

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.

UTILIZATION ANALYSIS

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

PROJECTED TURNOVER (12 mos.)
 PROJECTED HIRES (12 mos.)
 PROJECTED PROMOTIONS (12 mos.)
 REPORTING PERIOD ENDING: 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%	48.0%	52.0%	36.8%	41.8%	2.0%	2.0%	4.2%	3.6%	4.7%	4.0%	0.3%	0.6%	A
WORK FORCE PARITY %		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	B
WORK FORCE #		4155	1995	2160	1529	1737	84	83	173	148	197	165	12	27	C
WORK FORCE 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 UTILIZATION (+/-)			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 UTILIZATION			158.1	-158.1	56.3	-93.1	-47.3	-101.3	60.5	6.4	88.6	29.9			F
HIRING GOALS	Previous Goals	421	235	186	126	66	49	65	34	38	26	17	0	0	G
	Current Hires	371	165	206	117	147	8	14	19	21	19	17	2	7	I
	Current Goals	0	0	0											M
PROMO. GOALS	Previous Goals	234	110	124	84	97	3	4	10	10	13	12	0	1	O
	Current Promos	234	110	124	84	97	3	4	10	10	13	12	0	1	Q
	Current Goals	0	0	0											U
Promotion within category		21	16	5	16	5	0	0	0	0	0	0	0	0	W

UTILIZATION ANALYSIS

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

PROJECTED TURNOVER (12 mos.)
 PROJECTED HIRES (12 mos.)
 PROJECTED PROMOTIONS (12 mos.)
 REPORTING PERIOD ENDING: 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 %	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%	A
WORK FORCE 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	B
WORK FORCE #	63	33	30	26	22	4	6	0	1	3	0	0	1	C
WORK FORCE 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 UTILIZATION (+/-)		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 UTILIZATION		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 GOALS	Previous Goals	3	1	2	0	2	0	0	1	0	0	0	0	G
	Current Hires	9	6	3	3	2	2	1	0	0	1	0	0	I
	Current Goals	6	1	5		4		1			1			M
PROMO. GOALS	Previous Goals	5	1	4	0	4	0	0	1	0	0	0	0	O
	Current Promos	5	2	3	1	2	1	1	0	0	0	0	0	Q
	Current Goals	8	1	7		5		1	1		1			U
Promotion within category		2	1	1	1	1	0	0	0	0	0	0	0	W

UTILIZATION ANALYSIS

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

PROJECTED TURNOVER (12 mos.)
 PROJECTED HIRES (12 mos.)
 PROJECTED PROMOTIONS (12 mos.)
 REPORTING PERIOD ENDING: 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%	50.0%	50.0%	26.7%	43.3%	6.7%	0.0%	10.0%	0.0%	6.7%	3.3%	0.0%	3.3%	A
WORK FORCE 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	B
WORK FORCE #		30	15	15	8	13	2	0	3	0	2	1	0	1	C
WORK FORCE PARITY #		30	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 UTILIZATION (+/-)			3.4	-3.5	-1.8	-2.5	1.4	-1.2	2.2	-0.8	1.7	0.0	0.0	1.0	E
PREVIOUS UTILIZATION			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 GOALS	Previous Goals	2	1	1	1	0	0	0	0	1	0	0	0	0	G
	Current Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	I
	Current Goals	2	1	1	1	1									M
PROMO. GOALS	Previous Goals	3	2	1	2	1	0	0	0	0	0	0	0	0	O
	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 within category		0	0	0	0	0	0	0	0	0	0	0	0	0	W

UTILIZATION ANALYSIS

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

PROJECTED TURNOVER (12 mos.)
 PROJECTED HIRES (12 mos.)
 PROJECTED PROMOTIONS (12 mos.)
 REPORTING PERIOD ENDING: 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 %		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%	A
WORK FORCE 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	B
WORK FORCE #		511	338	173	261	132	7	4	15	9	55	26	0	2	C
WORK FORCE PARITY #		512	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 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 UTILIZATION			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
HIRING GOALS	Previous Goals	12	3	9	0	4	3	3	0	2	0	0	0	0	G
	Current Hires	18	9	9	8	5	0	2	0	0	1	1	0	1	I
	Current Goals	13	4	9		7	1	1	1	1	2				M
PROMO. GOALS	Previous Goals	22	3	19	0	14	2	3	1	2	0	0	0	0	O
	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 category		0	0	0	0	0	0	0	0	0	0	0	0	0	W

UTILIZATION ANALYSIS

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

PROJECTED TURNOVER (12 mos.)
 PROJECTED HIRES (12 mos.)
 PROJECTED PROMOTIONS (12 mos.)
 REPORTING PERIOD ENDING: 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 %		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%	A
WORK FORCE 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	B
WORK FORCE #		415	246	169	161	130	8	7	17	9	57	21	3	2	C
WORK FORCE 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 UTILIZATION (+/-)			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 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 GOALS	Previous Goals	10	2	8	0	3	0	2	2	0	0	3	0	0	G
	Current Hires	16	6	10	4	7	0	2	1	0	1	1	0	0	I
	Current Goals	34	0	34		21		4				9			M
PROMO. GOALS	Previous Goals	9	3	6	0	4	0	0	2	0	1	2	0	0	O
	Current Promos	36	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 .

UTILIZATION ANALYSIS

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

PROJECTED TURNOVER (12 mos.)
 PROJECTED HIRES (12 mos.)
 PROJECTED PROMOTIONS (12 mos.)
 REPORTING PERIOD ENDING: 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 %		100.1%	49.4%	50.8%	26.0%	30.0%	1.3%	2.2%	4.3%	3.5%	17.7%	15.2%	0.9%	1.3%	A
WORK FORCE PARITY %		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	B
WORK FORCE #		231	116	115	60	64	3	5	10	8	41	35	2	3	C
WORK 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 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 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 GOALS	Previous Goals	51	17	34	15	23	2	7	0	4	0	0	0	0	G
	Current Hires	53	27	26	15	12	0	1	2	5	10	7	0	1	I
	Current Goals	52	20	32	16	23	4	7		2					M
PROMO. GOALS	Previous Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	O
	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

UTILIZATION ANALYSIS

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

PROJECTED TURNOVER (12 mos.)
 PROJECTED HIRES (12 mos.)
 PROJECTED PROMOTIONS (12 mos.)
 REPORTING PERIOD ENDING: 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%	37.5%	62.5%	35.0%	52.5%	0.0%	2.5%	0.0%	5.0%	2.5%	2.5%	0.0%	0.0%	A
WORK FORCE 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	B
WORK FORCE #		40	15	25	14	21	0	1	0	2	1	1	0	0	C
WORK FORCE PARITY #		40	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 UTILIZATION (+/-)			-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 UTILIZATION			-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
HIRING GOALS	Previous Goals	8	5	3	2	0	1	2	1	0	1	1	0	0	G
	Current Hires	4	3	1	3	1	0	0	0	0	0	0	0	0	I
	Current Goals	6	3	3			1	2	1		1	1			M
PROMO. GOALS	Previous Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	O
	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		4	1	3	1	3	0	0	0	0	0	0	0	0	W

UTILIZATION ANALYSIS

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

PROJECTED TURNOVER (12 mos.)
 PROJECTED HIRES (12 mos.)
 PROJECTED PROMOTIONS (12 mos.)
 REPORTING PERIOD ENDING: 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%	53.3%	46.7%	40.0%	44.4%	0.0%	0.0%	0.0%	2.2%	13.3%	0.0%	0.0%	0.0%	A
WORK FORCE 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	B
WORK FORCE #		45	24	21	18	20	0	0	0	1	6	0	0	0	C
WORK FORCE PARITY #		45	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 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 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 GOALS	Previous Goals	8	2	6	0	0	1	3	1	1	0	2	0	0	G
	Current Hires	2	0	2	0	2	0	0	0	0	0	0	0	0	I
	Current Goals	9	2	7			1	3	1	1		3			M
PROMO. GOALS	Previous Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	O
	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

NEW TITLE

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UTILIZATION ANALYSIS

RECRUITING AREA: Statewide
 OCC. CAT./TITLE: 3-Nonteaching Professional - Remaining Professional
 CAMPUS: Total University
 DATA 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 %	98.1%	5.7%	92.5%	5.7%	84.9%	0.0%	1.9%	0.0%	1.9%	0.0%	3.8%	0.0%	1.9%	A
WORK FORCE 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	B
WORK FORCE #	53	3	50	3	45	0	1	0	1	0	2	0	1	C
WORK FORCE PARITY #	53	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 UTILIZATION (+/-)		-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 UTILIZATION		-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 GOALS	Previous Goals	21	19	2	16	0	1	2	1	0	1	0	0	G
	Current Hires	7	0	7	0	6	0	0	0	0	0	0	1	I
	Current Goals	6	2	4	1		1	3		1				M
PROMO. GOALS	Previous Goals	0	0	0	0	0	0	0	0	0	0	0	0	O
	Current Promos	2	1	1	1	1	0	0	0	0	0	0	0	Q
	Current Goals	0	0	0										U
Promotion within category	1	0	1	0	1	0	0	0	0	0	0	0	0	W

UTILIZATION ANALYSIS

RECRUITING AREA: Statewide **NEW TITLE**
 OCC. CAT./TITLE: 3-Nonteaching Professional - Residential Life
 CAMPUS: Total University
 DATA 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	AAIANHNP MALE	AAIANHNP FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORK FORCE %		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%	A
WORK FORCE PARITY %		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	B
WORK FORCE #		32	17	15	9	13	5	1	2	1	1	0	0	0	C
WORK 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 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 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 GOALS	Previous Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	G
	Current Hires	8	4	4	2	3	1	1	1	0	0	0	0	0	I
	Current Goals	6	1	5	1			3		1		1			M
PROMO. GOALS	Previous Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	O
	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

UTILIZATION ANALYSIS

RECRUITING AREA: Statewide
 OCC. CAT./TITLE: 3-Nonteaching Professional - Specialists
 CAMPUS: Total University
 DATA 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%	65.6%	34.4%	53.8%	31.2%	10.8%	2.2%	1.1%	0.0%	0.0%	1.1%	0.0%	0.0%	A
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	B
WORK FORCE #		93	61	32	50	29	10	2	1	0	0	1	0	0	C
WORK FORCE PARITY #		93	68.4	24.7	49.5	18.0	12.3	4.0	0.0	0.0	6.6	2.7	0.0	0.0	D
NET 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 GOALS	Previous Goals	14	10	4	0	0	3	2	2	1	5	1	0	0	G
	Current Hires	6	4	2	2	2	1	0	1	0	0	0	0	0	I
	Current Goals	13	9	4			2	2			7	2			M
PROMO. GOALS	Previous Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	O
	Current Promos	1	0	1	0	0	0	1	0	0	0	0	0	0	Q
	Current Goals	0	0	0											U
Promotion within category		1	1	0	1	0	0	0	0	0	0	0	0	0	W

UTILIZATION ANALYSIS

RECRUITING AREA: Statewide **NEW TITLE**
 OCC. CAT./TITLE: 3-Nonteaching Professional - Student Health & Welfare
 CAMPUS: Total University
 DATA 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 %		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%	A
WORK FORCE 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	B
WORK FORCE #		21	3	18	1	17	0	0	1	0	0	1	1	0	C
WORK FORCE 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 UTILIZATION (+/-)			-2.4	2.4	-3.4	3.0	-0.3	-0.7	0.8	-0.5	-0.5	0.6	1.0	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 GOALS	Previous Goals	0	0	0	0	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	I
	Current Goals	6	4	2	3			1		1	1				M
PROMO. GOALS	Previous Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	O
	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

UTILIZATION ANALYSIS

RECRUITING AREA: Statewide **NEW TITLE**
 OCC. CAT./TITLE: 3-Nonteaching Professional - Student Prgm Coord & Mngmt
 CAMPUS: Total University
 DATA 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	AAIANHNP MALE	AAIANHNP FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORK FORCE %	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%	A
WORK FORCE 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	B
WORK FORCE #	203	53	150	41	122	5	7	5	10	2	9	0	2	C
WORK FORCE PARITY #	203	88.9	114.1	70.8	88.1	9.7	12.2	5.7	9.1	2.6	4.7	0.0	0.0	D
NET UTILIZATION (+/-)		-35.9	35.9	-29.8	33.9	-4.7	-5.2	-0.7	0.9	-0.6	4.3	0.0	2.0	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 GOALS	Previous Goals	0	0	0	0	0	0	0	0	0	0	0	0	G
	Current Hires	6	0	6	0	5	0	0	0	0	0	0	1	I
	Current Goals	42	37	5	30		5	5	1		1			M
PROMO. GOALS	Previous Goals	0	0	0	0	0	0	0	0	0	0	0	0	O
	Current Promos	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	W

UTILIZATION ANALYSIS

RECRUITING AREA: Statewide
 OCC. CAT./TITLE: 3-Nonteaching Professional - U STAFF PROF 2
 CAMPUS: Total University
 DATA 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%	37.0%	63.0%	33.3%	63.0%	3.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	A
WORK FORCE 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	B
WORK FORCE #		27	10	17	9	17	1	0	0	0	0	0	0	0	C
WORK 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 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 UTILIZATION			-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 GOALS	Previous Goals	2	1	1	0	0	0	1	0	0	1	0	0	0	G
	Current Hires	3	1	2	1	2	0	0	0	0	0	0	0	0	I
	Current Goals	7	2	5				2	1	2	1	1			M
PROMO. GOALS	Previous Goals	4	2	2	2	0	0	0	0	0	0	2	0	0	O
	Current Promos	2	0	2	0	2	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

UTILIZATION ANALYSIS

RECRUITING AREA: Statewide
 OCC. CAT./TITLE: 3-Nonteaching Professional - U STAFF PROF 3
 CAMPUS: Total University
 DATA 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 %		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%	A
WORK FORCE PARITY %		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	B
WORK FORCE #		71	33	38	29	31	1	1	3	2	0	3	0	1	C
WORK FORCE PARITY #		71	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 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 UTILIZATION			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 GOALS	Previous Goals	3	1	2	0	0	1	1	0	1	0	0	0	0	G
	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				M
PROMO. GOALS	Previous Goals	4	2	2	0	0	0	0	0	0	2	2	0	0	O
	Current Promos	2	0	2	0	1	0	0	0	1	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

UTILIZATION ANALYSIS

RECRUITING AREA: Statewide
 OCC. CAT./TITLE: 3-Nonteaching Professional - University Staff Professional Other Titles
 CAMPUS: Total University
 DATA 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%	15.9%	84.1%	11.4%	70.5%	0.0%	6.8%	2.3%	2.3%	2.3%	4.5%	0.0%	0.0%	A
WORK FORCE PARITY %	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	B
WORK FORCE #	44	7	37	5	31	0	3	1	1	1	2	0	0	C
WORK 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 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 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 GOALS	Previous Goals	7	6	1	5	0	1	0	0	1	0	0	0	G
	Current Hires	6	1	5	1	3	0	1	0	1	0	0	0	I
	Current Goals	13	12	1	9		2	1	1					M
PROMO. GOALS	Previous Goals	5	5	0	5	0	0	0	0	0	0	0	0	O
	Current Promos	4	0	4	0	4	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	W

UTILIZATION ANALYSIS

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

PROJECTED TURNOVER (12 mos.)
 PROJECTED HIRES (12 mos.)
 PROJECTED PROMOTIONS (12 mos.)
 REPORTING PERIOD ENDING: 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 %		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%	A
WORK FORCE PARITY %		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	B
WORK FORCE #		0	0	0	0	0	0	0	0	0	0	0	0	0	C
WORK FORCE PARITY #		0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZATION (+/-)			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	E
PREVIOUS UTILIZATION			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 GOALS	Previous Goals	2	1	1	0	0	1	1	0	0	0	0	0	0	G
	Current Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	I
	Current Goals	0	0	0											M
PROMO. GOALS	Previous Goals	1	0	1	0	1	0	0	0	0	0	0	0	0	O
	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

UTILIZATION ANALYSIS

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

PROJECTED TURNOVER (12 mos.)
 PROJECTED HIRES (12 mos.)
 PROJECTED PROMOTIONS (12 mos.)
 REPORTING PERIOD ENDING: 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 %	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%	A
WORK FORCE PARITY %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	B
WORK FORCE #	0	0	0	0	0	0	0	0	0	0	0	0	0	C
WORK FORCE PARITY #	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZATION (+/-)		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	E
PREVIOUS UTILIZATION		-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 GOALS	Previous Goals	3	2	1	0	0	0	1	1	0	1	0	0	G
	Current Hires	1	0	1	0	0	0	0	0	0	0	1	0	I
	Current Goals	0	0	0										M
PROMO. GOALS	Previous Goals	4	2	2	0	1	0	1	1	0	1	0	0	O
	Current Promos	4	3	1	2	0	0	0	0	0	1	1	0	Q
	Current Goals	0	0	0										U
Promotion within category		0	0	0	0	0	0	0	0	0	0	0	0	W

UTILIZATION ANALYSIS

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

PROJECTED TURNOVER (12 mos.)
 PROJECTED HIRES (12 mos.)
 PROJECTED PROMOTIONS (12 mos.)
 REPORTING PERIOD ENDING: 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 %		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%	A
WORK FORCE PARITY %		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	B
WORK FORCE #		0	0	0	0	0	0	0	0	0	0	0	0	0	C
WORK FORCE PARITY #		0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZATION (+/-)			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	E
PREVIOUS UTILIZATION			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 GOALS	Previous Goals	10	0	10	0	7	0	2	0	1	0	0	0	0	G
	Current Hires	14	10	4	9	4	0	0	0	0	1	0	0	0	I
	Current Goals	0	0	0											M
PROMO. GOALS	Previous Goals	18	0	18	0	16	0	1	0	1	0	0	0	0	O
	Current Promos	11	6	5	6	4	0	0	0	1	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

UTILIZATION ANALYSIS

RECRUITING AREA: Statewide **DISCONTINUED TITLE**

PROJECTED TURNOVER (12 mos.)

OCC. CAT./TITLE: 3-Nonteaching Professional - UC Professional 9 OSD Consl & Proj Manager

PROJECTED HIRES (12 mos.)

CAMPUS: Total University

PROJECTED PROMOTIONS (12 mos.)

DATA RESOURCE: CT Census 2000

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 %		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%	A
WORK FORCE PARITY %		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	B
WORK FORCE #		0	0	0	0	0	0	0	0	0	0	0	0	0	C
WORK FORCE PARITY #		0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZATION (+/-)			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	E
PREVIOUS UTILIZATION			-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 GOALS	Previous Goals	4	2	2	1	2	1	0	0	0	0	0	0	0	G
	Current Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	I
	Current Goals	0	0	0											M
PROMO. GOALS	Previous Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	O
	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

UTILIZATION ANALYSIS

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

PROJECTED TURNOVER (12 mos.)
 PROJECTED HIRES (12 mos.)
 PROJECTED PROMOTIONS (12 mos.)
 REPORTING PERIOD ENDING: 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 %		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%	A
WORK FORCE PARITY %		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	B
WORK FORCE #		0	0	0	0	0	0	0	0	0	0	0	0	0	C
WORK FORCE PARITY #		0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZATION (+/-)			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	E
PREVIOUS UTILIZATION			-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 GOALS	Previous Goals	2	2	0	1	0	0	0	1	0	0	0	0	0	G
	Current Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	I
	Current Goals	0	0	0											M
PROMO. GOALS	Previous Goals	3	2	1	1	0	0	1	1	0	0	0	0	0	O
	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

UTILIZATION ANALYSIS

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

PROJECTED TURNOVER (12 mos.)
 PROJECTED HIRES (12 mos.)
 PROJECTED PROMOTIONS (12 mos.)
 REPORTING PERIOD ENDING: 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 %		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%	A
WORK FORCE PARITY %		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	B
WORK FORCE #		0	0	0	0	0	0	0	0	0	0	0	0	0	C
WORK FORCE PARITY #		0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZATION (+/-)			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	E
PREVIOUS UTILIZATION			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 GOALS	Previous Goals	8	2	6	0	4	2	1	0	1	0	0	0	0	G
	Current Hires	3	1	2	1	1	0	1	0	0	0	0	0	0	I
	Current Goals	0	0	0											M
PROMO. GOALS	Previous Goals	14	2	12	0	8	2	2	0	2	0	0	0	0	O
	Current Promos	7	3	4	2	2	0	1	1	0	0	0	0	1	Q
	Current Goals	0	0	0											U
Promotion within category		0	0	0	0	0	0	0	0	0	0	0	0	0	W

UTILIZATION ANALYSIS

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

PROJECTED TURNOVER (12 mos.)
 PROJECTED HIRES (12 mos.)
 PROJECTED PROMOTIONS (12 mos.)
 REPORTING PERIOD ENDING: 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 %	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%	A
WORK FORCE PARITY %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	B
WORK FORCE #	0	0	0	0	0	0	0	0	0	0	0	0	0	C
WORK FORCE PARITY #	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZATION (+/-)		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	E
PREVIOUS UTILIZATION		-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 GOALS	Previous Goals	1	1	0	1	0	0	0	0	0	0	0	0	G
	Current Hires	4	2	2	0	1	1	0	1	0	0	0	1	I
	Current Goals	0	0	0										M
PROMO. GOALS	Previous Goals	2	1	1	1	0	0	0	0	0	0	0	0	O
	Current Promos	8	2	6	2	5	0	0	0	1	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	W

UTILIZATION ANALYSIS

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

PROJECTED TURNOVER (12 mos.)
 PROJECTED HIRES (12 mos.)
 PROJECTED PROMOTIONS (12 mos.)
 REPORTING PERIOD ENDING: 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 %		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%	A
WORK FORCE PARITY %		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	B
WORK FORCE #		0	0	0	0	0	0	0	0	0	0	0	0	0	C
WORK FORCE PARITY #		0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZATION (+/-)			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	E
PREVIOUS UTILIZATION			-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 GOALS	Previous Goals	12	10	2	9	0	0	1	0	0	1	1	0	0	G
	Current Hires	18	5	13	3	10	0	0	0	1	2	2	0	0	I
	Current Goals	0	0	0											M
PROMO. GOALS	Previous Goals	13	10	3	10	0	0	1	0	0	0	2	0	0	O
	Current Promos	17	3	14	3	9	0	1	0	2	0	2	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

UTILIZATION ANALYSIS

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

PROJECTED TURNOVER (12 mos.)
 PROJECTED HIRES (12 mos.)
 PROJECTED PROMOTIONS (12 mos.)
 REPORTING PERIOD ENDING: 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 %		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%	A
WORK FORCE PARITY %		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	B
WORK FORCE #		0	0	0	0	0	0	0	0	0	0	0	0	0	C
WORK FORCE PARITY #		0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZATION (+/-)			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	E
PREVIOUS UTILIZATION			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 GOALS	Previous Goals	3	2	1	0	0	0	1	1	0	1	0	0	0	G
	Current Hires	1	1	0	1	0	0	0	0	0	0	0	0	0	I
	Current Goals	0	0	0											M
PROMO. GOALS	Previous Goals	4	0	4	0	4	0	0	0	0	0	0	0	0	O
	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

UTILIZATION ANALYSIS

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

PROJECTED TURNOVER (12 mos.)
 PROJECTED HIRES (12 mos.)
 PROJECTED PROMOTIONS (12 mos.)
 REPORTING PERIOD ENDING: 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 %	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%	A
WORK FORCE PARITY %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	B
WORK FORCE #	0	0	0	0	0	0	0	0	0	0	0	0	0	C
WORK FORCE PARITY #	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZATION (+/-)		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	E
PREVIOUS UTILIZATION		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 GOALS	Previous Goals	2	1	1	0	0	1	0	0	1	0	0	0	G
	Current Hires	0	0	0	0	0	0	0	0	0	0	0	0	I
	Current Goals	0	0	0										M
PROMO. GOALS	Previous Goals	3	0	3	0	2	0	0	0	0	1	0	0	O
	Current Promos	1	0	1	0	0	0	0	1	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	W

UTILIZATION ANALYSIS

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

PROJECTED TURNOVER (12 mos.)
 PROJECTED HIRES (12 mos.)
 PROJECTED PROMOTIONS (12 mos.)
 REPORTING PERIOD ENDING: 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 %		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%	A
WORK FORCE PARITY %		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	B
WORK FORCE #		0	0	0	0	0	0	0	0	0	0	0	0	0	C
WORK FORCE PARITY #		0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZATION (+/-)			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	E
PREVIOUS UTILIZATION			-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 GOALS	Previous Goals	4	4	0	3	0	0	0	0	0	1	0	0	0	G
	Current Hires	18	7	11	4	7	2	2	1	1	0	1	0	0	I
	Current Goals	0	0	0											M
PROMO. GOALS	Previous Goals	7	6	1	6	0	0	1	0	0	0	0	0	0	O
	Current Promos	11	3	8	1	8	1	0	0	0	1	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

UTILIZATION ANALYSIS

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

PROJECTED TURNOVER (12 mos.)
 PROJECTED HIRES (12 mos.)
 PROJECTED PROMOTIONS (12 mos.)
 REPORTING PERIOD ENDING: 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 %		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%	A
WORK FORCE PARITY %		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	B
WORK FORCE #		0	0	0	0	0	0	0	0	0	0	0	0	0	C
WORK FORCE PARITY #		0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZATION (+/-)			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	E
PREVIOUS UTILIZATION			-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 GOALS	Previous Goals	1	0	1	0	0	0	0	0	0	0	1	0	0	G
	Current Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	I
	Current Goals	0	0	0											M
PROMO. GOALS	Previous Goals	2	2	0	2	0	0	0	0	0	0	0	0	0	O
	Current Promos	2	0	2	0	2	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

UTILIZATION ANALYSIS

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

PROJECTED TURNOVER (12 mos.)
 PROJECTED HIRES (12 mos.)
 PROJECTED PROMOTIONS (12 mos.)
 REPORTING PERIOD ENDING: 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 %		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%	A
WORK FORCE PARITY %		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	B
WORK FORCE #		0	0	0	0	0	0	0	0	0	0	0	0	0	C
WORK FORCE PARITY #		0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZATION (+/-)			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	E
PREVIOUS UTILIZATION			-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 GOALS	Previous Goals	4	4	0	3	0	1	0	0	0	0	0	0	0	G
	Current Hires	4	1	3	1	1	0	1	0	1	0	0	0	0	I
	Current Goals	0	0	0											M
PROMO. GOALS	Previous Goals	2	0	2	0	2	0	0	0	0	0	0	0	0	O
	Current Promos	8	2	6	2	6	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

UTILIZATION ANALYSIS

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

PROJECTED TURNOVER (12 mos.)
 PROJECTED HIRES (12 mos.)
 PROJECTED PROMOTIONS (12 mos.)
 REPORTING PERIOD ENDING: 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 %		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%	A
WORK FORCE PARITY %		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	B
WORK FORCE #		0	0	0	0	0	0	0	0	0	0	0	0	0	C
WORK FORCE PARITY #		0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZATION (+/-)			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	E
PREVIOUS UTILIZATION			-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 GOALS	Previous Goals	4	4	0	2	0	1	0	1	0	0	0	0	0	G
	Current Hires	6	2	4	2	3	0	0	0	0	0	0	0	1	I
	Current Goals	0	0	0											M
PROMO. GOALS	Previous Goals	3	3	0	3	0	0	0	0	0	0	0	0	0	O
	Current Promos	4	2	2	2	2	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

UTILIZATION ANALYSIS

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

PROJECTED TURNOVER (12 mos.)
 PROJECTED HIRES (12 mos.)
 PROJECTED PROMOTIONS (12 mos.)
 REPORTING PERIOD ENDING: 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 %		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%	A
WORK FORCE PARITY %		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	B
WORK FORCE #		0	0	0	0	0	0	0	0	0	0	0	0	0	C
WORK FORCE PARITY #		0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZATION (+/-)			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	E
PREVIOUS UTILIZATION			-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 GOALS	Previous Goals	6	5	1	3	0	0	0	1	0	1	1	0	0	G
	Current Hires	9	1	8	1	4	0	0	0	2	0	1	0	1	I
	Current Goals	0	0	0											M
PROMO. GOALS	Previous Goals	3	3	0	3	0	0	0	0	0	0	0	0	0	O
	Current Promos	5	1	4	1	3	0	0	0	0	0	1	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

UTILIZATION ANALYSIS

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

PROJECTED TURNOVER (12 mos.)
 PROJECTED HIRES (12 mos.)
 PROJECTED PROMOTIONS (12 mos.)
 REPORTING PERIOD ENDING: 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 %		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%	A
WORK FORCE PARITY %		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	B
WORK FORCE #		0	0	0	0	0	0	0	0	0	0	0	0	0	C
WORK FORCE PARITY #		0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZATION (+/-)			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	E
PREVIOUS UTILIZATION			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 GOALS	Previous Goals	5	0	5	0	0	0	2	0	3	0	0	0	0	G
	Current Hires	1	1	0	0	0	1	0	0	0	0	0	0	0	I
	Current Goals	0	0	0											M
PROMO. GOALS	Previous Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	O
	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

UTILIZATION ANALYSIS

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

PROJECTED TURNOVER (12 mos.)
 PROJECTED HIRES (12 mos.)
 PROJECTED PROMOTIONS (12 mos.)
 REPORTING PERIOD ENDING: 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 %	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%	A
WORK FORCE PARITY %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	B
WORK FORCE #	0	0	0	0	0	0	0	0	0	0	0	0	0	C
WORK FORCE PARITY #	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZATION (+/-)		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	E
PREVIOUS UTILIZATION		-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 GOALS	Previous Goals	7	3	4	1	0	1	2	1	1	0	1	0	G
	Current Hires	3	1	2	1	2	0	0	0	0	0	0	0	I
	Current Goals	0	0	0										M
PROMO. GOALS	Previous Goals	4	3	1	3	0	0	0	0	1	0	0	0	O
	Current Promos	1	0	1	0	1	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	W

UTILIZATION ANALYSIS

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

PROJECTED TURNOVER (12 mos.)
 PROJECTED HIRES (12 mos.)
 PROJECTED PROMOTIONS (12 mos.)
 REPORTING PERIOD ENDING: 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 %		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%	A
WORK FORCE PARITY %		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	B
WORK FORCE #		0	0	0	0	0	0	0	0	0	0	0	0	0	C
WORK FORCE PARITY #		0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZATION (+/-)			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	E
PREVIOUS UTILIZATION			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 GOALS	Previous Goals	3	1	2	0	0	0	1	1	1	0	0	0	0	G
	Current Hires	1	0	1	0	1	0	0	0	0	0	0	0	0	I
	Current Goals	0	0	0											M
PROMO. GOALS	Previous Goals	2	0	2	0	0	0	1	0	1	0	0	0	0	O
	Current Promos	5	2	3	2	3	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

UTILIZATION ANALYSIS

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

PROJECTED TURNOVER (12 mos.)
 PROJECTED HIRES (12 mos.)
 PROJECTED PROMOTIONS (12 mos.)
 REPORTING PERIOD ENDING: 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 %		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%	A
WORK FORCE PARITY %		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	B
WORK FORCE #		0	0	0	0	0	0	0	0	0	0	0	0	0	C
WORK FORCE PARITY #		0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZATION (+/-)			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	E
PREVIOUS UTILIZATION			-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 GOALS	Previous Goals	6	5	1	0	0	2	1	2	0	1	0	0	0	G
	Current Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	I
	Current Goals	0	0	0											M
PROMO. GOALS	Previous Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	O
	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

UTILIZATION ANALYSIS

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

PROJECTED TURNOVER (12 mos.)
 PROJECTED HIRES (12 mos.)
 PROJECTED PROMOTIONS (12 mos.)
 REPORTING PERIOD ENDING: 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 %	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%	A
WORK FORCE PARITY %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	B
WORK FORCE #	0	0	0	0	0	0	0	0	0	0	0	0	0	C
WORK FORCE PARITY #	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZATION (+/-)		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	E
PREVIOUS UTILIZATION		-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 GOALS	Previous Goals	3	3	0	2	0	0	0	0	0	1	0	0	G
	Current Hires	1	0	1	0	1	0	0	0	0	0	0	0	I
	Current Goals	0	0	0										M
PROMO. GOALS	Previous Goals	3	2	1	2	0	0	1	0	0	0	0	0	O
	Current Promos	4	0	4	0	3	0	0	0	0	1	0	0	Q
	Current Goals	0	0	0										U
Promotion within category		0	0	0	0	0	0	0	0	0	0	0	0	W

UTILIZATION ANALYSIS

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

PROJECTED TURNOVER (12 mos.)
 PROJECTED HIRES (12 mos.)
 PROJECTED PROMOTIONS (12 mos.)
 REPORTING PERIOD ENDING: 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 %	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%	A
WORK FORCE PARITY %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	B
WORK FORCE #	0	0	0	0	0	0	0	0	0	0	0	0	0	C
WORK FORCE PARITY #	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZATION (+/-)		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	E
PREVIOUS UTILIZATION		-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 GOALS	Previous Goals	7	5	2	3	0	1	1	1	0	0	1	0	G
	Current Hires	6	2	4	2	4	0	0	0	0	0	0	0	I
	Current Goals	0	0											M
PROMO. GOALS	Previous Goals	5	5	0	5	0	0	0	0	0	0	0	0	O
	Current Promos	6	0	6	0	6	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	W

UTILIZATION ANALYSIS

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

PROJECTED TURNOVER (12 mos.)
 PROJECTED HIRES (12 mos.)
 PROJECTED PROMOTIONS (12 mos.)
 REPORTING PERIOD ENDING: 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 %	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%	A
WORK FORCE PARITY %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	B
WORK FORCE #	0	0	0	0	0	0	0	0	0	0	0	0	0	C
WORK FORCE PARITY #	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZATION (+/-)		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	E
PREVIOUS UTILIZATION		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 GOALS	Previous Goals	7	1	6	0	3	0	1	0	2	1	0	0	G
	Current Hires	9	5	4	5	3	0	0	0	0	0	1	0	I
	Current Goals	0	0	0										M
PROMO. GOALS	Previous Goals	1	0	1	0	1	0	0	0	0	0	0	0	O
	Current Promos	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	W

UTILIZATION ANALYSIS

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

PROJECTED TURNOVER (12 mos.)
 PROJECTED HIRES (12 mos.)
 PROJECTED PROMOTIONS (12 mos.)
 REPORTING PERIOD ENDING: 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 %	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%	A
WORK FORCE PARITY %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	B
WORK FORCE #	0	0	0	0	0	0	0	0	0	0	0	0	0	C
WORK FORCE PARITY #	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZATION (+/-)		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	E
PREVIOUS UTILIZATION		-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 GOALS	Previous Goals	3	1	2	0	0	1	2	0	0	0	0	0	G
	Current Hires	2	0	2	0	2	0	0	0	0	0	0	0	I
	Current Goals	0	0	0										M
PROMO. GOALS	Previous Goals	2	2	0	2	0	0	0	0	0	0	0	0	O
	Current Promos	1	0	1	0	1	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	W

UTILIZATION ANALYSIS

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

PROJECTED TURNOVER (12 mos.)
 PROJECTED HIRES (12 mos.)
 PROJECTED PROMOTIONS (12 mos.)
 REPORTING PERIOD ENDING: 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 %		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%	A
WORK FORCE PARITY %		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	B
WORK FORCE #		0	0	0	0	0	0	0	0	0	0	0	0	0	C
WORK FORCE PARITY #		0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZATION (+/-)			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	E
PREVIOUS UTILIZATION			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 GOALS	Previous Goals	6	1	5	0	4	1	1	0	0	0	0	0	0	G
	Current Hires	9	2	7	2	6	0	0	0	1	0	0	0	0	I
	Current Goals	0	0	0											M
PROMO. GOALS	Previous Goals	4	0	4	0	4	0	0	0	0	0	0	0	0	O
	Current Promos	4	2	2	2	2	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

UTILIZATION ANALYSIS

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

PROJECTED TURNOVER (12 mos.)
 PROJECTED HIRES (12 mos.)
 PROJECTED PROMOTIONS (12 mos.)
 REPORTING PERIOD ENDING: 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 %	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%	A
WORK FORCE PARITY %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	B
WORK FORCE #	0	0	0	0	0	0	0	0	0	0	0	0	0	C
WORK FORCE PARITY #	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZATION (+/-)		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	E
PREVIOUS UTILIZATION		-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 GOALS	Previous Goals	4	1	3	0	0	1	2	0	1	0	0	0	G
	Current Hires	9	1	8	1	4	0	1	0	3	0	0	0	I
	Current Goals	0	0	0										M
PROMO. GOALS	Previous Goals	2	2	0	1	0	1	0	0	0	0	0	0	O
	Current Promos	6	1	5	0	5	1	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	W

UTILIZATION ANALYSIS

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

PROJECTED TURNOVER (12 mos.)
 PROJECTED HIRES (12 mos.)
 PROJECTED PROMOTIONS (12 mos.)
 REPORTING PERIOD ENDING: 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 %		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%	A
WORK FORCE PARITY %		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	B
WORK FORCE #		0	0	0	0	0	0	0	0	0	0	0	0	0	C
WORK FORCE PARITY #		0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZATION (+/-)			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	E
PREVIOUS UTILIZATION			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 GOALS	Previous Goals	4	2	2	1	1	0	1	0	0	1	0	0	0	G
	Current Hires	2	1	1	1	1	0	0	0	0	0	0	0	0	I
	Current Goals	0	0	0											M
PROMO. GOALS	Previous Goals	1	0	1	0	1	0	0	0	0	0	0	0	0	O
	Current Promos	3	0	3	0	3	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

UTILIZATION ANALYSIS

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

PROJECTED TURNOVER (12 mos.)
 PROJECTED HIRES (12 mos.)
 PROJECTED PROMOTIONS (12 mos.)
 REPORTING PERIOD ENDING: 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 %	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%	A
WORK FORCE PARITY %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	B
WORK FORCE #	0	0	0	0	0	0	0	0	0	0	0	0	0	C
WORK FORCE PARITY #	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZATION (+/-)		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	E
PREVIOUS UTILIZATION		-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 GOALS	Previous Goals	19	13	6	12	0	0	5	0	0	1	1	0	G
	Current Hires	14	1	13	1	12	0	0	0	1	0	0	0	I
	Current Goals	0	0	0										M
PROMO. GOALS	Previous Goals	1	0	1	0	0	0	0	0	1	0	0	0	O
	Current Promos	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	W

UTILIZATION ANALYSIS

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

PROJECTED TURNOVER (12 mos.)
 PROJECTED HIRES (12 mos.)
 PROJECTED PROMOTIONS (12 mos.)
 REPORTING PERIOD ENDING: 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 %		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%	A
WORK FORCE PARITY %		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	B
WORK FORCE #		0	0	0	0	0	0	0	0	0	0	0	0	0	C
WORK FORCE PARITY #		0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZATION (+/-)			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	E
PREVIOUS UTILIZATION			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 GOALS	Previous Goals	4	1	3	0	0	1	2	0	1	0	0	0	0	G
	Current Hires	6	2	4	2	4	0	0	0	0	0	0	0	0	I
	Current Goals	0	0	0											M
PROMO. GOALS	Previous Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	O
	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

UTILIZATION ANALYSIS

RECRUITING AREA: Hartford, Tolland & Windham Counties
 OCC. CAT./TITLE: 7-Maintenance/Service - Protective Services Police
 CAMPUS: Storrs
 DATA 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%	83.1%	16.9%	73.2%	15.5%	4.2%	0.0%	4.2%	1.4%	1.4%	0.0%	0.0%	0.0%	A
WORK FORCE PARITY %		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	B
WORK FORCE #		71	59	12	52	11	3	0	3	1	1	0	0	0	C
WORK FORCE PARITY #		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 UTILIZATION (+/-)			-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 UTILIZATION			-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 GOALS	Previous Goals	5	3	2	0	0	1	1	1	0	1	1	0	0	G
	Current Hires	15	10	5	8	4	0	1	1	0	1	0	0	0	I
	Current Goals	4	2	2			1	1	1			1			M
PROMO. GOALS	Previous Goals	1	1	0	0	0	1	0	0	0	0	0	0	0	O
	Current Promos	5	4	1	4	1	0	0	0	0	0	0	0	0	Q
	Current Goals	1	1	0			1								U
Promotion within category		5	4	1	4	1	0	0	0	0	0	0	0	0	W

UTILIZATION ANALYSIS

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

PROJECTED TURNOVER (12 mos.)
 PROJECTED HIRES (12 mos.)
 PROJECTED PROMOTIONS (12 mos.)
 REPORTING PERIOD ENDING: 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%	82.2%	17.8%	71.1%	11.1%	4.4%	2.2%	6.7%	2.2%	0.0%	2.2%	0.0%	0.0%	A
WORK FORCE 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	B
WORK FORCE #	45	37	8	32	5	2	1	3	1	0	1	0	0	C
WORK FORCE 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 UTILIZATION (+/-)		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 UTILIZATION		-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 GOALS	Previous Goals	3	2	1	1	0	0	0	1	1	0	0	0	G
	Current Hires	1	1	0	1	0	0	0	0	0	0	0	0	I
	Current Goals	5	1	4		3	1		1					M
PROMO. GOALS	Previous Goals	1	1	0	1	0	0	0	0	0	0	0	0	O
	Current Promos	7	6	1	5	1	0	1	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	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 .

UTILIZATION ANALYSIS

RECRUITING AREA: Statewide
 OCC. CAT./TITLE: 7-Maintenance/Service - Protective Services Fire
 CAMPUS: Storrs
 DATA 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%	A
WORK FORCE PARITY %		100.1	91.5	8.6	78.6	7.4	6.3	0.5	5.9	0.3	0.7	0.4	0.0	0.0	B
WORK FORCE #		22	22	0	22	0	0	0	0	0	0	0	0	0	C
WORK 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 UTILIZATION (+/-)			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 UTILIZATION			-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 GOALS	Previous Goals	5	5	0	0	0	2	0	2	0	1	0	0	0	G
	Current Hires	1	1	0	1	0	0	0	0	0	0	0	0	0	I
	Current Goals	4	3	1		1	1		1		1				M
PROMO. GOALS	Previous Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	O
	Current Promos	3	3	0	3	0	0	0	0	0	0	0	0	0	Q
	Current Goals	1	0	1		1									U
Promotion within category		2	2	0	2	0	0	0	0	0	0	0	0	0	W

NEW TITLE

11/30/2020

[illegible]

UTILIZATION ANALYSIS

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

PROJECTED TURNOVER (12 mos.)
 PROJECTED HIRES (12 mos.)
 PROJECTED PROMOTIONS (12 mos.)
 REPORTING PERIOD ENDING: 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%	94.1%	0.0%	0.0%	0.0%	5.9%	0.0%	0.0%	0.0%	0.0%	A
WORK FORCE PARITY %		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	B
WORK FORCE #		17	0	17	0	16	0	0	0	1	0	0	0	0	C
WORK FORCE PARITY #		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 UTILIZATION (+/-)			-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 UTILIZATION			-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 GOALS	Previous Goals	1	0	1	0	0	0	1	0	0	0	0	0	0	G
	Current Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	I
	Current Goals	1	0	1				1							M
PROMO. GOALS	Previous Goals	1	1	0	1	0	0	0	0	0	0	0	0	0	O
	Current Promos	0	0	0	0	0	0	0	0	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

UTILIZATION ANALYSIS

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

PROJECTED TURNOVER (12 mos.)
 PROJECTED HIRES (12 mos.)
 PROJECTED PROMOTIONS (12 mos.)
 REPORTING PERIOD ENDING: 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%	4.2%	95.8%	4.2%	87.5%	0.0%	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	A
WORK FORCE 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	B
WORK FORCE #	24	1	23	1	21	0	2	0	0	0	0	0	0	C
WORK FORCE 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 UTILIZATION (+/-)		-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 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 GOALS	Previous Goals	3	0	3	0	0	0	2	0	1	0	0	0	G
	Current Hires	1	0	1	0	1	0	0	0	0	0	0	0	I
	Current Goals	1	0	1					1					M
PROMO. GOALS	Previous Goals	1	0	1	0	0	0	1	0	0	0	0	0	O
	Current Promos	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	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 .

UTILIZATION ANALYSIS

RECRUITING AREA: Hartford, Tolland & Windham Counties
 OCC. CAT./TITLE: 4-Secretarial/Clerical - Clerical Remaining Titles
 CAMPUS: Storrs
 DATA 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 %		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%	A
WORK FORCE 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	B
WORK FORCE #		42	2	40	2	38	0	1	0	0	0	0	0	1	C
WORK FORCE 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 UTILIZATION (+/-)			-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 UTILIZATION			-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 GOALS	Previous Goals	12	5	7	3	0	1	3	1	3	0	1	0	0	G
	Current Hires	1	0	1	0	1	0	0	0	0	0	0	0	0	I
	Current Goals	12	5	7	3		1	3	1	3		1			M
PROMO. GOALS	Previous Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	O
	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

UTILIZATION ANALYSIS

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

PROJECTED TURNOVER (12 mos.)
 PROJECTED HIRES (12 mos.)
 PROJECTED PROMOTIONS (12 mos.)
 REPORTING PERIOD ENDING: 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%	90.0%	0.0%	0.0%	0.0%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	A
WORK FORCE 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	B
WORK FORCE #		10	10	0	9	0	0	0	1	0	0	0	0	0	C
WORK FORCE 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 UTILIZATION (+/-)			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 GOALS	Previous Goals	7	2	5	0	3	1	1	0	1	1	0	0	0	G
	Current Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	I
	Current Goals	7	2	5		3	1	1		1	1				M
PROMO. GOALS	Previous Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	O
	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

UTILIZATION ANALYSIS

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

PROJECTED TURNOVER (12 mos.)
 PROJECTED HIRES (12 mos.)
 PROJECTED PROMOTIONS (12 mos.)
 REPORTING PERIOD ENDING: 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%	96.6%	3.4%	87.4%	3.4%	1.1%	0.0%	6.9%	0.0%	1.1%	0.0%	0.0%	0.0%	A
WORK FORCE 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	B
WORK FORCE #		87	84	3	76	3	1	0	6	0	1	0	0	0	C
WORK FORCE 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
NET UTILIZATION (+/-)			-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 GOALS	Previous Goals	7	6	1	0	0	4	0	1	1	1	0	0	0	G
	Current Hires	12	12	0	11	0	0	0	1	0	0	0	0	0	I
	Current Goals	6	5	1			4			1	1				M
PROMO. GOALS	Previous Goals	1	1	0	0	0	1	0	0	0	0	0	0	0	O
	Current Promos	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

UTILIZATION ANALYSIS

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

PROJECTED TURNOVER (12 mos.)
 PROJECTED HIRES (12 mos.)
 PROJECTED PROMOTIONS (12 mos.)
 REPORTING PERIOD ENDING: 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%	92.0%	8.0%	76.0%	8.0%	8.0%	0.0%	8.0%	0.0%	0.0%	0.0%	0.0%	0.0%	A
WORK FORCE 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	B
WORK FORCE #		25	23	2	19	2	2	0	2	0	0	0	0	0	C
WORK FORCE 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 UTILIZATION (+/-)			-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 GOALS	Previous Goals	3	3	0	0	0	0	0	3	0	0	0	0	0	G
	Current Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	I
	Current Goals	3	3	0	3										M
PROMO. GOALS	Previous Goals	3	2	1	0	1	0	0	2	0	0	0	0	0	O
	Current Promos	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

UTILIZATION ANALYSIS

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

PROJECTED TURNOVER (12 mos.)
 PROJECTED HIRES (12 mos.)
 PROJECTED PROMOTIONS (12 mos.)
 REPORTING PERIOD ENDING: 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%	69.2%	30.8%	26.9%	15.4%	3.8%	3.8%	38.5%	7.7%	0.0%	3.8%	0.0%	0.0%	A
WORK FORCE 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	B
WORK FORCE #		26	18	8	7	4	1	1	10	2	0	1	0	0	C
WORK FORCE 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 UTILIZATION (+/-)			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 GOALS	Previous Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	G
	Current Hires	1	1	0	1	0	0	0	0	0	0	0	0	0	I
	Current Goals	0	0	0											M
PROMO. GOALS	Previous Goals	6	0	6	0	0	0	1	0	5	0	0	0	0	O
	Current Promos	3	1	2	0	0	0	1	1	1	0	0	0	0	Q
	Current Goals	4	0	4						4					U
Promotion within category		0	0	0	0	0	0	0	0	0	0	0	0	0	W

UTILIZATION ANALYSIS

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

PROJECTED TURNOVER (12 mos.)
 PROJECTED HIRES (12 mos.)
 PROJECTED PROMOTIONS (12 mos.)
 REPORTING PERIOD ENDING: 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%	62.3%	37.7%	22.6%	13.7%	4.8%	0.7%	34.9%	22.6%	0.0%	0.7%	0.0%	0.0%	A
WORK FORCE 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	B
WORK FORCE #		146	91	55	33	20	7	1	51	33	0	1	0	0	C
WORK FORCE 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 UTILIZATION (+/-)			-8.7	8.6	-33.6	-6.0	-4.4	-6.0	32.0	21.5	-2.8	-0.9	0.0	0.0	E
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 GOALS	Previous Goals	54	45	9	36	4	6	4	0	0	3	1	0	0	G
	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			M
PROMO. GOALS	Previous Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	O
	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

UTILIZATION ANALYSIS

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

PROJECTED TURNOVER (12 mos.)
 PROJECTED HIRES (12 mos.)
 PROJECTED PROMOTIONS (12 mos.)
 REPORTING PERIOD ENDING: 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 %		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%	A
WORK FORCE 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	B
WORK FORCE #		117	95	22	81	20	2	0	8	1	2	1	2	0	C
WORK FORCE 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 UTILIZATION (+/-)			13.3	-13.6	30.6	1.7	-5.6	-3.5	-14.1	-11.4	0.5	-0.4	2.0	0.0	E
PREVIOUS 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 GOALS	Previous Goals	21	11	10	0	0	4	2	7	7	0	1	0	0	G
	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					M
PROMO. GOALS	Previous Goals	12	7	5	0	0	1	1	6	4	0	0	0	0	O
	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

UTILIZATION ANALYSIS

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

PROJECTED TURNOVER (12 mos.)
 PROJECTED HIRES (12 mos.)
 PROJECTED PROMOTIONS (12 mos.)
 REPORTING PERIOD ENDING: 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%	9.1%	90.9%	9.1%	36.4%	0.0%	36.4%	0.0%	9.1%	0.0%	9.1%	0.0%	0.0%	A
WORK FORCE 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	B
WORK FORCE #	11	1	10	1	4	0	4	0	1	0	1	0	0	C
WORK FORCE 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 UTILIZATION (+/-)		-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 GOALS	Previous Goals	4	2	2	1	2	1	0	0	0	0	0	0	G
	Current Hires	0	0	0	0	0	0	0	0	0	0	0	0	I
	Current Goals	4	1	3	1	3								M
PROMO. GOALS	Previous Goals	0	0	0	0	0	0	0	0	0	0	0	0	O
	Current Promos	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	W

UTILIZATION ANALYSIS

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

PROJECTED TURNOVER (12 mos.)
 PROJECTED HIRES (12 mos.)
 PROJECTED PROMOTIONS (12 mos.)
 REPORTING PERIOD ENDING: 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%	50.0%	0.0%	25.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	A
WORK FORCE 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	B
WORK FORCE #	4	4	0	2	0	1	0	1	0	0	0	0	0	C
WORK FORCE PARITY #	4	3.9	0.1	3.1	0.1	0.3	0.0	0.4	0.0	0.1	0.0	0.0	0.0	D
NET UTILIZATION (+/-)		0.1	-0.1	-1.1	-0.1	0.7	0.0	0.6	0.0	-0.1	0.0	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 GOALS	Previous Goals	1	1	0	1	0	0	0	0	0	0	0	0	G
	Current Hires	0	0	0	0	0	0	0	0	0	0	0	0	I
	Current Goals	1	1	0	1									M
PROMO. GOALS	Previous Goals	0	0	0	0	0	0	0	0	0	0	0	0	O
	Current Promos	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	W

UTILIZATION ANALYSIS

RECRUITING AREA: Hartford Statistical Areas
 OCC. CAT./TITLE: 7-Maintenance/Service - All Titles
 CAMPUS: Hartford
 DATA 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%	A
WORK FORCE 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	B
WORK FORCE #	3	3	0	3	0	0	0	0	0	0	0	0	0	C
WORK FORCE 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 UTILIZATION (+/-)		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 GOALS	Previous Goals	1	1	0	0	0	0	0	1	0	0	0	0	G
	Current Hires	1	1	0	1	0	0	0	0	0	0	0	0	I
	Current Goals	2	1	1	1			1						M
PROMO. GOALS	Previous Goals	0	0	0	0	0	0	0	0	0	0	0	0	O
	Current Promos	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	W

UTILIZATION ANALYSIS

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

PROJECTED TURNOVER (12 mos.)
 PROJECTED HIRES (12 mos.)
 PROJECTED PROMOTIONS (12 mos.)
 REPORTING PERIOD ENDING: 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%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	A
WORK FORCE 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	B
WORK FORCE #		2	0	2	0	2	0	0	0	0	0	0	0	0	C
WORK FORCE 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 UTILIZATION (+/-)			-0.3	0.3	-0.2	0.4	0.0	-0.1	0.0	-0.1	0.0	0.0	0.0	0.0	E
PREVIOUS UTILIZATION			-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
HIRING GOALS	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	I
	Current Goals	0	0	0											M
PROMO. GOALS	Previous Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	O
	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

UTILIZATION ANALYSIS

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

PROJECTED TURNOVER (12 mos.)
 PROJECTED HIRES (12 mos.)
 PROJECTED PROMOTIONS (12 mos.)
 REPORTING PERIOD ENDING: 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 %		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%	A
WORK FORCE 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	B
WORK FORCE #		1	1	0	1	0	0	0	0	0	0	0	0	0	C
WORK FORCE 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 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	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 GOALS	Previous Goals	1	0	1	0	1	0	0	0	0	0	0	0	0	G
	Current Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	I
	Current Goals	1	0	1		1									M
PROMO. GOALS	Previous Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	O
	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

UTILIZATION ANALYSIS

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

PROJECTED TURNOVER (12 mos.)
 PROJECTED HIRES (12 mos.)
 PROJECTED PROMOTIONS (12 mos.)
 REPORTING PERIOD ENDING: 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%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	A
WORK FORCE 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	B
WORK FORCE #		1	1	0	0	0	0	0	0	0	1	0	0	0	C
WORK FORCE 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 UTILIZATION (+/-)			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 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 GOALS	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	I
	Current Goals	1	1	0	1										M
PROMO. GOALS	Previous Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	O
	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

UTILIZATION ANALYSIS

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

PROJECTED TURNOVER (12 mos.)
 PROJECTED HIRES (12 mos.)
 PROJECTED PROMOTIONS (12 mos.)
 REPORTING PERIOD ENDING: 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%	A
WORK FORCE 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	B
WORK FORCE #		5	5	0	5	0	0	0	0	0	0	0	0	0	C
WORK FORCE 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 UTILIZATION (+/-)			1.7	-1.7	2.5	-1.2	-0.3	-0.1	-0.3	-0.3	-0.2	-0.1	0.0	0.0	E
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 GOALS	Previous Goals	2	1	1	0	1	1	0	0	0	0	0	0	0	G
	Current Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	I
	Current Goals	2	1	1		1	1								M
PROMO. GOALS	Previous Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	O
	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

UTILIZATION ANALYSIS

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

PROJECTED TURNOVER (12 mos.)
 PROJECTED HIRES (12 mos.)
 PROJECTED PROMOTIONS (12 mos.)
 REPORTING PERIOD ENDING: 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%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	A
WORK FORCE PARITY %		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	B
WORK FORCE #		2	0	2	0	0	0	0	0	2	0	0	0	0	C
WORK FORCE PARITY #		2	0.3	1.7	0.2	1.3	0.0	0.2	0.0	0.1	0.0	0.1	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 GOALS	Previous Goals	2	1	1	1	1	0	0	0	0	0	0	0	0	G
	Current Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	I
	Current Goals	2	1	1	1	1									M
PROMO. GOALS	Previous Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	O
	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

UTILIZATION ANALYSIS

RECRUITING AREA: Norwalk & Stamford Statistical Areas
 OCC. CAT./TITLE: 7-Maintenance/Service - All Titles
 CAMPUS: Stamford
 DATA 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%	A
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	B
WORK FORCE #	2	2	0	2	0	0	0	0	0	0	0	0	0	C
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 GOALS	Previous Goals	2	1	1	0	0	0	0	1	1	0	0	0	G
	Current Hires	0	0	0	0	0	0	0	0	0	0	0	0	I
	Current Goals	2	1	1				1	1					M
PROMO. GOALS	Previous Goals	0	0	0	0	0	0	0	0	0	0	0	0	O
	Current Promos	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	W

UTILIZATION ANALYSIS

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

PROJECTED TURNOVER (12 mos.)
 PROJECTED HIRES (12 mos.)
 PROJECTED PROMOTIONS (12 mos.)
 REPORTING PERIOD ENDING: 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%	A
WORK FORCE 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	B
WORK FORCE #		4	0	4	0	3	0	1	0	0	0	0	0	0	C
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 UTILIZATION (+/-)			-0.2	0.2	-0.2	-0.3	0.0	0.8	0.0	-0.2	0.0	-0.1	0.0	0.0	E
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 GOALS	Previous Goals	1	0	1	0	1	0	0	0	0	0	0	0	0	G
	Current Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	I
	Current Goals	1	0	1		1									M
PROMO. GOALS	Previous Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	O
	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

UTILIZATION ANALYSIS

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

PROJECTED TURNOVER (12 mos.)
 PROJECTED HIRES (12 mos.)
 PROJECTED PROMOTIONS (12 mos.)
 REPORTING PERIOD ENDING: 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%	A
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	B
WORK FORCE #		2	0	2	0	0	0	1	0	1	0	0	0	0	C
WORK FORCE PARITY #		2	0.5	1.5	0.3	1.2	0.1	0.2	0.0	0.1	0.0	0.0	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 GOALS	Previous Goals	1	0	1	0	1	0	0	0	0	0	0	0	0	G
	Current Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	I
	Current Goals	1	0	1		1									M
PROMO. GOALS	Previous Goals	0	0	0	0	0	0	0	0	0	0	0	0	0	O
	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

UTILIZATION ANALYSIS

RECRUITING AREA: Waterbury Statistical Area
 OCC. CAT./TITLE: 7-Maintenance/Service - All Titles
 CAMPUS: Waterbury
 DATA 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%	A
WORK FORCE 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	B
WORK FORCE #	2	2	0	2	0	0	0	0	0	0	0	0	0	C
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 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 GOALS	Previous Goals	1	0	1	0	1	0	0	0	0	0	0	0	G
	Current Hires	0	0	0	0	0	0	0	0	0	0	0	0	I
	Current Goals	1	0	1		1								M
PROMO. GOALS	Previous Goals	0	0	0	0	0	0	0	0	0	0	0	0	O
	Current Promos	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	W