059	44.8	228	1.7
Art & Design Workers (271000)	5,750	2,461	42.8	3,273	56.9	2,225	38.7	3,015	52.4	65	1.1
Artists & Related Workers (271010)	1,330	632	47.5	693	52.1	560	42.1	645	48.5	25	1.9

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Black Non-Hispanic		Hispanic in Any Race				All Other Non-Hispanic				Occupation
Female	%	Male	%	Female	%	Male	%	Female	%	
4	0.3	18	1.6	29	2.5	90	7.8	85	7.4	Physical Scientists (192000)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Astronomers & Physicists (192010)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Atmospheric & Space Scientists (192021)
4	0.8	14	2.9	25	5.2	45	9.3	65	13.4	Chemists & Materials Scientists (192030)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Environ. Scientists & Geoscientists (192040)
0	0.0	4	0.9	4	0.9	45	10.2	20	4.5	Physical Scientists, All Other (192099)
10	0.4	24	1.1	20	0.9	53	2.3	94	4.1	Social Scientists & Related Workers (193000)
0	0.0	10	4.9	0	0.0	4	2.0	10	4.9	Economists (193011)
10	1.0	0	0.0	20	2.0	20	2.0	55	5.6	Market & Survey Researchers (193020)
0	0.0	14	1.5	0	0.0	29	3.1	29	3.1	Psychologists (193030)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Urban & Regional Planners (193051)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Misc. Soc. Scientists, Incl. Sociologists (1930XX)
35	5.9	44	7.4	24	4.0	53	8.9	14	2.4	Life, Physical, & Soc. Science Techs. (194000)
0	0.0	25	35.7	10	14.3	4	5.7	4	5.7	Agric. & Food Science Technicians (194011)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Biological Technicians (194021)
25	9.3	19	7.0	4	1.5	45	16.7	10	3.7	Chemical Technicians (194031)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Geological & Petroleum Technicians (194041)
10	4.1	0	0.0	10	4.1	4	1.6	0	0.0	Misc. Life, Phy., & Soc. Sci. Techs. (1940XX)
724	12.3	198	3.4	430	7.3	137	2.3	53	0.9	Community & Social Services Occs. (210001)
710	15.7	124	2.7	415	9.2	38	0.8	49	1.1	Counselors, Soc. Workers, & Others (211000)
250	13.9	45	2.5	105	5.8	4	0.2	15	0.8	Counselors (211010)
315	14.6	55	2.5	205	9.5	30	1.4	34	1.6	Social Workers (211020)
145	25.0	24	4.1	105	18.1	4	0.7	0	0.0	Misc. Comm. & Soc. Serv. Specialists (211090)
14	1.0	74	5.4	15	1.1	99	7.3	4	0.3	Religious Workers (212000)
4	0.4	60	5.8	0	0.0	80	7.7	0	0.0	Clergy (212011)
0	0.0	0	0.0	0	0.0	0	0.0	4	3.5	Directors, Religious Activities & Educ. (212021)
10	4.9	14	6.8	15	7.3	19	9.3	0	0.0	Religious Workers, All Other (212099)
245	3.2	19	0.2	130	1.7	144	1.9	68	0.9	Legal Occupations (230001)
100	1.7	15	0.2	55	0.9	129	2.1	20	0.3	Lawyers, Judges, & Related Workers (231000)
60	1.0	15	0.3	45	0.8	119	2.1	20	0.3	Lawyers (231011)
40	13.1	0	0.0	10	3.3	10	3.3	0	0.0	Judges, Magistrates, & Other Jud. Wrkrs (231020)
145	8.3	4	0.2	75	4.3	15	0.9	48	2.8	Legal Support Workers (232000)
110	8.9	4	0.3	60	4.8	0	0.0	34	2.7	Paralegals & Legal Assistants (232011)
35	7.0	0	0.0	15	3.0	15	3.0	14	2.8	Miscellaneous Legal Support Workers (232090)
1,111	4.3	181	0.7	778	3.0	272	1.0	526	2.0	Education, Training, & Library Occs. (250001)
45	1.8	24	1.0	45	1.8	100	4.1	69	2.8	Postsecondary Teachers (251000)
554	3.3	85	0.5	289	1.7	59	0.4	295	1.8	Primary, Sec. & Special Ed. Teachers (252000)
185	9.1	20	1.0	85	4.2	0	0.0	59	2.9	Preschool & Kindergarten Teachers (252010)
270	2.5	30	0.3	160	1.5	55	0.5	208	1.9	Elementary & Middle School Teachers (252020)
95	3.1	25	0.8	30	1.0	4	0.1	28	0.9	Secondary School Teachers (252030)
4	0.5	10	1.3	14	1.8	0	0.0	0	0.0	Special Education Teachers (252040)
69	3.2	44	2.1	55	2.6	44	2.1	54	2.5	Other Teachers & Instructors (253000)
18	1.5	10	0.9	14	1.2	54	4.6	4	0.3	Librarians, Curators, & Archivists (254000)
10	7.7	0	0.0	0	0.0	19	14.6	0	0.0	Archivists, Curators, & Museum Techs (254010)
4	0.5	0	0.0	10	1.1	35	4.0	4	0.5	Librarians (254021)
4	2.5	10	6.3	4	2.5	0	0.0	0	0.0	Library Technicians (254031)
425	12.0	18	0.5	375	10.6	15	0.4	104	2.9	Other Educ., Training, & Library Occs (259000)
405	12.0	14	0.4	375	11.1	15	0.4	104	3.1	Teacher Assistants (259041)
20	12.5	4	2.5	0	0.0	0	0.0	0	0.0	Other Educ., Training, & Library Wrkrs (2590XX)
127	0.9	270	2.0	264	2.0	154	1.1	194	1.4	Arts, Des., Entert., Sports, & Media Occs. (270001)
55	1.0	110	1.9	90	1.6	61	1.1	113	2.0	Art & Design Workers (271000)
0	0.0	35	2.6	20	1.5	12	0.9	28	2.1	Artists & Related Workers (271010)

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Occupation	Total All Races *	Total Civilian Labor Force				White Non-Hispanic				Black Non-Hispanic	
		Male	%	Female	%	Male	%	Female	%	Male	%
SERVICE OCCUPATIONS (310000)	58,190	27,706	47.6	30,380	52.2	15,364	26.4	16,283	28.0	3,328	5.7
<i>Healthcare Support Occupations (310001)</i>	<i>8,175</i>	<i>945</i>	<i>11.6</i>	<i>7,224</i>	<i>88.4</i>	<i>435</i>	<i>5.3</i>	<i>3,040</i>	<i>37.2</i>	<i>250</i>	<i>3.1</i>
Nursing, Psych., & Home Health Aides (311000)	5,755	540	9.4	5,209	90.5	215	3.7	1,575	27.4	155	2.7
Nursing, Psych., & Home Health Aides (311010)	5,755	540	9.4	5,209	90.5	215	3.7	1,575	27.4	155	2.7
Occ. & Phys. Therapist Assists & Aides (312000)	90	20	22.2	70	77.8	10	11.1	55	61.1	10	11.1
Occ. Therapist Assistants & Aides (312010)	10	0	0.0	10	100.0	0	0.0	10	100.0	0	0.0
Physical Therapist Assistants & Aides (312020)	80	20	25.0	60	75.0	10	12.5	45	56.3	10	12.5
Other Healthcare Support Occupations (319000)	2,330	385	16.5	1,945	83.5	210	9.0	1,410	60.5	85	3.6
Massage Therapists (319011)	295	70	23.7	224	75.9	60	20.3	180	61.0	0	0.0
Dental Assistants (319091)	605	10	1.7	593	98.0	0	0.0	395	65.3	0	0.0
Med. Assist. & Other Health Supp. Occs (31909X)	1,430	305	21.3	1,128	78.9	150	10.5	835	58.4	85	5.9
<i>Protective Service Occupations (330001)</i>	<i>6,965</i>	<i>5,962</i>	<i>85.6</i>	<i>974</i>	<i>14.0</i>	<i>4,325</i>	<i>62.1</i>	<i>585</i>	<i>8.4</i>	<i>808</i>	<i>11.6</i>
First-Line Super./Mgr., Protective Serv. Wrkr (331000)	915	885	96.7	24	2.6	700	76.5	0	0.0	80	8.7
First-Line Super./Mgrs. of Correct. Offrs (331011)	55	50	90.9	4	7.3	20	36.4	0	0.0	30	54.5
First-Line Super./Mgrs. of Police & Det (331012)	310	305	98.4	0	0.0	260	83.9	0	0.0	15	4.8
First-Line Super./Mgrs. of Fire Fighters (331021)	205	205	100.0	0	0.0	190	92.7	0	0.0	15	7.3
Super., Protect. Serv. Wrks, All Other (331099)	345	325	94.2	20	5.8	230	66.7	0	0.0	20	5.8
Fire Fighting & Prevention Workers (332000)	1,095	1,069	97.6	20	1.8	860	78.5	20	1.8	79	7.2
Fire Fighters (332011)	1,025	1,010	98.5	10	1.0	805	78.5	10	1.0	75	7.3
Fire Inspectors (332020)	70	59	84.3	10	14.3	55	78.6	10	14.3	4	5.7
Law Enforcement Workers (333000)	2,060	1,770	85.9	293	14.2	1,330	64.6	155	7.5	195	9.5
Bailiffs, Correctional Officers, & Jailers (333010)	280	165	58.9	119	42.5	60	21.4	30	10.7	50	17.9
Detectives & Criminal Investigators (333021)	275	245	89.1	30	10.9	225	81.8	10	3.6	0	0.0
Police Officers (333050)	1,495	1,350	90.3	144	9.6	1,035	69.2	115	7.7	145	9.7
Misc. Law Enforcement Workers (3330XX)	10	10	100.0	0	0.0	10	100.0	0	0.0	0	0.0
Other Protective Service Workers (339000)	2,895	2,238	77.3	637	22.0	1,435	49.6	410	14.2	454	15.7
Animal Control Workers (339011)	60	30	50.0	30	50.0	30	50.0	30	50.0	0	0.0
Private Detectives & Investigators (339021)	90	75	83.3	15	16.7	75	83.3	15	16.7	0	0.0
Sec. Guards & Gaming Surv. Officers (339030)	2,095	1,745	83.3	344	16.4	1,010	48.2	160	7.6	420	20.0
Crossing Guards (339091)	165	98	59.4	59	35.8	90	54.5	35	21.2	4	2.4
Lifeguards & Other Prot. Serv. Wrks (33909X)	485	290	59.8	189	39.0	230	47.4	170	35.1	30	6.2
<i>Food Prep. & Serving-Rel. Occupations (350001)</i>	<i>14,870</i>	<i>7,829</i>	<i>52.6</i>	<i>7,005</i>	<i>47.1</i>	<i>3,925</i>	<i>26.4</i>	<i>4,660</i>	<i>31.3</i>	<i>915</i>	<i>6.2</i>
Supervisors, Food Prep. & Serv. Wrks (351000)	2,295	1,669	72.7	608	26.5	1,040	45.3	405	17.6	190	8.3
Chefs & Head Cooks (351011)	1,340	1,170	87.3	164	12.2	755	56.3	135	10.1	130	9.7
First-Line Super./Mgrs. of Food Workers (351012)	955	499	52.3	444	46.5	285	29.8	270	28.3	60	6.3
Cooks & Food Preparation Workers (352000)	4,755	2,909	61.2	1,842	38.7	1,045	22.0	880	18.5	460	9.7
Cooks (352010)	3,310	2,189	66.1	1,124	34.0	730	22.1	505	15.3	365	11.0
Food Preparation Workers (352021)	1,445	720	49.8	718	49.7	315	21.8	375	26.0	95	6.6
Food & Beverage Serving Workers (353000)	5,930	2,206	37.2	3,706	62.5	1,480	25.0	2,745	46.3	160	2.7
Bartenders (353011)	655	434	66.3	214	32.7	380	58.0	185	28.2	0	0.0
Comb Food Prep/Serv., Incl. Fast Food (353021)	850	319	37.5	530	62.4	155	18.2	395	46.5	45	5.3
Counter Attend., Caf�, Food Conc., Etc. (353022)	525	199	37.9	324	61.7	145	27.6	235	44.8	10	1.9
Waiters & Waitresses (353031)	3,540	1,160	32.8	2,384	67.3	765	21.6	1,815	51.3	70	2.0
Food Servers, Non-restaurant (353041)	360	94	26.1	254	70.6	35	9.7	115	31.9	35	9.7
Other Food Prep. & Serv. Rel. Workers (359000)	1,890	1,045	55.3	849	44.9	360	19.0	630	33.3	105	5.6
Dishwashers (359021)	555	500	90.1	50	9.0	85	15.3	30	5.4	15	2.7
Hosts/Hostesses, Rest., Lounge, Etc. (359031)	325	40	12.3	284	87.4	30	9.2	225	69.2	10	3.1
Misc. Food Prep & Serving Rel. Workers (3590XX)	1,010	505	50.0	515	51.0	245	24.3	375	37.1	80	7.9
<i>Bldg & Grounds Cleaning & Maint. Occs. (370001)</i>	<i>16,645</i>	<i>10,677</i>	<i>64.1</i>	<i>5,947</i>	<i>35.7</i>	<i>5,115</i>	<i>30.7</i>	<i>1,939</i>	<i>11.6</i>	<i>1,020</i>	<i>6.1</i>
Super., Bldg & Grnds Clean & Maint. Wrks (371000)	990	810	81.8	168	17.0	520	52.5	34	3.4	50	5.1
First-Line Supr./Mgrs. of Housekeeping Etc. (371011)	485	315	64.9	164	33.8	155	32.0	30	6.2	30	6.2
First-Line Supr./Mgrs. of Landscaping, Etc. (371012)	505	495	98.0	4	0.8	365	72.3	4	0.8	20	4.0

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Black Non-Hispanic		Hispanic in Any Race				All Other Non-Hispanic				Occupation
Female	%	Male	%	Female	%	Male	%	Female	%	
5,972	10.3	7,413	12.7	6,287	10.8	1,601	2.8	1,838	3.2	SERVICE OCCUPATIONS (310000)
2,699	33.0	155	1.9	1,000	12.2	105	1.3	485	5.9	<i>Healthcare Support Occupations (310001)</i>
2,470	42.9	95	1.7	720	12.5	75	1.3	444	7.7	Nursing, Psych., & Home Health Aides (311000)
2,470	42.9	95	1.7	720	12.5	75	1.3	444	7.7	Nursing, Psych., & Home Health Aides (311010)
15	16.7	0	0.0	0	0.0	0	0.0	0	0.0	Occ. & Phys. Therapist Assists & Aides (312000)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Occ. Therapist Assistants & Aides (312010)
15	18.8	0	0.0	0	0.0	0	0.0	0	0.0	Physical Therapist Assistants & Aides (312020)
214	9.2	60	2.6	280	12.0	30	1.3	41	1.8	Other Healthcare Support Occupations (319000)
14	4.7	10	3.4	20	6.8	0	0.0	10	3.4	Massage Therapists (319011)
40	6.6	10	1.7	150	24.8	0	0.0	8	1.3	Dental Assistants (319091)
160	11.2	40	2.8	110	7.7	30	2.1	23	1.6	Med. Assist. & Other Health Supp. Occs (31909X)
277	4.0	689	9.9	104	1.5	140	2.0	8	0.1	Protective Service Occupations (330001)
4	0.4	95	10.4	20	2.2	10	1.1	0	0.0	First-Line Super./Mgr., Protective Serv. Wrkr (331000)
4	7.3	0	0.0	0	0.0	0	0.0	0	0.0	First-Line Super./Mgrs. of Correct. Offrs (331011)
0	0.0	30	9.7	0	0.0	0	0.0	0	0.0	First-Line Super./Mgrs. of Police & Det (331012)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	First-Line Super./Mgrs. of Fire Fighters (331021)
0	0.0	65	18.8	20	5.8	10	2.9	0	0.0	Super., Protect. Serv. Wrkrs, All Other (331099)
0	0.0	110	10.0	0	0.0	20	1.8	0	0.0	Fire Fighting & Prevention Workers (332000)
0	0.0	110	10.7	0	0.0	20	2.0	0	0.0	Fire Fighters (332011)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Fire Inspectors (332020)
115	5.6	225	10.9	19	0.9	20	1.0	4	0.2	Law Enforcement Workers (333000)
70	25.0	55	19.6	19	6.8	0	0.0	0	0.0	Bailiffs, Correctional Officers, & Jailers (333010)
20	7.3	20	7.3	0	0.0	0	0.0	0	0.0	Detectives & Criminal Investigators (333021)
25	1.7	150	10.0	0	0.0	20	1.3	4	0.3	Police Officers (333050)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Misc. Law Enforcement Workers (3330XX)
158	5.5	259	8.9	65	2.2	90	3.1	4	0.1	Other Protective Service Workers (339000)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Animal Control Workers (339011)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Private Detectives & Investigators (339021)
150	7.2	245	11.7	30	1.4	70	3.3	4	0.2	Sec. Guards & Gaming Surv. Officers (339030)
4	2.4	4	2.4	20	12.1	0	0.0	0	0.0	Crossing Guards (339091)
4	0.8	10	2.1	15	3.1	20	4.1	0	0.0	Lifeguards & Other Prot. Serv. Wrkrs (33909X)
824	5.5	2,254	15.2	1,169	7.9	735	4.9	352	2.4	Food Prep. & Serving-Rel. Occupations (350001)
95	4.1	280	12.2	60	2.6	159	6.9	48	2.1	Supervisors, Food Prep. & Serv. Wrkrs (351000)
15	1.1	160	11.9	0	0.0	125	9.3	14	1.0	Chefs & Head Cooks (351011)
80	8.4	120	12.6	60	6.3	34	3.6	34	3.6	First-Line Super./Mgrs. of Food Workers (351012)
329	6.9	1,095	23.0	545	11.5	309	6.5	88	1.9	Cooks & Food Preparation Workers (352000)
204	6.2	825	24.9	365	11.0	269	8.1	50	1.5	Cooks (352010)
125	8.7	270	18.7	180	12.5	40	2.8	38	2.6	Food Preparation Workers (352021)
325	5.5	379	6.4	434	7.3	187	3.2	202	3.4	Food & Beverage Serving Workers (353000)
0	0.0	40	6.1	0	0.0	14	2.1	29	4.4	Bartenders (353011)
65	7.6	85	10.0	50	5.9	34	4.0	20	2.4	Comb Food Prep/Serv., Incl. Fast Food (353021)
10	1.9	29	5.5	55	10.5	15	2.9	24	4.6	Counter Attend., Café., Food Conc., Etc. (353022)
160	4.5	205	5.8	300	8.5	120	3.4	109	3.1	Waiters & Waitresses (353031)
90	25.0	20	5.6	29	8.1	4	1.1	20	5.6	Food Servers, Non-restaurant (353041)
75	4.0	500	26.5	130	6.9	80	4.2	14	0.7	Other Food Prep. & Serv. Rel. Workers (359000)
20	3.6	365	65.8	0	0.0	35	6.3	0	0.0	Dishwashers (359021)
0	0.0	0	0.0	45	13.8	0	0.0	14	4.3	Hosts/Hostesses, Rest., Lounge, Etc. (359031)
55	5.4	135	13.4	85	8.4	45	4.5	0	0.0	Misc. Food Prep & Serving Rel. Workers (3590XX)
840	5.0	4,035	24.2	2,610	15.7	507	3.0	558	3.4	Bldng & Grounds Cleaning & Maint. Occs. (370001)
60	6.1	220	22.2	70	7.1	20	2.0	4	0.4	Super., Bldng & Gmds Clean & Maint. Wrkrs (371000)
60	12.4	110	22.7	70	14.4	20	4.1	4	0.8	First-Line Supr./Mgrs. of Housekeeping Etc. (371011)
0	0.0	110	21.8	0	0.0	0	0.0	0	0.0	First-Line Supr./Mgrs. of Landscaping, Etc. (371012)

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Occupation	Total All Races *	Total Civilian Labor Force				White Non-Hispanic				Black Non-Hispanic	
		Male	%	Female	%	Male	%	Female	%	Male	%
Building Cleaning & Pest Control Workers (372000)	10,510	4,949	47.1	5,559	52.9	2,240	21.3	1,700	16.2	845	8.0
Maids & Housekeeping Cleaners (372012)	5,040	674	13.4	4,359	86.5	130	2.6	1,330	26.4	145	2.9
Janitors & Building Cleaners (37201X)	5,355	4,160	77.7	1,200	22.4	2,035	38.0	370	6.9	675	12.6
Pest Control Workers (372021)	115	115	100.0	0	0.0	75	65.2	0	0.0	25	21.7
Grounds Maintenance Workers (373000)	5,145	4,918	95.6	220	4.3	2,355	45.8	205	4.0	125	2.4
Grounds Maintenance Workers (373010)	5,145	4,918	95.6	220	4.3	2,355	45.8	205	4.0	125	2.4
Personal Care & Service Occupations (390001)	11,535	2,293	19.9	9,230	80.0	1,564	13.6	6,059	52.5	335	2.9
Super., Personal Care & Service Workers (391000)	665	325	48.9	345	51.9	265	39.8	250	37.6	0	0.0
First-Line Super./Mgrs. of Gaming Workers (391010)	180	150	83.3	35	19.4	140	77.8	35	19.4	0	0.0
First-Line Super./Mgrs. of Pers. Serv. Wrkrs (391021)	485	175	36.1	310	63.9	125	25.8	215	44.3	0	0.0
Animal Care & Service Workers (392000)	480	98	20.4	378	78.8	50	10.4	360	75.0	10	2.1
Animal Trainers (392011)	90	4	4.4	85	94.4	0	0.0	85	94.4	0	0.0
Non-farm Animal Caretakers (392021)	390	94	24.1	293	75.1	50	12.8	275	70.5	10	2.6
Entert. Attendants & Related Workers (393000)	650	400	61.5	248	38.2	295	45.4	144	22.2	40	6.2
Gaming Services Workers (393010)	70	30	42.9	33	47.1	30	42.9	4	5.7	0	0.0
Motion Picture Projectionists (393021)	25	25	100.0	0	0.0	10	40.0	0	0.0	0	0.0
Ushers, Lobby Attend., & Ticket Takers (393031)	150	130	86.7	20	13.3	90	60.0	10	6.7	10	6.7
Misc. Entertainment Attend. & Rel Wrkrs (393090)	405	215	53.1	195	48.1	165	40.7	130	32.1	30	7.4
Funeral Service Workers (394000)	20	20	100.0	0	0.0	20	100.0	0	0.0	0	0.0
Personal Appearance Workers (395000)	2,615	558	21.3	2,053	78.5	405	15.5	1,475	56.4	65	2.5
Barbers (395011)	260	230	88.5	30	11.5	125	48.1	20	7.7	65	25.0
Hairdressers, Stylists, & Cosmetologists (395012)	2,015	324	16.1	1,694	84.1	280	13.9	1,210	60.0	0	0.0
Misc. Personal Appearance Workers (395090)	340	4	1.2	329	96.8	0	0.0	245	72.1	0	0.0
Transp., Tourism, & Lodging Attendants (396000)	535	104	19.4	434	81.1	59	11.0	330	61.7	35	6.5
Baggage Porters, Bellhops, & Concierges (396010)	40	24	60.0	15	37.5	4	10.0	15	37.5	10	25.0
Tour & Travel Guides (396020)	55	20	36.4	34	61.8	20	36.4	30	54.5	0	0.0
Transportation Attendants (396030)	440	60	13.6	385	87.5	35	8.0	285	64.8	25	5.7
Other Personal Care & Service Workers (399000)	6,570	788	12.0	5,772	87.9	470	7.2	3,500	53.3	185	2.8
Child Care Workers (399011)	4,790	215	4.5	4,574	95.5	120	2.5	2,640	55.1	50	1.0
Personal & Home Care Aides (399021)	610	85	13.9	519	85.1	45	7.4	235	38.5	40	6.6
Recreation & Fitness Workers (399030)	950	373	39.3	575	60.5	225	23.7	535	56.3	70	7.4
Residential Advisors (399041)	115	35	30.4	79	68.7	25	21.7	65	56.5	10	8.7
Pers. Care & Serv. Workers, All Other (399099)	105	80	76.2	25	23.8	55	52.4	25	23.8	15	14.3
SALES & RELATED OCCUPATIONS (410000)	56,565	31,340	55.4	25,186	44.5	25,980	45.9	18,535	32.8	1,873	3.3
Supervisors, Sales Workers (411000)	12,255	7,871	64.2	4,379	35.7	6,500	53.0	3,490	28.5	394	3.2
First-Line Super./Mgrs. of Ret. Sales Wrkrs (411011)	8,195	5,152	62.9	3,045	37.2	4,095	50.0	2,325	28.4	274	3.3
First-Line Sup./Mgrs., Non-Ret Sales Wrkrs (411012)	4,060	2,719	67.0	1,334	32.9	2,405	59.2	1,165	28.7	120	3.0
Retail Sales Workers (412000)	20,925	8,710	41.6	12,213	58.4	6,080	29.1	7,485	35.8	1,009	4.8
Cashiers (412010)	8,125	2,489	30.6	5,639	69.4	1,300	16.0	2,670	32.9	445	5.5
Counter & Rental Clerks (412021)	485	215	44.3	274	56.5	135	27.8	175	36.1	50	10.3
Parts Salespersons (412022)	155	153	98.7	0	0.0	130	83.9	0	0.0	15	9.7
Retail Salespersons (412031)	12,160	5,853	48.1	6,300	51.8	4,515	37.1	4,640	38.2	499	4.1
Sales Representatives, Services (413000)	12,310	8,675	70.5	3,623	29.4	7,985	64.9	3,150	25.6	210	1.7
Advertising Sales Agents (413011)	1,550	865	55.8	679	43.8	855	55.2	610	39.4	0	0.0
Insurance Sales Agents (413021)	1,745	1,175	67.3	570	32.7	1,090	62.5	520	29.8	30	1.7
Securities, Comm., & Fin. Serv. Sales Agts (413031)	5,520	4,650	84.2	870	15.8	4,195	76.0	720	13.0	100	1.8
Travel Agents (413041)	660	55	8.3	605	91.7	55	8.3	530	80.3	0	0.0
Sales Reps, Services, All Other (413099)	2,835	1,930	68.1	899	31.7	1,790	63.1	770	27.2	80	2.8
Sales Reps, Wholesale & Manufacturing (414000)	5,225	3,593	68.8	1,630	31.2	3,235	61.9	1,400	26.8	120	2.3
Sales Reps, Wholesale & Manufacturing (414010)	5,225	3,593	68.8	1,630	31.2	3,235	61.9	1,400	26.8	120	2.3
Other Sales & Related Workers (419000)	5,850	2,491	42.6	3,341	57.1	2,180	37.3	3,010	51.5	140	2.4
Models, Demonstrators, & Prod Promoters (419010)	160	70	43.8	95	59.4	55	34.4	70	43.8	0	0.0

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Black Non-Hispanic		Hispanic in Any Race				All Other Non-Hispanic				Occupation
Female	%	Male	%	Female	%	Male	%	Female	%	
780	7.4	1,555	14.8	2,525	24.0	309	2.9	554	5.3	Building Cleaning & Pest Control Workers (372000)
640	12.7	300	6.0	1,870	37.1	99	2.0	519	10.3	Maids & Housekeeping Cleaners (372012)
140	2.6	1,240	23.2	655	12.2	210	3.9	35	0.7	Janitors & Building Cleaners (37201X)
0	0.0	15	13.0	0	0.0	0	0.0	0	0.0	Pest Control Workers (372021)
0	0.0	2,260	43.9	15	0.3	178	3.5	0	0.0	Grounds Maintenance Workers (373000)
0	0.0	2,260	43.9	15	0.3	178	3.5	0	0.0	Grounds Maintenance Workers (373010)
1,332	11.5	280	2.4	1,404	12.2	114	1.0	435	3.8	Personal Care & Service Occupations (390001)
35	5.3	10	1.5	45	6.8	50	7.5	15	2.3	Super., Personal Care & Service Workers (391000)
0	0.0	0	0.0	0	0.0	10	5.6	0	0.0	First-Line Super./Mgrs. of Gaming Workers (391010)
35	7.2	10	2.1	45	9.3	40	8.2	15	3.1	First-Line Super./Mgrs. of Pers. Serv. Wrkrs (391021)
0	0.0	20	4.2	14	2.9	18	3.8	4	0.8	Animal Care & Service Workers (392000)
0	0.0	0	0.0	0	0.0	4	4.4	0	0.0	Animal Trainers (392011)
0	0.0	20	5.1	14	3.6	14	3.6	4	1.0	Non-farm Animal Caretakers (392021)
54	8.3	55	8.5	40	6.2	10	1.5	10	1.5	Entert. Attendants & Related Workers (393000)
4	5.7	0	0.0	25	35.7	0	0.0	0	0.0	Gaming Services Workers (393010)
0	0.0	15	60.0	0	0.0	0	0.0	0	0.0	Motion Picture Projectionists (393021)
10	6.7	30	20.0	0	0.0	0	0.0	0	0.0	Ushers, Lobby Attend., & Ticket Takers (393031)
40	9.9	10	2.5	15	3.7	10	2.5	10	2.5	Misc. Entertainment Attend. & Rel Wrkrs (393090)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Funeral Service Workers (394000)
240	9.2	80	3.1	230	8.8	8	0.3	108	4.1	Personal Appearance Workers (395000)
0	0.0	40	15.4	10	3.8	0	0.0	0	0.0	Barbers (395011)
240	11.9	40	2.0	170	8.4	4	0.2	74	3.7	Hairdressers, Stylists, & Cosmetologists (395012)
0	0.0	0	0.0	50	14.7	4	1.2	34	10.0	Misc. Personal Appearance Workers (395090)
74	13.8	10	1.9	15	2.8	0	0.0	15	2.8	Transp., Tourism, & Lodging Attendants (396000)
0	0.0	10	25.0	0	0.0	0	0.0	0	0.0	Baggage Porters, Bellhops, & Concierges (396010)
4	7.3	0	0.0	0	0.0	0	0.0	0	0.0	Tour & Travel Guides (396020)
70	15.9	0	0.0	15	3.4	0	0.0	15	3.4	Transportation Attendants (396030)
929	14.1	105	1.6	1,060	16.1	28	0.4	283	4.3	Other Personal Care & Service Workers (399000)
710	14.8	45	0.9	965	20.1	0	0.0	259	5.4	Child Care Workers (399011)
195	32.0	0	0.0	65	10.7	0	0.0	24	3.9	Personal & Home Care Aides (399021)
20	2.1	60	6.3	20	2.1	18	1.9	0	0.0	Recreation & Fitness Workers (399030)
4	3.5	0	0.0	10	8.7	0	0.0	0	0.0	Residential Advisors (399041)
0	0.0	0	0.0	0	0.0	10	9.5	0	0.0	Pers. Care & Serv. Workers, All Other (399099)
2,825	5.0	2,107	3.7	2,718	4.8	1,380	2.4	1,108	2.0	SALES & RELATED OCCUPATIONS (410000)
290	2.4	545	4.4	375	3.1	432	3.5	224	1.8	Supervisors, Sales Workers (411000)
235	2.9	455	5.6	305	3.7	328	4.0	180	2.2	First-Line Super./Mgrs. of Ret. Sales Wrkrs (411011)
55	1.4	90	2.2	70	1.7	104	2.6	44	1.1	First-Line Sup./Mgrs., Non-Ret Sales Wrkrs (411012)
2,090	10.0	1,109	5.3	1,965	9.4	512	2.4	673	3.2	Retail Sales Workers (412000)
1,205	14.8	535	6.6	1,385	17.0	209	2.6	379	4.7	Cashiers (412010)
40	8.2	30	6.2	45	9.3	0	0.0	14	2.9	Counter & Rental Clerks (412021)
0	0.0	4	2.6	0	0.0	4	2.6	0	0.0	Parts Salespersons (412022)
845	6.9	540	4.4	535	4.4	299	2.5	280	2.3	Retail Salespersons (412031)
175	1.4	170	1.4	165	1.3	310	2.5	133	1.1	Sales Representatives, Services (413000)
25	1.6	10	0.6	30	1.9	0	0.0	14	0.9	Advertising Sales Agents (413011)
15	0.9	15	0.9	35	2.0	40	2.3	0	0.0	Insurance Sales Agents (413021)
65	1.2	110	2.0	20	0.4	245	4.4	65	1.2	Securities, Comm., & Fin. Serv. Sales Agts (413031)
10	1.5	0	0.0	40	6.1	0	0.0	25	3.8	Travel Agents (413041)
60	2.1	35	1.2	40	1.4	25	0.9	29	1.0	Sales Reps, Services, All Other (413099)
110	2.1	165	3.2	90	1.7	73	1.4	30	0.6	Sales Reps, Wholesale & Manufacturing (414000)
110	2.1	165	3.2	90	1.7	73	1.4	30	0.6	Sales Reps, Wholesale & Manufacturing (414010)
160	2.7	118	2.0	123	2.1	53	0.9	48	0.8	Other Sales & Related Workers (419000)
15	9.4	15	9.4	10	6.3	0	0.0	0	0.0	Models, Demonstrators, & Prod Promoters (419010)

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Occupation	Total All Races *	Total Civilian Labor Force				White Non-Hispanic				Black Non-Hispanic	
		Male	%	Female	%	Male	%	Female	%	Male	%
Real Estate Brokers & Sales Agents (419020)	3,510	1,390	39.6	2,119	60.4	1,305	37.2	2,040	58.1	35	1.0
Sales Engineers (419031)	95	95	100.0	0	0.0	85	89.5	0	0.0	0	0.0
Telemarketers (419041)	635	233	36.7	388	61.1	135	21.3	265	41.7	40	6.3
Door-To-Door Sales Workers & Rel Wrkrs (419091)	465	175	37.6	284	61.1	145	31.2	210	45.2	10	2.2
Sales & Related Workers, All Other (419099)	985	528	53.6	455	46.2	455	46.2	425	43.1	55	5.6
OFFICE & ADMIN. SUPPORT OCCUPATIONS (430000)	62,990	15,664	24.9	47,287	75.1	10,835	17.2	35,995	57.1	2,290	3.6
Super., Office & Admin. Support Workers (431000)	5,860	1,949	33.3	3,919	66.9	1,495	25.5	3,105	53.0	190	3.2
First-Line Sup./Mgns., Admin Support Wrkrs (431011)	5,860	1,949	33.3	3,919	66.9	1,495	25.5	3,105	53.0	190	3.2
Communications Equipment Operators (432000)	380	114	30.0	264	69.5	70	18.4	190	50.0	15	3.9
Switchboard Operators Incl. Ans. Service (432011)	215	40	18.6	174	80.9	40	18.6	145	67.4	0	0.0
Telephone Operators (432021)	110	55	50.0	55	50.0	30	27.3	25	22.7	0	0.0
Comm. Equipment Operators, All Other (432099)	55	19	34.5	35	63.6	0	0.0	20	36.4	15	27.3
Financial Clerks (433000)	9,005	1,201	13.3	7,783	86.4	905	10.0	6,080	67.5	125	1.4
Bill & Account Collectors (433011)	595	200	33.6	385	64.7	145	24.4	250	42.0	20	3.4
Billing & Posting Clerks & Machine Oper. (433021)	965	98	10.2	859	89.0	80	8.3	695	72.0	0	0.0
Bookkeeping, Accting, & Auditing Clerks (433031)	5,475	620	11.3	4,865	88.9	465	8.5	4,000	73.1	60	1.1
Gaming Cage Workers (433041)	35	0	0.0	35	100.0	0	0.0	25	71.4	0	0.0
Payroll & Timekeeping Clerks (433051)	745	63	8.5	680	91.3	45	6.0	510	68.5	10	1.3
Procurement Clerks (433061)	95	50	52.6	39	41.1	50	52.6	35	36.8	0	0.0
Tellers (433071)	1,095	170	15.5	920	84.0	120	11.0	565	51.6	35	3.2
Information & Record Clerks (434000)	14,460	3,131	21.7	11,331	78.4	2,235	15.5	8,130	56.2	475	3.3
Brokerage Clerks (434011)	100	30	30.0	68	68.0	20	20.0	50	50.0	0	0.0
Court, Municipal, & License Clerks (434031)	95	60	63.2	40	42.1	50	52.6	30	31.6	10	10.5
Credit Authorizers, Checkers, & Clerks (434041)	180	60	33.3	119	66.1	60	33.3	95	52.8	0	0.0
Customer Service Representatives (434051)	6,585	1,820	27.6	4,758	72.3	1,295	19.7	3,310	50.3	310	4.7
Eligibility Interviewers, Govt. Programs (434061)	95	34	35.8	60	63.2	20	21.1	30	31.6	0	0.0
File Clerks (434071)	965	215	22.3	755	78.2	135	14.0	565	58.5	50	5.2
Hotel, Motel, & Resort Desk Clerks (434081)	95	35	36.8	64	67.4	35	36.8	25	26.3	0	0.0
Interviewers, Except Eligibility & Loan (434111)	355	169	47.6	190	53.5	105	29.6	155	43.7	30	8.5
Library Assistants, Clerical (434121)	455	55	12.1	395	86.8	35	7.7	310	68.1	10	2.2
Loan Interviewers & Clerks (434131)	180	54	30.0	125	69.4	50	27.8	95	52.8	0	0.0
New Accounts Clerks (434141)	35	15	42.9	19	54.3	15	42.9	15	42.9	0	0.0
Human Res. Assists, Exc. Payroll Etc. (434161)	130	30	23.1	105	80.8	15	11.5	40	30.8	15	11.5
Receptionists & Information Clerks (434171)	4,075	285	7.0	3,789	93.0	235	5.8	2,905	71.3	10	0.2
Reserv. & Transp. Ticket Agts & Trav Clerks (434181)	470	85	18.1	389	82.8	55	11.7	215	45.7	20	4.3
Information & Record Clerks, All Other (434199)	160	20	12.5	140	87.5	10	6.3	125	78.1	0	0.0
Correspondence Clerks & Order Clerks (434XXX)	485	164	33.8	315	64.9	100	20.6	165	34.0	20	4.1
Material Recording, Scheduling, Etc. (435000)	8,960	6,122	68.3	2,828	31.6	3,855	43.0	1,700	19.0	1,095	12.2
Cargo & Freight Agents (435011)	85	85	100.0	0	0.0	75	88.2	0	0.0	0	0.0
Couriers & Messengers (435021)	590	489	82.9	95	16.1	280	47.5	45	7.6	120	20.3
Dispatchers (435030)	550	298	54.2	243	44.2	200	36.4	145	26.4	75	13.6
Meter Readers, Utilities (435041)	70	70	100.0	0	0.0	45	64.3	0	0.0	0	0.0
Postal Service Clerks (435051)	415	188	45.3	235	56.6	110	26.5	145	34.9	60	14.5
Postal Service Mail Carriers (435052)	1,095	860	78.5	235	21.5	615	56.2	185	16.9	120	11.0
Postal Service Mail Sorters, Processors, Etc. (435053)	375	225	60.0	150	40.0	110	29.3	30	8.0	65	17.3
Production, Planning, & Expediting Clerks (435061)	995	423	42.5	570	57.3	355	35.7	425	42.7	35	3.5
Shipping, Receiving, & Traffic Clerks (435071)	1,590	1,190	74.8	400	25.2	620	39.0	185	11.6	260	16.4
Stock Clerks & Order Fillers (435081)	3,100	2,230	71.9	870	28.1	1,385	44.7	520	16.8	360	11.6
Weighers, Measurers, Checkers, Etc. (435111)	95	64	67.4	30	31.6	60	63.2	20	21.1	0	0.0
Secretaries & Administrative Assistants (436000)	13,885	309	2.2	13,570	97.7	230	1.7	11,315	81.5	35	0.3
Secretaries & Administrative Assistants (436010)	13,885	309	2.2	13,570	97.7	230	1.7	11,315	81.5	35	0.3
Other Office & Admin. Support Workers (439000)	10,440	2,838	27.2	7,592	72.7	2,045	19.6	5,475	52.4	355	3.4

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Black Non-Hispanic		Hispanic in Any Race				All Other Non-Hispanic				Occupation
Female	%	Male	%	Female	%	Male	%	Female	%	
30	0.9	35	1.0	49	1.4	15	0.4	0	0.0	Real Estate Brokers & Sales Agents (419020)
0	0.0	0	0.0	0	0.0	10	10.5	0	0.0	Sales Engineers (419031)
80	12.6	34	5.4	19	3.0	24	3.8	24	3.8	Telemarketers (419041)
15	3.2	20	4.3	35	7.5	0	0.0	24	5.2	Door-To-Door Sales Workers & Rel Wrkrs (419091)
20	2.0	14	1.4	10	1.0	4	0.4	0	0.0	Sales & Related Workers, All Other (419099)
5,666	9.0	1,705	2.7	4,096	6.5	834	1.3	1,530	2.4	OFFICE & ADMIN. SUPPORT OCCUPATIONS (430000)
390	6.7	210	3.6	295	5.0	54	0.9	129	2.2	Super., Office & Admin. Support Workers (431000)
390	6.7	210	3.6	295	5.0	54	0.9	129	2.2	First-Line Sup./Mgrs., Admin. Support Wrkrs (431011)
45	11.8	0	0.0	29	7.6	29	7.6	0	0.0	Communications Equipment Operators (432000)
15	7.0	0	0.0	14	6.5	0	0.0	0	0.0	Switchboard Operators, Incl. Ans. Service (432011)
15	13.6	0	0.0	15	13.6	25	22.7	0	0.0	Telephone Operators (432021)
15	27.3	0	0.0	0	0.0	4	7.3	0	0.0	Comm. Equipment Operators, All Other (432099)
839	9.3	83	0.9	600	6.7	88	1.0	264	2.9	Financial Clerks (433000)
55	9.2	35	5.9	80	13.4	0	0.0	0	0.0	Bill & Account Collectors (433011)
49	5.1	4	0.4	90	9.3	14	1.5	25	2.6	Billing & Posting Clerks & Machine Oper. (433021)
470	8.6	40	0.7	265	4.8	55	1.0	130	2.4	Bookkeeping, Accting, & Auditing Clerks (433031)
10	28.6	0	0.0	0	0.0	0	0.0	0	0.0	Gaming Cage Workers (433041)
145	19.5	4	0.5	25	3.4	4	0.5	0	0.0	Payroll & Timekeeping Clerks (433051)
0	0.0	0	0.0	0	0.0	0	0.0	4	4.2	Procurement Clerks (433061)
110	10.0	0	0.0	140	12.8	15	1.4	105	9.6	Tellers (433071)
1,662	11.5	297	2.1	1,117	7.7	124	0.9	422	2.9	Information & Record Clerks (434000)
4	4.0	10	10.0	10	10.0	0	0.0	4	4.0	Brokerage Clerks (434011)
10	10.5	0	0.0	0	0.0	0	0.0	0	0.0	Court, Municipal, & License Clerks (434031)
20	11.1	0	0.0	4	2.2	0	0.0	0	0.0	Credit Authorizers, Checkers, & Clerks (434041)
750	11.4	170	2.6	455	6.9	45	0.7	243	3.7	Customer Service Representatives (434051)
30	31.6	14	14.7	0	0.0	0	0.0	0	0.0	Eligibility Interviewers, Govt. Programs (434061)
100	10.4	30	3.1	55	5.7	0	0.0	35	3.6	File Clerks (434071)
15	15.8	0	0.0	14	14.7	0	0.0	10	10.5	Hotel, Motel, & Resort Desk Clerks (434081)
20	5.6	4	1.1	15	4.2	30	8.5	0	0.0	Interviewers, Except Eligibility & Loan (434111)
45	9.9	10	2.2	10	2.2	0	0.0	30	6.6	Library Assistants, Clerical (434121)
0	0.0	4	2.2	15	8.3	0	0.0	15	8.3	Loan Interviewers & Clerks (434131)
4	11.4	0	0.0	0	0.0	0	0.0	0	0.0	New Accounts Clerks (434141)
45	34.6	0	0.0	20	15.4	0	0.0	0	0.0	Human Res. Assists, Exc. Payroll Etc. (434161)
409	10.0	15	0.4	410	10.1	25	0.6	65	1.6	Receptionists & Information Clerks (434171)
100	21.3	0	0.0	54	11.5	10	2.1	20	4.3	Reserv. & Transp. Ticket Agts & Trav Clerks (434181)
15	9.4	0	0.0	0	0.0	10	6.3	0	0.0	Information & Record Clerks, All Other (434199)
95	19.6	40	8.2	55	11.3	4	0.8	0	0.0	Correspondence Clerks & Order Clerks (434XXX)
525	5.9	907	10.1	459	5.1	265	3.0	144	1.6	Material Recording, Scheduling, Etc. (435000)
0	0.0	10	11.8	0	0.0	0	0.0	0	0.0	Cargo & Freight Agents (435011)
30	5.1	75	12.7	20	3.4	14	2.4	0	0.0	Couriers & Messengers (435021)
75	13.6	19	3.5	19	3.5	4	0.7	4	0.7	Dispatchers (435030)
0	0.0	25	35.7	0	0.0	0	0.0	0	0.0	Meter Readers, Utilities (435041)
65	15.7	4	1.0	10	2.4	14	3.4	15	3.6	Postal Service Clerks (435051)
20	1.8	75	6.8	30	2.7	50	4.6	0	0.0	Postal Service Mail Carriers (435052)
70	18.7	50	13.3	40	10.7	0	0.0	10	2.7	Postal Service Mail Sorters, Processors, Etc. (435053)
75	7.5	25	2.5	40	4.0	8	0.8	30	3.0	Production, Planning, & Expediting Clerks (435061)
65	4.1	265	16.7	110	6.9	45	2.8	40	2.5	Shipping, Receiving, & Traffic Clerks (435071)
115	3.7	355	11.5	190	6.1	130	4.2	45	1.5	Stock Clerks & Order Fillers (435081)
10	10.5	4	4.2	0	0.0	0	0.0	0	0.0	Weighers, Measurers, Checkers, Etc. (435111)
1,175	8.5	15	0.1	820	5.9	29	0.2	260	1.9	Secretaries & Administrative Assistants (436000)
1,175	8.5	15	0.1	820	5.9	29	0.2	260	1.9	Secretaries & Administrative Assistants (436010)
1,030	9.9	193	1.8	776	7.4	245	2.3	311	3.0	Other Office & Admin. Support Workers (439000)

CONNECTICUT OCCUPATIONAL STATISTICS
for Equal Employment Opportunity and Affirmative Action Planning
2000 Census of Population and Housing - Special EEO Tabulation

Fairfield County

Occupation	Total All Races *	Total Civilian Labor Force				White Non-Hispanic				Black Non-Hispanic	
		Male	%	Female	%	Male	%	Female	%	Male	%
Computer Operators (439011)	855	395	46.2	460	53.8	255	29.8	335	39.2	55	6.4
Data Entry Keyers (439021)	1,790	458	25.6	1,335	74.6	240	13.4	850	47.5	75	4.2
Word Processors & Typists (439022)	510	69	13.5	435	85.3	50	9.8	255	50.0	15	2.9
Desktop Publishers (439031)	95	45	47.4	50	52.6	45	47.4	35	36.8	0	0.0
Insurance Claims & Policy Proc. Clerks (439041)	580	120	20.7	454	78.3	95	16.4	360	62.1	15	2.6
Mail Clerks & Mail Mach Oper., Exc. USPS (439051)	600	358	59.7	248	41.3	265	44.2	140	23.3	50	8.3
Office Clerks, General (439061)	4,130	754	18.3	3,380	81.8	560	13.6	2,585	62.6	90	2.2
Office Machine Operators, Exc. Computer (439071)	125	55	44.0	73	58.4	40	32.0	30	24.0	15	12.0
Proofreaders & Copy Markers (439081)	60	35	58.3	20	33.3	35	58.3	20	33.3	0	0.0
Statistical Assistants (439111)	105	19	18.1	73	69.5	15	14.3	55	52.4	0	0.0
Office & Admin. Support Workers, All Other (439199)	1,590	530	33.3	1,064	66.9	445	28.0	810	50.9	40	2.5
FARMING, FISHING, & FORESTRY OCCUPATIONS (450000)	485	366	75.5	130	26.8	188	38.8	100	20.6	25	5.2
Super., Farming, Fishing, & Forestry Wrks (451000)	55	34	61.8	25	45.5	30	54.5	25	45.5	0	0.0
First-Line Sup./Mgrs. of Farming, Etc. (451010)	55	34	61.8	25	45.5	30	54.5	25	45.5	0	0.0
Agricultural Workers (452000)	320	220	68.8	105	32.8	80	25.0	75	23.4	25	7.8
Agricultural Inspectors (452011)	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Graders & Sorters, Agricultural Products (452041)	20	20	100.0	0	0.0	0	0.0	0	0.0	10	50.0
Misc. Agric. Wrks, Incl. Animal Breeders (4520XX)	300	200	66.7	105	35.0	80	26.7	75	25.0	15	5.0
Fishing & Hunting Workers (453000)	85	90	105.9	0	0.0	70	82.4	0	0.0	0	0.0
Forest, Conservation, & Logging Workers (454000)	25	22	88.0	0	0.0	8	32.0	0	0.0	0	0.0
Forest & Conservation Workers (454011)	10	8	80.0	0	0.0	4	40.0	0	0.0	0	0.0
Logging Workers (454020)	15	14	93.3	0	0.0	4	26.7	0	0.0	0	0.0
CONSTRUCTION & EXTRACTION OCCUPATIONS (470000)	22,849	22,418	98.1	435	1.9	15,830	69.3	260	1.1	1,173	5.1
Super., Construction & Extraction Workers (471000)	2,420	2,365	97.7	55	2.3	1,955	80.8	30	1.2	105	4.3
First-Line Sup./Mgrs. of Constr & Extr. Wrks (471011)	2,420	2,365	97.7	55	2.3	1,955	80.8	30	1.2	105	4.3
Construction Trades Workers (472000)	19,545	19,168	98.1	380	1.9	13,190	67.5	230	1.2	1,014	5.2
Boilermakers (472011)	60	59	98.3	0	0.0	30	50.0	0	0.0	25	41.7
Brickmasons, Blockmasons, & Stonemasons (472020)	1,040	1,030	99.0	15	1.4	525	50.5	15	1.4	10	1.0
Carpenters (472031)	5,800	5,735	98.9	69	1.2	4,455	76.8	45	0.8	245	4.2
Carpet, Floor, & Tile Installers & Finishers (472040)	710	715	100.7	0	0.0	620	87.3	0	0.0	25	3.5
Cement Masons, Concrete Finishers, Etc. (472050)	45	44	97.8	0	0.0	25	55.6	0	0.0	15	33.3
Construction Laborers (472061)	3,240	3,154	97.3	94	2.9	1,570	48.5	55	1.7	265	8.2
Paving, Surfacing, & Tamping Equip Oper. (472071)	30	30	100.0	0	0.0	20	66.7	0	0.0	10	33.3
Miscellaneous Construction Equip. Oper. (47207X)	550	544	98.9	8	1.5	480	87.3	0	0.0	25	4.5
Drywall Install., Ceil. Tile Install., & Tapers (472080)	275	264	96.0	10	3.6	200	72.7	10	3.6	20	7.3
Electricians (472111)	1,855	1,835	98.9	20	1.1	1,590	85.7	20	1.1	75	4.0
Glaziers (472121)	100	98	98.0	0	0.0	50	50.0	0	0.0	0	0.0
Insulation Workers (472130)	70	65	92.9	0	0.0	30	42.9	0	0.0	20	28.6
Painters, Construction & Maintenance (472141)	3,480	3,360	96.6	125	3.6	1,805	51.9	50	1.4	110	3.2
Paperhangers (472142)	65	39	60.0	25	38.5	35	53.8	25	38.5	0	0.0
Pipelayers, Plumbers, Pipefitters, Etc. (472150)	1,085	1,065	98.2	14	1.3	945	87.1	10	0.9	50	4.6
Plasterers & Stucco Masons (472161)	20	20	100.0	0	0.0	20	100.0	0	0.0	0	0.0
Roofers (472181)	595	589	99.0	0	0.0	375	63.0	0	0.0	85	14.3
Sheet Metal Workers (472211)	435	434	99.8	0	0.0	355	81.6	0	0.0	30	6.9
Iron & Steel Workers (472XXX)	90	88	97.8	0	0.0	60	66.7	0	0.0	4	4.4
Helpers, Construction Trades (473000)	220	219	99.5	0	0.0	115	52.3	0	0.0	20	9.1
Helpers, Construction Trades (473010)	220	219	99.5	0	0.0	115	52.3	0	0.0	20	9.1
Other Construction & Related Workers (474000)	619	621	100.3	0	0.0	525	84.8	0	0.0	34	5.5
Construction & Building Inspectors (474011)	195	200	102.6	0	0.0	175	89.7	0	0.0	0	0.0
Elevator Installers & Repairers (474021)	25	25	100.0	0	0.0	25	100.0	0	0.0	0	0.0
Fence Erectors (474031)	35	35	100.0	0	0.0	20	57.1	0	0.0	0	0.0
Hazardous Materials Removal Workers (474041)	25	24	96.0	0	0.0	10	40.0	0	0.0	10	40.0

CONNECTICUT OCCUPATIONAL STATISTICS
for Equal Employment Opportunity and Affirmative Action Planning
2000 Census of Population and Housing - Special EEO Tabulation

Fairfield County

Black Non-Hispanic		Hispanic in Any Race				All Other Non-Hispanic				Occupation
Female	%	Male	%	Female	%	Male	%	Female	%	
60	7.0	45	5.3	45	5.3	40	4.7	20	2.3	Computer Operators (439011)
225	12.6	60	3.4	190	10.6	83	4.6	70	3.9	Data Entry Keyers (439021)
75	14.7	4	0.8	80	15.7	0	0.0	25	4.9	Word Processors & Typists (439022)
0	0.0	0	0.0	15	15.8	0	0.0	0	0.0	Desktop Publishers (439031)
50	8.6	0	0.0	44	7.6	10	1.7	0	0.0	Insurance Claims & Policy Proc. Clerks (439041)
40	6.7	19	3.2	4	0.7	24	4.0	64	10.7	Mail Clerks & Mail Mach Oper., Exc. USPS (439051)
425	10.3	55	1.3	280	6.8	49	1.2	90	2.2	Office Clerks, General (439061)
20	16.0	0	0.0	19	15.2	0	0.0	4	3.2	Office Machine Operators, Exc. Computer (439071)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Proofreaders & Copy Markers (439081)
10	9.5	0	0.0	4	3.8	4	3.8	4	3.8	Statistical Assistants (439111)
125	7.9	10	0.6	95	6.0	35	2.2	34	2.1	Office & Admin. Support Workers, All Other (439199)
0	0.0	133	27.4	30	6.2	20	4.1	0	0.0	FARMING, FISHING, & FORESTRY OCCUPATIONS (450000)
0	0.0	4	7.3	0	0.0	0	0.0	0	0.0	Super., Farming, Fishing, & Forestry Wrkrs (451000)
0	0.0	4	7.3	0	0.0	0	0.0	0	0.0	First-Line Sup./Mgrs. of Farming, Etc. (451010)
0	0.0	115	35.9	30	9.4	0	0.0	0	0.0	Agricultural Workers (452000)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Agricultural Inspectors (452011)
0	0.0	10	50.0	0	0.0	0	0.0	0	0.0	Graders & Sorters, Agricultural Products (452041)
0	0.0	105	35.0	30	10.0	0	0.0	0	0.0	Misc. Agric. Wrkrs, Incl. Animal Breeders (4520XX)
0	0.0	10	11.8	0	0.0	10	11.8	0	0.0	Fishing & Hunting Workers (453000)
0	0.0	4	16.0	0	0.0	10	40.0	0	0.0	Forest, Conservation, & Logging Workers (454000)
0	0.0	4	40.0	0	0.0	0	0.0	0	0.0	Forest & Conservation Workers (454011)
0	0.0	0	0.0	0	0.0	10	66.7	0	0.0	Logging Workers (454020)
14	0.1	4,302	18.8	127	0.6	1,113	4.9	34	0.1	CONSTRUCTION & EXTRACTION OCCUPATIONS (470000)
0	0.0	225	9.3	25	1.0	80	3.3	0	0.0	Super., Construction & Extraction Workers (471000)
0	0.0	225	9.3	25	1.0	80	3.3	0	0.0	First-Line Sup./Mgrs. of Constr & Extr. Wrkrs (471011)
14	0.1	3,939	20.2	102	0.5	1,025	5.2	34	0.2	Construction Trades Workers (472000)
0	0.0	4	6.7	0	0.0	0	0.0	0	0.0	Boilermakers (472011)
0	0.0	410	39.4	0	0.0	85	8.2	0	0.0	Brickmasons, Blockmasons, & Stonemasons (472020)
10	0.2	700	12.1	4	0.1	335	5.8	10	0.2	Carpenters (472031)
0	0.0	70	9.9	0	0.0	0	0.0	0	0.0	Carpet, Floor, & Tile Installers & Finishers (472040)
0	0.0	4	8.9	0	0.0	0	0.0	0	0.0	Cement Masons, Concrete Finishers, Etc. (472050)
0	0.0	1,170	36.1	39	1.2	149	4.6	0	0.0	Construction Laborers (472061)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Paving, Surfacing, & Tamping Equip. Oper. (472071)
0	0.0	14	2.5	4	0.7	25	4.5	4	0.7	Miscellaneous Construction Equip. Oper. (47207X)
0	0.0	19	6.9	0	0.0	25	9.1	0	0.0	Drywall Install., Ceil. Tile Install., & Tapers (472080)
0	0.0	115	6.2	0	0.0	55	3.0	0	0.0	Electricians (472111)
0	0.0	40	40.0	0	0.0	8	8.0	0	0.0	Glaziers (472121)
0	0.0	15	21.4	0	0.0	0	0.0	0	0.0	Insulation Workers (472130)
0	0.0	1,170	33.6	55	1.6	275	7.9	20	0.6	Painters, Construction & Maintenance (472141)
0	0.0	4	6.2	0	0.0	0	0.0	0	0.0	Paperhangers (472142)
4	0.4	50	4.6	0	0.0	20	1.8	0	0.0	Pipelayers, Plumbers, Pipefitters, Etc. (472150)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Plasterers & Stucco Masons (472161)
0	0.0	100	16.8	0	0.0	29	4.9	0	0.0	Roofers (472181)
0	0.0	30	6.9	0	0.0	19	4.4	0	0.0	Sheet Metal Workers (472211)
0	0.0	24	26.7	0	0.0	0	0.0	0	0.0	Iron & Steel Workers (472XXX)
0	0.0	80	36.4	0	0.0	4	1.8	0	0.0	Helpers, Construction Trades (473000)
0	0.0	80	36.4	0	0.0	4	1.8	0	0.0	Helpers, Construction Trades (473010)
0	0.0	58	9.4	0	0.0	4	0.6	0	0.0	Other Construction & Related Workers (474000)
0	0.0	25	12.8	0	0.0	0	0.0	0	0.0	Construction & Building Inspectors (474011)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Elevator Installers & Repairers (474021)
0	0.0	15	42.9	0	0.0	0	0.0	0	0.0	Fence Erectors (474031)
0	0.0	4	16.0	0	0.0	0	0.0	0	0.0	Hazardous Materials Removal Workers (474041)

DIGEST OF EDUCATION STATISTICS

TABLE 314.40 -FALL 2013 EMPLOYEES IN DEGREE GRANTING POSTSECONDARY INSTITUTIONS
(Fall 2015 -TABLE PREPARED DECEMBER 2016)

STAFF	TOTAL	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISPANIC	HISPANIC	AAIANHNPI	AAIANHNPI
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Management	247713	109897 44.4%	137816 55.6%	89887 36.3%	106697 43.1%	9251 3.7%	16008 6.5%	5798 2.3%	8664 3.5%	4961 2.0%	6447 2.6%
Professional/ Faculty	1410679	713296 50.6%	697383 49.4%	569867 40.4%	543194 38.5%	42064 3.0%	63679 4.5%	35818 2.5%	36672 2.6%	65547 4.6%	53838 3.8%
Business & Financial Operations	194721	52210 26.8%	142511 73.2%	38974 20.0%	101416 52.1%	5111 2.6%	17739 9.1%	4489 2.3%	12341 6.3%	3636 1.9%	11015 5.7%
Computers, Engineering & Science	211605	128459 60.7%	83146 39.3%	97332 46.0%	57739 27.3%	7900 3.7%	6639 3.1%	8817 4.2%	5901 2.8%	14410 6.8%	12867 6.1%
Community, Social Service, Legal, Arts, Design, Entertainment, Sports & Media	164593	73673 44.8%	90920 55.2%	57310 34.8%	67665 41.1%	8883 5.4%	10766 6.5%	4911 3.0%	7865 4.8%	2569 1.6%	4624 2.8%
Healthcare Practitioners & Technicians	112077	30491 27.2%	81586 72.8%	20657 18.4%	56811 50.7%	2835 2.5%	10108 9.0%	2328 2.1%	5775 5.2%	4671 4.2%	8892 7.9%
Librarians, Curators, & Archivists	40764	11962 29.3%	28802 70.7%	9913 24.3%	23239 57.0%	706 1.7%	2423 5.9%	753 1.8%	1341 3.3%	590 1.4%	1799 4.4%
Student & Academic Affairs & Other Education Services	161229	51855 32.2%	109374 67.8%	37729 23.4%	78358 48.6%	6479 4.0%	15384 9.5%	4826 3.0%	9909 6.1%	2821 1.7%	5723 3.5%
Graduate Assistants	234002	114155 48.8%	119847 51.2%	86674 37.0%	88377 37.8%	5807 2.5%	8945 3.8%	8428 3.6%	9647 4.1%	13246 5.7%	12878 5.5%

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Spring 2016, Human Resources component, Fall Staff section.

(This table was prepared December 2016.)

DIGEST OF EDUCATIONAL STATISTICS
 TABLE 315.20 -FT FACULTY IN DEGREE GRANTING POSITIONS
 FALL 2015 - TABLE PREPARED DECEMBER 2016

RANK	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE
Professor	177162	120776 68.2	56386 31.8	99,759 56.3	47,205 26.6	4,010 2.3	2,710 1.5	3,827 2.2	2,129 1.2	13,180 7.4	4,342 2.5
Associate Professor	150423	82932 55.1	67491 44.9	64,010 42.6	52,501 34.9	4,333 2.9	4,744 3.2	3,800 2.5	3,167 2.1	10,789 7.2	7,079 4.7
Assistant Professor	153519	73602 47.9	79917 52.1	55,186 35.9	59,808 39.0	4,171 2.7	6,679 4.4	3,692 2.4	3,923 2.6	10,553 6.9	9,507 6.2
Instructor	93175	40055 43.0	53120 57.0	31,457 33.8	41,030 44.0	2,570 2.8	4,710 5.1	3,118 3.3	3,763 4.0	2,910 3.1	3,617 3.9
Lecturer	37853	16866 44.6	20987 55.4	13,885 36.7	16,683 44.1	871 2.3	1213 3.2	1009 2.7	1,359 3.6	1,101 2.9	1,732 4.6
Other Faculty	124412	62690 50.4	61722 49.6	47,888 38.5	46,245 37.2	3,077 2.5	5,058 4.1	2,813 2.3	3,186 2.6	8,912 7.2	7,233 5.8

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2011-12, Human Resources component, Fall Staff section; and IPEDS Spring 2014 and Spring 2016, Human Resources component, Fall Staff section. (This table was prepared December 2016.)

CONNECTICUT OCCUPATIONAL STATISTICS
for Equal Employment Opportunity and Affirmative Action Planning
2000 Census of Population and Housing - Special EEO Tabulation

Statewide

Occupation	Total All Races *	Total Civilian Labor Force				White Non-Hispanic				Black Non-Hispanic	
		Male	%	Female	%	Male	%	Female	%	Male	%
Total Civilian Labor Force	1,757,139	918,028	52.2	838,344	47.7	744,504	42.4	664,879	37.8	62,231	3.5
MGMT., BUSINESS, & FIN. OCCS. (110000)	269,675	159,068	59.0	110,547	41.0	144,195	53.5	96,010	35.6	5,010	1.9
Management Occupations (110001)	175,185	112,949	64.5	62,224	35.5	102,780	58.7	55,135	31.5	3,058	1.7
Top Executives (111000)	34,085	27,181	79.7	6,908	20.3	25,440	74.6	6,360	18.7	430	1.3
Chief Executives (111011)	21,345	17,743	83.1	3,604	16.9	16,790	78.7	3,435	16.1	205	1.0
General & Operations Mgrs. (111021)	12,395	9,224	74.4	3,169	25.6	8,450	68.2	2,840	22.9	225	1.8
Legislators (111031)	345	214	62.0	135	39.1	200	58.0	85	24.6	0	0.0
Advert., Marketing., Promo., Pub. Rel. (112000)	23,610	13,866	58.7	9,735	41.2	12,820	54.3	8,820	37.4	360	1.5
Advertising & Promotions Mgrs (112011)	1,495	659	44.1	832	55.7	620	41.5	820	54.8	10	0.7
Marketing & Sales Mgrs. (112020)	21,120	12,774	60.5	8,345	39.5	11,790	55.8	7,495	35.5	335	1.6
Public Relations Mgrs. (112031)	995	433	43.5	558	56.1	410	41.2	505	50.8	15	1.5
Operations Specialties Mgrs. (113000)	42,525	25,851	60.8	16,668	39.2	23,445	55.1	14,575	34.3	744	1.7
Administrative Services Mgrs. (113011)	1,635	1,040	63.6	594	36.3	965	59.0	535	32.7	20	1.2
Computer & Info. Systems Mgrs. (113021)	6,010	4,245	70.6	1,763	29.3	3,855	64.1	1,620	27.0	120	2.0
Financial Managers (113031)	18,790	10,618	56.5	8,163	43.4	9,705	51.6	7,145	38.0	219	1.2
Human Resources Mgrs. (113040)	6,100	2,630	43.1	3,473	56.9	2,170	35.6	3,045	49.9	240	3.9
Industrial Production Mgrs. (113051)	4,675	3,684	78.8	990	21.2	3,415	73.0	815	17.4	65	1.4
Purchasing Managers (113061)	2,955	1,680	56.9	1,275	43.1	1,600	54.1	1,045	35.4	20	0.7
Transp., Storage, & Dist. Mgrs (113071)	2,360	1,954	82.8	410	17.4	1,735	73.5	370	15.7	60	2.5
Other Management Occupations (119000)	74,965	46,051	61.4	28,913	38.6	41,075	54.8	25,380	33.9	1,524	2.0
Farm, Ranch, & Other Agric Mgrs. (119011)	975	679	69.6	300	30.8	545	55.9	280	28.7	35	3.6
Farmers & Ranchers (119012)	1,265	995	78.7	275	21.7	985	77.9	265	20.9	0	0.0
Construction Managers (119021)	7,480	7,083	94.7	398	5.3	6,720	89.8	360	4.8	99	1.3
Education Administrators (119030)	9,935	4,158	41.9	5,779	58.2	3,695	37.2	5,060	50.9	265	2.7
Engineering Managers (119041)	2,360	2,214	93.8	145	6.1	2,000	84.7	145	6.1	40	1.7
Food Service Managers (119051)	7,820	4,873	62.3	2,944	37.6	3,835	49.0	2,530	32.4	160	2.0
Funeral Directors (119061)	580	509	87.8	70	12.1	455	78.4	70	12.1	35	6.0
Gaming Managers (119071)	385	228	59.2	154	40.0	220	57.1	135	35.1	0	0.0
Lodging Managers (119081)	865	454	52.5	410	47.4	340	39.3	325	37.6	45	5.2
Medical & Health Services Mgrs. (119111)	6,200	1,834	29.6	4,358	70.3	1,650	26.6	3,905	63.0	60	1.0
Natural Sciences Managers (119121)	360	250	69.4	110	30.6	200	55.6	100	27.8	0	0.0
Postmasters & Mail Superintendents (119131)	275	175	63.6	105	38.2	165	60.0	95	34.5	0	0.0
Prop., Real Est., & Comm. Assoc. Mgrs. (119141)	4,475	2,675	59.8	1,798	40.2	2,410	53.9	1,610	36.0	100	2.2
Social & Community Service Managers (119151)	3,550	1,109	31.2	2,438	68.7	880	24.8	2,015	56.8	190	5.4
Managers, All Other (119199)	28,440	18,815	66.2	9,629	33.9	16,975	59.7	8,485	29.8	495	1.7
Business & Financial Oper. Occs. (130001)	94,490	46,119	48.8	48,323	51.1	41,415	43.8	40,875	43.3	1,952	2.1
Business Operations Specialists (131000)	45,645	20,718	45.4	24,907	54.6	18,410	40.3	21,075	46.2	933	2.0
Agents & Bus. Mgrs. of Artists, Etc. (131011)	455	210	46.2	240	52.7	190	41.8	220	48.4	10	2.2
Purch. Agts & Buyers, Farm Prod. (131021)	80	40	50.0	40	50.0	40	50.0	30	37.5	0	0.0
Whsle & Ret. Buyers, Exc. Farm Prod. (131022)	2,805	1,223	43.6	1,588	56.6	1,115	39.8	1,390	49.6	40	1.4
Purch. Agts, Exc. Whsle, Ret., Etc. (131023)	4,015	1,887	47.0	2,123	52.9	1,725	43.0	1,960	48.8	80	2.0
Claims Adj., Appr., Examiners, & Invest. (131030)	6,275	2,134	34.0	4,134	65.9	1,865	29.7	3,405	54.3	175	2.8
Compliance Officers, Exc. Agri., Etc. (131041)	1,445	724	50.1	720	49.8	590	40.8	590	40.8	70	4.8
Cost Estimators (131051)	1,205	1,074	89.1	130	10.8	1,060	88.0	110	9.1	0	0.0
Human Res., Training, & Labor Rel. Spec. (131070)	12,900	4,408	34.2	8,500	65.9	3,825	29.7	6,970	54.0	270	2.1
Logisticians (131081)	450	267	59.3	172	38.2	255	56.7	150	33.3	4	0.9
Management Analysts (131111)	12,235	7,304	59.7	4,933	40.3	6,540	53.5	4,375	35.8	144	1.2
Meeting & Convention Planners (131121)	705	115	16.3	594	84.3	80	11.3	535	75.9	35	5.0
Other Business Operations Specialists (1311XX)	3,075	1,332	43.3	1,733	56.4	1,125	36.6	1,340	43.6	105	3.4
Financial Specialists (132000)	48,845	25,401	52.0	23,416	47.9	23,005	47.1	19,800	40.5	1,019	2.1
Accountants & Auditors (132011)	27,965	13,848	49.5	14,114	50.5	12,445	44.5	11,825	42.3	664	2.4
Appraisers & Assessors of Real Estate (132021)	1,410	839	59.5	570	40.4	785	55.7	560	39.7	40	2.8

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Statewide

Black Non-Hispanic		Hispanic in Any Race				All Other Non-Hispanic				Occupation
Female	%	Male	%	Female	%	Male	%	Female	%	
76,358	4.3	70,774	4.0	63,532	3.6	40,519	2.3	33,575	1.9	Total Civilian Labor Force
6,910	2.6	4,448	1.6	3,678	1.4	5,415	2.0	3,949	1.5	MGMT., BUSINESS, & FIN. OCCS. (110000)
3,173	1.8	3,276	1.9	1,870	1.1	3,835	2.2	2,046	1.2	Management Occupations (110001)
290	0.9	575	1.7	135	0.4	736	2.2	123	0.4	Top Executives (111000)
60	0.3	285	1.3	50	0.2	463	2.2	59	0.3	Chief Executives (111011)
200	1.6	290	2.3	65	0.5	259	2.1	64	0.5	General & Operations Mgrs. (111021)
30	8.7	0	0.0	20	5.8	14	4.1	0	0.0	Legislators (111031)
334	1.4	282	1.2	223	0.9	404	1.7	358	1.5	Advert., Marketing., Promo., Pub. Rel. (112000)
4	0.3	14	0.9	4	0.3	15	1.0	4	0.3	Advertising & Promotions Mgrs. (112011)
285	1.3	260	1.2	215	1.0	389	1.8	350	1.7	Marketing & Sales Mgrs. (112020)
45	4.5	8	0.8	4	0.4	0	0.0	4	0.4	Public Relations Mgrs. (112031)
910	2.1	875	2.1	528	1.2	787	1.9	655	1.5	Operations Specialties Mgrs. (113000)
0	0.0	35	2.1	34	2.1	20	1.2	25	1.5	Administrative Services Mgrs. (113011)
70	1.2	85	1.4	19	0.3	185	3.1	54	0.9	Computer & Info. Systems Mgrs. (113021)
480	2.6	315	1.7	230	1.2	379	2.0	308	1.6	Financial Managers (113031)
215	3.5	140	2.3	120	2.0	80	1.3	93	1.5	Human Resources Mgrs. (113040)
45	1.0	140	3.0	45	1.0	64	1.4	85	1.8	Industrial Production Mgrs. (113051)
75	2.5	45	1.5	65	2.2	15	0.5	90	3.0	Purchasing Managers (113061)
25	1.1	115	4.9	15	0.6	44	1.9	0	0.0	Transp., Storage, & Dist. Mgrs. (113071)
1,639	2.2	1,544	2.1	984	1.3	1,908	2.5	910	1.2	Other Management Occupations (119000)
0	0.0	65	6.7	20	2.1	34	3.5	0	0.0	Farm, Ranch, & Other Agric. Mgrs. (119011)
0	0.0	10	0.8	10	0.8	0	0.0	0	0.0	Farmers & Ranchers (119012)
20	0.3	185	2.5	4	0.1	79	1.1	14	0.2	Construction Managers (119021)
395	4.0	120	1.2	195	2.0	78	0.8	129	1.3	Education Administrators (119030)
0	0.0	85	3.6	0	0.0	89	3.8	0	0.0	Engineering Managers (119041)
115	1.5	365	4.7	135	1.7	513	6.6	164	2.1	Food Service Managers (119051)
0	0.0	15	2.6	0	0.0	4	0.7	0	0.0	Funeral Directors (119061)
0	0.0	0	0.0	15	3.9	8	2.1	4	1.0	Gaming Managers (119071)
20	2.3	4	0.5	0	0.0	65	7.5	65	7.5	Lodging Managers (119081)
244	3.9	50	0.8	95	1.5	74	1.2	114	1.8	Medical & Health Services Mgrs. (119111)
0	0.0	0	0.0	0	0.0	50	13.9	10	2.8	Natural Sciences Managers (119121)
0	0.0	10	3.6	10	3.6	0	0.0	0	0.0	Postmasters & Mail Superintendents (119131)
90	2.0	130	2.9	60	1.3	35	0.8	38	0.8	Prop., Real Est., & Comm. Assoc. Mgrs. (119141)
260	7.3	35	1.0	110	3.1	4	0.1	53	1.5	Social & Community Service Managers (119151)
495	1.7	470	1.7	330	1.2	875	3.1	319	1.1	Managers, All Other (119199)
3,737	4.0	1,172	1.2	1,808	1.9	1,580	1.7	1,903	2.0	Business & Financial Oper. Occs. (130001)
2,098	4.6	555	1.2	962	2.1	820	1.8	772	1.7	Business Operations Specialists (131000)
10	2.2	0	0.0	0	0.0	10	2.2	10	2.2	Agents & Bus. Mgrs. of Artists, Etc. (131011)
10	12.5	0	0.0	0	0.0	0	0.0	0	0.0	Purch. Agts & Buyers, Farm Prod. (131021)
94	3.4	29	1.0	80	2.9	39	1.4	24	0.9	Whsle & Ret. Buyers, Exc. Farm Prod. (131022)
95	2.4	34	0.8	34	0.8	48	1.2	34	0.8	Purch. Agts, Exc. Whsle, Ret., Etc. (131023)
470	7.5	40	0.6	145	2.3	54	0.9	114	1.8	Claims Adj., Appr., Examiners, & Invest. (131030)
35	2.4	45	3.1	25	1.7	19	1.3	70	4.8	Compliance Officers, Exc. Agr., Etc. (131041)
0	0.0	10	0.8	0	0.0	4	0.3	20	1.7	Cost Estimators (131051)
860	6.7	160	1.2	400	3.1	153	1.2	270	2.1	Human Res., Training, & Labor Rel. Spec. (131070)
4	0.9	8	1.8	8	1.8	0	0.0	10	2.2	Logisticians (131081)
325	2.7	190	1.6	120	1.0	430	3.5	113	0.9	Management Analysts (131111)
10	1.4	0	0.0	30	4.3	0	0.0	19	2.7	Meeting & Convention Planners (131121)
185	6.0	39	1.3	120	3.9	63	2.0	88	2.9	Other Business Operations Specialists (1311XX)
1,639	3.4	617	1.3	846	1.7	760	1.6	1,131	2.3	Financial Specialists (132000)
985	3.5	335	1.2	485	1.7	404	1.4	819	2.9	Accountants & Auditors (132011)
10	0.7	4	0.3	0	0.0	10	0.7	0	0.0	Appraisers & Assessors of Real Estate (132021)

CONNECTICUT OCCUPATIONAL STATISTICS
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Statewide

Occupation	Total All Races *	Total Civilian Labor Force				White Non-Hispanic				Black Non-Hispanic	
		Male	%	Female	%	Male	%	Female	%	Male	%
Physical Scientists (192000)	6,465	4,242	65.6	2,215	34.3	3,460	53.5	1,564	24.2	20	0.3
Astronomers & Physicists (192010)	195	169	86.7	25	12.8	155	79.5	25	12.8	0	0.0
Atmospheric & Space Scientists (192021)	80	70	87.5	4	5.0	70	87.5	4	5.0	0	0.0
Chemists & Materials Scientists (192030)	2,445	1,605	65.6	844	34.5	1,375	56.2	605	24.7	0	0.0
Environ. Scientists & Geoscientists (192040)	745	573	76.9	165	22.1	550	73.8	155	20.8	0	0.0
Physical Scientists, All Other (192099)	3,000	1,825	60.8	1,177	39.2	1,310	43.7	775	25.8	20	0.7
Social Scientists & Related Workers (193000)	6,165	2,749	44.6	3,400	55.2	2,540	41.2	3,110	50.4	57	0.9
Economists (193011)	340	235	69.1	100	29.4	205	60.3	80	23.5	0	0.0
Market & Survey Researchers (193020)	1,705	813	47.7	889	52.1	785	46.0	775	45.5	4	0.2
Psychologists (193030)	3,410	1,235	36.2	2,178	63.9	1,110	32.6	2,030	59.5	35	1.0
Urban & Regional Planners (193051)	295	204	69.2	84	28.5	190	64.4	80	27.1	10	3.4
Misc. Soc. Scientists Incl. Sociologists (1930XX)	415	262	63.1	149	35.9	250	60.2	145	34.9	8	1.9
Life, Physical, & Soc Science Techs (194000)	3,355	1,863	55.5	1,483	44.2	1,490	44.4	1,155	34.4	94	2.8
Agric & Food Science Technicians (194011)	195	131	67.2	59	30.3	80	41.0	45	23.1	4	2.1
Biological Technicians (194021)	140	85	60.7	60	42.9	70	50.0	50	35.7	0	0.0
Chemical Technicians (194031)	1,110	798	71.9	309	27.8	620	55.9	190	17.1	50	4.5
Geological & Petroleum Technicians (194041)	60	45	75.0	15	25.0	45	75.0	15	25.0	0	0.0
Misc Life Phy., & Soc. Sci Techs. (1940XX)	1,850	804	43.5	1,040	56.2	675	36.5	855	46.2	40	2.2
Community & Social Services Occs. (210001)	27,980	9,800	35.0	18,176	65.0	7,190	25.7	13,020	46.5	1,574	5.6
Counselors, Soc. Workers, & Others (211000)	23,000	6,472	28.1	16,523	71.8	4,420	19.2	11,555	50.2	1,329	5.8
Counselors (211010)	8,660	2,865	33.1	5,794	66.9	2,055	23.7	4,355	50.3	565	6.5
Social Workers (211020)	10,910	2,408	22.1	8,494	77.9	1,530	14.0	5,860	53.7	519	4.8
Misc. Comm & Soc Serv Specialists (211090)	3,430	1,199	35.0	2,235	65.2	835	24.3	1,340	39.1	245	7.1
Religious Workers (212000)	4,980	3,328	66.8	1,653	33.2	2,770	55.6	1,465	29.4	245	4.9
Clergy (212011)	3,590	2,909	81.0	679	18.9	2,445	68.1	600	16.7	205	5.7
Directors, Religious Activities & Educ (212021)	355	100	28.2	254	71.5	100	28.2	250	70.4	0	0.0
Religious Workers, All Other (212099)	1,035	319	30.8	720	69.6	225	21.7	615	59.4	40	3.9
Legal Occupations (230001)	23,460	12,475	53.2	10,995	46.9	11,725	50.0	9,585	40.9	340	1.4
Lawyers, Judges, & Related Workers (231000)	15,575	11,221	72.0	4,351	27.9	10,650	68.4	3,795	24.4	250	1.6
Lawyers (231011)	14,610	10,702	73.3	3,908	26.7	10,170	69.6	3,420	23.4	225	1.5
Judges Magistrates & Other Jud Wrks (231020)	965	519	53.8	443	45.9	480	49.7	375	38.9	25	2.6
Legal Support Workers (232000)	7,885	1,254	15.9	6,644	84.3	1,075	13.6	5,790	73.4	90	1.1
Paralegals & Legal Assistants (232011)	5,560	460	8.3	5,104	91.8	390	7.0	4,470	80.4	30	0.5
Miscellaneous Legal Support Workers (232090)	2,325	794	34.2	1,540	66.2	685	29.5	1,320	56.8	60	2.6
Education, Training, & Library Occs. (250001)	110,685	28,877	26.1	81,783	73.9	24,895	22.5	71,560	64.7	1,454	1.3
Postsecondary Teachers (251000)	16,010	8,284	51.7	7,736	48.3	6,590	41.2	6,255	39.1	440	2.7
Primary, Sec & Special Ed Teachers (252000)	65,730	15,198	23.1	50,510	76.8	13,965	21.2	46,010	70.0	605	0.9
Preschool & Kindergarten Teachers (252010)	7,100	219	3.1	6,873	96.8	95	1.3	5,860	82.5	40	0.6
Elementary & Middle School Teachers (252020)	42,280	9,095	21.5	33,184	78.5	8,305	19.6	30,420	71.9	410	1.0
Secondary School Teachers (252030)	12,785	5,389	42.2	7,389	57.8	5,135	40.2	6,815	53.3	115	0.9
Special Education Teachers (252040)	3,565	495	13.9	3,064	85.9	430	12.1	2,915	81.8	40	1.1
Other Teachers & Instructors (253000)	9,155	2,933	32.0	6,215	67.9	2,530	27.6	5,370	58.7	159	1.7
Librarians, Curators, & Archivists (254000)	5,145	1,088	21.1	4,062	79.0	865	16.8	3,645	70.8	75	1.5
Archivists, Curators, & Museum Techs (254010)	805	309	38.4	499	62.0	255	31.7	435	54.0	35	4.3
Librarians (254021)	3,445	474	13.8	2,970	86.2	375	10.9	2,675	77.6	0	0.0
Library Technicians (254031)	895	305	34.1	593	66.3	235	26.3	535	59.8	40	4.5
Other Educ Training, & Library Occs (259000)	14,645	1,374	9.4	13,260	90.5	945	6.5	10,280	70.2	175	1.2
Teacher Assistants (259041)	13,885	1,084	7.8	12,790	92.1	710	5.1	9,840	70.9	155	1.1
Other Educ Training, & Library Wrks (2590XX)	760	290	38.2	470	61.8	235	30.9	440	57.9	20	2.6
Arts, Des., Entert., Sports, & Media Occs. (270001)	38,310	20,177	52.7	18,059	47.1	18,080	47.2	16,360	42.7	823	2.1
Art & Design Workers (271000)	15,780	7,238	45.9	8,527	54.0	6,610	41.9	7,870	49.9	210	1.3
Artists & Related Workers (271010)	3,360	1,664	49.5	1,682	50.1	1,560	46.4	1,555	46.3	35	1.0

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Black Non-Hispanic		Hispanic in Any Race				All Other Non-Hispanic				Occupation
Female	%	Male	%	Female	%	Male	%	Female	%	
53	0.8	113	1.7	134	2.1	649	10.0	464	7.2	Physical Scientists (192000)
0	0.0	4	2.1	0	0.0	10	5.1	0	0.0	Astronomers & Physicists (192010)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Atmospheric & Space Scientists (192021)
4	0.2	45	1.8	75	3.1	185	7.6	160	6.5	Chemists & Materials Scientists (192030)
0	0.0	4	0.5	10	1.3	19	2.6	0	0.0	Environmental Scientists & Geoscientists (192040)
49	1.6	60	2.0	49	1.6	435	14.5	304	10.1	Physical Scientists All Other (192099)
80	1.3	44	0.7	79	1.3	108	1.8	131	2.1	Social Scientists & Related Workers (193000)
0	0.0	15	4.4	10	2.9	15	4.4	10	2.9	Economists (193011)
25	1.5	4	0.2	24	1.4	20	1.2	65	3.8	Market & Survey Researchers (193020)
55	1.6	25	0.7	45	1.3	65	1.9	48	1.4	Psychologists (193030)
0	0.0	0	0.0	0	0.0	4	1.4	4	1.4	Urban & Regional Planners (193051)
0	0.0	0	0.0	0	0.0	4	1.0	4	1.0	Misc Soc Scientists Incl Sociologists (1930XX)
150	4.5	94	2.8	95	2.8	185	5.5	83	2.5	Life, Physical, & Soc Science Techs (194000)
0	0.0	35	17.9	10	5.1	12	6.2	4	2.1	Agric & Food Science Technicians (194011)
0	0.0	0	0.0	0	0.0	15	10.7	10	7.1	Biological Technicians (194021)
65	5.9	45	4.1	35	3.2	83	7.5	19	1.7	Chemical Technicians (194031)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Geological & Petroleum Technicians (194041)
85	4.6	14	0.8	50	2.7	75	4.1	50	2.7	Misc Life Phy & Soc Sci Techs (1940XX)
3,015	10.8	669	2.4	1,764	6.3	367	1.3	377	1.3	Community & Social Services Occs. (210001)
2,950	12.8	570	2.5	1,705	7.4	153	0.7	313	1.4	Counselors, Soc Workers & Others (211000)
960	11.1	175	2.0	400	4.6	70	0.8	79	0.9	Counselors (211010)
1,515	13.9	305	2.8	965	8.8	54	0.5	154	1.4	Social Workers (211020)
475	13.8	90	2.6	340	9.9	29	0.8	80	2.3	Misc Comm & Soc Serv Specialists (211090)
65	1.3	99	2.0	59	1.2	214	4.3	64	1.3	Religious Workers (212000)
35	1.0	85	2.4	14	0.4	174	4.8	30	0.8	Clergy (212011)
0	0.0	0	0.0	0	0.0	0	0.0	4	1.1	Directors Religious Activities & Educ (212021)
30	2.9	14	1.4	45	4.3	40	3.9	30	2.9	Religious Workers, All Other (212099)
634	2.7	114	0.5	470	2.0	296	1.3	306	1.3	Legal Occupations (230001)
249	1.6	65	0.4	155	1.0	256	1.6	152	1.0	Lawyers, Judges, & Related Workers (231000)
205	1.4	65	0.4	145	1.0	242	1.7	138	0.9	Lawyers (231011)
44	4.6	0	0.0	10	1.0	14	1.5	14	1.5	Judges, Magistrates & Other Jud Wrks (231020)
385	4.9	49	0.6	315	4.0	40	0.5	154	2.0	Legal Support Workers (232000)
305	5.5	25	0.4	220	4.0	15	0.3	109	2.0	Paralegals & Legal Assistants (232011)
80	3.4	24	1.0	95	4.1	25	1.1	45	1.9	Miscellaneous Legal Support Workers (232090)
4,218	3.8	1,184	1.1	3,719	3.4	1,344	1.2	2,286	2.1	Education, Training, & Library Occs. (250001)
399	2.5	385	2.4	405	2.5	869	5.4	677	4.2	Postsecondary Teachers (251000)
1,909	2.9	419	0.6	1,650	2.5	209	0.3	941	1.4	Primary, Sec & Special Ed Teachers (252000)
465	6.5	74	1.0	405	5.7	10	0.1	143	2.0	Preschool & Kindergarten Teachers (252010)
1,139	2.7	225	0.5	980	2.3	155	0.4	645	1.5	Elementary & Middle School Teachers (252020)
245	1.9	95	0.7	200	1.6	44	0.3	129	1.0	Secondary School Teachers (252030)
60	1.7	25	0.7	65	1.8	0	0.0	24	0.7	Special Education Teachers (252040)
385	4.2	130	1.4	225	2.5	114	1.2	235	2.6	Other Teachers & Instructors (253000)
150	2.9	50	1.0	94	1.8	98	1.9	173	3.4	Librarians, Curators, & Archivists (254000)
20	2.5	0	0.0	0	0.0	19	2.4	44	5.5	Archivists, Curators, & Museum Techs (254010)
95	2.8	30	0.9	90	2.6	69	2.0	110	3.2	Librarians (254021)
35	3.9	20	2.2	4	0.4	10	1.1	19	2.1	Library Technicians (254031)
1,375	9.4	200	1.4	1,345	9.2	54	0.4	260	1.8	Other Educ., Training, & Library Occs (259000)
1,345	9.7	175	1.3	1,345	9.7	44	0.3	260	1.9	Teacher Assistants (259041)
30	3.9	25	3.3	0	0.0	10	1.3	0	0.0	Other Educ., Training, & Library Wrks (2590XX)
480	1.3	712	1.9	709	1.9	562	1.5	510	1.3	Arts, Des., Entert., Sports, & Media Occs. (270001)
190	1.2	225	1.4	240	1.5	193	1.2	227	1.4	Art & Design Workers (271000)
30	0.9	45	1.3	35	1.0	24	0.7	62	1.8	Artists & Related Workers (271010)

Characteristics of Job Seekers

State of Connecticut

Occupation	SOC Code	Total Job Seekers	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	Other Male	Other Female
Total - All Occupations	00	46,037	25,426	20,610	14,416	10,318	5,024	5,206	5,271	4,548	715	538
Management Occupations	11	2,857	1,589	1,268	1,209	865	164	214	153	152	63	37
Top Executives	11.10	403	250	153	198	103	21	23	19	21	12	6
Advertising, Marketing, Promotions, Public Rel. Occupations	11.20	502	293	209	238	159	22	22	21	21	12	7
Operations Specialties Managers	11.30	765	407	358	310	255	36	60	39	35	22	8
Other Management Occupations	11.90	1,159	622	537	452	339	81	108	72	74	17	16
Business & Financial Operations Occupations	13	1,537	761	776	538	531	112	137	70	73	41	35
Business Operations Specialists	13.10	742	372	370	253	257	62	70	47	32	10	11
Financial Specialists	13.20	780	383	397	281	271	49	63	23	39	30	24
Other Business & Financial Operations Occupations	13.90	1	1	0	0	0	0	0	0	0	1	0
Computer & Mathematical Occupations	15	1,195	872	323	601	201	100	61	97	31	74	30
Computer Specialists	15.10	1,162	856	306	589	194	98	56	96	29	73	27
Mathematical Scientists	15.20	26	12	14	10	5	1	4	1	2	0	3
Architecture & Engineering Occupations	17	790	665	125	479	82	72	14	80	24	34	5
Architects, Surveyors, & Cartographers	17.10	54	43	11	38	10	3	1	2	0	0	0
Engineers	17.20	355	313	42	227	26	34	4	27	7	25	5
Drafters, Engineering, & Mapping Technicians	17.30	378	306	72	212	46	35	9	50	17	9	0
Life, Physical, & Social Science Occupations	19	346	183	163	130	102	17	22	20	23	16	16
Life Scientists	19.10	85	50	35	41	27	1	0	6	2	2	6
Physical Scientists	19.20	51	27	24	18	18	2	1	3	2	4	3
Social Scientists & Related Workers	19.30	35	12	23	8	13	1	7	3	3	0	0
Life, Physical, & Social Science Technicians	19.40	173	94	79	63	42	13	14	8	16	10	7
Community & Social Services Occupations	21	860	259	601	108	242	98	237	44	114	9	8
Counselors, Social Workers, Other Cmnty./Soc. Svcs. Workers	21.10	825	239	586	100	234	91	236	39	108	9	8
Religious Workers	21.20	16	9	7	5	4	3	0	1	3	0	0
Legal Occupations	23	231	59	172	46	126	4	24	6	18	3	4
Lawyers, Judges, & Related Workers	23.10	82	39	43	31	33	4	7	3	1	1	2
Legal Support Workers	23.20	147	20	127	15	92	0	16	3	17	2	2
Education, Training, & Library Occupations	25	660	161	499	112	286	18	117	23	79	8	17
Postsecondary Teachers	25.10	98	41	57	31	33	2	13	6	7	2	4
Primary, Secondary & Special Education Teachers	25.20	226	48	178	31	116	6	31	8	27	3	4
Other Teachers & Instructors	25.30	83	25	58	16	34	4	16	4	6	1	2
Librarians, Curators, & Archivists	25.40	22	10	12	7	11	1	1	1	0	1	0
Other Education, Training, & Library Occupations	25.90	223	35	188	26	89	4	56	4	36	1	7

Characteristics of Job Seekers

State of Connecticut

Occupation	SOC Code	Total Job Seekers	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	Other Male	Other Female
Arts, Design, Entertainment, Sports, & Media Occupations	27	624	350	274	248	213	49	27	39	27	14	7
Art & Design Workers	27.10	236	110	126	72	100	18	10	14	14	6	2
Entertainers & Performers, Sports & Related Workers	27.20	159	108	51	80	33	17	10	9	6	2	2
Media & Communication Workers	27.30	125	68	57	54	46	5	3	8	5	1	3
Media & Communication Equipment Workers	27.40	96	60	36	39	31	8	4	8	1	5	0
Healthcare Practitioners & Technical Occupations	29	1,110	221	889	146	553	40	178	27	136	8	22
Health Diagnosing & Treating Practitioners	29.10	413	75	338	46	235	12	50	12	46	5	7
Health Technologists & Technicians	29.20	649	124	525	86	300	23	121	13	89	2	15
Other Healthcare Practitioners & Technical Occupations	29.90	40	20	20	12	14	5	5	2	1	1	0
Healthcare Support Occupations	31	2,056	227	1,829	80	637	102	752	40	409	5	31
Nursing, Psychiatric, & Home Health Aides	31.10	1,437	158	1,279	52	377	74	620	29	260	3	22
Occupational & Physical Therapist Assistants & Aides	31.20	33	6	27	1	19	2	4	3	4	0	0
Other Healthcare Support Occupations	31.90	573	60	513	27	238	23	125	8	142	2	8
Protective Service Occupations	33	489	370	118	168	39	129	44	71	33	2	2
First-Line Supervisors/Mgrs. of Protective Service Workers	33.10	3	3	0	3	0	0	0	0	0	0	0
Fire Fighting & Prevention Workers	33.20	11	11	0	7	0	2	0	2	0	0	0
Law Enforcement Workers	33.30	71	63	8	38	3	12	2	13	3	0	0
Other Protective Service Workers	33.90	398	288	109	117	36	114	41	55	30	2	2
Food Preparation & Serving Related Occupations	35	2,287	1,217	1,070	523	636	367	217	297	195	30	22
Supervisors of Food Preparation & Serving Workers	35.10	232	161	71	93	42	28	16	32	11	8	2
Cooks & Food Preparation Workers	35.20	1,042	635	407	258	220	210	100	154	82	13	5
Food & Beverage Serving Workers	35.30	744	250	494	121	322	72	82	52	78	5	12
Other Food Preparation & Serving Related Workers	35.90	249	158	91	49	46	52	19	53	23	4	3
Building & Grounds Cleaning & Maintenance Occupations	37	2,167	1,784	383	916	169	197	73	652	134	19	7
Supervisors of Bldg./Grounds Cleaning & Maintenance Workers	37.10	93	73	20	39	12	10	4	24	3	0	1
Building Cleaning & Pest Control Workers	37.20	594	324	270	115	91	92	64	110	110	7	5
Grounds Maintenance Workers	37.30	1,438	1,354	84	748	63	91	5	504	15	11	1
Personal Care & Service Occupations	39	955	255	700	123	332	67	187	54	161	11	20
Supervisors of Personal Care & Service Workers	39.10	22	8	14	7	7	0	5	1	1	0	1
Animal Care & Service Workers	39.20	31	7	24	2	22	3	0	2	2	0	0
Entertainment Attendants & Related Workers	39.30	112	78	34	56	16	6	6	11	7	5	5
Funeral Service Workers	39.40	4	4	0	2	0	1	0	1	0	0	0
Personal Appearance Workers	39.50	111	26	85	8	56	7	8	10	18	1	3
Transportation, Tourism, & Lodging Attendants	39.60	15	13	2	4	1	6	1	3	0	0	0
Other Personal Care & Service Workers	39.90	640	115	525	41	223	43	163	26	130	5	9

Characteristics of Job Seekers

State of Connecticut

Occupation	SOC Code	Total Job Seekers	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	Other Male	Other Female
Sales & Related Occupations	41	3,328	1,509	1,819	975	862	259	451	221	456	54	50
Supervisors of Sales Workers	41.10	366	205	161	136	101	34	22	27	31	8	7
Retail Sales Workers	41.20	1,785	572	1,213	277	482	138	366	132	340	25	25
Sales Representatives, Services	41.30	338	198	140	152	90	20	19	17	26	9	5
Sales Representatives, Wholesale & Manufacturing	41.40	704	458	246	357	159	54	30	38	44	9	13
Other Sales & Related Workers	41.90	108	67	41	46	20	11	12	7	9	3	0
Office & Administrative Support Occupations	43	6,443	1,978	4,467	867	2,485	609	1,031	438	854	62	97
Supervisors of Office & Administrative Support Workers	43.10	129	30	99	16	71	6	12	6	15	2	1
Communications Equipment Operators	43.20	22	6	16	2	7	1	4	3	4	0	1
Financial Clerks	43.30	543	87	456	50	283	24	92	10	67	3	14
Information & Record Clerks	43.40	2,165	567	1,598	268	767	166	465	106	332	27	34
Material Recording, Scheduling, Dispatch/Distribution Workers	43.50	1,368	992	376	370	166	348	91	256	110	18	9
Secretaries & Administrative Assistants	43.60	1,043	54	989	28	610	10	190	15	169	1	20
Other Office & Administrative Support Workers	43.90	1,117	221	896	122	557	48	171	40	150	11	18
Farming, Fishing, & Forestry Occupations	45	174	116	58	39	25	11	4	65	29	1	0
Supervisors of Farming, Fishing, & Forestry Workers	45.10	5	2	3	2	3	0	0	0	0	0	0
Agricultural Workers	45.20	146	95	51	27	20	10	4	58	27	0	0
Fishing & Hunting Workers	45.30	3	3	0	1	0	1	0	1	0	0	0
Forest, Conservation, & Logging Workers	45.40	13	11	2	8	2	0	0	3	0	0	0
Construction & Extraction Occupations	47	4,552	4,361	191	2,999	109	521	29	789	49	52	4
Supervisors of Construction & Extraction Workers	47.10	65	58	7	46	7	4	0	7	0	1	0
Construction Trades Workers	47.20	3,160	3,035	125	2,086	64	361	23	547	37	41	1
Helpers, Construction Trades	47.30	963	927	36	641	25	109	5	170	4	7	2
Other Construction & Related Workers	47.40	296	277	19	182	11	38	1	54	7	3	0
Extraction Workers	47.50	33	30	3	16	1	7	0	7	1	0	1
Other Construction & Extraction Occupations	47.90	1	1	0	0	0	0	0	1	0	0	0
Installation, Maintenance, & Repair Occupations	49	1,532	1,432	100	875	54	224	20	310	24	23	2
Supervisors of Installation, Maintenance, & Repair Workers	49.10	30	28	2	27	1	1	0	0	1	0	0
Electrical & Electronic Equipment Mechanics, Installers	49.20	104	91	13	51	6	23	6	13	0	4	1
Vehicle & Mobile Equipment Mechanics, Installers, Repairers	49.30	493	463	30	307	19	61	4	89	6	6	1
Other Installation, Maintenance & Repair Occupations	49.90	892	838	54	485	28	138	9	202	17	13	0

Characteristics of Job Seekers

State of Connecticut

Occupation	SOC Code	Total Job Seekers	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	Other Male	Other Female
Production Occupations	51	2,909	2,047	862	1,092	280	340	112	527	414	88	56
Supervisors of Production Workers	51.10	92	77	15	49	9	10	3	18	3	0	0
Assemblers & Fabricators	51.20	413	200	213	85	38	34	25	70	125	11	25
Food Processing Workers	51.30	89	55	34	21	15	15	4	17	14	2	1
Metal Workers & Plastic Workers	51.40	1,225	996	229	589	85	136	20	220	109	51	15
Printing Workers	51.50	66	49	17	32	8	6	4	9	4	2	1
Textile, Apparel, & Furnishings Workers	51.60	96	33	63	8	25	11	10	12	24	2	4
Woodworkers	51.70	44	40	4	30	3	2	0	7	1	1	0
Plant & System Operators	51.80	34	31	3	20	3	3	0	7	0	1	0
Other Production Occupations	51.90	837	558	279	254	94	121	46	166	129	17	10
Transportation & Material Moving Occupations	53	3,335	2,533	802	1,121	351	692	159	669	279	51	13
Supervisors of Transportation & Material Moving Workers	53.10	33	28	5	18	2	4	2	5	0	1	1
Air Transportation Workers	53.20	17	9	8	9	5	0	2	0	1	0	0
Motor Vehicle Operators	53.30	1,723	1,284	439	643	229	310	83	303	123	28	4
Rail Transportation Workers	53.40	12	10	2	5	0	4	1	1	1	0	0
Water Transportation Workers	53.50	25	23	2	19	2	1	0	3	0	0	0
Other Transportation Workers	53.60	144	101	43	46	19	23	10	31	14	1	0
Material Moving Workers	53.70	1,344	1,048	296	369	91	341	61	318	136	20	8
Military Specific Occupations	55	65	47	18	31	10	4	1	8	7	4	0
Military Officer Special & Tactical Operations Leaders/Mgrs	55.10	22	16	6	11	3	0	1	3	2	2	0
First-Line Enlisted Military Supervisors/Managers	55.20	8	5	3	3	1	0	0	1	2	1	0
Military Enlisted Tactical Operations & Air/Weapon	55.30	34	25	9	17	6	4	0	3	3	1	0
Unknown/Unclassifiable Occupations	99	5,535	2,432	3,103	990	1,128	828	1,095	571	827	43	53
Unknown/Unclassifiable Occupations	99.90	5,535	2,432	3,103	990	1,128	828	1,095	571	827	43	53

Characteristics of Job Seekers

Fairfield County

Occupation	SOC Code	Total Job Seekers	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	Other Male	Other Female
Total - All Occupations	00	7,931	4,469	3,462	2,232	1,510	925	1,038	1,151	790	161	124
Management Occupations	11	712	394	318	296	203	47	53	34	49	17	13
Top Executives	11.10	80	47	33	38	18	5	5	1	9	3	1
Advertising, Marketing, Promotions, Public Rel. Occupations	11.20	174	92	82	79	58	7	8	4	11	2	5
Operations Specialties Managers	11.30	195	111	84	78	55	13	11	14	15	6	3
Other Management Occupations	11.90	253	138	115	97	68	21	29	14	14	6	4
Business & Financial Operations Occupations	13	427	241	186	171	128	28	28	25	17	17	13
Business Operations Specialists	13.10	175	95	80	67	59	12	13	14	5	2	3
Financial Specialists	13.20	249	144	105	103	69	15	14	11	12	15	10
Computer & Mathematical Occupations	15	320	235	85	142	47	38	17	32	12	23	9
Computer Specialists	15.10	315	234	81	142	46	38	15	31	11	23	9
Mathematical Scientists	15.20	4	1	3	0	0	0	2	1	1	0	0
Architecture & Engineering Occupations	17	120	103	17	76	8	8	2	11	7	8	0
Architects, Surveyors, & Cartographers	17.10	8	8	0	8	0	0	0	0	0	0	0
Engineers	17.20	53	47	6	33	3	2	1	7	2	5	0
Drafters, Engineering, & Mapping Technicians	17.30	58	47	11	35	5	6	1	3	5	3	0
Life, Physical, & Social Science Occupations	19	58	29	29	18	14	2	5	6	6	3	4
Life Scientists	19.10	20	12	8	9	6	0	0	3	1	0	1
Physical Scientists	19.20	7	4	3	1	1	1	0	2	1	0	1
Social Scientists & Related Workers	19.30	9	4	5	3	2	0	2	1	1	0	0
Life, Physical, & Social Science Technicians	19.40	21	9	12	5	4	1	3	0	3	3	2
Community & Social Services Occupations	21	114	31	83	16	25	11	40	3	15	1	3
Counselors, Social Workers, Other Cmnty./Soc. Svcs. Workers	21.10	109	28	81	15	24	9	40	3	14	1	3
Religious Workers	21.20	4	2	2	1	1	1	0	0	1	0	0
Legal Occupations	23	49	12	37	10	22	0	6	1	8	1	1
Lawyers, Judges, & Related Workers	23.10	19	9	10	8	6	0	2	0	1	1	1
Legal Support Workers	23.20	29	3	26	2	15	0	4	1	7	0	0
Education, Training, & Library Occupations	25	126	28	98	21	46	3	34	2	12	2	6
Postsecondary Teachers	25.10	22	6	16	6	10	0	2	0	1	0	3
Primary, Secondary & Special Education Teachers	25.20	43	8	35	6	18	1	12	0	4	1	1
Other Teachers & Instructors	25.30	14	6	8	4	5	0	7	2	1	0	0
Librarians, Curators, & Archivists	25.40	4	1	3	0	3	1	0	0	0	0	0
Other Education, Training, & Library Occupations	25.90	41	7	34	5	9	1	18	0	5	1	2

Characteristics of Job Seekers

Fairfield County

Occupation	SOC Code	Total Job Seekers	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	Other Male	Other Female
Arts, Design, Entertainment, Sports, & Media Occupations	27	171	103	68	75	49	19	11	6	6	3	2
Art & Design Workers	27.10	59	31	28	18	19	10	7	2	2	1	0
Entertainers & Performers, Sports & Related Workers	27.20	51	35	16	29	12	5	3	1	1	0	0
Media & Communication Workers	27.30	35	18	17	16	13	1	0	1	2	0	2
Media & Communication Equipment Workers	27.40	23	17	6	11	5	2	1	2	0	2	0
Healthcare Practitioners & Technical Occupations	29	192	42	150	31	80	6	38	5	28	0	4
Health Diagnosing & Treating Practitioners	29.10	71	14	57	12	36	0	10	2	7	0	4
Health Technologists & Technicians	29.20	113	22	91	15	42	5	28	2	21	0	0
Other Healthcare Practitioners & Technical Occupations	29.90	5	5	0	3	0	1	0	1	0	0	0
Healthcare Support Occupations	31	334	26	308	7	55	15	179	3	73	1	1
Nursing, Psychiatric, & Home Health Aides	31.10	247	17	230	3	28	11	151	2	50	1	1
Occupational & Physical Therapist Assistants & Aides	31.20	2	0	2	0	1	0	0	0	1	0	0
Other Healthcare Support Occupations	31.90	83	9	74	4	26	4	27	1	21	0	0
Protective Service Occupations	33	110	84	26	32	8	36	13	16	5	0	0
Fire Fighting & Prevention Workers	33.20	1	1	0	1	0	0	0	0	0	0	0
Law Enforcement Workers	33.30	8	8	0	3	0	2	0	3	0	0	0
Other Protective Service Workers	33.90	99	73	26	26	8	34	13	13	5	0	0
Food Preparation & Serving Related Occupations	35	366	207	159	74	74	63	40	64	42	6	3
Supervisors of Food Preparation & Serving Workers	35.10	40	29	11	16	5	5	1	6	4	2	1
Cooks & Food Preparation Workers	35.20	169	99	70	33	26	36	22	29	21	1	1
Food & Beverage Serving Workers	35.30	110	51	59	20	33	14	11	14	14	3	1
Other Food Preparation & Serving Related Workers	35.90	43	26	17	4	8	8	6	14	3	0	0
Building & Grounds Cleaning & Maintenance Occupations	37	516	470	46	156	11	42	7	268	28	4	0
Supervisors of Bldg./Grounds Cleaning & Maintenance Workers	37.10	21	19	2	7	1	3	1	9	0	0	0
Building Cleaning & Pest Control Workers	37.20	97	65	32	22	3	18	6	25	23	0	0
Grounds Maintenance Workers	37.30	383	371	12	123	7	19	0	225	5	4	0
Personal Care & Service Occupations	39	140	51	89	25	39	16	24	8	22	2	4
Supervisors of Personal Care & Service Workers	39.10	3	2	1	2	1	0	0	0	0	0	0
Animal Care & Service Workers	39.20	4	2	2	0	1	0	0	2	1	0	0
Entertainment Attendants & Related Workers	39.30	19	16	3	13	2	2	0	0	1	1	0
Personal Appearance Workers	39.50	23	6	17	2	14	3	0	1	3	0	0
Transportation, Tourism, & Lodging Attendants	39.60	4	4	0	1	0	3	0	0	0	0	0
Other Personal Care & Service Workers	39.90	87	21	66	7	21	8	24	5	17	1	4

Characteristics of Job Seekers

Fairfield County

Occupation	SOC Code	Total Job Seekers	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	Other Male	Other Female
Sales & Related Occupations	41	702	345	357	215	150	68	109	48	90	14	8
Supervisors of Sales Workers	41.10	91	51	40	30	22	13	7	7	10	1	1
Retail Sales Workers	41.20	315	111	204	45	60	35	82	26	58	5	4
Sales Representatives, Services	41.30	88	48	40	36	26	4	5	4	8	4	1
Sales Representatives, Wholesale & Manufacturing	41.40	179	120	59	92	35	13	12	11	10	4	2
Other Sales & Related Workers	41.90	22	13	9	11	4	2	3	0	2	0	0
Office & Administrative Support Occupations	43	1,215	341	874	129	408	111	255	90	185	11	26
Supervisors of Office & Administrative Support Workers	43.10	29	8	21	3	13	2	4	2	4	1	0
Communications Equipment Operators	43.20	1	0	1	0	0	0	0	0	1	0	0
Financial Clerks	43.30	108	19	89	13	46	5	21	1	17	0	5
Information & Record Clerks	43.40	482	137	345	56	121	42	135	35	81	4	8
Material Recording, Scheduling, Dispatch/Distribution Workers	43.50	161	109	52	22	13	50	23	34	13	3	3
Secretaries & Administrative Assistants	43.60	236	11	225	5	142	4	46	6	32	0	5
Other Office & Administrative Support Workers	43.90	188	54	134	29	70	10	22	12	37	3	5
Farming, Fishing, & Forestry Occupations	45	12	9	3	2	3	1	0	6	0	0	0
Supervisors of Farming, Fishing, & Forestry Workers	45.10	1	0	1	0	1	0	0	0	0	0	0
Agricultural Workers	45.20	7	5	2	2	2	0	0	3	0	0	0
Fishing & Hunting Workers	45.30	2	2	0	0	0	1	0	1	0	0	0
Forest, Conservation, & Logging Workers	45.40	2	2	0	0	0	0	0	2	0	0	0
Construction & Extraction Occupations	47	663	645	18	347	9	94	4	195	5	9	0
Supervisors of Construction & Extraction Workers	47.10	9	9	0	9	0	0	0	0	0	0	0
Construction Trades Workers	47.20	448	440	8	230	2	61	3	140	3	0	0
Helpers, Construction Trades	47.30	143	140	3	79	1	21	1	40	1	0	0
Other Construction & Related Workers	47.40	51	45	6	22	6	11	0	12	0	0	0
Extraction Workers	47.50	6	5	1	3	0	0	0	2	1	0	0
Installation, Maintenance, & Repair Occupations	49	272	247	25	109	10	55	8	81	6	2	1
Supervisors of Installation, Maintenance, & Repair Workers	49.10	3	3	0	3	0	0	0	0	0	0	0
Electrical & Electronic Equipment Mechanics, Installers	49.20	19	14	5	3	1	8	3	2	0	1	1
Vehicle & Mobile Equipment Mechanics, Installers, Repairers	49.30	78	72	6	43	2	10	2	18	2	1	0
Other Installation, Maintenance & Repair Occupations	49.90	168	154	14	60	7	36	3	58	4	0	0

Characteristics of Job Seekers

Fairfield County

Occupation	SOC Code	Total Job Seekers	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	Other Male	Other Female
Production Occupations	51	356	204	152	71	21	49	32	60	79	24	20
Supervisors of Production Workers	51.10	13	13	0	5	0	4	0	4	0	0	0
Assemblers & Fabricators	51.20	57	24	33	8	2	4	3	9	19	3	9
Food Processing Workers	51.30	15	10	5	6	3	3	1	1	1	0	0
Metal Workers & Plastic Workers	51.40	104	71	33	26	3	13	6	13	19	19	5
Printing Workers	51.50	10	6	4	2	1	2	0	2	2	0	1
Textile, Apparel, & Furnishings Workers	51.60	18	6	12	1	4	1	2	3	4	1	2
Woodworkers	51.70	6	6	0	3	0	1	0	2	0	0	0
Plant & System Operators	51.80	6	5	1	3	1	1	0	1	0	0	0
Other Production Occupations	51.90	126	62	64	17	7	19	20	25	34	1	3
Transportation & Material Moving Occupations	53	541	413	128	145	46	134	33	127	45	7	4
Supervisors of Transportation & Material Moving Workers	53.10	8	5	3	2	0	1	2	2	0	0	1
Air Transportation Workers	53.20	5	2	3	2	2	0	1	0	0	0	0
Motor Vehicle Operators	53.30	304	232	72	87	32	71	19	71	21	3	0
Rail Transportation Workers	53.40	3	3	0	2	0	1	0	0	0	0	0
Water Transportation Workers	53.50	3	3	0	2	0	1	0	0	0	0	0
Other Transportation Workers	53.60	26	18	8	7	2	5	3	6	3	0	0
Material Moving Workers	53.70	182	143	39	43	9	52	8	44	19	4	3
Military Specific Occupations	55	9	8	1	3	1	0	0	4	0	1	0
Military Officer Special & Tactical Operations Leaders/Mgrs.	55.10	3	2	1	1	1	0	0	1	0	0	0
First-Line Enlisted Military Supervisors/Managers	55.20	2	2	0	1	0	0	0	1	0	0	0
Military Enlisted Tactical Operations & Air/Weapon	55.30	3	3	0	1	0	0	0	1	0	1	0
Unknown/Unclassifiable Occupations	99	406	201	205	61	53	79	100	56	50	5	2
Unknown/Unclassifiable Occupations	99.00	406	201	205	61	53	79	100	56	50	5	2

Section H

Element No. 8

UTILIZATION
ANALYSIS &
HIRING & PROMOTION
GOALS

Sec. 46a-68-85

Utilization Analysis and Hiring and Promotional Goals

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

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

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Section I

Element No. 9

EMPLOYMENT
ANALYSES

Sec. 46a-68-86

Employment Analyses

Under Section 46a-68-86 of the Affirmative Action Regulations of Connecticut State Agencies, the University has undertaken a comprehensive review of the employment activity and process that perpetuate or build in barriers to equal employment.

The University has performed the following analyses:

(1) Employment Process Analysis

The University conducted a separate analysis named the Employment Process Analysis for any occupational category or position classification for which a separate availability base has been calculated and employment activity has occurred during the reporting period through hire, termination or other personnel activity.

The following statistical information/explanation has been analyzed:

- (a) Promotions: This data line is utilized to reflect only those promotions which occur from one EEO category to another EEO category.
- (b) Promotions Within: Promotions within each EEO category are listed at the end of each respective chart.
- (c) Hires: This data line includes new hires from outside and transfers from other state agencies to the University.
- (d) Transfers: Transfers within the University that are not promotions are recorded on this data line.
- (e) Coding Correction: As a result of further analysis, positions may be re-coded into a more appropriate occupational category.

With this submission, the University discovered a number of employees were erroneously counted last year in CORE as Full time/Part Time. The corrections have been made and noted on their corresponding sheets.

(2) Applicant Flow Analysis

The University conducted a separate analysis on appointments to job titles shall be further analyzed. The applicant flow analysis shall track applicants through the hiring or promotional process to identify the step at which they were no longer candidates for employment. Information shall be provided as required for reductions in workforce. This analysis tracks applicants through the hiring or promotional process to determine the point at which they are no longer candidates for employment in the following categories:

- (a) Intra-Agency: includes all applicants who came from within the University;
- (b) Outside Agency: includes all applicants from other State agencies and Universities; and
- (c) Other Applicants: includes all other applicants that were neither from the University or State of Connecticut employees.

Since the University conducts national and regional searches for many of its administrative positions and faculty positions, the “Other Applicants” category contains the majority of the applicants.

(3) Personnel Evaluation Analysis

The University has provided information by occupational category on all matters involving personnel evaluations, discipline or other reductions in the workforce. All personnel evaluations, discipline or other reductions in the workforce which were calculated during this reporting period are recorded on this form.

Clerical - Secretary 2
FORM #42A1

EMPLOYMENT PROCESS ANALYSIS
Clerical - Secretary 2

EMPLOYMENT PROCESS ANALYSIS	GT	TM	TF	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
WORKFORCE NUMBER CURRENT FILING	22	1	21	1	15	0	3	0	2	0	1
WORKFORCE NUMBER PRIOR FILING	21	1	20	1	14	0	3	0	2	0	1
NET CHANGE (+ or -)	1	0	1	0	1	0	0	0	0	0	0
HIRES	1	0	1	0	1	0	0	0	0	0	0
PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
PROVISIONAL APPTS.	0	0	0	0	0	0	0	0	0	0	0
TEMPORARY APPTS.	0	0	0	0	0	0	0	0	0	0	0
EMERGENCY APPTS.	0	0	0	0	0	0	0	0	0	0	0
INTERMITTENT APPTS.	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	1	0	1	0	1	0	0	0	0	0	0
DISMISSALS	0	0	0	0	0	0	0	0	0	0	0
TRANSFERS	0	0	0	0	0	0	0	0	0	0	0
LAYOFFS	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT OF CATEGORY	0	0	0	0	0	0	0	0	0	0	0
DEMOTION INTO OTHER CATEGORY	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS (VOL.)	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS (INVOL.)	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	0	0	0	0	0	0	0	0	0	0	0
PROMO. WITHIN CATEGORY	0	0	0	0	0	0	0	0	0	0	0

*Keep this a separate category since it increased instead of showing a decrease.

WESTERN CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS
Hires & Promotions (No Exam)

OCCUPATIONAL CATEGORY: Faculty
POSITION OR POSITION CLASSIFICATION: Associate Professor
LOCATION: Statewide/National

DATE: March 30, 2017

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		UNKNOWN		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN
Intra-agency	4	3	1	1	1	0	0	0	0	2	0	0	0	0
Outside agency	28	18	10	12	3	2	2	0	0	1	3	3	2	0
Layoff/Reemployment/SEBAC	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL APPLICANTS	32	21	11	13	4	2	2	0	0	3	3	3	2	0
Total Withdrew	4	2	2	1	0	0	0	0	0	0	1	1	1	0
Total Not Qualified	17	13	4	9	0	2	2	0	0	0	1	2	1	0
TOTAL QUALIFIED APPLICANTS	11	6	5	3	4	0	0	0	0	3	1	0	0	0
TOTAL INTERVIEWED	9	5	4	2	4	0	0	0	0	3	0	0	0	0
Not offered Position	4	2	2	1	2	0	0	0	0	1	0	0	0	0
Offered Position	5	3	2	1	2	0	0	0	0	2	0	0	0	0
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS	5	3	2	1	2	0	0	0	0	2	0	0	0	0

WESTERN CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS
Hires (No Exam)

OCCUPATIONAL CATEGORY: Faculty
POSITION OR POSITION CLASSIFICATION: Assistant Professor
LOCATION: Statewide/National

DATE: March 30, 2017

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		UNKNOWN		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN
Intra-agency	1	0	1	0	0	0	0	0	1	0	0	0	0	0
Outside agency	378	188	190	133	125	13	17	6	12	30	25	6	11	0
Layoff/Reemployment/SEBAC	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL APPLICANTS	379	188	191	133	125	13	17	6	13	30	25	6	11	0
Total Withdrew	37	19	18	11	13	3	2	1	1	4	1	0	1	0
Total Not Qualified	254	127	127	91	73	9	14	5	8	16	22	6	10	0
TOTAL QUALIFIED APPLICANTS	88	42	46	31	39	1	1	0	4	10	2	0	0	0
TOTAL INTERVIEWED	80	35	45	27	39	0	0	0	4	8	2	0	0	0
Not offered Position	54	25	29	20	24	0	0	0	3	5	2	0	0	0
Offered Position	24	9	15	6	14	0	0	0	1	3	0	0	0	0
Refused Position	4	2	2	2	2	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS	20	7	13	4	12	0	0	0	1	3	0	0	0	0

**WESTERN CONNECTICUT STATE UNIVERSITY
 APPLICANT FLOW ANALYSIS
 Hires (No Exam)**

OCCUPATIONAL CATEGORY: Professional Non-Faculty
POSITION OR POSITION CLASSIFICATION: All Titles
LOCATION: Statewide/National

DATE: March 30, 2017

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		UNKNOWN		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Outside agency	251	138	113	109	78	14	12	9	8	6	7	0	8	0
Layoff/Reemployment/SEBAC	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL APPLICANTS	251	138	113	109	78	14	12	9	8	6	7	0	8	0
Total Withdrew	20	9	11	7	6	1	0	0	1	1	1	0	3	0
Total Not Qualified	155	99	56	78	35	11	10	6	2	4	4	0	5	0
TOTAL QUALIFIED APPLICANTS	76	30	46	24	37	2	2	3	5	1	2	0	0	0
TOTAL INTERVIEWED	67	25	42	22	35	0	1	2	4	1	2	0	0	0
Not offered Position	54	22	32	20	27	0	1	1	2	1	2	0	0	0
Offered Position	14	4	10	3	8	0	0	1	2	0	0	0	0	0
Refused Position	1	1	0	0	0	0	0	1	0	0	0	0	0	0
TOTAL ACCESSIONS	13	3	10	3	8	0	0	0	2	0	0	0	0	0

WESTERN CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS
Hires (No Exam)

OCCUPATIONAL CATEGORY: Skilled Craft Workers
POSITION OR POSITION CLASSIFICATION: All Titles
LOCATION: Danbury

DATE: March 30, 2017

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		UNKNOWN		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Outside agency	2	2	0	0	0	1	0	0	0	1	0	0	0	0
Layoff/Reemployment/SEBAC	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL APPLICANTS	2	2	0	0	0	1	0	0	0	1	0	0	0	0
Total Withdrew	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Not Qualified	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL QUALIFIED APPLICANTS	2	2	0	0	0	1	0	0	0	1	0	0	0	0
TOTAL INTERVIEWED	2	2	0	0	0	1	0	0	0	1	0	0	0	0
Not offered Position	1	1	0	0	0	1	0	0	0	0	0	0	0	0
Offered Position	1	1	0	0	0	0	0	0	0	1	0	0	0	0
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS	1	1	0	0	0	0	0	0	0	1	0	0	0	0

WESTERN CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS
Hires (No Exam)

OCCUPATIONAL CATEGORY: Protective Services
POSITION OR POSITION CLASSIFICATION: All Titles
LOCATION: Danbury

DATE: March 30, 2017

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		UNKNOWN		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Outside agency	25	22	3	16	3	0	0	2	0	2	0	2	0	0
Layoff/Reemployment/SEBAC	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL APPLICANTS	25	22	3	16	3	0	0	2	0	2	0	2	0	0
Total Withdrew	2	2	0	2	0	0	0	0	0	0	0	0	0	0
Total Not Qualified	13	12	1	9	1	0	0	0	0	1	0	2	0	0
TOTAL QUALIFIED APPLICANTS	10	8	2	5	2	0	0	2	0	1	0	0	0	0
TOTAL INTERVIEWED	8	7	1	4	1	0	0	2	0	1	0	0	0	0
Not offered Position	4	3	1	2	1	0	0	1	0	0	0	0	0	0
Offered Position	4	4	0	2	0	0	0	1	0	1	0	0	0	0
Refused Position	2	2	0	0	0	0	0	1	0	1	0	0	0	0
TOTAL ACCESSIONS	2	2	0	2	0	0	0	0	0	0	0	0	0	0

* Please note- 1 HM and 1 OM were offered positions based on a successful background check and they both were returned with issues that disqualified them; so they both did not refuse the position directly.

WESTERN CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS
Hires & Promotions (No Exam)

OCCUPATIONAL CATEGORY:

Faculty

DATE:

March 30, 2017

POSITION OR POSITION CLASSIFICATION:

Assistant Professor

LOCATION:

Statewide/National

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		UNKNOWN		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Outside agency	15	13	2	12	2	0	0	0	0	1	0	0	0	0
Layoff/Reemployment/SEBAC	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL APPLICANTS	15	13	2	12	2	0	0	0	0	1	0	0	0	0
Total Withdrew	1	1	0	1	0	0	0	0	0	0	0	0	0	0
Total Not Qualified	10	9	1	9	1	0	0	0	0	0	0	0	0	0
TOTAL QUALIFIED APPLICANTS	4	3	1	2	1	0	0	0	0	1	0	0	0	0
TOTAL INTERVIEWED	4	3	1	2	1	0	0	0	0	1	0	0	0	0
Not offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Offered Position	2	2	0	1	0	0	0	0	0	1	0	0	0	0
Refused Position	1	1	0	1	0	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS	1	1	0	0	0	0	0	0	0	1	0	0	0	0

WESTERN CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS
Hires & Promotions (No Exam)

OCCUPATIONAL CATEGORY:

Faculty

DATE:

March 30, 2017

POSITION OR POSITION CLASSIFICATION:

Assistant Professor

LOCATION:

Statewide/National

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		UNKNOWN		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Outside agency	21	10	11	5	7	3	3	0	0	2	1	0	0	0
Layoff/Reemployment/SEBAC	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL APPLICANTS	21	10	11	5	7	3	3	0	0	2	1	0	0	0
Total Withdrew	3	1	2	0	1	1	1	0	0	0	0	0	0	0
Total Not Qualified	13	6	7	4	4	2	2	0	0	0	1	0	0	0
TOTAL QUALIFIED APPLICANTS	5	3	2	1	2	0	0	0	0	2	0	0	0	0
TOTAL INTERVIEWED	5	3	2	1	2	0	0	0	0	2	0	0	0	0
Not offered Position	4	2	2	1	2	0	0	0	0	1	0	0	0	0
Offered Position	1	1	0	0	0	0	0	0	0	1	0	0	0	0
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS	1	1	0	0	0	0	0	0	0	1	0	0	0	0

**WESTERN CONNECTICUT STATE UNIVERSITY
 APPLICANT FLOW ANALYSIS
 Hires & Promotions (No Exam)**

OCCUPATIONAL CATEGORY: Faculty
POSITION OR POSITION CLASSIFICATION: Assistant Professor
LOCATION: Statewide/National

DATE: March 30, 2017

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		UNKNOWN		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Outside agency	12	10	2	3	2	1	0	0	0	6	0	0	0	0
Layoff/Reemployment/SEBAC	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL APPLICANTS	12	10	2	3	2	1	0	0	0	6	0	0	0	0
Total Withdrew	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Not Qualified	7	5	2	3	2	0	0	0	0	2	0	0	0	0
TOTAL QUALIFIED APPLICANTS	5	5	0	0	0	1	0	0	0	4	0	0	0	0
TOTAL INTERVIEWED	3	3	0	0	0	0	0	0	0	3	0	0	0	0
Not offered Position	2	2	0	0	0	0	0	0	0	2	0	0	0	0
Offered Position	1	1	0	0	0	0	0	0	0	1	0	0	0	0
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS	1	1	0	0	0	0	0	0	0	1	0	0	0	0

WESTERN CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS
Hires & Promotions (No Exam)

OCCUPATIONAL CATEGORY: Faculty
POSITION OR POSITION CLASSIFICATION: Assistant Professor
LOCATION: Statewide/National

DATE: March 30, 2017

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		UNKNOWN		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN
Intra-agency	1	0	1	0	0	0	0	0	1	0	0	0	0	0
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Layoff/Reemployment/SEBAC	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL APPLICANTS	1	0	1	0	0	0	0	0	1	0	0	0	0	0
Total Withdrew	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Not Qualified	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL QUALIFIED APPLICANTS	1	0	1	0	0	0	0	0	1	0	0	0	0	0
TOTAL INTERVIEWED	1	0	1	0	0	0	0	0	1	0	0	0	0	0
Not offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Offered Position	1	0	1	0	0	0	0	0	1	0	0	0	0	0
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS	1	0	1	0	0	0	0	0	1	0	0	0	0	0

**WESTERN CONNECTICUT STATE UNIVERSITY
 APPLICANT FLOW ANALYSIS
 Hires & Promotions (No Exam)**

OCCUPATIONAL CATEGORY: Professional -Faculty
POSITION OR POSITION CLASSIFICATION: Assistant Professor
LOCATION: Statewide/National

DATE: March 30, 2017

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		UNKNOWN		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN
Intra-agency *	1	0	1	0	0	0	0	0	1	0	0	0	0	0
Outside agency	378	188	190	133	125	13	17	6	12	30	25	6	11	0
Layoff/Reemployment/SEBAC	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL APPLICANTS	379	188	191	133	125	13	17	6	13	30	25	6	11	0
Total Withdrew	37	19	18	11	13	3	2	1	1	4	1	0	1	0
Total Not Qualified	254	127	127	91	73	9	14	5	8	16	22	6	10	0
TOTAL QUALIFIED APPLICANTS	88	42	46	31	39	1	1	0	4	10	2	0	0	0
TOTAL INTERVIEWED	80	35	45	27	39	0	0	0	4	8	2	0	0	0
Not offered Position	54	25	29	20	24	0	0	0	3	5	2	0	0	0
Offered Position	24	9	15	6	14	0	0	0	1	3	0	0	0	0
Refused Position	4	2	2	2	2	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS*	20	7	13	4	12	0	0	0	1	3	0	0	0	0

**WESTERN CONNECTICUT STATE UNIVERSITY
 APPLICANT FLOW ANALYSIS
 Hires & Promotions (No Exam)**

OCCUPATIONAL CATEGORY: Professional Non-Faculty
POSITION OR POSITION CLASSIFICATION: All Titles
LOCATION: Statewide/National

DATE: March 30, 2017

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		UNKNOWN		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Outside agency	26	11	15	7	11	1	1	3	2	0	1	0	0	0
Layoff/Reemployment/SEBAC	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL APPLICANTS	26	11	15	7	11	1	1	3	2	0	1	0	0	0
Total Withdrew	3	0	3	0	3	0	0	0	0	0	0	0	0	0
Total Not Qualified	18	8	10	6	7	1	1	1	1	0	1	0	0	0
TOTAL QUALIFIED APPLICANTS	5	3	2	1	1	0	0	2	1	0	0	0	0	0
TOTAL INTERVIEWED	4	2	2	1	1	0	0	1	1	0	0	0	0	0
Not offered Position	2	1	1	1	1	0	0	0	0	0	0	0	0	0
Offered Position	2	1	1	0	0	0	0	1	1	0	0	0	0	0
Refused Position	1	1	0	0	0	0	0	1	0	0	0	0	0	0
TOTAL ACCESSIONS	1	0	1	0	0	0	0	0	1	0	0	0	0	0

WESTERN CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS
Hires & Promotions (No Exam)

OCCUPATIONAL CATEGORY: Professional Non-Faculty
POSITION OR POSITION CLASSIFICATION: All Titles
LOCATION: Statewide/National

DATE: March 30, 2017

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		UNKNOWN		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Outside agency	14	3	11	1	8	1	0	1	2	0	1	0	0	0
Layoff/Reemployment/SEBAC	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL APPLICANTS	14	3	11	1	8	1	0	1	2	0	1	0	0	0
Total Withdrew	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Not Qualified	8	2	6	0	5	1	0	1	0	0	1	0	0	0
TOTAL QUALIFIED APPLICANTS	6	1	5	1	3	0	0	0	2	0	0	0	0	0
TOTAL INTERVIEWED	5	1	4	1	2	0	0	0	2	0	0	0	0	0
Not offered Position	4	1	3	1	2	0	0	0	1	0	0	0	0	0
Offered Position	1	0	1	0	0	0	0	0	1	0	0	0	0	0
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS	1	0	1	0	0	0	0	0	1	0	0	0	0	0

**WESTERN CONNECTICUT STATE UNIVERSITY
 APPLICANT FLOW ANALYSIS
 Hires & Promotions (No Exam)**

OCCUPATIONAL CATEGORY: Professional Non-Faculty
POSITION OR POSITION CLASSIFICATION: All Titles
LOCATION: Statewide/National

DATE: March 30, 2017

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		UNKNOWN		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Outside agency	251	138	113	109	78	14	12	9	8	6	7	0	8	0
Layoff/Reemployment/SEBAC	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL APPLICANTS	251	138	113	109	78	14	12	9	8	6	7	0	8	0
Total Withdrew	20	9	11	7	6	1	0	0	1	1	1	0	3	0
Total Not Qualified	155	99	56	78	35	11	10	6	2	4	4	0	5	0
TOTAL QUALIFIED APPLICANTS	76	30	46	24	37	2	2	3	5	1	2	0	0	0
TOTAL INTERVIEWED	67	25	42	22	35	0	1	2	4	1	2	0	0	0
Not offered Position	54	22	32	20	27	0	1	1	2	1	2	0	0	0
Offered Position	14	4	10	3	8	0	0	1	2	0	0	0	0	0
Refused Position	1	1	0	0	0	0	0	1	0	0	0	0	0	0
TOTAL ACCESSIONS	13	3	10	3	8	0	0	0	2	0	0	0	0	0

WESTERN CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS
Hires & Promotions (No Exam)

OCCUPATIONAL CATEGORY: Skilled Craft Workers
POSITION OR POSITION CLASSIFICATION: All Titles
LOCATION: Danbury

DATE: March 30, 2017

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		UNKNOWN		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Outside agency	2	2	0	0	0	1	0	0	0	1	0	0	0	0
Layoff/Reemployment/SEBAC	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL APPLICANTS	2	2	0	0	0	1	0	0	0	1	0	0	0	0
Total Withdrew	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Not Qualified	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL QUALIFIED APPLICANTS	2	2	0	0	0	1	0	0	0	1	0	0	0	0
TOTAL INTERVIEWED	2	2	0	0	0	1	0	0	0	1	0	0	0	0
Not offered Position	1	1	0	0	0	1	0	0	0	0	0	0	0	0
Offered Position	1	1	0	0	0	0	0	0	0	1	0	0	0	0
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS	1	1	0	0	0	0	0	0	0	1	0	0	0	0

WESTERN CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS
Hires & Promotions (No Exam)

OCCUPATIONAL CATEGORY: Protective Services
POSITION OR POSITION CLASSIFICATION: All Titles
LOCATION: Danbury

DATE: March 30, 2017

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		UNKNOWN		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Outside agency	7	6	1	4	1	0	0	1	0	1	0	0	0	0
Layoff/Reemployment/SEBAC	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL APPLICANTS	7	6	1	4	1	0	0	1	0	1	0	0	0	0
Total Withdrew	1	1	0	1	0	0	0	0	0	0	0	0	0	0
Total Not Qualified	3	2	1	2	1	0	0	0	0	0	0	0	0	0
TOTAL QUALIFIED APPLICANTS	3	3	0	1	0	0	0	1	0	1	0	0	0	0
TOTAL INTERVIEWED	3	3	0	1	0	0	0	1	0	1	0	0	0	0
Not offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Offered Position	3	3	0	1	0	0	0	1	0	1	0	0	0	0
Refused Position	2	2	0	0	0	0	0	1	0	1	0	0	0	0
TOTAL ACCESSIONS	1	1	0	1	0	0	0	0	0	0	0	0	0	0

* Please note- 1 HM and 1 OM were offered positions based on a successful background check and they both were returned with issues that disqualified them; so they both did not refuse the position directly.

**WESTERN CONNECTICUT STATE UNIVERSITY
 APPLICANT FLOW ANALYSIS
 Hires & Promotions (No Exam)**

OCCUPATIONAL CATEGORY: Protective Services
POSITION OR POSITION CLASSIFICATION: All Titles
LOCATION: Danbury

DATE: March 30, 2017

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		UNKNOWN		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Outside agency	25	22	3	16	3	0	0	2	0	2	0	2	0	0
Layoff/Reemployment/SEBAC	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL APPLICANTS	25	22	3	16	3	0	0	2	0	2	0	2	0	0
Total Withdrew	2	2	0	2	0	0	0	0	0	0	0	0	0	0
Total Not Qualified	13	12	1	9	1	0	0	0	0	1	0	2	0	0
TOTAL QUALIFIED APPLICANTS	10	8	2	5	2	0	0	2	0	1	0	0	0	0
TOTAL INTERVIEWED	8	7	1	4	1	0	0	2	0	1	0	0	0	0
Not offered Position	4	3	1	2	1	0	0	1	0	0	0	0	0	0
Offered Position	4	4	0	2	0	0	0	1	0	1	0	0	0	0
Refused Position	2	2	0	0	0	0	0	1	0	1	0	0	0	0
TOTAL ACCESSIONS	2	2	0	2	0	0	0	0	0	0	0	0	0	0

* Please note- 1 HM and 1 OM were offered positions based on a successful background check and they both were returned with issues that disqualified them; so they both did not refuse the position directly.

WESTERN CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS
Promotions (No Exam)

OCCUPATIONAL CATEGORY: Faculty
POSITION OR POSITION CLASSIFICATION: Instructor
LOCATION: Statewide/National

DATE: March 30, 2017

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		UNKNOWN	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Intra-agency *	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Rejected Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Withdrew	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Not Qualified	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL QUALIFIED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL INTERVIEWED	0	0	0	0	0	0	0	0	0	0	0	0	0
Not offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0
Offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS*	0	0	0	0	0	0	0	0	0	0	0	0	0

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

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Section J
Element No. 10

**IDENTIFICATION OF
PROBLEM AREAS**

Sec. 46a-68-87

Identification of Problem Areas

Under Section 46a-68-87(a) of the Affirmative Action Regulations of Connecticut State Agencies, the University has established an examination where within an occupational category, position classification within an occupational category employing a significant number of persons or position classification for which a separate availability base is calculated has experienced an increase or reduction in workforce. The University has examined its personnel policies and practices to identify those non-quantifiable aspects of the employment process which may impede or prevent the full and fair participation of protected race and sex group members in the employment process. Where applicable, the University shall address the following aspects of employment:

(1) Employment Applications

For positions in the Executive/Administrative, Faculty, and Professional/Non-Faculty categories, candidates apply by sending a resume, cover letter, and reference information. This process enables prospective candidates to present extensive information about their candidacy to search committees, thereby enabling committees to review candidates with alternative experience or qualifications where possible. Advertisements state that the University may consider an equivalent combination of credentials and/or experience to meet the specified qualifications.

Several years ago, the University implemented this procedure in which applicants are solicited for this information via email. Applicants may decline to provide the requested information, but this electronic process has led to a tremendous increase in participation. Additionally, the use of a search consultant for some searches ensured 100% of candidates responded to the University's request for demographic data as the consultant encouraged applicants respond to all of the University's requests for any type of information. Beginning in September, the Office of Diversity and Equity has included the use of a document named the "University Search Plan" to map out networking and recruitment opportunities to increase the number of applications for positions in the Executive/Administrative, Faculty, and Professional/Non-Faculty categories. With this new endeavor, we will report the outcomes in the next Affirmative Action Plan reporting period.

Western Connecticut State University's employment application contains information necessary for employment and does not request discriminatory data or other known information deemed discriminatory by law. The University has examined the employment application for compliance with the Americans with Disabilities Act. The University's employment application has been updated in order to collect applicants' email addresses, commercial driver's license information, as well as to add additional space for information from Police Officer applicants.

(2) Job Qualifications

Executive/Administrative

The positions in this occupational category are unclassified and highly specialized in that each one is a one of a kind position and involves major areas of higher education administration. Recruitment for these positions can be difficult because extensive qualifications are required. The educational expectation is usually a doctorate or terminal degree.

This requirement may reduce the number of underrepresented group candidates. However, in addition to recruiting within various professional affinity organizations, the University does

advertise for and considers comparable alternative credentials and experience to improve access. Additional impediments to recruiting for this category are some of the employment conditions imposed on the Management & Confidential Employees by the Connecticut State Colleges and Universities (CSCU). These conditions include the inability to confer academic rank or tenure to non-teaching administrators. Loss of tenure is a critical issue to those who move from the teaching academic ranks to the administrative ranks.

Administrators want to have the ability to move between the two different employment classes as their careers move on an upward trajectory. In 2013, we were pleased that the Connecticut State Colleges and Universities (CSCU) changed their policy and revoked a three (3) month non-continuation notice policy which had been imposed in 2006. This meant that with proper notification, after the first year of employment, executives and administrators could be terminated with ninety (90) days' notice. This employment condition, combined with the lack of tenure and the high cost of living in Fairfield County, have made recruiting very difficult for the University, particularly as they are conditions over which the University has no control. The cost of living is a very difficult obstacle. The salary ranges that Connecticut State Colleges and Universities (CSCU) and the State of Connecticut use are consistent across the state. However, the cost of living differs greatly from Fairfield County to Willimantic County. It is difficult to find satisfactory solutions within the boundaries of the State. We are able to offer some relocation assistance to Management/Confidential and instructional faculty from underrepresented minority groups but that does not counteract the day-to-day demands.

Faculty

Job requirements for faculty members are usually demanding. The applicants must possess doctorates or have all requirements for their doctorates completed except for their dissertations ("All But Dissertation" status) or other terminal degrees in order to meet accreditation standards for the School and/or discipline.

Search committees seek applicants who meet not only the minimum qualifications but also the preferred qualifications. The quality of the applicants' credentials significantly impacts the selection of the final candidates. Setting high levels of educational and experiential qualifications may limit the number of applicants who are members of underutilized groups. Competition to recruit minority candidates is intense. Collective bargaining salary caps, high course loads, and limited research funds all impact the University's ability to recruit. However, the University has considered candidates who have not yet obtained their terminal degree, contingent upon receiving the appropriate degree by the time appointment has been offered. Department members who attend professional conferences and workshops are also encouraged to conduct interest discussions with potential candidates.

Professional/Non-Faculty

The Professional/Non-Faculty category consists of administrative faculty members who support all aspects of the University in divisions such as Student Affairs, Finance and Administration, Academic Affairs, and University Computing.

The job qualifications for each administrative faculty position are set out in a job description reviewed by the State University Organization of Administrative Faculty (SUOAF/AFSCME) union and management. All positions require a minimum of a Bachelor's degree, with many positions requiring a Master's degree and several years of relevant administrative experience.

The recruitment and selection process mandated by the SUOAF/AFSCME collective bargaining agreement requires that any vacancy or promotional opportunity must be posted internally so that bargaining unit members of the Connecticut State University System are afforded the opportunity to apply for the opportunity before external recruitment can be initiated. The bargaining unit member must communicate their interest to Human Resources within ten (10) working days of the vacancy notification. This process facilitates upward mobility, but can result in a limited pool of candidates.

Clerical

Job qualifications and specifications are set by the State of Connecticut's Department of Administrative Services for these positions. Candidates are often selected from SEBAC and/or re-employment lists. Civil service certification lists are also used. Recruitment for clerical positions is often difficult because it is defined by the regulatory framework within which recruitment and selection must be conducted. Until recently, the state certification examinations were held only in Hartford, making it inconvenient for potential local applicants who lacked transportation to get to the examination, but would be able to utilize mass transit for commuting to local job opportunities. The addition of more testing sites by DAS has begun to ease this difficulty.

Technical/Paraprofessional

Positions within this category are specialized and require experience and/or education in specific types of work. Candidates for these positions must be on the appropriate state certification list at the time of appointment to the position. It can be difficult to effectively target recruitment efforts towards underrepresented group members with the intent of advising them on how to apply for and take the appropriate state certification examination as the vacancies occur rarely and the examinations are given even more infrequently.

Skilled Crafts

The stringent qualifications for positions in this category may prevent some underutilized class members from applying for employment opportunities if they lack the requisite skills. Management makes information available to its employees regarding education, skills, and experience needed for each job in the career ladder. In addition, the Connecticut Employee Union Independent bargaining agreement requires that each vacancy shall first be filled by transfer from within the agency then filled by promotion from within the agency. Any employee who is seeking a transfer or promotion to another position within the agency shall be given preference over new hires unless he/she is not qualified to perform the job. Affirmative Action gains through external hires are compromised when vacancies within this category are generally filled by transfer or promotion.

Salary rates are an important factor that impacts the University's recruitment efforts in this category. Salary rates in this occupational category are not competitive with the local job market. Consequently, local minority skilled crafts workers are able to earn more in the private sector than at the University. Therefore, where possible, the University uses in-house training opportunities to develop internal pools of minority group members.

Service Maintenance

As with the Skilled Crafts classification the Connecticut Employee Union Independent bargaining agreement requires that each vacancy shall first be filled by transfer from within the agency then filled by promotion, based on seniority, from within the agency. Any employee who is seeking a transfer or promotion to another position within the agency shall be given preference over new hires unless he/she is not qualified to perform the job. Affirmative action gains through external hires are compromised when vacancies within this category are generally filled by transfer or

promotion. These contractual requirements can serve to limit the University's ability to recruit minority group members for positions in this category.

Protective Services

The recruitment of females, especially minority females, into positions traditionally held by males, such as Police Officer, is difficult statewide. Additionally, at the University level, salary rates are not competitive with the local market. Consequently, many females and minority group members are able to earn more through salary and overtime with municipal and county agencies. However, Department members who attend professional conferences and workshops are encouraged to conduct interest discussions with potential candidates.

(3) Recruitment Practices

Western Connecticut State University has a sound and extensive affirmative action recruitment structure and is attentive to expanding its recruitment sources. The University continuously strives to increase the affirmative action applicant flow and has developed a recruitment base for all race/sex groups, persons with physical disabilities, veterans, and older persons. Recruitment strategies include memberships in organizations with minority memberships and/or affiliations, professional websites that target women and minorities, posting notices on the University's website as well as the State of Connecticut Department of Administrative Services website, and mailing of notices to candidates on the state certification list(s).

(4) Personnel Policies

Western Connecticut State University's personnel policies are designed to ensure fair and equal treatment.

The Chief Human Resources Officer is charged with conducting a final review of all personnel policies and procedures prior to implementation in order to ensure that no policy or procedure impedes or prevents the full and fair participation of protected race/sex group members, persons with physical or other disabilities, veterans, and older persons in the employment process and work force. The Chief Diversity Officer and the Chief of Human Resources Officer review personnel policies and procedures to ensure validation and made modifications where appropriate. Those personnel policies that are determined by collective bargaining obligations may be changed only through that process.

(5) Orientation

All new hires receive an employment orientation from Human Resources Office as part of the employment process. This entails an orientation on all pertinent aspects of the individual's employment at Western Connecticut State University. Members from the Human Resources Department provides all new employees the New CSCU web-based training portal, employee guide to employment related university policies, the employee benefits handbook, as well as a copy of one or more of the appropriate Collective Bargaining Agreement, as it is applicable. Hiring Managers/Supervisors provide new employees with a separate departmental/divisional/office orientation to the work location, department/divisional staff and other areas.

(6) Training

The University fosters and encourages employees to participate in training programs which will assist in their job responsibilities and their professional growth. To that end, the University provides in-house training in computer skills, blood borne pathogens, and supervisory skills, as well as makes available information on in-service training offered by the State of Connecticut Department of Administrative Services. An increasing number of trainings are offered through on-line resources. This increases the ability of the University to make training more accessible to a broader audience. Through programs such as tuition reimbursement, tuition waivers, and collective bargaining agreements, employees have the opportunity to pursue other training options including college courses. All training is provided in a non-discriminatory manner. There are no discriminatory or access barriers to attendance at training events. Seminars, workshops, and other training aspects of the University are available throughout the academic year and are widely publicized.

(8) Counseling

Counseling is available to all employees from either the Office of Diversity & Equity and Human Resources staff on an ongoing basis. The Office of Diversity and Equity as well as the members of the Human Resources Office are easily accessible to employees for this purpose as is the staff of Career Services. Personal counseling services are available through the Employee Assistance Program (EAP).

(9) Discrimination Complaint Process

All employees have access to grievance procedures through their collective bargaining agreement and/or the Board of Trustees' Personnel Policies. Fair and equitable treatment is the objective of the grievance procedures. The Office of Diversity & Equity and Human Resources staff work closely to accomplish these objectives. Additionally, all employees are provided with a copy of the University's Discrimination Complaint Procedures. These documents are also available in the Office of Diversity & Equity, and are also been posted on the website at www.wcsu.edu/diversity.

(10) Evaluation

Performance appraisals are required for all University positions, in accordance with State of Connecticut Human Resources system. Performance appraisals are posted and available on the Human Resources Office website at http://www.wcsu.edu/hr/forms/WCSU_HRForms.asp, under section III re: Evaluation Forms. Union contract provisions provide that performance evaluations less than satisfactory may be grieved.

The performance of unclassified Management/Confidential staff are evaluated on an annual basis. Based on the Human Resource Policies for the Connecticut State Colleges and Universities, the appropriate Chief Executive Officers will review the performance appraisals.

<http://www.ct.edu/files/pdfs/hr-policies-management-confidential.pdf>

(11) Layoffs

During the reporting period, the University *did not* experience any layoffs.

(12) Termination

The Office of Diversity & Equity conducts an exit interview conference with separated employees in order to gain firsthand knowledge of the reasons employees are ending their employment with the University. During the reporting period, there were *no* exit interview conferences with separating employees regarding the reason(s) why the employee was terminating employment and if the action was due to discriminatory treatment.

During this reporting period, the primary reason(s) given by many employees were the uncertainty of economic conditions in the State, and changes to State retiree benefits. The University will continue its exit interview practice in order to assure that disparities do not exist in this area. Moving forward, and as a program goal, the Office of Diversity and Equity will develop an exit interview form as a point of reference and review during the exit interview conference.

- (b) The University has undertaken an examination for each occupational category or job title examined in subsection (a) of this section, the University's Affirmative Action Plan listed all non-quantifiable elements of the employment process that were identified as a problem area.
- (c) The University has examined all aspects of the employment process itemized in subsection (a) of this section to identify whether any employment policy or practice may impede or prevent the full and fair participation of individuals with disabilities and older persons in the workforce. The University did not identify any employment policy and/or practice that adversely affected any minority group candidates, including any self-identified, physically disabled persons and/or older persons.

Program Goals

Under Section 46a-68-88(a) and (b) of the Affirmative Action Regulations of Connecticut State Agencies, the University has identified, under Section 46a-68-43, any employment practice or policy that has adversely affected protected race and sex group members, the physically disabled or older persons. The University will implement and execute the following four (4) below listed program goals to report on for the next reporting period:

- (1) The Office of Diversity and Equity (ODE) will develop and implement, by or before February 1, 2018, a re-designed webpage that will include:
 - a. A formalized webpage to electronically exhibit the current Affirmative Action Plan and prior Plan years;
 - b. A diversity webpage and calendar to educate the University community on cultural competence and multicultural competencies to promote change and development in faculty pedagogy, curriculum development and cultural awareness.
 - c. A training webpage and link to a training registration for various ODE trainings (see topics below are listed in program goal #3).
 - d. A committee webpage that will highlight designated groups that will be active in the 2017-18 academic year.
 - e. A discrimination complaint area that will highlight the importance of Title IX information and resources, CaRT and logging formal and anonymous complaints of discrimination on the webpage that links to the Chief Diversity Officer and Title IX complaints will be linked to the Chief Diversity Officer and CaRT (Response team).

 - (2) The Office of Diversity and Equity (ODE) will develop and implement, by or before February 1, 2018, a formalized university search webpage, search manual and automated search materials on to further educate search committee participants and the University community on university searches.

 - (3) The Office of Diversity and Equity (ODE) will develop and implement, by or before February 1, 2018, a series of formalized University trainings in the following topics:
 - a. Cultural Diversity: Understanding Cultural Competence in the Workplace;
 - b. Intersectionality and Micro-aggressions in the Workplace (Employee training);
 - c. Trauma Informed Investigations (Employee training);
 - d. Bystander Intervention: What do you do? (Title IX); and
 - e. An overview on employment and disability: Understanding Accommodations in the Workplace (Employee training).

 - (4) The Office of Diversity and Equity (ODE) will develop and implement, by or before December 1, 2017, a new exit survey form, as a reference tool for any exit interview conference(s). The Chief Diversity Officer can utilize this tool to better assess and identify any issues of discrimination and/or disparate treatment within the university.
- (b) The University have established the noted programs goals as meaningful, measurable and reasonably attainable, and consistent with Section 46a-68-92 of the Regulations of Connecticut State Agencies, to ensure that:
- (1) the University actively promotes equal opportunity and ensuring that all workplaces are free of discrimination;

- (2) the University promotes opportunities for all qualified applicants including underutilized groups;
 - (3) the University utilizes a fair and nondiscriminatory recruitment and selection process; and
 - (4) the University promotes career development opportunities to all interested and qualified employees, including minorities and women.
- (c) The University has and will continue to extend a level of cooperation to other Universities and/or agencies to implement a program goal. The University acknowledges this mandate and maintains records of any requests and/or contact with other Universities and/or agencies whose cooperation is requested and to report on the outcome of such request. During the reporting period, the University did not have any such contact and/or requests.
- (d) During the reporting period, the University did not identify any employment policy or practice that adversely affects any minority group candidates, including physically disabled persons or older persons.

The University will continue to examine its hiring process to determine if there are any mitigating factors which would contribute to any imbalance on the hiring process and scrutinize said process to determine if any factors impede the full and fair participation of underrepresented group members. The Chief Diversity Officer meets with all search committees and hiring managers to ensure that the interview process is conducted in a non-discriminatory manner as well as to ensure that the integrity of the interview process is maintained and that all applicants are treated with fairness and equity throughout the employment process.

Discrimination Complaint Process

Under Section 46a-68-89(a) of the Affirmative Action Regulations of Connecticut State Agencies, the University has an established system to process and resolve employee allegations of discrimination consistent with Chapters 67 and 68 of the Connecticut General Statutes. The system provides for the expeditious resolution of complaints to assure that legal options for filing complaints are not foreclosed.

The University's Discrimination Complaint Process includes:

- (1) Periodic training in counseling and grievance investigation for agency designated personnel;
 - (2) Confidential counseling and procedures for informal resolution at the institution by the Chief Diversity Officer;
 - (3) Notice to employees that the university discrimination complaint process is available;
 - (4) A guarantee of no retaliation for the exercise of rights granted pursuant to the Connecticut General Statutes;
 - (5) Advisement of legal options to file complaints with the Connecticut Commission on Human Rights and Opportunities (CHRO); United State Equal Employment Opportunity Commission (EEOC); United States Department of Education Office of Civil Rights (OCR); United States Department of Labor (DOL), Wage and Hour Division; and any other agencies, state, federal, or local, that enforce laws concerning discrimination in employment or public services.
 - (6) Time frames not exceeding ninety (90) days for filing, processing and resolution of such matters.
- (b) The University maintains all records of grievances and dispositions and such records are reviewed on a regular basis by the Office of Diversity and Equity to detect any patterns in the nature of the grievances. The records maintained are kept confidential except where disclosure is required by law.
- (c) The University's Affirmative Action Plan contains a summary of the employee discrimination complaints alleged, the results thereof, and the length of time taken to resolve the complaint. Where informal allegations have resulted in complaints to enforcement agencies, the University's Affirmative Action Plan provides information on the number of such complaints, investigating agency, whether such matters are currently pending or the outcome thereof. All records relevant to complaints filed under this section are maintained by the agency for examination by the Commission on Human Rights and Opportunities (CHRO).

The Office of Diversity and Equity (ODE) will further develop its general website and content to provide the most current and relevant policies, procedures and contacts to all members of the university community and community at large.



APPLICATION FOR EMPLOYMENT

WCSU is committed to excellence through diversity, and as such, we encourage applications from all people, including members of ethnic/racial minorities, from veterans, and from persons with disabilities

Employment Application Procedure

1. Complete all applicable sections of the application.
2. Type or print in ink all requested information.
3. Sign and date the application.
4. Submit application in one of the following ways:
 - MAIL or DROP OFF:
Western Connecticut State University
Human Resources Department
University Hall
181 White Street
Danbury, CT 06810
 - EMAIL: hrpositions@wcsu.edu
 - FAX: 203-837-8613

Benefits Information
 May be found on the
 WCSU Human Resources web site at
<http://wcsu.edu/hr/benefits/>

Position Applying For

Position Title _____

Contact Information

Name (first, middle initial, last) _____

Street Address _____

City _____ State _____ Zip _____

Email Address _____

Cell Phone # _____ Daytime Phone # _____

Best contact number to reach you during business hours of M - F - 8:00 a.m. – 5:00 p.m. _____

Special Employment Notice to Disabled Veterans, Vietnam Era Veterans, and individuals with physical or mental disabilities:
 Government contractors are subject to 38 USC 2012 of the Vietnam Era Veterans Readjustment Act of 1974 which requires that they take affirmative action to employ and advance in employment qualified disabled veterans and veterans of the Vietnam Era, and Section 503 of the Rehabilitation Act of 1973, as amended, which requires government contractors to take affirmative action to employ and advance in employment, qualified disabled individuals.

If you require special accommodations for interviewing, please contact the Human Resources department 48 hours in advance.

Human Resources may be reached at 203-837-8678
Monday – Friday 8:00 a.m. – 5:00 p.m.

First Name _____ Last Name _____

Personal Information

If employed, and you are under 18, can you furnish a work permit? Yes No

Have you ever been employed by any Connecticut State Agency? Yes* No

*If yes: Employer(s) and date(s) _____

On what date would you be available to work? _____

Referral Source: Self Ad WCSU employee Other _____

Is any member of your family an employee of WCSU? Yes ** No

**If yes: Name _____
 Department _____
 Relationship _____

Education

	Name & Location of School	Course of Study	No. of Years Completed	Did You Graduate?	Degree/Diploma/Certificate or Credits Earned
High School					
Business/Trade/Technical					
2-Year College					
4-Year College					
Other					

Describe professional or school offices held, other activities, any scholarships, awards, etc. _____

Military Experience

Branch _____ Rank _____ Dates of service _____
 (Please note: A dishonorable discharge or general discharge is not an absolute bar to employment.)

First Name _____ Last Name _____

Work Experience - Present or most recent position first. It is necessary to complete each item below.

Current Employer

Company Name _____ From (month/year) _____ To (month/year) _____

Street Address _____

City _____ State _____ Zip _____

Name of Supervisor _____ Telephone _____

Reason for Leaving _____

Job Title/Duties _____

Annual Salary or Hourly Rate _____

Former Employers

Company Name _____ From (month/year) _____ To (month/year) _____

Street Address _____

City _____ State _____ Zip _____

Name of Supervisor _____ Telephone _____

Reason for Leaving _____

Job Title/Duties _____

Annual Salary or Hourly Rate _____

Company Name _____ From (month/year) _____ To (month/year) _____

Street Address _____

City _____ State _____ Zip _____

Name of Supervisor _____ Telephone _____

Reason for Leaving _____

Job Title/Duties _____

Annual Salary or Hourly Rate _____

Company Name _____ From (month/year) _____ To (month/year) _____

Street Address _____

City _____ State _____ Zip _____

Name of Supervisor _____ Telephone _____

Reason for Leaving _____

Job Title/Duties _____

Annual Salary or Hourly Rate _____

First Name _____ Last Name _____

Additional Information

Summarize special job-related skills, qualifications, or training acquired. (Example: Bi-Lingual, Military Training, etc.) _____

Machinery/Equipment Operated _____

Licenses or Certificates

Occupational Licenses or Certificates _____

Do you have a valid Driver's License? Yes No

Do you have a valid Commercial Driver's License (CDL): Yes No

Police Officer Applicants Only

Are you a Certified Police Officer? Yes - State: _____ No

Name of Police Academy attended _____ Date of attendance _____ to _____

Note If employment is offered, you will be required to submit documents to establish your identity and verification of your legal right to work in the United States, as well as successfully completing a background check. Certain positions will also require successfully passing a pre-employment/drug screening.

Applicant's Statement *Please Sign*

I certify that answers given herein are true and complete to the best of my knowledge. I authorize investigation of all statements contained in this application for employment as may be necessary in arriving at an employment decision. I understand that this application is not intended to be a contract of employment. In the event of employment, I understand that false or misleading information given in my application or interview(s) may result in discharge. I understand, also, that I am required to abide by all rules and regulations of the University.

Signature of Applicant _____ Date: _____

The security of all members of the campus community is of vital concern to Western Connecticut State University. In compliance with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act, information concerning campus security can be found online at <https://www.wcsu.edu/police/pdf/securityreport.pdf> or may be requested from the Western Connecticut State University's Police Department - 203-838-9304.

Section K
Element No. 11

PROGRAM GOALS
Sec. 46a-68-88

Program Goals

Under Section 46a-68-88(a) and (b) of the Affirmative Action Regulations of Connecticut State Agencies, the University has identified, under Section 46a-68-43, any employment practice or policy that has adversely affected protected race and sex group members, the physically disabled or older persons. The University will implement and execute the following four (4) below listed program goals to report on for the next reporting period:

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 - b. A diversity webpage and calendar to educate the University community on cultural competence and multicultural competencies to promote change and development in faculty pedagogy, curriculum development and cultural awareness.
 - c. A training webpage and link to a training registration for various ODE trainings (see topics below are listed in program goal #3).
 - d. A committee webpage that will highlight designated groups that will be active in the 2017-18 academic year.
 - e. A discrimination complaint area that will highlight the importance of Title IX information and resources, CaRT and logging formal and anonymous complaints of discrimination on the webpage that links to the Chief Diversity Officer and Title IX complaints will be linked to the Chief Diversity Officer and CaRT (Response team).

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 - (3) The Office of Diversity and Equity (ODE) will develop and implement, by or before February 1, 2018, a series of formalized University trainings in the following topics:
 - a. Cultural Diversity: Understanding Cultural Competence in the Workplace;
 - b. Intersectionality and Micro-aggressions in the Workplace (Employee training);
 - c. Trauma Informed Investigations (Employee training);
 - d. Bystander Intervention: What do you do? (Title IX); and
 - e. An overview on employment and disability: Understanding Accommodations in the Workplace (Employee training).

 - (4) The Office of Diversity and Equity (ODE) will develop and implement, by or before December 1, 2017, a new exit survey form, as a reference tool for any exit interview conference(s). The Chief Diversity Officer can utilize this tool to better assess and identify any issues of discrimination and/or disparate treatment within the university.
- (b) The University have established the noted programs goals as meaningful, measurable and reasonably attainable, and consistent with Section 46a-68-92 of the Regulations of Connecticut State Agencies, to ensure that:
- (1) the University actively promotes equal opportunity and ensuring that all workplaces are free of discrimination;

- (2) the University promotes opportunities for all qualified applicants including underutilized groups;
 - (3) the University utilizes a fair and nondiscriminatory recruitment and selection process; and
 - (4) the University promotes career development opportunities to all interested and qualified employees, including minorities and women.
- (c) The University has and will continue to extend a level of cooperation to other Universities and/or agencies to implement a program goal. The University acknowledges this mandate and maintains records of any requests and/or contact with other Universities and/or agencies whose cooperation is requested and to report on the outcome of such request. During the reporting period, the University did not have any such contact and/or requests.
- (d) During the reporting period, the University did not identify any employment policy or practice that adversely affects any minority group candidates, including physically disabled persons or older persons.

The University will continue to examine its hiring process to determine if there are any mitigating factors which would contribute to any imbalance on the hiring process and scrutinize said process to determine if any factors impede the full and fair participation of underrepresented group members. The Chief Diversity Officer meets with all search committees and hiring managers to ensure that the interview process is conducted in a non-discriminatory manner as well as to ensure that the integrity of the interview process is maintained and that all applicants are treated with fairness and equity throughout the employment process.

Section L

Element No. 12

DISCRIMINATION
COMPLAINT
PROCESS

Sec. 46a-68-89

Discrimination Complaint Process

Under Section 46a-68-89(a) of the Affirmative Action Regulations of Connecticut State Agencies, the University has an established system to process and resolve employee allegations of discrimination consistent with Chapters 67 and 68 of the Connecticut General Statutes. The system provides for the expeditious resolution of complaints to assure that legal options for filing complaints are not foreclosed.

The University's Discrimination Complaint Process includes:

- (1) Periodic training in counseling and grievance investigation for agency designated personnel;
 - (2) Confidential counseling and procedures for informal resolution at the institution by the Chief Diversity Officer;
 - (3) Notice to employees that the university discrimination complaint process is available;
 - (4) A guarantee of no retaliation for the exercise of rights granted pursuant to the Connecticut General Statutes;
 - (5) Advisement of legal options to file complaints with the Connecticut Commission on Human Rights and Opportunities (CHRO); United State Equal Employment Opportunity Commission (EEOC); United States Department of Education Office of Civil Rights (OCR); United States Department of Labor (DOL), Wage and Hour Division; and any other agencies, state, federal, or local, that enforce laws concerning discrimination in employment or public services.
 - (6) Time frames not exceeding ninety (90) days for filing, processing and resolution of such matters.
- (b) The University maintains all records of grievances and dispositions and such records are reviewed on a regular basis by the Office of Diversity and Equity to detect any patterns in the nature of the grievances. The records maintained are kept confidential except where disclosure is required by law.
- (c) The University's Affirmative Action Plan contains a summary of the employee discrimination complaints alleged, the results thereof, and the length of time taken to resolve the complaint. Where informal allegations have resulted in complaints to enforcement agencies, the University's Affirmative Action Plan provides information on the number of such complaints, investigating agency, whether such matters are currently pending or the outcome thereof. All records relevant to complaints filed under this section are maintained by the agency for examination by the Commission on Human Rights and Opportunities (CHRO).

The Office of Diversity and Equity (ODE) will further develop its general website and content to provide the most current and relevant policies, procedures and contacts to all members of the university community and community at large.

**CHRO CASES FILED AT WESTERN CONNECTICUT STATE UNIVERSITY
BETWEEN
APRIL 1, 2016 – MARCH 30, 2017**

CASE #	BASIS	DATE FILED	STATUS
CHRO 1720027	Discrimination/Physical Disability/Age/Retaliation	7-19-16	Dismissed by CHRO

DISCRIMINATION COMPLAINT AGENCIES

Under Section 46a-68-89 (a) (b) (c) of the Affirmative Action Regulations of Connecticut State Agencies, an individual has the right to file his or her complaint of discrimination with any or all of the relevant agencies listed below. The individual can also simultaneously avail himself or herself of the University's Internal Discrimination Complaint Process and file a complaint of discrimination with the following external agencies:

1. The Connecticut Commission on Human Rights & Opportunities:

Capitol Region
450 Columbus Blvd.
Hartford, Connecticut 06103
Tel: (860) 566-7710

Eastern Region
100 Broadway
Norwich, Connecticut 06360
Tel: (860) 886-5703

Southwest Region
350 Fairfield Avenue, 6th Floor
Bridgeport, Connecticut 06604
Tel: (203) 579-6246

West Central Region
Rowland State Government Center
55 West Main Street, Suite 210
Waterbury, Connecticut 06702-2004
Tel: (203) 805-6530

Complaints should be filed with the Commission on Human Rights and Opportunities no later than one hundred and eighty (180) days after the alleged act of employment discrimination occurred.

2. The Equal Employment Opportunities Commission

John F. Kennedy Federal Office Building
Government Center, Room 475
Boston, Massachusetts 02203
Tel: (617) 565-3200

Complaints should be filed with the Equal Employment Opportunities Commission no later than one hundred and eighty (180) days after the alleged act of employment discrimination occurred, except, that in a case when the aggrieved person has initially filed a complaint with the Commission on Human Rights and Opportunities, such complaint should be filed no later than three hundred (300) days after the alleged act of employment discrimination occurred.

Alternatively:

3. Connecticut Permanent Commission on the Status of Women

18-20 Trinity Street
Hartford, Connecticut 06106
Tel: (860) 240-8300

4. State of Connecticut: Employee Grievance Procedure

Contact Human Resources Office or union representatives for Grievance forms and/or procedures.

5. Regulation of Wages Division, Connecticut Labor Department

200 Folly Brook Boulevard
Wethersfield, Connecticut 06109
Tel: (860) 566-3450

6. Wage and Hour and Public Contracts Division

United States Labor Department
135 High Street
Hartford, Connecticut 06103
Tel: (860) 240-4277

7. U.S. Department of Education, Office for Civil Rights

33 Arch Street
Ninth Floor
Boston, Massachusetts 02110
Tel: (617) 289-0111
Fax: (617) 289-0150



ODE INTAKE CONFIRMATION (DO NOT FILL)

COMPLAINT DATE: ___/___/___

COMPLAINT NO.: _____

INTAKE INITIALS: _____

OFFICE OF DIVERSITY & EQUITY

DISCRIMINATION COMPLAINT FORM

INSTRUCTIONS: Please provide all of the information requested. It is highly encouraged that you be as specific as possible when discussing incident(s) by including date(s) the incident(s) occurred, the name(s) of the person(s) involved and the name(s) of those who may have witnessed the incident(s). To investigate your complaint, it will be necessary to interview you (Complainant), the alleged accused and any witnesses with direct knowledge of the allegations or defenses. The Office of Diversity and Equity will notify all persons involved in the investigation that all communications are confidential and that unauthorized disclosure of information concerning the investigation could result in disciplinary action. The complaint is not limited to the space provided. You are encouraged to attach additional materials which may assist in the investigation process. Please note that the information provided on this and/or any other form is not considered an official complaint unless it is signed by you and dated.

COMPLAINANT INFORMATION:

Complainant's Name: _____
First Name MI Last Name

Home Address: _____
City State Zip Code

Work Address: _____
City State Zip Code

Telephone: () _____ Home Work Mobile Other: _____

Telephone: () _____ Home Work Mobile Other: _____

Telephone: () _____ Home Work Mobile Other: _____

Email Address: _____ Alternate Email: _____

Please identify one (or more) preferred Mode(s) of Contact: Phone Call Email Letter

COMPLAINT DETAILS:

Complaint Status: Applicant Admin./Staff External (Non-Campus Related)
 Faculty Student/Student Employee Other: _____

Complaint Type: Discrimination Hostile Work/Academic Environment
 Harassment Retaliation

Basis: Age Marital Status
 Ancestry Mental Disorder
 Color National Origin
 Criminal Record (State Employment) Sex (Including Pregnancy or Sexual Harassment)
 Gender Identity (or Expression) Sexual Orientation
 Intellectual Disability Race
 Learning Disability Religious Creed
 Physical Disability

Terms and Conditions of Academic/Employment Status

Assignments Performance Evaluation Transfer
 Benefits/Leave Promotion Salary/Compensation
 Demotion/Discharge Testing Unknown Conditions
 Employment/Hiring Training Opportunities Working Conditions

Under "Unknown Conditions", please specify: _____



ODE INTAKE CONFIRMATION (DO NOT FILL)

COMPLAINT DATE: ___ / ___ / ___

COMPLAINT NO.: _____

INTAKE INITIALS: _____

OFFICE OF DIVERSITY & EQUITY

Respondent Information

Name of person(s) (called the Respondent(s) you believe have subjected you to the conduct described in your complaint. When asking about affiliation/relationship, this is information as it relates to your contact (i.e., if the Respondent is a supervisor, co-worker, student, faculty, etc.). Timeframe is asking about the length of time you have known the Respondent(s).

Respondent's Name: _____
First Name MI Last Name

Respondent Status: Applicant Admin./Staff External (Non-Campus Related)
 Faculty Student/Student Employee Other: _____

Affiliation/Relationship: _____ Timeframe: _____

Respondent's Name: _____
First Name MI Last Name

Respondent Status: Applicant Admin./Staff External (Non-Campus Related)
 Faculty Student/Student Employee Other: _____

Affiliation/Relationship: _____ Timeframe: _____

Respondent's Name: _____
First Name MI Last Name

Respondent Status: Applicant Admin./Staff External (Non-Campus Related)
 Faculty Student/Student Employee Other: _____

Affiliation/Relationship: _____ Timeframe: _____

Respondent's Name: _____
First Name MI Last Name

Respondent Status: Applicant Admin./Staff External (Non-Campus Related)
 Faculty Student/Student Employee Other: _____

Affiliation/Relationship: _____ Timeframe: _____

Respondent's Name: _____
First Name MI Last Name

Respondent Status: Applicant Admin./Staff External (Non-Campus Related)
 Faculty Student/Student Employee Other: _____

Affiliation/Relationship: _____ Timeframe: _____

Add additional pages, as needed



ODE INTAKE CONFIRMATION (DO NOT FILL)

COMPLAINT DATE: ___ / ___ / ___

COMPLAINT NO.: _____

INTAKE INITIALS: _____

OFFICE OF DIVERSITY & EQUITY

COMPLAINT DESCRIPTION:

Please explain the specifics and/or situation(s) that resulted in your allegation(s):

Describe why you believe the incident(s) you described were related to the identified basis of your complaint:

List and describe all documents, e-mails, records, materials and/or evidence pertaining to your complaint:

Describe the corrective action you are seeking:

List the identified witnesses to the above described incident(s):

Witness 1.	Name	Relationship	Contact Information
Witness 2.	Name	Relationship	Contact Information
Witness 3.	Name	Relationship	Contact Information
Witness 4.	Name	Relationship	Contact Information
Witness 5.	Name	Relationship	Contact Information
Witness 6.	Name	Relationship	Contact Information

Add additional pages, as needed



ODE INTAKE CONFIRMATION (DO NOT FILL)

COMPLAINT DATE: ____ / ____ / ____

COMPLAINT NO.: _____

INTAKE INITIALS: _____

OFFICE OF DIVERSITY & EQUITY

Complaint Acknowledgment

I, _____, understand that, regardless of any contact with the Office of Diversity and Equity, I also retain the right to file an external complaint of discrimination or discriminatory harassment with the Connecticut Commission on Human Rights and Opportunities (CHRO), United States Equal Employment Opportunity Commission (EEOC) and/or the United States Department of Education Office of Civil Rights (OCR). Furthermore, I understand the relevant timeline for filing with these agencies varies from 180 days to 300 days from the date of the alleged discriminatory act/actions, and is independent of any internal complaint filed with the Office of Diversity and Equity.

I, _____, understand that under state and federal law, as a Complainant, I may not be retaliated against with regards to my prospective or current employment status, for filing a discrimination complaint, participating in an investigation or opposing an unlawful discriminatory practice.

I, _____, hereby attest that the facts asserted in this complaint are true and accurate, and that I have been advised of the other avenues of appeal/redress:

Complainant Signature

Date

Please forward this form and any evidence pertaining to your complaint to the Office of Diversity and Equity upon completion to:

Office of Diversity and Equity
Western Connecticut State University
181 White Street
University Hall, Suite 214
Danbury, Connecticut 06810

If you have any additional questions or would like to schedule an appointment to submit this form, please contact a member of the Office of Diversity and Equity at (203) 837-8278.

Section M
Element No. 13

GOALS
ANALYSIS
Sec. 46a-68-90

Goals Analysis

Under Section 46a-68-90(a) of the Affirmative Action Regulations of Connecticut State Agencies, the University has prepared a report on all activity undertaken, including progress made toward those ends, to achieve the hiring, promotion and program goals contained in the University's previous affirmative action plan. The University's long standing hiring process whereby search committees, hiring supervisors, and the Chief Diversity Officer work closely together in the filling of positions remains. This is standard University practice for the filling of all positions. This practice provides the Chief Diversity Officer with the necessary first hand selection and hiring information that is vital to both Affirmative Action Plan preparation and the Chief Diversity Officer's responsibility to carefully scrutinize the University's hiring activity. Every good faith and affirmative action effort has been made to meet goals. Each goal has been separately addressed as required, and where goals are not met, this section includes the affirmative action involvement as well as search details. The established hiring process at the University is as follows:

The Chief Diversity Officer works with each Hiring Supervisor, Search Committee Chairperson and members of each designated search committee for all hires throughout the hiring process and reviews applications for all positions. When it is determined that goal candidates or other candidates do not meet the qualification requirements for a position, or applicants are not being considered for an interview, extensive communication takes place and the Chief Diversity Officer meets with either (or both) the Search Committee Chairperson and/or Hiring Supervisor and carefully scrutinizes the hiring process, in accordance with the Regulations and the Chief Diversity Officer's monitoring responsibilities. The agreed upon selection criteria, interview questions and other factors continue to be carefully scrutinized both with the Hiring Supervisor and the Search Committee Chairperson. It is standard practice that the Chief Diversity Officer, Search Committee Chairperson, and the Hiring Supervisor mutually agree on the selection criteria, interview questions, and the final candidate(s) for a position offer.

This University practice ensures non-discrimination in the interview and selection process and the necessary first hand communication with the Chief Diversity Officer between the hiring supervisor and the Search Committee throughout the hiring process. The University will continue this practice. No hiring takes place until the Chief Diversity Officer and the Search Committee Chairperson, and Hiring Supervisor carefully review and scrutinize the hiring for each position from beginning to end.

- (b) For each job search, the University provided an analysis on the race and gender of:
 - (1) the total applicant pool;
 - (2) the qualified applicant pool; and
 - (3) the applicants interviewed.
- (c) If a goal was met, the University identified any applicant who was a goal candidate. No other information was submitted.
- (d) If a goal was *not* met, the University provided a narrative outlining the University's good faith efforts to achieve that goal by explaining why each goal candidate was eliminated. For each unmet goal, organized by job search, a narrative was prepared and each section discussed each goal applicant in detail and as a complete course of action during each job search.

HIRING GOALS

Reporting Period - April 1, 2016 – March 31, 2017

EXECUTIVE/ADMINISTRATIVE/MANAGERIAL

Goals (6): 4 WF, 1 HM, 1 HF

Hires (1): 1 BM

DEAN OF THE SCHOOL OF VISUAL & PERFORMING ARTS

Selection: 1 Black Male

The School of Visual and Performing Arts was established in June 2006, bringing together the art, music and theatre arts departments for the better development and promotion of the arts disciplines. The School has the potential of establishing Western as the premier regional center for cultural, intellectual and artistic excellence. In September, 2014, a \$97-million state-of-the-art Visual and Performing Arts Center opened on Western's Westside Campus. The facility was recently ranked No. 9 on the list of "The 25 Most Amazing Campus Arts Centers" by Collegedegreesearch.net. The School offers degrees in eight programs and serves over 475 undergraduate students.

The position responsibilities include a demonstrated record of administrative accomplishments in fiscal, facilities and personnel management; and success in fundraising and development in visual and performing arts. The Dean should demonstrate an ability to promote, develop, and sustain the School's educational, scholarly, and academic & artistic community outreach activities and programs. The Dean provides collegial leadership and consensus building for faculty organized into three (3) departments – Art, Music and Theatre Arts. The Dean is responsible for evaluating faculty for renewal, tenure and promotion. The successful candidate should possess an entrepreneurial spirit, a commitment for embracing diversity and facilitating cross disciplinary collaboration. The Dean of the School of Visual and Performing Arts reports to the Provost/Vice President for Academic Affairs.

Qualifications include: Experience as a scholar/artist and teacher and a record of scholarship, performances or exhibitions, and a terminal degree from an accredited institution in one of the fields represented by the College; Academic administrative experience (including experience managing budgets) preferably beyond the level of chairperson and demonstrated team-building experiences; Experience with national accreditation process; Experience obtaining grants and fundraising is strongly preferred; An appreciation of information technology and its role in education; demonstrated ability to communicate effectively and to maintain good working relationships with all internal and external constituencies of the Universities and Experience with campus governance and collective bargaining agreements and sensitivity to faculty selection and evaluation is preferred.

Thirty two (32) Applied: 20 WM, 5 WF, 1 BM, 1 BF, 2 HM and 3 UM.

Ten (10) White males, two (2) White females (goal candidates), one (1) Black female, one (1) Hispanic male (goal candidate) and three (3) unknown males (goal candidates) did not submit the required application paperwork. Application materials included a cover letter outlining the contributions the applicant believes he/she can make to the development of the School of Visual and Performing Arts and the skills the applicant would bring to this position and how his/her experience corresponds with the requested qualifications, a current curriculum vitae; and the names, addresses, e-mail addresses and the telephone numbers of at least five (5) professional references.

Four (4) White males, two (2) White females (goal candidates) and one (1) Hispanic male (goal candidate) did not have the required terminal degree from an accredited institution.

Three (3) White males and one (1) White female (goal candidate) withdrew from consideration prior to the interview process because they accepted other offers.

Four (4) Interviewed: 3 WM and 1 BM

One (1) White male did not have experience marketing and fundraising in any of his prior positions. He also did not engage the committees, students and staff and demonstrated a weakness in communication skills to oversee and run a department by providing examples of his experience only assisting and not directing, leading, managing or supervising the productions.

One (1) White male had difficulty answering questions about his direct experience in Arts, Music and Theater Arts and was evasive and did not provide many examples of experience related to each of the main areas of the department. He talked about his past experience but struggled to relate or translate those skills and accomplishments to the experience required in this position. He did have some fundraising ideas that were used in his present position.

One (1) White male did not demonstrate experience in a leadership or supervisory role leading a department. He also did not have direct budgeting and fundraising experience. He also could not explain how he would vision his role leading the Visual Performing Arts area of the College or overseeing and managing a department.

The selected candidate (BM) had demonstrated strong leadership experience related to his vision of leading the Art, Music and Theatre Arts programs. He also had strong experience developing and creating a variety programs related to the Visual and Performing Arts and he explained how he can bring these types of dynamic programs to the existing WCSU's program. He also had worked directly with an accredited program and process. He also had budgeting and grant funding experience that was similar to the department at WCSU. He also demonstrated strong teaching experience and student advisement, He had excellent written and oral communication skills. Although this hire did not meet a goal, the University is proud to diversify the Executive Administrative Dean level position in the Executive Administrative category.

FACULTY PROFESSOR

Goals (0): No Hiring Goals set for this classification as it is normally a promotional opportunity.
Hires: (0)

In this occupational category there were no searches conducted during the reporting period.

ASSOCIATE PROFESSOR

Goals (0): No Hiring Goals set for this classification as it is normally a promotional opportunity.
Hires: (1) 1 WF

Education and Educational Psychology Department
Selection: 1 WF

Western Connecticut State University is pleased to announce that applications are being accepted for a tenure track position at the Assistant or Associate level for its Ed.D. In the Instructional Leadership program beginning fall of 2016.

WCSU's Ed.D. In Instructional Leadership is the only doctorate of its kind in Connecticut and is one of approximately 16 doctoral programs in the country to focus on instructional leadership. The dynamic curriculum prepared educators, such as teachers, curriculum specialists, counselors, school psychologists and administrators to create innovative learning environments; to respond to reform at the national, state and local levels; and to transform educational organizations.

The successful candidate's assignments will include teaching doctoral degree courses; supervising doctoral student dissertation research; conducting scholarly work; maintaining professional relationships with local, state and national educators; and working with doctoral program faculty to develop and enhance program initiatives. Service at the program and department levels is required. Service at the University level is expected.

Qualifications include evidence of: An earned doctorate in Instructional Leadership, Curriculum and Instruction, Educational Research, Educational Psychology or Education; A record of professional activities and scholarly publications appropriate to rank; Professional involvement in PreK-12 educational settings within the last five (5) years as it applies to instructional leadership; Instructional technology skills; and Experience applying qualitative and quantitative methodologies. Preference will be given to candidates who have one or more of the following qualifications: University teaching experience that includes instructional leadership, curriculum and instruction, learning and cognition, educational psychology, educational research and/or assessment courses; Doctoral teaching experience and Doctoral Committee experience.

Twenty eight (28) Applied: 12 WM, 3 WF, 2 BM, 2 BF, 1 OM, 3 OF, 3 UM and 2 UF.

Five (5) White males, one (1) Black male, one (1) Black female, one (1) Other female, one (1) unknown male and one (1) unknown female did not have any direct experience with PreK-12 educational institutions or any type of professional involvement within the last five (5) years.

Four (4) White males, one (1) Black male, one (1) Black female and one (1) unknown male did not have the required earned doctorate in Instructional Leadership, Curriculum and Instruction, Educational Research, Educational Psychology or Education.

One (1) White male, one (1) Other female, one (1) unknown male and one (1) unknown female withdrew from consideration prior to the interview process.

One (1) White male and one (1) Other female did not respond to contacts made to schedule an interview.

Five (5) Interviewed: 1 WM, 3 WF and 1 OM

One (1) Other male had some doctoral student mentoring experience but did not have doctoral teaching experience which he clarified in the interview. His most recent job was in K-12 and he was just beginning to use a variety of methodologies software.

One (1) White female had some experience working with scholarships and only had one (1) year of experience with K-12 and not as it applies to instructional leadership and Instructional technology skills. She had teaching experience at the University level and taught one (1) research Doctoral course.

One (1) White male had doctoral advising experience but did not teach any doctoral courses and he did not include any dates of his University teaching experience on his resume and did not directly provide this information to the Search Committee members during his interview. Additionally, he was not able to clearly provide details about his experience with methodological software and quantitative and qualitative methodologies.

One (1) White female had some evidence of scholarship and K-12 experience. She did not have instructional leadership related course experience. She taught doctoral research courses and did have some doctoral advising experience.

The selected candidate (WF) had extensive use of educational technologies using both quantitative and qualitative methodologies experience. She had teaching experience at the university level and doctoral level. She also has extensive doctoral level advising and student mentoring experience.

ASSISTANT PROFESSOR

Goals (8): 3 WM 1 BM, 1 BF, 1 HM, 1 HF

Hires (20): 4 WM, 12 WF, 1 HF, 3 OM

Ancell School of Business – Division of Justice and Law Administration

Selection: 1 OM

The Division of Justice and Law Administration offers a Bachelor of Science in Justice and Law Administration and a Master of Science in Justice Administration. There are options in legal studies, paralegal studies, law enforcement, corrections and criminology. Our mission is to provide an integration of substantive and practical education in courses of study designed to prepare students for a variety of career choices in law, public service, social systems and private enterprise.

The successful candidate will teach four (4) courses per semester, which includes teaching courses at our Waterbury campus, serve on Business School and university committees, advises students on course selection and career opportunities and engage in other division related activities.

Qualifications include: A Juris Doctorate is required. Prior demonstrated experience teaching at the college level including teaching of criminal justice related writing skills is required. Additional qualifications desired are experience teaching oral advocacy or moot court cases. A history of research and publications is desirable as is a commitment to meet scholarly requirements of the division. Prior work experience in the legal field is preferred. Excellent oral and written communication skills are required.

Fifteen (15) Applied: 12 WM, 2WF and 1 OM

Four (4) White males (goal candidates) did not have the required Juris Doctorate.

Two (2) White males (goal candidates) did not have experience teaching at the college level and did not have experience with criminal justice related writing skills.

Three (3) White males (goal candidates) and one (1) White female did not submit the proper application paperwork. The required paperwork included a letter of application, a current curriculum vitae, copies of syllabi from college level writing courses taught, evidence of scholarly work, and a contact information for at least three (3) professional references.

One (1) White male (goal candidate) withdrew from consideration prior to the interview process.

Four (4) Interviewed: 2 WM, 1 WF and 1 OM

One (1) White Male (goal candidate) was offered the position and declined.

The selected candidate (OM) had excellent criminological and legal international experience along with other related research and background. He had strong communication skills and had taught a variety of criminal justice courses including criminal justice related writing skills. He also had direct experience advising and mentoring students.

Ancell School of Business – Operations, Quality, Supply Chain Management

Selection: 1 WM (goal candidate)

The successful candidate's assignments will include one or more of the following teaching areas: Operations, Quality, and Supply Chain Management. Teaching load may be split between the Bachelor's programs at our Danbury and Waterbury campuses and the Masters of Business Administration program. Scholarly activity is expected. In addition, the successful candidate will participate in departmental and university service, engage in professional activity, and will advise and mentor students.

Qualifications include an earned doctorate in Operations/Supply Chain Management from an AACSB accredited institution or an earned doctorate in a related field is required. Final stage ABDs (with dissertation proposal successfully defended) in Operations/Supply Chain Management from AACSB accredited institutions or final stage ABDs (with dissertation proposal successfully defended) in related fields considered. College teaching experience is preferred. Candidates must present evidence of research and publication and an active agenda of scholarship. Candidates should be professionally active and engaged in college/university service. Business or managerial experience is a plus.

Twenty- four (24) Applied: 7 WM, 6 WF, 2 BM, 1 BF and 8 OM

Two (2) White males (goal candidates), two (2) White females, two (2) Black males (goal candidates), and three (3) Other males did not have the required earned Doctorate or final stage ABD's (with dissertation proposal successfully defended).

Two (2) White males (goal candidates), two (2) White females, one (1) Black female (goal candidate) and one (1) Other male failed to present evidence of research, and publication and did not demonstrate an active agenda of scholarship experience in their submitted application paperwork.

Two (2) White males (goal candidates), one (1) White female and one (1) Other male withdrew from consideration prior to the interview process.

Five (5) Interviewed: 1 WM, 1 WF and 3 OM.

Two (2) Other males withdrew from consideration after the interview process because they accepted other positions.

One (1) White female was not able to demonstrate her related teaching and research experience to the questions asked during the interview. She had strong related work and teaching experience listed on her CV and she could not relate that experience to the questions. She also did not provide examples of directly related to knowledge in any business or managerial area.

One (1) Other male was not able to get his presentation to engage in student participation. He focused more on complex parts and he was not able to simplify it to ask questions and to maintain interest to engage full participation. He also went longer than the allowed time and did not directly answer the participant's questions.

The selected candidate (WM) (goal candidate) had strong business and managerial related experience. He presented strong evidence of research, publication and an active agenda of scholarship throughout the interview process. He had worked extensively with students related to advisement and retention. He had management and supervisory experience that he applied directly to some of the interview questions to highlight his work experience and knowledge of the subject matter. This appointment achieved a hiring goal.

Department of Education and Educational Psychology

Selection: 1 WF

Position Responsibilities include teaching courses in the counselor education program primarily in a face-to-face format; appropriate service; engagement in scholarly activity including research and grant writing; and collaboration with colleagues for the purpose of program evaluation, CACREP accreditation and field placement.

Qualifications include: A doctorate in counselor education or closely related field. The candidate will have teaching experience in counselor education. Preferred Qualifications include a doctorate from a CACREP accredited doctoral program; experience teaching in a graduate counselor education program; experience as a clinical or school counselor; a record of scholarly publications; and experience with CACREP accreditation. Preference will be shown to candidates with well-defined research agenda that focuses on any of these areas; clinical mental health, counseling, school counseling, play therapy, or neuroscience.

Ten (10) Applied: 3 WM, 5 WF and 2 UM

Two (2) White females and two (2) unknown males (goal candidates) did not possess the required doctorate in counselor education or a closely related field.

Two (2) White males (goal candidates) were contacted for an interview and failed to respond.

Four (4) Interviewed: 1 WM and 3 WF

One (1) White female withdrew from consideration after the interview because she accepted another position.

One (1) White male (goal candidate) had the doctorate in counselor education. He was presently working in a clinical mental health counseling area. He had some university teaching experience but did not teach counselor education or any related research courses.

He did not have direct school counseling experience and knowledge of the Council Accreditation of Counseling and Related Educational Programs (CACREP) data collection, analysis, accreditation and field placement.

One (1) White female had a Ph.D. in Counselor education. She had higher education teaching and recently taught a clinical counseling course. She had knowledge of the Council Accreditation of Counseling and Related Educational Programs (CACREP) data collection, analysis, accreditation and field placement. She did not have any direct field or school counseling experience and could not demonstrate how her other work experience could relate to the requirements needed in this position.

The selected candidate (WF) had a Ph.D. in counselor education and counseling psychology. She also had a second doctorate, an Ed.D. in Educational Leadership. She had extensive experience as a counselor since 1999. She also had experience as a Field Supervisor and as a Faculty Instructor in higher education since 2005. She has a long history of professional presentations in Connecticut and nationally. She also has clinical and university teaching experience and knowledge of theoretical base for teaching and learning. She also conducted related clinical research in many areas related to the Department's programs. She has a foundation also in Council Accreditation of Counseling and Related Educational Programs (CACREP) data requirements.

Department of Communication & Media Arts

Selection: 1 WM (goal candidate)

Position Summary: The successful candidate will teach courses in television broadcasting, video production, filmmaking, pre-production, post-production and scriptwriting. Preference will be given to the candidate who is also able to teach audio production, media performance, or broadcast journalism. The successful candidate will be expected to participate in departmental and university service by taking an active role in developing new curricula, advising and mentoring students, serving on departmental and university committees, assisting student groups on campus and engaging in professional activity.

Qualifications include: evidence of teaching excellence and should hold, or be close to completing, a terminal degree by the time of appointment in the discipline of Communication, Media Arts, Digital Media, or another closely related field. The candidate must also have a record of creative work and a high-level of professional experience and accomplishment in media.

Fifty seven (57) Applied: 34 WM, 16 WF, 1 BM, 2 BF, 1 HM, 2 OM and 5 OF

Five (5) White males (goal candidates), four (4) White females, one (1) Black male (goal candidate), two (2) Black females (goal candidates) and two (2) Other females did not submit the complete application paperwork required. The requirement was to submit a letter of application, a current curriculum vita, copies of syllabi from college-level courses that have already been taught, evidence of scholarly work, and the names and contact information for at least three (3) professional references.

Five (5) White males (goal candidates), four (4) White females and two (2) Other females do not have the required terminal degree and did not have the minimum qualifications of evidence of teaching.

Five (5) White males (goal candidates) and one (1) White female did not have the required video production or filmmaking teaching experience and did not demonstrate evidence of newer forms of teaching technology.

Five (5) White males (goal candidates), one (1) White female, one (1) Hispanic male (goal candidate) and one (1) Other male does not have the required terminal degree in the discipline of Communication, Media Arts, Digital Media or another closely related field.

Eight (8) White males (goal candidate), three (3) White females and one (1) Other female did not have the required evidence of teaching excellence which involves the number and variation of courses and frequency and consistency of courses regarding media production and non-media productions and they did not have experience assessing teaching evaluations, observations, or reports and curriculum development experience.

Two (2) White males (goal candidates), two (2) White females and one (1) Other male withdrew before the interviews were scheduled.

Five (5) Interviewed: 4 WM and 1 WF

One (1) White male (goal candidate) had strong filmmaking and documentary teaching experience. He also had some exposure teaching an art course. He did not have digital media experience and did not have any experience mentoring or student advisement.

One (1) White male (goal candidate) withdrew after the interview because of the salary.

One (1) White male (goal candidate) and one (1) White female withdrew from consideration because they accepted other positions.

The selected candidate (WM) (goal candidate) had great media arts teaching experience and outstanding professional experience in video production. His teaching demonstration was engaging and used new software technology. He also had a strong art influence and had direct experience that can be applied to the courses taught in the Department. This appointment achieved a hiring goal.

Department of Nursing

Selection: 2 WF

The Nursing Department is one of the signature programs offers degree programs including a B.S., M.S. with major in Nursing, R.N. to B.S. degree completion accredited by the Collegiate Commission on Nursing Education (CCNE), and a unique collaborative online Ed.D. in Nursing Education, accredited by NEASC. WCSU graduates have achieved exceptional success on both the National Council Licensure Exam (NCLEX) and American Nurse Credentialing Center Exam for Adult Gerontological Nurse Practitioner.

Qualifications include: A Master's Degree in Nursing with relevant educational and clinical experience is required. The successful candidate will have experience in teaching with the ability to teach in the content areas of pediatrics, med-surg, and/or mental health. For positions at the Assistant level, an academic Doctorate in Nursing or related field (PhD, Ed.D or DNS) will be required at the time of tenure review. A current registered professional nurse with CT licensure is required at the time of hire.

Ten (10) Applied: 6 WF, 1 BF, 1 OF and 2 UF.

One (1) White female and one (1) Black female (goal candidate) did not have the required Master's degree in Nursing.

One (1) White female, one (1) Other female and two (2) unknown females (goal candidates) did not submit the required application paperwork. The required materials requested included a resume, cover letter, and contact information for at least three (3) references.

One (1) White female withdrew from consideration prior to the interview process because she was promoted in her current position.

Three (3) Interviewed: 3 WF

One (1) White female withdrew after the interview process because of the salary.

The selected candidate (WF) had extensive clinical nursing experience and she had worked with mental health and medical and surgical nursing. She had university teaching experience and had strong communication skills. She provided detailed examples of her knowledge and skills related to the clinical nursing area and had experience with curriculum development and student advisement.

The selected candidate (WF) had strong medical surgical experience and clinical nursing background. She taught CNS/APRN degree and multiple levels of the program and she taught didactics, clinical and seminars. She also had direct experience advising and mentoring students and demonstrated examples that she also continues to maintain a good working relationship with students throughout her teaching career.

Department of Social Sciences

Selection: 1 WM (goal candidate)

The position summary includes a primary concentration in American politics and issues, and be prepared to teach advanced courses on the three (3) branches of government as well as state and local politics. The teaching load is four (4) courses per semester. The successful candidate is also expected to conduct scholarly research, advise students and serve on departmental and University committees.

Qualifications include a completed doctorate in Political Science with a major in American government and a minor in either research methodology, particularly statistical analysis is required. A background in political theory is desirable. Excellent written and oral communication skills are required.

Thirty one (31) Applied: 12 WM, 7 WF, 2 BM, 2 BF, 2 HM, 3 OM and 3 OF.

Five (5) White males (goal candidates), three (3) White females, one (1) Black male (goal candidate), one (1) Black female (goal candidate), one (1) Hispanic male (goal candidate), two (2) Other males and two (2) Other females did not submit the required application paperwork. The required paperwork included a cover letter, curriculum vitae, a statement of teaching philosophy (two pages max), unofficial undergraduate and graduate transcripts, a writing sample, evidence of teaching effectiveness and three (3) letters of recommendation, including contact information.

One (1) White male (goal candidate), one (1) White female, one (1) Black female (goal candidate), one (1) Hispanic male (goal candidate), one (1) Other male and one (1) Other female did not have the required doctorate in Political Science.

Three (3) White males (goal candidates), two (2) White females and one (1) Black male (goal candidate) withdrew from consideration prior to the interview process because they accepted other offers.

Four (4) Interviewed: 3 WM and 1 WF

One (1) White male (goal candidate) did not demonstrate his experience advising students and conducting active research. The search committee members asked the questions twice for each of these areas of expertise to see if he would provide additional information to demonstrate this type of work experience and he did not provide evidence of this experience during the interview.

One (1) White female withdrew from consideration after the interview process because she accepted another offer of employment.

The selected candidate (WM) (goal candidate) had a strong research agenda, looking at policy history and discourse analysis relating to conceptions of family and was cutting edge. He had great potential for a major contribution to the field of political science by the examples he presented directly about his experience and ideas for the Department. He taught introductory and upper division courses and had received strong student evaluations. He had student advising and curriculum development. He also used innovative materials and technology in his assignments. This appointment achieved a hiring goal.

Department of Health Promotion and Exercise Sciences

Selection: 1 WF

The primary responsibility of the position will be as the Health Promotions Studies Internship Coordinator, with a focus on managing the field-base placement and supervision of student interns. Other responsibilities include: advising students, serving on department and University committees, participating in the department's on-going Council on Education for Public Health (CEPH) accreditation process, maintaining a database of interns and internship sites, conducting internships site visits, coordinating internship capstone presentations, initiating and building partnerships with community agencies to develop student opportunities, managing contracts with participating agencies and engaging in professional activities. Additional responsibilities may include teaching additional health promotion studies courses as assigned.

Qualifications include a Master's degree in Public Health or related field required. Documented experience as an internship coordinator as well as public health/community health teaching experience at a four-year college is required. Additional preference will be given to applicants with well-rounded experience in public health, community health and health promotion. Collaborative coursework with fellow faculty and community partners; experience with service and/or experiential learning.

Eleven (11) Applied: 4 WM, 3 WF, 1 HF, 1 OF, 1 UM and 1 UF

One (1) White male (goal candidate), one (1) White female, one (1) Hispanic female (goal candidate) and one (1) unknown female did not have the required Master's degree in Public Health or a related field.

One (1) White male (goal candidate) and one (1) unknown male (goal candidate) applied after the deadline date.

One (1) White male (goal candidate) was contacted several times for an interview but he failed to respond.

Four (4) Interviewed: 1 WM, 2 WF and 1 OF

One (1) White male (goal candidate) and one (1) Other female withdrew after the interviews were concluded because they stated the minimum salary was too low.

One (1) White female did not demonstrate a strong background managing the field-base placement and supervision of student interns. Other responsibilities she did not have included experience with student advisement and use of computer technology experience maintaining databases.

The selected candidate (WF) worked in a similar Exercise Science program at another college. She had created internship programs for students and also engaged in health promotion professional activities. She had strong communication skills and computer technology experience. She also had some experience supervising student workers.

Department of Philosophy & Humanistic Studies

Selection: 1 WF

The primary responsibilities of this position is to teach a wide variety of classes in philosophy and interdisciplinary studies. All specializations are welcome but the ability to teach courses in the following areas will be particularly valuable: philosophy of women and gender, applied ethics (e.g. health care ethics, business ethics, and environmental ethics); non-Western philosophy (e.g. Buddhist philosophy, Islamic philosophy); philosophical aesthetics (e.g. philosophy of art, philosophy of music, philosophy of film) interdisciplinary approaches to sustainability and other environmental issues; interdisciplinary approaches to art and aesthetics; first year seminars for freshman. We are looking for a creative, energetic scholar who can help our department grow. Professors at WCSU teach four (4) courses (12 credits) per semester.

Qualifications include possessing a completed Ph.D. in Philosophy by August 1, 2017. Excellent written and oral communication skills are required, as well as a demonstrated excellence in teaching and research.

Fourteen (14) Applied: 4 WM, 4 WF, 1 OM, 1 OF, 2 UM and 2 UF

One (1) White male (goal candidate), one (1) Other female, one (1) unknown male (goal candidate) and one (1) unknown female (goal candidate) did not submit the required application paperwork. The required application paperwork included a cover letter addressing the position requirements, a current curriculum vitae, letters of recommendation from three (3) references, a sample of published research and a sample syllabi from at least three (3) courses.

One (1) unknown female did not have the completed Ph.D. in Philosophy.

One (1) White male (goal candidate) and one (1) unknown male (goal candidate) applied after the closing date.

Seven (7) Interviewed: 2 WM, 4 WF and 1 OM

One (1) Other male indicated in the interview that he would not have his doctoral program completed by August 1, 2017. On his submitted application paperwork he indicated that it would have been completed and that is why he was selected for the interview.

One (1) White male (goal candidate) and one (1) White female withdrew after the interview and both stated that the starting salary was too low.

One (1) White male (goal candidate) had difficulty providing direct examples or details about his teaching background and strayed off topic on all questions. His presentation was not organized and not timed properly and he did not allow enough time to answer student questions.

One (1) White female was offered the position and declined the opportunity.

The selected candidate (WF) demonstrated her ability to connect extensive knowledge of interdisciplinary fields with research methods into her teaching. She designed her presentation to bring the students own experiences into the classroom as they developed their own ethical and philosophical views. This assignment actively engaged the students into learning. She also provided direct examples to the search committee about her research with feminist restorative environmental justice especially pertaining to gender and sexuality, race, ethnicity and class. She also had good communication skills and computer technology experience.

Ancell School of Business – Accounting Department

Selection: 1 OM

Qualifications include preference to candidates with a Ph.D. or D.B.A. in Accounting, preferably from an AACSB accredited business school. A candidate holding a Ph.D. or other terminal degree in a business discipline, economics or a related discipline, who also holds a CPA, may be considered. ABD candidates in Accounting who expect to complete their degree by July 2016 may be considered. Significant experience, with a four or more years as a Professor or professional accountant, is preferred. A record of scholarly productivity in peer-reviewed journals is preferred. Candidates holding professional certifications, e.g., CPA, CMA, CISA, CIA, CFE, CVA, etc, are preferred.

Professionally qualified candidates will be considered. A preferred professionally qualified candidate will possess a master's degree in accounting or taxation and hold a CPA or CMA certification. Candidates holding a Master's degree or equivalent in a business related discipline and a CPA or CMA may be considered. A preferred candidate will have professional experience in Accounting that is significant in duration and level of responsibility and current at the time of hiring. Those candidates with 60 or more load credits of university teaching experience are preferred, as are candidates with publication records and professional certifications in addition to the CPA/CMA.

Twenty one (21) Applied: 5 WM, 7 WF, 3 BM, 3 BF, 2 OM and 1 OF

One (1) White male (goal candidate) , two (2) White females, one (1) Black male (goal candidate) and one (1) Black female did not have the required Master's degree in Accounting, taxation or a business related discipline and hold a CPA or CMA certification.

Three (3) White males (goal candidate), two (2) White females, one (1) Black male (goal candidate), one (1) Black female (goal candidate) and one (1) Other female did not submit the required application paperwork. The required paperwork included a cover letter, curriculum vitae, and three (3) current letters of reference and an unofficial copy of the graduate transcript.

One (1) White female, one (1) Black male (goal candidate) and one (1) Black female (goal candidate) withdrew from consideration because they accepted other positions.

Five (5) Interviewed: 1 WM, 2 WF and 2 OM

One (1) Other male had a good presentation skills however, the relevant points were over twelve (12) years old and did not reflect current changes in federal laws. He did not publish any research papers or publications for over ten (10) years.

One (1) White male (goal candidate) presented his presentation in a professional manner. The presentation included complex subject matter and he explained it well through the presentation. He withdrew from consideration because he accepted another position.

One (1) White female presented a strong presentation on budgeting for managerial accounting. She was not able to provide any information to the search committee on her current research agenda and recent publications in this field. She was not able to demonstrate her ability to take her educational background and training experience and apply it to the role of a tenure track position.

One (1) White female presented an interesting presentation on the reasons accounting programs and on asset depreciation for tax purposes however, the lecture did not provide for student engagement and did not allow for time for student questions.

The selected candidate (OM) had a professional demeanor and approach to his teaching presentation. His research agenda focused on corporate responsibility and how the use of social media could affect the profits and other measurables of a company. He also related how social media use affects corporate governance, particularly with Boards of Directors. This was the topic of his presentation to the committee and it was presented well and was organized to include many aspects of his research. He spoke confidently and made good use of his PowerPoint presentation. He also had strong use of modern computer technology and software programs during the interview and included technology in his presentation.

Macricostas School of Arts & Science – Department of Biological and Environmental Sciences

Selection: 1 WF

The successful candidate will regularly teach lectures and labs of microbiology courses designed for nursing and biology majors. The candidate will also contribute to the teaching of other courses depending on the candidate's expertise and needs within the department. The successful candidate will be expected to develop a research program that will integrate undergraduate students. Possible areas of research expertise include (but are not limited to) human, animal, or plant pathogens, host-microbe interactions, microbiome research or soil/aquatic microbiology.

Qualifications include a completed Ph.D., or equivalent terminal degree. Candidates must be qualified to teach undergraduate microbiology lab courses following BSL-2 procedures, and must be familiar with science teaching pedagogy that encourages active outcome-based learning and critical thinking.

Thirty two (32) Applied: 6 WM, 10 WF, 2 BM, 1 BF, 1 HM, 8 OM, and 4 OF

Two (2) White males (goal candidates), four (4) White females, one (1) Black male (goal candidate), four (4) Other males and two (2) Other females did not have the required completed Ph.D. or equivalent terminal degree.

Two (2) White males (goal candidates), two (2) White females, one (1) Black female (goal candidate), one (1) Hispanic male (goal candidate), three (3) Other males and two (2) Other females did not submit the required application paperwork. The required application paperwork included a cover letter which addresses the candidate's interest in working at a primarily teaching institution; teaching statement that address qualification and experience in teaching microbiology courses designed for nursing and biology majors that follow BSL-2 procedures, evidence of teaching excellence or training in science teaching pedagogy, and a description of other teaching interests, and a research statement that focuses on how students would be incorporated in the candidate's research program. Names and contact information for at least three (3) professional references that can comment on the applicant's teaching, scholarship and/or service/leadership should also be included in the application materials.

One (1) Black male (goal candidate) and one (1) Other male withdrew from consideration because they both accepted other positions.

Six (6) candidates applied and were interviewed. 2 WM and 4 WF

One (1) White female was very experienced in Microbiology working as a Lab Coordinator. She had a strong publication record. She had just begun to teach University students and did not have experience teaching the variety of courses offered in this program.

One (1) White female had strong teaching experience in biology and microbiology. She was not able to make a clear case of how her research would be accessible to our undergraduates. Some of the answers and the examples she provided were long winded and did not answer the specific question the search committee members were asking. She also was not able to talk about her potential for collaboration within the department when asked about her collaboration on present projects she was involved with and working with members of her current team.

One (1) White male (goal candidate) had some recent experience teaching microbiology. He had difficulty answering the questions and providing specific information and examples to demonstrate his direct experience in the field and working with student assessment, advising and retention.

One (1) White male (goal candidate) had biology experience and recently taught microbiology. He also had some research experience but was not able to provide clear details to the level of knowledge and related experience in this area or how he could directly apply those skills to this position and the Department.

One (1) White female demonstrated how she would teach Micro to Nursing and to Biology majors. She also had experience with active-learning/inquiry-based learning techniques. She also had a clear vision that she provided to the search committee about teaching and involving and engaging students in research projects. She provided examples of effective teaching strategies. She was offered the position and declined the offer.

The selected candidate (WF) had strong microbiology training during her Ph.D. program and through her Post- Doc work. She has a broad training and research background. She described her experience with the challenges that students face and described a wide variety of research projects that would help and benefit students. She provided examples and clear ideas on how to involve students in a wide variety of research in projects. She had extensive experience in bioinformatics skills. She also had strong communication skills and computer technology experience.

Department of Theatre Arts

Selection: 1 WF

The successful candidate will teach undergraduate courses in costume technology, costume design, costume history, design at least one show per year, facilitate the realization of the design of all fully staged theatre productions and one opera annually, and work with guest designers and student designers to realize designs for the remaining productions. Additionally, it is expected that the candidate has experience with coordination of workflow of guest designers. A part-time costume shop supervisor and student personnel. Additional responsibilities depend on candidate's area of expertise and Department needs.

The successful candidate must maintain an active professional profile in costume design and/or as an artisan, research, and/or scholarly and creative activities. The candidate is expected to participate in appropriate Department, University and professional service, such as academic advising, and actively recruiting students in the design/technical theatre area.

Qualifications include an MFA, or other terminal degree, in costume technology and/or design is required. The successful candidate must provide evidence of at least three (3) years of successful college teaching along with demonstrated professional level of artistry in the areas of stitching/tailoring, pattern drafting/draping, costume design, wardrobe management, and shop coordination.

Twelve (12) Applied: 1 WM, 8 WF, 1 BF and 2 HF

One (1) White male (goal candidate), three (3) White females and one (1) Hispanic female (goal candidate) did not have the required Master's degree or other terminal degree in costume technology and/or design.

One (1) White female, one (1) Black female (goal candidate) and one (1) Hispanic female (goal candidate) did not have the required three (3) years of teaching experience in the areas of stitching/tailoring, pattern drafting/draping, costume design, wardrobe management and shop coordination.

Four (4) Interviewed: 4 WF

One (1) White female had extensive costume design portfolio and illustration skills. Her portfolio was not available for the committee in an online format that is very standard for the trade industry and the printed materials she submitted for review were developed with an outdated software package. Many of her examples included using graduate students for all parts of the production and at WCSU there are no graduate students that would be able to handle those types of responsibilities.

One (1) White female had an extensive background working as a costume shop manager and a wardrobe coordinator.

She did not have a large portfolio of costumes designs she developed because she was early in her career as a designer. She had hyper interpersonal skills when providing details of her work experience and managing theatre productions. She indicated she can remain calm and focused working in the costume shop during the production. She did not have experience managing, directing and handling all aspects of the theatre productions independently or at the director level.

One (1) White female had strong illustration skills and taught basic costume classes. She also had extensive puppetry and scenic arts and crafts experience however this was a duplication of skills the department already had with existing faculty members and not where the department vacancy required. She did not have production costumes experience. She only had direct experience with puppet costumes and designs.

The selected candidate (WF) had strong professional level theatre experience working with Broadway, Regional Arts Organizations in Theatre, Dance and Film, Disney and Universal Studios productions; Lion King, Wicked, Bette Midler, Spiderman and she also worked professionally with the NYC Ballet and the American Ballet Theatre. She demonstrated strong management and collaboration skills providing details of how she creates costumes and theatrical design. She worked as a textile artist for costuming in academic productions. She created a professional style shop experience for students with clear learning outcomes that she shared with the committee regarding costume crafts and wardrobe management. She also provided some examples of her ability to remain calm during production deadlines, when developing systems for managing crews and creating guidelines explaining expectations to students and also when handling production mishaps and costume malfunctions.

Macricostas School of Arts & Sciences – Writing, Linguistics and Creative Process

Selection: 1 WF

The MFA Coordinator manages all aspects of the MFA Program, from budgeting and planning through assessment of learning outcomes. Duties of the Coordinator include but are not necessarily limited to: recruitment and orientation of new students; advising all MFA students; recruitment of adjunct faculty; faculty course assignments; planning and operation of August and January residencies; advisement of the program's online literary journal; *Poor Yorick; a Journal of Rediscovered Objects*; providing guidance to MFA students with Graduate Assistantship placement; thesis review; maintenance of the program's web page; and overseeing the operation of the Housatonic Book Awards.

Qualifications include possession of either a MFA or Ph.D.; have published at least one book with a reputable press; and possess some experience working professionally or publishing in journalism, technical or business communications, public relations, marketing, publishing or grant writing.

Twenty nine (29) Applied. 9 WM, 11 WF, 1 BF, 1 OM, 2 OF, 1 UM and 4 UF.

Three (3) White males (goal candidates), four (4) White females, one (1) Black female (goal candidate), two (2) Other females, one (1) unknown male (goal candidate) and three (3) unknown females (goal candidates) did not submit the required application paperwork. The required application paperwork included a letter of application, a current curriculum vitae, and an official transcript showing terminal degree, names and contact information for three (3) to five (5) professional references (no letters).

Two (2) White males (goal candidate), three (3) White females and one (1) unknown female (goal candidate) withdrew from consideration because they accepted other positions.

One (1) White male (goal candidate) and one (1) Other male were offered an interview and declined the opportunity.

Seven (7) Interviewed: 3 WM and 4 WF

One (1) White male thought he was being interviewed for another faculty position and in the interview withdrew because he was not interested in this vacant position.

One (1) White male (goal candidate) and one (1) White female failed to demonstrate their teaching ability in different areas of the Writing, Linguistics and Creative Process. They also did not provide examples of their direct experience publishing or direct experience in journalism.

One (1) White female showed up late for the interview and it threw her timing off on all of her responses to the interview questions and her presentation to the search committee and students. She could not get back on track and could not get organized detailing her expertise or experience directly related to the position responsibilities.

One (1) White male (goal candidate) withdrew after the interview because he received a promotion in his current position.

One (1) White female withdrew from consideration after the interview because she felt the starting salary was too low.

The selected candidate (WF) had both graduate and undergraduate level teaching experience. She also had an extensive record of publication, editorial expertise, including work for a national literary journal and faculty advising for a student led publication. She had taught a variety of teaching multi-genres that included poetry, screen/playwriting, fiction/nonfiction, journalism and business writing and had expertise in publishing, editing and digital writing.

Macricostas School of Arts & Science – Computer Science

Selection: 1 OM

Teaching duties include courses for Computer Science majors and for Computer Science general education. Fulltime teaching load is 12 credit hours per semester. The successful candidate will also advise students and serve on departmental and University committees.

Qualifications: A completed doctorate in Computer Science followed by at least two years of relevant industry or academic experience is required at time of employment. Preference will be given to candidates with experience in modern environments (cloud, virtualization). Demonstrated proficiency in more than one programming language including C++. Must possess the ability to teach a wide variety of undergraduate courses including, but not limited to, courses in data management, software engineering and programing. Proven capability for research, preferably with interdisciplinary components, and/or a record of advancing a research agenda, and demonstrate a willingness to participate in faculty governance. The ability to attract external funding will be an advantage. Must display evidence of excellence in teaching at the university level. Excellent written and oral communication skills are required.

Twelve (12) Applied: 3 WM, 2 WF, 1 BM, 6 OM

Two (2) White males (goal candidates), one (1) White female and one (1) Other male did not have the required completed doctorate in Computer Science.

One (1) White male (goal candidate), one (1) White female and one (1) Other male did not have the required two (2) years of relevant industry or academic experience and did not have any related research experience or publications.

One (1) Black male (goal candidate) and one (1) Other male were contacted several times and failed to respond.

Three (3) Interviewed: 3 OM

One (1) Other male withdrew from consideration because of the starting salary of this position.

One (1) Other male had twelve (12) years of related Computer Science teaching but he did not have experience in a variety of courses, only Java and C++. He also was just in the beginning of some research in this area and had not done any publications for five (5) years.

The selected candidate (OM) had twenty four (24) years of teaching in a Department of Computer Science. He had taught a variety of undergraduate and graduate Computer Science courses including data management, software engineering, data structures, C++, Java, mobile and web programming. He also had experience teaching students from different demographics and a variety of cultural and geographical settings. He had over fifteen (15) years of research work that has been externally funded from grants and this ranged from data management, software engineering, service management, web science with an emphasis on virtualized and cloud based systems that were specific to the last seven (7) years. He also has published in, organized or chaired international conferences and workshops. Recently, he helped the Association of Computing Machinery (ACM) to double the grant amount for female students.

School of Arts & Sciences – Department of Writing, Linguistics and Creative Process

Selection: 1 WM (goal candidate)

The successful candidate will teach a range of undergraduate courses in journalism and will take primary responsibility for the undergraduate concentration in Journalism and Public Relations. The candidate will review and update the journalism curriculum as appropriate to meet current expectations for journalists regarding social and electronic media. In addition, the candidate will be expected to participate fully in the work of the department and university by advising students, serving on committees, and advising The Echo, the student-run campus newspaper. The successful candidate will be expected to help journalism students find and complete pre-professional internships and may have opportunities to work with graduate students in the department's MFA program in Creative and Professional Writing

Qualifications: The ideal candidate will be a professional journalist with teaching experience and publishing history in newspapers, magazines, web, and/or books. Ability to teach creative nonfiction will be seen as a bonus, but is not a requirement. Consideration will be given to candidates who have:

(A) An earned doctorate, or an MFA appropriate to the field, from an accredited college or university, or

(B) At least three (3) years of full-time service in a college or university at a rank of Instructor or above, plus a master's degree plus the equivalent of at least one year's full-time graduate study beyond the master's.

Excellent written and oral communication skills are also required.

Fifty (50) Applied: 25 WM, 15 WF, 2 BM, 4 BF, 1 HF, 1 OM and 2 OF

Nine (9) White males (goal candidate), two (2) White females, one (1) Black male (goal candidate), one (1) Black female (goal candidate) and one (1) Other male did not submit completed application paperwork. The completed application package should have contained a letter of application, a current curriculum vita, an unofficial transcript showing terminal degree, names and contact information for three (3) to five (5) professional references (no letters, please).

Seven (7) White males (goal candidate), two (2) White females, one (1) Black female (goal candidate) did not have an earned doctorate, or an MFA appropriate to the field, from an accredited college or university.

Four (4) White males (goal candidate), five (5) White females, one (1) Black male (goal candidate), one (1) Black female (goal candidate), one (1) Other female did not have the required three (3) years of full time service in a College or University at the rank of an Instructor or above.

One (1) White male (goal candidate), four (4) White females, one (1) Hispanic female (goal candidate) and one (1) Other female did not have any professional journalist with teaching experience and/or publishing history in newspapers, magazines, web, and/or books experience.

One (1) Black female (goal candidate) was contacted for an interview and never responded to several attempts made.

Six (6) interviewed: 4 WM and 2 WF

One (1) White male (goal candidate) and one (1) White female withdrew from consideration since they were offered other positions.

One (1) White male (goal candidate) did not stay on track during his presentation and took longer than the allocated time frame scheduled. He did not engage the audience or have student participation throughout the entire presentation. He also did not have time for student questions.

One (1) White male (goal candidate) had a strong journalism background and had many publications but he failed to translate this directly related experience and working knowledge to the requirements of this position. He provided other types of experience and it did not apply to the position requirements relating to Creative and Professional Writing.

One (1) White female had teaching experience but not related to journalism. She had good communication skills and computer skills. She did not have experience working directly with advisement, committee work or developing or assisting with internship placements and referrals of students.

The selected (WM) (goal candidate) had strong teaching and communication skills. He had many research papers published and worked as a journalist in his prior position.

He had direct experience with student advising, developing internship programs and also taught and worked with graduate students. He has also participated on many student and university committees. The goal for White male was previously achieved.

Department of Chemistry

Selection: 1 HF (goal candidate)

This employee (HF) (goal candidate) adjusted her work schedule to full time during the reporting period. This was the only applicant eligible for this opportunity. Last reporting period, she had moved to a part time schedule and it adjusted back during this reporting period. No other applicants were eligible for this opportunity. This appointment achieved a hiring goal.

Department of Biological and Environmental Sciences

Selection: 1 WF

Qualifications include a completed Ph.D., or equivalent terminal degree. Candidates should demonstrate evidence of excellence in teaching and mentoring undergraduates, and will be expected to develop a research program that can be implemented with undergraduates. While specific research area is open, possible areas of expertise may include (but are not limited to) regenerative biology, cancer biology, immunology, or evolution/development.

Twenty two (22) Applied: 4 WM, 10 WF, 2 HM, 4 OM, 2 OF

One (1) White male (goal candidate), four (4) White females, one (1) Hispanic male (goal candidate), one (1) Other male and one (1) Other female did not submit the required application paperwork. The required application paperwork included:

Curriculum vitae that highlights relevant teaching experience; cover letter that addresses the candidates' interest in working at a primarily teaching institutions; statement of teaching philosophy, experience, and interests that includes evidence of teaching excellence; statement of research focus and goals that address how the candidate would integrate undergraduates in their research program; and contact information for three professional references.

One (1) White male (goal candidate), two (2) White females and one (1) Other male did not have a completed Ph.D., or equivalent terminal degree.

One (1) White male (goal candidate), one (1) White female, one (1) Hispanic male (goal candidate) and one (1) Other male withdrew prior to the interview process because they accepted other offers.

Six (6) Interviewed: 1 WM, 3 WF, 1 OM, 1 OF

One (1) White male (goal candidate) and one (1) Other male withdrew from consideration after the interview process due to the starting salary.

One (1) White female and one (1) Other female did not demonstrate strong research experience related to the areas of regenerative biology, cancer biology, immunology, or evolution/development. They both did not publish recent research in the areas of Biological and Environmental Sciences.

One (1) White female had a difficult time answering specific questions regarding research and her direct experience teaching and mentoring undergraduate students.

She was not able to provide specific examples of her experience in these areas and describing her current research experience related to the needs of the Department.

One (1) Other female had good research related experience but did not have experience teaching the variety of courses this position would handle. She also did not have related experience mentoring undergraduate experience and stated she is trying to focus more on student advising and mentoring in her current position to gain more experience and expertise in this area.

The selected candidate (WF) had demonstrated experience teaching and mentoring students. She has been recently involved in high quality and exciting research studying the role of the cell cycle regulatory protein, cyclin D2 in the control of proliferation in the developing mouse brain. She has taught introductory Biology courses to majors and non-majors and advanced courses such as Cell Biology, Genetics, Physiology, Immunology, Molecular Biology, Developmental Biology, Neuroscience and Biochemistry. She also has strong laboratory and working with students to develop research projects.

Nursing Department

Selection: 2 WF

Qualifications include a Master's Degree with relevant educational and clinical experience is required. The successful candidate will have experience teaching with the ability to teach across the curriculum. For positions at the Assistant level, an academic Doctorate in Nursing or related field (PHD, Ed.D or DNS) will be required at the time of tenure review. A current registered professional nurse with CT licensure is required at the time of hire.

Twelve (12) Applied. 10 WF and 2 OF

Three (3) White females did not have a Master's degree with relevant educational and clinical experience.

Two (2) White females and one (1) Other female withdrew from consideration before the interview process because they accepted other positions.

One (1) White female and one (1) Other female were both RN's but did not have any teaching or training experience.

Two (2) White females applied after the deadline date.

Two (2) Interviewed: 2 WF

Both White females were selected. They both had an outstanding nursing career and higher education teaching experience. They both have been exposed to a variety of health and medical environments and research. They also had student advising, mentoring and tutoring experience.

Department of Education & Educational Psychology

Selection: 1 WF

Responsibilities include teaching Applied Behavior Analysis (ABA) courses primarily via distance education; coordinating practicum at the graduate and undergraduate levels; engaging in scholarly activities, including grant writing, program evaluation and serving on graduate committees.

Qualifications include a Doctorate in special education, or related field, with a concentration in ABA; must be eligible to take the examination for Board Certified Behavior Analysts as stated on the Behavior Analyst Certification Board website (i.e., accrued 1,500 hours of BCBA-supervised field experience and have met the BCBA coursework requirement). BCBA or BCBA-D must be earned within the first year of employment if credential is not held at time of employment.

Preferred qualifications include Board Certified Analyst – Doctoral Level (BCBA-D); scholarly productivity in ABA, including behavioral research; experience teaching courses on behavioral interventions for individuals; active role in ABA-related professional association; successful college-level teaching and Supervision of practicum training activities; experience developing and teaching online courses in ABA; at least one (1) year of experience working in applied settings with individuals on the autism spectrum or other developmental disability. Preference given for candidates with teaching certification in special education or bilingual education.

Twelve (12) Applied: 4 WM, 3 WF, 1 BF, 1 OM, 1 OF and 2 UF

One (1) White male (goal candidate), one (1) White female and two (2) unknown females (goal candidates) did not submit the required application paperwork. The required application included a resume, cover letter and contact information for at least 3 professional references.

One (1) White male (goal candidate) and one (1) Other female did not have the required Doctorate in special education or related field.

One (1) Black female (goal candidate) and one (1) Other male withdrew from consideration because they accepted other positions.

Four (4) Interviewed: 2 WM and 2 WF

One (1) White male (goal candidate) and one (1) White female were not able to demonstrate their teaching experience in Applied Behavior Analysis (ABA) and their online teaching experience. They both were not able to provide details to the level of experience and supervision in the types of courses taught in the Education and Education Psychology Department. They both also did not have experience grant writing in their present positions.

One (1) White male (goal candidate) was offered the position and declined because of the salary.

The selected candidate (WF) had strong Applied Behavior Analysis (ABA) teaching experience. She also had extensive experience in applied setting with individuals on the autism spectrum and also with other development disabilities. She had related scholarly activities in this area and wrote several grants for the department that she presently worked in. She also had worked with assisted technology and had strong computer skills.

PROFESSIONAL NON-FACULTY

Goals (11): 2BM, 11BF

Hires (13): 3WM, 8WF, 2 HF

ASSISTANT DIRECTOR, FACILITIES OPERATIONS

Selection: 1 White Male

This position is responsible the management of the grounds maintenance functions including supervision and leadership of grounds maintenance crew; athletic field preparation; events support; contracting of labor activities; snow removal; equipment maintenance; and fleet operations.

Primary responsibilities include supervision, prioritizing, scheduling and review work of staff, delivery of services within the Grounds Maintenance group and Fleet Management areas. Coordination and supervision of staff involved in campus in campus snow removal. Manages equipment and services, budget tracking and overtime equalization; annual performance evaluations and personal documentation.

Qualifications include a Bachelor's degree in a related field. Must be available outside of normal work hours, including weekends and holidays to respond to inclement weather conditions and emergencies as needed. Three (3) years of progressive experience with grounds maintenance in large scale service industries is required as is the knowledge of grounds, maintenance, snow removal, sports field maintenance, vehicle and equipment operations and repair.

Excellent technical skills using a broad array of computer systems and programs. Excellent written and verbal communication are required as is the ability to work effectively with diverse populations including students, administrators, faculty, and alumni. Valid driver's license required, CDL preferred. Professional certifications such as Property Maintenance and Management is desired. Pesticide application license knowledge of horticulture is preferred.

Four (4) Applied: 4 WM

One (1) White male did not have the required three (3) years of grounds maintenance experience.

One (1) White male did not respond to contacts made to schedule an interview.

Two (2) Interviewed: 2 WM

One (1) White male had an understanding of landscape activities and had experience working on large scale landscaping projects. He did not have experience with large scale snow removal equipment. He did not have experience supervising staff even though supervision experience was listed on his resume.

The selected candidate (WM) had a thorough knowledge of the intricacies of a College campus large scale landscaping maintenance. He did speak of the appreciation of the importance of high visibility activities such as orientation, commencement, homecoming and alumni weekends. He had strong experience in proper field marking and the management of all sorts of sports fields. He provided examples of his awareness of the critical nature of having the fields game-time ready. He also provided examples of handling the management of large scale snow removal activity. He was a strong supervisor and provided several detailed examples of managing and leading a diverse staff.

DIRECTOR OF UNIVERSITY PUBLICATIONS AND DESIGN

Selection: 1 White Male

The Director of University Publications & Design will supervise and direct the staff and operations of the University's Publication & Design Office and Print Shop. Produce all promotion, academic and administrative print publications.

Supervise and coordinate the production of all annual and semester academic publications, such as the undergraduate and catalogs, undergraduate/day course offerings bulletin, and graduate/evening course bulletin. Responsible for the art design and production of all promotional material (view

book, posters, flyers, and print-media advertising, etc.), forms, booklets, brochures and special events material (i.e. Commencement, Honors Convocation, Recognition Program, University Ball, etc.) Provides design and production support for print and electronic media to all University departments. Provides copy-writing and editing services as needed. Directs the writing, editing, publication and distribution of the weekly in-house newsletter. Oversees the Design & Production & Print Shop budgets, assists with bidding procedures related to production and print shop work, maintains inventory of supplies, and maintains job logs and records. The Director will also be responsible for monitoring the University's brand image across the entire university. In coordination with the Associate Vice President for Enrollment Services, the Director will participate in creating the marketing plan for the University. Responsible for maintaining the University's web presence. Coordinates the University web communication strategies in support of the University's strategic goals in marketing, recruitment/enrollment and fundraising.

Qualifications include a Bachelor's Degree in Graphic Design required. Master's Degree preferred. Three to five years' experience in desktop publishing. Three years of supervisory experience. Knowledge of web technologies such as HTML, Micromedia Flash, Adobe Go Live or Net Objects Fusion desirable. Must possess a knowledge of graphic design software, such as: In coordination with the Associate Vice President for Enrollment Services, the Director will participate in creating the marketing plan for the University. Responsible for maintain the University's web presence. Coordinates the University web communication strategies in support of the University's strategic goals in marketing, recruitment/enrollment and fundraising.

Nineteen (19) Applied: 7 WM, 6 WF, 1 BM, 1HF, 1 OF and 3 UF

One (1) White male and one (1) unknown female (goal candidate) did not have the required Bachelor's Degree in Graphic Design.

Two (2) White males, one (1) White female, one (1) Other female and one (1) unknown female did not have the required three (3) years' experience in desktop publishing and supervisory experience.

One (1) White female and one (1) unknown female (goal candidate) applied after the closing date.

One (1) White male and one (1) Black male (goal candidate) did not respond to contacts made to schedule an interview.

Eight (8) Applied. 3 WM, 4 WF, 1 HF

One (1) White female had supervisory experience but did not have experience working with a unionized staff. She did indicate she works with staff from all over the world. Her portfolio was very corporate and it was difficult for her to incorporate that style to an academic environment when she was going through it with the search committee members. She could not articulate her working knowledge of design techniques and detail how she would run the department and programs efficiently and effectively.

One (1) White female had some management experience. She had a difficult time going through her designs in her portfolio. Her current position is not designing and the portfolio did not include up to date newer designs. She indicated she has not used newer computer technology or graphic design software.

One (1) White female had strong design experience. She indicated she had supervisory experience but was not able to demonstrate her ability and strength in this area to run and manage a leadership position overseeing several staff members.

One (1) Hispanic female indicated that she had supervisory experience but is not currently a manager. She stated she was part of a design team and did not the lead the team. She was not able to demonstrate her ability to supervise a unionized staff. She did have good design style but did not have knowledge of newer computer technology or graphic design software products.

One (1) White female did not provide detailed answers to the search committee member's questions during the interview. All of her answers were short and did not include any examples of design or experience supervising staff. She also did not understand the role of this position in recruitment and retention of students and that it was a lead position and not a member of a team.

One (1) White male presented his portfolio to the search committee members and it was a disorganized mix of unrelated materials. He also did not have strong supervisory experience and all of the examples he provided were as part of a creative team and not leading, directing or supervising.

One (1) White male had related his portfolio to the conversation and interview questions. His portfolio had design aesthetics and style in all of publication examples. He indicate he was interested in learning new technology and web design techniques but he did not use any new software products yet.

The selected candidate (WM) had a wide range of management and creative positions. He had a print heavy design experience. He had supervisory experience managing a staff of eleven (11). He had strong communication skills and had an organized portfolio. He was proficient with the use of modern computer technology and web communications.

ASSISTANT TO DIRECTOR OF HOUSING/RES DIRECTOR

Selection: 1 White Male and 2 White Females

The ADHRL/RD position is designed to provide a resource person within the residence halls who counsels students, promotes hall programming, maintains a hall environment conducive to learning and individual growth, makes referrals, advises residence hall groups, monitors facilities' needs and occupancy, and recruits, trains, supervises and evaluates resident assistants, academic resource mentors and information desk personnel (including a student office assistant). This is a full time, live-in position.

Qualifications include: A Bachelor's degree is required. A Master's degree is preferred. A minimum of one (1) year of post-baccalaureate, full-time student affairs experience is strongly preferred. Experience in Residential Administration, Community Development, Supervision, or any other relevant experience which would equip the applicant to relate effectively to resident college students and staff, is required. Proficiency in MS Office Suite as well as successful experience with an automated housing database management system (i.e., RMS, Adirondack, etc.) is required.

The successful candidate will be proficient in interpersonal relationships; have excellent verbal and written communication skills; and demonstrate the ability to manage multiple responsibilities; have excellent verbal and written communication skills; and demonstrate the ability to manage multiple

responsibilities, supervise staff and exercise appropriate judgment and decision making. Must have a valid driver's license and a vehicle for job-related duties and meetings.

Twenty five (25) Applied: 8 WM, 9 WF, 2 BM, 5 BF and 1 HF

Three (3) White males, two (2) White females and one (1) Black female (goal candidate) did not submit the required application paperwork. The required application paperwork included a cover letter which includes the contact information for three (3) professional references and a resume.

One (1) White female and one (1) Black female (goal candidate) did not have a valid current drivers' license.

One (1) White female, one (1) Black male (goal candidate) and two (2) Black females (goal candidates) did not include information in the application paperwork about their experience or proficiency with MS Office Suite or any type of experience with computer databases. This required experience was not detailed, justified or included on the resumes.

Two (2) White males, one (1) White female, one (1) Black male (goal candidate) and one (1) Hispanic female declined the opportunity to interview because they accepted other positions and withdrew from consideration.

Eight (8) Interviewed: 3 WM, 4 WF, 1 BF

One (1) White male and one (1) Black female (goal candidate) withdrew from consideration because they were offered other positions.

One (1) White female did not have strong interpersonal and communication skills and had difficulty explaining her supervisory experience and experience working with diverse students to the members of the search committee. All of her answers were short and she did not elaborate on any of her related experience.

One (1) White male was nervous through the entire interview and did not provide direct examples or work related experience that could demonstrate his ability to oversee student housing and provide counselling or supervising student workers.

One (1) White female was hired into a part time position.

The selected candidate (1 WM and 2 WF) were hired into full time permanent positions. All of the selected candidates had direct work experience related to student affairs and residential housing. They had supervisory experience and trained other staff members. They worked directly with diverse student population and had good communication and computer skills. They all had experience managing multiple priorities and documentation of incidents or issues related to college housing.

INSTRUCTIONAL DESIGNER

Selection: 1 White Female

The successful candidate is responsible for developing and facilitating professional development focused on pedagogical aspects of course design and online teaching. He/she will collaborate with faculty to recommend appropriate tools and teaching strategies to accomplish course objectives. The Instructional Designer also plays a leadership role in planning a Summer Technology Institute

and in identifying innovative and effective online learning techniques, exploring emerging technologies, and providing professional development opportunities to faculty.

Qualifications: A Master's degree in instructional design, instructional or educational technology, or related field plus four (4) years of professional work experience as an Instructional Design Technologist in a higher education environment are required. Additional requirements include an in-depth understanding of pedagogical issues related to online teaching and learning as well as an understanding of, and ability to implement, constructivist-learning theory. Demonstrated ability to manage multiple projects with competing priorities and to work both independently and collaboratively is required, as is extensive knowledge of current and emerging instructional technologies and instructional design. Experience in designing online learning environments, leading professional development workshops, writing technical documentation; demonstrated skills in building and maintaining collaborative working relationships with faculty and staff; supporting faculty in the design of online learning opportunities; and demonstrated technical competency, especially with course management software (i.e. BlackBoardLearn) and multi-media authoring programs are also required. Excellent oral and written communication skills are required, as are strong interpersonal skills.

Twenty one (21) Applied: 7 WM, 9 WF, 1 BM, 1 BF, 1 HM, 1 HF and 1 OM.

One (1) White male, two (2) White females, one (1) Hispanic male did not have the required Master's degree in instructional design, instructional or educational technology or related field.

Two (2) White females did not have the required four (4) years of professional work experience as an Instructional Design Technologist in a higher education environment.

Two (2) White males, two (2) White females, one (1) Black male (goal candidate), one (1) Black female (goal candidate) and one (1) Hispanic female did not submit the required application paperwork. The required paperwork included a cover letter, which includes the contact information for three (3) current professional references and a resume, sent by email as one (1) complete file (PDF or Word format only) and not via multiple attachments.

One (1) White male was asked to schedule an interview and he withdrew from consideration because he received a promotion in his present position and no longer was interested pursuing this position.

Seven (7) Interviewed: 3 WM, 3 WF and 1 OM.

One (1) White male and one (1) Other male withdrew from consideration after the interview because he accepted another position.

One (1) White female had experience and related skills listed in his resume but could not translate directly to the questions regarding the duties of this leadership position. She answered multiple questions with the same example that was repetitive and did not demonstrate direct knowledge and working experience at this level.

One (1) White male came into the interview very confident and then struggled answering specific questions about his teaching ability and working with software and educational technology tools. He could not provide work related examples that demonstrated his knowledge in many of the areas involved with this position.

One (1) White female had focused all of the answers to the questions to one specific area related to SPS Productivity Software and did not provide answers to the questions specific to instructional design and development of emerging technologies.

One (1) White male had developed and facilitated course design and taught online courses. He also had experience handling multiple projects and prioritization skills. He also had good communication skills. He would be considered for future WCSU teaching positions in this Department.

The selected candidate (WF) had a strong skill set in the Instructional design area and developing online teaching courses. She was experienced in BlackBoardLearn and related software used for online teaching and learning. She also had extensive knowledge of current and emerging instructional technologies and instructional design. She had strong interpersonal and communication skills.

ASSOCIATE DIRECTOR OF CAREER DEVELOPMENT

Selection: 1 White Female

The Associate Director will assist the Director of Career Services with the planning, direction, coordination and evaluation of a centralized Career Services office that provides comprehensive, related services to all undergraduate and graduate students, and supports associated programs that benefit university alumni. Among other responsibilities, the successful candidate will coordinate a wide range of programs including career counseling and guidance, senior recruitment programs, career readiness assessments, administration of career-focused educational programming, enabling mobile and online access to career resources and program administration, support of employer-relations activities, managing on campus recruitment, leading and facilitation of workshops, and support of marketing efforts that promote these programs. In the conduct of these duties, the Associate Director support the use and operational integration of program management the Career Services website, and/or online career-related applications to enable efficient and effective delivery of related Career Services.

Qualifications: Bachelor's degree is required; Master's degree is preferred. Four (4) years of experience in student career readiness planning and/or placement or related work demonstrating ability to work effectively with employers, students, alumni, and staff is required. Significant human resources experience working the business, government, and not-for profit sectors is strongly preferred. Excellent oral and written communication skills, as are exceptional interpersonal skills are required. Strong career coaching/counseling and presentation skills are desired. Must possess a working knowledge of career services databases and platforms, as well as familiarity with career-focused Internet resources. Proficiency with social media platforms (i.e.: Twitter, Facebook, LinkedIn, etc.), a working knowledge of student marketing tools and tactics, and demonstrated experience with the Microsoft Office Suite are required.

The successful candidate will be a highly motivated, organized manager of programs and data, to include a proven ability to manage the acquisition, development and analysis of information that will support the refinement and improvement of Career Services Office programs.

Fourteen (14) Applied: 3 WM, 6 WF, 1 BF, 1 OF and 3 UF

Two (2) White males, one (1) White female, one (1) Other female and two (2) unknown females (goal candidates) did not submit the required application paperwork. The required application paperwork included a cover letter, which includes the contact information for three (3) current

professional references, a resume submitted in one (1) complete PDF or Word file and not multiple attachments.

One (1) White female and one (1) unknown female (goal candidate) applied after the deadline date.

One (1) Black female (goal candidate) did not respond to calls made to schedule an interview.

Five (5) interviewed. 1 WM and 4 WF

One (1) White female had some of the foundation skills and experiences in a career services office. She did have experience assisting students with career counseling initiatives. This experience was at a lower level and not at an administrative leadership level. She was not able to demonstrate that she had direct experience with senior recruitment programs, administration of career-focused educational programming, online access to career resources and programs.

One (1) White female had advising experience and had excellent graphic and marketing experience. She did not have direct supervision or leadership experience of any staff or programs. She was not able to articulate her critical thinking related to developing and creating programs and making department decisions. She did not provide any information or direct examples to relate her prior experience and working knowledge to these critical areas of the position responsibilities.

One (1) White male is an entrepreneur of career-based program for student success and has experience using extensive career counseling tools. He did have a difficult time trying to take this related experience and relate it directly to the skills that this position required. He indicated that he was not familiar with many of the University's programs in this field.

One (1) White female highlighted her research experience and her network of professionals and employers in her region. She had experience in career guidance in regional organizations but could not provide details to demonstrate how she would transfer her skills and knowledge into the requirements of this position in higher education. She also commented that she had no experience working in an environment that would assist students or individuals because she only worked directly with corporate staff and leadership.

The selected candidate (WF) proved and demonstrated her extensive skills related to the responsibilities required in this position. She provided detailed information about her ability to set up career focused offices from the ground up. She also had extensive experience acquiring sponsorships and obtaining grant funds to improve programs. She described creative and innovative ways that she used to accomplish the duties of her position responsibilities.

She also demonstrated her outstanding strengths working directly with social media, technology and marketing.

She also described her extensive network of College and University professionals in the field and how this type of network can assist with sharing of best practices and new program launches. She had strong computer technology experience and worked directly with new computer software programs.

DIRECTOR OF ATHLETICS

Selection: 1 White Female

This position is responsible for the overall organization and management of the University's intercollegiate athletic program. Provides creative leadership in the development, implementation and promotion of the University's athletic programs and provides administrative oversight and

supervision to all athletic personnel. Represents the WCSU Intercollegiate Athletics department as professional, civic, charity, alumni and campus life events. Job duties include, but are not limited to, budget management, fund raising, athletic fund-raising initiatives, promotions, athletic staff supervision, scheduling and public relations. Administers all athletic programs in accordance with NCAA and University policies and ensures compliance by all coaches and staff. Maintains a high quality sports information program covering all intercollegiate athletic programs. Monitors eligibility of student athletes. Plans, develops and makes recommendations for athletic philosophy and policies of the University.

Qualifications of the position include a Master's degree is required. Doctorate degree is preferred. Seven (7) years' experience in athletics, academic administration and/or collegiate head coaching required. Demonstrated ability in and a strong record of interpersonal ability to work effectively with diverse groups and individuals, fund-raising and promotion, budget management and an understanding of the philosophy on which Division III athletics is based and proven commitment to institutional goals. Extensive computer skills are required as is the ability to use Microsoft Office and sport-specific software. Excellent communication skills are required as is the ability to work effectively with diverse populations including students, administrators, faculty and alumni.

Eighty five (85) candidates applied. 62 WM, 10 WF, 7 BM, 3 BF, 2 HM and 1 OM

Fifteen (15) White males, two (2) White females, two (2) Black male (goal candidate), one (1) Hispanic male did not submit the required application paperwork. The application paperwork included a cover letter, which includes the contact information for three (3) current professional references and a resume, as one (1) complete file (PDF or Word format only) and not multiple attachments.

Thirteen (13) White males, one (1) White female, three (3) Black males (goal candidates), two (2) Black females (goal candidates), one (1) Hispanic male, one (1) Other male did not have the required Master's degree.

Eleven (11) White males, one (1) White female, two (2) Black males (goal candidates), one (1) Black female (goal candidate) did not have the required seven (7) years' experience in athletics, academic administration and/or collegiate head coaching.

Eighteen (18) White males and two (2) White females did not have the required strong record of fundraising, athletic fund raising, promotion or budget management experience.

Nine (9) candidates Interviewed: 5 WM and 4 WF.

One (1) White male had strong fundraising experience. He also had experience managing a small athletic program independently. He did not have experience working directly with budgets and did not have experience working with computer software programs. He told the search committee that he did not work directly with a diverse student population in any of his past positions.

One (1) White male had experience managing a small sized athletic department. He did not have any exposure to fundraising, budgets and public relations even though this direct experience was listed on his application paperwork submitted.

One (1) White female did not independently manage an athletic program. She was an Assistant to the Director and had limited experience handling budgets and fundraising. She also did not

demonstrate proficiency with her computer skills by the examples she provided during the interview.

One (1) White male had seven (7) years' experience in athletics but it was not at the administration or head coaching level. He had not worked with sport software and also did not have supervisory experience. He did work with a small budget but never was involved in any fundraising activities or programs directly. He did work with the employees that were involved in the fundraising activities for his program but did not perform the actual duties himself.

One (1) White male stated he had a Master's degree on his resume and the search committee thought he was qualified for the position and he was scheduled for the interview. He disclosed in the interview that he did not have the Master's degree until the end of the year. He was no longer considered eligible for this position.

One (1) White male had work experience handling the administration of an Athletics Program for a small college. He had supervisory experience and had excellent communication and computer skills. He did not handle the fund raising and public relations piece of the position directly because this was done by another office. He assisted with the budget for the program because these responsibilities were also handled by another department and other employees.

One (1) White female had experience with Division III Athletics programs and had worked with the budget for the program. She did not have direct experience with fund raising, promotion of the program and public relations. She also did not have experience with sport specific software or extensive use of Microsoft Office computer programs.

One (1) White female withdrew from consideration after the interview process because of the salary.

The selected candidate (WF) had strong athletic administration experience and direct Athletic Director experience of a D3 State school. Presently she works within the Eastern College Athletic Conference (ECAC). She also has exceptional computer skills and communication skills. She had experience with budgets and fund raising also. She also had worked with related software programs and had strong computer skills.

LAB & CLINICAL COORDINATOR

Selection: 1 White Female

This position is responsible for managing and directing all activities related to the nursing laboratory and simulation lab experiences for students, as well as working closely with the department chair, program coordinators, and faculty in order to identify and develop sites for clinical placements.

Qualifications: Bachelor's degree in Nursing required, Master's degree preferred. Four years of clinical experience as a Registered Nurse is required. Current knowledge of clinical nursing care, familiarity with simulation standards, the ability to lift and transfer mannequins and other related equipment is required. Lab simulation experience preferred. Experience with purchasing, inventory control, and the proven ability to work with new technology and software is required. Must possess excellent organizational and interpersonal communication skills, as well as the ability to work with diverse learners.

Eleven (11) Applied: 3 WM, 4 WF, 1 HF, 1 OM, 2 OF

One (1) White male, one (1) White female, and one (1) Other female did not have the required four (4) years of clinical experience as a Registered Nurse.

One (1) Other male applied after the closing date.

One (1) White male withdrew from consideration because he accepted another position.

One (1) Hispanic female did not respond to calls made to schedule an interview.

Five (5) Interviewed: 1 WM, 3 WF, 1 OF

One (1) Other female withdrew from the position after the interview because she was promoted in her present position.

One (1) White male showed up late for the interview and was not able to answer the interview questions directly and provided information to the search committee that did not respond to the question asked. He demonstrated that he could not stay organized and provide details to questions regarding his direct nursing and lab related skills and experience.

One (1) White female had a clinical nursing background. She did not demonstrate purchasing inventory control experience or knowledge of the process. She also did not have experience with new technology and new computer software programs.

One (1) White female withdrew after the interview process because of the starting salary.

The selected candidate (WF) had strong clinical nursing and lab skills. She went through her impressive portfolio of clinical and lab related experience. She provided details about her strong clinical nursing care experience and had used new technology and software in her classes. She had strong communication skills and was proficient with a variety of computer software programs.

INTERNATIONAL SERVICES COORDINATOR

Selection: 1 White Female

The Coordinator will manage all facets of the study abroad programs including course abroad, exchange programs, service learning, and international internships and will also identify external funding sources for them. This position will assist international exchange students with the adaptation process by developing and administering orientation, cultural, and advising programs. The Coordinator serves as one of two principal immigration advisors to international students on F-1, J-1, and H-1B visas. Among other responsibilities, the Coordinator will market and recruit for the University's international student programs and provide support while collaborating partner universities.

Qualifications: Bachelor's degree required, Master's degree preferred. Four years' experience managing student mobility programs, overseas experience. Excellent organizational and interpersonal communication skills. Knowledge of SEVIS regulations.

International travel is required as needed. As WCSU is a dynamic, diverse workplace, the proven ability to work effectively with people from a variety of backgrounds and cultures is highly valued.

Fifteen (15) Applied: 3 WM, 5 WF, 1 BF, 1 HM, 2 OM, 1 OF and 2 UF

One (1) White male, two (2) White females, one (1) Black female (goal candidate), one (1) Other male and one (1) unknown female (goal candidate) did not have the required four (4) years of direct experience managing student mobility programs and overseas experience.

One (1) White male, one (1) Other male and one (1) unknown female (goal candidate) did not submit the required application paperwork. The required application paperwork included a cover letter, which includes the contact information for three (3) current professional references, a resume submitted in one (1) complete PDF or Word file and not multiple attachments.

Six (6) Interviewed: 1 WM, 3 WF, 1 HM and 1 OF

One (1) White male and one (1) Hispanic male withdrew from consideration after the interview because they accepted other positions.

One (1) White female indicated that she thought the position was going to be different and thought it required much more international travel and when she found out she was no longer interested in the vacancy and withdrew from consideration.

One (1) White female had some experience with student visas but she did not have a strong knowledge of the federal laws and SEVIS regulations that should be followed when dealing directly with student and faculty visas.

One (1) Other female had good organizational skills and communication skills. She detailed her direct related experience dealing with international travel but she was not able to state her knowledge of dealing directly with student visas and the related federal laws and SEVIS regulations. She mentioned that she was assisting her direct supervisor and the department coordinator but did not independently handle the visas herself and would be able to learn the position responsibilities but require training in this area.

The selected candidate (WF) had experience coordinating international programs and has worked as an Assistant Director of Admissions. She had knowledge of federal laws relating to international travel and visas.

She provided direct examples of working with the laws and SEVIS regulations in her present position. She was able to detail the level of her dependability as well as her ability to get along with others from different cultures and countries in a similar position that she held previously. She had strong communication and interpersonal skills and has worked with students and people from a variety of backgrounds and cultures and from a variety of countries.

ADMISSIONS REPRESENTATIVE

Selection: 1 White Female

Responsible for assisting with the coordinated recruitment and admission activities for the University. Execute recruitment, evaluation and selection of students, participate in travel, correspondence and follow-up with prospective students, and the general public as well as assist in special projects/programs and interact with members of the University community.

Qualifications: Bachelor's degree is required as is one to two years of experience in Admissions or another student service experience at an institution of higher education. Familiarity with Admissions computer software and applications is preferred. Familiarity with the use of social media as a marketing tool, is preferred. Excellent organizational and interpersonal communication skills are required, as is the ability to work effectively with diverse populations including business and government officials, community leaders, and students and faculty. Availability to attend evening and weekend recruitment is required, as is occasional, overnight regional travel. Ability to transport yourself to recruitment activities off campus is also required.

Seventeen (17) Applied: 4 WM, 10 WF, 1 BM, 1 HM, 1 OM

Two (2) White males, two (2) White females, and one (1) Hispanic male did not submit the proper application paperwork. The required application paperwork included a cover letter, which includes the contact information for three (3) current professional references, a resume submitted in one (1) complete PDF or Word file and not multiple attachments.

One (1) White male and one (1) Other male withdrew from consideration prior to the interviews because they accepted other positions.

One (1) White female and one (1) Black male (goal candidate) were contacted to set up an interview and they both failed to respond.

Seven (7) Interviewed: 1 WM and 7 WF

One (1) White female had some experience in Admissions but was at the Student Worker level and when she provided examples of her knowledge in this area she was only able to provide details of small project work and filing and not coordination or management of recruitment and admissions responsibilities. She was extremely nervous through the entire interview and responded very quickly and provided quick answers and did not provide detailed information about her related experience that could be applied to this position.

One (1) White female had two (2) years of experience in a student service area but was not able to explain how the similar skill set could be used to handle these position responsibilities. She did have strong organizational skills but she was not able to indicate how she could use those skills and experience and apply it to the responsibilities of the Admissions Department.

One (1) White female had worked in an Admissions Office mostly related to Athletics Department. She had some technology experience including social media. She did not have experience with the use of social media directly as a marketing tool. Presently she was supervising student workers but indicated that they were not developing or working on any projects or programs that interact with University. She also indicated that she was not available to work any weekends.

One (1) White female indicated that she had Admissions experience and during the interview she admitted that she had worked for three (3) months as a Student Worker helping with the backlog in the Admissions Department. She had experience working in an International Office but all of the examples she provided were from her experience in the food industry and not the Student Worker position related to these skills and position requirements.

One (1) White female had some experience in a Graduate Admissions Office but did not provide any of this direct experience as examples of her knowledge of recruitment and admissions. She

indicated that she did not use social media in her current position and she did not have experience using Admissions computer software since her present position only used basic Microsoft Word software.

One (1) White male had held a position in an admissions office prior. He did not have TARGET X CRM experience but did have some knowledge of Banner. He did provide some examples of his knowledge in an admissions office. Throughout the interview, he had difficulty making eye contact to the search committee members and not till the end of the interview did he make eye contact to the last interviewer's question. He was not as strong demonstrating his communication skills throughout the interview and this position had a tremendous amount of student and public contact.

The selected candidate (WF) had direct Admissions experience. Her experience and work knowledge was demonstrated throughout the interview and she provided direct examples of her proficiency working with Banner and TARGET X CRM software, thoroughly reviewing applications, travel process experience and her strong organizational skills tracking all of the applications throughout the process. She had good customer service, interpersonal and communication skills.

ASSISTANT DIRECTOR, STUDENT FINANCIAL SERVICES

Selection: 1 Hispanic Female

This position assists the Director in the overall coordination and operation of the office, including the processing and awarding of federal, state, and institutional funds. Additional responsibilities include assisting with implementing policies and procedures, coordinating deferments of tuition, fees, and room and board, as well as, coordinates efforts with the students and the Cashier's Office.

Qualifications: Bachelor's degree is required, as is two (2) years of student affairs office experience, preferably in a financial aid office. Excellent customer service, analytic, and organizational skills are also required. Demonstrated ability to relate to students, parents, and staff and to handle complex information is required. Proficiency using computer technology in an educational or business environment is required, as are strong organizational skills.

Twenty six (26) applied: 7 WM, 11 WF, 1 BM, 1 BF, 3 HM, 2 HF and 1 OF

Four (4) White males, four (4) White females, one (1) Black male (goal candidate), one (1) Hispanic male, one (1) Hispanic female and one (1) Other female did not submit the required application paperwork. The required application paperwork included a cover letter, which includes the contact information for three (3) current professional references, a resume submitted in one (1) complete PDF or Word file and not multiple attachments.

Two (2) White males, three (3) White females, one (1) Black female (goal candidate), one (1) Hispanic male and one (1) Hispanic female did not have the required two (2) years of student affairs or related experience.

Three (3) White females withdrew from consideration prior to the interview process because they were promoted in their present positions.

Four (4) Interviewed: 1 WM, 1 WF, 1 HM, 1 HF

One (1) White female provided incomplete answers, incorrect basic facts and information to demonstrate knowledge in any key area related to financial aid, working with grants and customer service when dealing with students, parents and staff.

One (1) White male did not have direct experience in financial aid. He did have good customer service experience and communication skills and dealt directly with students in his present position. He did not have direct experience with related federal, state laws regarding financial services and institutional grants.

One (1) Hispanic male had strong communication and customer service skills. He provided examples of his direct working knowledge and experience handling financial aid and institutional grants. He also had good computer technology skills. He was offered the position and declined the offer.

The selected candidate (HF) had strong federal and state knowledge of financial aid and institutional grants. She had worked with a variety of computer software related to financial aid departments. She also had strong customer service skills and dealt with students, parents and staff.

ASSISTANT TO DIRECTOR OF FINANCIAL AID

Selection: 1 Hispanic Female

This position assists the Director in the overall coordination and operation of the office, including the processing and awarding of federal, state, and institutional funds. Additional responsibilities include assisting with implementing policies and procedures, coordinating deferments of tuition, fees, and room and board, as well as, coordinates efforts with the students and the Cashier's Office.

Qualifications: Bachelor's degree is required, as is two (2) years of student affairs office experience, preferably in a financial aid office. Excellent customer service, analytic, and organizational skills are also required. Demonstrated ability to relate to students, parents, and staff and to handle complex information is required. Proficiency using computer technology in an educational or business environment is required, as are strong organizational skills.

Fourteen (14) Applied: 1 WM, 8 WF, 1 BM, 1 HM, 2 HF, 1 OF

Three (3) White females, one (1) Hispanic male and one (1) Other female did not submit the required application paperwork. The required application paperwork included a cover letter, which includes the contact information for three (3) current professional references, a resume submitted in one (1) complete PDF or Word file and not multiple attachments.

Two (2) White females and one (1) Black male (goal candidate) did not have the required two (2) years of student affairs or related experience.

One (1) White female was contacted several times to schedule an interview and she never responded.

Five (5) Interviewed. 1 WM, 2 WF, 2 HF

One (1) White female answered all of the interview questions with vague generic answers and failed to provide examples of direct knowledge in a variety of areas handled by the department. She had no direct financial aid experience demonstrated by her responses and knowledge of the

financial aid process and Pell Grants. She did not demonstrate organizational skills in her responses and examples and responses to handling multiple projects or students.

One (1) White male indicated that the only direct financial aid experience he had was serving as a student worker. He was not able to answer any question directly about the financial aid responsibilities. He did not have direct knowledge of related federal, state laws and institutional grant funds. He had good communication skills and demonstrated organizational skills.

One (1) White female was extremely nervous throughout the entire interview and was lacking confidence throughout the process. She struggled with each question and was only able to provide a brief and incomplete answers that only touched the surface of the answer and was unable to provide details or examples of knowledge and understanding of the Financial Aid responsibilities and duties required in this position.

One (1) Hispanic female had strong financial aid experience and provided direct knowledge of related federal and state laws and funding. She was offered another position in the Financial Aid department.

The selected candidate (HF) had strong financial aid knowledge base and provided examples that emphasized her confidence of the process and related laws. She was also able to articulate thorough responses of related financial aid policies and procedures. She also had strong computer and customer services skills.

SECRETARIAL CLERICAL, All titles except Secretary 2

Goals (5): 2 WM, 1 BM, 1 OM, 1 OF

Hires: (1) 1 WF

CSU ADMINISTRATIVE ASSISTANT

Selection: 1 White Female

Qualifications require a minimum of eight (8) years of administrative experience, with at least five (5) years reporting directly to senior level administrator, department head or attorney. Demonstrated advanced experience with Microsoft Word, Excel and Outlook is required. Familiarity with Blackbaud Raiser's Edge is preferred. Prior work experience working in a legal or fundraising environment is desirable. Bachelor's degree is preferred. Excellent oral and written communication skills. Exceptional organizational skills with an eye for detail and consistent follow through abilities are critical, as necessary to be able to successfully balance many unrelated tasks throughout the day, adjusting priorities as needed. The ability to track budgets, the ability to work efficiently in a fast paced environment, experience with confidential materials, and exceptional customer service skills are also required.

Ten (10) Applied: 6 WF, 3 BF, 1 HF

One (1) White female and one (1) Black female did not submit the required application paperwork. The required application paperwork included a cover letter, which includes the contact information for three (3) current professional references, a resume submitted in one (1) complete PDF or Word file and not multiple attachments.

Two (2) White females, one (1) Black female and one (1) Hispanic female did not have the required minimum of eight (8) years of administrative experience, with at least five (5) years reporting directly to senior level administrator, department head or attorney.

Four (4) Interviewed: 3 WF, 1 BF

One (1) White female and one (1) Black female withdrew after the interview process because they were present classified state employees and were nervous to take a confidential unclassified position with no collective bargaining rights.

One (1) White female was not able to demonstrate a senior level of administrative expertise working for top level administration. She provided examples of her related experience and skills and she did not work in a fast paced office and never worked with confidential material and paperwork. She also did not use a variety of computer software presently and was taking a PowerPoint class to gain more experience.

The selected candidate (WF) had strong organizational and customer service skills. She worked for four (4) top executives managing a busy office and worked directly with legal and confidential paperwork. She had strong computer skills and handled the office budget and travel arrangements. She also had problem solving skills and experience coordinating multiple office projects.

SECRETARIAL CLERICAL – SECRETARY 2

Goals (0): None

Hires: (1) 1 WF

SECRETARY 2

Selection: 1 White Female

This position was filled by a collective bargaining union member with SEBAC reemployment rights to the position. This White female was the only candidate eligible to apply, interview and was offered the position. She met all of the position responsibilities and was offered the position. No other candidate was eligible for this opportunity.

TECHNICAL & PARAPROFESSIONAL

Goals (3): 1 BM, 1 HF, 1 OF

Hires: (1) 1 WF

HEALTH & SAFETY ASSISTANT

Selection: 1 White Female

This position is responsible for assisting the Director of Environmental Health & Safety in the day to day management of all environmental health and safety programs. This will include assisting in incident investigations, OSHA 300 log management, and implementing ergonomic and industrial hygiene programs. The successful candidate will also collect and prepare biological and Universal waste for disposal, conduct inspections of life and fire safety equipment, and deliver training to students, faculty, and staff.

Qualifications: Bachelor's degree in a related field is required as is two years' experience in the environmental health and safety field. Hazardous Waste Operation & Maintenance Training

(Hazardous 40 hour certification) preferred. Knowledge of chemical properties and segregation techniques is required, as is basic knowledge of OSHA's general industry safety standards.

Solid recordkeeping skills are required. In addition to being able to lift 50lbs, the successful candidate must pass a pre-employment medical exam, and is required to be fit tested for, and to wear, a respirator. Good written and oral communication skills. A valid driver's license is required, a CDL is preferred.

Eight (8) Applied: 3 WM, 2 WF and 3 UM

One (1) White female and one (1) unknown male (goal candidate) did not submit the required application paperwork. The required application paperwork included a cover letter, which included the contact information for three (3) current professional references and a resume.

One (1) unknown male (goal candidate) applied after the closing date.

One (1) White male and one (1) unknown male (goal candidate) were contacted for an interview and failed to respond.

Three (3) Interviewed: 2 WM and 1 WF

One (1) White male had a current CDL license but he did not have direct experience conducting inspections and handling hazardous materials. His background was focused directly on the delivery of health supplies and not the day to day management of environmental health and safety programs.

One (1) White male withdrew from consideration because he accepted another position with a larger salary.

The selected candidate (WF) had a strong Environmental and Health Safety background. She completed Department of Transportation and Resource Conservation and Recovery Act (RCRA) training and was presently working on completing her HAZWOPER certification training. She had direct experience conducting safety inspections.

She also has direct experience disposing of hazardous waste. She had direct OSHA management experience and prepared the proper OSHA forms quarterly. She had good communication skills and used a variety of health and safety computer software programs.

SKILLED CRAFT WORKERS

Goals (8): 1 BM, 6 HM, 1 OM

Hires: (1) 1 OM

QUALIFIED CRAFT WORKER (HVACR)

Selection: 1 Other Male (goal candidate)

Qualifications include four (4) years' experience in the HVACR trades, good interpersonal, written and oral communication skills. Must have knowledge of standards trade practices and codes. D2 License preferred. Must be able to keep accurate shop records. Incumbents in this class will be required to be fit tested for and to wear a respirator. Must be available for all shifts including weekends.

Two (2) applied and were Interviewed: 1 BM and 1 OM

One (1) Black male (goal candidate) had difficulty answering the interview questions. He did not demonstrate his ability to use steam equipment and he said he would get the co-workers help him if he had to use the equipment. He stated he was good working with controls during his interview and he also said later in the interview for a weakness in his work is that he needs to improve on handling controls.

The selected candidate (OM) (goal candidate) he had direct experience working at a large hospital and handled similar responsibilities. He had experience working with steam and automated systems including Johnson controls and Honeywell controls. He also had boiler room experience. He had answered all of the questions and provided examples that related his direct experience and training with the questions asked by the search committee members. He also had experience training staff and coworkers on the proper use of equipment and safety requirements and protocols. This appointment achieved a hiring goal.

SERVICE MAINTENANCE – All Titles except Custodian

Goals (5): 1 BF, 2 HM, 1 HF, 1 OM

Hires: (2): 1 WM and 1 HM

LANDSCAPE TECHNICIAN

Selection: 1 White Male and 1 Hispanic Male (goal candidate)

Qualifications include two (2) years of experience in landscape maintenance, including plant selection and installation, pruning, fertilization and seeding of turf grass. Knowledge of and proper care of various plants and; basic knowledge of pesticides application methods and techniques; and turf grass management practices. Must possess the ability to operate, maintain and repair hand tools, small gas engines; large power equipment; heavy construction and commercial landscaping equipment and vehicles; ability to use personal protective equipment; will be required to lift moderate to heavy weights; be exposed to extreme weather conditions, significant levels of dust and noise ad risk of injury from equipment.

Must have adequate physical strength, stamina, physical agility and visual and auditory acuity, and must maintain physical fitness as to be able to perform the duties of the class. Must possess good interpersonal, oral and written communications skills; and the ability to follow written and oral instruction; some ability to utilize computer software. Eligible candidates in this class must possess and retain a valid Motor Vehicle Operator's license and a Commercial Driver's License (CDL). Medical exam, drug screen, and criminal background check will be required prior to offer of employment.

Twenty one (21) Applied: 10 WM, 7 HM, and 4 UM

Three (3) White males and four (4) unknown males (goal candidates) did not submit the required application paperwork. The required application paperwork included a cover letter, which includes the contact information for three (3) current professional references, a resume submitted in one (1) complete PDF or Word file and not multiple attachments.

Fourteen (14) Interviewed: 7 WM and 7 HM

One (1) Hispanic male (goal candidate) had some small scale landscaping experience but did not have any direct experience with snow removal equipment for large grounds and did not have any experience with maintenance of related landscaping equipment or irrigation systems.

One (1) Hispanic male (goal candidate) was not able to provide examples or direct answers to his experience with maintenance of grounds, snow removal or knowledge and working experience with large scale equipment.

Two (2) Hispanic males (goal candidates) had some small landscaping projects that they worked on but did not have direct experience with athletic fields or large grounds maintenance. They also did not work directly with or repair any type of power equipment or machinery and snow removal machines and equipment.

Two (2) White males and two (2) Hispanic males (goal candidates) withdrew from consideration after the interviews because they accepted other positions.

Two (2) White males had good overall landscaping and grounds maintenance experience. Both of them did not work directly with maintenance of athletic fields and irrigation systems. They also did not work with large machinery and did not perform any equipment repairs.

One (1) White male had a thorough knowledge of plants. He had a general basic knowledge of landscaping equipment and did not have any snow removal experience. He also never maintained large athletic fields.

One (1) White male had strong experience from Post University. He had worked maintaining the campus grounds. He had some irrigation and snow plow experience. He indicated he was more interested in part time employment or working weekends so he could stay full time in his present position.

The selected candidate (HM) (goal candidate) had strong experience with landscaping and snow removal equipment for large grounds maintenance. He also was skilled with equipment repair and worked directly with irrigation and drainage systems. This appointment achieved a hiring goal.

The selected candidate (WM) had strong overall landscaping experience. He was from Connecticut but previously employed as a Landscape Technician in Naples, Florida. He had direct work experience with athletic fields and maintained parks and fields. He was responsible for operating large equipment and mechanical machinery related to maintaining large grounds. He also had worked with garbage compactors and snow blowing equipment during ice storms. He also dealt with athletic field repair from storm damage from strong winds and hurricanes. He also worked directly with a variety of irrigation systems. He also had good communication skills and was able to answer all questions in detail providing examples of directly related work experience.

SERVICE MAINTENANCE - CUSTODIAN

Goals (5): 1 WM, 1 HM, 2 OM, 1 OF

Hires (0): N/A

There was no hiring activity in this category during this reporting period.

PROTECTIVE SERVICES

Goals (2): 1 WM, 1 HM

Hires: (2) 2 WM

BUILDING & GROUNDS PATROL OFFICER

Selection: 1 White Male (goal candidate)

The Building and Grounds Patrol Officer position duties include dispatching and record keeping; enforcing regulations relating to parking and traffic control; directing traffic on campus; issuing tickets for violations; giving information and assistance to visitors; providing security escorts; and performing routine patrol duties and monitoring security and alarm systems to detect theft and other criminal acts.

Qualifications include superior interpersonal, written and oral communication skills are required as is the ability to analyze emergency situations and develop effective courses of action. The ability to utilize law enforcement computer software and the ability to multi-task are also required. Preference will be given to those with prior dispatch/security law enforcement experience. A valid driver's license is required as a successful completion of a comprehensive background investigation, pre-employment medical examination, and drug screen. Must be available to work all shifts.

Eighteen (18) Applied: 12 WM, 2 WF, 1 HM, 1 OM, 2 UM

Four (4) White males (goal candidates) and two (2) unknown males (goal candidates) did not submit completed applications and the search committee members were not able to determine if they met the experience and training requirements because work history information was omitted.

Three (3) White males (goal candidates) and one (1) Other male did not have any related experience dealing directly with emergency situations and handling the call with an effective course of action.

One (1) White male (goal candidate) withdrew from consideration because he accepted another position with a higher salary.

One (1) White male (goal candidate) and one (1) White female were contacted for an interview and never responded to the calls to schedule an interview.

Five (5) Interviewed: 3 WM, 1 WF and 1 HM

One (1) White female and one (1) Hispanic male (goal candidate) withdrew from consideration after the interview because they only wanted to be available for first shift only and did not other shifts.

One (1) White male (goal candidate) indicated he had related experience on his resume but he could not demonstrate any related experience during the interview.

One (1) White male (goal candidate) stated that presently his license was suspended for six (6) months because of traffic violations. He was no longer considered eligible for this position.

The selected candidate (WM) (goal candidate) had strong related experience as a dispatcher and security guard. He had dealt directly with a variety of emergency situations and had to quickly develop a course of action to handle them. He worked with a variety of computer software products. He also had good communication and customer service skills and worked with different levels of his chain of command to communicate all types of issues and emergency situations.

POLICE OFFICER

Selection: 1 White Male (goal candidate)

Qualifications include certification as a law enforcement officer in the State of Connecticut pursuant to regulations promulgated by the Connecticut Police Standards and Training Council. NOTE: Candidates with a pending certification status may be employed on a temporary basis pending recertification by the Connecticut Police Officer Standards and Training Council. Successful candidates must possess excellent interpersonal, oral and written communication skills. Knowledge of police and security practices and procedures; knowledge of relevant state and federal laws, statutes and regulations; knowledge of traffic and crowd control practices and procedures and knowledge of criminal law and court procedures, are required. The ability to analyze emergency situations and develop effective courses of action is required as is the ability to utilize law enforcement computer software. A valid driver's license and the ability to satisfactorily pass a comprehensive background check, physical agility test, psychological and medical examination are also required.

Seven (7) Applied: 4 WM, 1 WF, 1 HM, and 1 OM

One (1) White male (goal candidate) and one (1) White female were not certified law enforcement officers or pending certification presently.

One (1) White male (goal candidate) applied after the deadline date.

One (1) White male (goal candidate) withdrew from consideration because he was promoted in his present position.

Three (3) Interviewed: 1 WM, 1 HM, 1 OM

The Hispanic male (goal candidate) was offered the position based on a successful background check. The report was returned stating he was involved in a shooting. He had shot his girlfriend's husband in an incident. He also had an allegation of abusing a prisoner while he was employed as a CT State Judicial Marshall. He was contacted and advised he was no longer in consideration for the Police Officer position at the University.

One (1) Other male was offered the position based on a successful background check. The report was returned stating he was involved in an incident where a jailer was not searched and used the drawstrings from the pants to hang themselves. He was suspended for 3 weeks and given a last chance agreement. He also has been involved with misuse of police cars and two (2) cars were damaged. He was contacted and advised he was no longer in consideration for the Police Officer position at the University.

One (1) White male (goal candidate) was offered the position based on a successful background check. The report was showed that he successfully passed the polygraph examination, the psychological testing, the background investigation as well as the written examination. The goal was previously achieved for White male.

PROMOTION GOALS
April 1, 2016 – March 31, 2017

EXECUTIVE/ADMINISTRATIVE

Goals (0): N/A

Promoted: (1) 1 BM

ASSOCIATE VICE PRESIDENT OF ENROLLMENT

The duties and responsibilities include a demonstrated record of achievement and expertise in enrollment management leadership. The AVP plays a key role in shaping the strategic focus of University's recruitment, admission and retention efforts to ensure maximum effectiveness in a rapidly evolving and increasingly diverse landscape. The AVP is responsible for the oversight of student-related operations, which include: Admissions, Registrar's Office, Academic Advisement, Financial Aid and Student Employment, University Publications & Design and Veterans Affairs. Within the division is a full and part time staff of 50. Will also work closely and collaboratively with the academic deans. The AVP will develop and manage a state-of-the-art strategic enrollment management program, communicate effectively with internal and external constituencies and will advise on all university wide enrollment initiatives and operations. The AVP will foster partnerships across the University and ensure that effective administrative services and programs are implemented in an inclusive and responsive environment serving diverse student population, with many who are first generation.

The successful candidate must be capable of assessing institutional strategic enrollment projections and be ready to selectively seek out and attract prospective students to key programs. This effort may require a geographic assessment of potential student pools and may require an active and deliberate effort to attract certain population segments. Must possess a proven record of working within a regional public higher education environment and developing enrollment criteria which supports the University's mission.

Qualifications include a professional enrollment services leader with the following required attributes: Master's degree; five (5) or more years in strategic recruitment and retention management experience within higher education; demonstrable record of achievement in higher education enrollment management leadership that includes growing and sustaining student enrollment; experience collaborating with faculty, IT, advising, registrar, student affairs and financial aid units; experience operating within a system of shared governance as well as within a collective bargaining environment; experience serving varied populations, such as residential, commuter, online, traditional, nontraditional, undergraduate, graduate, veterans and international students; knowledge of federal, state and local laws and regulations related to enrollment management; Expertise with technological tools and platforms specific to recruitment, application, admissions and retention, as well as in messaging and marketing, including social media; Expertise in the implementation and use of current and emerging enrollment management technologies; e.g. Target X, Banner and Salesforce; Excellent listening, verbal and written communication skills coupled with the ability to convey complex information in a clear and concise manner appropriate to the audience, including public speaking and formal presentation; Demonstrated experience building internal and external partnerships to achieve enrollment objectives; and an awareness of key issues affecting higher education institutions nationally, including access, affordability, distance learning, technology and sustainability.

Twenty six (26) applied: 6 WM, 16 WF, 1 BM, 2 OM and 1 UM

Two (2) White males, four (4) White females, one (1) Other male and one (1) unknown male did not submit the required application paperwork. The required application paperwork included a cover letter outlining the contributions the applicant believes s/he can make to the development of Western Connecticut State University, the skills they would bring to the position and how his/her experience corresponds with the requested qualifications; a complete resume or vitae; and the names and contact information (email and phone) for five (5) professional references, none of whom will be contacted without formal permission of the candidate.

Five (5) White females did not have the required Master's degree.

One (1) White male applied after the deadline date.

Three (3) White females withdrew from consideration because they were offered other positions.

Three (3) White females were contacted for an interview and failed to respond.

Six (6) Interviewed: 3 WM, 1 WF, 1 BM, 1 OM

One (1) White male provided vague answers to the interview questions and some questions he never really answered directly. He was not current in computer technology and data driven initiatives. He was not able to provide any answer about retention of his students and working on interdisciplinary teams. He also was a former WCSU employee and never mentioned that fact during the interview because that experience would have been related to some of the interview questions.

One (1) White male had experience with two (2) strategic enrollment plans mentioned on his resume and during the interview he never mentioned this key experience as an example of an accomplishment or having that type of experience.

He did sway off the topic on a few questions and seemed uncomfortable providing some direct examples of his success in the enrollment area. He did provide some examples of small school projects he was involved in. He also mentioned that he only applied for the position because his wife got a job in the Danbury area.

One (1) Other male had limited experience recruiting undergraduate, graduate and veteran students even though he said he dealt with international students in his last position. He was presently in a position to learn about domestic recruitment and did not have too much exposure to this area yet and was not able to elaborate on his knowledge and working experience related to it. He read from his resume throughout the entire interview and did not provide any information or detailed examples that were not on the resume. He did not have answers to student retention and working on interdisciplinary teams.

One (1) White female had worked in as an Associate to a Dean of Enrollment Management in her previous position. She provided some examples that she believed in data-driven culture and the importance but she did not provide concrete examples of her experience using enrollment management technologies to advance enrollment services. She did provide an example of creating a mandatory two (2) day orientation program over the summer that took two (2) years to implement. She was not able to answer the questions relating to student retention. She also mentioned that her management style was aggressive about having power over staff and that she is demanding of all of her staff.

One (1) White male had higher education experience in admissions and coaching and is presently working in a marketing firm. He provided an example of a strategic plan that he created that increased enrollment at his former College from 836 to 1,500 students by expanding beyond normal geographic boundaries and also offering more financial aid. He did not have an answer to justify his experience of how he worked on inter-disciplinary teams or student retention. He described his management style as competitive style because he has experience as a coach. He was not familiar with the Common App and some newer technology.

The selected candidate (BM) explained how he has worked at several institutions and had progresses through the ranks in the Admissions Departments. He detailed how he helped bring WCSU online with the Common App and giving the University greater visibility and the ability for students to select Western Connecticut State University from a listing of participating colleges and universities. He was able to provide direct examples of how this has helped increase enrollment at the University. He also explained the use Target X to track student engagement and participating in University-sponsored events such as Open Houses. He also provided details of his communication and supervisory skills working with many other departments at the University. He provided an expansive knowledge of technology and has a proven track record in its implementation. He answered all of the interview questions in detail and explained each level of process and procedures as well as provided detailed examples to justify his ability and leadership skills.

FACULTY PROMOTIONS:

In this category, the American Association of University Professors (AAUP) Collective Bargaining Agreement (Article 4.11) governs promotions. The criteria for promotion set forth in the contract include a terminal degree, years of successful teaching, strong scholarship, including publications, and service to the University. A faculty member who wishes to be considered for promotion must submit notification in writing to the Department Chairperson as well as the Department Evaluation Committee (DEC) Chairperson by the deadline stated in the contract.

The faculty member's portfolios are reviewed and evaluated by the DEC, the appropriate Dean, and the Promotion and Tenure Committee (P&T) with each making a recommendation based on the criterion set forth in Article 4.11.9.1-4.11.9.5 of the collective bargaining agreement.

These recommendations are then sent to the President and pursuant to Article 4.11.14, the President makes recommendations for promotion and/or tenure to the Connecticut State Colleges & Universities Board of Regents based on the above noted criterion. If the President determines that the faculty member's portfolio has not met the criterion set forth in the collective bargaining agreement, that faculty member is not recommended for promotion and/or tenure. This procedure for granting promotions is conducted on an annual basis.

PROFESSOR

Goals (13): 2 BM, 2 BF, 1 HM, 4 OM, 4 OF

Promoted (5): 3 WM, 2 WF

Progress: There were five (5) faculty members who applied for promotion to Professor – 3 WM and 2 WF.

All five (5) applicants were recommended for promotions based on the evaluations of the DEC, the Deans, the Promotion and Tenure Committee and the President. The criteria for promotion set

forth in the contract include a terminal degree, years of successful teaching, strong scholarship, including publications and service to the University. The faculty member's portfolio is reviewed and evaluated by the DEC, the Dean and the Promotion and Tenure Committee. Each constituent makes a recommendation which is forwarded to the Provost and President. The President then makes recommendations to the Connecticut State Colleges and Universities (CSCU) System Office and the Board of Regents for Higher Education. In the following faculty categories.

Of the five (5) promotions (3 WM and 2 WF) were interviewed and were promoted. No promotional goals were achieved.

ASSOCIATE PROFESSOR

Goals (7): 4 WF, 2 BF, 1 HF

Promoted (4): 1 WM, 1 WF (goal candidate), 2 OM

Progress: There were four (4) faculty members that applied for promotion to Associate Professor (1 WM, 1 WF (goal candidate) and 2 OM).

Four (4) applicants were recommended for promotions based on the evaluations of the DEC, the Deans, the Promotion and Tenure Committee and the President. The criteria for promotion set forth in the contract include a terminal degree, years of successful teaching, strong scholarship, including publications and service to the University. The faculty member's portfolio is reviewed and evaluated by the DEC, the Dean and the Promotion and Tenure Committee. Each constituent makes a recommendation which is forwarded to the Provost and President. The President then makes recommendations to the Connecticut State Colleges and Universities (CSCU) System Office and the Board of Regents for Higher Education.

1 WM, 1WF and 2 OM were interviewed and were promoted. One (1) White female promotional goal was achieved.

ASSISTANT PROFESSOR

Goals: (0)

Promoted: 0

No promotional goals were set in this occupational category and no promotional activity occurred in this category during the reporting period.

PROFESSIONAL NON-FACULTY

Goals: (0)

Promoted: 0

No promotional goals were set in this occupational category and no promotional activity occurred in this category during this reporting period.

SECRETARIAL CLERICAL (All titles except, SECRETARY 2 title)

Goals: (2) 1 WM, 1 OF

Promoted: 0

No promotional goals were set in this occupational category and no promotional activity occurred in this category during this reporting period.

SECRETARIAL CLERICAL - SECRETARY 2

Goals: (3) 3 WF

Promoted: 0

No promotional goals were set in this occupational category and no promotional activity occurred in this category during this reporting period.

TECHNICAL/PARAPROFESSIONAL

Goals: 0

Promoted: (0)

No promotional goals were set in this occupational category and no promotional activity occurred in this category during this reporting period.

SKILLED CRAFTS

Goals: 0

Promoted: 0

No promotional goals were set in this occupational category and no promotional activity occurred in this category during this reporting period.

SERVICE MAINTENANCE (All titles except, Custodian title)

Goals: (2) 1 HM, 1 HF

Promoted: 0

No promotional goals were set in this occupational category and no promotional activity occurred in this category during this reporting period.

SERVICE MAINTENANCE - CUSTODIAN)

Goals: 0

Promoted: 0

No promotional goals were set in this occupational category and no promotional activity occurred in this category during this reporting period.

PROTECTIVE SERVICES

Goals: 0

Promoted: 0

No promotional goals were set in this occupational category and no promotional activity occurred in this category during this reporting period.

PROGRAM GOALS

April 1, 2016 – March 31, 2017

As a result of the critical analysis of the Office of Diversity and Equity and the needs of the University, the President and the Chief Diversity Officer had set the following strategic goals for the University:

- 1.) The University set a one year goal to examine and restructure its recruitment and search process to further ensure the process is free of any practice which may adversely impact any protected class group.

Progress: The goal was partially achieved. The Interim Chief Diversity Officer was beginning to work on achieving this programmatic goal to examine and restructure recruitment and the search process. He was monitoring the active searches during the reporting period. He was also working with the various departments to assure the process was in compliance and attracted diverse candidates for the active searches.

However, during the reporting period, the recruitment for a new Chief Diversity Officer took place and there was a hiring freeze placed upon the University by the Connecticut State Colleges and Universities (CSCU) President and the System Office due to the significant budget cuts.

The new Chief Diversity Officer started in July 2017 and has begun to make immediate changes and improvements in the recruitment and search process to directly focus and work on this programmatic goal. She has begun to work with some of the new search committees during her first month and under her guidance she is helping the search committees to develop a new recruitment and diversity action plan and to strive to work through the entire process with them to have concrete documentation on reasons for selection and reasons for non-selection. The Chief Diversity Officer has also scheduled a variety of meetings to introduce the new changes to the recruitment and selection plan to the School Deans and Department Chairpersons to have the new process roll out smoothly and in order to have it known to all Divisions at the same time. This program goal was included with the new program goals for 2017-18.

The President suggested that the new Chief Diversity Officer engage the divisions and departments so that every areas can be advised of the new changes to the recruitment and selection process. The new Chief Diversity Officer will be setting up these meetings to assure that all Departments and Divisions will be aware of these changes. Furthermore, as a new program goal for 2017-18, trainings will be availed to the university community on the changes to the university search process.

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Dean School of Visual & Performing Arts

Western Connecticut State University invites applications for the position of Dean of the School of Visual & Performing Arts. Western is located in Danbury, Connecticut, a city in Fairfield County, 60 miles north of New York City. The University is located on two campuses and serves 4,970 undergraduate and 508 graduate students. Western is one of the four comprehensive universities that comprise the Connecticut State University System. Western is divided into the Macricostas School of Arts & Sciences, the School of Professional Studies, the School of Visual & Performing Arts, and the Ansell School of Business.

The School of Visual & Performing Arts was established in June 2006, bringing together the art, music, and theatre arts departments for the better development and promotion of the arts disciplines. The School has the potential of establishing Western as the premier regional center for cultural, intellectual, and artistic excellence. In September 2014, a \$97-million state-of-the-art Visual and Performing Arts Center opened on Western's Westside campus. The facility was recently ranked No. 9 on the list of "[The 25 Most Amazing Campus Arts Centers](#)" by [Collegedegreeseearch.net](#). The School offers degrees in eight programs and serves over 475 undergraduate and graduate students. Additional information on the School of Visual & Performing Arts can be found at <http://www.wcsu.edu/svpa/>

Responsibilities: The University is seeking a Dean with a demonstrated record of administrative accomplishments fiscal, facilities and personnel management; and success in fundraising and development in visual and performing arts. The Dean should demonstrate an ability to promote, develop, and sustain the School's educational, scholarly, and academic & artistic community outreach activities and programs. The Dean provides collegial leadership and consensus building for faculty organized into three departments – Art, Music, and Theatre Arts. The Dean is responsible for evaluating faculty for renewal, tenure, and promotion. The successful candidate should possess an entrepreneurial spirit, a commitment for embracing diversity and facilitating cross disciplinary collaboration. The Dean of the School of Visual & Performing Arts reports to the Provost/Vice President for Academic Affairs.

Qualifications:

- Experience as a scholar/artist and teacher and a record of scholarship, performances or exhibitions, and a terminal degree from an accredited institution in one of the fields represented by the School.
- Academic administrative experience (including experience managing budgets), preferably beyond the level of chairperson, and demonstrated team-building experiences.
- Experience with national accreditation processes.
- Experience obtaining grants and fundraising is strongly preferred.
- An appreciation of information technology and its role in education.
- Demonstrated ability to communicate effectively and to maintain good working relationships with all internal and external constituencies of the University.
- Experience with campus governance and collective bargaining agreements and sensitivity to faculty selection and evaluation is preferred.

Minimum Starting Salary: \$119,000 plus a comprehensive benefits package. Additional information about benefits may be found on the Human Resources website: <http://www.wcsu.edu/hr/benefits/>. The preferred starting date is July 2016.

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Application Process: Application materials must include a cover letter outlining the contributions the applicant believes he/she can make to the development of the School of Visual and Performing Arts and the skills the applicant would bring to this position and how his/her experience corresponds with the requested qualifications, a current curriculum vitae; and the names, addresses, e-mail addresses and telephone numbers of at least five professional references. Application materials should be electronically submitted as **PDF** attachments to:

Ms. Peggy Boyle, Assistant Director of Human Resources – Recruitment.

In subject line of email reference: Your Last Name – Dean of Visual & Performing Arts

Email applications to: hrpositions@wcsu.edu by **Friday, March 4, 2016**.

Western is an Affirmative Action Equal Opportunity Educator/Employer

Position Announcement

**Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu**

**Western Connecticut State University
Enrollment Services
Associate Vice President**

Western Connecticut State University is pleased to announce applications are being accepted for the position of Associate Vice President of Enrollment Services. WCSU is located in Danbury, a city in Fairfield County, 60 miles north of New York City. The University is located on two campuses and serves approximately 5,000 undergraduate and 500 graduate students. WCSU is one of the four comprehensive universities that comprise the Connecticut State University System. WCSU is divided into four divisions: Academic Affairs, Finance & Administration, Student Affairs, and Institutional Advancement. The operating budget is approximately \$127 million and the University employs approximately 600 full-time employees of whom 222 are teaching faculty.

Duties and Responsibilities: The Associate Vice President reports to the President and will possess a demonstrated record of achievement and expertise in enrollment management leadership. The AVP plays a key role in shaping the strategic focus of University's recruitment, admission and retention efforts to ensure maximum effectiveness in a rapidly evolving and increasingly diverse landscape. The AVP is responsible for the oversight of student-related operations, which include: Admissions, Registrar's Office, Academic Advisement, Financial Aid & Student Employment, University Publications & Design, and Veterans Affairs. Within the division is a full and part-time staff of 50. Will also work closely and collaboratively with the academic deans. The AVP will develop and manage a state-of-the-art strategic enrollment management program, communicate effectively with internal and external constituencies and will advise on all university-wide enrollment initiatives and operations. The AVP will foster partnerships across the University and ensure that effective administrative services and programs are implemented in an inclusive and responsive environment serving a diverse student population, with many who are first-generation students.

The successful candidate must be capable of assessing institutional strategic enrollment projections and be ready to selectively seek out and attract prospective students to key programs. This effort may require a geographic assessment of potential student pools and may require an active and deliberate effort to attract certain population segments. Must possess a proven record of working within a regional public higher education environment and developing enrollment criteria which supports the University's mission. WCSU is particularly interested in applicants who have experience working with students from diverse backgrounds and a demonstrated commitment to improving access to higher education for first generation and under-represented groups.

Qualifications: Western is seeking a professional enrollment services leader with the following required attributes:

- Master's degree;
- Five (5) or more years in strategic recruitment and retention management experience within higher education;
- Demonstrable record of achievement in higher education enrollment management leadership that includes growing and sustaining student enrollment;
- Experience collaborating with faculty, IT, advising, registrar, student affairs and financial aid unit .
- Experience operating within a system of shared governance as well as within a collective bargaining environment;

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

- Experience serving varied populations, such as residential, commuter, online, traditional, nontraditional, undergraduate, graduate, veterans and international students;
- Knowledge of federal, state and local laws and regulations related to enrollment management;
- Expertise with technological tools and platforms specific to recruitment, application, admissions and retention, as well as in messaging and marketing, including social media;
- Expertise in the implementation and use of current and emerging enrollment management technologies, e.g. Target X, Banner, Salesforce;
- Excellent listening, verbal and written communication skills coupled with the ability to convey complex information in a clear and concise manner appropriate to the audience, including public speaking and formal presentation;
- In-depth knowledge of current trends in higher education and a strong awareness of key issues affecting higher education institutions nationally, including access, affordability, distance learning, technology and sustainability.

Salary and Benefits: Minimum starting salary is \$101,300. In addition to a comprehensive benefit package, WCSU offers competitive salaries commensurate with candidates' experience. Additional information may be found on our Human Resources website at <http://wcsu.edu/hr/benefits>. The preferred start date is July, 2017.

Application Materials: Prospective candidates must apply via email by submitting a cover letter outlining the contributions the applicant believes s/he can make to the development of Western Connecticut State University, the skills they would bring to this position and how his/her experience corresponds with the requested qualifications; a complete resume or vita; and the names and contact information (email & phone) for five (5) professional references, none of whom will be contacted without the formal permission of the candidate. Application materials must be submitted as one (1) complete file (Adobe PDF or MS Word format only) to: Ms. Peggy Boyle, Assistant Director of Human Resources - Recruitment. In subject line of email reference: Your Last Name - AVP - Enrollment. Email your one attachment to: hrpositions@wcsu.edu.

Application Deadline: Applications are due no later than **December 1, 2016**. Late applications will not be accepted.

Position Announcement

**Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu**

**Education and Educational Psychology Department
Ed.D. in Instructional Leadership Program
Tenure-track Position
Academic Year 2016-2017**

Western Connecticut State University is pleased to announce that applications are being accepted for a tenure-track position at the Assistant or Associate level for its Ed.D. in Instructional Leadership program beginning Fall 2016. WCSU's Ed.D. in Instructional Leadership is the only doctorate of its kind in Connecticut and is one of approximately 16 doctoral programs in the country to focus on instructional leadership. The dynamic curriculum prepares educators, such as teachers, curriculum specialists, counselors, school psychologists, and administrators to create innovative learning environments; to respond to reform at the national, state and local levels; and to transform educational organizations. Additional information is at www.wcsu.edu/EdD-leadership.

The successful candidate's assignments will include teaching doctoral degree courses; supervising doctoral student dissertation research; conducting scholarly work; maintaining professional relationships with local, state and national educators; and working with doctoral program faculty to develop and enhance program initiatives. Service at the program and department levels is required. Service at the university level is expected.

Qualifications: Candidates must present evidence of: 1) an earned doctorate in Instructional Leadership, Curriculum and Instruction, Educational Research, Educational Psychology, or Education; 2) a record of professional activities and scholarly publications appropriate to rank; 3) professional involvement in PreK-12 educational settings within the last five years as it applies to instructional leadership; 4) instructional technology skills; and 5) experience applying qualitative and quantitative methodologies. WCSU is a dynamic, diverse workplace and the ability to work with students, faculty and staff from various backgrounds and cultures is highly valued.

Preference will be given to candidates who have one or more of the following qualifications: 1) university teaching experience that includes instructional leadership, curriculum and instruction, learning and cognition, educational psychology, educational research, and/or assessment courses; 2) doctoral teaching experience; 3) doctoral committee experience.

Salary and Benefits: Rank and salary are dependent upon qualifications. WCSU offers competitive salaries commensurate with candidates' experience and a comprehensive benefit package. Additional information can be found on our website at www.wcsu.edu/hr/benefits.

Application Process: Interested candidates should electronically submit a cover letter, curriculum vitae, unofficial college transcripts, and contact information for 3 professional references to facultyvitae@wcsu.edu. All documents should be combined in a single PDF document. Reference search 600-312 in the subject line. Review of applications begins **February 15, 2016** and continues until the position is filled.

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Ancell School of Business
Division of Justice and Law Administration
Assistant Professor – Tenure Track
Academic Year 2017-18

WCSU's Ancell School of Business is pleased to announce that applications are being accepted for a tenure-track position in the Division of Justice and Law Administration (JLA).

The Division of Justice and Law Administration offers a Bachelor of Science in Justice and Law Administration and a Master of Science in Justice Administration. There are options in legal studies, paralegal studies, law enforcement, corrections, and criminology. Our mission is to provide an integration of substantive and practical education in courses of study designed to prepare students for a variety of career choices in law, public service, social systems and private enterprise.

The successful candidate will teach four (4) courses per semester, which includes teaching courses at our Waterbury campus, serve on business school and university committees, advise students on course selection and career opportunities, and engage in other division related activities.

Qualifications: A Juris Doctorate degree is required. Prior demonstrated experience teaching at the college level including the teaching of criminal justice related writing skills is required. Additional qualifications desired are experience teaching oral advocacy or moot court classes. A history of research and publications is desirable as is a commitment to meet the scholarly requirements of the division. Prior work experience in the legal field is preferred. Excellent written and oral communication skills are required.

WCSU is particularly interested in applicants who have experience working with students from diverse backgrounds and a demonstrated commitment to improving access to higher education for first generation and under-represented groups.

Salary & Benefits: Minimum starting salary will be \$59,668. In addition to offering competitive salaries commensurate with candidates' experience, WCSU offers a comprehensive benefit package. Additional information on benefits can be found on our website at www.wcsu.edu/hr/benefits. There are grant opportunities to support research and conference attendance.

Application Process: Applicants should submit a letter of application, a current curriculum vita, copies of syllabi from college level writing courses already taught, evidence of scholarly work, and contact information for at least three (3) professional references to hr_employment@wcsu.edu. Reference search #600-339 in the email subject line. All documents should be submitted as a single PDF document. Applications must be received by **Thursday, December 8, 2016**.

Position Announcement

**Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu**

**Western Connecticut State University
Management Department
Operations, Quality, Supply Chain Management
Assistant Professor – Tenure Track
Academic Year 2016-17**

WCSU's Ansell School of Business is pleased to announce that applications are being accepted for a tenure track position in Operations, Quality, and Supply Chain Management in the Management Department.

The successful candidate's assignments will include one or more of the following teaching areas: Operations, Quality, and Supply Chain Management. Teaching load may be split between the Bachelor's programs at our Danbury and Waterbury campuses and the Masters of Business Administration program. Scholarly activity is expected. In addition, the successful candidate will participate in departmental and university service, engage in professional activity, and will advise and mentor students.

Qualifications: An earned doctorate in Operations/Supply Chain Management from an AACSB accredited institution or an earned doctorate in a related field is required. Final stage ABDs (with dissertation proposal successfully defended) in Operations/Supply Chain Management from AACSB accredited institutions or final stage ABDs (with dissertation proposal successfully defended) in related fields considered. College teaching experience is preferred. Candidates must present evidence of research and publication and an active agenda of scholarship. Candidates should be professionally active and engaged in college / university service. Business or managerial experience is a plus. Western is a dynamic, diverse workplace, the proven ability to work effectively with people from a variety of backgrounds and cultures is highly valued.

Salary & Benefits: Minimum starting salary will be \$59,668. In addition to a comprehensive benefit package, WCSU offers competitive salaries commensurate with candidates' experience. There are grant opportunities to support research and conference attendance. Additional information can be found on our website at www.wcsu.edu/hr/benefits/.

Application Materials: Candidates must submit a letter which outlines interest in, and qualifications for, the position. The letter should include contact information, areas of teaching expertise and experience, areas of service and/or leadership, research interests, and a statement of teaching philosophy. A curriculum vitae and contact information for at least three professional references that can comment on the applicant's teaching, scholarship, and/or service/leadership should also be included in the application materials.

Application Deadline: Application materials should be submitted to: faculty@wcsu.edu. Applications must be received by May 5, 2016. Reference search #600-321 in the subject line.

The Ansell School of Business is composed of five business administration departments: Accounting, Finance, Management, Management Information Systems, Marketing, and the Division of Justice and Law Administration (JLA). The degrees offered are Bachelor of Business Administration (BBA), Master of Business Administration (MBA), Master of Healthcare Administration (MHA), as well as a Bachelor of Science in Justice and Law Administration (BSJLA) and Master of Science in Justice Administration (MSJA). The Management curriculum is designed to provide the student with the knowledge, skills, and perspectives necessary in managerial and administrative positions in a variety of organizations.

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Department of Education and Educational Psychology
Assistant Professor – Tenure Track
AY 2016-17

WCSU's School of Professional Studies is pleased to announce the availability of a full-time, tenure track position at the rank of assistant professor for the fall of 2016. The Department of Education and Educational Psychology offers a number of undergraduate and graduate degrees in education including an M.S. in Applied Behavior Analysis, an M.S. in School Counseling, an M.S. in Clinical Mental Health Counseling, and an Ed.D. in Instructional Leadership. Counselor education programs are accredited by the Council for the Accreditation of Counseling and Related Educational Programs (CACREP).

WCSU has two campuses in Danbury, CT (northern Fairfield County) and is less than 60 miles from New York City. The Department is preparing to move to a newly renovated facility, which includes new faculty offices, lecture rooms, and clinical rooms for child, adolescent, adult, and family counseling.

Responsibilities will include teaching courses in the counselor education program primarily in a face-to-face format; appropriate service; engagement in scholarly activity including research and grant writing; and collaboration with colleagues for the purpose of program evaluation, CACREP accreditation, and field placement of students.

Minimum Qualifications: The candidate will have a doctorate in counselor education or a closely related field. The candidate will have teaching experience in counselor education. **Preferred Qualifications:** The preferred candidate will have a doctorate from a CACREP accredited doctoral program; experience teaching in a graduate counselor education program; experience as a clinical or school counselor; a record of scholarly publications; and experience with CACREP accreditation. Preference will be shown to candidates with a well-defined research agenda that focuses on any of these areas: clinical mental health counseling, school counseling, play therapy, or neuroscience. WCSU is a dynamic and diverse workplace, which values faculty who can work effectively with people from a variety of backgrounds and cultures.

Salary and benefits: WCSU offers a competitive salary commensurate with the candidate's experience and a comprehensive benefits package. There are grant opportunities to support research and conference attendance. Additional information can be found on our website at www.wcsu.edu/hr/benefits

To Apply: Interested candidates should submit a curriculum vitae, cover letter, and contact information for at least three professional references to facultyvitae@wcsu.edu. Reference search #600-307 in the subject line.

Applications must be received by 5:00PM. Friday, January 15, 2016.

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Western Connecticut State University
Macricostas School of Arts & Sciences
Department of Communication & Media Arts
Assistant Professor–Tenure Track
Academic Year 2017

Western Connecticut State University's Macricostas School of Arts & Sciences is pleased to announce that applications are being accepted for a tenure track Assistant Professor position in the Department of Communication & Media Arts.

The Macricostas School of Arts and Sciences is home to 13 departments, 21 undergraduate majors and five graduate majors, and offers a variety of ways for students to further their education. The Department of Communication & Media Arts offers Bachelor of Arts degrees in Communication Studies and Media Arts. The department also offers minors in Broadcast Journalism and Communication. Additional information about the department may be found at <http://www.wcsu.edu/com/>

Position Summary: The successful candidate will teach courses in television broadcasting, video production, filmmaking, pre-production, post-production, and scriptwriting. Preference will be given to the candidate who is also able to teach audio production, media performance, or broadcast journalism. The successful candidate will be expected to participate in departmental and university service by taking an active role in developing new curricula, advising and mentoring students, serving on departmental and university committees, assisting student groups on campus, and engaging in professional activity.

WCSU's small classes allow for student-based teaching and learning and project-based activities. The teaching load for all full-time faculty member is four courses (12 credits) per semester. Danbury is in close proximity to New York City and Stamford and Hartford, Connecticut, which are homes to NBC, ABC, CBS, ESPN, the WWE, and other major media outlets.

Qualifications: The successful candidate must be able to provide evidence of teaching excellence and should hold, or be close to completing, a terminal degree by the time of appointment in the discipline of Communication, Media Arts, Digital Media, or another closely-related field. The candidate must also have a record of creative work and a high-level of professional experience and accomplishment in media. WCSU is particularly interested in applicants who have experience working with students from diverse backgrounds and a demonstrated commitment to improving access to higher education for first-generation and under-represented groups.

Salary & Benefits: The minimum starting salary is \$59,668. In addition to offering competitive salaries commensurate with candidates' experience, WCSU offers a comprehensive benefits package. Additional information on benefits can be found at www.wcsu.edu/hr/benefits/. Grants to support research and conference attendance are also available.

Application Process: Interested applicants must submit a letter of application, a current curriculum vita, copies of syllabi from college-level courses that have already been taught, evidence of scholarly work, and the names and contact information for at least three (3) professional references to facultyvita@wcsu.edu. In the Email Subject Line Reference Search #600-403. All materials should be submitted as PDF files. Applications must be received by **February 17, 2017**. Late applications will not be considered.

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Department of Nursing
Assistant Professor - Tenure Track
Spring 2016

WCSU's School of Professional Studies is pleased to announce the availability of a full-time, tenure-track position at the rank of Assistant Professor for Spring 2016 in the Department of Nursing.

The Western Connecticut State University maintains a commitment to diversity and boasts one of the most ethnically, racially, and culturally diverse student bodies in the State. Western is dedicated to providing students with a high quality education and a memorable campus experience at an affordable cost. The Nursing Department is one of the signature programs at WCSU and offers the following degrees in nursing: a BS, MS with major in Nursing, RN-to-BS degree completion program accredited by the Collegiate Commission on Nursing Education (CCNE), and a unique collaborative online EdD in Nursing Education, accredited by NEASC. Our graduates have achieved exceptional success on both the National Council Licensure Exam (NCLEX) and American Nurse Credentialing Center Exam for Adult Gerontological Nurse Practitioner. For more information, visit www.wcsu.edu/nursing.

Qualifications: Master's Degree in Nursing with relevant educational and clinical experience is required. The successful candidate will have experience in teaching with the ability to teach in the content areas of pediatrics, med-surg, and/or mental health. For positions at the Assistant level, an academic Doctorate in Nursing or related field (PhD, EdD, or DNS) will be required at the time of tenure review. A current registered professional nurse with CT licensure is required at the time of hire. As Western is a dynamic, diverse workplace, the proven ability to work effectively with people from a variety of backgrounds and cultures is highly valued.

Salary and Benefits: Assistant Professor with Master's degree minimum starting salary - **\$59,668**. Rank and salary are dependent upon qualifications. WCSU offers a competitive salary commensurate with the candidate's experience and a comprehensive benefit package. Additional information can be found on our website at www.wcsu.edu/hr/benefits.

To apply: Interested candidates should submit a resume, cover letter, and contact information for at least 3 references to facultyvitae@wcsu.edu. **Reference search # 600-280 in the subject line.** For best review, applications must be received by **Monday, October 19, 2015.**

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Western Connecticut State University
Macricostas School of Arts & Sciences
Department of Social Sciences
Assistant Professor
Tenure Track - Spring 2017

Western Connecticut State University's Department of Social Sciences is seeking a highly skilled and experienced educator to fill a tenure-track position in Political Science focusing on American government. The successful candidate must have a primary concentration in American politics and issues, and be prepared to teach advanced courses on the three branches of government as well as state and local politics. The teaching load is four courses per semester. The successful candidate is also expected to conduct scholarly research, advise students, and serve on departmental and University committees.

The Department of Social Sciences offers BA/BS degrees in Anthropology/Sociology, Economics, Political Science, and Social Sciences. WCSU's social sciences programs provide students with a critical understanding and holistic appreciation of the cultural, political, social and economic behavior of society. Additional information about the department can be found at www.wcsu.edu/socialsci

Qualifications: A completed doctorate in Political Science with a major in American government and a minor in either research methodology or political theory is required at time of employment. Prior teaching experience at the collegiate level is preferred. An ability to teach research methodology, particularly statistical analysis, is required. A background in political theory is desirable. Excellent written and oral communication skills are required. The University is particularly interested in applicants who have experience working with students from diverse backgrounds and a demonstrated commitment to improving access to higher education for first generation and under-represented groups.

Salary and Benefits: Salary range will be \$59,668 - \$80,030. In addition to competitive salaries commensurate with candidates' experience, the University offers a comprehensive benefit package. Additional information can be found on our website at www.wcsu.edu/hr/benefits/. Grant opportunities to support research and conference attendance are available as well.

Application Materials: Interested candidates should submit a cover letter, curriculum vitae, a statement of teaching philosophy (two pages max), unofficial undergraduate and graduate transcripts, a writing sample, evidence of teaching effectiveness, and three letters of recommendation, including contact information to: facultyvitae@wcsu.edu. Reference search #600-333 in the subject line of email. Transcripts and recommendation letters may be sent to Dr. Averell Manes, Social Sciences department, WCSU, 181 White Street, Danbury, CT 06810.

Application Deadline: Application materials must be received by October 3, 2016.

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Western Connecticut State University
School of Professional Studies
Department of Health Promotion and Exercise Sciences
Assistant Professor / Internship Coordinator
Tenure Track
Academic Year 2017

Western Connecticut State University's School of Professional Studies is pleased to announce that applications are being accepted for a tenure track Assistant Professor position in Department of Health Promotion & Exercise Science (HPX).

The School of Professional Studies is comprised of four departments: Education & Education Psychology, Health Promotion & Exercise Science, Nursing, and Social Work. Undergraduate degrees are offered in each of these professional fields, as well as Master's degrees in Nursing and Education & Education Psychology, and Doctoral degrees in Education and Nursing. The HPX department currently offers two Bachelor of Science degree level programs in Health Promotion Studies and Health Education (PK-12), as well as offering courses to fulfill the University's Health and Wellness general education competency. HPX is also the home of the Institute for Holistic Health Studies. The Bachelor of Science Health Promotion Studies major has options in Allied Health Professions, Community Health, Holistic & Integrative Health, and Wellness Management. For more information, please visit the department's webpage: www.wcsu.edu/hpx/

Position Summary: The primary responsibility for this position will be as the Health Promotion Studies Internship Coordinator, with a focus on managing the field-based placement and supervision of student interns. Other responsibilities include: advising students, serving on department and university committees, participating in the department's on-going Council on Education for Public Health (CEPH) accreditation process, maintaining a database of interns and internship sites, conducting internship site visits, coordinating internship capstone presentations, initiating and building partnerships with community agencies to develop student opportunities, managing contracts with participating agencies, and engaging in professional activities. Additional responsibilities may include teaching additional health promotion studies courses as assigned.

Qualifications: A Master's degree in Public Health or related field required. Documented experience as an internship coordinator as well as public health/community health teaching experience at a four-year university/college is required. Additional preference will be given to applicants with well-rounded experience in public health, community health, and health promotion; collaborative coursework with fellow faculty and community partners; experience with service and/or experiential learning. WCSU is particularly interested in applicants who have experience working with students from diverse backgrounds and a demonstrated commitment to improving access to higher education for first generation and under-represented groups.

Salary & Benefits: The minimum starting salary is \$59,668. In addition to offering competitive salaries commensurate with candidates' experience, WCSU offers a comprehensive benefits package. Additional information on benefits can be found at www.wcsu.edu/hr/benefits/. There are grant opportunities to support research and conference attendance.

Application Process: Interested applicants must submit a letter of application, which outlines interest in, and qualifications for the position; internship coordinator and community networking experience; areas of teaching expertise and experience, areas of service and/or leadership, research interests, and a statement of teaching philosophy; a current curriculum vita, and the names and contact information for at least three (3) professional references who can comment on the applicant's internship coordinator and community networking experience, teaching, scholarship, and/or service/leadership to facultyvitaec@wcsu.edu. In the Email Subject Line Reference Search #600-405. All materials should be submitted as PDF files. Applications must be received by **February 17, 2017**. Late applications will not be considered.

Position Announcement

**Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu**

**Western Connecticut State University
Macricostas School of Arts and Sciences
Department of Philosophy & Humanistic Studies
Assistant Professor - Tenure Track
Academic Year 2017 – 2018**

WCSU's Macricostas School of Arts and Sciences is pleased to announce that applications are being accepted for a tenure track, Assistant Professor position in the Department of Philosophy & Humanistic Studies

The Department of Philosophy & Humanistic Studies offers classes and degrees in both philosophy and interdisciplinary studies, and the ideal candidate will be able to teach a wide variety of classes in both areas. All specializations are welcome but the ability to teach courses in the following areas will be particularly valuable: philosophy of women and gender; applied ethics (e.g. health care ethics, business ethics, environmental ethics); non-Western philosophy (e.g. Buddhist philosophy, Islamic philosophy); philosophical aesthetics (e.g. philosophy of art, philosophy of music, philosophy of film); interdisciplinary approaches to sustainability and other environmental issues; interdisciplinary approaches to art and aesthetics; first year seminars for freshmen. We are looking for a creative, energetic scholar who can help our department grow. Professors at WCSU teach four (4) courses (12 credits) per semester. For information on the courses and degrees programs offered may be found on the department's website: www.wcsu.edu/philosophy.

Qualifications: Must possess a completed Ph.D. in Philosophy by August 1, 2017. Excellent written and oral communication skills are required, as well as a demonstrated excellence in teaching and research. WCSU is particularly interested in applicants who have experience working with students from diverse backgrounds and a demonstrated commitment to improving access to higher education for first generation and under-represented groups.

Salary & Benefits: Minimum starting salary will be \$59,668. In addition to offering competitive salaries commensurate with candidates' experience, WCSU offers a comprehensive benefit package. Additional information on benefits can be found on our website at www.wcsu.edu/hr/benefits/. There are grant opportunities to support research and conference attendance.

Application Process: Interested candidates should submit a cover letter addressing the position requirements, a current curriculum vitae, letters of recommendation from three (3) references, a sample of published research, and sample syllabi from at least three (3) courses. Applications must be submitted via email to facultyvitae@wcsu.edu. Reference search #600-400 in the email subject line. Applications must be received by **January 20, 2017**. Late applications will not be accepted.

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Ancell School of Business
Accounting Department
Assistant/Associate Professor
Tenure Track Position
Academic Year 2016-17

The Accounting Department at Western Connecticut State University is seeking candidates for a tenure-track position. Rank is dependent upon qualifications. Strong regional and community partnerships create opportunities for students, staff and faculty. Ancell accounting graduates place well with international, national, regional and local accounting firms, as well as major private businesses, NGOs and government entities. A substantial percentage of our graduates pursue post-graduate education in business disciplines or law. For more information, visit www.wcsu.edu/asb/acc

This position, along with six full-time faculty members, will support both a BBA and a MBA program. In addition to teaching undergraduate and graduate courses, successful candidates' responsibilities will include academic advising and service to the department, university, and profession.

Qualifications: Preferred candidates will have a Ph.D. or D.B.A. in Accounting, preferably from an AACSB accredited business school. A candidate holding a Ph.D. or other terminal degree in a business discipline, economics or a related discipline, who also holds a CPA, may be considered. ABD candidates in Accounting who expect to complete their degree by July 2016 may be considered. Significant experience, with four or more years as a professor or professional accountant, is preferred. A record of scholarly productivity in peer-reviewed journals is preferred. Candidates holding professional certifications, e.g., CPA, CMA, CISA, CIA, CFE, CVA, etc., are preferred.

Professionally qualified candidates will be considered. A preferred professionally qualified candidate will possess a master's degree in accounting or taxation and hold a CPA or CMA certification. Candidates holding a master's degree or equivalent in a business related discipline and a CPA or CMA may be considered. A preferred candidate will have professional experience in Accounting that is significant in duration and level of responsibility and current at the time of hiring. Those candidates with 60 or more load credits of university teaching experience are preferred, as are candidates with publication records and professional certifications in addition to the CPA/CMA.

Western Connecticut State University is a dynamic, diverse workplace. A candidate's ability to work with students, faculty and staff from various backgrounds and cultures is highly valued.

Rank and Salary: Rank and salary are dependent upon qualifications. WCSU offers a competitive salary commensurate with the candidate's experience and a comprehensive benefit package. There are grant opportunities to support research and conference attendance. Additional information can be found on our website at www.wcsu.edu/hr/benefits.

Application Materials: Interested candidates should submit a cover letter, curriculum vitae, and 3 current letters of reference to: facultyvitae@wcsu.edu **Reference search #600-278 in the subject line.** Please submit an unofficial copy of the graduate transcript to Professor Thomas J. Monks, Chair, Accounting Department, WCSU, 181 White Street, Danbury, CT 06810. Applicants with prior teaching experience should identify courses taught and, if not full-time, the number of credit hours taught. Applications must be received by **Friday, March 4, 2016**. The ideal candidate will be available to start in August, 2016.

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Western Connecticut State University
Macricostas School of Arts and Sciences
Department of Biological and Environmental Sciences
Assistant Professor – Microbiology
Tenure Track - January 2017

The Department of Biological and Environmental Sciences at Western Connecticut State University seeks candidates for a tenure-track Assistant Professor position in the field of Microbiology. We are seeking a broadly trained microbiologist who will complement the existing teaching and research strengths of our department and involve undergraduate and potentially masters students in their research, both in the classroom and in independent laboratory projects. The successful candidate will regularly teach lectures and labs of microbiology courses designed for nursing and biology majors. The candidate will also contribute to the teaching of other courses depending on the candidate's expertise and needs within the department. The successful candidate will be expected to develop a research program that will integrate undergraduate students. Possible areas of research expertise include (but are not limited to) human, animal, or plant pathogens, host-microbe interactions, microbiome research, or soil/aquatic microbiology.

Qualifications: The successful candidate will have completed a Ph.D., or equivalent terminal degree. Candidates must be qualified to teach undergraduate microbiology lab courses following BSL-2 procedures, and must be familiar with science teaching pedagogy that encourages active outcome-based learning and critical thinking.

Salary & Benefits: Minimum starting salary will be \$59,668. In addition to a comprehensive benefit package, WCSU offers competitive salaries commensurate with candidates' experience. There are grant opportunities to support research and conference attendance. Additional information can be found on our website at www.wcsu.edu/hr/benefits/.

Application Materials: Candidates must submit: Cover letter which addresses the candidate's interest in working at a primarily teaching institution; teaching statement that address qualification and experience in teaching microbiology courses designed for nursing and biology majors that follow BSL-2 procedures, evidence of teaching excellence or training in science teaching pedagogy, and a description of other teaching interests; and a research statement that focuses on how students would be incorporated in the candidate's research program. Names and contact information for at least three professional references that can comment on the applicant's teaching, scholarship, and/or service/leadership should also be included in the application materials.

Application Deadline: Application materials should be submitted to: facultyvitae@wcsu.edu. Applications must be received by **May 27, 2016**. Reference search #600-322 in the subject line.

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Department of Theatre Arts
Assistant Professor - Tenure-Track
Costume Technology/Design
Academic Year 2016-17

Western Connecticut State University's Department of Theatre Arts is seeking an experienced tenure-track costume technology/design specialist. The successful candidate will teach undergraduate courses in costume technology, costume design, costume history, design at least one show per year, facilitate the realization of the design of all fully staged theatre productions and one opera annually, and work with guest designers and student designers to realize designs for the remaining productions. Additionally, it is expected that the candidate has experience with coordination of workflow of guest designers, a part-time costume shop supervisor and student personnel. Additional responsibilities depend on candidate's areas of expertise and Department needs. The successful candidate must maintain an active professional profile in costume design and/or as an artisan, research, and/or scholarly and creative activities. The candidate will also be expected to participate in appropriate Department, University, and professional service, such as academic advising, and actively recruiting students in the design/technical theatre area.

Qualifications: An MFA, or other terminal degree, in costume technology and/or design is required. The successful candidate must provide evidence of at least three years of successful college teaching experience along with demonstrated professional level artistry in the areas of stitching/tailoring, pattern drafting/draping, costume design, wardrobe management, and shop coordination. As WCSU is a dynamic, diverse workplace, the proven ability to work effectively with people from a variety of backgrounds and cultures is highly valued. Excellent written and oral communication skills are required.

Minimum Starting Salary: \$59,668 for Assistant Professor. Rank and salary are dependent upon qualifications. WCSU offers a competitive salary commensurate with the candidate's experience and a comprehensive benefits package. There are grant opportunities to support research and conference attendance. Additional information can be found on our website at www.wcsu.edu/hr/benefits

Application Materials: Interested candidates should submit a cover letter, curriculum vitae, a statement of teaching philosophy, and contact information for 3-5 references to: facultyvitae@wcsu.edu **Reference search 600-304 in the subject line.** Applications must be received by January 3, 2016.

The School of Visual and Performing Arts (SVPA) recently opened a new \$97 million visual and performing arts center, which features state-of-the art theatre facilities and equipment. Only an hour from New York City, yet located in the scenic foothills of New England's Berkshires, the school offers a high-quality arts education at the relatively affordable cost of a public university.

The Department of Theatre Arts (<http://www.wcsu.edu/theaterarts>) provides a strong theoretical and practical approach to the study and craft of theatre. The department features five full-time and seven part-time faculty supporting 100 majors in two degree programs: BA in Theatre (options in Performance, Design Technology, Theatre Arts Management, Drama Studies) and BA in Musical Theatre.

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Western Connecticut State University
Macricostas School of Arts & Sciences
Writing, Linguistics, and Creative Process
Assistant Professor – MFA Coordinator – Tenure Track
Academic Year 2017–2018

WCSU's Macricostas School of Arts & Sciences is pleased to announce that applications are being accepted for a tenure track Assistant Professor & MFA Coordinator position in Writing, Linguistics, and Creative Process department.

The low-residency MFA Program in Creative and Professional Writing program at WCSU takes a unique approach to training writers for professional careers, and student success in the program is high: in the first 10 years of the program, 87% of alumni published books, found full-time employment, or managed successful freelance careers. Since the launch of the program in 2005, alumni have published over 40 books.

Position Summary: The MFA Coordinator manages all aspects of the MFA program, from budgeting and planning through assessment of learning outcomes. Duties of the coordinator include but are not necessarily limited to: recruitment and orientation of new students; advising all MFA students; recruitment of adjunct faculty; faculty course assignments; planning and operation of August and January residencies; advisement of the program's online literary journal, *Poor Yorick: a Journal of Rediscovered Objects*; providing guidance to MFA students with Graduate Assistantship placement; thesis review; maintenance of the program's web page; and overseeing the operation of the Housatonic Book Awards.

Faculty in our department carry 12 credit hours per semester, and the MFA Coordinator receives four (4) hours of release time each semester. In a typical semester, the MFA Coordinator teaches one online multi-genre workshop in the MFA program, one on-campus undergraduate course, and either three to four one-to-one MFA mentees or an occasional second on-campus undergraduate course, at the MFA Coordinator's discretion

Qualifications: Must possess either a MFA or Ph.D.; have published at least one book with a reputable press, and possess some experience working professionally or publishing in journalism, technical or business communications, public relations, marketing, publishing, or grant writing. The Search Committee will look favorably on candidates with some publication history in creative nonfiction and/or who have taught at the graduate level, but those qualifications are not requirements.

WCSU is particularly interested in applicants who have experience working with students from diverse backgrounds and a demonstrated commitment to improving access to higher education for first generation and under-represented groups.

Salary & Benefits: Minimum starting salary for this 12-month appointment will be \$71,601 (this includes a 20% salary supplement over the traditional 10-month salary.) WCSU offers competitive salaries commensurate with candidates' experience, as well as a comprehensive benefit package. Additional information on benefits may be found on our website at www.wcsu.edu/faculty. There are grant opportunities to support research and conference attendance.

Interview Process: The committee expects to conduct interviews of semifinalists via SKYPE in early February or in person at the AWP conference in Washington, D. C. on the afternoon of February 9, 2017. Finalists will then be invited for campus interviews

Application Process: Interested candidates should submit a letter of application, a current curriculum vita, an unofficial transcript showing terminal degree, names and contact information for three (3) to five (5) professional references (no letters, please) to facultyvac@wcsu.edu. Reference search #600-348 in the email subject line. All documents should be submitted as a single PDF document. Applications must be received by **January 15, 2017**.

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Western Connecticut State University
Macricostas School of Arts & Science
Computer Science
Assistant Professor - Tenure Track
Spring 2017

WCSU seeks outstanding applicants for a tenure-track, assistant professorship, in Computer Science, starting in January 2017. The CS department's mission is to offer a broad and up-to-date curriculum that provides students with a comprehensive foundation that permits graduates to adapt to new technology and new ideas. WCSU students benefit from small class sizes and a faculty focus on teaching and learning. With more than 100 majors, the Computer Science Department offers a BS in Computer Science and participates in the offering of an interdisciplinary BA in Digital & Interactive Media Art.

Teaching duties include courses for Computer Science majors and for Computer Science general education. Full-time teaching load is 12 credit hours per semester. The successful candidate will also advise students and serve on departmental and University committees.

Qualifications: A completed doctorate in Computer Science followed by at least two years of relevant industry or academic experience is required at time of employment. Preference will be given to candidates with experience in modern environments (cloud, virtualization). Demonstrated proficiency in more than one programming language including C++. Must possess the ability to teach a wide variety of undergraduate courses including, but not limited to, courses in data management, software engineering and programming. Proven capability for research, preferably with interdisciplinary components, and/or a record of advancing a research agenda, and demonstrate a willingness to participate in faculty governance. The ability to attract external funding will be an advantage. Must display evidence of excellence in teaching at the university level. Excellent written and oral communication skills are required. WCSU is a dynamic, diverse workplace and the ability to work with students, faculty and staff from diverse backgrounds and cultures is highly valued.

Salary and Benefits: Salary range will be \$59,668 - \$80,030. In addition to competitive salaries commensurate with candidates' experience, the University offers a comprehensive benefit package. Additional information can be found on our website at www.wcsu.edu/hr/benefits. Grant opportunities to support research and conference attendance are available as well.

Application Materials: Interested candidates should submit a cover letter, curriculum vitae, a statement of teaching philosophy, unofficial transcript of graduate coursework, evidence of current undergraduate teaching experience, evidence of research productivity, and with three (3) letters of recommendation, including contact information to: facultyvitae@wcsu.edu. Reference search #600-330 in the subject line of email. Transcripts and recommendation letters may be sent to Dr. Gancho Ganchev, Search Chair, Computer Science department, WCSU, 181 White Street, Danbury, CT 06810. Application materials must be received by September 9, 2016.

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

School of Arts and Sciences
Department of Writing, Linguistics and Creative Process
Assistant Professor – Tenure Track
Academic Year 2016-17

WCSU's Department of Writing, Linguistics, and Creative Process seeks applications for a tenure-track assistant professorship in Journalism to begin in fall of 2016. The Department offers the following degrees: Bachelor of Arts in Professional Writing (with concentrations in 1. Journalism and Public Relations, 2. Creative Writing, and 3. Business and Technical Writing) and the Master of Fine Arts in Creative and Professional Writing.

The successful candidate will teach a range of undergraduate courses in journalism and will take primary responsibility for the undergraduate concentration in Journalism and Public Relations. The candidate will review and update the journalism curriculum as appropriate to meet current expectations for journalists regarding social and electronic media. In addition, the candidate will be expected to participate fully in the work of the department and university by advising students, serving on committees, and advising *The Echo*, the student-run campus newspaper. The successful candidate will be expected to help journalism students find and complete pre-professional internships and may have opportunities to work with graduate students in the department's MFA program in Creative and Professional Writing.

Full-time faculty members carry a four/four teaching load, with opportunities for reassigned time for faculty development and creative activities/research.

Qualifications: The ideal candidate will be a professional journalist with teaching experience and publishing history in newspapers, magazines, web, and/or books. Ability to teach creative nonfiction will be seen as a bonus, but is not a requirement. Consideration will be given to candidates who have:

- (A) An earned doctorate, or an MFA appropriate to the field, from an accredited college or university, **OR**
- (B) At least three (3) years of full-time service in a college or university at a rank of Instructor or above, plus a master's degree plus the equivalent of at least one year's full-time graduate study beyond the master's.

As the Department engages in many extra-curricular projects at the departmental and university-wide levels and because WCSU is a dynamic, diverse workplace, the ability to work harmoniously with students, faculty, and staff from various backgrounds and cultures is highly valued. Excellent written and oral communication skills are required.

Note: Candidates who may have credentials and/or experience substantially comparable to the listed standards (such as, but not limited to, many years of journalistic experience, significant editorial experience, or significant awards in the field) are also encouraged to apply.

Minimum Starting Salary: \$59,668 for Assistant Professor. Rank and salary are dependent upon qualifications. WCSU offers a competitive salary commensurate with the candidate's experience and a comprehensive benefits package. There are grant opportunities to support research and conference attendance. Additional information can be found on our website at www.wcsu.edu/hr/benefits.

Application Materials: Interested candidates should submit a cover letter, curriculum vitae, a writing sample, and contact information for three professional references to: facultyvitae@wcsu.edu Finalists will be asked to submit a portfolio of his or her writing. **Reference search #600-295 in the subject line.** Applications must be received by **December 1, 2015.**

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

School of Arts and Sciences
Department of Biological and Environmental Sciences
Assistant Professor – Tenure Track
Academic Year 2016-17

Western Connecticut State University's Department of Biological and Environmental Sciences seeks candidates for a tenure-track position at the rank of Assistant Professor. The Biology faculty have expertise in a range of fields from molecular biology to ecology. We are seeking a broadly trained **cell biologist** who will complement the existing teaching and research strengths of our Department. The successful applicant will be expected to teach upper-level courses in cell biology, developmental biology, and to contribute to the teaching of introductory biology courses.

Qualifications: The successful candidate will have completed a Ph.D., or equivalent terminal degree. Candidates should demonstrate evidence of excellence in teaching and mentoring undergraduates, and will be expected to develop a research program that can be implemented with undergraduates. While the specific research area is open, possible areas of expertise may include (but are not limited to) regenerative biology, cancer biology, immunology, or evolution/development.

Rank & Salary: WCSU offers a competitive salary commensurate with the candidate's experience and a comprehensive benefits package. There are grant opportunities to support research and conference attendance. Additional information can be found on our website at www.wcsu.edu/hr/benefits.

To Apply: Interested candidates should submit the following documents (in a single PDF document) to facultyvitae@wcsu.edu. Reference search #600-298 in the subject line.

- Curriculum vitae that highlights relevant teaching experience
- Cover letter that addresses the candidate's interest in working at a primarily teaching institution
- Statement of teaching philosophy, experience, and interests that includes evidence of teaching excellence
- Statement of research focus and goals that address how the candidate would integrate undergraduates in their research program
- Contact information for three professional references

Applications must be received by Friday, **December 18, 2015**.

Position Announcement

**Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu**

**Western Connecticut State University
School of Professional Studies
Department of Nursing
Assistant Professor - Tenure Track
Academic Year 2016-17**

WCSU's School of Professional Studies is pleased to announce the immediate availability of a full time, tenure-track position at the rank of Assistant Professor for FALL 2016 in the Department of Nursing.

The Western Connecticut State University maintains a commitment to diversity and boasts one of the most ethnically, racially, and culturally diverse student bodies in the State. Western is dedicated to providing students with a high quality education and a memorable campus experience at an affordable cost. The Nursing Department is one of the signature programs at WCSU and offers the following degrees in nursing: a B.S., M.S. with major in Nursing, R.N. to B.S. degree completion program accredited by the Collegiate Commission on Nursing Education (CCNE), and a unique collaborative online Ed.D. in Nursing Education, accredited by NEASC. Our graduates have achieved exceptional success on both the National Council Licensure Exam (NCLEX) and American Nurse Credentialing Center Exam for Adult Gerontological Nurse Practitioner. For more information, visit www.wcsu.edu/nursing.

Qualifications: Master's Degree in Nursing with relevant educational and clinical experience is required. The successful candidate will have experience in teaching with the ability to teach across the curriculum. For positions at the Assistant level, an academic Doctorate in Nursing or related field (Ph.D., Ed.D. or DNS) will be required at the time of tenure review. A current registered professional nurse with CT licensure is required at the time of hire. As Western is a dynamic, diverse workplace, the proven ability to work effectively with people from a variety of backgrounds and cultures is highly valued.

Salary & Benefits: Salary range will be \$59,668 - \$80,030. In addition to a comprehensive benefit package, WCSU offers competitive salaries commensurate with candidates' experience. There are grant opportunities to support research and conference attendance. Additional information can be found on our website at www.wcsu.edu/hr/benefits/.

Application Materials: Candidates must submit a letter which outlines interest in, and qualifications for, the position. The letter should include contact information, areas of teaching expertise and experience, areas of service and/or leadership, research interests, and a statement of teaching philosophy. A curriculum vitae and contact information for at least three professional references that can comment on the applicant's teaching, scholarship, and/or service/leadership should also be included in the application materials.

Application Deadline: Application review will begin immediately and continue until the position is filled. Application materials should be submitted via email to facultyvitae@wcsu.edu, referencing Search #600-325 in the subject line.

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Department of Education & Educational Psychology
Assistant Professor - Tenure Track
Spring 2016

WCSU's School of Professional Studies is pleased to announce the availability of a full-time, tenure-track position at the rank of Assistant Professor for Spring 2016 in the Department of Education & Educational Psychology.

Responsibilities will include teaching Applied Behavior Analysis (ABA) courses primarily via distance education; coordinating practicum at the graduate and undergraduate levels; engaging in scholarly activities, including grant writing, program evaluation, and serving on graduate committees.

The Education and Educational Psychology Department is one of the signature departments at WCSU and offers the following degrees in professional fields: a BS in Elementary Education Interdisciplinary Major, BS in Secondary Education , MS in Education Option in Curriculum , MS in School Counseling, MS in Clinical Mental Health, MS in Applied Behavior Analysis, and EdD in Instructional Leadership. Programs are accredited by the Council for the Accreditation of Educator Preparation (CAEP), the Council for the Accreditation of Counseling and Related Programs (CACREP) and NEASC. For more information, visit <http://www.wcsu.edu/education/>

Minimum qualifications: Doctorate in special education, or related field, with a concentration in ABA; must be eligible to take the examination for Board Certified Behavior Analyst as stated on the Behavior Analyst Certification Board website (i.e., accrued 1,500 hours of BCBA-supervised field experience and have met the BCBA coursework requirement). BCBA or BCBA-D must be earned within the first year of employment if credential is not held at time of employment.

Preferred qualifications: Board Certified Behavior Analyst-Doctoral Level (BCBA-D); scholarly productivity in ABA, including behavioral research; experience teaching courses on behavioral interventions for individuals; active role in ABA-related professional associations; successful college-level teaching and supervision of practicum training activities; experience developing and teaching online courses in ABA; at least one year of experience working in applied settings with individuals on the autism spectrum or other developmental disability. Preference given for candidates with teaching certification in special education or bilingual education. As Western is a dynamic, diverse workplace, the proven ability to work effectively with people from a variety of backgrounds and cultures is highly valued.

Minimum Starting Salary: \$59,668. Rank and salary are dependent upon qualifications. WCSU offers a competitive salary commensurate with the candidate's experience and a comprehensive benefit package. Additional information can be found on our website at www.wcsu.edu/hr/benefits .

To apply: Interested candidates should submit a resume, cover letter, and contact information for at least 3 professional references to facultyvitae@wcsu.edu. **Reference search # 600-283 in the subject line.** Applications must be received by **Monday, October 19, 2015.**

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Western Connecticut State University
Assistant Director - Facilities Operations
Environmental & Facilities Services

Western Connecticut State University invites applications for the full-time position of Assistant Director - Facilities Operations. This position is responsible the management of the grounds maintenance functions including supervision and leadership of the grounds maintenance crew; athletic field preparation; events support; contracting of labor activities; snow removal; equipment maintenance; and fleet operations.

Primary Responsibilities: Supervision, prioritizing, scheduling and review work of staff, delivery of services within the Grounds Maintenance group and Fleet Management areas. Coordination and supervision of staff involved in campus snow removal. Manages equipment and services, budget tracking and overtime equalization; annual performance evaluations and personnel documentation.

Qualifications: Bachelor's degree in related field. Must be available outside of normal work hours, including weekends and holidays to respond to inclement weather conditions and emergencies as needed. Three (3) years of progressive experience with grounds maintenance in large scale service industries is required as is the knowledge of grounds maintenance, snow removal, sports field maintenance, vehicle and equipment operations and repair. Excellent technical skills using a broad array of computer systems and programs. Excellent written and verbal communication are required as is the ability to work effectively with diverse populations including students, administrators, faculty, and alumni. Valid driver's license required, CDL preferred. Professional certifications such as Property Maintenance and Management is desired. Pesticide application license knowledge of horticulture preferred

Minimum Starting Salary and Benefits: \$52,489. WCSU offers a competitive salary commensurate with the candidate's experience and a comprehensive benefit package. Additional information can be found on our website at www.wcsu.edu/hr/benefits/. Additional information about WCSU can be found at www.wcsu.edu.

Application Process: Prospective candidates must apply via email by submitting a cover letter, which includes the contact information for 3 current professional references and a resume, as one (1) complete file (PDF or Word format only) and not via multiple attachments to: Peggy Boyle, Assistant Director of Human Resources - Recruitment. In email subject line of email reference: Your Last Name – Assistant Director Facilities. Submit your email, with the one attachment to hrpositions@wcsu.edu. Applications must be received no later than **March 11, 2016** in order to be considered. Late applications will not be accepted.

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Western Connecticut State University
Division of Enrollment Services
University of Publications & Design
Director

Western Connecticut State University is pleased to announce applications are being accepted for the position of Director of University Publications & Design. The Director will supervise and direct the staff and operations of the University's Publications & Design office and Print Shop. Produce all promotion, academic, and administrative print publications. Supervise and coordinate the production of all annual and semester academic publications, such as the undergraduate and graduate catalogs, undergraduate/day course offerings bulletin, and graduate/evening course bulletin. Responsible for the art design and production of all promotional material (view book, posters, brochures, flyers, and print-media advertising, etc.), forms, booklets, brochures, and special events material (i.e. Commencement, Honors Convocation, Recognition Program, University Ball, etc.) Provides design and production support for print and electronic media to all University departments. Provides copy-writing and editing services as needed. Directs the writing, editing, publication and distribution of the weekly in-house newsletter. Oversees the Design & Production & Print Shop budgets, assists with bidding procedures related to production and print shop work, maintains inventory of supplies, and maintains job logs and records. The Director will also be responsible for monitoring the University's brand image across the entire university. In coordination with the Associate Vice President for Enrollment Services, the Director will participate in creating the marketing plan for the University. Responsible for maintaining the University's web presence. Coordinates the University web communication strategies in support of the University's strategic goals in marketing, recruitment/enrollment, and fundraising.

Qualifications: Bachelor's Degree in Graphic Design required. Master's Degree preferred. Three to five years' experience in desktop publishing. Three years of supervisory experience. Knowledge of web technologies such as HTML, Micromedia Flash, Adobe Go Live or Net Objects Fusion is desirable. Must possess a knowledge of graphic design software, such as: In Design, Photoshop, Illustrator, Acrobat Pro. Experience with Mac hardware required. WCSU is a dynamic, diverse workplace, the proven ability to work effectively with people from a variety of backgrounds and cultures is highly valued.

Minimum Starting Salary and Benefits: \$70,745. WCSU offers a competitive salary commensurate with the candidate's experience and a comprehensive benefit package. Additional information on benefits can be found on our Human Resources website at <http://wcsu.edu/hr/benefits>

Application Process: Prospective candidates must apply via email by submitting a cover letter, which includes the contact information for (3) current professional references and a resume, as one (1) complete file (PDF or Word format only) and not via multiple attachments to: Peggy Boyle, Assistant Director of Human Resources - Recruitment. In subject line of email reference: Your Last Name – Director Publication & Design. Submit your one attachment to: hrpositions@wcsu.edu by August 19, 2016. Late applications will not be accepted.

Position Announcement

**Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu**

Assistants to the Director of Housing & Residence Life /Resident Directors

WCSU is seeking organized, highly motivated individuals to serve as Assistants to the Director of Housing & Residence Life/Resident Directors (ADHRL/RD) for a one year period beginning on August 1, 2015. The Housing & Residence Life Department promotes an atmosphere that is conducive to establishing academic, social, and personal growth of the resident student population, using WCSU's CULTURE™ (Creating Undergraduate Learning Through Unique Residential Experiences) and iMatter models. CULTURE/iMatter builds relationships, supports academics, and develops community standards via programming, mentoring, and academic initiatives.

The ADHRL/RD position is designed to provide a resource person within the residence halls who counsels students, promotes hall programming, maintains a hall environment conducive to learning and individual growth, makes referrals, advises residence hall groups, monitors facilities' needs and occupancy, and recruits, trains, supervises and evaluates resident assistants, academic resource mentors and information desk personnel (including a student office assistant). This is a full-time, live-in position. Additional information is available at www.wcsu.edu/housing

Qualifications: A bachelor's degree is required. A Master's degree is preferred. A minimum of 1 year of post-baccalaureate, full-time student affairs experience is strongly preferred. Experience in Residential Administration, Community Development, Supervision, or any other relevant experience which would equip the applicant to relate effectively to resident college students and staff, is required. Proficiency in MS Office Suite as well as successful experience with an automated housing database management system (i.e., RMS, Adirondack, etc.) is required. The successful candidate will be proficient in interpersonal relationships; have excellent verbal and written communication skills; and demonstrate the ability to manage multiple responsibilities, supervise staff, and exercise appropriate judgment and decision-making. WCSU is a dynamic, diverse workplace. The proven ability to work effectively with people from a variety of backgrounds and cultures is highly valued. Must have a valid driver's license and a vehicle available for job-related duties and meetings.

Minimum Starting Salary: \$43,360 plus a comprehensive benefits package.

Application Process: Prospective candidates must apply electronically by submitting a cover letter, which includes the contact information for three (3) current professional references and a resume, as one (1) complete file (PDF or Word format only) and not via multiple attachments to: Ms. Peggy Boyle, Assistant Director of Human Resources – Recruitment. In subject line of email reference: Your Last Name – Resident Director. Email applications to: hrpositions@wcsu.edu by **Friday, July 10, 2015**. Western is an Affirmative Action Equal Opportunity Educator/Employer

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Instructional Designer Library Services

Western Connecticut State University is pleased to announce that applications are being accepted for the position of Instructional Designer. The Instructional Designer works with instructional and Library faculty in order to assist in designing and supporting online and blended courses. The successful candidate is responsible for developing and facilitating professional development focused on pedagogical aspects of course design and online teaching. He/she will collaborate with faculty to recommend appropriate tools and teaching strategies to accomplish course objectives. The Instructional Designer also plays a leadership role in planning a Summer Technology Institute and in identifying innovative and effective online learning techniques, exploring emerging technologies, and providing professional development opportunities to faculty.

Qualifications: A Master's degree in instructional design, instructional or educational technology, or related field plus four years of professional work experience as an Instructional Design Technologist in a higher education environment are required. Additional requirements include an in-depth understanding of pedagogical issues related to online teaching and learning as well as an understanding of, and ability to implement, constructivist-learning theory. Demonstrated ability to manage multiple projects with competing priorities and to work both independently and collaboratively is required, as is extensive knowledge of current and emerging instructional technologies and instructional design. Experience in designing online learning environments, leading professional development workshops, writing technical documentation; demonstrated skills in building and maintaining collaborative working relationships with faculty and staff; supporting faculty in the design of online learning opportunities; and demonstrated technical competency, especially with course management software (i.e. BlackBoardLearn) and multi-media authoring programs are also required. Excellent oral and written communication skills are required, as are strong interpersonal skills. As WCSU is a dynamic, diverse workplace, the proven ability to work effectively with people from a variety of backgrounds and cultures is highly valued.

Minimum Starting Salary: \$61,617 plus a comprehensive benefits package.

Application Process: Prospective candidates must apply via email by submitting a cover letter, which includes the contact information for three (3) current professional references and a resume, as one (1) complete file (PDF or Word format only) and not via multiple attachments to: Ms. Peggy Boyle, Assistant Director of Human Resources – Recruitment. In subject line of email reference: Your Last Name – Instructional Designer. Email applications to: hrpositions@wcsu.edu by **Friday, January 8, 2016**. Late applications will not be accepted.

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Division of Student Affairs
Career Services
Associate Director

Western Connecticut State University is pleased to announce applications are being accepted for the position of Associate Director of the Career Services. The Office of Career Services leads the University's efforts in supporting students and recent graduates in identifying and achieving their career goals through the development of life-long career planning and job search skills.

The Associate Director will assist the Director of Career Services with the planning, direction, coordination and evaluation of a centralized Career Services office that provides comprehensive, related services to all undergraduate and graduate students, and supports associated programs that benefit university alumni. Among other responsibilities, the successful candidate will coordinate a wide range of programs including career counseling and guidance, senior recruitment programs, career readiness assessments, administration of career-focused educational programming, enabling mobile and online access to career resources and program administration, support of employer-relations activities, managing on campus recruitment, leading and facilitation of workshops, and support of marketing efforts that promote these programs. In the conduct of these duties, the Associate Director support the use and operational integration of program management software, the Career Services website, and/or online career-related applications to enable efficient and effective delivery of related Career Services.

Qualifications: Bachelor's degree is required; Master's degree is preferred. Four years of experience in student career readiness planning and/or placement or related work demonstrating ability to work effectively with employers, students, alumni, and staff is required. Significant human resources experience working with the business, government, and not-for-profit sectors is strongly preferred. Excellent oral and written communication skills, as are exceptional interpersonal skills are required. Strong career coaching/counseling and presentation skills are desired. Must possess a working knowledge of career services databases and platforms, as well as familiarity with career-focused Internet resources. Proficiency with social media platforms (i.e.: Twitter, Facebook, LinkedIn, etc.), a working knowledge of student marketing tools and tactics, and demonstrated experience with the Microsoft Office Suite are required. The successful candidate will be a highly motivated, organized manager of programs and data, to include a proven ability to manage the acquisition, development and analysis of information that will support the refinement and improvement of Career Services Office programs. As WCSU is a dynamic, diverse workplace, the proven ability to work effectively with people from a variety of backgrounds and cultures is highly valued.

Minimum Starting Salary and Benefits: \$61,617. WCSU offers a competitive salary commensurate with the candidate's experience and a comprehensive benefit package. Additional information can be found on our Human Resources website at <http://wcsu.edu/hr/benefits>

Application Process: Prospective candidates must apply via email by submitting a cover letter, which includes the contact information for (3) current professional references and a resume, as one (1) complete file (PDF or Word format only) and not via multiple attachments to: Peggy Boyle, Assistant Director of Human Resources - Recruitment. In subject line of email reference: Your Last Name – Associate Director Career Services. Submit your one attachment to: hrpositions@wcsu.edu by Tuesday, October 25, 2016. Late applications will not be accepted

Position Announcement

**Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu**

**Western Connecticut State University
Division of Student Affairs
Department of Intercollegiate Athletics
Director**

Western Connecticut State University invites applications for the full-time position of Director of Intercollegiate Athletics. WCSU is committed to providing student-athletes with excellent academic and athletic experiences via hard work, campus and community involvement, and promoting the values of sportsmanship, integrity, and diversity. Additional information about WCSU can be found at www.wcsu.edu.

Responsibilities: The director is responsible for the overall organization and management of the University's intercollegiate athletic program. Provides creative leadership in the development, implementation and promotion of the University's athletic programs and provides administrative oversight and supervision to all athletic personnel. Represents the WCSU Intercollegiate Athletics department at professional, civic, charity, alumni and campus life events. Job duties include, but are not limited to, budget management, fund raising, athletic friend raising initiatives, promotions, athletic staff supervision, scheduling, and public relations. Administers all athletic programs in accordance with NCAA and University policies and ensures compliance by all coaches and staff. Maintains a high quality sports information program covering all intercollegiate athletic programs. Monitors eligibility of student athletes. Plans, develops, and makes recommendations for athletic philosophy and policies of the University.

Qualifications: Master's degree required. Doctorate degree is preferred. Seven (7) years' experience in athletics, academic administration, and/or collegiate head coaching required. Demonstrated ability in and a strong record of interpersonal ability to work effectively with diverse groups and individuals, fund-raising and promotion, budget management, and an understanding of the philosophy on which Division III athletics is based and proven commitment to institutional goals. As WCSU is a dynamic, diverse workplace, the proven ability to work effectively with people from a variety of backgrounds and cultures is highly valued and the ability to relate to both internal and external campus constituencies is also required. Extensive computer skills are required as is the ability to use Microsoft Office and sport-specific software. Excellent communication skills are required as is the ability to work effectively with diverse populations including students, administrators, faculty, and alumni.

Minimum Starting Salary and Benefits: \$89,003. WCSU offers a competitive salary commensurate with the candidate's experience and a comprehensive benefit package. Additional information can be found on our website at www.wcsu.edu/hr/benefits/

Application Process: Prospective candidates must apply via email by submitting a cover letter, which includes the contact information for (3) current professional references and a resume, as one (1) complete file (PDF or Word format only) and not via multiple attachments to: Peggy Boyle, Assistant Director of Human Resources - Recruitment. In email subject line of email reference: Your Last Name – Director of Athletics. Submit your email, with the one attachment to hrpositions@wcsu.edu. Applications must be received no later than **March 11, 2016** in order to be considered. Late applications will not be accepted.

Position Announcement

**Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu**

**Western Connecticut State University
School of Professional Studies
Department of Nursing
Laboratory & Clinical Coordinator**

Western Connecticut State University is pleased to announce applications are being accepted for the position of Laboratory & Clinical Coordinator. This position is responsible for managing and directing all activities related to the nursing laboratory and simulation lab experiences for students, as well as working closely with the department chair, program coordinators, and faculty in order to identify and develop sites for clinical placements.

Qualifications: Bachelor's degree in Nursing required, Master's degree preferred. Four years of clinical experience as a Registered Nurse is required. Current knowledge of clinical nursing care, familiarity with simulation standards, the ability to lift and transfer mannequins and other related equipment is required. Lab simulation experience preferred. Experience with purchasing, inventory control, and the proven ability to work with new technology and software is required. Must possess excellent organizational and interpersonal communication skills, as well as the ability to work with diverse learners. As WCSU is a dynamic, diverse workplace, the proven ability to work effectively with people from a variety of backgrounds and cultures is highly valued.

Minimum Starting Salary and Benefits: \$61,617. WCSU offers a competitive salary commensurate with the candidate's experience and a comprehensive benefit package. Additional information can be found on our Human Resources website at <http://wcsu.edu/hr/benefits>

Application Process: Prospective candidates must apply via email by submitting a cover letter, which includes the contact information for (3) current professional references and a resume, as one (1) complete file (PDF or Word format only) and not via multiple attachments to: Peggy Boyle, Assistant Director of Human Resources - Recruitment. In subject line of email reference: Your Last Name – Nursing Coordinator. Submit your one attachment to: hrpositions@wcsu.edu by Thursday, October 20, 2016. Late applications will not be accepted.

Position Announcement

**Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu**

**Western Connecticut State University
Division of Academic Affairs
International Services Coordinator**

Western Connecticut State University is pleased to announce applications are being accepted for the position of International Services Coordinator. The Coordinator will manage all facets of the study abroad programs including course abroad, exchange programs, service learning, and international internships and will also identify external funding sources for them. This position will assist international exchange students with the adaptation process by developing and administering orientation, cultural, and advising programs. The Coordinator serves as one of two principal immigration advisors to international students on F-1, J-1, and H-1B visas. Among other responsibilities, the Coordinator will market and recruit for the University's international student programs and provide support while collaborating with partner universities.

Qualifications: Bachelor's degree required, Master's degree preferred. Four years' experience managing student mobility programs, overseas experience. Excellent organizational and interpersonal communication skills. Knowledge of SEVIS regulations. International travel is required as needed. As WCSU is a dynamic, diverse workplace, the proven ability to work effectively with people from a variety of backgrounds and cultures is highly valued.

Minimum Starting Salary and Benefits: \$61,617. WCSU offers a competitive salary commensurate with the candidate's experience and a comprehensive benefit package. Additional information can be found on our Human Resources website at <http://wcsu.edu/hr/benefits>

Application Process: Prospective candidates must apply via email by submitting a cover letter, which includes the contact information for (3) current professional references and a resume, as one (1) complete file (PDF or Word format only) and not via multiple attachments to: Peggy Boyle, Assistant Director of Human Resources - Recruitment. In subject line of email reference: Your Last Name – International Services Coordinator. Submit one attachment to: hrpositions@wcsu.edu by June 13, 2016. Late applications will not be accepted.

Position Announcement

**Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu**

**Western Connecticut State University
Division of Enrollment Services
Admissions Representative**

Western Connecticut State University is pleased to announce applications are being accepted for an Admissions Representative position.

Responsible for assisting with the coordinated recruitment and admission activities for the University. Execute recruitment, evaluation and selection of students, participate in travel, correspondence and follow-up with prospective students, and the general public as well as assist in special projects/programs and interact with members of the University community.

Qualifications: Bachelor's degree is required as is one to two years of experience in Admissions or another student service experience at an institution of higher education. Familiarity with Admissions computer software and applications is preferred. Familiarity with the use of social media as a marketing tool, is preferred. Excellent organizational and interpersonal communication skills are required, as is the ability to work effectively with diverse populations including business and government officials, community leaders, and students and faculty. Availability to attend evening and weekend recruitment activities is required, as is occasional, overnight regional travel. Ability to transport yourself to recruitment activities off campus is also required. As WCSU is a dynamic, diverse workplace, the proven ability to work effectively with people from a variety of backgrounds and cultures is highly valued.

Minimum Starting Salary and Benefits: \$43,360. WCSU offers a competitive salary commensurate with the candidate's experience and a comprehensive benefit package. Additional information can be found on our Human Resources website at <http://wcsu.edu/hr/benefits>

Application Process: Prospective candidates must apply via email by submitting a cover letter, which includes the contact information for (3) current professional references and a resume, as one (1) complete file (PDF or Word format only) and not via multiple attachments to: Peggy Boyle, Assistant Director of Human Resources - Recruitment. In subject line of email reference: Your Last Name – Admissions Rep. Submit your one attachment to: hrpositions@wcsu.edu by **Monday, September 12, 2016**. Late applications will not be accepted.

Position Announcement

**Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu**

Assistant to the Director Financial Aid & Student Employment

Western Connecticut State University is pleased to announce applications are being accepted for the position of Assistant to the Director of Financial Aid & Student Employment. This position assists the Director in the overall coordination and operation of the office, including the processing and awarding of federal, state, and institutional funds. Additional responsibilities include assisting with implementing policies and procedures, coordinating deferments of tuition, fees, and room and board, as well as, coordinates efforts with the students and the Cashier's Office.

Qualifications: Bachelor's degree is required, as is two (2) years of student affairs office experience, preferably in a financial aid office. Excellent customer service, analytic, and organizational skills are also required. Demonstrated ability to relate to students, parents, and staff and to handle complex information is required. Proficiency using computer technology in an educational or business environment is required, as are strong organizational skills. As WCSU is a dynamic, diverse workplace, the proven ability to work effectively with people from a variety of backgrounds and cultures is highly valued.

Minimum Starting Salary and Benefits: \$42,097. WCSU offers a competitive salary commensurate with the candidate's experience and a comprehensive benefit package. Additional information can be found on our Human Resources website at <http://wcsu.edu/hr/benefits>

Application Process: Prospective candidates must apply via email by submitting a cover letter, which includes the contact information for (3) current professional references and a resume, as one (1) complete file (PDF or Word format only) and not via multiple attachments to: Peggy Boyle, Assistant Director of Human Resources - Recruitment. In subject line of email reference: Your Last Name – Financial Aid Assistant. Submit your one attachment to: hrpositions@wcsu.edu by Wednesday, October 19, 2016. Late applications will not be accepted.

Position Announcement

**Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu**

Assistant to the Director Financial Aid & Student Employment

Western Connecticut State University is pleased to announce applications are being accepted for the position of Assistant to the Director of Financial Aid & Student Employment. This position assists the Director in the overall coordination and operation of the office, including the processing and awarding of federal, state, and institutional funds. Additional responsibilities include assisting with implementing policies and procedures, coordinating deferments of tuition, fees, and room and board, as well as, coordinates efforts with the students and the Cashier's Office.

Qualifications: Bachelor's degree is required, as is two (2) years of student affairs office experience, preferably in a financial aid office. Excellent customer service, analytic, and organizational skills are also required. Demonstrated ability to relate to students, parents, and staff and to handle complex information is required. Proficiency using computer technology in an educational or business environment is required, as are strong organizational skills. As WCSU is a dynamic, diverse workplace, the proven ability to work effectively with people from a variety of backgrounds and cultures is highly valued.

Minimum Starting Salary and Benefits: \$42,097. WCSU offers a competitive salary commensurate with the candidate's experience and a comprehensive benefit package. Additional information can be found on our Human Resources website at <http://wcsu.edu/hr/benefits>

Application Process: Prospective candidates must apply via email by submitting a cover letter, which includes the contact information for (3) current professional references and a resume, as one (1) complete file (PDF or Word format only) and not via multiple attachments to: Peggy Boyle, Assistant Director of Human Resources - Recruitment. In subject line of email reference: Your Last Name – Financial Aid Assistant. Submit your one attachment to: hrpositions@wcsu.edu by Wednesday, October 19, 2016. Late applications will not be accepted.

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

CSU Administrative Assistant Institutional Advancement

WCSU is seeking a Connecticut State University (CSU) Administrative Assistant for the Office of Institutional Advancement. The successful candidate will provide administrative and secretarial support for the Vice President of Institutional Advancement. Customer service and exceptional organizational skills, with an eye for detail and consistent follow through abilities, are critical. Other duties include proofreading documents; maintaining financial records; working on special events; as well as preparing budgets, financial reports, legal and fundraising documents. Responsibilities also include taking minutes for WCSU Foundation Board and committee meetings, as well as maintaining office schedules, and other duties as assigned, in a highly confidential environment.

Qualifications: A minimum of eight years of administrative experience, with at least five years reporting directly to a senior level administrator, department head, or attorney. Demonstrated advanced experience with Microsoft Word, Excel and Outlook is required. Familiarity with Blackbaud Raiser's Edge is preferred. Prior work experience working in a legal or fundraising environment is desirable. Bachelor's Degree is preferred. Excellent oral and written communication skills. Exceptional organizational skills with an eye for detail and consistent follow through abilities are critical, as it is necessary to be able to successfully balance many unrelated tasks throughout the day, adjusting priorities as needed. The ability to track budgets, the ability to work efficiently in a fast paced environment, experience with confidential materials, and exceptional customer service skills are also required. As WCSU is a dynamic, diverse workplace, the proven ability to work effectively with people from a variety of backgrounds and cultures is highly valued. Excellent written and oral communication skills are required.

Work Hours: Monday through Friday, 8:30 a.m. to 5:00 p.m. Evening and weekend work is occasionally required.

Minimum Starting Salary: \$45,200 annually

Benefits include: Comprehensive benefits package including tuition waiver benefits. Additional information can be found on our website at www.wcsu.edu/hr/benefits

Application Process: Prospective candidates must apply via email by submitting a cover letter, which includes the contact information for three (3) current professional references and a resume, as one (1) complete file (PDF or Word format only) and not via multiple attachments to: Ms. Peggy Boyle, Assistant Director of Human Resources – Recruitment. In subject line of email reference: Your Last Name – CSU Administrative Assistant. Email applications to: hrpositions@wcsu.edu by **Wednesday, December 16, 2015**. Late applications will not be accepted.

Position Announcement

**Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu**

Environmental Health and Safety Assistant Environmental & Facilities Services

Western Connecticut State University is accepting applications for the position of Environmental Health and Safety (EHS) Assistant in Environmental & Facilities Services. This position is responsible for assisting the Director of Environmental Health & Safety in the day to day management of all environmental health and safety programs. This will include assisting in incident investigations, OSHA 300 log management, and implementing ergonomic and industrial hygiene programs. The successful candidate will also collect and prepare biological and Universal waste for disposal, conduct inspections of life and fire safety equipment, and deliver training to students, faculty, and staff.

Qualifications: Bachelor's degree in a related field is required as is two years' experience in the environmental health and safety field. Hazardous Waste Operation & Maintenance Training (Hazwoper 40 hour certification) preferred. Knowledge of chemical properties and segregation techniques is required, as is basic knowledge of OSHA's general industry safety standards. Solid recordkeeping skills are required. In addition to being able to lift 50lbs, the successful candidate must pass a pre-employment medical exam, and is required to be fit tested for, and to wear, a respirator. As WCSU is a dynamic, diverse workplace, the proven ability to work effectively with people from a variety of backgrounds and cultures is highly valued as are good written and oral communication skills. A valid driver's license is required, a CDL is preferred.

Minimum Starting Salary: \$43,360 plus a comprehensive benefits package.

Application Process: Prospective candidates must apply via email by submitting a cover letter, which includes the contact information for three (3) current professional references and a resume, as one (1) complete file (PDF or Word format only) and not via multiple attachments to: Ms. Peggy Boyle, Assistant Director of Human Resources – Recruitment. In subject line of email reference: Your Last Name – Environmental Health & Safety Assistant. Email applications to: hrpositions@wcsu.edu by **5:00P.M., Wednesday, December 9, 2015**.

Position Announcement

**Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu**

**Western Connecticut State University
Environmental & Facilities Services
Qualified Craft Worker – HVACR**

Western Connecticut State University is seeking applicants for Qualified Craft Worker - HVACR. Duties include performing highly skilled tasks on systems used in heating, boilers, ventilating and refrigeration; operating, maintaining, installing, and repairing boilers, air conditioning and refrigeration equipment and systems; controlling and measuring air flow, room air changes and room pressurizing; monitoring computerized control systems; and more. WCSU is a dynamic, diverse workplace and the ability to work with students, faculty and staff from various backgrounds and cultures is highly valued.

Qualifications: Minimum qualifications include four (4) years experience in the HVACR trades, good interpersonal, written, and oral communications skills. Must have knowledge of standard trade practices and codes. D2 license preferred. Must be able to keep accurate shop records. Incumbents in this class will be required to be fit tested for and to wear a respirator. Must be available for all shifts including weekends.

Salary: \$25.71 per hour plus excellent benefit package, including medical, dental, retirement, and more. Additional information on benefits can be found on: <http://wcsu.edu/hr/benefits/>

Application Process: Applicants must apply via email by submitting a cover letter, which includes the contact information for (3) current professional references and a resume, as one (1) complete file (PDF or Word format only) and not via multiple attachments to: Peggy Boyle, Assistant Director of Human Resources - Recruitment. In subject line of email reference: Your Last Name - HVACR. Submit your one attachment to: hrpositions@wcsu.edu.

Application Deadline: Wednesday, November 2, 2016. Late applications will not be accepted. All required documents must be submitted to be considered for interview.

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Environmental & Facilities Services Landscape Technician

Western Connecticut State University is pleased to announce applications are being accepted for the position of Landscape Technician. Job duties will include: snow removal; lawn care; shoveling; operating small power equipment; weed/brush removal; picks up litter; empties trash receptacles and maintains dumpster areas, moving furniture and equipment, uses and maintains various hand tools; assist with the set up and dismantling of plantings, fences, chairs, tents, bleachers and tables for special events; installs and maintains fences, bollards and campus signage; cleaning gutters, storm sewers and catch basins; installs, maintains and regulates irrigation systems; assists with tree pruning or felling, and other related duties as required. Athletic field maintenance, which includes line striping of athletic fields, grooming/dragging baseball and softball fields Equipment operation includes: Operates and maintains large construction and landscaping equipment such as front end loader, backhoe, a boom/bucket truck, street sweeper truck, or trucks with a capacity of five (5) tons or greater, plow and pickup trucks and trailers, street sweepers, leaf vacuums, wood chippers, mowers, leaf blowers, weed whackers and chain saws.

Qualifications: Two (2) years of experience in landscape maintenance, including plant selection and installation, pruning, fertilization and seeding of turf grasses. Knowledge of and the proper care of various plants and; basic knowledge of pesticides application methods and techniques; and turf grass management practices. Must possess the ability to operate, maintain and repair hand tools, small gas engines; large power equipment; heavy construction and commercial landscaping equipment and vehicles; ability to use personal protective equipment; will be required to lift moderate to heavy weights; be exposed to extreme weather conditions, significant levels of dust and noise and risk of injury from equipment. Must have adequate physical strength, stamina, physical agility and visual and auditory acuity, and must maintain such physical fitness as to be able to perform the duties of the class. Must possess good interpersonal, oral and written communications skills; and the ability to follow written and oral instructions; some ability to utilize computer software. Eligible candidates in this class **must possess** and retain a valid Motor Vehicle Operator's license and a Commercial Driver's License (CDL.) Medical exam, drug screen, and criminal background check will be required prior to offer of employment. As WCSU is a dynamic, diverse workplace, the proven ability to work effectively with people from a variety of backgrounds and cultures is highly valued.

Work Schedule: Tuesday – Saturday, 6:00 a.m. – 2:00 p.m. **Starting Salary and Benefits:** \$41,756/annual (\$21.34/hour) WCSU offers a comprehensive benefit package. Additional information can be found on our Human Resources website at <http://wcsu.edu/hr/benefits>

Application Process: Prospective candidates must apply via email by submitting a cover letter, which includes the contact information for (3) current professional references and a resume, as one (1) complete file (PDF or Word format only) and not via multiple attachments to: Peggy Boyle, Assistant Director of Human Resources - Recruitment. In subject line of email reference: Your Last Name – Landscape Technician. Submit your one attachment to: hrpositions@wcsu.edu by **Friday, November 4, 2016**. Late applications will not be accepted.

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Western Connecticut State University
Environmental & Facilities Services
Landscape Technician

Western Connecticut State University is pleased to announce applications are being accepted for the position of Landscape Technician. Job duties will include: snow removal; lawn care; shoveling; operating small power equipment; weed/brush removal; picks up litter; empties trash receptacles and maintains dumpster areas, moving furniture and equipment, uses and maintains various hand tools; assist with the set up and dismantling of plantings, fences, chairs, tents, bleachers and tables for special events; installs and maintains fences, bollards and campus signage; cleaning gutters, storm sewers and catch basins; installs, maintains and regulates irrigation systems; assists with tree pruning or felling, and other related duties as required. Athletic field maintenance, which includes line striping of athletic fields, grooming/dragging baseball and softball fields. Equipment operation includes: Operates and maintains large construction and landscaping equipment such as front end loader, backhoe, a boom/bucket truck, street sweeper truck, or trucks with a capacity of five (5) tons or greater, plow and pickup trucks and trailers, street sweepers, leaf vacuums, wood chippers, mowers, leaf blowers, weed whackers and chain saws.

Qualifications: Two (2) years of experience in landscape maintenance, including plant selection and installation, pruning, fertilization and seeding of turf grasses. Knowledge of and the proper care of various plants and; basic knowledge of pesticides application methods and techniques; and turf grass management practices. Must possess the ability to operate, maintain and repair hand tools, small gas engines; large power equipment; heavy construction and commercial landscaping equipment and vehicles; ability to use personal protective equipment; will be required to lift moderate to heavy weights; be exposed to extreme weather conditions, significant levels of dust and noise and risk of injury from equipment. Must have adequate physical strength, stamina, physical agility and visual and auditory acuity, and must maintain such physical fitness as to be able to perform the duties of the class. Must possess good interpersonal, oral and written communications skills; and the ability to follow written and oral instructions; some ability to utilize computer software. Eligible candidates in this class **must possess** and retain a valid Motor Vehicle Operator's license. Medical exam, drug screen, and criminal background check will be required prior to offer of employment. As WCSU is a dynamic, diverse workplace, the proven ability to work effectively with people from a variety of backgrounds and cultures is highly valued.

Work Schedule: Tuesday – Saturday, 6:00 a.m. – 2:00 p.m. **Starting Salary and Benefits:** \$41,756/annual (\$21.34/hour) WCSU offers a comprehensive benefit package. Additional information can be found on our Human Resources website at <http://wcsu.edu/hr/benefits>

Application Process: Applicants must submit a cover letter, which includes the contact information for (3) current professional references and a resume, as one (1) complete file (PDF or Word format only) and not via multiple attachments to: Peggy Boyle, Assistant Director of Human Resources - Recruitment. In subject line of email reference: Your Last Name – Landscape Technician. Email your one attachment to: hrpositions@wcsu.edu by **Monday, November 28, 2016**. Late applications will not be accepted.

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Building & Grounds Patrol Officer **University Police Department**

Western Connecticut State University's Police Department is accepting applications for the position of Buildings & Grounds Patrol Officer. Duties will include dispatching and record keeping; enforcing regulations relating to parking and traffic control; directing traffic on campus; issuing tickets for violations; giving information and assistance to visitors; providing security escorts; and performing routine patrol duties and monitoring security and alarm systems to detect theft and other criminal acts.

Qualifications: Superior interpersonal, written and oral communication skills are required as is the ability to analyze emergency situations and develop effective courses of action. The ability to utilize law enforcement computer software and the ability to multi-task are also required. Preference will be given to those with prior dispatch/security/law enforcement experience. A valid driver's license is required as is successful completion of a comprehensive background investigation, pre-employment medical examination, and drug screen. Must be available to work all shifts. As WCSU is a dynamic, diverse workplace, the proven ability to work effectively with people from a variety of backgrounds and cultures is highly valued.

Minimum Starting Salary: \$19.27 per hour plus benefits. Additional benefits for Protective Services employees may be found at: <http://wcsu.edu/hr/benefits/>

Application Deadline: Friday, December 11, 2015. Late applications will not be accepted

Application Process: Interested applicants must submit a WCSU Application of Employment to the Human Resources Department, University Hall, Room 115, 181 White Street, Danbury, CT 06810. WCSU Employment Applications are available in the HR Department or from HR Website under the Employment Forms section: <http://www.wcsu.edu/hr/forms/WCSU-HRForms.asp>. Completed applications may also be emailed to hrpositions@wcsu.edu. In subject line of email, reference: *Your Last Name – B&G Patrol Officer*.

Position Announcement

**Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu**

Police Officer University Police Department

Applications for a Police Officer position is being accepted from currently certified police officers. Candidates must be available for all shifts. **Duties include:** Responding to emergencies and requests for assistance; providing crowd control at various events and activities; monitoring designated areas to ensure physical security and authorized access in order to prevent theft, trespass, vandalism, or violation of state statutes or regulations; giving directions and routine information to the public; initiating and conducting criminal and other investigations of violations, suspicious activities or reports of incidents occurring within jurisdiction; directing traffic and enforcing motor vehicle and parking regulations; conducting on site investigations, questioning witnesses, arresting individuals at scenes, and issuing summonses; recording information; and serving as dispatcher when necessary.

Minimum Qualifications: Certification as a law enforcement officer in the State of Connecticut pursuant to regulations promulgated by the Connecticut Police Officer Standards and Training Council. **Note:** Candidates with a pending certification status may be employed on a temporary basis pending re-certification by the Connecticut Police Officer Standards and Training Council. Successful candidates must possess excellent interpersonal, oral and written communication skills. Knowledge of police and security practices and procedures; knowledge of relevant state and federal laws, statutes and regulations; knowledge of traffic and crowd control practices and procedures and knowledge of criminal law and court procedures, are required. The ability to analyze emergency situations and develop effective courses of action is required as is the ability to utilize law enforcement computer software. As WCSU is a dynamic, diverse workplace, the proven ability to work effectively with people from a variety of backgrounds and cultures is highly valued. A valid driver's license and the ability to satisfactorily pass a comprehensive background check, physical agility test, psychological and medical examination are also required.

Salary & Benefits: \$24.90 per hour plus a comprehensive benefit package. Additional details can be found at <http://www.wcsu.edu/hr/benefits/IV.asp>

Application Instructions: Qualified applicants must submit a [WCSU Application of Employment](#) to the WCSU Human Resources Department, University Hall, Room 115, 181 White Street, Danbury, CT 06810. WCSU Employment Applications are available at http://www.wcsu.edu/hr/forms/EmploymentForms/WCSU_Employment_Application_Fillable_Form.pdf. Applications should be emailed to hpositions@wcsu.edu. In Subject Line of Email reference: Your Last Name – Police Officer.

Application Deadline: Applications must be received or postmarked no later than Monday, February 8, 2016. Late applications will not be accepted.



WESTERN CONNECTICUT STATE UNIVERSITY

•OFFICE OF DIVERSITY & EQUITY•

AFFIRMATIVE ACTION DATA QUESTIONNAIRE

In an effort to comply with State and Federal requirements, we are requesting that you complete this questionnaire. This data will not be used for discriminatory purposes and will not be considered in the evaluation of your application. Please complete the questionnaire and return it to Ms. Keisha Stokes in the Office of Diversity & Equity at stokesk@wcsu.edu or via fax (203) 837-8503. The completed questionnaire will be maintained in a confidential manner and filed separately from your application.

Completion of this questionnaire is **voluntary**.

Name: _____

Sex: Male Female

Race or National Origin (check one):

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

Position for which you are applying: _____ Search #: _____

How were you referred to us?

Newspaper or journal advertisement

Specify which one(s) _____

Professional Associations

Specify which one(s) _____

Employee Referral _____

Internet posting (please specify) _____

Section N
Element No. 14

CAREER MOBILITY
Sec. 46a-68-91

Career Mobility

Under Section 46a-68-91(a) of the Affirmative Action Regulations of Connecticut State Agencies, the University makes every effort to provide a centered-career (upward) mobility program, as required by section 46a-68 of the Connecticut General Statutes, for occupational groups, which includes, but is not limited to, secretarial, clerical, supervisory clerical, semi-skilled, crafts and trades, supervisory crafts and trades, custodial, supervisory custodial and laborers. The University makes provision for career counseling for such occupational groups.

The leadership of Western Connecticut State University is aware that essential aspects of sound management practice and the realization of affirmative action goals include the greater use of employees' skills and abilities and the development of employees for higher-level work.

The University's Career Mobility Program consists on the following services and resources available to University employees:

- (1) Education and training opportunities are an integral part of the University's mission. Free or reduced tuition costs for employees are available for those who wish to pursue undergraduate, graduate, or professional degrees. Additionally, many other types of training are available to employees at no cost whatsoever. These opportunities include: State of Connecticut in-service training, university sponsored trainings, conferences, and workshops. Many of these training prepare employees to take on supervisory roles. Others provide development opportunities to new employees, such as basic and advanced technology skills;
- (2) Pursuant to their respective collective bargaining agreements, employees are eligible for tuition reimbursement for college courses taken;
- (3) Flex-time options when the employee's academic schedule occurs (or conflicts) with the employee's work hours;
- (4) Consultation with supervisors for employees interested in promotion or reclassification. This is a voluntary process open to all employees, however, the focus is primarily on entry-level technical paraprofessional, clerical, protective services, and maintenance employees;
- (5) Tuition Waivers: Unclassified and Administrative Clerical employees are eligible for tuition waivers pursuant to their collective bargaining agreements or the management/confidential employee policies.
- (6) Other components of the University's Career mobility program include: opportunities for career development and preparation for higher level work; opportunities for advancement both within and across occupational lines; and education by which classified employees may gain entry to higher level career ladders.

Career development plans for employees who have an interest and motivation for advancement are important Career mobility tools. Career development plans are: (1) tailored to the needs, individual capabilities, and motivation of employees so that they will have the opportunity to reach their highest level of performance; and (2) related to the present and future needs of the agency.

Counseling and guidance is also available to employees in order to encourage and assist them in planning and achieving training, education, and career goals. The University encourages employees to meet with the Human Resources Department staff to discuss career development.

Career counseling sessions are available to any employee seeking to select a career path, make decisions on educational directions and be advised on taking promotional exams given by the Department of Administrative Services. These sessions are available upon request from either the Human Resources Department and the Office of Diversity and Equity. Training opportunities are an integral part of the University's career mobility program. These training opportunities are designed for employees to attain new skills and abilities and to prepare themselves for advancement both within and across occupational category lines. Types of training activities available include:

- State of Connecticut In-service training: The schedule is available to all staff and money has been budgeted to help facilitate attendance at appropriate programs.
- University Sponsored training: A variety of computer and technology in-service training programs are continuously offered at no cost to permit staff to upgrade their skills.
- Conferences and workshops: Employees are provided with the opportunity to attend educational events occurring during normal working hours, usually requiring a travel authorization and normally lasting five days or less. Funds may be available under a union contract.
- Educational leave: Employees can take time off with or without salary during normal working hours to attend courses and/or educational events usually lasting more than five days.

(b) As stated in Section 46a-68-87, under training and counseling, the University has identified no aspect of the employment process, which impedes or prevents the full participation of all individuals, including those with disabilities. To that end, the University has an effective program of accommodation and entry level training for all employees, including persons with disabilities. All University trainings are provided equally for abled and disabled persons. There are no trainings, which the University provides that are not open to persons with disabilities.

During the reporting period, the following career counseling sessions as well as referral for identified training(s) were documented:

University's Career Mobility Program Employee Records from April 1, 2016 to March 31, 2017								
Occupational Category	No. of Participants	Gender		Ethnicity				
				White	Black	Hispanic	Asian	Other
Management/Confidential	2	Male	2		2 BM			
		Female	0					
AAUP/Faculty	9	Male	6	4 WM				2 OM
		Female	3	3 WF				
Administrative and Residual	1	Male	0	1 WF				
		Female	1					
Secretarial/Clerical	1	Male	0			1 HF		
		Female	1					
Service Maintenance	0	Male	0					
		Female	0					
Protective Services	0	Male	0					
		Female	0					

With that in mind, the Office Diversity and Equity, in conjunction with the Human Resources Department will continue providing the above-mentioned resources and services for the University's career mobility program. Also, the Office of Diversity and Equity and the Human Resources Office will maintain electronic job boards, on the Human Resources webpage, where notices for current vacancies are posted, including postings from WCSU and other Connecticut State Colleges and Universities opportunities.

Section O
Element No. 15

GOOD FAITH EFFORTS
Sec. 46a-68-92

Good Faith Efforts

Under Section 46a-68-92(a) of the Affirmative Action Regulations of Connecticut State Agencies, the University has demonstrated good faith efforts when it engaged in the initiatives articulated in subsections (a) to (d), inclusive, of this section:

The University has promoted equal opportunity to achieve a workplace that is free of discrimination with the following initiatives:

- 1) Communicate the University's commitment to equal employment opportunity and affirmative action to all employees. All University employees received a notice advising them of the Affirmative Action Plan and the opportunity to review it. University employees were notified of the University's commitment to affirmative action and equal employment opportunity. The Affirmative Action Plan is available in the following locations: (1) President's Office; (2) Human Resources Office; (3) The Office of Diversity and Equity; (4) The Offices of the Vice Presidents; and (5) Library Administration. All search committees are required to attend a search charge meeting where AA/EEO, Diversity and Inclusion are addressed. This is referenced in the Internal Communication Section.
- 2) Ensure that employees are aware of nondiscrimination policies and procedures; post policies in visible areas. University employees receive an annual letter notifying them of the nondiscrimination policies at the University and through the Connecticut State Colleges and Universities (CSCU). All policies related to Affirmative Action/Equal Employment Opportunity, cultural diversity and Title IX are posted on bulletin boards in Human Resources Office, Office of Diversity and Equity, the Divisions of Academic Affairs and Student Affairs.
- 3) Ensure that departmental processes, procedures and systems are nondiscriminatory and free of bias. All University and CSCU policies and procedures are continually reviewed by the University administration and distributed annually. Employees are also provided information about mandatory Title IX/Sexual Harassment, Cultural Diversity, and other related training programs, processes, procedures and systems.
- 4) Evaluate supervisors for making good faith efforts in equal employment opportunity and affirmative action; document in performance appraisals. Supervisors and managers at the University are evaluated on diversity, affirmative action and equal employment opportunity which are included in the performance appraisals process.
- 5) The University ensure that reasonable accommodations are made for disabled employees. Reasonable accommodations are provided to assist employees to perform the essential functions of the job.
- 6) The University takes appropriate and timely action when there has been as allegation of sexual harassment. Employees are provided copies of the Discrimination Complaint (Grievance) Procedure annually and all complaints related to sexual harassment are resolved within the required ninety (90) day timeframe. The Grievance Procedure is posted on the University Website at <http://www.wcsu.edu/diversity/grievance.asp> and the Board of Regents for Higher Education also has a Grievance Procedure posted on the CSCU website at <http://www.ct.edu/files/pdfs/policy-Discrimination-Complaint-Procedure.pdf>.
- 7) The University provides training to employees to enhance their knowledge of non-discrimination. Employees are provided training on Diversity, Sexual Harassment, Title IX, ADA and Ethics

training. Additional training is also provided on-line. The University CaRT (Campus Response and Resource Team) also attended training related to Title IX and nondiscrimination. The University continues to provide education and training opportunities related to AA/EEO, diversity and inclusion.

(b) The University has developed recruitment strategies that ensure opportunities for all qualified applicants, including underutilized groups with the following:

- 1) Identify affirmative action placement goals for all job openings. Each Search Committee is provided a copy of the job announcement describing the position requirements and the affirmative action goal established for the position. They are also provided information about the University's commitment to affirmative action and equal employment opportunity and diversifying of the workforce to match the student population. Recruitment strategies are developed for the type of position and position requirements to ensure opportunities are available to all qualified applicants. The University maintains and secures ongoing relationships and develops additional recruitment sources while cultivating recruitment programs as required by the regulations.
- 2) Make efforts to attract a large and diverse pool of qualified applicants, particularly inclusive of groups associated with affirmative action recruitment goals. The University attracts a large and diverse pool of qualified applicants for all positions because of the efforts made to use recruitment resources that attract the most qualified to fill the position being recruited for.
- 3) Develop a contingency strategy if the initial recruitment effort does not bring in a sufficiently diverse pool. The University seems to have diverse pools of qualified applicants for most positions. If the recruitment process failed to have enough diverse applicants, the University would extend the search and contact more diverse recruitment resources that would attract more qualified applicants from a diverse pool.
- 4) Contacting special interest organizations, groups and individuals. Most University searches are for positions that are typical to an academic environment, but the University will reach out to special interest organizations, groups and individuals for specialized recruitment efforts or to attract a specific type of candidate with highly specialized skills and experience.
- 5) Or other means of outreach utilized to hire goal candidates. The University continues to conduct outreach initiatives for highly specialized recruitments and uses all types of good faith outreach efforts to diverse recruitment resources to hire goal candidates.

(c) The University has ensured a fair and nondiscriminatory selection process by:

- 1) Review the selection process to ensure that it treats each applicant and consistently. The Chief Diversity Officer and either the Chief Human Resources Officer (or a member of the Human Resources Office) will meet with members of the search committees for full time and part time positions. The hiring, interviewing and selection process is explained and questions are answered to assure the search committee members follow a fair and consistent selection process.
- 2) Review the interview format and questions for possible bias. The Chief Diversity Officer reviews all interview questions and interview format(s) for approval before they are used in the interview process.
- 3) Ensure that reasonable accommodations are made for all applicants. The University works with all applicants when scheduling interviews to assure reasonable accommodations are provided. If any

applicant requires assistance with applying for a University opportunity, the Human Resources Staff would work with the Office of Diversity and Equity to provide appropriate services, technology and assistance to apply for positions.

- 4) When using group interview process diverse selection panels are created to provide the best approach to experience, insight, University and Department perspective. The University uses diverse selection panels for all full time and part time positions. The diversity of the search committee also highlights the commitment to hiring candidates from underutilized groups to provide role models to students of all cultures.
 - 5) Assess all applicants using the same selection criteria. The Chief Diversity Officer and the Chief Human Resources Office will also highlight the requirement that all applicants have to be reviewed equally, fairly and consistently and all of the documentation throughout the selection process. The importance that the same questions have to be asked of all applicants is also detailed in the search charge meetings throughout the reposting period.
 - 6) The University consider all skills that qualify the applicant, including volunteer and professional experience. All search committee members consider volunteer and professional experience when evaluating the experience and training that the applicants have when they apply for positions.
 - 7) Interviewing as many applicants as possible to increase opportunity is a continuous process of the selection process. The Chief Diversity Officer and either the Chief Human Resources Officer (or a member of the Human Resources Office) will actively monitor the search and interview process. The University continuously attracts large applicant pools for all of the positions.
 - 8) The Chief Diversity Officer maintains written records of all applicants interviewed and that the information recorded relates to the individual's ability to perform the duties. In all search committee meetings, documentation is emphasized and the evaluation of applicants based on their experience and training and also the skills and knowledge of the position requirements are factors they consider in the hiring process.
 - 9) The Chief Diversity Officer and either the Chief Human Resources Officer (or a member of the Human Resources Office) participates in the education and impact/liability of common biases such as stereotyping, unsubstantiated first impressions that may influence a decision, and assessments based on different "comfort level" with people from dissimilar groups.
 - 10) The Chief Diversity Officer ensures that documenting the selection process is executed fully and retaining all records is also explained to each search committee member to assure that all documentation on all applicants is maintained through the hiring and selection process. The search committee members are also told about the Freedom of Information Act and that all applicants have the right to file a complaint with the Commission on Human Rights and Opportunities, if they feel that they were not treated fairly during the interview and the selection process.
- (d) The University has provided career development opportunities to all interested and qualified employees, with emphasis on those groups found to be underutilized in the workforce by:
- 1) The University encourages all staff to participate on University committees to enhance development. Participation in University committee's is encouraged and employees chair and participate in a large variety of committee meetings. The President also participates in a number of University wide committees and attends many meetings throughout the reporting period.

Employees represent diversity in many ways by race, culture, gender, work title and full time and part time status. Students are also encouraged to participate in University Committees.

- 2) The Human Resources Office will inform all staff of internal staff development and promotional opportunities. The Human Resources Office will distribute information about promotional opportunities that occur throughout the reporting period. The HR Department provides information about training and staff development opportunities.
 - 3) Either (or both) the Office of Diversity and Equity and/or the Human Resources Office will promote and support training and development for all employees. As an academic environment, all types of training are provided to staff, faculty and students on a weekly basis throughout the academic year by the University. The President, leadership team, supervisors and managers promote and support staff to attend training and professional development opportunities that occur throughout the reporting period.
 - 4) Either (or both) the Office of Diversity and Equity and/or the Human Resources Office will promote and provide career counseling sessions (as reported in the *Career Mobility section, under Section 46a-68-91(a) and (b)*) through the reporting period. The Chief Diversity Officer and either the Chief Human Resources Officer (or a member of the Human Resources Office) will provide career counseling sessions with employees and discuss educational, promotional opportunities and opportunities within the CSCU. Each office (and representative) assist with the a review of the employee's resumes, resume writing and interviewing tips are also provided.
- (c) Nothing in this section shall be construed to absolve the University of its obligations under sections 46a-68-78, 46a-68-79, 46a-68-80, 46a-68-81, 46a-68, 85, 46a-68-87, 46a-68-89 and 46a-68-90 and 46a-68-92 of the Regulations of Connecticut State Agencies.

Section P
Element No. 16

INNOVATIVE
PROGRAMS
Sec. 46a-68-93

Innovative Programs

Under Section 46a-68-93(a) of the Affirmative Action Regulations of Connecticut State Agencies, the University has participated in the development and implementation of programs not covered elsewhere in the Affirmative Action Plan, which continues to be an important part of the road to affirmative action. Accordingly, the University has developed programs for the campus community to create opportunities, not otherwise available, to achieve the full and fair participation of all protected group members. Within this framework, the University is proud to provide information on the accomplishments in this area. The programs included in this report will showcase the diverse environment at the University and an understanding of affirmative action while supporting a diverse workforce. The following initiatives attempt to step outside the traditional arena and are as follows:

(1) Summer Employment Programs: **The Bridges Program**

Since the 2004-2005 academic year, the University has partnered with Bethel and Danbury high schools on a project called Building a Bridge to Improve Student Success. The partnership has helped thousands of high school seniors move successfully to college and succeed. The focus of this program is to increase the retention and academic success of low income minority and first generation students who are transitioning to college from the Danbury and Bethel high school districts. The program matches high school standards with college expectations by improving access, affordability, and accountability. Participants of this program are provided information about post-secondary education, while additional enrichment opportunities are provided.

The program starts in junior year of high school and begins by completing University placement examinations in Writing and Mathematics to determine where they would place if they enrolled in college that semester. As a result, University and high school faculty plan curricular changes for high school seniors in order to identify helping any at-risk students become college-ready. Students are retested in their senior year to measure progress. At the same time, juniors were tested in the Senior cohort year of the project.

The goal is to support college readiness for all high school students so that post-secondary education is an achievable dream. The majority of students who graduate from *Bridges* and attend the University are able to skip remedial classes in mathematics and writing; moving directly into credit-bearing courses. High school students have the opportunity to earn their university degree more quickly, saving both money and time. *Bridge* students persist at a solid rate. The first-year retention rate for *Bridge* students for the past two cohorts has ranged from 13% to 16% points higher than non-Bridges school students.

As of April 1, 2017, partnering schools are:

- Bethel High School
- Bethel Middle School
- Broadview Middle School
- Danbury High School
- Rogers Park Middle School
- Westside Middle School Academy

The *Bridges* partnership between the University and Bethel and Danbury high schools served as a model for the Connecticut State University System, with our three sister universities now engaged in projects with their local high schools. These collaborations cross boundaries and match high school standards with college expectations, improve access, accountability, affordability and the quality of the students education. In other words, prepared students enter the university ready to take full advantage of the opportunities offered

(2) Youth Programs: **The Bridges Program**

In 2010, the program began to evolved and offer a variety of educational outreach programs to middle school students at Danbury's Rogers Park; Broadview Middle Schools and Bethel Middle School. In 2014, the *Bridges Program* had been extended to middle school programs to Westside Middle School Academy. The current components of the University Bridges Program include, but are not limited to, the following:

- On-campus enrichment days
- Student Tutoring Program
- Placement Testing
- Camp College
- The Junior Meteorology Program
- Hurricane Research Program
- Professional Development Workshops

All the components of the University's *Bridges* program is designed to support college preparation and equalize the pre-college experience at an earlier age for all students in our partner school districts. For the third year in a row, the *Bridges* program contributed to the University earning the distinction of being named as the 2015 Presidents Higher Education Community Service Honor Roll, a designation for colleges and universities recognized for their commitment to volunteering, service-learning and civic engagement.

As of April 1, 2017, Building a Bridge to Improve Student Success continues to expand and now regularly offers the following programs:

- **On-campus enrichment days:** The *Bridge* Project offers on-campus enrichment days for students from Bethel and Danbury Middle Schools in the fall and spring semesters. Students participate in hands-on activities for math, science and writing.
- **The Junior Meteorology Program:** Students from Bethel and Danbury Middle Schools participate in a program called "*Junior Weather People*," taught by the University meteorology students and supervised by Gary Lessor, Assistant Director of the Weather Center. The students attend weekly sessions, learn about weather forecasting and produce weather broadcasts in the state of the art Weather Center at the University.
- **Hurricane Research program:** Bethel and Danbury High School students enroll in a Hurricane Research Program led by University Professor Dr. Albert Owino. The students meet weekly to prepare data charts, study weather systems and learn how hurricane researchers collect and report data.

- **Student Tutoring Program:** Select students from Bethel and Danbury Middle Schools receive on-site tutoring from honor students at the University. Students receive tutoring in the areas of Math, English as a Second Language (ESL) and Language Arts. The tutoring provides remedial help and opportunities for the students to master the material and improve their grades.
- **Placement Testing:** Every spring, high school juniors and seniors complete the University placement examinations in Writing and Mathematics to determine where the student would place if they enrolled in college that semester. As a result, the University and high school faculty modify curriculum and course selection to ensure high school seniors are ready for required coursework.
- **Young Writers Conference:** During the summer, students from the middle and high school districts have the opportunity to work with professional writers to hone their writing skills in a variety of genres, including science fiction, poetry, journalism, video game storylines, songwriting, flash fiction, screen writing and the college admissions essay. The conference culminates in a reading of the students work for an enthusiastic audience of family and friends. Participants are encouraged to submit their work to the *WCSU Young Writers Conference Journal* published and distributed at an autograph party in the fall.
- **Camp College:** Every August, students from Bethel and Danbury middle schools attend full day workshops in Math, Biology, Chemistry and Writing. All programs are led by various University professors. Students have studied animal physiology, learned about CSI forensics and engaged in an "Excellent Bug Adventure" to learn about the ecology of insects or the magnificent "Spirals in Nature." These activities serve as fodder for writing classes where the students create poems, stories, and essays about their experiences.
- **Professional Development workshops:** Through collaborative planning, the *Bridge* program provides teacher workshops for Bethel and Danbury school districts as well as University faculty on the opportunity to share best practices, new teaching strategies, implement creative assessment ideas, modify curriculum to address Common Core Standards, and develop a clear understanding of learning outcomes and encourage improved alignment.

(3) Apprenticeships: N/A

During the reporting period, the University has not sponsored or created apprenticeships or apprenticeship opportunities.

(4) Work Study Programs: **University Federal Work Study Program**

In order to prepare the next generation of workers, University students are encouraged to take on available internship opportunities at the University. The Federal Work Study Program is a federally funded program *based on financial need*. Because the program is financially need based, work experience is not the qualifying factor. In order to work

under the Federal College Work Study Program, a student must have financial need, as determined by FAFSA.

The dollar amount awarded under the College Work-Study Program to a student on his/her Award Letter, is not a guaranteed receivable. It is a fair estimate of what a student could earn. Work-Study is an allotment that students can earn if they have a job on campus. It is not money that is directly deferred on their bill, or automatically applied while they are working. If a student does not put in the necessary hours or is released from employment for just cause, the money shown on the Award Letter will not be obtained. Student employees are utilized in all areas of the University from administrative offices to facilities/maintenance work crews. During the reporting period, below is the list of the represented students who have University internships:

- Office of Financial Aid – 3WF, 1BM, 2HF
- Admissions – 3WM, 2WF, 3BM, 1BF, 1HM
- Graduate Studies – 1WM
- Facilities – 7WM, 3BM
- Honors Program – 1WM, 2WF, 1OF
- Ansell Business School – 1WM

All student employees **must be matriculated in at least 6 credits per semester** to remain eligible to work on campus. Student employment is an integral part of the university and of university life for many students. Student labor benefits the school in almost every academic and administrative department on campus. The student's employment can be related to his/her major and/or interests and work schedules can be arranged around the student's academic schedule.

The University employs approximately 400 students during the academic year. The types of jobs available are as diverse as the students themselves. There is a complete list of jobs and their descriptions available for students to examine in the Office of Student Financial Services. Students are paid biweekly with an hourly rate of pay contingent on the difficulty of the position and the experience of the student. The first paycheck is held back for two weeks, as required by the state.

Institutional Payroll is *not* based on a student's financial need in relation to qualifying under the federal programs. Students are employed under this program based on the needs of the department, the availability of funds, and the student's experience in specific areas. All federal and state funds are subject to federal and state regulations and the University will comply as mandated.

(5) Job Sharing Arrangements: N/A

During the reporting period, the University has not sponsored or created job sharing arrangements and/or opportunities.

(6) Internships: **The University Career Success Center**

The University's Career Success Center helps to prepare students to become job world ready and to progress confidently toward graduation and launch meaningful careers. Whether you are a first-year student, about to graduate or already have graduated, The University has an employer resource system named "WestConn Works" to provide all students with an important source/link to various internship referrals, career-related events, and career exploration tools. Most importantly, WestConn Works is the main platform that the University uses to post internships, job opportunities, and other important career-related information.

(7) Day Care Programs: **The University Child Care Center**

This establishment is licensed by the State of Connecticut and accredited by the National Association for the Education of Young Children (NAYEC). The Child Care Center provides a safe place for employees and student to enroll children from ages 3 to 5 to obtain high quality, developmentally appropriate experiences as well as a safe, developmentally appropriate environment. The focus is to provide a stimulating early care and education experience which promotes each child's social/emotional, physical and cognitive development. Recent events include pancake breakfast, computer time, celebration of the Chinese New Year, Halloween and Reading Time.

(8) Creation of New Positions: N/A

During the reporting period, the University has had no need to create new positions within the University.

(9) Outreach for High School and College Students: **The University's Pre-Collegiate and Access Programs**

The University's Pre-Collegiate and Access Programs include the following programs:

ConnCAP/Upward Bound

The ConnCAP/Upward Bound Program is a year-round, college preparatory program serving 140 Danbury High School students from grades 9 through 12. The Excel Program is a middle-school (Broadview, Rogers Park and Westside Academy) feeder program for the ConnCAP/Upward Bound Program, currently serving 90 students in grades 7 and 8. The ConnCAS/EA²P Program is a year-round academic enhancement program serving underprivileged college students.

Excel Program

The University Excel Program is an opportunity for middle school students to develop their academic potential and achieve their goal of admission into a post-secondary educational program upon completion of high school. The program serves Broadview, Rogers Park and Westside Middle School students in families where neither parent has completed a 4-year college degree and/or low income families whose taxable income is within our eligibility guidelines. The Excel Program is a year-round program currently serving up to 90 middle school students in the 7th – 8th grades.

This program begins recruiting students at the end of 6th grade to develop and strengthen their academic skills. The Excel Program is a feeder program for ConnCAP/Upward Bound and the majority of students continue on to participate in the high school. ConnCAP/Upward Bound will continue to edify and focus their academic and social-personal needs throughout high school in preparation for entrance into a post-secondary educational program.

A mandatory six-week, nonresidential summer program is conducted on the campus of Western Connecticut State University. The summer program, in conjunction with ConnCAP/Upward Bound, is designed to prepare students academically and socially for the upcoming school year. Students are given English, to strengthen their Language Arts and Writing Skills; Math, to strengthen their Mathematical skills.

During the academic year, each student meets with an academic advisor who monitors his or her academic and behavioral progress. Student progress is shared with parents at the end of each marking period, during parent conferences. The Excel Program works collaboratively with students, parents, teachers, and guidance counselors to assure that students will work towards their academic potential.

The Excel Program involves students in their school and community through club meetings, community service and field trips, thereby enabling the facilitation of a sense of community and unity developed over the summer. The program is funded through the Connecticut Department of Higher Education along with additional support from the Danbury Board of Education. In short, the University Excel Program stands for respect for others, respect for yourself, and the pursuit of lifelong learning!

ConnCAS/ EA²P(Educational Achievement and Access Program)

The University's ConnCAS/ EA²P (Educational Achievement & Access) program provides support for underrepresented and underserved students to successfully transition from high school to college and to continue completion of an undergraduate degree. The students' preparation for college is enhanced by their participation in a five (5) week residential program before starting college in the Fall semester. Student support and academic counseling are continued throughout the academic year. During the ConnCAS/ EA²P residential summer program, academic courses in math and English will be reinforced with tutorial sessions designed to prepare students for academic life.

Transitional workshops and campus presentations are created to promote achievement and student success in college. Students will also participate in leadership and teambuilding activities provided by our P.A.S.S. program (Programs for Achieving Student Success). Wide Angle Vision and various other departments on campus throughout the summer and academic year. The transition to college is much simpler for ConnCAS/ EA²P students when they begin their college careers in the Fall semester at the University. Students become familiar with the campus and faculty, and will have support from the ConnCAS/ EA²P staff and counselors.

(10) Reassignments: N/A

During the reporting period, the University has had no need to create reassignment opportunities within the University.

(11) Positive, Results-Oriented Program(s) designated to achieve Affirmative Action:

Faculty Development Funds: Under the terms of the CSU-AAUP contract, Article 9.6 and 12.10.1, the University annually allocates funds for faculty development, “*which shall be construed broadly to mean activities by and for members that enhance their ability to be productive and innovative professionals.*” A maximum of \$1,200 may be granted to any individual full-time faculty member and \$600 to any individual part-time faculty member. The Faculty Development and Recognition Committee reviews and grants funds that are available to many individuals, so prior use of the Fund as well as merit of activity will be considered. In cases where the dollar total for approved applications exceeds available funds in a given funding period, preference will be given to applicants who have not been awarded full funding in the previous fiscal year.” Applications for “in-house” workshops do not have a specified maximum funding level, but will be reviewed on the basis of merit and numbers of individuals across the University community who will benefit from the workshops. Proposals from AAUP members may be co-sponsored with non-members.

President’s Initiative Fund: The University President established a President’s Initiative Fund to support new projects of faculty, students, and staff that capitalize on the University’s distinctive Western Connecticut location. The initiative is meant to advance one of the University’s core competencies: the ability to employ its regional advantage to educate for global realities. During this reporting period, the President’s Initiative sponsored activities during Latino History Month, Women’s History Month, Black History Month as well as Veteran’s Day commemorations.

Minority Recruitment and Retention Committee: This AAUP bargaining unit committee meets regularly with the Chief Diversity Officer to develop strategies to attract a diverse faculty applicant pool. Additionally, the Committee frequently reviews proposals to support faculty attendance at workshops and conferences which expand their knowledge of their particular discipline. During the reporting period, the University continued its support of teaching faculty’s attendance at professional conferences as well as assisting with relocation costs of new faculty members to the Danbury area.

Minority Recruitment and Mentoring Committee: This SUOAF-AFSMCE bargaining unit committee meets regularly with the Chief Diversity Officer to discuss recruiting strategies and to develop programming which enhance the work environment for employees, including highlighting career opportunities both internal and external to the University. During the reporting period, the University continued to encourage and support administrative staff attendance at professional conferences.

(b) Additionally, during this reporting period and with the assistance of students and the local community, the University once again sponsored many events including:

- **October 2016: Health Promotion and Exercise Science Department Internship Fair**

The Health Promotion and Exercise Science Department hosted an internship fair to connect local employers with students who need to spend 450 unpaid hours with an agency to complete their graduation requirements and earn up to 12 credits.

- **November 16, 2016: A Photographic Walk Through History**

Award-winning photographer and University alumnus, Fred Watkins, discussed his long-standing career with interested University participants and open to the public. Watkins began his career in photography more than 25 years ago in Time-Life photo lab in New York City. Through the decades, Watkins has worked for Time-Life and People magazines, ABC, ESPN, MCI, Pfizer, Miller Brewing Company, General Motors, Fox News, and many other Fortune 500 companies.

- **December 14, 2016: The Sixth (6th) Annual Project Homeless Connect**

The University's student based Social Work Club linked public agencies and private business to provide services to area homeless as well as those at risk of becoming homeless.

- **February 22, 2017: Whose Harlem Renaissance is This Anyway?"**

Associate Curator, Steven Fullwood of the Schomburg Center for Research in Black Culture, discussed his focus on why resistances are not merely momentary distractions or agitations, but a centuries-long attempt to secure full access to constitutional rights that have never been fully available to the peoples for and about whom the work of the Harlem Renaissance was created. This was an open forum available to University participants and open to the public.

- **The University Visual and Performing Arts Center 2016-17 Season**

On September 28, 2014, the University welcomed more than 500 guests to experience the creative process at work at the gala opening of its new Visual and Performing Arts Center. Students, faculty and staff were on hand to "put the building through its paces" in a multitude of spaces, including the Concert Hall, Studio Theatre, Art Gallery, Painting Studio, Recording Studio, Scene Shop, Dressing Rooms, Sculpture Studio, and M.F.A. Studios. In the weeks since the gala opening, the new facility has enhanced the artistic and academic experience for students, faculty, staff and patrons.

At 130,000 square feet, this uniquely designed facility is divided into three distinct wings: Theatre Arts, Music and Visual Arts, all connecting together in the stunning lobby with a ramp bridge that appears to float high above. Students taking courses in the art wing benefit from light shining through double-height, northern-exposed windows in the spacious painting and sculpture studios. They work in photography and graphic design studios equipped with both the

latest computer technology and the legacy technology of traditional film development. The Art Gallery features northern-exposed light, a Panelock 200 display system, all atop beautiful maple flooring.

Music students rehearse and perform in the Veronica Hagman Concert Hall, which features a tri-level, in-the-round seating experience for an audience of up to 350; variable acoustics; state-of-the-art performance audio and lighting; 5:1 HD recording and two Concert Grand pianos: a Steinway Model "D" (Hamburg) and a Yamaha CFX, the flagship of the Yamaha concert piano line. A recording studio houses WCSU's new Audio and Music Production degree program and features a Solid State Logic Duality audio console — the finest in the industry.

Theatre students perform on the facility's MainStage Theatre and Studio Theatre — both loaded with technology and functionality beyond many Broadway venues. Two theatre rehearsal studios, both equipped with audio/visual technology and sprung dance floors complement the university's increasingly popular musical theatre program. Dressing rooms, practice rooms and individual Master of Fine Arts in Visual Arts studios are all incorporated into the spaces, designed for students so they may experience a professional-quality arts education. During the reporting period, the University's Visual and Performing Arts Center has held various exhibitions, performances and galleries to showcase our student achievements in Theatre Arts, Music and Visual Arts.

- **2017 Career Success Center Job Fair**

The University's Career Success Center hosted a student job fair which connected over 100 local employers with students seeking both permanent and summer employment opportunities. The University's Career Fair is open to all University students and alumni as well as students and alumni from Eastern Connecticut State University, Central Connecticut State University, and Southern Connecticut State University.

Pre-Collegiate and Access Programs

ConnCAS / EA²P

- Information
- Program Services
- Application
- ConnCAS / EA²P Sample Summer Schedule
- Calendar

ConnCAP/Upward Bound

Excel

Projected Summer 2017 Program Dates

Staff / Contact Us

Parent and Student Links

Pre-Collegiate and Access Programs Newsletter



The Western Connecticut State University Pre-Collegiate and Access Programs include the following programs ConnCAP/Upward Bound, Excel and ConnCAS/ EA²P(Educational Achievement and Access Program)

The ConnCAP/Upward Bound Program is a year-round, college preparatory program serving 140 Danbury High School students from grades 9 through 12. The Excel Program is a middle-school (Broadview, Rogers Park and Westside Academy) feeder program for the ConnCAP/Upward Bound Program, currently serving 90 students in grades 7 and 8. The ConnCAS/ EA²P Program is a year-round academic enhancement program serving underprivileged college students.

CONNCAS/ EA²P (EDUCATIONAL ACHIEVEMENT & ACCESS) PROGRAM

The ConnCAS/ EA²P program provides under-prepared students with the opportunity and support they need to obtain a college education. ConnCAS/ EA²P includes a challenging introductory five-week summer program that assists students in developing their academic skills. The program provides the first step toward achieving academic success at WestConn by offering a rewarding "head start" toward a student's college career.

[Learn more about the ConnCAS/ EA²P program](#)

[ConnCAS/ EA²P Services](#)

[Download application](#)

CONNCAP/UPWARD BOUND PROGRAM

The Western Connecticut State University ConnCAP/Upward Bound Program is an opportunity for high school students to develop their academic potential and achieve their goal of admission into a post-secondary educational program. The program serves Danbury High School students in families where neither parent has completed a 4-year college degree and/or low income families whose taxable income is within state and federal eligibility guidelines.

[Learn more about the ConnCAP/Upward Bound program](#)

[ConnCAP/Upward Bound Services](#)

[Eligibility Guidelines](#)

[Download application](#) (PDF, 168k)

EXCEL PROGRAM

The Western Connecticut State University Excel Program is an opportunity for middle school students, in grades 7 and 8, to develop their academic potential and achieve their goal of admission into a post-secondary educational program upon completion of high school. The program serves Broadview, Rogers Park and Westside Middle School students in families where neither parent has completed a 4-year college degree and/or low income families whose taxable income is within our eligibility guidelines.

[Learn more about the Excel program](#)

[Excel services](#)

[Eligibility Guidelines](#)

[Download application](#) (PDF, 189k)

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Pre-Collegiate and Access Programs

ConnCAS / EA²P

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ConnCAS/ EA²P Program Program Services

All ConnCAS/ EA²P students will be provided with the following year-round services including access to the following centers offered by WCSU:

- [The Pre-Collegiate & Access Programs Student Success Center](#) is located in the Lower level of Berkshire Hall, room 019. Dedicated Tutoring by WCSU professors and honor students will be available from.

SPRING SEMESTER Hours: (effective January 16, 2017 to May 12th, 2017)

Monday: 8:00am to 6:30pm

Tuesday: 8:00am to 6:30pm

Wednesday: 8:00am to 6:30pm

Thursday: 8:00am to 5:30pm

Friday: 8:00am to 4:00pm

Saturday: CLOSED

Sunday: 7:00pm to 10:30pm

Tutoring will be provided to all ConnCAS/ EA²P students throughout the academic year. Please contact our office directly at 203-837-8801 to schedule an appointment for tutoring.

- [The Writing Center at the Haas Library](#) is run by the English Department and provides students with professional help with their grammar, development style and organization. (www.wcsu.edu/writingcenter/)
- [The Math Clinic](#) is run by the Math Department. Tutors provide one on one tutoring and will help students study for tests and solve homework problems. There is a collection of tutorials for individual student use. (www.wcsu.edu/math/Clinic/index.htm)
- [The Tutoring Resource Center](#) is run by the Psychology Department and assists students with reading, outlining, note-taking, time management, studying, test taking and research (www.wcsu.edu/trc/)
- [Individual and Group Counseling Sessions](#) are offered at the WCSU Counseling Center. The center provides free, confidential services to the university community. The Counseling Center provides services to help students develop their problem solving and decision making potential. (<http://www.wcsu.edu/counseling/>)
- [AccessAbility Services](#) focuses on the **access** of the university and the **ability** of each student. AccessAbility coordinates and provides accommodations and support services to undergraduate and graduate students with documented disabilities at WCSU (www.wcsu.edu/accessability/)

Advisement/ counseling throughout first year of college

-Access to transitional workshops- For example:

- Technology
- Time Management/Study Success
- Getting Involved on Campus
- Financial Aid 101
- Registration

[Pre-Collegiate and Access Programs](#)

Excel

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Excel Program

The Western Connecticut State University Excel Program is an opportunity for middle school students to develop their academic potential and achieve their goal of admission into a post-secondary educational program upon completion of high school. The program serves Broadview, Rogers Park and Westside Middle School students in families where neither parent has completed a 4-year college degree and/or low income families whose taxable income is within our eligibility guidelines.*

The Excel Program is a year round program currently serving up to 90 middle school students in grades 7th - 8th. This program begins recruiting students at the end of 6th grade to develop and strengthen their academic skills. Excel is a feeder program for ConnCAP/Upward Bound and the majority of students continue on to participate in the high school. ConnCAP/Upward Bound will continue to edify and focus their academic and social-personal needs throughout high school in preparation for entrance into a post-secondary educational program.

A mandatory six-week, nonresidential summer program is conducted on the campus of Western Connecticut State University. The summer program, in conjunction with ConnCAP/Upward Bound, is designed to prepare students academically and socially for the upcoming school year. Students are given English, to strengthen their Language Arts and Writing Skills; Math, to strengthen their Mathematical skills.

During the academic year, each student meets with an academic advisor who monitors his or her academic and behavioral progress. Student progress is shared with parents at the end of each marking period, during Parent Conferences. The Excel Program works collaboratively with students, parents, teachers, and guidance counselors to assure that students will work towards their academic potential. The Excel Program involves students in their school and community through club meetings, community service and field trips, thereby enabling the facilitation of a sense of community and unity developed over the summer.

Excel is funded through the Connecticut Department of Higher Education along with additional support from the Danbury Board of Education.

In short, the Western Connecticut State University Excel Program **stands for respect for others, respect for yourself, and the pursuit of lifelong learning!**

*Please call our office to be advised of our income guidelines. The telephone numbers are located on the cover page.

PLEASE NOTE: *Trips, Activities and Schedules are Subject to Change.*

Financial Aid and Student Employment

Home > Financial Aid and Student Employment >

Show Email Print

Financial Aid: Student Employment

Applying for Aid

- First Time Applicants
- Renewal Applicants
- Available Grants & Academic Scholarships
- Available Loans
- Important Forms
- Dependency Override

Financial Aid Resources

- Scholarships
- Veteran's Benefits
- Student Expenses
- Net Price Calculator
- Financial Aid Links
- Student Consumer Information

Financial Aid Policies

- Academic Progress
- Retaking Coursework - Repeat Policy
- 150% Direct Subsidized Loan Limit
- Financial Aid Withdrawal Policy
- Financial Aid Disbursements & Refunds
- Student Loan Code of Conduct

Student Employment

- Job Opportunities for Students
- For On-Campus Employers

FAQ Video Gallery

Contact Us

- Appointment Request

All student employees **must be matriculated in at least 6 credits per semester** to remain eligible to work on campus.

Student employment is an integral part of the university and of university life for many students. Student labor benefits the school in almost every academic and administrative department on campus. The student's employment can be related to his/her major and/or interests and work schedules can be arranged around the student's academic schedule.

Western Connecticut State University employs approximately 400 students during the academic year. The types of jobs available are as diverse as the students themselves. There is a complete list of jobs and their descriptions available for students to examine in the Office of Student Financial Services.

Students are paid biweekly with an hourly rate of pay contingent on the difficulty of the position and the experience of the student. The first paycheck is held back for two weeks, as required by the state.

There are two major funding sources for the student labor force at Western Connecticut State University:

- The Federal College Work Study Program
- The Institutional Payroll.

The Federal Work Study Program is a federally funded program *based on financial need*. Because the program is financially need based, work experience is not the qualifying factor. In order to work under the Federal College Work Study Program, a student must have financial need, as determined by FAFSA.

The dollar amount awarded under the College Work-Study Program to a student on his/her Award Letter, is not a guaranteed receivable. It is a fair estimate of what a student could earn.

Work-Study is an allotment that students can earn if they have a job on campus. It is not money that is directly deferred on their bill, or automatically applied while they are working.

If a student does not put in the necessary hours or is released from employment for just cause, the money shown on the Award Letter will not be obtained.

The Institutional Payroll is *not* based on a student's financial need in relation to qualifying under the federal programs. Students are employed under this program based on the needs of the department, the availability of funds, and the student's experience in specific areas.

All federal and state funds are subject to federal and state regulations and Western Connecticut State University will comply as mandated.

FEDERAL TAX INFORMATION

Any funds received from scholarships, benefits, fellowships, WCSU or any other source that combined **exceed** the cost of tuition, fees, books, required equipment and supplies are considered taxable income. These include federal Pell Grants, but not federal loans. The borrower is required to report taxable awards to the IRS as income and therefore should keep a detailed record of all expenditures. Housing and food are considered nonexempt, so money spent on these items is subject to income tax.

Job Opportunities

Please note that International Students on F1 or J1 Visa must obtain work permission prior to applying for on or off campus employment.

Last Updated: January 17, 2017

How to create an FSA ID

- WCSU Home
- Future Students
- Current Students
- Faculty and Staff
- Alumni and Parents
- Donors and Friends
- Colonial Sports Fans
- Academics

- Academic Departments
- Administrative Departments
- Student Engagement

- Work Study Only

Job Opportunities for Students: Work Study Only

The Office of Financial Aid & Student Employment hosts a campus **Student Employment Job Fair** during Welcome Week of the Fall semester.

The goal of the Student Employment Job Fair is to provide a purposeful environment to introduce students to employers and cultivate campus connections.

The Job Fair is open to all students, particularly first-year and transfer students, for student employment and federal work-study opportunities.

This website is updated after the Student Employment Job Fair with student employment opportunities that remain and/or become available throughout the academic year.

Students can check their eligibility for Work Study at the Office of Financial Aid & Student Employment in Old Main 105.

Current Openings (date order, newest at top)

Students MUST have a work study award from financial aid to apply to these positions.

HEALTH SERVICES (WORK STUDY) - **NEW POST**

Location: Litchfield Hall (facing White Street)

Job Description: Student to assist with filing, reception desk, deliveries, and special projects.

Also seeking student to assist Director with organization and general office duties.

Minimum Qualifications: Alpha filing, phone etiquette, computer skills, ability to work with the public.

Desired Qualifications: Friendly, flexible in various tasks, willingness to train/work in a professional office under the guidelines of confidentiality.

Pay Rate: \$10.10/hr.

Hours/Schedule: Student needed Monday, Tuesday, and Wednesday 8am - 12pm.

Office is open Monday through Friday 8a-4p.

Contact: Dawn Lipke at 203-837-8593 or lipked@wcsu.edu / Dr. Susan Cizek at cizeks@wcsu.edu

Posted: 01/26/2017

REGISTRAR'S OFFICE (WORK STUDY) - **NEW POST**

Location: Old Main 104, Midtown Campus

Job Description: Maintain student folders by copying, scanning, and indexing supporting paperwork; filing supporting paperwork into the appropriate folders in Old Main and Higgins Hall; assist in processing transcript requests; answering phones and taking messages; assist at the front counter; check that office printers and office supplies are stocked; other duties as assigned.

Desired Qualifications: Seeking a student worker who possesses the following competencies: Detail oriented and organized, excellent communicator - strong customer service skills, able to learn quickly and perform multiple tasks simultaneously, experience working in MS Word 2010 and Excel 2010, ability to work independently, knowledge about WCSU, as well as, policies and procedures is helpful.

Pay Rate: TBD

Hours/Schedule: Max. 20 hours/week

Questions? Chat with us!



Contact: Jolee Dinho-Guerreiro at 203-837-9207 or dinhoguerreiroj@wcsu.edu

Posted: 01/20/2017

CAREER SERVICES CENTER (WORK STUDY) - *NEW POST*

Location: Student Center, Room 207, Midtown Campus

Position Description: Assist with general office related support. Will train on Center services and processes.

Minimum Qualifications: Dependability; willingness to learn. First or second year student desirable, but not required.

Pay Rate: \$10.10/hr.

Hours/Schedule: Spring 2017, Availability between 8:30am-11:00am desired.

Contact: Kathleen Lindenmayer at 203-837-8266 or lindenmayerk@wcsu.edu OR Myrna Flaccavento at 203-837-8263 or flaccaventom@wcsu.edu

Posted: 01/18/2017

EDUCATION & EDUCATION PSYCHOLOGY (WORK STUDY) - *NEW POST*

Location: Westside Classroom Building 129, Westside Campus

Job Description: General office work including filing, data entry, phone coverage.

Pay Rate: \$10.10/hr.

Hours/Schedule: Availability Tuesday - Thursday; schedule made with supervisor.

Contact: Catherine O'Callaghan at 203-837-3267 or ocallaghanc@wcsu.edu

Posted: 01/17/2017

WRITING, LINGUISTICS & CREATIVE PROCESS (WORK STUDY) - *NEW POST*

Location: Higgins Hall, Room 205, Midtown Campus

Position Description: Assist with general office related support; run errands between departments and buildings; assist with large mailings; scanning documents into archives.

Minimum Qualifications: Competency in Microsoft Word and Excel; familiarity with scanning processes

Desired Qualifications: Dependability; respectful of office environment; respectful of confidentiality.

Pay Rate: \$10.10/hr.

Hours/Schedule: Spring 2017, 2-3 hours per day, Monday - Thursday.

Contact: Laurel Richards at 203-837-9041 or richardsl@wcsu.edu

Posted: 01/17/2017

ART DEPARTMENT (WORK STUDY ONLY) - *NEW POST*

Location: School of Visual & Performing Arts, Westside Campus

Job Description:

Questions? Chat with us!



Art Room Monitors - seeking students to act as art room monitors (painting & drawing studios) during open hours. Duties include opening/closing of room, monitoring of facilities, equipment, and tracking usage. Minor clean-up of facilities at the end of daily sessions will be expected.

Hours/Schedule: Students are needed Mon-Thurs from 6-9pm, Friday & Saturday from 1pm-4pm. Hours are flexible.

Art Gallery Reception & Monitor - seeking gallery receptionist/monitor during open gallery hours. Duties include opening/closing, including lighting and media, monitoring facilities, equipment, and tracking gallery patrons.

Hours/Schedule: Students needed weekday evenings for special events and Sat-Sun from 1pm-4pm.

Contact: Lori Robeau at 203-837-8403 or robeaul@wcsu.edu with your contact info and availability.

Posted: 01/04/2017

ELLSWORTH AVENUE SCHOOL (WORK STUDY) - **UPDATED**

Location: 53 Ellsworth Ave. Danbury, CT - one block from Midtown Campus

Job Description: Various positions available including: classroom teacher assistant, office/clerical, nurse's aide, and library/tech assistant.

Desired Qualifications: Good communication skills, dependable, good student role model, reliable, responsible, and follow a respectable dress code, appropriate language and limited cell phone use during work shift. **Must have work study.**

Pay Rate: \$12.00/hr.

Hours/Schedule: Flexible between 8:00am-4:00pm, Monday - Friday

Contact: Jan Edwards at 203-241-9501 or edwardj@danbury.k12.ct.us

Posted 11/21/2016

PAYROLL DEPARTMENT (WORK STUDY)

Location: University Hall, Midtown Campus

Job Description: Assist Payroll Department in checking hours on detailed payroll reports and general office duties including, shredding, filing, and answering phone calls.

Minimum Qualifications: Must be detail oriented.

Desired Qualifications: Accounting or other Business major preferred.

Pay Rate: TBD

Hours/Schedule: Available Monday and Thursdays, 3-4 hours per day between 8am-4pm.

Position available to start 10/24/2016.

Contact: Sarah Baywood at 203-837-8366 or baywoods@wcsu.edu

Posted: 10/13/2016

SHIPPING & RECEIVING (WORK STUDY)

Location: 190 White Street (Behind White Street Parking Garage)

Job Description: Deliver packages, paper, and office supplies around Midtown and Westside campuses. Clean warehouse.

Minimum Qualifications: Ability to lift 50 lbs.

Questions? Chat with us!



Pay Rate: TBD

Hours/Schedule: Availability Mondays, 9-4pm; Tuesday, 9-1pm; Thursday, 9-1pm.

Available immediately!

Contact: Christy Yoder at 203-837-9267 or yoderc@wcsu.edu

Posted: 10/11/2016

ACADEMIC ADVISEMENT CENTER - Westside Campus (WORK STUDY)

Location: Campus Center, Room 300, Westside Campus

Job Description: Greet students as they come for appointments; direct students to appropriate advisor; filing and other office duties; assist with AAC events as needed.

Pay Rate: TBD

Hours/Schedule: Available during following timeframes: Monday, 8:00a-1:30p; Tuesday, 8:00a-4:30p; Wednesday, 11:00a-4:30p; Thursday, 1:00p-4:30p; Friday, 8:00a-4:30p.

Contact: Lisa Peck at peckl@wcsu.edu / 203-837-8397 or Isabel Carvalho at carvalhoi@wcsu.edu

Posted: 10/06/2016

ANCELL SCHOOL OF BUSINESS - DEANS OFFICE (WORK STUDY)

Location: Westside Classroom Building

Job Description: Assist with day to day functions of the office. Duties would include greeting visitors, answering phones, and other office duties.

Minimum Qualifications: Familiarity with Microsoft Word/Excel.

Desired Qualifications: Customer service skills helpful.

Pay Rate: TBD

Hours/Schedule: Availability on Wednesdays, other mornings, and other times as arranged with supervisor.

Contact: Catherine Cote at 203-837-8782 or cotec@wcsu.edu

Posted: 10/06/2016

CAMPUS & STUDENT CENTERS (WORK STUDY)

Location: Midtown & Westside Campuses

Job Description: Student Associate needed to greet, assist, and direct visitors, answer phones and perform other general office functions; assist director with shuttle and box office reports; promote events; proctor CLEP/MAT exams as needed; post flyers, cover Information Desk as needed; travel between campuses as needed; other duties as assigned

Pay Rate: TBD

Hours/Schedule: TBD with supervisor

Contact: Oni Figueroa at 203-837-8415 or figueroao@wcsu.edu

*Must complete [APPLICATION](#) and email to campuscenter@wcsu.edu.

Posted: 10/06/2016

Questions? Chat with us!



ENVIRONMENTAL HEALTH AND SAFETY (WORK STUDY)

Location: University Hall, Midtown Campus

Job Description: Data entry; assist in ensuring environmental compliance; upkeep of life safety instrumentation; ergonomic set-up and installation; assist in maintaining chemical environment system.

Minimum Qualifications: Ability to lift 25 pounds; comprehensive computer skills; excellent interpersonal skills; outstanding communication.

Desired Qualifications: Pursuing a degree in the sciences or JLA, but not required.

Pay Rate: \$9.60/hr.

Hours/Schedule: Office hours are Monday-Friday, 8a-4p; Flexible hours based on student availability. Available Immediately

Contact: Halie Roberge at 203-837-4045 or robergeh@wcsu.edu

Posted: 10/06/2016

LIBRARY - HAAS (WORK STUDY)

Location: Midtown Campus

Job Description: Seeking Circulation Desk Assistants - answering questions, giving directions, checking material in/out, loan periods for various materials (e.g., books, media, reserves), special projects as directed by supervisors. Serve as a resource to patrons; scan library materials; fulfill faculty reserve requests; shelving of books; processing of overdue notices; additional duties as assigned.

Minimum Qualifications: Ability to provide optimal customer service to students, faculty, staff, and guests.

Pay Rate: \$9.60/hr.

Hours/Schedule: TBD with supervisor

Contact: Russell Gladstone at 203-837-9102 or gladstoner@wcsu.edu

Posted: 10/06/2016

THEATRE ARTS DEPARTMENT (WORK STUDY)

Location: VPAC Computer Lab, Westside Campus

Job Description: Monitor the Theatre Arts Department Computer Lab in the Visual and Performing Arts Center on the Westside Campus. Responsible for monitoring the lab, making sure that students using the lab follow the rules, and making sure that everything is orderly and working well. The Computer Lab also has a small library that Theatre Arts majors utilize, and they would make sure the books are checked in and out through our system.

Desired Qualifications: Responsible; punctual; good communication skills; computer knowledge is helpful, but not required.

Pay Rate: \$9.80/hr.

Hours/Schedule: Available for Fall semester - Weekday, daytime availability; various time slots available Monday-Friday, 9a-6p.

Contact: Adelka Polak at 203-837-3983 or polaka@wcsu.edu

Posted: 10/06/2016

TUTORING RESOURCE CENTER

Questions? Chat with us!



Location: Haas Library, 2nd Floor

Job Description: Tutoring Resource Center tutors will work with students on coursework, study skills, and test-taking strategies within the subject of their expertise. Tutors are responsible for responding promptly to the tutoring requests of the Coordinator and assigned students. Additional duties may include locating helpful resources for students in the tutor's subject of expertise, and offering information about other available resources on campus. Tutors will maintain a friendly, professional attitude while working with students.

Minimum Qualifications: Must have a minimum 3.5 GPA in the subject being tutored and recommendation from a faculty member. Strong interpersonal skills, excellent time-management skills; attention to confidentiality required.

Desired Qualifications: Students must have completed at least one semester at WCSU.

Pay Rate: \$11.00/hr.

Hours/Schedule: Tutors are scheduled by appointment. There are no set hours for tutoring. Tutors should have at least three hours per week available for tutoring requests. Tutors can arrange their appointments based on their availability.

Positions available immediately for Fall and Spring.

Contact: Beth Turley at 203-837-9245 or turleyb@wcsu.edu

Posted: 10/04/2016

HEALTH PROMOTION AND EXERCISE SCIENCES (HPX) DEPARTMENT (WORK STUDY)

Location: Berkshire Hall, Midtown

Job Description: Student assistant needed for general office duties. Assist with answering telephones, faxing, filing correspondence, running errands on campus, mailings and making copies; assist with research and evaluation projects; assist with coordination of department events and meetings; greet office guests, answer questions and direct to the proper individual(s); data entry into a Microsoft Excel spreadsheet; other administrative duties or special projects as assigned.

Reports to: HPX Department Secretary (primary) and HPX Department Chair (secondary)

Pay Rate: \$9.60/hr.

Hours/Schedule: Hours worked will be arranged with the direct supervisor. Available immediately.

Contact: Interested students should forward a resume and contact information to Dr. Robyn Housemann at housemannr@wcsu.edu.

Posted 10/04/2016 (updated)

HOUSING & RESIDENCE LIFE (WORK STUDY)

Location: Newbury Hall, Housing Office

Job Description: Front office coverage to answer phone calls, greet students and visitors. Data entry of housing applications, filing, run on-campus errands, assist with room selection process, cover office when staff members are in meetings, and other miscellaneous duties.

Minimum Qualifications: Professional appearance and demeanor. Able to handle a large volume of phone calls and filing.

Desired Qualifications: Customer service experience preferred.

Pay Rate: \$9.60/hr. (Work Study not required)

Hours/Schedule: Monday afternoons from 12:30pm to 4:30pm. Able to cover other hours if necessary. Available immediately for Fall and Spring.

Contact: Effie Masse at 203-837-8533 or massee@wcsu.edu

Questions? Chat with us!



Posted: 10/04/2016

WESTCONNECT / LOCKSMITH (WORK STUDY)

Location: Old Main 006 (Bottom Floor)

Job Description: Seeking work study students to assist the Locksmith. Training will be provided.

Desired Qualifications: Highly motivated and reliable. Any mechanical experience is helpful.

Pay Rate: TBD

Hours/Schedule: TBD; based on academic schedule.

Contact: Mike Ercoli at 203-837-9311 or ercolim@wcsu.edu

Posted: 09/19/2016

GRAPHICS RESEARCH GROUP (WORK STUDY)

Location: Westside Classroom Building, Room 108

Job Description: Research Assistant: Assist faculty members of the Graphics Research Group in one of several on-going research projects. Tasks include literature searches; computer program design, implementation and testing; and production of weekly reports.

Minimum Qualifications: Interest in working on original research, often unassisted; Completion of CS 170 (Language C++) with a minimum grade of C.

Desired Qualifications: Completion of additional CS, MAT or DIMA courses; Experience with computer graphics, computer animation, and/or digital media.

Pay Rate: \$15.00/hr.

Hours/Schedule: 5-10 hours per week; no set work schedule

Contact: William Joel at 203-837-9353 or joelw@wcsu.edu

Posted: 09/19/2016

WEATHER CENTER (WORK STUDY)

Location: Science Building 264, Midtown Campus

Job Description: Seeking student meteorologists to assist in forecasting the weather across the country. Practice your skill of forecasting the weather with real world clients and get experience that will put you ahead of your peers when seeking your first job upon graduation.

Minimum Qualifications: Meteorology or Computer Science majors.

Pay Rate: \$9.60/hr.

Hours/Schedule: Late morning to mid-afternoon availability.

Contact: Gary Lessor at 203-837-8552 or lessorg@wcsu.edu

Posted: 09/14/2016





CAREER DEVELOPMENT CENTER

"My internship experience was amazing and full of hands-on learning that I would not trade for anything." — Emma Coleman, student

"Never underestimate the power of networking ... You're already ahead of the game if you can ask questions of someone who has been there and done that." — Gayle Saunders, alumna

Cooperative Education Internship Program

Cooperative Education Internship Program (CEIP) at WCSU provides classroom study meaningful on-the-job experience in business, industry, and the not-for-profit and public sectors. For participating students, the program provides professional development, career advancement, and personal growth opportunities.

Employers use the WCSU CEIP to gain assistance, support the professional staff and to ensure a future workforce. CEIP students gain experience and exposure to the organization's culture, complete their cooperative education internship assignment.

CEIP AT-A-GLANCE

- Many opportunities available to students from all majors with at least 45 credits completed; an application is required.
- In majority of internships, students receive a competitive hourly salary.
- Part- and full-time positions available during academic term.
- Earn as many as 12 credits during a semester (18 maximum) through CEIP.

Contact Information & Center Hours

Dr. Anthony Caputo
Director of Cooperative Education
(203) 837-6266
acaputo@wscu.edu

Michelle Caputo
Associate Director
(203) 837-6264
mcaputo@wscu.edu

Mylene Garza
Administrative Assistant
(203) 837-6267
mgarza@wscu.edu

Wendy S. Roberts
Coordinator of Career Center
Faculty Director of Career Center
Wendy.S.Roberts@wscu.edu

100 W. Main Street, 201
111 White Street, 1000
1000 W. Main Street, 1000
1000 W. Main Street, 1000

Office Hours
Monday - Friday 9:00 AM - 5:00 PM

Drop-In Hours
Monday - Friday 10:00 AM - 1:00 PM
Saturday 10:00 AM - 1:00 PM



Career Counseling

Career counseling is available to all students to explore the relationship between education and career, and to help you explore your options. Career counseling is available to all students to help you explore your options. Career counseling is available to all students to help you explore your options.

Senior Recruitment Program

Graduating seniors are invited to leave the classroom, world and explore other possibilities, explore future career opportunities presented by employers through the recruitment program. Employers come every two to three semesters and you can meet with them and visit their offices. The excellent reputation of WACSU students has ensured strong relationships between employers and the school (workshop format).

Resources

The Career Development Center has a wide range of resources to assist with your exploration, planning and job search needs.

- Sigi 3:** interactive career guidance and information system to identify interests, values and skills and link to career possibilities.
- Career workshops:** Resume, cover letter, interview, job search, networking and portfolio.
- Colonial Career Connection:** online job/internship position system.
- Industry specific career fairs.**
- Annual Career Fair**
- Student Alumni Network**
- Employer presentations**
- Workshops and guest speakers on campus.**

Creating your four-year career plan

Year One: Discover & Explore

- Discuss your career interests with a career counselor
- Utilize career assessment tools to determine your interests
- Explore our career libraries
- Engage in career programming and workshops

Year Two: Prepare & Practice

- Research career fields of interest
- Participate in classroom presentations and workshops presented by CDC
- Get online! Utilize our VAULT career library and Colonial Career Connection job board
- Secure our Colonial Internship Program (open to students with 45 credits or more)
- Attend the Career Fair and speak with employers to gather information about part-time and possible internship opportunities

Year Three: Experience & Assess

- Attend CDC workshops (resume critiques, interview skills, job search strategies, LinkedIn workshops, etiquette programs) to prepare for interviews
- Apply to the Cooperative Education (Internship) Program and meet with a staff member to discuss your interests and opportunities
- Engage in networking programs and connect with employers and WACSU alumni
- Create a LinkedIn profile if you have not already
- Attend the Career Fair to seek internships and summer positions. Become familiar with employer expectations
- Get online! Utilize our VAULT career library and Colonial Career Connection job board
- Perform a mock interview with a CDC counselor or an employer contact

Year Four: Implement & Engage

- Update your resume; develop a bold cover letter and prepare your elevator speech
- Continue to attend CDC workshops (resume critiques, interview skills, job search strategies, LinkedIn workshops, etiquette programs) to prepare for interviews
- Attend the Career Fair to seek internships, summer and full-time positions. Refine your "elevator speech"
- Get online! Utilize our VAULT career library, Colonial Career Connection job board
- Develop a professional presence on social media; update your LinkedIn profile; build your connections and relationships
- If you have not yet, apply for internships to gain experience during your last year
- Participate in senior recruiting on- and off-campus recruiting opportunities (precluding seniors)
- Attend professional association meetings as well as pre-grad school fairs
- Participate in our CDC First Destination Survey (open to graduating students)



"The only thing better than a great WACSU education is to add as much experience as you can to your professional resume. The CDC can help you do that!" - Tama Reza, alumna



"... he has been an asset to our company. We hope we can hire him after graduation." - Recruitment of a WACSU intern

Career Workshops

- Career Strategy
- Interview Skills
- Resume Critiques
- Job Search Strategies
- LinkedIn Workshops
- Networking Programs
- Etiquette Programs
- Mock Interviews
- Career Fairs
- Industry Specific Career Fairs
- Annual Career Fair
- Student Alumni Network
- Employer Presentations
- Workshops and Guest Speakers on Campus

Special Events

- Annual Career Fair
- Student Alumni Network
- Employer Presentations
- Workshops and Guest Speakers on Campus
- Industry Specific Career Fairs
- Annual Career Fair
- Student Alumni Network
- Employer Presentations
- Workshops and Guest Speakers on Campus
- Industry Specific Career Fairs

Alumni Mentor Program

Success, in today's economy, requires more than just academic performance. It also requires knowledge of the business environment and the ability to navigate within it. The purpose of the Ansell Mentor Program is to provide students with the knowledge they need to be successful, and the opportunity to network with experienced professionals in their chosen field. The Ansell Mentor Program is a career building tool. It is not a job placement program. [FAQ](#)

The Ansell Mentor Program at a Glance

Mentor/Mentee partners will meet at least twice during the semester. Face to face meetings are encouraged but Skype, email and other ways to meet are acceptable. Mentor meetings are an opportunity to discuss many topics, including business issues, career paths, personal concerns, and professional experiences. Some Mentor activities might include providing an overview of the Mentor's company, inviting students to the Mentor's company, arranging meetings with company executives, etc. Mentors might also discuss their work history or what they feel they did that was important to their success.

Who Can Participate?

Ansell School of Business students who have 45 or more credits, and are in good academic standing with a minimum 3.0 GPA are invited to participate. Graduate students are welcome too. We recommend this program for highly motivated students.

Mentor Involvement

If you are an Ansell School business graduate and would like to get involved in the growth and development of tomorrow's business leaders, contact Elise Silkowski at (203) 837-8567 or at Silkowskie@wcsu.edu for more information, or you can visit the link provided below and register today. You are expected to hold at least two meetings with your mentee during the course of the semester.

Click on the link below to register as a Mentor: [Mentor Registration Form](#)

Student Involvement

Mentees are expected to attend at least two meetings per semester which you will schedule with your Mentor. Meetings can be electronic, by telephone or in-person. You will need to send a follow up email to silkowskie@wcsu.edu after each meeting. Students will need to identify their own goals and objectives for the program and to behave in a professional and responsible manner.

Click on the link below to register as a Mentee: [Student Registration Form](#)

The more you put into the program, the more you will gain.

Contact

Elise Silkowski, Coordinator

Learning Commons –
Young Library

Westside Classroom Bldg. 4th Floor

Ansell School of Business
43 Lake Avenue, Ext
Danbury, CT 06811

email silkowskie@wcsu.edu

phone: (203) 837-8567

The Western Connection Program

The Western Connection began in 2003 as collaboration between Western Connecticut State University and the Danbury area school districts to provide students with disabilities opportunities in a college setting. This regional program, for students ages 18-21, provides academic opportunities, work experiences, and life skills instruction to assist students in developing the vocational, study and social skills necessary for future post secondary study, competitive employment and community living. Generally a two year program, students audit one class per semester (for a total of four class experiences), and have one different work experience per semester (for a total of four different vocational experiences). Graduates of this program have opted for a variety of settings after graduating from the program. They include: 4 year colleges (3 students are currently attending WCSU), community colleges, or the work force.



Current on campus worksites include:

- [Accessibility Office](#)
- [Office of Admissions](#)
- [The Child Care Center](#)
- [Career Development Center](#)
- [Shipping and Receiving](#)
- [Food Service](#)
- [Mail Room](#)
- [Haas Library](#)
- Locksmith

A significant emphasis is on developing social skills appropriate to college age students. Students participate in a social skills group for one hour weekly. Western Connection students are encouraged to join clubs and attend special college presentations. They take advantage of the fitness facilities and the game rooms.

There are at least two social or cultural events held per month- shared by both Western Connection and WCSC education, and social work students.

Activities at the college have included:

- Coffee Houses
- Football Games/Tailgating Parties
- Movies
- Theater Productions
- Hikes, Bowling, Miniature Golf



Opportunities for WCSU Students

The Western Connection Program works collaboratively with the WCSU community in providing internships and paid mentoring opportunities for WCSU students.

- Health Education Majors help Western Connection Students develop wellness plans and help monitor their progress through a semester.
- Social Work Majors work with individual students on social issues and help run a social skills group.
- Each semester the Western Connection Program hires about 12 students to mentor students 3 hours per week, assisting students with classwork and helping to assimilate the students socially in the Western Connecticut State University community.
- For information contact: Susan Kemochan, 837-8218 or kemochans@wcsu.edu



Leave a message



World-class photographer, WCSU alumnus to speak at campus event

DANBURY, CONN. — Award-winning photographer and Western Connecticut State University alumnus Fred Watkins will discuss his career

“A Photographic Walk through History” at 7 p.m. on **Tuesday, Nov. 15, 2016**, in Ives Concert Hall in White Hall, on the university’s Midtown campus, 181 White St. in Danbury. The event is free and open to the public.

Watkins began his career in photography more than 25 years ago in the Time-Life photo lab in New York City. Through the decades, Watkins has worked for Time, Life and People magazines, ABC, ESPN, MCI, Pfizer, Miller Brewing Company, General Motors, Fox News and many other Fortune 500 companies.

Some of his most notable work includes photos of celebrities and famous athletes such as Muhammed Ali, Paul McCartney and Oprah Winfrey. Watkins also has an extensive portfolio of work documenting political leaders and state dignitaries including Jesse Jackson, President Barack Obama, Former President Bill Clinton and Former President George H. W. Bush.

According to his website, Watkins’ most honored accomplishment was to document Nelson Mandela’s first tour of the United States after being released from prison in 1990.

In an interview, Watkins attributed much of his success to the education he received at WCSU, noting that almost everything he learned about photojournalism can be traced back to his work with The Echo, WCSU’s student-run newspaper.

“The Echo adviser, Professor Arnold Brackman, was the person who taught me how to take a good picture,” Watkins said. “I have a lot of respect and appreciation for him and the way he critiqued my work.”

Watkins still works as a freelance photographer for ABC on various reality TV shows, news programs and movies. He recently did an exclusive photoshoot for “Good Morning America” featuring Republican presidential candidate Donald Trump and his family in their private penthouse suite at the new Trump International Hotel in Washington, D.C.

“I feel honored and privileged to be able to come back to WCSU,” Watkins said of his Nov. 15 talk. “I always get asked how I got started, and I always say that I really got the meat and potatoes of my learning from WCSU.

“The college gave me the opportunity to use the darkroom anytime I wanted, and they stressed the fact of always having your camera with you. I use this today when I’m with heads of state,” Watkins said.

WCSU’s Chief Diversity Officer and Interim Associate Vice President for Multicultural Affairs Daryle Dennis said he is “proud and enthusiastic to bring Fred — a friend, classmate and an alumnus — back to WCSU.

“Sharing his photojournalism experience covering some of the world’s most notable people, places and events will be an exciting evening for all to enjoy,” Dennis said.

Despite all his awards, famous photographs and accolades, Watkins said he still keeps a special shelf in his house dedicated to the work he did at WCSU, with issues of The Echo dating back as far as 1977.

“I can’t thank WCSU enough,” Watkins said. “I’m proud to say I am an alumnus.”

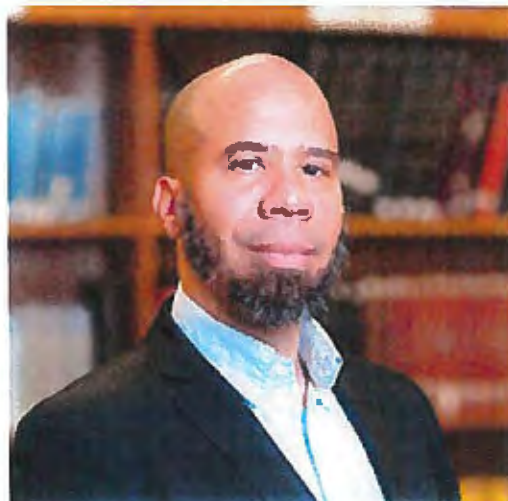
For more information, contact Dennis at dennisd@wcsu.edu.



WCSU commemorates Black History Month with several events

Two Feb. 22 lectures and a Feb. 24 concert are planned

DANBURY, CONN. — In recognition of [Black History Month](#), [Western Connecticut State University](#) will present [Steven Fullwood](#), associate curator since 1998 at the [Schomburg Center for Research in Black Culture](#), for a discussion about “Whose Harlem Renaissance is This Anyway?” at **6 p.m. on Wednesday, Feb. 22, 2017**, in Room 218 of the Classroom Building on the university’s Westside campus, 43 Lake Ave. Extension in Danbury. Fullwood’s talk is expected to focus on why resistances are not merely momentary distractions or agitations, but a centuries-long attempt to secure full access to constitutional rights that have never been fully available to the peoples for and about whom the work of the Harlem Renaissance was created. A question-and-answer period will follow the talk, which is free and open to the public.



Professor and Chair of the [English Department Dr. Donald Gagnon](#) was involved in the planning of the university’s Black History Month program. He said, “When WCSU Interim Chief Diversity Officer Daryle Dennis mentioned that the theme of this year’s Black History Month observation would be the [Harlem Renaissance](#), I immediately thought of Mr. Fullwood. His work is driven by the care for and proliferation of important documents and artifacts that often include works created during the Harlem Renaissance. The Schomburg Center is one of the primary cultural products of the Harlem Renaissance and Steven Fullwood has worked enthusiastically with WCSU students on repeated visits to the center, arranging exhibitions of documents and artifacts not generally available to the public.”

Fullwood currently assists in managing reference services and collection development for the archival collections and rare books while overseeing the “[In the Life Archive](#),” a project devoted to acquiring and preserving historical materials created by and about queer life of people of African descent. He is co-editor of the recent anthology, “[Black Gay Genius: Answering Joseph Beam’s Call](#).”

Also scheduled for Black History Month, the WCSU [Department of History and Non-Western Cultures](#) and the [WCSU Archives](#) will host historian [Ryan Bachman](#) for a discussion about “Rights of Freedom: African American Property Rights in the Antebellum South” at **3 p.m. on Feb. 22** in Room 122 of White Hall on the university’s Midtown campus, 181 White St. in Danbury. The talk will be free and the public is invited. For more information about this event, call (203) 837-8484.

The university’s Jazz Ensemble and Frankensax will perform the music of the Harlem Renaissance at **8 p.m. on Friday, Feb. 24**, in the Veronica Hagman Concert Hall of the Visual and Performing Arts Center on the Westside campus, 43 Lake Ave. Extension in Danbury. For tickets, visit www.eventbrite.com/e/wcsu-frankensax-jazz-ensemble-tickets-30294542793.

For more information about Black History Month at WestConn, contact the Office of University Relations at (203) 837-8486.

Western Connecticut State University offers outstanding faculty in a range of quality academic programs. Our diverse university community provides students an enriching and supportive environment that takes advantage of the unique cultural offerings of Western Connecticut and New York. Our vision: To be an affordable public university with the characteristics of New England’s best small private universities.

VISUAL & PERFORMING ARTS CENTER

AT WESTERN CONNECTICUT STATE UNIVERSITY
2016-17 SEASON

VISUAL & PERFORMING ARTS CENTER, WCSU, 43 LAKE AVE. EXTENSION, DANBURY, CONN. WCSU.EDU/SVPA

WHO WE ARE



Brian T. Vernon

Dean of the School of Visual and Performing Arts

I am thrilled to present our 2016 – 17 season of art, music and theatre events.

As you peruse this brochure, we welcome your attendance and support at any and all of the listed events. This year, we are enthusiastically continuing our commitment to community-based educational programs via lectures, workshops and special performances. Whether you are in elementary school or a retiree, new to the world of art or a seasoned artist, we look forward to your attendance and participation in these events.

Additionally, we've lined up a first-rate and versatile series of art exhibitions,

music concerts, plays and musicals. Please mark your calendars. There's nothing quite like an art exhibition featuring the masterful work of our MFA candidates. Perhaps an opera or fully produced holiday music concert grabs your attention. The mastery of Shakespeare or an evening of musical theatre is sure to entertain. We've got all of this lined up and so much more! The School of Visual and Performing Arts at Western Connecticut State University boasts a community of established and aspiring artists. Our close proximity to New York City uniquely positions us to draw from the talent and resources rooted there—allowing us to enrich our local arts community by providing



quality arts programming and a competitive arts education.

Our students regularly work alongside internationally renowned faculty and guest artists and our events and productions reflect the high caliber, passion, dedication and professionalism at the core of our programs.

Whether in the community or in our stunning new Visual and Performing Arts Center, we are committed to excellence in the performing arts, arts education and community involvement. Ultimately, we do what we do for you! Welcome!

IN OUR COMMUNITY

2015 – 16

2,500 Elementary and middle school children attended theatrical performances

500 Middle school and high school students attended the 2016 Jazz Fest

1,500 Regional college students, faculty and staff attended the Kennedy Center College Festival in the spring of 2016

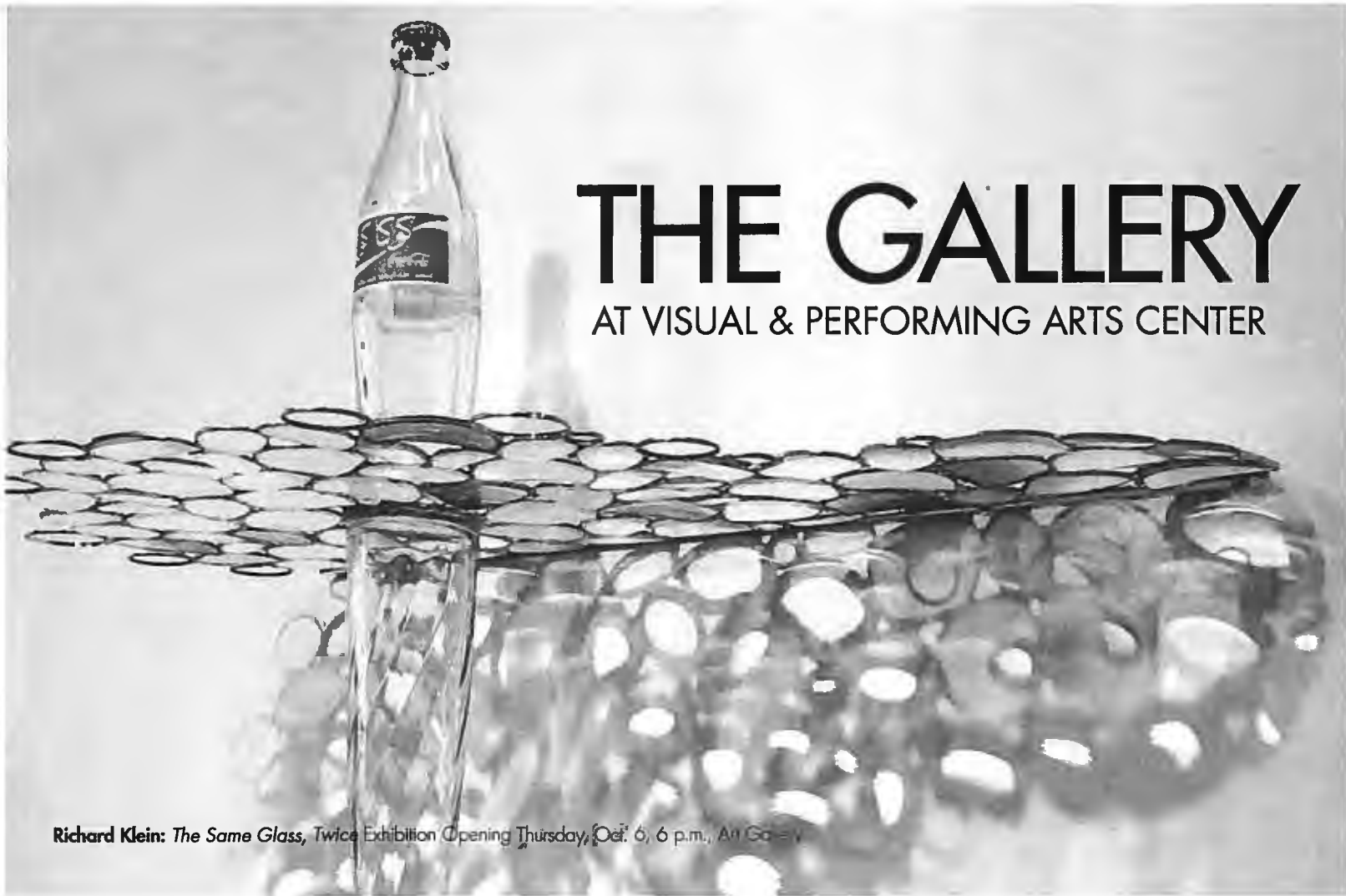
2,100 Patrons visited the Art Gallery for exhibitions and gallery tours

THANKS TO OUR LOCAL PARTNERS:

BRANSON







THE GALLERY

AT VISUAL & PERFORMING ARTS CENTER

Richard Klein: *The Same Glass, Twice* Exhibition Opening Thursday, Oct. 6, 6 p.m., All Gallery

EXHIBITIONS

ALL OPENING RECEPTIONS: 6 – 8 P.M.
Free and open to the public



MFA Alumni Art Exhibit

An exhibition of work featuring thirty-seven talented artists and esteemed alumni from the MFA program at WCSU. The exhibition, which includes paintings, illustrations, and mixed media pieces, not only celebrates each artist's diversity and evolution, but also serves as a testament to their continued passion for their artistic careers.

On view Aug. 30 – Sept. 18, 2016

3/30 MFA Thesis Exhibition



Richard Klein:

The Same Glass, Twice

An exhibition featuring a selection of recent sculptural works inspired by the artist's visionary use of found objects. From eyeglass frames and lenses to ashtrays, drinking glasses and photographs — these human-made objects are re-contextualized and transformed into complex sculptural constructions which reveal and amplify their existing meaning.

On view Oct. 6 – Dec. 11, 2016

4/19 Senior Thesis Exhibition



Women's Work

An exhibition of twelve women artists who have completed a residency at the Vermont Studio Center within the past five years. The exhibition features poetry and prose, painting, printmaking, sculpture, mixed media and installation art. Through these various art forms, the artists embrace and challenge gender roles and stereotypes often associated with women's work.

On view Jan. 26 – Mar. 12, 2017

Gallery Hours: Tuesday – Thursday, noon – 4 p.m.,
Saturday – Sunday, 1 – 4 p.m.



Visiting artist Sharon Louden - Lecture on March 6, 2017, 11 am.

ARTIST LECTURES

2016 – 17 VISITING ARTIST LECTURE SERIES

Each month, the Department of Art brings distinguished and renowned artists to the Visual & Performing Arts Center to present their work and expertise to our students and the community at large. All Visiting Artist Lectures are free and open to the public. Each talk is at 11 a.m. in Room 144 on the dates below.

9/14 Marcos Chin, Illustrator

9/28 Hilary Doyle, Painter

10/10 Eric Holzman, Painter

10/26 Jacqueline Decker, Illustrator

11/7 Amy Culler, Painter

11/21 Amy Smith-Stewart, Curator

3/6 Sharon Loudon, Artist, Writer

**RICHARD
KLEIN
GALLERY TALK**

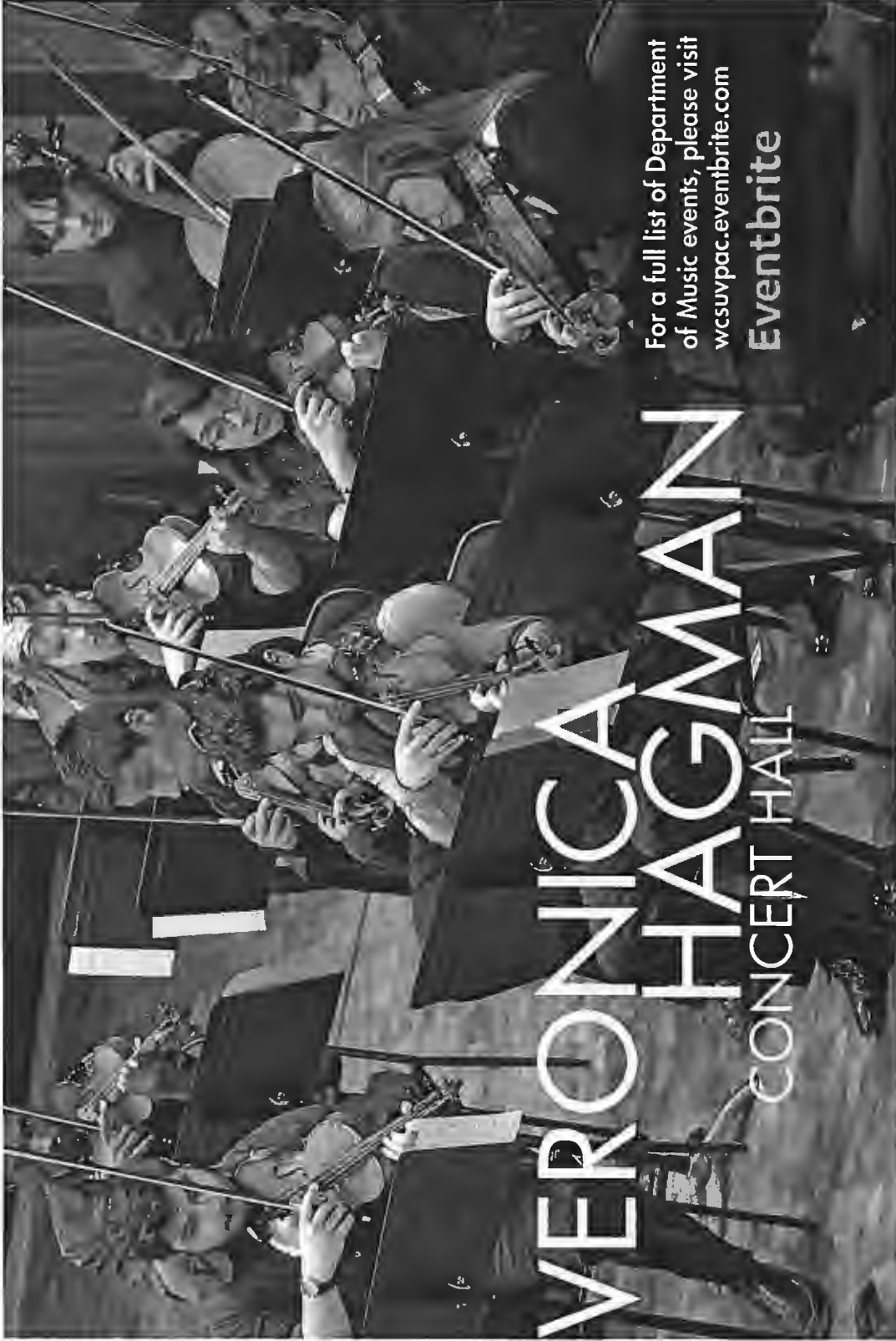
**11/10
6:30 P.M.**

Exhibiting artist Richard Klein will give a presentation of his sculptural work inspired by his visionary use of found objects and discuss his professional art practice and creative process in an hour-long gallery talk.

For a full list of Department of Art events, please visit wcsuypac.eventbrite.com

eventbrite

FOR MORE INFORMATION ON OUR GALLERY TALKS AND UPCOMING ART EVENTS, PLEASE VISIT WCSUYVAC.EVENTBRITE.COM



VERONICAGAMAN CONCERT HALL

For a full list of Department
of Music events, please visit
wcsuypac.eventbrite.com

Eventbrite

ONGOING CONCERT SERIES



CONCERT CHOIR/CHAMBER SINGERS



PERCUSSION ENSEMBLE



SYMPHONIC BAND



WIND ENSEMBLE



FRANKENSAX & JAZZ ENSEMBLES



JAZZ COMBOS

KELLI
O'HARA
MASTER CLASS

3/5 3 P.M.



Master class with Tony award winning actress and singer Kelli O'Hara in the Veronica Hagman Concert Hall. This event is open to the public; tickets are available at wcsuvpac.eventbrite.com.

Program sponsored by the National Association of Teachers of Singing



22ND ANNUAL



4/20 - 4/22

VERONICA HAGMAN CONCERT HALL

For a full list of Department of Music events,
please visit wcsuvpac.eventbrite.com

Eventbrite



**PROFESSIONAL DAY
FOR MUSIC EDUCATORS**
11/8, 8 a.m. - 3:30 p.m.
VPA CENTER

The 2016 Professional Day for Music Educators will begin with special guests from Little Kids Rock who will introduce their concept "Modern Band." Music First, an online based software resource for music educators, will present a session on "Assessment with Music First" and "Teaching in the Cloud." Join WCSU Faculty and guests for reading and curriculum workshops in the afternoon.



HOLIDAY JAZZ
12/4, 3 p.m.
VERONICA HAGMAN
CONCERT HALL

Western's Jazz Orchestra presents its throw-back to the great holiday variety shows of the 60's and 70's with arrangements ranging from Andy Williams' "It's the Most Wonderful Time of the Year" and "Sleigh Ride" to significant pop music of the era by composers Laura Nyro and Jimmy Webb, with an additional contemporary twist this year! Directed by Jamie Begian.



WCSU OPERA PRESENTS:
THE GONDOLIERS
BY GILBERT AND SULLIVAN
3/24 - 8 p.m.
3/25 - 2 p.m., 8 p.m.
3/26 - 2 p.m.
MAINSTAGE THEATRE

Gilbert and Sullivan's classic opera comes to the MainStage Theatre!
Directed by Margaret Astrup.



LOVE WINS - 12/10, 8 p.m.
SCHOLARSHIP BENEFIT CONCERT

Veronica Hagman Concert Hall
Love Wins! A Celebration of Music to benefit The Ana Grace Project and the Ana Márquez-Greene Music Scholarship Fund at Western Connecticut State University

THEATRE PRODUCTIONS



11/9 – 11/20

MAINSTAGE THEATRE

The recent five-time Tony award-winning Broadway sensation, *The Drowsy Chaperone*, comes to the MainStage Theatre this fall. Join us for the glamorous, hilarious parody complete with a score that will have you tapping your feet and holding your sides with laughter.

Directed by Tim Howard



10/12 – 10/23

STUDIO THEATRE

Taking the notion of the “wicked stepmother” and turning it on its ear, Giitta Soverby’s 1924 drama comes to the Studio Theatre in *The Stepmother*. Don’t miss this powerful and moving tale of female empowerment.

Directed by Pam McDaniel.

For a full list of Department of Theatre events,
please visit wauvpac.eventbrite.com

Eventbrite



PROUD HOST OF THE 2017 REGION 1
**KENNEDY CENTER AMERICAN
 COLLEGE THEATRE FESTIVAL**

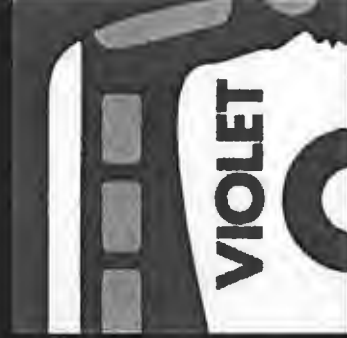


12/7 - 12/11

MAINSTAGE THEATRE

The beloved holiday classic comes to life as a live radio show broadcast. Fun for the whole family!

Directed by John Hickok



3/29 - 4/9

STUDIO THEATRE

Set in the midst of the Civil Rights Movement, this awe-inspiring musical explores the true meaning of beauty, and the courage of a young girl who embarks on a journey of self discovery during one of the most turbulent times in American history.

Directed by Tim Howard



2/22 - 3/5

MAINSTAGE THEATRE

Hailed by the New York Times as "a scorching and dark new comedy," *Our Lady of 121st Street* is a modern comedy set in Harlem, aimed for a mature audience.

Directed by Sal Trapani



4/26 - 4/30

MAINSTAGE THEATRE

The tale of five unmarried sisters seeking out their lives in a small village in Ireland in 1936, Brian Friel's masterpiece *Dancing at Lughnasa* is a tribute to the spirit and valor of past generations connected by the radio to a larger world of hopes and dreams.

Directed by John Hickok

THEATRE ALUMNI

12/17

7 - 10 P.M.

JOIN FELLOW THEATRE ALUMNI FOR AN EVENING OF MUSIC, FOOD AND FUN!



7 P.M. WELCOME COCKTAIL RECEPTION IN THE LOBBY, BUILDING TOURS, SILENT AUCTION
8 P.M. MUSICAL PERFORMANCE IN THE MAINSTAGE THEATRE

ALUMNI ARE WELCOME TO BRING GUESTS
TICKETS AVAILABLE AT WCSUVPAC.EVENTBRITE.COM



AQUILA THEATRE



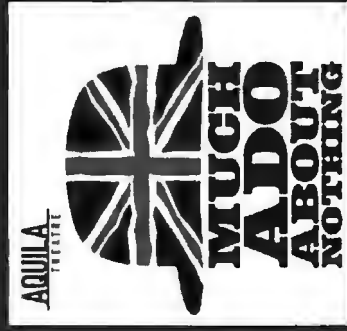
The world renowned Aquila Theatre Company returns to the Visual & Performing Arts Center this season with two new productions for our MainStage Theatre. For more information on Aquila Theatre, visit www.aquilatheatre.com



8/27, 8 P.M.
8/28, 2 P.M.

MAINSTAGE THEATRE

Aquila Theatre brings to the MainStage Theatre, *Murder on the Nile*, one of Agatha Christie's greatest mysteries. This brilliant new production features a masterful whodunit and Aquila's clever signature style.



9/24, 8 P.M.
9/25, 2 P.M.

MAINSTAGE THEATRE

Shakespeare's great comedy *Much Ado About Nothing* highlights Aquila Theatre's 25th anniversary season. Spying, subterfuge, deception, false identities, slander, manipulation and love all take part in this wonderfully entertaining battle of the sexes.

DIRECTING STUDENT ONE-ACTS

FALL: 12/1 & 12/2 - 7 p.m. and 9 p.m., Studio Theatre
SPRING: 5/4 & 5/5 - 7 p.m. and 9 p.m., Studio Theatre

For a full list of Department of Theatre events, please visit wcsuvpac.eventbrite.com

Eventbrite

PLEASE SELECT SPONSOR LEVEL:

- Cherub (\$225)
- Angel (\$450)
- Benefactor (\$700)
- Other Amount _____

*Donations under \$225 will be listed in all publications as VPAC sponsor

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ADDRESS

TELEPHONE NUMBER

EMAIL

CHECKS SHOULD BE MADE PAYABLE TO **WCSU FOUNDATION**

PLEASE MAIL THIS FORM AND CHECK TO:

**Office of Institutional Advancement
Western Connecticut State University
181 White Street, Danbury, CT 06810**

Sponsorships can also be purchased online at wcsu.edu/svpa

When you become a sponsor of the Visual and Performing Arts Center, your support helps further our mission: to advance knowledge, promote intellectual inquiry, and to cultivate creativity among faculty and students through teaching, research, scholarship, artistry, and public performance. All funds generated through our sponsorship levels are used to further academic programs for our art, music, and theatre students.

<p>CHERUB</p> <p>\$225</p> <ul style="list-style-type: none"> • TWO complimentary tickets to Theatre Productions* • TWO complimentary tickets to any* Department of Music concert • Complimentary admission to all Exhibiting Artist Lectures <ul style="list-style-type: none"> • Listing in all Playbills • \$110 is tax-deductible. 	<p>ANGEL</p> <p>\$450</p> <ul style="list-style-type: none"> • FOUR complimentary tickets to Theatre Productions* • FOUR complimentary tickets to any Department of Music concert* • Complimentary admission to all Exhibiting Artist Lectures <ul style="list-style-type: none"> • Listing in all Playbills • \$110 is tax-deductible. 	<p>BENEFACTOR</p> <p>\$700</p> <ul style="list-style-type: none"> • SIX complimentary tickets to Theatre Productions* • SIX complimentary tickets to any Department of Music concert* • Complimentary admission to all Exhibiting Artist Lectures <ul style="list-style-type: none"> • Listing in all Playbills • \$120 is tax-deductible.
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*All complimentary tickets must be reserved in advance by calling the box office at (203) 837-8732
Interested in corporate sponsorship? For more information email renningers@wcsu.edu.

NOW, WHERE CAN I BUY TICKETS?

VISUAL &
PERFORMING
ARTS CENTER

AT WESTERN CONNECTICUT STATE UNIVERSITY

Box Office Hours

Monday through Friday
10 – 4 p.m.

GPS Address:

43 Lake Ave. Extension,
Danbury, CT 06810

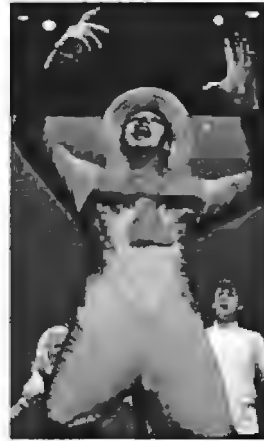
To purchase tickets over the phone
(203) 837 – 8732

FOR INFORMATION ON UPCOMING
EVENTS OR TO PURCHASE TICKETS
ONLINE, PLEASE VISIT

WWW.WCSUVPAC.EVENTBRITE.COM

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FOLLOW THE SVPA ON SOCIAL MEDIA

 **FACEBOOK: [FACEBOOK.COM/WCSUVPAC](https://www.facebook.com/WCSUVPAC)**

 **TWITTER: [TWITTER.COM/WCSU_VPAC](https://twitter.com/WCSU_VPAC)**

 **INSTAGRAM: [VPAC_AT_WCSU](https://www.instagram.com/vpac_at_wcsu)**

VISUAL & PERFORMING ARTS CENTER

AT WESTERN CONNECTICUT STATE UNIVERSITY

43 Lake Ave. Extension., Danbury, CT 06810

Section Q
Element No. 17

CONCLUDING STATEMENT

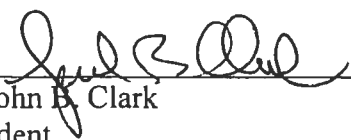
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CONCLUDING STATEMENT

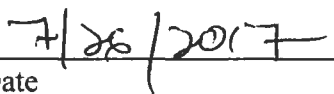
As President, and appointing authority of Western Connecticut State University, I acknowledge that the ultimate responsibility for promoting and enforcing affirmative action rests with me, who shall account for the success or failure of the Affirmative Action Plan.

I have read the university's Affirmative Action Plan. The contents accurately reflect the status of Affirmative Action at the university to the best of my knowledge. I acknowledge that every good-faith effort to achieve the objectives and goals set forth in the plan has been made.

Additionally, I attest that the University's Chief Diversity Officer reports directly to me.



Dr. John B. Clark
President



Date