

UTILIZATION ANALYSIS
HIRING AND PROMOTIONAL GOALS AND TIMETABLES

(Section 46a-68-85)

January 2016

INTRODUCTORY NOTES

In the review of the 2014 *Plan*, the Utilization Analysis Hiring and Promotional Goals and Timetables sections was found to be in compliance.

Utilization Analysis

The CHRO reviewer, Dr. Valerie Kennedy, found errors caused by calculation errors in the Availability Analysis. The 2015 *Plan* reflects the corrections made.

Subsection (a)

Utilization analyses were performed to determine the full and fair utilization of protected classes. Persons of the protected groups in the workforce were compared to the availability of such persons for employment. Each position title having 25 or more employees was analyzed separately. Comparisons of the workforce and the calculated availability base were completed for position titles with 25 or more employees, for occupational categories, and for job titles for which a separate base was calculated. Analyses for each relevant labor market were completed on forms made available for this purpose by the Commission.

Several job titles in this *Plan* year exceeded 25 employees. These categories are University Staff Professional 2, UCP 9 OSD Consultant & Project Manager, UCP 6 Administrative Services Assistant 4, UCP 5 Academic Advisor 1 and UCP 5 Financial Assistant 2. Separate analyses were conducted for these categories. No categories were eliminated.

Subsection (b)

For each instance of underutilization identified in the Utilization Analysis, employment or promotional goals have been set to increase the representation of protected class members in the workforce. The objective of these goals is to attain parity with the availability base for such persons in the relevant labor market area.

Subsection (c)

Where the underutilization of race and sex groups, considered individually, did not rise to the level to require a hiring or promotion goal, but where the underutilization of race and sex groups, considered collectively was fifty percent (50%) or greater, a goal was set based on the race and sex group most underutilized in the occupational category, position classification or job title under consideration or the race and sex group with the highest availability base.

RECRUITING AREA: United States
 OCC. CAT./TITLE: **GRAND TOTAL**
 CAMPUS: Total University
 DATA RESOURCE: CT Census 2000/National Educational Statistics

PROJECTED TURNOVER (12 mos.) 0
 PROJECTED HIRES (12 mos.) 2
 PROJECTED PROMOTIONS (12 mos.) 1
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORK FORCE %	100.0%	49.0%	51.0%	39.4%	42.2%	2.2%	2.3%	3.2%	3.2%	4.2%	3.2%	A
WORK FORCE PARITY %	100.0	46.9	53.1	41.4	44.5	2.7	3.9	1.6	2.0	1.2	2.6	B
WORK FORCE #	4088	2005	2083	1610	1727	90	95	132	129	173	132	C
WORK FORCE PARITY #	4088	1918.9	2169.1	1693.1	1820.3	111.3	159.4	64.2	82.4	50.3	107.0	D
NET UTILIZATION (+/-)		86.1	-86.1	-83.1	-93.3	-21.3	-64.4	67.8	46.6	122.7	25.0	E
PREVIOUS UTILIZATION		158.1	-158.1	56.3	-93.1	-47.3	-101.3	60.5	6.4	88.6	29.9	F

HIRING GOALS	Previous	Goals	475	243	232	103	108	56	80	62	29	22	15	G
	Current	Hires	297	128	169	96	137	7	8	12	13	13	11	I
	Achv. %					93.2%	126.9%	12.5%	10.0%	19.4%	44.8%	59.1%	73.3%	K
	Current	Goals	0	0	0									M

PROMO. GOALS	Previous	Goals	179	54	125	23	76	6	23	19	18	6	8	O
	Current	Promos	198	73	125	56	109	4	2	7	8	6	6	Q
	Achv. %					243.5%	143.4%	66.7%	8.7%	36.8%	44.4%	100.0%	75.0%	S
	Current	Goals	0	0	0									U
Promotion within category													W	

RECRUITING AREA: United States
 OCC. CAT./TITLE: 1-Executive/Managerial - University Director
 CAMPUS: Total University
 DATA RESOURCE: CT Census 2000/National Educational Statistics

PROJECTED TURNOVER (12 mos.) 4
 PROJECTED HIRES (12 mos.) 3
 PROJECTED PROMOTIONS (12 mos.) 0
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNP MALE	AAIANHNP FEMALE	
WORK FORCE %	100.0%	43.6%	56.4%	38.5%	43.6%	2.6%	10.3%	0.0%	0.0%	2.6%	2.6%	A
WORK FORCE PARITY %	100.0	46.9	53.1	41.4	44.5	2.7	3.9	1.6	2.0	1.2	2.6	B
WORK FORCE #	39	17	22	15	17	1	4	0	0	1	1	C
WORK FORCE PARITY #	39	18.3	20.7	16.2	17.4	1.1	1.5	0.6	0.8	0.5	1.0	D
NET UTILIZATION (+/-)		-1.3	1.3	-1.2	-0.4	-0.1	2.5	-0.6	-0.8	0.5	0.0	E
PREVIOUS UTILIZATION		0.0	0.0	1.5	-0.2	-0.1	1.1	-0.7	-1.0	-0.7	0.1	F
HIRING GOALS	<i>Previous</i> <i>Goals</i>	2	1	1				1	1			G
	<i>Current</i> <i>Hires</i>	2	1	1	1	1	0	0	0	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> <i>Goals</i>	2	1	1					1	1		M
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	1	1	0						1		O
	<i>Current</i> <i>Promos</i>	3	0	3	0	2	0	1	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> <i>Goals</i>	2	1	1	1	<u>1</u>						U
Promotion within category	1	1	0									W

RECRUITING AREA: United States
 OCC. CAT./TITLE: 1-Executive/Managerial - Remaining Titles
 CAMPUS: Total University
 DATA RESOURCE: CT Census 2000/National Educational Statistics

PROJECTED TURNOVER (12 mos.) 6
 PROJECTED HIRES (12 mos.) 4
 PROJECTED PROMOTIONS (12 mos.) 1
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNP MALE	AAIANHNP FEMALE		
WORK FORCE %	100.0%	60.7%	39.3%	48.2%	33.9%	3.6%	3.6%	0.0%	1.8%	8.9%	0.0%	A	
WORK FORCE PARITY %	100.0	44.5	55.5	38.7	46.7	2.8	5.0	1.5	1.6	1.6	2.1	B	
WORK FORCE #	56	34	22	27	19	2	2	0	1	5	0	C	
WORK FORCE PARITY #	56	24.9	31.1	21.7	26.2	1.6	2.8	0.8	0.9	0.9	1.2	D	
NET UTILIZATION (+/-)		9.4	-9.1	5.3	-7.2	0.4	-0.8	-0.5	0.1	4.1	-1.2	E	
PREVIOUS UTILIZATION		8.2	-8.1	4.9	-7.4	0.7	0.3	-0.5	0.1	3.1	-1.1	F	
HIRING GOALS	<i>Previous</i> <i>Goals</i>	6	1	5		4		1			1	G	
	<i>Current</i> <i>Hires</i>	3	2	1	1	1	0	0	0	0	1	0	I
	<i>Achv. %</i>				0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> <i>Goals</i>	7	1	6		4		1	1			1	M
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	3	0	3		3							O
	<i>Current</i> <i>Promos</i>	3	0	3	0	3	0	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> <i>Goals</i>	3	0	3		3							U
Promotion within category	0	0	0									W	

RECRUITING AREA: United States
 OCC. CAT./TITLE: 2-Faculty - Professor - All Titles
 CAMPUS: Total University
 DATA RESOURCE: CT Census 2000/National Educational Statistics

PROJECTED TURNOVER (12 mos.) 10
 PROJECTED HIRES (12 mos.) 6
 PROJECTED PROMOTIONS (12 mos.) 12
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNP MALE	AAIANHNP FEMALE		
WORK FORCE %	100.0%	70.9%	29.1%	57.5%	24.3%	1.9%	0.8%	2.1%	1.4%	9.5%	2.5%	A	
WORK FORCE PARITY %	100.0	64.3	35.7	46.2	28.6	2.7	0.7	4.2	2.1	11.3	4.2	B	
WORK FORCE #	485	344	141	279	118	9	4	10	7	46	12	C	
WORK FORCE PARITY #	485	311.9	173.1	223.9	138.9	13.1	3.6	20.2	10.2	54.7	20.3	D	
NET UTILIZATION (+/-)		32.1	-32.1	55.1	-20.9	-4.1	0.4	-10.2	-3.2	-8.7	-8.3	E	
PREVIOUS UTILIZATION		44.5	-44.5	41.2	-37.9	-5.1	-3.2	-7.1	-3.6	15.5	0.1	F	
HIRING GOALS	<i>Previous</i> <i>Goals</i>	23	8	15		9	2	4	6	1		1	G
	<i>Current</i> <i>Hires</i>	4	2	2	1	2	0	0	1	0	0	0	I
	<i>Achv. %</i>				0.0%	22.2%	0.0%	0.0%	16.7%	0.0%	0.0%	0.0%	K
	<i>Current</i> <i>Goals</i>	34	15	19		11	3		8	2	4	6	M
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	30	5	25		21	2	1	3	1		2	O
	<i>Current</i> <i>Promos</i>	19	13	6	11	6	1	0	0	0	1	0	Q
	<i>Achv. %</i>				0.0%	28.6%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> <i>Goals</i>	21	8	13		10	1		2	1	5	2	U
Promotion within category	0	0	0									W	

RECRUITING AREA: United States
 OCC. CAT./TITLE: 2-Faculty - Assoc Professor - All Titles
 CAMPUS: Total University
 DATA RESOURCE: CT Census 2000/National Educational Statistics

PROJECTED TURNOVER (12 mos.) 10
 PROJECTED HIRES (12 mos.) 15
 PROJECTED PROMOTIONS (12 mos.) 15
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNP MALE	AAIANHNP FEMALE	
WORK FORCE %	100.0%	60.0%	40.0%	43.6%	30.9%	3.2%	1.5%	3.7%	2.5%	9.6%	5.1%	A
WORK FORCE PARITY %	100.0	48.5	51.4	37.7	40.4	2.0	4.4	1.7	1.3	7.1	5.2	B
WORK FORCE #	408	245	163	178	126	13	6	15	10	39	21	C
WORK FORCE PARITY #	408	198.1	209.7	153.9	164.8	8.3	18.1	6.8	5.5	29.0	21.4	D
NET UTILIZATION (+/-)		46.9	-46.7	24.1	-38.8	4.7	-12.1	8.2	4.5	10.0	-0.4	E
PREVIOUS UTILIZATION		32.8	-33.0	7.6	-41.5	4.3	-0.6	5.1	0.2	15.7	8.8	F

HIRING GOALS	Previous	Goals	32	0	32		32						G	
	Current	Hires	2	1	1	0	1	0	0	0	0	1	0	I
	Achv. %					0.0%	3.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	Current	Goals	43	0	43		32		11					M

PROMO. GOALS	Previous	Goals	20	0	20		19			1			O	
	Current	Promos	15	5	10	3	9	0	0	0	1	2	0	Q
	Achv. %					0.0%	47.4%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	S
	Current	Goals	8	0	8		7		1					U
Promotion within category			0	0	0								W	

RECRUITING AREA: United States
 OCC. CAT./TITLE: 2-Faculty - Assistant Professor Titles
 CAMPUS: Total University
 DATA RESOURCE: CT Census 2000/National Educational Statistics

PROJECTED TURNOVER (12 mos.) 18
 PROJECTED HIRES (12 mos.) 45
 PROJECTED PROMOTIONS (12 mos.) 1
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNP MALE	AAIANHNP FEMALE	
WORK FORCE %	101.3%	55.1%	46.2%	32.7%	30.0%	1.8%	0.7%	3.3%	4.4%	17.3%	11.0%	A
WORK FORCE PARITY %	100.0	49.4	50.6	35.9	36.5	2.8	4.6	2.7	3.1	8.0	6.4	B
WORK FORCE #	272	150	122	89	78	5	2	9	12	47	30	C
WORK FORCE PARITY #	272	134.4	137.5	97.5	99.3	7.6	12.4	7.4	8.4	21.9	17.5	D
NET UTILIZATION (+/-)		15.6	-15.6	-8.5	-21.3	-2.6	-10.4	1.6	3.6	25.1	12.5	E
PREVIOUS UTILIZATION		19.7	-20.0	-9.1	-20.5	-1.7	-6.5	0.6	-0.1	29.9	7.1	F

HIRING GOALS	Previous	Goals	48	14	34	11	25	3	9				G	
	Current	Hires	24	11	13	6	10	0	0	0	1	5	2	I
	Achv. %					100.0%	40.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	Current	Goals	43	12	31	9	21	3	10					M

PROMO. GOALS	Previous	Goals	0	0	0								O	
	Current	Promos	1	0	1	0	0	0	0	0	0	0	1	Q
	Achv. %					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	Current	Goals	0	0	0									U
Promotion within category			0	0	0								W	

RECRUITING AREA: United States
 OCC. CAT./TITLE: 2-Faculty - Faculty Remaining Titles
 CAMPUS: Total University
 DATA RESOURCE: CT Census 2000/National Educational Statistics

PROJECTED TURNOVER (12 mos.) 7
 PROJECTED HIRES (12 mos.) 2
 PROJECTED PROMOTIONS (12 mos.) 0
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNP MALE	AAIANHNP FEMALE	
WORK FORCE %	100.0%	33.3%	66.7%	29.6%	63.0%	0.0%	1.9%	3.7%	1.9%	0.0%	0.0%	A
WORK FORCE PARITY %	100.0	44.5	55.5	33.6	40.8	3.1	6.3	2.8	3.8	5.0	4.6	B
WORK FORCE #	54	18	36	16	34	0	1	2	1	0	0	C
WORK FORCE PARITY #	54	24.0	30.0	18.1	22.0	1.7	3.4	1.5	2.0	2.7	2.5	D
NET UTILIZATION (+/-)		-6.0	6.0	-2.1	12.0	-1.7	-2.4	0.5	-1.0	-2.7	-2.5	E
PREVIOUS UTILIZATION		-5.2	5.2	-1.5	8.5	-1.8	-1.6	-0.5	-1.1	-1.4	-0.6	2

HIRING GOALS	Previous	Goals	13	7	6	3		2	3		1	2	2	G	
	Current	Hires	3	1	2	1	2	0	0	0	0	0	0	0	I
	Achv. %					33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K	
	Current	Goals	13	7	6	2		2	2		1	3	3	M	

PROMO. GOALS	Previous	Goals	0	0	0									O
	Current	Promos	1	1	0	1	0	0	0	0	0	0	0	Q
	Achv. %					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	Current	Goals	0	0	0									U
Promotion within category			6	1	5	1	5						W	

RECRUITING AREA: Statewide
 OCC. CAT./TITLE: 3-Nonteaching Professional - U STAFF PROF III
 CAMPUS: Total University
 DATA RESOURCE: CT Census 2000

PROJECTED TURNOVER (12 mos.) 3
 PROJECTED HIRES (12 mos.) 2
 PROJECTED PROMOTIONS (12 mos.) 0
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNP MALE	AAIANHNP FEMALE	
WORK FORCE %	100.0%	47.2%	52.8%	43.4%	47.2%	3.8%	1.9%	0.0%	0.0%	0.0%	3.8%	A
WORK FORCE PARITY %	100.0	47.2	52.8	40.2	41.7	2.6	4.3	2.3	2.5	2.1	4.3	B
WORK FORCE #	53	25	28	23	25	2	1	0	0	0	2	C
WORK FORCE PARITY #	53	25.0	28.0	21.3	22.1	1.4	2.3	1.2	1.3	1.1	2.3	D
NET UTILIZATION (+/-)		0.0	0.0	1.7	2.9	0.6	-1.3	-1.2	-1.3	-1.1	-0.3	E
PREVIOUS UTILIZATION		-1.7	1.7	-1.6	3.7	0.7	-0.2	-1.0	-1.3	0.1	-0.5	F
HIRING GOALS	Previous Goals	3	2	1		1		1	1			G
	Current Hires	4	3	1	2	1	1	0	0	0	0	I
	Achv. %				0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	K
	Current Goals	2	1	1					1	1		M
PROMO. GOALS	Previous Goals	2	0	2					1		1	O
	Current Promos	6	1	5	1	4	0	0	0	0	1	Q
	Achv. %				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	S
	Current Goals	2	1	1				1	1			U
Promotion within category	0	0	0									W

RECRUITING AREA: Statewide
 OCC. CAT./TITLE: 3-Nonteaching Professional - U STAFF PROF II
 CAMPUS: Total University
 DATA RESOURCE: CT Census 2000

NEW CATEGORY

PROJECTED TURNOVER (12 mos.) 3
 PROJECTED HIRES (12 mos.) 2
 PROJECTED PROMOTIONS (12 mos.) 0
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORK FORCE %	100.0%	40.7%	59.3%	40.7%	59.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	A
WORK FORCE PARITY %	100.0	47.2	52.8	40.2	41.7	2.6	4.3	2.3	2.5	2.1	4.3	B
WORK FORCE #	27	11	16	11	16	0	0	0	0	0	0	C
WORK FORCE PARITY #	27	12.7	14.3	10.8	11.3	0.7	1.2	0.6	0.7	0.6	1.2	D
NET UTILIZATION (+/-)		-1.7	1.7	0.2	4.7	-0.7	-1.2	-0.6	-0.7	-0.6	-1.2	E
PREVIOUS UTILIZATION		-1.7	1.7	-1.6	3.7	0.7	-0.2	-1.0	-1.3	0.1	-0.5	F
HIRING GOALS	<i>Previous Goals</i>	0	0	0								G
	<i>Current Hires</i>	2	1	1	1	1	0	0	0	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current Goals</i>	3	1	2				1		1	1	M
PROMO. GOALS	<i>Previous Goals</i>	2	0	2					1		1	O
	<i>Current Promos</i>	4	1	3	1	3	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current Goals</i>	3	2	1			1		1		1	U
Promotion within category	0	0	0									W

The 1 WM and 1 WF hires also reported in the U Staff Prof Other category
 The 1 WM and 3 WF promotions also reported in the U Staff Prof Other category

RECRUITING AREA: Statewide
 OCC. CAT./TITLE: 3-Nonteaching Professional - U STAFF PROF OTHER
 CAMPUS: Total University
 DATA RESOURCE: CT Census 2000

PROJECTED TURNOVER (12 mos.) 3
 PROJECTED HIRES (12 mos.) 2
 PROJECTED PROMOTIONS (12 mos.) 0
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNP MALE	AAIANHNP FEMALE		
WORK FORCE %	100.0%	36.6%	63.4%	31.7%	61.0%	0.0%	2.4%	2.4%	0.0%	2.4%	0.0%	A	
WORK FORCE PARITY %	100.0	47.5	52.5	39.8	40.4	2.9	4.7	2.4	2.9	2.3	4.6	B	
WORK FORCE #	41	15	26	13	25	0	1	1	0	1	0	C	
WORK FORCE PARITY #	41	19.5	21.5	16.3	16.5	1.2	1.9	1.0	1.2	1.0	1.9	D	
NET UTILIZATION (+/-)		-4.5	4.5	-3.3	8.5	-1.2	-0.9	0.0	-1.2	0.0	-1.9	E	
PREVIOUS UTILIZATION		-0.7	0.7	2.4	5.0	-1.8	-3.0	-1.2	-0.6	-0.1	-0.7	F	
HIRING GOALS	<i>Previous</i> <i>Goals</i>	6	3	3		2	1	1	2			G	
	<i>Current</i> <i>Hires</i>	12	4	8	3	8	0	0	1	0	0	I	
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	K	
	<i>Current</i> <i>Goals</i>	5	1	4	1			1		1		2	M
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	3	1	2	1			1				1	O
	<i>Current</i> <i>Promos</i>	8	1	7	1	7	0	0	0	0	0	0	Q
	<i>Achv. %</i>				100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> <i>Goals</i>	3	3	0	2		1						U
Promotion within category	0	0	0									W	

1 WM and 1 WF hires also reported in the new U Staff Prof 2 category
 1 WM and 3 WF promotions also reported in the new U Staff Prof 2 category

RECRUITING AREA: Statewide
 OCC. CAT./TITLE: 3-Nonteaching Professional - UC Professional 11
 CAMPUS: Total University
 DATA RESOURCE: CT Census 2000

PROJECTED TURNOVER (12 mos.) 2
 PROJECTED HIRES (12 mos.) 1
 PROJECTED PROMOTIONS (12 mos.) 1
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNP MALE	AAIANHNP FEMALE	
WORK FORCE %	100.0%	58.6%	41.4%	55.2%	34.5%	0.0%	0.0%	3.4%	3.4%	0.0%	3.4%	A
WORK FORCE PARITY %	100.0	57.4	42.6	50.3	35.0	2.1	2.3	1.9	1.4	3.1	3.9	B
WORK FORCE #	29	17	12	16	10	0	0	1	1	0	1	C
WORK FORCE PARITY #	29	16.7	12.3	14.6	10.2	0.6	0.7	0.6	0.4	0.9	1.1	D
NET UTILIZATION (+/-)		0.3	-0.3	1.4	-0.2	-0.6	-0.7	0.4	0.6	-0.9	-0.1	E
PREVIOUS UTILIZATION		-0.9	0.9	0.6	2.0	-0.7	-1.1	-0.7	0.3	-0.1	-0.3	F
HIRING GOALS	<i>Previous</i> <i>Goals</i>	2	2	0			1		1			G
	<i>Current</i> <i>Hires</i>	0	0	0	0	0	0	0	0	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> <i>Goals</i>	2	1	1			1	1				M
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	1	0	1				1				O
	<i>Current</i> <i>Promos</i>	1	1	0	0	0	0	1	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> <i>Goals</i>	1	1	0						1		U
Promotion within category	0	0	0									W

RECRUITING AREA: Statewide
 OCC. CAT./TITLE: 3-Nonteaching Professional - UC Professional 10
 CAMPUS: Total University
 DATA RESOURCE: CT Census 2000

PROJECTED TURNOVER (12 mos.) 6
 PROJECTED HIRES (12 mos.) 3
 PROJECTED PROMOTIONS (12 mos.) 3
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNP MALE	AAIANHNP FEMALE		
WORK FORCE %	100.0%	52.4%	47.6%	50.0%	40.5%	2.4%	1.2%	0.0%	1.2%	0.0%	4.8%	A	
WORK FORCE PARITY %	100.0	49.9	50.1	43.7	41.9	1.3	2.9	2.4	1.9	2.5	3.4	B	
WORK FORCE #	84	44	40	42	34	2	1	0	1	0	4	C	
WORK FORCE PARITY #	84	42.0	42.0	36.7	35.2	1.1	2.4	2.0	1.6	2.1	2.8	D	
NET UTILIZATION (+/-)		2.1	-2.0	5.3	-1.2	0.9	-1.4	-2.0	-0.6	-2.1	1.2	E	
PREVIOUS UTILIZATION		7.2	-7.3	7.0	-5.7	0.8	0.1	-0.5	0.4	-0.1	-2.1	F	
HIRING GOALS	<i>Previous</i> <i>Goals</i>	3	2	1				1	1		1	G	
	<i>Current</i> <i>Hires</i>	2	0	2	0	1	0	0	0	0	0	1	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> <i>Goals</i>	3	2	1				1	1		1		M
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	5	1	4		3		1			1		O
	<i>Current</i> <i>Promos</i>	7	2	5	2	4	0	0	0	0	0	1	Q
	<i>Achv. %</i>				0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> <i>Goals</i>	4	2	2		1			1	1	1		U
Promotion within category	0	0	0									W	

RECRUITING AREA: Statewide
 OCC. CAT./TITLE: 3-Nonteaching Professional - UC Professional 9
 CAMPUS: Total University
 DATA RESOURCE: CT Census 2000

PROJECTED TURNOVER (12 mos.) 4
 PROJECTED HIRES (12 mos.) 1
 PROJECTED PROMOTIONS (12 mos.) 3
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNP MALE	AAIANHNP FEMALE		
WORK FORCE %	100.0%	55.6%	44.4%	49.1%	35.7%	1.2%	1.8%	2.9%	0.6%	2.3%	6.4%	A	
WORK FORCE PARITY %	100.0	47.6	52.4	41.4	44.2	2.1	3.6	1.9	2.6	2.2	2.0	B	
WORK FORCE #	171	95	76	84	61	2	3	5	1	4	11	C	
WORK FORCE PARITY #	171	81.4	89.6	70.7	75.6	3.6	6.1	3.3	4.4	3.8	3.4	D	
NET UTILIZATION (+/-)		13.6	-13.5	13.3	-14.6	-1.6	-3.1	1.7	-3.4	0.2	7.6	E	
PREVIOUS UTILIZATION		6.3	-6.2	5.4	-15.1	-1.1	0.4	2.2	-0.2	-0.2	8.7	F	
HIRING GOALS	<i>Previous</i> <i>Goals</i>	10	3	7		6	2	1			1	G	
	<i>Current</i> <i>Hires</i>	8	4	4	4	3	0	0	0	0	0	1	I
	<i>Achv. %</i>				0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> <i>Goals</i>	11	2	9		4	2	3		2			M
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	11	1	10		10					1	O	
	<i>Current</i> <i>Promos</i>	12	6	6	5	5	0	0	0	0	1	1	Q
	<i>Achv. %</i>				0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	S
	<i>Current</i> <i>Goals</i>	12	0	12		11				1			U
Promotion within category	2	0	2		2							W	

1 WF hire also reported in the new UCP 9 OSD Consult & Proj Mgr category

RECRUITING AREA: Statewide
 OCC. CAT./TITLE: 3-Nonteaching Professional - UC Professional 9 OSD Consl & Proj Manager
 CAMPUS: Total University
 DATA RESOURCE: CT Census 2000

NEW CATEGORY

PROJECTED TURNOVER (12 mos.) 4
 PROJECTED HIRES (12 mos.) 1
 PROJECTED PROMOTIONS (12 mos.) 3
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNP MALE	AAIANHNP FEMALE	
WORK FORCE %	100.0%	37.0%	63.0%	33.3%	40.7%	0.0%	11.1%	3.7%	11.1%	0.0%	0.0%	A
WORK FORCE PARITY %	100.0	31.1	68.9	24.1	55.2	5.7	8.4	1.1	3.5	0.2	1.7	B
WORK FORCE #	27	10	17	9	11	0	3	1	3	0	0	C
WORK FORCE PARITY #	27	8.4	18.6	6.5	14.9	1.5	2.3	0.3	0.9	0.1	0.5	D
NET UTILIZATION (+/-)		1.6	-1.6	2.5	-3.9	-1.5	0.7	0.7	2.1	-0.1	-0.5	E
PREVIOUS UTILIZATION		0.0	0.0									F
HIRING GOALS	<i>Previous</i> <i>Goals</i>	0	0	0								G
	<i>Current</i> <i>Hires</i>	1	0	1	0	1	0	0	0	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> <i>Goals</i>	8	2	6		4	2				2	M
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	0	0	0								O
	<i>Current</i> <i>Promos</i>	0	0	0	0	0	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> <i>Goals</i>	0	0	0								U
Promotion within category	0	0	0									W

The 1 WF hire also reported in the UCP 9 residual titles category

RECRUITING AREA: Statewide
 OCC. CAT./TITLE: 3-Nonteaching Professional - UC Professional 9 U Librarian 3
 CAMPUS: Total University
 DATA RESOURCE: CT Census 2000

PROJECTED TURNOVER (12 mos.) 4
 PROJECTED HIRES (12 mos.) 1
 PROJECTED PROMOTIONS (12 mos.) 3
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNP MALE	AAIANHNP FEMALE	
WORK FORCE %	100.0%	25.0%	75.0%	25.0%	60.0%	0.0%	5.0%	0.0%	5.0%	0.0%	5.0%	A
WORK FORCE PARITY %	100.0	32.1	67.9	25.9	45.6	0.0	10.9	0.7	5.4	5.6	6.0	B
WORK FORCE #	20	5	15	5	12	0	1	0	1	0	1	C
WORK FORCE PARITY #	20	6.4	13.6	5.2	9.1	0.0	2.2	0.1	1.1	1.1	1.2	D
NET UTILIZATION (+/-)		-1.4	1.4	-0.2	2.9	0.0	-1.2	-0.1	-0.1	-1.1	-0.2	E
PREVIOUS UTILIZATION		-4.5	4.5	-2.8	6.9	-0.1	-2.4	-0.1	-0.7	-1.6	0.8	F
HIRING GOALS	<i>Previous</i> <i>Goals</i>	2	0	2				1		1		G
	<i>Current</i> <i>Hires</i>	0	0	0	0	0	0	0	0	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> <i>Goals</i>	1	0	1				1				M
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	4	3	1	2			1		1		O
	<i>Current</i> <i>Promos</i>	0	0	0	0	0	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> <i>Goals</i>	2	2	0	1					1		U
Promotion within category	0	0	0									W

RECRUITING AREA: Statewide
 OCC. CAT./TITLE: 3-Nonteaching Professional - UC Professional 8
 CAMPUS: Total University
 DATA RESOURCE: CT Census 2000

PROJECTED TURNOVER (12 mos.) 3
 PROJECTED HIRES (12 mos.) 4
 PROJECTED PROMOTIONS (12 mos.) 0
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNP MALE	AAIANHNP FEMALE		
WORK FORCE %	98.0%	53.0%	45.0%	45.7%	43.0%	0.7%	0.7%	4.0%	1.3%	2.6%	0.0%	A	
WORK FORCE PARITY %	100.0	43.0	57.0	36.5	48.8	2.5	3.0	1.8	2.8	2.3	2.3	B	
WORK FORCE #	151	80	71	69	65	1	1	6	2	4	3	C	
WORK FORCE PARITY #	151	65.0	86.0	55.1	73.7	3.8	4.6	2.7	4.3	3.4	3.5	D	
NET UTILIZATION (+/-)		15.0	-15.0	13.9	-8.7	-2.8	-3.6	3.3	-2.3	0.6	-0.5	E	
PREVIOUS UTILIZATION		20.2	-20.5	20.4	-12.4	-2.1	-2.3	-0.3	-5.1	2.3	-0.7	F	
HIRING GOALS	<i>Previous</i> <i>Goals</i>	7	2	5		2	2	1		2		G	
	<i>Current</i> <i>Hires</i>	10	6	4	4	4	0	0	2	0	0	I	
	<i>Achv. %</i>				0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	K
	<i>Current</i> <i>Goals</i>	8	3	5			3	4		1			M
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	17	0	17		12		3		2		O	
	<i>Current</i> <i>Promos</i>	11	6	5	5	4	0	0	1	1	0	0	Q
	<i>Achv. %</i>				0.0%	33.3%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	S
	<i>Current</i> <i>Goals</i>	10	0	10		9				1			U
Promotion within category	1	1	0	1								W	

RECRUITING AREA: Statewide
 OCC. CAT./TITLE: 3-Nonteaching Professional - UC Professional 8 Program Director
 CAMPUS: Total University
 DATA RESOURCE: CT Census 2000

PROJECTED TURNOVER (12 mos.) 2
 PROJECTED HIRES (12 mos.) 1
 PROJECTED PROMOTIONS (12 mos.) 1
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNP MALE	AAIANHNP FEMALE	
WORK FORCE %	100.0%	34.1%	65.9%	34.1%	56.8%	0.0%	4.5%	0.0%	4.5%	0.0%	0.0%	A
WORK FORCE PARITY %	100.0	32.6	67.5	27.2	53.5	1.8	8.3	0.8	2.5	2.8	3.1	B
WORK FORCE #	44	15	29	15	25	0	2	0	2	0	0	C
WORK FORCE PARITY #	44	14.3	29.7	12.0	23.6	0.8	3.7	0.3	1.1	1.2	1.4	D
NET UTILIZATION (+/-)		0.7	-0.7	3.0	1.4	-0.8	-1.7	-0.3	0.9	-1.2	-1.4	E
PREVIOUS UTILIZATION		3.7	-3.7	5.6	-5.9	-1.0	0.2	-0.2	1.8	-0.8	0.2	F
HIRING GOALS	<i>Previous</i> <i>Goals</i>	2	1	1		1	1					G
	<i>Current</i> <i>Hires</i>	1	0	1	0	1	0	0	0	0	0	I
	<i>Achv. %</i>				0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> <i>Goals</i>	3	1	2			1	1				1
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	5	1	4		2		1		1	1	O
	<i>Current</i> <i>Promos</i>	5	2	3	2	3	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> <i>Goals</i>	2	1	1				1			1	U
Promotion within category	0	0	0									W

RECRUITING AREA: Statewide
 OCC. CAT./TITLE: 3-Nonteaching Professional - UC Professional 7
 CAMPUS: Total University
 DATA RESOURCE: CT Census 2000

PROJECTED TURNOVER (12 mos.) 4
 PROJECTED HIRES (12 mos.) 8
 PROJECTED PROMOTIONS (12 mos.) 8
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNP MALE	AAIANHNP FEMALE		
WORK FORCE %	96.4%	40.1%	56.3%	35.4%	52.3%	2.9%	2.5%	1.4%	0.0%	0.4%	1.4%	A	
WORK FORCE PARITY %	100.1	41.8	58.2	35.7	49.2	2.5	3.7	1.7	3.0	1.9	2.3	B	
WORK FORCE #	277	111	166	98	145	8	7	4	10	1	4	C	
WORK FORCE PARITY #	277	115.9	161.3	98.9	136.4	7.0	10.2	4.7	8.3	5.2	6.4	D	
NET UTILIZATION (+/-)		-4.8	4.7	-0.9	8.6	1.0	-3.2	-0.7	1.7	-4.2	-2.4	E	
PREVIOUS UTILIZATION		-14.8	14.4	-11.4	20.9	1.4	-3.9	-2.3	-2.5	-2.5	-0.2	F	
HIRING GOALS	<i>Previous</i> <i>Goals</i>	3	2	1			1	1		1		G	
	<i>Current</i> <i>Hires</i>	28	15	13	14	11	0	0	1	2	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> <i>Goals</i>	7	4	3				2	1		3	1	M
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	3	1	2					2	1		O	
	<i>Current</i> <i>Promos</i>	15	4	11	3	9	1	0	0	2	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	S
	<i>Current</i> <i>Goals</i>	4	2	2	1			1			1	1	U
Promotion within category	1	0	1		1							W	

RECRUITING AREA: Statewide
 OCC. CAT./TITLE: 3-Nonteaching Professional - UC Professional 7-COMPUTER TECH 2
 CAMPUS: Total University
 DATA RESOURCE: CT Census 2000

PROJECTED TURNOVER (12 mos.) 10
 PROJECTED HIRES (12 mos.) 8
 PROJECTED PROMOTIONS (12 mos.) 2
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNP MALE	AAIANHNP FEMALE	
WORK FORCE %	100.0%	84.0%	16.0%	64.0%	12.0%	4.0%	0.0%	4.0%	0.0%	12.0%	4.0%	A
WORK FORCE PARITY %	100.0	65.2	34.8	54.8	28.2	1.8	1.4	4.3	3.7	4.2	1.5	B
WORK FORCE #	25	21	4	16	3	1	0	1	0	3	1	C
WORK FORCE PARITY #	25	16.3	8.7	13.7	7.1	0.5	0.4	1.1	0.9	1.1	0.4	D
NET UTILIZATION (+/-)		4.7	-4.7	2.3	-4.1	0.5	-0.4	-0.1	-0.9	1.9	0.6	E
PREVIOUS UTILIZATION		5.2	-5.2	6.1	-5.0	0.4	-0.5	-0.7	-0.2	-0.6	0.5	F
HIRING GOALS	<i>Previous</i> <i>Goals</i>	3	0	3		2		<u>1</u>				G
	<i>Current</i> <i>Hires</i>	1	1	0	1	0	0	0	0	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> <i>Goals</i>	4	0	4		2		<u>1</u>		1		M
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	3	0	3		2				1		O
	<i>Current</i> <i>Promos</i>	1	1	0	0	0	0	0	0	1	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> <i>Goals</i>	2	0	2		2						U
Promotion within category	0	0	0									W

RECRUITING AREA: Statewide
 OCC. CAT./TITLE: 3-Nonteaching Professional - UC Professional 7-Program Mgr
 CAMPUS: Total University
 DATA RESOURCE: CT Census 2000

PROJECTED TURNOVER (12 mos.) 1
 PROJECTED HIRES (12 mos.) 1
 PROJECTED PROMOTIONS (12 mos.) 1
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNP MALE	AAIANHNP FEMALE	
WORK FORCE %	100.0%	26.3%	73.7%	21.1%	55.3%	0.0%	13.2%	0.0%	2.6%	5.3%	2.6%	A
WORK FORCE PARITY %	100.1	27.7	72.4	21.5	60.1	3.4	4.3	2.2	3.6	0.5	4.4	B
WORK FORCE #	38	10	28	8	21	0	5	0	1	2	1	C
WORK FORCE PARITY #	38	10.5	27.5	8.2	22.8	1.3	1.6	0.9	1.4	0.2	1.7	D
NET UTILIZATION (+/-)		-0.5	0.5	-0.2	-1.8	-1.3	3.4	-0.9	-0.4	1.8	-0.7	E
PREVIOUS UTILIZATION		-0.7	0.7	0.4	2.3	-1.2	0.1	-0.7	-1.1	0.8	-0.7	F
HIRING GOALS	<i>Previous</i> <i>Goals</i>	3	2	1			1		1		1	G
	<i>Current</i> <i>Hires</i>	1	0	1	0	1	0	0	0	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> <i>Goals</i>	4	2	2			1		1	1	1	M
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	2	1	1	1				1			O
	<i>Current</i> <i>Promos</i>	4	0	4	0	3	0	0	1	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	S
	<i>Current</i> <i>Goals</i>	2	0	2		2						U
Promotion within category	0	0	0									W

RECRUITING AREA: Statewide
 OCC. CAT./TITLE: 3-Nonteaching Professional - UC Professional 6
 CAMPUS: Total University
 DATA RESOURCE: CT Census 2000

PROJECTED TURNOVER (12 mos.) 10
 PROJECTED HIRES (12 mos.) 7
 PROJECTED PROMOTIONS (12 mos.) 4
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNP MALE	AAIANHNP FEMALE	
WORK FORCE %	100.0%	27.5%	72.5%	22.9%	63.4%	1.5%	3.8%	2.3%	4.6%	0.8%	0.8%	A
WORK FORCE PARITY %	100.1	37.4	62.7	31.6	53.6	2.5	3.8	1.4	2.8	1.9	2.5	B
WORK FORCE #	131	36	95	30	83	2	5	3	6	1	1	C
WORK FORCE PARITY #	131	49.0	82.1	41.4	70.2	3.3	4.9	1.8	3.6	2.5	3.3	D
NET UTILIZATION (+/-)		-13.0	12.9	-11.4	12.8	-1.3	0.1	1.2	2.4	-1.5	-2.3	E
PREVIOUS UTILIZATION		-17.0	16.9	-13.7	15.3	-0.7	-1.1	-0.5	3.4	-2.1	-0.6	F
HIRING GOALS	<i>Previous</i> <i>Goals</i>	6	5	1	1	1	1	1	2	1	1	G
	<i>Current</i> <i>Hires</i>	12	5	7	3	5	2	0	0	2	0	I
	<i>Achv. %</i>				100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> <i>Goals</i>	8	6	2	3	1				2	2	M
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	6	3	3	3			2			1	O
	<i>Current</i> <i>Promos</i>	14	3	11	2	9	0	1	1	1	0	Q
	<i>Achv. %</i>				66.7%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> <i>Goals</i>	9	9	0	9							U
Promotion within category	0	0	0									W

1 WF hire also reported in the new UCP 6 Admin Serv Asst 4 category
 2 WF and 1 HF promotions also reported in the new UCP 6 Admin Serv Asst 4 category

RECRUITING AREA: Statewide
 OCC. CAT./TITLE: 3-Nonteaching Professional - UC Professional 6 - Admin Serv Asst 4
 CAMPUS: Total University
 DATA RESOURCE: CT Census 2000

NEW CATEGORY

PROJECTED TURNOVER (12 mos.)
 PROJECTED HIRES (12 mos.)
 PROJECTED PROMOTIONS (12 mos.)
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNP MALE	AAIANHNP FEMALE	
WORK FORCE %	100.0%	3.7%	96.3%	3.7%	92.6%	0.0%	0.0%	0.0%	3.7%	0.0%	0.0%	A
WORK FORCE PARITY %	100.0	8.0	92.0	6.1	79.9	0.7	5.8	0.8	3.8	0.5	2.4	B
WORK FORCE #	27	1	26	1	25	0	0	0	1	0	0	C
WORK FORCE PARITY #	27	2.2	24.8	1.7	21.6	0.2	1.6	0.2	1.0	0.1	0.7	D
NET UTILIZATION (+/-)		-1.2	1.2	-0.7	3.4	-0.2	-1.6	-0.2	0.0	-0.1	-0.7	E
PREVIOUS UTILIZATION		0.0	0.0									F
HIRING GOALS	<i>Previous</i> <i>Goals</i>	0	0	0								G
	<i>Current</i> <i>Hires</i>	1	0	1	0	1	0	0	0	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> <i>Goals</i>	3	2	1	1			1	1			M
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	0	0	0								O
	<i>Current</i> <i>Promos</i>	3	0	3	0	2	0	0	1	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> <i>Goals</i>	2	0	2				1			1	U
Promotion within category	0	0	0									W

The 1 WF hire also reported in the UCP 6 residual titles category
 The 2 WF and 1 HF promotions also reported in the UCP 6 residual titles category

RECRUITING AREA: Statewide
 OCC. CAT./TITLE: 3-Nonteaching Professional - UC Professional 6 - Program Admin
 CAMPUS: Total University
 DATA RESOURCE: CT Census 2000

PROJECTED TURNOVER (12 mos.)
 PROJECTED HIRES (12 mos.)
 PROJECTED PROMOTIONS (12 mos.)
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNP MALE	AAIANHNP FEMALE	
WORK FORCE %	100.0%	20.0%	80.0%	8.0%	64.0%	8.0%	0.0%	4.0%	8.0%	0.0%	8.0%	A
WORK FORCE PARITY %	100.0	22.9	77.2	19.1	62.6	1.8	6.8	1.5	3.4	0.5	4.3	B
WORK FORCE #	25	5	20	2	16	2	0	1	2	0	2	C
WORK FORCE PARITY #	25	5.7	19.3	4.8	15.7	0.5	1.7	0.4	0.9	0.1	1.1	D
NET UTILIZATION (+/-)		-0.7	0.7	-2.8	0.3	1.5	-1.7	0.6	1.1	-0.1	0.9	E
PREVIOUS UTILIZATION		-1.8	1.8	-3.9	0.1	1.6	0.4	0.6	1.1	-0.1	0.2	F
HIRING GOALS	<i>Previous</i> <i>Goals</i>	3	2	1	2			1				G
	<i>Current</i> <i>Hires</i>	1	0	1	0	1	0	0	0	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> <i>Goals</i>	3	2	1	2			1				M
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	2	1	1	1			1				O
	<i>Current</i> <i>Promos</i>	1	0	1	0	1	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> <i>Goals</i>	2	1	1	1			1				U
Promotion within category	0	0	0									W

RECRUITING AREA: Statewide
 OCC. CAT./TITLE: 3-Nonteaching Professional - UC Professional 6 - Program Spec 1
 CAMPUS: Total University
 DATA RESOURCE: CT Census 2000

PROJECTED TURNOVER (12 mos.)
 PROJECTED HIRES (12 mos.)
 PROJECTED PROMOTIONS (12 mos.)
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNP MALE	AAIANHNP FEMALE	
WORK FORCE %	100.0%	18.9%	81.1%	18.9%	73.0%	0.0%	2.7%	0.0%	5.4%	0.0%	0.0%	A
WORK FORCE PARITY %	100.1	31.2	68.8	25.6	58.9	2.8	4.7	2.1	2.5	0.6	2.6	B
WORK FORCE #	37	7	30	7	27	0	1	0	2	0	0	C
WORK FORCE PARITY #	37	11.6	25.5	9.5	21.8	1.1	1.7	0.8	0.9	0.2	1.0	D
NET UTILIZATION (+/-)		-4.6	4.5	-2.5	5.2	-1.1	-0.7	-0.8	1.1	-0.2	-1.0	E
PREVIOUS UTILIZATION		-4.1	4.1	-2.7	4.6	-0.7	-1.2	-0.6	1.3	-0.1	-0.6	F
HIRING GOALS	Previous Goals	6	5	1	3	1	1	1				G
	Current Hires	7	2	5	2	5	0	0	0	0	0	I
	Achv. %				66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	Current Goals	5	3	2	2		1	1				1
PROMO. GOALS	Previous Goals	2	2	0	2							O
	Current Promos	3	1	2	1	2	0	0	0	0	0	Q
	Achv. %				50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	Current Goals	2	2	0	1			1				U
Promotion within category	0	0	0									W

RECRUITING AREA: Statewide
 OCC. CAT./TITLE: 3-Nonteaching Professional - UC Professional 5
 CAMPUS: Total University
 DATA RESOURCE: CT Census 2000

PROJECTED TURNOVER (12 mos.) 9
 PROJECTED HIRES (12 mos.) 5
 PROJECTED PROMOTIONS (12 mos.) 1
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNP MALE	AAIANHNP FEMALE		
WORK FORCE %	100.0%	44.4%	55.6%	37.6%	46.2%	5.1%	1.7%	0.9%	4.3%	0.9%	3.4%	A	
WORK FORCE PARITY %	100.0	41.2	58.8	34.7	48.3	2.4	4.7	1.7	3.4	2.4	2.4	B	
WORK FORCE #	117	52	65	44	54	6	2	1	5	1	4	C	
WORK FORCE PARITY #	117	48.2	68.8	40.6	56.5	2.8	5.5	2.0	4.0	2.8	2.8	D	
NET UTILIZATION (+/-)		3.8	-3.8	3.4	-2.5	3.2	-3.5	-1.0	1.0	-1.8	1.2	E	
PREVIOUS UTILIZATION		-13.6	13.6	-8.2	0.7	-0.5	1.3	-1.5	8.7	-3.5	3.0	F	
HIRING GOALS	<i>Previous</i> <i>Goals</i>	13	13	0	7			2		4		G	
	<i>Current</i> <i>Hires</i>	22	9	13	6	10	2	3	0	0	1	0	I
	<i>Achv. %</i>				85.7%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	0.0%	K
	<i>Current</i> <i>Goals</i>	7	3	4				4	1		2		M
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	5	5	0	4			1					O
	<i>Current</i> <i>Promos</i>	10	4	6	3	6	1	0	0	0	0	0	Q
	<i>Achv. %</i>				75.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> <i>Goals</i>	3	0	3		3							U
Promotion within category	1	1	0	1								W	

1 WF, 2 BF and 1 AM hires reported in the new UCP 5 Academic Advisor 1 category
 1 WF hire also reported in the new UCP 5 Financial Asst 1 category
 2 WM and 5 WF promotions also reported in the new UCP 5 Financial Asst 1 category

RECRUITING AREA: Statewide
 OCC. CAT./TITLE: 3-Nonteaching Professional - UC Professional 5 Academic Advisor 1
 CAMPUS: Total University
 DATA RESOURCE: CT Census 2000

NEW CATEGORY

PROJECTED TURNOVER (12 mos.) 7
 PROJECTED HIRES (12 mos.) 2
 PROJECTED PROMOTIONS (12 mos.) 2
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNP MALE	AAIANHNP FEMALE	
WORK FORCE %	100.0%	16.1%	83.9%	9.7%	71.0%	3.2%	9.7%	0.0%	3.2%	3.2%	0.0%	A
WORK FORCE PARITY %	100.0	10.0	90.0	6.6	68.4	1.4	10.0	1.4	9.5	0.5	2.1	B
WORK FORCE #	31	5	26	3	22	1	3	0	1	1	0	C
WORK FORCE PARITY #	31	3.1	27.9	2.0	21.2	0.4	3.1	0.4	3.0	0.2	0.7	D
NET UTILIZATION (+/-)		1.9	-1.9	1.0	0.8	0.6	-0.1	-0.4	-2.0	0.8	-0.7	E
PREVIOUS UTILIZATION		0.0	0.0									F
HIRING GOALS	<i>Previous</i> <i>Goals</i>	4	4	0	2	<u>1</u>		1				G
	<i>Current</i> <i>Hires</i>	4	1	3	0	1	0	2	0	0	1	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> <i>Goals</i>	4	0	4				<u>1</u>		2		1
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	0	0	0								O
	<i>Current</i> <i>Promos</i>	0	0	0	0	0	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> <i>Goals</i>	0	0	0								U
Promotion within category	0	0	0									W

The 1 WF, 2 BF and 1 AM hires reported in the UCP 5 residual titles category

RECRUITING AREA: Statewide
 OCC. CAT./TITLE: 3-Nonteaching Professional - UC Professional 5 Admin Coordinator
 CAMPUS: Total University
 DATA RESOURCE: CT Census 2000

PROJECTED TURNOVER (12 mos.) 7
 PROJECTED HIRES (12 mos.) 2
 PROJECTED PROMOTIONS (12 mos.) 2
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNP MALE	AAIANHNP FEMALE	
WORK FORCE %	100.0%	6.9%	93.1%	6.9%	89.7%	0.0%	0.0%	0.0%	0.0%	0.0%	3.4%	A
WORK FORCE PARITY %	100.0	19.3	80.7	15.6	69.7	1.2	5.3	1.4	3.5	1.1	2.2	B
WORK FORCE #	29	2	27	2	26	0	0	0	0	0	1	C
WORK FORCE PARITY #	29	5.6	23.4	4.5	20.2	0.3	1.5	0.4	1.0	0.3	0.6	D
NET UTILIZATION (+/-)		-3.6	3.6	-2.5	5.8	-0.3	-1.5	-0.4	-1.0	-0.3	0.4	E
PREVIOUS UTILIZATION		-5.2	5.2	-4.1	7.7	-0.4	-1.1	-0.5	-1.0	-0.3	-0.5	F
HIRING GOALS	<i>Previous</i> <i>Goals</i>	4	4	0	2	<u>1</u>		1				G
	<i>Current</i> <i>Hires</i>	2	1	1	1	1	0	0	0	0	0	I
	<i>Achv. %</i>				50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> <i>Goals</i>	4	2	2	1		1	<u>1</u>	1			M
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	4	2	2	2			1		1		O
	<i>Current</i> <i>Promos</i>	2	0	2	0	2	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> <i>Goals</i>	3	2	1	2			1				U
Promotion within category	0	0	0									W

RECRUITING AREA: Statewide
 OCC. CAT./TITLE: 3-Nonteaching Professional - UC Professional 5 Admin Serv Sp 3
 CAMPUS: Total University
 DATA RESOURCE: CT Census 2000

PROJECTED TURNOVER (12 mos.) 8
 PROJECTED HIRES (12 mos.) 3
 PROJECTED PROMOTIONS (12 mos.) 3
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNP MALE	AAIANHNP FEMALE		
WORK FORCE %	100.0%	14.3%	85.7%	7.1%	78.6%	2.4%	2.4%	4.8%	2.4%	0.0%	2.4%	A	
WORK FORCE PARITY %	100.0	7.6	92.4	6.4	79.6	0.3	6.3	0.2	4.1	0.7	2.4	B	
WORK FORCE #	42	6	36	3	33	1	1	2	1	0	1	C	
WORK FORCE PARITY #	42	3.2	38.8	2.7	33.4	0.1	2.6	0.1	1.7	0.3	1.0	D	
NET UTILIZATION (+/-)		2.8	-2.8	0.3	-0.4	0.9	-1.6	1.9	-0.7	-0.3	0.0	E	
PREVIOUS UTILIZATION		1.3	-1.3	0.1	0.9	0.8	-1.3	0.7	-0.9	-0.3	-0.1	F	
HIRING GOALS	<i>Previous</i> <i>Goals</i>	1	0	1					1			G	
	<i>Current</i> <i>Hires</i>	2	0	2	0	1	0	0	0	1	0	I	
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	K
	<i>Current</i> <i>Goals</i>	2	0	2				2					M
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	2	1	1	1			1				O	
	<i>Current</i> <i>Promos</i>	4	2	2	1	2	0	0	1	0	0	0	Q
	<i>Achv. %</i>				100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> <i>Goals</i>	2	0	2		<u>1</u>				1			U
Promotion within category	0	0	0									W	

RECRUITING AREA: Statewide
 OCC. CAT./TITLE: 3-Nonteaching Professional - UC Professional 5-Dining Serv Asst Mgr
 CAMPUS: Total University
 DATA RESOURCE: CT Census 2000

PROJECTED TURNOVER (12 mos.) 12
 PROJECTED HIRES (12 mos.) 8
 PROJECTED PROMOTIONS (12 mos.) 0
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNP MALE	AAIANHNP FEMALE	
WORK FORCE %	100.0%	64.3%	35.7%	64.3%	35.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	A
WORK FORCE PARITY %	100.0	67.0	33.0	48.2	24.8	6.5	3.6	7.0	2.7	5.3	1.8	B
WORK FORCE #	28	18	10	18	10	0	0	0	0	0	0	C
WORK FORCE PARITY #	28	18.8	9.2	13.5	6.9	1.8	1.0	2.0	0.7	1.5	0.5	D
NET UTILIZATION (+/-)		-0.8	0.8	4.5	3.1	-1.8	-1.0	-2.0	-0.7	-1.5	-0.5	E
PREVIOUS UTILIZATION		0.8	-0.8	4.5	1.1	-1.7	-0.9	-1.7	-0.6	-0.2	-0.4	F
HIRING GOALS	<i>Previous</i> <i>Goals</i>	7	4	3		2	1	2	1		1	G
	<i>Current</i> <i>Hires</i>	3	2	1	2	1	0	0	0	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> <i>Goals</i>	9	6	3			2	1	2	1	2	1
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	0	0	0								O
	<i>Current</i> <i>Promos</i>	0	0	0	0	0	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> <i>Goals</i>	0	0	0								U
Promotion within category	0	0	0									W

RECRUITING AREA: Statewide
 OCC. CAT./TITLE: 3-Nonteaching Professional - UC Professional 5 Financial Assistant 2
 CAMPUS: Total University
 DATA RESOURCE: CT Census 2000

NEW CATEGORY

PROJECTED TURNOVER (12 mos.) 6
 PROJECTED HIRES (12 mos.) 8
 PROJECTED PROMOTIONS (12 mos.) 2
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNP MALE	AAIANHNP FEMALE	
WORK FORCE %	100.0%	17.6%	82.4%	17.6%	70.6%	0.0%	2.9%	0.0%	0.0%	0.0%	8.8%	A
WORK FORCE PARITY %	100.0	48.1	51.9	38.8	42.9	4.0	1.9	0.2	0.5	5.0	6.6	B
WORK FORCE #	34	6	28	6	24	0	1	0	0	0	3	C
WORK FORCE PARITY #	34	16.3	17.7	13.2	14.6	1.4	0.6	0.1	0.2	1.7	2.2	D
NET UTILIZATION (+/-)		-10.3	10.3	-7.2	9.4	-1.4	0.4	-0.1	-0.2	-1.7	0.8	E
PREVIOUS UTILIZATION		0.0	0.0									F
HIRING GOALS	<i>Previous</i> <i>Goals</i>	0	0	0								G
	<i>Current</i> <i>Hires</i>	1	0	1	0	1	0	0	0	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> <i>Goals</i>	6	6	0	5						1	M
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	0	0	0								O
	<i>Current</i> <i>Promos</i>	7	2	5	2	5	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> <i>Goals</i>	4	4	0	2		1				1	U
Promotion within category	0	0	0									W

The 1 WF hire also reported in the UCP 5 residual titles category
 The 2 WM and 5 WF promotions also reported in the UCP 5 residual titles category

RECRUITING AREA: Statewide
 OCC. CAT./TITLE: 3-Nonteaching Professional - UC Professional 5 Program Coordinator
 CAMPUS: Total University
 DATA RESOURCE: CT Census 2000

PROJECTED TURNOVER (12 mos.) 6
 PROJECTED HIRES (12 mos.) 8
 PROJECTED PROMOTIONS (12 mos.) 2
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNP MALE	AAIANHNP FEMALE		
WORK FORCE %	100.0%	7.7%	92.3%	5.1%	76.9%	0.0%	5.1%	2.6%	2.6%	0.0%	7.7%	A	
WORK FORCE PARITY %	100.0	19.8	80.2	16.5	61.9	1.8	9.5	0.8	5.2	0.7	3.5	B	
WORK FORCE #	39	3	36	2	30	0	2	1	1	0	3	C	
WORK FORCE PARITY #	39	7.7	31.3	6.4	24.2	0.7	3.7	0.3	2.0	0.3	1.4	D	
NET UTILIZATION (+/-)		-4.7	4.7	-4.4	5.8	-0.7	-1.7	0.7	-1.0	-0.3	1.6	E	
PREVIOUS UTILIZATION		-2.5	2.5	-2.4	3.1	-0.6	-0.3	0.8	-0.4	-0.2	0.1	F	
HIRING GOALS	<i>Previous</i> <i>Goals</i>	5	4	1	3		1	1				G	
	<i>Current</i> <i>Hires</i>	6	0	6	0	3	0	1	0	0	0	2	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> <i>Goals</i>	6	5	1	4		1	1					M
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	2	0	2				1		1			O
	<i>Current</i> <i>Promos</i>	6	0	6	0	6	0	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> <i>Goals</i>	2	0	2				1		1			U
Promotion within category	0	0	0									W	

RECRUITING AREA: Statewide
 OCC. CAT./TITLE: 3-Nonteaching Professional - UC Professional 4
 CAMPUS: Total University
 DATA RESOURCE: CT Census 2000

PROJECTED TURNOVER (12 mos.) 5
 PROJECTED HIRES (12 mos.) 3
 PROJECTED PROMOTIONS (12 mos.) 1
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNP MALE	AAIANHNP FEMALE	
WORK FORCE %	100.0%	50.0%	50.0%	45.7%	45.7%	2.2%	0.0%	2.2%	2.2%	0.0%	2.2%	A
WORK FORCE PARITY %	100.0	43.7	56.3	34.3	44.6	2.7	5.3	2.8	3.3	4.0	3.1	B
WORK FORCE #	46	23	23	21	21	1	0	1	1	0	1	C
WORK FORCE PARITY #	46	20.1	25.9	15.8	20.5	1.2	2.5	1.3	1.5	1.8	1.4	D
NET UTILIZATION (+/-)		2.9	-2.9	5.2	0.5	-0.2	-2.5	-0.3	-0.5	-1.8	-0.4	E
PREVIOUS UTILIZATION		-1.8	1.8	-0.9	6.7	-1.4	-2.5	1.1	-1.2	-0.6	-1.2	F
HIRING GOALS	<i>Previous</i> <i>Goals</i>	3	2	1		1	1			1		G
	<i>Current</i> <i>Hires</i>	6	4	2	4	2	0	0	0	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> <i>Goals</i>	5	2	3			3	1		1		M
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	1	0	1					1			O
	<i>Current</i> <i>Promos</i>	0	0	0	0	0	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> <i>Goals</i>	2	1	1					1	1		U
Promotion within category	0	0	0									W

RECRUITING AREA: Statewide
 OCC. CAT./TITLE: 3-Nonteaching Professional - UC Professional 4 Admin Asst 3
 CAMPUS: Total University
 DATA RESOURCE: CT Census 2000

PROJECTED TURNOVER (12 mos.) 5
 PROJECTED HIRES (12 mos.) 3
 PROJECTED PROMOTIONS (12 mos.) 2
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNP MALE	AAIANHNP FEMALE	
WORK FORCE %	100.0%	3.1%	96.9%	3.1%	84.4%	0.0%	9.4%	0.0%	0.0%	0.0%	3.1%	A
WORK FORCE PARITY %	100.0	5.2	94.8	4.2	80.7	0.6	7.6	0.2	4.5	0.2	2.0	B
WORK FORCE #	32	1	31	1	27	0	3	0	0	0	1	C
WORK FORCE PARITY #	32	1.7	30.3	1.3	25.8	0.2	2.4	0.1	1.4	0.1	0.6	D
NET UTILIZATION (+/-)		-0.7	0.7	-0.3	1.2	-0.2	0.6	-0.1	-1.4	-0.1	0.4	E
PREVIOUS UTILIZATION		-0.3	0.3	-1.0	0.6	-0.1	0.2	0.9	-1.0	-0.1	0.5	F
HIRING GOALS	<i>Previous</i> <i>Goals</i>	2	1	1	1				1			G
	<i>Current</i> <i>Hires</i>	8	0	8	0	8	0	0	0	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> <i>Goals</i>	1	1	0	1							M
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	1	0	1		1						O
	<i>Current</i> <i>Promos</i>	0	0	0	0	0	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> <i>Goals</i>	1	0	1					1			U
Promotion within category	0	0	0									W

RECRUITING AREA: Statewide
 OCC. CAT./TITLE: 3-Nonteaching Professional - UC Professional 4 Admin Serv Sp 2
 CAMPUS: Total University
 DATA RESOURCE: CT Census 2000

PROJECTED TURNOVER (12 mos.) 4
 PROJECTED HIRES (12 mos.) 2
 PROJECTED PROMOTIONS (12 mos.) 1
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNP MALE	AAIANHNP FEMALE		
WORK FORCE %	100.0%	9.9%	90.1%	8.8%	80.2%	0.0%	3.3%	0.0%	4.4%	1.1%	2.2%	A	
WORK FORCE PARITY %	100.0	5.4	94.6	4.3	80.4	0.6	7.6	0.3	4.6	0.3	2.0	B	
WORK FORCE #	91	9	82	8	73	0	3	0	4	1	2	C	
WORK FORCE PARITY #	91	4.9	86.1	3.9	73.2	0.5	6.9	0.2	4.2	0.2	1.8	D	
NET UTILIZATION (+/-)		4.1	-4.1	4.1	-0.2	-0.5	-3.9	-0.2	-0.2	0.8	0.2	E	
PREVIOUS UTILIZATION		5.9	-5.9	6.2	0.8	-0.5	-7.0	-0.5	0.0	0.7	0.2	F	
HIRING GOALS	<i>Previous</i> <i>Goals</i>	5	1	4			1	3			1	G	
	<i>Current</i> <i>Hires</i>	13	2	11	2	9	0	1	0	0	0	1	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	100.0%	K
	<i>Current</i> <i>Goals</i>	5	1	4		1	1	3					M
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	3	0	3				3					O
	<i>Current</i> <i>Promos</i>	1	0	1	0	1	0	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> <i>Goals</i>	1	0	1				1					U
Promotion within category	0	0	0									W	

RECRUITING AREA: Statewide
 OCC. CAT./TITLE: 3-Nonteaching Professional - UC Professional 4 Program Assistant 2
 CAMPUS: Total University
 DATA RESOURCE: CT Census 2000

PROJECTED TURNOVER (12 mos.) 5
 PROJECTED HIRES (12 mos.) 2
 PROJECTED PROMOTIONS (12 mos.) 2
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNP MALE	AAIANHNP FEMALE	
WORK FORCE %	100.0%	3.0%	97.0%	3.0%	72.7%	0.0%	12.1%	0.0%	6.1%	0.0%	6.1%	A
WORK FORCE PARITY %	100.0	24.7	75.3	20.3	61.6	2.5	7.2	1.0	4.5	0.9	2.0	B
WORK FORCE #	33	1	32	1	24	0	4	0	2	0	2	C
WORK FORCE PARITY #	33	8.1	24.9	6.7	20.3	0.8	2.4	0.3	1.5	0.3	0.6	D
NET UTILIZATION (+/-)		-7.1	7.1	-5.7	3.7	-0.8	1.6	-0.3	0.5	-0.3	1.4	E
PREVIOUS UTILIZATION		-5.6	5.6	-3.8	3.6	-0.8	0.5	-0.6	0.4	-0.3	1.1	F
HIRING GOALS	<i>Previous</i> <i>Goals</i>	7	7	0	6			1				G
	<i>Current</i> <i>Hires</i>	2	1	1	1	1	0	0	0	0	0	I
	<i>Achv. %</i>				16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> <i>Goals</i>	6	6	0	4		1		1			M
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	2	2	0	1		1					O
	<i>Current</i> <i>Promos</i>	1	0	1	0	1	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> <i>Goals</i>	2	2	0	2							U
Promotion within category	0	0	0									W

RECRUITING AREA: Statewide
 OCC. CAT./TITLE: 3-Nonteaching Professional - UC Professional 3
 CAMPUS: Total University
 DATA RESOURCE: CT Census 2000

PROJECTED TURNOVER (12 mos.) 4
 PROJECTED HIRES (12 mos.) 2
 PROJECTED PROMOTIONS (12 mos.) 0
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNP MALE	AAIANHNP FEMALE	
WORK FORCE %	100.0%	38.1%	61.9%	33.3%	52.4%	0.0%	4.8%	4.8%	4.8%	0.0%	0.0%	A
WORK FORCE PARITY %	100.0	42.9	57.1	34.6	46.2	2.5	5.5	1.8	2.4	4.1	2.9	B
WORK FORCE #	21	8	13	7	11	0	1	1	1	0	0	C
WORK FORCE PARITY #	21	9.0	12.0	7.3	9.7	0.5	1.2	0.4	0.5	0.9	0.6	D
NET UTILIZATION (+/-)		-1.0	1.0	-0.3	1.3	-0.5	-0.2	0.6	0.5	-0.9	-0.6	E
PREVIOUS UTILIZATION		5.1	-5.1	3.6	-4.9	0.5	-0.3	0.7	-0.4	0.3	0.5	F
HIRING GOALS	<i>Previous</i> <i>Goals</i>	3	0	3		2					1	G
	<i>Current</i> <i>Hires</i>	4	1	3	1	3	0	0	0	0	0	I
	<i>Achv. %</i>				0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> <i>Goals</i>	3	3	0	1		1				1	M
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	1	0	1		1						O
	<i>Current</i> <i>Promos</i>	2	1	1	1	1	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> <i>Goals</i>	1	0	1							1	U
Promotion within category												W

RECRUITING AREA: Statewide
 OCC. CAT./TITLE: 3-Nonteaching Professional - UC Professional 3 Program Assistant 1
 CAMPUS: Total University
 DATA RESOURCE: CT Census 2000

PROJECTED TURNOVER (12 mos.) 4
 PROJECTED HIRES (12 mos.) 2
 PROJECTED PROMOTIONS (12 mos.) 1
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNP MALE	AAIANHNP FEMALE	
WORK FORCE %	100.0%	7.1%	92.9%	5.7%	82.9%	1.4%	4.3%	0.0%	4.3%	0.0%	1.4%	A
WORK FORCE PARITY %	100.0	21.8	78.2	17.3	62.1	1.9	9.9	1.7	4.9	0.8	1.4	B
WORK FORCE #	70	5	65	4	58	1	3	0	3	0	1	C
WORK FORCE PARITY #	70	15.2	54.8	12.1	43.5	1.3	6.9	1.2	3.4	0.5	1.0	D
NET UTILIZATION (+/-)		-10.2	10.2	-8.1	14.5	-0.3	-3.9	-1.2	-0.4	-0.5	0.0	E
PREVIOUS UTILIZATION		-8.2	8.2	-7.5	11.6	-0.9	-2.4	0.6	-0.9	-0.4	-0.1	F
HIRING GOALS	<i>Previous</i> <i>Goals</i>	9	8	1	7		1			1		G
	<i>Current</i> <i>Hires</i>	16	2	14	2	13	0	0	0	1	0	I
	<i>Achv. %</i>				28.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> <i>Goals</i>	11	9	2	7		2	1		1		M
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	5	1	4	1		2		2			O
	<i>Current</i> <i>Promos</i>	2	0	2	0	1	0	0	1	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	S
	<i>Current</i> <i>Goals</i>	4	1	3	1		2		<u>1</u>			U
Promotion within category												W

RECRUITING AREA: Statewide
 OCC. CAT./TITLE: 3-Nonteaching Professional - UC Professional 1
 CAMPUS: Total University
 DATA RESOURCE: CT Census 2000

PROJECTED TURNOVER (12 mos.) 3
 PROJECTED HIRES (12 mos.) 2
 PROJECTED PROMOTIONS (12 mos.) 0
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNP MALE	AAIANHNP FEMALE		
WORK FORCE %	100.0%	27.6%	72.4%	13.8%	55.2%	3.4%	6.9%	3.4%	3.4%	6.9%	6.9%	A	
WORK FORCE PARITY %	100.0	15.5	84.5	12.2	68.7	1.5	7.7	0.9	5.5	0.9	2.5	B	
WORK FORCE #	29	8	21	4	16	1	2	1	1	2	2	C	
WORK FORCE PARITY #	29	4.5	24.5	3.5	19.9	0.4	2.2	0.3	1.6	0.3	0.7	D	
NET UTILIZATION (+/-)		3.5	-3.5	0.5	-3.9	0.6	-0.2	0.7	-0.6	1.7	1.3	E	
PREVIOUS UTILIZATION		3.7	-3.7	3.8	-4.3	0.5	1.4	-0.3	-0.9	-0.3	0.1	F	
HIRING GOALS	<i>Previous</i> <i>Goals</i>	4	0	4		3					1	G	
	<i>Current</i> <i>Hires</i>	11	3	8	2	6	0	0	0	0	1	2	I
	<i>Achv. %</i>				0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	200.0%	K
	<i>Current</i> <i>Goals</i>	5	0	5		4				1			M
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	0	0	0									O
	<i>Current</i> <i>Promos</i>	0	0	0	0	0	0	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> <i>Goals</i>	0	0	0									U
Promotion within category	0	0	0									W	

RECRUITING AREA: Statewide
 OCC. CAT./TITLE: 3-Nonteaching Professional - Academic Assistants
 CAMPUS: Total University
 DATA RESOURCE: CT Census 2000

PROJECTED TURNOVER (12 mos.) 2
 PROJECTED HIRES (12 mos.) 2
 PROJECTED PROMOTIONS (12 mos.) 0
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNP MALE	AAIANHNP FEMALE		
WORK FORCE %	100.0%	66.7%	33.3%	50.0%	25.0%	0.0%	0.0%	0.0%	2.8%	16.7%	5.6%	A	
WORK FORCE PARITY %	100.0	48.2	51.8	36.7	37.9	2.7	5.1	2.4	3.6	6.4	5.2	B	
WORK FORCE #	36	24	12	18	9	0	0	0	1	6	2	C	
WORK FORCE PARITY #	36	17.4	18.6	13.2	13.7	1.0	1.8	0.9	1.3	2.3	1.9	D	
NET UTILIZATION (+/-)		6.6	-6.6	4.8	-4.7	-1.0	-1.8	-0.9	-0.3	3.7	0.1	E	
PREVIOUS UTILIZATION		10.3	-10.3	8.8	-6.1	-0.8	-1.6	0.3	-0.9	2.1	-1.7	F	
HIRING GOALS	<i>Previous</i> <i>Goals</i>	10	1	9		5	1	2		1		1	G
	<i>Current</i> <i>Hires</i>	6	3	3	2	2	0	0	0	1	1	0	I
	<i>Achv. %</i>				0.0%	40.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	K
	<i>Current</i> <i>Goals</i>	9	2	7		5	1	2	1				M
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	0	0	0									O
	<i>Current</i> <i>Promos</i>	1	0	1	0	0	0	0	0	0	0	1	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> <i>Goals</i>	0	0	0									U
Promotion within category	0	0	0									W	

RECRUITING AREA: Statewide
 OCC. CAT./TITLE: 3-Nonteaching Professional - Specialist 1A
 CAMPUS: Total University
 DATA RESOURCE: CT Census 2000

PROJECTED TURNOVER (12 mos.) 3
 PROJECTED HIRES (12 mos.) 3
 PROJECTED PROMOTIONS (12 mos.) 0
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNP MALE	AAIANHNP FEMALE	
WORK FORCE %	100.0%	64.7%	35.3%	51.0%	27.5%	9.8%	2.0%	0.0%	0.0%	3.9%	5.9%	A
WORK FORCE PARITY %	100.0	73.3	26.7	55.9	20.8	13.3	4.6	1.9	0.5	2.2	0.9	B
WORK FORCE #	51	33	18	26	14	5	1	0	0	2	3	C
WORK FORCE PARITY #	51	37.4	13.6	28.5	10.6	6.8	2.4	1.0	0.2	1.1	0.4	D
NET UTILIZATION (+/-)		-4.4	4.4	-2.5	3.4	-1.8	-1.4	-1.0	-0.2	0.9	2.6	E
PREVIOUS UTILIZATION		-5.4	5.4	-4.9	3.4	-1.7	0.6	0.1	-0.2	1.1	1.7	F
HIRING GOALS	<i>Previous</i> <i>Goals</i>	7	6	1	4	2	1					G
	<i>Current</i> <i>Hires</i>	6	5	1	4	0	0	0	0	1	1	I
	<i>Achv. %</i>				100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> <i>Goals</i>	7	6	1	3	2	1	1				M
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	0	0	0								O
	<i>Current</i> <i>Promos</i>	1	1	0	1	0	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> <i>Goals</i>	0	0	0								U
Promotion within category	0	0	0									W

RECRUITING AREA: Statewide
 OCC. CAT./TITLE: 3-Nonteaching Professional - Specialist 2A
 CAMPUS: Total University
 DATA RESOURCE: CT Census 2000

PROJECTED TURNOVER (12 mos.) 3
 PROJECTED HIRES (12 mos.) 3
 PROJECTED PROMOTIONS (12 mos.) 0
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNP MALE	AAIANHNP FEMALE	
WORK FORCE %	100.0%	84.0%	16.0%	60.0%	16.0%	24.0%	0.0%	0.0%	0.0%	0.0%	0.0%	A
WORK FORCE PARITY %	100.0	73.3	26.7	55.9	20.8	13.3	4.6	1.9	0.5	2.2	0.9	B
WORK FORCE #	25	21	4	15	4	6	0	0	0	0	0	C
WORK FORCE PARITY #	25	18.3	6.7	14.0	5.2	3.3	1.2	0.5	0.1	0.6	0.2	D
NET UTILIZATION (+/-)		2.7	-2.7	1.0	-1.2	2.7	-1.2	-0.5	-0.1	-0.6	-0.2	E
PREVIOUS UTILIZATION		2.2	-2.2	2.0	-2.1	1.3	-0.8	-0.5	-0.1	-0.5	0.8	F
HIRING GOALS	<i>Previous</i> <i>Goals</i>	4	2	2		1		1	1		1	G
	<i>Current</i> <i>Hires</i>	0	0	0	0	0	0	0	0	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> <i>Goals</i>	4	2	2		1		1	1		1	M
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	0	0	0								O
	<i>Current</i> <i>Promos</i>	0	0	0	0	0	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> <i>Goals</i>	0	0	0								U
Promotion within category	0	0	0									W

RECRUITING AREA: Statewide
 OCC. CAT./TITLE: 3-Nonteaching Professional - Specialist 3-4A
 CAMPUS: Total University
 DATA RESOURCE: CT Census 2000

PROJECTED TURNOVER (12 mos.) 3
 PROJECTED HIRES (12 mos.) 3
 PROJECTED PROMOTIONS (12 mos.) 0
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNP MALE	AAIANHNP FEMALE	
WORK FORCE %	100.0%	75.0%	25.0%	75.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	A
WORK FORCE PARITY %	100.0	73.3	26.7	55.9	20.8	13.3	4.6	1.9	0.5	2.2	0.9	B
WORK FORCE #	12	9	3	9	3	0	0	0	0	0	0	C
WORK FORCE PARITY #	12	8.8	3.2	6.7	2.5	1.6	0.6	0.2	0.1	0.3	0.1	D
NET UTILIZATION (+/-)		0.2	-0.2	2.3	0.5	-1.6	-0.6	-0.2	-0.1	-0.3	-0.1	E
PREVIOUS UTILIZATION		-0.5	0.5	1.3	1.1	-1.3	-0.4	-0.2	-0.1	-0.2	-0.1	F
HIRING GOALS	<i>Previous</i> <i>Goals</i>	4	3	1			2	1			1	G
	<i>Current</i> <i>Hires</i>	0	0	0	0	0	0	0	0	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> <i>Goals</i>	4	3	1			2	1	1			M
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	0	0	0								O
	<i>Current</i> <i>Promos</i>	0	0	0	0	0	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> <i>Goals</i>	0	0	0								U
Promotion within category	0	0	0									W

RECRUITING AREA: Statewide
 OCC. CAT./TITLE: 3-Nonteaching Professional - Remaining Titles
 CAMPUS: Total University
 DATA RESOURCE: CT Census 2000

PROJECTED TURNOVER (12 mos.) 5
 PROJECTED HIRES (12 mos.) 1
 PROJECTED PROMOTIONS (12 mos.) 0
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNP MALE	AAIANHNP FEMALE	
WORK FORCE %	100.0%	17.2%	82.8%	12.1%	70.7%	1.7%	1.7%	1.7%	5.2%	1.7%	5.2%	A
WORK FORCE PARITY %	100.0	39.8	60.2	33.5	49.1	2.0	5.2	1.4	3.4	3.0	2.5	B
WORK FORCE #	58	10	48	7	41	1	1	1	3	1	3	C
WORK FORCE PARITY #	58	23.1	34.9	19.4	28.5	1.1	3.0	0.8	2.0	1.7	1.5	D
NET UTILIZATION (+/-)		-13.1	13.1	-12.4	12.5	-0.1	-2.0	0.2	1.0	-0.7	1.5	E
PREVIOUS UTILIZATION		-15.6	15.6	-13.8	14.0	-1.2	-1.0	0.2	1.0	-0.8	1.5	F
HIRING GOALS	<i>Previous</i> <i>Goals</i>	18	17	1	15	1	1			1		G
	<i>Current</i> <i>Hires</i>	8	3	5	2	5	1	0	0	0	0	I
	<i>Achv. %</i>				13.3%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> <i>Goals</i>	15	13	2	12		2			1		M
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	0	0	0								O
	<i>Current</i> <i>Promos</i>	0	0	0	0	0	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> <i>Goals</i>	0	0	0								U
Promotion within category	0	0	0									W

RECRUITING AREA: Statewide
 OCC. CAT./TITLE: 7-Maintenance/Service - Protective Services
 CAMPUS: Storrs
 DATA RESOURCE: CT Census 2000

PROJECTED TURNOVER (12 mos.) 2
 PROJECTED HIRES (12 mos.) 5
 PROJECTED PROMOTIONS (12 mos.) 1
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNP MALE	AAIANHNP FEMALE	
WORK FORCE %	100.0%	87.7%	12.3%	81.5%	9.2%	4.6%	0.0%	1.5%	3.1%	0.0%	0.0%	A
WORK FORCE PARITY %	100.0	89.8	10.2	74.4	7.4	8.2	1.1	5.6	0.4	1.7	1.2	B
WORK FORCE #	65	57	8	53	6	3	0	1	2	0	0	C
WORK FORCE PARITY #	65	58.4	6.6	48.3	4.8	5.3	0.7	3.7	0.3	1.1	0.8	D
NET UTILIZATION (+/-)		-1.4	1.4	4.7	1.2	-2.3	-0.7	-2.7	1.7	-1.1	-0.8	E
PREVIOUS UTILIZATION		0.7	-0.7	5.2	-0.2	-2.2	-0.9	-1.4	0.6	-0.9	-0.3	F
HIRING GOALS	<i>Previous</i> <i>Goals</i>	6	5	1		2	1	2		1		G
	<i>Current</i> <i>Hires</i>	11	7	4	6	3	1	0	0	1	0	I
	<i>Achv. %</i>				0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> <i>Goals</i>	6	4	2			1	1	2		1	1
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	2	1	1		1	1					O
	<i>Current</i> <i>Promos</i>	8	8	0	7	0	1	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> <i>Goals</i>	2	2	0			1		1			U
Promotion within category	0	0	0									W

RECRUITING AREA: Hartford, Tolland & Windham Counties
 OCC. CAT./TITLE: 7-Maintenance/Service - Protective Services Police Officer
 CAMPUS: Storrs
 DATA RESOURCE: CT Census 2000

PROJECTED TURNOVER (12 mos.) 2
 PROJECTED HIRES (12 mos.) 1
 PROJECTED PROMOTIONS (12 mos.) 5
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNP MALE	AAIANHNP FEMALE		
WORK FORCE %	100.0%	86.8%	13.2%	73.7%	10.5%	7.9%	0.0%	2.6%	0.0%	2.6%	2.6%	A	
WORK FORCE PARITY %	100.0	81.0	19.0	59.6	16.9	11.0	0.9	9.6	0.7	0.8	0.5	B	
WORK FORCE #	38	33	5	28	4	3	0	1	0	1	1	C	
WORK FORCE PARITY #	38	30.8	7.2	22.6	6.4	4.2	0.3	3.6	0.3	0.3	0.2	D	
NET UTILIZATION (+/-)		2.2	-2.2	5.4	-2.4	-1.2	-0.3	-2.6	-0.3	0.7	0.8	E	
PREVIOUS UTILIZATION		2.2	-2.2	0.9	-2.3	1.3	0.6	-0.7	-0.4	0.7	-0.1	F	
HIRING GOALS	<i>Previous</i> <i>Goals</i>	50	24	26				25	24	1		G	
	<i>Current</i> <i>Hires</i>	2	1	1	1	0	0	0	0	0	0	1	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> <i>Goals</i>	3	2	1				1	2				M
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	1	1	0					1			O	
	<i>Current</i> <i>Promos</i>	0	0	0	0	0	0	0	0	0	0	Q	
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S	
	<i>Current</i> <i>Goals</i>	4	2	2		2	1		1			U	
Promotion within category	0	0	0									W	

RECRUITING AREA: Hartford, Tolland & Windham Counties
 OCC. CAT./TITLE: 4-Secretarial/Clerical - Administrative Assistant
 CAMPUS: Storrs
 DATA RESOURCE: CT Census 2000

PROJECTED TURNOVER (12 mos.) 2
 PROJECTED HIRES (12 mos.) 1
 PROJECTED PROMOTIONS (12 mos.) 2
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNP MALE	AAIANHNP FEMALE	
WORK FORCE %	100.0%	0.0%	100.0%	0.0%	94.3%	0.0%	0.0%	0.0%	2.9%	0.0%	2.9%	A
WORK FORCE PARITY %	100.0	6.9	93.1	6.0	87.7	0.3	2.9	0.3	1.8	0.3	0.6	B
WORK FORCE #	35	0	35	0	33	0	0	0	1	0	1	C
WORK FORCE PARITY #	35	2.4	32.6	2.1	30.7	0.1	1.0	0.1	0.6	0.1	0.2	D
NET UTILIZATION (+/-)		-2.4	2.4	-2.1	2.3	-0.1	-1.0	-0.1	0.4	-0.1	0.8	E
PREVIOUS UTILIZATION		-2.3	2.3	-2.0	3.1	-0.1	-1.0	-0.1	-0.6	-0.1	0.7	F
HIRING GOALS	<i>Previous</i> <i>Goals</i>	2	1	1	1			1				G
	<i>Current</i> <i>Hires</i>	0	0	0	0	0	0	0	0	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> <i>Goals</i>	2	1	1	1			1				M
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	1	1	0	1							O
	<i>Current</i> <i>Promos</i>	0	0	0	0	0	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> <i>Goals</i>	1	1	0	1							U
Promotion within category												W

RECRUITING AREA: Hartford, Tolland & Windham Counties
 OCC. CAT./TITLE: 4-Secretarial/Clerical - Secretary 2
 CAMPUS: Storrs
 DATA RESOURCE: CT Census 2000

PROJECTED TURNOVER (12 mos.) 1
 PROJECTED HIRES (12 mos.) 2
 PROJECTED PROMOTIONS (12 mos.) 2
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNP MALE	AAIANHNP FEMALE	
WORK FORCE %	100.0%	4.8%	95.2%	4.8%	95.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	A
WORK FORCE PARITY %	100.0	2.3	97.7	1.7	93.7	0.3	2.2	0.2	1.4	0.2	0.4	B
WORK FORCE #	21	1	20	1	20	0	0	0	0	0	0	C
WORK FORCE PARITY #	21	0.5	20.5	0.4	19.7	0.1	0.5	0.0	0.3	0.0	0.1	D
NET UTILIZATION (+/-)		0.5	-0.5	0.6	0.3	-0.1	-0.5	0.0	-0.3	0.0	-0.1	E
PREVIOUS UTILIZATION		0.3	-0.3	0.4	0.8	-0.1	-0.6	0.0	0.6	0.0	-1.1	F
HIRING GOALS	<i>Previous</i> <i>Goals</i>	1	0	1				1				G
	<i>Current</i> <i>Hires</i>	0	0	0	0	0	0	0	0	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> <i>Goals</i>	2	0	2				1		1		M
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	1	0	1							1	O
	<i>Current</i> <i>Promos</i>	1	0	1	0	1	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> <i>Goals</i>	0	0	0								U
Promotion within category												W

RECRUITING AREA: Hartford, Tolland & Windham Counties
 OCC. CAT./TITLE: 4-Secretarial/Clerical - Secretary 1
 CAMPUS: Storrs
 DATA RESOURCE: CT Census 2000

PROJECTED TURNOVER (12 mos.) 3
 PROJECTED HIRES (12 mos.) 4
 PROJECTED PROMOTIONS (12 mos.) 3
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNP MALE	AAIANHNP FEMALE	
WORK FORCE %	100.0%	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	A
WORK FORCE PARITY %	100.0	6.7	93.3	5.7	81.0	0.4	7.0	0.3	3.3	0.3	1.9	B
WORK FORCE #	27	0	27	0	27	0	0	0	0	0	0	C
WORK FORCE PARITY #	27	1.8	25.2	1.5	21.9	0.1	1.9	0.1	0.9	0.1	0.5	D
NET UTILIZATION (+/-)		-1.8	1.8	-1.5	5.1	-0.1	-1.9	-0.1	-0.9	-0.1	-0.5	E
PREVIOUS UTILIZATION		-1.3	1.3	-1.1	2.9	-0.1	-1.6	0.0	-0.5	0.0	0.5	F
HIRING GOALS	<i>Previous</i> <i>Goals</i>	1	0	1					1			G
	<i>Current</i> <i>Hires</i>	1	0	1	0	1	0	0	0	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> <i>Goals</i>	2	1	1	1							1
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	3	1	2	1			2				O
	<i>Current</i> <i>Promos</i>	1	0	1	0	1	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> <i>Goals</i>	4	1	3	1			2		1		U
Promotion within category												W

RECRUITING AREA: Hartford, Tolland & Windham Counties
 OCC. CAT./TITLE: 4-Secretarial/Clerical - Office Assistant
 CAMPUS: Storrs
 DATA RESOURCE: CT Census 2000

PROJECTED TURNOVER (12 mos.) 3
 PROJECTED HIRES (12 mos.) 2
 PROJECTED PROMOTIONS (12 mos.) 2
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNP MALE	AAIANHNP FEMALE	
WORK FORCE %	100.0%	2.4%	97.6%	2.4%	85.7%	0.0%	7.1%	0.0%	2.4%	0.0%	2.4%	A
WORK FORCE PARITY %	100.0	18.3	81.7	15.4	71.3	1.3	6.2	1.4	2.9	0.2	1.3	B
WORK FORCE #	42	1	41	1	36	0	3	0	1	0	1	C
WORK FORCE PARITY #	42	7.7	34.3	6.5	29.9	0.6	2.6	0.6	1.2	0.1	0.6	D
NET UTILIZATION (+/-)		-6.7	6.7	-5.5	6.1	-0.6	0.4	-0.6	-0.2	-0.1	0.4	E
PREVIOUS UTILIZATION		-8.0	8.0	-6.4	9.4	-0.7	-0.2	-0.8	-1.5	-0.1	0.3	F
HIRING GOALS	<i>Previous</i> <i>Goals</i>	7	7	0	5	1	1	1				G
	<i>Current</i> <i>Hires</i>	2	0	2	0	2	0	0	0	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> <i>Goals</i>	7	7	0	5	1	1					M
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	1	1	0	1							O
	<i>Current</i> <i>Promos</i>	0	0	0	0	0	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> <i>Goals</i>	1	1	0	1							U
Promotion within category												W

RECRUITING AREA: Hartford, Tolland & Windham Counties
 OCC. CAT./TITLE: 4-Secretarial/Clerical - Clerk Typist
 CAMPUS: Storrs
 DATA RESOURCE: CT Census 2000

PROJECTED TURNOVER (12 mos.) 1
 PROJECTED HIRES (12 mos.) 3
 PROJECTED PROMOTIONS (12 mos.) 0
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE		
WORK FORCE %	100.0%	10.0%	90.0%	10.0%	90.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	A	
WORK FORCE PARITY %	100.0	19.9	80.1	15.1	60.6	2.2	10.2	1.9	6.1	0.7	3.2	B	
WORK FORCE #	10	1	9	1	9	0	0	0	0	0	0	C	
WORK FORCE PARITY #	10	2.0	8.0	1.5	6.1	0.2	1.0	0.2	0.6	0.1	0.3	D	
NET UTILIZATION (+/-)		-1.0	1.0	-0.5	2.9	-0.2	-1.0	-0.2	-0.6	-0.1	-0.3	E	
PREVIOUS UTILIZATION		-2.0	2.0	-1.2	4.8	-0.3	-1.5	-0.3	-0.9	-0.1	-0.5	F	
HIRING GOALS	<i>Previous Goals</i>	4	1	3	1			1		1		<u>1</u>	G
	<i>Current Hires</i>	0	0	0	0	0	0	0	0	0	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current Goals</i>	4	1	3	1			1		1		<u>1</u>	M
PROMO. GOALS	<i>Previous Goals</i>	0	0	0									O
	<i>Current Promos</i>	0	0	0	0	0	0	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current Goals</i>	0	0	0									U
Promotion within category												W	

RECRUITING AREA: Hartford, Tolland & Windham Counties
 OCC. CAT./TITLE: 4-Secretarial/Clerical - Remaining Titles
 CAMPUS: Storrs
 DATA RESOURCE: CT Census 2000

PROJECTED TURNOVER (12 mos.) 1
 PROJECTED HIRES (12 mos.) 1
 PROJECTED PROMOTIONS (12 mos.) 0
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNP MALE	AAIANHNP FEMALE	
WORK FORCE %	100.0%	22.2%	77.8%	22.2%	77.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	A
WORK FORCE PARITY %	100.0	19.3	80.7	14.5	62.3	2.6	9.8	1.5	6.0	0.8	2.6	B
WORK FORCE #	9	2	7	2	7	0	0	0	0	0	0	C
WORK FORCE PARITY #	9	1.7	7.3	1.3	5.6	0.2	0.9	0.1	0.5	0.1	0.2	D
NET UTILIZATION (+/-)		0.3	-0.3	0.7	1.4	-0.2	-0.9	-0.1	-0.5	-0.1	-0.2	E
PREVIOUS UTILIZATION		-0.8	0.8	-0.1	2.3	-0.4	-1.3	-0.2	0.2	-0.1	-0.4	F
HIRING GOALS	<i>Previous</i> <i>Goals</i>	2	0	2				1			1	G
	<i>Current</i> <i>Hires</i>	0	0	0	0	0	0	0	0	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> <i>Goals</i>	3	0	3				1		1	1	M
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	0	0	0								O
	<i>Current</i> <i>Promos</i>	0	0	0	0	0	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> <i>Goals</i>	0	0	0								U
Promotion within category												W

RECRUITING AREA: Hartford, Tolland & Windham Counties
 OCC. CAT./TITLE: 5-Technical/Paraprofessional - All Titles
 CAMPUS: Storrs
 DATA RESOURCE: CT Census 2000

PROJECTED TURNOVER (12 mos.) 3
 PROJECTED HIRES (12 mos.) 2
 PROJECTED PROMOTIONS (12 mos.) 1
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNP MALE	AAIANHNP FEMALE		
WORK FORCE %	100.0%	40.0%	60.0%	30.0%	50.0%	0.0%	0.0%	10.0%	10.0%	0.0%	0.0%	A	
WORK FORCE PARITY %	100.0	45.0	55.0	31.5	42.3	7.5	5.0	3.8	5.1	2.2	2.6	B	
WORK FORCE #	10	4	6	3	5	0	0	1	1	0	0	C	
WORK FORCE PARITY #	10	4.5	5.5	3.1	4.2	0.8	0.5	0.4	0.5	0.2	0.3	D	
NET UTILIZATION (+/-)		-0.5	0.5	-0.1	0.8	-0.8	-0.5	0.6	0.5	-0.2	-0.3	E	
PREVIOUS UTILIZATION		0.1	-0.1	0.3	-0.2	-1.1	0.2	1.3	0.2	-0.3	-0.4	F	
HIRING GOALS	<i>Previous</i> <i>Goals</i>	4	1	3			1	1		1		<u>1</u>	G
	<i>Current</i> <i>Hires</i>	3	1	2	1	1	0	0	0	1	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	K
	<i>Current</i> <i>Goals</i>	3	1	2			1	1				<u>1</u>	M
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	0	0	0									O
	<i>Current</i> <i>Promos</i>	0	0	0	0	0	0	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> <i>Goals</i>	0	0	0									U
Promotion within category	0	0	0									W	

RECRUITING AREA: Hartford, Tolland & Windham Counties
 OCC. CAT./TITLE: 6-Qualified Craft Worker - All Titles
 CAMPUS: Storrs
 DATA RESOURCE: CT Census 2000

PROJECTED TURNOVER (12 mos.) 0
 PROJECTED HIRES (12 mos.) 2
 PROJECTED PROMOTIONS (12 mos.) 1
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE		
WORK FORCE %	100.0%	96.2%	3.8%	88.5%	3.8%	1.9%	0.0%	3.8%	0.0%	1.9%	0.0%	A	
WORK FORCE PARITY %	100.0	93.7	6.3	77.6	5.8	6.4	0.1	7.0	0.2	2.6	0.2	B	
WORK FORCE #	104	100	4	92	4	2	0	4	0	2	0	C	
WORK FORCE PARITY #	104	97.4	6.6	80.7	6.1	6.7	0.1	7.3	0.2	2.7	0.2	D	
NET UTILIZATION (+/-)		2.6	-2.6	11.3	-2.1	-4.7	-0.1	-3.3	-0.2	-0.7	-0.2	E	
PREVIOUS UTILIZATION		2.3	-2.3	9.5	-1.8	-5.5	-0.1	-2.3	-0.2	0.6	-0.1	F	
HIRING GOALS	<i>Previous Goals</i>	7	4	3		2	3			1	1	G	
	<i>Current Hires</i>	7	7	0	7	0	0	0	0	0	0	I	
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K	
	<i>Current Goals</i>	8	6	2		1	3		2	1	1	M	
PROMO. GOALS	<i>Previous Goals</i>	3	2	1		1	1		1			O	
	<i>Current Promos</i>	2	1	1	0	1	0	0	0	0	1	0	Q
	<i>Achv. %</i>				0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current Goals</i>	4	3	1		1	2		1				U
Promotion within category												W	

RECRUITING AREA: Hartford, Tolland & Windham Counties
 OCC. CAT./TITLE: 7-General Trade Worker
 CAMPUS: Storrs
 DATA RESOURCE: CT Census 2000

PROJECTED TURNOVER (12 mos.) 1
 PROJECTED HIRES (12 mos.) 1
 PROJECTED PROMOTIONS (12 mos.) 1
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORK FORCE %	100.0%	81.1%	18.9%	70.3%	18.9%	5.4%	0.0%	5.4%	0.0%	0.0%	0.0%	A
WORK FORCE PARITY %	100.0	98.8	1.2	80.8	1.1	4.8	0.1	12.5	0.0	0.6	0.0	B
WORK FORCE #	37	30	7	26	7	2	0	2	0	0	0	C
WORK FORCE PARITY #	37	36.6	0.4	29.9	0.4	1.8	0.0	4.6	0.0	0.2	0.0	D
NET UTILIZATION (+/-)		-6.6	6.6	-3.9	6.6	0.2	0.0	-2.6	0.0	-0.2	0.0	E
PREVIOUS UTILIZATION		1.0	-1.0	4.6	-1.0	-1.0	0.0	-2.3	0.0	-0.3	0.0	F
HIRING GOALS	<i>Previous</i> <i>Goals</i>	1	1	0				1				G
	<i>Current</i> <i>Hires</i>	2	1	1	1	1	0	0	0	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> <i>Goals</i>	3	3	0	1				2			M
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	1	1	0				1				O
	<i>Current</i> <i>Promos</i>	3	1	2	1	2	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> <i>Goals</i>	4	4	0	3				1			U
Promotion within category												W

RECRUITING AREA: Hartford, Tolland & Windham Counties
 OCC. CAT./TITLE: 7-Maintenance/Service - Lead Custodian
 CAMPUS: Storrs
 DATA RESOURCE: CT Census 2000

PROJECTED TURNOVER (12 mos.) 4
 PROJECTED HIRES (12 mos.) 0
 PROJECTED PROMOTIONS (12 mos.) 6
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORK FORCE %	100.0%	48.1%	51.9%	25.9%	29.6%	3.7%	3.7%	18.5%	14.8%	0.0%	3.7%	A
WORK FORCE PARITY %	100.0	60.6	39.4	26.5	17.4	2.3	2.3	31.8	18.2	0.0	1.5	B
WORK FORCE #	27	13	14	7	8	1	1	5	4	0	1	C
WORK FORCE PARITY #	27	16.4	10.6	7.2	4.7	0.6	0.6	8.6	4.9	0.0	0.4	D
NET UTILIZATION (+/-)		-3.4	3.4	-0.2	3.3	0.4	0.4	-3.6	-0.9	0.0	0.6	E
PREVIOUS UTILIZATION		-3.9	3.9	-0.3	6.8	0.4	-0.6	-4.1	-1.8	0.0	-0.4	F
HIRING GOALS	<i>Previous Goals</i>	0	0	0								G
	<i>Current Hires</i>	0	0	0	0	0	0	0	0	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current Goals</i>	0	0	0								M
PROMO. GOALS	<i>Previous Goals</i>	6	5	1	1			4	1			O
	<i>Current Promos</i>	5	3	2	1	1	0	2	0	0	1	Q
	<i>Achv. %</i>				100.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	S
	<i>Current Goals</i>	5	4	1				4	1			U
Promotion within category												W

RECRUITING AREA: Hartford, Tolland & Windham Counties
 OCC. CAT./TITLE: 7-Maintenance/Service - Custodian
 CAMPUS: Storrs
 DATA RESOURCE: CT Census 2000

PROJECTED TURNOVER (12 mos.) 12
 PROJECTED HIRES (12 mos.) 12
 PROJECTED PROMOTIONS (12 mos.) 0
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNP MALE	AAIANHNP FEMALE		
WORK FORCE %	100.0%	60.6%	39.4%	26.5%	17.4%	2.3%	2.3%	31.8%	18.2%	0.0%	1.5%	A	
WORK FORCE PARITY %	100.0	67.7	32.3	43.6	17.3	8.4	5.0	13.6	8.6	2.2	1.4	B	
WORK FORCE #	132	80	52	35	23	3	3	42	24	0	2	C	
WORK FORCE PARITY #	132	89.4	42.6	57.5	22.8	11.1	6.6	17.9	11.3	2.8	1.9	D	
NET UTILIZATION (+/-)		-9.4	9.4	-22.5	0.2	-8.1	-3.6	24.1	12.7	-2.8	0.1	E	
PREVIOUS UTILIZATION		-15.1	15.1	-25.6	6.9	-8.0	-3.9	21.6	12.0	-3.1	0.1	F	
HIRING GOALS	<i>Previous</i> <i>Goals</i>	37	32	5	22		7	5		3		G	
	<i>Current</i> <i>Hires</i>	16	11	5	4	1	0	1	7	3	0	0	I
	<i>Achv. %</i>				18.2%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> <i>Goals</i>	38	34	4	23		8	4			3		M
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	0	0	0								O	
	<i>Current</i> <i>Promos</i>	0	0	0	0	0	0	0	0	0	0	Q	
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S	
	<i>Current</i> <i>Goals</i>	0	0	0								U	
Promotion within category												W	

RECRUITING AREA: Hartford, Tolland & Windham Counties
 OCC. CAT./TITLE: 7-Maintenance/Service - Remaining Titles
 CAMPUS: Storrs
 DATA RESOURCE: CT Census 2000

PROJECTED TURNOVER (12 mos.) 0
 PROJECTED HIRES (12 mos.) 2
 PROJECTED PROMOTIONS (12 mos.) 0
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNP MALE	AAIANHNP FEMALE	
WORK FORCE %	100.0%	78.0%	22.0%	69.9%	20.3%	0.8%	0.0%	6.5%	0.8%	0.8%	0.8%	A
WORK FORCE PARITY %	100.0	68.9	31.1	45.3	17.1	6.5	3.6	15.3	8.9	1.8	1.4	B
WORK FORCE #	123	96	27	86	25	1	0	8	1	1	1	C
WORK FORCE PARITY #	123	84.8	38.2	55.7	21.1	8.0	4.4	18.8	11.0	2.2	1.7	D
NET UTILIZATION (+/-)		11.2	-11.2	30.3	3.9	-7.0	-4.4	-10.8	-10.0	-1.2	-0.7	E
PREVIOUS UTILIZATION		7.8	-7.8	28.9	4.6	-5.9	-4.3	-11.9	-8.1	-3.3	0.1	F
HIRING GOALS	Previous Goals	27	13	14			7	4	5	10	1	G
	Current Hires	4	4	0	3	0	0	0	0	0	1	I
	Achv. %				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	K
	Current Goals	23	10	13			5	4	4	8	1	M
PROMO. GOALS	Previous Goals	12	9	3			1	1	8	2		O
	Current Promos	4	2	2	1	2	0	0	1	0	0	Q
	Achv. %				0.0%	0.0%	0.0%	0.0%	12.5%	0.0%	0.0%	S
	Current Goals	10	8	2			2		6	2		U
Promotion within category	0	0	0									W

With Skilled Maintainer Title

RECRUITING AREA: Hartford Statistical Areas
 OCC. CAT./TITLE: 4-Secretarial/Clerical - All Titles
 CAMPUS: Hartford
 DATA RESOURCE: CT Census 2000

PROJECTED TURNOVER (12 mos.) 0
 PROJECTED HIRES (12 mos.) 0
 PROJECTED PROMOTIONS (12 mos.) 0
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORK FORCE %	100.0%	0.0%	100.0%	0.0%	47.1%	0.0%	29.4%	0.0%	17.6%	0.0%	5.9%	A
WORK FORCE PARITY %	100.0	17.8	82.2	12.6	61.0	2.5	11.6	1.7	6.8	1.0	2.7	B
WORK FORCE #	17	0	17	0	8	0	5	0	3	0	1	C
WORK FORCE PARITY #	17	3.0	14.0	2.1	10.4	0.4	2.0	0.3	1.2	0.2	0.5	D
NET UTILIZATION (+/-)		-3.0	3.0	-2.1	-2.4	-0.4	3.0	-0.3	1.8	-0.2	0.5	E
PREVIOUS UTILIZATION		-3.7	3.7	-2.6	0.9	-0.5	0.7	-0.4	2.6	-0.2	-0.5	F
HIRING GOALS	<i>Previous Goals</i>	6	4	2	2	2	1		<u>1</u>			G
	<i>Current Hires</i>	0	0	0	0	0	0	0	0	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current Goals</i>	5	3	2	2	2	<u>1</u>					M
PROMO. GOALS	<i>Previous Goals</i>	0	0	0								O
	<i>Current Promos</i>	0	0	0	0	0	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current Goals</i>	0	0	0								U
Promotion within category	0	0	0									W

RECRUITING AREA: Hartford Statistical Areas
 OCC. CAT./TITLE: 6-Qualified Craft Worker - All Titles
 CAMPUS: Hartford
 DATA RESOURCE: CT Census 2000

PROJECTED TURNOVER (12 mos.) 0
 PROJECTED HIRES (12 mos.) 0
 PROJECTED PROMOTIONS (12 mos.) 0
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNPI	
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORK FORCE %	100.0%	100.0%	0.0%	50.0%	0.0%	25.0%	0.0%	25.0%	0.0%	0.0%	0.0%	A
WORK FORCE PARITY %	100.0	97.1	2.9	77.5	2.1	7.7	0.3	8.5	0.3	3.5	0.2	B
WORK FORCE #	4	4	0	2	0	1	0	1	0	0	0	C
WORK FORCE PARITY #	4	3.9	0.1	3.1	0.1	0.3	0.0	0.3	0.0	0.1	0.0	D
NET UTILIZATION (+/-)		0.1	-0.1	-1.1	-0.1	0.7	0.0	0.7	0.0	-0.1	0.0	E
PREVIOUS UTILIZATION		0.1	-0.1	-0.9	-0.1	0.6	0.0	0.6	0.0	-0.2	0.0	F
HIRING GOALS	<i>Previous</i> Goals	1	1	0	1							G
	<i>Current</i> Hires	0	0	0	0	0	0	0	0	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> Goals	1	1	0	1							M
PROMO. GOALS	<i>Previous</i> Goals	0	0	0								O
	<i>Current</i> Promos	0	0	0	0	0	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> Goals	0	0	0								U
Promotion within category												W

RECRUITING AREA: Hartford Statistical Areas
 OCC. CAT./TITLE: 7-Maintenance/Service - Remaining Titles
 CAMPUS: Hartford
 DATA RESOURCE: CT Census 2000

PROJECTED TURNOVER (12 mos.) 0
 PROJECTED HIRES (12 mos.) 0
 PROJECTED PROMOTIONS (12 mos.) 0
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORK FORCE %	100.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	A
WORK FORCE PARITY %	100	68.9	31.1	40.3	14.9	10.4	5.9	15.8	8.9	2.4	1.4	B
WORK FORCE #	4	4	0	4	0	0	0	0	0	0	0	C
WORK FORCE PARITY #	4	2.8	1.2	1.6	0.6	0.4	0.2	0.6	0.4	0.1	0.1	D
NET UTILIZATION (+/-)		1.2	-1.2	2.4	-0.6	-0.4	-0.2	-0.6	-0.4	-0.1	-0.1	E
PREVIOUS UTILIZATION		0.9	-0.9	1.8	-0.4	-0.3	-0.2	-0.5	-0.3	-0.1	0.0	F
HIRING GOALS	<i>Previous Goals</i>	3	2	1		1	<u>1</u>		1			G
	<i>Current Hires</i>	0	0	0	0	0	0	0	0	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current Goals</i>	3	2	1		1	<u>1</u>		1			M
PROMO. GOALS	<i>Previous Goals</i>	0	0	0								O
	<i>Current Promos</i>	0	0	0	0	0	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current Goals</i>	0	0	0								U
Promotion within category	0	0	0									W

RECRUITING AREA: New London-Norwich Statistical Areas
 OCC. CAT./TITLE: 4-Secretarial/Clerical - All Titles
 CAMPUS: Avery Point
 DATA RESOURCE: CT Census 2000

PROJECTED TURNOVER (12 mos.) 0
 PROJECTED HIRES (12 mos.) 0
 PROJECTED PROMOTIONS (12 mos.) 0
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORK FORCE %	100.0%	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	A
WORK FORCE PARITY %	100.0	13.0	87.0	10.4	76.2	0.6	4.7	1.2	3.1	0.8	3.0	B
WORK FORCE #	6	0	6	0	6	0	0	0	0	0	0	C
WORK FORCE PARITY #	6	0.8	5.2	0.6	4.6	0.0	0.3	0.1	0.2	0.0	0.2	D
NET UTILIZATION (+/-)		-0.8	0.8	-0.6	1.4	0.0	-0.3	-0.1	-0.2	0.0	-0.2	E
PREVIOUS UTILIZATION		-0.8	0.8	-0.7	1.4	0.0	-0.3	-0.1	-0.2	-0.1	-0.2	F
HIRING GOALS	<i>Previous Goals</i>	2	1	1	1			1				G
	<i>Current Hires</i>	0	0	0	0	0	0	0	0	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current Goals</i>	2	1	1	1			1				M
PROMO. GOALS	<i>Previous Goals</i>	0	0	0								O
	<i>Current Promos</i>	0	0	0	0	0	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current Goals</i>	0	0	0								U
Promotion within category	0	0	0									W

RECRUITING AREA: New London-Norwich Statistical Areas
 OCC. CAT./TITLE: 5-Technical/Paraprofessional - All Titles
 CAMPUS: Avery Point
 DATA RESOURCE: CT Census 2000

PROJECTED TURNOVER (12 mos.) 0
 PROJECTED HIRES (12 mos.) 0
 PROJECTED PROMOTIONS (12 mos.) 0
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNPI	
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORK FORCE %	100.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	A
WORK FORCE PARITY %	100.0	59.8	40.2	51.2	32.1	1.1	1.7	1.6	0.8	5.9	5.7	B
WORK FORCE #	2	2	0	2	0	0	0	0	0	0	0	C
WORK FORCE PARITY #	2.0	1.2	0.8	1.0	0.6	0.0	0.0	0.0	0.0	0.1	0.1	D
NET UTILIZATION (+/-)		0.8	-0.8	1.0	-0.6	0.0	0.0	0.0	0.0	-0.1	-0.1	E
PREVIOUS UTILIZATION		0.8	-0.8	1.0	-0.7	0.0	0.0	0.0	0.0	-0.1	-0.1	F
HIRING GOALS	<i>Previous</i>	<i>Goals</i>	1	0	1		1					G
	<i>Current</i>	<i>Hires</i>	0	0	0	0	0	0	0	0	0	I
	<i>Achv. %</i>					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i>	<i>Goals</i>	1	0	1		1					M
PROMO. GOALS	<i>Previous</i>	<i>Goals</i>	0	0	0							O
	<i>Current</i>	<i>Promos</i>	0	0	0	0	0	0	0	0	0	Q
	<i>Achv. %</i>					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i>	<i>Goals</i>	0	0	0							U
Promotion within category												W

RECRUITING AREA: New London-Norwich Statistical Areas
 OCC. CAT./TITLE: 6-Qualified Craft Worker - All Titles
 CAMPUS: Avery Point
 DATA RESOURCE: CT Census 2000

PROJECTED TURNOVER (12 mos.) 0
 PROJECTED HIRES (12 mos.) 0
 PROJECTED PROMOTIONS (12 mos.) 0
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNP MALE	AAIANHNP FEMALE	
WORK FORCE %	100.0%	100.0%	0.0%	33.3%	0.0%	33.3%	0.0%	0.0%	0.0%	33.3%	0.0%	A
WORK FORCE PARITY %	100.0	96.2	3.8	86.9	2.9	3.0	0.5	3.0	0.2	3.3	0.1	B
WORK FORCE #	3	3	0	1	0	1	0	0	0	1	0	C
WORK FORCE PARITY #	3	2.9	0.1	2.6	0.1	0.0	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZATION (+/-)		0.4	-0.1	-1.6	-0.1	1.0	0.0	0.0	0.0	1.0	0.0	E
PREVIOUS UTILIZATION		0.5	-0.1	-1.5	-0.1	1.0	0.0	0.0	0.0	1.0	0.0	F
HIRING GOALS	Previous Goals	1	1	0	1							G
	Current Hires	0	0	0	0	0	0	0	0	0	0	I
	Achv. %				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	Current Goals	2	2	0	2							M
PROMO. GOALS	Previous Goals	0	0	0								O
	Current Promos	0	0	0	0	0	0	0	0	0	0	Q
	Achv. %				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	Current Goals	0	0	0								U
Promotion within category											W	

RECRUITING AREA: New London-Norwich Statistical Areas
 OCC. CAT./TITLE: 7-Maintenance/Service - Remaining Titles
 CAMPUS: Avery Point
 DATA RESOURCE: CT Census 2000

PROJECTED TURNOVER (12 mos.) 0
 PROJECTED HIRES (12 mos.) 0
 PROJECTED PROMOTIONS (12 mos.) 0
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNP MALE	AAIANHNP FEMALE	
WORK FORCE %	100.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	A
WORK FORCE PARITY %	100.0	65.6	34.4	48.4	24.1	7.9	2.0	5.3	5.4	3.9	2.9	B
WORK FORCE #	6	6	0	6	0	0	0	0	0	0	0	C
WORK FORCE PARITY #	6	3.9	2.1	2.9	1.4	0.5	0.1	0.3	0.3	0.2	0.2	D
NET UTILIZATION (+/-)		2.1	-2.1	3.1	-1.4	-0.5	-0.1	-0.3	-0.3	-0.2	-0.2	E
PREVIOUS UTILIZATION		2.1	-2.1	3.1	-1.5	-0.4	-0.1	-0.3	-0.3	-0.2	-0.2	F
HIRING GOALS	<i>Previous</i> <i>Goals</i>	3	2	1		1	<u>1</u>		<u>1</u>			G
	<i>Current</i> <i>Hires</i>	0	0	0	0	0	0	0	0	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> <i>Goals</i>	3	1	2		1	<u>1</u>		<u>1</u>			M
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	0	0	0								O
	<i>Current</i> <i>Promos</i>	0	0	0	0	0	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> <i>Goals</i>	0	0	0								U
Promotion within category	0	0	0									W

RECRUITING AREA: Norwalk & Stamford Statistical Areas
 OCC. CAT./TITLE: 4-Secretarial/Clerical - All Titles
 CAMPUS: Stamford
 DATA RESOURCE: CT Census 2000

PROJECTED TURNOVER (12 mos.) 0
 PROJECTED HIRES (12 mos.) 0
 PROJECTED PROMOTIONS (12 mos.) 0
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNP MALE	AAIANHNP FEMALE	
WORK FORCE %	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	60.0%	0.0%	40.0%	0.0%	0.0%	A
WORK FORCE PARITY %	100.0	15.2	84.8	10.6	64.1	2.3	10.5	1.3	6.9	1.0	3.3	B
WORK FORCE #	5	0	5	0	0	0	3	0	2	0	0	C
WORK FORCE PARITY #	5	0.8	4.2	0.5	3.2	0.1	0.5	0.1	0.3	0.1	0.2	D
NET UTILIZATION (+/-)		-0.8	0.8	-0.5	-3.2	-0.1	2.5	-0.1	1.7	-0.1	-0.2	E
PREVIOUS UTILIZATION		-0.9	0.9	-0.6	-2.9	-0.2	3.4	-0.1	0.6	-0.1	-0.2	F
HIRING GOALS	<i>Previous</i> <i>Goals</i>	5	1	4	1	3					1	G
	<i>Current</i> <i>Hires</i>	0	0	0	0	0	0	0	0	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> <i>Goals</i>	5	1	4	1	3					1	M
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	0	0	0								O
	<i>Current</i> <i>Promos</i>	0	0	0	0	0	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> <i>Goals</i>	0	0	0								U
Promotion within category	0	0	0									W

RECRUITING AREA: Norwalk & Stamford Statistical Areas
 OCC. CAT./TITLE: 7-Maintenance/Service - Remaining Titles
 CAMPUS: Stamford
 DATA RESOURCE: CT Census 2000

PROJECTED TURNOVER (12 mos.) 0
 PROJECTED HIRES (12 mos.) 0
 PROJECTED PROMOTIONS (12 mos.) 0
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNP MALE	AAIANHNP FEMALE	
WORK FORCE %	100.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	A
WORK FORCE PARITY %	99.9	62.8	37.1	22.9	7.4	7.0	6.8	30.8	21.2	2.0	1.7	B
WORK FORCE #	2	2	0	2	0	0	0	0	0	0	0	C
WORK FORCE PARITY #	2	0.9	1.1	0.5	0.1	0.1	0.1	0.6	0.4	0.0	0.0	D
NET UTILIZATION (+/-)		0.7	-0.7	1.5	-0.1	-0.1	-0.1	-0.6	-0.4	0.0	0.0	E
PREVIOUS UTILIZATION		1.1	-1.0	1.3	-0.2	0.8	-0.2	-0.9	-0.6	0.0	0.0	F
HIRING GOALS	<i>Previous</i> <i>Goals</i>	3	1	2		<u>1</u>		1	1			G
	<i>Current</i> <i>Hires</i>	0	0	0	0	0	0	0	0	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> <i>Goals</i>	2	1	1				1	1			M
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	0	0	0								O
	<i>Current</i> <i>Promos</i>	0	0	0	0	0	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> <i>Goals</i>	0	0	0								U
Promotion within category												W

RECRUITING AREA: Litchfield County
 OCC. CAT./TITLE: 4-Secretarial/Clerical - All Titles
 CAMPUS: Torrington
 DATA RESOURCE: CT Census 2000

PROJECTED TURNOVER (12 mos.) 0
 PROJECTED HIRES (12 mos.) 0
 PROJECTED PROMOTIONS (12 mos.) 0
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNP MALE	AAIANHNP FEMALE	
WORK FORCE %	100.0%	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	A
WORK FORCE PARITY %	100.0	9.9	90.1	8.9	86.5	0.1	0.6	0.4	1.9	0.5	1.1	B
WORK FORCE #	2	0	2	0	2	0	0	0	0	0	0	C
WORK FORCE PARITY #	2	0.2	1.8	0.2	1.7	0.0	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZATION (+/-)		-0.2	0.2	-0.2	0.3	0.0	0.0	0.0	0.0	0.0	0.0	E
PREVIOUS UTILIZATION		-0.2	0.2	-0.2	0.3	0.0	0.0	0.0	0.0	0.0	0.0	F
HIRING GOALS	<i>Previous</i> <i>Goals</i>	0	0	0								G
	<i>Current</i> <i>Hires</i>	0	0	0	0	0	0	0	0	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> <i>Goals</i>	0	0	0								M
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	0	0	0								O
	<i>Current</i> <i>Promos</i>	0	0	0	0	0	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> <i>Goals</i>	0	0	0								U
Promotion within category	0	0	0									W

RECRUITING AREA: Litchfield County & Torrington Statistical Areas
 OCC. CAT./TITLE: 7-Maintenance/Service - All Titles
 CAMPUS: Torrington
 DATA RESOURCE: CT Census 2000

PROJECTED TURNOVER (12 mos.) 0
 PROJECTED HIRES (12 mos.) 0
 PROJECTED PROMOTIONS (12 mos.) 0
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNP MALE	AAIANHNP FEMALE	
WORK FORCE %	100.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	A
WORK FORCE PARITY %	100.0	69.2	30.8	63.2	27.7	1.3	0.1	3.1	1.7	1.5	1.3	B
WORK FORCE #	2	2	0	2	0	0	0	0	0	0	0	C
WORK FORCE PARITY #	2	1.4	0.6	1.3	0.6	0.0	0.0	0.1	0.0	0.0	0.0	D
NET UTILIZATION (+/-)		0.6	-0.6	0.7	-0.6	0.0	0.0	-0.1	0.0	0.0	0.0	E
PREVIOUS UTILIZATION		0.6	-0.6	0.7	-0.6	0.0	0.0	-0.1	0.0	0.0	0.0	F
HIRING GOALS	<i>Previous</i> <i>Goals</i>	1	0	1		1						G
	<i>Current</i> <i>Hires</i>	0	0	0	0	0	0	0	0	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> <i>Goals</i>	1	0	1		1						M
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	0	0	0								O
	<i>Current</i> <i>Promos</i>	0	0	0	0	0	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> <i>Goals</i>	0	0	0								U
Promotion within category												W

RECRUITING AREA: Waterbury Statistical Area
 OCC. CAT./TITLE: 4-Secretarial/Clerical - All Titles
 CAMPUS: Waterbury
 DATA RESOURCE: CT Census 2000

PROJECTED TURNOVER (12 mos.) 0
 PROJECTED HIRES (12 mos.) 0
 PROJECTED PROMOTIONS (12 mos.) 0
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNP MALE	AAIANHNP FEMALE	
WORK FORCE %	100.0%	0.0%	100.0%	0.0%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	A
WORK FORCE PARITY %	100.0	4.9	95.1	3.6	82.4	0.6	5.1	0.5	5.4	0.2	2.2	B
WORK FORCE #	2	0	2	0	1	0	1	0	0	0	0	C
WORK FORCE PARITY #	2	0.1	1.9	0.1	1.6	0.0	0.1	0.0	0.1	0.0	0.0	D
NET UTILIZATION (+/-)		-0.1	0.1	-0.1	-0.6	0.0	0.9	0.0	-0.1	0.0	0.0	E
PREVIOUS UTILIZATION		-0.2	0.2	-0.1	-1.5	0.0	1.9	0.0	-0.1	0.0	-0.1	F
HIRING GOALS	<i>Previous</i> <i>Goals</i>	2	0	2		2						G
	<i>Current</i> <i>Hires</i>	0	0	0	0	0	0	0	0	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> <i>Goals</i>	1	0	1		1						M
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	0	0	0								O
	<i>Current</i> <i>Promos</i>	0	0	0	0	0	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> <i>Goals</i>	0	0	0								U
Promotion within category	0	0	0									W

RECRUITING AREA: Waterbury Statistical Area
 OCC. CAT./TITLE: 5-Technical Paraprofessional - All Titles
 CAMPUS: Waterbury
 DATA RESOURCE: CT Census 2000

PROJECTED TURNOVER (12 mos.) 0
 PROJECTED HIRES (12 mos.) 0
 PROJECTED PROMOTIONS (12 mos.) 0
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNP MALE	AAIANHNP FEMALE	
WORK FORCE %	166.7%	66.7%	100.0%	0.0%	0.0%	0.0%	66.7%	0.0%	33.3%	0.0%	0.0%	A
WORK FORCE PARITY %	100.0	23.8	76.2	15.8	59.9	3.7	7.5	2.2	6.6	2.1	2.2	B
WORK FORCE #	3	0	3	0	0	0	2	0	1	0	0	C
WORK FORCE PARITY #	3	0.7	2.3	0.5	1.8	0.1	0.2	0.1	0.2	0.1	0.1	D
NET UTILIZATION (+/-)		-0.7	0.7	-0.5	-1.8	-0.1	1.8	-0.1	0.8	-0.1	-0.1	E
PREVIOUS UTILIZATION		-0.8	0.8	-0.5	-1.8	-0.1	1.8	-0.1	0.8	-0.1	-0.1	F
HIRING GOALS	<i>Previous</i> <i>Goals</i>	3	1	2	1	2						G
	<i>Current</i> <i>Hires</i>	0	0	0	0	0	0	0	0	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> <i>Goals</i>	3	1	2	1	2						M
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	0	0	0								O
	<i>Current</i> <i>Promos</i>	0	0	0	0	0	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> <i>Goals</i>	0	0	0								U
Promotion within category												W

RECRUITING AREA: Waterbury Statistical Area
 OCC. CAT./TITLE: 6-Qualified Craft Worker - All Titles
 CAMPUS: Waterbury
 DATA RESOURCE: CT Census 2000

PROJECTED TURNOVER (12 mos.) 0
 PROJECTED HIRES (12 mos.) 0
 PROJECTED PROMOTIONS (12 mos.) 0
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNP MALE	AAIANHNP FEMALE	
WORK FORCE %	100.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	A
WORK FORCE PARITY %	100.0	98.3	1.7	81.8	1.0	6.2	0.5	6.0	0.1	4.4	0.0	B
WORK FORCE #	1	1	0	1	0	0	0	0	0	0	0	C
WORK FORCE PARITY #	1	1.0	0.0	0.8	0.0	0.1	0.0	0.1	0.0	0.0	0.0	D
NET UTILIZATION (+/-)		0.0	0.0	0.2	0.0	-0.1	0.0	-0.1	0.0	0.0	0.0	E
PREVIOUS UTILIZATION		0.0	0.0	0.2	0.0	-0.1	0.0	-0.1	0.0	0.0	0.0	F
HIRING GOALS	<i>Previous</i> <i>Goals</i>	0	0	0								G
	<i>Current</i> <i>Hires</i>	0	0	0	0	0	0	0	0	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> <i>Goals</i>	0	0	0								M
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	0	0	0								O
	<i>Current</i> <i>Promos</i>	0	0	0	0	0	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> <i>Goals</i>	0	0	0								U
Promotion within category												W

RECRUITING AREA: Waterbury Statistical Area
 OCC. CAT./TITLE: 7-Maintenance/Service - RemainingTitles
 CAMPUS: Waterbury
 DATA RESOURCE: CT Census 2000

PROJECTED TURNOVER (12 mos.) 0
 PROJECTED HIRES (12 mos.) 0
 PROJECTED PROMOTIONS (12 mos.) 0
 REPORTING PERIOD ENDING: 9/30/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNP MALE	AAIANHNP FEMALE	
WORK FORCE %	100.0%	75.0%	25.0%	75.0%	0.0%	0.0%	0.0%	0.0%	25.0%	0.0%	0.0%	A
WORK FORCE PARITY %	100.0	73.0	27.0	53.3	19.0	7.0	2.8	9.6	3.5	3.0	1.8	B
WORK FORCE #	4	3	1	3	0	0	0	0	1	0	0	C
WORK FORCE PARITY #	4	2.9	1.1	2.1	0.8	0.3	0.1	0.4	0.1	0.1	0.1	D
NET UTILIZATION (+/-)		0.1	-0.1	0.9	-0.8	-0.3	-0.1	-0.4	0.9	-0.1	-0.1	E
PREVIOUS UTILIZATION		0.1	-0.1	0.9	-0.8	-0.3	-0.1	-0.4	0.9	-0.1	-0.1	F
HIRING GOALS	<i>Previous</i> <i>Goals</i>	2	1	1		1			<u>1</u>			G
	<i>Current</i> <i>Hires</i>	0	0	0	0	0	0	0	0	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> <i>Goals</i>	2	1	1		1			<u>1</u>			M
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	0	0	0								O
	<i>Current</i> <i>Promos</i>	0	0	0	0	0	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> <i>Goals</i>	0	0	0								U
Promotion within category												W