

AVAILABILITY ANALYSIS
Section 46a-68-84

This section was found to be in compliance in the previous submission and there were no proposals/recommendations.

Availability analyses were conducted by occupational category for each labor market area. Separate analyses were performed for payroll titles with a significant number of employees.

The job content of each office, position, and position classification within an occupational category or, where appropriate, the job content of a position classification was examined and matched with a most nearly parallel job title from the data sources utilized and a relevant labor market was identified.

For the executive-managerial and faculty categories, the recruitment areas are statewide and national. Statewide data was used for professional non-faculty and technical-paraprofessional categories. Local labor markets were used for secretarial-clerical, qualified craft workers, protective services, and service maintenance categories.

In accordance with regulations, the following were consulted in determining availability computations:

1. Employment figures (immediate labor market area).
2. Unemployment figures (immediate labor market area).
3. Racial and sexual composition of persons in feeder groups who are promotable and/or transferable.
4. Population figures (local, state, national).
5. Other relevant sources (e.g. Digest of Education Statistics, national).
6. Educational, technical, and training program graduates and participants figures (national).

General client population data was not found to be a significant factor in the calculation of availability.

The three predominantly weighted factors were:

1. Those employed, with requisite skills in the immediate labor market area (local, state, national as appropriate).
2. Those unemployed with requisite skills in the immediate labor market area.
3. Those employees currently in the workforce who are promotable and transferable.
4. Population figures summary of occupations in the immediate labor market area.

For those position classifications that incorporate two or more titles, additional computation forms were included to more accurately reflect availability in these job classifications.

The sources used for the raw statistics listed in the availability worksheets are as follows:

1. Connecticut Occupational Statistics 2000 of the Civilian Labor Forces Census of Population and Housing EEO File.
2. Connecticut Labor Force Data for Affirmative Action Plans, 2nd Quarter 2016.
3. Percentage of promotable and transferable employees in a relevant feeder group for each job classification.
4. Employees in Degree-Granting Institutions by Race/Ethnicity, Primary Occupation, Sex, Employment Status, and Control and Type of Institution; U.S. Department of Education National Center for Education Statistics Integrated Postsecondary Education Data System.

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2016

OCC. CATEGORY: 1. EXECUTIVE/ADMINISTRATIVE
TITLE: 1A. EXECUTIVE

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	56.8	0.20	11.4	43.2	0.20	8.64	51.5	0.20	10.30	37.9	0.20	7.58	1.7	0.20	0.34	2.4	0.20	0.48
Unemployment	57.2	0.05	2.9	42.8	0.05	2.14	43.4	0.05	2.17	31.9	0.05	1.60	7.1	0.05	0.36	6.3	0.05	0.32
National Education Data	45.0	0.75	33.8	55.0	0.75	41.25	37.1	0.75	27.83	43.1	0.75	32.33	3.7	0.75	2.78	6.4	0.75	4.80
FINAL AVAIL. FACTOR			48.0			52.0			40.3			41.5			3.5			5.6

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNP I MALE			AAIANHNP I FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	1.9	0.20	0.38	1.3	0.20	0.26	1.8	0.20	0.36	1.6	0.20	0.32						
Unemployment	4.9	0.05	0.25	3.8	0.05	0.19	1.9	0.05	0.10	0.7	0.05	0.04						
National Education Data	2.2	0.75	1.65	3.1	0.75	2.33	1.9	0.75	1.43	2.4	0.75	1.80						
FINAL AVAIL. FACTOR			2.3			2.8			1.9			2.2						100.0

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	Connecticut Occupational Statistics 2000 Census - Special EEO Tabulation Statewide, Managerial Occupations (List of sources attached)	20% Higher value weight, since data is more specific to occupations in category.
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2016 - Statewide SOC Code 11.90 Other Management Occupations	5% Lower value weight, since available data is general in nature.
National Education Data	U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS) Spring 2014 Management - Table 314.40	75% Weight based on national scope of recruitment searches in this category.
Promotable Pool	No promotable pool used in this category because of the specific skill set required for the position classifications.	

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2016

AVAILABILITY ANALYSIS WORKSHEET-EMPLOYMENT DATA

OCC. CATEGORY: 1. EXECUTIVE/ADMINISTRATIVE
TITLE: 1A. EXECUTIVE

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
Operations Specialties Managers (113000)	42519	25851	16668	23445	14575	744	910	875	528	787	655
Medical & Health Services Managers (119111)	6192	1834	4358	1650	3905	60	244	50	95	74	114
TOTAL	48711	27685	21026	25095	18480	804	1154	925	623	861	769
PERCENTAGE	100.0%	56.8%	43.2%	51.5%	37.9%	1.7%	2.4%	1.9%	1.3%	1.8%	1.6%

CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2016	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
SOC Code 11.90	680	389	291	295	217	48	43	33	26	13	5
PERCENTAGE	100.0%	57.2%	42.8%	43.4%	31.9%	7.1%	6.3%	4.9%	3.8%	1.9%	0.7%

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
National Education Data Table 314.40 - Spring 2014, Management	244328	109895	134433	90748	105384	9097	15574	5423	7644	4627	5831
PERCENTAGE	100.0%	45.0%	55.0%	37.1%	43.1%	3.7%	6.4%	2.2%	3.1%	1.9%	2.4%

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2016

OCC. CATEGORY: 1. EXECUTIVE/ADMINISTRATIVE
TITLE: 1B. UNIVERISTY DIRECTOR

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	49.3	0.75	37.0	50.7	0.75	38.03	44.3	0.75	33.23	44.7	0.75	33.5	1.6	0.75	1.2	2.9	0.75	2.2
Unemployment	57.2	0.05	2.9	42.8	0.05	2.14	43.4	0.05	2.17	31.9	0.05	1.6	7.1	0.05	0.4	6.3	0.05	0.3
National Education Data	45.0	0.20	9.0	55.0	0.20	11.00	37.1	0.20	7.42	43.1	0.20	8.6	3.7	0.20	0.7	6.4	0.20	1.3
FINAL AVAIL. FACTOR			48.8			51.2			42.8			43.7			2.3			3.8

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	1.7	0.75	1.3	1.5	0.75	1.13	1.7	0.75	1.3	1.7	0.75	1.3						
Unemployment	4.9	0.05	0.2	3.8	0.05	0.19	1.9	0.05	0.1	0.7	0.05	0.0						
National Education Data	2.2	0.20	0.4	3.1	0.20	0.62	1.9	0.20	0.4	2.4	0.20	0.5						
FINAL AVAIL. FACTOR			2.0			1.9			1.8			1.8						100.0

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	Connecticut Occupational Statistics 2000 Census - Special EEO Tabulation Statewide, Managerial Occupations (List of sources attached)	75% Higher value weight, since data is more specific to occupations in category.
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2016 - Statewide SOC Code 11.90 Other Management Occupations	5% Lower value weight, since available data is is general in nature.
National Education Data	U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS) Spring 2014 Management - Table 314.40	20% Weight based on national scope of recruitment searches in this category.
Promotable Pool	No promotable pool used in this category because of the specific skill set required for the position classifications.	

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2016

AVAILABILITY ANALYSIS WORKSHEET-EMPLOYMENT DATA

OCC. CATEGORY: 1. EXECUTIVE/ADMINISTRATIVE
TITLE: 1B. UNIVERISTY DIRECTOR

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
MANAGERIAL OCCUP.											
Admin Services Managers (113011)	1634	1040	594	965	535	20	0	35	34	20	25
Financial Mgrs (113031)	18781	10618	8163	9705	7145	219	480	315	230	379	308
Human Resources Managers (113040)	6103	2630	3473	2170	3045	240	215	140	120	80	93
Medical & Health Services Managers (119111)	6192	1834	4358	1650	3905	60	244	50	95	74	114
TOTAL	32710	16122	16588	14490	14630	539	939	540	479	553	540
PERCENTAGE	100.0%	49.3%	50.7%	44.3%	44.7%	1.6%	2.9%	1.7%	1.5%	1.7%	1.7%

CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2016	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
SOC Code 11.90	680	389	291	295	217	48	43	33	26	13	5
PERCENTAGE	100.0%	57.2%	42.8%	43.4%	31.9%	7.1%	6.3%	4.9%	3.8%	1.9%	0.7%

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
National Education Data Table 314.40 - Spring 2014, Management	244328	109895	134433	90748	105384	9097	15574	5423	7644	4627	5831
PERCENTAGE	100.0%	45.0%	55.0%	37.1%	43.1%	3.7%	6.4%	2.2%	3.1%	1.9%	2.4%

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2016

OCC. CATEGORY: 1. EXECUTIVE/ADMINISTRATIVE
TITLE: 1C. MANAGERS

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	39.8	0.25	9.95	60.2	0.25	15.05	34.8	0.25	8.70	53.6	0.25	13.40	2.2	0.25	0.55	3.4	0.25	0.85
Unemployment	57.2	0.05	2.86	42.8	0.05	2.14	43.4	0.05	2.17	31.9	0.05	1.60	7.1	0.05	0.36	6.3	0.05	0.32
Promotable Pool	0.0	0.40	0.00	100.0	0.40	40.00	0.0	0.40	0.00	87.5	0.40	35.00	0.0	0.40	0.00	6.3	0.40	2.52
National Education Data	45.0	0.30	13.50	55.0	0.30	16.50	37.1	0.30	11.13	43.1	0.30	12.93	3.7	0.30	1.11	6.4	0.30	1.92
FINAL AVAIL. FACTOR			26.3			73.7			22.0			62.9			2.0			5.6

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	1.6	0.25	0.40	1.7	0.25	0.43	1.2	0.25	0.30	1.6	0.25	0.40						
Unemployment	4.9	0.05	0.25	3.8	0.05	0.19	1.9	0.05	0.10	0.7	0.05	0.04						
Promotable Pool	0.0	0.40	0.00	0.0	0.40	0.00	0.0	0.40	0.00	6.3	0.40	2.52						
National Education Data	2.2	0.30	0.66	3.1	0.30	0.93	1.9	0.30	0.57	2.4	0.30	0.72						
FINAL AVAIL. FACTOR			1.3			1.5			1.0			3.7						100.0

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	Connecticut Occupational Statistics 2000 Census - Special EEO Tabulation 2nd Qtr 2015-Statewide	25% Higher value weight, since data is more specific to occupations in category.
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2016 - Statewide SOC Code 11.90 Other Management Occupations	5% Lower value weight, since available data is is general in nature.
Promotable Pool	Promotions occur from employees in Administrative Officer title.	40% Lower value weight, since available data is is general in nature.
National Education Data	U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS) Spring 2014 Management - Table 314.40	30% Weight based on national scope of recruitment searches in this category.

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2016

AVAILABILITY ANALYSIS WORKSHEET-EMPLOYMENT DATA

OCC. CATEGORY: 1. EXECUTIVE/ADMINISTRATIVE
TITLE: 1C. MANAGERS

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
MANAGERIAL OCCUP.											
Admin Services Mgrs (113011)	1634	1040	594	965	535	20	0	35	34	20	25
Human Resources Mgrs (113040)	6103	2630	3473	2170	3045	240	215	140	120	80	93
Medical & Health Services Mgrs (119111)	6192	1834	4358	1650	3905	60	244	50	95	74	114
Public Relations Mgr (112031)	991	433	558	410	505	15	45	8	4	0	4
TOTAL	14920	5937	8983	5195	7990	335	504	233	253	174	236
PERCENTAGE	100.0%	39.8%	60.2%	34.8%	53.6%	2.2%	3.4%	1.6%	1.7%	1.2%	1.6%

CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2015	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
SOC Code 11.90	680	389	291	295	217	48	43	33	26	13	5
PERCENTAGE	100.0%	57.2%	42.8%	43.4%	31.9%	7.1%	6.3%	4.9%	3.8%	1.9%	0.7%

Promotable Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
Administrative Officer	16	0	16	0	14	0	1	0	0	0	1
PERCENTAGE	100.0%	0.0%	100.0%	0.0%	87.5%	0.0%	6.3%	0.0%	0.0%	0.0%	6.3%

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2016

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
National Education Data Table 314.40 - Spring 2014, Management	244328	109895	134433	90748	105384	9097	15574	5423	7644	4627	5831
PERCENTAGE	100.0%	45.0%	55.0%	37.1%	43.1%	3.7%	6.4%	2.2%	3.1%	1.9%	2.4%

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2016

OCC. CATEGORY: 2. FACULTY
TITLE: 2A. HEAD OF DEPARTMENT

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	76.4	0.05	3.82	23.6	0.05	1.18	63.6	0.05	3.18	17.0	0.05	0.85	2.0	0.05	0.10	0.8	0.05	0.04
Promotable Pool	77.6	0.70	54.32	22.4	0.70	15.68	67.3	0.70	47.11	18.4	0.70	12.88	1.0	0.70	0.70	1.0	0.70	0.70
National Education Data	67.4	0.25	16.85	32.6	0.25	8.15	55.5	0.25	13.88	26.2	0.25	6.55	2.3	0.25	0.58	1.8	0.25	0.45
FINAL AVAIL. FACTOR			75.0			25.0			64.2			20.3			1.4			1.2

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	2.3	0.05	0.12	1.0	0.05	0.05	8.5	0.05	0.43	4.9	0.05	0.25						
Promotable Pool	1.0	0.70	0.70	1.0	0.70	0.70	8.2	0.70	5.74	2.0	0.70	1.40						
National Education Data	2.2	0.25	0.55	1.4	0.25	0.35	7.4	0.25	1.85	3.2	0.25	0.80						
FINAL AVAIL. FACTOR			1.4			1.1			8.0			2.4						100.0

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	Connecticut Occupational Statistics 2000 Census - Special EEO Tabulation - Statewide, Dentists (291020), Physician & Surgeons (291060)	5% Data is more specific to occupations in category.
Promotable Pool	Candidates eligible for promotion from Professor titles.	70% Positions are filled by promotions into category.
National Education Data	U.S. Department of Education, National Center for Education Statistics, Intergrated Postsecondary Education Data System (IPEDS)Spring 2014, Human Resources Component, Fall Staff Section; Fall 2013 and Fall 2014, Completions Component, Table 324.60 and Table 324.70	25% Weight based on national scope of recruitment searches in this category.

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2016

AVAILABILITY ANALYSIS WORKSHEET-EMPLOYMENT DATA

OCC. CATEGORY: 2. FACULTY
TITLE: 2A. HEAD OF DEPARTMENT

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
Physicians & Surgeons (291060)	11344	8400	2944	6830	2140	195	75	245	110	1130	619
Dentists (291020)	2359	2065	294	1890	190	80	30	65	25	30	49
TOTAL	13703	10465	3238	8720	2330	275	105	310	135	1160	668
PERCENTAGE	100.0%	76.4%	23.6%	63.6%	17.0%	2.0%	0.8%	2.3%	1.0%	8.5%	4.9%

Promotable Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
Professor/Basic Sciences	42	31	11	27	8	0	0	0	1	4	2
Professor/Clinical	56	45	11	39	10	1	1	1	0	4	0
TOTAL	98	76	22	66	18	1	1	1	1	8	2
PERCENTAGE	100.0%	77.6%	22.4%	67.3%	18.4%	1.0%	1.0%	1.0%	1.0%	8.2%	2.0%

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
Educational Statistics - IPEDS report Spring 2014 Table 315.20 - Professors	176836	122439	54397	102520	46057	4018	2647	3669	1935	12232	3758
Educational Statistics - IPEDS report Fall 2013 and Fall 2014 Table 324.60 & 324.70 - Dentistry and	21947	11563	10384	7808	6082	525	895	743	749	2487	2658
TOTAL	198783	134002	64781	110328	52139	4543	3542	4412	2684	14719	6416
PERCENTAGE	100.0%	67.4%	32.6%	55.5%	26.2%	2.3%	1.8%	2.2%	1.4%	7.4%	3.2%

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2016

OCC. CATEGORY: 2. FACULTY
TITLE: 2B. PROFESSOR

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	76.4	0.05	3.82	23.6	0.05	1.18	63.6	0.05	3.18	17.0	0.05	0.85	2.0	0.05	0.10	0.8	0.05	0.04
Promotable Pool	65.4	0.80	52.32	34.6	0.80	27.68	41.0	0.80	32.80	25.6	0.80	20.48	3.8	0.80	3.04	0.0	0.80	0.00
National Education Data	67.4	0.15	10.11	32.6	0.15	4.89	55.5	0.15	8.33	26.2	0.15	3.93	2.3	0.15	0.35	1.8	0.15	0.27
FINAL AVAIL. FACTOR			66.3			33.8			44.3			25.3			3.5			0.3

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	2.3	0.05	0.12	1.0	0.05	0.05	8.5	0.05	0.43	4.9	0.05	0.25						
Promotable Pool	3.8	0.80	3.04	2.6	0.80	2.08	16.7	0.80	13.36	6.4	0.80	5.12						
National Education Data	2.2	0.15	0.33	1.4	0.15	0.21	7.4	0.15	1.11	3.2	0.15	0.48						
FINAL AVAIL. FACTOR			3.5			2.3			14.9			5.8						100.0

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	Connecticut Occupational Statistics 2000 Census - Special EEO Tabulation - Statewide, Dentists (291020), Physician & Surgeons (291060)	5% Value weight, since data is more specific to occupations in category.
Promotable Pool	Candidates eligible for promotion from Associate Professor titles.	80% Promotions done from Associate Professor ranks.
National Education Data	U.S. Department of Education, National Center for Education Statistics, Intergrated Postsecondary Education Data System (IPEDS)Spring 2014, Human Resources Component, Fall Staff Section; Fall 2013 and Fall 2014, Completions Component, Table 324.60 and Table 324.70	15% Educational Statistics have strong weight since specific degrees required to fill positions.

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2016

AVAILABILITY ANALYSIS WORKSHEET-EMPLOYMENT DATA

OCC. CATEGORY: 2. FACULTY
TITLE: 2B. PROFESSOR

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
Physicians & Surgeons (291060)	11344	8400	2944	6830	2140	195	75	245	110	1130	619
Dentists (291020)	2359	2065	294	1890	190	80	30	65	25	30	49
TOTAL	13703	10465	3238	8720	2330	275	105	310	135	1160	668
PERCENTAGE	100.0%	76.4%	23.6%	63.6%	17.0%	2.0%	0.8%	2.3%	1.0%	8.5%	4.9%

Promotable Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
Assoc Prof/Basic Sciences	30	19	11	11	9	0	0	1	0	7	2
Assoc Prof/Clinical	48	32	16	21	11	3	0	2	2	6	3
TOTAL	78	51	27	32	20	3	0	3	2	13	5
PERCENTAGE	100.0%	65.4%	34.6%	41.0%	25.6%	3.8%	0.0%	3.8%	2.6%	16.7%	6.4%

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
Educational Statistics - IPEDS report Spring 2014 Table 315.20 - Professors	176836	122439	54397	102520	46057	4018	2647	3669	1935	12232	3758
Educational Statistics - IPEDS report Fall 2013 and Fall 2014 Table 324.60 & 324.70 - Dentistry and Medicine	21947	11563	10384	7808	6082	525	895	743	749	2487	2658
TOTAL	198783	134002	64781	110328	52139	4543	3542	4412	2684	14719	6416
PERCENTAGE	100.0%	67.4%	32.6%	55.5%	26.2%	2.3%	1.8%	2.2%	1.4%	7.4%	3.2%

**UNIVERSITY OF CONNECTICUT HEALTH
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OCC. CATEGORY: 2. FACULTY
TITLE: 2C. ASSOCIATE PROFESSOR

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	76.4	0.05	3.82	23.6	0.05	1.18	63.6	0.05	3.18	17.0	0.05	0.85	2.0	0.05	0.10	0.8	0.05	0.04
Promotable Pool	56.0	0.85	47.60	44.0	0.85	37.40	34.3	0.85	29.16	21.7	0.85	18.45	1.8	0.85	1.53	4.2	0.85	3.57
National Education Data	55.7	0.10	5.57	44.3	0.10	4.43	42.9	0.10	4.29	33.8	0.10	3.38	2.8	0.10	0.28	3.2	0.10	0.32
FINAL AVAIL. FACTOR			57.0			43.0			36.6			22.7			1.9			3.9

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	2.3	0.05	0.12	1.0	0.05	0.05	8.5	0.05	0.43	4.9	0.05	0.25						
Promotable Pool	4.8	0.85	4.08	3.6	0.85	3.06	15.1	0.85	12.84	14.5	0.85	12.33						
National Education Data	2.5	0.10	0.25	2.1	0.10	0.21	7.4	0.10	0.74	5.2	0.10	0.52						
FINAL AVAIL. FACTOR			4.4			3.3			14.0			13.1						100.0

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	Connecticut Occupational Statistics 2000 Census - Special EEO Tabulation - Statewide, Dentists (291020), Physician & Surgeons (291060)	5% Value weight, since data is more specific to occupations in category.
Promotable Pool	Candidates eligible for promotion from Assistant Professor titles.	85% Many promotions done from Assistant Professor ranks.
National Education Data	U.S. Department of Education, National Center for Education Statistics, Intergrated Postsecondary Education Data System (IPEDS) Spring 2014, Human Resources Component, Fall Staff Section; Fall 2013 and Fall 2014, Completions Component, Table 324.60 and Table 324.70	10% Educational Statistics have strong weight since specific degrees required to fill positions.

**UNIVERSITY OF CONNECTICUT HEALTH
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AVAILABILITY ANALYSIS WORKSHEET-EMPLOYMENT DATA

OCC. CATEGORY: 2. FACULTY
TITLE: 2C. ASSOCIATE PROFESSOR

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
Physicians & Surgeons (291060)	11344	8400	2944	6830	2140	195	75	245	110	1130	619
Dentists (291020)	2359	2065	294	1890	190	80	30	65	25	30	49
TOTAL	13703	10465	3238	8720	2330	275	105	310	135	1160	668
PERCENTAGE	100.0%	76.4%	23.6%	63.6%	17.0%	2.0%	0.8%	2.3%	1.0%	8.5%	4.9%

Promotable Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
Asst Professor/Basic Sciences	40	20	20	11	11	0	2	0	1	9	6
Asst Professor/Clinical	126	73	53	46	25	3	5	8	5	16	18
TOTAL	166	93	73	57	36	3	7	8	6	25	24
PERCENTAGE	100.0%	56.0%	44.0%	34.3%	21.7%	1.8%	4.2%	4.8%	3.6%	15.1%	14.5%

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
Educational Statistics - IPEDS report Spring 2014 Table 315.20 - Associate Professors	148410	83358	65052	65320	51497	4321	4491	3533	2848	10184	6216

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Educational Statistics - IPEDS report Fall 2013 and Fall 2014 Table 324.60 & 324.70 - Dentistry and Medicine	21947	11563	10384	7808	6082	525	895	743	749	2487	2658
TOTAL	170357	94921	75436	73128	57579	4846	5386	4276	3597	12671	8874
PERCENTAGE	100.0%	55.7%	44.3%	42.9%	33.8%	2.8%	3.2%	2.5%	2.1%	7.4%	5.2%

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OCC. CATEGORY: 2. FACULTY
TITLE: 2D. ASSISTANT PROFESSOR

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	76.4	0.20	15.28	23.6	0.20	4.72	63.6	0.20	12.72	17.0	0.20	3.40	2.0	0.20	0.40	0.8	0.20	0.16
Promotable Pool	33.3	0.10	3.33	66.7	0.10	6.67	16.7	0.10	1.67	33.3	0.10	3.33	0.0	0.10	0.00	0.0	0.10	0.00
National Education Data	49.2	0.70	34.44	50.8	0.70	35.56	36.6	0.70	25.62	37.4	0.70	26.18	2.7	0.70	1.89	4.3	0.70	3.01
FINAL AVAIL. FACTOR			53.1			47.0			40.0			32.9			2.3			3.2

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	2.3	0.20	0.46	1.0	0.20	0.20	8.5	0.20	1.70	4.9	0.20	0.98						
Promotable Pool	5.6	0.10	0.56	11.1	0.10	1.11	11.1	0.10	1.11	22.2	0.10	2.22						
National Education Data	2.5	0.70	1.75	2.6	0.70	1.82	7.4	0.70	5.18	6.8	0.70	4.76						
FINAL AVAIL. FACTOR			2.8			3.1			8.0			8.0						100.0

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	Connecticut Occupational Statistics 2000 Census - Special EEO Tabulation - Statewide, Dentists (291020), Physician & Surgeons (291060)	20% Value weight, since data is more specific to occupations in category.
Promotable Pool	Candidates eligible for promotion from Instructor titles.	10% Promotions are filled by employees in the Remaining Titles category.
National Education Data	U.S. Department of Education, National Center for Education Statistics, Intergrated Postsecondary Education Data System (IPEDS)Spring 2014, Human Resources Component, Fall Staff Section; Fall 2013 and Fall 2014, Completions Component, Table 324.60 and Table 324.70	70% Educational Statistics have weight since specific degrees required to fill positions.

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AVAILABILITY ANALYSIS WORKSHEET-EMPLOYMENT DATA

OCC. CATEGORY: 2. FACULTY
TITLE: 2D. ASSISTANT PROFESSOR

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
Physicians & Surgeons (291060)	11344	8400	2944	6830	2140	195	75	245	110	1130	619
Dentists (291020)	2359	2065	294	1890	190	80	30	65	25	30	49
TOTAL	13703	10465	3238	8720	2330	275	105	310	135	1160	668
PERCENTAGE	100.0%	76.4%	23.6%	63.6%	17.0%	2.0%	0.8%	2.3%	1.0%	8.5%	4.9%

Promotable Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
Instructor/Basic Sciences	5	2	3	1	2	0	0	0	0	1	1
Instructor/Clinical	13	4	9	2	4	0	0	1	2	1	3
TOTAL	18	6	12	3	6	0	0	1	2	2	4
PERCENTAGE	100.0%	33.3%	66.7%	16.7%	33.3%	0.0%	0.0%	5.6%	11.1%	11.1%	22.2%

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
Educational Statistics - IPEDS report Spring 2014 Table 315.20 - Assistant Professors	149019	72566	76453	54700	57562	4169	6373	3506	3624	10191	8894

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Educational Statistics - IPEDS report Fall 2013 and Fall 2014 Table 324.60 & 324.70 - Dentistry and Medicine	21947	11563	10384	7808	6082	525	895	743	749	2487	2658
TOTAL	170966	84129	86837	62508	63644	4694	7268	4249	4373	12678	11552
PERCENTAGE	100.0%	49.2%	50.8%	36.6%	37.2%	2.7%	4.3%	2.5%	2.6%	7.4%	6.8%

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OCC. CATEGORY: 2. FACULTY
TITLE: 2E. INSTRUCTOR

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	76.4	0.65	49.66	23.6	0.65	15.34	63.6	0.65	41.34	17.0	0.65	11.05	2.0	0.65	1.30	0.8	0.65	0.52
Unemployment	21.2	0.10	2.12	78.8	0.10	7.88	15.7	0.10	1.57	58.7	0.10	5.87	4.1	0.10	0.41	11.9	0.10	1.19
National Education Data	44.9	0.25	11.23	55.1	0.25	13.78	34.4	0.25	8.60	41.4	0.25	10.35	2.8	0.25	0.70	4.9	0.25	1.23
FINAL AVAIL. FACTOR			63.0			37.0			51.5			27.3			2.4			2.9
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	2.3	0.65	1.50	1.0	0.65	0.65	8.5	0.65	5.53	4.9	0.65	3.19						
Unemployment	0.7	0.10	0.07	6.8	0.10	0.68	0.7	0.10	0.07	1.4	0.10	0.14						
National Education Data	3.1	0.25	0.78	3.6	0.25	0.90	4.5	0.25	1.13	5.2	0.25	1.30						
FINAL AVAIL. FACTOR			2.3			2.2			6.7			4.6						100.0
FACTOR	SOURCE OF STATISTIC											REASON FOR WEIGHTING THE FACTOR						
Employment	Connecticut Occupational Statistics 2000 Census - Special EEO Tabulation - Statewide, Dentists (291020), Physician & Surgeons (291060)											65% Value weight has a higher weight since the majority of positions are filled from our residency programs.						
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2016 - Soc Code 29.10 Statewide											10% Value weight since some positions recruited from the unemployed pool.						
National Education Data	U.S. Department of Education, National Center for Education Statistics, Intergrated Postsecondary Education Data System (IPEDS)Spring 2014, Human Resources Component, Fall Staff Section, Table 315.20; Fall 2013 and Fall 2014, Completions Component, Table 324.60 and Table 324.70											25% Educational Statistics have higher weight since specific degrees required to fill positions.						

**UNIVERSITY OF CONNECTICUT HEALTH
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AVAILABILITY ANALYSIS WORKSHEET-EMPLOYMENT DATA

OCC. CATEGORY: 2. FACULTY
TITLE: 2E. INSTRUCTOR

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
Physicians & Surgeons (291060)	11344	8400	2944	6830	2140	195	75	245	110	1130	619
Dentists (291020)	2359	2065	294	1890	190	80	30	65	25	30	49
TOTAL	13703	10465	3238	8720	2330	275	105	310	135	1160	668
PERCENTAGE	100.0%	76.4%	23.6%	63.6%	17.0%	2.0%	0.8%	2.3%	1.0%	8.5%	4.9%

CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2016	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
SOC Code 29.10	293	62	231	46	172	12	35	2	20	2	4
PERCENTAGE	100.0%	21.2%	78.8%	15.7%	58.7%	4.1%	11.9%	0.7%	6.8%	0.7%	1.4%

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
Educational Statistics - IPEDS report Spring 2014 Table 315.20 - Instructors	93762	40350	53412	32014	41845	2714	4734	2888	3452	2734	3381

**UNIVERSITY OF CONNECTICUT HEALTH
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Educational Statistics - IPEDS report Fall 2013 and Fall 2014 Table 324.60 & 324.70 - Dentistry and Medicine	21947	11563	10384	7808	6082	525	895	743	749	2487	2658
TOTAL	115709	51913	63796	39822	47927	3239	5629	3631	4201	5221	6039
PERCENTAGE	100.0%	44.9%	55.1%	34.4%	41.4%	2.8%	4.9%	3.1%	3.6%	4.5%	5.2%

**UNIVERSITY OF CONNECTICUT HEALTH
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OCC. CATEGORY: 3. PROFESSIONAL/NON-FACULTY
TITLE: 3A. REGISTERED NURSE

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	6.3	0.80	5.04	93.7	0.80	74.96	5.0	0.80	4.00	82.8	0.80	66.24	0.4	0.80	0.32	5.5	0.80	4.40
Unemployment	39.6	0.20	7.92	60.4	0.20	12.08	32.1	0.20	6.42	41.5	0.20	8.30	3.8	0.20	0.76	7.5	0.20	1.50
Promotable Pool	0.0	0.00	0.00	0.0	0.00	0.00	0.0	0.00	0.00	0.0	0.00	0.00	0.0	0.00	0.00	0.0	0.00	0.00
FINAL AVAIL. FACTOR			13.0			87.0			10.4			74.5			1.1			5.9
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	0.3	0.80	0.24	1.7	0.80	1.36	0.7	0.80	0.56	3.6	0.80	2.88						
Unemployment	3.8	0.20	0.76	7.5	0.20	1.50	0.0	0.20	0.00	3.8	0.20	0.76						
Promotable Pool	0.0	0.00	0.00	0.0	0.00	0.00	0.0	0.00	0.00	0.0	0.00	0.00						
FINAL AVAIL. FACTOR			1.0			2.9			0.6			3.7						100.0
FACTOR	SOURCE OF STATISTIC												REASON FOR WEIGHTING THE FACTOR					
Employment	Connecticut Occupational Statistics 2000 Census - Statewide Registered Nurses (291111)												80% Recruitment is from the state level.					
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2016 - Statewide SOC Code 29.90 Other Healthcare Practitioners & Technical Occupations												20% Limited recruitment from the unemployed pool.					
Promotion/Transfer	Promotions filled from positions within the university typically from Staff Nurse level.												Positions are filled from promotions and transfers from the Staff Nurse classification - per CHRO promotions can only occur within the category.					

**UNIVERSITY OF CONNECTICUT HEALTH
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AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

OCC. CATEGORY: 3. PROFESSIONAL/NON-FACULTY
TITLE: 3A. REGISTERED NURSE

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
Registered Nurses (291111)	33333	2113	31220	1660	27610	135	1840	85	555	233	1215
TOTAL	33333	2113	31220	1660	27610	135	1840	85	555	233	1215
PERCENTAGE	100.0%	6.3%	93.7%	5.0%	82.8%	0.4%	5.5%	0.3%	1.7%	0.7%	3.6%

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2016											
SOC Code 29.90	53	21	32	17	22	2	4	2	4	0	2
PERCENTAGE	100.0%	39.6%	60.4%	32.1%	41.5%	3.8%	7.5%	3.8%	7.5%	0.0%	3.8%

**UNIVERSITY OF CONNECTICUT HEALTH
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OCC. CATEGORY: **3. PROFESSIONAL/NON-FACULTY**
TITLE: **3B. NURSING SUPERVISOR**

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	6.3	0.15	0.95	93.7	0.15	14.06	5.0	0.15	0.75	82.8	0.15	12.42	0.4	0.15	0.06	5.5	0.15	0.83
Unemployment	39.6	0.05	1.98	60.4	0.05	3.02	32.1	0.05	1.61	41.5	0.05	2.08	3.8	0.05	0.19	7.5	0.05	0.38
Promotable Pool	16.7	0.80	13.36	83.3	0.80	66.64	11.2	0.80	8.96	64.3	0.80	51.44	3.7	0.80	2.96	10.8	0.80	8.64
FINAL AVAIL. FACTOR			16.3			83.7			11.4			65.9			3.3			9.8
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	0.3	0.15	0.05	1.7	0.15	0.26	0.7	0.15	0.11	3.6	0.15	0.54						
Unemployment	3.8	0.05	0.19	7.5	0.05	0.38	0.0	0.05	0.00	3.8	0.05	0.19						
Promotable Pool	1.1	0.80	0.88	4.1	0.80	3.28	0.7	0.80	0.56	4.1	0.80	3.28						
FINAL AVAIL. FACTOR			1.2			4.0			0.7			4.0						100.0
FACTOR	SOURCE OF STATISTIC												REASON FOR WEIGHTING THE FACTOR					
Employment	Connecticut Occupational Statistics 2000 Census - Statewide Registered Nurses (291111)												15% Recruitment is on the state level.					
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2016- Statewide SOC Code 29.90 Other Healthcare Practitioners & Technical Occupations												5% Positions are filled by unemployed jobseekers.					
Promotion/Transfer	Promotions filled from positions within the university typically from Staff Nurse and Correctional Nurse level.												80% Positions are filled by promotion or transfer from the Staff Nurse and Correctional Nurse classifications.					

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

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AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

OCC. CATEGORY: 3. PROFESSIONAL/NON-FACULTY
TITLE: 3B. NURSING SUPERVISOR

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
Registered Nurses (291111)	33333	2113	31220	1660	27610	135	1840	85	555	233	1215
TOTAL	33333	2113	31220	1660	27610	135	1840	85	555	233	1215
PERCENTAGE	100.0%	6.3%	93.7%	5.0%	82.8%	0.4%	5.5%	0.3%	1.7%	0.7%	3.6%

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2016											
SOC Code 29.90	53	21	32	17	22	2	4	2	4	0	2
PERCENTAGE	100.0%	39.6%	60.4%	32.1%	41.5%	3.8%	7.5%	3.8%	7.5%	0.0%	3.8%

Promotional Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
Correctional Nurse	103	23	80	13	50	8	22	2	6	0	2
Staff Nurse Titles	166	22	144	17	123	2	7	1	5	2	9
Total	269	45	224	30	173	10	29	3	11	2	11
PERCENTAGE	100.0%	16.7%	83.3%	11.2%	64.3%	3.7%	10.8%	1.1%	4.1%	0.7%	4.1%

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AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2016

OCC. CATEGORY: **3. PROFESSIONAL/NON-FACULTY**
TITLE: **3C. SPECIALIZED NURSES**

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	6.3	0.60	3.78	93.7	0.60	56.22	5.0	0.60	3.00	82.8	0.60	49.68	0.4	0.60	0.24	5.5	0.60	3.30
Unemployment	39.6	0.10	3.96	60.4	0.10	6.04	32.1	0.10	3.21	41.5	0.10	4.15	3.8	0.10	0.38	7.5	0.10	0.75
Promotable Pool	13.3	0.30	3.99	86.7	0.30	26.01	10.2	0.30	3.06	74.1	0.30	22.23	1.2	0.30	0.36	4.2	0.30	1.26
FINAL AVAIL. FACTOR			11.7			88.3			9.3			76.1			1.0			5.4
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	0.3	0.60	0.18	1.7	0.60	1.02	0.7	0.60	0.42	3.6	0.60	2.16						
Unemployment	3.8	0.10	0.38	7.5	0.10	0.75	0.0	0.10	0.00	3.8	0.10	0.38						
Promotable Pool	0.6	0.30	0.18	3.0	0.30	0.90	1.2	0.30	0.36	5.4	0.30	1.62						
FINAL AVAIL. FACTOR			0.8			2.7			0.8			4.2						100.0
FACTOR	SOURCE OF STATISTIC												REASON FOR WEIGHTING THE FACTOR					
Employment	Connecticut Occupational Statistics 2000 Census - Statewide Registered Nurses (291111)												60% Applicant Pool is recruited on the state level.					
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2016 - Statewide SOC Code 29.90 Other Healthcare Practitioners & Technical Occupations												10% Positions are filled by unemployed jobseekers.					
Promotion/Transfer	Promotions filled from positions within the university typically from Staff Nurse level.												30% Promotions from Staff Nurse employees occur in this category.					

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2016

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

OCC. CATEGORY: 3. PROFESSIONAL/NON-FACULTY
TITLE: 3C. SPECIALIZED NURSES

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
Registered Nurses (291111)	33333	2113	31220	1660	27610	135	1840	85	555	233	1215
TOTAL	33333	2113	31220	1660	27610	135	1840	85	555	233	1215
PERCENTAGE	100.0%	6.3%	93.7%	5.0%	82.8%	0.4%	5.5%	0.3%	1.7%	0.7%	3.6%

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2016											
SOC Code 29.90	53	21	32	17	22	2	4	2	4	0	2
PERCENTAGE	100.0%	39.6%	60.4%	32.1%	41.5%	3.8%	7.5%	3.8%	7.5%	0.0%	3.8%

Promotional Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
Staff Nurse Titles	166	22	144	17	123	2	7	1	5	2	9
Total	166	22	144	17	123	2	7	1	5	2	9
PERCENTAGE	100.0%	13.3%	86.7%	10.2%	74.1%	1.2%	4.2%	0.6%	3.0%	1.2%	5.4%

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2016

OCC. CATEGORY: **3. PROFESSIONAL/NON-FACULTY**
TITLE: **3D. CLINICAL SUPERVISORS**

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	24.3	0.35	8.51	75.7	0.35	26.50	20.9	0.35	7.32	67.2	0.35	23.52	1.1	0.35	0.39	3.4	0.35	1.19
Unemployment	19.8	0.10	1.98	80.2	0.10	8.02	12.5	0.10	1.25	54.0	0.10	5.40	5.0	0.10	0.50	15.5	0.10	1.55
Promotable Pool	17.2	0.55	9.46	82.8	0.55	45.54	17.2	0.55	9.46	75.9	0.55	41.75	0.0	0.55	0.00	0.0	0.55	0.00
FINAL AVAIL. FACTOR			19.9			80.1			18.1			70.7			0.9			2.8
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	0.6	0.35	0.21	1.9	0.35	0.67	1.7	0.35	0.60	3.3	0.35	1.16						
Unemployment	1.3	0.10	0.13	8.5	0.10	0.85	0.9	0.10	0.09	2.2	0.10	0.22						
Promotable Pool	0.0	0.55	0.00	3.4	0.55	1.87	0.0	0.55	0.00	3.4	0.55	1.87						
FINAL AVAIL. FACTOR			0.3			3.5			0.7			3.3						100.0
FACTOR	SOURCE OF STATISTIC											REASON FOR WEIGHTING THE FACTOR						
Employment	Connecticut Occupational Statistics 2000 Census - Statewide (List of sources attached)											35% Recruitment is on the state level.						
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2016 - Statewide SOC Code 29 Healthcare Practitioners & Technical Occupations											10% Positions are filled by unemployed jobseekers.						
Promotion/Transfer	Promotions filled from positions within the university, the following titles are listed below.											55% Positions are filled by promotions or transfers from the list of job titles that are attached.						

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2016

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

OCC. CATEGORY: **3. PROFESSIONAL/NON-FACULTY**
TITLE: **3D. CLINICAL SUPERVISORS**

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
Clinical Lab Technologists & Techs. (292010)	4196	878	3318	670	2585	55	300	55	145	98	288
Diagnostic-Rel. Technologists & Techs. (292030)	3009	640	2369	500	2220	35	99	30	30	75	20
Occupational Therapists (291122)	1070	30	1040	30	1000	0	15	0	0	0	25
Pharmacists (291051)	2424	1294	1130	1265	1035	4	15	0	20	25	60
Physical Therapists (291123)	2311	418	1893	340	1755	44	35	0	45	34	58
Radiation Therapists (291124)	210	35	175	35	175	0	0	0	0	0	0
Recreational Therapists (291125)	629	64	565	50	535	10	10	0	20	4	0
TOTAL	13849	3359	10490	2890	9305	148	474	85	260	236	451
PERCENTAGE	100.0%	24.3%	75.7%	20.9%	67.2%	1.1%	3.4%	0.6%	1.9%	1.7%	3.3%

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2016											
SOC Code 29	757	150	607	95	409	38	117	10	64	7	17
PERCENTAGE	100.0%	19.8%	80.2%	12.5%	54.0%	5.0%	15.5%	1.3%	8.5%	0.9%	2.2%

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2016

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

OCC. CATEGORY: 3. PROFESSIONAL/NON-FACULTY
TITLE: 3D. CLINICAL SUPERVISORS

Promotional Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	HNPIM	HNPIF
Occupational Therapist 2	3	1	2	1	2	0	0	0	0	0	0
Physical Therapist 2	12	4	8	4	6	0	0	0	1	0	1
Research Facilitator	3	0	3	0	3	0	0	0	0	0	0
Social Worker 2	11	0	11	0	11	0	0	0	0	0	0
TOTAL	29	5	24	5	22	0	0	0	1	0	1
PERCENTAGE	100.0%	17.2%	82.8%	17.2%	75.9%	0.0%	0.0%	0.0%	3.4%	0.0%	3.4%

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2016

OCC. CATEGORY: **3. PROFESSIONAL/NON-FACULTY**
TITLE: **3E. CLINICAL GROUP**

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	24.4	0.45	10.98	75.6	0.45	34.02	20.9	0.45	9.41	67.1	0.45	30.20	1.0	0.45	0.45	3.3	0.45	1.49
Unemployment	19.8	0.10	1.98	80.2	0.10	8.02	12.5	0.10	1.25	54.0	0.10	5.40	5.0	0.10	0.50	15.5	0.10	1.55
Promotable Pool	17.2	0.10	1.72	82.8	0.10	8.28	12.5	0.10	1.25	67.2	0.10	6.72	1.7	0.10	0.17	6.5	0.10	0.65
National Education Data	41.6	0.35	14.56	58.4	0.35	20.44	29.0	0.35	10.15	39.9	0.35	13.97	2.1	0.35	0.74	4.2	0.35	1.47
FINAL AVAIL. FACTOR			29.2			70.8			22.2			56.3			1.9			5.3
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	0.8	0.45	0.36	2.1	0.45	0.95	1.7	0.45	0.77	3.1	0.45	1.40						
Unemployment	1.3	0.10	0.13	8.5	0.10	0.85	0.9	0.10	0.09	2.2	0.10	0.22						
Promotable Pool	0.4	0.10	0.04	3.0	0.10	0.30	2.6	0.10	0.26	6.0	0.10	0.60						
National Education Data	2.4	0.35	0.84	3.2	0.35	1.12	8.1	0.35	2.84	11.0	0.35	3.85						
FINAL AVAIL. FACTOR			1.4			3.2			4.0			6.1						100.0
FACTOR	SOURCE OF STATISTIC												REASON FOR WEIGHTING THE FACTOR					
Employment	Connecticut Occupational Statistics 2000 Census - Statewide (List of sources attached)												45% Recruitment is on the state level.					
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2016 - Statewide SOC Code 29 Healthcare Practitioners & Technical Occupations												10% Positions are filled by unemployed jobseekers.					
Promotion/Transfer	Promotions filled from positions within the university, the following titles are listed below.												10% Positions are filled by promotion or transfer into the category from the employees in the titles listed below.					
National Education Data	U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS) Fall 2013 and Fall 2014 Completions Component, Table 324.30 and 324.35												35% Based on the educational requirements in the positions within this category.					

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2016

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

OCC. CATEGORY: 3. PROFESSIONAL/NON-FACULTY
TITLE: 3E. CLINICAL GROUP

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
Clinical Lab Technologists & Techs. (292010)	4196	878	3318	670	2585	55	300	55	145	98	288
Diagnostic-Rel. Technologists & Techs. (292030)	3009	640	2369	500	2220	35	99	30	30	75	20
Occupational Therapists (291122)	1070	30	1040	30	1000	0	15	0	0	0	25
Pharmacists (291051)	2424	1294	1130	1265	1035	4	15	0	20	25	60
Physical Therapists (291123)	2311	418	1893	340	1755	44	35	0	45	34	58
Physician Assistants (291071)	982	255	727	205	640	0	20	40	55	10	12
Radiation Therapists (291124)	210	35	175	35	175	0	0	0	0	0	0
Recreational Therapists (291125)	629	64	565	50	535	10	10	0	20	4	0
TOTAL	14831	3614	11217	3095	9945	148	494	125	315	246	463
PERCENTAGE	100.0%	24.4%	75.6%	20.9%	67.1%	1.0%	3.3%	0.8%	2.1%	1.7%	3.1%

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2016											
SOC Code 29	757	150	607	95	409	38	117	10	64	7	17
PERCENTAGE	100.0%	19.8%	80.2%	12.5%	54.0%	5.0%	15.5%	1.3%	8.5%	0.9%	2.2%

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2016

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

OCC. CATEGORY: 3. PROFESSIONAL/NON-FACULTY
TITLE: 3E. CLINICAL GROUP

Promotional Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
Clinical Social Worker	42	8	34	7	25	1	6	0	2	0	1
Research Associate 1	17	6	11	2	8	0	1	0	0	4	2
Research Associate 2	11	4	7	3	4	1	1	0	0	0	2
Staff Nurse CN2	94	15	79	11	61	2	6	0	5	2	7
Staff Nurse CN3	64	7	57	6	54	0	1	1	0	0	2
Staff Nurse CN4	4	0	4	0	4	0	0	0	0	0	0
TOTAL	232	40	192	29	156	4	15	1	7	6	14
PERCENTAGE	100.0%	17.2%	82.8%	12.5%	67.2%	1.7%	6.5%	0.4%	3.0%	2.6%	6.0%

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
Educational Statistics - IPEDS report - Fall 2013 and Fall 2014 Table 324.30 & 324.35 - Health professions and related programs	64154	26701	37453	18607	25629	1322	2709	1544	2027	5228	7088
PERCENTAGE	100.0%	41.6%	58.4%	29.0%	39.9%	2.1%	4.2%	2.4%	3.2%	8.1%	11.0%

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2016

OCC. CATEGORY: **3. PROFESSIONAL/NON-FACULTY**
TITLE: **3F. RESEARCH**

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	58.3	0.80	46.64	41.7	0.80	33.36	39.8	0.80	31.84	29.6	0.80	23.68	1.0	0.80	0.80	3.3	0.80	2.64
Unemployment	39.6	0.20	7.92	60.4	0.20	12.08	32.1	0.20	6.42	41.5	0.20	8.30	3.8	0.20	0.76	7.5	0.20	1.50
Promotable Pool	0.0	0.00	0.00	0.0	0.00	0.00	0.0	0.00	0.00	0.0	0.00	0.00	0.0	0.00	0.00	0.0	0.00	0.00
FINAL AVAIL. FACTOR			54.6			45.4			38.3			32.0			1.6			4.1

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	2.4	0.80	1.92	0.5	0.80	0.40	15.2	0.80	12.16	8.2	0.80	6.56						
Unemployment	3.8	0.20	0.76	7.5	0.20	1.50	0.0	0.20	0.00	3.8	0.20	0.76						
Promotable Pool	0.0	0.00	0.00	0.0	0.00	0.00	0.0	0.00	0.00	0.0	0.00	0.00						
FINAL AVAIL. FACTOR			2.7			1.9			12.2			7.4						100.0

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	Connecticut Occupational Statistics 2000 Census - Statewide (List of sources attached)	80% Recruitment is on the state level.
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2016- Statewide SOC Code 29.90 Other Healthcare Practitioners & Technical Occupations	20% Positions are filled by unemployed jobseekers.
Promotion/Transfer	Positions are filled from promotions and transfers from the Research Assistant 3 classification.	Positions are filled from promotions and transfers from the Research Assistant 3 classification - per CHRO promotions can only occur within the category.

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2016

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

OCC. CATEGORY: 3. PROFESSIONAL/NON-FACULTY
TITLE: 3F. RESEARCH

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
Biological Technicians (194021)	145	85	60	70	50	0	0	0	0	15	10
Medical Scientists (191040)	2407	1404	1003	945	705	25	85	60	14	374	199
TOTAL	2552	1489	1063	1015	755	25	85	60	14	389	209
PERCENTAGE	100.0%	58.3%	41.7%	39.8%	29.6%	1.0%	3.3%	2.4%	0.5%	15.2%	8.2%

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2016											
SOC Code 29.90	53	21	32	17	22	2	4	2	4	0	2
PERCENTAGE	100.0%	39.6%	60.4%	32.1%	41.5%	3.8%	7.5%	3.8%	7.5%	0.0%	3.8%

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2016

OCC. CATEGORY: **3. PROFESSIONAL/NON-FACULTY**
TITLE: **3G. CLINICAL TECHNOLOGIST**

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	20.9	0.80	16.72	79.1	0.80	63.28	16.0	0.80	12.80	61.6	0.80	49.28	1.3	0.80	1.04	7.1	0.80	5.68
Unemployment	16.1	0.20	3.22	83.9	0.20	16.78	7.8	0.20	1.56	52.3	0.20	10.46	5.9	0.20	1.18	19.1	0.20	3.82
FINAL AVAIL. FACTOR			19.9			80.1			14.4			59.8			2.2			9.5
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	1.3	0.80	1.04	3.5	0.80	2.80	2.3	0.80	1.84	6.9	0.80	5.52						
Unemployment	1.2	0.20	0.24	9.8	0.20	1.96	1.2	0.20	0.24	2.7	0.20	0.54						
FINAL AVAIL. FACTOR			1.3			4.8			2.1			6.1						100.0
FACTOR	SOURCE OF STATISTIC												REASON FOR WEIGHTING THE FACTOR					
Employment	Connecticut Occupational Statistics 2000 Census - Statewide Clinical Lab Technologists & Technicians												80% Recruitment is on the state level.					
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2016 - Statewide SOC Code 29.20 Health Technologists & Technicians												20% Positions are filled by unemployed jobseekers.					

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2016

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

OCC. CATEGORY: 3. PROFESSIONAL/NON-FACULTY
TITLE: 3G. CLINICAL TECHNOLOGIST

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
Clinical Lab Technologists & Techs. (292010)	4196	878	3318	670	2585	55	300	55	145	98	288
TOTAL	4196	878	3318	670	2585	55	300	55	145	98	288
PERCENTAGE	100.0%	20.9%	79.1%	16.0%	61.6%	1.3%	7.1%	1.3%	3.5%	2.3%	6.9%

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2016											
SOC Code 29.20	409	66	343	32	214	24	78	5	40	5	11
PERCENTAGE	100.0%	16.1%	83.9%	7.8%	52.3%	5.9%	19.1%	1.2%	9.8%	1.2%	2.7%

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2016

OCC. CATEGORY: **3. PROFESSIONAL/NON-FACULTY**
TITLE: **3H. FINANCE GROUP**

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	51.0	0.35	17.85	49.0	0.35	17.15	45.8	0.35	16.03	41.0	0.35	14.35	2.3	0.35	0.81	3.4	0.35	1.19
Unemployment	45.8	0.20	9.16	54.2	0.20	10.84	33.8	0.20	6.76	38.5	0.20	7.70	6.3	0.20	1.26	7.4	0.20	1.48
Promotable Pool	7.6	0.45	3.42	92.4	0.45	41.58	3.0	0.45	1.35	71.2	0.45	32.04	1.5	0.45	0.68	9.1	0.45	4.10
FINAL AVAIL. FACTOR			30.4			69.6			24.2			54.1			2.8			6.8
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	1.2	0.35	0.42	1.6	0.35	0.56	1.7	0.35	0.60	2.8	0.35	0.98						
Unemployment	2.9	0.20	0.58	4.6	0.20	0.92	2.7	0.20	0.54	3.7	0.20	0.74						
Promotable Pool	0.0	0.45	0.00	10.6	0.45	4.77	3.0	0.45	1.35	1.5	0.45	0.68						
FINAL AVAIL. FACTOR			1.0			6.3			2.5			2.4						100.0
FACTOR	SOURCE OF STATISTIC												REASON FOR WEIGHTING THE FACTOR					
Employment	Connecticut Occupational Statistics 2000 Census - Statewide (List of sources attached)												35% Recruitment is on the state level.					
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2016- Statewide SOC Code 13.20 Financial Specialists												20% Recruitment is from the jobseekers unemployed.					
Promotion/Transfer	Promotions filled from positions within the university, in the Patient Services Representative classification.												45% Positions are filled by promotion or transfer into this category from the Patient Services Rep. classification.					

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2016

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

OCC. CATEGORY: 3. PROFESSIONAL/NON-FACULTY
TITLE: 3H. FINANCE GROUP

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
Accountants & Auditors (132011)	27962	13848	14114	12445	11825	664	985	335	485	404	819
Budget Analysis (132031)	468	250	218	205	200	10	4	15	4	20	10
Financial Analysts (132051)	1977	1393	584	1265	480	40	55	4	10	84	39
Financial Examiners (132061)	144	95	49	80	35	0	10	15	4	0	0
TOTAL NUMBER	30551	15586	14965	13995	12540	714	1054	369	503	508	868
PERCENTAGE	100.0%	51.0%	49.0%	45.8%	41.0%	2.3%	3.4%	1.2%	1.6%	1.7%	2.8%

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2016											
SOC Code 13.20	712	326	386	241	274	45	53	21	33	19	26
PERCENTAGE	100.0%	45.8%	54.2%	33.8%	38.5%	6.3%	7.4%	2.9%	4.6%	2.7%	3.7%

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2016

Promotional Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
Lead Patient Services Rep.	1	0	1	0	1	0	0	0	0	0	0
Patient Services Rep.	65	5	60	2	46	1	6	0	7	2	1
TOTAL	66	5	61	2	47	1	6	0	7	2	1
PERCENTAGE	100.0%	7.6%	92.4%	3.0%	71.2%	1.5%	9.1%	0.0%	10.6%	3.0%	1.5%

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2016

OCC. CATEGORY: 3. PROFESSIONAL/NON-FACULTY
TITLE: 3I. ADMINISTRATIVE GROUP

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	36.0	0.40	14.40	64.0	0.40	25.60	31.5	0.40	12.60	55.1	0.40	22.04	1.5	0.40	0.60	4.6	0.40	1.84
Unemployment	31.9	0.20	6.38	68.1	0.20	13.62	26.7	0.20	5.34	48.7	0.20	9.74	3.1	0.20	0.62	8.9	0.20	1.78
Promotable Pool	6.8	0.40	2.72	93.2	0.40	37.28	4.9	0.40	1.96	79.6	0.40	31.84	0.6	0.40	0.24	6.2	0.40	2.48
FINAL AVAIL. FACTOR			23.5			76.5			19.9			63.6			1.5			6.1

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	1.2	0.40	0.48	2.5	0.40	1.00	1.8	0.40	0.72	1.8	0.40	0.72						
Unemployment	1.6	0.20	0.32	7.3	0.20	1.46	0.5	0.20	0.10	3.1	0.20	0.62						
Promotable Pool	0.0	0.40	0.00	6.2	0.40	2.48	1.2	0.40	0.48	1.2	0.40	0.48						
FINAL AVAIL. FACTOR			0.8			4.9			1.3			1.8						100.0

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	Connecticut Occupational Statistics 2000 Census - Statewide (List of sources attached)	40% Recruitment is on the state level.
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2016 - Statewide SOC Code 13.90 Other Business & Financial Operations Occupations SOC Code 25.30 Other Teachers & Instructors SOC Code 25.40 Librarians, Curators, & Archivists	20% Recruitment is from the unemployed jobseekers.
Promotion/Transfer	Promotions filled from positions within the university typically employees in Patient Services Representatives, Human Resources Associates and Administrative Program Coordinator classifications.	40% Positions are filled from promotion or transfer. The employees from the Administrative Program Coord., Patient Svcs. Rep. and Human Res. Associate are eligible for promotions or transfer in this category.

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2016

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

OCC. CATEGORY: 3. PROFESSIONAL/NON-FACULTY
TITLE: 3I. ADMINISTRATIVE GROUP

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
Human Res, Training & Labor Rel Spec (131070)	12908	4408	8500	3825	6970	270	860	160	400	153	270
Librarians, Curators & Archivists (254000)	5150	1088	4062	865	3645	75	150	50	94	98	173
Management Analysts (13111) Preschool & Kindergarten Teachers (252010)	12237	7304	4933	6540	4375	144	325	190	120	430	113
Purch Agents Exc Whsle, Ret., Etc. (131023)	7092	219	6873	95	5860	40	465	74	405	10	143
TOTAL	41397	14906	26491	13050	22810	609	1895	508	1053	739	733
PERCENTAGE	100.0%	36.0%	64.0%	31.5%	55.1%	1.5%	4.6%	1.2%	2.5%	1.8%	1.8%

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2016											
SOC Code 13.90	98	40	58	36	48	3	3	0	3	1	4
SOC Code 25.30	76	16	60	12	39	3	14	1	6	0	1
SOC Code 25.40	17	5	12	3	6	0	0	2	5	0	1
TOTAL	191	61	130	51	93	6	17	3	14	1	6
PERCENTAGE	100.0%	31.9%	68.1%	26.7%	48.7%	3.1%	8.9%	1.6%	7.3%	0.5%	3.1%

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2016

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

OCC. CATEGORY: 3. PROFESSIONAL/NON-FACULTY
TITLE: 3I. ADMINISTRATIVE GROUP

Promotional Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
Admin. Program Coord.	83	4	79	4	71	0	4	0	3	0	1
Human Resources Assoc.	13	2	11	2	11	0	0	0	0	0	0
Lead Patient Services Rep.	1	0	1	0	1	0	0	0	0	0	0
Patient Services Rep.	65	5	60	2	46	1	6	0	7	2	1
TOTAL	162	11	151	8	129	1	10	0	10	2	2
PERCENTAGE	100.0%	6.8%	93.2%	4.9%	79.6%	0.6%	6.2%	0.0%	6.2%	1.2%	1.2%

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2016

OCC. CATEGORY: **3. PROFESSIONAL/NON-FACULTY**
TITLE: **3J. ADMINISTRATIVE PROGRAM COORDINATOR**

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	31.1	0.30	9.33	68.9	0.30	20.67	25.0	0.30	7.50	59.1	0.30	17.73	2.2	0.30	0.66	4.7	0.30	1.41
Unemployment	22.5	0.10	2.25	77.5	0.10	7.75	16.9	0.10	1.69	53.9	0.10	5.39	4.5	0.10	0.45	16.9	0.10	1.69
Promotable Pool	8.7	0.60	5.22	91.3	0.60	54.78	4.3	0.60	2.58	78.3	0.60	46.98	2.2	0.60	1.32	4.3	0.60	2.58
FINAL AVAIL. FACTOR			16.8			83.2			11.8			70.1			2.5			5.7
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	2.6	0.30	0.78	3.6	0.30	1.08	1.2	0.30	0.36	1.4	0.30	0.42						
Unemployment	1.1	0.10	0.11	5.6	0.10	0.56	0.0	0.10	0.00	1.1	0.10	0.11						
Promotable Pool	2.2	0.60	1.32	4.3	0.60	2.58	0.0	0.60	0.00	4.3	0.60	2.58						
FINAL AVAIL. FACTOR			2.2			4.3			0.4			3.1						100.0
FACTOR	SOURCE OF STATISTIC											REASON FOR WEIGHTING THE FACTOR						
Employment	Connecticut Occupational Statistics 2000 Census - Statewide First Line Sup/Mgrs Admin Support Wkrs (431011)											30% Recruitment is on the state level.						
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2016 - Statewide SOC Code 43.10 Supervisors of Office & Administrative Support Workers											10% Positions are filled by unemployed jobseekers.						
Promotion/Transfer	Promotions filled from positions within the university, typically employees in Administrative Program Assistant 2 classification.											60% The employees from the Administrative Program Asst 2 classification are eligible for promotion or transfer.						

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2016

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

OCC. CATEGORY: 3. PROFESSIONAL/NON-FACULTY
TITLE: 3J. ADMINISTRATIVE PROGRAM COORDINATOR

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
First Line Sup/MgrsAdmin Support Wkrs (431011)	22637	7042	15595	5670	13380	504	1070	595	820	273	325
TOTAL	22637	7042	15595	5670	13380	504	1070	595	820	273	325
PERCENTAGE	100.0%	31.1%	68.9%	25.0%	59.1%	2.2%	4.7%	2.6%	3.6%	1.2%	1.4%

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2016											
SOC Code 43.10	89	20	69	15	48	4	15	1	5	0	1
PERCENTAGE	100.0%	22.5%	77.5%	16.9%	53.9%	4.5%	16.9%	1.1%	5.6%	0.0%	1.1%

Promotional Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
Admin. Program Asst. 2	46	4	42	2	36	1	2	1	2	0	2
TOTAL	46	4	42	2	36	1	2	1	2	0	2
PERCENTAGE	100.0%	8.7%	91.3%	4.3%	78.3%	2.2%	4.3%	2.2%	4.3%	0.0%	4.3%

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2016

OCC. CATEGORY: 3. PROFESSIONAL/NON-FACULTY
TITLE: 3K. SOCIAL WORKER

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	22.1	0.80	17.68	77.9	0.80	62.32	14.0	0.80	11.20	53.8	0.80	43.04	4.8	0.80	3.84	13.9	0.80	11.12
Unemployment	32.4	0.20	6.48	67.6	0.20	13.52	12.5	0.20	2.50	28.8	0.20	5.76	13.4	0.20	2.68	26.7	0.20	5.34
FINAL AVAIL. FACTOR			24.2			75.8			13.7			48.8			6.5			16.5
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	2.8	0.80	2.24	8.9	0.80	7.12	0.5	0.80	0.40	1.4	0.80	1.12						
Unemployment	5.9	0.20	1.18	11.5	0.20	2.30	0.7	0.20	0.14	0.5	0.20	0.10						
FINAL AVAIL. FACTOR			3.4			9.4			0.5			1.2						100.0
FACTOR	SOURCE OF STATISTIC											REASON FOR WEIGHTING THE FACTOR						
Employment	Connecticut Occupational Statistics 2000 Census - Statewide Social Workers (211020)											80% Recruitment is done from a state level.						
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2016 - Statewide SOC Code 21.10 Counselors, Social Workers, Other Community & Social Services Workers											20% Positions are filled by unemployed jobseekers.						

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2016

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

OCC. CATEGORY: **3. PROFESSIONAL/NON-FACULTY**
TITLE: **3K. SOCIAL WORKER**

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
Social Workers (211020)	10902	2408	8494	1530	5860	519	1515	305	965	54	154
TOTAL	10902	2408	8494	1530	5860	519	1515	305	965	54	154
PERCENTAGE	100.0%	22.1%	77.9%	14.0%	53.8%	4.8%	13.9%	2.8%	8.9%	0.5%	1.4%

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2016											
SOC Code 21.10	546	177	369	68	157	73	146	32	63	4	3
PERCENTAGE	100.0%	32.4%	67.6%	12.5%	28.8%	13.4%	26.7%	5.9%	11.5%	0.7%	0.5%

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2016

OCC. CATEGORY: 3. PROFESSIONAL/NON-FACULTY
TITLE: 3L. TECHNICAL PROFESSIONAL

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	66.8	0.45	30.06	33.2	0.45	14.94	56.4	0.45	25.38	26.5	0.45	11.93	2.0	0.45	0.90	2.6	0.45	1.17
Unemployment	74.2	0.15	11.13	25.8	0.15	3.87	52.6	0.15	7.89	17.5	0.15	2.63	8.3	0.15	1.25	3.9	0.15	0.59
Promotable Pool	56.3	0.40	22.52	43.8	0.40	17.52	40.6	0.40	16.24	37.5	0.40	15.00	12.5	0.40	5.00	3.1	0.40	1.24
FINAL AVAIL. FACTOR			63.7			36.3			49.5			29.6			7.2			3.0

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	2.6	0.45	1.17	1.4	0.45	0.63	5.8	0.45	2.61	2.7	0.45	1.22						
Unemployment	5.8	0.15	0.87	1.3	0.15	0.20	7.4	0.15	1.11	3.1	0.15	0.47						
Promotable Pool	0.0	0.40	0.00	3.1	0.40	1.24	3.1	0.40	1.24	0.0	0.40	0.00						
FINAL AVAIL. FACTOR			2.1			2.1			5.0			1.7						100.0

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	Connecticut Occupational Statistics 2000 Census - Statewide (List of sources attached)	45% Recruitment is done from a state level.
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2016 - Statewide SOC Code 15.10 Computer Specialists	15% Positions are filled by unemployed jobseekers.
Promotion/Transfer	Promotions filled from positions within the university, the following titles are listed below.	40% Positions are filled by promotion or transfer from the list below.

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2016

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

OCC. CATEGORY: 3. PROFESSIONAL/NON-FACULTY
TITLE: 3L. TECHNICAL PROFESSIONAL

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
CT CENSUS 2000											
Computer Programmers (151021)	12226	8439	3787	7080	2910	225	269	285	155	849	453
Computer Support Specialists (151041)	5015	2905	2110	2435	1825	130	130	125	110	215	45
Database Administrators (151061)	1313	829	484	715	365	30	65	44	10	40	44
Network & Computer Systems Admin. (151071)	2548	1919	629	1680	500	39	90	85	10	115	29
TOTAL	21102	14092	7010	11910	5600	424	554	539	285	1219	571
PERCENTAGE	100.0%	66.8%	33.2%	56.4%	26.5%	2.0%	2.6%	2.6%	1.4%	5.8%	2.7%

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2016											
SOC Code 15.10	635	471	164	334	111	53	25	37	8	47	20
PERCENTAGE	100.0%	74.2%	25.8%	52.6%	17.5%	8.3%	3.9%	5.8%	1.3%	7.4%	3.1%

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2016

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

OCC. CATEGORY: 3. PROFESSIONAL/NON-FACULTY
TITLE: 3L. TECHNICAL PROFESSIONAL

Promotional Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
Academic Computing Specialist 3	1	0	1	0	1	0	0	0	0	0	0
Administrative & Clinical Systems Coordinator	1	0	1	0	1	0	0	0	0	0	0
Desktop Technician 1	5	2	3	1	1	1	1	0	1	0	0
Desktop Technician 2	12	11	1	8	1	2	0	0	0	1	0
HRIS Specialist 1	0	0	0	0	0	0	0	0	0	0	0
Multimedical Specialist 2	3	2	1	1	1	1	0	0	0	0	0
Network Telecom. Specialist	2	2	0	2	0	0	0	0	0	0	0
Systems Coordinator	8	1	7	1	7	0	0	0	0	0	0
Visual Media Designer	0	0	0	0	0	0	0	0	0	0	0
TOTAL	32	18	14	13	12	4	1	0	1	1	0
PERCENTAGE	100.0%	56.3%	43.8%	40.6%	37.5%	12.5%	3.1%	0.0%	3.1%	3.1%	0.0%

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2016

**OCC. CATEGORY: 3. PROFESSIONAL/NON-FACULTY
TITLE: 3M. NURSE PRACTITIONER**

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	49.3	0.60	29.58	50.7	0.60	30.42	43.8	0.60	26.28	37.7	0.60	22.62	4.3	0.60	2.58	7.8	0.60	4.68
Unemployment	39.6	0.30	11.88	60.4	0.30	18.12	32.1	0.30	9.63	41.5	0.30	12.45	3.8	0.30	1.14	7.5	0.30	2.25
Promotable Pool	13.6	0.10	1.36	86.4	0.10	8.64	9.6	0.10	0.96	73.6	0.10	7.36	1.6	0.10	0.16	4.0	0.10	0.40
FINAL AVAIL. FACTOR			42.8			57.2			36.9			42.5			3.9			7.4
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	1.2	0.60	0.72	1.7	0.60	1.02	0.0	0.60	0.00	3.4	0.55	1.87						
Unemployment	3.8	0.30	1.14	7.5	0.30	2.25	0.0	0.30	0.00	3.8	0.30	1.14						
Promotable Pool	0.8	0.10	0.08	3.2	0.10	0.32	1.6	0.10	0.16	5.6	0.15	0.84						
FINAL AVAIL. FACTOR			1.9			3.6			0.2			3.9						100.0
FACTOR	SOURCE OF STATISTIC											REASON FOR WEIGHTING THE FACTOR						
Employment	Connecticut Occupational Statistics 2000 Census - Statewide Other Healthcare Practitioners & Technical Occupatons. (299000)											60% Applicant Pool is recruited on the state level.						
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2016 - Statewide SOC Code 29.90 Other Healthcare Practitioners & Technical Occupations											30% Positions are filled by unemployed jobseekers.						
Promotion/Transfer	Promotions filled from positions within the university typically from Staff Nurse level.											10% Positions are filled from promotions or transfers from the Staff Nurse classifications.						

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2016

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

OCC. CATEGORY: 3. PROFESSIONAL/NON-FACULTY
TITLE: 3M. NURSE PRACTITIONER

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
CT CENSUS 2000											
Other Healthcare Pract. & Tech. Occs. (299000)	1153	569	584	505	435	50	90	14	20	0	39
TOTAL	1153	569	584	505	435	50	90	14	20	0	39
PERCENTAGE	100.0%	49.3%	50.7%	43.8%	37.7%	4.3%	7.8%	1.2%	1.7%	0.0%	3.4%

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2016											
SOC Code 29.90	53	21	32	17	22	2	4	2	4	0	2
PERCENTAGE	100.0%	39.6%	60.4%	32.1%	41.5%	3.8%	7.5%	3.8%	7.5%	0.0%	3.8%

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
Promotional Pool											
Staff Nurse	125	17	108	12	92	2	5	1	4	2	7
Total	125	17	108	12	92	2	5	1	4	2	7
PERCENTAGE	100.0%	13.6%	86.4%	9.6%	73.6%	1.6%	4.0%	0.8%	3.2%	1.6%	5.6%

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2016

OCC. CATEGORY: 4. SECRETARIAL/CLERICAL
TITLE: 4A. OFFICE ASSISTANT

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	15.4	0.30	4.62	84.6	0.30	25.38	11.0	0.30	3.30	64.4	0.30	19.32	1.9	0.30	0.57	10.7	0.30	3.21
Unemployment	24.9	0.05	1.25	75.1	0.05	3.76	12.2	0.05	0.61	36.5	0.05	1.83	7.4	0.05	0.37	22.3	0.05	1.12
Promotable Pool	0.0	0.65	0.00	100.0	0.65	65.00	0.0	0.65	0.00	73.9	0.65	48.04	0.0	0.65	0.00	13.0	0.65	8.45
FINAL AVAIL. FACTOR			5.9			94.1			3.9			69.2			0.9			12.9

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	1.7	0.30	0.51	0.30	0.30	0.09	0.9	0.30	0.27	3.1	0.30	0.93						
Unemployment	4.7	0.05	0.24	0.50	0.05	0.03	0.6	0.05	0.03	1.8	0.05	0.09						
Promotable Pool	0.0	0.65	0.00	13.00	0.65	8.45	0.0	0.65	0.00	0.0	0.65	0.00						
FINAL AVAIL. FACTOR			0.7			8.6			0.3			1.0						100.0

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	Connecticut Occupational Statistics 2000 Census - Hartford Office Clerks, General (439061)	30% Hiring done from the employed pool of candidates.
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2016 - Hartford SOC Code 43.90 Other Office and Administrative Support Workers	5% Lower value weight from unemployed pool of candidates.
Promotion/Transfer	Employees in the Clerk Typist classifications could be promoted into this category.	65% Positions are filled by employees in the Clerk Typist classifications.

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2016

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

OCC. CATEGORY: 4. SECRETARIAL/CLERICAL
TITLE: 4A. OFFICE ASSISTANT

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
Office Clerks, General (439061)	5700	880	4820	625	3670	110	610	95	365	50	175
TOTAL	5700	880	4820	625	3670	110	610	95	365	50	175
PERCENTAGE	100.0%	15.4%	84.6%	11.0%	64.4%	1.9%	10.7%	1.7%	6.4%	0.9%	3.1%

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2016											
SOC Code 43.90	337	84	253	41	123	25	75	16	49	2	6
PERCENTAGE	100.0%	24.9%	75.1%	12.2%	36.5%	7.4%	22.3%	4.7%	14.5%	0.6%	1.8%

Promotional Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
Clerk Typist	23	0	23	0	17	0	3	0	3	0	0
Total	23	0	23	0	17	0	3	0	3	0	0
PERCENTAGE	100.0%	0.0%	100.0%	0.0%	73.9%	0.0%	13.0%	0.0%	13.0%	0.0%	0.0%

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2016

OCC. CATEGORY: 4. SECRETARIAL/CLERICAL
TITLE: 4B. PATIENT SERVICES REPRESENTATIVE

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	36.0	0.40	14.40	64.0	0.40	25.60	28.9	0.40	11.56	44.7	0.40	17.88	5.3	0.40	2.12	13.2	0.40	5.28
Unemployment	18.2	0.15	2.73	81.8	0.15	12.27	9.1	0.15	1.37	45.5	0.15	6.83	4.5	0.15	0.68	20.5	0.15	3.08
Promotable Pool	2.7	0.45	1.22	97.3	0.45	43.79	0.0	0.45	0.00	65.5	0.45	29.48	1.8	0.45	0.81	13.6	0.45	6.12
FINAL AVAIL. FACTOR			18.3			81.7			13.0			54.2			3.6			14.5
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	0.0	0.40	0.00	6.1	0.40	2.44	1.8	0.40	0.72	0.0	0.40	0.00						
Unemployment	3.0	0.15	0.45	12.1	0.15	1.82	1.5	0.15	0.23	3.8	0.15	0.57						
Promotable Pool	0.9	0.45	0.41	15.5	0.45	6.98	0.0	0.45	0.00	2.7	0.45	1.22						
FINAL AVAIL. FACTOR			0.9			11.2			0.9			1.8						100.0
FACTOR	SOURCE OF STATISTIC												REASON FOR WEIGHTING THE FACTOR					
Employment	Connecticut Occupational Statistics 2000 Census - Hartford Bill and Account Collectors (433011)												40% Hiring done from the employed pool of candidates.					
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2016- Hartford SOC Code 43.30 Financial Clerks												15% Positions are filled by unemployed jobseekers.					
Promotion/Transfer	Employees in the Clinic Office Assistant classification could be promoted into this category.												45% Positions are filled by employees in the Clinic Office Assistant Classifications.					

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2016

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

OCC. CATEGORY: 4. SECRETARIAL/CLERICAL
TITLE: 4B. PATIENT SERVICES REPRESENTATIVE

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
Bill and Account Collectors (433011)	570	205	365	165	255	30	75	0	35	10	0
TOTAL	570	205	365	165	255	30	75	0	35	10	0
PERCENTAGE	100.0%	36.0%	64.0%	28.9%	44.7%	5.3%	13.2%	0.0%	6.1%	1.8%	0.0%

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2016											
SOC Code 43.30	132	24	108	12	60	6	27	4	16	2	5
PERCENTAGE	100.0%	18.2%	81.8%	9.1%	45.5%	4.5%	20.5%	3.0%	12.1%	1.5%	3.8%

Promotional Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
Clinic Office Assistant	110	3	107	0	72	2	15	1	17	0	3
TOTAL	110	3	107	0	72	2	15	1	17	0	3
PERCENTAGE	100.0%	2.7%	97.3%	0.0%	65.5%	1.8%	13.6%	0.9%	15.5%	0.0%	2.7%

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2016

OCC. CATEGORY: 4. SECRETARIAL/CLERICAL
TITLE: 4C. CLERK and CLERK TYPIST

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	36.0	0.70	25.20	64.0	0.70	44.80	28.9	0.70	20.23	44.7	0.70	31.29	5.3	0.70	3.71	13.2	0.70	9.24
Unemployment	24.9	0.30	7.47	75.1	0.30	22.53	12.2	0.30	3.66	36.5	0.30	10.95	7.4	0.30	2.22	22.3	0.30	6.69
FINAL AVAIL. FACTOR			32.7			67.3			23.9			42.2			5.9			15.9
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	0.0	0.70	0.00	6.1	0.70	4.27	1.8	0.70	1.26	0.0	0.70	0.00						
Unemployment	4.7	0.30	1.41	14.5	0.30	4.35	0.6	0.30	0.18	1.8	0.30	0.54						
FINAL AVAIL. FACTOR			1.4			8.7			1.5			0.5						100.0
FACTOR	SOURCE OF STATISTIC												REASON FOR WEIGHTING THE FACTOR					
Employment	Connecticut Occupational Statistics 2000 Census - Hartford Bill and Account Collectors (433011)												70% Hiring done from the employed pool of candidates.					
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2016 - Hartford SOC Code 43.90 Other Office and Administrative Support Workers												30% Lower value weight from unemployed pool of candidates.					

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2016

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

OCC. CATEGORY: 4. SECRETARIAL/CLERICAL
TITLE: 4C. CLERK and CLERK TYPIST

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
Bill and Account Collectors (433011)	570	205	365	165	255	30	75	0	35	10	0
TOTAL	570	205	365	165	255	30	75	0	35	10	0
PERCENTAGE	100.0%	36.0%	64.0%	28.9%	44.7%	5.3%	13.2%	0.0%	6.1%	1.8%	0.0%

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2016											
SOC Code 43.90	337	84	253	41	123	25	75	16	49	2	6
PERCENTAGE	100.0%	24.9%	75.1%	12.2%	36.5%	7.4%	22.3%	4.7%	14.5%	0.6%	1.8%

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2016

OCC. CATEGORY: 4. SECRETARIAL/CLERICAL
TITLE: 4D. SECRETARIAL/CLERICAL

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	12.6	0.50	6.30	87.4	0.50	43.70	9.1	0.50	4.55	68.6	0.50	34.30	1.8	0.50	0.90	11.0	0.50	5.50
Unemployment	21.5	0.20	4.30	78.5	0.20	15.70	10.4	0.20	2.08	35.6	0.20	7.12	6.1	0.20	1.22	22.0	0.20	4.40
Promotable Pool	24.4	0.30	7.32	75.6	0.30	22.68	4.4	0.30	1.32	55.6	0.30	16.68	0.0	0.30	0.00	0.0	0.30	0.00
FINAL AVAIL. FACTOR			17.9			82.1			8.0			58.1			2.1			9.9

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	1.2	0.50	0.60	6.0	0.50	3.00	0.5	0.50	0.25	1.8	0.50	0.90						
Unemployment	4.4	0.20	0.88	20.2	0.20	4.04	0.6	0.20	0.12	0.7	0.20	0.14						
Promotable Pool	2.2	0.30	0.66	17.8	0.30	5.34	17.8	0.30	5.34	2.2	0.30	0.66						
FINAL AVAIL. FACTOR			2.1			12.4			5.7			1.7						100.0

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	Connecticut Occupational Statistics 2000 Census - Hartford (List of sources attached)	50% Hiring done from the employed pool of candidates.
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2016 - Hartford SOC Code 43.40 Information and Record Clerks SOC Code 43.60 Secretaries and Administrative Assistants	20% Lower value weight from unemployed pool of candidates.
Promotion/Transfer	Employees in the Office Assistant classifications could be promoted into this category.	30% Positions are filled by employees in the Office Assistant classifications.

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2016

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

OCC. CATEGORY: 4. SECRETARIAL/CLERICAL
TITLE: 4D. SECRETARIAL/CLERICAL

CT CENSUS 2000										AAIANH	AAIAN
Hartford MSA	T	TM	TF	WM	WF	BM	BF	HM	HF	NPIM	HNPIF
Information and Record Clerks (434000)	15877	3205	12672	2288	9505	478	1833	320	1042	119	292
Secretaries and Administrative Assistants (436000)	13190	460	12730	360	10430	50	1360	35	715	15	225
TOTAL	29067	3665	25402	2648	19935	528	3193	355	1757	134	517
PERCENTAGE	100.0%	12.6%	87.4%	9.1%	68.6%	1.8%	11.0%	1.2%	6.0%	0.5%	1.8%

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH	AAIAN
										NPIM	HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2016											
SOC Code 43.40	448	127	321	64	132	35	99	25	86	3	4
SOC Code 43.60	235	20	215	7	111	7	51	5	52	1	1
TOTAL	683	147	536	71	243	42	150	30	138	4	5
PERCENTAGE	100.0%	21.5%	78.5%	10.4%	35.6%	6.1%	22.0%	4.4%	20.2%	0.6%	0.7%

Promotional Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH	AAIAN
										NPIM	HNPIF
Office Assistant	45	11	34	2	25	0	0	1	8	8	1
TOTAL	45	11	34	2	25	0	0	1	8	8	1
PERCENTAGE	100.0%	24.4%	75.6%	4.4%	55.6%	0.0%	0.0%	2.2%	17.8%	17.8%	2.2%

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2016

OCC. CATEGORY: 4. SECRETARIAL/CLERICAL
TITLE: 4E. ADMINISTRATIVE PROGRAM ASSISTANT 1

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	3.5	0.55	1.93	96.5	0.55	53.08	2.7	0.55	1.49	79.1	0.55	43.51	0.4	0.55	0.22	10.3	0.55	5.67
Unemployment	8.5	0.25	2.13	91.5	0.25	22.88	3.0	0.25	0.75	47.2	0.25	11.80	3.0	0.25	0.75	21.7	0.25	5.43
Promotable Pool	25.0	0.20	5.00	75.0	0.20	15.00	8.8	0.20	1.76	52.9	0.20	10.58	0.0	0.20	0.00	2.9	0.20	0.58
FINAL AVAIL. FACTOR			9.1			91.0			4.1			65.9			1.0			11.7
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	0.3	0.55	0.17	5.4	0.55	2.97	0.1	0.55	0.06	1.7	0.55	0.94						
Unemployment	2.1	0.25	0.53	22.1	0.25	5.53	0.4	0.25	0.10	0.4	0.25	0.10						
Promotable Pool	4.4	0.20	0.88	16.2	0.20	3.24	11.8	0.20	2.36	2.9	0.20	0.58						
FINAL AVAIL. FACTOR			1.6			11.7			2.6			1.6						100.1
FACTOR	SOURCE OF STATISTIC											REASON FOR WEIGHTING THE FACTOR						
Employment	Connecticut Occupational Statistics 2000 Census - Hartford Secretaries and Administrative Assistants (436000)											55% Hiring done from the employed pool of candidates.						
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2016 - Hartford SOC Code 43.60 Secretaries and Administrative Assistants											25% Lower value weight from unemployed pool of candidates.						
Promotion/Transfer	Employees in the Clerk and Office Assistant classification could be promoted into this category.											20% Positions are filled by employees in the Clerk and Office Assistant classification.						

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2016

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

OCC. CATEGORY: 4. SECRETARIAL/CLERICAL
TITLE: 4E. ADMINISTRATIVE PROGRAM ASSISTANT 1

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
Secretaries and Administrative Assistants (436000)	13190	460	12730	360	10430	50	1360	35	715	15	225
TOTAL	13190	460	12730	360	10430	50	1360	35	715	15	225
PERCENTAGE	100.0%	3.5%	96.5%	2.7%	79.1%	0.4%	10.3%	0.3%	5.4%	0.1%	1.7%

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2016											
SOC Code 43.60	235	20	215	7	111	7	51	5	52	1	1
PERCENTAGE	100.0%	8.5%	91.5%	3.0%	47.2%	3.0%	21.7%	2.1%	22.1%	0.4%	0.4%

Promotional Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
Clerk	23	6	17	4	11	0	2	2	3	0	1
Office Assistant	45	11	34	2	25	0	0	1	8	8	1
TOTAL	68	17	51	6	36	0	2	3	11	8	2
PERCENTAGE	100%	25.0%	75.0%	8.8%	52.9%	0.0%	2.9%	4.4%	16.2%	11.8%	2.9%

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2016

OCC. CATEGORY: 4. SECRETARIAL/CLERICAL
TITLE: 4F. ADMINISTRATIVE PROGRAM ASSISTANT 2

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	3.5	0.50	1.75	96.5	0.50	48.25	2.7	0.50	1.35	79.1	0.50	39.55	0.4	0.50	0.20	10.3	0.50	5.15
Unemployment	8.5	0.20	1.70	91.5	0.20	18.30	3.0	0.20	0.60	47.2	0.20	9.44	3.0	0.20	0.60	21.7	0.20	4.34
Promotable Pool	23.1	0.30	6.93	76.9	0.30	23.07	15.4	0.30	4.62	53.8	0.30	16.14	0.0	0.30	0.00	15.4	0.30	4.62
FINAL AVAIL. FACTOR			10.4			89.6			6.6			65.1			0.8			14.1
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	0.3	0.50	0.15	5.4	0.50	2.70	0.1	0.50	0.05	1.7	0.50	0.85						
Unemployment	2.1	0.20	0.42	22.1	0.20	4.42	0.4	0.20	0.08	0.4	0.20	0.08						
Promotable Pool	7.7	0.30	2.31	7.7	0.30	2.31	0.0	0.30	0.00	0.0	0.30	0.00						
FINAL AVAIL. FACTOR			2.9			9.4			0.2			0.9						100.0
FACTOR	SOURCE OF STATISTIC											REASON FOR WEIGHTING THE FACTOR						
Employment	Connecticut Occupational Statistics 2000 Census - Hartford Secretaries and Administrative Assistants (436000)											50% Hiring done from the employed pool of candidates.						
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2016 - Hartford SOC Code 43.60 Secretaries and Administrative Assistants											20% Lower value weight from unemployed pool of candidates.						
Promotion/Transfer	Employees in the Administrative Program Assistant 1 classification could be promoted into this category.											30% Positions are filled by employees in the Administrative Program Assistant 1 classification.						

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2016

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

OCC. CATEGORY: 4. SECRETARIAL/CLERICAL
TITLE: 4F. ADMINISTRATIVE PROGRAM ASSISTANT 2

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
Secretaries and Administrative Assistants (436000)	13190	460	12730	360	10430	50	1360	35	715	15	225
TOTAL	13190	460	12730	360	10430	50	1360	35	715	15	225
PERCENTAGE	100.0%	3.5%	96.5%	2.7%	79.1%	0.4%	10.3%	0.3%	5.4%	0.1%	1.7%

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2016											
SOC Code 43.60	235	20	215	7	111	7	51	5	52	1	1
PERCENTAGE	100.0%	8.5%	91.5%	3.0%	47.2%	3.0%	21.7%	2.1%	22.1%	0.4%	0.4%

Promotional Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
Admin. Program Asst. 1	13	3	10	2	7	0	2	1	1	0	0
TOTAL	13	3	10	2	7	0	2	1	1	0	0
PERCENTAGE	100%	23.1%	76.9%	15.4%	53.8%	0.0%	15.4%	7.7%	7.7%	0.0%	0.0%

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2016

OCC. CATEGORY: 4. SECRETARIAL/CLERICAL
TITLE: 4G. CLINIC OFFICE ASSISTANT

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	5.5	0.35	1.93	94.5	0.35	33.08	2.9	0.35	1.02	78.7	0.35	27.55	1.5	0.35	0.53	8.0	0.35	2.80
Unemployment	28.3	0.15	4.25	71.7	0.15	10.76	14.3	0.15	2.15	29.5	0.15	4.43	7.8	0.15	1.17	22.1	0.15	3.32
Promotable Pool	14.9	0.50	7.45	85.1	0.50	42.55	5.0	0.50	2.50	49.6	0.50	24.80	0.0	0.50	0.00	11.6	0.50	5.80
FINAL AVAIL. FACTOR			13.6			86.4			5.7			56.8			1.7			11.9
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	0.7	0.35	0.25	7.0	0.35	2.45	0.3	0.35	0.11	0.9	0.35	0.32						
Unemployment	5.6	0.15	0.84	19.2	0.15	2.88	0.7	0.15	0.11	0.9	0.15	0.14						
Promotable Pool	3.3	0.50	1.65	21.5	0.50	10.75	6.6	0.50	3.30	2.5	0.50	1.25						
FINAL AVAIL. FACTOR			2.8			16.2			3.5			1.7						100.0
FACTOR	SOURCE OF STATISTIC											REASON FOR WEIGHTING THE FACTOR						
Employment	Connecticut Occupational Statistics 2000 Census - Hartford Receptionists and Information Clerks (434171)											35% Hiring done from the employed pool of candidates.						
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2016 - Hartford SOC Code 43.40 Information and Record Clerks											15% Lower value weight from unemployed pool of candidates.						
Promotion/Transfer	Employees in the Clerk, Office Assistant classification and Telecommunication Operator could be promoted into this category.											50% Positions are filled by employees in the Clerk and Office Assistant classification.						

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2016

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

OCC. CATEGORY: 4. SECRETARIAL/CLERICAL
TITLE: 4G. CLINIC OFFICE ASSISTANT

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
Receptionists and Information Clerks (434171)	3572	195	3377	105	2810	55	284	25	250	10	33
TOTAL	3572	195	3377	105	2810	55	284	25	250	10	33
PERCENTAGE	100.0%	5.5%	94.5%	2.9%	78.7%	1.5%	8.0%	0.7%	7.0%	0.3%	0.9%

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2016											
SOC Code 43.40	448	127	321	64	132	35	99	25	86	3	4
PERCENTAGE	100.0%	28.3%	71.7%	14.3%	29.5%	7.8%	22.1%	5.6%	19.2%	0.7%	0.9%

Promotional Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
Clerk	23	6	17	4	11	0	2	2	3	0	1
Office Assistant	45	11	34	2	25	0	0	1	8	8	1
Telecommunication Operator	53	1	52	0	24	0	12	1	15	0	1
TOTAL	121	18	103	6	60	0	14	4	26	8	3
PERCENTAGE	100%	14.9%	85.1%	5.0%	49.6%	0.0%	11.6%	3.3%	21.5%	6.6%	2.5%

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2016

OCC. CATEGORY: 5. TECHNICAL/PARAPROFESSIONAL
TITLE: 5A. CLINICAL & PARAPROFESSIONAL

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	15.3	0.80	12.24	84.7	0.80	67.76	8.1	0.80	6.48	66.9	0.80	53.52	4.5	0.80	3.60	9.6	0.80	7.68
Unemployment	12.6	0.20	2.52	87.4	0.20	17.48	6.1	0.20	1.22	49.5	0.20	9.90	2.4	0.20	0.48	15.3	0.20	3.06
FINAL AVAIL. FACTOR			14.8			85.2			7.7			63.4			4.1			10.8
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	1.4	0.80	1.12	5.7	0.80	4.56	1.3	0.80	1.04	2.4	0.80	1.92						
Unemployment	3.2	0.20	0.64	20.6	0.20	4.12	1.0	0.20	0.20	1.9	0.20	0.38						
FINAL AVAIL. FACTOR			1.8			8.7			1.2			2.3						100.0
FACTOR	SOURCE OF STATISTIC											REASON FOR WEIGHTING THE FACTOR						
Employment	Connecticut Occupational Statistics 2000 Census - Statewide Medical Assistants and Other Health Support Occupations. (31909X)											80% Hiring done from the employed pool of candidates.						
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2016 - Statewide SOC Code 31.90 Other Healthcare Support Occupations											20% Value weight from unemployed pool of candidates.						

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2016

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

OCC. CATEGORY: 5. TECHNICAL/PARAPROFESSIONAL
TITLE: 5A. CLINICAL & PARAPROFESSIONAL

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
Medical Assistants and Other Health Support Occupations (31909X)	8358	1279	7079	675	5595	375	804	120	480	109	200
TOTAL	8358	1279	7079	675	5595	375	804	120	480	109	200
PERCENTAGE	100.0%	15.3%	84.7%	8.1%	66.9%	4.5%	9.6%	1.4%	5.7%	1.3%	2.4%

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2016											
SOC Code 31.90	412	52	360	25	204	10	63	13	85	4	8
PERCENTAGE	100.0%	12.6%	87.4%	6.1%	49.5%	2.4%	15.3%	3.2%	20.6%	1.0%	1.9%

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2016

OCC. CATEGORY: 5. TECHNICAL/PARAPROFESSIONAL
TITLE: 5B. TECHNICAL

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	15.3	0.80	12.24	84.7	0.80	67.76	8.1	0.80	6.48	66.9	0.80	53.52	4.5	0.80	3.60	9.6	0.80	7.68
Unemployment	12.6	0.10	1.26	87.4	0.10	8.74	6.1	0.10	0.61	49.5	0.10	4.95	2.4	0.10	0.24	15.3	0.10	1.53
Promotable Pool	35.3	0.10	3.53	64.7	0.10	6.47	11.8	0.10	1.18	35.3	0.10	3.53	23.5	0.10	2.35	11.8	0.10	1.18
FINAL AVAIL. FACTOR			17.0			83.0			8.3			62.0			6.2			10.4
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	1.4	0.80	1.12	5.7	0.80	4.56	1.3	0.80	1.04	2.4	0.80	1.92						
Unemployment	3.2	0.10	0.32	20.6	0.10	2.06	1.0	0.10	0.10	1.9	0.10	0.19						
Promotable Pool	0.0	0.10	0.00	17.6	0.10	1.76	0.0	0.10	0.00	0.0	0.10	0.00						
FINAL AVAIL. FACTOR			1.4			8.5			1.1			2.1						100.0
FACTOR	SOURCE OF STATISTIC											REASON FOR WEIGHTING THE FACTOR						
Employment	Connecticut Occupational Statistics 2000 Census - Statewide Medical Assistants and Other Health Support Occupations. (31909X)											80% Hiring done from the employed pool of candidates.						
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2015 - Statewide SOC Code 31.90 Other Healthcare Support Occupations											10% Value weight from unemployed pool of candidates.						
Promotion/Transfer	Employees in the Nurses Aide classification could be promoted into this category.											10% Positions are filled by the Nurse Aide classification.						

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2016

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

OCC. CATEGORY: 5. TECHNICAL/PARAPROFESSIONAL
TITLE: 5B. TECHNICAL

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
Medical Assistants and Other Health Support Occupations (31909X)	8358	1279	7079	675	5595	375	804	120	480	109	200
TOTAL	8358	1279	7079	675	5595	375	804	120	480	109	200
PERCENTAGE	100.0%	15.3%	84.7%	8.1%	66.9%	4.5%	9.6%	1.4%	5.7%	1.3%	2.4%

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2015											
SOC Code 31.90	412	52	360	25	204	10	63	13	85	4	8
PERCENTAGE	100.0%	12.6%	87.4%	6.1%	49.5%	2.4%	15.3%	3.2%	20.6%	1.0%	1.9%

Promotional Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
Nurse Aide	17	6	11	2	6	4	2	0	3	0	0
TOTAL	17	6	11	2	6	4	2	0	3	0	0
PERCENTAGE	100.0%	35.3%	64.7%	11.8%	35.3%	23.5%	11.8%	0.0%	17.6%	0.0%	0.0%

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2016

OCC. CATEGORY: 5. TECHNICAL/PARAPROFESSIONAL
TITLE: 5C. HEALTH CARE SUPPORT

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	13.2	0.70	9.24	86.8	0.70	60.76	11.3	0.70	7.91	60.3	0.70	42.21	0.0	0.70	0.00	9.9	0.70	6.93
Unemployment	12.0	0.20	2.40	87.4	0.20	17.48	6.1	0.20	1.22	49.5	0.20	9.90	2.4	0.20	0.48	15.3	0.20	3.06
Promotable Pool	6.5	0.10	0.65	93.5	0.10	9.35	2.2	0.10	0.22	56.8	0.10	5.68	1.4	0.10	0.14	16.5	0.10	1.65
FINAL AVAIL. FACTOR			12.3			87.6			9.4			57.8			0.6			11.7

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	0.0	0.70	0.00	15.2	0.70	10.64	2.0	0.70	1.40	1.3	0.70	0.91						
Unemployment	3.2	0.20	0.64	20.6	0.20	4.12	1.0	0.20	0.20	1.9	0.20	0.38						
Promotable Pool	2.2	0.10	0.22	18.0	0.10	1.80	0.7	0.10	0.07	2.2	0.10	0.22						
FINAL AVAIL. FACTOR			0.9			16.6			1.7			1.5						99.9

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	Connecticut Occupational Statistics 2000 Census - Statewide Medical Records and Health Information Techs. (292071)	70% Hiring done from the employed pool of candidates.
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2016- Statewide SOC Code 31.90 Other Healthcare Support Occupations	20% Value weight from unemployed pool of candidates.
Promotion/Transfer	Employees in the Medical Assistant and Records Clerk classification could be promoted into this category.	10% Positions are filled by employees in the Medical Assistant and Records Clerk classifications.

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2016

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

OCC. CATEGORY: 5. TECHNICAL/PARAPROFESSIONAL
TITLE: 5C. HEALTH CARE SUPPORT

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
Medical Records & Health Info. Techs. (292071)	755	100	655	85	455	0	75	0	115	15	10
TOTAL	755	100	655	85	455	0	75	0	115	15	10
PERCENTAGE	100.0%	13.2%	86.8%	11.3%	60.3%	0.0%	9.9%	0.0%	15.2%	2.0%	1.3%

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2016											
SOC Code 31.90	412	52	360	25	204	10	63	13	85	4	8
PERCENTAGE	100.0%	12.6%	87.4%	6.1%	49.5%	2.4%	15.3%	3.2%	20.6%	1.0%	1.9%

Promotional Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
Medical Assistant	117	8	109	2	64	2	18	3	25	1	2
Medical Records Clerk	22	1	21	1	15	0	5	0	0	0	1
TOTAL	139	9	130	3	79	2	23	3	25	1	3
PERCENTAGE	100.0%	6.5%	93.5%	2.2%	56.8%	1.4%	16.5%	2.2%	18.0%	0.7%	2.2%

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2016

OCC. CATEGORY: 5. TECHNICAL/PARAPROFESSIONAL
TITLE: 5D. MEDICAL ASSISTANT

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	12.5	0.70	8.75	87.5	0.70	61.25	7.1	0.70	4.97	53.2	0.70	37.24	3.2	0.70	2.24	21.4	0.70	14.98
Unemployment	12.6	0.15	1.89	87.4	0.15	13.11	6.1	0.15	0.92	49.5	0.15	7.43	2.4	0.15	0.36	15.3	0.15	2.30
Promotable Pool	2.7	0.15	0.41	97.3	0.15	14.60	0.0	0.15	0.00	65.5	0.15	9.83	1.8	0.15	0.27	13.6	0.15	2.04
FINAL AVAIL. FACTOR			11.0			89.0			5.9			54.5			2.9			19.3

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	1.2	0.70	0.84	8.9	0.70	6.23	1.1	0.70	0.77	4.0	0.70	2.80						
Unemployment	3.2	0.15	0.48	20.6	0.15	3.09	0.9	0.15	0.14	1.9	0.15	0.29						
Promotable Pool	0.9	0.15	0.14	15.5	0.15	2.33	0.0	0.15	0.00	2.7	0.15	0.41						
FINAL AVAIL. FACTOR			1.5			11.6			0.9			3.5						100.0

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	Connecticut Occupational Statistics 2000 Census - Statewide Healthcare Support Occupations (310001)	70% Hiring done from the employed pool of candidates and our part-time employees.
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2016 - Statewide SOC Code 31.90 Other Healthcare Support Occupations	15% Value weight from unemployed pool of candidates.
Promotion/Transfer	Employees in the Clinic Office Assitant classification could be promoted into this category.	15% Positions are filled by employees in the Clinic Office Assistant classification.

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2016

AVAILABILITY ANALYSIS WORKSHEET - EMPLOYMENT DATA

OCC. CATEGORY: 5. TECHNICAL/PARAPROFESSIONAL
Title: 5D. MEDICAL ASSISTANT

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
Healthcare Support Occupations (310001)	43249	5392	37857	3060	23020	1365	9243	500	3849	467	1745
TOTAL	43249	5392	37857	3060	23020	1365	9243	500	3849	467	1745
PERCENTAGE	100.0%	12.5%	87.5%	7.1%	53.2%	3.2%	21.4%	1.2%	8.9%	1.1%	4.0%

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2016											
SOC Code 31.90	412	52	360	25	204	10	63	13	85	4	8
PERCENTAGE	100.0%	12.6%	87.4%	6.1%	49.5%	2.4%	15.3%	3.2%	20.6%	1.0%	1.9%

Promotional Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
Clinic Office Assistant	110	3	107	0	72	2	15	1	17	0	3
TOTAL	110	3	107	0	72	2	15	1	17	0	3
PERCENTAGE	100.0%	2.7%	97.3%	0.0%	65.5%	1.8%	13.6%	0.9%	15.5%	0.0%	2.7%

**UNIVERSITY OF CONNECTICUT HEALTH
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OCC. CATEGORY: 5. TECHNICAL/PARAPROFESSIONAL
TITLE: 5E. PARAPROFESSIONAL/ADMINISTRATIVE

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	54.3	0.50	27.2	45.7	0.50	22.9	45.2	0.50	22.6	38.5	0.50	19.3	2.8	0.50	1.4	3.7	0.50	1.9
Unemployment	25.3	0.25	6.3	74.7	0.25	18.7	15.2	0.25	3.8	45.2	0.25	11.3	5.9	0.25	1.5	16.6	0.25	4.2
Promotable Pool	4.8	0.25	1.2	95.2	0.25	23.8	4.8	0.25	1.2	85.5	0.25	21.4	0.0	0.25	0.0	4.8	0.25	1.2
FINAL AVAIL. FACTOR			34.7			65.3			26.2			51.9			2.9			7.3

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	2.4	0.50	1.2	2.4	0.50	1.2	3.9	0.50	2.0	1.2	0.50	0.6						
Unemployment	3.2	0.25	0.8	11.4	0.25	2.9	1.0	0.25	0.3	1.5	0.25	0.4						
Promotable Pool	0.0	0.25	0.0	3.6	0.25	0.9	0.0	0.25	0.0	1.2	0.25	0.3						
FINAL AVAIL. FACTOR			2.0			5.0			2.3			2.3						100.0

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	Connecticut Occupational Statistics 2000 Census - Statewide (List of sources attached)	50% Hiring done from the employed pool of candidates.
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2016 - Statewide SOC Code 15.90 Other Computer and Mathematical Occupations SOC Code 43.90 Other Office and Administrative Support Workers	25% Value weight from unemployed pool of candidates.
Promotion/Transfer	Employees in the Administrative Program Coordinator classification could be promoted into this category.	25% Positions are filled by employees in the Administrative Program Coordinator classification.

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

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AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

OCC. CATEGORY: 5. TECHNICAL/PARAPROFESSIONAL
TITLE: 5E. PARAPROFESSIONAL/ADMINISTRATIVE

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
Computer Support Specialists (151041)	5015	2905	2110	2435	1825	130	130	125	110	215	45
Human Res. Assts., Exc. Payroll Etc. (434161)	533	105	428	70	310	25	75	10	24	0	19
TOTAL	5548	3010	2538	2505	2135	155	205	135	134	215	64
PERCENTAGE	100.0%	54.3%	45.7%	45.2%	38.5%	2.8%	3.7%	2.4%	2.4%	3.9%	1.2%

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2016											
SOC Code 15.90	56	36	20	30	14	4	4	0	1	2	1
SOC Code 43.90	988	228	760	129	458	58	169	33	118	8	15
TOTAL	1044	264	780	159	472	62	173	33	119	10	16
PERCENTAGE	100.0%	25.3%	74.7%	15.2%	45.2%	5.9%	16.6%	3.2%	11.4%	1.0%	1.5%

Promotional Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
Admin. Program Coord.	83	4	79	4	71	0	4	0	3	0	1
TOTAL	83	4	79	4	71	0	4	0	3	0	1
PERCENTAGE	100.0%	4.8%	95.2%	4.8%	85.5%	0.0%	4.8%	0.0%	3.6%	0.0%	1.2%

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2016

OCC. CATEGORY: 5. TECHNICAL/PARAPROFESSIONAL
TITLE: 5F. DENTAL ASSISTANTS

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	1.4	0.60	0.84	98.6	0.60	59.16	0.6	0.60	0.36	84.0	0.60	50.40	0.0	0.60	0.00	4.1	0.60	2.46
Unemployment	12.6	0.40	5.04	87.4	0.40	34.96	6.1	0.40	2.44	49.5	0.40	19.80	2.4	0.40	0.96	15.3	0.40	6.12
FINAL AVAIL. FACTOR			5.9			94.1			2.8			70.2			1.0			8.6
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	0.8	0.60	0.48	8.5	0.60	5.10	0.0	0.60	0.00	1.9	0.60	1.14						
Unemployment	3.2	0.40	1.28	20.6	0.40	8.24	1.0	0.40	0.40	1.9	0.40	0.76						
FINAL AVAIL. FACTOR			1.8			13.3			0.4			1.9						100.0
FACTOR	SOURCE OF STATISTIC											REASON FOR WEIGHTING THE FACTOR						
Employment	Connecticut Occupational Statistics 2000 Census - Statewide Dental Assistants (319091)											60% Hiring done from the employed pool of candidates.						
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2016 - Statewide SOC Code 31.90 Other Healthcare Support Occupations											40% Value weight from unemployed pool of candidates.						

**UNIVERSITY OF CONNECTICUT HEALTH
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AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

OCC. CATEGORY: 5. TECHNICAL/PARAPROFESSIONAL
TITLE: 5F. DENTAL ASSISTANTS

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
Dental Assistants (319091)	3165	45	3120	20	2660	0	130	25	270	0	60
TOTAL	3165	45	3120	20	2660	0	130	25	270	0	60
PERCENTAGE	100.0%	1.4%	98.6%	0.6%	84.0%	0.0%	4.1%	0.8%	8.5%	0.0%	1.9%

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2016											
SOC Code 31.90	412	52	360	25	204	10	63	13	85	4	8
PERCENTAGE	100.0%	12.6%	87.4%	6.1%	49.5%	2.4%	15.3%	3.2%	20.6%	1.0%	1.9%

**UNIVERSITY OF CONNECTICUT HEALTH
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JUNE 30, 2016

OCC. CATEGORY: 5. TECHNICAL/PARAPROFESSIONAL
TITLE: 5G. LICENSED PRACTICAL NURSE

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	6.1	0.90	5.49	93.9	0.90	84.51	4.5	0.90	4.05	70.4	0.90	63.36	0.5	0.90	0.45	17.6	0.90	15.84
Unemployment	12.6	0.10	1.26	87.4	0.10	8.74	6.1	0.10	0.61	49.5	0.10	4.95	2.4	0.10	0.24	15.3	0.10	1.53
FINAL AVAIL. FACTOR			6.8			93.3			4.7			68.3			0.7			17.4
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	0.8	0.90	0.72	3.1	0.90	2.79	0.2	0.90	0.18	2.7	0.90	2.43						
Unemployment	3.2	0.10	0.32	20.6	0.10	2.06	1.0	0.10	0.10	1.9	0.10	0.19						
FINAL AVAIL. FACTOR			1.0			4.9			0.3			2.6						100.0
FACTOR	SOURCE OF STATISTIC											REASON FOR WEIGHTING THE FACTOR						
Employment	Connecticut Occupational Statistics 2000 Census - Statewide Licensed Practical and Licensed Vocational Nurses (292061)											90% Recruitment is done on a state level.						
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2016- Statewide SOC Code 31.90 Other Healthcare Support Occupations											10% Recruitment is filled from the unemployed jobseekers.						

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2016

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

OCC. CATEGORY: 5. TECHNICAL/PARAPROFESSIONAL
TITLE: 5G. LICENSED PRACTICAL NURSE

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
Licensed Practical and Licensed Vocational Nurses (292061)	6381	389	5992	290	4495	35	1125	50	200	14	172
PERCENTAGE	100.0%	6.1%	93.9%	4.5%	70.4%	0.5%	17.6%	0.8%	3.1%	0.2%	2.7%

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2016											
SOC Code 31.90	412	52	360	25	204	10	63	13	85	4	8
PERCENTAGE	100.0%	12.6%	87.4%	6.1%	49.5%	2.4%	15.3%	3.2%	20.6%	1.0%	1.9%

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2016

OCC. CATEGORY: 6. SKILLED CRAFT WORKERS
TITLE: 6A. QUALIFIED CRAFT WORKERS

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	97.8	0.70	68.46	2.2	0.70	1.54	81.7	0.70	57.19	1.7	0.70	1.19	5.8	0.70	4.06	0.2	0.70	0.14
Unemployment	96.8	0.20	19.36	3.2	0.20	0.64	58.3	0.20	11.66	0.6	0.20	0.12	18.4	0.20	3.68	0.9	0.20	0.18
Promotable Pool	36.6	0.10	3.66	63.4	0.10	6.34	17.1	0.10	1.71	43.9	0.10	4.39	7.3	0.10	0.73	7.3	0.10	0.73
FINAL AVAIL. FACTOR			91.5			8.5			70.6			5.7			8.5			1.1

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	7.3	0.70	5.11	0.1	0.70	0.07	2.9	0.70	2.03	0.2	0.70	0.14						
Unemployment	19.5	0.20	3.90	1.7	0.20	0.34	0.6	0.20	0.12	0.0	0.20	0.00						
Promotable Pool	12.2	0.10	1.22	9.8	0.10	0.98	0.0	0.10	0.00	2.4	0.10	0.24						
FINAL AVAIL. FACTOR			10.2			1.4			2.2			0.4						100.0

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	Connecticut Occupational Statistics 2000 Census - Hartford (List of sources attached)	70% Hiring done from the employed pool of candidates.
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2016 - Hartford SOC Code 47.20 Construction Trades Workers	20% Value weight from unemployed pool of candidates.
Promotion/Transfer	Employees in the Custodian, Lead Custodian and Supervising Custodian classifications could be promoted into this category.	10% Positions are filled by employees in the Custodian, Lead Custodian and Supervising Custodian classifications.

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2016

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

OCC. CATEGORY: 6. SKILLED CRAFT WORKERS
TITLE: 6A. QUALIFIED CRAFT WORKERS

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
Carpenters (472031)	3439	3394	45	2885	35	155	0	255	0	99	10
Electricians (472111)	1620	1605	15	1385	15	110	0	85	0	25	0
Heating, AC, & Refrig. Mechs & Installers (499021)	847	843	4	775	0	50	4	4	0	14	0
Locksmith & Safe Repairs (499094)	28	24	4	20	4	0	0	0	0	4	0
Painters, Construction & Maintenance (472141)	1507	1403	104	975	80	110	10	250	10	68	4
Pipelayers, Plumbers, Pipefitters, Etc (472150)	1220	1205	15	1040	15	80	0	40	0	45	0
TOTAL	8661	8474	187	7080	149	505	14	634	10	255	14
PERCENTAGE	100.0%	97.8%	2.2%	81.7%	1.7%	5.8%	0.2%	7.3%	0.1%	2.9%	0.2%

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2016											
SOC Code 47.20	348	337	11	203	2	64	3	68	6	2	0
PERCENTAGE	100.0%	96.8%	3.2%	58.3%	0.6%	18.4%	0.9%	19.5%	1.7%	0.6%	0.0%

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2016

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
Promotional Pool											
Custodian	33	11	22	5	15	2	2	4	4	0	1
Lead Custodian	1	1	0	0	0	0	0	1	0	0	0
Supervising Custodian	7	3	4	2	3	1	1	0	0	0	0
TOTAL	41	15	26	7	18	3	3	5	4	0	1
PERCENTAGE	100.0%	36.6%	63.4%	17.1%	43.9%	7.3%	7.3%	12.2%	9.8%	0.0%	2.4%

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2016

OCC. CATEGORY: 7. PROTECTIVE SERVICES
TITLE: 7A. PROTECTIVE SERVICES

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	86.4	0.70	60.5	13.6	0.70	9.5	58.2	0.70	40.7	7.3	0.70	5.1	16.6	0.70	11.6	2.9	0.70	2.0
Unemployment	71.4	0.30	21.4	28.3	0.30	8.5	32.5	0.30	9.8	7.5	0.30	2.3	17.5	0.30	5.3	13.3	0.30	4.0
FINAL AVAIL. FACTOR			81.9			18.0			50.5			7.5			16.9			6.0
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	9.3	0.70	6.5	2.5	0.70	1.8	2.3	0.70	1.6	0.9	0.70	0.6						
Unemployment	21.7	0.30	6.5	7.5	0.30	2.3	0.0	0.30	0.0	0.0	0.30	0.0						
FINAL AVAIL. FACTOR			13.0			3.6			1.6			0.6						99.9
FACTOR	SOURCE OF STATISTIC											REASON FOR WEIGHTING THE FACTOR						
Employment	Connecticut Occupational Statistics 2000 Census - Hartford (List of sources attached)											70% Hiring done from the employed pool of candidates.						
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2016- Hartford SOC Code 33 Protective Service Occupations											30% Lower value weight from unemployed pool of candidates.						

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2016

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

OCC. CATEGORY: 7. PROTECTIVE SERVICES
TITLE: 7A. PROTECTIVE SERVICES

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
Firefighters (332011)	720	705	15	535	15	85	0	75	0	10	0
Police officers (333050)	1609	1399	210	1195	115	85	30	105	55	14	10
Sec. Guards & Gaming Surv. Officers (339030)	2609	2163	446	1145	230	649	115	280	69	89	32
TOTAL	4938	4267	671	2875	360	819	145	460	124	113	42
PERCENTAGE	100.0%	86.4%	13.6%	58.2%	7.3%	16.6%	2.9%	9.3%	2.5%	2.3%	0.9%

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2015											
SOC Code 33	120	86	34	39	9	21	16	26	9	0	0
PERCENTAGE	100.0%	71.7%	28.3%	32.5%	7.5%	17.5%	13.3%	21.7%	7.5%	0.0%	0.0%

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2016

OCC. CATEGORY: 7. SERVICE/MAINTENANCE
TITLE: 7B. CUSTODIAN

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	59.1	0.95	56.15	40.9	0.95	38.86	32.9	0.95	31.26	19.8	0.95	18.81	9.2	0.95	8.74	7.9	0.95	7.51
Unemployment	57.8	0.05	2.89	42.2	0.05	2.11	18.1	0.05	0.91	10.2	0.05	0.51	15.7	0.05	0.79	9.0	0.05	0.45
FINAL AVAIL. FACTOR			59.0			41.0			32.2			19.3			9.5			8.0
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	14.6	0.95	13.87	11.3	0.95	10.74	2.5	0.95	2.38	1.9	0.95	1.81						
Unemployment	23.5	0.05	1.18	22.9	0.05	1.15	0.6	0.05	0.03	0.0	0.05	0.00						
FINAL AVAIL. FACTOR			15.0			11.9			2.4			1.8						100.0
FACTOR	SOURCE OF STATISTIC											REASON FOR WEIGHTING THE FACTOR						
Employment	Connecticut Occupational Statistics 2000 Census - Hartford Janitors and Building Cleaners (37201X) Maids and Housekeeping Cleaners (372012)											95% Hiring done from our part-time employees.						
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2016 - Hartford SOC Code 37 Building/Grounds Cleaning and Maintenance Occupations											5% Lower value weight from unemployed pool of candidates.						

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2016

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

OCC. CATEGORY: 7. SERVICE/MAINTENANCE
TITLE: 7B. CUSTODIAN

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
Janitors and Building Cleaners (37201X)	6088	4778	1310	2805	640	715	215	1075	410	183	45
Maids and Housekeeping Cleaners (372012)	3089	645	2444	210	1180	125	510	265	625	45	129
TOTAL	9177	5423	3754	3015	1820	840	725	1340	1035	228	174
PERCENTAGE	100.0%	59.1%	40.9%	32.9%	19.8%	9.2%	7.9%	14.6%	11.3%	2.5%	1.9%

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2016											
SOC Code 37	166	96	70	30	17	26	15	39	38	1	0
PERCENTAGE	100.0%	57.8%	42.2%	18.1%	10.2%	15.7%	9.0%	23.5%	22.9%	0.6%	0.0%

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2016

OCC. CATEGORY: 7. SERVICE/MAINTENANCE
TITLE: 7C. OTHER SERVICE MAINTENANCE

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	72.5	0.60	43.50	27.5	0.60	16.5	52.3	0.60	31.4	21.0	0.60	12.6	9.3	0.60	5.6	1.7	0.60	1.0
Unemployment	40.5	0.25	10.13	59.5	0.25	14.9	21.1	0.25	5.3	28.9	0.25	7.2	10.4	0.25	2.6	17.4	0.25	4.4
Promotable Pool	33.3	0.15	5.00	66.7	0.15	10.0	15.2	0.15	2.3	45.5	0.15	6.8	6.1	0.15	0.9	6.1	0.15	0.9
FINAL AVAIL. FACTOR			58.6			41.4			38.9			26.7			9.1			6.3
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	10.0	0.60	6.0	3.1	0.60	1.9	1.0	0.60	0.6	1.7	0.60	1.0						
Unemployment	8.6	0.25	2.2	11.8	0.25	3.0	0.5	0.25	0.1	1.4	0.25	0.4						
Promotable Pool	12.1	0.15	1.8	12.1	0.15	1.8	0.0	0.15	0.0	3.0	0.15	0.5						
FINAL AVAIL. FACTOR			10.0			6.7			0.7			1.8						100.0
FACTOR	SOURCE OF STATISTIC											REASON FOR WEIGHTING THE FACTOR						
Employment	Connecticut Occupational Statistics 2000 Census - Hartford (List of sources attached)											60% Hiring done from the employed pool of candidates.						
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2015 - Hartford SOC Code 43.90 Other Office and Administrative Support Workers SOC Code 47.30 Helpers, Construction Trades SOC Code 49.10 Supervisors of Installation, Maintenance & Repair Workers											25% Lower value weight from unemployed pool of candidates.						
Promotion/Transfer	Employees in the Custodian classification could be promoted into this category.											15% Positions are filled by employees in the Custodian classification.						

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2016

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

OCC. CATEGORY: 7. SERVICE/MAINTENANCE
TITLE: 7C. OTHER SERVICE MAINTENANCE

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
Animal Care and Service Workers (392000)	440	106	334	59	295	10	0	29	25	8	14
Helpers, Construction Trades (473000)	75	75	0	45	0	10	0	20	0	0	0
Shipping, Receiving, and Traffic Clerks (435071)	2132	1563	569	1055	385	220	55	265	85	23	44
Super. Of Installation, Maint., & Repair Workers (491000)	853	794	59	670	55	85	4	35	0	4	0
TOTAL	3500	2538	962	1829	735	325	59	349	110	35	58
PERCENTAGE	100.0%	72.5%	27.5%	52.3%	21.0%	9.3%	1.7%	10.0%	3.1%	1.0%	1.7%

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2015											
SOC Code 43.90	337	84	253	41	123	25	75	16	49	2	6
SOC Code 47.30	92	89	3	49	1	19	0	21	2	0	0
SOC Code 49.10	3	2	1	1	1	1	0	0	0	0	0
TOTAL	432	175	257	91	125	45	75	37	51	2	6
PERCENTAGE	100.0%	40.5%	59.5%	21.1%	28.9%	10.4%	17.4%	8.6%	11.8%	0.5%	1.4%

Promotional Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
Custodian	33	11	22	5	15	2	2	4	4	0	1
TOTAL	33	11	22	5	15	2	2	4	4	0	1
PERCENTAGE	100.0%	33.3%	66.7%	15.2%	45.5%	6.1%	6.1%	12.1%	12.1%	0.0%	3.0%