# UTILIZATION ANALYSIS AND HIRING AND PROMOTIONAL GOALS

(Section 46a-68-85) March 2021

# **INTRODUCTORY NOTES**

This section was determined to be in compliance in the previous filing. The CHRO Reviewer noted several goal setting errors, and requested them to be corrected and submitted within 30 days.

The noted goal errors identified by the CHRO Reviewer were corrected and resubmitted in May 2020.

During this *Plan* year, the Office of Human Resources (OHR) developed a new classification system for professional titles covered by the University of Connecticut Employees Association (UCPEA) bargaining unit. The new system, Career Paths, was implemented in July 2020.

The Career Paths system is comprised of 179 job titles in nine levels. Career Paths uses general descriptors to categorize work by (1) Occupation and by (2) Level. Occupational Groups are broad categories of associated or related occupations. Each Occupational Group consists of Job Families, Job Paths, Job Titles, Job Categories, and Job Levels. For Affirmative Action Plan analyses, job titles have been grouped into twenty-one new categories based on job families which group related jobs with similar work, requiring like training, skills, knowledge, and experience.

Six categories in the professional EEO category remain the same: Academic Assistants, Specialists, University Staff Professional 2, University Staff Professional 3, University Professional All Other and Remaining Professional. All job group categories in the professional EEO category are now organized in alphabetical order by name of category. All new categories are labeled "New Category" in red at the top of each sheet.

Additionally, a new category in the Protective Services EEO category was created for the Firefighter title. For this Plan year, the title is held by 23 employees and is expected to increase in the future. With this change, Protective Services Fire is comprised of titles with promotional opportunity above the firefighter level and Protective Services Firefighter, with entry level hires. This reporting structure mirrors the categories for the Police.

In the EEO 6 Qualified Craft category, the QCW (HVACR) title reached 25 employees at the end of the Plan year. Due to potential reorganization in the upcoming year due to pandemic needs and reassessments, this title may fluctuate. A separate analysis will be conducted in the next Plan year if the title remains at 25.

In the Professional Professor category, the Distinguished Professor title is separated from the Professor title. The Distinguished Professor is the highest honor that the University bestows on a faculty member who has demonstrated excellence in teaching, research, and outreach/service. It is purely an honorary title bestowed on existing faculty and does not reflect additions to the workforce or promotional advancement.

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

For the executive-managerial and faculty categories, the recruitment areas are national and statewide. Academic Assistants, Specialists, and University Staff Professionals (2,3 and Other Titles), in the professional non-faculty category, also used national and statewide data. Statewide data was used for all other professional non-faculty categories and for the Protective Services categories at all campuses. Local labor markets were used for secretarial-clerical, technical-paraprofessional, qualified craft workers and service maintenance categories. For the regional campuses, the local labor market areas in which each regional campus is geographically located were utilized.

# 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. Comparisons of the workforce and the calculated availability base were completed 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 OCC. CAT./1 CAMPUS: DATA RESO	TITLE:	United St GRAND 1 Total Uni CT Censu	<b>FOTAL</b> iversity	tional Educ	ational Stat	istics			PROJECTEI PROJECTEI PROJECTEI REPORTING	D HIRES (12 D PROMOT	mos.) IONS (12 m		11/30/2020			
			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNPI	2+ RACES	2+ RACES	; 
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORK FOR	CE %		100.0%	48.0%	52.0%	36.8%	41.8%	2.0%	2.0%	4.2%	3.6%	4.7%	4.0%	0.3%	0.6%	Α
WORK FOR	CE PARITY 9	%	96.9	44.3	52.6	38.7	43.5	2.8	3.9	1.6	2.0	1.2	3.1	0.0	0.0	В
WORK FOR	CE #		4155	1995	2160	1529	1737	84	83	173	148	197	165	12	27	С
WORK FOR	CE PARITY #	¥	4027	1840.8	2185.8	1608.0	1808.8	115.0	163.4	66.2	84.7	51.6	129.0	0.0	0.0	D
NET UTILIZ/	ATION (+/-)	)		154.2	-25.8	-79.0	-71.8	-31.0	-80.4	106.8	63.3	145.4	36.0	12.0	27.0	E
PREVIOUS L	JTILIZATIOI	N		158.1	-158.1	56.3	-93.1	-47.3	-101.3	60.5	6.4	88.6	29.9			F
HIRING	Previous	Goals	421	235	186	126	66	49	65	34	38	26	17	0	0	G
GOALS	Current	Hires	371	165	206	117	147	8	14	19	21	19	17	2	7	1
	Current	Goals	0	0	0											Μ
PROMO.	Previous	Goals	234	110	124	84	97	3	4	10	10	13	12	0	1	0
GOALS	Current	Promos	234	110	124	84	97	3	4	10	10	13	12	0	1	Q
	Current	Goals	0	0	0											U
Promotion	within cate	gory	21	16	5	16	5	0	0	0	0	0	0	0	0	W

RECRUITING OCC. CAT./T CAMPUS: DATA RESO	TITLE:	Total Uni	ive Manage iversity		ational Stat	tistics			PROJECTEI PROJECTEI	D HIRES (12	IONS (12 m		11/30/2020			
			GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORK FOR	CE %		98.4%	52.4%	46.0%	41.3%	34.9%	6.3%	9.5%	0.0%	1.6%	4.8%	0.0%	0.0%	1.6%	Α
WORK FOR	CE PARITY	%	100.2	41.1	59.1	32.8	49.3	2.9	4.0	3.5	2.6	1.9	3.2	0.0	0.0	В
WORK FOR	CE #		63	33	30	26	22	4	6	0	1	3	0	0	1	С
WORK FOR	CE PARITY	#	63	25.9	37.2	20.7	31.1	1.8	2.5	2.2	1.6	1.2	2.0	0.0	0.0	D
NET UTILIZA	ATION (+/-	.)		7.1	-7.2	5.3	-9.1	2.2	3.5	-2.2	-0.6	1.8	-2.0	0.0	1.0	E
PREVIOUS L	UTILIZATIO	N		2.4	-2.5	3.5	-5.8	0.2	1.6	-2.2	1.6	0.8	0.1	0.0	0.0	F
HIRING	Previous	Goals	3	1	2	0	2	0	0	1	0	0	0	0	0	G
GOALS	Current	Hires	9	6	3	3	2	2	1	0	0	1	0	0	0	I
	Current	Goals	6	1	5		4			1			1			Μ
PROMO.	Previous	Goals	5	1	4	0	4	0	0	1	0	0	0	0	0	0
GOALS	Current	Promos	5	2	3	1	2	1	1	0	0	0	0	0	0	Q
	Current	Goals	8	1	7		5			1	1		1			U
Promotion	motion within category			1	1	1	1	0	0	0	0	0	0	0	0	W

RECRUITING OCC. CAT./ CAMPUS: DATA RESO	TITLE:	Total Un	ive/Manag iversity		ersity Direc				PROJECTED PROJECTED PROJECTED REPORTING	D HIRES (12 D PROMOT	mos.) IONS (12 m		11/30/2020			
			GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORK FOR	CE %		100.0%	50.0%	50.0%	26.7%	43.3%	6.7%	0.0%	10.0%	0.0%	6.7%	3.3%	0.0%	3.3%	Α
WORK FOR	CE PARITY	%	100.2	38.7	61.5	32.7	51.7	2.1	3.9	2.8	2.6	1.1	3.3	0.0	0.0	В
WORK FOR	CE #		30	15	15	8	13	2	0	3	0	2	1	0	1	С
WORK FOR	DRK FORCE PARITY # T UTILIZATION (+/-)			11.6	18.5	9.8	15.5	0.6	1.2	0.8	0.8	0.3	1.0	0.0	0.0	D
NET UTILIZ	ATION (+/-	-)		3.4	-3.5	-1.8	-2.5	1.4	-1.2	2.2	-0.8	1.7	0.0	0.0	1.0	Ε
PREVIOUS	UTILIZATIO	N		1.8	-2.0	-2.9	-1.4	1.2	-0.2	2.2	-1.0	1.4	0.6	0.0	0.0	F
HIRING	Previous	Goals	2	1	1	1	0	0	0	0	1	0	0	0	0	G
GOALS	Current	Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	Ι
	Current	Goals	2	1	1	1	1									Μ
PROMO.	Previous	Goals	3	2	1	2	1	0	0	0	0	0	0	0	0	0
GOALS	Current	Promos	1	0	1	0	1	0	0	0	0	0	0	0	0	Q
	Current	Goals	5	1	4	1	2		1		1					U
Promotion	omotion within category			0	0	0	0	0	0	0	0	0	0	0	0	W

RECRUITING OCC. CAT./ <sup>*</sup> CAMPUS: DATA RESO	TITLE:	Total Un	/ - Professo iversity		s ational Stat	istics			PROJECTEI PROJECTEI PROJECTEI REPORTING	D HIRES (12 D PROMOT	mos.) IONS (12 m	,	11/30/2020			
			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNPI	2+ RACES	2+ RACES	
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORK FOR	CE %		99.6%	66.1%	33.5%	51.1%	25.8%	1.4%	0.8%	2.9%	1.8%	10.8%	5.1%	0.0%	0.4%	Α
WORK FOR	CE PARITY	%	100.1	61.5	38.6	43.6	30.4	2.1	1.7	3.6	2.0	12.2	4.5	0.0	0.0	В
WORK FOR	CE #		511	338	173	261	132	7	4	15	9	55	26	0	2	С
WORK FOR	ORK FORCE PARITY #			314.3	197.2	222.8	155.3	10.7	8.7	18.4	10.2	62.3	23.0	0.0	0.0	D
NET UTILIZ	RK FORCE PARITY # UTILIZATION (+/-) VIOUS UTILIZATION			23.7	-24.2	38.2	-23.3	-3.7	-4.7	-3.4	-1.2	-7.3	3.0	0.0	2.0	E
PREVIOUS U	UTILIZATIO	N		25.1	-26.6	25.5	-17.7	-4.7	-5.8	-0.6	-4.2	4.9	0.1	0.0	1.0	F
		-										1				
HIRING	Previous	Goals	12	3	9	0	4	3	3	0	2	0	0	0	0	G
GOALS	Current	Hires	18	9	9	8	5	0	2	0	0	1	1	0	1	1
	Current	Goals	13	4	9		7	1	1	1	1	2				Μ
							-									
PROMO.	Previous	Goals	22	3	19	0	14	2	3	1	2	0	0	0	0	0
GOALS	Current	Promos	40	25	15	20	9	1	0	1	2	3	4	0	0	Q
	Current	Goals	30	10	20		16	3	4	2		5				U
Promotion	within cate	egory	0	0	0	0	0	0	0	0	0	0	0	0	0	W

RECRUITING OCC. CAT./T CAMPUS: DATA RESO	TITLE: 2-Facult Total U	States :y - Assoc Pr niversity us 2000/Na			tistics			PROJECTEI PROJECTEI PROJECTEI REPORTING	D HIRES (12 D PROMOT	mos.) IONS (12 m		11/30/2020			
		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORK FOR	CE %	98.8%	58.6%	40.2%	38.8%	31.3%	1.9%	1.7%	4.1%	2.2%	13.7%	5.1%	0.7%	0.5%	Α
WORK FOR	CE PARITY %	100.0	46.0	54.0	30.0	40.4	1.3	2.9	4.1	2.5	10.6	8.2	0.0	0.0	В
WORK FOR	CE #	415	246	169	161	130	8	7	17	9	57	21	3	2	С
WORK FOR	CE PARITY #	415	190.9	224.1	124.5	167.7	5.4	12.0	17.0	10.4	44.0	34.0	0.0	0.0	D
NET UTILIZ	ATION (+/-)		55.1	-55.1	36.5	-37.7	2.6	-5.0	0.0	-1.4	13.0	-13.0	3.0	2.0	E
PREVIOUS U	UTILIZATION		10.2	-10.6	8.8	-6.7	3.3	-1.5	-3.5	0.2	-1.4	-4.6	3.0	2.0	F
HIRING	Previous Goals	10	2	8	0	3	0	2	2	0	0	3	0	0	G
GOALS	Current Hires	16	6	10	4	7	0	2	1	0	1	1	0	0	1
	Current Goals	34	0	34		21		4				9			Μ
PROMO.	Previous Goals	9	3	6	0	4	0	0	2	0	1	2	0	0	0
GOALS	Current Promos	-	24	12	13	9	0	0	3	1	8	2	0	0	Q
	*Current Goals	23	0	23		17		1		1		4			U
Promotion	within category	0	0	0	0	0	0	0	0	0	0	0	0	0	W

\*Hiring Goals set in lieu of promotional goals as the promotional pool does not contain enough employees in the under-utilized race/gender groups .

RECRUITING OCC. CAT./T CAMPUS: DATA RESO	TITLE: 2	, Total Uni	v - Assistant iversity		Titles ational Stat	istics			PROJECTEI PROJECTEI PROJECTEI REPORTINO	D HIRES (12 D PROMOT	mos.) IONS (12 m		11/30/2020	1		
			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP		AAIANHNPI			
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORK FORC	CE %		100.1%	49.4%	50.8%	26.0%	30.0%	1.3%	2.2%	4.3%	3.5%	17.7%	15.2%	0.9%	1.3%	Α
WORK FORC	CE PARITY %	, D	100.1	45.7	54.4	33.0	37.5	3.0	5.3	3.3	4.1	6.4	7.5	0.0	0.0	В
WORK FORC	DRK FORCE # DRK FORCE PARITY #			116	115	60	64	3	5	10	8	41	35	2	3	С
WORK FORG	ORK FORCE PARITY #		231	105.6	125.7	76.2	86.6	6.9	12.2	7.6	9.5	14.8	17.3	0.0	0.0	D
NET UTILIZA	UTILIZATION (+/-)			10.5	-10.6	-16.2	-22.6	-3.9	-7.2	2.4	-1.5	26.2	17.7	2.0	3.0	E
PREVIOUS L	VIOUS UTILIZATION (+/-)			17.5	-17.9	-15.1	-23.4	-2.0	-7.3	2.5	-4.1	31.1	15.9	1.0	1.0	F
HIRING	Previous 0	Goals	51	17	34	15	23	2	7	0	4	0	0	0	0	G
GOALS	Current I	Hires	53	27	26	15	12	0	1	2	5	10	7	0	1	1
	Current (	Goals	52	20	32	16	23	4	7		2					Μ
PROMO.	Previous (	Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GOALS	Current I	Promos	0	0	0	0	0	0	0	0	0	0	0	0	0	Q
	Current (	Goals	0	0	0											U
Promotion v	within categ	gory	0	0	0	0	0	0	0	0	0	0	0	0	0	W

RECRUITING OCC. CAT./T CAMPUS: DATA RESO	TITLE:	Total Un	/ - Extensio iversity		tor ational Stat	istics			PROJECTEI PROJECTEI PROJECTEI REPORTING	D HIRES (12 D PROMOT	mos.) IONS (12 m	,	11/30/2020			
			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP		AAIANHNPI			
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORK FORC	CE %		100.0%	37.5%	62.5%	35.0%	52.5%	0.0%	2.5%	0.0%	5.0%	2.5%	2.5%	0.0%	0.0%	Α
WORK FORC	CE PARITY	%	100.0	42.9	57.1	31.4	40.1	3.2	6.6	3.4	5.0	4.9	5.4	0.0	0.0	В
WORK FORC	CE #		40	15	25	14	21	0	1	0	2	1	1	0	0	С
WORK FORC	DRK FORCE PARITY #			17.2	22.8	12.6	16.0	1.3	2.6	1.4	2.0	2.0	2.2	0.0	0.0	D
NET UTILIZA	rutilization (+/-)			-2.2	2.2	1.4	5.0	-1.3	-1.6	-1.4	0.0	-1.0	-1.2	0.0	0.0	E
PREVIOUS L	JTILIZATIO	N		-5.1	5.0	-2.0	8.3	-1.4	-1.9	-0.5	-0.1	-1.2	-1.3	0.0	0.0	2
	0	Casta	•	-	2	2		4		4	•			•		
	Previous		8	5	3	2	0	1	2	1	0	1	1	0	0	G
GOALS	Current	Hires	4	3	1	3	1	0	0	0	0	0	0	0	0	
	Current	Goals	6	3	3			1	2	1		1	1			Μ
PROMO.	Previous	Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GOALS	Current	Promos	0	0	0	0	0	0	0	0	0	0	0	0	0	Q
	Current	Goals	0	0	0											U
Promotion v	omotion within category			1	3	1	3	0	0	0	0	0	0	0	0	W

RECRUITING OCC. CAT./T CAMPUS: DATA RESO	TITLE:	Statewid 3-Nontea Total Uni CT Censu	aching Prof iversity	essional - A	Academic As	ssistants			PROJECTEI PROJECTEI PROJECTEI REPORTINO	D HIRES (12 D PROMOT	mos.) IONS (12 m		11/30/2020			
			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP		AAIANHNPI			
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORK FOR	CE %		100.0%	53.3%	46.7%	40.0%	44.4%	0.0%	0.0%	0.0%	2.2%	13.3%	0.0%	0.0%	0.0%	Α
WORK FOR	CE PARITY	%	100.2	46.8	53.4	34.4	37.9	2.8	5.5	3.0	4.0	6.6	6.0	0.0	0.0	В
WORK FOR	CE #		45	24	21	18	20	0	0	0	1	6	0	0	0	С
WORK FOR	ORK FORCE PARITY #			21.1	24.0	15.5	17.1	1.3	2.5	1.4	1.8	3.0	2.7	0.0	0.0	D
NET UTILIZA	Γ UTILIZATION (+/-)			2.9	-3.0	2.5	2.9	-1.3	-2.5	-1.4	-0.8	3.0	-2.7	0.0	0.0	E
PREVIOUS U	T UTILIZATION (+/-) EVIOUS UTILIZATION			2.8	-2.9	2.3	1.9	-1.3	-2.5	-1.3	-0.7	3.0	-1.7	0.0	0.0	F
HIRING	Previous	Goals	8	2	6	0	0	1	3	1	1	0	2	0	0	G
GOALS	Current	Hires	2	0	2	0	2	0	0	0	0	0	0	0	0	1
	Current	Goals	9	2	7			1	3	1	1		3			Μ
PROMO.	Previous	Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GOALS	Current	Promos	0	0	0	0	0	0	0	0	0	0	0	0	0	Q
	Current	Goals	0	0	0											U
Promotion	omotion within category			0	0	0	0	0	0	0	0	0	0	0	0	W

#### Statewide **NEW TITLE**

3-Nonteaching Professional - Administrative Programs & Services **Total University** CT Census 2000 DATA RESOURCE:

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

11/30/2020

		GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNPI	2+ RACES	2+ RACES	
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORK FOR	CE %	99.0%	12.7%	86.3%	11.4%	79.1%	0.3%	2.0%	1.0%	3.3%	0.0%	2.0%	0.0%	1.0%	Α
WORK FOR	CE PARITY %	100.0	6.1	93.9	4.8	79.4	0.6	7.3	0.4	5.4	0.3	1.8	0.0	0.0	В
WORK FOR	CE #	306	39	267	35	242	1	6	3	10	0	6	0	3	С
WORK FOR	CE PARITY #	306	18.7	287.3	14.7	243.0	1.8	22.3	1.2	16.5	0.9	5.5	0.0	0.0	D
NET UTILIZ	ATION (+/-)		20.3	-20.3	20.3	-1.0	-0.8	-16.3	1.8	-6.5	-0.9	0.5	0.0	3.0	Ε
PREVIOUS I	JTILIZATION		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	F
HIRING	Previous Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	G
GOALS	Current Hires	6	0	6	0	6	0	0	0	0	0	0	0	0	I
	Current Goals	26	2	24		1	1	16		7	1				Μ
PROMO.	Previous Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GOALS	Current Promos	0	0	0	0	0	0	0	0	0	0	0	0	0	Q
	Current Goals	0	0	0											U
Promotion	within category	0	0	0	0	0	0	0	0	0	0	0	0	0	W

RECRUITING AREA: OCC. CAT./TITLE: CAMPUS:

RECRUITING OCC. CAT./ <sup>-</sup> CAMPUS: DATA RESO	TITLE:	Statewid 3-Nontea Total Un CT Censu	aching Prof iversity	NEW TITLE essional - A	dmissions &	& Registrar			PROJECTED	D TURNOVE D HIRES (12 D PROMOTI G PERIOD E	mos.) ONS (12 m		11/30/2020			
			GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORK FOR	CE %		96.7%	21.7%	75.0%	16.7%	61.7%	5.0%	3.3%	0.0%	8.3%	0.0%	1.7%	1.7%	1.7%	Α
WORK FOR	CE PARITY 9	%	100.0	34.8	65.2	26.6	47.8	3.7	8.1	2.9	6.1	1.6	3.2	0.0	0.0	В
WORK FOR	CE #		60	14	46	10	37	3	2	0	5	0	1	1	1	С
WORK FOR	CE PARITY #	¥	60	20.9	39.1	16.0	28.7	2.2	4.9	1.7	3.7	1.0	1.9	0.0	0.0	D
NET UTILIZ	ATION (+/-)			-6.9	6.9	-6.0	8.3	0.8	-2.9	-1.7	1.3	-1.0	-0.9	1.0	1.0	E
PREVIOUS L	UTILIZATION	N		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	F
HIRING	Previous	Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	G
GOALS	Current	Hires	2	0	2	0	2	0	0	0	0	0	0	0	0	1
	Current	Goals	13	9	4	6			3	2		1	1			Μ
PROMO.	Previous	Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GOALS	Current	Promos	0	0	0	0	0	0	0	0	0	0	0	0	0	Q
	Current	Goals	0	0	0											U
Promotion	within cate	gory	0	0	0	0	0	0	0	0	0	0	0	0	0	W

RECRUITING	G AREA: Statewi	de	NEW TITLE					PROJECTED	D TURNOVE	R (12 mos.	)				
OCC. CAT./T	TITLE: 3-Nonte	eaching Prof	<sup>f</sup> essional - A	dvising				PROJECTED	) HIRES (12	mos.)					
CAMPUS:	Total U	niversity						PROJECTED	D PROMOT	IONS (12 m	os.)				
DATA RESO	URCE: CT Cens	us 2000						REPORTING	G PERIOD E	NDING:		11/30/2020			
		GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNPI	2+ RACES	2+ RACES	5
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORK FOR	CE %	96.0%	19.0%	77.0%	8.0%	60.0%	6.0%	7.0%	4.0%	6.0%	1.0%	4.0%	1.0%	3.0%	Α
WORK FOR	CE PARITY %	100.1	36.0	64.1	26.4	47.9	6.3	10.0	2.3	4.8	1.0	1.4	0.0	0.0	В
WORK FOR	DRK FORCE # DRK FORCE PARITY #		20	80	8	60	6	7	4	6	1	4	1	3	С
WORK FOR	ORK FORCE PARITY #		36.0	64.1	26.4	47.9	6.3	10.0	2.3	4.8	1.0	1.4	0.0	0.0	D
NET UTILIZA	T UTILIZATION (+/-)		-16.0	15.9	-18.4	12.1	-0.3	-3.0	1.7	1.2	0.0	2.6	1.0	3.0	E
PREVIOUS L	T UTILIZATION (+/-) EVIOUS UTILIZATION		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	F
HIRING	Previous Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	G
GOALS	Current Hires	4	1	3	0	2	0	0	1	0	0	1	0	0	1
	Current Goals	21	18	3	18			3							Μ
PROMO.	Previous Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GOALS	Current Promos	0	0	0	0	0	0	0	0	0	0	0	0	0	Q
	Current Goals	0	0	0											U
Promotion v	omotion within category		0	0	0	0	0	0	0	0	0	0	0	0	W

#### NEW TITLE

Statewide

**RECRUITING AREA:** 

OCC. CAT./TITLE:3-Nonteaching Professional - Arts & Curatorial ServicesCAMPUS:Total UniversityDATA RESOURCE:CT Census 2000

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

		GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNPI	2+ RACES	2+ RACES	
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORK FOR	CE %	100.0%	66.7%	33.3%	66.7%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	Α
WORK FOR	CE PARITY %	99.9	38.2	61.7	31.4	53.6	4.3	2.5	0.2	0.2	2.3	5.4	0.0	0.0	В
WORK FOR	CE #	9	6	3	6	3	0	0	0	0	0	0	0	0	С
WORK FOR	CE PARITY #	9	3.4	5.6	2.8	4.8	0.4	0.2	0.0	0.0	0.2	0.5	0.0	0.0	D
NET UTILIZ	ATION (+/-)		2.6	-2.6	3.2	-1.8	-0.4	-0.2	0.0	0.0	-0.2	-0.5	0.0	0.0	Ε
PREVIOUS L	JTILIZATION		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	F
								-		-		-	-		
HIRING	Previous Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	G
GOALS	Current Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	I
	Current Goals	4	1	3		2	<u>1</u>					1			Μ
PROMO.	Previous Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GOALS	Current Promos	0	0	0	0	0	0	0	0	0	0	0	0	0	Q
	Current Goals	0	0	0											U
Promotion	within category	0	0	0	0	0	0	0	0	0	0	0	0	0	W

RECRUITING A OCC. CAT./TI <sup>-</sup> CAMPUS:	TLE:	Total Uni	aching Profe iversity	NEW TITLE essional - B	susiness Ope	erations			PROJECTED PROJECTED PROJECTED	D HIRES (12 D PROMOTI	mos.) IONS (12 m	,	11/20/2020			
DATA RESOU	JRCE:	CT Censu	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	REPORTING BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	11/30/2020 AAIANHNPI FEMALE		2+ RACES FEMALE	
WORK FORCE	E %		96.9%	9.4%	87.5%	7.8%	78.1%	0.0%	3.1%	0.0%	4.7%	1.6%	1.6%	0.0%	3.1%	A
WORK FORCE	E PARITY 9	6	100.0	34.8	65.2	29.2	52.5	2.6	6.8	1.4	3.8	1.6	2.1	0.0	0.0	В
WORK FORCE	E #		64	6	58	5	50	0	2	0	3	1	1	0	2	C
WORK FORCE	E PARITY #	ŧ	64	22.3	41.7	18.7	33.6	1.7	4.4	0.9	2.4	1.0	1.3	0.0	0.0	C
NET UTILIZAT	TION (+/-)			-16.3	16.3	-13.7	16.4	-1.7	-2.4	-0.9	0.6	0.0	-0.3	0.0	2.0	Æ
PREVIOUS UT	TILIZATION	٧		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	ĮĒ
																1
HIRING /	Previous	Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	(
GOALS	Current	Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	(ī
(	Current	Goals	18	16	2	13		2	2	1						Į
																Ļ
PROMO.	Previous	Goals	0	0	0	0	0	0	0	0	0	0	0	0		(
GOALS	Current	Promos	0	0	0	0	0	0	0	0	0	0	0	0	0	0

U

W

Current Goals

Promotion within category

# RECRUITING AREA: Statewide NEW TITLE P OCC. CAT./TITLE: 3-Nonteaching Professional - Capital Plan & Construction P CAMPUS: Total University P DATA RESOURCE: CT Census 2000 R GRAND TOTAL TOTAL WHITE BLACK MALE FEMALE MALE FEMALE MALE I WORK FORCE % 100.0% 56.0% 44.0% 48.0% 44.0% 8.0%

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

		GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNPI	2+ RACES	2+ RACES	i i
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORK FOR	CE %	100.0%	56.0%	44.0%	48.0%	44.0%	8.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	Α
WORK FOR	CE PARITY %	99.9	81.3	18.6	73.9	17.0	2.7	0.0	2.1	0.9	2.6	0.7	0.0	0.0	В
WORK FOR	CE #	25	14	11	12	11	2	0	0	0	0	0	0	0	С
WORK FOR	CE PARITY #	25	20.3	4.7	18.5	4.3	0.7	0.0	0.5	0.2	0.7	0.2	0.0	0.0	D
	ATION (+/-)		-6.3	6.4	-6.5	6.8	1.3	0.0	-0.5	-0.2	-0.7	-0.2	0.0	0.0	E
PREVIOUS I	UTILIZATION		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	F
											•				
HIRING	Previous Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	G
GOALS	Current Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	1
	Current Goals	9	9	0	7				1		1				Μ
PROMO.	Previous Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GOALS	Current Promos	0	0	0	0	0	0	0	0	0	0	0	0	0	Q
	Current Goals	0	0	0											U
Promotion	within category	0	0	0	0	0	0	0	0	0	0	0	0	0	W

# RECRUITING AREA: Statewide **NEW TITLE**

OCC. CAT./TITLE:3-Nonteaching Professional - Communication & MarketingCAMPUS:Total UniversityDATA RESOURCE:CT Census 2000

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

												1 1			_
		GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNPI	2+ RACES	2+ RACES	
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORK FOR	CE %	100.0%	31.8%	68.2%	29.4%	62.4%	1.2%	0.0%	1.2%	2.4%	0.0%	3.5%	0.0%	0.0%	Α
WORK FOR	CE PARITY %	100.1	55.4	44.7	50.9	39.9	1.5	1.5	1.4	1.6	1.6	1.7	0.0	0.0	В
WORK FOR	CE #	85	27	58	25	53	1	0	1	2	0	3	0	0	С
WORK FOR	CE PARITY #	85	47.1	38.0	43.3	33.9	1.3	1.3	1.2	1.4	1.4	1.4	0.0	0.0	D
NET UTILIZ	ATION (+/-)		-20.1	20.0	-18.3	19.1	-0.3	-1.3	-0.2	0.6	-1.4	1.6	0.0	0.0	Ε
PREVIOUS	UTILIZATION		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	F
						-						-			
HIRING	Previous Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	G
GOALS	Current Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	I
	Current Goals	21	20	1	18		<u>1</u>	1			1				Μ
PROMO.	Previous Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GOALS	<b>Current Promos</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	Q
	Current Goals	0	0	0											U
Promotion	within category	0	0	0	0	0	0	0	0	0	0	0	0	0	W

RECRUITIN OCC. CAT./ CAMPUS: DATA RESC	/TITLE:	Statewid 3-Nontea Total Uni CT Censu	aching Prof iversity	NEW TITLE essional - D	ining Servic	ces			PROJECTED PROJECTED PROJECTED REPORTING	D HIRES (12 D PROMOT	mos.) IONS (12 m		11/30/2020			
			GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORK FOR	RCE %		100.0%	70.7%	29.3%	68.3%	26.8%	0.0%	0.0%	2.4%	2.4%	0.0%	0.0%	0.0%	0.0%	Α
WORK FOR	RCE PARITY	%	100.0	66.8	33.2	48.6	25.4	6.2	3.6	6.8	2.4	5.2	1.8	0.0	0.0	В
WORK FOR	RCE #		41	29	12	28	11	0	0	1	1	0	0	0	0	С
WORK FOR	RCE PARITY	#	41	27.4	13.6	19.9	10.4	2.5	1.5	2.8	1.0	2.1	0.7	0.0	0.0	D
<b>NET UTILIZ</b>	ZATION (+/-	)		1.6	-1.6	8.1	0.6	-2.5	-1.5	-1.8	0.0	-2.1	-0.7	0.0	0.0	E
PREVIOUS	UTILIZATIO	N		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	F
HIRING	Previous	Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	G
GOALS	Current	Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	T
	Current	Goals	10	7	3			3	2	2		2	1			Μ
		<b>a</b> 1														_
PROMO.	Previous		0	0	0	0	0	0	0	0	0	0	0	0	0	0
GOALS	Current Current	Promos Goals	0	0	0 0	0	0	0	0	0	0	0	0	0	0	Q U
Promotion	within cate	egory	0	0	0	0	0	0	0	0	0	0	0	0	0	W

#### Statewide **NEW TITLE**

RECRUITING AREA:

OCC. CAT./TITLE:3-Nonteaching Professional - Educational Programs & ServicesCAMPUS:Total UniversityDATA RESOURCE:CT Census 2000

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

		GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNPI	2+ RACES	2+ RACES	
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORK FOR	CE %	98.6%	20.6%	78.0%	18.1%	64.6%	1.1%	4.7%	1.1%	6.5%	0.4%	2.2%	0.4%	1.1%	Α
WORK FOR	CE PARITY %	100.3	20.7	79.6	14.3	58.9	2.7	9.5	2.5	8.3	1.2	2.9	0.0	0.0	В
WORK FOR	CE #	277	58	219	50	179	3	13	3	18	1	6	1	3	С
WORK FOR	CE PARITY #	278	57.3	220.5	39.6	163.2	7.5	26.3	6.9	23.0	3.3	8.0	0.0	0.0	D
NET UTILIZ	ATION (+/-)		0.7	-1.5	10.4	15.8	-4.5	-13.3	-3.9	-5.0	-2.3	-2.0	1.0	3.0	E
PREVIOUS L	JTILIZATION		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	F
HIRING	Previous Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	G
GOALS	Current Hires	7	1	6	0	4	0	1	0	1	1	0	0	0	I
	Current Goals	31	11	20			5	13	4	5	2	2			Μ
PROMO.	Previous Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GOALS	Current Promos	0	0	0	0	0	0	0	0	0	0	0	0	0	Q
	Current Goals	0	0	0											U
Promotion	within category	0	0	0	0	0	0	0	0	0	0	0	0	0	W

#### Statewide **NEW TITLE**

**RECRUITING AREA:** 

OCC. CAT./TITLE:3-Nonteaching Professional - Facilities & Athletic ManagementCAMPUS:Total UniversityDATA RESOURCE:CT Census 2000

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

		GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNPI	2+ RACES	2+ RACES	
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORK FOR	CE %	97.9%	77.1%	20.8%	75.0%	14.6%	0.0%	2.1%	2.1%	0.0%	0.0%	4.2%	0.0%	2.1%	Α
WORK FOR	CE PARITY %	100.1	84.3	15.8	58.3	12.9	4.3	1.3	18.9	1.0	2.8	0.6	0.0	0.0	В
WORK FOR	CE #	48	37	11	36	7	0	1	1	0	0	2	0	1	С
WORK FOR	CE PARITY #	48	40.5	7.6	28.0	6.2	2.1	0.6	9.1	0.5	1.3	0.3	0.0	0.0	D
NET UTILIZ	ATION (+/-)		-3.5	3.4	8.0	0.8	-2.1	0.4	-8.1	-0.5	-1.3	1.7	0.0	1.0	Ε
PREVIOUS	UTILIZATION		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	F
HIRING	Previous Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	G
GOALS	Current Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	I
	Current Goals	12	11	1			2		8	1	1				Μ
PROMO.	Previous Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GOALS	Current Promos	0	0	0	0	0	0	0	0	0	0	0	0	0	Q
	Current Goals	0	0	0											U
Promotion	within category	0	0	0	0	0	0	0	0	0	0	0	0	0	W

RECRUITIN OCC. CAT./ CAMPUS: DATA RESC	TITLE: 3-Nontea Total Un	aching Prof iversity	NEW TITLE essional - F	inance Acct	Budget			PROJECTED PROJECTED PROJECTED REPORTING	) HIRES (12 ) PROMOTI	mos.) ONS (12 m		11/30/2020			
		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORK FOR	CE %	100.0%	23.1%	76.9%	22.2%	61.5%	0.0%	2.6%	0.0%	3.4%	0.9%	9.4%	0.0%	0.0%	Α
WORK FOR	CE PARITY %	100.0	53.1	46.9	48.0	39.9	1.9	3.1	1.4	1.5	1.8	2.4	0.0	0.0	В
WORK FOR	CE #	117	27	90	26	72	0	3	0	4	1	11	0	0	С
WORK FOR	CE PARITY #	117	62.1	54.9	56.2	46.7	2.2	3.6	1.6	1.8	2.1	2.8	0.0	0.0	D
NET UTILIZ	ATION (+/-)		-35.1	35.1	-30.2	25.3	-2.2	-0.6	-1.6	2.2	-1.1	8.2	0.0	0.0	E
PREVIOUS	UTILIZATION		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	F
HIRING	Previous Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	G
GOALS	Current Hires	3	2	1	2	0	0	0	0	0	0	1	0	0	I
	Current Goals	36	35	1	30		2	1	2		1				Μ
PROMO.	Previous Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GOALS	Current Promos	0	0	0	0	0	0	0	0	0	0	0	0	0	Q
	Current Goals	0	0	0											U
Promotion	within category	0	0	0	0	0	0	0	0	0	0	0	0	0	W

#### **RECRUITING AREA:** Statewide

CAMPUS:

**NEW TITLE** 

3-Nonteaching Professional - Financial Aid and Student Employment OCC. CAT./TITLE: **Total University** DATA RESOURCE: CT Census 2000

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

		GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNPI	2+ RACES	2+ RACES	
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORK FOR	CE %	100.0%	25.0%	75.0%	8.3%	58.3%	0.0%	0.0%	16.7%	16.7%	0.0%	0.0%	0.0%	0.0%	Α
WORK FOR	CE PARITY %	100.3	37.7	62.6	32.2	46.7	2.1	7.0	2.0	4.9	1.4	4.0	0.0	0.0	В
WORK FOR	CE #	12	3	9	1	7	0	0	2	2	0	0	0	0	С
WORK FOR	CE PARITY #	12	4.5	7.5	3.9	5.6	0.3	0.8	0.2	0.6	0.2	0.5	0.0	0.0	D
NET UTILIZ	ATION (+/-)		-1.5	1.5	-2.9	1.4	-0.3	-0.8	1.8	1.4	-0.2	-0.5	0.0	0.0	Ε
PREVIOUS U	UTILIZATION		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	F
HIRING	Previous Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	G
GOALS	Current Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	I
	Current Goals	6	4	2	3		<u>1</u>	1				1			Μ
PROMO.	Previous Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GOALS	Current Promos	0	0	0	0	0	0	0	0	0	0	0	0	0	Q
	Current Goals	0	0	0											U
Promotion	within category	0	0	0	0	0	0	0	0	0	0	0	0	0	W

RECRUITIN	G AREA: Statewi	de	NEW TITLE					PROJECTED	O TURNOVE	ER (12 mos.	)				
OCC. CAT./	TITLE: 3-Nonte	eaching Prof	essional - G	Grants & Co	ntracts			PROJECTED	DHIRES (12	mos.)					
CAMPUS:	Total Ur	niversity						PROJECTED	<b>PROMOT</b>	IONS (12 m	os.)				
DATA RESO	OURCE: CT Cens	us 2000						REPORTING	g period e	NDING:		11/30/2020			
		GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNPI	2+ RACES	2+ RACES	S
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORK FOR	CE %	100.0%	8.3%	91.7%	8.3%	83.3%	0.0%	2.8%	0.0%	2.8%	0.0%	2.8%	0.0%	0.0%	Α
WORK FOR	CE PARITY %	100.4	40.3	60.1	31.8	46.8	2.4	5.1	2.9	4.1	3.2	4.1	0.0	0.0	В
WORK FOR	CE #	36	3	33	3	30	0	1	0	1	0	1	0	0	С
WORK FOR	CE PARITY #	36	14.5	21.6	11.4	16.8	0.9	1.8	1.0	1.5	1.2	1.5	0.0	0.0	D
NET UTILIZ	ATION (+/-)		-11.5	11.4	-8.4	13.2	-0.9	-0.8	-1.0	-0.5	-1.2	-0.5	0.0	0.0	E
PREVIOUS	UTILIZATION		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	F
HIRING	Previous Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	G
GOALS	Current Hires	3	1	2	1	2	0	0	0	0	0	0	0	0	1
	Current Goals	14	11	3	8		1	1	1	1	1	1			Μ
PROMO.	Previous Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GOALS	Current Promos	0	0	0	0	0	0	0	0	0	0	0	0	0	Q
	Current Goals	0	0	0											U
Promotion	within category	0	0	0	0	0	0	0	0	0	0	0	0	0	W

RECRUITIN	G AREA: St	atewid	e	NEW TITLE					PROJECTE	D TURNOVE	R (12 mos.	)				
OCC. CAT./	TITLE: 3-	Nontea	ching Prof	essional - H	lealth & Saf	ety			PROJECTE	DHIRES (12	mos.)					
CAMPUS:	Тс	otal Uni	versity			-			PROJECTE	D PROMOT	IONS (12 m	os.)				
DATA RESO	URCE: CT	T Censu	s 2000						REPORTIN	G PERIOD E	NDING:	-	11/30/2020			
			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNPI	2+ RACES	2+ RACES	5
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORK FOR	CE %		100.0%	65.0%	35.0%	65.0%	35.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	Α
WORK FOR	CE PARITY %		99.9	83.4	16.5	77.1	13.7	1.0	1.0	2.8	0.9	2.5	0.9	0.0	0.0	В
WORK FOR	CE #		20	13	7	13	7	0	0	0	0	0	0	0	0	С
WORK FOR	CE PARITY #		20	16.7	3.3	15.4	2.7	0.2	0.2	0.6	0.2	0.5	0.2	0.0	0.0	D
	ATION (+/-)			-3.7	3.7	-2.4	4.3	-0.2	-0.2	-0.6	-0.2	-0.5	-0.2	0.0	0.0	E
PREVIOUS	UTILIZATION			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	F
HIRING	Previous Go	oals	0	0	0	0	0	0	0	0	0	0	0	0	0	G
GOALS	Current Hi	ires	0	0	0	0	0	0	0	0	0	0	0	0	0	T
	Current Go	oals	5	5	0	2		<u>1</u>		1		1				Μ
PROMO.	Previous Go	oals	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GOALS	Current Pr	romos	0	0	0	0	0	0	0	0	0	0	0	0	0	Q
	Current Go	oals	0	0	0											U
Promotion	within catego	ory	0	0	0	0	0	0	0	0	0	0	0	0	0	W

RECRUITING OCC. CAT./T CAMPUS: DATA RESO	TITLE:	Statewid 3-Nontea Total Uni CT Censu	aching Prof iversity	NEW TITLE essional - Ir	nformation	Technolog	ý		PROJECTED PROJECTED PROJECTED REPORTING	D HIRES (12 D PROMOT	mos.) IONS (12 m		11/30/2020			
			GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	-
WORK FOR	CE %		99.3%	72.9%	26.4%	61.3%	17.3%	1.8%	0.4%	4.2%	1.4%	5.6%	7.4%	0.4%	0.4%	Α
WORK FOR	CE PARITY S	%	99.9	69.3	30.6	57.8	25.0	2.5	2.2	1.9	1.0	7.1	2.4	0.0	0.0	В
WORK FOR	CE #		284	208	76	174	49	5	1	12	4	16	21	1	1	С
WORK FOR	CE PARITY #	ŧ	284	196.8	86.9	164.2	71.0	7.1	6.2	5.4	2.8	20.2	6.8	0.0	0.0	D
NET UTILIZA	ATION (+/-			11.2	-10.9	9.8	-22.0	-2.1	-5.2	6.6	1.2	-4.2	14.2	1.0	1.0	E
PREVIOUS L	JTILIZATIO	Ν		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	F
HIRING	Previous	Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	G
GOALS	Current	Hires	4	4	0	3	0	0	0	0	0	1	0	0	0	I
	Current	Goals	33	6	27		22	2	5			4				Μ
PROMO.	Previous	Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GOALS	Current	Promos	0	0	0	0	0	0	0	0	0	0	0	0	0	Q
	Current	Goals	0	0	0											U
Promotion v	within cate	gory	0	0	0	0	0	0	0	0	0	0	0	0	0	W

#### NEW TITLE **RECRUITING AREA:** Statewide PROJECTED TURNOVER (12 mos.) 3-Nonteaching Professional - Lab & Research Operations OCC. CAT./TITLE: PROJECTED HIRES (12 mos.) CAMPUS: **Total University PROJECTED PROMOTIONS (12 mos.)** CT Census 2000 **REPORTING PERIOD ENDING:** DATA RESOURCE: TOTAL TOTAL WHITE WHITE BLACK GRAND BLACK HISP TOTAL MALE FEMALE MALE FEMALE MALE FEMALE MALE WORK FORCE % 100.0% 58.6% 41.4% 52.9% 38.6% 2.9% 0.0% WORK FORCE PARITY % 100.1 44.3 55.8 35.4 47.7 2.8 2.1 WORK FORCE # 70 41 29 37 27 2 0

#### 2.9% 2.9% 0.0% 0.0% 0.0% 0.0% Α 2.6 2.5 4.2 2.8 0.0 0.0 В С 0 2 2 0 0 0 WORK FORCE PARITY # 70 31.0 D 39.1 24.8 33.4 1.5 2.0 1.8 1.8 2.9 2.0 0.0 0.0 NET UTILIZATION (+/-) 12.2 0.5 -2.0 -1.8 -0.9 -2.0 0.0 10.0 -10.1 -6.4 0.3 0.0 F PREVIOUS UTILIZATION 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 HIRING **Previous Goals** 0 0 0 0 0 0 0 0 0 0 0 0 0 G GOALS Current Hires 2 1 1 1 1 0 0 0 0 0 0 0 0 Current Goals 13 3 10 6 2 2 1 2 PROMO. **Previous Goals** 0 0 0 0 0 0 0 0 0 0 0 0 0 0 GOALS Current Promos 0 0 0 0 0 0 0 0 0 0 0 Q 0 0 Current Goals 0 0 0 U 0 0 0 0 0 0 0 W Promotion within category 0 0 0 0 0 0

11/30/2020

2+ RACES

FEMALE

MALE

AAIANHNPI AAIANHNPI 2+ RACES

FEMALE

HISP

FEMALE

MALE

RECRUITING OCC. CAT./T CAMPUS: DATA RESOU	TITLE:	Statewid 3-Nontea Total Uni CT Censu	aching Profe iversity	NEW TITLE essional - L					PROJECTED	D HIRES (12 D PROMOT	IONS (12 m		11/30/2020			
			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP		AAIANHNPI			
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORK FORC	CE %		100.0%	31.9%	68.1%	26.1%	58.0%	0.0%	4.3%	1.4%	2.9%	4.3%	2.9%	0.0%	0.0%	Α
WORK FORC	CE PARITY 9	%	100.3	24.0	76.3	19.0	64.8	1.5	4.5	1.7	3.2	1.8	3.8	0.0	0.0	В
WORK FORC	CE #		69	22	47	18	40	0	3	1	2	3	2	0	0	С
WORK FORC	CE PARITY #	ŧ	69	16.6	52.6	13.1	44.7	1.0	3.1	1.2	2.2	1.2	2.6	0.0	0.0	D
NET UTILIZA	ATION (+/-)			5.4	-5.6	4.9	-4.7	-1.0	-0.1	-0.2	-0.2	1.8	-0.6	0.0	0.0	E
PREVIOUS U	JTILIZATION	N		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	F
HIRING	Previous	Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	G
GOALS	Current	Hires	3	1	2	1	2	0	0	0	0	0	0	0	0	
	Current	Goals	8	2	6		5	1		<u>1</u>			1			Μ
PROMO.	Previous	Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GOALS	Current	Promos	0	0	0	0	0	0	0	0	0	0	0	0	0	Q
	Current	Goals	0	0	0											U
Promotion v	within cate	gory	0	0	0	0	0	0	0	0	0	0	0	0	0	W

RECRUITING OCC. CAT./T CAMPUS: DATA RESO	TITLE:	Statewid 3-Nontea Total Uni CT Censu	aching Prof iversity	NEW TITLE essional - P	rocuremen	t			PROJECTED PROJECTED PROJECTED REPORTING	D HIRES (12 D PROMOT	mos.) ONS (12 m		11/30/2020			
			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNPI	2+ RACES	2+ RACES	;
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORK FOR	CE %		100.0%	31.8%	68.2%	22.7%	63.6%	0.0%	0.0%	4.5%	4.5%	4.5%	0.0%	0.0%	0.0%	Α
WORK FORG			100.2	37.1	63.1	31.5	49.8	2.3	5.9	1.7	4.0	1.6	3.4	0.0	0.0	В
WORK FORG	DRK FORCE #   22			7	15	5	14	0	0	1	1	1	0	0	0	С
WORK FORG	ORK FORCE PARITY #22			8.2	13.9	6.9	11.0	0.5	1.3	0.4	0.9	0.4	0.7	0.0	0.0	D
NET UTILIZA	T UTILIZATION (+/-)			-1.2	1.1	-1.9	3.0	-0.5	-1.3	0.6	0.1	0.6	-0.7	0.0	0.0	E
PREVIOUS L	EVIOUS UTILIZATION			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	F
HIRING	Previous	Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	G
GOALS	Current	Hires	2	1	1	0	1	0	0	0	0	1	0	0	0	1
	Current	Goals	5	3	2	2		1	1				1			Μ
PROMO.	Previous	Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GOALS	Current	Promos	0	0	0	0	0	0	0	0	0	0	0	0	0	Q
	Current	Goals	0	0	0											U
Promotion v	within cate	gory	0	0	0	0	0	0	0	0	0	0	0	0	0	W

RECRUITING	GAREA: Stat	ewide						PROJECTE	D TURNOVI	ER (12 mos	.)				
OCC. CAT./T	TITLE: 3-No	onteaching F	rofessional -	Remaining I	Professiona	ıl		PROJECTEI	D HIRES (12	2 mos.)					
CAMPUS:	Tota	I University						PROJECTEI	D PROMOT	IONS (12 m	ios.)				
DATA RESO	URCE: CT C	ensus 2000						REPORTIN	G PERIOD E	NDING:		11/30/2020			
		GRAN	D TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNPI	2+ RACES	2+ RACE	S
		ΤΟΤΑ	L MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	:
WORK FORG	ORK FORCE %         98.1%         5.7%         92.5%         5.7%         84.9%         0.0%								0.0%	1.9%	0.0%	3.8%	0.0%	1.9%	Α
WORK FORC	CE PARITY %	100.0	) 8.9	91.1	7.7	78.8	0.6	6.6	0.3	4.0	0.3	1.7	0.0	0.0	В
WORK FORC	/ORK FORCE # 53 /ORK FORCE PARITY # 53			50	3	45	0	1	0	1	0	2	0	1	С
WORK FORC	CE PARITY #	4.7	48.3	4.1	41.8	0.3	3.5	0.2	2.1	0.2	0.9	0.0	0.0	D	
NET UTILIZA	ATION (+/-)	-1.7	1.7	-1.1	3.2	-0.3	-2.5	-0.2	-1.1	-0.2	1.1	0.0	1.0	E	
PREVIOUS L	JTILIZATION		-18.9	18.9	-16.3	19.0	-1.1	-1.9	-0.8	1.0	-0.7	0.7	0.0	0.0	F
HIRING	Previous Goa	<i>ls</i> 21	19	2	16	0	1	2	1	0	1	0	0	0	G
GOALS	Current Hire	s 7	0	7	0	6	0	0	0	0	0	0	0	1	1
	Current Goa	ls 6	2	4	1		<u>1</u>	3		1					Μ
PROMO.	Previous Goa	ls 0	0	0	0	0	0	0	0	0	0	0	0	0	0
GOALS	Current Pro	nos 2	1	1	1	1	0	0	0	0	0	0	0	0	Q
	Current Goa	ls 0	0	0											U
Promotion v	within category	0	1	0	1	0	0	0	0	0	0	0	0	W	

RECRUITING OCC. CAT./1 CAMPUS: DATA RESO	TITLE:	Statewid 3-Nontea Total Uni CT Censu	aching Prof iversity	NEW TITLE essional - R	esidential I	life					mos.) IONS (12 m	,	11/30/2020	1		
			GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES	
WORK FOR	CE %		100.0%	53.1%	46.9%	28.1%	40.6%	15.6%	3.1%	6.3%	3.1%	3.1%	0.0%	0.0%	0.0%	Α
WORK FOR	CE PARITY 9	6	100.2	50.1	50.1	30.1	29.5	11.1	11.2	6.8	7.0	2.1	2.4	0.0	0.0	В
WORK FOR	ORK FORCE # 32			17	15	9	13	5	1	2	1	1	0	0	0	С
WORK FOR	ORK FORCE PARITY # 32			16.0	16.0	9.6	9.4	3.6	3.6	2.2	2.2	0.7	0.8	0.0	0.0	D
NET UTILIZ/	IET UTILIZATION (+/-)			1.0	-1.0	-0.6	3.6	1.4	-2.6	-0.2	-1.2	0.3	-0.8	0.0	0.0	E
PREVIOUS L	JTILIZATION	N		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	F
HIRING	Previous	Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	G
GOALS	Current	Hires	8	4	4	2	3	1	1	1	0	0	0	0	0	1
	Current	Goals	6	1	5	1			3		1		1			Μ
				_												
PROMO.	Previous		0	0	0	0	0	0	0	0	0	0	0	0	0	0
GOALS	Current		0	0	0	0	0	0	0	0	0	0	0	0	0	Q
		Goals	0	0	0											U
Promotion	within cate	gory	0	0	0	0	0	0	0	0	0	0	0	0	0	W

OCC. CAT./TITLE: 3 CAMPUS: T	Statewid B-Nontea Fotal Uni CT Censu	aching Professity	essional - S	pecialists			PROJECTED PROJECTED PROJECTED REPORTING	D HIRES (12 D PROMOT	mos.) IONS (12 m		11/30/2020				
		GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNPI	2+ RACES	2+ RACES	;
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORK FORCE %		100.0%	65.6%	34.4%	53.8%	31.2%	10.8%	2.2%	1.1%	0.0%	0.0%	1.1%	0.0%	0.0%	Α
WORK FORCE PARITY %		100.1	73.5	26.6	53.2	19.4	13.2	4.3	0.0	0.0	7.1	2.9	0.0	0.0	В
WORK FORCE #				32	50	29	10	2	1	0	0	1	0	0	С
WORK FORCE PARITY #	/ORK FORCE PARITY # 93			24.7	49.5	18.0	12.3	4.0	0.0	0.0	6.6	2.7	0.0	0.0	D
IET UTILIZATION (+/-)			-7.4	7.3	0.5	11.0	-2.3	-2.0	1.0	0.0	-6.6	-1.7	0.0	0.0	E
PREVIOUS UTILIZATION			-8.5	8.5	0.8	11.9	-2.6	-1.9	-1.7	-0.6	-5.0	-0.9	0.0	0.0	F
HIRING Previous C	Goals	14	10	4	0	0	3	2	2	1	5	1	0	0	G
GOALS Current H	Hires	6	4	2	2	2	1	0	1	0	0	0	0	0	1
Current G	Goals	13	9	4			2	2			7	2			Μ
															TT
PROMO. Previous C	Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GOALS Current P	Promos	1	0	1	0	0	0	1	0	0	0	0	0	0	Q
Current G	Goals	0	0	0											U
Promotion within categ	ory	1	1	0	1	0	0	0	0	0	0	0	0	0	W

RECRUITING	G AREA: Statewid	e	NEW TITLE					PROJECTED	O TURNOVE	ER (12 mos.	)				
OCC. CAT./1	TITLE: 3-Nontea	aching Prof	essional - S	itudent Hea	lth & Welf	are		PROJECTED	D HIRES (12	l mos.)					
CAMPUS:	Total Un	iversity						PROJECTED	D PROMOT	IONS (12 m	os.)				
DATA RESO	URCE: CT Censu	ıs 2000						REPORTING	G PERIOD E	NDING:		11/30/2020			
		GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNPI	2+ RACES	2+ RACES	;
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORK FOR	CE %	95.2%	9.5%	85.7%	4.8%	81.0%	0.0%	0.0%	4.8%	0.0%	0.0%	4.8%	4.8%	0.0%	Α
WORK FOR	CE PARITY %	99.9	25.7	74.2	20.8	66.8	1.5	3.3	1.1	2.2	2.3	1.9	0.0	0.0	В
WORK FOR	CE #	21	3	18	1	17	0	0	1	0	0	1	1	0	С
WORK FOR	CE PARITY #	21	5.4	15.6	4.4	14.0	0.3	0.7	0.2	0.5	0.5	0.4	0.0	0.0	D
NET UTILIZ/	ET UTILIZATION (+/-)			2.4	-3.4	3.0	-0.3	-0.7	0.8	-0.5	-0.5	0.6	1.0	0.0	E
PREVIOUS L	UTILIZATION		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	F
HIRING	Previous Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	G
GOALS	Current Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	1
	Current Goals	6	4	2	3			1		1	1				Μ
PROMO.	Previous Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GOALS	Current Promos	0	0	0	0	0	0	0	0	0	0	0	0	0	Q
	Current Goals	0	0	0											U
Promotion	within category	0	0	0	0	0	0	0	0	0	0	0	0	0	W

RECRUITING	G AREA: State	wide	NEW TITL	E				PROJECTED	D TURNOVI	ER (12 mos.	.)				
OCC. CAT./1	TITLE: 3-No	nteaching Pro	fessional - S	Student Prg	m Coord &	Mngmt		PROJECTED	D HIRES (12	2 mos.)					
CAMPUS:	Total	University						PROJECTED	D PROMOT	IONS (12 m	ios.)				
DATA RESO	URCE: CT Ce	nsus 2000						REPORTING	G PERIOD E	NDING:		11/30/2020			
		GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNPI	2+ RACES	2+ RACES	;
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORK FOR	CE %	99.0%	26.1%	72.9%	20.2%	60.1%	2.5%	3.4%	2.5%	4.9%	1.0%	4.4%	0.0%	1.0%	Α
WORK FOR	CE PARITY %	100.0	43.8	56.2	34.9	43.4	4.8	6.0	2.8	4.5	1.3	2.3	0.0	0.0	В
WORK FOR	ORK FORCE #         203           ORK FORCE DADITY #         203			150	41	122	5	7	5	10	2	9	0	2	С
WORK FOR	ORK FORCE PARITY # 203			114.1	70.8	88.1	9.7	12.2	5.7	9.1	2.6	4.7	0.0	0.0	D
NET UTILIZA	ET UTILIZATION (+/-)			35.9	-29.8	33.9	-4.7	-5.2	-0.7	0.9	-0.6	4.3	0.0	2.0	E
PREVIOUS L	REVIOUS UTILIZATION			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	F
HIRING	Previous Goal	<b>0</b>	0	0	0	0	0	0	0	0	0	0	0	0	G
GOALS	Current Hires	6	0	6	0	5	0	0	0	0	0	0	0	1	1
	Current Goal	<b>42</b>	37	5	30		5	5	1		1				Μ
PROMO.	Previous Goal	. 0	0	0	0	0	0	0	0	0	0	0	0	0	0
GOALS	Current Prom	os 0	0	0	0	0	0	0	0	0	0	0	0	0	Q
	Current Goal	• 0	0	0											U
Promotion	motion within category 0		0	0	0	0	0	0	0	0	0	0	0	0	W

RECRUITING OCC. CAT./T CAMPUS: DATA RESOL	le aching Prof iversity ıs 2000	essional - L	I STAFF PRC	DF 2		PROJECTEI PROJECTEI PROJECTEI REPORTINO	D HIRES (12 D PROMOT	1 mos.) IONS (12 m		11/30/2020						
			GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORK FORC	CE %		100.0%	37.0%	63.0%	33.3%	63.0%	3.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	Α
WORK FORC	CE PARITY	%	100.2	37.7	62.5	29.0	45.2	3.9	7.8	2.9	5.7	1.9	3.8	0.0	0.0	В
WORK FORC	VORK FORCE # 27			10	17	9	17	1	0	0	0	0	0	0	0	С
WORK FORC	/ORK FORCE PARITY # 27			10.2	16.9	7.8	12.2	1.1	2.1	0.8	1.5	0.5	1.0	0.0	0.0	D
NET UTILIZA	IET UTILIZATION (+/-)			-0.2	0.1	1.2	4.8	-0.1	-2.1	-0.8	-1.5	-0.5	-1.0	0.0	0.0	E
PREVIOUS U	JTILIZATIO	N		-2.7	2.7	-2.4	5.1	0.3	-0.9	0.3	0.1	-0.9	-1.6	0.0	0.0	F
HIRING	Previous	Goals	2	1	1	0	0	0	1	0	0	1	0	0	0	G
GOALS	Current	Hires	3	1	2	1	2	0	0	0	0	0	0	0	0	1
	Current	Goals	7	2	5				2	1	2	1	1			Μ
																T
PROMO.	Previous	Goals	4	2	2	2	0	0	0	0	0	0	2	0	0	0
GOALS	Current	Promos	2	0	2	0	2	0	0	0	0	0	0	0	0	Q
	Current	Goals	0	0	0											U
Promotion v	motion within category		0	0	0	0	0	0	0	0	0	0	0	0	0	W

RECRUITING OCC. CAT./T CAMPUS: DATA RESO	e aching Prof iversity is 2000	essional - L	J STAFF PRC	DF 3		PROJECTEI PROJECTEI PROJECTEI REPORTINO	D HIRES (12 D PROMOT	mos.) IONS (12 m		11/30/2020						
			GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORK FOR	CE %		98.6%	46.5%	52.1%	40.8%	43.7%	1.4%	1.4%	4.2%	2.8%	0.0%	4.2%	0.0%	1.4%	Α
WORK FOR	CE PARITY S	%	100.0	42.2	57.8	32.3	41.5	3.8	6.9	3.2	5.1	2.9	4.3	0.0	0.0	В
WORK FOR	VORK FORCE # 71			33	38	29	31	1	1	3	2	0	3	0	1	С
WORK FOR	/ORK FORCE PARITY # 7			30.0	41.0	22.9	29.5	2.7	4.9	2.3	3.6	2.1	3.1	0.0	0.0	D
NET UTILIZA	NET UTILIZATION (+/-)			3.0	-3.0	6.1	1.5	-1.7	-3.9	0.7	-1.6	-2.1	-0.1	0.0	1.0	E
PREVIOUS L	JTILIZATIO	Ν		2.0	-2.1	5.2	1.7	-0.9	-1.3	0.0	-1.3	-2.3	-2.1	0.0	1.0	F
HIRING	Previous	Goals	3	1	2	0	0	1	1	0	1	0	0	0	0	G
GOALS	Current	Hires	2	1	1	0	1	0	0	1	0	0	0	0	0	I
	Current	Goals	10	4	6			2	4		2	2				Μ
PROMO.	Previous	Goals	4	2	2	0	0	0	0	0	<u>0</u>	2	2	0	0	0
GOALS	Current	Promos	2	0	2	0	1	0	0	0	1	0	0	0	0	Q
	Current	Goals	0	0	0											U
Promotion v	within cate	gory	0	0	0	0	0	0	0	0	0	0	0	0	0	W

RECRUITING OCC. CAT./T CAMPUS: DATA RESO	TITLE:	Statewid 3-Nontea Total Uni CT Censu	aching Prof iversity	essional - L	Iniversity Si	taff Profess	ional Other	Titles	PROJECTED PROJECTED PROJECTED REPORTING	D HIRES (12 D PROMOT	mos.) IONS (12 m	,	11/30/2020			
			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNPI	2+ RACES	2+ RACES	,
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORK FOR	CE %		100.0%	15.9%	84.1%	11.4%	70.5%	0.0%	6.8%	2.3%	2.3%	2.3%	4.5%	0.0%	0.0%	Α
WORK FOR	CE PARITY S	%	100.2	42.2	58.0	32.3	41.6	3.8	6.9	3.2	5.2	2.9	4.3	0.0	0.0	В
WORK FOR	DRK FORCE #   44			7	37	5	31	0	3	1	1	1	2	0	0	С
WORK FOR	ORK FORCE PARITY # 44			18.6	25.5	14.2	18.3	1.7	3.0	1.4	2.3	1.3	1.9	0.0	0.0	D
NET UTILIZA	ET UTILIZATION (+/-)			-11.6	11.5	-9.2	12.7	-1.7	0.0	-0.4	-1.3	-0.3	0.1	0.0	0.0	E
PREVIOUS L	EVIOUS UTILIZATION			-11.2	11.2	-10.0	11.9	-1.1	0.5	0.0	-1.3	-0.2	0.1	0.0	0.0	F
HIRING	Previous	Goals	7	6	1	5	0	1	0	0	1	0	0	0	0	G
GOALS	Current	Hires	6	1	5	1	3	0	1	0	1	0	0	0	0	1
	Current	Goals	13	12	1	9		2		<u>1</u>	1					Μ
PROMO.	Previous	Goals	5	5	0	5	0	0	0	0	0	0	0	0	0	0
GOALS	Current	Promos	4	0	4	0	4	0	0	0	0	0	0	0	0	Q
	Current	Goals	0	0	0											U
Promotion	motion within category		0	0	0	0	0	0	0	0	0	0	0	0	0	W

RECRUITING OCC. CAT./T CAMPUS: DATA RESOL	TTLE:	Statewid 3-Nontea Total Uni CT Censu	aching Prof iversity		NUED TITLE IC Professic				PROJECTEI PROJECTEI PROJECTEI REPORTINO	D HIRES (12 D PROMOT	mos.) IONS (12 m		11/30/2020	1		
			GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORK FORC	CE %		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	Α
WORK FORC	CE PARITY	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	В
WORK FORC	CE #		0	0	0	0	0	0	0	0	0	0	0	0	0	С
WORK FORC	CE PARITY	#	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZA	ATION (+/-	)		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	E
PREVIOUS U	JTILIZATIO	N		1.3	-1.4	1.2	-1.4	-0.5	-0.4	0.5	0.5	0.1	-0.1	0.0	0.0	F
HIRING	Previous	Goals	2	1	1	0	0	1	1	0	0	0	0	0	0	G
GOALS	Current	Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	1
	Current	Goals	0	0	0											Μ
PROMO.	Previous	Goals	1	0	1	0	1	0	0	0	0	0	0	0	0	0
GOALS	Current	Promos	0	0	0	0	0	0	0	0	0	0	0	0	0	Q
	Current	Goals	0	0	0											U
Promotion v	within cate	egory	0	0	0	0	0	0	0	0	0	0	0	0	0	W

RECRUITING OCC. CAT./T CAMPUS: DATA RESO	TITLE:	Statewid 3-Nontea Total Uni CT Censu	aching Prof iversity		NUED TITLE JC Professic				PROJECTED PROJECTED PROJECTED REPORTING	D HIRES (12 D PROMOT	mos.) IONS (12 m		11/30/2020	1		
			GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORK FORC	CE %		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	Α
WORK FORC	CE PARITY	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	В
WORK FORC	CE #		0	0	0	0	0	0	0	0	0	0	0	0	0	С
WORK FORC	CE PARITY	#	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZA	ATION (+/-	)		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	E
PREVIOUS L	JTILIZATIO	N		-2.0	2.2	1.4	-0.8	0.0	-1.6	-1.8	0.5	-1.6	3.2	0.0	1.0	F
HIRING	Previous	Goals	3	2	1	0	0	0	1	1	0	1	0	0	0	G
GOALS	Current	Hires	1	0	1	0	0	0	0	0	0	0	1	0	0	1
	Current	Goals	0	0	0											Μ
PROMO.	Previous	Goals	4	2	2	0	1	0	1	1	0	1	0	0	0	0
GOALS	Current	Promos	4	3	1	2	0	0	0	0	0	1	1	0	0	Q
	Current	Goals	0	0	0											U
Promotion v	within cate	egory	0	0	0	0	0	0	0	0	0	0	0	0	0	W

RECRUITING OCC. CAT./T CAMPUS: DATA RESO	FITLE:	Statewid 3-Nontea Total Uni CT Censu	aching Professity		NUED TITLE JC Professic				PROJECTE	D HIRES (12 D PROMOT	, IONS (12 m		11/30/2020			
			GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORK FOR	CE %		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	Α
WORK FOR	CE PARITY 9	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	В
WORK FOR	CE #		0	0	0	0	0	0	0	0	0	0	0	0	0	С
WORK FOR	CE PARITY #	#	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZA	ATION (+/-	)		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	E
PREVIOUS L	JTILIZATIOI	N		16.4	-16.8	9.6	-22.5	-0.3	-2.8	2.1	-1.9	4.9	9.5	0.0	1.0	F
HIRING	Previous	Goals	10	0	10	0	7	0	2	0	1	0	0	0	0	G
GOALS	Current	Hires	14	10	4	9	4	0	0	0	0	1	0	0	0	I
	Current	Goals	0	0	0											Μ
PROMO.	Previous	Goals	18	0	18	0	16	0	1	0	1	0	0	0	0	0
GOALS	Current	Promos	11	6	5	6	4	0	0	0	1	0	0	0	0	Q
	Current	Goals	0	0	0											U
Promotion v	within cate	egory	0	0	0	0	0	0	0	0	0	0	0	0	0	W

RECRUITING OCC. CAT./1 CAMPUS: DATA RESO	TITLE:	Statewid 3-Nontea Total Un CT Censu	aching Prof iversity		NUED TITLE JC Professic		Consl & Prc	ij Manager	PROJECTED PROJECTED PROJECTED REPORTING	D HIRES (12 D PROMOT	mos.) IONS (12 m		11/30/2020	1		
			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI	AAIANHNPI	2+ RACES	2+ RACES	<i>i</i>
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORK FOR	CE %		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	Α
WORK FOR	CE PARITY 9	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	В
WORK FOR	CE #		0	0	0	0	0	0	0	0	0	0	0	0	0	С
WORK FOR	CE PARITY #	ŧ	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZ	ATION (+/-)	)		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	E
PREVIOUS U	UTILIZATIO	N		-1.2	1.2	-0.7	-2.1	-1.2	1.3	0.8	2.3	0.0	-0.3	0.0	0.0	F
HIRING	Previous		4	2	2	1	2	1	0	0	<u>0</u>	0	0	0	0	G
GOALS		Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	1
	Current	Goals	0	0	0											Μ
PROMO.	Previous	Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GOALS	Current	Promos	0	0	0	0	0	0	0	0	0	0	0	0	0	Q
	Current	Goals	0	0	0											U
Promotion	within cate	gory	0	0	0	0	0	0	0	0	0	0	0	0	0	W

RECRUITING OCC. CAT./1 CAMPUS: DATA RESO	TITLE:	Statewid 3-Nontea Total Un CT Censu	aching Prof iversity		NUED TITLE JC Professic		rarian 3		PROJECTEI PROJECTEI PROJECTEI REPORTINO	D HIRES (12 D PROMOT	mos.) IONS (12 m		11/30/2020			
			GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORK FOR	CE %		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	Α
WORK FOR	CE PARITY	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	В
WORK FOR	CE #		0	0	0	0	0	0	0	0	0	0	0	0	0	С
WORK FOR	CE PARITY	#	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZA	ATION (+/-	-)		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	E
PREVIOUS L	JTILIZATIO	N		-3.6	3.6	-1.5	3.1	0.0	-1.1	-1.9	0.8	-0.2	0.7	0.0	0.0	F
HIRING	Previous	Goals	2	2	0	1	0	0	0	1	0	0	0	0	0	G
GOALS	Current	Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	1
	Current	Goals	0	0	0											Μ
PROMO.	Previous	Goals	3	2	1	1	0	0	1	1	0	0	0	0	0	0
GOALS	Current	Promos	0	0	0	0	0	0	0	0	0	0	0	0	0	Q
	Current	Goals	0	0	0											U
Promotion	within cate	egory	0	0	0	0	0	0	0	0	0	0	0	0	0	W

RECRUITING OCC. CAT./T CAMPUS: DATA RESO	TITLE:	Statewid 3-Nontea Total Uni CT Censu	aching Prof iversity		NUED TITLE JC Professic				PROJECTED PROJECTED PROJECTED REPORTING	D HIRES (12 D PROMOT	1 mos.) IONS (12 m		11/30/2020	1		
			GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORK FORG	CE %		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	Α
WORK FORG	CE PARITY S	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	В
WORK FOR	CE #		0	0	0	0	0	0	0	0	0	0	0	0	0	С
WORK FOR	CE PARITY #	#	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZA	ATION (+/-)	)		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	E
PREVIOUS L	JTILIZATIOI	N		17.2	-17.1	17.8	-11.9	-3.7	-3.3	2.3	-3.2	0.8	0.3	0.0	1.0	F
HIRING	Previous	Goals	8	2	6	0	4	2	1	0	1	0	0	0	0	G
GOALS	Current	Hires	3	1	2	1	1	0	1	0	0	0	0	0	0	I
	Current	Goals	0	0	0											Μ
PROMO.	Previous	Goals	14	2	12	0	8	2	2	0	2	0	0	0	0	0
GOALS	Current	Promos	7	3	4	2	2	0	1	1	0	0	0	0	1	Q
	Current	Goals	0	0	0											U
Promotion v	within cate	egory	0	0	0	0	0	0	0	0	0	0	0	0	0	W

RECRUITING OCC. CAT./T CAMPUS: DATA RESO	TITLE:	Statewid 3-Nontea Total Uni CT Censu	aching Prof iversity		NUED TITLE JC Professic		ram Directo	r	PROJECTED PROJECTED PROJECTED REPORTING	D HIRES (12 D PROMOT	: mos.) IONS (12 m	,	11/30/2020			
			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI				
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	_
WORK FOR	CE %		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	Α
WORK FOR	CE PARITY	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	В
WORK FOR	CE #		0	0	0	0	0	0	0	0	0	0	0	0	0	С
WORK FOR	CE PARITY	#	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZA	ATION (+/-	.)		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Ε
PREVIOUS L	JTILIZATIO	Ν		-0.6	0.4	-1.7	-1.4	0.5	0.4	0.8	0.6	-0.2	0.8	0.0	0.0	F
HIRING	Previous	Goals	1	1	0	1	0	0	0	0	0	0	0	0	0	G
GOALS	Current	Hires	4	2	2	0	1	1	0	1	0	0	0	0	1	T
	Current		0	0	0											Μ
																T
PROMO.	Previous	Goals	2	1	1	1	1	0	0	0	0	0	0	0	0	0
GOALS	Current	Promos	8	2	6	2	5	0	0	0	1	0	0	0	0	Q
	Current	Goals	0	0	0											U
Promotion	within cate	egory	0	0	0	0	0	0	0	0	0	0	0	0	0	W

RECRUITING OCC. CAT./T CAMPUS: DATA RESO	TITLE: 3 T	tatewid -Nontea otal Uni T Censu	aching Prof iversity		NUED TITLE JC Professic				PROJECTED PROJECTED PROJECTED REPORTING	D HIRES (12 D PROMOT	1 mos.) IONS (12 m		11/30/2020			
			GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORK FORC	CE %		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	Α
WORK FORC	CE PARITY %		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	В
WORK FORC	CE #		0	0	0	0	0	0	0	0	0	0	0	0	0	С
WORK FORC	CE PARITY #		0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZA	ATION (+/-)			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	E
PREVIOUS L	JTILIZATION			-12.3	10.9	-18.7	1.8	4.6	-1.9	2.4	9.7	-0.6	-2.6	0.0	4.0	F
HIRING	Previous G	Goals	12	10	2	9	0	0	1	0	0	1	1	0	0	G
GOALS	Current H	lires	18	5	13	3	10	0	0	0	1	2	2	0	0	1
	Current G	<i>ioals</i>	0	0	0											Μ
PROMO.	Previous G	Goals	13	10	3	10	0	0	1	0	0	0	2	0	0	0
GOALS	Current P	Promos	17	3	14	3	9	0	1	0	2	0	2	0	0	Q
	Current G	<i>ioals</i>	0	0	0											U
Promotion v	within categ	ory	0	0	0	0	0	0	0	0	0	0	0	0	0	W

RECRUITING OCC. CAT./ CAMPUS: DATA RESO	TITLE:	Statewid 3-Nontea Total Uni CT Censu	aching Prof iversity		NUED TITLE JC Professic		IPUTER TEC	H 2	PROJECTE	D HIRES (12 D PROMOT	iONS (12 m		11/30/2020			
			GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORK FOR	CE %		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	Α
WORK FOR	CE PARITY	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	В
WORK FOR	CE #		0	0	0	0	0	0	0	0	0	0	0	0	0	С
WORK FOR	CE PARITY	#	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZ	ATION (+/-	)		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Ε
PREVIOUS	UTILIZATIO	N		3.3	-3.4	4.1	-3.5	1.0	-0.4	-0.9	0.8	-0.8	-0.4	0.0	0.0	F
HIRING	Previous	Goals	3	2	1	0	0	0	1	1	0	1	0	0	0	G
GOALS	Current	Hires	1	1	0	1	0	0	0	0	0	0	0	0	0	I
	Current	Goals	0	0	0											Μ
PROMO.	Previous	Goals	4	0	4	0	4	0	0	0	0	0	0	0	0	0
GOALS	Current	Promos	0	0	0	0	0	0	0	0	0	0	0	0	0	Q
	Current	Goals	0	0	0											U
Promotion	within cate	egory	0	0	0	0	0	0	0	0	0	0	0	0	0	W

RECRUITING OCC. CAT./T CAMPUS: DATA RESO	TITLE:	Statewid 3-Nontea Total Un CT Censu	aching Prof iversity		NUED TITLE JC Professio		ram Mgr		PROJECTEI PROJECTEI PROJECTEI REPORTING	D HIRES (12 D PROMOT	mos.) IONS (12 m		11/30/2020			
			GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORK FOR	CE %		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	Α
WORK FOR	CE PARITY	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	В
WORK FOR	CE #		0	0	0	0	0	0	0	0	0	0	0	0	0	С
WORK FOR	CE PARITY	#	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZ	ATION (+/-	-)		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	E
PREVIOUS U	UTILIZATIO	N		2.9	-3.1	3.1	-2.0	-0.6	0.2	-0.4	-1.1	0.9	-1.2	0.0	1.0	F
HIRING	Previous	Goals	2	1	1	0	0	1	0	0	1	<u>0</u>	0	0	0	G
GOALS	Current	Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	I
	Current	Goals	0	0	0											Μ
PROMO.	Previous	Goals	3	0	3	0	2	0	0	0	0	0	1	0	0	0
GOALS	Current	Promos	1	0	1	0	0	0	0	0	1	0	0	0	0	Q
	Current	Goals	0	0	0											U
Promotion	within cate	egory	0	0	0	0	0	0	0	0	0	0	0	0	0	W

RECRUITING OCC. CAT./T CAMPUS: DATA RESO	TITLE:	Statewid 3-Nontea Total Uni CT Censu	aching Professity		NUED TITLE JC Professic				PROJECTEI PROJECTEI PROJECTEI REPORTINO	D HIRES (12 D PROMOT	mos.) IONS (12 m		11/30/2020	1		
			GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORK FORC	CE %		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	Α
WORK FORC	CE PARITY 9	6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	В
WORK FORC	CE #		0	0	0	0	0	0	0	0	0	0	0	0	0	С
WORK FORC	CE PARITY #	ŧ	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZA	ATION (+/-)			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	E
PREVIOUS L	JTILIZATION	N		-8.2	8.3	-8.5	2.7	1.2	-0.5	0.6	4.0	-1.4	2.0	0.0	0.0	F
HIRING	Previous	Goals	4	4	0	3	0	0	0	0	0	1	0	0	0	G
GOALS	Current	Hires	18	7	11	4	7	2	2	1	1	0	1	0	0	I
	Current	Goals	0	0	0											Μ
PROMO.	Previous	Goals	7	6	1	6	0	0	1	0	0	0	0	0	0	0
GOALS	Current	Promos	11	3	8	1	8	1	0	0	0	1	0	0	0	Q
	Current	Goals	0	0	0											U
Promotion v	within cate	gory	0	0	0	0	0	0	0	0	0	0	0	0	0	W

RECRUITING OCC. CAT./1 CAMPUS: DATA RESO	TITLE:	Statewid 3-Nontea Total Un CT Censu	aching Prof iversity		NUED TITLE JC Professic		nin Serv Ass	st 4	PROJECTE	D HIRES (12 D PROMOT	iONS (12 m	,	11/30/2020			
			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP		AAIANHNPI			
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORK FOR	CE %		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	Α
WORK FOR	CE PARITY	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	В
WORK FOR	CE #		0	0	0	0	0	0	0	0	0	0	0	0	0	С
WORK FOR	CE PARITY	#	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZ/	ATION (+/-	·)		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Ε
PREVIOUS L	UTILIZATIO	Ν		-2.6	2.6	-2.3	1.0	-0.1	0.9	-0.2	1.2	-0.1	-0.5	0.0	0.0	F
HIRING	Previous	Goals	1	0	1	0	0	0	0	0	0	0	1	0	0	G
GOALS	Current	Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	ī
00/120	Current		0	0	0											M
PROMO.	Previous	Goals	2	2	0	2	0	0	0	0	0	0	0	0	0	0
GOALS	Current	Promos	2	0	2	0	2	0	0	0	0	0	0	0	0	Q
	Current	Goals	0	0	0											U
Promotion	within cate	egory	0	0	0	0	0	0	0	0	0	0	0	0	0	W

RECRUITING OCC. CAT./ CAMPUS: DATA RESO	TITLE:	Statewid 3-Nontea Total Un CT Censu	aching Prof iversity		NUED TITLE JC Professic		gram Admir	n	PROJECTEI PROJECTEI PROJECTEI REPORTING	D HIRES (12 D PROMOT	mos.) IONS (12 m		11/30/2020			
			GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORK FOR	CE %		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	Α
WORK FOR	CE PARITY	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	В
WORK FOR	CE #		0	0	0	0	0	0	0	0	0	0	0	0	0	С
WORK FOR	CE PARITY	#	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZ	ATION (+/-	-)		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	E
PREVIOUS U	UTILIZATIO	N		-3.3	3.4	-3.4	-1.5	-0.5	0.9	0.7	0.3	-0.1	3.6	0.0	0.0	F
HIRING	Previous	Goals	4	4	0	3	0	1	0	0	0	0	0	0	0	G
GOALS	Current	Hires	4	1	3	1	1	0	1	0	1	0	0	0	0	I
	Current	Goals	0	0	0											Μ
PROMO.	Previous	Goals	2	0	2	0	2	0	0	0	0	0	0	0	0	0
GOALS	Current	Promos	8	2	6	2	6	0	0	0	0	0	0	0	0	Q
	Current	Goals	0	0	0											U
Promotion	within cate	egory	0	0	0	0	0	0	0	0	0	0	0	0	0	W

RECRUITING OCC. CAT./ CAMPUS: DATA RESO	TITLE:	Statewid 3-Nontea Total Un CT Censu	aching Prof iversity		NUED TITLE JC Professio		gram Spec 2	L	PROJECTEI PROJECTEI PROJECTEI REPORTING	D HIRES (12 D PROMOT	mos.) IONS (12 m		11/30/2020			
			GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORK FOR	CE %		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	Α
WORK FOR	CE PARITY	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	В
WORK FOR	CE #		0	0	0	0	0	0	0	0	0	0	0	0	0	С
WORK FOR	CE PARITY	#	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZ	ATION (+/-	-)		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	E
PREVIOUS U	UTILIZATIO	N		-6.7	6.6	-5.2	3.3	-1.0	0.0	-0.3	0.9	-0.2	1.4	0.0	1.0	F
HIRING	Previous	Goals	4	4	0	2	0	1	0	1	0	0	0	0	0	G
GOALS	Current	Hires	6	2	4	2	3	0	0	0	0	0	0	0	1	I
	Current	Goals	0	0	0											Μ
PROMO.	Previous	Goals	3	3	0	3	0	0	0	0	0	0	0	0	0	0
GOALS	Current	Promos	4	2	2	2	2	0	0	0	0	0	0	0	0	Q
	Current	Goals	0	0	0											U
Promotion	within cate	egory	0	0	0	0	0	0	0	0	0	0	0	0	0	W

RECRUITING OCC. CAT./T CAMPUS: DATA RESO	TITLE:	Statewid 3-Nontea Total Uni CT Censu	aching Prof iversity		NUED TITLE JC Professic				PROJECTE	D HIRES (12 D PROMOT	IONS (12 m		11/30/2020			
			GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORK FORC	CE %		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	Α
WORK FORC	CE PARITY	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	В
WORK FORC	CE #		0	0	0	0	0	0	0	0	0	0	0	0	0	С
WORK FORC	CE PARITY	#	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZA	ATION (+/-	)		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	E
PREVIOUS L	JTILIZATIO	N		-7.2	6.9	-7.0	6.3	0.7	-0.2	-0.5	1.1	-1.4	-1.4	1.0	1.0	F
HIRING	Previous	Goals	6	5	1	3	0	0	0	1	0	1	1	0	0	G
GOALS	Current	Hires	9	1	8	1	4	0	0	0	2	0	1	0	1	I
	Current	Goals	0	0	0											Μ
PROMO.	Previous	Goals	3	3	0	3	0	0	0	0	0	0	0	0	0	0
GOALS	Current	Promos	5	1	4	1	3	0	0	0	0	0	1	0	0	Q
	Current	Goals	0	0	0											U
Promotion v	within cate	egory	0	0	0	0	0	0	0	0	0	0	0	0	0	W

RECRUITING OCC. CAT./T CAMPUS: DATA RESO	TITLE:	Statewid 3-Nontea Total Un CT Censu	aching Prof iversity		NUED TITLE JC Professic		emic Adviso	or 1	PROJECTEI PROJECTEI PROJECTEI REPORTING	D HIRES (12 D PROMOT	mos.) IONS (12 m		11/30/2020			
			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI				
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	_
WORK FOR	CE %		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	Α
WORK FOR	CE PARITY	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	В
WORK FOR	CE #		0	0	0	0	0	0	0	0	0	0	0	0	0	С
WORK FOR	CE PARITY	#	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZ	ATION (+/-	·)		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Ε
PREVIOUS L	JTILIZATIO	N		2.2	-2.3	0.2	0.9	0.6	-1.9	0.6	-2.8	-0.1	0.5	1.0	1.0	F
HIRING	Previous	Goals	5	0	5	0	0	0	2	0	3	0	0	0	0	G
GOALS	Current	Hires	1	1	0	0	0	1	0	0	0	0	0	0	0	1
	Current	Goals	0	0	0											Μ
PROMO.	Previous	Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GOALS	Current	Promos	0	0	0	0	0	0	0	0	0	0	0	0	0	Q
	Current	Goals	0	0	0											U
Promotion	within cate	egory	0	0	0	0	0	0	0	0	0	0	0	0	0	W

RECRUITING OCC. CAT./1 CAMPUS: DATA RESO	TITLE:	Statewid 3-Nontea Total Uni CT Censu	aching Prof iversity		NUED TITLE JC Professio		in Coordina	tor	PROJECTED PROJECTED PROJECTED REPORTING	D HIRES (12 D PROMOT	mos.) IONS (12 m		11/30/2020			
			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI				
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORK FOR	CE %		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	Α
WORK FOR	CE PARITY	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	В
WORK FOR	CE #	_	0	0	0	0	0	0	0	0	0	0	0	0	0	С
WORK FOR	CE PARITY	#	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZ/	ATION (+/-	-)		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Ε
PREVIOUS L	UTILIZATIO	N		-5.7	5.7	-3.9	8.8	-0.6	-1.7	-0.9	-1.7	-0.4	-0.7	0.0	1.0	F
HIRING	Previous	Goals	7	3	4	1	0	1	2	1	1	0	1	0	0	G
GOALS	Current	Hires	3	1	2	1	2	0	0	0	0	0	0	0	0	Ť
00/120	Current		0	0	0		_									M
																T
PROMO.	<b>Previous</b>	Goals	4	3	1	3	0	0	0	0	1	0	0	0	0	0
GOALS	Current	Promos	1	0	1	0	1	0	0	0	0	0	0	0	0	Q
	Current	Goals	0	0	0											U
Promotion	within cate	egory	0	0	0	0	0	0	0	0	0	0	0	0	0	W

RECRUITING OCC. CAT./ CAMPUS: DATA RESO	TITLE:	Statewid 3-Nontea Total Un CT Censu	aching Prof iversity		NUED TITLE JC Professic		in Serv Sp 3		PROJECTEI PROJECTEI PROJECTEI REPORTINO	D HIRES (12 D PROMOT	mos.) IONS (12 m	,	11/30/2020			
			GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORK FOR	CE %		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	Α
WORK FOR	CE PARITY	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	В
WORK FOR	CE #		0	0	0	0	0	0	0	0	0	0	0	0	0	С
WORK FOR	CE PARITY	#	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZ	ATION (+/·	-)		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	E
PREVIOUS I	UTILIZATIO	N		0.5	-0.7	1.4	3.3	-0.2	-1.8	-0.4	-2.3	-0.3	0.0	0.0	0.0	F
HIRING	Previous	Goals	3	1	2	0	0	0	1	1	1	0	0	0	0	G
GOALS	Current	Hires	1	0	1	0	1	0	0	0	0	0	0	0	0	I
	Current	Goals	0	0	0											Μ
PROMO.	Previous	Goals	2	0	2	0	<u>0</u>	0	1	0	1	0	0	0	0	0
GOALS	Current	Promos	5	2	3	2	3	0	0	0	0	0	0	0	0	Q
	Current	Goals	0	0	0											U
Promotion	within cate	egory	0	0	0	0	0	0	0	0	0	0	0	0	0	W

RECRUITING OCC. CAT./1 CAMPUS: DATA RESO	TITLE:	Statewid 3-Nontea Total Un CT Censu	aching Prof iversity		NUED TITLE JC Professic		ng Serv Asst	Mgr	PROJECTED PROJECTED PROJECTED REPORTING	D HIRES (12 D PROMOT	mos.) IONS (12 m	,	11/30/2020			
			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP		AAIANHNPI			
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORK FOR	CE %		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	Α
WORK FOR	CE PARITY	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	В
WORK FOR	CE #		0	0	0	0	0	0	0	0	0	0	0	0	0	С
WORK FOR	CE PARITY	#	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZ/	ATION (+/-	)		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	E
PREVIOUS L	JTILIZATIO	N		-0.1	0.1	4.5	1.0	-1.6	-0.9	-1.7	0.4	-1.2	-0.4	0.0	0.0	F
	-										-			-		
HIRING	Previous	Goals	6	5	1	0	0	2	1	2	0	1	0	0	0	G
GOALS	Current	Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	1
	Current	Goals	0	0	0											Μ
PROMO.	Previous	Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GOALS	Current	Promos	0	0	0	0	0	0	0	0	0	0	0	0	0	Q
	Current	Goals	0	0	0											U
Promotion	within cate	egory	0	0	0	0	0	0	0	0	0	0	0	0	0	W

RECRUITING OCC. CAT./ CAMPUS: DATA RESO	TITLE:	Statewid 3-Nontea Total Uni CT Censu	aching Prof iversity		NUED TITLE JC Professio		ncial Assista	nt 2	PROJECTED PROJECTED PROJECTED REPORTING	D HIRES (12 D PROMOT	mos.) IONS (12 m		11/30/2020			
			GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISP	HISP	AAIANHNPI				
			TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORK FOR	CE %		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	Α
WORK FOR	CE PARITY	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	В
WORK FOR	CE #		0	0	0	0	0	0	0	0	0	0	0	0	0	С
WORK FOR	CE PARITY	#	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZ	ATION (+/-	.)		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	E
PREVIOUS U	UTILIZATIO	N		-4.6	4.5	-3.5	2.2	-0.4	-0.4	-0.1	0.8	-0.5	1.9	0.0	0.0	F
																_
HIRING	Previous	Goals	3	3	0	2	0	0	0	0	0	1	0	0	0	G
GOALS	Current	Hires	1	0	1	0	1	0	0	0	0	0	0	0	0	1
	Current	Goals	0	0	0											Μ
PROMO.	Previous	Goals	3	2	1	2	0	0	1	0	0	0	0	0	0	0
GOALS	Current	Promos	4	0	4	0	3	0	0	0	0	0	1	0	0	Q
	Current	Goals	0	0	0											U
Promotion	within cate	egory	0	0	0	0	0	0	0	0	0	0	0	0	0	W

RECRUITING OCC. CAT./ CAMPUS: DATA RESO	TITLE:	Statewid 3-Nontea Total Uni CT Censu	aching Prof iversity		NUED TITLE JC Professic		ram Coordii	nator	PROJECTED PROJECTED PROJECTED REPORTING	D HIRES (12 D PROMOT	mos.) IONS (12 m		11/30/2020			
			GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORK FOR	CE %		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	Α
WORK FOR	CE PARITY	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	В
WORK FOR	CE #		0	0	0	0	0	0	0	0	0	0	0	0	0	С
WORK FOR	CE PARITY	#	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZ	ATION (+/-	-)		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Ε
PREVIOUS U	UTILIZATIO	N		-9.5	9.4	-7.7	11.0	-0.7	-0.5	-0.8	0.3	-0.3	-1.3	0.0	0.0	F
HIRING	Previous	Goals	7	5	2	3	0	1	1	1	0	0	1	0	0	G
GOALS	Current	Hires	6	2	4	2	4	0	0	0	0	0	0	0	0	1
	Current	Goals	0	0												Μ
PROMO.	Previous	Goals	5	5	0	5	0	0	0	0	0	0	0	0	0	0
GOALS	Current	Promos	6	0	6	0	6	0	0	0	0	0	0	0	0	Q
	Current	Goals	0	0	0											U
Promotion	within cate	egory	0	0	0	0	0	0	0	0	0	0	0	0	0	W

RECRUITING OCC. CAT./T CAMPUS: DATA RESO	TITLE:	Statewid 3-Nontea Total Uni CT Censu	aching Prof iversity		NUED TITLE JC Professic				PROJECTED PROJECTED PROJECTED REPORTING	D HIRES (12 D PROMOT	mos.) IONS (12 m		11/30/2020	1		
			GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORK FOR	CE %		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	Α
WORK FOR	CE PARITY 9	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	В
WORK FOR	CE #		0	0	0	0	0	0	0	0	0	0	0	0	0	С
WORK FORG	CE PARITY #	¥	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZA	ATION (+/-)	)		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	E
PREVIOUS L	JTILIZATIO	N		6.5	-6.4	6.9	-4.1	0.2	-0.6	0.6	-1.7	-1.2	0.0	0.0	0.0	F
HIRING	Previous	Goals	7	1	6	0	3	0	1	0	2	1	0	0	0	G
GOALS	Current	Hires	9	5	4	5	3	0	0	0	0	0	1	0	0	I
	Current	Goals	0	0	0											Μ
PROMO.	Previous	Goals	1	0	1	0	1	0	0	0	0	0	0	0	0	0
GOALS	Current	Promos	0	0	0	0	0	0	0	0	0	0	0	0	0	Q
	Current	Goals	0	0	0											U
Promotion v	within cate	gory	0	0	0	0	0	0	0	0	0	0	0	0	0	W

RECRUITING OCC. CAT./ CAMPUS: DATA RESO	TITLE:	Statewid 3-Nontea Total Un CT Censu	aching Prof iversity		NUED TITLE JC Professic		in Asst 3		PROJECTEI PROJECTEI PROJECTEI REPORTINO	D HIRES (12 D PROMOT	mos.) IONS (12 m		11/30/2020			
			GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORK FOR	CE %		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	Α
WORK FOR	CE PARITY	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	В
WORK FOR	CE #		0	0	0	0	0	0	0	0	0	0	0	0	0	С
WORK FOR	CE PARITY	#	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZ	ATION (+/-	-)		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Ε
PREVIOUS	UTILIZATIO	N		-1.6	1.5	-1.5	2.8	-0.6	-1.7	0.6	0.0	-0.1	0.4	0.0	0.0	F
HIRING	Previous	Goals	3	1	2	0	0	1	2	0	0	0	0	0	0	G
GOALS	Current	Hires	2	0	2	0	2	0	0	0	0	0	0	0	0	I
	Current	Goals	0	0	0											Μ
PROMO.	Previous	Goals	2	2	0	2	0	0	0	0	0	0	0	0	0	0
GOALS	Current	Promos	1	0	1	0	1	0	0	0	0	0	0	0	0	Q
	Current	Goals	0	0	0											U
Promotion	within cate	egory	0	0	0	0	0	0	0	0	0	0	0	0	0	W

RECRUITING OCC. CAT./T CAMPUS: DATA RESO	TITLE:	Statewid 3-Nontea Total Uni CT Censu	aching Prof iversity		NUED TITLE JC Professic		in Serv Sp 2		PROJECTE	D HIRES (12 D PROMOT	iONS (12 m		11/30/2020			
			GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORK FOR	CE %		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	Α
WORK FOR	CE PARITY	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	В
WORK FOR	CE #		0	0	0	0	0	0	0	0	0	0	0	0	0	С
WORK FOR	CE PARITY	#	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZA	ATION (+/-	.)		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	E
PREVIOUS L	JTILIZATIO	N		8.7	-8.7	8.8	-8.0	-1.2	-1.4	0.3	-0.4	0.8	1.1	0.0	0.0	F
HIRING	Previous	Goals	6	1	5	0	4	1	1	0	0	0	0	0	0	G
GOALS	Current	Hires	9	2	7	2	6	0	0	0	1	0	0	0	0	I
	Current	Goals	0	0	0											Μ
PROMO.	Previous	Goals	4	0	4	0	4	0	0	0	0	0	0	0	0	0
GOALS	Current	Promos	4	2	2	2	2	0	0	0	0	0	0	0	0	Q
	Current	Goals	0	0	0											U
Promotion	within cate	egory	0	0	0	0	0	0	0	0	0	0	0	0	0	W

RECRUITING OCC. CAT./T CAMPUS: DATA RESO	TITLE:	Statewid 3-Nontea Total Uni CT Censu	aching Prof iversity		NUED TITLE JC Professic		ram Assista	nt 2	PROJECTE	D HIRES (12 D PROMOT	iONS (12 m		11/30/2020			
			GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORK FOR	CE %		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	Α
WORK FORG	CE PARITY	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	В
WORK FORG	CE #		0	0	0	0	0	0	0	0	0	0	0	0	0	С
WORK FOR	CE PARITY	#	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZA	ATION (+/-	)		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	E
PREVIOUS L	JTILIZATIO	N		-2.7	2.6	-0.8	3.7	-1.6	-2.0	0.1	-1.4	-0.4	1.3	0.0	1.0	F
HIRING	Previous	Goals	4	1	3	0	0	1	2	0	1	0	0	0	0	G
GOALS	Current	Hires	9	1	8	1	4	0	1	0	3	0	0	0	0	I
	Current	Goals	0	0	0											Μ
PROMO.	Previous	Goals	2	2	0	1	0	1	0	0	0	0	0	0	0	0
GOALS	Current	Promos	6	1	5	0	5	1	0	0	0	0	0	0	0	Q
	Current	Goals	0	0	0											U
Promotion v	within cate	egory	0	0	0	0	0	0	0	0	0	0	0	0	0	W

RECRUITING OCC. CAT./T CAMPUS: DATA RESO	TITLE:	Statewid 3-Nontea Total Uni CT Censu	aching Prof iversity		NUED TITLE JC Professic				PROJECTED PROJECTED PROJECTED REPORTING	D HIRES (12 D PROMOT	mos.) IONS (12 m		11/30/2020	1		
			GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORK FOR	CE %		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	Α
WORK FOR	CE PARITY 9	6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	В
WORK FOR	CE #		0	0	0	0	0	0	0	0	0	0	0	0	0	С
WORK FOR	CE PARITY #	ŧ	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZA	ATION (+/-)			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	E
PREVIOUS L	JTILIZATION	N		0.5	-0.5	-0.6	-1.5	0.7	-0.5	0.8	-0.3	-0.5	1.7	0.0	0.0	F
HIRING	Previous	Goals	4	2	2	1	1	0	1	0	0	1	0	0	0	G
GOALS	Current	Hires	2	1	1	1	1	0	0	0	0	0	0	0	0	1
	Current	Goals	0	0	0											Μ
PROMO.	Previous	Goals	1	0	1	0	1	0	0	0	0	0	0	0	0	0
GOALS	Current	Promos	3	0	3	0	3	0	0	0	0	0	0	0	0	Q
	Current	Goals	0	0	0											U
Promotion v	within cate	gory	0	0	0	0	0	0	0	0	0	0	0	0	0	W

RECRUITIN OCC. CAT./ CAMPUS: DATA RESC	TITLE:	Statewid 3-Nontea Total Uni CT Censu	aching Prof iversity		NUED TITLE JC Professic		ram Assista	nt 1	PROJECTEI PROJECTEI PROJECTEI REPORTING	D HIRES (12 D PROMOT	mos.) IONS (12 m		11/30/2020			
			GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORK FOR	CE %		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	Α
WORK FOR	CE PARITY %	6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	В
WORK FOR	CE #		0	0	0	0	0	0	0	0	0	0	0	0	0	С
WORK FOR	CE PARITY #	ŧ	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
<b>NET UTILIZ</b>	ATION (+/-)			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	E
PREVIOUS	UTILIZATION	N		-9.3	9.3	-12.1	16.2	1.2	-5.2	1.2	-0.5	-0.7	-1.2	1.0	0.0	F
HIRING	Previous	Goals	19	13	6	12	0	0	5	0	0	1	1	0	0	G
GOALS	Current	Hires	14	1	13	1	12	0	0	0	1	0	0	0	0	I
	Current	Goals	0	0	0											Μ
PROMO.	Previous	Goals	1	0	1	0	0	0	0	0	1	0	0	0	0	0
GOALS	Current	Promos	0	0	0	0	0	0	0	0	0	0	0	0	0	Q
	Current	Goals	0	0	0											U
Promotion	within cate	gory	0	0	0	0	0	0	0	0	0	0	0	0	0	W

RECRUITING OCC. CAT./T CAMPUS: DATA RESO	TITLE:	Statewid 3-Nontea Total Uni CT Censu	aching Prof iversity		NUED TITLE JC Professic				PROJECTED PROJECTED PROJECTED REPORTING	D HIRES (12 D PROMOT	mos.) IONS (12 m		11/30/2020			
			GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORK FOR	CE %		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	Α
WORK FOR	CE PARITY 9	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	В
WORK FOR	CE #		0	0	0	0	0	0	0	0	0	0	0	0	0	С
WORK FOR	CE PARITY #	<b>‡</b>	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZA	ATION (+/-)			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	E
PREVIOUS L	JTILIZATIO	Ν		0.3	-0.3	0.6	1.2	-0.5	-1.7	-0.4	-1.0	0.6	1.2	0.0	0.0	F
HIRING	Previous	Goals	4	1	3	0	0	1	2	0	1	0	0	0	0	G
GOALS	Current	Hires	6	2	4	2	4	0	0	0	0	0	0	0	0	1
	Current	Goals	0	0	0											Μ
PROMO.	Previous	Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GOALS	Current	Promos	0	0	0	0	0	0	0	0	0	0	0	0	0	Q
	Current	Goals	0	0	0											U
Promotion v	within cate	gory	0	0	0	0	0	0	0	0	0	0	0	0	0	W

RECRUITING ARE OCC. CAT./TITLE CAMPUS: DATA RESOURCE	E: 7-Mainte Storrs	-		Counties ctive Servic	es Police			PROJECTEI PROJECTEI PROJECTEI REPORTINO	D HIRES (12 D PROMOT	mos.) IONS (12 m		11/30/2020			
		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORK FORCE %	, D	100.0%	83.1%	16.9%	73.2%	15.5%	4.2%	0.0%	4.2%	1.4%	1.4%	0.0%	0.0%	0.0%	Α
WORK FORCE PA	ARITY %	99.7	85.8	13.9	72.3	9.8	6.9	1.9	5.5	1.1	1.1	1.1	0.0	0.0	В
WORK FORCE #		71	59	12	52	11	3	0	3	1	1	0	0	0	С
WORK FORCE PA	ARITY #	71	60.9	9.9	51.3	7.0	4.9	1.3	3.9	0.8	0.8	0.8	0.0	0.0	D
NET UTILIZATIO	DN (+/-)		-1.9	2.1	0.7	4.0	-1.9	-1.3	-0.9	0.2	0.2	-0.8	0.0	0.0	E
PREVIOUS UTILIZ	IZATION		-0.1	0.3	2.3	2.1	-2.0	-1.3	0.3	0.2	-0.8	-0.8	0.0	0.0	F
HIRING Prev	evious Goals	5	3	2	0	0	1	1	1	0	1	1	0	0	G
GOALS Curr	rrent Hires	15	10	5	8	4	0	1	1	0	1	0	0	0	I
Curi	rrent Goals	4	2	2			1	1	1			1			Μ
PROMO. Prev	evious Goals	1	1	0	0	0	1	0	0	0	0	0	0	0	0
GOALS Curr	rrent Promos	5	4	1	4	1	0	0	0	0	0	0	0	0	Q
Curi	rrent Goals	1	1	0			1								U
Promotion withi	in category	5	4	1	4	1	0	0	0	0	0	0	0	0	W

RECRUITING OCC. CAT./T CAMPUS: DATA RESO	FITLE: 7-I Sto		·		Counties ctive Servic	es Police C	Officer		PROJECTEI PROJECTEI PROJECTEI REPORTINO	D HIRES (12 D PROMOT	mos.) IONS (12 m		11/30/2020	1		
			GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORK FORC	CE %		100.0%	82.2%	17.8%	71.1%	11.1%	4.4%	2.2%	6.7%	2.2%	0.0%	2.2%	0.0%	0.0%	Α
WORK FORC	CE PARITY %		99.9	78.5	21.4	67.9	16.6	5.3	0.8	4.5	3.7	0.8	0.3	0.0	0.0	В
WORK FORC	CE #		45	37	8	32	5	2	1	3	1	0	1	0	0	С
WORK FORC	CE PARITY #		45	35.3	9.6	30.6	7.5	2.4	0.4	2.0	1.7	0.4	0.1	0.0	0.0	D
NET UTILIZA	ATION (+/-)			1.7	-1.6	1.4	-2.5	-0.4	0.6	1.0	-0.7	-0.4	0.9	0.0	0.0	E
PREVIOUS L	JTILIZATION			-3.4	3.4	-2.2	1.5	0.0	0.5	-0.7	0.5	-0.5	0.9	0.0	0.0	F
HIRING	Previous Go	oals	3	2	1	1	0	0	0	0	1	1	0	0	0	G
GOALS	Current Hi	ires	1	1	0	1	0	0	0	0	0	0	0	0	0	1
	Current Go	oals	5	1	4		3	1			1					Μ
PROMO.	Previous Go	oals	1	1	0	1	0	0	0	0	0	0	0	0	0	0
GOALS	Current Pr	7	6	1	5	1	0	0	1	0	0	0	0	0	Q	
	*Current Go	oals	0	0	0											U
Promotion v	within catego	ry	0	0	0	0	0	0	0	0	0	0	0	0	0	W

\*Hiring Goals set in lieu of promotional goals as the promotional pool does not contain enough employees in the under-utilized race/gender groups .

RECRUITING OCC. CAT./T CAMPUS: DATA RESO	TITLE:	Statewid 7-Mainte Storrs CT Censu	enance/Ser	vice - Prote	ective Servic	es Fire			PROJECTED PROJECTED PROJECTED REPORTING	D HIRES (12 D PROMOT	mos.) IONS (12 m	,	11/30/2020			
			GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORK FOR	RK FORCE %         100.0%         100.0%         0.0%         0.0%         0           RK FORCE PARITY %         100.1         91.5         8.6         78.6         7.4									0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	Α
WORK FOR	K FORCE PARITY %         100.1         91.5         8.6         78.6         7.4         6           K FORCE #         22         22         0         22         0									5.9	0.3	0.7	0.4	0.0	0.0	В
WORK FOR	CE #		22	22	0	22	0	0	0	0	0	0	0	0	0	С
WORK FOR	FORCE PARITY # 22 20.1 1.9 17.3 1.6							1.4	0.1	1.3	0.1	0.2	0.1	0.0	0.0	D
NET UTILIZA	ATION (+/-)			1.9	-1.9	4.7	-1.6	-1.4	-0.1	-1.3	-0.1	-0.2	-0.1	0.0	0.0	E
PREVIOUS L	JTILIZATIO	N		-1.9	1.9	2.5	2.6	-1.9	-0.3	-2.0	-0.2	-0.4	-0.2	0.0	0.0	F
HIRING	Previous	Goals	5	5	0	0	0	2	0	2	0	1	0	0	0	G
GOALS	Current	Hires	1	1	0	1	0	0	0	0	0	0	0	0	0	I
	Current	Goals	4	3	1		1	1		1		<u>1</u>				Μ
																$\Box$
PROMO.	Previous	Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GOALS							0	0	0	0	0	0	0	0	0	Q
	Current	Goals	1	0	1		1									U
Promotion v	otion within category 2 2 0 2 0 0								0	0	0	0	0	0	0	W

RECRUITINO OCC. CAT./1 CAMPUS: DATA RESO	TITLE:	Statewid 7-Mainte Total Uni CT Censu	enance/Serviversity	NEW TITLE vice - Prote	ctive Servic	es Firefight	ter		PROJECTED PROJECTED PROJECTED REPORTING	D HIRES (12 D PROMOTI	mos.) ONS (12 m		11/30/2020			
			GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORK FOR	CE %		100.0%	82.6%	17.4%	78.3%	17.4%	0.0%	0.0%	4.3%	0.0%	0.0%	0.0%	0.0%	0.0%	Α
WORK FOR	CE PARITY	%	100.0	98.2	1.8	82.9	1.8	7.0	0.0	7.6	0.0	0.7	0.0	0.0	0.0	В
WORK FOR	CE #		23	19	4	18	4	0	0	1	0	0	0	0	0	С
WORK FOR	CE PARITY	#	23	22.6	0.4	19.1	0.4	1.6	0.0	1.7	0.0	0.2	0.0	0.0	0.0	D
NET UTILIZ/	ATION (+/-	)		-3.6	3.6	-1.1	3.6	-1.6	0.0	-0.7	0.0	-0.2	0.0	0.0	0.0	E
PREVIOUS L	UTILIZATIO	N		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	F
HIRING	Previous	Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	G
GOALS	Current	Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	I
	Current	Goals	4	4	0	1		2		1						Μ
PROMO.	Drouious	Coals	0	0	0	0	0	0	0	0	0	0	0	0	0	
GOALS	Previous Current	Goals Promos	0 6	0	0	0	0	0	0	0	0	0	0	0	0	0
GUALD	Current	Goals	0	0	0		-	<b>.</b>	<u> </u>			•				U
Promotion	within cate	egory	0	0	0	0	0	0	0	0	0	0	0	0	0	W

RECRUITING OCC. CAT./T CAMPUS: DATA RESO	TITLE:		-		Counties strative Assi	istant			PROJECTEI PROJECTEI PROJECTEI REPORTIN	D HIRES (12 D PROMOT	mos.) IONS (12 m	,	11/30/2020			
			GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORK FORC	CE %		100.0%	0.0%	100.0%	0.0%	94.1%	0.0%	0.0%	0.0%	5.9%	0.0%	0.0%	0.0%	0.0%	Α
WORK FORC	CE PARITY %	6	99.9	6.7	93.2	5.8	85.8	0.2	3.6	0.6	3.5	0.1	0.3	0.0	0.0	В
WORK FORC	CE #		17	0	17	0	16	0	0	0	1	0	0	0	0	С
WORK FORC	CE PARITY #	ŧ	17	1.1	15.8	1.0	14.6	0.0	0.6	0.1	0.6	0.0	0.1	0.0	0.0	D
NET UTILIZA	ATION (+/-)			-1.1	1.2	-1.0	1.4	0.0	-0.6	-0.1	0.4	0.0	-0.1	0.0	0.0	E
PREVIOUS L	JTILIZATION	١		-1.5	1.5	-1.4	1.4	0.0	-0.5	0.0	0.6	0.0	-0.1	0.0	0.0	F
HIRING	Previous	Goals	1	0	1	0	0	0	1	0	0	0	0	0	0	G
GOALS	Current	Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	I
	Current	Goals	1	0	1				1							Μ
PROMO.	Previous	Goals	1	1	0	1	0	0	0	0	0	0	0	0	0	0
GOALS	Current	Promos	0	0	0	0	0	0	0	0	0	0	0	0	0	Q
	Current	Goals	1	1	0	1										U
Promotion v	within cate	gory	0	0	0	0	0	0	0	0	0	0	0	0	0	W

RECRUITING OCC. CAT./ CAMPUS: DATA RESO	TITLE: 4-Secreta Storrs	, Tolland & arial/Clerica us 2000						PROJECTE	D HIRES (12 D PROMOT	IONS (12 m		11/30/2020			
		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORK FOR	CE %	100.0%	4.2%	95.8%	4.2%	87.5%	0.0%	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	Α
WORK FOR	CE PARITY %	100.1	5.1	95.0	3.9	90.6	0.5	2.4	0.6	1.5	0.1	0.5	0.0	0.0	В
WORK FOR	CE #	24	1	23	1	21	0	2	0	0	0	0	0	0	С
WORK FOR	CE PARITY #	24	1.2	22.8	0.9	21.7	0.1	0.6	0.1	0.4	0.0	0.1	0.0	0.0	D
NET UTILIZ	ATION (+/-)		-0.2	0.2	0.1	-0.7	-0.1	1.4	-0.1	-0.4	0.0	-0.1	0.0	0.0	E
PREVIOUS U	UTILIZATION		0.9	-0.9	1.1	2.2	-0.1	-2.5	-0.1	-0.4	0.0	-0.1	0.0	0.0	F
HIRING	Previous Goals	3	0	3	0	0	0	2	0	1	0	<u>0</u>	0	0	G
GOALS	Current Hires	1	0	1	0	1	0	0	0	0	0	0	0	0	I
	Current Goals	1	0	1						<u>1</u>					Μ
PROMO.	Previous Goals	1	0	1	0	0	0	1	0	0	0	0	0	0	0
GOALS	<b>Current Promos</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	Q
	*Current Goals	1	0	1		1									U
Promotion	within category	0	0	0	0	0	0	0	0	0	0	0	0	0	W

\*Hiring Goals set in lieu of promotional goals as the promotional pool does not contain enough employees in the under-utilized race/gender groups .

RECRUITING OCC. CAT./T CAMPUS: DATA RESO	FITLE: 4-Secret Storrs	l, Tolland & arial/Clerica us 2000			Titles			PROJECTEI PROJECTEI PROJECTEI REPORTIN	D HIRES (12 D PROMOT	: mos.) IONS (12 m	,	11/30/2020	)		
		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORK FORG	CE %	97.6%	4.8%	92.9%	4.8%	90.5%	0.0%	2.4%	0.0%	0.0%	0.0%	0.0%	0.0%	2.4%	Α
WORK FOR	CE PARITY %	100.2	15.4	84.8	11.5	66.7	1.9	9.3	1.3	6.6	0.7	2.2	0.0	0.0	В
WORK FOR	CE #	42	2	40	2	38	0	1	0	0	0	0	0	1	С
WORK FORG	CE PARITY #	42	6.5	35.6	4.8	28.0	0.8	3.9	0.5	2.8	0.3	0.9	0.0	0.0	D
NET UTILIZA	ATION (+/-)		-4.5	4.4	-2.8	10.0	-0.8	-2.9	-0.5	-2.8	-0.3	-0.9	0.0	1.0	E
PREVIOUS L	JTILIZATION		-5.0	4.9	-3.3	11.1	-0.9	-3.4	-0.6	-2.8	-0.3	-1.0	0.0	1.0	F
HIRING	Previous Goals	12	5	7	3	0	1	3	1	3	0	1	0	0	G
GOALS	Current Hires	1	0	1	0	1	0	0	0	0	0	0	0	0	1
	Current Goals	12	5	7	3		1	3	1	3		1			Μ
PROMO.	Previous Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GOALS	Current Promos	0	0	0	0	0	0	0	0	0	0	0	0	0	Q
	Current Goals	0	0	0											U
Promotion v	within category	0	0	0	0	0	0	0	0	0	0	0	0	0	W

RECRUITIN OCC. CAT./ CAMPUS: DATA RESO	'TITLE: 5 <sup>.</sup> Si	,	, Tolland & cal/Parapro is 2000						PROJECTEI PROJECTEI	D HIRES (12	, IONS (12 m		11/30/2020			
			GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	J.
WORK FOR	RCE %		100.0%	100.0%	0.0%	90.0%	0.0%	0.0%	0.0%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	Α
WORK FOR	RCE PARITY %		100.0	53.0	47.0	37.6	32.9	9.7	6.7	3.2	5.0	2.5	2.4	0.0	0.0	В
WORK FOR	RCE #		10	10	0	9	0	0	0	1	0	0	0	0	0	С
WORK FOR	RCE PARITY #		10	5.3	4.7	3.8	3.3	1.0	0.7	0.3	0.5	0.3	0.2	0.0	0.0	D
NET UTILIZ	ATION (+/-)			4.7	-4.7	5.2	-3.3	-1.0	-0.7	0.7	-0.5	-0.3	-0.2	0.0	0.0	E
PREVIOUS	UTILIZATION			4.7	-4.7	5.3	-3.3	-1.0	-0.7	0.7	-0.5	-0.3	-0.2	0.0	0.0	F
HIRING	Previous G	ioals	7	2	5	0	3	1	1	0	1	1	0	0	0	G
GOALS	Current H	lires	0	0	0	0	0	0	0	0	0	0	0	0	0	T
	Current G	ioals	7	2	5		3	1	1		1	<u>1</u>				Μ
PROMO.	Previous G	ioals	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GOALS	Current P	romos	0	0	0	0	0	0	0	0	0	0	0	0	0	Q
	Current G	ioals	0	0	0											U
Promotion	within catego	ory	0	0	0	0	0	0	0	0	0	0	0	0	0	W

RECRUITIN OCC. CAT./		, Tolland & ed Craft W						PROJECTEI PROJECTEI		•	)				
CAMPUS: DATA RESC	Storrs OURCE: CT Censu	ıs 2000						PROJECTED REPORTING		IONS (12 m NDING:	os.)	11/30/2020			
		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORK FOR	CE %	100.0%	96.6%	3.4%	87.4%	3.4%	1.1%	0.0%	6.9%	0.0%	1.1%	0.0%	0.0%	0.0%	Α
WORK FOR	CE PARITY %	100.0	97.0	3.0	81.3	2.4	6.3	0.2	7.1	0.3	2.3	0.1	0.0	0.0	В
WORK FOR	CE #	87	84	3	76	3	1	0	6	0	1	0	0	0	С
WORK FOR	CE PARITY #	87	84.4	2.6	70.7	2.1	5.5	0.2	6.2	0.3	2.0	0.1	0.0	0.0	D
<b>NET UTILIZ</b>	ATION (+/-)		-0.4	0.4	5.3	0.9	-4.5	-0.2	-0.2	-0.3	-1.0	-0.1	0.0	0.0	E
PREVIOUS	UTILIZATION		-0.5	0.4	5.8	0.9	-4.7	-0.2	-0.6	-0.3	-1.1	-0.1	0.0	0.0	F
HIRING	Previous Goals	7	6	1	0	0	4	0	1	1	1	0	0	0	G
GOALS	Current Hires	12	12	0	11	0	0	0	1	0	0	0	0	0	T
	Current Goals	6	5	1			4			<u>1</u>	1				Μ
PROMO.	Previous Goals	1	1	0	0	0	1	0	0	0	0	0	0	0	0
GOALS	<b>Current Promos</b>	3	2	1	1	1	0	0	1	0	0	0	0	0	Q
	Current Goals	1	1	0			1								U
Promotion	within category	0	0	0	0	0	0	0	0	0	0	0	0	0	W

RECRUITIN OCC. CAT./ CAMPUS: DATA RESO	/TITLE: 7-Genera Storrs	, Tolland & al Trade Wo us 2000		Counties				PROJECTED PROJECTED PROJECTED REPORTING	D HIRES (12 D PROMOT	mos.) IONS (12 m		11/30/2020			
		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORK FOR	RCE %	100.0%	92.0%	8.0%	76.0%	8.0%	8.0%	0.0%	8.0%	0.0%	0.0%	0.0%	0.0%	0.0%	Α
WORK FOR	RCE PARITY %	100.1	98.7	1.4	90.0	1.0	3.5	0.1	4.7	0.3	0.5	0.0	0.0	0.0	В
WORK FOR	RCE #	25	23	2	19	2	2	0	2	0	0	0	0	0	С
WORK FOR	RCE PARITY #	25	24.7	0.4	22.5	0.3	0.9	0.0	1.2	0.1	0.1	0.0	0.0	0.0	D
NET UTILIZ	ATION (+/-)		-1.7	1.7	-3.5	1.8	1.1	0.0	0.8	-0.1	-0.1	0.0	0.0	0.0	E
PREVIOUS	UTILIZATION		0.9	-0.9	4.9	-0.8	0.6	0.0	-4.5	0.0	-0.2	0.0	0.0	0.0	F
HIRING	Previous Goals	3	3	0	0	0	0	0	3	0	0	0	0	0	G
GOALS	<b>Current</b> Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	T
	Current Goals	3	3	0	3										Μ
PROMO.	Previous Goals	3	2	1	0	1	0	0	2	0	0	0	0	0	0
GOALS	<b>Current Promos</b>	1	1	0	0	0	0	0	1	0	0	0	0	0	Q
	Current Goals	1	1	0	1										U
Promotion	within category	0	0	0	0	0	0	0	0	0	0	0	0	0	W

RECRUITING OCC. CAT./ CAMPUS: DATA RESO	TITLE: 7- St		, Tolland & enance/Ser is 2000						PROJECTED PROJECTED PROJECTED REPORTING	D HIRES (12 D PROMOT	mos.) IONS (12 m	,	11/30/2020			
			GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	1
WORK FOR	CE %		100.0%	69.2%	30.8%	26.9%	15.4%	3.8%	3.8%	38.5%	7.7%	0.0%	3.8%	0.0%	0.0%	Α
WORK FOR	CE PARITY %		100.0	62.3	37.7	22.6	13.7	4.8	0.7	34.9	22.6	0.0	0.7	0.0	0.0	В
WORK FOR	CE #		26	18	8	7	4	1	1	10	2	0	1	0	0	С
WORK FOR	CE PARITY #		26	16.2	9.8	5.9	3.6	1.2	0.2	9.1	5.9	0.0	0.2	0.0	0.0	D
NET UTILIZ	ATION (+/-)			1.8	-1.8	1.1	0.4	-0.2	0.8	0.9	-3.9	0.0	0.8	0.0	0.0	E
PREVIOUS	UTILIZATION			3.2	-3.2	2.6	0.3	0.2	-0.5	0.5	-4.8	0.0	1.8	0.0	0.0	F
HIRING	Previous G	ioals	0	0	0	0	0	0	0	0	0	0	0	0	0	G
GOALS		lires	1	1	0	1	0	0	0	0	0	0	0	0	0	I
	Current G	ioals	0	0	0					-						Μ
PROMO.	Previous G	ioals	6	0	6	0	0	0	1	0	5	0	<u>0</u>	0	0	0
GOALS	Current P	romos	3	1	2	0	0	0	1	1	1	0	0	0	0	Q
	Current G	ioals	4	0	4						4					U
Promotion	motion within category		0	0	0	0	0	0	0	0	0	0	0	0	0	W

RECRUITING OCC. CAT./ CAMPUS: DATA RESO	TITLE: 7-Mainte Storrs	l, Tolland & enance/Ser us 2000						PROJECTE	D HIRES (12 D PROMOT	iONS (12 m		11/30/2020			
		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORK FOR	CE %	100.0%	62.3%	37.7%	22.6%	13.7%	4.8%	0.7%	34.9%	22.6%	0.0%	0.7%	0.0%	0.0%	Α
WORK FOR	CE PARITY %	100.1	68.3	31.8	45.6	17.8	7.8	4.8	13.0	7.9	1.9	1.3	0.0	0.0	В
WORK FOR	CE #	146	91	55	33	20	7	1	51	33	0	1	0	0	С
WORK FOR	CE PARITY #	146	99.7	46.4	66.6	26.0	11.4	7.0	19.0	11.5	2.8	1.9	0.0	0.0	D
NET UTILIZ	ATION (+/-)		-8.7	8.6	-33.6	-6.0	-4.4	-6.0	32.0	21.5	-2.8	-0.9	0.0	0.0	Ε
PREVIOUS	UTILIZATION		-13.7	13.5	-35.6	-4.0	-6.2	-4.2	30.9	22.7	-2.8	-0.9	0.0	0.0	F
HIRING	Previous Goals	54	45	9	36	4	6	4	0	0	3	1	0	0	G
GOALS	Current Hires	19	14	5	5	1	2	0	7	4	0	0	0	0	I
	Current Goals	54	41	13	34	6	4	6			3	1			Μ
PROMO.	Previous Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GOALS	Current Promos	0	0	0	0	0	0	0	0	0	0	0	0	0	Q
	Current Goals	0	0	0											U
Promotion	within category	0	0	0	0	0	0	0	0	0	0	0	0	0	W

RECRUITING OCC. CAT./1 CAMPUS: DATA RESO	TITLE: 7-Mainte Storrs	·		Counties iining Titles				PROJECTED PROJECTED PROJECTED REPORTING	D HIRES (12 D PROMOT	: mos.) IONS (12 m	,	11/30/2020			
		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	,
WORK FOR	CE %	98.3%	79.5%	18.8%	69.2%	17.1%	1.7%	0.0%	6.8%	0.9%	1.7%	0.9%	1.7%	0.0%	Α
WORK FOR	CE PARITY %	100.2	69.8	30.4	43.1	15.6	6.5	3.0	18.9	10.6	1.3	1.2	0.0	0.0	В
WORK FOR	CE #	117	95	22	81	20	2	0	8	1	2	1	2	0	С
WORK FOR	CE PARITY #	117	81.7	35.6	50.4	18.3	7.6	3.5	22.1	12.4	1.5	1.4	0.0	0.0	D
NET UTILIZ	ATION (+/-)		13.3	-13.6	<b>30.</b> 6	1.7	-5.6	-3.5	-14.1	-11.4	0.5	-0.4	2.0	0.0	E
PREVIOUS L	UTILIZATION		12.1	-11.9	29.9	3.6	-5.1	-3.4	-13.2	-10.7	0.5	-1.4	0.0	0.0	F
HIRING	Previous Goals	21	11	10	0	0	4	2	7	7	0	1	0	0	G
GOALS	Current Hires	11	11	0	8	0	0	0	1	0	0	0	2	0	I
	Current Goals	21	11	10			4	3	9	7					Μ
PROMO.	Previous Goals	12	7	5	0	0	1	1	6	4	0	0	0	0	0
GOALS	Current Promos	10	8	2	7	1	0	0	1	0	0	1	0	0	Q
	Current Goals	12	7	5			2	1	5	4					U
Promotion	within category	8	8	0	8	0	0	0	0	0	0	0	0	0	W

RECRUITIN OCC. CAT./ CAMPUS: DATA RESC	/TITLE: 4-Secreta Hartford			S				PROJECTE	D HIRES (12 D PROMOT	IONS (12 m		11/30/2020			
		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORK FOF	RCE %	100.0%	9.1%	90.9%	9.1%	36.4%	0.0%	36.4%	0.0%	9.1%	0.0%	9.1%	0.0%	0.0%	Α
WORK FOF	RCE PARITY %	100.1	17.9	82.2	12.6	60.1	2.2	10.5	2.1	9.4	1.0	2.2	0.0	0.0	В
WORK FOF	RCE #	11	1	10	1	4	0	4	0	1	0	1	0	0	С
WORK FOF	RCE PARITY #	11	2.0	9.0	1.4	6.6	0.2	1.2	0.2	1.0	0.1	0.2	0.0	0.0	D
NET UTILIZ	ZATION (+/-)		-1.0	1.0	-0.4	-2.6	-0.2	2.8	-0.2	0.0	-0.1	0.8	0.0	0.0	E
PREVIOUS	UTILIZATION		-1.1	1.1	-0.5	-2.3	-0.3	2.5	-0.2	0.1	-0.1	0.7	0.0	0.0	F
HIRING	Previous Goals	4	2	2	1	2	1	0	0	0	0	0	0	0	G
GOALS	Current Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	I
	Current Goals	4	1	3	<u>1</u>	3									Μ
PROMO.	Previous Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GOALS	<b>Current Promos</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	Q
	Current Goals	0	0	0											U
Promotion	n within category	0	0	0	0	0	0	0	0	0	0	0	0	0	W

RECRUITIN OCC. CAT./ CAMPUS: DATA RESC	/TITLE: 6-Qualifi Hartford			<b>Fitles</b>				PROJECTE	D HIRES (12 D PROMOT	IONS (12 m		11/30/2020			
		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORK FOR	RCE %	100.0%	100.0%	0.0%	50.0%	0.0%	25.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	Α
WORK FOR	RCE PARITY %	100.2	96.9	3.3	76.4	2.2	8.1	0.5	9.5	0.5	2.9	0.1	0.0	0.0	В
WORK FOR	RCE #	4	4	0	2	0	1	0	1	0	0	0	0	0	С
WORK FOR	RCE PARITY #	4	3.9	0.1	3.1	0.1	0.3	0.0	0.4	0.0	0.1	0.0	0.0	0.0	D
<b>NET UTILIZ</b>	ATION (+/-)		0.1	-0.1	-1.1	-0.1	0.7	0.0	0.6	0.0	-0.1	0.0	0.0	0.0	E
PREVIOUS	UTILIZATION		0.1	-0.1	-1.1	-0.1	0.7	0.0	0.6	0.0	-0.1	0.0	0.0	0.0	F
HIRING	Previous Goals	1	1	0	1	0	0	0	0	0	0	0	0	0	G
GOALS	Current Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	I
	Current Goals	1	1	0	1										Μ
PROMO.	Previous Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GOALS	<b>Current Promos</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	Q
	Current Goals	0	0	0											U
Promotion	within category	0	0	0	0	0	0	0	0	0	0	0	0	0	W

RECRUITIN OCC. CAT./ CAMPUS: DATA RESO	TITLE: 7-Mainte Hartford			tles				PROJECTE	D HIRES (12 D PROMOT	iONS (12 m		11/30/2020			
		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORK FOR	RCE %	100.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	Α
WORK FOR	RCE PARITY %	100	69.6	30.5	40.8	14.7	9.9	5.8	16.8	8.8	2.1	1.2	0.0	0.0	В
WORK FOR	RCE #	3	3	0	3	0	0	0	0	0	0	0	0	0	С
WORK FOR	RCE PARITY #	3	2.1	0.9	1.2	0.4	0.3	0.2	0.5	0.3	0.1	0.0	0.0	0.0	D
NET UTILIZ	ATION (+/-)		0.9	-0.9	1.8	-0.4	-0.3	-0.2	-0.5	-0.3	-0.1	0.0	0.0	0.0	E
PREVIOUS	UTILIZATION		0.6	-0.6	1.2	-0.3	-0.2	-0.1	-0.3	-0.2	0.0	0.0	0.0	0.0	F
HIRING	Previous Goals	1	1	0	0	0	0	0	1	0	0	0	0	0	G
GOALS	Current Hires	1	1	0	1	0	0	0	0	0	0	0	0	0	I
	Current Goals	2	1	1		<u>1</u>			1						Μ
PROMO.	Previous Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GOALS	Current Promos	0	0	0	0	0	0	0	0	0	0	0	0	0	Q
	Current Goals	0	0	0											U
Promotion	within category	0	0	0	0	0	0	0	0	0	0	0	0	0	W

RECRUITING OCC. CAT./T CAMPUS:		idon-Norwi arial/Clerica bint						PROJECTEI PROJECTEI PROJECTEI	D HIRES (12	mos.)					
DATA RESOL	URCE: CT Censu	us 2000						REPORTIN	G PERIOD E	NDING:		11/30/2020			
		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORK FORC	CE %	100.0%	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	Α
WORK FORC	CE PARITY %	100.1	12.7	87.4	10.3	77.7	0.7	4.0	1.1	3.5	0.6	2.2	0.0	0.0	В
WORK FORC	CE #	2	0	2	0	2	0	0	0	0	0	0	0	0	С
WORK FORC	CE PARITY #	2	0.3	1.7	0.2	1.6	0.0	0.1	0.0	0.1	0.0	0.0	0.0	0.0	D
NET UTILIZA	ATION (+/-)		-0.3	0.3	-0.2	0.4	0.0	-0.1	0.0	-0.1	0.0	0.0	0.0	0.0	Ε
PREVIOUS U	JTILIZATION		-0.3	0.3	-0.2	0.5	0.0	-0.1	0.0	-0.1	0.0	-0.1	0.0	0.0	F
	Previous Goals	1	1	0	1	0	0	0	0	0	0	0	0	0	G
	Current Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	1.
	Current Goals	0	0	0											M
PROMO.	Previous Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Current Promos	0	0	0	0	0	0	0	0	0	0	0	0	0	Q
	Current Goals	0	0	0	· ·	•	· ·	•	· ·	· ·					Ū
Promotion v	within category	0	0	0	0	0	0	0	0	0	0	0	0	0	W

RECRUITING OCC. CAT./ CAMPUS: DATA RESO	TITLE: 5-Techni Avery Pc							PROJECTED PROJECTED PROJECTED REPORTING	D HIRES (12 D PROMOT	mos.) IONS (12 m		11/30/2020			
		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORK FOR	CE %	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	Α
WORK FOR	CE PARITY %	100.2	59.7	40.5	51.3	32.5	1.0	1.4	2.4	0.5	5.0	6.1	0.0	0.0	В
WORK FOR	CE #	1	1	0	1	0	0	0	0	0	0	0	0	0	С
WORK FOR	CE PARITY #	1.0	0.6	0.4	0.5	0.3	0.0	0.0	0.0	0.0	0.1	0.1	0.0	0.0	D
NET UTILIZ	ATION (+/-)		0.4	-0.4	0.5	-0.3	0.0	0.0	0.0	0.0	-0.1	-0.1	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	0.0	0.0	F
HIRING	Previous Goals	1	0	1	0	1	0	0	0	0	0	0	0	0	G
GOALS	Current Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	I
	Current Goals	1	0	1		<u>1</u>									Μ
PROMO.	Previous Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GOALS	Current Promos	0	0	0	0	0	0	0	0	0	0	0	0	0	Q
	Current Goals	0	0	0											U
Promotion	within category	0	0	0	0	0	0	0	0	0	0	0	W		

RECRUITING OCC. CAT./ CAMPUS: DATA RESO	TITLE: 6-Qualif Avery Po							PROJECTEI PROJECTEI PROJECTEI REPORTINO	D HIRES (12 D PROMOT	mos.) IONS (12 m		11/30/2020			
		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORK FOR	CE %	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	Α
WORK FOR	CE PARITY %	100.1	96.1	4.0	87.4	3.3	2.5	0.5	3.5	0.2	2.7	0.0	0.0	0.0	В
WORK FOR	CE #	1	1	0	0	0	0	0	0	0	1	0	0	0	С
WORK FOR	CE PARITY #	1	1.0	0.0	0.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZ	ATION (+/-)		0.1	0.0	-0.9	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	E
PREVIOUS I	UTILIZATION		0.2	-0.1	-0.8	-0.1	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	F
HIRING	Previous Goals	1	1	0	1	0	0	0	0	0	0	0	0	0	G
GOALS	Current Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	1
	Current Goals	1	1	0	1										Μ
PROMO.	Previous Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GOALS	Current Promos	0	0	0	0	0	0	0	0	0	0	0	0	0	Q
	Current Goals	0	0	0											U
Promotion	within category	0	0	0	0	0	0	0	0	0	0	0	0	0	W

RECRUITING OCC. CAT./ CAMPUS: DATA RESO	TITLE: 7-Mainte Avery Po	enance/Ser bint	ch Statistic vice - All Tit					PROJECTEI PROJECTEI	D HIRES (12	IONS (12 m		11/30/2020			
		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORK FOR	CE %	100.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	Α
WORK FOR	CE PARITY %	100.1	65.6	34.5	50.2	24.9	6.6	1.5	5.3	5.4	3.5	2.7	0.0	0.0	В
WORK FOR	CE #	5	5	0	5	0	0	0	0	0	0	0	0	0	С
WORK FOR	CE PARITY #	5	3.3	1.7	2.5	1.2	0.3	0.1	0.3	0.3	0.2	0.1	0.0	0.0	D
NET UTILIZ	ATION (+/-)		1.7	-1.7	2.5	-1.2	-0.3	-0.1	-0.3	-0.3	-0.2	-0.1	0.0	0.0	Ε
PREVIOUS	UTILIZATION		1.7	-1.7	2.5	-1.2	-0.3	-0.1	-0.2	-0.3	-0.2	-0.1	0.0	0.0	F
HIRING	Previous Goals	2	1	1	0	1	1	0	0	0	0	0	0	0	G
GOALS	Current Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	I
	Current Goals	2	1	1		1	<u>1</u>								Μ
PROMO.	Previous Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GOALS	Current Promos	0	0	0	0	0	0	0	0	0	0	0	0	0	Q
	Current Goals	0	0	0											U
Promotion	within category	0	0	0	0	0	0	0	0	0	0	0	0	0	W

RECRUITIN OCC. CAT./			PROJECTED TURNOVER (12 mos.) PROJECTED HIRES (12 mos.)														
CAMPUS: Stamford DATA RESOURCE: CT Census 2000									PROJECTED PROMOTIONS (12 mos.) REPORTING PERIOD ENDING: 11/30/2020								
		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE			
WORK FOR	RCE %	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	Α		
WORK FORCE PARITY % 1		100.0	15.1	84.9	10.8	65.6	2.2	9.1	1.3	7.3	0.8	2.9	0.0	0.0	В		
WORK FORCE #		2	0	2	0	0	0	0	0	2	0	0	0	0	С		
WORK FORCE PARITY #		2	0.3	1.7	0.2	1.3	0.0	0.2	0.0	0.1	0.0	0.1	0.0	0.0	D		
NET UTILIZATION (+/-)			-0.3	0.3	-0.2	-1.3	0.0	-0.2	0.0	1.9	0.0	-0.1	0.0	0.0	E		
PREVIOUS	UTILIZATION		-0.3	0.3	-0.2	-1.3	0.0	-0.2	0.0	1.9	0.0	-0.1	0.0	0.0	F		
HIRING	Previous Goals	2	1	1	1	1	0	0	0	0	0	0	0	0	G		
GOALS	Current Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	I		
	Current Goals	2	1	1	<u>1</u>	1									Μ		
PROMO.	Previous Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
GOALS	<b>Current Promos</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	Q		
	Current Goals	0	0	0											U		
Promotion	within category	0	0	0	0	0	0	0	0	0	0	0	0	0	W		

RECRUITING AREA:Norwalk & Stamford Statistical AreasOCC. CAT./TITLE:7-Maintenance/Service - All TitlesCAMPUS:StamfordDATA RESOURCE:CT Census 2000									PROJECTED TURNOVER (12 mos.) PROJECTED HIRES (12 mos.) PROJECTED PROMOTIONS (12 mos.) REPORTING PERIOD ENDING: 11/30/2020								
		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE			
WORK FOR	RCE %	100.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	Α		
WORK FORCE PARITY %		99.9	62.4	37.5	24.1	8.5	6.0	6.1	31.0	21.4	1.3	1.5	0.0	0.0	В		
WORK FORCE #		2	2	0	2	0	0	0	0	0	0	0	0	0	С		
WORK FORCE PARITY #		2	1.2	0.8	0.5	0.2	0.1	0.1	0.6	0.4	0.0	0.0	0.0	0.0	D		
NET UTILIZATION (+/-)			0.8	-0.7	1.5	-0.2	-0.1	-0.1	-0.6	-0.4	0.0	0.0	0.0	0.0	E		
PREVIOUS	UTILIZATION		0.7	-0.7	1.5	-0.1	-0.1	-0.1	-0.7	-0.4	0.0	0.0	0.0	0.0	F		
HIRING	Previous Goals	2	1	1	0	0	0	0	1	1	0	0	0	0	G		
GOALS	Current Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	I		
	Current Goals	2	1	1					1	<u>1</u>					Μ		
PROMO.	Previous Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
GOALS	Current Promos	0	0	0	0	0	0	0	0	0	0	0	0	0	Q		
	Current Goals	0	0	0											U		
Promotion	within category	0	0	0	0	0	0	0	0	0	0	0	0	0	W		

RECRUITING AREA:Waterbury Statistical AreaOCC. CAT./TITLE:4-Secretarial/Clerical - All TitlesCAMPUS:WaterburyDATA RESOURCE:CT Census 2000									PROJECTED TURNOVER (12 mos.) PROJECTED HIRES (12 mos.) PROJECTED PROMOTIONS (12 mos.) REPORTING PERIOD ENDING: 11/30/2020								
			GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE		
WORK FORCE %			100.0%	0.0%	100.0%	0.0%	75.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	Α	
WORK FOR	CE PARITY %		100.1	5.1	95.0	4.0	82.4	0.6	5.1	0.3	5.7	0.2	1.8	0.0	0.0	В	
WORK FOR	CE #		4	0	4	0	3	0	1	0	0	0	0	0	0	С	
WORK FORCE PARITY #			4	0.2	3.8	0.2	3.3	0.0	0.2	0.0	0.2	0.0	0.1	0.0	0.0	D	
NET UTILIZ	ATION (+/-)			-0.2	0.2	-0.2	-0.3	0.0	0.8	0.0	-0.2	0.0	-0.1	0.0	0.0	Ε	
PREVIOUS	UTILIZATION			-0.1	0.1	-0.1	-0.5	0.0	0.8	0.0	-0.2	0.0	-0.1	0.0	0.0	F	
HIRING	Previous God	ıls	1	0	1	0	1	0	0	0	<u>0</u>	0	<u>0</u>	0	0	G	
GOALS	Current Hire	25	0	0	0	0	0	0	0	0	0	0	0	0	0	I	
	Current God	ıls	1	0	1		<u>1</u>									Μ	
PROMO.	Previous God	ils	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
GOALS	Current Pro	mos	0	0	0	0	0	0	0	0	0	0	0	0	0	Q	
	Current God	ıls	0	0	0											U	
Promotion within category		/	0	0	0	0	0	0	0	0	0	0	0	0	0	W	

RECRUITING OCC. CAT./ CAMPUS: DATA RESO	TITLE: 5-Techn Waterbu		PROJECTED TURNOVER (12 mos.) PROJECTED HIRES (12 mos.) PROJECTED PROMOTIONS (12 mos.) REPORTING PERIOD ENDING: 11/30/2020												
		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES 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%	0.0%	0.0%	Α
WORK FORCE PARITY %		99.9	24.0	75.9	16.5	60.7	3.8	7.9	1.8	5.8	1.9	1.5	0.0	0.0	В
WORK FORCE #		2	0	2	0	0	0	1	0	1	0	0	0	0	С
WORK FORCE PARITY #		2	0.5	1.5	0.3	1.2	0.1	0.2	0.0	0.1	0.0	0.0	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	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	0.0	0.0	F
HIRING	Previous Goals	1	0	1	0	1	0	0	0	0	0	0	0	0	G
GOALS	Current Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	Ι
	Current Goals	1	0	1		1									Μ
PROMO.	Previous Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GOALS	Current Promos	0	0	0	0	0	0	0	0	0	0	0	0	0	Q
	Current Goals	0	0	0											U
Promotion within category		0	0	0	0	0	0	0	0	0	0	0	0	0	W

RECRUITING AREA:Waterbury Statistical AreaOCC. CAT./TITLE:7-Maintenance/Service - All TitlesCAMPUS:WaterburyDATA RESOURCE:CT Census 2000									PROJECTED TURNOVER (12 mos.) PROJECTED HIRES (12 mos.) PROJECTED PROMOTIONS (12 mos.) REPORTING PERIOD ENDING: 11/30/2020								
		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES 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%	0.0%	0.0%	Α		
WORK FOR	CE PARITY %	99.9	71.3	28.6	51.7	19.6	7.4	3.0	9.8	4.4	2.4	1.6	0.0	0.0	В		
WORK FOR	CE #	2	2	0	2	0	0	0	0	0	0	0	0	0	С		
WORK FORCE PARITY #		2	1.4	0.6	1.0	0.4	0.1	0.1	0.2	0.1	0.0	0.0	0.0	0.0	D		
NET UTILIZATION (+/-)			0.6	-0.6	1.0	-0.4	-0.1	-0.1	-0.2	-0.1	0.0	0.0	0.0	0.0	E		
PREVIOUS L	UTILIZATION		0.5	-0.5	1.0	-0.4	-0.1	-0.1	-0.2	-0.1	0.0	0.0	0.0	0.0	F		
HIRING	Previous Goals	1	0	1	0	1	<u>0</u>	0	<u>0</u>	0	0	0	0	0	G		
GOALS	Current Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	L		
	Current Goals	1	0	1		1									Μ		
PROMO.	Previous Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
GOALS	<b>Current Promos</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	Q		
	Current Goals	0	0	0											U		
Promotion	within category	0	0	0	0	0	0	0	0	0	0	0	0	0	W		