

**UTILIZATION ANALYSIS and
HIRING AND PROMOTION GOALS
Section 46a-68-85**

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

In order to determine whether protected classes are fully and fairly utilized in UConn Health's workforce, the numbers of protected classes in the workforce must be compared to the availability of persons for employment. Completing this comparison between UConn Health's workforce and the availability bases calculated in Section 46a-68-84, Availability Analysis has been conducted for each occupational category and position classification.

Utilization Analysis was performed for thirty-nine (39) position classifications. The previous utilization, previous hiring/promotional and upward mobility goals, current hires/promotions and upward mobility, and achievement percentage of goals are included on Form #85A.

For each instance of underutilization identified in the Utilization Analysis, employment or promotional goals have been set to increase the representation of protected class members in the workforce. Goals were established to the nearest whole number. UConn Health has set its goals to be meaningful, measurable, and reasonably attainable. All promotions within the category are reflected on the bottom of Form #86A.

**UNIVERSITY OF CONNECTICUT HEALTH
UTILIZATION ANALYSIS**

AGENCY: UCONN HEALTH								REPORTING		DATE: JUNE 30, 2016		
OCCUPATIONAL CATEGORY: EXECUTIVE/ADMINISTRATIVE								LABOR MARKET AREA: NATIONAL				
POSITION CLASSIFICATION: 1A. EXECUTIVE												
UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	51.6	48.4	38.7	38.7	6.5	6.5	0.0	3.2	6.5	0.0	A
WORKFORCE PARITY %	100.0	48.0	52.0	40.3	41.5	3.5	5.6	2.3	2.8	1.9	2.2	B
WORKFORCE NUMBERS	31	16	15	12	12	2	2	0	1	2	0	C
WORKFORCE PARITY #	31.0	14.9	16.1	12.5	12.9	1.1	1.7	0.7	0.9	0.6	0.7	D
NET UTILIZATION (+)	0.0	1.1	-1.1	-0.5	-0.9	0.9	0.3	-0.7	0.1	1.4	-0.7	E
PREVIOUS UTILIZATION	0.0	2.5	-2.5	1.6	-2.5	0.0	0.5	-0.6	0.2	1.4	-0.6	F
HIRING GOALS												
Previous Plan Goals Short	6	2	4	1	3	0	0	1	0	0	1	G
CURRENT PLAN HIRES	4	1	3	0	3	1	0	0	0	0	0	I
CURRENT PLAN GOALS	4	2	2	1	1	0	0	1	0	0	1	N
PROMOTION GOALS												
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	O
CURRENT PLAN PROM.	1	0	1	0	1	0	0	0	0	0	0	Q
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	R
UPWARD/CAREER MOBILITY GOALS												
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

**UNIVERSITY OF CONNECTICUT HEALTH
UTILIZATION ANALYSIS**

LABOR MARKET AREA: NATIONAL									REPORTING	DATE: JUNE 30, 2016		
CATEGORY OR CLASS: EXECUTIVE/ADMINISTRATIVE									LABOR MARKET AREA: NATIONAL			
JOB GROUP: 1B. UNIVERSITY DIRECTOR												
UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	45.5	54.5	43.9	53.0	1.5	1.5	0.0	0.0	0.0	0.0	A
WORKFORCE PARITY %	100.0	48.8	51.2	42.8	43.7	2.3	3.8	2.0	1.9	1.8	1.8	B
WORKFORCE NUMBERS	66	30	36	29	35	1	1	0	0	0	0	C
WORKFORCE PARITY #	66.0	32.2	33.8	28.3	28.9	1.5	2.5	1.3	1.3	1.2	1.2	D
NET UTILIZATION (+)	0.0	-2.2	2.2	0.7	6.1	-0.5	-1.5	-1.3	-1.3	-1.2	-1.2	E
PREVIOUS UTILIZATION	0.0	-4.5	4.5	-2.4	8.8	-0.6	-1.6	-1.3	-1.5	-0.3	-1.3	F
HIRING GOALS												
PREVIOUS GOALS SHORT	9	4	5	2	0	1	2	1	2	0	1	G
CURRENT PLAN HIRES	1	1	0	1	0	0	0	0	0	0	0	I
CURRENT PLAN GOALS	7	3	4	0	0	1	2	1	1	1	1	N
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	0	0	0	0	0	0	0	0	0	0	0	O
CURRENT PLAN PROM.	9	5	4	5	4	0	0	0	0	0	0	Q
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	R
UPWARD/CAREER MOBILITY GOALS												
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

**UNIVERSITY OF CONNECTICUT HEALTH
UTILIZATION ANALYSIS**

LABOR MARKET AREA: NATIONAL											DATE: JUNE 30, 2016	
CATEGORY OR CLASS: EXECUTIVE/ADMINISTRATIVE												
JOB GROUP: 1C. MANAGERS												
UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	22.0	78.0	22.0	64.0	0.0	11.0	0.0	2.0	0.0	1.0	A
WORKFORCE PARITY %	100.0	26.3	73.7	22.0	62.9	2.0	5.6	1.3	1.5	1.0	3.7	B
WORKFORCE NUMBERS	100	22	78	22	64	0	11	0	2	0	1	C
WORKFORCE PARITY #	100.0	26.3	73.7	22.0	62.9	2.0	5.6	1.3	1.5	1.0	3.7	D
NET UTILIZATION (+)	0.0	-4.3	4.3	0.0	1.1	-2.0	5.4	-1.3	0.5	-1.0	-2.7	E
PREVIOUS UTILIZATION	0.0	5.0	-5.0	8.7	-15.1	-1.6	7.6	-1.0	0.6	-0.9	1.9	F
HIRING GOALS												
PREVIOUS GOALS SHORT	9	4	5	0	5	2	0	1	0	1	0	G
CURRENT PLAN HIRES	9	1	8	0	7	0	1	0	0	1	0	I
CURRENT PLAN GOALS	6	4	2	0	0	2	0	1	0	1	2	N
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	10	0	10	0	10	0	0	0	0	0	0	O
CURRENT PLAN PROM.	2	0	2	0	2	0	0	0	0	0	0	Q
CURRENT PLAN GOALS	1	0	1	0	0	0	0	0	0	0	1	R
UPWARD/CAREER MOBILITY GOALS												
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X
*There is only 1 underutilized employee in our promotable pool.												

**UNIVERSITY OF CONNECTICUT HEALTH
UTILIZATION ANALYSIS**

LABOR MARKET AREA: NATIONAL											DATE: JUNE 30, 2016	
CATEGORY OR CLASS: FACULTY												
JOB GROUP: 2A. HEAD OF DEPARTMENT												
UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	72.2	27.8	66.7	27.8	5.6	0.0	0.0	0.0	0.0	0.0	A
WORKFORCE PARITY %	100.0	75.0	25.0	64.2	20.3	1.4	1.2	1.4	1.1	8.0	2.4	B
WORKFORCE NUMBERS	18	13	5	12	5	1	0	0	0	0	0	C
WORKFORCE PARITY #	18.0	13.5	4.5	11.5	3.7	0.2	0.2	0.2	0.2	1.4	0.4	D
NET UTILIZATION (+)	0.0	-0.5	0.5	0.5	1.3	0.8	-0.2	-0.2	-0.2	-1.4	-0.4	E
PREVIOUS UTILIZATION	0.0	-1.3	1.3	0.4	2.2	-0.2	-0.2	-0.2	-0.2	-1.3	-0.4	F
HIRING GOALS												
PREVIOUS GOALS SHORT	1	0	1	0	0	0	0	0	0	0	1	G
CURRENT PLAN HIRES	1	1	0	0	0	1	0	0	0	0	0	I
CURRENT PLAN GOALS	1	0	1	0	0	0	0	0	0	0	1	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	1	1	0	0	0	0	0	0	0	1	0	O
CURRENT PLAN PROM.	2	2	0	2	0	0	0	0	0	0	0	Q
CURRENT PLAN GOALS	1	1	0	0	0	0	0	0	0	1	0	R
UPWARD/CAREER MOBILITY GOALS												
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

**UNIVERSITY OF CONNECTICUT HEALTH
UTILIZATION ANALYSIS**

LABOR MARKET AREA: NATIONAL											DATE: JUNE 30, 2016	
CATEGORY OR CLASS: FACULTY												
JOB GROUP: 2B. PROFESSOR												
UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	78.5	21.5	68.5	17.7	1.5	0.8	0.8	0.8	7.7	2.3	A
WORKFORCE PARITY %	100.0	66.3	33.8	44.3	25.3	3.5	0.3	3.5	2.3	14.9	5.8	B
WORKFORCE NUMBERS	130	102	28	89	23	2	1	1	1	10	3	C
WORKFORCE PARITY #	130.0	86.1	43.9	57.6	32.8	4.5	0.4	4.5	3.0	19.4	7.6	D
NET UTILIZATION (+)	0.0	15.9	-15.9	31.4	-9.8	-2.5	0.6	-3.5	-2.0	-9.4	-4.6	E
PREVIOUS UTILIZATION	0.0	13.0	-13.0	26.2	-9.2	-2.8	0.6	-3.8	-0.7	-6.6	-3.6	F
HIRING GOALS												
PREVIOUS GOALS SHORT	6	3	3	0	2	1	0	1	0	1	1	G
CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	I
CURRENT PLAN GOALS	6	3	3	0	2	1	0	1	0	1	1	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	22	11	11	0	7	2	0	3	1	6	3	O
CURRENT PLAN PROM.	5	3	2	3	2	0	0	0	0	0	0	Q
CURRENT PLAN GOALS	27	13	14	0	8	2	0	3	2	8	4	R
UPWARD/CAREER MOBILITY GOALS												
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X
												V

**UNIVERSITY OF CONNECTICUT HEALTH
UTILIZATION ANALYSIS**

LABOR MARKET AREA: NATIONAL											DATE: JUNE 30, 2016	
CATEGORY OR CLASS: FACULTY												
JOB GROUP: 2C. ASSOCIATE PROFESSOR												
UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	64.5	35.5	41.1	27.1	3.7	0.0	2.8	1.9	16.8	6.5	A
WORKFORCE PARITY %	100.0	57.0	43.0	36.6	22.7	1.9	3.9	4.4	3.3	14.0	13.1	B
WORKFORCE NUMBERS	107	69	38	44	29	4	0	3	2	18	7	C
WORKFORCE PARITY #	107.0	61.0	46.0	39.2	24.3	2.0	4.2	4.8	3.6	15.0	14.0	D
NET UTILIZATION (+)	0.0	8.0	-8.0	4.8	4.7	2.0	-4.2	-1.8	-1.6	3.0	-7.0	E
PREVIOUS UTILIZATION	0.0	7.8	-7.8	8.7	3.3	3.1	-3.5	-1.6	-0.8	-2.4	-6.8	F
HIRING GOALS												
PREVIOUS GOALS SHORT	2	0	2	0	0	0	1	0	0	0	1	G
CURRENT PLAN HIRES	4	2	2	1	1	0	0	0	0	1	1	I
CURRENT PLAN GOALS	2	0	2	0	0	0	1	0	0	0	1	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	14	4	10	0	0	0	3	2	1	2	6	O
CURRENT PLAN PROM.	13	7	6	4	4	0	0	0	1	3	1	Q
CURRENT PLAN GOALS	13	2	11	0	0	0	3	2	2	0	6	R
UPWARD/CAREER MOBILITY GOALS												
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X
												V

**UNIVERSITY OF CONNECTICUT HEALTH
UTILIZATION ANALYSIS**

LABOR MARKET AREA: NATIONAL											DATE: JUNE 30, 2016	
CATEGORY OR CLASS: FACULTY												
JOB GROUP: 2D. ASSISTANT PROFESSOR												
UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	56.2	43.8	35.5	23.5	1.4	3.7	4.1	2.3	15.2	14.3	A
WORKFORCE PARITY %	100.0	53.1	47.0	40.0	32.9	2.3	3.2	2.8	3.1	8.0	8.0	B
WORKFORCE NUMBERS	217	122	95	77	51	3	8	9	5	33	31	C
WORKFORCE PARITY #	217.0	115.1	101.9	86.8	71.4	5.0	6.9	6.0	6.8	17.3	17.3	D
NET UTILIZATION (+)	0.0	6.9	-6.9	-9.8	-20.4	-2.0	1.1	3.0	-1.8	15.7	13.7	E
PREVIOUS UTILIZATION	0.0	7.6	-7.6	-11.3	-21.9	-3.7	0.7	1.7	-2.0	21.1	15.5	F
HIRING GOALS												
PREVIOUS GOALS SHORT	34	13	21	9	19	4	0	0	2	0	0	G
CURRENT PLAN HIRES	37	21	16	14	9	2	1	1	2	4	4	I
CURRENT PLAN GOALS	31	11	20	9	18	2	0	0	2	0	0	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	5	2	3	2	3	0	0	0	0	0	0	O
CURRENT PLAN PROM.	2	1	1	0	0	0	0	1	1	0	0	Q
CURRENT PLAN GOALS	3	1	2	1	2	0	0	0	0	0	0	R
UPWARD/CAREER MOBILITY GOALS												
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

**UNIVERSITY OF CONNECTICUT HEALTH
UTILIZATION ANALYSIS**

LABOR MARKET AREA: NATIONAL											DATE: JUNE 30, 2016	
CATEGORY OR CLASS: FACULTY												
JOB GROUP: 2E. INSTRUCTOR												
UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	28.6	71.4	14.3	33.3	0.0	0.0	4.8	14.3	9.5	23.8	A
WORKFORCE PARITY %	100.0	63.0	37.0	51.5	27.3	2.4	2.9	2.3	2.2	6.7	4.6	B
WORKFORCE NUMBERS	21	6	15	3	7	0	0	1	3	2	5	C
WORKFORCE PARITY #	21.0	13.2	7.8	10.8	5.7	0.5	0.6	0.5	0.5	1.4	1.0	D
NET UTILIZATION (+)	0.0	-7.2	7.2	-7.8	1.3	-0.5	-0.6	0.5	2.5	0.6	4.0	E
PREVIOUS UTILIZATION	0.0	-5.7	5.7	-8.2	3.0	-0.5	-0.7	2.5	1.4	0.5	1.9	F
HIRING GOALS												
PREVIOUS GOALS SHORT	10	9	1	8	0	1	1	0	0	0	0	G
CURRENT PLAN HIRES	3	0	3	0	0	0	0	0	1	0	2	I
CURRENT PLAN GOALS	10	9	1	8	0	1	1	0	0	0	0	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	0	0	0	0	0	0	0	0	0	0	0	O
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	Q
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	R
UPWARD/CAREER MOBILITY GOALS												
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

**UNIVERSITY OF CONNECTICUT HEALTH
UTILIZATION ANALYSIS**

LABOR MARKET AREA: STATE										DATE: JUNE 30, 2016		
CATEGORY OR CLASS: PROFESSIONAL/NON-FACULTY												
JOB GROUP: 3A. REGISTERED NURSE												
UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	18.0	82.0	12.1	62.3	3.9	11.5	1.3	4.3	0.7	3.9	A
WORKFORCE PARITY %	100.0	13.0	87.0	10.4	74.5	1.1	5.9	1.0	2.9	0.6	3.7	B
WORKFORCE NUMBERS	305	55	250	37	190	12	35	4	13	2	12	C
WORKFORCE PARITY #	305.0	39.5	265.5	31.8	227.3	3.3	18.0	3.1	8.7	1.7	11.3	D
NET UTILIZATION (+)	0.0	15.5	-15.5	5.2	-37.3	8.7	17.0	1.0	4.3	0.3	0.7	E
PREVIOUS UTILIZATION	0.0	31.9	-31.9	21.5	-41.1	6.8	7.1	1.5	2.2	1.9	0.2	F
HIRING GOALS												
PREVIOUS GOALS SHORT	41	0	41	0	41	0	0	0	0	0	0	G
CURRENT PLAN HIRES	67	15	52	10	44	4	4	1	2	0	2	I
CURRENT PLAN GOALS	37	0	37	0	37	0	0	0	0	0	0	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	0	0	0	0	0	0	0	0	0	0	0	O
CURRENT PLAN PROM.	2	0	2	0	1	0	1	0	0	0	0	Q
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	R
UPWARD/CAREER MOBILITY GOALS												
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

**UNIVERSITY OF CONNECTICUT HEALTH
UTILIZATION ANALYSIS**

LABOR MARKET AREA: STATE											DATE: JUNE 30, 2016	
CATEGORY OR CLASS: PROFESSIONAL/NON-FACULTY												
JOB GROUP: 3B. NURSING SUPERVISOR												
UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	27.4	72.6	22.1	57.5	1.8	12.4	0.9	0.9	2.7	1.8	A
WORKFORCE PARITY %	100.0	16.3	83.7	11.4	65.9	3.3	9.8	1.2	4.0	0.7	4.0	B
WORKFORCE NUMBERS	113	31	82	25	65	2	14	1	1	3	2	C
WORKFORCE PARITY #	113.0	18.4	94.6	12.9	74.5	3.7	11.1	1.4	4.5	0.8	4.5	D
NET UTILIZATION (+)	0.0	12.6	-12.6	12.1	-9.5	-1.7	2.9	-0.4	-3.5	2.2	-2.5	E
PREVIOUS UTILIZATION	0.0	15.0	-15.0	15.1	-8.6	-1.4	1.4	-0.3	-3.4	1.6	-4.3	F
HIRING GOALS												
PREVIOUS GOALS SHORT	3	0	3	0	1	0	0	0	1	0	1	G
CURRENT PLAN HIRES	2	0	2	0	2	0	0	0	0	0	0	I
CURRENT PLAN GOALS	4	0	4	0	2	0	0	0	1	0	1	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	13	1	12	0	7	1	0	0	2	0	3	O
CURRENT PLAN PROM.	11	1	10	1	8	0	1	0	0	0	1	Q
CURRENT PLAN GOALS	15	2	13	0	8	2	0	0	3	0	2	R
UPWARD/CAREER MOBILITY GOALS												
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

**UNIVERSITY OF CONNECTICUT HEALTH
UTILIZATION ANALYSIS**

LABOR MARKET AREA: STATE										DATE: JUNE 30, 2016		
CATEGORY OR CLASS: PROFESSIONAL/NON-FACULTY												
JOB GROUP: 3C. SPECIALIZED NURSES												
UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	15.3	84.7	13.6	72.9	1.7	3.4	0.0	5.1	0.0	3.4	A
WORKFORCE PARITY %	100.0	11.7	88.3	9.3	76.1	1.0	5.4	0.8	2.7	0.8	4.2	B
WORKFORCE NUMBERS	59	9	50	8	43	1	2	0	3	0	2	C
WORKFORCE PARITY #	59.0	6.9	52.1	5.5	44.9	0.6	3.2	0.5	1.6	0.5	2.5	D
NET UTILIZATION (+)	0.0	2.1	-2.1	2.5	-1.9	0.4	-1.2	-0.5	1.4	-0.5	-0.5	E
PREVIOUS UTILIZATION	0.0	4.0	-4.0	4.2	0.6	0.5	-3.3	-0.3	1.4	-0.5	-2.7	F
HIRING GOALS												
PREVIOUS GOALS SHORT	5	1	4	0	0	0	2	0	0	1	2	G
CURRENT PLAN HIRES	8	2	6	2	5	0	0	0	0	0	1	I
CURRENT PLAN GOALS	5	2	3	0	1	0	1	1	0	1	1	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	2	0	2	0	0	0	1	0	0	0	1	O
CURRENT PLAN PROM.	1	0	1	0	0	0	1	0	0	0	0	Q
CURRENT PLAN GOALS	1	0	1	0	1	0	0	0	0	0	0	R
UPWARD/CAREER MOBILITY GOALS												
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

**UNIVERSITY OF CONNECTICUT HEALTH
UTILIZATION ANALYSIS**

LABOR MARKET AREA: STATE											DATE: JUNE 30, 2016	
CATEGORY OR CLASS: PROFESSIONAL/NON-FACULTY												
JOB GROUP: 3D. CLINICAL SUPERVISORS												
UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	35.5	64.5	32.3	58.1	3.2	0.0	0.0	3.2	0.0	3.2	A
WORKFORCE PARITY %	100.0	19.9	80.1	18.1	70.7	0.9	2.8	0.3	3.5	0.7	3.3	B
WORKFORCE NUMBERS	31	11	20	10	18	1	0	0	1	0	1	C
WORKFORCE PARITY #	31.0	6.2	24.8	5.6	21.9	0.3	0.9	0.1	1.1	0.2	1.0	D
NET UTILIZATION (+)	0.0	4.8	-4.8	4.4	-3.9	0.7	-0.9	-0.1	-0.1	-0.2	0.0	E
PREVIOUS UTILIZATION	0.0	3.0	-3.0	2.5	-3.0	0.8	-1.0	-0.1	1.5	-0.2	-0.5	F
HIRING GOALS												
PREVIOUS GOALS SHORT	2	0	2	0	0	0	1	0	0	0	1	G
CURRENT PLAN HIRES	5	2	3	2	2	0	0	0	0	0	1	I
CURRENT PLAN GOALS	3	0	3	0	2	0	1	0	0	0	0	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	3	0	3	0	3	0	0	0	0	0	0	O
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	Q
CURRENT PLAN GOALS	2	0	2	0	2	0	0	0	0	0	0	R
UPWARD/CAREER MOBILITY GOALS												
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

**UNIVERSITY OF CONNECTICUT HEALTH
UTILIZATION ANALYSIS**

LABOR MARKET AREA: STATE										DATE: JUNE 30, 2016		
CATEGORY OR CLASS: PROFESSIONAL/NON-FACULTY												
JOB GROUP: 3E. CLINICAL GROUP												
UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	41.0	59.0	33.3	50.0	1.4	0.7	1.4	4.2	4.9	4.2	A
WORKFORCE PARITY %	100.0	29.2	70.8	22.2	56.3	1.9	5.3	1.4	3.2	4.0	6.1	B
WORKFORCE NUMBERS	144	59	85	48	72	2	1	2	6	7	6	C
WORKFORCE PARITY #	144.0	42.1	101.9	32.0	81.0	2.7	7.6	2.0	4.6	5.7	8.7	D
NET UTILIZATION (+)	0.0	16.9	-16.9	16.0	-9.0	-0.7	-6.6	0.0	1.4	1.3	-2.7	E
PREVIOUS UTILIZATION	0.0	21.2	-21.2	21.1	-10.2	-0.4	-6.6	0.0	0.6	0.5	-5.0	F
HIRING GOALS												
PREVIOUS GOALS SHORT	20	2	18	0	8	1	6	1	0	0	4	G
CURRENT PLAN HIRES	19	6	13	3	9	1	1	0	1	2	2	I
CURRENT PLAN GOALS	17	1	16	0	8	1	5	0	0	0	3	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	4	0	4	0	2	0	1	0	0	0	1	O
CURRENT PLAN PROM.	2	0	2	0	2	0	0	0	0	0	0	Q
CURRENT PLAN GOALS	3	0	3	0	1	0	2	0	0	0	0	R
UPWARD/CAREER MOBILITY GOALS												
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

**UNIVERSITY OF CONNECTICUT HEALTH
UTILIZATION ANALYSIS**

LABOR MARKET AREA: STATE											DATE: JUNE 30, 2016	
CATEGORY OR CLASS: PROFESSIONAL/NON-FACULTY												
JOB GROUP: 3F. RESEARCH												
UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	22.6	77.4	15.8	54.1	1.5	4.5	0.8	4.5	4.5	14.3	A
WORKFORCE PARITY %	100.0	54.6	45.4	38.3	32.0	1.6	4.1	2.7	1.9	12.2	7.4	B
WORKFORCE NUMBERS	133	30	103	21	72	2	6	1	6	6	19	C
WORKFORCE PARITY #	133.0	72.6	60.4	50.9	42.5	2.1	5.5	3.6	2.5	16.2	9.8	D
NET UTILIZATION (+)	0.0	-42.6	42.6	-29.9	29.5	-0.1	0.5	-2.6	3.5	-10.2	9.2	E
PREVIOUS UTILIZATION	0.0	-33.7	33.7	-26.6	23.6	0.7	-7.2	-1.1	4.0	-6.8	13.5	F
HIRING GOALS												
PREVIOUS GOALS SHORT	44	37	7	27	0	2	7	1	0	7	0	G
CURRENT PLAN HIRES	15	2	13	2	10	0	0	0	1	0	2	I
CURRENT PLAN GOALS	43	43	0	30	0	0	0	3	0	10	0	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	0	0	0	0	0	0	0	0	0	0	0	O
CURRENT PLAN PROM.	1	0	1	0	0	0	1	0	0	0	0	Q
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	R
UPWARD/CAREER MOBILITY GOALS												
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

**UNIVERSITY OF CONNECTICUT HEALTH
UTILIZATION ANALYSIS**

LABOR MARKET AREA: STATE										DATE: JUNE 30, 2016		
CATEGORY OR CLASS: PROFESSIONAL/NON-FACULTY												
JOB GROUP: 3G. CLINICAL TECHNOLOGIST												
UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	20.0	80.0	12.0	68.0	2.0	0.0	0.0	4.0	6.0	8.0	A
WORKFORCE PARITY %	100.0	19.9	80.1	14.4	59.8	2.2	9.5	1.3	4.8	2.1	6.1	B
WORKFORCE NUMBERS	50	10	40	6	34	1	0	0	2	3	4	C
WORKFORCE PARITY #	50.0	10.0	40.0	7.2	29.9	1.1	4.8	0.6	2.4	1.0	3.0	D
NET UTILIZATION (+)	0.0	0.0	0.0	-1.2	4.1	-0.1	-4.8	-0.6	-0.4	2.0	1.0	E
PREVIOUS UTILIZATION	0.0	-1.0	1.0	-1.3	6.6	0.1	-5.1	-0.7	-1.0	0.9	0.5	F
HIRING GOALS												
PREVIOUS GOALS SHORT	8	2	6	1	0	0	5	1	1	0	0	G
CURRENT PLAN HIRES	5	1	4	0	4	0	0	0	0	1	0	I
CURRENT PLAN GOALS	8	2	6	1	0	0	5	1	1	0	0	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	0	0	0	0	0	0	0	0	0	0	0	O
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	Q
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	R
UPWARD/CAREER MOBILITY GOALS												
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

**UNIVERSITY OF CONNECTICUT HEALTH
UTILIZATION ANALYSIS**

LABOR MARKET AREA: STATE											DATE: JUNE 30, 2016	
CATEGORY OR CLASS: PROFESSIONAL/NON-FACULTY												
JOB GROUP: 3H. FINANCE GROUP												
UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	31.6	68.4	22.8	56.1	3.5	3.5	3.5	1.8	1.8	7.0	A
WORKFORCE PARITY %	100.0	30.4	69.6	24.2	54.1	2.8	6.8	1.0	6.3	2.5	2.4	B
WORKFORCE NUMBERS	57	18	39	13	32	2	2	2	1	1	4	C
WORKFORCE PARITY #	57.0	17.3	39.7	13.8	30.8	1.6	3.9	0.6	3.6	1.4	1.4	D
NET UTILIZATION (+)	0.0	0.7	-0.7	-0.8	1.2	0.4	-1.9	1.4	-2.6	-0.4	2.6	E
PREVIOUS UTILIZATION	0.0	-2.7	2.7	-2.7	3.6	-0.2	-2.9	1.1	-0.7	-1.0	2.7	F
HIRING GOALS												
PREVIOUS GOALS SHORT	4	2	2	2	0	0	2	0	0	0	0	G
CURRENT PLAN HIRES	3	3	0	3	0	0	0	0	0	0	0	I
CURRENT PLAN GOALS	3	0	3	0	0	0	1	0	2	0	0	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	4	2	2	1	0	0	1	0	1	1	0	O
CURRENT PLAN PROM.	2	0	2	0	2	0	0	0	0	0	0	Q
CURRENT PLAN GOALS	3	1	2	1	0	0	1	0	1	0	0	R
UPWARD/CAREER MOBILITY GOALS												
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

**UNIVERSITY OF CONNECTICUT HEALTH
UTILIZATION ANALYSIS**

LABOR MARKET AREA: STATE											DATE: JUNE 30, 2016	
CATEGORY OR CLASS: PROFESSIONAL/NON-FACULTY												
JOB GROUP: 3I. ADMINISTRATIVE GROUP												
UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	14.3	85.7	11.1	68.3	0.0	6.3	1.6	6.3	1.6	4.8	A
WORKFORCE PARITY %	100.0	23.5	76.5	19.9	63.6	1.5	6.1	0.8	4.9	1.3	1.8	B
WORKFORCE NUMBERS	126	18	108	14	86	0	8	2	8	2	6	C
WORKFORCE PARITY #	126.0	29.6	96.4	25.1	80.2	1.8	7.7	1.0	6.2	1.6	2.3	D
NET UTILIZATION (+)	0.0	-11.6	11.6	-11.1	5.8	-1.8	0.3	1.0	1.8	0.4	3.7	E
PREVIOUS UTILIZATION	0.0	-9.7	9.7	-6.8	11.6	-3.3	-3.8	0.7	0.9	-0.3	1.0	F
HIRING GOALS												
PREVIOUS GOALS SHORT	8	6	2	4	0	2	2	0	0	0	0	G
CURRENT PLAN HIRES	11	3	8	3	4	0	1	0	2	0	1	I
CURRENT PLAN GOALS	8	8	0	7	0	1	0	0	0	0	0	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	6	4	2	3	0	1	2	0	0	0	0	O
CURRENT PLAN PROM.	8	0	8	0	7	0	1	0	0	0	0	Q
CURRENT PLAN GOALS	5	5	0	4	0	1	0	0	0	0	0	R
UPWARD/CAREER MOBILITY GOALS												
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

**UNIVERSITY OF CONNECTICUT HEALTH
UTILIZATION ANALYSIS**

LABOR MARKET AREA: STATE											DATE: JUNE 30, 2016	
CATEGORY OR CLASS: PROFESSIONAL/NON-FACULTY												
JOB GROUP: 3J. ADMINISTRATIVE PROGRAM COORDINATOR												
UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	5.4	94.6	5.4	85.7	0.0	4.5	0.0	3.6	0.0	0.9	A
WORKFORCE PARITY %	100.0	16.8	83.2	11.8	70.1	2.5	5.7	2.2	4.3	0.4	3.1	B
WORKFORCE NUMBERS	112	6	106	6	96	0	5	0	4	0	1	C
WORKFORCE PARITY #	112.0	18.8	93.2	13.2	78.5	2.8	6.4	2.5	4.8	0.4	3.5	D
NET UTILIZATION (+)	0.0	-12.8	12.8	-7.2	17.5	-2.8	-1.4	-2.5	-0.8	-0.4	-2.5	E
PREVIOUS UTILIZATION	0.0	-8.2	8.2	-3.2	13.9	-3.1	0.2	-1.5	-1.1	-0.3	-4.7	F
HIRING GOALS												
PREVIOUS GOALS SHORT	7	5	2	1	0	2	0	2	0	0	2	G
CURRENT PLAN HIRES	3	0	3	0	2	0	0	0	0	0	1	I
CURRENT PLAN GOALS	10	9	1	5	0	2	0	2	0	0	1	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	7	3	4	2	0	1	0	0	1	0	3	O
CURRENT PLAN PROM.	10	0	10	0	10	0	0	0	0	0	0	Q
CURRENT PLAN GOALS	8	4	4	2	0	1	1	1	1	0	2	R
UPWARD/CAREER MOBILITY GOALS												
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X
*In the promotable pool the under utilized groups of white males, black males and Hispanic males only contained the following number of employees: white males, 1 black male, and 1 Hispanic male.												2

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UTILIZATION ANALYSIS**

LABOR MARKET AREA: STATE											DATE: JUNE 30, 2016	
CATEGORY OR CLASS: PROFESSIONAL/NON-FACULTY												
JOB GROUP: 3K. SOCIAL WORKER												
UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	18.6	81.4	16.7	62.7	2.0	13.7	0.0	2.9	0.0	2.0	A
WORKFORCE PARITY %	100.0	24.2	75.8	13.7	48.8	6.5	16.5	3.4	9.4	0.5	1.2	B
WORKFORCE NUMBERS	102	19	83	17	64	2	14	0	3	0	2	C
WORKFORCE PARITY #	102.0	24.6	77.4	14.0	49.8	6.7	16.8	3.5	9.6	0.6	1.2	D
NET UTILIZATION (+)	0.0	-5.6	5.6	3.0	14.2	-4.7	-2.8	-3.5	-6.6	-0.6	0.8	E
PREVIOUS UTILIZATION	0.0	1.2	-1.2	11.1	13.5	-5.8	-6.2	-3.3	-7.1	-0.9	-1.5	F
HIRING GOALS												
PREVIOUS GOALS SHORT	25	10	15	0	0	6	6	3	7	1	2	G
CURRENT PLAN HIRES	8	0	8	0	5	0	3	0	0	0	0	I
CURRENT PLAN GOALS	20	10	10	0	0	5	3	4	7	1	0	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	0	0	0	0	0	0	0	0	0	0	0	O
CURRENT PLAN PROM.	1	0	1	0	1	0	0	0	0	0	0	Q
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	R
UPWARD/CAREER MOBILITY GOALS												
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

**UNIVERSITY OF CONNECTICUT HEALTH
UTILIZATION ANALYSIS**

LABOR MARKET AREA: STATE											DATE: JUNE 30, 2016	
CATEGORY OR CLASS: PROFESSIONAL/NON-FACULTY												
JOB GROUP: 3L. TECHNICAL PROFESSIONAL												
UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	56.9	43.1	51.9	33.7	3.3	2.8	0.6	1.7	1.1	5.0	A
WORKFORCE PARITY %	100.0	63.7	36.3	49.5	29.6	7.2	3.0	2.1	2.1	5.0	1.7	B
WORKFORCE NUMBERS	181	103	78	94	61	6	5	1	3	2	9	C
WORKFORCE PARITY #	181.1	115.3	65.8	89.6	53.5	13.0	5.4	3.8	3.7	9.0	3.0	D
NET UTILIZATION (+)	-0.1	-12.3	12.2	4.4	7.5	-7.0	-0.4	-2.8	-0.7	-7.0	6.0	E
PREVIOUS UTILIZATION	0.0	3.6	-3.6	16.6	-1.6	-4.6	-3.9	-2.3	-1.2	-6.2	3.0	F
HIRING GOALS												
PREVIOUS GOALS SHORT	14	10	4	0	1	3	3	2	0	5	0	G
CURRENT PLAN HIRES	13	6	7	6	3	0	3	0	0	0	1	I
CURRENT PLAN GOALS	12	12	0	0	0	3	0	3	0	6	0	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	6	3	3	0	1	2	1	0	1	1	0	O
CURRENT PLAN PROM.	17	2	15	2	13	0	1	0	0	0	1	Q
CURRENT PLAN GOALS	6	5	1	0	0	4	0	0	1	1	0	R
UPWARD/CAREER MOBILITY GOALS												
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

**UNIVERSITY OF CONNECTICUT HEALTH
UTILIZATION ANALYSIS**

LABOR MARKET AREA: STATE											DATE: JUNE 30, 2016	
CATEGORY OR CLASS: PROFESSIONAL/NON-FACULTY												
JOB GROUP: 3M. NURSE PRACTITIONER												
UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	6.6	93.4	3.3	82.0	0.0	6.6	1.6	0.0	1.6	4.9	A
WORKFORCE PARITY %	100.0	42.8	57.2	36.9	42.5	3.9	7.4	1.9	3.6	0.2	3.9	B
WORKFORCE NUMBERS	61	4	57	2	50	0	4	1	0	1	3	C
WORKFORCE PARITY #	61.0	26.1	34.9	22.5	25.9	2.4	4.5	1.2	2.2	0.1	2.3	D
NET UTILIZATION (+)	0.0	-22.1	22.1	-20.5	24.1	-2.4	-0.5	-0.2	-2.2	0.9	0.7	E
PREVIOUS UTILIZATION	0.0	-15.5	15.5	-13.7	21.9	-1.8	-4.7	0.4	-1.2	-0.3	-0.5	F
HIRING GOALS												
PREVIOUS GOALS SHORT	21	15	6	12	0	2	4	0	1	1	1	G
CURRENT PLAN HIRES	15	2	13	1	9	0	3	0	0	1	1	I
CURRENT PLAN GOALS	23	20	3	18	0	2	1	0	2	0	0	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	3	2	1	2	0	0	1	0	0	0	0	O
CURRENT PLAN PROM.	1	0	1	0	1	0	0	0	0	0	0	Q
CURRENT PLAN GOALS	3	3	0	3	0	0	0	0	0	0	0	R
UPWARD/CAREER MOBILITY GOALS												
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

**UNIVERSITY OF CONNECTICUT HEALTH
UTILIZATION ANALYSIS**

LABOR MARKET AREA: LOCAL											DATE: JUNE 30, 2016	
CATEGORY OR CLASS: SECRETARIAL/CLERICAL												
JOB GROUP: 4A. OFFICE ASSISTANT												
UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	6.7	93.3	5.0	56.7	0.0	18.3	1.7	16.7	0.0	1.7	A
WORKFORCE PARITY %	100.0	5.9	94.1	3.9	69.2	0.9	12.9	0.7	8.6	0.3	1.0	B
WORKFORCE NUMBERS	60	4	56	3	34	0	11	1	10	0	1	C
WORKFORCE PARITY #	60.0	3.5	56.5	2.3	41.5	0.6	7.7	0.4	5.1	0.2	0.6	D
NET UTILIZATION (+)	0.0	0.5	-0.5	0.7	-7.5	-0.6	3.3	0.6	4.9	-0.2	0.4	E
PREVIOUS UTILIZATION	0.0	1.3	-1.3	2.0	-5.7	-0.8	3.4	0.4	3.7	-0.4	-1.0	F
HIRING GOALS												
PREVIOUS GOALS SHORT	3	1	2	0	2	1	0	0	0	0	0	G
CURRENT PLAN HIRES	1	0	1	0	0	0	1	0	0	0	0	I
CURRENT PLAN GOALS	3	1	2	0	2	1	0	0	0	0	0	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	5	0	5	0	4	0	0	0	0	0	1	O
CURRENT PLAN PROM.	5	0	5	0	3	0	1	0	0	0	1	Q
CURRENT PLAN GOALS	6	0	6	0	6	0	0	0	0	0	0	R
UPWARD/CAREER MOBILITY GOALS												
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

**UNIVERSITY OF CONNECTICUT HEALTH
UTILIZATION ANALYSIS**

LABOR MARKET AREA: LOCAL										DATE: JUNE 30, 2016		
CATEGORY OR CLASS: SECRETARIAL/CLERICAL												
JOB GROUP: 4B. PATIENT SERVICES REPRESENTATIVE												
UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	4.6	95.4	1.9	74.1	0.9	11.1	0.0	9.3	1.9	0.9	A
WORKFORCE PARITY %	100.0	18.3	81.7	13.0	54.2	3.6	14.5	0.9	11.2	0.9	1.8	B
WORKFORCE NUMBERS	108	5	103	2	80	1	12	0	10	2	1	C
WORKFORCE PARITY #	108.0	19.8	88.2	14.0	58.5	3.9	15.6	0.9	12.1	1.0	1.9	D
NET UTILIZATION (+)	0.0	-14.8	14.8	-12.0	21.5	-2.9	-3.6	-0.9	-2.1	1.0	-0.9	E
PREVIOUS UTILIZATION	0.0	-12.7	12.7	-9.7	18.5	-2.2	-1.6	-0.7	-2.7	-0.1	-1.5	F
HIRING GOALS												
PREVIOUS GOALS SHORT	11	11	0	10	0	1	0	0	0	0	0	G
CURRENT PLAN HIRES	11	0	11	0	6	0	2	0	3	0	0	I
CURRENT PLAN GOALS	13	13	0	12	0	1	0	0	0	0	0	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	9	2	7	0	0	1	2	1	3	0	2	O
CURRENT PLAN PROM.	10	1	9	0	9	0	0	0	0	1	0	Q
CURRENT PLAN GOALS	10	3	7	0	0	2	4	1	2	0	1	R
UPWARD/CAREER MOBILITY GOALS												
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

**UNIVERSITY OF CONNECTICUT HEALTH
UTILIZATION ANALYSIS**

LABOR MARKET AREA: LOCAL										DATE: JUNE 30, 2016		
CATEGORY OR CLASS: SECRETARIAL/CLERICAL												
JOB GROUP: 4C. CLERK AND CLERK TYPIST												
UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	11.5	88.5	8.2	62.3	0.0	11.5	3.3	13.1	0.0	1.6	A
WORKFORCE PARITY %	100.0	32.7	67.3	23.9	42.2	5.9	15.9	1.4	8.7	1.5	0.5	B
WORKFORCE NUMBERS	61	7	54	5	38	0	7	2	8	0	1	C
WORKFORCE PARITY #	61.0	19.9	41.1	14.6	25.8	3.6	9.7	0.9	5.3	0.9	0.3	D
NET UTILIZATION (+)	0.0	-12.9	12.9	-9.6	12.2	-3.6	-2.7	1.1	2.7	-0.9	0.7	E
PREVIOUS UTILIZATION	0.0	-14.7	14.7	-10.0	19.7	-4.6	-4.9	1.6	0.2	-1.6	-0.4	F
HIRING GOALS												
PREVIOUS GOALS SHORT	22	17	5	10	0	5	5	0	0	2	0	G
CURRENT PLAN HIRES	17	1	16	1	12	0	2	0	2	0	0	I
CURRENT PLAN GOALS	18	15	3	10	0	4	3	0	0	1	0	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	0	0	0	0	0	0	0	0	0	0	0	O
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	Q
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	R
UPWARD/CAREER MOBILITY GOALS												
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

**UNIVERSITY OF CONNECTICUT HEALTH
UTILIZATION ANALYSIS**

LABOR MARKET AREA: LOCAL											DATE: JUNE 30, 2016	
CATEGORY OR CLASS: SECRETARIAL/CLERICAL												
JOB GROUP: 4D. SECRETARIAL/CLERICAL												
UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	7.7	92.3	4.5	62.6	0.5	14.0	1.8	14.0	0.9	1.8	A
WORKFORCE PARITY %	100.0	17.9	82.1	8.0	58.1	2.1	9.9	2.1	12.4	5.7	1.7	B
WORKFORCE NUMBERS	222	17	205	10	139	1	31	4	31	2	4	C
WORKFORCE PARITY #	222.0	39.8	182.2	17.6	129.0	4.7	22.0	4.8	27.5	12.7	3.8	D
NET UTILIZATION (+)	0.0	-22.8	22.8	-7.6	10.0	-3.7	9.0	-0.8	3.5	-10.7	0.2	E
PREVIOUS UTILIZATION	0.0	-8.0	8.0	-5.7	14.9	-3.0	-4.7	-0.1	-1.2	0.8	-0.9	F
HIRING GOALS												
PREVIOUS GOALS SHORT	11	7	4	4	0	3	3	0	0	0	1	G
CURRENT PLAN HIRES	49	3	46	1	24	1	5	0	14	1	3	I
CURRENT PLAN GOALS	17	17	0	6	0	4	0	1	0	6	0	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	5	2	3	2	0	0	2	0	1	0	0	O
CURRENT PLAN PROM.	9	0	9	0	6	0	2	0	1	0	0	Q
CURRENT PLAN GOALS	7	7	0	2	0	0	0	0	0	5	0	R
UPWARD/CAREER MOBILITY GOALS												
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

**UNIVERSITY OF CONNECTICUT HEALTH
UTILIZATION ANALYSIS**

LABOR MARKET AREA: LOCAL										DATE: JUNE 30, 2016		
CATEGORY OR CLASS: SECRETARIAL/CLERICAL												
JOB GROUP: 4E. ADMINISTRATIVE PROGRAM ASSISTANT 1												
UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	21.4	78.6	14.3	57.1	0.0	14.3	7.1	7.1	0.0	0.0	A
WORKFORCE PARITY %	100.0	9.1	91.0	4.1	65.9	1.0	11.7	1.6	11.7	2.6	1.6	B
WORKFORCE NUMBERS	14	3	11	2	8	0	2	1	1	0	0	C
WORKFORCE PARITY #	14.0	1.3	12.7	0.6	9.2	0.1	1.6	0.2	1.6	0.4	0.2	D
NET UTILIZATION (+)	0.0	1.7	-1.7	1.4	-1.2	-0.1	0.4	0.8	-0.6	-0.4	-0.2	E
PREVIOUS UTILIZATION	0.0	0.2	-0.2	-0.5	-1.8	-0.1	0.1	0.9	1.8	0.0	-0.3	F
HIRING GOALS												
PREVIOUS GOALS SHORT	2	1	1	1	1	0	0	0	0	0	0	G
CURRENT PLAN HIRES	2	0	2	0	2	0	0	0	0	0	0	I
CURRENT PLAN GOALS	2	1	1	0	0	0	0	0	1	1	0	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	1	0	1	0	1	0	0	0	0	0	0	O
CURRENT PLAN PROM.	3	2	1	1	1	0	0	1	0	0	0	Q
CURRENT PLAN GOALS	1	0	1	0	1	0	0	0	0	0	0	R
UPWARD/CAREER MOBILITY GOALS												
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

**UNIVERSITY OF CONNECTICUT HEALTH
UTILIZATION ANALYSIS**

LABOR MARKET AREA: LOCAL										DATE: JUNE 30, 2016		
CATEGORY OR CLASS: SECRETARIAL/CLERICAL												
JOB GROUP: 4F. ADMINISTRATIVE PROGRAM ASSISTANT 2												
UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	6.9	93.1	3.4	82.8	1.7	3.4	1.7	3.4	0.0	3.4	A
WORKFORCE PARITY %	100.0	10.4	89.6	6.6	65.1	0.8	14.1	2.9	9.4	0.2	0.9	B
WORKFORCE NUMBERS	58	4	54	2	48	1	2	1	2	0	2	C
WORKFORCE PARITY #	58.0	6.0	52.0	3.8	37.8	0.5	8.2	1.7	5.5	0.1	0.5	D
NET UTILIZATION (+)	0.0	-2.0	2.0	-1.8	10.2	0.5	-6.2	-0.7	-3.5	-0.1	1.5	E
PREVIOUS UTILIZATION	0.0	-1.8	1.8	0.0	11.0	0.6	-6.5	-2.2	-4.6	-0.2	2.0	F
HIRING GOALS												
PREVIOUS GOALS SHORT	9	1	8	0	0	0	5	1	3	0	0	G
CURRENT PLAN HIRES	7	1	6	1	6	0	0	0	0	0	0	I
CURRENT PLAN GOALS	9	2	7	1	0	0	4	1	3	0	0	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	5	1	4	0	0	0	2	1	2	0	0	O
CURRENT PLAN PROM.	4	1	3	0	3	0	0	1	0	0	0	Q
CURRENT PLAN GOALS	4	1	3	1	0	0	2	0	1	0	0	R
UPWARD/CAREER MOBILITY GOALS												
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

**UNIVERSITY OF CONNECTICUT HEALTH
UTILIZATION ANALYSIS**

LABOR MARKET AREA: LOCAL										DATE: JUNE 30, 2016		
CATEGORY OR CLASS: SECRETARIAL/CLERICAL												
JOB GROUP: 4G. CLINIC OFFICE ASSISTANT												
UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	2.1	97.9	0.0	66.4	1.4	13.7	0.7	15.1	0.0	2.7	A
WORKFORCE PARITY %	100.0	13.6	86.4	5.7	56.8	1.7	11.9	2.8	16.2	3.5	1.7	B
WORKFORCE NUMBERS	146	3	143	0	97	2	20	1	22	0	4	C
WORKFORCE PARITY #	146.0	19.9	126.1	8.3	82.9	2.5	17.4	4.1	23.7	5.1	2.5	D
NET UTILIZATION (+)	0.0	-16.9	16.9	-8.3	14.1	-0.5	2.6	-3.1	-1.7	-5.1	1.5	E
PREVIOUS UTILIZATION	0.0	-12.5	12.5	-8.5	14.3	-0.3	-5.1	-2.9	2.8	-0.6	0.4	F
HIRING GOALS												
PREVIOUS GOALS SHORT	8	6	2	4	0	0	2	1	0	1	0	G
CURRENT PLAN HIRES	9	0	9	0	5	0	2	0	2	0	0	I
CURRENT PLAN GOALS	9	8	1	4	0	1	0	1	1	2	0	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	10	7	3	5	0	0	3	2	0	0	0	O
CURRENT PLAN PROM.	13	1	12	1	8	0	2	0	1	0	1	Q
CURRENT PLAN GOALS	10	9	1	4	0	0	0	2	1	3	0	R
UPWARD/CAREER MOBILITY GOALS												
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

**UNIVERSITY OF CONNECTICUT HEALTH
UTILIZATION ANALYSIS**

LABOR MARKET AREA: STATE											DATE: JUNE 30, 2016	
CATEGORY OR CLASS: TECHNICAL/PARAPROFESSIONAL												
JOB GROUP: 5A. CLINICAL/PARAPROFESSIONAL												
UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	31.7	68.3	17.1	34.1	12.2	12.2	2.4	22.0	0.0	0.0	A
WORKFORCE PARITY %	100.0	14.8	85.2	7.7	63.4	4.1	10.8	1.8	8.7	1.2	2.3	B
WORKFORCE NUMBERS	41	13	28	7	14	5	5	1	9	0	0	C
WORKFORCE PARITY #	41.0	6.1	34.9	3.2	26.0	1.7	4.4	0.7	3.6	0.5	0.9	D
NET UTILIZATION (+)	0.0	6.9	-6.9	3.8	-12.0	3.3	0.6	0.3	5.4	-0.5	-0.9	E
PREVIOUS UTILIZATION	0.0	8.1	-8.1	4.1	-9.3	4.1	-2.1	0.4	4.9	-0.5	-1.6	F
HIRING GOALS												
PREVIOUS GOALS SHORT	14	1	13	0	9	0	2	0	0	1	2	G
CURRENT PLAN HIRES	2	0	2	0	1	0	1	0	0	0	0	I
CURRENT PLAN GOALS	14	1	13	0	12	0	0	0	0	1	1	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	0	0	0	0	0	0	0	0	0	0	0	O
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	Q
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	R
UPWARD/CAREER MOBILITY GOALS												
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

**UNIVERSITY OF CONNECTICUT HEALTH
UTILIZATION ANALYSIS**

LABOR MARKET AREA: STATE											DATE: JUNE 30, 2016	
CATEGORY OR CLASS: TECHNICAL/PARAPROFESSIONAL												
JOB GROUP: 5B. TECHNICAL/PARAPROFESSIONAL												
UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	34.8	65.2	23.6	49.1	3.1	7.5	6.8	6.2	1.2	2.5	A
WORKFORCE PARITY %	100.0	17.0	83.0	8.3	62.0	6.2	10.4	1.4	8.5	1.1	2.1	B
WORKFORCE NUMBERS	161	56	105	38	79	5	12	11	10	2	4	C
WORKFORCE PARITY #	161.0	27.4	133.6	13.3	99.8	10.0	16.7	2.3	13.7	1.8	3.4	D
NET UTILIZATION (+)	0.0	28.6	-28.6	24.7	-20.8	-5.0	-4.7	8.7	-3.7	0.2	0.6	E
PREVIOUS UTILIZATION	0.0	31.0	-31.0	25.6	-10.5	-5.6	-12.9	9.8	-5.6	1.2	-2.0	F
HIRING GOALS												
PREVIOUS GOALS SHORT	34	5	29	0	10	5	12	0	5	0	2	G
CURRENT PLAN HIRES	15	2	13	2	9	0	3	0	0	0	1	I
CURRENT PLAN GOALS	31	4	27	0	19	4	4	0	4	0	0	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	4	1	3	0	1	1	1	0	1	0	0	O
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	Q
CURRENT PLAN GOALS	4	1	3	0	2	1	1	0	0	0	0	R
UPWARD/CAREER MOBILITY GOALS												
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

**UNIVERSITY OF CONNECTICUT HEALTH
UTILIZATION ANALYSIS**

LABOR MARKET AREA: STATE										DATE: JUNE 30, 2016		
CATEGORY OR CLASS: TECHNICAL/PARAPROFESSIONAL												
JOB GROUP: 5C. HEALTH CARE SUPPORT												
UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	20.8	79.2	15.1	50.9	1.9	13.2	1.9	7.5	1.9	7.5	A
WORKFORCE PARITY %	99.9	12.3	87.6	9.4	57.8	0.6	11.7	0.9	16.6	1.7	1.5	B
WORKFORCE NUMBERS	106	22	84	16	54	2	14	2	8	2	8	C
WORKFORCE PARITY #	105.9	13.0	92.8	9.9	61.3	0.7	12.4	0.9	17.6	1.8	1.6	D
NET UTILIZATION (+)	0.1	9.0	-8.8	6.1	-7.3	1.3	1.6	1.1	-9.6	0.2	6.4	E
PREVIOUS UTILIZATION	0.0	11.7	-11.7	9.4	0.3	-0.4	-6.0	2.3	-9.7	0.3	3.7	F
HIRING GOALS												
PREVIOUS GOALS SHORT	14	0	14	0	0	0	5	0	9	0	0	G
CURRENT PLAN HIRES	10	1	9	0	5	1	2	0	1	0	1	I
CURRENT PLAN GOALS	15	0	15	0	6	0	0	0	9	0	0	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	2	0	2	0	0	0	1	0	1	0	0	O
CURRENT PLAN PROM.	1	0	1	0	1	0	0	0	0	0	0	Q
CURRENT PLAN GOALS	2	0	2	0	1	0	0	0	1	0	0	R
UPWARD/CAREER MOBILITY GOALS												
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

**UNIVERSITY OF CONNECTICUT HEALTH
UTILIZATION ANALYSIS**

LABOR MARKET AREA: STATE											DATE: JUNE 30, 2016	
CATEGORY OR CLASS: TECHNICAL/PARAPROFESSIONAL												
JOB GROUP: 5D. MEDICAL ASSISTANTS												
UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	5.8	94.2	1.3	55.8	1.3	15.6	2.6	21.4	0.6	1.3	A
WORKFORCE PARITY %	0.0	0.0	0.0	5.9	54.5	2.9	19.3	1.5	11.6	0.9	3.5	B
WORKFORCE NUMBERS	154	9	145	2	86	2	24	4	33	1	2	C
WORKFORCE PARITY #	0.0	0.0	0.0	9.1	83.9	4.4	29.7	2.2	17.9	1.4	5.4	D
NET UTILIZATION (+)	154.0	9.0	145.0	-7.1	2.1	-2.4	-5.7	1.8	15.1	-0.4	-3.4	E
PREVIOUS UTILIZATION	0.0	-8.8	8.8	-5.5	13.0	-4.0	-12.6	1.1	13.3	-0.5	-4.9	F
HIRING GOALS												
PREVIOUS GOALS SHORT	29	11	18	6	0	4	13	0	0	1	5	G
CURRENT PLAN HIRES	18	2	16	0	12	1	2	1	2	0	0	I
CURRENT PLAN GOALS	15	9	6	7	0	2	4	0	0	0	2	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	0	0	0	0	0	0	0	0	0	0	0	O
CURRENT PLAN PROM.	5	0	5	0	4	0	0	0	1	0	0	Q
CURRENT PLAN GOALS	3	0	3	0	0	0	2	0	0	0	1	R
UPWARD/CAREER MOBILITY GOALS												
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

**UNIVERSITY OF CONNECTICUT HEALTH
UTILIZATION ANALYSIS**

LABOR MARKET AREA: STATE										DATE: JUNE 30, 2016		
CATEGORY OR CLASS: TECHNICAL/PARAPROFESSIONAL												
JOB GROUP: 5E. PARAPROFESSIONAL/ADMINISTRATIVE												
UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	37.8	62.2	29.3	56.1	6.1	2.4	1.2	2.4	1.2	1.2	A
WORKFORCE PARITY %	100.0	34.7	65.3	26.2	51.9	2.9	7.3	2.0	5.0	2.3	2.3	B
WORKFORCE NUMBERS	82	31	51	24	46	5	2	1	2	1	1	C
WORKFORCE PARITY #	82.0	28.4	53.6	21.5	42.6	2.4	6.0	1.6	4.1	1.9	1.9	D
NET UTILIZATION (+)	0.0	2.6	-2.6	2.5	3.4	2.6	-4.0	-0.6	-2.1	-0.9	-0.9	E
PREVIOUS UTILIZATION	0.0	0.2	-0.2	0.7	6.4	2.1	-4.2	-0.9	-3.3	-1.7	1.0	F
HIRING GOALS												
PREVIOUS GOALS SHORT	7	3	4	0	0	0	2	1	2	2	0	G
CURRENT PLAN HIRES	12	4	8	4	8	0	0	0	0	0	0	I
CURRENT PLAN GOALS	7	2	5	0	0	0	3	1	1	1	1	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	3	0	3	0	0	0	2	0	1	0	0	O
CURRENT PLAN PROM.	4	0	4	0	2	0	1	0	1	0	0	Q
CURRENT PLAN GOALS	2	0	2	0	0	0	1	0	1	0	0	R
UPWARD/CAREER MOBILITY GOALS												
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

**UNIVERSITY OF CONNECTICUT HEALTH
UTILIZATION ANALYSIS**

LABOR MARKET AREA: STATE										DATE: JUNE 30, 2016		
CATEGORY OR CLASS: TECHNICAL/PARAPROFESSIONAL												
JOB GROUP: 5F. DENTAL ASSISTANT												
UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	0.0	100.0	0.0	71.2	0.0	11.5	0.0	17.3	0.0	0.0	A
WORKFORCE PARITY %	100.0	5.9	94.1	2.8	70.2	1.0	8.6	1.8	13.3	0.4	1.9	B
WORKFORCE NUMBERS	52	0	52	0	37	0	6	0	9	0	0	C
WORKFORCE PARITY #	52.0	3.1	48.9	1.5	36.5	0.5	4.5	0.9	6.9	0.2	1.0	D
NET UTILIZATION (+)	0.0	-3.1	3.1	-1.5	0.5	-0.5	1.5	-0.9	2.1	-0.2	-1.0	E
PREVIOUS UTILIZATION	0.0	-2.5	2.5	-0.9	5.1	-0.9	-3.1	-0.6	2.6	-0.2	-2.0	F
HIRING GOALS												
PREVIOUS GOALS SHORT	8	3	5	1	0	1	3	1	0	0	2	G
CURRENT PLAN HIRES	4	0	4	0	3	0	1	0	0	0	0	I
CURRENT PLAN GOALS	5	4	1	2	0	1	0	1	0	0	1	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	0	0	0	0	0	0	0	0	0	0	0	O
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	Q
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	R
UPWARD/CAREER MOBILITY GOALS												
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

**UNIVERSITY OF CONNECTICUT HEALTH
UTILIZATION ANALYSIS**

LABOR MARKET AREA: STATE											DATE: JUNE 30, 2016	
CATEGORY OR CLASS: TECHNICAL/PARAPROFESSIONAL												
JOB GROUP: 5G. LICENSED PRACTICAL NURSE												
UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	15.7	84.3	7.8	39.1	5.2	40.0	2.6	5.2	0.0	0.0	A
WORKFORCE PARITY %	100.0	6.8	93.3	4.7	68.3	0.7	17.4	1.0	4.9	0.3	2.6	B
WORKFORCE NUMBERS	115	18	97	9	45	6	46	3	6	0	0	C
WORKFORCE PARITY #	115.0	7.8	107.2	5.4	78.6	0.8	20.0	1.2	5.6	0.3	3.0	D
NET UTILIZATION (+)	0.0	10.2	-10.2	3.6	-33.6	5.2	26.0	1.8	0.4	-0.3	-3.0	E
PREVIOUS UTILIZATION	0.0	8.0	-8.0	5.1	-27.8	2.6	24.0	0.9	-0.1	-0.4	-4.1	F
HIRING GOALS												
PREVIOUS GOALS SHORT	33	1	32	0	28	0	0	0	0	1	4	G
CURRENT PLAN HIRES	10	3	7	0	4	2	3	1	0	0	0	I
CURRENT PLAN GOALS	37	0	37	0	34	0	0	0	0	0	3	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	0	0	0	0	0	0	0	0	0	0	0	O
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	Q
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	R
UPWARD/CAREER MOBILITY GOALS												
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

**UNIVERSITY OF CONNECTICUT HEALTH
UTILIZATION ANALYSIS**

LABOR MARKET AREA: LOCAL											DATE: JUNE 30, 2016	
CATEGORY OR CLASS: SKILLED CRAFT												
JOB GROUP: 6A. QUALIFIED CRAFT WORKERS												
UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	100.0	0.0	89.5	0.0	2.6	0.0	7.9	0.0	0.0	0.0	A
WORKFORCE PARITY %	100.0	91.5	8.5	70.6	5.7	8.5	1.1	10.2	1.4	2.2	0.4	B
WORKFORCE NUMBERS	38	38	0	34	0	1	0	3	0	0	0	C
WORKFORCE PARITY #	38.0	34.8	3.2	26.8	2.2	3.2	0.4	3.9	0.5	0.8	0.1	D
NET UTILIZATION (+)	0.0	3.2	-3.2	7.2	-2.2	-2.2	-0.4	-0.9	-0.5	-0.8	-0.1	E
PREVIOUS UTILIZATION	0.0	1.7	-1.7	6.5	-1.0	-3.3	-0.3	0.3	-0.3	-1.7	-0.1	F
HIRING GOALS												
PREVIOUS GOALS SHORT	6	4	2	0	1	2	1	0	0	2	0	G
CURRENT PLAN HIRES	4	4	0	4	0	0	0	0	0	0	0	I
CURRENT PLAN GOALS	7	4	3	0	1	2	1	1	1	1	0	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	1	1	0	0	0	1	0	0	0	0	0	O
CURRENT PLAN PROM.	1	1	0	1	0	0	0	0	0	0	0	Q
CURRENT PLAN GOALS	1	0	1	0	1	0	0	0	0	0	0	R
UPWARD/CAREER MOBILITY GOALS												
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

**UNIVERSITY OF CONNECTICUT HEALTH
UTILIZATION ANALYSIS**

LABOR MARKET AREA: LOCAL											DATE: JUNE 30, 2016	
CATEGORY OR CLASS: PROTECTIVE SERVICES												
JOB GROUP: 7A. PROTECTIVE SERVICES												
UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	91.3	8.7	69.6	6.5	10.9	0.0	10.9	2.2	0.0	0.0	A
WORKFORCE PARITY %	99.9	81.9	18.0	50.5	7.5	16.9	6.0	13.0	3.6	1.6	0.6	B
WORKFORCE NUMBERS	46	42	4	32	3	5	0	5	1	0	0	C
WORKFORCE PARITY #	46.0	37.7	8.3	23.2	3.5	7.8	2.8	6.0	1.7	0.7	0.3	D
NET UTILIZATION (+)	0.0	4.3	-4.3	8.8	-0.5	-2.8	-2.8	-1.0	-0.7	-0.7	-0.3	E
PREVIOUS UTILIZATION	0.0	7.5	-7.5	10.8	-1.3	-2.7	-3.3	1.0	-1.6	-1.6	-1.2	F
HIRING GOALS												
PREVIOUS GOALS SHORT	12	5	7	0	1	3	3	0	2	2	1	G
CURRENT PLAN HIRES	5	3	2	3	1	0	0	0	1	0	0	I
CURRENT PLAN GOALS	10	5	5	0	1	3	3	1	1	1	0	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	0	0	0	0	0	0	0	0	0	0	0	O
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	Q
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	R
UPWARD/CAREER MOBILITY GOALS												
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

**UNIVERSITY OF CONNECTICUT HEALTH
UTILIZATION ANALYSIS**

LABOR MARKET AREA: LOCAL											DATE: JUNE 30, 2016	
CATEGORY OR CLASS: SERVICE/MAINTENANCE												
JOB GROUP: 7B. CUSTODIAN												
UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	34.0	66.0	17.0	47.2	5.7	7.5	11.3	9.4	0.0	1.9	A
WORKFORCE PARITY %	100.0	59.0	41.0	32.2	19.3	9.5	8.0	15.0	11.9	2.4	1.8	B
WORKFORCE NUMBERS	53	18	35	9	25	3	4	6	5	0	1	C
WORKFORCE PARITY #	53.0	31.3	21.7	17.0	10.2	5.0	4.2	8.0	6.3	1.3	1.0	D
NET UTILIZATION (+)	0.0	-13.3	13.3	-8.0	14.8	-2.0	-0.2	-2.0	-1.3	-1.3	0.0	E
PREVIOUS UTILIZATION	0.0	-13.5	13.5	-9.5	15.7	-1.7	0.1	-1.2	-1.5	-1.2	-0.9	F
HIRING GOALS												
PREVIOUS GOALS SHORT	17	14	3	10	0	2	0	1	2	1	1	G
CURRENT PLAN HIRES	10	3	7	3	4	0	0	0	2	0	1	I
CURRENT PLAN GOALS	14	13	1	8	0	2	0	2	1	1	0	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	0	0	0	0	0	0	0	0	0	0	0	O
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	Q
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	R
UPWARD/CAREER MOBILITY GOALS												
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

**UNIVERSITY OF CONNECTICUT HEALTH
UTILIZATION ANALYSIS**

LABOR MARKET AREA: LOCAL										DATE: JUNE 30, 2016		
CATEGORY OR CLASS: SERVICE/MAINTENANCE												
JOB GROUP: 7C. OTHER SERVICES/MAINTENANCE												
UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	73.3	26.7	54.3	16.2	6.7	1.9	10.5	6.7	1.9	1.9	A
WORKFORCE PARITY %	100.0	58.6	41.4	38.9	26.7	9.1	6.3	10.0	6.7	0.7	1.8	B
WORKFORCE NUMBERS	105	77	28	57	17	7	2	11	7	2	2	C
WORKFORCE PARITY #	105.0	61.6	43.4	40.9	28.0	9.5	6.6	10.5	7.0	0.8	1.9	D
NET UTILIZATION (+)	0.0	15.4	-15.4	16.1	-11.0	-2.5	-4.6	0.5	0.0	1.2	0.1	E
PREVIOUS UTILIZATION	0.0	10.9	-10.9	11.5	-5.7	-1.6	-5.7	0.3	1.0	0.6	-0.6	F
HIRING GOALS												
PREVIOUS GOALS SHORT	13	2	11	0	5	2	5	0	0	0	1	G
CURRENT PLAN HIRES	8	8	0	7	0	1	0	0	0	0	0	I
CURRENT PLAN GOALS	16	3	13	0	9	3	4	0	0	0	0	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	2	0	2	0	1	0	1	0	0	0	0	O
CURRENT PLAN PROM.	1	1	0	1	0	0	0	0	0	0	0	Q
CURRENT PLAN GOALS	3	0	3	0	2	0	1	0	0	0	0	R
UPWARD/CAREER MOBILITY GOALS												
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X