# <u>UTILIZATION ANALYSIS</u> HIRING AND PROMOTIONAL GOALS AND TIMETABLES

(Section 46a-68-85) January 2019

#### **INTRODUCTORY NOTES**

This section was weak in the previous filing, and there were no proposals or recommendations. All errors from the previous *Plan* have been corrected.

## **Utilization Analysis**

The CHRO reviewer, Muriel Carpentier, found several calculation errors in the goals set. All of the errors were reviewed and corrected.

During this *Plan* year, five job categories reached or exceeded 25 employees and three categories fell below 25 employees. Currently, Human Resources is in the midst of developing a new job classification system. The anticipated timeline for completion of the project is summer 2019. Because of the upcoming changes close to the end of the Affirmative Action Plan year, CHRO approved maintaining the current categories and postponing creating new categories until the classification project is complete.

To report and analyze the workforce more accurately, the Office of Institutional Equity requested changes to three other categories. CHRO approved consolidating three Specialist titles into one category, consolidating three secretarial/clerical titles into the Remaining titles and separating Fire and Police in the Protective Services category. Please see **ATTACHMENT A** of the Workforce Analysis section for the documentation of these changes.

In instances where hiring and promotional goals are not set for the race/gender categories with the highest underutilization, these goals are noted and explanations are provided. Additionally, in several instances, hiring goals were set instead of promotional goals despite the higher weighted factor for promotions in Availability Analysis. In these instances, there were no employees in the underutilized race/gender group in the promotional pool. These goals are noted also.

#### Subsection (a)

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

### Subsection (b)

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

# Subsection (c)

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

OCC. CAT./TITLE: 1-Executive/Managerial - University Director PROJECTED HIRES (12 mos.)

CAMPUS: Total University PROJECTED PROMOTIONS (12 mos.)

DATA NES	O O I I C L I	CT CCTISC	5 2000/ Ital	tional Educ	ational Stat	151105			ILLI OILLIIN	01211100			3/30/201	
•			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNP	1
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORK FOR	RCE %		100.0%	40.0%	60.0%	25.7%	48.6%	2.9%	5.7%	5.7%	0.0%	5.7%	5.7%	Α
WORK FOR	RCE PARITY	%	100.0	45.6	54.4	40.0	44.7	2.4	3.4	2.2	3.0	1.0	3.3	В
WORK FOR	RCE #		35	14	21	9	17	1	2	2	0	2	2	С
WORK FOR	RCE PARITY	#	35	16.0	19.0	14.0	15.6	0.8	1.2	0.8	1.1	0.4	1.2	D
NET UTILIZ	ZATION (+/-	)		-2.0	2.0	-5.0	1.4	0.2	0.8	1.2	-1.1	1.7	0.8	Е
PREVIOUS	UTILIZATIO	N		0.7	-0.7	-0.8	-1.8	-0.7	1.0	0.5	-0.9	1.7	0.9	F
											•	•	•	•
	Previous	Goals	2	1	1			1			1			G
HIRING	Current	Hires	2	1	1	0	1	0	0	1	0	0	0	
GOALS	Achv. %					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	К
	Current	Goals	2	1	1	1					1			M
	•				•		•		•		•	•	•	•
PROMO.	Previous	Goals	3	1	2	1	2							0
GOALS	Current	Promos	6	2	4	1	4	1	0	0	0	0	0	Q
	Achv. %					100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	Current	Goals	4	4	0	4								U
Promotion	within cate	gory												W

OCC. CAT./TITLE: 1-Executive/Managerial - Remaining Titles PROJECTED HIRES (12 mos.)

CAMPUS: Total University PROJECTED PROMOTIONS (12 mos.)

													-,,	
			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNP	Ī
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORK FOI	RCE %		100.0%	49.2%	50.8%	44.1%	40.7%	3.4%	5.1%	0.0%	3.4%	1.7%	1.7%	Α
WORK FOI	RCE PARITY	%	100.1	43.0	57.1	35.9	48.0	2.5	4.2	3.1	2.5	1.5	2.4	В
WORK FOI	RCE #		59	29	30	26	24	2	3	0	2	1	1	С
WORK FOI	RCE PARITY	#	59	25.4	33.7	21.2	28.3	1.5	2.5	1.8	1.5	0.9	1.4	D
<b>NET UTILIZ</b>	ZATION (+/-	.)		3.6	-3.7	4.8	-4.3	0.5	0.5	-1.8	0.5	0.1	-0.4	E
PREVIOUS	UTILIZATIO	N		4.4	-4.6	3.8	-6.1	1.6	2.4	-1.1	0.5	0.0	-1.4	F
	Previous	Goals	3	1	2		2			1				G
HIRING	Current	Hires	4	1	3	1	3	0	0	0	0	0	0	ī
GOALS	Achv. %					0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	Current	Goals	2	1	1		1			1				M
PROMO.	Previous	Goals	5	0	5		4						1	0
GOALS	Current	Promos	6	2	4	2	4	0	0	0	0	0	0	Q
	Achv. %					0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	Current	Goals	4	1	3		3			1				U
Promotion	n within cate	egory	0	0	0									W

OCC. CAT./TITLE: 2-Faculty - Professor - All Titles PROJECTED HIRES (12 mos.)

CAMPUS: Total University PROJECTED PROMOTIONS (12 mos.)

			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNP	1
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
<b>WORK FOI</b>	RCE %		100.0%	68.2%	31.8%	52.2%	25.9%	1.6%	0.4%	2.7%	1.4%	11.6%	4.1%	Α
WORK FOI	RCE PARITY	%	99.7	63.1	36.6	46.6	28.7	2.6	1.6	2.9	2.1	11.0	4.2	В
WORK FOI	RCE #		490	334	156	256	127	8	2	13	7	57	20	С
<b>WORK FOI</b>	RCE PARITY	#	489	309.2	179.3	228.3	140.6	12.7	7.8	14.2	10.3	53.9	20.6	D
<b>NET UTILIZ</b>	ZATION (+/-	)		24.8	-23.3	27.7	-13.6	-4.7	-5.8	-1.2	-3.3	3.1	-0.6	E
<b>PREVIOUS</b>	UTILIZATIO	N		41.7	-42.2	31.3	-30.8	-2.2	-5.3	-1.1	-6.2	13.7	0.1	F
		•			•				•		•		•	
	Previous	Goals	18	2	16		7	1	5	1	4			G
HIRING	Current	Hires	10	6	4	4	3	0	0	0	0	2	1	T
GOALS	Achv. %					0.0%	42.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	К
	Current	Goals	12	2	10		4	2	5		1			M
PROMO.	<b>Previous</b>	Goals	27	1	26		24	1			2			0
GOALS	Current	Promos	27	14	13	9	10	0	0	2	2	3	1	Q
	Achv. %					0.0%	41.7%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	S
	Current	Goals	18	4	14		10	3	1	1	2		1	U
Promotion	n within cate	egory	0	0	0				Ì					W

OCC. CAT./TITLE: 2-Faculty - Assoc Professor - All Titles PROJECTED HIRES (12 mos.)

CAMPUS: Total University PROJECTED PROMOTIONS (12 mos.)

DATA RESC	RK FORCE % RK FORCE PARITY % RK FORCE # RK FORCE PARITY # **UTILIZATION (+/-) VIOUS UTILIZATION  Previous Goa ING Current Hire ALS Achv. %		ıs 2000/Na <sup>†</sup>	tional Educ	cational Stati	.istics			REPORTING	G PERIOD F	ENDING:		9/30/2018	3
		$\overline{}$	GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNP	īΠ
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORK FOR	RCE %		100.0%	59.9%	40.1%	41.8%	30.4%	2.9%	1.7%	3.4%	2.7%	11.7%	5.4%	Α
WORK FOR	RCE PARITY	%	100.0	56.3	43.7	37.0	32.2	2.6	2.4	2.9	2.2	13.8	6.9	В
WORK FOF	RCE #		411	246	165	172	125	12	7	14	11	48	22	С
WORK FOR	RK FORCE % RK FORCE PARITY % RK FORCE # RK FORCE PARITY # TUTILIZATION (+/-) VIOUS UTILIZATION  Previous Goals ALS Achv. % Current Goals  OMO. Previous Goals		411	231.4	179.6	152.1	132.3	10.7	9.9	11.9	9.0	56.7	28.4	D
<b>NET UTILIZ</b>	RK FORCE # RK FORCE PARITY # UTILIZATION (+/-)			14.6	-14.6	19.9	-7.3	1.3	-2.9	2.1	2.0	-8.7	-6.4	Е
PREVIOUS	UTILIZATIO	/N		12.0	-12.8	14.2	-8.1	0.4	-3.4	4.8	1.0	-7.4	-2.3	F
	Previous	Goals	15	5	10		6		3			5	1	G
HIRING	Current	Hires	12	7	5	3	4	0	1	0	0	4	0	
GOALS	Achv. %		<u> </u>			0.0%	66.7%	0.0%	33.3%	0.0%	0.0%	80.0%	0.0%	К
<u></u>	Current	Goals	16	6	10		3	í	2			6	5	M
PROMO.	Previous	Goals	5	2	3		2					2	1	0
GOALS	Current	Promos	48	31	17	12	11	3	0	2	3	14	3	Q
			1		1	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	S
İ	Current	Goals	9	3	6	1	4	1	1			3	1	U
Promotion	n within cate	egory	0	0	0			<del></del>						W

OCC. CAT./TITLE: 2-Faculty - Assistant Professor Titles PROJECTED HIRES (12 mos.)

CAMPUS: Total University PROJECTED PROMOTIONS (12 mos.)

DATA NESC	J 0110L1	CT CCTISC	5 2000/ Ha	tional Lauc	ational stat	15 (105			ILLI OILLIIV	O I EIMOD E			3/30/201	
			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNP	7
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
<b>WORK FOR</b>	RCE %		101.8%	54.6%	47.2%	29.3%	30.0%	2.2%	1.1%	3.3%	3.3%	19.8%	12.8%	Α
<b>WORK FOR</b>	RCE PARITY	%	99.8	48.1	51.7	33.4	36.3	2.8	5.0	3.0	3.6	8.9	6.8	В
<b>WORK FOR</b>	RCE #		273	149	124	80	77	6	3	9	9	54	35	С
WORK FOR	RCE PARITY	#	273	131.3	141.2	91.2	99.1	7.6	13.7	8.2	9.8	24.3	18.6	D
NET UTILIZ	ZATION (+/-	)		17.7	-17.2	-11.2	-22.1	-1.6	-10.7	0.8	-0.8	29.7	16.4	E
<b>PREVIOUS</b>	UTILIZATIO	N		24.5	-25.0	-18.3	-27.5	-0.3	-10.8	2.1	3.6	40.9	9.7	F
							•		•		•	•	•	
	Previous	Goals	58	18	40	18	28		12					G
HIRING	Current	Hires	39	20	19	7	9	1	0	3	0	9	10	ı
GOALS	Achv. %					100.0%	32.1%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	Current	Goals	47	13	34	11	22	2	11		1			M
	•				•		•		•		•		•	
PROMO.	<b>Previous</b>	Goals	0	0	0									0
GOALS	Current	Promos	0	0	0	0	0	0	0	0	0	0	0	Q
	Achv. %						0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	Current	Goals	0	0	0									U
Promotion	within cate	gory	0	0	0									W

OCC. CAT./TITLE: 2-Faculty - Faculty Remaining Titles PROJECTED HIRES (12 mos.)

CAMPUS: Total University PROJECTED PROMOTIONS (12 mos.)

DATA RESOURCE: CT Census 2000/National Educational Statistics REPORTING PERIOD ENDING:

DATA RESC	OURCE:	CT Censu	us 2000/Na <sup>1</sup>	tional Educ	cational Stat	istics			REPORTING	G PERIOD F	ENDING:		9/30/2018	8
			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNPI	Ī
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORK FOR	₹CE %		100.0%	30.6%	69.4%	26.5%	63.3%	0.0%	2.0%	2.0%	2.0%	2.0%	2.0%	Α
WORK FOR	CE PARITY	%	100.2	44.7	55.5	31.8	39.6	2.5	6.5	3.1	4.5	7.3	4.9	В
WORK FOR	PRK FORCE %  ORK FORCE PARITY %  ORK FORCE #  ORK FORCE PARITY #		49	15	34	13	31	0	1	1	1	1	1	С
WORK FOR	CE PARITY	#	49	21.9	27.2	15.6	19.4	1.2	3.2	1.5	2.2	3.6	2.4	D
<b>NET UTILIZ</b>	ATION (+/-	•)		-6.9	6.8	-2.6	11.6	-1.2	-2.2	-0.5	-1.2	-2.6	-1.4	E
PREVIOUS	UTILIZATIO	N		-7.8	7.9	-3.3	12.8	-1.7	-2.4	-0.5	-1.1	-2.4	-1.4	2
	Previous	Goals	12	8	4	3		2	2	1	1	2	1	G
HIRING	Current	Hires	2	1	1	0	1	0	0	0	0	1	0	I
GOALS	Achv. %					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	K
l	Current	Goals	12	8	4	3		1	2	1	1	3	1	M
PROMO.	Previous	Goals	0	0	0									0
GOALS	<u> </u>		0	0	0	0	0	0	0	0	0	0	0	Q
i	ALS Current Promo					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
i	Current	Goals	0	0	0		1	1				1		U
Promotion	n within cate	egory	0	0	0									W

OCC. CAT./TITLE: 3-Nonteaching Professional - U STAFF PROF III PROJECTED HIRES (12 mos.)

CAMPUS: Total University PROJECTED PROMOTIONS (12 mos.)

													3/30/201	
			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNP	I
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
<b>WORK FOR</b>	RCE %		100.0%	46.9%	53.1%	42.2%	45.3%	1.6%	3.1%	3.1%	1.6%	0.0%	3.1%	Α
<b>WORK FOR</b>	RCE PARITY	%	100.2	48.6	51.6	40.9	40.7	2.7	2.9	2.3	2.8	2.7	5.2	В
<b>WORK FOR</b>	RCE #		64	30	34	27	29	1	2	2	1	0	2	С
<b>WORK FOR</b>	RCE PARITY	#	64	31.1	33.0	26.2	26.0	1.7	1.9	1.5	1.8	1.7	3.3	D
<b>NET UTILIZ</b>	ATION (+/-	)		-1.1	1.0	0.8	3.0	-0.7	0.1	0.5	-0.8	-1.7	-1.3	E
PREVIOUS	UTILIZATIO	N		2.0	-2.1	5.3	-0.1	-0.6	-0.8	-1.4	-0.4	-1.4	-0.9	F
	Previous	Goals	3	2	1			1	1	1				G
HIRING	Current	Hires	5	4	1	4	1	0	0	0	0	0	0	T
GOALS	Achv. %					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	Current	Goals	2	1	1						1	1		M
PROMO.	Previous	Goals	3	1	2						<u>1</u>	1	1	0
GOALS	Current	Promos	11	3	8	2	7	0	0	1	0	0	1	Q
	Achv. %					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	S
	Current	Goals	3	2	1			1				1	1	U
Promotion	within cate	gory	0	0	0									W

OCC. CAT./TITLE: 3-Nonteaching Professional - U STAFF PROF II PROJECTED HIRES (12 mos.)

CAMPUS: Total University PROJECTED PROMOTIONS (12 mos.)
DATA RESOURCE: CT Census 2000 REPORTING PERIOD ENDING:

			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNPI	i T
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
<b>WORK FOI</b>	RCE %		100.0%	44.0%	56.0%	36.0%	48.0%	4.0%	0.0%	4.0%	8.0%	0.0%	0.0%	Α
WORK FO	RCE PARITY	%	100.2	47.5	52.7	39.5	40.7	2.9	3.9	2.3	2.9	2.8	5.2	В
<b>WORK FOI</b>	RCE #		25	11	14	9	12	1	0	1	2	0	0	С
<b>WORK FOI</b>	RCE PARITY	#	25	11.9	13.2	9.9	10.2	0.7	1.0	0.6	0.7	0.7	1.3	D
<b>NET UTILIZ</b>	ZATION (+/-	)		-0.9	0.8	-0.9	1.8	0.3	-1.0	0.4	1.3	-0.7	-1.3	E
<b>PREVIOUS</b>	UTILIZATIO	N		-2.7	2.7	-0.7	5.7	-0.8	-1.0	-0.6	-0.8	-0.6	-1.2	F
	Previous	Goals	5	2	3			1	1		1	1	1	G
HIRING	Current	Hires	3	1	2	0	1	1	0	0	1	0	0	
GOALS	Achv. %					0.0%	0.0%	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	K
	Current	Goals	2	1	1							1	1	M
PROMO.	Previous	Goals	2	2	0	1				1				0
GOALS	Current	Promos	8	5	3	4	2	0	0	1	1	0	0	Q
	Achv. %					100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	S
	Current	Goals	2	1	1	1			1					U
Promotion	within cate	gory	0	0	0									W

9/30/2018

OCC. CAT./TITLE: 3-Nonteaching Professional - U STAFF PROF OTHER PROJECTED HIRES (12 mos.)

CAMPUS: Total University PROJECTED PROMOTIONS (12 mos.)

	ONCL.	CT CCI130	0 = 0 0 0							J I LINIOD L			3/30/2010	
			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNP	1
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORK FOR	CE %		100.0%	31.8%	68.2%	29.5%	65.9%	0.0%	2.3%	2.3%	0.0%	0.0%	0.0%	Α
WORK FOR	CE PARITY S	%	100.0	48.5	51.5	40.1	38.9	3.1	4.1	2.3	3.1	3.0	5.4	В
WORK FOR	CE #		44	14	30	13	29	0	1	1	0	0	0	С
WORK FOR	CE PARITY :	#	44	21.3	22.7	17.6	17.1	1.4	1.8	1.0	1.4	1.3	2.4	D
NET UTILIZA	ATION (+/-	)		-7.3	7.3	-4.6	11.9	-1.4	-0.8	0.0	-1.4	-1.3	-2.4	E
PREVIOUS I	UTILIZATIO	N		-7.0	6.9	-4.1	11.5	-1.4	-1.8	-0.2	-0.3	-1.3	-2.5	F
		•							•		•		•	
	Previous	Goals	7	3	4	1		1	2		<u>1</u>	1	1	G
HIRING	Current	Hires	6	1	5	0	4	0	1	1	0	0	0	
GOALS	Achv. %					100.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	К
	Current	Goals	6	4	2	3		1	1		1			M
PROMO.	<b>Previous</b>	Goals	5	3	2	3							2	0
GOALS	Current	Promos	6	2	4	2	4	0	0	0	0	0	0	Q
	Achv. %					66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	Current	Goals	5	3	2	2						1	2	U
Promotion	within cate	gory	0	0	0									W

OCC. CAT./TITLE: 3-Nonteaching Professional - UC Professional 11 PROJECTED HIRES (12 mos.)

CAMPUS: Total University PROJECTED PROMOTIONS (12 mos.)

DATA NESC	ONCE.	CT CETISU	3 2000						ILLI OILLIIN	J I LINIOD L	INDING.		9/30/201	U
			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	<b>AAIANHNPI</b>	AAIANHNP	1
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
<b>WORK FOR</b>	.CE %		100.0%	60.0%	40.0%	50.0%	30.0%	0.0%	0.0%	5.0%	5.0%	5.0%	5.0%	Α
<b>WORK FOR</b>	CE PARITY	%	100.3	57.7	42.6	50.1	34.6	2.3	1.8	1.7	1.5	3.6	4.7	В
<b>WORK FOR</b>	CE #		20	12	8	10	6	0	0	1	1	1	1	С
<b>WORK FOR</b>	CE PARITY	#	20	11.5	8.5	10.0	6.9	0.5	0.4	0.3	0.3	0.7	0.9	D
<b>NET UTILIZ</b>	ATION (+/-	)		0.5	-0.5	0.0	-0.9	-0.5	-0.4	0.7	0.7	0.3	0.1	Ε
PREVIOUS	UTILIZATIO	N		0.3	-0.2	0.1	-0.3	-0.6	-0.3	0.5	0.7	0.2	-0.3	F
	Previous	Goals	1	1	0			1						G
HIRING	Current	Hires	2	1	1	1	1	0	0	0	0	0	0	
GOALS	Achv. %					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	Current	Goals	1	1	0			1						M
PROMO.	<b>Previous</b>	Goals	1	0	1								1	0
GOALS	Current	Promos	1	0	1	0	1	0	0	0	0	0	0	Q
	Achv. %					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	Current	Goals	1	0	1		1							U
Promotion	within cate	gory	0	0	0									W

OCC. CAT./TITLE: 3-Nonteaching Professional - UC Professional 10 PROJECTED HIRES (12 mos.)

CAMPUS: Total University PROJECTED PROMOTIONS (12 mos.)
DATA RESOURCE: CT Census 2000 REPORTING PERIOD ENDING:

			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNPI	
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
<b>WORK FOR</b>	RCE %		100.0%	48.8%	51.2%	46.3%	40.2%	2.4%	1.2%	0.0%	2.4%	0.0%	7.3%	Α
<b>WORK FOR</b>	RCE PARITY	%	100.2	50.6	49.6	44.2	42.2	1.4	2.2	1.8	1.8	3.2	3.4	В
<b>WORK FOR</b>	RCE #		82	40	42	38	33	2	1	0	2	0	6	С
<b>WORK FOR</b>	RCE PARITY	#	82	41.5	40.7	36.2	34.6	1.1	1.8	1.5	1.5	2.6	2.8	D
<b>NET UTILIZ</b>	ZATION (+/-	)		-1.5	1.3	1.8	-1.6	0.9	-0.8	-1.5	0.5	-2.6	3.2	E
PREVIOUS	UTILIZATIO	N		0.3	-0.3	3.6	-3.3	0.7	-0.5	-1.7	0.7	-2.3	2.8	F
	Previous	Goals	3	2	1				1	1		1		G
HIRING	Current	Hires	5	1	4	1	4	0	0	0	0	0	0	1
GOALS	Achv. %					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	Current	Goals	4	3	1				1	2		1		M
PROMO.	Previous	Goals	5	2	3		3			1		1		0
GOALS	Current	Promos	2	1	1	1	1	0	0	0	0	0	0	Q
	Achv. %					0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	Current	Goals	4	2	2		2					2		U
Promotion	within cate	gory	0	0	0									W

9/30/2018

OCC. CAT./TITLE: 3-Nonteaching Professional - UC Professional 9 PROJECTED HIRES (12 mos.)

CAMPUS: Total University PROJECTED PROMOTIONS (12 mos.)

ONCL.		13 2000							3 I LINIOD L			3/30/201	
		GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNP	1
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	T
CE %		100.0%	57.6%	42.4%	48.3%	33.1%	2.3%	1.2%	2.3%	1.2%	4.7%	7.0%	Α
CE PARITY S	%	99.9	46.9	53.0	41.1	45.7	2.1	2.3	1.6	2.9	2.1	2.1	В
CE #		172	99	73	83	57	4	2	4	2	8	12	С
CE PARITY :	#	172	80.7	91.2	70.7	78.6	3.6	4.0	2.8	5.0	3.6	3.6	D
ATION (+/-	)		18.3	-18.2	12.3	-21.6	0.4	-2.0	1.2	-3.0	4.4	8.4	E
JTILIZATIO	N		16.3	-16.2	8.0	-20.1	1.8	-3.0	3.2	-2.9	3.3	9.8	F
	•					•		•		•		•	
Previous	Goals	12	0	12		9		2		1			G
Current	Hires	3	1	2	1	2	0	0	0	0	0	0	1
Achv. %					0.0%	22.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
Current	Goals	11	0	11		7		2		2			M
<b>Previous</b>	Goals	14	0	14		11		1		2			0
Current	Promos	12	6	6	5	3	0	1	0	1	1	1	Q
Achv. %					0.0%	27.3%	0.0%	100.0%	0.0%	50.0%	0.0%	0.0%	S
Current	Goals	16	0	16		15				1			U
within cate	gory	0	0	0									W
	CE PARITY CE # CE PARITY ATION (+/- JTILIZATIO  Previous Current Achv. % Current  Previous Current Achv. % Current Achv. % Current	CE PARITY % CE # CE PARITY # ATION (+/-) JTILIZATION  Previous Goals Current Hires Achv. % Current Goals  Current Goals  Current Promos Achv. %	TOTAL  CE % 100.0%  CE PARITY % 99.9  CE # 172  CE PARITY # 172  ATION (+/-)  JTILIZATION  Previous   Goals   12  Current   Hires   3  Achv. %    Current   Goals   11  Previous   Goals   14  Current   Promos   12  Achv. %    Current   Goals   14  Current   Goals   16	TOTAL MALE  CE % 100.0% 57.6%  CE PARITY % 99.9 46.9  CE # 172 99  CE PARITY # 172 80.7  ATION (+/-) 18.3  JTILIZATION 16.3  Previous Goals 12 0  Current Hires 3 1  Achv. % Current Goals 11 0  Previous Goals 11 0  Previous Goals 12 6  Current Goals 12 6  Current Goals 12 6  Current Goals 16 0	TOTAL MALE FEMALE  CE % 100.0% 57.6% 42.4%  CE PARITY % 99.9 46.9 53.0  CE # 172 99 73  CE PARITY # 172 80.7 91.2  ATION (+/-) 18.3 -18.2  JTILIZATION 16.3 -16.2  Previous Goals 12 0 12  Current Hires 3 1 2  Achv. % Current Goals 11 0 11  Previous Goals 14 0 14  Current Promos 12 6 6  Achv. % Current Goals 16 0 16	TOTAL MALE FEMALE MALE CE % 100.0% 57.6% 42.4% 48.3% CE PARITY % 99.9 46.9 53.0 41.1 CE # 172 99 73 83 CE PARITY # 172 80.7 91.2 70.7 ATION (+/-) 18.3 -18.2 12.3 JTILIZATION 16.3 -16.2 8.0  Previous Goals 12 0 12 Current Hires 3 1 2 1 Achv. % 0.0% Current Goals 11 0 11  Previous Goals 12 0 12  Current Goals 11 0 11  Previous Goals 12 0 12  Current Goals 11 0 11	TOTAL MALE FEMALE CE % 100.0% 57.6% 42.4% 48.3% 33.1% CE PARITY % 99.9 46.9 53.0 41.1 45.7 CE # 172 99 73 83 57 CE PARITY # 172 80.7 91.2 70.7 78.6 ATION (+/-) 18.3 -18.2 12.3 -21.6 JTILIZATION 16.3 -16.2 8.0 -20.1  Previous Goals 12 0 12 9 Current Hires 3 1 2 1 2 Achv. % 0.0% 22.2% Current Goals 11 0 11 7  Previous Goals 12 0 14 11 Current Promos 12 6 6 5 3 Achv. % 0.0% 27.3% Current Goals 16 0 16 15	TOTAL MALE FEMALE MALE FEMALE MALE CE % 100.0% 57.6% 42.4% 48.3% 33.1% 2.3% CE PARITY % 99.9 46.9 53.0 41.1 45.7 2.1 CE # 172 99 73 83 57 4 CE PARITY # 172 80.7 91.2 70.7 78.6 3.6 ATION (+/-) 18.3 -18.2 12.3 -21.6 0.4 JTILIZATION 16.3 -16.2 8.0 -20.1 1.8  Previous Goals 12 0 12 9 Current Hires 3 1 2 1 2 0 Achv. % 0.0% 22.2% 0.0% Current Goals 11 0 11 7  Previous Goals 14 0 14 11 Current Promos 12 6 6 5 3 0 Current Goals 16 0 16 15	TOTAL   MALE   FEMALE   MALE   FEMALE   MALE   FEMALE	TOTAL MALE FEMALE MALE FEMALE MALE FEMALE MALE CE % 100.0% 57.6% 42.4% 48.3% 33.1% 2.3% 1.2% 2.3% CE PARITY % 99.9 46.9 53.0 41.1 45.7 2.1 2.3 1.6 CE # 172 99 73 83 57 4 2 4 CE PARITY # 172 80.7 91.2 70.7 78.6 3.6 4.0 2.8 ATION (+/-) 18.3 -18.2 12.3 -21.6 0.4 -2.0 1.2 UTILIZATION 16.3 -16.2 8.0 -20.1 1.8 -3.0 3.2    Previous   Goals   12   0   12   9   2   Current   Hires   3   1   2   1   2   0   0   0   Achv. %   0.0% 22.2% 0.0% 0.0% 0.0%   Current   Goals   14   0   14   11   1   1     Previous   Goals   12   6   6   5   3   0   1   0   Achv. %   0.0% 27.3% 0.0% 100.0% 0.0%   Current   Goals   16   0   16   15   0   0     Current   Goals   16   0   16   15   0     Current   Goals   16   0   16   0     Current   Goals   17   0   0   0     Current   Goals   17   0   0   0     Current   Goals   0   0   0   0     Current   Cu	TOTAL   MALE   FEMALE   MALE   FEMALE   MALE   FEMALE   MALE   FEMALE   CE %   100.0%   57.6%   42.4%   48.3%   33.1%   2.3%   1.2%   2.3%   1.2%   2.3%   1.2%   2.3%   1.2%   2.3%   1.2%   2.3%   1.2%   2.3%   1.2%   2.3%   1.2%   2.3%   1.2%   2.3%   1.2%   2.3%   1.2%   2.3%   1.2%   2.3%   1.2%   2.3%   1.2%   2.3%	TOTAL   MALE   FEMALE   MALE   FEMALE   MALE   FEMALE   MALE   FEMALE   MALE   MALE   FEMALE   MALE   MAL	GRAND   TOTAL   TOTA

OCC. CAT./TITLE: 3-Nonteaching Professional - UC Professional 9 OSD Consl & Proj Manager PROJECTED HIRES (12 mos.)

CAMPUS: Total University PROJECTED PROMOTIONS (12 mos.)

DATA INLO	OUNCE.	CT CETISC	13 2000						INEI OINTIIN	J I LINIOD L	INDING.		9/30/2018	3
			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	<b>AAIANHNP</b>	1
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORK FO	RCE %		100.0%	35.0%	65.0%	30.0%	40.0%	0.0%	15.0%	5.0%	10.0%	0.0%	0.0%	Α
WORK FO	RCE PARITY	%	100.0	31.3	68.7	24.8	56.8	5.4	7.3	1.0	3.1	0.1	1.5	В
WORK FO	RCE #		20	7	13	6	8	0	3	1	2	0	0	С
WORK FO	RCE PARITY	#	20	6.3	13.7	5.0	11.4	1.1	1.5	0.2	0.6	0.0	0.3	D
<b>NET UTILI</b>	ZATION (+/-	.)		0.7	-0.7	1.0	-3.4	-1.1	1.5	0.8	1.4	0.0	-0.3	E
PREVIOUS	UTILIZATIO	Ν		-0.2	0.2	0.3	-3.1	-1.2	1.3	0.8	2.3	0.0	-0.3	F
	Previous	Goals	4	1	3		3	1						G
HIRING	Current	Hires	0	0	0	0	0	0	0	0	0	0	0	ı
GOALS	Achv. %					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	Current	Goals	4	1	3		3	1						M
PROMO.	Previous	Goals	0	0	0									0
GOALS	Current	Promos	0	0	0	0	0	0	0	0	0	0	0	Q
	Achv. %					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	Current	Goals	0	0	0									U
Promotion	n within cate	egory	0	0	0									W

OCC. CAT./TITLE: 3-Nonteaching Professional - UC Professional 9 U Librarian 3 PROJECTED HIRES (12 mos.)

CAMPUS: Total University PROJECTED PROMOTIONS (12 mos.)

	JONEL.	CT CCTISC	15 2000						ILLI OILLIIN	0 1 E1110 B E			3/30/201	,
			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNP	I
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
<b>WORK FOR</b>	CE %		100.0%	21.7%	78.3%	21.7%	60.9%	0.0%	4.3%	0.0%	8.7%	0.0%	4.3%	Α
<b>WORK FOR</b>	CE PARITY	%	100.1	35.6	64.5	34.9	51.6	0.0	11.4	0.2	0.7	0.5	0.8	В
<b>WORK FOR</b>	CE #		23	5	18	5	14	0	1	0	2	0	1	С
<b>WORK FOR</b>	CE PARITY	#	23	8.2	14.8	8.0	11.9	0.0	2.6	0.0	0.2	0.1	0.2	D
<b>NET UTILIZ</b>	ATION (+/-	)		-3.2	3.2	-3.0	2.1	0.0	-1.6	0.0	1.8	-0.1	0.8	E
PREVIOUS I	UTILIZATIO	N		1.3	-1.3	1.5	-1.5	0.0	-0.8	0.0	1.8	-0.1	-0.8	F
		•					•		•		•		•	
	Previous	Goals	1	0	1				1					G
HIRING	Current	Hires	1	0	1	0	1	0	0	0	0	0	0	T
GOALS	Achv. %					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	К
	Current	Goals	1	0	1				1					M
	-													
PROMO.	Previous	Goals	3	0	3		2						1	0
GOALS	Current	Promos	2	0	2	0	2	0	0	0	0	0	0	Q
	Achv. %					0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	Current	Goals	4	3	1	3			1					U
Promotion	within cate	gory	0	0	0									W

OCC. CAT./TITLE: 3-Nonteaching Professional - UC Professional 8 PROJECTED HIRES (12 mos.)

CAMPUS: Total University PROJECTED PROMOTIONS (12 mos.)

	OUNCE.	CT CCTISC	15 2000						1121 0111111	J I LINIOD L			9/30/2010	
			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	<b>AAIANHNP</b>	1
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORK FO	RCE %		96.9%	51.2%	45.7%	45.7%	43.2%	0.0%	0.6%	2.5%	1.9%	3.1%	0.0%	Α
WORK FOR	RCE PARITY	%	100.1	41.5	58.6	35.6	50.5	2.1	2.7	1.8	2.9	2.0	2.5	В
WORK FOR	RCE #		162	83	79	74	70	0	1	4	3	5	5	С
WORK FOR	RCE PARITY	#	162	67.2	94.9	57.7	81.8	3.4	4.4	2.9	4.7	3.2	4.1	D
NET UTILIZ	ZATION (+/-	)		15.8	-16.0	16.3	-11.8	-3.4	-3.4	1.1	-1.7	1.8	0.9	Ε
<b>PREVIOUS</b>	UTILIZATIO	N		11.1	-11.3	12.4	-6.1	-3.3	-3.0	1.1	-3.5	0.8	1.3	F
	Previous	Goals	6	1	5		2	1	1		2			G
HIRING	Current	Hires	8	3	5	2	3	0	0	0	1	1	1	T
GOALS	Achv. %					0.0%	100.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	K
	Current	Goals	7	1	6		3	1	2		1			M
	•										•	•	•	
PROMO.	Previous	Goals	10	2	8		4	2	2		2			0
GOALS	Current	Promos	18	11	7	9	6	0	0	1	1	1	0	Q
	Achv. %					0.0%	100.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	S
	Current	Goals	13	2	11		9	2	1		1			U
Promotion	within cate	egory	0	0	0									W

OCC. CAT./TITLE: 3-Nonteaching Professional - UC Professional 8 Program Director PROJECTED HIRES (12 mos.)

CAMPUS: **Total University** PROJECTED PROMOTIONS (12 mos.)

													-,,-	
			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNP	1
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
<b>WORK FOR</b>	RCE %		100.0%	34.6%	65.4%	30.8%	53.8%	1.9%	5.8%	0.0%	3.8%	1.9%	1.9%	Α
WORK FOR	RCE PARITY	%	100.1	30.8	69.3	27.3	59.5	1.2	6.8	0.4	2.5	1.9	0.5	В
WORK FOR	RCE #		52	18	34	16	28	1	3	0	2	1	1	С
<b>WORK FOR</b>	RCE PARITY	#	52	16.0	36.0	14.2	30.9	0.6	3.5	0.2	1.3	1.0	0.3	D
<b>NET UTILIZ</b>	ZATION (+/-	.)		2.0	-2.0	1.8	-2.9	0.4	-0.5	-0.2	0.7	0.0	0.7	E
<b>PREVIOUS</b>	UTILIZATIO	N		0.3	-0.2	2.9	-2.2	-0.5	-0.6	-0.2	1.7	-1.9	0.8	F
	Previous	Goals	2	2	0			1				1		G
HIRING	Current	Hires	3	2	1	1	0	0	1	0	0	1	0	T
GOALS	Achv. %					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	K
	Current	Goals	1	0	1				1					N
									-					
PROMO.	Previous	Goals	4	1	3		2		1			1		0
GOALS	Current	Promos	6	0	6	0	6	0	0	0	0	0	0	Q
	Achv. %					0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	Current	Goals	3	0	3		3							U
Promotion	n within cate	egory	0	0	0									W

OCC. CAT./TITLE: 3-Nonteaching Professional - UC Professional 7 PROJECTED HIRES (12 mos.)

CAMPUS: Total University PROJECTED PROMOTIONS (12 mos.)

	ONCL.	CT CCTISC	.0 _000						ILLI OILLIIN	0 : 2::::02 2			3/30/201	
			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNP	Ī
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORK FOR	.CE %		100.4%	36.4%	64.0%	30.0%	52.5%	3.8%	1.5%	1.9%	10.0%	0.8%	0.0%	Α
WORK FOR	CE PARITY	%	100.4	41.1	59.3	35.4	50.7	2.0	3.3	1.8	2.5	1.9	2.8	В
<b>WORK FOR</b>	CE #		265	102	163	85	139	10	4	5	14	2	6	С
WORK FOR	CE PARITY	#	266	108.9	157.1	93.8	134.4	5.3	8.7	4.8	6.6	5.0	7.4	D
<b>NET UTILIZ</b>	ATION (+/-	)		-6.9	5.9	-8.8	4.6	4.7	-4.7	0.2	7.4	-3.0	-1.4	E
PREVIOUS I	UTILIZATIO	N		-4.5	5.8	-2.3	10.1	1.5	-5.2	-0.7	4.4	-3.0	-3.6	F
		•			•		•		•			•	•	
	Previous	Goals	8	3	5	1			3			2	2	G
HIRING	Current	Hires	22	8	14	5	12	1	1	1	0	1	1	
GOALS	Achv. %					100.0%	0.0%	0.0%	33.3%	0.0%	0.0%	50.0%	50.0%	K
	Current	Goals	10	6	4	4			3			2	1	M
PROMO.	<b>Previous</b>	Goals	7	3	4	1			2	1		1	2	0
GOALS	Current	Promos	25	7	18	3	14	3	0	1	3	0	1	Q
	Achv. %					100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	50.0%	S
	Current	Goals	8	6	2	5			2			1		U
Promotion	within cate	gory	0	0	0									W

OCC. CAT./TITLE: 3-Nonteaching Professional - UC Professional 7-COMPUTER TECH 2 PROJECTED HIRES (12 mos.)

CAMPUS: **Total University** PROJECTED PROMOTIONS (12 mos.) CT Census 2000 REPORTING PERIOD ENDING:

DATA RESOURCE: 9/30/2018

			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNP	<b>'I</b>
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORK FO	RCE %		100.0%	82.1%	17.9%	75.0%	14.3%	3.6%	0.0%	0.0%	3.6%	3.6%	0.0%	Α
WORK FO	RCE PARITY	%	99.9	75.1	24.8	62.8	22.4	3.5	1.0	3.3	0.4	5.5	1.0	В
WORK FO	RCE #		28	23	5	21	4	1	0	0	1	1	0	С
WORK FO	RCE PARITY	#	28	21.0	6.9	17.6	6.3	1.0	0.3	0.9	0.1	1.5	0.3	D
<b>NET UTILI</b>	ZATION (+/-	.)		2.0	-1.9	3.4	-2.3	0.0	-0.3	-0.9	0.9	-0.5	-0.3	E
<b>PREVIOUS</b>	UTILIZATIO	N		5.1	-5.1	3.1	-3.6	-0.1	-0.3	0.0	-0.9	2.1	-0.3	F
	Previous	Goals	2	0	2		1						<u>1</u>	G
HIRING	Current	Hires	1	1	0	1	0	0	0	0	0	0	0	I
GOALS	Achv. %					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	Current	Goals	2	1	1					1			<u>1</u>	M
PROMO.	Previous	Goals	4	0	4		3				1			0
GOALS	Current	Promos	3	2	1	2	0	0	0	0	1	0	0	Q
	Achv. %					0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	S
	Current	Goals	3	1	2		2					1		U
Promotion	n within cate	egory	0	0	0									W

OCC. CAT./TITLE: 3-Nonteaching Professional - UC Professional 7-Program Mgr PROJECTED HIRES (12 mos.)

CAMPUS: Total University PROJECTED PROMOTIONS (12 mos.)

DATA RESOURCE: CT Census 2000 REPORTING PERIOD ENDING: 9/30/2018

GRAND TOTAL TOTAL WHITE WHITE BLACK BLACK HISP HISP AAIANHNPI AAIANHNPI

			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNP	Ī I
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORK FO	RCE %		100.0%	28.1%	71.9%	25.0%	62.5%	0.0%	9.4%	0.0%	0.0%	3.1%	0.0%	Α
WORK FO	RCE PARITY	%	100.4	26.0	74.4	22.0	64.4	1.7	3.9	2.0	1.9	0.3	4.2	В
WORK FO	RCE #		32	9	23	8	20	0	3	0	0	1	0	С
WORK FO	RCE PARITY	#	32	8.3	23.8	7.0	20.6	0.5	1.2	0.6	0.6	0.1	1.3	D
<b>NET UTILI</b>	ZATION (+/-	)		0.7	-0.8	1.0	-0.6	-0.5	1.8	-0.6	-0.6	0.9	-1.3	E
<b>PREVIOUS</b>	UTILIZATIO	N		-0.9	0.7	-0.2	1.0	-0.7	1.6	-0.8	-0.6	0.9	-1.3	F
	Previous	Goals	2	1	1			1			1			G
HIRING	Current	Hires	2	1	1	1	1	0	0	0	0	0	0	
GOALS	Achv. %					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	Current	Goals	3	2	1			1		1	1			M
PROMO.	Previous	Goals	2	1	1					1			1	0
GOALS	Current	Promos	5	1	4	1	4	0	0	0	0	0	0	Q
	Achv. %					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	Current	Goals	2	0	2		1						1	U
Promotion	n within cate	gory	0	0	0									W

OCC. CAT./TITLE: 3-Nonteaching Professional - UC Professional 6 PROJECTED HIRES (12 mos.)

CAMPUS: Total University PROJECTED PROMOTIONS (12 mos.)

													-,,	
			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNP	<b>1</b>
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORK FO	RCE %		100.0%	31.3%	68.7%	26.0%	56.5%	1.5%	4.6%	3.1%	4.6%	0.8%	3.1%	Α
WORK FO	RCE PARITY	%	100.4	40.4	60.0	34.4	52.0	2.0	3.3	1.5	2.3	2.5	2.4	В
WORK FO	RCE #		131	41	90	34	74	2	6	4	6	1	4	С
WORK FO	RCE PARITY	#	132	52.9	78.6	45.1	68.1	2.6	4.3	2.0	3.0	3.3	3.1	D
NET UTILIZ	ZATION (+/-	)		-12.0	11.4	-11.1	5.9	-0.6	1.7	2.0	3.0	-2.3	0.9	Е
PREVIOUS	UTILIZATIO	N		-18.2	18.2	-16.9	13.6	-0.6	0.8	2.2	3.9	-2.9	-0.2	F
				•					•		•	•		
	Previous	Goals	13	13	0	10		1				2		G
HIRING	Current	Hires	13	4	9	3	9	0	0	0	0	1	0	
GOALS	Achv. %					100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	К
	Current	Goals	7	7	0	5		1				1		M
	•	•		•	•				•		•		•	
PROMO.	Previous	Goals	8	8	0	7						1		0
GOALS	Current	Promos	18	5	13	5	12	0	0	0	1	0	0	Q
	Achv. %					71.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	s
	Current	Goals	7	7	0	6						1		U
Promotion	n within cate	egory	0	0	0									W

RECRUITING AREA: Statewide

OCC. CAT./TITLE:

3-Nonteaching Professional - UC Professional 6 - Admin Serv Asst 4

CAMPUS: **Total University**  PROJECTED TURNOVER (12 mos.)

PROJECTED HIRES (12 mos.)

PROJECTED PROMOTIONS (12 mos.)

DATA RES	OURCE:	CT Censu	s 2000						REPORTING	G PERIOD E	NDING:		9/30/2018	8
			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNP	1
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORK FO	RCE %		100.0%	0.0%	100.0%	0.0%	88.9%	0.0%	3.7%	0.0%	7.4%	0.0%	0.0%	Α
WORK FO	RCE PARITY	%	99.9	9.1	90.8	7.7	80.3	0.2	4.5	0.6	3.4	0.6	2.6	В
WORK FO	RCE #		27	0	27	0	24	0	1	0	2	0	0	С
WORK FO	RCE PARITY	#	27	2.5	24.5	2.1	21.7	0.1	1.2	0.2	0.9	0.2	0.7	D
NET UTILIZ	ZATION (+/-	-)		-2.5	2.5	-2.1	2.3	-0.1	-0.2	-0.2	1.1	-0.2	-0.7	Ε
PREVIOUS	UTILIZATIO	Ν		-2.2	2.2	-1.8	2.3	-0.1	-0.3	-0.1	1.0	-0.1	-0.8	F
	Previous	Goals	2	1	1	1			<u>1</u>					G
HIRING	Current	Hires	0	0	0	0	0	0	0	0	0	0	0	T
GOALS	Achv. %					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	Current	Goals	2	1	1	1							1	M
PROMO.	Previous	Goals	2	1	1	1							1	0
GOALS	Current	Promos	1	0	1	0	1	0	0	0	0	0	0	Q
	Achv. %					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	Current	Goals	2	1	1	1			<u>1</u>					U
Promotion	n within cate	egory	0	0	0									W

OCC. CAT./TITLE: 3-Nonteaching Professional - UC Professional 6 - Program Admin PROJECTED HIRES (12 mos.)

Promotion within category

0

0

0

CAMPUS: Total University PROJECTED PROMOTIONS (12 mos.)
DATA RESOURCE: CT Census 2000 REPORTING PERIOD ENDING:

			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNPI	
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORK FO	RCE %		100.0%	20.7%	79.3%	17.2%	65.5%	0.0%	0.0%	3.4%	0.0%	0.0%	13.8%	Α
WORK FO	RCE PARITY	%	100.4	25.3	75.1	21.5	65.2	1.7	4.7	1.2	2.3	0.9	2.9	В
WORK FO	RCE #		29	6	23	5	19	0	0	1	0	0	4	С
WORK FO	RCE PARITY	#	29	7.3	21.8	6.2	18.9	0.5	1.4	0.3	0.7	0.3	0.8	D
<b>NET UTILI</b>	ZATION (+/-	.)		-1.3	1.2	-1.2	0.1	-0.5	-1.4	0.7	-0.7	-0.3	3.2	Ε
PREVIOUS	UTILIZATIO	N		-0.8	0.8	-2.6	-0.4	0.4	-0.4	1.7	-0.5	-0.3	2.1	F
	Previous	Goals	3	2	1	2					1			G
HIRING	Current	Hires	3	1	2	1	2	0	0	0	0	0	0	ı
GOALS	Achv. %					50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	Current	Goals	2	1	1			1			1			M
PROMO.	Previous	Goals	2	1	1	1			<u>1</u>					0
GOALS	Current	Promos	3	0	3	0	2	0	0	0	0	0	1	Q
	Achv. %					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	Current	Goals	2	1	1	1			1					U

9/30/2018

OCC. CAT./TITLE: 3-Nonteaching Professional - UC Professional 6 - Program Spec 1 PROJECTED HIRES (12 mos.)

CAMPUS: Total University PROJECTED PROMOTIONS (12 mos.)
DATA RESOURCE: CT Census 2000 REPORTING PERIOD ENDING:

													-,,	
			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNPI	
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORK FO	RCE %		100.0%	12.8%	87.2%	12.8%	69.2%	0.0%	7.7%	0.0%	5.1%	0.0%	5.1%	Α
WORK FO	RCE PARITY	%	99.9	30.6	69.3	26.6	62.6	2.4	3.4	1.2	1.6	0.4	1.7	В
WORK FO	RCE #		39	5	34	5	27	0	3	0	2	0	2	С
WORK FO	RCE PARITY	#	39	11.9	27.0	10.4	24.4	0.9	1.3	0.5	0.6	0.2	0.7	D
<b>NET UTILI</b>	ZATION (+/-	.)		-6.9	7.0	-5.4	2.6	-0.9	1.7	-0.5	1.4	-0.2	1.3	Ε
<b>PREVIOUS</b>	UTILIZATIO	N		-3.3	3.3	-1.5	3.5	-1.1	-0.6	-0.6	1.2	-0.2	-0.9	F
	Previous	Goals	4	3	1	1		1	1	1				G
HIRING	Current	Hires	8	1	7	1	3	0	2	0	1	0	1	ī
GOALS	Achv. %					100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	K
	Current	Goals	5	5	0	3		1		1				M
PROMO.	Previous	Goals	2	1	1	1							1	0
GOALS	Current	Promos	3	0	3	0	3	0	0	0	0	0	0	Q
	Achv. %					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	Current	Goals	2	2	0	2								U
Promotion	n within cate	egory	0	0	0									W

9/30/2018

OCC. CAT./TITLE: 3-Nonteaching Professional - UC Professional 5 PROJECTED HIRES (12 mos.)

CAMPUS: Total University PROJECTED PROMOTIONS (12 mos.)

ONCL.		13 2000						ILLI OILLIIN	0 : 2:::02 2			3/30/2010	
		GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNP	I
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
CE %		100.0%	41.8%	58.2%	33.3%	49.6%	4.3%	3.5%	2.1%	3.5%	2.1%	1.4%	Α
CE PARITY S	%	100.3	43.9	56.4	36.3	47.2	2.8	3.8	2.1	2.8	2.7	2.6	В
CE #		141	59	82	47	70	6	5	3	5	3	2	С
CE PARITY :	#	141	61.9	79.5	51.2	66.6	3.9	5.4	3.0	3.9	3.8	3.7	D
ATION (+/-	)		-2.9	2.5	-4.2	3.4	2.1	-0.4	0.0	1.1	-0.8	-1.7	E
JTILIZATIO	N		4.5	-4.6	1.9	-6.3	3.0	-0.4	-0.2	2.6	-0.2	-0.4	F
Previous	Goals	5	0	5		4						<u>1</u>	G
Current	Hires	27	11	16	7	12	2	2	1	1	1	1	T
Achv. %					0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	К
Current	Goals	5	4	1	3						1	1	M
<b>Previous</b>	Goals	2	0	2		2							0
Current	Promos	6	0	6	0	6	0	0	0	0	0	0	Q
Achv. %					0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
Current	Goals	2	1	1	1							1	U
within cate	gory	0	0	0									W
	CE PARITY CE # CE PARITY ATION (+/- JTILIZATIO  Previous Current Achv. % Current  Previous Current Achv. % Current Achv. % Current	CE PARITY % CE # CE PARITY # ATION (+/-) JTILIZATION  Previous Goals Current Hires Achv. % Current Goals  Current Goals  Current Promos Achv. %	TOTAL  CE % 100.0%  CE PARITY % 100.3  CE # 141  CE PARITY # 141  ATION (+/-)  JTILIZATION  Previous   Goals   5  Current   Hires   27  Achv. %   Current   Goals   5  Current   Goals   6  Current   Goals   2  Current   Goals   2	TOTAL MALE  CE % 100.0% 41.8%  CE PARITY % 100.3 43.9  CE # 141 59  CE PARITY # 141 61.9  ATION (+/-)  JTILIZATION 4.5  Previous Goals 5 0  Current Hires 27 11  Achv. %  Current Goals 5 4  Previous Goals 5 0  Current Goals 5 1   TOTAL MALE FEMALE  CE % 100.0% 41.8% 58.2%  CE PARITY % 100.3 43.9 56.4  CE # 141 59 82  CE PARITY # 141 61.9 79.5  ATION (+/-)  JTILIZATION 4.5 -4.6   Previous Goals 5 0 5  Current Hires 27 11 16  Achv. %  Current Goals 5 4 1   Previous Goals 5 4 1	TOTAL MALE FEMALE MALE CE % 100.0% 41.8% 58.2% 33.3% CE PARITY % 100.3 43.9 56.4 36.3 CE # 141 59 82 47 CE PARITY # 141 61.9 79.5 51.2 ATION (+/-) -2.9 2.5 -4.2 UTILIZATION 4.5 -4.6 1.9  Previous Goals 5 0 5 Current Hires 27 11 16 7 Achv. % 0.0% Current Goals 5 4 1 3  Previous Goals 5 4 1 3  Previous Goals 5 4 1 3	TOTAL MALE FEMALE MALE FEMALE CE % 100.0% 41.8% 58.2% 33.3% 49.6% CE PARITY % 100.3 43.9 56.4 36.3 47.2 CE # 141 59 82 47 70 CE PARITY # 141 61.9 79.5 51.2 66.6 ATION (+/-) -2.9 2.5 -4.2 3.4  JTILIZATION 4.5 -4.6 1.9 -6.3  Previous Goals 5 0 5 4  Current Hires 27 11 16 7 12  Achv. % 0.0% 100.0%  Current Goals 5 4 1 3  Previous Goals 5 0 6 0 6 0 6  Achv. % 0.0% 100.0%  Current Goals 2 0 2 2  Current Promos 6 0 6 0 6  Achv. % 0.0% 100.0%  Current Goals 2 1 1 1 1	TOTAL MALE FEMALE MALE FEMALE MALE CE % 100.0% 41.8% 58.2% 33.3% 49.6% 4.3% CE PARITY % 100.3 43.9 56.4 36.3 47.2 2.8 CE # 141 59 82 47 70 6 CE PARITY # 141 61.9 79.5 51.2 66.6 3.9 ATION (+/-) -2.9 2.5 -4.2 3.4 2.1 JTILIZATION 4.5 -4.6 1.9 -6.3 3.0  Previous Goals 5 0 5 4  Current Hires 27 11 16 7 12 2  Achv. % 0.0% 100.0% 0.0%  Current Goals 5 4 1 3  Previous Goals 5 0 6 0 6 0  Current Goals 5 1 1 1 1 1	TOTAL   MALE   FEMALE   MALE   FEMALE   MALE   FEMALE	TOTAL MALE FEMALE MALE FEMALE MALE FEMALE MALE CE % 100.0% 41.8% 58.2% 33.3% 49.6% 4.3% 3.5% 2.1% CE PARITY % 100.3 43.9 56.4 36.3 47.2 2.8 3.8 2.1 CE # 141 59 82 47 70 6 5 3 CE PARITY # 141 61.9 79.5 51.2 66.6 3.9 5.4 3.0 ATION (+/-) -2.9 2.5 -4.2 3.4 2.1 -0.4 0.0 UTILIZATION 4.5 -4.6 1.9 -6.3 3.0 -0.4 -0.2    Previous   Goals   5 0 5	TOTAL   MALE   FEMALE   MALE   FEMALE   MALE   FEMALE   MALE   FEMALE   CE %   100.0%   41.8%   58.2%   33.3%   49.6%   4.3%   3.5%   2.1%   3.5%   CE PARITY %   100.3   43.9   56.4   36.3   47.2   2.8   3.8   2.1   2.8   CE #   141   59   82   47   70   6   5   3   5   CE PARITY #   141   61.9   79.5   51.2   66.6   3.9   5.4   3.0   3.9   ATION (+/-)   -2.9   2.5   -4.2   3.4   2.1   -0.4   0.0   1.1   JTILIZATION   4.5   -4.6   1.9   -6.3   3.0   -0.4   -0.2   2.6   Current   Hires   27   11   16   7   12   2   2   1   1   Achv. %   Current   Goals   5   4   1   3   Current   Goals   5   4   1   3   Current   Promos   6   0   6   0   0   0   0   0   0   0	TOTAL   MALE   FEMALE   MALE   FEMALE   MALE   FEMALE   MALE   FEMALE   MALE   MALE   FEMALE   MALE   MAL	GRAND   TOTAL   TOTA	

OCC. CAT./TITLE: 3-Nonteaching Professional - UC Professional 5 Academic Advisor 1 PROJECTED HIRES (12 mos.)

CAMPUS: Total University PROJECTED PROMOTIONS (12 mos.)
DATA RESOURCE: CT Census 2000 REPORTING PERIOD ENDING:

													-,,	
			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNPI	
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORK FO	RCE %		100.0%	9.7%	90.3%	3.2%	74.2%	3.2%	6.5%	0.0%	3.2%	3.2%	6.5%	Α
WORK FO	RCE PARITY	%	100.1	9.9	90.2	6.6	68.3	1.4	10.3	1.5	9.8	0.4	1.8	В
WORK FO	RCE #		31	3	28	1	23	1	2	0	1	1	2	С
WORK FO	RCE PARITY	#	31	3.1	28.0	2.0	21.2	0.4	3.2	0.5	3.0	0.1	0.6	D
<b>NET UTILI</b>	ZATION (+/-	.)		-0.1	0.0	-1.0	1.8	0.6	-1.2	-0.5	-2.0	0.9	1.4	Е
<b>PREVIOUS</b>	UTILIZATIO	N		3.3	-3.3	2.5	-0.4	0.4	-1.8	-0.5	-2.5	0.9	1.3	F
											•	•		
	Previous	Goals	6	1	5				2	1	3			G
HIRING	Current	Hires	4	0	4	0	3	0	0	0	1	0	0	Ī
GOALS	Achv. %					0.0%	100.0%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	K
	Current	Goals	5	2	3	1			1	1	2			M
PROMO.	Previous	Goals	0	0	0									0
GOALS	Current	Promos	0	0	0	0	0	0	0	0	0	0	0	Q
	Achv. %					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	Current	Goals	0	0	0									U
Promotion	romotion within category			0	0									W

9/30/2018

OCC. CAT./TITLE: 3-Nonteaching Professional - UC Professional 5 Admin Coordinator PROJECTED HIRES (12 mos.)

CAMPUS: **Total University** PROJECTED PROMOTIONS (12 mos.)

			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNP	1
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
<b>WORK FOI</b>	RCE %		100.0%	9.4%	90.6%	9.4%	87.5%	0.0%	0.0%	0.0%	0.0%	0.0%	3.1%	Α
<b>WORK FOI</b>	RCE PARITY	%	100.3	21.7	78.6	17.0	66.9	1.4	4.7	2.0	4.5	1.3	2.5	В
<b>WORK FOI</b>	RCE #		32	3	29	3	28	0	0	0	0	0	1	С
<b>WORK FOI</b>	RCE PARITY	#	32	6.9	25.2	5.4	21.4	0.4	1.5	0.6	1.4	0.4	0.8	D
<b>NET UTILIZ</b>	ZATION (+/-	)		-3.9	3.8	-2.4	6.6	-0.4	-1.5	-0.6	-1.4	-0.4	0.2	E
<b>PREVIOUS</b>	UTILIZATIO	N		-4.0	4.0	-2.6	5.5	-0.5	-1.5	-0.6	-1.4	-0.4	1.3	F
											•	•	•	
	Previous	Goals	5	4	1	2		1	1	1				G
HIRING	Current	Hires	1	0	1	0	1	0	0	0	0	0	0	
GOALS	Achv. %					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	Current	Goals	4	3	1	1		<u>1</u>	1	1				M
									1					
PROMO.	Previous	Goals	3	1	2	1			1		1			0
GOALS	Current	Promos	5	1	4	1	4	0	0	0	0	0	0	Q
	Achv. %					100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	Current	Goals	3	1	2	1			1		1			U
Promotion	within cate	gory	0	0	0									W

OCC. CAT./TITLE: 3-Nonteaching Professional - UC Professional 5 Admin Serv Sp 3 PROJECTED HIRES (12 mos.)

CAMPUS: **Total University** PROJECTED PROMOTIONS (12 mos.)

	JONCE.	CT CCTISC	.0 _000						ILLI OILLIIN	0 : 2::::02 2			3/30/201	
			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNP	1
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
<b>WORK FOR</b>	CE %		100.0%	12.5%	87.5%	10.0%	85.0%	0.0%	0.0%	2.5%	0.0%	0.0%	2.5%	Α
<b>WORK FOR</b>	CE PARITY	%	100.0	8.2	91.8	6.7	78.1	0.4	6.4	0.4	4.9	0.7	2.4	В
<b>WORK FOR</b>	CE #		40	5	35	4	34	0	0	1	0	0	1	С
<b>WORK FOR</b>	CE PARITY	#	40	3.3	36.7	2.7	31.2	0.2	2.6	0.2	2.0	0.3	1.0	D
<b>NET UTILIZ</b>	ATION (+/-	)		1.7	-1.7	1.3	2.8	-0.2	-2.6	0.8	-2.0	-0.3	0.0	E
PREVIOUS	UTILIZATIO	N		0.9	-0.9	-0.7	3.1	0.8	-2.9	0.9	-2.1	-0.2	1.0	F
		•							•		•		•	
	Previous	Goals	4	0	4				2		2			G
HIRING	Current	Hires	4	2	2	2	2	0	0	0	0	0	0	
GOALS	Achv. %					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	К
	Current	Goals	5	1	4				2		2	<u>1</u>		M
PROMO.	<b>Previous</b>	Goals	2	1	1	1			1					0
GOALS	Current	Promos	1	0	1	0	1	0	0	0	0	0	0	Q
	Achv. %					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	Current	Goals	1	0	1				1					U
Promotion	omotion within category			0	0									W

RECRUITING AREA: Statewide PROJECTED TURNOVER (12 mos.)

OCC. CAT./TITLE:

3-Nonteaching Professional - UC Professional 5-Dining Serv Asst Mgr PROJECTED HIRES (12 mos.)

CAMPUS: **Total University**  PROJECTED PROMOTIONS (12 mos.)

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DATA RES	OURCE:	CT Censu	s 2000						REPORTING	G PERIOD E	NDING:		9/30/201	8
			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNP	'I
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORK FOR	RCE %		100.0%	59.1%	40.9%	59.1%	36.4%	0.0%	0.0%	0.0%	4.5%	0.0%	0.0%	Α
<b>WORK FOR</b>	RCE PARITY	%	100.1	67.2	32.9	48.3	24.9	6.8	3.7	7.1	2.6	5.0	1.8	В
<b>WORK FOR</b>	RCE #		22	13	9	13	8	0	0	0	1	0	0	С
<b>WORK FOR</b>	RCE PARITY	#	22	14.8	7.2	10.6	5.5	1.5	0.8	1.6	0.6	1.1	0.4	D
<b>NET UTILIZ</b>	ZATION (+/-	.)		-1.8	1.8	2.4	2.5	-1.5	-0.8	-1.6	0.4	-1.1	-0.4	Е
PREVIOUS	UTILIZATIO	N		-2.5	2.6	2.4	3.5	-1.7	-0.9	-1.8	0.3	-1.3	-0.4	F
	Previous	Goals	7	5	2			2	1	2		1	1	G
HIRING	Current	Hires	0	0	0	0	0	0	0	0	0	0	0	T
GOALS	Achv. %					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	Current	Goals	6	5	1			2	1	2		1		M
PROMO.	Previous	Goals	0	0	0									0
GOALS	Current	Promos	0	0	0	0	0	0	0	0	0	0	0	Q
	Achv. %					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	Current	Goals	0	0	0									U
Promotion	n within cate	egory	0	0	0									W

OCC. CAT./TITLE: 3-Nonteaching Professional - UC Professional 5 Financial Assistant 2 PROJECTED HIRES (12 mos.)

Current Goals

Promotion within category

4

0

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CAMPUS: Total University PROJECTED PROMOTIONS (12 mos.)
DATA RESOURCE: CT Census 2000 REPORTING PERIOD ENDING:

			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNP	Ī
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORK FO	RCE %		100.0%	19.4%	80.6%	19.4%	69.4%	0.0%	2.8%	0.0%	0.0%	0.0%	8.3%	Α
WORK FO	RCE PARITY	%	100.0	37.2	62.8	33.8	48.8	1.2	3.8	0.4	0.5	1.8	9.7	В
WORK FO	RCE #		36	7	29	7	25	0	1	0	0	0	3	С
WORK FO	RCE PARITY	#	36	13.4	22.6	12.2	17.6	0.4	1.4	0.1	0.2	0.6	3.5	D
<b>NET UTILI</b>	ZATION (+/-	)		-6.4	6.4	-5.2	7.4	-0.4	-0.4	-0.1	-0.2	-0.6	-0.5	Ε
<b>PREVIOUS</b>	UTILIZATIO	N		-12.7	12.7	-8.7	13.5	-1.3	0.4	-0.1	-1.1	-2.6	-0.1	F
		•				•	•		•		•		•	
	Previous	Goals	7	7	0	5		1				1		G
HIRING	Current	Hires	2	1	1	1	1	0	0	0	0	0	0	ı
GOALS	Achv. %					20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	К
	Current	Goals	4	3	1	2			<u>1</u>			1		M
	•				•		•		•		•		•	
PROMO.	Previous	Goals	7	6	1	4					1	2		0
GOALS	Current	Promos	4	2	2	2	2	0	0	0	0	0	0	Q
	Achv. %					50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S

9/30/2018

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PROJECTED TURNOVER (12 mos.) RECRUITING AREA: Statewide

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DATA RESOURCE:

Promotion within category

OCC. CAT./TITLE: 3-Nonteaching Professional - UC Professional 5 Program Coordinator PROJECTED HIRES (12 mos.)

CAMPUS: **Total University** PROJECTED PROMOTIONS (12 mos.) CT Census 2000 REPORTING PERIOD ENDING:

TOTAL TOTAL WHITE WHITE BLACK AAIANHNPI AAIANHNPI **GRAND** BLACK HISP HISP **TOTAL FEMALE FEMALE FEMALE** MALE MALE MALE **FEMALE** MALE **FEMALE** MALE WORK FORCE % 100.0% 7.1% 92.9% 4.8% 83.3% 0.0% 4.8% 2.4% 2.4% 0.0% 2.4% В WORK FORCE PARITY % 100.1 23.0 77.1 19.2 63.1 1.6 6.6 8.0 3.8 1.4 3.6 С WORK FORCE # 42 3 39 2 35 0 2 1 1 0 1 WORK FORCE PARITY # 42 9.7 32.4 26.5 0.7 2.8 0.3 0.6 1.5 D 8.1 1.6 NET UTILIZATION (+/-) -6.7 -6.1 8.5 -0.7 -0.8 0.7 -0.6 -0.5 6.6 -0.6 F PREVIOUS UTILIZATION -6.2 6.2 -5.6 6.4 -0.7-0.6 0.7 -0.2 -0.6 0.6 Previous Goals 6 6 0 1 1 G 4 0 HIRING Current Hires 0 4 0 4 0 0 0 0 0 GOALS Κ Achv. % 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% Goals 6 2 Current PROMO. Goals 0 **Previous** 3 2 GOALS 5 4 0 0 O Current **Promos** 1 4 1 0 0 0 0 0.0% S Achv. % 50.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% U Goals 5 4 Current 1 1

9/30/2018

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OCC. CAT./TITLE: 3-Nonteaching Professional - UC Professional 4 PROJECTED HIRES (12 mos.)

CAMPUS: Total University PROJECTED PROMOTIONS (12 mos.)

DATA NESC	0.10=1	CT CCTISC	15 2000						ILLI OILLIIN	012111022	1101110.		3/30/201	
			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNP	1
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
<b>WORK FOR</b>	CE %		100.0%	54.8%	45.2%	48.4%	41.9%	1.6%	1.6%	1.6%	0.0%	3.2%	1.6%	Α
<b>WORK FOR</b>	CE PARITY	%	100.0	45.8	54.2	38.0	42.1	2.7	4.6	1.8	2.7	3.3	4.8	В
<b>WORK FOR</b>	CE #		62	34	28	30	26	1	1	1	0	2	1	С
<b>WORK FOR</b>	CE PARITY	#	62	28.4	33.6	23.6	26.1	1.7	2.9	1.1	1.7	2.0	3.0	D
<b>NET UTILIZ</b>	ATION (+/-	)		5.6	-5.6	6.4	-0.1	-0.7	-1.9	-0.1	-1.7	0.0	-2.0	E
PREVIOUS	UTILIZATIO	N		0.2	-0.3	3.3	2.0	-0.5	-1.2	-0.2	0.2	-2.4	-1.3	F
		•			•		•		•		•		•	•
	Previous	Goals	4	3	1			1	1			2		G
HIRING	Current	Hires	16	11	5	9	5	0	0	0	0	2	0	1
GOALS	Achv. %					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	K
	Current	Goals	5	1	4			1	1		2		1	M
PROMO.	Previous	Goals	1	0	1								1	0
GOALS	Current	Promos	3	0	3	0	3	0	0	0	0	0	0	Q
	Achv. %					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	Current	Goals	2	0	2				1				1	U
Promotion	omotion within category		0	0	0									W

OCC. CAT./TITLE: 3-Nonteaching Professional - UC Professional 4 Admin Asst 3 PROJECTED HIRES (12 mos.)

CAMPUS: Total University PROJECTED PROMOTIONS (12 mos.)
DATA RESOURCE: CT Census 2000 REPORTING PERIOD ENDING:

DATA RESOURCE: CT Census 2000 REPORTING PERIOD													9/30/201	.8
			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNP	γĪ
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORK FOR	RCE %		100.0%	4.5%	95.5%	2.3%	81.8%	0.0%	2.3%	2.3%	6.8%	0.0%	4.5%	Α
<b>WORK FOR</b>	RCE PARITY S	%	100.1	6.2	93.9	4.7	82.8	1.1	6.2	0.2	3.4	0.2	1.5	В
<b>WORK FOR</b>	RCE #		44	2	42	1	36	0	1	1	3	0	2	С
WORK FOR	RCE PARITY	#	44	2.7	41.3	2.1	36.4	0.5	2.7	0.1	1.5	0.1	0.7	D
NET UTILIZ	ZATION (+/-	•)		-0.7	0.7	-1.1	-0.4	-0.5	-1.7	0.9	1.5	-0.1	1.3	E
PREVIOUS	UTILIZATIO	N		-0.8	0.8	-0.5	0.8	-0.2	-2.0	-0.1	0.5	-0.1	1.4	F
	Previous	Goals	2	0	2				2					G
HIRING	Current	Hires	5	1	4	0	4	0	0	1	0	0	0	
GOALS	Achv. %			i		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	К
l	Current	Goals	4	2	2	1		1	2			Ī		M
PROMO.	Previous	Goals	1	1	0	1								0
GOALS	Current	Promos	3	0	3	0	2	0	0	0	1	0	0	Q
	Achv. %				7	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
i	Current	Goals	1	0	1		<u>1</u>		1					U
Promotion	n within cate	egory	0	0	0									W

OCC. CAT./TITLE: 3-Nonteaching Professional - UC Professional 4 Admin Serv Sp 2 PROJECTED HIRES (12 mos.)

CAMPUS: Total University PROJECTED PROMOTIONS (12 mos.)
DATA RESOURCE: CT Census 2000 REPORTING PERIOD ENDING:

													-,,	
			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNPI	
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORK FO	RCE %		96.0%	16.0%	80.0%	14.0%	70.0%	0.0%	4.0%	0.0%	3.0%	2.0%	3.0%	Α
WORK FO	RCE PARITY	%	100.0	6.7	93.2	4.7	81.7	1.0	6.1	0.8	4.0	0.2	1.5	В
<b>WORK FO</b>	RCE #		100	16	84	14	74	0	4	0	3	2	3	С
<b>WORK FO</b>	RCE PARITY	#	100	6.7	93.2	4.7	81.7	1.0	6.1	0.8	4.0	0.2	1.5	D
<b>NET UTILI</b>	ZATION (+/-	)		9.3	-9.3	9.3	-7.7	-1.0	-2.1	-0.8	-1.0	1.8	1.5	Ε
PREVIOUS	UTILIZATIO	N		6.7	-6.7	6.5	-4.4	-0.4	-3.3	-0.2	0.4	0.8	0.6	F
	Previous	Goals	5	1	4		2	<u>1</u>	2					G
HIRING	Current	Hires	12	4	8	4	7	0	0	0	0	0	1	ī
GOALS	Achv. %					0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	Current	Goals	8	2	6		3	1	2	1	1			M
PROMO.	Previous	Goals	3	0	3		2		1					0
GOALS	Current	Promos	5	1	4	0	4	0	0	0	0	1	0	Q
	Achv. %					0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	Current	Goals	5	0	5		5							U
Promotio	n within cate	egorv	0	0	0									W

9/30/2018

OCC. CAT./TITLE: 3-Nonteaching Professional - UC Professional 4 Program Assistant 2 PROJECTED HIRES (12 mos.)

Promotion within category

CAMPUS: **Total University** PROJECTED PROMOTIONS (12 mos.) CT Census 2000 DATA RESOURCE: REPORTING PERIOD ENDING:

			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	<b>AAIANHNPI</b>	<b>AAIANHNPI</b>	
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
<b>WORK FOR</b>	RCE %		100.0%	14.6%	85.4%	12.5%	72.9%	0.0%	4.2%	0.0%	2.1%	2.1%	6.3%	Α
<b>WORK FOR</b>	RCE PARITY	%	100.2	25.2	75.0	20.0	62.2	2.8	6.6	1.6	4.4	0.8	1.8	В
<b>WORK FOR</b>	RCE #		48	7	41	6	35	0	2	0	1	1	3	С
<b>WORK FOR</b>	RCE PARITY	#	48	12.1	36.0	9.6	29.9	1.3	3.2	0.8	2.1	0.4	0.9	D
<b>NET UTILIZ</b>	ZATION (+/-	)		-5.1	5.0	-3.6	5.1	-1.3	-1.2	-0.8	-1.1	0.6	2.1	Ε
<b>PREVIOUS</b>	UTILIZATIO	N		-4.1	4.1	-3.4	4.6	-0.9	-1.0	-0.4	-1.7	0.6	2.2	F
	Previous	Goals	6	4	2	3		1			2			G
HIRING	Current	Hires	8	4	4	4	4	0	0	0	0	0	0	ı
GOALS	Achv. %					100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	Current	Goals	6	5	1	3		1	1	1				M
PROMO.	Previous	Goals	1	0	1				1					0
GOALS	Current	Promos	7	0	7	0	6	0	1	0	0	0	0	Q
	Achv. %					0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	S
	Current	Goals	2	1	1	1					1			U

9/30/2018

OCC. CAT./TITLE: 3-Nonteaching Professional - UC Professional 3 PROJECTED HIRES (12 mos.)

CAMPUS: Total University PROJECTED PROMOTIONS (12 mos.)

DATA ILL	OUNCE.	CT CCTISC	13 2000						ILLI OILLIIN	G I LINIOD L	INDING.		3/30/201	.0
			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNP	1
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
<b>WORK FOR</b>	RCE %		100.0%	57.1%	42.9%	50.0%	21.4%	7.1%	0.0%	0.0%	7.1%	0.0%	14.3%	Α
<b>WORK FOR</b>	RCE PARITY	%	100.0	41.6	58.4	34.6	48.6	2.1	4.6	1.4	1.5	3.5	3.7	В
WORK FOR	RCE #		14	8	6	7	3	1	0	0	1	0	2	С
<b>WORK FOR</b>	RCE PARITY	#	14	5.8	8.2	4.8	6.8	0.3	0.6	0.2	0.2	0.5	0.5	D
<b>NET UTILIZ</b>	ZATION (+/-	.)		2.2	-2.2	2.2	-3.8	0.7	-0.6	-0.2	0.8	-0.5	1.5	E
<b>PREVIOUS</b>	UTILIZATIO	N		-4.2	4.2	-2.6	4.0	-0.5	-0.8	-0.3	-0.4	-0.8	1.5	F
				•			•		•		•	•		•
	Previous	Goals	5	4	1	2		1			<u>1</u>	1		G
HIRING	Current	Hires	2	2	0	2	0	0	0	0	0	0	0	1
GOALS	Achv. %					100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	К
	Current	Goals	4	1	3		2		1			1		M
					-		-							
PROMO.	<b>Previous</b>	Goals	2	1	1	1			1					0
GOALS	Current	Promos	5	3	2	2	1	1	0	0	1	0	0	Q
	Achv. %					100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	Current	Goals	2	0	2		2							U
Promotion	within cate	egory	•											W

OCC. CAT./TITLE: 3-Nonteaching Professional - UC Professional 3 Program Assistant 1 PROJECTED HIRES (12 mos.)

CAMPUS: **Total University** PROJECTED PROMOTIONS (12 mos.)

CT Census 2000 REPORTING PERIOD ENDING: DATA RESOURCE: 9/30/2018 TOTAL TOTAL WHITE WHITE BLACK AAIANHNPI AAIANHNPI GRAND BLACK HISP HISP **FEMALE FEMALE TOTAL** MALE MALE **FEMALE** MALE **FEMALE** MALE **FEMALE** MALE WORK FORCE % 100.0% 9.9% 90.1% 4.2% 84.5% 2.8% 2.8% 2.8% 0.0% 1.4% 1.4% WORK FORCE PARITY % В 99.9 26.1 73.8 21.7 60.2 2.4 7.8 1.1 4.2 0.9 1.6 C 2 WORK FORCE # 71 7 64 3 60 1 2 2 0 1 WORK FORCE PARITY # 71 18.5 52.4 15.4 42.7 1.7 8.0 0.6 1.1 D 5.5 3.0 NET UTILIZATION (+/-) -11.5 11.6 -12.4 17.3 0.3 -4.5 -1.0 1.2 -0.6 -0.1 F PREVIOUS UTILIZATION -14.9 14.8 -11.9 19.3 -1.4 -2.2 -1.0 -2.3 -0.6 0.0 Previous Goals 15 14 11 1 1 1 1 G 13 2 HIRING Current Hires 19 6 13 3 0 1 0 0 0 GOALS Achv. % 27.3% 0.0% 100.0% 0.0% 100.0% 0.0% 0.0% 0.0% Goals 18 5 12 Current 13 PROMO. Goals 4 **Previous** 3 2 0 GOALS 3 0 0 0 O Current **Promos** 1 2 1 1 1 0 0 S Achv. % 0.0% 0.0% 0.0% 0.0% 0.0% 100.0% 0.0% 0.0% J Goals 0

1

W

Hiring Goals set in lieu of promotional goals as the promotional pool does not have employees in the under-utilized race/gender groups

1

Current

Promotion within category

1

OCC. CAT./TITLE: 3-Nonteaching Professional - UC Professional 1 PROJECTED HIRES (12 mos.)

CAMPUS: Total University PROJECTED PROMOTIONS (12 mos.)

			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNP	1
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORK FO	RCE %		100.0%	20.6%	79.4%	17.6%	61.8%	0.0%	5.9%	0.0%	0.0%	2.9%	11.8%	Α
WORK FO	RCE PARITY	%	100.1	15.8	84.3	12.3	68.8	1.5	7.6	1.0	5.6	1.0	2.3	В
WORK FO	RCE #		34	7	27	6	21	0	2	0	0	1	4	С
WORK FO	RCE PARITY	#	34	5.4	28.7	4.2	23.4	0.5	2.6	0.3	1.9	0.3	0.8	D
<b>NET UTILI</b>	ZATION (+/-	)		1.6	-1.7	1.8	-2.4	-0.5	-0.6	-0.3	-1.9	0.7	3.2	E
<b>PREVIOUS</b>	UTILIZATIO	N		7.4	-7.5	3.7	-8.2	0.4	-1.6	0.7	0.1	2.7	2.2	F
		•					•		•		•	•	•	
	Previous	Goals	10	0	10		8		2					G
HIRING	Current	Hires	12	1	11	1	9	0	1	0	0	0	1	
GOALS	Achv. %					0.0%	100.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	K
	Current	Goals	6	1	5		2	1	1		2			M
PROMO.	Previous	Goals	0	0	0									0
GOALS	Current	Promos	1	0	1	0	0	0	1	0	0	0	0	Q
	Achv. %					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	Current	Goals	0	0	0									U
Promotion	n within cate	gory	0	0	0									W

OCC. CAT./TITLE: 3-Nonteaching Professional - Academic Assistants PROJECTED HIRES (12 mos.)

CT Census 2000

0

0

0

DATA RESOURCE:

Promotion within category

CAMPUS: Total University PROJECTED PROMOTIONS (12 mos.)

TOTAL TOTAL WHITE WHITE BLACK AAIANHNPI AAIANHNPI **GRAND** BLACK HISP HISP **FEMALE FEMALE FEMALE TOTAL** MALE MALE MALE **FEMALE** MALE **FEMALE** MALE WORK FORCE % 100.0% 56.8% 43.2% 43.2% 37.8% 0.0% 0.0% 0.0% 2.7% 13.5% 2.7% В WORK FORCE PARITY % 99.9 51.6 48.3 33.2 35.0 1.0 4.8 2.4 3.1 15.0 5.4 С WORK FORCE # 37 21 16 16 14 0 0 0 1 5 1 WORK FORCE PARITY # 37 19.1 17.9 12.3 13.0 0.4 1.8 0.9 5.6 2.0 D 1.1 NET UTILIZATION (+/-) -1.9 3.7 -0.4 -1.8 -0.9 -0.6 1.9 1.1 -0.1 -1.0 PREVIOUS UTILIZATION 5.1 -5.2 4.4 -2.1 -1.0 -1.9 -1.0 -0.2 2.7 -1.0 Previous Goals 7 5 2 2 2 1 G 0 HIRING Current Hires 1 0 1 0 1 0 0 0 0 0 GOALS Achv. % 0.0% 50.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% Goals 6 4 2 Current PROMO. 0 **Previous** Goals 0 0 0 GOALS 0 O Current **Promos** 0 0 0 0 0 0 0 0 0 0 0.0% S Achv. % 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% J Goals 0 Current 0 0

REPORTING PERIOD ENDING:

9/30/2018

W

OCC. CAT./TITLE: 3-Nonteaching Professional - Specialist 1A PROJECTED HIRES (12 mos.)

CAMPUS: Total University PROJECTED PROMOTIONS (12 mos.)

	ONCL.	CT CCTISU	0 = 0 0 0						ILLI OILLIIN	0 : 2:::02 2			3/30/201	
			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNP	1
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
<b>WORK FOR</b>	CE %		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	Α
<b>WORK FOR</b>	CE PARITY	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	В
<b>WORK FOR</b>	CE #		0	0	0	0	0	0	0	0	0	0	0	С
<b>WORK FOR</b>	CE PARITY	#	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
<b>NET UTILIZ</b>	ATION (+/-	)		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	E
PREVIOUS	UTILIZATIO	N		-7.1	7.2	-5.0	8.3	-2.4	-1.5	-0.1	-0.3	0.3	0.7	F
					•		•		•		•		•	•
	Previous	Goals	9	7	2	5		2	2					G
HIRING	Current	Hires	18	13	5	8	4	5	1	0	0	0	0	
GOALS	Achv. %					100.0%	0.0%	100.0%	50.0%	0.0%	0.0%	0.0%	0.0%	K
	Current	Goals			0	Combin	ned in Spec	ialists Cate	gory - No g	oals set				M
PROMO.	<b>Previous</b>	Goals	0	0	0									0
GOALS	Current	Promos	0	0	0	0	0	0	0	0	0	0	0	Q
	Achv. %					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	Current	Goals	0	0	0									U
Promotion	within cate	gory	0	0	0									W

OCC. CAT./TITLE: 3-Nonteaching Professional - Specialist 2A PROJECTED HIRES (12 mos.)

CAMPUS: Total University PROJECTED PROMOTIONS (12 mos.)

	JONEL.	CT CCTISC	15 2000						ILLI OILLIIN	012111022			3/30/201	
			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNP	1
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
<b>WORK FOR</b>	CE %		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	Α
<b>WORK FOR</b>	CE PARITY	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	В
<b>WORK FOR</b>	CE #		0	0	0	0	0	0	0	0	0	0	0	С
<b>WORK FOR</b>	CE PARITY	#	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
<b>NET UTILIZ</b>	ATION (+/-	)		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	E
PREVIOUS	UTILIZATIO	N		4.1	-4.0	1.7	-2.5	3.2	-1.3	-0.5	-0.2	-0.4	-0.1	F
		•			•		•		•		•		•	•
	Previous	Goals	6	2	4		3		1	1		<u>1</u>		G
HIRING	Current	Hires	4	4	0	4	0	0	0	0	0	0	0	
GOALS	Achv. %					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	Current	Goals			0	Combi	ned in Spec	ialists Cate	gory - No g	oals set				M
	-													
PROMO.	Previous	Goals	0	0	0									0
GOALS	Current	Promos	0	0	0	0	0	0	0	0	0	0	0	Q
	Achv. %					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	Current	Goals	0	0	0									U
Promotion	within cate	gory	0	0	0									W

OCC. CAT./TITLE: 3-Nonteaching Professional - Specialist 3-4A PROJECTED HIRES (12 mos.)

CT Census 2000

DATA RESOURCE:

CAMPUS: Total University PROJECTED PROMOTIONS (12 mos.)

TOTAL TOTAL WHITE WHITE BLACK AAIANHNPI AAIANHNPI **GRAND** BLACK HISP HISP **FEMALE FEMALE FEMALE TOTAL** MALE MALE MALE **FEMALE** MALE **FEMALE** MALE WORK FORCE % 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% WORK FORCE PARITY % В 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 С WORK FORCE # 0 0 0 0 0 0 0 0 0 0 0 WORK FORCE PARITY # 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 D 0.0 0.0 NET UTILIZATION (+/-) 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 F PREVIOUS UTILIZATION -0.4 0.4 1.3 1.0 -1.4 -0.5 -0.2 -0.1 -0.1 -0.1 Previous Goals 3 2 1 1 G 1 HIRING Current Hires 0 1 0 0 0 0 0 0 0 GOALS 0.0% 0.0% Κ Achv. % 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% **Combined in Specialists Category - No goals set** Goals 0 Current PROMO. 0 0 **Previous** Goals 0 0 GOALS O Current **Promos** 1 0 1 0 1 0 0 0 0 0 0 0.0% S Achv. % 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% J Goals 0 Current 0 0 W Promotion within category 0 0 0

REPORTING PERIOD ENDING:

9/30/2018

OCC. CAT./TITLE: 3-Nonteaching Professional - Specialists - **NEW CATEGORY** PROJECTED HIRES (12 mos.)

CAMPUS: Total University PROJECTED PROMOTIONS (12 mos.)

DATA KES	JUNCE.	CT Cerisu	15 2000						KEPUKIIN	J PENIOD E	INDING.		9/30/2018	<u> </u>
			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNP	4
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
<b>WORK FOR</b>	RCE %		100.0%	69.1%	30.9%	54.3%	28.7%	13.8%	1.1%	0.0%	0.0%	1.1%	1.1%	Α
<b>WORK FOR</b>	RCE PARITY	%	100.0	73.9	26.1	53.4	19.3	13.4	4.2	1.8	0.6	5.3	2.0	В
<b>WORK FOR</b>	RCE #		94	65	29	51	27	13	1	0	0	1	1	С
<b>WORK FOR</b>	RCE PARITY	#	94	69.5	24.5	50.2	18.1	12.6	3.9	1.7	0.6	5.0	1.9	D
<b>NET UTILIZ</b>	ZATION (+/-	)		-4.5	4.5	0.8	8.9	0.4	-2.9	-1.7	-0.6	-4.0	-0.9	E
<b>PREVIOUS</b>	UTILIZATIO	N		-0.4	0.4	1.3	1.0	-1.4	-0.5	-0.2	-0.1	-0.1	-0.1	F
	Previous	Goals			0	N	<b>EW CATEGO</b>	DRY - No P	revious Goa	ıls				G
HIRING	Current	Hires	23	18	5	13	4	5	1	0	0	0	0	1
GOALS	Achv. %													K
	Current	Goals	11	6	5				3	2	1	4	1	M
PROMO.	Previous	Goals	0	0	0									0
GOALS	Current	Promos	1	0	1	0	1	0	0	0	0	0	0	Q
	Achv. %													S
	Current	Goals	0	0	0									U
Promotion	within cate	egory	0	0	0									W

OCC. CAT./TITLE: 3-Nonteaching Professional - Remaining Titles PROJECTED HIRES (12 mos.)

**CAMPUS: Total University** PROJECTED PROMOTIONS (12 mos.)

DATA NES	OUNCE.	CT Ceriso	13 2000						KEPOKIIIN	J PENIOD E	INDING.		9/30/201	0
			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNP	יו
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
<b>WORK FOR</b>	RCE %		100.0%	15.9%	84.1%	14.3%	74.6%	0.0%	0.0%	0.0%	4.8%	1.6%	4.8%	Α
<b>WORK FOR</b>	RCE PARITY	%	100.0	40.3	59.7	33.8	49.1	2.0	5.0	1.4	3.4	3.0	2.3	В
<b>WORK FOR</b>	RCE #		63	10	53	9	47	0	0	0	3	1	3	С
<b>WORK FOR</b>	RCE PARITY	#	63	25.4	37.6	21.3	30.9	1.3	3.2	0.9	2.1	1.9	1.4	D
<b>NET UTILIZ</b>	ZATION (+/-	.)		-15.3	15.3	-12.3	16.1	-1.3	-3.2	-0.9	0.9	-0.9	1.6	E
<b>PREVIOUS</b>	UTILIZATIO	N		-17.4	17.4	-14.4	17.0	-1.3	-2.1	-0.9	0.9	-0.9	1.6	F
		•							•		•	•	•	
	Previous	Goals	19	17	2	14		1	2	1		1		G
HIRING	Current	Hires	11	1	10	1	10	0	0	0	0	0	0	1
GOALS	Achv. %					7.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	Current	Goals	18	15	3	12		1	3	1		1		M
									-					
PROMO.	<b>Previous</b>	Goals	0	0	0									0
GOALS	Current	Promos	1	0	1	0	1	0	0	0	0	0	0	Q
	Achv. %					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	Current	Goals	0	0	0									U
Promotion	n within cate	egory	0	0	0									W

OCC. CAT./TITLE: 7-Maintenance/Service - Protective Services PROJECTED HIRES (12 mos.)

CAMPUS: Storrs PROJECTED PROMOTIONS (12 mos.)

DATA NESC	JONEL.	CT CETISU	13 2000						ILLI OILLIIN	O I LINIOD L	INDING.		9/30/201	U
			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	<b>AAIANHNPI</b>	AAIANHNP	1
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
<b>WORK FOR</b>	RCE %		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	Α
<b>WORK FOR</b>	RCE PARITY	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	В
<b>WORK FOR</b>	RCE #		0	0	0	0	0	0	0	0	0	0	0	С
<b>WORK FOR</b>	RCE PARITY	#	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
<b>NET UTILIZ</b>	ATION (+/-	)		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Е
<b>PREVIOUS</b>	UTILIZATIO	N		-0.1	-0.1	8.1	1.4	-2.3	-0.7	-4.7	0.1	-1.2	-0.9	F
					•				•		•		•	•
	Previous	Goals	7	5	2			1	1	3		1	1	G
HIRING	Current	Hires	11	9	2	9	2	0	0	0	0	0	0	-
GOALS	Achv. %					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	Current	Goals			0	N	ew Categor	y created	- No goals s	et				M
PROMO.	Previous	Goals	3	3	0			1		2				0
GOALS	Current	Promos	3	2	1	2	1	0	0	0	0	0	0	Q
	Achv. %					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	Current	Goals	0	0	0									U
Promotion	within cate	gory	0	0	0									W

Hartford, Tolland & Windham Counties RECRUITING AREA:

7-Maintenance/Service - Protective Services Police Officer

CAMPUS: Storrs

OCC. CAT./TITLE:

PROJECTED HIRES (12 mos.) PROJECTED PROMOTIONS (12 mos.)

PROJECTED TURNOVER (12 mos.)

CT Census 2000 REPORTING PERIOD ENDING: DATA RESOURCE:

9/30/2018 TOTAL TOTAL WHITE BLACK AAIANHNPI AAIANHNPI GRAND WHITE BLACK HISP HISP MALE **FEMALE TOTAL** MALE **FEMALE FEMALE** MALE **FEMALE** MALE **FEMALE** MALE WORK FORCE % 100.0% 81.0% 19.0% 62.1% 13.8% 6.9% 1.7% 10.3% 1.7% 1.7% 1.7% В WORK FORCE PARITY % 100.1 91.1 9.0 78.9 6.6 6.1 1.0 5.1 1.1 1.0 0.3 С 4 WORK FORCE # 58 47 11 36 8 1 6 1 1 1 WORK FORCE PARITY # 58 52.8 45.8 3.8 3.5 3.0 0.6 0.2 D 5.2 0.6 0.6 NET UTILIZATION (+/-) -5.8 4.2 0.5 3.0 5.8 -9.8 0.4 0.4 0.4 0.8 F PREVIOUS UTILIZATION -1.6 1.5 -0.4 0.1 -3.8 -0.2 1.8 0.7 0.8 0.9 Previous Goals 3 3 0 3 G 7 HIRING Current Hires 6 1 4 0 0 1 2 0 0 0 GOALS Achv. % 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% Goals Current 9 0 PROMO. Goals Previous 2 2 0 0 5 O GOALS Current **Promos** 4 1 3 1 1 0 0 0 0 0 S 100.0% 0.0% 100.0% 0.0% 0.0% 0.0% 0.0% 0.0% Achv. % J Goals Current 1 1 0 1 W Promotion within category 0 0 0

RECRUITING AREA: Hartford, Tolland & Windham Counties PROJECTED TURNOVER (12 mos.)

OCC. CAT./TITLE:

7-Maintenance/Service - Protective Services Police **NEW CATEGORY** 

PROJECTED HIRES (12 mos.)

**CAMPUS:** Storrs PROJECTED PROMOTIONS (12 mos.)

DATA RESC	OURCE:	CT Censu	s 2000						REPORTING	G PERIOD E	NDING:		9/30/201	8
			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNP	1
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORK FOR	RCE %		100.0%	89.1%	10.9%	78.1%	9.4%	7.8%	0.0%	3.1%	1.6%	0.0%	0.0%	Α
<b>WORK FOR</b>	RCE PARITY	%	100.0	85.4	14.6	70.0	10.6	7.3	1.8	6.6	1.1	1.5	1.1	В
WORK FOR	RCE #		64	57	7	50	6	5	0	2	1	0	0	С
WORK FOR	RCE PARITY	#	64	54.7	9.3	44.8	6.8	4.7	1.2	4.2	0.7	1.0	0.7	D
<b>NET UTILIZ</b>	ZATION (+/-	)		2.3	-2.3	5.2	-0.8	0.3	-1.2	-2.2	0.3	-1.0	-0.7	E
PREVIOUS	UTILIZATIO	N		0.0	0.0									F
	Previous	Goals			0	N	<b>EW CATEGO</b>	DRY - No Pi	revious Goa	ıls				G
HIRING	Current	Hires	3	2	1	2	1	0	0	0	0	0	0	T
GOALS	Achv. %													K
	Current	Goals	6	3	3		1		1	2		1	1	M
PROMO.	Previous	Goals	2	2	0	<u>1</u>		1						0
GOALS	Current	Promos	3	2	1	2	1							Q
	Achv. %													S
	Current	Goals	0	0	0									U
Promotion	within cate	gory	0	0	0									W

7-Maintenance/Service - Protective Services Fire **NEW CATEGORY** OCC. CAT./TITLE:

**CAMPUS:** 

PROJECTED HIRES (12 mos.) Storrs PROJECTED PROMOTIONS (12 mos.)

DITTITUTES	JOINGE.	CT CCTISC	15 2000						KEI OKIIIV	012111022	1101110.		3/30/2010	,
			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNP	ī
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORK FOR	RCE %		100.0%	89.1%	10.9%	84.8%	10.9%	2.2%	0.0%	2.2%	0.0%	0.0%	0.0%	Α
WORK FOR	RCE PARITY	%	100.0	93.6	6.4	78.6	4.9	7.9	0.6	6.2	0.4	0.9	0.5	В
WORK FOR	RCE #		46	41	5	39	5	1	0	1	0	0	0	С
WORK FOR	RCE PARITY	#	46	43.1	2.9	36.2	2.3	3.6	0.3	2.9	0.2	0.4	0.2	D
<b>NET UTILIZ</b>	ZATION (+/-	.)		-2.1	2.1	2.8	2.7	-2.6	-0.3	-1.9	-0.2	-0.4	-0.2	E
PREVIOUS	UTILIZATIO	N		0.0	0.0									F
	Previous	Goals			0	N	EW CATEGO	ORY - No Pi	revious Goa	ıls				G
HIRING	Current	Hires	5	5	0	5								ı
GOALS	Achv. %													K
	Current	Goals	6	6	0			3		2		<u>1</u>		M
	•						•		•		•		•	
PROMO.	<b>Previous</b>	Goals	3	3	0			1		2				0
GOALS	Current	Promos	0	0	0									Q
	Achv. %													s
	Current	Goals	0	0	0									U
Promotion	within cate	egory	0	0	0									W

OCC. CAT./TITLE: 4-Secretarial/Clerical - Administrative Assistant PROJECTED HIRES (12 mos.)

CAMPUS: Storrs PROJECTED PROMOTIONS (12 mos.)

DATA RESOURCE: CT Census 2000 REPORTING PERIOD ENDING: 9/30/2018

														$\overline{}$
			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNPI	1
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORK FO	RCE %		100.0%	0.0%	100.0%	0.0%	95.7%	0.0%	0.0%	0.0%	4.3%	0.0%	0.0%	Α
WORK FO	RCE PARITY	%	100.0	7.8	92.2	7.2	87.7	0.2	2.3	0.3	1.8	0.1	0.4	В
WORK FO	RCE #		23	0	23	0	22	0	0	0	1	0	0	С
WORK FO	RCE PARITY	#	23	1.8	21.2	1.7	20.2	0.0	0.5	0.1	0.4	0.0	0.1	D
<b>NET UTILI</b>	ZATION (+/-	)		-1.8	1.8	-1.7	1.8	0.0	-0.5	-0.1	0.6	0.0	-0.1	Ε
PREVIOUS	UTILIZATIO	N		-1.7	1.7	-1.6	1.7	-0.1	-0.5	-0.1	0.7	0.0	-0.1	F
		•			•		•		•		•		•	
	Previous	Goals	2	1	1	1			<u>1</u>					G
HIRING	Current	Hires	0	0	0	0	0	0	0	0	0	0	0	ı
GOALS	Achv. %					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	К
	Current	Goals	2	1	1	1			1					M
	•				•						•	•	•	
PROMO.	<b>Previous</b>	Goals	1	1	0	1								0
GOALS	Current	Promos	0	0	0	0	0	0	0	0	0	0	0	Q
	Achv. %					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	Current	Goals	1	1	0	1								U
Promotion	n within cate	egory												W
		- '												

BF hiring goal set due to no BFs in promotional pool

OCC. CAT./TITLE: 4-Secretarial/Clerical - Secretary 2 PROJECTED HIRES (12 mos.)

CAMPUS: Storrs PROJECTED PROMOTIONS (12 mos.)

													•
		GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNPI	
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
CE %		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	Α
CE PARITY S	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	В
CE #		0	0	0	0	0	0	0	0	0	0	0	С
CE PARITY :	#	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
ATION (+/-	)		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Ε
JTILIZATIO	N		0.6	-0.6	0.7	0.7	0.0	-1.0	0.0	-0.2	0.0	-0.1	F
Previous	Goals	0	0	0									G
Current	Hires	0	0	0	0	0	0	0	0	0	0	0	ī
Achv. %					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
Current	Goals	0	0	0	Mo	ved to Rem	aining Title	es - No goals	s set				M
Previous	Goals	1	0	1				<u>1</u>					0
Current	Promos	1	0	1	0	1	0	0	0	0	0	0	Q
Achv. %					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
Current	Goals	0	0	0									U
within cate	gory												W
	CE PARITY CE # CE PARITY CATION (+/- DTILIZATION  Previous  Current  Achv. %  Current  Previous  Current  Achv. %  Current  Achv. %  Current	CE PARITY % CE # CE PARITY # ATION (+/-) UTILIZATION  Previous Goals Current Hires Achv. % Current Goals  Current Goals  Current Promos Achv. %	TOTAL	TOTAL   MALE	TOTAL   MALE   FEMALE	TOTAL   MALE   FEMALE   MALE	TOTAL   MALE   FEMALE   MALE   FEMALE	TOTAL   MALE   FEMALE   MALE   FEMALE   MALE   CE %   0.0%   0.	TOTAL   MALE   FEMALE   MALE   FEMALE   MALE   FEMALE	TOTAL   MALE   FEMALE   MALE   FEMALE   MALE   FEMALE   MALE	TOTAL   MALE   FEMALE   MALE   FEMALE   MALE   FEMALE   MALE   FEMALE   CE %   0.0%	TOTAL   MALE   FEMALE   MALE   FEMALE   MALE   FEMALE   MALE   FEMALE   MALE   FEMALE   MALE   MALE   FEMALE   MALE   FEMALE	TOTAL   MALE   FEMALE   MALE

OCC. CAT./TITLE: 4-Secretarial/Clerical - Secretary 1 PROJECTED HIRES (12 mos.)

CAMPUS: Storrs PROJECTED PROMOTIONS (12 mos.)
DATA RESOURCE: CT Census 2000 REPORTING PERIOD ENDING:

DATA RES	OURCE:	CT Censu	us 2000						REPORTIN/	G PERIOD E	ENDING:	,	9/30/2018	.8
			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	I AAIANHNP	4
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORK FOI	RCE %		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	Α
WORK FO	RCE PARITY	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	В
WORK FOI	RCE #		0	0	0	0	0	0	0	0	0	0	0	С
WORK FO	RCE PARITY	#	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZ	ZATION (+/-	.)		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	E
PREVIOUS	UTILIZATIO	N		-1.7	1.6	-1.4	2.9	-0.1	-0.7	-0.1	-0.4	0.0	-0.2	F
	Previous	Goals	1	0	1						<u>1</u>			G
HIRING	Current	Hires	0	0	0	0	0	0	0	0	0	0	0	T
GOALS	Achv. %			Ī	<u> </u>	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	К
i	Current	Goals	0	0	0	Mo	ved to Rem	aining Title	es - No goals	s set				M
PROMO.	Previous	Goals	2	1	1	1			1					0
GOALS	Current	Promos	1	0	1	0	1	0	0	0	0	0	0	Q
	Achv. %			ī	1	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	Current	Goals	0	0	0		1		<b>T</b>		T			U
Promotion	n within cate	egorv							<b>—</b>		<b>†</b>			W

OCC. CAT./TITLE: 4-Secretarial/Clerical - Office Assistant PROJECTED HIRES (12 mos.)

CAMPUS: Storrs PROJECTED PROMOTIONS (12 mos.)

													-,,	
			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNP	ī
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORK FO	RCE %		100.0%	3.8%	96.2%	3.8%	88.5%	0.0%	7.7%	0.0%	0.0%	0.0%	0.0%	Α
WORK FO	RCE PARITY	%	100.1	6.4	93.7	4.9	88.0	0.8	3.4	0.7	1.8	0.0	0.5	В
WORK FO	RCE #		26	1	25	1	23	0	2	0	0	0	0	С
WORK FO	RCE PARITY	#	26	1.7	24.4	1.3	22.9	0.2	0.9	0.2	0.5	0.0	0.1	D
<b>NET UTILI</b>	ZATION (+/-	.)		-0.7	0.6	-0.3	0.1	-0.2	1.1	-0.2	-0.5	0.0	-0.1	Ε
PREVIOUS	UTILIZATIO	N		-4.7	4.7	-4.3	3.6	-0.2	1.9	-0.2	-0.6	0.0	-0.2	F
	Previous	Goals	5	4	1	3				1	1			G
HIRING	Current	Hires	1	0	1	0	1	0	0	0	0	0	0	T
GOALS	Achv. %					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	Current	Goals	2	1	1	<u>1</u>					1			M
	•			•	•				•		•		•	
PROMO.	<b>Previous</b>	Goals	1	1	0	1								0
GOALS	Current	Promos	1	0	1	0	1	0	0	0	0	0	0	Q
	Achv. %					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	Current	Goals	0	0	0									U
Promotion	n within cate	egorv												W
		<u> </u>												

<sup>1</sup> WM and 1 HF hiring goals set due to no WM and HFs in promotional pool

OCC. CAT./TITLE: 4-Secretarial/Clerical - Clerk Typist PROJECTED HIRES (12 mos.)

CAMPUS: Storrs PROJECTED PROMOTIONS (12

CAMPUS: Storrs PROJECTED PROMOTIONS (12 mos.)

DATA RESOURCE: CT Census 2000 REPORTING PERIOD ENDING:

DATA RES	OURCE:	CT Censu	us 2000						REPORTIN/	G PERIOD E	ENDING:	,	9/30/2018	.8
			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	I AAIANHNP	4
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORK FO	RCE %		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	Α
WORK FO	RCE PARITY	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	В
WORK FO	RCE #		0	0	0	0	0	0	0	0	0	0	0	С
WORK FO	RCE PARITY	#	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
NET UTILI	ZATION (+/-	-)		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	E
PREVIOUS	SUTILIZATIO	N		-0.4	0.4	-0.1	1.7	-0.1	-0.7	-0.1	-0.4	0.0	-0.2	F
	Previous	Goals	2	0	2				1		1			G
HIRING	Current	Hires	3	0	3	0	3	0	0	0	0	0	0	T
GOALS	Achv. %			Ī	<u> </u>	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	К
i	Current	Goals	0	0	0	Mo <sup>r</sup>	ved to Rem	aining Title	es - No goals	s set				M
PROMO.	Previous	Goals	0	0	0									0
GOALS	Current	Promos	0	0	0	0	0	0	0	0	0	0	0	Q
	Achv. %			ī	1	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	Current	Goals	0	0	0				<b>T</b>		T	1		U
Promotion	n within cate	egory	$\longrightarrow$						<b>—</b>		<b>†</b>			W

Hartford, Tolland & Windham Counties RECRUITING AREA:

PROJECTED TURNOVER (12 mos.) 4-Secretarial/Clerical - Remaining Titles - Prior to New Titles Added PROJECTED HIRES (12 mos.)

**CAMPUS:** Storrs

OCC. CAT./TITLE:

DATA RESOURCE:

PROJECTED PROMOTIONS (12 mos.) CT Census 2000 REPORTING PERIOD ENDING:

9/30/2018 TOTAL TOTAL WHITE WHITE BLACK BLACK AAIANHNPI AAIANHNPI **GRAND** HISP HISP **TOTAL** MALE **FEMALE** MALE **FEMALE** MALE **FEMALE** MALE **FEMALE** MALE **FEMALE** WORK FORCE % 100.0% 33.3% 66.7% 33.3% 0.0% 0.0% 0.0% 0.0% 66.7% 0.0% 0.0% **WORK FORCE PARITY %** 0.0 В 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 С WORK FORCE # 2 2 0 0 0 0 6 4 4 0 0 D WORK FORCE PARITY # 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 NET UTILIZATION (+/-) 2.0 4.0 2.0 4.0 0.0 0.0 0.0 0.0 0.0 0.0 PREVIOUS UTILIZATION 0.6 -0.7 1.0 0.6 -0.2 -0.7 -0.1 -0.4 -0.1 -0.2 F Previous Goals 2 0 2 1 G HIRING Hires 0 0 0 0 0 0 0 Current 0 0 0 0 GOALS Achv. % 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% Κ Current Goals 0 0 0 PROMO. Previous Goals 0 0 GOALS 0 0 0 Q Current **Promos** 0 0 0 0 0 0 0 0 Achv. % 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% S J Current Goals 0 0 0 Promotion within category W **RECRUITING AREA:** Hartford, Tolland & Windham Counties

PROJECTED TURNOVER (12 mos.)

4-Secretarial/Clerical - Remaining Titles With New Titles Added OCC. CAT./TITLE:

PROJECTED HIRES (12 mos.)

**CAMPUS:** Storrs PROJECTED PROMOTIONS (12 mos.)

DATA RESOURCE: REPORTING PERIOD ENDING: CT Census 2000

9/30/2018

DATA RESC	JURCE:	CT Censu	IS 2000						REPORTING	3 PERIOD E	NDING:		9/30/2018	
			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	<b>AAIANHNPI</b>	
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORK FOR	RCE %		100.0%	6.1%	93.9%	6.1%	91.8%	0.0%	2.0%	0.0%	0.0%	0.0%	0.0%	Α
WORK FOR	CE PARITY	%	99.9	15.2	84.7	11.5	67.0	1.9	9.5	1.2	6.0	0.6	2.2	В
WORK FOR	RCE #		49	3	46	3	45	0	1	0	0	0	0	С
WORK FOR	CE PARITY	#	49	7.4	41.5	5.6	32.8	0.9	4.7	0.6	2.9	0.3	1.1	D
<b>NET UTILIZ</b>	ATION (+/-	)		-4.4	4.5	-2.6	12.2	-0.9	-3.7	-0.6	-2.9	-0.3	-1.1	Ε
PREVIOUS	UTILIZATIO	N		0.0	0.0									F
	Previous	Goals				New Title	s Included	- Previous	Goals unde	r Old Title				G
HIRING	Current	Hires	3	0	3	0	3	0	0	0	0	0	0	Т
GOALS	Achv. %					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	Current	Goals	0	0	8	3		1	4	1	3		1	M
PROMO.	Previous	Goals	0	0	0									0
GOALS	Current	Promos	0	0	0	0	0	0	0	0	0	0	0	Q
	Achv. %					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	Current	Goals	0	0	0									U
Promotion	within cate	egorv												W

RECRUITING AREA: Hartford, Tolland & Windham Counties PROJECTED TURNOVER (12 mos.)

OCC. CAT./TITLE: 5-Technical/Paraprofessional - All Titles PROJECTED HIRES (12 mos.)

CAMPUS: Storrs PROJECTED PROMOTIONS (12 mos.)

DATA NES	JUNCL.	CT Cerist	13 2000						REPURTING	J I LINIOD L	INDING.		9/30/201	٥
			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNP	1
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
<b>WORK FOR</b>	RCE %		100.0%	100.0%	0.0%	87.5%	0.0%	0.0%	0.0%	12.5%	0.0%	0.0%	0.0%	Α
<b>WORK FOR</b>	RCE PARITY	%	100.0	53.1	46.9	37.6	33.0	9.7	6.7	3.3	4.9	2.5	2.3	В
<b>WORK FOR</b>	RCE #		8	8	0	7	0	0	0	1	0	0	0	С
<b>WORK FOR</b>	RCE PARITY	#	8	4.2	3.8	3.0	2.6	0.8	0.5	0.3	0.4	0.2	0.2	D
<b>NET UTILIZ</b>	ZATION (+/-	.)		3.8	-3.8	4.0	-2.6	-0.8	-0.5	0.7	-0.4	-0.2	-0.2	E
<b>PREVIOUS</b>	EVIOUS UTILIZATION			4.4	-4.4	4.4	-3.4	-0.6	-0.4	0.7	-0.4	-0.2	-0.2	F
	Previous	Goals	5	1	4		3	1	<u>1</u>					G
HIRING	Current	Hires	0	0	0	0	0	0	0	0	0	0	0	T
GOALS	Achv. %					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	Current	Goals	6	1	5		3	1	1		<u>1</u>			M
PROMO.	Previous	Goals	0	0	0									0
GOALS	Current	Promos	0	0	0	0	0	0	0	0	0	0	0	Q
	Achv. %					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	Current	Goals	0	0	0									U
Promotion	within cate	egory	0	0	0									W

OCC. CAT./TITLE: 6-Qualified Craft Worker - All Titles PROJECTED HIRES (12 mos.)

CAMPUS: Storrs PROJECTED PROMOTIONS (12 mos.)

MALE	AAIANHNPI FEMALE	I
	FFMALE	
4.20/		
1.2%	0.0%	Α
2.2	0.1	В
1	0	С
1.8	0.1	D
-0.8	-0.1	Ε
-0.1	-0.1	F
		G
0	0	ı
0.0%	0.0%	K
1		N
		0
0	0	Q
0.0%	0.0%	S
		U
		W
	1 1.8 -0.8 -0.1	2.2 0.1 1 0 1.8 0.1 -0.8 -0.1 -0.1 -0.1 0 0 0.0% 0.0% 1

RECRUITING AREA: Hartford, Tolland & Windham Counties

OCC. CAT./TITLE: 7-General Trade Worker

CAMPUS: Storrs

PROJECTED PROMOTIONS (12 mos.) DATA RESOURCE: CT Census 2000 REPORTING PERIOD ENDING:

DATA RESC	OURCE:	CT Censu	ıs 2000						REPORTING	S PERIOD E	NDING:		9/30/201	8
			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNP	1
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORK FOR	RCE %		100.0%	87.5%	12.5%	75.0%	12.5%	6.3%	0.0%	6.3%	0.0%	0.0%	0.0%	Α
WORK FOR	RCE PARITY	%	100.2	91.6	8.6	75.1	8.5	4.4	0.0	11.5	0.1	0.6	0.0	В
WORK FOR	RCE #		32	28	4	24	4	2	0	2	0	0	0	С
WORK FOR	RCE PARITY	#	32	29.3	2.8	24.0	2.7	1.4	0.0	3.7	0.0	0.2	0.0	D
<b>NET UTILI</b>	ZATION (+/-	.)		-1.3	1.2	0.0	1.3	0.6	0.0	-1.7	0.0	-0.2	0.0	E
PREVIOUS	UTILIZATIO	N		-3.9	3.8	-1.7	3.9	0.3	0.0	-2.3	-0.1	-0.2	0.0	F
	Previous	Goals	2	2	0	1				1				G
HIRING	Current	Hires	0	0	0	0	0	0	0	0	0	0	0	ī
GOALS	Achv. %					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
l	Current	Goals	1	1	0					1				M
					, in the second									
PROMO.	Previous	Goals	2	2	0	1				1				0
GOALS	Current	Promos	1	1	0	1	0	0	0	0	0	0	0	Q
	Achv. %					100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	Current	Goals	1	1	0					1				U
Promotion	n within cate	egory										İ		W

PROJECTED TURNOVER (12 mos.)

PROJECTED HIRES (12 mos.)

OCC. CAT./TITLE: 7-Maintenance/Service - Lead Custodian PROJECTED HIRES (12 mos.)
CAMPUS: Storrs PROJECTED PROMOTIONS (12 mos.)

JUNCE.	CT Cellsu	13 2000						ILLI OILLIIN	J PENIOD E	INDING.		9/30/201	5
		GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNP	1
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
.CE %		100.0%	69.2%	30.8%	30.8%	15.4%	3.8%	0.0%	34.6%	7.7%	0.0%	7.7%	Α
CE PARITY	%	100.1	57.7	42.4	22.9	16.7	3.5	2.8	31.3	22.2	0.0	0.7	В
CE #		26	18	8	8	4	1	0	9	2	0	2	С
CE PARITY	#	26	15.0	11.0	6.0	4.3	0.9	0.7	8.1	5.8	0.0	0.2	D
ATION (+/-	)		3.0	-3.0	2.0	-0.3	0.1	-0.7	0.9	-3.8	0.0	1.8	E
UTILIZATIO	N		2.2	-2.2	1.5	1.0	0.0	-0.6	0.6	-4.5	0.0	1.8	F
Previous	Goals	0	0	0									G
Current	Hires	0	0	0	0	0	0	0	0	0	0	0	1
Achv. %					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
Current	Goals	0	0	0									M
<b>Previous</b>	Goals	6	0	6				1		5			0
Current	Promos	0	0	0	0	0	0	0	0	0	0	0	Q
Achv. %					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
Current	Goals	5	0	5				1		4			U
within cate	egory												W
	CCE % CCE PARITY CCE # CCE PARITY ATION (+/- UTILIZATIO  Previous Current Achv. % Current Achv. % Current Achv. % Current	CCE % CCE PARITY % CCE # CCE PARITY # ATION (+/-) UTILIZATION  Previous Goals Current Hires Achv. % Current Goals  Previous Goals Current Promos Achv. %	GRAND   TOTAL	GRAND   TOTAL   TOTAL   TOTAL   MALE   TOTAL   MALE   TOTAL   MALE   TOTAL   MALE   TOTAL   TOTAL   MALE   TOTAL   MALE   TOTAL   MALE   TOTAL   TOT	GRAND   TOTAL   TOTAL   TOTAL   TOTAL   TOTAL   MALE   FEMALE   100.0%   69.2%   30.8%   100.0%   69.2%   30.8%   100.0%   69.2%   30.8%   100.0%	GRAND   TOTAL   MALE   TOTAL   GRAND   TOTAL   TOTAL   WHITE   WHITE   TOTAL   MALE   FEMALE   MALE   FEMALE   MALE   FEMALE   MALE   FEMALE   MALE   FEMALE   MALE   MALE   FEMALE   MALE   MAL	GRAND   TOTAL   TOTAL   MALE   FEMALE   MALE   FEMALE   MALE   GRAND   TOTAL   TOTAL   WHITE   WHITE   BLACK   BLACK   MALE   FEMALE   MALE   FEMALE   MALE   MALE   FEMALE   MALE   FEMALE   MALE   FEMALE   MALE   FEMALE   MALE   MALE   FEMALE   MALE   FEMALE   MALE   FEMALE   MALE   FEMALE   MALE   FEMALE   MALE   MALE   FEMALE   MALE   GRAND   TOTAL   TOTAL   WHITE   WHITE   BLACK   BLACK   MALE   FEMALE   FEMALE   MALE   FEMALE   FEMALE   MALE   FEMALE   GRAND   TOTAL   TOTA	GRAND   TOTAL   MALE   FEMALE   MALE	GRAND   TOTAL   TOTAL   WHITE   BLACK   BLACK   HISP   HISP   AAIANHNPI   AAIANHNI   AAIANHNPI   AAIANHNPI   AAIANHNI   AAIANHNPI   AAIANHNPI   AAIANHNI				
RECRUITING AREA: Hartford, Tolland & Windham Counties PROJECTED TURNOVER (12 mos.)

OCC. CAT./TITLE: 7-Maintenance/Service - Custodian PROJECTED HIRES (12 mos.)

CAMPUS: Storrs PROJECTED PROMOTIONS (12 mos.)

DATA NES	OUNCE.	CT CETISO	13 2000						ILLI OILLIIN	O I LINIOD L	INDING.		3/30/2010	0
			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNP	'I
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORK FOR	RCE %		100.0%	57.6%	42.4%	22.9%	16.7%	3.5%	2.8%	31.3%	22.2%	0.0%	0.7%	Α
<b>WORK FOR</b>	RCE PARITY	%	100.0	68.4	31.6	46.0	17.7	7.5	4.9	13.0	7.7	1.9	1.3	В
<b>WORK FOR</b>	RCE #		144	83	61	33	24	5	4	45	32	0	1	С
<b>WORK FOR</b>	RCE PARITY	#	144	98.5	45.5	66.2	25.5	10.8	7.1	18.7	11.1	2.7	1.9	D
<b>NET UTILIZ</b>	ZATION (+/-	)		-15.5	15.5	-33.2	-1.5	-5.8	-3.1	26.3	20.9	-2.7	-0.9	E
<b>PREVIOUS</b>	UTILIZATIO	N		-17.4	17.4	-33.3	0.0	-6.3	-4.2	25.0	22.5	-2.8	-0.9	F
	Previous	Goals	47	42	5	33		6	4			3	1	G
HIRING	Current	Hires	13	8	5	2	1	0	1	6	3	0	0	T
GOALS	Achv. %					6.1%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	K
	Current	Goals	48	42	6	33	2	6	3			3	1	M
PROMO.	Previous	Goals	0	0	0									0
GOALS	Current	Promos	0	0	0	0	0	0	0	0	0	0	0	Q
	Achv. %					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	Current	Goals	0	0	0									U
Promotion	n within cate	egory												W
		•												

OCC. CAT./TITLE: 7-Maintenance/Service - Remaining Titles PROJECTED HIRES (12 mos.)
CAMPUS: Storrs PROJECTED PROMOTIONS (12 mos.)

טאוא וונטי	OUNCE.	CT CETISC	13 2000						ILLI OILLIIN	G I LINIOD L	INDING.		3/30/201	0
			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNP	'I
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORK FO	RCE %		100.0%	80.7%	19.3%	66.7%	17.5%	1.8%	0.9%	10.5%	0.9%	1.8%	0.0%	Α
WORK FO	RCE PARITY	%	99.9	69.2	30.7	44.7	16.4	6.0	3.1	17.2	10.0	1.3	1.2	В
WORK FO	RCE #		114	92	22	76	20	2	1	12	1	2	0	С
WORK FO	RCE PARITY	#	114	78.9	35.0	51.0	18.7	6.8	3.5	19.6	11.4	1.5	1.4	D
<b>NET UTILI</b>	ZATION (+/-	.)		13.1	-13.0	25.0	1.3	-4.8	-2.5	-7.6	-10.4	0.5	-1.4	E
<b>PREVIOUS</b>	UTILIZATIO	N		15.7	-15.7	33.1	1.9	-5.9	-3.1	-11.3	-13.2	-0.2	-1.4	F
	Previous	Goals	17	8	9			3	2	5	6		1	G
HIRING	Current	Hires	7	6	1	5	1	1	0	0	0	0	0	1
GOALS	Achv. %					0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	Current	Goals	18	6	12			3	3	3	8		1	M
									-					
PROMO.	Previous	Goals	17	9	8			3	1	6	7			0
GOALS	Current	Promos	4	2	2	1	2	0	0	1	0	0	0	Q
	Achv. %					0.0%	0.0%	0.0%	0.0%	16.7%	0.0%	0.0%	0.0%	S
	Current	Goals	9	7	2			2		5	2			U
Promotion	n within cate	egory	0	0	0									W

RECRUITING AREA: Hartford Statistical Areas PROJECTED TURNOVER (12 mos.)

OCC. CAT./TITLE: 4-Secretarial/Clerical - All Titles PROJECTED HIRES (12 mos.)

CAMPUS: Hartford PROJECTED PROMOTIONS (12 mos.)
DATA RESOURCE: CT Census 2000 REPORTING PERIOD ENDING:

DATA RES	OURCE:	CT Censu	s 2000						REPORTING	G PERIOD E	NDING:		9/30/201	8
			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNP	4
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORK FO	RCE %		100.0%	6.7%	93.3%	6.7%	40.0%	0.0%	26.7%	0.0%	20.0%	0.0%	6.7%	Α
WORK FO	RCE PARITY	%	100.2	17.7	82.5	12.6	61.1	2.4	12.0	1.7	7.2	1.0	2.2	В
WORK FO	RCE #		15	1	14	1	6	0	4	0	3	0	1	С
WORK FO	RCE PARITY	#	15	2.7	12.4	1.9	9.2	0.4	1.8	0.3	1.1	0.2	0.3	D
<b>NET UTILI</b>	ZATION (+/-	)		-1.7	1.6	-0.9	-3.2	-0.4	2.2	-0.3	1.9	-0.2	0.7	E
<b>PREVIOUS</b>	UTILIZATIO	N		-2.7	2.6	-1.9	-3.2	-0.4	3.3	-0.3	2.0	-0.2	0.7	F
	Previous	Goals	6	3	3	2	3	<u>1</u>						G
HIRING	Current	Hires	0	0	0	0	0	0	0	0	0	0	0	
GOALS	Achv. %					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	К
	Current	Goals	5	2	3	1	3	<u>1</u>						M
	<u> </u>													
PROMO.		Goals	0	0	0									0
GOALS	Current	Promos	0	0	0	0	0	0	0	0	0	0	0	Q
	Achv. %					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	Current	Goals	0	0	0									U
Promotion	n within cate	egory	0	0	0									W

RECRUITING AREA: Hartford Statistical Areas PROJECTED TURNOVER (12 mos.)

OCC. CAT./TITLE: 6-Qualified Craft Worker - All Titles PROJECTED HIRES (12 mos.)

CAMPUS: Hartford PROJECTED PROMOTIONS (12 mos.)

DATA ILS	OUNCE.	CT CCTISC	15 2000						KEI OKIIIV	3 I LINIOD L	TIDIII C.		3/30/2010	,
			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	<b>AAIANHNP</b>	ī
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORK FOR	RCE %		100.0%	100.0%	0.0%	50.0%	0.0%	25.0%	0.0%	25.0%	0.0%	0.0%	0.0%	Α
WORK FOR	RCE PARITY	%	100.2	97.2	3.0	77.4	2.1	8.0	0.4	9.0	0.4	2.8	0.1	В
<b>WORK FOR</b>	RCE #		4	4	0	2	0	1	0	1	0	0	0	С
<b>WORK FOR</b>	RCE PARITY	#	4	3.9	0.1	3.1	0.1	0.3	0.0	0.4	0.0	0.1	0.0	D
<b>NET UTILIZ</b>	ZATION (+/-	)		0.1	-0.1	-1.1	-0.1	0.7	0.0	0.6	0.0	-0.1	0.0	E
PREVIOUS	UTILIZATIO	N		0.1	-0.2	-0.9	-0.1	0.6	0.0	0.6	0.0	-0.1	0.0	F
	Previous	Goals	1	1	0	1								G
HIRING	Current	Hires	0	0	0	0	0	0	0	0	0	0	0	T
GOALS	Achv. %					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	Current	Goals	1	1	0	1								M
PROMO.	Previous	Goals	0	0	0									0
GOALS	Current	Promos	0	0	0	0	0	0	0	0	0	0	0	Q
	Achv. %					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	Current	Goals	0	0	0									U
Promotion	within cate	gory												W
	· within cate	-5017												

RECRUITING AREA: Hartford Statistical Areas PROJECTED TURNOVER (12 mos.)

OCC. CAT./TITLE: 7-Maintenance/Service - Remaining Titles PROJECTED HIRES (12 mos.)

CAMPUS: Hartford PROJECTED PROMOTIONS (12 mos.)

DATA KES	OUNCE.	CT Cerisu	13 2000						KEPUKIIN	J F LINIOD L	INDING.		9/30/2018	0
			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	<b>AAIANHNP</b>	4
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORK FO	RCE %		100.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	Α
WORK FO	RCE PARITY	%	100	70.4	29.9	42.2	14.5	10.0	5.8	16.1	8.3	2.1	1.3	В
WORK FO	RCE #		3	3	0	3	0	0	0	0	0	0	0	С
WORK FO	RCE PARITY	#	3	2.1	0.9	1.3	0.4	0.3	0.2	0.5	0.2	0.1	0.0	D
<b>NET UTILI</b>	ZATION (+/-	)		0.9	-0.9	1.7	-0.4	-0.3	-0.2	-0.5	-0.2	-0.1	0.0	E
<b>PREVIOUS</b>	UTILIZATIO	N		1.2	-1.2	2.3	-0.6	-0.4	-0.2	-0.6	-0.4	-0.1	0.0	F
	Previous	Goals	3	2	1		1	<u>1</u>		1				G
HIRING	Current	Hires	0	0	0	0	0	0	0	0	0	0	0	ı
GOALS	Achv. %					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	Current	Goals	2	1	1		<u>1</u>			1				M
PROMO.	Previous	Goals	0	0	0									0
GOALS	Current	Promos	0	0	0	0	0	0	0	0	0	0	0	Q
	Achv. %					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	Current	Goals	0	0	0									U
Promotion	n within cate	egory	0	0	0									W

RECRUITING AREA: New London-Norwich Statistical Areas PROJECTED TURNOVER (12 mos.)

OCC. CAT./TITLE: 4-Secretarial/Clerical - All Titles PROJECTED HIRES (12 mos.)

CAMPUS: **Avery Point** PROJECTED PROMOTIONS (12 mos.)

													3/30/201	
			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNP	1
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORK FOR	RCE %		100.0%	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	Α
WORK FOR	RCE PARITY	%	100.1	12.9	87.2	10.5	77.3	0.6	4.2	1.2	3.1	0.6	2.6	В
WORK FOR	RCE #		2	0	2	0	2	0	0	0	0	0	0	С
WORK FOR	RCE PARITY	#	2	0.3	1.7	0.2	1.5	0.0	0.1	0.0	0.1	0.0	0.1	D
<b>NET UTILIZ</b>	ATION (+/-	)		-0.3	0.3	-0.2	0.5	0.0	-0.1	0.0	-0.1	0.0	-0.1	E
PREVIOUS	UTILIZATIO	N		-0.4	0.4	-0.3	0.7	0.0	-0.1	0.0	-0.1	0.0	-0.1	F
	Previous	Goals	1	1	0	<u>1</u>								G
HIRING	Current	Hires	0	0	0	0	0	0	0	0	0	0	0	T
GOALS	Achv. %					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	Current	Goals	1	1	0	<u>1</u>								M
PROMO.	Previous	Goals	0	0	0									0
GOALS	Current	Promos	0	0	0	0	0	0	0	0	0	0	0	Q
	Achv. %					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	Current	Goals	0	0	0									U
Promotion	omotion within category			0	0									W

RECRUITING AREA: New London-Norwich Statistical Areas PROJECTED TURNOVER (12 mos.)

OCC. CAT./TITLE: 5-Technical/Paraprofessional - All Titles PROJECTED HIRES (12 mos.)
CAMPUS: Avery Point PROJECTED PROMOTIONS (12 mos.)

LE FEMALE	AAIANHNPI MALE	HISP	HISP	BLACK	D1 4 617						1		
	MALE		11151	DLACK	BLACK	WHITE	WHITE	TOTAL	TOTAL	GRAND			
0, 00/	INITEL	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	TOTAL			
% 0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		RCE %	<b>WORK FOR</b>
5 5.7	5.5	1.2	1.9	1.4	0.7	31.7	52.2	40.0	60.3	100.3	%	CE PARITY	<b>WORK FOR</b>
0	0	0	0	0	0	0	0	0	0	0		RCE #	<b>WORK FOR</b>
0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	#	RCE PARITY	<b>WORK FOR</b>
0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		)	ATION (+/-	<b>NET UTILIZ</b>
1 -0.1	-0.1	0.0	0.0	0.0	0.0	-0.3	0.5	-0.4	0.4		N	UTILIZATIO	PREVIOUS
						<u>1</u>		1	0	1	Goals	Previous	
0	0	0	0	0	0	0	0	0	0	0	Hires	Current	HIRING
% 0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%					Achv. %	GOALS
								0	0	0	Goals	Current	
								0	0	0	Goals	Previous	PROMO.
0	0	0	0	0	0	0	0	0	0	0	Promos	Current	GOALS
% 0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%					Achv. %	GOALS
								0	0	0	Goals	Current	
											omotion within category		
) (	5. 0. 0. -0.	1.2 0 0.0 0.0 0.0 0.0 0.0%	1.9 0 0.0 0.0 0.0 0.0%	1.4 0 0.0 0.0 0.0 0.0	0.7 0 0.0 0.0 0.0 0.0%	31.7 0 0.0 0.0 -0.3 1 0 0.0%	52.2 0 0.0 0.0 0.5	40.0 0 0.0 0.0 -0.4 1 0	60.3 0 0.0 0.0 0.4	100.3 0 0.0 0	Goals  Goals  Goals  Goals  Fromos  Goals	RCE PARITY S RCE # RCE PARITY S RCE TARITY S RCE PARITY S	WORK FOR WORK FOR WORK FOR NET UTILIZ PREVIOUS HIRING GOALS PROMO. GOALS

RECRUITING AREA: New London-Norwich Statistical Areas PROJECTED TURNOVER (12 mos.)

OCC. CAT./TITLE: 6-Qualified Craft Worker - All Titles PROJECTED HIRES (12 mos.)

CAMPUS: Avery Point PROJECTED PROMOTIONS (12 mos.)

DATA KES	OURCE.	CT Cerist	15 2000						KEPUKIIIN	3 PERIOD E	INDING.		9/30/2018	8
			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	<b>AAIANHNP</b>	4
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
<b>WORK FO</b>	RCE %		100.0%	100.0%	0.0%	33.3%	0.0%	33.3%	0.0%	0.0%	0.0%	33.3%	0.0%	Α
<b>WORK FO</b>	RCE PARITY	%	100.1	96.4	3.7	87.7	3.0	2.7	0.4	3.4	0.3	2.6	0.0	В
<b>WORK FO</b>	RCE #		3	3	0	1	0	1	0	0	0	1	0	С
<b>WORK FO</b>	RCE PARITY	#	3	2.9	0.1	2.6	0.1	0.0	0.0	0.0	0.0	0.0	0.0	D
<b>NET UTILI</b>	ZATION (+/-	.)		0.4	-0.1	-1.6	-0.1	1.0	0.0	0.0	0.0	1.0	0.0	E
<b>PREVIOUS</b>	UTILIZATIO	Ν		0.4	-0.1	-1.6	-0.1	1.0	0.0	0.0	0.0	1.0	0.0	F
	Previous	Goals	2	2	0	2								G
HIRING	Current	Hires	0	0	0	0	0	0	0	0	0	0	0	
GOALS	Achv. %					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	Current	Goals	2	2	0	2								M
	-				-								<u> </u>	
PROMO.	Previous	Goals	0	0	0									0
GOALS	Current	Promos	0	0	0	0	0	0	0	0	0	0	0	Q
	Achv. %					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	s
	Current	Goals	0	0	0									U
Promotio	omotion within category													W

RECRUITING AREA: New London-Norwich Statistical Areas PROJECTED TURNOVER (12 mos.)

OCC. CAT./TITLE: 7-Maintenance/Service - Remaining Titles PROJECTED HIRES (12 mos.)

CAMPUS: Avery Point PROJECTED PROMOTIONS (12 mos.)
DATA RESOURCE: CT Census 2000 REPORTING PERIOD ENDING:

DATA RESC	OURCE:	CT Censu	ıs 2000						REPORTING	G PERIOD E	NDING:		9/30/2018	8
			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNP	1
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORK FOR	₹CE %		100.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	Α
WORK FOR	RCE PARITY	%	100.2	66.2	34.0	50.8	24.2	7.0	1.9	4.9	5.3	3.5	2.6	В
WORK FOR	₹CE #		5	5	0	5	0	0	0	0	0	0	0	С
WORK FOF	RCE PARITY	#	5	3.3	1.7	2.5	1.2	0.4	0.1	0.2	0.3	0.2	0.1	D
<b>NET UTILIZ</b>	ZATION (+/-	.)		1.7	-1.7	2.5	-1.2	-0.4	-0.1	-0.2	-0.3	-0.2	-0.1	E
PREVIOUS	UTILIZATIO	N		1.3	-1.3	1.9	-1.0	-0.3	-0.1	-0.2	-0.2	-0.1	-0.1	F
	Previous	Goals	2	1	1		1	<u>1</u>						G
HIRING	Current	Hires	0	0	0	0	0	0	0	0	0	0	0	L
GOALS	Achv. %					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	Current	Goals	2	1	1		1	1						M
PROMO.	Previous	Goals	0	0	0									0
GOALS	Current	Promos	0	0	0	0	0	0	0	0	0	0	0	Q
	Achv. %		i			0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	Current	Goals	0	0	0	`		1	1					U
Promotion	within cate	gory	0	0	0									W

RECRUITING AREA: Norwalk & Stamford Statistical Areas PROJECTED TURNOVER (12 mos.)

OCC. CAT./TITLE: 4-Secretarial/Clerical - All Titles PROJECTED HIRES (12 mos.)

CAMPUS: Stamford PROJECTED PROMOTIONS (12 mos.)
DATA RESOURCE: CT Census 2000 REPORTING PERIOD ENDING:

DATA RES	OURCE:	CT Censu	ıs 2000						REPORTING	G PERIOD E	NDING:		9/30/2018	8
			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNP	1
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORK FO	RCE %		100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	Α
WORK FO	RCE PARITY	%	100.0	15.0	85.0	10.7	65.3	2.1	9.9	1.3	7.0	0.9	2.8	В
WORK FO	RCE #		2	0	2	0	0	0	0	0	2	0	0	С
WORK FO	RCE PARITY	#	2	0.3	1.7	0.2	1.3	0.0	0.2	0.0	0.1	0.0	0.1	D
NET UTILIZ	ZATION (+/-	)		-0.3	0.3	-0.2	-1.3	0.0	-0.2	0.0	1.9	0.0	-0.1	E
PREVIOUS	UTILIZATIO	N		-0.3	0.3	-0.2	-1.3	0.0	-0.2	0.0	1.9	0.0	-0.1	F
	Previous	Goals	2	1	1	<u>1</u>	1							G
HIRING	Current	Hires	0	0	0	0	0	0	0	0	0	0	0	1
GOALS	Achv. %					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	Current	Goals	2	1	1	<u>1</u>	1							M
PROMO.	Previous	Goals	0	0	0									0
GOALS	Current	Promos	0	0	0	0	0	0	0	0	0	0	0	Q
JOALS	Achv. %					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	Current	Goals	0	0	0									U
Promotion	omotion within category			0	0									W

RECRUITING AREA: Norwalk & Stamford Statistical Areas PROJECTED TURNOVER (12 mos.)

OCC. CAT./TITLE: 7-Maintenance/Service - Remaining Titles PROJECTED HIRES (12 mos.)

CAMPUS: Stamford PROJECTED PROMOTIONS (12 mos.)
DATA RESOURCE: CT Census 2000 REPORTING PERIOD ENDING:

DATA RES	OURCE:	CT Censu	ıs 2000						REPORTING	3 PERIOD E	NDING:	-	9/30/2018	8
			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNP	1
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORK FO	RCE %		100.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	Α
WORK FO	RCE PARITY	%	99.9	64.6	35.3	23.4	7.3	6.1	6.1	33.8	20.5	1.3	1.4	В
WORK FO	RCE #		2	2	0	2	0	0	0	0	0	0	0	С
WORK FO	RCE PARITY	#	2	0.9	1.1	0.5	0.1	0.1	0.1	0.7	0.4	0.0	0.0	D
NET UTILIZ	ZATION (+/-	.)		0.7	-0.7	1.5	-0.1	-0.1	-0.1	-0.7	-0.4	0.0	0.0	E
PREVIOUS	UTILIZATIO	N		0.7	-0.7	1.5	-0.1	-0.1	-0.1	-0.6	-0.4	0.0	0.0	F
	Previous	Goals	2	1	1					1	<u>1</u>			G
HIRING	Current	Hires	0	0	0	0	0	0	0	0	0	0	0	I
GOALS	Achv. %	<u></u>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	Current	Goals	2	1	1					1	<u>1</u>			M
PROMO.	Previous	Goals	0	0	0									0
GOALS	Current	Promos	0	0	0	0	0	0	0	0	0	0	0	Q
	Achv. %					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	Current	Goals	0	0	0									U
Promotion	n within cate	egory										1		W

RECRUITING AREA: Waterbury Statistical Area PROJECTED TURNOVER (12 mos.)

OCC. CAT./TITLE: 4-Secretarial/Clerical - All Titles PROJECTED HIRES (12 mos.)

CAMPUS: Waterbury PROJECTED PROMOTIONS (12 mos.)

DATA RESOURCE: CT Census 2000 REPORTING PERIOD ENDING:

DATA RES	OURCE:	CT Censu	ıs 2000						REPORTING	G PERIOD E	NDING:		9/30/201	8
			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNP	'I
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	T
WORK FO	RCE %		100.0%	0.0%	100.0%	0.0%	66.7%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	Α
WORK FO	RCE PARITY	%	100.2	4.7	95.5	3.7	82.4	0.5	5.8	0.4	5.4	0.1	1.9	В
WORK FO	RCE #		3	0	3	0	2	0	1	0	0	0	0	С
WORK FO	RCE PARITY	#	3	0.1	2.9	0.1	2.5	0.0	0.2	0.0	0.2	0.0	0.1	D
<b>NET UTILI</b>	ZATION (+/-	.)		-0.1	0.1	-0.1	-0.5	0.0	0.8	0.0	-0.2	0.0	-0.1	E
PREVIOUS	UTILIZATIO	N		-0.1	0.1	-0.1	-1.7	0.0	0.9	0.0	0.9	0.0	0.0	F
	Previous	Goals	2	0	2		2							G
HIRING	Current	Hires	0	0	0	0	0	0	0	0	0	0	0	1
GOALS	Achv. %					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	Current	Goals	1	0	1		1							M
PROMO.	Previous	Goals	0	0	0									0
GOALS	Current	Promos	0	0	0	0	0	0	0	0	0	0	0	Q
	Achv. %					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	Current	Goals	0	0	0									U
Promotion	omotion within category		0	0	0							Ì		W

RECRUITING AREA: Waterbury Statistical Area PROJECTED TURNOVER (12 mos.)

DATA RESOURCE:

CT Census 2000

OCC. CAT./TITLE: 5-Technical Paraprofessional - All Titles PROJECTED HIRES (12 mos.)

CAMPUS: PROJECTED PROMOTIONS (12 mos.)

TOTAL TOTAL BLACK AAIANHNPI AAIANHNPI WHITE WHITE BLACK **GRAND** HISP HISP MALE **FEMALE FEMALE FEMALE FEMALE TOTAL** MALE MALE MALE **FEMALE** MALE WORK FORCE % 150.0% 50.0% 100.0% 0.0% 0.0% 0.0% 50.0% 0.0% 50.0% 0.0% 0.0% В WORK FORCE PARITY % 100.1 24.1 76.0 16.4 60.1 3.8 8.3 2.0 6.0 1.9 1.6 С WORK FORCE # 2 0 2 0 0 0 1 0 1 0 0 WORK FORCE PARITY # 2 0.5 1.5 0.3 1.2 0.1 0.2 0.0 0.0 0.0 D 0.1 **NET UTILIZATION (+/-)** -0.5 0.5 -0.3 -1.2 -0.1 0.8 0.0 0.9 0.0 0.0 PREVIOUS UTILIZATION -0.5 0.5 -0.3 -1.2 -0.1 0.8 0.0 0.9 0.0 0.0 Previous Goals 0 1 1 G HIRING 0 0 0 Current Hires 0 0 0 0 0 0 0 0 GOALS 0.0% 0.0% 0.0% Κ 0.0% 0.0% 0.0% 0.0% 0.0% Achv. % Current Goals 1 1 1

REPORTING PERIOD ENDING:

9/30/2018

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

RECRUITING AREA: Waterbury Statistical Area PROJECTED TURNOVER (12 mos.)

OCC. CAT./TITLE: 7-Maintenance/Service - RemainingTitles PROJECTED HIRES (12 mos.)

CAMPUS: PROJECTED PROMOTIONS (12 mos.)

DATA NES	OUNCE.	CT CEII30	13 2000						ILLI OILLIIN	J I LINIOD L	INDING.		9/30/2010	3
			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	<b>AAIANHNP</b>	ī
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORK FOR	RCE %		100.0%	66.7%	33.3%	66.7%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	Α
<b>WORK FOR</b>	RCE PARITY	%	100.0	72.6	27.4	52.5	18.7	7.3	3.1	10.4	4.0	2.4	1.6	В
<b>WORK FOR</b>	RCE #		3	2	1	2	0	0	0	0	1	0	0	С
WORK FOR	RCE PARITY	#	3	2.2	0.8	1.6	0.6	0.2	0.1	0.3	0.1	0.1	0.0	D
NET UTILIZ	ZATION (+/-	.)		-0.2	0.2	0.4	-0.6	-0.2	-0.1	-0.3	0.9	-0.1	0.0	E
<b>PREVIOUS</b>	UTILIZATIO	N		-0.2	0.2	0.4	-0.6	-0.2	-0.1	-0.3	0.9	-0.1	0.0	F
		•		•	•		•		•		•	•		
	Previous	Goals	2	1	1		1			<u>1</u>				G
HIRING	Current	Hires	0	0	0	0	0	0	0	0	0	0	0	T
GOALS	Achv. %					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	Current	Goals	2	1	1		1			<u>1</u>				M
													<u> </u>	
PROMO.	Previous	Goals	0	0	0									0
GOALS	Current	Promos	0	0	0	0	0	0	0	0	0	0	0	Q
	Achv. %					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	Current	Goals	0	0	0									U
Promotion	omotion within category													W
												I .		

RECRUITING AREA: United States PROJECTED TURNOVER (12 mos.)

OCC. CAT./TITLE: GRAND TOTAL PROJECTED HIRES (12 mos.)
CAMPUS: Total University PROJECTED PROMOTIONS (12 mos.)

DATA RESOURCE: CT Census 2000/National Educational Statistics REPORTING PERIOD ENDING: 9/30/2018

DATA KESU	JUNCE.	CT Cellsu	5 2000/ Nat	ional Educ	ational Stat	istics			KEPUKITING	J PENIOD E	NDING.		9/30/2018	,
			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	<b>AAIANHNP</b>	丌
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORK FOR	CE %		100.0%	49.0%	51.0%	38.0%	41.7%	2.3%	2.1%	3.7%	3.3%	4.9%	3.9%	Α
WORK FOR	RCE PARITY S	%	100.0	47.4	52.6	41.8	43.5	2.8	3.9	1.6	2.0	1.2	3.1	В
WORK FOR	CE #		4165	2041	2124	1584	1738	97	86	155	139	205	161	С
WORK FOR	RCE PARITY :	#	4165	1973.9	2191.1	1740.5	1813.1	115.3	163.8	66.4	84.9	51.8	129.3	D
<b>NET UTILIZ</b>	ATION (+/-	.)		67.1	-67.1	-156.5	-75.1	-18.3	-77.8	88.6	54.1	153.2	31.7	Ε
PREVIOUS	UTILIZATIO	N		158.1	-158.1	56.3	-93.1	-47.3	-101.3	60.5	6.4	88.6	29.9	F
	Previous	Goals	444	238	206	128	91	50	68	32	33	28	14	G
HIRING	Current	Hires	386	187	199	129	161	18	13	17	8	23	17	
GOALS	Achv. %					100.8%	176.9%	36.0%	19.1%	53.1%	24.2%	82.1%	121.4%	K
<u> </u>	Current	Goals	0	0	0								·	M
PROMO.	Previous	Goals	185	68	117	33	62	11	19	15	23	9	13	0
GOALS	Current	Promos	282	113	169	73	142	9	3	11	16	20	8	Q
	Achv. %					221.2%	229.0%	81.8%	15.8%	73.3%	69.6%	222.2%	61.5%	S
	Current	Goals	0	0	0									U
Promotion	motion within category													W