

UTILIZATION ANALYSIS
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.

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

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

9/30/2018

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORK FORCE %	100.0%	40.0%	60.0%	25.7%	48.6%	2.9%	5.7%	5.7%	0.0%	5.7%	5.7%	A
WORK FORCE PARITY %	100.0	45.6	54.4	40.0	44.7	2.4	3.4	2.2	3.0	1.0	3.3	B
WORK FORCE #	35	14	21	9	17	1	2	2	0	2	2	C
WORK FORCE PARITY #	35	16.0	19.0	14.0	15.6	0.8	1.2	0.8	1.1	0.4	1.2	D
NET UTILIZATION (+/-)		-2.0	2.0	-5.0	1.4	0.2	0.8	1.2	-1.1	1.7	0.8	E
PREVIOUS UTILIZATION		0.7	-0.7	-0.8	-1.8	-0.7	1.0	0.5	-0.9	1.7	0.9	F
HIRING GOALS	<i>Previous</i> Goals	2	1	1			1			1		G
	<i>Current</i> Hires	2	1	1	0	1	0	0	1	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> Goals	2	1	1	1					1		M
PROMO. GOALS	<i>Previous</i> Goals	3	1	2	1	2						O
	<i>Current</i> Promos	6	2	4	1	4	1	0	0	0	0	Q
	<i>Achv. %</i>				100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> Goals	4	4	0	4							U
Promotion within category												W

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

PROJECTED TURNOVER (12 mos.)
 PROJECTED HIRES (12 mos.)
 PROJECTED PROMOTIONS (12 mos.)
 REPORTING PERIOD ENDING: 9/30/2018

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE		
WORK FORCE %	100.0%	49.2%	50.8%	44.1%	40.7%	3.4%	5.1%	0.0%	3.4%	1.7%	1.7%	A	
WORK FORCE PARITY %	100.1	43.0	57.1	35.9	48.0	2.5	4.2	3.1	2.5	1.5	2.4	B	
WORK FORCE #	59	29	30	26	24	2	3	0	2	1	1	C	
WORK FORCE PARITY #	59	25.4	33.7	21.2	28.3	1.5	2.5	1.8	1.5	0.9	1.4	D	
NET UTILIZATION (+/-)		3.6	-3.7	4.8	-4.3	0.5	0.5	-1.8	0.5	0.1	-0.4	E	
PREVIOUS UTILIZATION		4.4	-4.6	3.8	-6.1	1.6	2.4	-1.1	0.5	0.0	-1.4	F	
HIRING GOALS	<i>Previous</i> Goals	3	1	2		2			1			G	
	<i>Current</i> Hires	4	1	3	1	3	0	0	0	0	0	I	
	<i>Achv. %</i>				0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> Goals	2	1	1		1			1			M	
PROMO. GOALS	<i>Previous</i> Goals	5	0	5		4					1	O	
	<i>Current</i> Promos	6	2	4	2	4	0	0	0	0	0	Q	
	<i>Achv. %</i>				0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> Goals	4	1	3		3			1			U	
Promotion within category	0	0	0									W	

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

PROJECTED TURNOVER (12 mos.)
 PROJECTED HIRES (12 mos.)
 PROJECTED PROMOTIONS (12 mos.)
 REPORTING PERIOD ENDING: 9/30/2018

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

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

PROJECTED TURNOVER (12 mos.)
 PROJECTED HIRES (12 mos.)
 PROJECTED PROMOTIONS (12 mos.)
 REPORTING PERIOD ENDING: 9/30/2018

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE		
WORK FORCE %	100.0%	59.9%	40.1%	41.8%	30.4%	2.9%	1.7%	3.4%	2.7%	11.7%	5.4%	A	
WORK FORCE PARITY %	100.0	56.3	43.7	37.0	32.2	2.6	2.4	2.9	2.2	13.8	6.9	B	
WORK FORCE #	411	246	165	172	125	12	7	14	11	48	22	C	
WORK FORCE PARITY #	411	231.4	179.6	152.1	132.3	10.7	9.9	11.9	9.0	56.7	28.4	D	
NET UTILIZATION (+/-)		14.6	-14.6	19.9	-7.3	1.3	-2.9	2.1	2.0	-8.7	-6.4	E	
PREVIOUS UTILIZATION		12.0	-12.8	14.2	-8.1	0.4	-3.4	4.8	1.0	-7.4	-2.3	F	
HIRING GOALS	<i>Previous</i> <i>Goals</i>	15	5	10		6		3		5	1	G	
	<i>Current</i> <i>Hires</i>	12	7	5	3	4	0	1	0	4	0	I	
	<i>Achv. %</i>				0.0%	66.7%	0.0%	33.3%	0.0%	0.0%	80.0%	0.0%	K
	<i>Current</i> <i>Goals</i>	16	6	10		3		2		6	5	M	
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	5	2	3		2				2	1	O	
	<i>Current</i> <i>Promos</i>	48	31	17	12	11	3	0	2	3	14	3	Q
	<i>Achv. %</i>				0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	S
	<i>Current</i> <i>Goals</i>	9	3	6		4		1		3	1	U	
Promotion within category	0	0	0									W	

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

PROJECTED TURNOVER (12 mos.)
 PROJECTED HIRES (12 mos.)
 PROJECTED PROMOTIONS (12 mos.)
 REPORTING PERIOD ENDING: 9/30/2018

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE		
WORK FORCE %	101.8%	54.6%	47.2%	29.3%	30.0%	2.2%	1.1%	3.3%	3.3%	19.8%	12.8%	A	
WORK FORCE PARITY %	99.8	48.1	51.7	33.4	36.3	2.8	5.0	3.0	3.6	8.9	6.8	B	
WORK FORCE #	273	149	124	80	77	6	3	9	9	54	35	C	
WORK FORCE PARITY #	273	131.3	141.2	91.2	99.1	7.6	13.7	8.2	9.8	24.3	18.6	D	
NET UTILIZATION (+/-)		17.7	-17.2	-11.2	-22.1	-1.6	-10.7	0.8	-0.8	29.7	16.4	E	
PREVIOUS UTILIZATION		24.5	-25.0	-18.3	-27.5	-0.3	-10.8	2.1	3.6	40.9	9.7	F	
HIRING GOALS	<i>Previous</i> Goals	58	18	40	18	28		12				G	
	<i>Current</i> Hires	39	20	19	7	9	1	0	3	0	9	10	I
	<i>Achv. %</i>				100.0%	32.1%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> Goals	47	13	34	11	22	2	11		1			M
PROMO. GOALS	<i>Previous</i> Goals	0	0	0								O	
	<i>Current</i> Promos	0	0	0	0	0	0	0	0	0	0	Q	
	<i>Achv. %</i>					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> Goals	0	0	0									U
Promotion within category	0	0	0									W	

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

PROJECTED TURNOVER (12 mos.)
 PROJECTED HIRES (12 mos.)
 PROJECTED PROMOTIONS (12 mos.)
 REPORTING PERIOD ENDING: 9/30/2018

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE		
WORK FORCE %	100.0%	30.6%	69.4%	26.5%	63.3%	0.0%	2.0%	2.0%	2.0%	2.0%	2.0%	A	
WORK FORCE PARITY %	100.2	44.7	55.5	31.8	39.6	2.5	6.5	3.1	4.5	7.3	4.9	B	
WORK FORCE #	49	15	34	13	31	0	1	1	1	1	1	C	
WORK FORCE PARITY #	49	21.9	27.2	15.6	19.4	1.2	3.2	1.5	2.2	3.6	2.4	D	
NET UTILIZATION (+/-)		-6.9	6.8	-2.6	11.6	-1.2	-2.2	-0.5	-1.2	-2.6	-1.4	E	
PREVIOUS UTILIZATION		-7.8	7.9	-3.3	12.8	-1.7	-2.4	-0.5	-1.1	-2.4	-1.4	2	
HIRING GOALS	<i>Previous</i> <i>Goals</i>	12	8	4	3		2	2	1	1	2	1	G
	<i>Current</i> <i>Hires</i>	2	1	1	0	1	0	0	0	0	1	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	K
	<i>Current</i> <i>Goals</i>	12	8	4	3		1	2	1	1	3	1	M
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	0	0	0									O
	<i>Current</i> <i>Promos</i>	0	0	0	0	0	0	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> <i>Goals</i>	0	0	0									U
Promotion within category	0	0	0									W	

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

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

9/30/2018

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

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

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

9/30/2018

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

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

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

9/30/2018

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORK FORCE %	100.0%	31.8%	68.2%	29.5%	65.9%	0.0%	2.3%	2.3%	0.0%	0.0%	0.0%	A
WORK FORCE PARITY %	100.0	48.5	51.5	40.1	38.9	3.1	4.1	2.3	3.1	3.0	5.4	B
WORK FORCE #	44	14	30	13	29	0	1	1	0	0	0	C
WORK FORCE PARITY #	44	21.3	22.7	17.6	17.1	1.4	1.8	1.0	1.4	1.3	2.4	D
NET UTILIZATION (+/-)		-7.3	7.3	-4.6	11.9	-1.4	-0.8	0.0	-1.4	-1.3	-2.4	E
PREVIOUS UTILIZATION		-7.0	6.9	-4.1	11.5	-1.4	-1.8	-0.2	-0.3	-1.3	-2.5	F
HIRING GOALS	<i>Previous</i> Goals	7	3	4	1	1	2	1	1	1	1	G
	<i>Current</i> Hires	6	1	5	0	4	0	1	1	0	0	I
	<i>Achv. %</i>				100.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> Goals	6	4	2	3	1	1		1			M
PROMO. GOALS	<i>Previous</i> Goals	5	3	2	3						2	O
	<i>Current</i> Promos	6	2	4	2	4	0	0	0	0	0	Q
	<i>Achv. %</i>				66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> Goals	5	3	2	2					1	2	U
Promotion within category	0	0	0									W

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

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

9/30/2018

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORK FORCE %	100.0%	60.0%	40.0%	50.0%	30.0%	0.0%	0.0%	5.0%	5.0%	5.0%	5.0%	A
WORK FORCE PARITY %	100.3	57.7	42.6	50.1	34.6	2.3	1.8	1.7	1.5	3.6	4.7	B
WORK FORCE #	20	12	8	10	6	0	0	1	1	1	1	C
WORK FORCE PARITY #	20	11.5	8.5	10.0	6.9	0.5	0.4	0.3	0.3	0.7	0.9	D
NET UTILIZATION (+/-)		0.5	-0.5	0.0	-0.9	-0.5	-0.4	0.7	0.7	0.3	0.1	E
PREVIOUS UTILIZATION		0.3	-0.2	0.1	-0.3	-0.6	-0.3	0.5	0.7	0.2	-0.3	F
HIRING GOALS	<i>Previous</i> Goals	1	1	0			1					G
	<i>Current</i> Hires	2	1	1	1	1	0	0	0	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> Goals	1	1	0			1					M
PROMO. GOALS	<i>Previous</i> Goals	1	0	1							1	O
	<i>Current</i> Promos	1	0	1	0	1	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> Goals	1	0	1		1						U
Promotion within category	0	0	0									W

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

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

9/30/2018

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

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

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

9/30/2018

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE		
WORK FORCE %	100.0%	57.6%	42.4%	48.3%	33.1%	2.3%	1.2%	2.3%	1.2%	4.7%	7.0%	A	
WORK FORCE PARITY %	99.9	46.9	53.0	41.1	45.7	2.1	2.3	1.6	2.9	2.1	2.1	B	
WORK FORCE #	172	99	73	83	57	4	2	4	2	8	12	C	
WORK FORCE PARITY #	172	80.7	91.2	70.7	78.6	3.6	4.0	2.8	5.0	3.6	3.6	D	
NET UTILIZATION (+/-)		18.3	-18.2	12.3	-21.6	0.4	-2.0	1.2	-3.0	4.4	8.4	E	
PREVIOUS UTILIZATION		16.3	-16.2	8.0	-20.1	1.8	-3.0	3.2	-2.9	3.3	9.8	F	
HIRING GOALS	<i>Previous</i> <i>Goals</i>	12	0	12		9		2		1		G	
	<i>Current</i> <i>Hires</i>	3	1	2	1	2	0	0	0	0	0	I	
	<i>Achv. %</i>				0.0%	22.2%	0.0%	0.0%	0.0%	0.0%	0.0%	K	
	<i>Current</i> <i>Goals</i>	11	0	11		7		2		2		M	
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	14	0	14		11		1		2		O	
	<i>Current</i> <i>Promos</i>	12	6	6	5	3	0	1	0	1	1	1	Q
	<i>Achv. %</i>				0.0%	27.3%	0.0%	100.0%	0.0%	50.0%	0.0%	0.0%	S
	<i>Current</i> <i>Goals</i>	16	0	16		15				1			U
Promotion within category	0	0	0									W	

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

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

9/30/2018

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORK FORCE %	100.0%	35.0%	65.0%	30.0%	40.0%	0.0%	15.0%	5.0%	10.0%	0.0%	0.0%	A
WORK FORCE PARITY %	100.0	31.3	68.7	24.8	56.8	5.4	7.3	1.0	3.1	0.1	1.5	B
WORK FORCE #	20	7	13	6	8	0	3	1	2	0	0	C
WORK FORCE PARITY #	20	6.3	13.7	5.0	11.4	1.1	1.5	0.2	0.6	0.0	0.3	D
NET UTILIZATION (+/-)		0.7	-0.7	1.0	-3.4	-1.1	1.5	0.8	1.4	0.0	-0.3	E
PREVIOUS UTILIZATION		-0.2	0.2	0.3	-3.1	-1.2	1.3	0.8	2.3	0.0	-0.3	F
HIRING GOALS	<i>Previous</i> Goals	4	1	3		3	1					G
	<i>Current</i> Hires	0	0	0	0	0	0	0	0	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> Goals	4	1	3		3	1					M
PROMO. GOALS	<i>Previous</i> Goals	0	0	0								O
	<i>Current</i> Promos	0	0	0	0	0	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> Goals	0	0	0								U
Promotion within category	0	0	0									W

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

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

9/30/2018

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORK FORCE %	100.0%	21.7%	78.3%	21.7%	60.9%	0.0%	4.3%	0.0%	8.7%	0.0%	4.3%	A
WORK FORCE PARITY %	100.1	35.6	64.5	34.9	51.6	0.0	11.4	0.2	0.7	0.5	0.8	B
WORK FORCE #	23	5	18	5	14	0	1	0	2	0	1	C
WORK FORCE PARITY #	23	8.2	14.8	8.0	11.9	0.0	2.6	0.0	0.2	0.1	0.2	D
NET UTILIZATION (+/-)		-3.2	3.2	-3.0	2.1	0.0	-1.6	0.0	1.8	-0.1	0.8	E
PREVIOUS UTILIZATION		1.3	-1.3	1.5	-1.5	0.0	-0.8	0.0	1.8	-0.1	-0.8	F
HIRING GOALS	<i>Previous</i> Goals	1	0	1				1				G
	<i>Current</i> Hires	1	0	1	0	1	0	0	0	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> Goals	1	0	1				1				M
PROMO. GOALS	<i>Previous</i> Goals	3	0	3		2					1	O
	<i>Current</i> Promos	2	0	2	0	2	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> Goals	4	3	1	3			1				U
Promotion within category	0	0	0									W

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

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

9/30/2018

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE		
WORK FORCE %	96.9%	51.2%	45.7%	45.7%	43.2%	0.0%	0.6%	2.5%	1.9%	3.1%	0.0%	A	
WORK FORCE PARITY %	100.1	41.5	58.6	35.6	50.5	2.1	2.7	1.8	2.9	2.0	2.5	B	
WORK FORCE #	162	83	79	74	70	0	1	4	3	5	5	C	
WORK FORCE PARITY #	162	67.2	94.9	57.7	81.8	3.4	4.4	2.9	4.7	3.2	4.1	D	
NET UTILIZATION (+/-)		15.8	-16.0	16.3	-11.8	-3.4	-3.4	1.1	-1.7	1.8	0.9	E	
PREVIOUS UTILIZATION		11.1	-11.3	12.4	-6.1	-3.3	-3.0	1.1	-3.5	0.8	1.3	F	
HIRING GOALS	<i>Previous Goals</i>	6	1	5		2	1	1		2		G	
	<i>Current Hires</i>	8	3	5	2	3	0	0	0	1	1	1	I
	<i>Achv. %</i>				0.0%	100.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	K
	<i>Current Goals</i>	7	1	6		3	1	2		1			M
PROMO. GOALS	<i>Previous Goals</i>	10	2	8		4	2	2		2		O	
	<i>Current Promos</i>	18	11	7	9	6	0	0	1	1	1	0	Q
	<i>Achv. %</i>				0.0%	100.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	S
	<i>Current Goals</i>	13	2	11		9	2	1		1			U
Promotion within category	0	0	0									W	

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

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

9/30/2018

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE		
WORK FORCE %	100.0%	34.6%	65.4%	30.8%	53.8%	1.9%	5.8%	0.0%	3.8%	1.9%	1.9%	A	
WORK FORCE PARITY %	100.1	30.8	69.3	27.3	59.5	1.2	6.8	0.4	2.5	1.9	0.5	B	
WORK FORCE #	52	18	34	16	28	1	3	0	2	1	1	C	
WORK FORCE PARITY #	52	16.0	36.0	14.2	30.9	0.6	3.5	0.2	1.3	1.0	0.3	D	
NET UTILIZATION (+/-)		2.0	-2.0	1.8	-2.9	0.4	-0.5	-0.2	0.7	0.0	0.7	E	
PREVIOUS UTILIZATION		0.3	-0.2	2.9	-2.2	-0.5	-0.6	-0.2	1.7	-1.9	0.8	F	
HIRING GOALS	<i>Previous</i> Goals	2	2	0		1				1		G	
	<i>Current</i> Hires	3	2	1	1	0	0	1	0	0	1	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	K
	<i>Current</i> Goals	1	0	1				1					M
PROMO. GOALS	<i>Previous</i> Goals	4	1	3		2		1		1		O	
	<i>Current</i> Promos	6	0	6	0	6	0	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> Goals	3	0	3		3							U
Promotion within category	0	0	0									W	

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

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

9/30/2018

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE		
WORK FORCE %	100.4%	36.4%	64.0%	30.0%	52.5%	3.8%	1.5%	1.9%	10.0%	0.8%	0.0%	A	
WORK FORCE PARITY %	100.4	41.1	59.3	35.4	50.7	2.0	3.3	1.8	2.5	1.9	2.8	B	
WORK FORCE #	265	102	163	85	139	10	4	5	14	2	6	C	
WORK FORCE PARITY #	266	108.9	157.1	93.8	134.4	5.3	8.7	4.8	6.6	5.0	7.4	D	
NET UTILIZATION (+/-)		-6.9	5.9	-8.8	4.6	4.7	-4.7	0.2	7.4	-3.0	-1.4	E	
PREVIOUS UTILIZATION		-4.5	5.8	-2.3	10.1	1.5	-5.2	-0.7	4.4	-3.0	-3.6	F	
HIRING GOALS	<i>Previous</i> <i>Goals</i>	8	3	5	1			3		2	2	G	
	<i>Current</i> <i>Hires</i>	22	8	14	5	12	1	1	1	0	1	1	I
	<i>Achv. %</i>				100.0%	0.0%	0.0%	33.3%	0.0%	0.0%	50.0%	50.0%	K
	<i>Current</i> <i>Goals</i>	10	6	4	4			3			2	1	M
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	7	3	4	1			2	1		1	2	O
	<i>Current</i> <i>Promos</i>	25	7	18	3	14	3	0	1	3	0	1	Q
	<i>Achv. %</i>				100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	50.0%	S
	<i>Current</i> <i>Goals</i>	8	6	2	5			2			1		U
Promotion within category	0	0	0									W	

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

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

9/30/2018

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORK FORCE %	100.0%	82.1%	17.9%	75.0%	14.3%	3.6%	0.0%	0.0%	3.6%	3.6%	0.0%	A
WORK FORCE PARITY %	99.9	75.1	24.8	62.8	22.4	3.5	1.0	3.3	0.4	5.5	1.0	B
WORK FORCE #	28	23	5	21	4	1	0	0	1	1	0	C
WORK FORCE PARITY #	28	21.0	6.9	17.6	6.3	1.0	0.3	0.9	0.1	1.5	0.3	D
NET UTILIZATION (+/-)		2.0	-1.9	3.4	-2.3	0.0	-0.3	-0.9	0.9	-0.5	-0.3	E
PREVIOUS UTILIZATION		5.1	-5.1	3.1	-3.6	-0.1	-0.3	0.0	-0.9	2.1	-0.3	F
HIRING GOALS	<i>Previous</i> Goals	2	0	2		1					1	G
	<i>Current</i> Hires	1	1	0	1	0	0	0	0	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> Goals	2	1	1					1		1	M
PROMO. GOALS	<i>Previous</i> Goals	4	0	4		3			1			O
	<i>Current</i> Promos	3	2	1	2	0	0	0	1	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	S
	<i>Current</i> Goals	3	1	2		2				1		U
Promotion within category	0	0	0									W

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

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

9/30/2018

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORK FORCE %	100.0%	28.1%	71.9%	25.0%	62.5%	0.0%	9.4%	0.0%	0.0%	3.1%	0.0%	A
WORK FORCE PARITY %	100.4	26.0	74.4	22.0	64.4	1.7	3.9	2.0	1.9	0.3	4.2	B
WORK FORCE #	32	9	23	8	20	0	3	0	0	1	0	C
WORK FORCE PARITY #	32	8.3	23.8	7.0	20.6	0.5	1.2	0.6	0.6	0.1	1.3	D
NET UTILIZATION (+/-)		0.7	-0.8	1.0	-0.6	-0.5	1.8	-0.6	-0.6	0.9	-1.3	E
PREVIOUS UTILIZATION		-0.9	0.7	-0.2	1.0	-0.7	1.6	-0.8	-0.6	0.9	-1.3	F
HIRING GOALS	<i>Previous</i> Goals	2	1	1			1			1		G
	<i>Current</i> Hires	2	1	1	1	1	0	0	0	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> Goals	3	2	1			1		1	1		M
PROMO. GOALS	<i>Previous</i> Goals	2	1	1					1		1	O
	<i>Current</i> Promos	5	1	4	1	4	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> Goals	2	0	2		1					1	U
Promotion within category	0	0	0									W

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

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

9/30/2018

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORK FORCE %	100.0%	31.3%	68.7%	26.0%	56.5%	1.5%	4.6%	3.1%	4.6%	0.8%	3.1%	A
WORK FORCE PARITY %	100.4	40.4	60.0	34.4	52.0	2.0	3.3	1.5	2.3	2.5	2.4	B
WORK FORCE #	131	41	90	34	74	2	6	4	6	1	4	C
WORK FORCE PARITY #	132	52.9	78.6	45.1	68.1	2.6	4.3	2.0	3.0	3.3	3.1	D
NET UTILIZATION (+/-)		-12.0	11.4	-11.1	5.9	-0.6	1.7	2.0	3.0	-2.3	0.9	E
PREVIOUS UTILIZATION		-18.2	18.2	-16.9	13.6	-0.6	0.8	2.2	3.9	-2.9	-0.2	F
HIRING GOALS	<i>Previous</i> <i>Goals</i>	13	13	0	10		1			2		G
	<i>Current</i> <i>Hires</i>	13	4	9	3	9	0	0	0	1	0	I
	<i>Achv. %</i>				100.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	K
	<i>Current</i> <i>Goals</i>	7	7	0	5		1			1		M
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	8	8	0	7					1		O
	<i>Current</i> <i>Promos</i>	18	5	13	5	12	0	0	0	1	0	Q
	<i>Achv. %</i>				71.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> <i>Goals</i>	7	7	0	6					1		U
Promotion within category	0	0	0									W

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

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

9/30/2018

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORK FORCE %	100.0%	0.0%	100.0%	0.0%	88.9%	0.0%	3.7%	0.0%	7.4%	0.0%	0.0%	A
WORK FORCE PARITY %	99.9	9.1	90.8	7.7	80.3	0.2	4.5	0.6	3.4	0.6	2.6	B
WORK FORCE #	27	0	27	0	24	0	1	0	2	0	0	C
WORK FORCE PARITY #	27	2.5	24.5	2.1	21.7	0.1	1.2	0.2	0.9	0.2	0.7	D
NET UTILIZATION (+/-)		-2.5	2.5	-2.1	2.3	-0.1	-0.2	-0.2	1.1	-0.2	-0.7	E
PREVIOUS UTILIZATION		-2.2	2.2	-1.8	2.3	-0.1	-0.3	-0.1	1.0	-0.1	-0.8	F
HIRING GOALS	<i>Previous</i> Goals	2	1	1	1		1					G
	<i>Current</i> Hires	0	0	0	0	0	0	0	0	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> Goals	2	1	1	1						1	M
PROMO. GOALS	<i>Previous</i> Goals	2	1	1	1						1	O
	<i>Current</i> Promos	1	0	1	0	1	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> Goals	2	1	1	1		1					U
Promotion within category	0	0	0									W

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

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

9/30/2018

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORK FORCE %	100.0%	20.7%	79.3%	17.2%	65.5%	0.0%	0.0%	3.4%	0.0%	0.0%	13.8%	A
WORK FORCE PARITY %	100.4	25.3	75.1	21.5	65.2	1.7	4.7	1.2	2.3	0.9	2.9	B
WORK FORCE #	29	6	23	5	19	0	0	1	0	0	4	C
WORK FORCE PARITY #	29	7.3	21.8	6.2	18.9	0.5	1.4	0.3	0.7	0.3	0.8	D
NET UTILIZATION (+/-)		-1.3	1.2	-1.2	0.1	-0.5	-1.4	0.7	-0.7	-0.3	3.2	E
PREVIOUS UTILIZATION		-0.8	0.8	-2.6	-0.4	0.4	-0.4	1.7	-0.5	-0.3	2.1	F
HIRING GOALS	<i>Previous</i> Goals	3	2	1	2				1			G
	<i>Current</i> Hires	3	1	2	1	2	0	0	0	0	0	I
	<i>Achv. %</i>				50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> Goals	2	1	1			1		1			M
PROMO. GOALS	<i>Previous</i> Goals	2	1	1	1			1				O
	<i>Current</i> Promos	3	0	3	0	2	0	0	0	0	1	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> Goals	2	1	1	1			1				U
Promotion within category	0	0	0									W

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

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

9/30/2018

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE		
WORK FORCE %	100.0%	12.8%	87.2%	12.8%	69.2%	0.0%	7.7%	0.0%	5.1%	0.0%	5.1%	A	
WORK FORCE PARITY %	99.9	30.6	69.3	26.6	62.6	2.4	3.4	1.2	1.6	0.4	1.7	B	
WORK FORCE #	39	5	34	5	27	0	3	0	2	0	2	C	
WORK FORCE PARITY #	39	11.9	27.0	10.4	24.4	0.9	1.3	0.5	0.6	0.2	0.7	D	
NET UTILIZATION (+/-)		-6.9	7.0	-5.4	2.6	-0.9	1.7	-0.5	1.4	-0.2	1.3	E	
PREVIOUS UTILIZATION		-3.3	3.3	-1.5	3.5	-1.1	-0.6	-0.6	1.2	-0.2	-0.9	F	
HIRING GOALS	<i>Previous</i> Goals	4	3	1	1	1	1	1	1			G	
	<i>Current</i> Hires	8	1	7	1	3	0	2	0	1	0	1	I
	<i>Achv. %</i>				100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> Goals	5	5	0	3	1	1	1	1				M
PROMO. GOALS	<i>Previous</i> Goals	2	1	1	1						1	O	
	<i>Current</i> Promos	3	0	3	0	3	0	0	0	0	0	Q	
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S	
	<i>Current</i> Goals	2	2	0	2								U
Promotion within category	0	0	0									W	

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

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

9/30/2018

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORK FORCE %	100.0%	41.8%	58.2%	33.3%	49.6%	4.3%	3.5%	2.1%	3.5%	2.1%	1.4%	A
WORK FORCE PARITY %	100.3	43.9	56.4	36.3	47.2	2.8	3.8	2.1	2.8	2.7	2.6	B
WORK FORCE #	141	59	82	47	70	6	5	3	5	3	2	C
WORK FORCE PARITY #	141	61.9	79.5	51.2	66.6	3.9	5.4	3.0	3.9	3.8	3.7	D
NET UTILIZATION (+/-)		-2.9	2.5	-4.2	3.4	2.1	-0.4	0.0	1.1	-0.8	-1.7	E
PREVIOUS UTILIZATION		4.5	-4.6	1.9	-6.3	3.0	-0.4	-0.2	2.6	-0.2	-0.4	F
HIRING GOALS	<i>Previous</i> Goals	5	0	5		4					1	G
	<i>Current</i> Hires	27	11	16	7	12	2	2	1	1	1	I
	<i>Achv. %</i>				0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	K
	<i>Current</i> Goals	5	4	1	3					1	1	M
PROMO. GOALS	<i>Previous</i> Goals	2	0	2		2						O
	<i>Current</i> Promos	6	0	6	0	6	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> Goals	2	1	1	1						1	U
Promotion within category	0	0	0									W

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

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

9/30/2018

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE		
WORK FORCE %	100.0%	9.7%	90.3%	3.2%	74.2%	3.2%	6.5%	0.0%	3.2%	3.2%	6.5%	A	
WORK FORCE PARITY %	100.1	9.9	90.2	6.6	68.3	1.4	10.3	1.5	9.8	0.4	1.8	B	
WORK FORCE #	31	3	28	1	23	1	2	0	1	1	2	C	
WORK FORCE PARITY #	31	3.1	28.0	2.0	21.2	0.4	3.2	0.5	3.0	0.1	0.6	D	
NET UTILIZATION (+/-)		-0.1	0.0	-1.0	1.8	0.6	-1.2	-0.5	-2.0	0.9	1.4	E	
PREVIOUS UTILIZATION		3.3	-3.3	2.5	-0.4	0.4	-1.8	-0.5	-2.5	0.9	1.3	F	
HIRING GOALS	<i>Previous</i> Goals	6	1	5				2	1	3		G	
	<i>Current</i> Hires	4	0	4	0	3	0	0	0	1	0	0	I
	<i>Achv. %</i>				0.0%	100.0%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	K
	<i>Current</i> Goals	5	2	3	1			1	1	2			M
PROMO. GOALS	<i>Previous</i> Goals	0	0	0								O	
	<i>Current</i> Promos	0	0	0	0	0	0	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> Goals	0	0	0									U
Promotion within category	0	0	0									W	

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

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

9/30/2018

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORK FORCE %	100.0%	9.4%	90.6%	9.4%	87.5%	0.0%	0.0%	0.0%	0.0%	0.0%	3.1%	A
WORK FORCE PARITY %	100.3	21.7	78.6	17.0	66.9	1.4	4.7	2.0	4.5	1.3	2.5	B
WORK FORCE #	32	3	29	3	28	0	0	0	0	0	1	C
WORK FORCE PARITY #	32	6.9	25.2	5.4	21.4	0.4	1.5	0.6	1.4	0.4	0.8	D
NET UTILIZATION (+/-)		-3.9	3.8	-2.4	6.6	-0.4	-1.5	-0.6	-1.4	-0.4	0.2	E
PREVIOUS UTILIZATION		-4.0	4.0	-2.6	5.5	-0.5	-1.5	-0.6	-1.4	-0.4	1.3	F
1												
HIRING GOALS	<i>Previous</i> Goals	5	4	1	2		1	1	1			G
	<i>Current</i> Hires	1	0	1	0	1	0	0	0	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> Goals	4	3	1	1		1	1	1			M
1												
PROMO. GOALS	<i>Previous</i> Goals	3	1	2	1			1		1		O
	<i>Current</i> Promos	5	1	4	1	4	0	0	0	0	0	Q
	<i>Achv. %</i>				100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> Goals	3	1	2	1			1		1		U
Promotion within category	0	0	0									W

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

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

9/30/2018

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORK FORCE %	100.0%	12.5%	87.5%	10.0%	85.0%	0.0%	0.0%	2.5%	0.0%	0.0%	2.5%	A
WORK FORCE PARITY %	100.0	8.2	91.8	6.7	78.1	0.4	6.4	0.4	4.9	0.7	2.4	B
WORK FORCE #	40	5	35	4	34	0	0	1	0	0	1	C
WORK FORCE PARITY #	40	3.3	36.7	2.7	31.2	0.2	2.6	0.2	2.0	0.3	1.0	D
NET UTILIZATION (+/-)		1.7	-1.7	1.3	2.8	-0.2	-2.6	0.8	-2.0	-0.3	0.0	E
PREVIOUS UTILIZATION		0.9	-0.9	-0.7	3.1	0.8	-2.9	0.9	-2.1	-0.2	1.0	F
HIRING GOALS	<i>Previous</i> Goals	4	0	4				2		2		G
	<i>Current</i> Hires	4	2	2	2	2	0	0	0	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> Goals	5	1	4				2		2	1	M
PROMO. GOALS	<i>Previous</i> Goals	2	1	1	1			1				O
	<i>Current</i> Promos	1	0	1	0	1	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> Goals	1	0	1				1				U
Promotion within category	0	0	0									W

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

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

9/30/2018

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE		
WORK FORCE %	100.0%	59.1%	40.9%	59.1%	36.4%	0.0%	0.0%	0.0%	4.5%	0.0%	0.0%	A	
WORK FORCE PARITY %	100.1	67.2	32.9	48.3	24.9	6.8	3.7	7.1	2.6	5.0	1.8	B	
WORK FORCE #	22	13	9	13	8	0	0	0	1	0	0	C	
WORK FORCE PARITY #	22	14.8	7.2	10.6	5.5	1.5	0.8	1.6	0.6	1.1	0.4	D	
NET UTILIZATION (+/-)		-1.8	1.8	2.4	2.5	-1.5	-0.8	-1.6	0.4	-1.1	-0.4	E	
PREVIOUS UTILIZATION		-2.5	2.6	2.4	3.5	-1.7	-0.9	-1.8	0.3	-1.3	-0.4	F	
HIRING GOALS	<i>Previous</i> Goals	7	5	2			2	1	2		1	1	G
	<i>Current</i> Hires	0	0	0	0	0	0	0	0	0	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> Goals	6	5	1			2	1	2		1		M
PROMO. GOALS	<i>Previous</i> Goals	0	0	0									O
	<i>Current</i> Promos	0	0	0	0	0	0	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> Goals	0	0	0									U
Promotion within category	0	0	0									W	

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

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

9/30/2018

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE		
WORK FORCE %	100.0%	19.4%	80.6%	19.4%	69.4%	0.0%	2.8%	0.0%	0.0%	0.0%	8.3%	A	
WORK FORCE PARITY %	100.0	37.2	62.8	33.8	48.8	1.2	3.8	0.4	0.5	1.8	9.7	B	
WORK FORCE #	36	7	29	7	25	0	1	0	0	0	3	C	
WORK FORCE PARITY #	36	13.4	22.6	12.2	17.6	0.4	1.4	0.1	0.2	0.6	3.5	D	
NET UTILIZATION (+/-)		-6.4	6.4	-5.2	7.4	-0.4	-0.4	-0.1	-0.2	-0.6	-0.5	E	
PREVIOUS UTILIZATION		-12.7	12.7	-8.7	13.5	-1.3	0.4	-0.1	-1.1	-2.6	-0.1	F	
HIRING GOALS	<i>Previous</i> Goals	7	7	0	5		1				1		G
	<i>Current</i> Hires	2	1	1	1	1	0	0	0	0	0	0	I
	<i>Achv. %</i>				20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> Goals	4	3	1	2		1				1		M
PROMO. GOALS	<i>Previous</i> Goals	7	6	1	4					1	2		O
	<i>Current</i> Promos	4	2	2	2	2	0	0	0	0	0	0	Q
	<i>Achv. %</i>				50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> Goals	4	3	1	3							1	U
Promotion within category	0	0	0									W	

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

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

9/30/2018

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

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

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

9/30/2018

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE		
WORK FORCE %	100.0%	54.8%	45.2%	48.4%	41.9%	1.6%	1.6%	1.6%	0.0%	3.2%	1.6%	A	
WORK FORCE PARITY %	100.0	45.8	54.2	38.0	42.1	2.7	4.6	1.8	2.7	3.3	4.8	B	
WORK FORCE #	62	34	28	30	26	1	1	1	0	2	1	C	
WORK FORCE PARITY #	62	28.4	33.6	23.6	26.1	1.7	2.9	1.1	1.7	2.0	3.0	D	
NET UTILIZATION (+/-)		5.6	-5.6	6.4	-0.1	-0.7	-1.9	-0.1	-1.7	0.0	-2.0	E	
PREVIOUS UTILIZATION		0.2	-0.3	3.3	2.0	-0.5	-1.2	-0.2	0.2	-2.4	-1.3	F	
HIRING GOALS	<i>Previous</i> Goals	4	3	1		1	1			2		G	
	<i>Current</i> Hires	16	11	5	9	5	0	0	0	0	2	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	K
	<i>Current</i> Goals	5	1	4			1	1		2		1	M
PROMO. GOALS	<i>Previous</i> Goals	1	0	1							1	O	
	<i>Current</i> Promos	3	0	3	0	3	0	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> Goals	2	0	2			1					1	U
Promotion within category	0	0	0									W	

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

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

9/30/2018

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORK FORCE %	100.0%	4.5%	95.5%	2.3%	81.8%	0.0%	2.3%	2.3%	6.8%	0.0%	4.5%	A
WORK FORCE PARITY %	100.1	6.2	93.9	4.7	82.8	1.1	6.2	0.2	3.4	0.2	1.5	B
WORK FORCE #	44	2	42	1	36	0	1	1	3	0	2	C
WORK FORCE PARITY #	44	2.7	41.3	2.1	36.4	0.5	2.7	0.1	1.5	0.1	0.7	D
NET UTILIZATION (+/-)		-0.7	0.7	-1.1	-0.4	-0.5	-1.7	0.9	1.5	-0.1	1.3	E
PREVIOUS UTILIZATION		-0.8	0.8	-0.5	0.8	-0.2	-2.0	-0.1	0.5	-0.1	1.4	F
HIRING GOALS	<i>Previous</i> <i>Goals</i>	2	0	2				2				G
	<i>Current</i> <i>Hires</i>	5	1	4	0	4	0	0	1	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> <i>Goals</i>	4	2	2	1		1	2				M
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	1	1	0	1							O
	<i>Current</i> <i>Promos</i>	3	0	3	0	2	0	0	0	1	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> <i>Goals</i>	1	0	1		<u>1</u>						U
Promotion within category	0	0	0									W

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

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

9/30/2018

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE		
WORK FORCE %	96.0%	16.0%	80.0%	14.0%	70.0%	0.0%	4.0%	0.0%	3.0%	2.0%	3.0%	A	
WORK FORCE PARITY %	100.0	6.7	93.2	4.7	81.7	1.0	6.1	0.8	4.0	0.2	1.5	B	
WORK FORCE #	100	16	84	14	74	0	4	0	3	2	3	C	
WORK FORCE PARITY #	100	6.7	93.2	4.7	81.7	1.0	6.1	0.8	4.0	0.2	1.5	D	
NET UTILIZATION (+/-)		9.3	-9.3	9.3	-7.7	-1.0	-2.1	-0.8	-1.0	1.8	1.5	E	
PREVIOUS UTILIZATION		6.7	-6.7	6.5	-4.4	-0.4	-3.3	-0.2	0.4	0.8	0.6	F	
HIRING GOALS	<i>Previous</i> Goals	5	1	4		2	1	2				G	
	<i>Current</i> Hires	12	4	8	4	7	0	0	0	0	0	1	I
	<i>Achv. %</i>				0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> Goals	8	2	6		3	1	2	1	1			M
PROMO. GOALS	<i>Previous</i> Goals	3	0	3		2		1				O	
	<i>Current</i> Promos	5	1	4	0	4	0	0	0	0	1	0	Q
	<i>Achv. %</i>				0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> Goals	5	0	5		5							U
Promotion within category	0	0	0									W	

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

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

9/30/2018

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORK FORCE %	100.0%	14.6%	85.4%	12.5%	72.9%	0.0%	4.2%	0.0%	2.1%	2.1%	6.3%	A
WORK FORCE PARITY %	100.2	25.2	75.0	20.0	62.2	2.8	6.6	1.6	4.4	0.8	1.8	B
WORK FORCE #	48	7	41	6	35	0	2	0	1	1	3	C
WORK FORCE PARITY #	48	12.1	36.0	9.6	29.9	1.3	3.2	0.8	2.1	0.4	0.9	D
NET UTILIZATION (+/-)		-5.1	5.0	-3.6	5.1	-1.3	-1.2	-0.8	-1.1	0.6	2.1	E
PREVIOUS UTILIZATION		-4.1	4.1	-3.4	4.6	-0.9	-1.0	-0.4	-1.7	0.6	2.2	F
HIRING GOALS	<i>Previous</i> <i>Goals</i>	6	4	2	3		1		2			G
	<i>Current</i> <i>Hires</i>	8	4	4	4	4	0	0	0	0	0	I
	<i>Achv. %</i>				100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> <i>Goals</i>	6	5	1	3		1	1	1			M
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	1	0	1			1					O
	<i>Current</i> <i>Promos</i>	7	0	7	0	6	0	1	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> <i>Goals</i>	2	1	1	1				1			U
Promotion within category	0	0	0									W

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

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

9/30/2018

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORK FORCE %	100.0%	57.1%	42.9%	50.0%	21.4%	7.1%	0.0%	0.0%	7.1%	0.0%	14.3%	A
WORK FORCE PARITY %	100.0	41.6	58.4	34.6	48.6	2.1	4.6	1.4	1.5	3.5	3.7	B
WORK FORCE #	14	8	6	7	3	1	0	0	1	0	2	C
WORK FORCE PARITY #	14	5.8	8.2	4.8	6.8	0.3	0.6	0.2	0.2	0.5	0.5	D
NET UTILIZATION (+/-)		2.2	-2.2	2.2	-3.8	0.7	-0.6	-0.2	0.8	-0.5	1.5	E
PREVIOUS UTILIZATION		-4.2	4.2	-2.6	4.0	-0.5	-0.8	-0.3	-0.4	-0.8	1.5	F
HIRING GOALS	<i>Previous</i> Goals	5	4	1	2		1		1	1		G
	<i>Current</i> Hires	2	2	0	2	0	0	0	0	0	0	I
	<i>Achv. %</i>				100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> Goals	4	1	3		2		1			1	M
PROMO. GOALS	<i>Previous</i> Goals	2	1	1	1			1				O
	<i>Current</i> Promos	5	3	2	2	1	1	0	0	1	0	Q
	<i>Achv. %</i>				100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> Goals	2	0	2		2						U
Promotion within category												W

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

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

9/30/2018

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORK FORCE %	100.0%	9.9%	90.1%	4.2%	84.5%	2.8%	1.4%	2.8%	2.8%	0.0%	1.4%	A
WORK FORCE PARITY %	99.9	26.1	73.8	21.7	60.2	2.4	7.8	1.1	4.2	0.9	1.6	B
WORK FORCE #	71	7	64	3	60	2	1	2	2	0	1	C
WORK FORCE PARITY #	71	18.5	52.4	15.4	42.7	1.7	5.5	0.8	3.0	0.6	1.1	D
NET UTILIZATION (+/-)		-11.5	11.6	-12.4	17.3	0.3	-4.5	1.2	-1.0	-0.6	-0.1	E
PREVIOUS UTILIZATION		-14.9	14.8	-11.9	19.3	-1.4	-2.2	-1.0	-2.3	-0.6	0.0	F
HIRING GOALS	<i>Previous</i> Goals	15	14	1	11	1	1	1	1	1	1	G
	<i>Current</i> Hires	19	6	13	3	13	2	0	1	0	0	I
	<i>Achv. %</i>				27.3%	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	K
	<i>Current</i> Goals	18	13	5	12		4		1	1		M
PROMO. GOALS	<i>Previous</i> Goals	4	1	3	1		2		1			O
	<i>Current</i> Promos	3	1	2	0	1	0	0	1	1	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	S
	<i>Current</i> Goals	1	0	1			1					U
Promotion within category												W

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

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

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

9/30/2018

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

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

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

9/30/2018

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE		
WORK FORCE %	100.0%	56.8%	43.2%	43.2%	37.8%	0.0%	0.0%	0.0%	2.7%	13.5%	2.7%	A	
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	B	
WORK FORCE #	37	21	16	16	14	0	0	0	1	5	1	C	
WORK FORCE PARITY #	37	19.1	17.9	12.3	13.0	0.4	1.8	0.9	1.1	5.6	2.0	D	
NET UTILIZATION (+/-)		1.9	-1.9	3.7	1.1	-0.4	-1.8	-0.9	-0.1	-0.6	-1.0	E	
PREVIOUS UTILIZATION		5.1	-5.2	4.4	-2.1	-1.0	-1.9	-1.0	-0.2	2.7	-1.0	F	
HIRING GOALS	<i>Previous</i> Goals	7	2	5		2	1	2	1		1	G	
	<i>Current</i> Hires	1	0	1	0	1	0	0	0	0	0	I	
	<i>Achv. %</i>				0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> Goals	6	2	4				2	1	1	1	M	
PROMO. GOALS	<i>Previous</i> Goals	0	0	0								O	
	<i>Current</i> Promos	0	0	0	0	0	0	0	0	0	0	Q	
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> Goals	0	0	0								U	
Promotion within category	0	0	0									W	

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

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

9/30/2018

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE		
WORK FORCE %	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	A	
WORK FORCE PARITY %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	B	
WORK FORCE #	0	0	0	0	0	0	0	0	0	0	0	C	
WORK FORCE PARITY #	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D	
NET UTILIZATION (+/-)		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	E	
PREVIOUS UTILIZATION		-7.1	7.2	-5.0	8.3	-2.4	-1.5	-0.1	-0.3	0.3	0.7	F	
HIRING GOALS	<i>Previous</i> <i>Goals</i>	9	7	2	5	2	2					G	
	<i>Current</i> <i>Hires</i>	18	13	5	8	4	5	1	0	0	0	0	I
	<i>Achv. %</i>				100.0%	0.0%	100.0%	50.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> <i>Goals</i>			0	Combined in Specialists Category - No goals set								
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	0	0	0								O	
	<i>Current</i> <i>Promos</i>	0	0	0	0	0	0	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> <i>Goals</i>	0	0	0									U
Promotion within category	0	0	0									W	

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

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

9/30/2018

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORK FORCE %	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	A
WORK FORCE PARITY %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	B
WORK FORCE #	0	0	0	0	0	0	0	0	0	0	0	C
WORK FORCE PARITY #	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZATION (+/-)		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	E
PREVIOUS UTILIZATION		4.1	-4.0	1.7	-2.5	3.2	-1.3	-0.5	-0.2	-0.4	-0.1	F
HIRING GOALS	<i>Previous</i> Goals	6	2	4		3		1	1		1	G
	<i>Current</i> Hires	4	4	0	4	0	0	0	0	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> Goals			0	Combined in Specialists Category - No goals set							
PROMO. GOALS	<i>Previous</i> Goals	0	0	0								O
	<i>Current</i> Promos	0	0	0	0	0	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> Goals	0	0	0								U
Promotion within category	0	0	0									W

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

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

9/30/2018

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORK FORCE %	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	A
WORK FORCE PARITY %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	B
WORK FORCE #	0	0	0	0	0	0	0	0	0	0	0	C
WORK FORCE PARITY #	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZATION (+/-)		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	E
PREVIOUS UTILIZATION		-0.4	0.4	1.3	1.0	-1.4	-0.5	-0.2	-0.1	-0.1	-0.1	F
HIRING GOALS	<i>Previous</i> Goals	3	2	1		1	1	1				G
	<i>Current</i> Hires	1	1	0	1	0	0	0	0	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> Goals			0	Combined in Specialists Category - No goals set							M
PROMO. GOALS	<i>Previous</i> Goals	0	0	0								O
	<i>Current</i> Promos	1	0	1	0	1	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> Goals	0	0	0								U
Promotion within category	0	0	0									W

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

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

9/30/2018

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE		
WORK FORCE %	100.0%	69.1%	30.9%	54.3%	28.7%	13.8%	1.1%	0.0%	0.0%	1.1%	1.1%	A	
WORK FORCE PARITY %	100.0	73.9	26.1	53.4	19.3	13.4	4.2	1.8	0.6	5.3	2.0	B	
WORK FORCE #	94	65	29	51	27	13	1	0	0	1	1	C	
WORK FORCE PARITY #	94	69.5	24.5	50.2	18.1	12.6	3.9	1.7	0.6	5.0	1.9	D	
NET UTILIZATION (+/-)		-4.5	4.5	0.8	8.9	0.4	-2.9	-1.7	-0.6	-4.0	-0.9	E	
PREVIOUS UTILIZATION		-0.4	0.4	1.3	1.0	-1.4	-0.5	-0.2	-0.1	-0.1	-0.1	F	
HIRING GOALS	<i>Previous</i> <i>Goals</i>			0	NEW CATEGORY - No Previous Goals								G
	<i>Current</i> <i>Hires</i>	23	18	5	13	4	5	1	0	0	0	0	I
	<i>Achv. %</i>												K
	<i>Current</i> <i>Goals</i>	11	6	5				3	2	1	4	1	M
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	0	0	0									O
	<i>Current</i> <i>Promos</i>	1	0	1	0	1	0	0	0	0	0	0	Q
	<i>Achv. %</i>												S
	<i>Current</i> <i>Goals</i>	0	0	0									U
Promotion within category	0	0	0									W	

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

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

9/30/2018

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORK FORCE %	100.0%	15.9%	84.1%	14.3%	74.6%	0.0%	0.0%	0.0%	4.8%	1.6%	4.8%	A
WORK FORCE PARITY %	100.0	40.3	59.7	33.8	49.1	2.0	5.0	1.4	3.4	3.0	2.3	B
WORK FORCE #	63	10	53	9	47	0	0	0	3	1	3	C
WORK FORCE PARITY #	63	25.4	37.6	21.3	30.9	1.3	3.2	0.9	2.1	1.9	1.4	D
NET UTILIZATION (+/-)		-15.3	15.3	-12.3	16.1	-1.3	-3.2	-0.9	0.9	-0.9	1.6	E
PREVIOUS UTILIZATION		-17.4	17.4	-14.4	17.0	-1.3	-2.1	-0.9	0.9	-0.9	1.6	F
HIRING GOALS	<i>Previous</i> <i>Goals</i>	19	17	2	14		1	2	1		1	G
	<i>Current</i> <i>Hires</i>	11	1	10	1	10	0	0	0	0	0	I
	<i>Achv. %</i>				7.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> <i>Goals</i>	18	15	3	12		1	3	1		1	M
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	0	0	0								O
	<i>Current</i> <i>Promos</i>	1	0	1	0	1	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> <i>Goals</i>	0	0	0								U
Promotion within category	0	0	0									W

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

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

9/30/2018

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE		
WORK FORCE %	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	A	
WORK FORCE PARITY %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	B	
WORK FORCE #	0	0	0	0	0	0	0	0	0	0	0	C	
WORK FORCE PARITY #	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D	
NET UTILIZATION (+/-)		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	E	
PREVIOUS UTILIZATION		-0.1	-0.1	8.1	1.4	-2.3	-0.7	-4.7	0.1	-1.2	-0.9	F	
HIRING GOALS	<i>Previous Goals</i>	7	5	2			1	1	3		1	1	G
	<i>Current Hires</i>	11	9	2	9	2	0	0	0	0	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current Goals</i>			0	New Category created - No goals set								
PROMO. GOALS	<i>Previous Goals</i>	3	3	0			1		2				O
	<i>Current Promos</i>	3	2	1	2	1	0	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current Goals</i>	0	0	0									U
Promotion within category	0	0	0									W	

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

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

9/30/2018

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE		
WORK FORCE %	100.0%	81.0%	19.0%	62.1%	13.8%	6.9%	1.7%	10.3%	1.7%	1.7%	1.7%	A	
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	B	
WORK FORCE #	58	47	11	36	8	4	1	6	1	1	1	C	
WORK FORCE PARITY #	58	52.8	5.2	45.8	3.8	3.5	0.6	3.0	0.6	0.6	0.2	D	
NET UTILIZATION (+/-)		-5.8	5.8	-9.8	4.2	0.5	0.4	3.0	0.4	0.4	0.8	E	
PREVIOUS UTILIZATION		-1.6	1.5	-0.4	0.1	-3.8	-0.2	1.8	0.7	0.8	0.9	F	
HIRING GOALS	<i>Previous</i> Goals	3	3	0			3					G	
	<i>Current</i> Hires	7	6	1	4	0	0	1	2	0	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> Goals	9	9	0	9								M
PROMO. GOALS	<i>Previous</i> Goals	2	2	0	1		1					O	
	<i>Current</i> Promos	5	4	1	3	1	1	0	0	0	0	0	Q
	<i>Achv. %</i>				100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> Goals	1	1	0	1								U
Promotion within category	0	0	0									W	

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

PROJECTED TURNOVER (12 mos.)
 PROJECTED HIRES (12 mos.)
 PROJECTED PROMOTIONS (12 mos.)
 REPORTING PERIOD ENDING: 9/30/2018

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE		
WORK FORCE %	100.0%	89.1%	10.9%	78.1%	9.4%	7.8%	0.0%	3.1%	1.6%	0.0%	0.0%	A	
WORK FORCE PARITY %	100.0	85.4	14.6	70.0	10.6	7.3	1.8	6.6	1.1	1.5	1.1	B	
WORK FORCE #	64	57	7	50	6	5	0	2	1	0	0	C	
WORK FORCE PARITY #	64	54.7	9.3	44.8	6.8	4.7	1.2	4.2	0.7	1.0	0.7	D	
NET UTILIZATION (+/-)		2.3	-2.3	5.2	-0.8	0.3	-1.2	-2.2	0.3	-1.0	-0.7	E	
PREVIOUS UTILIZATION		0.0	0.0									F	
HIRING GOALS	<i>Previous</i>	<i>Goals</i>			0	NEW CATEGORY - No Previous Goals							G
	<i>Current</i>	<i>Hires</i>	3	2	1	2	1	0	0	0	0	0	I
	<i>Achv. %</i>												K
	<i>Current</i>	<i>Goals</i>	6	3	3		1		1	2		1	1
PROMO. GOALS	<i>Previous</i>	<i>Goals</i>	2	2	0	1		1					O
	<i>Current</i>	<i>Promos</i>	3	2	1	2	1						Q
	<i>Achv. %</i>												S
	<i>Current</i>	<i>Goals</i>	0	0	0								U
Promotion within category		0	0	0								W	

RECRUITING AREA: Statewide

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

CAMPUS: Storrs

DATA RESOURCE: CT Census 2000

PROJECTED TURNOVER (12 mos.)

PROJECTED HIRES (12 mos.)

PROJECTED PROMOTIONS (12 mos.)

REPORTING PERIOD ENDING:

9/30/2018

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNP MALE	AAIANHNP FEMALE		
WORK FORCE %	100.0%	89.1%	10.9%	84.8%	10.9%	2.2%	0.0%	2.2%	0.0%	0.0%	0.0%	A	
WORK FORCE PARITY %	100.0	93.6	6.4	78.6	4.9	7.9	0.6	6.2	0.4	0.9	0.5	B	
WORK FORCE #	46	41	5	39	5	1	0	1	0	0	0	C	
WORK FORCE PARITY #	46	43.1	2.9	36.2	2.3	3.6	0.3	2.9	0.2	0.4	0.2	D	
NET UTILIZATION (+/-)		-2.1	2.1	2.8	2.7	-2.6	-0.3	-1.9	-0.2	-0.4	-0.2	E	
PREVIOUS UTILIZATION		0.0	0.0									F	
HIRING GOALS	<i>Previous</i>	<i>Goals</i>			0	NEW CATEGORY - No Previous Goals							G
	<i>Current</i>	<i>Hires</i>	5	5	0	5						I	
	<i>Achv. %</i>											K	
	<i>Current</i>	<i>Goals</i>	6	6	0		3		2		1		M
PROMO. GOALS	<i>Previous</i>	<i>Goals</i>	3	3	0		1		2			O	
	<i>Current</i>	<i>Promos</i>	0	0	0							Q	
	<i>Achv. %</i>											S	
	<i>Current</i>	<i>Goals</i>	0	0	0								U
Promotion within category		0	0	0								W	

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

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

9/30/2018

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORK FORCE %	100.0%	0.0%	100.0%	0.0%	95.7%	0.0%	0.0%	0.0%	4.3%	0.0%	0.0%	A
WORK FORCE PARITY %	100.0	7.8	92.2	7.2	87.7	0.2	2.3	0.3	1.8	0.1	0.4	B
WORK FORCE #	23	0	23	0	22	0	0	0	1	0	0	C
WORK FORCE PARITY #	23	1.8	21.2	1.7	20.2	0.0	0.5	0.1	0.4	0.0	0.1	D
NET UTILIZATION (+/-)		-1.8	1.8	-1.7	1.8	0.0	-0.5	-0.1	0.6	0.0	-0.1	E
PREVIOUS UTILIZATION		-1.7	1.7	-1.6	1.7	-0.1	-0.5	-0.1	0.7	0.0	-0.1	F
HIRING GOALS	<i>Previous</i> Goals	2	1	1	1			1				G
	<i>Current</i> Hires	0	0	0	0	0	0	0	0	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> Goals	2	1	1	1			1				M
PROMO. GOALS	<i>Previous</i> Goals	1	1	0	1							O
	<i>Current</i> Promos	0	0	0	0	0	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> Goals	1	1	0	1							U
Promotion within category												W

BF hiring goal set due to no BFs in promotional pool

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

PROJECTED TURNOVER (12 mos.)
 PROJECTED HIRES (12 mos.)
 PROJECTED PROMOTIONS (12 mos.)
 REPORTING PERIOD ENDING: 9/30/2018

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORK FORCE %	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	A
WORK FORCE PARITY %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	B
WORK FORCE #	0	0	0	0	0	0	0	0	0	0	0	C
WORK FORCE PARITY #	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZATION (+/-)		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	E
PREVIOUS UTILIZATION		0.6	-0.6	0.7	0.7	0.0	-1.0	0.0	-0.2	0.0	-0.1	F
HIRING GOALS	<i>Previous</i> Goals	0	0	0								G
	<i>Current</i> Hires	0	0	0	0	0	0	0	0	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> Goals	0	0	0	Moved to Remaining Titles - No goals set							
PROMO. GOALS	<i>Previous</i> Goals	1	0	1				<u>1</u>				O
	<i>Current</i> Promos	1	0	1	0	1	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> Goals	0	0	0								U
Promotion within category												W

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

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

9/30/2018

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORK FORCE %	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	A
WORK FORCE PARITY %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	B
WORK FORCE #	0	0	0	0	0	0	0	0	0	0	0	C
WORK FORCE PARITY #	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZATION (+/-)		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	E
PREVIOUS UTILIZATION		-1.7	1.6	-1.4	2.9	-0.1	-0.7	-0.1	-0.4	0.0	-0.2	F
HIRING GOALS	<i>Previous</i> Goals	1	0	1					1			G
	<i>Current</i> Hires	0	0	0	0	0	0	0	0	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> Goals	0	0	0	Moved to Remaining Titles - No goals set							M
PROMO. GOALS	<i>Previous</i> Goals	2	1	1	1			1				O
	<i>Current</i> Promos	1	0	1	0	1	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> Goals	0	0	0								U
Promotion within category												W

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

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

9/30/2018

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORK FORCE %	100.0%	3.8%	96.2%	3.8%	88.5%	0.0%	7.7%	0.0%	0.0%	0.0%	0.0%	A
WORK FORCE PARITY %	100.1	6.4	93.7	4.9	88.0	0.8	3.4	0.7	1.8	0.0	0.5	B
WORK FORCE #	26	1	25	1	23	0	2	0	0	0	0	C
WORK FORCE PARITY #	26	1.7	24.4	1.3	22.9	0.2	0.9	0.2	0.5	0.0	0.1	D
NET UTILIZATION (+/-)		-0.7	0.6	-0.3	0.1	-0.2	1.1	-0.2	-0.5	0.0	-0.1	E
PREVIOUS UTILIZATION		-4.7	4.7	-4.3	3.6	-0.2	1.9	-0.2	-0.6	0.0	-0.2	F
HIRING GOALS	<i>Previous</i> Goals	5	4	1	3			1	1			G
	<i>Current</i> Hires	1	0	1	0	1	0	0	0	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> Goals	2	1	1	1				1			M
PROMO. GOALS	<i>Previous</i> Goals	1	1	0	1							O
	<i>Current</i> Promos	1	0	1	0	1	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> Goals	0	0	0								U
Promotion within category												W

1 WM and 1 HF hiring goals set due to no WM and HFs in promotional pool

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

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

9/30/2018

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORK FORCE %	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	A
WORK FORCE PARITY %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	B
WORK FORCE #	0	0	0	0	0	0	0	0	0	0	0	C
WORK FORCE PARITY #	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZATION (+/-)		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	E
PREVIOUS UTILIZATION		-0.4	0.4	-0.1	1.7	-0.1	-0.7	-0.1	-0.4	0.0	-0.2	F
HIRING GOALS	<i>Previous</i> Goals	2	0	2				1		1		G
	<i>Current</i> Hires	3	0	3	0	3	0	0	0	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> Goals	0	0	0	Moved to Remaining Titles - No goals set							M
PROMO. GOALS	<i>Previous</i> Goals	0	0	0								O
	<i>Current</i> Promos	0	0	0	0	0	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> Goals	0	0	0								U
Promotion within category												W

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

PROJECTED TURNOVER (12 mos.)
 PROJECTED HIRES (12 mos.)
 PROJECTED PROMOTIONS (12 mos.)
 REPORTING PERIOD ENDING: 9/30/2018

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE		
WORK FORCE %	100.0%	33.3%	66.7%	33.3%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	A	
WORK FORCE PARITY %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	B	
WORK FORCE #	6	2	4	2	4	0	0	0	0	0	0	C	
WORK FORCE PARITY #	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D	
NET UTILIZATION (+/-)		2.0	4.0	2.0	4.0	0.0	0.0	0.0	0.0	0.0	0.0	E	
PREVIOUS UTILIZATION		0.6	-0.7	1.0	0.6	-0.2	-0.7	-0.1	-0.4	-0.1	-0.2	F	
HIRING GOALS	<i>Previous</i> Goals	2	0	2				1				1	G
	<i>Current</i> Hires	0	0	0	0	0	0	0	0	0	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> Goals	0	0	0									M
PROMO. GOALS	<i>Previous</i> Goals	0	0	0									O
	<i>Current</i> Promos	0	0	0	0	0	0	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> Goals	0	0	0									U
Promotion within category												W	

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

PROJECTED TURNOVER (12 mos.)
 PROJECTED HIRES (12 mos.)
 PROJECTED PROMOTIONS (12 mos.)
 REPORTING PERIOD ENDING: 9/30/2018

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE		
WORK FORCE %	100.0%	6.1%	93.9%	6.1%	91.8%	0.0%	2.0%	0.0%	0.0%	0.0%	0.0%	A	
WORK FORCE PARITY %	99.9	15.2	84.7	11.5	67.0	1.9	9.5	1.2	6.0	0.6	2.2	B	
WORK FORCE #	49	3	46	3	45	0	1	0	0	0	0	C	
WORK FORCE PARITY #	49	7.4	41.5	5.6	32.8	0.9	4.7	0.6	2.9	0.3	1.1	D	
NET UTILIZATION (+/-)		-4.4	4.5	-2.6	12.2	-0.9	-3.7	-0.6	-2.9	-0.3	-1.1	E	
PREVIOUS UTILIZATION		0.0	0.0									F	
HIRING GOALS	<i>Previous</i>	<i>Goals</i>				<i>New Titles Included - Previous Goals under Old Title</i>							G
	<i>Current</i>	<i>Hires</i>	3	0	3	0	3	0	0	0	0	0	I
	<i>Achv. %</i>					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i>	<i>Goals</i>	0	0	8	3		1	4	1	3		M
PROMO. GOALS	<i>Previous</i>	<i>Goals</i>	0	0	0							O	
	<i>Current</i>	<i>Promos</i>	0	0	0	0	0	0	0	0	0	Q	
	<i>Achv. %</i>					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S	
	<i>Current</i>	<i>Goals</i>	0	0	0							U	
Promotion within category													W

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

PROJECTED TURNOVER (12 mos.)
 PROJECTED HIRES (12 mos.)
 PROJECTED PROMOTIONS (12 mos.)
 REPORTING PERIOD ENDING: 9/30/2018

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORK FORCE %	100.0%	100.0%	0.0%	87.5%	0.0%	0.0%	0.0%	12.5%	0.0%	0.0%	0.0%	A
WORK FORCE PARITY %	100.0	53.1	46.9	37.6	33.0	9.7	6.7	3.3	4.9	2.5	2.3	B
WORK FORCE #	8	8	0	7	0	0	0	1	0	0	0	C
WORK FORCE PARITY #	8	4.2	3.8	3.0	2.6	0.8	0.5	0.3	0.4	0.2	0.2	D
NET UTILIZATION (+/-)		3.8	-3.8	4.0	-2.6	-0.8	-0.5	0.7	-0.4	-0.2	-0.2	E
PREVIOUS UTILIZATION		4.4	-4.4	4.4	-3.4	-0.6	-0.4	0.7	-0.4	-0.2	-0.2	F
HIRING GOALS	<i>Previous</i> Goals	5	1	4		3	1	1				G
	<i>Current</i> Hires	0	0	0	0	0	0	0	0	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> Goals	6	1	5		3	1	1		1		M
PROMO. GOALS	<i>Previous</i> Goals	0	0	0								O
	<i>Current</i> Promos	0	0	0	0	0	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> Goals	0	0	0								U
Promotion within category	0	0	0									W

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

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

9/30/2018

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORK FORCE %	100.0%	96.3%	3.7%	90.2%	3.7%	0.0%	0.0%	4.9%	0.0%	1.2%	0.0%	A
WORK FORCE PARITY %	100.1	96.4	3.7	80.7	3.2	6.3	0.2	7.2	0.2	2.2	0.1	B
WORK FORCE #	82	79	3	74	3	0	0	4	0	1	0	C
WORK FORCE PARITY #	82	79.0	3.0	66.2	2.6	5.2	0.2	5.9	0.2	1.8	0.1	D
NET UTILIZATION (+/-)		0.0	0.0	7.8	0.4	-5.2	-0.2	-1.9	-0.2	-0.8	-0.1	E
PREVIOUS UTILIZATION		1.3	-1.4	9.7	-0.9	-4.7	-0.2	-3.6	-0.3	-0.1	-0.1	F
HIRING GOALS	<i>Previous</i> Goals	9	8	1		4		4	1			G
	<i>Current</i> Hires	5	5	0	5	0	0	0	0	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> Goals	8	7	1		4	1	2		1		M
PROMO. GOALS	<i>Previous</i> Goals	2	1	1		1	1					O
	<i>Current</i> Promos	1	1	0	0	0	0	1	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> Goals	1	1	0		1						U
Promotion within category												W

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

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

9/30/2018

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORK FORCE %	100.0%	87.5%	12.5%	75.0%	12.5%	6.3%	0.0%	6.3%	0.0%	0.0%	0.0%	A
WORK FORCE PARITY %	100.2	91.6	8.6	75.1	8.5	4.4	0.0	11.5	0.1	0.6	0.0	B
WORK FORCE #	32	28	4	24	4	2	0	2	0	0	0	C
WORK FORCE PARITY #	32	29.3	2.8	24.0	2.7	1.4	0.0	3.7	0.0	0.2	0.0	D
NET UTILIZATION (+/-)		-1.3	1.2	0.0	1.3	0.6	0.0	-1.7	0.0	-0.2	0.0	E
PREVIOUS UTILIZATION		-3.9	3.8	-1.7	3.9	0.3	0.0	-2.3	-0.1	-0.2	0.0	F
HIRING GOALS	<i>Previous</i> Goals	2	2	0	1				1			G
	<i>Current</i> Hires	0	0	0	0	0	0	0	0	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> Goals	1	1	0					1			M
PROMO. GOALS	<i>Previous</i> Goals	2	2	0	1				1			O
	<i>Current</i> Promos	1	1	0	1	0	0	0	0	0	0	Q
	<i>Achv. %</i>				100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> Goals	1	1	0					1			U
Promotion within category												W

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

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

9/30/2018

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORK FORCE %	100.0%	69.2%	30.8%	30.8%	15.4%	3.8%	0.0%	34.6%	7.7%	0.0%	7.7%	A
WORK FORCE PARITY %	100.1	57.7	42.4	22.9	16.7	3.5	2.8	31.3	22.2	0.0	0.7	B
WORK FORCE #	26	18	8	8	4	1	0	9	2	0	2	C
WORK FORCE PARITY #	26	15.0	11.0	6.0	4.3	0.9	0.7	8.1	5.8	0.0	0.2	D
NET UTILIZATION (+/-)		3.0	-3.0	2.0	-0.3	0.1	-0.7	0.9	-3.8	0.0	1.8	E
PREVIOUS UTILIZATION		2.2	-2.2	1.5	1.0	0.0	-0.6	0.6	-4.5	0.0	1.8	F
HIRING GOALS	<i>Previous</i> Goals	0	0	0								G
	<i>Current</i> Hires	0	0	0	0	0	0	0	0	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> Goals	0	0	0								M
PROMO. GOALS	<i>Previous</i> Goals	6	0	6				1		5		O
	<i>Current</i> Promos	0	0	0	0	0	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> Goals	5	0	5				1		4		U
Promotion within category												W

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

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

9/30/2018

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE		
WORK FORCE %	100.0%	57.6%	42.4%	22.9%	16.7%	3.5%	2.8%	31.3%	22.2%	0.0%	0.7%	A	
WORK FORCE PARITY %	100.0	68.4	31.6	46.0	17.7	7.5	4.9	13.0	7.7	1.9	1.3	B	
WORK FORCE #	144	83	61	33	24	5	4	45	32	0	1	C	
WORK FORCE PARITY #	144	98.5	45.5	66.2	25.5	10.8	7.1	18.7	11.1	2.7	1.9	D	
NET UTILIZATION (+/-)		-15.5	15.5	-33.2	-1.5	-5.8	-3.1	26.3	20.9	-2.7	-0.9	E	
PREVIOUS UTILIZATION		-17.4	17.4	-33.3	0.0	-6.3	-4.2	25.0	22.5	-2.8	-0.9	F	
HIRING GOALS	<i>Previous</i> <i>Goals</i>	47	42	5	33		6	4			3	1	G
	<i>Current</i> <i>Hires</i>	13	8	5	2	1	0	1	6	3	0	0	I
	<i>Achv. %</i>				6.1%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> <i>Goals</i>	48	42	6	33	2	6	3			3	1	M
PROMO. GOALS	<i>Previous</i> <i>Goals</i>	0	0	0									O
	<i>Current</i> <i>Promos</i>	0	0	0	0	0	0	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> <i>Goals</i>	0	0	0									U
Promotion within category												W	

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

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

9/30/2018

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE		
WORK FORCE %	100.0%	80.7%	19.3%	66.7%	17.5%	1.8%	0.9%	10.5%	0.9%	1.8%	0.0%	A	
WORK FORCE PARITY %	99.9	69.2	30.7	44.7	16.4	6.0	3.1	17.2	10.0	1.3	1.2	B	
WORK FORCE #	114	92	22	76	20	2	1	12	1	2	0	C	
WORK FORCE PARITY #	114	78.9	35.0	51.0	18.7	6.8	3.5	19.6	11.4	1.5	1.4	D	
NET UTILIZATION (+/-)		13.1	-13.0	25.0	1.3	-4.8	-2.5	-7.6	-10.4	0.5	-1.4	E	
PREVIOUS UTILIZATION		15.7	-15.7	33.1	1.9	-5.9	-3.1	-11.3	-13.2	-0.2	-1.4	F	
HIRING GOALS	<i>Previous</i> Goals	17	8	9		3	2	5	6		1	G	
	<i>Current</i> Hires	7	6	1	5	1	1	0	0	0	0	I	
	<i>Achv. %</i>				0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> Goals	18	6	12		3	3	3	8		1	M	
PROMO. GOALS	<i>Previous</i> Goals	17	9	8		3	1	6	7			O	
	<i>Current</i> Promos	4	2	2	1	2	0	0	1	0	0	Q	
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	16.7%	0.0%	0.0%	0.0%	S
	<i>Current</i> Goals	9	7	2			2		5	2		U	
Promotion within category	0	0	0									W	

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

PROJECTED TURNOVER (12 mos.)
 PROJECTED HIRES (12 mos.)
 PROJECTED PROMOTIONS (12 mos.)
 REPORTING PERIOD ENDING: 9/30/2018

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORK FORCE %	100.0%	6.7%	93.3%	6.7%	40.0%	0.0%	26.7%	0.0%	20.0%	0.0%	6.7%	A
WORK FORCE PARITY %	100.2	17.7	82.5	12.6	61.1	2.4	12.0	1.7	7.2	1.0	2.2	B
WORK FORCE #	15	1	14	1	6	0	4	0	3	0	1	C
WORK FORCE PARITY #	15	2.7	12.4	1.9	9.2	0.4	1.8	0.3	1.1	0.2	0.3	D
NET UTILIZATION (+/-)		-1.7	1.6	-0.9	-3.2	-0.4	2.2	-0.3	1.9	-0.2	0.7	E
PREVIOUS UTILIZATION		-2.7	2.6	-1.9	-3.2	-0.4	3.3	-0.3	2.0	-0.2	0.7	F
HIRING GOALS	<i>Previous</i> Goals	6	3	3	2	3	1					G
	<i>Current</i> Hires	0	0	0	0	0	0	0	0	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> Goals	5	2	3	1	3	1					M
PROMO. GOALS	<i>Previous</i> Goals	0	0	0								O
	<i>Current</i> Promos	0	0	0	0	0	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> Goals	0	0	0								U
Promotion within category	0	0	0									W

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

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

9/30/2018

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORK FORCE %	100.0%	100.0%	0.0%	50.0%	0.0%	25.0%	0.0%	25.0%	0.0%	0.0%	0.0%	A
WORK FORCE PARITY %	100.2	97.2	3.0	77.4	2.1	8.0	0.4	9.0	0.4	2.8	0.1	B
WORK FORCE #	4	4	0	2	0	1	0	1	0	0	0	C
WORK FORCE PARITY #	4	3.9	0.1	3.1	0.1	0.3	0.0	0.4	0.0	0.1	0.0	D
NET UTILIZATION (+/-)		0.1	-0.1	-1.1	-0.1	0.7	0.0	0.6	0.0	-0.1	0.0	E
PREVIOUS UTILIZATION		0.1	-0.2	-0.9	-0.1	0.6	0.0	0.6	0.0	-0.1	0.0	F
HIRING GOALS	<i>Previous</i> Goals	1	1	0	1							G
	<i>Current</i> Hires	0	0	0	0	0	0	0	0	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> Goals	1	1	0	1							M
PROMO. GOALS	<i>Previous</i> Goals	0	0	0								O
	<i>Current</i> Promos	0	0	0	0	0	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> Goals	0	0	0								U
Promotion within category												W

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

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

9/30/2018

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORK FORCE %	100.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	A
WORK FORCE PARITY %	100	70.4	29.9	42.2	14.5	10.0	5.8	16.1	8.3	2.1	1.3	B
WORK FORCE #	3	3	0	3	0	0	0	0	0	0	0	C
WORK FORCE PARITY #	3	2.1	0.9	1.3	0.4	0.3	0.2	0.5	0.2	0.1	0.0	D
NET UTILIZATION (+/-)		0.9	-0.9	1.7	-0.4	-0.3	-0.2	-0.5	-0.2	-0.1	0.0	E
PREVIOUS UTILIZATION		1.2	-1.2	2.3	-0.6	-0.4	-0.2	-0.6	-0.4	-0.1	0.0	F
HIRING GOALS	<i>Previous</i> Goals	3	2	1		1	1		1			G
	<i>Current</i> Hires	0	0	0	0	0	0	0	0	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> Goals	2	1	1		1		1				M
PROMO. GOALS	<i>Previous</i> Goals	0	0	0								O
	<i>Current</i> Promos	0	0	0	0	0	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> Goals	0	0	0								U
Promotion within category	0	0	0									W

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

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

9/30/2018

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORK FORCE %	100.0%	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	A
WORK FORCE PARITY %	100.1	12.9	87.2	10.5	77.3	0.6	4.2	1.2	3.1	0.6	2.6	B
WORK FORCE #	2	0	2	0	2	0	0	0	0	0	0	C
WORK FORCE PARITY #	2	0.3	1.7	0.2	1.5	0.0	0.1	0.0	0.1	0.0	0.1	D
NET UTILIZATION (+/-)		-0.3	0.3	-0.2	0.5	0.0	-0.1	0.0	-0.1	0.0	-0.1	E
PREVIOUS UTILIZATION		-0.4	0.4	-0.3	0.7	0.0	-0.1	0.0	-0.1	0.0	-0.1	F
HIRING GOALS	<i>Previous</i> Goals	1	1	0	1							G
	<i>Current</i> Hires	0	0	0	0	0	0	0	0	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> Goals	1	1	0	1							M
PROMO. GOALS	<i>Previous</i> Goals	0	0	0								O
	<i>Current</i> Promos	0	0	0	0	0	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> Goals	0	0	0								U
Promotion within category	0	0	0									W

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

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

9/30/2018

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORK FORCE %	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	A
WORK FORCE PARITY %	100.3	60.3	40.0	52.2	31.7	0.7	1.4	1.9	1.2	5.5	5.7	B
WORK FORCE #	0	0	0	0	0	0	0	0	0	0	0	C
WORK FORCE PARITY #	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZATION (+/-)		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	E
PREVIOUS UTILIZATION		0.4	-0.4	0.5	-0.3	0.0	0.0	0.0	0.0	-0.1	-0.1	F
HIRING GOALS	<i>Previous</i> Goals	1	0	1		1						G
	<i>Current</i> Hires	0	0	0	0	0	0	0	0	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> Goals	0	0	0								M
PROMO. GOALS	<i>Previous</i> Goals	0	0	0								O
	<i>Current</i> Promos	0	0	0	0	0	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> Goals	0	0	0								U
Promotion within category												W

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

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

9/30/2018

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORK FORCE %	100.0%	100.0%	0.0%	33.3%	0.0%	33.3%	0.0%	0.0%	0.0%	33.3%	0.0%	A
WORK FORCE PARITY %	100.1	96.4	3.7	87.7	3.0	2.7	0.4	3.4	0.3	2.6	0.0	B
WORK FORCE #	3	3	0	1	0	1	0	0	0	1	0	C
WORK FORCE PARITY #	3	2.9	0.1	2.6	0.1	0.0	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZATION (+/-)		0.4	-0.1	-1.6	-0.1	1.0	0.0	0.0	0.0	1.0	0.0	E
PREVIOUS UTILIZATION		0.4	-0.1	-1.6	-0.1	1.0	0.0	0.0	0.0	1.0	0.0	F
HIRING GOALS	<i>Previous</i> Goals	2	2	0	2							G
	<i>Current</i> Hires	0	0	0	0	0	0	0	0	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> Goals	2	2	0	2							M
PROMO. GOALS	<i>Previous</i> Goals	0	0	0								O
	<i>Current</i> Promos	0	0	0	0	0	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> Goals	0	0	0								U
Promotion within category												W

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

PROJECTED TURNOVER (12 mos.)
 PROJECTED HIRES (12 mos.)
 PROJECTED PROMOTIONS (12 mos.)
 REPORTING PERIOD ENDING: 9/30/2018

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE		
WORK FORCE %	100.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	A	
WORK FORCE PARITY %	100.2	66.2	34.0	50.8	24.2	7.0	1.9	4.9	5.3	3.5	2.6	B	
WORK FORCE #	5	5	0	5	0	0	0	0	0	0	0	C	
WORK FORCE PARITY #	5	3.3	1.7	2.5	1.2	0.4	0.1	0.2	0.3	0.2	0.1	D	
NET UTILIZATION (+/-)		1.7	-1.7	2.5	-1.2	-0.4	-0.1	-0.2	-0.3	-0.2	-0.1	E	
PREVIOUS UTILIZATION		1.3	-1.3	1.9	-1.0	-0.3	-0.1	-0.2	-0.2	-0.1	-0.1	F	
HIRING GOALS	<i>Previous</i> Goals	2	1	1		1	1					G	
	<i>Current</i> Hires	0	0	0	0	0	0	0	0	0	0	I	
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> Goals	2	1	1		1	1					M	
PROMO. GOALS	<i>Previous</i> Goals	0	0	0								O	
	<i>Current</i> Promos	0	0	0	0	0	0	0	0	0	0	Q	
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> Goals	0	0	0								U	
Promotion within category	0	0	0									W	

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

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

9/30/2018

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE		
WORK FORCE %	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	A	
WORK FORCE PARITY %	100.0	15.0	85.0	10.7	65.3	2.1	9.9	1.3	7.0	0.9	2.8	B	
WORK FORCE #	2	0	2	0	0	0	0	0	2	0	0	C	
WORK FORCE PARITY #	2	0.3	1.7	0.2	1.3	0.0	0.2	0.0	0.1	0.0	0.1	D	
NET UTILIZATION (+/-)		-0.3	0.3	-0.2	-1.3	0.0	-0.2	0.0	1.9	0.0	-0.1	E	
PREVIOUS UTILIZATION		-0.3	0.3	-0.2	-1.3	0.0	-0.2	0.0	1.9	0.0	-0.1	F	
HIRING GOALS	<i>Previous</i> Goals	2	1	1	1	1						G	
	<i>Current</i> Hires	0	0	0	0	0	0	0	0	0	0	I	
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> Goals	2	1	1	1	1						M	
PROMO. GOALS	<i>Previous</i> Goals	0	0	0								O	
	<i>Current</i> Promos	0	0	0	0	0	0	0	0	0	0	Q	
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> Goals	0	0	0								U	
Promotion within category	0	0	0									W	

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

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

9/30/2018

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORK FORCE %	100.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	A
WORK FORCE PARITY %	99.9	64.6	35.3	23.4	7.3	6.1	6.1	33.8	20.5	1.3	1.4	B
WORK FORCE #	2	2	0	2	0	0	0	0	0	0	0	C
WORK FORCE PARITY #	2	0.9	1.1	0.5	0.1	0.1	0.1	0.7	0.4	0.0	0.0	D
NET UTILIZATION (+/-)		0.7	-0.7	1.5	-0.1	-0.1	-0.1	-0.7	-0.4	0.0	0.0	E
PREVIOUS UTILIZATION		0.7	-0.7	1.5	-0.1	-0.1	-0.1	-0.6	-0.4	0.0	0.0	F
HIRING GOALS	<i>Previous</i> Goals	2	1	1				1	1			G
	<i>Current</i> Hires	0	0	0	0	0	0	0	0	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> Goals	2	1	1				1	1			M
PROMO. GOALS	<i>Previous</i> Goals	0	0	0								O
	<i>Current</i> Promos	0	0	0	0	0	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> Goals	0	0	0								U
Promotion within category												W

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

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

9/30/2018

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORK FORCE %	100.0%	0.0%	100.0%	0.0%	66.7%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	A
WORK FORCE PARITY %	100.2	4.7	95.5	3.7	82.4	0.5	5.8	0.4	5.4	0.1	1.9	B
WORK FORCE #	3	0	3	0	2	0	1	0	0	0	0	C
WORK FORCE PARITY #	3	0.1	2.9	0.1	2.5	0.0	0.2	0.0	0.2	0.0	0.1	D
NET UTILIZATION (+/-)		-0.1	0.1	-0.1	-0.5	0.0	0.8	0.0	-0.2	0.0	-0.1	E
PREVIOUS UTILIZATION		-0.1	0.1	-0.1	-1.7	0.0	0.9	0.0	0.9	0.0	0.0	F
HIRING GOALS	<i>Previous</i> Goals	2	0	2		2						G
	<i>Current</i> Hires	0	0	0	0	0	0	0	0	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> Goals	1	0	1		1						M
PROMO. GOALS	<i>Previous</i> Goals	0	0	0								O
	<i>Current</i> Promos	0	0	0	0	0	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> Goals	0	0	0								U
Promotion within category	0	0	0									W

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

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

9/30/2018

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORK FORCE %	150.0%	50.0%	100.0%	0.0%	0.0%	0.0%	50.0%	0.0%	50.0%	0.0%	0.0%	A
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	B
WORK FORCE #	2	0	2	0	0	0	1	0	1	0	0	C
WORK FORCE PARITY #	2	0.5	1.5	0.3	1.2	0.1	0.2	0.0	0.1	0.0	0.0	D
NET UTILIZATION (+/-)		-0.5	0.5	-0.3	-1.2	-0.1	0.8	0.0	0.9	0.0	0.0	E
PREVIOUS UTILIZATION		-0.5	0.5	-0.3	-1.2	-0.1	0.8	0.0	0.9	0.0	0.0	F
HIRING GOALS	<i>Previous</i> Goals	1	0	1		1						G
	<i>Current</i> Hires	0	0	0	0	0	0	0	0	0	0	I
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> Goals	1	0	1		1						M
PROMO. GOALS	<i>Previous</i> Goals	0	0	0								O
	<i>Current</i> Promos	0	0	0	0	0	0	0	0	0	0	Q
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> Goals	0	0	0								U
Promotion within category												W

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

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

9/30/2018

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE		
WORK FORCE %	100.0%	66.7%	33.3%	66.7%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	A	
WORK FORCE PARITY %	100.0	72.6	27.4	52.5	18.7	7.3	3.1	10.4	4.0	2.4	1.6	B	
WORK FORCE #	3	2	1	2	0	0	0	0	1	0	0	C	
WORK FORCE PARITY #	3	2.2	0.8	1.6	0.6	0.2	0.1	0.3	0.1	0.1	0.0	D	
NET UTILIZATION (+/-)		-0.2	0.2	0.4	-0.6	-0.2	-0.1	-0.3	0.9	-0.1	0.0	E	
PREVIOUS UTILIZATION		-0.2	0.2	0.4	-0.6	-0.2	-0.1	-0.3	0.9	-0.1	0.0	F	
HIRING GOALS	<i>Previous</i> Goals	2	1	1		1			1			G	
	<i>Current</i> Hires	0	0	0	0	0	0	0	0	0	0	I	
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	K
	<i>Current</i> Goals	2	1	1		1			1			M	
PROMO. GOALS	<i>Previous</i> Goals	0	0	0								O	
	<i>Current</i> Promos	0	0	0	0	0	0	0	0	0	0	Q	
	<i>Achv. %</i>				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	S
	<i>Current</i> Goals	0	0	0								U	
Promotion within category												W	

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

PROJECTED TURNOVER (12 mos.)
 PROJECTED HIRES (12 mos.)
 PROJECTED PROMOTIONS (12 mos.)
 REPORTING PERIOD ENDING: 9/30/2018

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE		
WORK FORCE %	100.0%	49.0%	51.0%	38.0%	41.7%	2.3%	2.1%	3.7%	3.3%	4.9%	3.9%	A	
WORK FORCE PARITY %	100.0	47.4	52.6	41.8	43.5	2.8	3.9	1.6	2.0	1.2	3.1	B	
WORK FORCE #	4165	2041	2124	1584	1738	97	86	155	139	205	161	C	
WORK FORCE PARITY #	4165	1973.9	2191.1	1740.5	1813.1	115.3	163.8	66.4	84.9	51.8	129.3	D	
NET UTILIZATION (+/-)		67.1	-67.1	-156.5	-75.1	-18.3	-77.8	88.6	54.1	153.2	31.7	E	
PREVIOUS UTILIZATION		158.1	-158.1	56.3	-93.1	-47.3	-101.3	60.5	6.4	88.6	29.9	F	
HIRING GOALS	<i>Previous</i> Goals	444	238	206	128	91	50	68	32	33	28	14	G
	<i>Current</i> Hires	386	187	199	129	161	18	13	17	8	23	17	I
	<i>Achv. %</i>				100.8%	176.9%	36.0%	19.1%	53.1%	24.2%	82.1%	121.4%	K
	<i>Current</i> Goals	0	0	0									M
PROMO. GOALS	<i>Previous</i> Goals	185	68	117	33	62	11	19	15	23	9	13	O
	<i>Current</i> Promos	282	113	169	73	142	9	3	11	16	20	8	Q
	<i>Achv. %</i>				221.2%	229.0%	81.8%	15.8%	73.3%	69.6%	222.2%	61.5%	S
	<i>Current</i> Goals	0	0	0									U
Promotion within category												W	