

**UTILIZATION ANALYSIS**  
**HIRING AND PROMOTIONAL GOALS AND TIMETABLES**

(Section 46a-68-85)

January 2017

**INTRODUCTORY NOTES**

In the review of the 2015 *Plan*, the Utilization Analysis Hiring and Promotional Goals and Timetables sections was found to be weak

**Utilization Analysis**

The CHRO reviewer, Dr. Valerie Kennedy, found errors caused by calculation errors in the Availability Analysis. All errors in the data and calculations were reviewed and discussed with Dr. Kennedy at the August 18, 2016 Technical Assistance Meeting. All necessary corrections were made and submitted to CHRO within the agreed upon timetable. The 2016 *Plan* reflects the corrections made.

The review of the errors identified the rounding of numbers in the calculations and connected charts as a factor in many calculation errors. In the discussion, Dr. Kennedy explained that rounding calculations should be based on the whole person, and should be to two decimal points at each step of the calculation. Calculations resulting in 0.5 and higher must be rounded up to 1 whole person. Data from connected charts should be rounded to two decimal points prior to applying calculations and formulas on the connected chart. This ensures that the correct rounding methodology is applied throughout the process. Following discussion of how Microsoft Excel does not default to this type of calculation, Dr. Kennedy indicated she would provide a formula other agencies have used to override Excel's default calculations.

Additionally, in several instances, hiring and promotional goals are not set for the race/gender categories with the highest underutilization. As discussed in the Technical Assistance meeting, these goals are noted and explanations are provided.

**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.

During this *Plan* year, no new titles exceeded 25 employees and no titles fell below 25 employees, thus no categories for analysis were created or 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: 9/30/2016

	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%	38.9%	42.1%	2.3%	2.3%	3.4%	3.2%	4.4%	3.4%	A	
WORK FORCE PARITY %	100.2	47.5	52.7	41.9	43.6	2.8	3.9	1.6	2.1	1.2	3.1	B	
WORK FORCE #	4073	1996	2077	1586	1715	92	92	138	130	180	140	C	
WORK FORCE PARITY #	4083	1934.8	2148.0	1706.6	1775.8	112.7	160.2	64.9	85.5	50.6	126.4	D	
<b>NET UTILIZATION (+/-)</b>		<b>61.2</b>	<b>-71.0</b>	<b>-120.6</b>	<b>-60.8</b>	<b>-20.7</b>	<b>-68.2</b>	<b>73.1</b>	<b>44.5</b>	<b>129.4</b>	<b>13.6</b>	<b>E</b>	
PREVIOUS UTILIZATION		158.1	-158.1	56.3	-93.1	-47.3	-101.3	60.5	6.4	88.6	29.9	F	
<b>HIRING GOALS</b>	<i>Previous</i> <b>Goals</b>	<b>474</b>	<b>225</b>	<b>249</b>	<b>98</b>	<b>102</b>	<b>54</b>	<b>84</b>	<b>43</b>	<b>32</b>	<b>30</b>	<b>31</b>	<b>G</b>
	<i>Current</i> <b>Hires</b>	<b>314</b>	<b>146</b>	<b>168</b>	<b>100</b>	<b>123</b>	<b>12</b>	<b>13</b>	<b>13</b>	<b>15</b>	<b>21</b>	<b>17</b>	<b>I</b>
	<i>Achv. %</i>				<b>102.0%</b>	<b>120.6%</b>	<b>22.2%</b>	<b>15.5%</b>	<b>30.2%</b>	<b>46.9%</b>	<b>70.0%</b>	<b>54.8%</b>	<b>K</b>
	<i>Current</i> <b>Goals</b>	<b>0</b>	<b>0</b>	<b>0</b>									<b>M</b>
<b>PROMO. GOALS</b>	<i>Previous</i> <b>Goals</b>	<b>156</b>	<b>71</b>	<b>85</b>	<b>29</b>	<b>53</b>	<b>10</b>	<b>13</b>	<b>20</b>	<b>13</b>	<b>12</b>	<b>6</b>	<b>O</b>
	<i>Current</i> <b>Promos</b>	<b>165</b>	<b>60</b>	<b>105</b>	<b>49</b>	<b>85</b>	<b>2</b>	<b>6</b>	<b>4</b>	<b>4</b>	<b>5</b>	<b>10</b>	<b>Q</b>
	<i>Achv. %</i>				<b>169.0%</b>	<b>160.4%</b>	<b>20.0%</b>	<b>46.2%</b>	<b>20.0%</b>	<b>30.8%</b>	<b>41.7%</b>	<b>166.7%</b>	<b>S</b>
	<i>Current</i> <b>Goals</b>	<b>0</b>	<b>0</b>	<b>0</b>									<b>U</b>
Promotion within category												<b>W</b>	

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: 9/30/2016

	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%	50.0%	50.0%	44.7%	39.5%	0.0%	5.3%	0.0%	0.0%	5.3%	5.3%	A
WORK FORCE PARITY %	100.2	47.5	52.7	41.9	43.6	2.8	3.9	1.6	2.1	1.2	3.1	B
WORK FORCE #	38	19	19	17	15	0	2	0	0	2	2	C
WORK FORCE PARITY #	38	18.1	20.0	15.9	16.6	1.1	1.5	0.6	0.8	0.5	1.2	D
<b>NET UTILIZATION (+/-)</b>		<b>0.9</b>	<b>-1.0</b>	<b>1.1</b>	<b>-1.6</b>	<b>-1.1</b>	<b>0.5</b>	<b>-0.6</b>	<b>-0.8</b>	<b>1.5</b>	<b>0.8</b>	<b>E</b>
PREVIOUS UTILIZATION		0.0	0.0	1.5	-0.2	-0.1	1.1	-0.7	-1.0	-0.7	0.1	F
<b>HIRING GOALS</b>	<i>Previous</i> <b>Goals</b>	<b>2</b>	<b>1</b>	<b>1</b>				<b>1</b>	<b>1</b>			<b>G</b>
	<i>Current</i> <b>Hires</b>	<b>4</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>I</b>
	<i>Achv. %</i>				<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>
	<i>Current</i> <b>Goals</b>	<b>3</b>	<b>2</b>	<b>1</b>			<b>1</b>		<b>1</b>	<b>1</b>		<b>M</b>
<b>PROMO. GOALS</b>	<i>Previous</i> <b>Goals</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>						<b>O</b>
	<i>Current</i> <b>Promos</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>Q</b>
	<i>Achv. %</i>				<b>100.0%</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>
	<i>Current</i> <b>Goals</b>	<b>2</b>	<b>0</b>	<b>2</b>		<b>2</b>						<b>U</b>
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: 9/30/2016

	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%	51.7%	48.3%	44.8%	36.2%	3.4%	8.6%	0.0%	3.4%	3.4%	0.0%	A	
WORK FORCE PARITY %	100.2	45.7	54.5	39.3	45.3	2.8	4.8	1.6	2.0	1.9	2.4	B	
WORK FORCE #	58	30	28	26	21	2	5	0	2	2	0	C	
WORK FORCE PARITY #	58	26.5	31.6	22.8	26.3	1.6	2.8	0.9	1.2	1.1	1.4	D	
<b>NET UTILIZATION (+/-)</b>		<b>4.0</b>	<b>-3.6</b>	<b>3.2</b>	<b>-5.3</b>	<b>0.4</b>	<b>2.2</b>	<b>-0.5</b>	<b>0.8</b>	<b>0.9</b>	<b>-1.4</b>	<b>E</b>	
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>	7	1	6		4		1	1		1	G	
	<i>Current</i> <i>Hires</i>	3	1	2	1	0	0	2	0	0	0	I	
	<i>Achv. %</i>				0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	K	
	<i>Current</i> <i>Goals</i>	5	1	4		3			1			1	M
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	3	0	3		3						O	
	<i>Current</i> <i>Promos</i>	8	1	7	1	5	0	1	0	1	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>	2	0	2		2							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: 9/30/2016

	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%	70.6%	29.4%	55.8%	24.1%	1.9%	0.4%	2.3%	1.1%	10.6%	3.8%	A	
WORK FORCE PARITY %	100.2	63.8	36.4	50.8	29.6	2.6	1.9	3.0	1.7	7.4	3.3	B	
WORK FORCE #	473	334	139	264	114	9	2	11	5	50	18	C	
WORK FORCE PARITY #	474	301.8	172.3	240.2	140.2	12.3	8.8	14.2	7.9	35.1	15.4	D	
<b>NET UTILIZATION (+/-)</b>		<b>32.2</b>	<b>-33.3</b>	<b>23.8</b>	<b>-26.2</b>	<b>-3.3</b>	<b>-6.8</b>	<b>-3.2</b>	<b>-2.9</b>	<b>14.9</b>	<b>2.6</b>	<b>E</b>	
PREVIOUS UTILIZATION		44.5	-44.5	41.2	-37.9	-5.1	-3.2	-7.1	-3.6	15.5	0.1	F	
<b>HIRING GOALS</b>	<i>Previous</i> <b>Goals</b>	<b>38</b>	<b>17</b>	<b>21</b>		<b>11</b>	<b>4</b>		<b>9</b>	<b>3</b>	<b>4</b>	<b>7</b>	<b>G</b>
	<i>Current</i> <b>Hires</b>	<b>7</b>	<b>3</b>	<b>4</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>I</b>
	<i>Achv. %</i>				<b>0.0%</b>	<b>18.2%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>50.0%</b>	<b>28.6%</b>	<b>K</b>
	<i>Current</i> <b>Goals</b>	<b>21</b>	<b>4</b>	<b>17</b>		<b>7</b>	<b>2</b>	<b>7</b>	<b>2</b>	<b>3</b>			<b>M</b>
<b>PROMO. GOALS</b>	<i>Previous</i> <b>Goals</b>	<b>21</b>	<b>8</b>	<b>13</b>		<b>10</b>	<b>1</b>		<b>2</b>	<b>1</b>	<b>5</b>	<b>2</b>	<b>O</b>
	<i>Current</i> <b>Promos</b>	<b>24</b>	<b>15</b>	<b>9</b>	<b>9</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>5</b>	<b>5</b>	<b>Q</b>
	<i>Achv. %</i>				<b>0.0%</b>	<b>40.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>50.0%</b>	<b>0.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>S</b>
	<i>Current</i> <b>Goals</b>	<b>21</b>	<b>2</b>	<b>19</b>		<b>19</b>	<b>1</b>		<b>1</b>				<b>U</b>
Promotion within category	0	0	0										<b>W</b>

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: 9/30/2016

	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%	59.9%	40.1%	45.1%	31.5%	3.1%	2.1%	3.6%	2.1%	8.1%	4.4%	A	
WORK FORCE PARITY %	100.0	55.4	44.6	41.5	37.2	3.1	2.1	2.8	1.3	8.0	4.0	B	
WORK FORCE #	384	230	154	173	121	12	8	14	8	31	17	C	
WORK FORCE PARITY #	384	212.7	171.3	159.4	142.8	11.9	8.1	10.8	5.0	30.7	15.4	D	
<b>NET UTILIZATION (+/-)</b>		<b>17.2</b>	<b>-17.3</b>	<b>13.6</b>	<b>-21.8</b>	<b>0.1</b>	<b>-0.1</b>	<b>3.2</b>	<b>3.0</b>	<b>0.3</b>	<b>1.6</b>	<b>E</b>	
PREVIOUS UTILIZATION		32.8	-33.0	7.6	-41.5	4.3	-0.6	5.1	0.2	15.7	8.8	F	
<b>HIRING GOALS</b>	<i>Previous</i> <b>Goals</b>	<b>43</b>	<b>0</b>	<b>43</b>		<b>32</b>		<b>11</b>				<b>G</b>	
	<i>Current</i> <b>Hires</b>	<b>7</b>	<b>4</b>	<b>3</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>I</b>
	<i>Achv. %</i>				<b>0.0%</b>	<b>6.3%</b>	<b>0.0%</b>	<b>9.1%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>K</b>
	<i>Current</i> <b>Goals</b>	<b>15</b>	<b>0</b>	<b>15</b>		<b>15</b>							<b>M</b>
<b>PROMO. GOALS</b>	<i>Previous</i> <b>Goals</b>	<b>8</b>	<b>0</b>	<b>8</b>		<b>7</b>		<b>1</b>				<b>O</b>	
	<i>Current</i> <b>Promos</b>	<b>15</b>	<b>5</b>	<b>10</b>	<b>5</b>	<b>6</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>Q</b>
	<i>Achv. %</i>				<b>0.0%</b>	<b>85.7%</b>	<b>0.0%</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>S</b>
	<i>Current</i> <b>Goals</b>	<b>7</b>	<b>0</b>	<b>7</b>		<b>7</b>							<b>U</b>
Promotion within category	0	0	0									<b>W</b>	

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: 9/30/2016

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE		
WORK FORCE %	99.6%	53.6%	46.0%	28.3%	30.0%	2.4%	1.0%	3.8%	4.8%	19.1%	10.2%	A	
WORK FORCE PARITY %	100.0	47.7	52.3	35.7	37.2	2.9	4.9	3.0	3.4	6.2	6.8	B	
WORK FORCE #	293	157	136	83	89	7	3	11	14	56	30	C	
WORK FORCE PARITY #	293	139.8	153.3	104.7	109.0	8.4	14.4	8.7	9.9	18.0	20.0	D	
<b>NET UTILIZATION (+/-)</b>		<b>17.2</b>	<b>-17.3</b>	<b>-21.7</b>	<b>-20.0</b>	<b>-1.4</b>	<b>-11.4</b>	<b>2.3</b>	<b>4.1</b>	<b>38.0</b>	<b>10.0</b>	<b>E</b>	
PREVIOUS UTILIZATION		19.7	-20.0	-9.1	-20.5	-1.7	-6.5	0.6	-0.1	29.9	7.1	F	
<b>HIRING GOALS</b>	<i>Previous</i> <b>Goals</b>	<b>43</b>	<b>12</b>	<b>31</b>	<b>9</b>	<b>21</b>	<b>3</b>	<b>10</b>				<b>G</b>	
	<i>Current</i> <b>Hires</b>	<b>52</b>	<b>25</b>	<b>27</b>	<b>10</b>	<b>19</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>11</b>	<b>4</b>	<b>I</b>
	<i>Achv. %</i>				<b>100.0%</b>	<b>90.5%</b>	<b>66.7%</b>	<b>20.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>K</b>
	<i>Current</i> <b>Goals</b>	<b>53</b>	<b>22</b>	<b>31</b>	<b>22</b>	<b>20</b>		<b>11</b>					<b>M</b>
<b>PROMO. GOALS</b>	<i>Previous</i> <b>Goals</b>	<b>0</b>	<b>0</b>	<b>0</b>								<b>O</b>	
	<i>Current</i> <b>Promos</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>Q</b>
	<i>Achv. %</i>				<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>S</b>
	<i>Current</i> <b>Goals</b>	<b>0</b>	<b>0</b>	<b>0</b>									<b>U</b>
Promotion within category	0	0	0									<b>W</b>	



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: 9/30/2016

	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%	28.3%	71.7%	26.4%	66.0%	0.0%	1.9%	1.9%	1.9%	0.0%	1.9%	A	
WORK FORCE PARITY %	99.9	43.9	56.0	33.2	40.7	3.2	6.5	2.9	4.1	4.6	4.7	B	
WORK FORCE #	53	15	38	14	35	0	1	1	1	0	1	C	
WORK FORCE PARITY #	53	23.3	29.7	17.6	21.6	1.7	3.4	1.6	2.2	2.4	2.5	D	
<b>NET UTILIZATION (+/-)</b>		<b>-8.3</b>	<b>8.3</b>	<b>-3.6</b>	<b>13.4</b>	<b>-1.7</b>	<b>-2.4</b>	<b>-0.6</b>	<b>-1.2</b>	<b>-2.4</b>	<b>-1.5</b>	<b>E</b>	
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	<i>Previous</i> <i>Goals</i>	13	7	6	2		2	2		1	3	3	G
	<i>Current</i> <i>Hires</i>	5	0	5	0	4	0	0	0	0	0	1	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	K
	<i>Current</i> <i>Goals</i>	14	9	5	4		2	2	1	1	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	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	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: 9/30/2016

	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%	46.2%	46.2%	1.9%	1.9%	0.0%	0.0%	0.0%	3.8%	A	
WORK FORCE PARITY %	100.3	47.4	52.9	39.7	41.4	2.9	4.2	2.4	2.5	2.4	4.9	B	
WORK FORCE #	52	25	27	24	24	1	1	0	0	0	2	C	
WORK FORCE PARITY #	52	24.6	27.5	20.7	21.5	1.5	2.2	1.2	1.3	1.2	2.5	D	
<b>NET UTILIZATION (+/-)</b>		<b>0.4</b>	<b>-0.5</b>	<b>3.3</b>	<b>2.5</b>	<b>-0.5</b>	<b>-1.2</b>	<b>-1.2</b>	<b>-1.3</b>	<b>-1.2</b>	<b>-0.5</b>	<b>E</b>	
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</i> <b>Goals</b>	<b>2</b>	<b>1</b>	<b>1</b>					<b>1</b>	<b>1</b>		<b>G</b>	
	<i>Current</i> <b>Hires</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>I</b>	
	<i>Achv. %</i>				<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>K</b>
	<i>Current</i> <b>Goals</b>	<b>3</b>	<b>1</b>	<b>2</b>				<b>1</b>		<b>1</b>	<b>1</b>		<b>M</b>
PROMO. GOALS	<i>Previous</i> <b>Goals</b>	<b>2</b>	<b>1</b>	<b>1</b>				<b>1</b>	<b>1</b>			<b>O</b>	
	<i>Current</i> <b>Promos</b>	<b>6</b>	<b>2</b>	<b>4</b>	<b>2</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>Q</b>	
	<i>Achv. %</i>				<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>S</b>
	<i>Current</i> <b>Goals</b>	<b>3</b>	<b>2</b>	<b>1</b>			<b>1</b>		<b>1</b>		<b>1</b>	<b>U</b>	
Promotion within category	0	0	0									<b>W</b>	

RECRUITING AREA: Statewide  
 OCC. CAT./TITLE: 3-Nonteaching Professional - U STAFF PROF II  
 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: 9/30/2016

	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%	41.7%	58.3%	37.5%	54.2%	4.2%	4.2%	0.0%	0.0%	0.0%	0.0%	A	
WORK FORCE PARITY %	100.3	47.9	52.5	40.0	40.8	2.9	4.1	2.5	2.5	2.5	5.1	B	
WORK FORCE #	24	10	14	9	13	1	1	0	0	0	0	C	
WORK FORCE PARITY #	24	11.5	12.6	9.6	9.8	0.7	1.0	0.6	0.6	0.6	1.2	D	
<b>NET UTILIZATION (+/-)</b>		<b>-1.5</b>	<b>1.4</b>	<b>-0.6</b>	<b>3.2</b>	<b>0.3</b>	<b>0.0</b>	<b>-0.6</b>	<b>-0.6</b>	<b>-0.6</b>	<b>-1.2</b>	<b>E</b>	
PREVIOUS UTILIZATION		-1.7	1.7	-1.6	3.7	0.7	-0.2	-1.0	-1.3	0.1	-0.5	F	
<b>HIRING GOALS</b>	<i>Previous</i> <b>Goals</b>	<b>3</b>	<b>1</b>	<b>2</b>				<b>1</b>		<b>1</b>	<b>1</b>		<b>G</b>
	<i>Current</i> <b>Hires</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>I</b>
	<i>Achv. %</i>				<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>K</b>
	<i>Current</i> <b>Goals</b>	<b>3</b>	<b>2</b>	<b>1</b>					<b>1</b>	<b>1</b>	<b>1</b>		<b>M</b>
<b>PROMO. GOALS</b>	<i>Previous</i> <b>Goals</b>	<b>3</b>	<b>2</b>	<b>1</b>			<b>1</b>		<b>1</b>			<b>1</b>	<b>O</b>
	<i>Current</i> <b>Promos</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>Q</b>
	<i>Achv. %</i>				<b>0.0%</b>	<b>0.0%</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>S</b>
	<i>Current</i> <b>Goals</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>1</b>							<b>1</b>	<b>U</b>
Promotion within category	0	0	0									<b>W</b>	

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: 9/30/2016

	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%	37.2%	62.8%	32.6%	62.8%	0.0%	0.0%	2.3%	0.0%	2.3%	0.0%	A	
WORK FORCE PARITY %	100.1	47.4	52.7	39.4	40.2	3.1	4.6	2.5	2.9	2.5	5.0	B	
WORK FORCE #	43	16	27	14	27	0	0	1	0	1	0	C	
WORK FORCE PARITY #	43	20.4	22.6	16.9	17.3	1.3	2.0	1.1	1.2	1.1	2.2	D	
NET UTILIZATION (+/-)		-4.4	4.4	-2.9	9.7	-1.3	-2.0	-0.1	-1.2	-0.1	-2.2	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	Previous Goals	5	1	4	1			1		1		2	G
	Current Hires	4	2	2	2	2	0	0	0	0	0	0	I
	Achv. %				100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	Current Goals	6	2	4	1		1	2		1		1	M
PROMO. GOALS	Previous Goals	3	3	0	2		1						O
	Current Promos	4	0	4	0	4	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	3	2	1	2							1	U
Promotion within category	0	0	0									W	

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: 9/30/2016

	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%	68.0%	32.0%	64.0%	24.0%	0.0%	0.0%	4.0%	4.0%	0.0%	4.0%	A
WORK FORCE PARITY %	100.2	57.6	42.6	50.1	34.8	2.3	2.2	2.0	1.4	3.2	4.2	B
WORK FORCE #	25	17	8	16	6	0	0	1	1	0	1	C
WORK FORCE PARITY #	25	14.4	10.6	12.5	8.7	0.6	0.6	0.5	0.3	0.8	1.1	D
<b>NET UTILIZATION (+/-)</b>		<b>2.6</b>	<b>-2.6</b>	<b>3.5</b>	<b>-2.7</b>	<b>-0.6</b>	<b>-0.6</b>	<b>0.5</b>	<b>0.7</b>	<b>-0.8</b>	<b>-0.1</b>	<b>E</b>
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	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>	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>	2	0	2		2						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: 9/30/2016

	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%	51.9%	48.1%	49.4%	37.7%	2.6%	1.3%	0.0%	1.3%	0.0%	7.8%	A
WORK FORCE PARITY %	100.2	50.2	50.0	43.7	41.8	1.4	2.7	2.3	2.0	2.8	3.5	B
WORK FORCE #	77	40	37	38	29	2	1	0	1	0	6	C
WORK FORCE PARITY #	77	38.7	38.5	33.6	32.2	1.1	2.1	1.8	1.5	2.2	2.7	D
<b>NET UTILIZATION (+/-)</b>		<b>1.3</b>	<b>-1.5</b>	<b>4.4</b>	<b>-3.2</b>	<b>0.9</b>	<b>-1.1</b>	<b>-1.8</b>	<b>-0.5</b>	<b>-2.2</b>	<b>3.3</b>	<b>E</b>
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>	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>	3	1	2				1	1	1		M
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	4	2	2		1			1	1	1	O
	<i>Current</i> <i>Promos</i>	3	2	1	2	0	0	0	0	0	1	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>	6	3	3		3			1		2	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: 9/30/2016

	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%	55.2%	44.8%	47.7%	36.0%	1.7%	1.2%	2.9%	0.6%	2.9%	7.0%	A	
WORK FORCE PARITY %	100.1	48.7	51.4	42.6	44.9	1.9	2.5	1.8	2.2	2.5	1.9	B	
WORK FORCE #	172	95	77	82	62	3	2	5	1	5	12	C	
WORK FORCE PARITY #	172	83.8	88.4	73.2	77.2	3.3	4.3	3.0	3.8	4.3	3.2	D	
<b>NET UTILIZATION (+/-)</b>		<b>11.2</b>	<b>-11.4</b>	<b>8.8</b>	<b>-15.2</b>	<b>-0.3</b>	<b>-2.3</b>	<b>2.0</b>	<b>-2.8</b>	<b>0.7</b>	<b>8.8</b>	<b>E</b>	
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>	11	2	9		4	2	3		2		G	
	<i>Current</i> <i>Hires</i>	11	7	4	5	3	1	0	0	0	1	1	I
	<i>Achv. %</i>				0.0%	75.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> <i>Goals</i>	10	0	10		6		2		2			M
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	12	0	12		11				1		O	
	<i>Current</i> <i>Promos</i>	9	3	6	3	6	0	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	54.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> <i>Goals</i>	10	0	10		9				1			U
Promotion within category	0	0	0									W	

RECRUITING AREA: Statewide  
 OCC. CAT./TITLE: 3-Nonteaching Professional - UC Professional 9 OSD Consl & Proj Manager  
 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: 9/30/2016

	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%	32.0%	68.0%	28.0%	44.0%	0.0%	12.0%	4.0%	12.0%	0.0%	0.0%	A
WORK FORCE PARITY %	44.7	31.3	13.4	24.8	1.5	5.4	7.3	1.0	3.1	0.1	1.5	B
WORK FORCE #	25	8	17	7	11	0	3	1	3	0	0	C
WORK FORCE PARITY #	11	7.8	3.4	6.2	0.4	1.3	1.8	0.2	0.8	0.0	0.4	D
<b>NET UTILIZATION (+/-)</b>		<b>0.2</b>	<b>13.6</b>	<b>0.8</b>	<b>10.6</b>	<b>-1.3</b>	<b>1.2</b>	<b>0.8</b>	<b>2.2</b>	<b>0.0</b>	<b>-0.4</b>	<b>E</b>
PREVIOUS UTILIZATION		0.0	0.0									F
HIRING GOALS	<i>Previous</i> <i>Goals</i>	8	2	6		4	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	1	0			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 - 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: 9/30/2016

	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%	25.0%	75.0%	25.0%	55.0%	0.0%	5.0%	0.0%	10.0%	0.0%	5.0%	A
WORK FORCE PARITY %	137.8	75.9	61.9	31.6	48.2	0.0	6.5	38.1	0.7	6.3	6.6	B
WORK FORCE #	20	5	15	5	11	0	1	0	2	0	1	C
WORK FORCE PARITY #	28	15.2	12.4	6.3	9.6	0.0	1.3	7.6	0.1	1.3	1.3	D
<b>NET UTILIZATION (+/-)</b>		<b>-10.2</b>	<b>2.6</b>	<b>-1.3</b>	<b>1.4</b>	<b>0.0</b>	<b>-0.3</b>	<b>-7.6</b>	<b>1.9</b>	<b>-1.3</b>	<b>-0.3</b>	<b>E</b>
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>	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>	8	8	0					8			M
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	2	2	0	<u>1</u>					1		O
	<i>Current</i> <i>Promos</i>	1	0	1	0	0	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>	3	2	1	<u>1</u>			<u>1</u>		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: 9/30/2016

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE		
WORK FORCE %	97.2%	52.4%	44.8%	45.5%	42.8%	0.0%	0.7%	3.4%	1.4%	3.4%	0.0%	A	
WORK FORCE PARITY %	100.0	42.4	57.6	36.5	50.1	2.3	2.6	1.6	2.8	2.1	2.1	B	
WORK FORCE #	145	76	69	66	62	0	1	5	2	5	4	C	
WORK FORCE PARITY #	145	61.5	83.5	52.9	72.6	3.3	3.8	2.3	4.0	3.1	3.0	D	
<b>NET UTILIZATION (+/-)</b>		<b>14.5</b>	<b>-14.5</b>	<b>13.1</b>	<b>-10.6</b>	<b>-3.3</b>	<b>-2.8</b>	<b>2.7</b>	<b>-2.0</b>	<b>1.9</b>	<b>1.0</b>	<b>E</b>	
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>	8	3	5			3	4		1		G	
	<i>Current</i> <i>Hires</i>	12	8	4	6	3	0	0	1	0	1	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>	7	1	6		5	1	1					M
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	10	0	10		9				1		O	
	<i>Current</i> <i>Promos</i>	3	2	1	2	1	0	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> <i>Goals</i>	12	2	10		6	2	2		2			U
Promotion within category	0	0	0									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: 9/30/2016

	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%	34.8%	65.2%	34.8%	54.3%	0.0%	6.5%	0.0%	4.3%	0.0%	0.0%	A
WORK FORCE PARITY %	100.0	32.1	67.8	26.9	56.9	1.5	6.5	0.5	2.4	3.2	2.0	B
WORK FORCE #	46	16	30	16	25	0	3	0	2	0	0	C
WORK FORCE PARITY #	46	14.8	31.2	12.4	26.2	0.7	3.0	0.2	1.1	1.5	0.9	D
<b>NET UTILIZATION (+/-)</b>		<b>1.2</b>	<b>-1.2</b>	<b>3.6</b>	<b>-1.2</b>	<b>-0.7</b>	<b>0.0</b>	<b>-0.2</b>	<b>0.9</b>	<b>-1.5</b>	<b>-0.9</b>	<b>E</b>
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>	3	1	2			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>	2	2	0			1				1	M
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	2	1	1				1			1	O
	<i>Current</i> <i>Promos</i>	3	1	2	1	1	0	1	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> <i>Goals</i>	3	1	2		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: 9/30/2016

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE		
WORK FORCE %	98.8%	45.6%	53.2%	40.0%	51.7%	3.0%	1.5%	1.5%	0.0%	1.1%	0.0%	A	
WORK FORCE PARITY %	100.3	41.3	59.0	35.8	50.6	2.3	3.3	1.5	2.9	1.7	2.3	B	
WORK FORCE #	267	113	154	98	138	8	4	4	9	3	3	C	
WORK FORCE PARITY #	268	110.1	157.6	95.6	135.0	6.1	8.7	4.0	7.7	4.5	6.1	D	
<b>NET UTILIZATION (+/-)</b>		<b>2.9</b>	<b>-3.5</b>	<b>2.4</b>	<b>3.0</b>	<b>1.9</b>	<b>-4.7</b>	<b>0.0</b>	<b>1.3</b>	<b>-1.5</b>	<b>-3.1</b>	<b>E</b>	
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>	8	4	4				2	1		3	2	G
	<i>Current</i> <i>Hires</i>	11	4	7	4	6	0	0	0	1	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</i> <i>Goals</i>	5	1	4				2			1	2	M
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	4	2	2	1			1			1	1	O
	<i>Current</i> <i>Promos</i>	14	4	10	4	10	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>	5	1	4				3			1	1	U
Promotion within category	0	0	0									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: 9/30/2016

	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%	81.5%	18.5%	63.0%	14.8%	3.7%	0.0%	3.7%	0.0%	11.1%	3.7%	A
WORK FORCE PARITY %	100.1	64.0	36.1	52.1	30.1	4.2	1.2	3.9	3.5	3.8	1.3	B
WORK FORCE #	27	22	5	17	4	1	0	1	0	3	1	C
WORK FORCE PARITY #	27	17.3	9.7	14.1	8.1	1.1	0.3	1.1	0.9	1.0	0.4	D
<b>NET UTILIZATION (+/-)</b>		<b>4.7</b>	<b>-4.7</b>	<b>2.9</b>	<b>-4.1</b>	<b>-0.1</b>	<b>-0.3</b>	<b>-0.1</b>	<b>-0.9</b>	<b>2.0</b>	<b>0.6</b>	<b>E</b>
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> <b>Goals</b>	4	0	4		2		1		1		G
	<i>Current</i> <b>Hires</b>	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> <b>Goals</b>	3	0	3		1		1		1		M
PROMO. GOALS	<i>Previous</i> <b>Goals</b>	2	0	2		2						O
	<i>Current</i> <b>Promos</b>	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> <b>Goals</b>	3	0	3		3						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: 9/30/2016

	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%	20.6%	79.4%	14.7%	64.7%	0.0%	8.8%	0.0%	2.9%	5.9%	2.9%	A
WORK FORCE PARITY %	100.3	28.5	71.9	22.8	60.3	3.3	4.7	2.1	3.3	0.3	3.5	B
WORK FORCE #	34	7	27	5	22	0	3	0	1	2	1	C
WORK FORCE PARITY #	34	9.7	24.4	7.7	20.5	1.1	1.6	0.7	1.1	0.1	1.2	D
<b>NET UTILIZATION (+/-)</b>		<b>-2.7</b>	<b>2.6</b>	<b>-2.7</b>	<b>1.5</b>	<b>-1.1</b>	<b>1.4</b>	<b>-0.7</b>	<b>-0.1</b>	<b>1.9</b>	<b>-0.2</b>	<b>E</b>
PREVIOUS UTILIZATION		-0.7	0.7	0.4	2.3	-1.2	0.1	-0.7	-1.1	0.8	-0.7	F
<b>HIRING GOALS</b>	<i>Previous</i> <b>Goals</b>	4	2	2			1		1	1	1	G
	<i>Current</i> <b>Hires</b>	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> <b>Goals</b>	3	3	0	1		1		1			M
<b>PROMO. GOALS</b>	<i>Previous</i> <b>Goals</b>	2	0	2		2						O
	<i>Current</i> <b>Promos</b>	2	0	2	0	2	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> <b>Goals</b>	2	2	0	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: 9/30/2016

	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%	28.2%	71.8%	24.2%	62.1%	1.6%	4.0%	2.4%	4.8%	0.0%	0.8%	A
WORK FORCE PARITY %	100.0	36.6	63.4	31.4	54.8	2.3	3.4	1.1	2.5	1.8	2.8	B
WORK FORCE #	124	35	89	30	77	2	5	3	6	0	1	C
WORK FORCE PARITY #	124	45.4	78.7	38.9	67.9	2.9	4.2	1.4	3.1	2.2	3.4	D
<b>NET UTILIZATION (+/-)</b>		<b>-10.4</b>	<b>10.3</b>	<b>-8.9</b>	<b>9.1</b>	<b>-0.9</b>	<b>0.8</b>	<b>1.6</b>	<b>2.9</b>	<b>-2.2</b>	<b>-2.4</b>	<b>E</b>
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> <b>Goals</b>	7	5	2	3	1				1	2	G
	<i>Current</i> <b>Hires</b>	7	2	5	2	4	0	1	0	0	0	I
	<i>Achv. %</i>				66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> <b>Goals</b>	6	5	1	2	1				2	1	M
PROMO. GOALS	<i>Previous</i> <b>Goals</b>	9	9	0	9							O
	<i>Current</i> <b>Promos</b>	7	1	6	1	6	0	0	0	0	0	Q
	<i>Achv. %</i>				11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> <b>Goals</b>	8	7	1	7						1	U
Promotion within category	0	0	0									W

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

PROJECTED TURNOVER (12 mos.)  
 PROJECTED HIRES (12 mos.)  
 PROJECTED PROMOTIONS (12 mos.)  
 REPORTING PERIOD ENDING:

9/30/2016

	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%	93.1%	0.0%	3.4%	0.0%	3.4%	0.0%	0.0%	A
WORK FORCE PARITY %	100.2	7.9	92.3	6.3	81.7	0.5	4.4	0.7	3.2	0.4	3.1	B
WORK FORCE #	29	0	29	0	27	0	1	0	1	0	0	C
WORK FORCE PARITY #	29	2.3	26.8	1.8	23.7	0.1	1.3	0.2	0.9	0.1	0.9	D
<b>NET UTILIZATION (+/-)</b>		<b>-2.3</b>	<b>2.2</b>	<b>-1.8</b>	<b>3.3</b>	<b>-0.1</b>	<b>-0.3</b>	<b>-0.2</b>	<b>0.1</b>	<b>-0.1</b>	<b>-0.9</b>	<b>E</b>
PREVIOUS UTILIZATION		0.0	0.0									F
HIRING GOALS	<i>Previous</i> <i>Goals</i>	3	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>	2	0	2				1			1	O
	<i>Current</i> <i>Promos</i>	4	0	4	0	3	0	1	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	100.0%	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 Admin  
 CAMPUS: Total University  
 DATA RESOURCE: CT Census 2000

PROJECTED TURNOVER (12 mos.)  
 PROJECTED HIRES (12 mos.)  
 PROJECTED PROMOTIONS (12 mos.)  
 REPORTING PERIOD ENDING:

9/30/2016

	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%	22.2%	77.8%	11.1%	59.3%	7.4%	3.7%	3.7%	7.4%	0.0%	7.4%	A
WORK FORCE PARITY %	100.3	24.2	76.0	20.3	65.0	1.7	4.5	1.3	2.5	1.0	4.0	B
WORK FORCE #	27	6	21	3	16	2	1	1	2	0	2	C
WORK FORCE PARITY #	27	6.5	20.5	5.5	17.5	0.5	1.2	0.3	0.7	0.3	1.1	D
<b>NET UTILIZATION (+/-)</b>		<b>-0.5</b>	<b>0.5</b>	<b>-2.5</b>	<b>-1.5</b>	<b>1.5</b>	<b>-0.2</b>	<b>0.7</b>	<b>1.3</b>	<b>-0.3</b>	<b>0.9</b>	<b>E</b>
PREVIOUS UTILIZATION		-1.8	1.8	-3.9	0.1	1.6	0.4	0.6	1.1	-0.1	0.2	F
<b>HIRING GOALS</b>	<i>Previous</i> <b>Goals</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>2</b>			<b>1</b>				<b>G</b>
	<i>Current</i> <b>Hires</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>I</b>
	<i>Achv. %</i>				<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>K</b>
	<i>Current</i> <b>Goals</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>2</b>					<b>1</b>		<b>M</b>
<b>PROMO. GOALS</b>	<i>Previous</i> <b>Goals</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>1</b>			<b>1</b>				<b>O</b>
	<i>Current</i> <b>Promos</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>Q</b>
	<i>Achv. %</i>				<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>S</b>
	<i>Current</i> <b>Goals</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>2</b>						<b>U</b>
Promotion within category	0	0	0									<b>W</b>

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:

9/30/2016

	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%	20.9%	79.1%	20.9%	69.8%	0.0%	2.3%	0.0%	7.0%	0.0%	0.0%	A
WORK FORCE PARITY %	100.2	31.3	68.9	26.2	60.4	2.8	4.1	1.9	2.0	0.4	2.4	B
WORK FORCE #	43	9	34	9	30	0	1	0	3	0	0	C
WORK FORCE PARITY #	43	13.5	29.6	11.3	26.0	1.2	1.8	0.8	0.9	0.2	1.0	D
NET UTILIZATION (+/-)		-4.5	4.4	-2.3	4.0	-1.2	-0.8	-0.8	2.1	-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	5	3	2	2	1	1				1	G
	Current Hires	8	3	5	3	4	0	0	0	1	0	I
	Achv. %				150.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	Current Goals	4	3	1	2	1	1					M
PROMO. GOALS	Previous Goals	2	2	0	1			1				O
	Current Promos	2	1	1	1	1	0	0	0	0	0	Q
	Achv. %				100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	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 - 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: 9/30/2016

	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%	44.7%	55.3%	38.2%	43.9%	4.9%	4.1%	0.0%	4.9%	1.6%	2.4%	A	
WORK FORCE PARITY %	100.1	40.3	59.8	33.7	49.9	2.4	4.4	1.8	2.8	2.4	2.7	B	
WORK FORCE #	123	55	68	47	54	6	5	0	6	2	3	C	
WORK FORCE PARITY #	123	49.6	73.6	41.5	61.4	3.0	5.4	2.2	3.5	3.0	3.3	D	
<b>NET UTILIZATION (+/-)</b>		<b>5.4</b>	<b>-5.6</b>	<b>5.5</b>	<b>-7.4</b>	<b>3.0</b>	<b>-0.4</b>	<b>-2.2</b>	<b>2.5</b>	<b>-1.0</b>	<b>-0.3</b>	<b>E</b>	
PREVIOUS UTILIZATION		-13.6	13.6	-8.2	0.7	-0.5	1.3	-1.5	8.7	-3.5	3.0	F	
<b>HIRING GOALS</b>	<i>Previous</i> <b>Goals</b>	<b>7</b>	<b>3</b>	<b>4</b>				<b>4</b>	<b>1</b>		<b>2</b>		<b>G</b>
	<i>Current</i> <b>Hires</b>	<b>15</b>	<b>8</b>	<b>7</b>	<b>5</b>	<b>4</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>I</b>
	<i>Achv. %</i>				<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>75.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>50.0%</b>	<b>0.0%</b>	<b>K</b>
	<i>Current</i> <b>Goals</b>	<b>7</b>	<b>3</b>	<b>4</b>		<b>3</b>		<b>1</b>	<b>2</b>		<b>1</b>		<b>M</b>
<b>PROMO. GOALS</b>	<i>Previous</i> <b>Goals</b>	<b>3</b>	<b>0</b>	<b>3</b>		<b>3</b>							<b>O</b>
	<i>Current</i> <b>Promos</b>	<b>6</b>	<b>0</b>	<b>6</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>Q</b>
	<i>Achv. %</i>				<b>0.0%</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>S</b>
	<i>Current</i> <b>Goals</b>	<b>4</b>	<b>0</b>	<b>4</b>		<b>4</b>							<b>U</b>
Promotion within category	0	0	0									<b>W</b>	

RECRUITING AREA: Statewide  
 OCC. CAT./TITLE: 3-Nonteaching Professional - UC Professional 5 Academic Advisor 1  
 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: 9/30/2016

	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%	18.2%	81.8%	12.1%	66.7%	3.0%	9.1%	0.0%	3.0%	3.0%	3.0%	A	
WORK FORCE PARITY %	99.9	9.7	90.2	6.7	68.6	1.3	10.1	1.4	9.6	0.4	1.8	B	
WORK FORCE #	33	6	27	4	22	1	3	0	1	1	1	C	
WORK FORCE PARITY #	33	3.2	29.8	2.2	22.6	0.4	3.3	0.5	3.2	0.1	0.6	D	
<b>NET UTILIZATION (+/-)</b>		<b>2.8</b>	<b>-2.8</b>	<b>1.8</b>	<b>-0.6</b>	<b>0.6</b>	<b>-0.3</b>	<b>-0.5</b>	<b>-2.2</b>	<b>0.9</b>	<b>0.4</b>	<b>E</b>	
PREVIOUS UTILIZATION		0.0	0.0									F	
<b>HIRING GOALS</b>	<i>Previous</i> <b>Goals</b>	4	0	4				1		2		1	G
	<i>Current</i> <b>Hires</b>	4	1	3	1	2	0	0	0	0	0	1	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	K
	<i>Current</i> <b>Goals</b>	4	1	3		1			1	2			M
<b>PROMO. GOALS</b>	<i>Previous</i> <b>Goals</b>	0	0	0									O
	<i>Current</i> <b>Promos</b>	4	0	4	0	4	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> <b>Goals</b>	0	0	0									U
Promotion within category	0	0	0									W	

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: 9/30/2016

	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%	6.9%	93.1%	6.9%	89.7%	0.0%	0.0%	0.0%	0.0%	0.0%	3.4%	A
WORK FORCE PARITY %	100.1	19.2	80.9	15.7	69.9	1.1	4.3	1.3	3.9	1.1	2.8	B
WORK FORCE #	29	2	27	2	26	0	0	0	0	0	1	C
WORK FORCE PARITY #	29	5.6	23.5	4.6	20.3	0.3	1.2	0.4	1.1	0.3	0.8	D
<b>NET UTILIZATION (+/-)</b>		<b>-3.6</b>	<b>3.5</b>	<b>-2.6</b>	<b>5.7</b>	<b>-0.3</b>	<b>-1.2</b>	<b>-0.4</b>	<b>-1.1</b>	<b>-0.3</b>	<b>0.2</b>	<b>E</b>
PREVIOUS UTILIZATION		-5.2	5.2	-4.1	7.7	-0.4	-1.1	-0.5	-1.0	-0.3	-0.5	F
1												
HIRING GOALS	<i>Previous</i> <b>Goals</b>	4	2	2	1			1	1	1		G
	<i>Current</i> <b>Hires</b>	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> <b>Goals</b>	2	2	0	1				1			M
1												
PROMO. GOALS	<i>Previous</i> <b>Goals</b>	3	2	1	2			1				O
	<i>Current</i> <b>Promos</b>	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> <b>Goals</b>	4	2	2	2			1		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: 9/30/2016

	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%	15.2%	84.8%	8.7%	80.4%	2.2%	0.0%	4.3%	0.0%	0.0%	4.3%	A	
WORK FORCE PARITY %	100.0	7.8	92.1	6.7	79.5	0.3	5.1	0.2	4.2	0.6	3.3	B	
WORK FORCE #	46	7	39	4	37	1	0	2	0	0	2	C	
WORK FORCE PARITY #	46	3.6	42.4	3.1	36.6	0.2	2.4	0.1	1.9	0.3	1.5	D	
<b>NET UTILIZATION (+/-)</b>		<b>3.4</b>	<b>-3.4</b>	<b>0.9</b>	<b>0.4</b>	<b>0.8</b>	<b>-2.4</b>	<b>1.9</b>	<b>-1.9</b>	<b>-0.3</b>	<b>0.5</b>	<b>E</b>	
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>	2	0	2				2				G	
	<i>Current</i> <i>Hires</i>	4	2	2	2	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>	1	0	1						1			M
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	2	0	2		1				1			O
	<i>Current</i> <i>Promos</i>	2	0	2	0	2	0	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	200.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> <i>Goals</i>	3	0	3				2		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: 9/30/2016

	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%	57.1%	42.9%	57.1%	39.3%	0.0%	0.0%	0.0%	3.6%	0.0%	0.0%	A	
WORK FORCE PARITY %	100.0	66.7	33.3	47.9	25.0	6.7	3.8	7.0	2.7	5.1	1.8	B	
WORK FORCE #	28	16	12	16	11	0	0	0	1	0	0	C	
WORK FORCE PARITY #	28	18.7	9.3	13.4	7.0	1.9	1.1	2.0	0.8	1.4	0.5	D	
<b>NET UTILIZATION (+/-)</b>		<b>-2.7</b>	<b>2.7</b>	<b>2.6</b>	<b>4.0</b>	<b>-1.9</b>	<b>-1.1</b>	<b>-2.0</b>	<b>0.2</b>	<b>-1.4</b>	<b>-0.5</b>	<b>E</b>	
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>	9	6	3			2	1	2	1	2	1	G
	<i>Current</i> <i>Hires</i>	2	0	2	0	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>	7	5	2			2	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	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 - 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: 9/30/2016

	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%	18.2%	81.8%	18.2%	69.7%	0.0%	3.0%	0.0%	0.0%	0.0%	9.1%	A
WORK FORCE PARITY %	100.0	53.2	46.8	43.9	41.4	3.1	1.9	0.3	0.5	5.9	3.0	B
WORK FORCE #	33	6	27	6	23	0	1	0	0	0	3	C
WORK FORCE PARITY #	33	17.6	15.5	14.5	13.7	1.0	0.6	0.1	0.2	2.0	1.0	D
<b>NET UTILIZATION (+/-)</b>		<b>-11.6</b>	<b>11.5</b>	<b>-8.5</b>	<b>9.3</b>	<b>-1.0</b>	<b>0.4</b>	<b>-0.1</b>	<b>-0.2</b>	<b>-2.0</b>	<b>2.0</b>	<b>E</b>
PREVIOUS UTILIZATION		0.0	0.0									F
HIRING GOALS	<i>Previous</i> <i>Goals</i>	6	6	0	5					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>	4	4	0	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>	5	5	0	4						1	U
Promotion within category	0	0	0									W



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: 9/30/2016

	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%	10.3%	89.7%	7.7%	76.9%	0.0%	5.1%	2.6%	2.6%	0.0%	5.1%	A
WORK FORCE PARITY %	100.1	21.9	78.2	17.5	63.9	1.8	6.1	0.8	4.2	1.8	4.1	B
WORK FORCE #	39	4	35	3	30	0	2	1	1	0	2	C
WORK FORCE PARITY #	39	8.5	30.5	6.8	24.9	0.7	2.4	0.3	1.6	0.7	1.6	D
<b>NET UTILIZATION (+/-)</b>		<b>-4.5</b>	<b>4.5</b>	<b>-3.8</b>	<b>5.1</b>	<b>-0.7</b>	<b>-0.4</b>	<b>0.7</b>	<b>-0.6</b>	<b>-0.7</b>	<b>0.4</b>	<b>E</b>
PREVIOUS UTILIZATION		-2.5	2.5	-2.4	3.1	-0.6	-0.3	0.8	-0.4	-0.2	0.1	F
<b>HIRING GOALS</b>	<i>Previous</i> <b>Goals</b>	6	5	1	4		1	1				G
	<i>Current</i> <b>Hires</b>	4	1	3	1	3	0	0	0	0	0	I
	<i>Achv. %</i>				25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> <b>Goals</b>	5	4	1	2		1			1	1	M
<b>PROMO. GOALS</b>	<i>Previous</i> <b>Goals</b>	2	0	2				1		1		O
	<i>Current</i> <b>Promos</b>	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> <b>Goals</b>	2	2	0	2							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: 9/30/2016

	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%	43.8%	56.3%	39.6%	50.0%	2.1%	2.1%	2.1%	2.1%	0.0%	2.1%	A
WORK FORCE PARITY %	100.2	45.2	55.0	35.2	44.5	3.2	4.3	2.6	3.0	4.2	3.2	B
WORK FORCE #	48	21	27	19	24	1	1	1	1	0	1	C
WORK FORCE PARITY #	48	21.7	26.4	16.9	21.4	1.5	2.1	1.2	1.5	2.0	1.5	D
<b>NET UTILIZATION (+/-)</b>		<b>-0.7</b>	<b>0.6</b>	<b>2.1</b>	<b>2.6</b>	<b>-0.5</b>	<b>-1.1</b>	<b>-0.2</b>	<b>-0.5</b>	<b>-2.0</b>	<b>-0.5</b>	<b>E</b>
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>	5	2	3				3	1		1	G
	<i>Current</i> <i>Hires</i>	9	4	5	3	4	1	1	0	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	K
	<i>Current</i> <i>Goals</i>	4	3	1			1	1			2	M
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	2	1	1						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	0	2						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: 9/30/2016

	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%	3.3%	96.7%	3.3%	83.3%	0.0%	3.3%	0.0%	0.0%	0.0%	10.0%	A
WORK FORCE PARITY %	100.1	6.0	94.1	4.8	81.1	0.8	8.5	0.2	3.6	0.2	1.0	B
WORK FORCE #	30	1	29	1	25	0	1	0	0	0	3	C
WORK FORCE PARITY #	30	1.8	28.2	1.4	24.3	0.3	2.5	0.1	1.1	0.1	0.3	D
<b>NET UTILIZATION (+/-)</b>		<b>-0.8</b>	<b>0.8</b>	<b>-0.4</b>	<b>0.7</b>	<b>-0.3</b>	<b>-1.5</b>	<b>-0.1</b>	<b>-1.1</b>	<b>-0.1</b>	<b>2.7</b>	<b>E</b>
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>	1	1	0	1							G
	<i>Current</i> <i>Hires</i>	3	0	3	0	1	0	0	0	0	2	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	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	0	2				2				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: 9/30/2016

	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%	8.9%	80.0%	0.0%	3.3%	0.0%	4.4%	1.1%	2.2%	A	
WORK FORCE PARITY %	99.9	5.9	94.0	4.8	80.7	0.7	8.3	0.2	3.8	0.2	1.2	B	
WORK FORCE #	90	9	81	8	72	0	3	0	4	1	2	C	
WORK FORCE PARITY #	90	5.3	84.6	4.3	72.6	0.6	7.5	0.2	3.4	0.2	1.1	D	
<b>NET UTILIZATION (+/-)</b>		<b>3.7</b>	<b>-3.6</b>	<b>3.7</b>	<b>-0.6</b>	<b>-0.6</b>	<b>-4.5</b>	<b>-0.2</b>	<b>0.6</b>	<b>0.8</b>	<b>0.9</b>	<b>E</b>	
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> <b>Goals</b>	<b>4</b>	<b>1</b>	<b>3</b>			<b>1</b>	<b>3</b>				<b>G</b>	
	<i>Current</i> <b>Hires</b>	<b>9</b>	<b>1</b>	<b>8</b>	<b>1</b>	<b>6</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>I</b>
	<i>Achv. %</i>				<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>33.3%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>K</b>
	<i>Current</i> <b>Goals</b>	<b>4</b>	<b>1</b>	<b>3</b>			<b>1</b>	<b>3</b>					<b>M</b>
PROMO. GOALS	<i>Previous</i> <b>Goals</b>	<b>1</b>	<b>0</b>	<b>1</b>				<b>1</b>					<b>O</b>
	<i>Current</i> <b>Promos</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>Q</b>
	<i>Achv. %</i>				<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>S</b>
	<i>Current</i> <b>Goals</b>	<b>3</b>	<b>0</b>	<b>3</b>		<b>1</b>		<b>2</b>					<b>U</b>
Promotion within category	0	0	0									<b>W</b>	

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: 9/30/2016

	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%	8.3%	91.7%	5.6%	77.8%	0.0%	2.8%	0.0%	2.8%	2.8%	8.3%	A
WORK FORCE PARITY %	100.2	25.0	75.2	20.7	62.1	2.5	7.5	1.0	4.1	0.9	1.5	B
WORK FORCE #	36	3	33	2	28	0	1	0	1	1	3	C
WORK FORCE PARITY #	36	9.0	27.1	7.4	22.4	0.9	2.7	0.4	1.5	0.3	0.5	D
<b>NET UTILIZATION (+/-)</b>		<b>-6.0</b>	<b>5.9</b>	<b>-5.4</b>	<b>5.6</b>	<b>-0.9</b>	<b>-1.7</b>	<b>-0.4</b>	<b>-0.5</b>	<b>0.7</b>	<b>2.5</b>	<b>E</b>
PREVIOUS UTILIZATION		-5.6	5.6	-3.8	3.6	-0.8	0.5	-0.6	0.4	-0.3	1.1	F
<b>HIRING GOALS</b>	<i>Previous</i> <b>Goals</b>	6	6	0	4		1		1			G
	<i>Current</i> <b>Hires</b>	7	3	4	2	4	0	0	0	1	0	I
	<i>Achv. %</i>				50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> <b>Goals</b>	7	5	2	4		1	1		1		M
<b>PROMO. GOALS</b>	<i>Previous</i> <b>Goals</b>	2	2	0	2							O
	<i>Current</i> <b>Promos</b>	4	0	4	0	3	0	0	0	0	1	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> <b>Goals</b>	2	1	1	1			1				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: 9/30/2016

	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%	34.8%	65.2%	30.4%	47.8%	0.0%	4.3%	4.3%	4.3%	0.0%	8.7%	A
WORK FORCE PARITY %	100.2	45.1	55.2	35.9	46.3	2.9	5.1	1.9	1.9	4.4	1.9	B
WORK FORCE #	23	8	15	7	11	0	1	1	1	0	2	C
WORK FORCE PARITY #	23	10.4	12.7	8.3	10.6	0.7	1.2	0.4	0.4	1.0	0.4	D
NET UTILIZATION (+/-)		-2.4	2.3	-1.3	0.4	-0.7	-0.2	0.6	0.6	-1.0	1.6	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	Previous Goals	2	2	0			1			1		G
	Current Hires	5	0	5	0	3	0	0	0	0	2	I
	Achv. %				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	Current Goals	2	2	0			1			1		M
PROMO. GOALS	Previous Goals	1	0	1							1	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	1	1	0	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: 9/30/2016

	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%	8.1%	91.9%	6.5%	83.9%	1.6%	6.5%	0.0%	1.6%	0.0%	0.0%	A
WORK FORCE PARITY %	100.2	22.2	77.9	16.7	63.2	2.9	8.3	1.9	5.3	0.8	1.2	B
WORK FORCE #	62	5	57	4	52	1	4	0	1	0	0	C
WORK FORCE PARITY #	62	13.8	48.3	10.4	39.2	1.8	5.1	1.2	3.3	0.5	0.7	D
<b>NET UTILIZATION (+/-)</b>		<b>-8.8</b>	<b>8.7</b>	<b>-6.4</b>	<b>12.8</b>	<b>-0.8</b>	<b>-1.1</b>	<b>-1.2</b>	<b>-2.3</b>	<b>-0.5</b>	<b>-0.7</b>	<b>E</b>
PREVIOUS UTILIZATION		-8.2	8.2	-7.5	11.6	-0.9	-2.4	0.6	-0.9	-0.4	-0.1	F
<b>HIRING GOALS</b>	<i>Previous</i> <b>Goals</b>	11	9	2	7			2	1		1	G
	<i>Current</i> <b>Hires</b>	9	1	8	1	8	0	0	0	0	0	I
	<i>Achv. %</i>				14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> <b>Goals</b>	9	7	2	5		1			1	1	1
<b>PROMO. GOALS</b>	<i>Previous</i> <b>Goals</b>	4	1	3	1			2		1		O
	<i>Current</i> <b>Promos</b>	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> <b>Goals</b>	4	2	2	1			1	1	1		
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: 9/30/2016

	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%	35.1%	64.9%	18.9%	56.8%	5.4%	2.7%	2.7%	2.7%	8.1%	2.7%	A	
WORK FORCE PARITY %	100.1	15.8	84.3	12.4	68.9	1.5	7.6	1.0	5.6	1.0	2.3	B	
WORK FORCE #	37	13	24	7	21	2	1	1	1	3	1	C	
WORK FORCE PARITY #	37	5.9	31.2	4.6	25.5	0.6	2.8	0.4	2.1	0.4	0.9	D	
<b>NET UTILIZATION (+/-)</b>		<b>7.1</b>	<b>-7.2</b>	<b>2.4</b>	<b>-4.5</b>	<b>1.4</b>	<b>-1.8</b>	<b>0.6</b>	<b>-1.1</b>	<b>2.6</b>	<b>0.1</b>	<b>E</b>	
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>	5	0	5		4				1		G	
	<i>Current</i> <i>Hires</i>	13	7	6	5	6	1	0	0	0	1	0	I
	<i>Achv. %</i>				0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> <i>Goals</i>	8	0	8		5		2		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	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: 9/30/2016

	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%	62.2%	37.8%	48.6%	29.7%	0.0%	0.0%	0.0%	2.7%	13.5%	5.4%	A	
WORK FORCE PARITY %	100.2	48.4	51.8	36.8	38.1	2.7	5.2	2.6	3.2	6.3	5.3	B	
WORK FORCE #	37	23	14	18	11	0	0	0	1	5	2	C	
WORK FORCE PARITY #	37	17.9	19.2	13.6	14.1	1.0	1.9	1.0	1.2	2.3	2.0	D	
<b>NET UTILIZATION (+/-)</b>		<b>5.1</b>	<b>-5.2</b>	<b>4.4</b>	<b>-3.1</b>	<b>-1.0</b>	<b>-1.9</b>	<b>-1.0</b>	<b>-0.2</b>	<b>2.7</b>	<b>0.0</b>	<b>E</b>	
PREVIOUS UTILIZATION		10.3	-10.3	8.8	-6.1	-0.8	-1.6	0.3	-0.9	2.1	-1.7	F	
<b>HIRING GOALS</b>	<i>Previous</i> <b>Goals</b>	9	2	7		5	1	2	1			G	
	<i>Current</i> <b>Hires</b>	5	2	3	1	2	0	0	0	0	1	1	I
	<i>Achv. %</i>				0.0%	40.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> <b>Goals</b>	7	2	5		3	1	2	1				M
<b>PROMO. GOALS</b>	<i>Previous</i> <b>Goals</b>	0	0	0								O	
	<i>Current</i> <b>Promos</b>	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> <b>Goals</b>	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: 9/30/2016

	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%	61.5%	38.5%	50.0%	32.7%	9.6%	1.9%	0.0%	0.0%	1.9%	3.8%	A
WORK FORCE PARITY %	100.0	73.5	26.5	56.9	20.7	13.5	4.7	1.9	0.5	1.2	0.5	B
WORK FORCE #	52	32	20	26	17	5	1	0	0	1	2	C
WORK FORCE PARITY #	52	38.2	13.8	29.6	10.8	7.0	2.4	1.0	0.3	0.6	0.3	D
<b>NET UTILIZATION (+/-)</b>		<b>-6.2</b>	<b>6.2</b>	<b>-3.6</b>	<b>6.2</b>	<b>-2.0</b>	<b>-1.4</b>	<b>-1.0</b>	<b>-0.3</b>	<b>0.4</b>	<b>1.7</b>	<b>E</b>
PREVIOUS UTILIZATION		-5.4	5.4	-4.9	3.4	-1.7	0.6	0.1	-0.2	1.1	1.7	F
<b>HIRING GOALS</b>	<i>Previous Goals</i>	7	6	1	3		2	1	1			G
	<i>Current Hires</i>	6	3	3	3	3	0	0	0	0	0	I
	<i>Achv. %</i>				100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current Goals</i>	8	7	1	4		2	1	1			M
<b>PROMO. GOALS</b>	<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: 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: 9/30/2016

	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%	84.0%	16.0%	56.0%	16.0%	28.0%	0.0%	0.0%	0.0%	0.0%	0.0%	A	
WORK FORCE PARITY %	100.0	73.5	26.5	56.9	20.7	13.5	4.7	1.9	0.5	1.2	0.5	B	
WORK FORCE #	25	21	4	14	4	7	0	0	0	0	0	C	
WORK FORCE PARITY #	25	18.4	6.6	14.2	5.2	3.4	1.2	0.5	0.1	0.3	0.1	D	
<b>NET UTILIZATION (+/-)</b>		<b>2.6</b>	<b>-2.6</b>	<b>-0.2</b>	<b>-1.2</b>	<b>3.6</b>	<b>-1.2</b>	<b>-0.5</b>	<b>-0.1</b>	<b>-0.3</b>	<b>-0.1</b>	<b>E</b>	
PREVIOUS UTILIZATION		2.2	-2.2	2.0	-2.1	1.3	-0.8	-0.5	-0.1	-0.5	0.8	F	
<b>HIRING GOALS</b>	<i>Previous</i> <b>Goals</b>	4	2	2		1		1	1		1		G
	<i>Current</i> <b>Hires</b>	2	2	0	0	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%	0.0%	K
	<i>Current</i> <b>Goals</b>	4	2	2		1		1	1		1		M
<b>PROMO. GOALS</b>	<i>Previous</i> <b>Goals</b>	0	0	0									O
	<i>Current</i> <b>Promos</b>	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> <b>Goals</b>	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: 9/30/2016

	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%	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	73.5	26.5	56.9	20.7	13.5	4.7	1.9	0.5	1.2	0.5	B
WORK FORCE #	12	9	3	9	3	0	0	0	0	0	0	C
WORK FORCE PARITY #	12	8.8	3.2	6.8	2.5	1.6	0.6	0.2	0.1	0.1	0.1	D
<b>NET UTILIZATION (+/-)</b>		<b>0.2</b>	<b>-0.2</b>	<b>2.2</b>	<b>0.5</b>	<b>-1.6</b>	<b>-0.6</b>	<b>-0.2</b>	<b>-0.1</b>	<b>-0.1</b>	<b>-0.1</b>	<b>E</b>
PREVIOUS UTILIZATION		-0.5	0.5	1.3	1.1	-1.3	-0.4	-0.2	-0.1	-0.2	-0.1	F
<b>HIRING GOALS</b>	<i>Previous</i> <b>Goals</b>	<b>4</b>	<b>3</b>	<b>1</b>			<b>2</b>	<b>1</b>	<b>1</b>			<b>G</b>
	<i>Current</i> <b>Hires</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>I</b>
	<i>Achv. %</i>				<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>K</b>
	<i>Current</i> <b>Goals</b>	<b>4</b>	<b>3</b>	<b>1</b>			<b>2</b>	<b>1</b>	<b>1</b>			<b>M</b>
<b>PROMO. GOALS</b>	<i>Previous</i> <b>Goals</b>	<b>0</b>	<b>0</b>	<b>0</b>								<b>O</b>
	<i>Current</i> <b>Promos</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>Q</b>
	<i>Achv. %</i>				<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>S</b>
	<i>Current</i> <b>Goals</b>	<b>0</b>	<b>0</b>	<b>0</b>								<b>U</b>
Promotion within category	0	0	0									<b>W</b>

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: 9/30/2016

	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%	15.3%	84.7%	13.6%	71.2%	0.0%	3.4%	0.0%	5.1%	1.7%	5.1%	A
WORK FORCE PARITY %	100.1	40.3	59.8	33.9	49.2	2.0	5.0	1.4	3.4	3.0	2.3	B
WORK FORCE #	59	9	50	8	42	0	2	0	3	1	3	C
WORK FORCE PARITY #	59	23.8	35.3	20.0	29.0	1.2	2.9	0.9	2.0	1.8	1.4	D
<b>NET UTILIZATION (+/-)</b>		<b>-14.8</b>	<b>14.7</b>	<b>-12.0</b>	<b>13.0</b>	<b>-1.2</b>	<b>-0.9</b>	<b>-0.9</b>	<b>1.0</b>	<b>-0.8</b>	<b>1.6</b>	<b>E</b>
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>	16	14	2	13			2		1		G
	<i>Current</i> <i>Hires</i>	6	0	6	0	5	0	1	0	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> <i>Goals</i>	16	15	1	12		1	1	1		1	M
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	0	0	0								O
	<i>Current</i> <i>Promos</i>	3	2	1	2	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	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: 9/30/2016

	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%	86.9%	13.1%	82.1%	10.7%	3.6%	0.0%	1.2%	2.4%	0.0%	0.0%	A	
WORK FORCE PARITY %	100.1	90.1	10.1	75.2	7.8	7.3	0.8	6.0	0.4	1.5	1.1	B	
WORK FORCE #	84	73	11	69	9	3	0	1	2	0	0	C	
WORK FORCE PARITY #	84	75.6	8.4	63.2	6.6	6.1	0.7	5.1	0.3	1.3	0.9	D	
<b>NET UTILIZATION (+/-)</b>		<b>-2.6</b>	<b>2.6</b>	<b>5.8</b>	<b>2.4</b>	<b>-3.1</b>	<b>-0.7</b>	<b>-4.1</b>	<b>1.7</b>	<b>-1.3</b>	<b>-0.9</b>	<b>E</b>	
PREVIOUS UTILIZATION		0.7	-0.7	5.2	-0.2	-2.2	-0.9	-1.4	0.6	-0.9	-0.3	F	
<b>HIRING GOALS</b>	<i>Previous</i> <b>Goals</b>	6	4	2			1	1	2		1	1	G
	<i>Current</i> <b>Hires</b>	17	15	2	13	2	1	0	1	0	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	100.0%	0.0%	50.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> <b>Goals</b>	7	5	2			2	1	3			1	M
<b>PROMO. GOALS</b>	<i>Previous</i> <b>Goals</b>	2	2	0			1		1				O
	<i>Current</i> <b>Promos</b>	4	3	1	3	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> <b>Goals</b>	3	3	0			1		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: 9/30/2016

	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%	84.6%	15.4%	69.2%	12.8%	7.7%	0.0%	5.1%	0.0%	2.6%	2.6%	A
WORK FORCE PARITY %	100.1	88.9	11.2	70.2	9.7	9.4	0.6	8.8	0.7	0.6	0.2	B
WORK FORCE #	39	33	6	27	5	3	0	2	0	1	1	C
WORK FORCE PARITY #	39	34.7	4.4	27.4	3.8	3.6	0.2	3.4	0.3	0.2	0.1	D
<b>NET UTILIZATION (+/-)</b>		<b>-1.7</b>	<b>1.6</b>	<b>-0.4</b>	<b>1.2</b>	<b>-0.6</b>	<b>-0.2</b>	<b>-1.4</b>	<b>-0.3</b>	<b>0.8</b>	<b>0.9</b>	<b>E</b>
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> <b>Goals</b>	<b>3</b>	<b>2</b>	<b>1</b>				<b>1</b>	<b>2</b>			<b>G</b>
	<i>Current</i> <b>Hires</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>I</b>
	<i>Achv. %</i>				<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>K</b>
	<i>Current</i> <b>Goals</b>	<b>1</b>	<b>1</b>	<b>0</b>					<b>1</b>			<b>M</b>
PROMO. GOALS	<i>Previous</i> <b>Goals</b>	<b>4</b>	<b>2</b>	<b>2</b>		<b>2</b>	<b>1</b>		<b>1</b>			<b>O</b>
	<i>Current</i> <b>Promos</b>	<b>8</b>	<b>6</b>	<b>2</b>	<b>4</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>Q</b>
	<i>Achv. %</i>				<b>0.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>0.0%</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>S</b>
	<i>Current</i> <b>Goals</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>1</b>		<b>1</b>					<b>U</b>
Promotion within category	0	0	0									<b>W</b>

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: 9/30/2016

	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%	93.9%	0.0%	0.0%	0.0%	3.0%	0.0%	3.0%	A	
WORK FORCE PARITY %	100.1	7.2	92.8	6.4	87.6	0.3	2.7	0.3	2.0	0.2	0.4	B	
WORK FORCE #	33	0	33	0	31	0	0	0	1	0	1	C	
WORK FORCE PARITY #	33	2.4	30.6	2.1	28.9	0.1	0.9	0.1	0.7	0.1	0.1	D	
<b>NET UTILIZATION (+/-)</b>		<b>-2.4</b>	<b>2.4</b>	<b>-2.1</b>	<b>2.1</b>	<b>-0.1</b>	<b>-0.9</b>	<b>-0.1</b>	<b>0.3</b>	<b>-0.1</b>	<b>0.9</b>	<b>E</b>	
PREVIOUS UTILIZATION		-2.3	2.3	-2.0	3.1	-0.1	-1.0	-0.1	-0.6	-0.1	0.7	F	
<b>HIRING GOALS</b>	<i>Previous</i> <b>Goals</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>1</b>			<b>1</b>				<b>G</b>	
	<i>Current</i> <b>Hires</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>I</b>	
	<i>Achv. %</i>				<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>K</b>
	<i>Current</i> <b>Goals</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>1</b>			<b>1</b>				<b>M</b>	
<b>PROMO. GOALS</b>	<i>Previous</i> <b>Goals</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>							<b>O</b>	
	<i>Current</i> <b>Promos</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>Q</b>	
	<i>Achv. %</i>				<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>S</b>
	<i>Current</i> <b>Goals</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>							<b>U</b>	
Promotion within category												<b>W</b>	



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: 9/30/2016

	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%	5.3%	94.7%	5.3%	94.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	A	
WORK FORCE PARITY %	99.9	2.1	97.8	1.6	93.9	0.2	2.1	0.2	1.5	0.1	0.3	B	
WORK FORCE #	19	1	18	1	18	0	0	0	0	0	0	C	
WORK FORCE PARITY #	19	0.4	18.6	0.3	17.8	0.0	0.4	0.0	0.3	0.0	0.1	D	
<b>NET UTILIZATION (+/-)</b>		<b>0.6</b>	<b>-0.6</b>	<b>0.7</b>	<b>0.2</b>	<b>0.0</b>	<b>-0.4</b>	<b>0.0</b>	<b>-0.3</b>	<b>0.0</b>	<b>-0.1</b>	<b>E</b>	
PREVIOUS UTILIZATION		0.3	-0.3	0.4	0.8	-0.1	-0.6	0.0	0.6	0.0	-1.1	F	
<b>HIRING GOALS</b>	<i>Previous</i> <b>Goals</b>	<b>2</b>	<b>0</b>	<b>2</b>				<b>1</b>		<b>1</b>		<b>G</b>	
	<i>Current</i> <b>Hires</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>I</b>	
	<i>Achv. %</i>				<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>K</b>
	<i>Current</i> <b>Goals</b>	<b>1</b>	<b>0</b>	<b>1</b>				<b>1</b>				<b>M</b>	
<b>PROMO. GOALS</b>	<i>Previous</i> <b>Goals</b>	<b>0</b>	<b>0</b>	<b>0</b>								<b>O</b>	
	<i>Current</i> <b>Promos</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>Q</b>	
	<i>Achv. %</i>				<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>S</b>
	<i>Current</i> <b>Goals</b>	<b>0</b>	<b>0</b>	<b>0</b>								<b>U</b>	
Promotion within category												<b>W</b>	

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: 9/30/2016

	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	7.9	92.1	5.7	81.2	0.4	8.1	1.6	2.2	0.2	0.6	B
WORK FORCE #	25	0	25	0	25	0	0	0	0	0	0	C
WORK FORCE PARITY #	25	2.0	23.0	1.4	20.3	0.1	2.0	0.4	0.5	0.1	0.2	D
<b>NET UTILIZATION (+/-)</b>		<b>-2.0</b>	<b>2.0</b>	<b>-1.4</b>	<b>4.7</b>	<b>-0.1</b>	<b>-2.0</b>	<b>-0.4</b>	<b>-0.5</b>	<b>-0.1</b>	<b>-0.2</b>	<b>E</b>
PREVIOUS UTILIZATION		-1.3	1.3	-1.1	2.9	-0.1	-1.6	0.0	-0.5	0.0	0.5	F
<b>HIRING GOALS</b>	<i>Previous</i> <b>Goals</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>1</b>						<b>1</b>	<b>G</b>
	<i>Current</i> <b>Hires</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>I</b>
	<i>Achv. %</i>				<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>K</b>
	<i>Current</i> <b>Goals</b>	<b>2</b>	<b>1</b>	<b>1</b>			<b>1</b>	<b>1</b>				<b>M</b>
<b>PROMO. GOALS</b>	<i>Previous</i> <b>Goals</b>	<b>4</b>	<b>1</b>	<b>3</b>	<b>1</b>		<b>2</b>		<b>1</b>			<b>O</b>
	<i>Current</i> <b>Promos</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>Q</b>
	<i>Achv. %</i>				<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>S</b>
	<i>Current</i> <b>Goals</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>1</b>		<b>1</b>		<b>1</b>			<b>U</b>
Promotion within category											<b>W</b>	

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: 9/30/2016

	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%	2.5%	97.5%	2.5%	87.5%	0.0%	10.0%	0.0%	0.0%	0.0%	0.0%	A
WORK FORCE PARITY %	100.2	22.0	78.2	14.8	68.2	1.3	6.0	5.7	3.0	0.2	1.0	B
WORK FORCE #	40	1	39	1	35	0	4	0	0	0	0	C
WORK FORCE PARITY #	40	8.8	31.3	5.9	27.3	0.5	2.4	2.3	1.2	0.1	0.4	D
<b>NET UTILIZATION (+/-)</b>		<b>-7.8</b>	<b>7.7</b>	<b>-4.9</b>	<b>7.7</b>	<b>-0.5</b>	<b>1.6</b>	<b>-2.3</b>	<b>-1.2</b>	<b>-0.1</b>	<b>-0.4</b>	<b>E</b>
PREVIOUS UTILIZATION		-8.0	8.0	-6.4	9.4	-0.7	-0.2	-0.8	-1.5	-0.1	0.3	F
<b>HIRING GOALS</b>	<i>Previous</i> <b>Goals</b>	<b>7</b>	<b>7</b>	<b>0</b>	<b>5</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>G</b>
	<i>Current</i> <b>Hires</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>I</b>
	<i>Achv. %</i>				<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>K</b>
	<i>Current</i> <b>Goals</b>	<b>8</b>	<b>6</b>	<b>2</b>	<b>4</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>M</b>
<b>PROMO. GOALS</b>	<i>Previous</i> <b>Goals</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>O</b>
	<i>Current</i> <b>Promos</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>Q</b>
	<i>Achv. %</i>				<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>S</b>
	<i>Current</i> <b>Goals</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>U</b>
Promotion within category											<b>W</b>	

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: 9/30/2016

	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%	16.7%	83.3%	8.3%	83.3%	0.0%	0.0%	8.3%	0.0%	0.0%	0.0%	A	
WORK FORCE PARITY %	100.2	20.5	79.7	15.5	61.0	2.2	9.8	2.1	6.3	0.7	2.6	B	
WORK FORCE #	12	2	10	1	10	0	0	1	0	0	0	C	
WORK FORCE PARITY #	12	2.5	9.6	1.9	7.3	0.3	1.2	0.3	0.8	0.1	0.3	D	
<b>NET UTILIZATION (+/-)</b>		<b>-0.5</b>	<b>0.4</b>	<b>-0.9</b>	<b>2.7</b>	<b>-0.3</b>	<b>-1.2</b>	<b>0.7</b>	<b>-0.8</b>	<b>-0.1</b>	<b>-0.3</b>	<b>E</b>	
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</i> <b>Goals</b>	4	1	3	1			1		1		1	G
	<i>Current</i> <b>Hires</b>	3	1	2	0	2	0	0	1	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</i> <b>Goals</b>	4	1	3	1			1		1		1	M
PROMO. GOALS	<i>Previous</i> <b>Goals</b>	0	0	0									O
	<i>Current</i> <b>Promos</b>	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> <b>Goals</b>	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: 9/30/2016

	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%	22.2%	77.8%	22.2%	77.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	A	
WORK FORCE PARITY %	100.1	19.4	80.7	14.6	62.7	2.5	9.7	1.4	5.9	0.8	2.4	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	
<b>NET UTILIZATION (+/-)</b>		<b>0.3</b>	<b>-0.3</b>	<b>0.7</b>	<b>1.4</b>	<b>-0.2</b>	<b>-0.9</b>	<b>-0.1</b>	<b>-0.5</b>	<b>-0.1</b>	<b>-0.2</b>	<b>E</b>	
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> <b>Goals</b>	<b>3</b>	<b>0</b>	<b>3</b>				<b>1</b>		<b>1</b>		<b>1</b>	G
	<i>Current</i> <b>Hires</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	I
	<i>Achv. %</i>				<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	K
	<i>Current</i> <b>Goals</b>	<b>3</b>	<b>1</b>	<b>2</b>			<b>1</b>	<b>1</b>		<b>1</b>			M
PROMO. GOALS	<i>Previous</i> <b>Goals</b>	<b>0</b>	<b>0</b>	<b>0</b>									O
	<i>Current</i> <b>Promos</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	Q
	<i>Achv. %</i>				<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	S
	<i>Current</i> <b>Goals</b>	<b>0</b>	<b>0</b>	<b>0</b>									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: 9/30/2016

	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%	40.0%	60.0%	30.0%	60.0%	0.0%	0.0%	10.0%	0.0%	0.0%	0.0%	A
WORK FORCE PARITY %	100.2	45.0	55.1	32.0	42.6	7.5	4.9	3.7	5.1	1.9	2.5	B
WORK FORCE #	10	4	6	3	6	0	0	1	0	0	0	C
WORK FORCE PARITY #	10	4.5	5.5	3.2	4.3	0.7	0.5	0.4	0.5	0.2	0.3	D
<b>NET UTILIZATION (+/-)</b>		<b>-0.5</b>	<b>0.5</b>	<b>-0.2</b>	<b>1.7</b>	<b>-0.7</b>	<b>-0.5</b>	<b>0.6</b>	<b>-0.5</b>	<b>-0.2</b>	<b>-0.3</b>	<b>E</b>
PREVIOUS UTILIZATION		0.1	-0.1	0.3	-0.2	-1.1	0.2	1.3	0.2	-0.3	-0.4	F
<b>HIRING GOALS</b>	<i>Previous</i> <b>Goals</b>	<b>3</b>	<b>1</b>	<b>2</b>			<b>1</b>	<b>1</b>			<b>1</b>	<b>G</b>
	<i>Current</i> <b>Hires</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>I</b>
	<i>Achv. %</i>				<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>K</b>
	<i>Current</i> <b>Goals</b>	<b>4</b>	<b>1</b>	<b>3</b>			<b>1</b>	<b>1</b>		<b>1</b>	<b>1</b>	<b>M</b>
<b>PROMO. GOALS</b>	<i>Previous</i> <b>Goals</b>	<b>0</b>	<b>0</b>	<b>0</b>								<b>O</b>
	<i>Current</i> <b>Promos</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>Q</b>
	<i>Achv. %</i>				<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>S</b>
	<i>Current</i> <b>Goals</b>	<b>0</b>	<b>0</b>	<b>0</b>								<b>U</b>
Promotion within category	0	0	0									<b>W</b>

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: 9/30/2016

	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%	96.1%	3.9%	88.3%	3.9%	1.9%	0.0%	3.9%	0.0%	1.9%	0.0%	A
WORK FORCE PARITY %	100.0	94.0	5.9	79.1	5.4	6.2	0.2	6.8	0.3	2.0	0.1	B
WORK FORCE #	103	99	4	91	4	2	0	4	0	2	0	C
WORK FORCE PARITY #	103	96.9	6.1	81.5	5.6	6.4	0.2	7.0	0.3	2.0	0.1	D
<b>NET UTILIZATION (+/-)</b>		<b>2.1</b>	<b>-2.1</b>	<b>9.5</b>	<b>-1.6</b>	<b>-4.4</b>	<b>-0.2</b>	<b>-3.0</b>	<b>-0.3</b>	<b>0.0</b>	<b>-0.1</b>	<b>E</b>
PREVIOUS UTILIZATION		2.3	-2.3	9.5	-1.8	-5.5	-0.1	-2.3	-0.2	0.6	-0.1	F
<b>HIRING GOALS</b>	<i>Previous</i> <b>Goals</b>	<b>8</b>	<b>6</b>	<b>2</b>		<b>1</b>	<b>3</b>		<b>2</b>	<b>1</b>	<b>1</b>	<b>G</b>
	<i>Current</i> <b>Hires</b>	<b>8</b>	<b>8</b>	<b>0</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>I</b>
	<i>Achv. %</i>				<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>K</b>
	<i>Current</i> <b>Goals</b>	<b>7</b>	<b>5</b>	<b>2</b>		<b>1</b>	<b>3</b>		<b>2</b>	<b>1</b>		<b>M</b>
<b>PROMO. GOALS</b>	<i>Previous</i> <b>Goals</b>	<b>4</b>	<b>3</b>	<b>1</b>		<b>1</b>	<b>2</b>		<b>1</b>			<b>O</b>
	<i>Current</i> <b>Promos</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>Q</b>
	<i>Achv. %</i>				<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>S</b>
	<i>Current</i> <b>Goals</b>	<b>3</b>	<b>2</b>	<b>1</b>		<b>1</b>	<b>1</b>		<b>1</b>			<b>U</b>
Promotion within category											<b>W</b>	

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: 9/30/2016

	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%	82.9%	17.1%	73.2%	17.1%	4.9%	0.0%	4.9%	0.0%	0.0%	0.0%	A
WORK FORCE PARITY %	100.0	98.6	1.4	80.9	1.3	4.1	0.0	13.1	0.1	0.4	0.0	B
WORK FORCE #	41	34	7	30	7	2	0	2	0	0	0	C
WORK FORCE PARITY #	41	40.4	0.6	33.2	0.5	1.7	0.0	5.4	0.0	0.2	0.0	D
<b>NET UTILIZATION (+/-)</b>		<b>-6.4</b>	<b>6.4</b>	<b>-3.2</b>	<b>6.5</b>	<b>0.3</b>	<b>0.0</b>	<b>-3.4</b>	<b>0.0</b>	<b>-0.2</b>	<b>0.0</b>	<b>E</b>
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>	3	3	0	1			2				G
	<i>Current</i> <i>Hires</i>	2	2	0	2	0	0	0	0	0	0	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>	2	2	0					2			M
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	4	4	0	3			1				O
	<i>Current</i> <i>Promos</i>	1	1	0	1	0	0	0	0	0	0	Q
	<i>Achv. %</i>				33.3%	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: 9/30/2016

	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%	51.6%	48.4%	29.0%	29.0%	3.2%	3.2%	19.4%	9.7%	0.0%	6.5%	A
WORK FORCE PARITY %	100.0	59.9	40.1	24.5	16.3	3.4	2.0	32.0	20.4	0.0	1.4	B
WORK FORCE #	31	16	15	9	9	1	1	6	3	0	2	C
WORK FORCE PARITY #	31	18.6	12.4	7.6	5.1	1.1	0.6	9.9	6.3	0.0	0.4	D
<b>NET UTILIZATION (+/-)</b>		<b>-2.6</b>	<b>2.6</b>	<b>1.4</b>	<b>3.9</b>	<b>-0.1</b>	<b>0.4</b>	<b>-3.9</b>	<b>-3.3</b>	<b>0.0</b>	<b>1.6</b>	<b>E</b>
PREVIOUS UTILIZATION		-3.9	3.9	-0.3	6.8	0.4	-0.6	-4.1	-1.8	0.0	-0.4	F
<b>HIRING GOALS</b>	<i>Previous</i> <b>Goals</b>	0	0	0								G
	<i>Current</i> <b>Hires</b>	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> <b>Goals</b>	0	0	0								M
<b>PROMO. GOALS</b>	<i>Previous</i> <b>Goals</b>	5	4	1				4	1			O
	<i>Current</i> <b>Promos</b>	5	5	0	3	0	0	0	2	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	S
	<i>Current</i> <b>Goals</b>	7	4	3					4	3		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: 9/30/2016

	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%	59.9%	40.1%	24.5%	16.3%	3.4%	2.0%	32.0%	20.4%	0.0%	1.4%	A	
WORK FORCE PARITY %	100.0	67.7	32.3	45.4	17.9	7.6	5.1	12.9	8.0	1.9	1.3	B	
WORK FORCE #	147	88	59	36	24	5	3	47	30	0	2	C	
WORK FORCE PARITY #	147	99.5	47.5	66.7	26.3	11.1	7.5	19.0	11.8	2.7	1.9	D	
<b>NET UTILIZATION (+/-)</b>		<b>-11.5</b>	<b>11.5</b>	<b>-30.7</b>	<b>-2.3</b>	<b>-6.1</b>	<b>-4.5</b>	<b>28.0</b>	<b>18.2</b>	<b>-2.7</b>	<b>0.1</b>	<b>E</b>	
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>	38	34	4	23		8	4		3		G	
	<i>Current</i> <i>Hires</i>	26	14	12	4	3	2	0	8	9	0	0	I
	<i>Achv. %</i>				17.4%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> <i>Goals</i>	47	40	7	31	2	6	5			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	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												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: 9/30/2016

	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%	81.0%	19.0%	72.4%	18.1%	0.0%	0.0%	7.6%	1.0%	1.0%	0.0%	A	
WORK FORCE PARITY %	100.0	69.2	30.8	45.9	17.2	6.3	3.3	15.5	8.9	1.5	1.3	B	
WORK FORCE #	105	85	20	76	19	0	0	8	1	1	0	C	
WORK FORCE PARITY #	105	72.7	32.3	48.2	18.0	6.6	3.5	16.3	9.4	1.6	1.4	D	
<b>NET UTILIZATION (+/-)</b>		<b>12.3</b>	<b>-12.3</b>	<b>27.8</b>	<b>1.0</b>	<b>-6.6</b>	<b>-3.5</b>	<b>-8.3</b>	<b>-8.4</b>	<b>-0.6</b>	<b>-1.4</b>	<b>E</b>	
PREVIOUS UTILIZATION		7.8	-7.8	28.9	4.6	-5.9	-4.3	-11.9	-8.1	-3.3	0.1	F	
<b>HIRING GOALS</b>	<i>Previous</i> <b>Goals</b>	24	11	13			5	4	5	8	1	1	G
	<i>Current</i> <b>Hires</b>	2	2	0	2	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</i> <b>Goals</b>	19	8	11			4	4	4	6		1	M
<b>PROMO. GOALS</b>	<i>Previous</i> <b>Goals</b>	10	8	2			2		6	2			O
	<i>Current</i> <b>Promos</b>	2	2	0	2	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> <b>Goals</b>	9	7	2			3		4	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: 9/30/2016

	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 %	100.2	18.0	82.2	12.7	61.4	2.5	11.5	1.8	7.1	1.0	2.2	B	
WORK FORCE #	17	0	17	0	8	0	5	0	3	0	1	C	
WORK FORCE PARITY #	17	3.1	14.0	2.2	10.4	0.4	2.0	0.3	1.2	0.2	0.4	D	
<b>NET UTILIZATION (+/-)</b>		<b>-3.1</b>	<b>3.0</b>	<b>-2.2</b>	<b>-2.4</b>	<b>-0.4</b>	<b>3.0</b>	<b>-0.3</b>	<b>1.8</b>	<b>-0.2</b>	<b>0.6</b>	<b>E</b>	
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</i>	<i>Goals</i>	5	3	2	2	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%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i>	<i>Goals</i>	5	3	2	2	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: 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: 9/30/2016

	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%	50.0%	0.0%	25.0%	0.0%	25.0%	0.0%	0.0%	0.0%	A
WORK FORCE PARITY %	100.1	97.2	2.9	77.9	2.2	7.8	0.4	8.7	0.3	2.8	0.1	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
<b>NET UTILIZATION (+/-)</b>		<b>0.1</b>	<b>-0.1</b>	<b>-1.1</b>	<b>-0.1</b>	<b>0.7</b>	<b>0.0</b>	<b>0.7</b>	<b>0.0</b>	<b>-0.1</b>	<b>0.0</b>	<b>E</b>
PREVIOUS UTILIZATION		0.1	-0.1	-0.9	-0.1	0.6	0.0	0.6	0.0	-0.2	0.0	F
<b>HIRING GOALS</b>	<i>Previous</i> <b>Goals</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>							<b>G</b>
	<i>Current</i> <b>Hires</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>I</b>
	<i>Achv. %</i>				<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>K</b>
	<i>Current</i> <b>Goals</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>							<b>M</b>
<b>PROMO. GOALS</b>	<i>Previous</i> <b>Goals</b>	<b>0</b>	<b>0</b>	<b>0</b>								<b>O</b>
	<i>Current</i> <b>Promos</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>Q</b>
	<i>Achv. %</i>				<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>S</b>
	<i>Current</i> <b>Goals</b>	<b>0</b>	<b>0</b>	<b>0</b>								<b>U</b>
Promotion within category												<b>W</b>

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: 9/30/2016

	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	69.2	30.9	41.9	14.6	9.9	6.2	15.4	8.8	2.0	1.2	B
WORK FORCE #	4	4	0	4	0	0	0	0	0	0	0	C
WORK FORCE PARITY #	4	2.8	1.2	1.7	0.6	0.4	0.2	0.6	0.4	0.1	0.0	D
<b>NET UTILIZATION (+/-)</b>		<b>1.2</b>	<b>-1.2</b>	<b>2.3</b>	<b>-0.6</b>	<b>-0.4</b>	<b>-0.2</b>	<b>-0.6</b>	<b>-0.4</b>	<b>-0.1</b>	<b>0.0</b>	<b>E</b>
PREVIOUS UTILIZATION		0.9	-0.9	1.8	-0.4	-0.3	-0.2	-0.5	-0.3	-0.1	0.0	F
<b>HIRING GOALS</b>	<i>Previous</i> <b>Goals</b>	<b>3</b>	<b>2</b>	<b>1</b>		<b>1</b>	<b>1</b>		<b>1</b>			<b>G</b>
	<i>Current</i> <b>Hires</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>I</b>
	<i>Achv. %</i>				<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>K</b>
	<i>Current</i> <b>Goals</b>	<b>3</b>	<b>2</b>	<b>1</b>		<b>1</b>	<b>1</b>		<b>1</b>			<b>M</b>
<b>PROMO. GOALS</b>	<i>Previous</i> <b>Goals</b>	<b>0</b>	<b>0</b>	<b>0</b>								<b>O</b>
	<i>Current</i> <b>Promos</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>Q</b>
	<i>Achv. %</i>				<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>S</b>
	<i>Current</i> <b>Goals</b>	<b>0</b>	<b>0</b>	<b>0</b>								<b>U</b>
Promotion within category	0	0	0									<b>W</b>

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: 9/30/2016

	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 %	100.1	12.9	87.2	10.4	77.3	0.6	4.0	1.2	3.5	0.7	2.4	B
WORK FORCE #	4	0	4	0	4	0	0	0	0	0	0	C
WORK FORCE PARITY #	4	0.5	3.5	0.4	3.1	0.0	0.2	0.0	0.1	0.0	0.1	D
<b>NET UTILIZATION (+/-)</b>		<b>-0.5</b>	<b>0.5</b>	<b>-0.4</b>	<b>0.9</b>	<b>0.0</b>	<b>-0.2</b>	<b>0.0</b>	<b>-0.1</b>	<b>0.0</b>	<b>-0.1</b>	<b>E</b>
PREVIOUS UTILIZATION		-0.8	0.8	-0.7	1.4	0.0	-0.3	-0.1	-0.2	-0.1	-0.2	F
<b>HIRING GOALS</b>	<i>Previous</i> <b>Goals</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>1</b>			<b>1</b>				<b>G</b>
	<i>Current</i> <b>Hires</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>I</b>
	<i>Achv. %</i>				<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>K</b>
	<i>Current</i> <b>Goals</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>							<b>M</b>
<b>PROMO. GOALS</b>	<i>Previous</i> <b>Goals</b>	<b>0</b>	<b>0</b>	<b>0</b>								<b>O</b>
	<i>Current</i> <b>Promos</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>Q</b>
	<i>Achv. %</i>				<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>S</b>
	<i>Current</i> <b>Goals</b>	<b>0</b>	<b>0</b>	<b>0</b>								<b>U</b>
Promotion within category	0	0	0									<b>W</b>

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: 9/30/2016

	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 %	100.1	58.8	41.3	51.8	33.6	0.7	1.1	1.4	0.9	5.0	5.8	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	0.7	0.0	0.0	0.0	0.0	0.1	0.1	D
<b>NET UTILIZATION (+/-)</b>		<b>0.8</b>	<b>-0.8</b>	<b>1.0</b>	<b>-0.7</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>-0.1</b>	<b>-0.1</b>	<b>E</b>
PREVIOUS UTILIZATION		0.8	-0.8	1.0	-0.7	0.0	0.0	0.0	0.0	-0.1	-0.1	F
<b>HIRING GOALS</b>	<i>Previous</i> <b>Goals</b>	<b>1</b>	<b>0</b>	<b>1</b>		<b>1</b>						<b>G</b>
	<i>Current</i> <b>Hires</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>I</b>
	<i>Achv. %</i>				<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>K</b>
	<i>Current</i> <b>Goals</b>	<b>1</b>	<b>0</b>	<b>1</b>		<b>1</b>						<b>M</b>
<b>PROMO. GOALS</b>	<i>Previous</i> <b>Goals</b>	<b>0</b>	<b>0</b>	<b>0</b>								<b>O</b>
	<i>Current</i> <b>Promos</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>Q</b>
	<i>Achv. %</i>				<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>S</b>
	<i>Current</i> <b>Goals</b>	<b>0</b>	<b>0</b>	<b>0</b>								<b>U</b>
Promotion within category												<b>W</b>



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: 9/30/2016

	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%	33.3%	0.0%	33.3%	0.0%	0.0%	0.0%	33.3%	0.0%	A
WORK FORCE PARITY %	89.7	89.7	0.0	87.7	0	1	0	0	0	1	0.0	B
WORK FORCE #	3	3	0	1	0	1	0	0	0	1	0	C
WORK FORCE PARITY #	3	2.7	0.0	2.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
<b>NET UTILIZATION (+/-)</b>		<b>0.4</b>	<b>0.0</b>	<b>-1.6</b>	<b>0.0</b>	<b>1.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>1.0</b>	<b>0.0</b>	<b>E</b>
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	<i>Previous</i> <i>Goals</i>	2	2	0	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>	2	2	0	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: 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: 9/30/2016

	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 %	100.2	64.9	35.3	49.2	24.6	7.3	2.1	4.7	5.9	3.7	2.6	B	
WORK FORCE #	5	5	0	5	0	0	0	0	0	0	0	C	
WORK FORCE PARITY #	5	3.2	1.8	2.5	1.2	0.4	0.1	0.2	0.3	0.2	0.1	D	
<b>NET UTILIZATION (+/-)</b>		<b>1.8</b>	<b>-1.8</b>	<b>2.5</b>	<b>-1.2</b>	<b>-0.4</b>	<b>-0.1</b>	<b>-0.2</b>	<b>-0.3</b>	<b>-0.2</b>	<b>-0.1</b>	<b>E</b>	
PREVIOUS UTILIZATION		2.1	-2.1	3.1	-1.5	-0.4	-0.1	-0.3	-0.3	-0.2	-0.2	F	
<b>HIRING GOALS</b>	<i>Previous</i> <b>Goals</b>	<b>3</b>	<b>1</b>	<b>2</b>		<b>1</b>	<b>1</b>			<b>1</b>		<b>G</b>	
	<i>Current</i> <b>Hires</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>I</b>	
	<i>Achv. %</i>				<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>K</b>
	<i>Current</i> <b>Goals</b>	<b>2</b>	<b>1</b>	<b>1</b>		<b>1</b>	<b>1</b>					<b>M</b>	
<b>PROMO. GOALS</b>	<i>Previous</i> <b>Goals</b>	<b>0</b>	<b>0</b>	<b>0</b>								<b>O</b>	
	<i>Current</i> <b>Promos</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>Q</b>	
	<i>Achv. %</i>				<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>S</b>
	<i>Current</i> <b>Goals</b>	<b>0</b>	<b>0</b>	<b>0</b>								<b>U</b>	
Promotion within category	0	0	0									<b>W</b>	

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: 9/30/2016

	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%	0.0%	0.0%	33.3%	0.0%	66.7%	0.0%	0.0%	A
WORK FORCE PARITY %	100.1	14.9	85.2	10.7	65.7	2.0	9.5	1.3	7.1	0.9	2.9	B
WORK FORCE #	3	0	3	0	0	0	1	0	2	0	0	C
WORK FORCE PARITY #	3	0.4	2.6	0.3	2.0	0.1	0.3	0.0	0.2	0.0	0.1	D
<b>NET UTILIZATION (+/-)</b>		<b>-0.4</b>	<b>0.4</b>	<b>-0.3</b>	<b>-2.0</b>	<b>-0.1</b>	<b>0.7</b>	<b>0.0</b>	<b>1.8</b>	<b>0.0</b>	<b>-0.1</b>	<b>E</b>
PREVIOUS UTILIZATION		-0.9	0.9	-0.6	-2.9	-0.2	3.4	-0.1	0.6	-0.1	-0.2	F
<b>HIRING GOALS</b>	<i>Previous</i> <b>Goals</b>	5	1	4	1	3					1	G
	<i>Current</i> <b>Hires</b>	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> <b>Goals</b>	3	1	2	1	2						
<b>PROMO. GOALS</b>	<i>Previous</i> <b>Goals</b>	0	0	0								O
	<i>Current</i> <b>Promos</b>	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> <b>Goals</b>	0	0	0								
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: 9/30/2016

	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 %	99.9	63.0	36.9	24.8	7.4	6.5	6.5	30.5	21.5	1.2	1.5	B
WORK FORCE #	2	2	0	2	0	0	0	0	0	0	0	C
WORK FORCE PARITY #	2	1.0	1.1	0.5	0.1	0.1	0.1	0.6	0.4	0.0	0.0	D
<b>NET UTILIZATION (+/-)</b>		<b>0.7</b>	<b>-0.7</b>	<b>1.5</b>	<b>-0.1</b>	<b>-0.1</b>	<b>-0.1</b>	<b>-0.6</b>	<b>-0.4</b>	<b>0.0</b>	<b>0.0</b>	<b>E</b>
PREVIOUS UTILIZATION		1.1	-1.0	1.3	-0.2	0.8	-0.2	-0.9	-0.6	0.0	0.0	F
<b>HIRING GOALS</b>	<i>Previous</i> <b>Goals</b>	<b>2</b>	<b>1</b>	<b>1</b>				<b>1</b>	<b>1</b>			<b>G</b>
	<i>Current</i> <b>Hires</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>I</b>
	<i>Achv. %</i>				<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>K</b>
	<i>Current</i> <b>Goals</b>	<b>2</b>	<b>1</b>	<b>1</b>				<b>1</b>	<b>1</b>			<b>M</b>
<b>PROMO. GOALS</b>	<i>Previous</i> <b>Goals</b>	<b>0</b>	<b>0</b>	<b>0</b>								<b>O</b>
	<i>Current</i> <b>Promos</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>Q</b>
	<i>Achv. %</i>				<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>S</b>
	<i>Current</i> <b>Goals</b>	<b>0</b>	<b>0</b>	<b>0</b>								<b>U</b>
Promotion within category												<b>W</b>

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: 9/30/2016

	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 %	100.1	10.4	89.8	9.4	86.4	0.1	0.8	0.6	1.9	0.2	0.7	B
WORK FORCE #	1	0	1	0	1	0	0	0	0	0	0	C
WORK FORCE PARITY #	1	0.1	0.9	0.1	0.9	0.0	0.0	0.0	0.0	0.0	0.0	D
<b>NET UTILIZATION (+/-)</b>		<b>-0.1</b>	<b>0.1</b>	<b>-0.1</b>	<b>0.1</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>E</b>
PREVIOUS UTILIZATION		-0.2	0.2	-0.2	0.3	0.0	0.0	0.0	0.0	0.0	0.0	F
<b>HIRING GOALS</b>	<i>Previous</i> <b>Goals</b>	0	0	0								G
	<i>Current</i> <b>Hires</b>	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> <b>Goals</b>	0	0	0								M
<b>PROMO. GOALS</b>	<i>Previous</i> <b>Goals</b>	0	0	0								O
	<i>Current</i> <b>Promos</b>	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> <b>Goals</b>	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: 9/30/2016

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORK FORCE %	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	A
WORK FORCE PARITY %	100.0	69.8	30.3	65.9	27.3	0.4	0.3	3.0	1.4	0.5	1.3	B
WORK FORCE #	0	0	0	0	0	0	0	0	0	0	0	C
WORK FORCE PARITY #	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
<b>NET UTILIZATION (+/-)</b>		<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>E</b>
PREVIOUS UTILIZATION		0.6	-0.6	0.7	-0.6	0.0	0.0	-0.1	0.0	0.0	0.0	F
<b>HIRING GOALS</b>	<i>Previous</i> <b>Goals</b>	<b>1</b>	<b>0</b>	<b>1</b>		<b>1</b>						<b>G</b>
	<i>Current</i> <b>Hires</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>I</b>
	<i>Achv. %</i>				<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>K</b>
	<i>Current</i> <b>Goals</b>	<b>0</b>	<b>0</b>	<b>0</b>								<b>M</b>
<b>PROMO. GOALS</b>	<i>Previous</i> <b>Goals</b>	<b>0</b>	<b>0</b>	<b>0</b>								<b>O</b>
	<i>Current</i> <b>Promos</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>Q</b>
	<i>Achv. %</i>				<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>S</b>
	<i>Current</i> <b>Goals</b>	<b>0</b>	<b>0</b>	<b>0</b>								<b>U</b>
Promotion within category											<b>W</b>	

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: 9/30/2016

	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%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	A
WORK FORCE PARITY %	100.1	4.9	95.1	3.9	82.4	0.6	5.8	0.3	5.1	0.1	1.8	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
<b>NET UTILIZATION (+/-)</b>		<b>-0.1</b>	<b>0.1</b>	<b>-0.1</b>	<b>-0.6</b>	<b>0.0</b>	<b>0.9</b>	<b>0.0</b>	<b>-0.1</b>	<b>0.0</b>	<b>0.0</b>	<b>E</b>
PREVIOUS UTILIZATION		-0.2	0.2	-0.1	-1.5	0.0	1.9	0.0	-0.1	0.0	-0.1	F
<b>HIRING GOALS</b>	<i>Previous</i> <b>Goals</b>	<b>1</b>	<b>0</b>	<b>1</b>		<b>1</b>						<b>G</b>
	<i>Current</i> <b>Hires</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>I</b>
	<i>Achv. %</i>				<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>K</b>
	<i>Current</i> <b>Goals</b>	<b>1</b>	<b>0</b>	<b>1</b>		<b>1</b>						<b>M</b>
<b>PROMO. GOALS</b>	<i>Previous</i> <b>Goals</b>	<b>0</b>	<b>0</b>	<b>0</b>								<b>O</b>
	<i>Current</i> <b>Promos</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>Q</b>
	<i>Achv. %</i>				<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>S</b>
	<i>Current</i> <b>Goals</b>	<b>0</b>	<b>0</b>	<b>0</b>								<b>U</b>
Promotion within category	0	0	0									<b>W</b>

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: 9/30/2016

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI 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 %	99.9	24.2	75.7	16.5	59.9	3.8	8.2	2.0	6.1	2.0	1.6	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	0.0	D
<b>NET UTILIZATION (+/-)</b>		<b>-0.7</b>	<b>0.7</b>	<b>-0.5</b>	<b>-1.8</b>	<b>-0.1</b>	<b>1.8</b>	<b>-0.1</b>	<b>0.8</b>	<b>-0.1</b>	<b>0.0</b>	<b>E</b>
PREVIOUS UTILIZATION		-0.8	0.8	-0.5	-1.8	-0.1	1.8	-0.1	0.8	-0.1	-0.1	F
<b>HIRING GOALS</b>	<i>Previous</i> <b>Goals</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>2</b>						<b>G</b>
	<i>Current</i> <b>Hires</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>I</b>
	<i>Achv. %</i>				<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>K</b>
	<i>Current</i> <b>Goals</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>2</b>						<b>M</b>
<b>PROMO. GOALS</b>	<i>Previous</i> <b>Goals</b>	<b>0</b>	<b>0</b>	<b>0</b>								<b>O</b>
	<i>Current</i> <b>Promos</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>Q</b>
	<i>Achv. %</i>				<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>S</b>
	<i>Current</i> <b>Goals</b>	<b>0</b>	<b>0</b>	<b>0</b>								<b>U</b>
Promotion within category												<b>W</b>



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: 9/30/2016

	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 %	100.0	98.1	1.9	81.4	1.0	6.8	0.7	6.3	0.1	3.7	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
<b>NET UTILIZATION (+/-)</b>		<b>0.0</b>	<b>0.0</b>	<b>0.2</b>	<b>0.0</b>	<b>-0.1</b>	<b>0.0</b>	<b>-0.1</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>E</b>
PREVIOUS UTILIZATION		0.0	0.0	0.2	0.0	-0.1	0.0	-0.1	0.0	0.0	0.0	F
<b>HIRING GOALS</b>	<i>Previous</i> <b>Goals</b>	0	0	0								G
	<i>Current</i> <b>Hires</b>	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> <b>Goals</b>	0	0	0								M
<b>PROMO. GOALS</b>	<i>Previous</i> <b>Goals</b>	0	0	0								O
	<i>Current</i> <b>Promos</b>	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> <b>Goals</b>	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: 9/30/2016

	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%	66.7%	33.3%	66.7%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	A	
WORK FORCE PARITY %	99.9	72.8	27.1	53.1	18.8	7.3	2.7	9.9	4.0	2.4	1.6	B	
WORK FORCE #	3	2	1	2	0	0	0	0	1	0	0	C	
WORK FORCE PARITY #	3	2.2	0.8	1.6	0.6	0.2	0.1	0.3	0.1	0.1	0.0	D	
<b>NET UTILIZATION (+/-)</b>		<b>-0.2</b>	<b>0.2</b>	<b>0.4</b>	<b>-0.6</b>	<b>-0.2</b>	<b>-0.1</b>	<b>-0.3</b>	<b>0.9</b>	<b>-0.1</b>	<b>0.0</b>	<b>E</b>	
PREVIOUS UTILIZATION		0.1	-0.1	0.9	-0.8	-0.3	-0.1	-0.4	0.9	-0.1	-0.1	F	
<b>HIRING GOALS</b>	<i>Previous</i> <b>Goals</b>	<b>2</b>	<b>1</b>	<b>1</b>		<b>1</b>			<b>1</b>			<b>G</b>	
	<i>Current</i> <b>Hires</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>I</b>	
	<i>Achv. %</i>				<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>K</b>
	<i>Current</i> <b>Goals</b>	<b>2</b>	<b>1</b>	<b>1</b>		<b>1</b>			<b>1</b>			<b>M</b>	
<b>PROMO. GOALS</b>	<i>Previous</i> <b>Goals</b>	<b>0</b>	<b>0</b>	<b>0</b>								<b>O</b>	
	<i>Current</i> <b>Promos</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>Q</b>	
	<i>Achv. %</i>				<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>S</b>
	<i>Current</i> <b>Goals</b>	<b>0</b>	<b>0</b>	<b>0</b>								<b>U</b>	
Promotion within category												<b>W</b>	