

AVAILABILITY ANALYSIS

(Section 46a-68-84)

September 2023

This section was found to be in compliance in the previous submission with no proposals or recommendations.

Subsection (a)

Availability analyses were conducted by occupational category for each labor market area. Separate analyses were performed for payroll titles with a significant number of employees.

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 a 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. Statewide data was used for professional non-faculty and technical-paraprofessional categories. Local labor markets were used for secretarial-clerical, qualified craft workers, protective services, and service maintenance categories.

Subsection (b)

The following data elements were considered in calculating availability for each category:

- Employment figures (national, state, and local).
- Educational, technical, and training program graduate and participant figures (national).
- Other relevant sources (e.g., Digest of Education Statistics, national).
- Racial and sexual composition of persons in feeder groups who are promotable and/or transferable.

In this *Plan*, the promotable pool used for the Associate Professors in the Faculty category was changed to reflect more accurately those eligible for promotion. In the faculty job categories, promotions are based on the requirements of the Appointments, Promotion and Tenure procedures, which are based on the Bylaws of the University of Connecticut School of Medicine and School of Dental Medicine. For promotion and award of tenure, an Assistant Professor may be nominated at the end of their fifth year and no later than the end of the seventh year. To determine the promotional pool for the Associate Professor, all Assistant Professors with a hire date of five years and earlier were considered eligible for promotion. The School of Dental Medicine follows a similar tenure clock. Please see **Exhibit 1** for an explanation of the tenure schedule for both Schools. The complete bylaws relative to Appointment, Promotion and Tenure for the School of Medicine can be found on the Office of Faculty Affairs website, <https://health.uconn.edu/faculty-affairs/>. The procedures for the School of Dental Medicine can be found on the Faculty Affairs website, <https://dentalmedicine.uconn.edu/about-us/faculty-affairs/>.

For the chart by hire date of all Assistant Professors with race/gender, please see **Exhibit 2**.

In addition, for the Custodian title, In Service/Maintenance, the Promotable Pool is composed of the employees in the part-time Custodian title. Typically, Custodians are hired from the part-time employees in the title. Historically, the value weight for the part-time workforce was higher for that reason. As more hires, in the previous and Current *Plan* years, into the Custodian title have been external, the value weight in this *Plan* is adjusted to reflect the hiring trend more accurately.

Subsection (c)

In calculating availability, the following data elements were considered:

- United Census Bureau 2014-2018 EEO Tables (ACS 5-Year Data) EEO-ALL01R Tables (National, Connecticut and Hartford Residence Geography), **Exhibit #3**
- Percentage of promotable and transferable employees in a relevant feeder group for each job classification.
- *The Integrated Postsecondary Education Data System (IPEDS) from The U. S. Department of Education National Center for Educational Statistics 2021 tables:*
Exhibit #4
 - Employees in Degree-Granting Institutions by Race/Ethnicity, Sex, Employment Status, and Control and Level of Institution
 - Full-Time Faculty in Degree-Granting Post-Secondary Institutions by Race/Ethnicity, Sex and Academic Rank
 - Doctor's Degrees Conferred to Males and Females by Postsecondary Institutions by Race/Ethnicity and Field of Study

Subsection (d)

For each occupational category, position classification or job title analyzed, the name of each source consulted and the basis for selection of each source is provided.

Additionally, where job titles in the source consulted are not identical to the job titles employed by the agency, the job titles deemed most similar to office, position, and position classification within an occupational category or, where appropriate, position classification or job title are documented, and the manner in which the availability base is calculated is substantiated.

Subsection (e)

For job titles with twenty-five (25) or more employees in occupational categories where only the entry-level positions are filled by hiring and the other job titles in the series are filled by promotion, the availability base is calculated for the entire series and goals are set for the entire series.

Subsection (f)

In calculating the availability base, the sources used to fill position are determined and assigned weights based on the percentage of positions filled from those sources. The total weight for all sources does not exceed one hundred percent (100%). The percent of each race and sex group from each relevant source is multiplied by the weight given to the corresponding source resulting in a weighted factor. The weighted factors for each race and sex group are added to determine the availability base for each race and sex group in each occupational category, position classification, or job title analyzed.

Subsection (g)

The manner in which the availability base is calculated is substantiated in the *Plan*.

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

OCC. CATEGORY: 1. EXECUTIVE/ADMINISTRATIVE
TITLE: 1A. EXECUTIVE

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	53.4	0.30	16.0	46.6	0.30	14.0	42.3	0.30	12.7	34.0	0.30	10.2	3.2	0.30	1.0	5.0	0.30	1.5
Promotable Pool	38.2	0.50	19.1	61.8	0.50	30.9	32.4	0.50	16.2	50.0	0.50	25.0	5.9	0.50	2.9	2.9	0.50	1.5
National Education Data	42.4	0.20	8.5	57.6	0.20	11.5	33.4	0.20	6.7	42.8	0.20	8.6	4.0	0.20	0.8	7.2	0.20	1.4
FINAL AVAIL. FACTOR			43.6			56.4			35.6			43.8			4.7			4.4

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	4.7	0.30	1.4	4.9	0.30	1.5	3.2	0.30	1.0	2.7	0.30	0.8						
Promotable Pool	0.0	0.50	0.0	2.9	0.50	1.5	0.0	0.50	0.0	5.9	0.50	2.9						
National Education Data	2.8	0.20	0.6	4.5	0.20	0.9	2.2	0.20	0.4	3.0	0.20	0.6						
FINAL AVAIL. FACTOR			2.0			3.9			1.4			4.3						100.1

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	2014-2018 Census EEO Tabulation Occupation Codes EEO-ALL01R/ALL01RC - Occupation by Sex & Race/Ethnicity for Residence Geography Nation (List of sources attached)	30% Higher value weight, since data is more specific to occupations in category.
National Education Data	U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS) Fall 2021 Management - Table 314.40 Table was prepared March 2021	50% Weight based on national scope of recruitment searches in this category.
Promotable Pool	Promotions occur from employees in University Director title.	20% Positions are filled by promotions into category

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

AVAILABILITY ANALYSIS WORKSHEET - EMPLOYMENT DATA

OCC. CATEGORY: 1. EXECUTIVE/ADMINISTRATIVE
TITLE: 1A. EXECUTIVE

2014-2018 Census	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Education and childcare administrators : 11-9030 / 0230	928715	327440	601275	245495	428570	37935	83960	31005	63595	13005	25150
Financial managers : 11-3031 / 0120	1180055	554620	625435	414910	443165	34310	60135	60770	74860	44630	47275
Medical and health services managers : 11-9111 / 0350	684465	195315	489150	138300	349640	22045	62725	20110	49,315	14860	27470
Top executives : 11-10XX / 0010	2146275	1559770	586505	1291210	459535	62085	40265	122000	51605	84475	35100
TOTAL	4939510	2637145	2302365	2089915	1680910	156375	247085	233885	239375	156970	134995
PERCENTAGE	100.0	53.4	46.6	42.3	34.0	3.2	5.0	4.7	4.9	3.2	2.7

Promotable Pool	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
University Director	34	13	21	11	17	2	1	0	1	0	2
TOTAL	34.0	13	21	11	17	2	1	0	1	0	2
PERCENTAGE	100.0	38.2	61.8	32.4	50.0	5.9	2.9	0.0	2.9	0.0	5.9

	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
National Education Data Table 314.40 - Fall 2021, Management	252134	106930	145204	84249	107965	10046	18215	7113	11413	5522	7611
PERCENTAGE	100.0	42.4	57.6	33.4	42.8	4.0	7.2	2.8	4.5	2.2	3.0

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

OCC. CATEGORY: 1. EXECUTIVE/ADMINISTRATIVE
TITLE: 1B. UNIVERSITY DIRECTOR

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	59.6	0.10	6.0	40.4	0.10	4.0	46.2	0.10	4.6	29.4	0.10	2.9	3.5	0.10	0.4	4.1	0.10	0.4
Promotable Pool	11.8	0.50	5.9	88.2	0.50	44.1	11.8	0.50	5.9	85.3	0.50	42.6	0.0	0.50	0.0	0.0	0.50	0.0
National Education Data	42.4	0.40	17.0	57.6	0.40	23.0	33.4	0.40	13.4	42.8	0.40	17.1	4.0	0.40	1.6	7.2	0.40	2.9
FINAL AVAIL. FACTOR			28.9			71.1			23.9			62.6			2.0			3.3

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	5.7	0.10	0.6	4.0	0.10	0.4	4.3	0.10	0.4	3.0	0.10	0.3						
Promotable Pool	0.0	0.50	0.0	0.0	0.50	0.0	0.0	0.50	0.0	2.9	0.50	1.5						
National Education Data	2.8	0.40	1.1	4.5	0.40	1.8	2.2	0.40	0.9	3.0	0.40	1.2						
FINAL AVAIL. FACTOR			1.7			2.2			1.3			3.0						100.0

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	2014-2018 Census EEO Tabulation Occupation Codes EEO-ALL01R/ALL01RC - Occupation by Sex & Race/Ethnicity for Residence Geography Nation (List of sources attached)	10% Higher value weight, since data is more specific to occupations in category.
National Education Data	U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS) Fall 2021 Management - Table 314.40 Table was prepared March 2021	50% Weight based on national scope of recruitment searches in this category.
Promotable Pool	Promotions occur from employees in Academic Administrative Manager, IT Project Manager, and Nurse Manager titles.	40% Lower value weight, since available data is general in nature.

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

AVAILABILITY ANALYSIS WORKSHEET - EMPLOYMENT DATA

OCC. CATEGORY: 1. EXECUTIVE/ADMINISTRATIVE
TITLE: 1B. UNIVERISTY DIRECTOR

2014-2018 Census	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Computer and information systems managers : 11-3021 / 0110	598285	428900	169385	312375	123955	21370	14450	28615	10305	66540	20675
Financial managers : 11-3031 / 0120	1180055	554620	625435	414910	443165	34310	60135	60770	74860	44630	47275
Lawyers, judges, and related workers : 23-1000 / 2100	1146640	718330	428310	627245	331825	26955	35340	37565	30990	26565	30155
Medical and health services managers : 11-9111 / 0350	684465	195315	489150	138300	349640	22045	62725	20110	49315	14860	27470
Other managers : 11-91XX / 0440	3778780	2470695	1308085	1900345	946560	145470	131005	258420	131135	166460	99385
Purchasing managers : 11-3061 / 0150	199725	104055	95670	81425	71660	7570	9905	8825	8045	6235	6060
Transportation, storage, and distribution managers : 11-3071 / 0160	242310	196595	45715	140745	32585	19220	4685	29110	6125	7520	2320
TOTAL	7830260	4668510	3161750	3615345	2299390	276940	318245	443415	310775	332810	233340
PERCENTAGE	100.0	59.6	40.4	46.2	29.4	3.5	4.1	5.7	4.0	4.3	3.0

Promotable Pool	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Academic Administrative Manager	4	2	2	2	2	0	0	0	0	0	0
Nurse Manager	14	0	14	0	14	0	0	0	0	0	0
Business Services Manager	15	2	13	2	12	0	0	0	0	0	1
IT Project Manager	1	0	1	0	1	0	0	0	0	0	0
TOTAL	34	4	30	4	29	0	0	0	0	0	1
PERCENTAGE	100.0	11.8	88.2	11.8	85.3	0.0	0.0	0.0	0.0	0.0	2.9

	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
National Education Data Table 314.40 - Fall 2021, Management	252134	106930	145204	84249	107965	10046	18215	7113	11413	5522	7611
PERCENTAGE	100.0	42.4	57.6	33.4	42.8	4.0	7.2	2.8	4.5	2.2	3.0

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

OCC. CATEGORY: 1. EXECUTIVE/ADMINISTRATIVE
TITLE: 1C. MANAGERS

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	59.0	0.20	11.8	41.0	0.20	8.2	44.8	0.20	9.0	29.6	0.20	5.9	3.7	0.20	0.7	4.2	0.20	0.8
Promotable Pool	8.0	0.60	4.8	92.0	0.60	55.2	5.6	0.60	3.3	73.5	0.60	44.1	1.2	0.60	0.7	4.9	0.60	3.0
National Education Data	42.4	0.20	8.5	57.6	0.20	11.5	33.4	0.20	6.7	42.8	0.20	8.6	4.0	0.20	0.8	7.2	0.20	1.4
FINAL AVAIL. FACTOR			25.1			74.9			19.0			58.6			2.2			5.2

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	5.9	0.20	1.2	4.2	0.20	0.8	4.7	0.20	0.9	3.0	0.20	0.6						
Promotable Pool	0.6	0.60	0.4	8.0	0.60	4.8	0.6	0.60	0.4	5.6	0.60	3.3						
National Education Data	2.8	0.20	0.6	4.5	0.20	0.9	2.2	0.20	0.4	3.0	0.20	0.6						
FINAL AVAIL. FACTOR			2.2			6.5			1.7			4.5						99.9

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	2014-2018 Census EEO Tabulation Occupation Codes EEO-ALL01R/ALL01RC - Occupation by Sex & Race/Ethnicity for Residence Geography Nation (List of sources attached)	20% Higher value weight, since data is more specific to occupations in category.
Promotable Pool	Promotions occur from employees in Administrative Officer, Administrative Program Coordinator, and Assistant Nursing Manager titles.	60% Lower value weight, since available data is is general in nature.
National Education Data	U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS) Fall 2021 Management - Table 314.40 Table was prepared March 2021	20% Weight based on national scope of recruitment searches in this category.

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

AVAILABILITY ANALYSIS WORKSHEET - EMPLOYMENT DATA

OCC. CATEGORY: 1. EXECUTIVE/ADMINISTRATIVE
TITLE: 1C. MANAGERS

2014-2018 Census	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Administrative services and facilities managers : 11-3010 / 0101	151690	94350	57340	73350	42465	7860	5350	9590	6680	3550	2845
Architectural and engineering managers : 11-9041 / 0300	159870	144980	14890	115480	10510	4185	980	8650	1025	16665	2375
Computer and information systems managers : 11-3021 / 0110	598285	428900	169385	312375	123955	21370	14450	28615	10305	66540	20675
Financial managers : 11-3031 / 0120	1180055	554620	625435	414910	443165	34310	60135	60770	74860	44630	47275
Logisticians : 13-1081 / 0700	138465	90035	48430	58865	30030	13680	7625	12165	6505	5325	4270
Medical and health services managers : 11-9111 / 0350	684465	195315	489150	138300	349640	22045	62725	20110	49315	14860	27470
Other managers : 11-91XX / 0440	3778780	2470695	1308085	1900345	946560	145470	131005	258420	131135	166460	99385
Purchasing managers : 11-3061 / 0150	199725	104055	95670	81425	71660	7570	9905	8825	8045	6235	6060
Veterinarians : 29-1131 / 3250	82099	32480	49619	29180	44610	395	965	1530	2000	1375	2044
TOTAL	6973434	4115430	2858004	3124230	2062595	256885	293140	408675	289870	325640	212399
PERCENTAGE	100.0	59.0	41.0	44.8	29.6	3.7	4.2	5.9	4.2	4.7	3.0

Promotable Pool	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Administrative Officer	20	3	17	2	14	1	1	0	0	0	2
Administrative Program Coordinator	109	7	102	4	83	1	5	1	10	1	4
Clinical Coordinator 2	13	0	13	0	8	0	1	0	2	0	2
Asst Nursing Manager	20	3	17	3	14	0	1	0	1	0	1
TOTAL	162	13	149	9	119	2	8	1	13	1	9
PERCENTAGE	100.0	8.0	92.0	5.6	73.5	1.2	4.9	0.6	8.0	0.6	5.6

	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
National Education Data Table 314.40 - Fall 2021, Management	252134	106930	145204	84249	107965	10046	18215	7113	11413	5522	7611

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

OCC. CATEGORY: **2. FACULTY**
TITLE: **2A. HEAD OF DEPARTMENT**

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	64.5	0.05	3.2	35.5	0.05	1.8	46.3	0.05	2.3	21.5	0.05	1.1	2.4	0.05	0.1	2.5	0.05	0.1
Promotable Pool	68.1	0.50	34.1	31.9	0.50	15.9	49.5	0.50	24.7	20.9	0.50	10.4	2.2	0.50	1.1	2.2	0.50	1.1
National Education Data	64.1	0.45	28.8	35.9	0.45	16.2	50.2	0.45	22.6	28.4	0.45	12.8	2.3	0.45	1.1	1.8	0.45	0.8
FINAL AVAIL. FACTOR			66.1			33.9			49.6			24.3			2.3			2.0
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	4.0	0.05	0.2	3	0.05	0.1	11.9	0.05	0.6	8.9	0.05	0.4						
Promotable Pool	3.3	0.50	1.6	2.2	0.50	1.1	13.2	0.50	6.6	6.6	0.50	3.3						
National Education Data	2.6	0.45	1.2	1.7	0.45	0.8	9.0	0.45	4.0	4.0	0.45	1.8						
FINAL AVAIL. FACTOR			3.0			2.0			11.2			5.5						99.9
FACTOR	SOURCE OF STATISTIC												REASON FOR WEIGHTING THE FACTOR					
Employment	2014-2018 Census EEO Tabulation Occupation Codes EEO-ALL01R/ALL01RC - Occupation by Sex & Race/Ethnicity for Residence Geography Nation (List of sources attached)												5% Data is more specific to occupations in category.					
Promotable Pool	Candidates eligible for promotion from Professor titles.												50% Positions are filled by promotions into category.					
National Education Data	U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS) Fall 2021 Full Time Faculty in degree granting institutions, Table 315.20. This table was prepared March 2021.												45% Weight based on national scope of recruitment searches in this category.					

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

AVAILABILITY ANALYSIS WORKSHEET - EMPLOYMENT DATA

OCC. CATEGORY: 2. FACULTY
TITLE: 2A. HEAD OF DEPARTMENT

2014-2018 Census	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Dentists : 29-1020 / 3010	163589	113094	50495	89690	30115	2645	2960	5555	4075	15204	13345
Physicians and surgeons : 29-12XX / 3090	913855	582375	331480	409270	201845	22785	23870	37550	22955	112770	82810
TOTAL	1077444	695469	381975	498960	231960	25430	26830	43105	27030	127974	96155
PERCENTAGE	100.0	64.5	35.5	46.3	21.5	2.4	2.5	4.0	2.5	11.9	8.9

Promotable Pool	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Professor/Basic Sciences	45	30	15	21	11	0	0	1	1	8	3
Professor/Clinical	46	32	14	24	8	2	2	2	1	4	3
TOTAL	91	62	29	45	19	2	2	3	2	12	6
PERCENTAGE	100.0	68.1	31.9	49.5	20.9	2.2	2.2	3.3	2.2	13.2	6.6

	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Educational Statistics - IPEDS report Fall 2021 Table 315.20 - Professors	181873	116554	65319	91213	51610	4255	3308	4739	3083	16347	7318
TOTAL	181873	116554	65319	91213	51610	4255	3308	4739	3083	16347	7318
PERCENTAGE	100.0	64.1	35.9	50.2	28.4	2.3	1.8	2.6	1.7	9.0	4.0

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

OCC. CATEGORY: **2. FACULTY**
TITLE: **2B. PROFESSOR**

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	64.5	0.05	3.2	35.5	0.05	1.8	46.3	0.05	2.3	21.5	0.05	1.1	2.4	0.05	0.1	2.5	0.05	0.1
Promotable Pool	58.7	0.65	38.1	41.3	0.65	26.9	34.6	0.65	22.5	26.0	0.65	16.9	1.9	0.65	1.3	2.9	0.65	1.9
National Education Data	64.1	0.30	19.2	35.9	0.30	10.8	50.2	0.30	15.0	28.4	0.30	8.5	2.3	0.30	0.7	1.8	0.30	0.5
FINAL AVAIL. FACTOR			60.5			39.5			39.8			26.5			2.1			2.5
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	4.0	0.05	0.2	2.5	0.05	0.1	11.9	0.05	0.6	8.9	0.05	0.4						
Promotable Pool	3.8	0.65	2.5	1.9	0.65	1.3	18.3	0.65	11.9	10.6	0.65	6.9						
National Education Data	2.6	0.30	0.8	1.7	0.30	0.5	9.0	0.30	2.7	4.0	0.30	1.2						
FINAL AVAIL. FACTOR			3.5			1.9			15.2			8.5						100.0
FACTOR	SOURCE OF STATISTIC												REASON FOR WEIGHTING THE FACTOR					
Employment	2014-2018 Census EEO Tabulation Occupation Codes EEO-ALL01R/ALL01RC - Occupation by Sex & Race/Ethnicity for Residence Geography Nation (List of sources attached)												5% Value weight, since data is more specific to occupations in category.					
Promotable Pool	Candidates eligible for promotion from Associate Professor titles.												65% Promotions are filled by promotions into category.					
National Education Data	U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS) Fall 2021 Full Time Faculty in degree granting institutions, Table 315.20. This table was prepared March 2021.												30% Educational Statistics have strong weight since specific degrees required to fill positions.					

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

AVAILABILITY ANALYSIS WORKSHEET - EMPLOYMENT DATA

OCC. CATEGORY: 2. FACULTY
TITLE: 2B. PROFESSOR

2014-2018 Census	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Dentists : 29-1020 / 3010	163589	113094	50495	89690	30115	2645	2960	5555	4075	15204	13345
Physicians and surgeons : 29-12XX / 3090	913855	582375	331480	409270	201845	22785	23870	37550	22955	112770	82810
TOTAL	1077444	695469	381975	498960	231960	25430	26830	43105	27030	127974	96155
PERCENTAGE	100.0	64.5	35.5	46.3	21.5	2.4	2.5	4.0	2.5	11.9	8.9

Promotable Pool	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Assoc Prof/Basic Sciences	39	24	15	14	11	0	1	2	0	8	3
Assoc Prof/Clinical	65	37	28	22	16	2	2	2	2	11	8
TOTAL	104	61	43	36	27	2	3	4	2	19	11
PERCENTAGE	100.0	58.7	41.3	34.6	26.0	1.9	2.9	3.8	1.9	18.3	10.6

	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Educational Statistics - IPEDS report Fall 2021 Table 315.20 - Professors	181873	116554	65319	91213	51610	4255	3308	4739	3083	16347	7318
TOTAL	181873	116554	65319	91213	51610	4255	3308	4739	3083	16347	7318
PERCENTAGE	100.0	64.1	35.9	50.2	28.4	2.3	1.8	2.6	1.7	9.0	4.0

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

OCC. CATEGORY: 2. FACULTY
TITLE: 2C. ASSOCIATE PROFESSOR

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	64.5	0.05	3.2	35.5	0.05	1.8	46.3	0.05	2.3	21.5	0.05	1.1	2.4	0.05	0.1	2.5	0.05	0.1
Promotable Pool	47.2	0.75	35.4	52.8	0.75	39.6	25.5	0.75	19.1	25.9	0.75	19.5	0.9	0.75	0.7	2.4	0.75	1.8
National Education Data	52.5	0.20	10.5	47.5	0.20	9.5	39.0	0.20	7.8	35.5	0.20	7.1	2.7	0.20	0.5	3.4	0.20	0.7
FINAL AVAIL. FACTOR			49.1			50.9			29.2			27.7			1.3			2.6

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	4.0	0.05	0.2	2.5	0.05	0.1	11.9	0.05	0.6	8.9	0.05	0.4						
Promotable Pool	4.2	0.75	3.2	4.7	0.75	3.5	16.5	0.75	12.4	19.8	0.75	14.9						
National Education Data	2.9	0.20	0.6	2.6	0.20	0.5	7.9	0.20	1.6	6.0	0.20	1.2						
FINAL AVAIL. FACTOR			4.0			4.1			14.6			16.5						100.0

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	2014-2018 Census EEO Tabulation Occupation Codes EEO-ALL01R/ALL01RC - Occupation by Sex & Race/Ethnicity for Residence Geography Nation (List of sources attached)	5% Value weight, since data is more specific to occupations in category.
Promotable Pool	Candidates eligible for promotion from Assistant Professor titles.	75% Positions are filled into category.
National Education Data	U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS) Fall 2021 Full Time Faculty in degree granting institutions, Table 315.20. This table was prepared March 2021.	20% Educational Statistics have strong weight since specific degrees required to fill positions.

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

AVAILABILITY ANALYSIS WORKSHEET - EMPLOYMENT DATA

OCC. CATEGORY: 2. FACULTY
TITLE: 2C. ASSOCIATE PROFESSOR

2014-2018 Census	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Dentists : 29-1020 / 3010	163589	113094	50495	89690	30115	2645	2960	5555	4075	15204	13345
Physicians and surgeons : 29-12XX / 3090	913855	582375	331480	409270	201845	22785	23870	37550	22955	112770	82810
TOTAL	1077444	695469	381975	498960	231960	25430	26830	43105	27030	127974	96155
PERCENTAGE	100.0	64.5	35.5	46.3	21.5	2.4	2.5	4.0	2.5	11.9	8.9

Promotable Pool	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Asst Professor/Basic Sciences	57	24	33	9	16	0	2	2	3	13	12
Asst Professor/Clinical	155	76	79	45	39	2	3	7	7	22	30
TOTAL	212	100	112	54	55	2	5	9	10	35	42
PERCENTAGE	100.0	47.2	52.8	25.5	25.9	0.9	2.4	4.2	4.7	16.5	19.8

	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Educational Statistics - IPEDS report Fall 2021 Table 315.20 - Associate Professors	189072	116554	72518	59521	54170	4196	5194	4362	3975	12022	9179
TOTAL	152619	80101	72518	59521	54170	4196	5194	4362	3975	12022	9179
PERCENTAGE	100.0	52.5	47.5	39.0	35.5	2.7	3.4	2.9	2.6	7.9	6.0

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

OCC. CATEGORY: **2. FACULTY**
TITLE: **2D. ASSISTANT PROFESSOR**

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	64.5	0.10	6.5	35.5	0.10	3.5	46.3	0.10	4.6	21.5	0.10	2.2	2.4	0.10	0.2	2.5	0.10	0.2
Promotable Pool	39.1	0.05	2.0	60.9	0.05	3.0	21.7	0.05	1.1	39.1	0.05	2.0	0.0	0.05	0.0	0.0	0.05	0.0
National Education Data	42.7	0.85	36.3	57.3	0.85	48.7	28.9	0.85	24.6	38.5	0.85	32.7	2.9	0.85	2.4	5.5	0.85	4.7
FINAL AVAIL. FACTOR			44.8			55.2			30.3			36.9			2.6			4.9
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	4.0	0.10	0.4	2.5	0.10	0.3	11.9	0.10	1.2	8.9	0.10	0.9						
Promotable Pool	0.0	0.05	0.0	4.3	0.05	0.2	17.4	0.05	0.9	17.4	0.05	0.9						
National Education Data	3.1	0.85	2.7	4.1	0.85	3.5	7.8	0.85	6.6	9.1	0.85	7.8						
FINAL AVAIL. FACTOR			3.1			4.0			8.7			9.6						100.1
FACTOR	SOURCE OF STATISTIC												REASON FOR WEIGHTING THE FACTOR					
Employment	2014-2018 Census EEO Tabulation Occupation Codes EEO-ALL01R/ALL01RC - Occupation by Sex & Race/Ethnicity for Residence Geography Nation (List of sources attached)												10% Value weight, since data is more specific to occupations in category.					
Promotable Pool	Candidates eligible for promotion from Instructor titles.												5% Positions are filled by promotions into category.					
National Education Data	U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS) Fall 2021 Full Time Faculty in degree granting institutions, Table 315.20. Table prepared March 2021												85% Educational Statistics have weight since specific degrees required to fill positions.					

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

AVAILABILITY ANALYSIS WORKSHEET - EMPLOYMENT DATA

OCC. CATEGORY: 2. FACULTY
TITLE: 2D. ASSISTANT PROFESSOR

2014-2018 Census	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Dentists : 29-1020 / 3010	163589	113094	50495	89690	30115	2645	2960	5555	4075	15204	13345
Physicians and surgeons : 2912XX / 3090	913855	582375	331480	409270	201845	22785	23870	37550	22955	112770	82810
TOTAL	1077444	695469	381975	498960	231960	25430	26830	43105	27030	127974	96155
PERCENTAGE	100.0	64.5	35.5	46.3	21.5	2.4	2.5	4.0	2.5	11.9	8.9

Promotable Pool	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Instructor/Basic Sciences	16	8	8	4	4	0	0	0	0	4	4
Instructor/Clinical	7	1	6	1	5	0	0	0	1	0	0
TOTAL	23	9	14	5	9	0	0	0	1	4	4
PERCENTAGE	100.0	39.1	60.9	21.7	39.1	0.0	0.0	0.0	4.3	17.4	17.4

	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Educational Statistics - IPEDS report Fall 2021 Table 315.20 - Assistant Professors	152645	68439	84206	47792	59310	4694	7972	4520	5260	11433	11664
Educational Statistics - IPEDS report Fall 2021 Table 324.30 & 324.35 - Health professions and related programs	80117	31024	49093	19524	30308	1997	4851	2805	4347	6698	9587
TOTAL	232762	99463	133299	67316	89618	6691	12823	7325	9607	18131	21251
PERCENTAGE	100.0	42.7	57.3	28.9	38.5	2.9	5.5	3.1	4.1	7.8	9.1

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

OCC. CATEGORY: 2. FACULTY
TITLE: 2E. INSTRUCTOR

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	64.5	0.60	38.7	35.5	0.60	21.3	46.3	0.60	27.8	21.5	0.60	12.9	2.4	0.60	1.4	2.5	0.60	1.5
Promotable Pool	36.4	0.05	1.8	63.6	0.05	3.2	21.2	0.05	1.1	39.4	0.05	2.0	3.0	0.05	0.2	6.1	0.05	0.3
National Education Data	34.7	0.35	12.1	65.3	0.35	22.9	24.8	0.35	8.7	45.8	0.35	16.0	2.8	0.35	1.0	7.3	0.35	2.5
FINAL AVAIL. FACTOR			52.6			47.4			37.6			30.9			2.6			4.3
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	4.0	0.60	2.4	2.5	0.60	1.5	11.9	0.60	7.1	8.9	0.60	5.4						
Promotable Pool	0.0	0.05	0.0	6.1	0.05	0.3	12.1	0.05	0.6	12.1	0.05	0.6						
National Education Data	3.3	0.35	1.1	6.0	0.35	2.1	3.8	0.35	1.3	6.3	0.35	2.2						
FINAL AVAIL. FACTOR			3.5			3.9			9.0			8.2						100.0
FACTOR	SOURCE OF STATISTIC												REASON FOR WEIGHTING THE FACTOR					
Employment	2014-2018 Census EEO Tabulation Occupation Codes EEO-ALL01R/ALL01RC - Occupation by Sex & Race/Ethnicity for Residence Geography Nation (List of sources attached)												60% Value weight has a higher weight since the majority of positions are					
Promotion/Transfer	Promotions filled from Research Associate 1 and Research Associate 2 positions.												5% Positions are filled by promotions into category.					
National Education Data	U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS) Fall 2021 Full Time Faculty in degree granting institutions, Table 315.20. Table prepared March 2021												35% Educational Statistics have higher weight since specific degrees required to fill positions.					

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

AVAILABILITY ANALYSIS WORKSHEET - EMPLOYMENT DATA

OCC. CATEGORY: 2. FACULTY
TITLE: 2E. INSTRUCTOR

2014-2018 Census	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Dentists : 29-1020 / 3010	163589	113094	50495	89690	30115	2645	2960	5555	4075	15204	13345
Physicians and surgeons : 2912XX / 3090	913855	582375	331480	409270	201845	22785	23870	37550	22955	112770	82810
TOTAL	1077444	695469	381975	498960	231960	25430	26830	43105	27030	127974	96155
PERCENTAGE	100.0	64.5	35.5	46.3	21.5	2.4	2.5	4.0	2.5	11.9	8.9

Promotional Pool	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Research Associate 1	20	8	12	4	8	0	0	0	2	4	2
Research Associate 2	13	4	9	3	5	1	2	0	0	0	2
TOTAL	33	12	21	7	13	1	2	0	2	4	4
PERCENTAGE	100.0	36.4	63.6	21.2	39.4	3.0	6.1	0.0	6.1	12.1	12.1

	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Educational Statistics - IPEDS report Fall 2021 Table 315.20 - Instructors	89486	38037	51449	28735	37968	2737	4792	3670	4678	2895	4011
Educational Statistics - IPEDS report Fall 2021 Table 324.30 & 324.35 - Health professions and related programs	104788	29327	75461	19435	51005	2652	9334	2672	6933	4568	8189
TOTAL	194274	67364	126910	48170	88973	5389	14126	6342	11611	7463	12200
PERCENTAGE	100.0	34.7	65.3	24.8	45.8	2.8	7.3	3.3	6.0	3.8	6.3

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

OCC. CATEGORY: 3. PROFESSIONAL/NON-FACULTY
TITLE: 3A. REGISTERED NURSE

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	9.1	1.00	9.1	90.9	1.00	90.9	5.7	1.00	5.7	73.8	1.00	73.8	1.4	1.00	1.4	7.9	1.00	7.9
FINAL AVAIL. FACTOR			9.1			90.9			5.7			73.8			1.4			7.9
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	1.2	1.00	1.2	5.0	1.00	5.0	0.9	1.00	0.9	4.1	1.00	4.1						
FINAL AVAIL. FACTOR			1.2			5.0			0.9			4.1						100.0
FACTOR	SOURCE OF STATISTIC											REASON FOR WEIGHTING THE FACTOR						
Employment	2014-2018 Census EEO Tabulation Occupation Codes EEO-ALL01R/ALL01RC - Occupation by Sex & Race/Ethnicity for Residence Geography State (List of sources attached)											100% Recruitment is from the state level.						
Promotion/Transfer	Promotions filled from positions within the university typically from Staff Nurse level.											Positions are filled from promotions and transfers from the Staff Nurse classification - per CHRO promotions can only occur outside the category.						

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

AVAILABILITY ANALYSIS WORKSHEET - EMPLOYMENT DATA

OCC. CATEGORY: 3. PROFESSIONAL/NON-FACULTY
TITLE: 3A. REGISTERED NURSE

2014-2018 Census	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Registered nurses : 29-1141 / 3255	39100	3565	35535	2225	28875	545	3100	455	1960	340	1600
TOTAL	39100	3565	35535	2225	28875	545	3100	455	1960	340	1600
PERCENTAGE	100.0	9.1	90.9	5.7	73.8	1.4	7.9	1.2	5.0	0.9	4.1

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

OCC. CATEGORY: **3. PROFESSIONAL/NON-FACULTY**
TITLE: **3B. NURSING SUPERVISOR**

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	13.0	0.50	6.5	87.0	0.50	43.5	9.1	0.50	4.5	69.6	0.50	34.8	1.7	0.50	0.8	7.9	0.50	3.9
Promotable Pool	17.3	0.50	8.7	82.7	0.50	41.3	13.4	0.50	6.7	63.0	0.50	31.5	0.8	0.50	0.4	8.7	0.50	4.3
FINAL AVAIL. FACTOR			15.2			84.8			11.2			66.3			1.2			8.2
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	1.4	0.50	0.7	5.5	0.50	2.8	0.9	0.50	0.4	4.0	0.50	2.0						
Promotable Pool	1.6	0.50	0.8	7.1	0.50	3.5	1.6	0.50	0.8	3.9	0.50	2.0						
FINAL AVAIL. FACTOR			1.5			6.3			1.2			4.0						99.9
FACTOR	SOURCE OF STATISTIC											REASON FOR WEIGHTING THE FACTOR						
Employment	2014-2018 Census EEO Tabulation Occupation Codes EEO-ALL01R/ALL01RC - Occupation by Sex & Race/Ethnicity for Residence Geography State (List of sources attached)											50% Recruitment is on the state level.						
Promotion/Transfer	Promotions filled from positions within the university typically from Staff Nurse level.											50% Positions are filled by promotion or transfer from the Staff Nurse classifications.						

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

AVAILABILITY ANALYSIS WORKSHEET - EMPLOYMENT DATA

OCC. CATEGORY: **3. PROFESSIONAL/NON-FACULTY**
TITLE: **3B. NURSING SUPERVISOR**

2014-2018 Census	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Registered nurses : 29-1141 / 3255	39100	3565	35535	2225	28875	545	3100	455	1960	340	1600
Medical and health services managers : 11-9111 / 0350	9725	2795	6930	2200	5105	275	755	230	735	90	335
TOTAL	48825	6360	42465	4425	33980	820	3855	685	2695	430	1935
PERCENTAGE	100.0	13.0	87.0	9.1	69.6	1.7	7.9	1.4	5.5	0.9	4.0

Promotional Pool	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Staff Nurse All Titles	127	22	105	17	80	1	11	2	9	2	5
Total	127	22	105	17	80	1	11	2	9	2	5
PERCENTAGE	100.0	17.3	82.7	13.4	63.0	0.8	8.7	1.6	7.1	1.6	3.9

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

OCC. CATEGORY: **3. PROFESSIONAL/NON-FACULTY**
TITLE: **3C. SPECIALIZED NURSES**

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	9.1	0.65	5.9	90.9	0.65	59.1	5.7	0.65	3.7	73.8	0.65	48.0	1.4	0.65	0.9	8.1	0.65	5.3
Promotable Pool	17.3	0.35	6.1	82.7	0.35	28.9	13.4	0.35	4.7	63.0	0.35	22.0	0.8	0.35	0.3	8.7	0.35	3.0
FINAL AVAIL. FACTOR			12.0			88.0			8.4			70.0			1.2			8.3
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	1.2	0.65	0.8	5.0	0.65	3.3	0.9	0.65	0.6	4.0	0.65	2.6						
Promotable Pool	1.6	0.35	0.6	7.1	0.35	2.5	1.6	0.35	0.6	3.9	0.35	1.4						
FINAL AVAIL. FACTOR			1.4			5.8			1.2			4.0						100.3
FACTOR	SOURCE OF STATISTIC											REASON FOR WEIGHTING THE FACTOR						
Employment	2014-2018 Census EEO Tabulation Occupation Codes EEO-ALL01R/ALL01RC - Occupation by Sex & Race/Ethnicity for Residence Geography State (List of sources attached)											65% Applicant Pool is recruited on the state level.						
Promotion/Transfer	Promotions filled from positions within the university typically from Staff Nurse level.											35% Promotions from Staff Nurse employees occur in this category.						

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

AVAILABILITY ANALYSIS WORKSHEET - EMPLOYMENT DATA

OCC. CATEGORY: 3. PROFESSIONAL/NON-FACULTY
TITLE: 3C. SPECIALIZED NURSES

2014-2018 Census	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Other nurses : 29-11XX / 3256	2785	235	2550	150	2030	30	305	35	150	20	65
Registered nurses : 29-1141 / 3255	39100	3565	35535	2225	28875	545	3100	455	1960	340	1600
TOTAL	41885	3800	38085	2375	30905	575	3405	490	2110	360	1665
PERCENTAGE	100.0	9.1	90.9	5.7	73.8	1.4	8.1	1.2	5.0	0.9	4.0

Promotional Pool	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Staff Nurse All Titles	127	22	105	17	80	1	11	2	9	2	5
Total	127	22	105	17	80	1	11	2	9	2	5
PERCENTAGE	100.0	17.3	82.7	13.4	63.0	0.8	8.7	1.6	7.1	1.6	3.9

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

OCC. CATEGORY: **3. PROFESSIONAL/NON-FACULTY**
TITLE: **3D. CLINICAL SUPERVISORS**

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	28.7	0.50	14.4	71.3	0.50	35.6	22.6	0.50	11.3	52.5	0.50	26.2	2.8	0.50	1.4	7.8	0.50	3.9
Promotable Pool	22.7	0.50	11.4	77.3	0.50	38.6	21.2	0.50	10.6	60.6	0.50	30.3	0.0	0.50	0.0	6.1	0.50	3.0
FINAL AVAIL. FACTOR			25.8			74.2			21.9			56.5			1.4			6.9
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	2.4	0.50	1.2	7.6	0.50	3.8	0.9	0.50	0.5	3.4	0.50	1.7						
Promotable Pool	0.0	0.50	0.0	3.0	0.50	1.5	1.5	0.50	0.8	7.6	0.50	3.8						
FINAL AVAIL. FACTOR			1.2			5.3			1.3			5.5						100.0
FACTOR	SOURCE OF STATISTIC											REASON FOR WEIGHTING THE FACTOR						
Employment	2014-2018 Census EEO Tabulation Occupation Codes EEO-ALL01R/ALL01RC - Occupation by Sex & Race/Ethnicity for Residence Geography State (List of sources attached)											50% Recruitment is on the state level.						
Promotion/Transfer	Promotions filled from positions within the university, the following titles are attached.											50% Positions are filled by promotions or transfers from the list of job titles that are attached.						

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

AVAILABILITY ANALYSIS WORKSHEET - EMPLOYMENT DATA

OCC. CATEGORY: 3. PROFESSIONAL/NON-FACULTY
TITLE: 3D. CLINICAL SUPERVISORS

2014-2018 Census	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Medical and health services managers : 11-9111 / 0350	9725	2795	6930	2200	5105	275	755	230	735	90	335
TOTAL	9725	2795	6930	2200	5105	275	755	230	735	90	335
PERCENTAGE	1.0	28.7	71.3	22.6	52.5	2.8	7.8	2.4	7.6	0.9	3.4
Promotional Pool	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Lead Radiologic Technologist	5	3	2	3	2	0	0	0	0	0	0
Medical Technologist 2	22	3	19	2	12	0	1	0	2	1	4
Occupational Therapist 2	6	1	5	1	5	0	0	0	0	0	0
Physical Therapist 2	15	6	9	6	8	0	0	0	0	0	1
Social Worker 2	18	2	16	2	13	0	3	0	0	0	0
TOTAL	66	15	51	14	40	0	4	0	2	1	5
PERCENTAGE	100	22.7	77.3	21.2	60.6	0.0	6.1	0.0	3.0	1.5	7.6

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

OCC. CATEGORY: **3. PROFESSIONAL/NON-FACULTY**
TITLE: **3E. CLINICAL GROUP**

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	25.4	0.50	12.7	74.6	0.50	37.3	16.9	0.50	8.4	54.7	0.50	27.4	4.4	0.50	2.2	9.6	0.50	4.8
Promotable Pool	20.9	0.05	1.0	79.1	0.05	4.0	14.8	0.05	0.7	58.5	0.05	2.9	1.1	0.05	0.1	7.9	0.05	0.4
National Education Data	28.0	0.45	12.6	72.0	0.45	32.4	18.5	0.45	8.3	48.7	0.45	21.9	2.5	0.45	1.1	8.9	0.45	4.0
FINAL AVAIL. FACTOR			26.3			73.7			17.4			52.2			3.4			9.2

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	2.9	0.50	1.5	8.2	0.50	4.1	1.2	0.50	0.6	2.1	0.50	1.0						
Promotable Pool	1.4	0.05	0.1	7.0	0.05	0.3	3.5	0.05	0.2	5.8	0.05	0.3						
National Education Data	2.5	0.45	1.1	6.6	0.45	3.0	4.4	0.45	2.0	7.8	0.45	3.5						
FINAL AVAIL. FACTOR			2.7			7.4			2.8			4.8						99.9

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	2014-2018 Census EEO Tabulation Occupation Codes EEO-ALL01R/ALL01RC - Occupation by Sex & Race/Ethnicity for Residence Geography State (List of sources attached)	50% Recruitment is on the state level.
Promotion/Transfer	Promotions filled from positions within the university, the following titles are attached.	5% Positions are filled by promotions into category.
National Education Data	U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS) Fall 2021 Healthcare Practitioners and Technicians Table 314.40 Table was prepared March 2021	45% Based on the educational requirements in the positions within this category.

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

AVAILABILITY ANALYSIS WORKSHEET - EMPLOYMENT DATA

OCC. CATEGORY: 3. PROFESSIONAL/NON-FACULTY
TITLE: 3E. CLINICAL GROUP

2014-2018 Census	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Counselors, social workers, and other community and social service specialists : 21- 10XX / 2001	31519	7754	23765	4275	15525	2155	4515	1215	3350	109	375
Industrial engineers, including health and safety : 17-2110 / 1430	3715	3070	645	2380	450	145	10	320	155	225	30
Miscellaneous healthcare diagnosing or treating practitioners : 29-1290 / 3261	2955	155	2800	95	2355	10	60	10	235	40	150
Other nurses : 29-11XX / 3256	2785	235	2550	150	2030	30	305	35	150	20	65
Other therapists : 29-112X / 3150	5595	680	4915	540	3955	65	445	40	390	35	125
Pharmacists : 29-1051 / 3050	3360	1440	1920	1115	1405	85	120	25	110	215	285
Physical therapists : 29-1123 / 3160	3679	799	2880	755	2670	0	15	4	100	40	95
Physician assistants : 29-1071 / 3110	1834	454	1380	345	1170	60	70	45	90	4	50
Radiation therapists : 29-1124 / 3200	185	45	140	45	140	0	0	0	0	0	0
Speech-language pathologists : 29-1127 / 3230	2225	65	2160	50	1955	15	25	0	150	0	30
TOTAL	57852	14697	43155	9750	31655	2565	5565	1694	4730	688	1205
PERCENTAGE	100.00	25.4	74.6	16.9	54.7	4.4	9.6	2.9	8.2	1.2	2.1

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

AVAILABILITY ANALYSIS WORKSHEET - EMPLOYMENT DATA

exe

OCC. CATEGORY: 3. PROFESSIONAL/NON-FACULTY
TITLE: 3E. CLINICAL GROUP

	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Promotional Pool											
Research Associate 1	20	8	12	4	8	0	0	0	2	4	2
Research Associate 2	13	4	9	3	5	1	2	0	0	0	2
Staff Nurse CN2-CN4	125	21	104	17	80	1	11	2	9	2	5
TOTAL	158	33	125	24	93	2	13	2	11	6	9
PERCENTAGE	100	20.9	79.1	14.8	58.5	1.1	7.9	1.4	7.0	3.5	5.8

	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Educational Statistics - IPEDS report - Fall 2021 Table 314.40 - Healthcare practioners and technicians											
	104788	29327	75461	19435	51005	2652	9334	2672	6933	4568	8189
PERCENTAGE	100.00	28.0	72.0	18.5	48.7	2.5	8.9	2.5	6.6	4.4	7.8

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

OCC. CATEGORY: 3. PROFESSIONAL/NON-FACULTY
TITLE: 3F. RESEARCH

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	42.7	1.00	42.7	57.3	1.00	57.3	39.2	1.00	39.2	46.2	1.00	46.2	0.0	1.00	0.0	3.5	1.00	3.5
Promotable Pool	0.0	0.00	0.0	0.0	0.00	0.0	0.0	0.00	0.0	0.0	0.00	0.0	0.0	0.00	0.0	0.0	0.00	0.0
FINAL AVAIL. FACTOR			42.7			57.3			39.2			46.2			0.0			3.5
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	0.0	1.00	0.0	0.0	1.00	0.0	3.5	1.00	3.5	7.6	1.00	7.6						
Promotable Pool	0.0	0.00	0.0	0.0	0.00	0.0	0.0	0.00	0.0	0.0	0.00	0.0						
FINAL AVAIL. FACTOR			0.0			0.0			3.5			7.6						100.0
FACTOR	SOURCE OF STATISTIC											REASON FOR WEIGHTING THE FACTOR						
Employment	2014-2018 Census EEO Tabulation Occupation Codes EEO-ALL01R/ALL01RC - Occupation by Sex & Race/Ethnicity for Residence Geography State (List of sources attached)											100% Recruitment is on the state level.						
Promotion/Transfer	Positions are filled from promotions and transfers from the Research Assistant 3 classification.											Positions are filled from promotions and transfers from the Research Assistant 3 classification - per CHRO promotions can only occur outside the category.						

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

AVAILABILITY ANALYSIS WORKSHEET - EMPLOYMENT DATA

OCC. CATEGORY: 3. PROFESSIONAL/NON-FACULTY
TITLE: 3F. RESEARCH

2014-2018 Census	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Biological scientists : 19-1020 / 1610	855	365	490	335	395	0	30	0	0	30	65
TOTAL	855	365	490	335	395	0	30	0	0	30	65
PERCENTAGE	100.00	42.7	57.3	39.2	46.2	0.0	3.5	0.0	0.0	3.5	7.6

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

OCC. CATEGORY: 3. PROFESSIONAL/NON-FACULTY
TITLE: 3G. CLINICAL TECHNOLOGIST

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	20.7	1.00	20.7	79.3	1.00	79.3	11.3	1.00	11.3	52.7	1.00	52.7	4.6	1.00	4.6	14.6	1.00	14.6
FINAL AVAIL. FACTOR			20.7			79.3			11.3			52.7			4.6			14.6
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	3.2	1.00	3.2	8.9	1.00	8.9	1.6	1.00	1.6	3.1	1.00	3.1						
FINAL AVAIL. FACTOR			3.2			8.9			1.6			3.1						100.0
FACTOR	SOURCE OF STATISTIC											REASON FOR WEIGHTING THE FACTOR						
Employment	2014-2018 Census EEO Tabulation Occupation Codes EEO-ALL01R/ALL01RC - Occupation by Sex & Race/Ethnicity for Residence Geography State (List of sources attached)											100% Recruitment is on the state level.						

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

AVAILABILITY ANALYSIS WORKSHEET - EMPLOYMENT DATA

OCC. CATEGORY: 3. PROFESSIONAL/NON-FACULTY
TITLE: 3G. CLINICAL TECHNOLOGIST

2014-2018 Census	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Other health technologists and technicians : 29-20XX / 3300	26844	5560	21284	3030	14150	1225	3905	870	2390	435	839
TOTAL	26844	5560	21284	3030	14150	1225	3905	870	2390	435	839
PERCENTAGE	100.0	20.7	79.3	11.3	52.7	4.6	14.6	3.2	8.9	1.6	3.1

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

OCC. CATEGORY: 3. PROFESSIONAL/NON-FACULTY
TITLE: 3H. FINANCE GROUP

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	51.6	0.60	30.9	48.4	0.60	29.1	43.0	0.60	25.8	38.4	0.60	23.0	3.1	0.60	1.8	3.5	0.60	2.1
Promotable Pool	6.5	0.40	2.6	93.5	0.40	37.4	2.6	0.40	1.0	50.3	0.40	20.1	1.3	0.40	0.5	18.1	0.40	7.2
FINAL AVAIL. FACTOR			33.5			66.5			26.8			43.1			2.3			9.3
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	2.8	0.60	1.7	3.5	0.60	2.1	2.7	0.60	1.6	3.0	0.60	1.8						
Promotable Pool	1.9	0.40	0.8	22.6	0.40	9.0	0.6	0.40	0.3	2.6	0.40	1.0						
FINAL AVAIL. FACTOR			2.5			11.1			1.9			2.8						99.8
FACTOR	SOURCE OF STATISTIC												REASON FOR WEIGHTING THE FACTOR					
Employment	2014-2018 Census EEO Tabulation Occupation Codes EEO-ALL01R/ALL01RC - Occupation by Sex & Race/Ethnicity for Residence Geography State (List of sources attached)												60% Recruitment is on the state level.					
Promotion/Transfer	Promotions filled from positions within the university, the following titles are attached.												40% Positions are filled by promotions into category. category from the Patient Services Rep. classification.					

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

AVAILABILITY ANALYSIS WORKSHEET - EMPLOYMENT DATA

OCC. CATEGORY: 3. PROFESSIONAL/NON-FACULTY
TITLE: 3H. FINANCE GROUP

2014-2018 Census	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Accountants and auditors : 13-2011 / 0800	28355	13430	14925	10905	11590	955	1175	740	1065	830	1095
Budget analysts : 13-2031 / 0820	345	85	260	75	240	0	0	10	10	0	10
Other financial specialists : 13-20XX / 0810	19190	11185	8005	9600	6565	520	515	610	585	455	340
TOTAL NUMBER	47890	24700	23190	20580	18395	1475	1690	1360	1660	1285	1445
PERCENTAGE	100.0	51.6	48.4	43.0	38.4	3.1	3.5	2.8	3.5	2.7	3.0

Promotional Pool	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Office Assistant	52	4	48	0	27	2	11	2	10	0	0
Lead Patient Services Rep.	1	0	1	0	1	0	0	0	0	0	0
Patient Access Rep.	20	0	20	0	8	0	4	0	7	0	1
Adm. Fiscal Assistant	18	3	15	2	10	0	3	1	1	0	1
Patient Services Rep.	64	3	61	2	32	0	10	0	17	1	2
TOTAL	155	10	145	4	78	2	28	3	35	1	4
PERCENTAGE	100.0	6.5	93.5	2.6	50.3	1.3	18.1	1.9	22.6	0.6	2.6

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

OCC. CATEGORY: **3. PROFESSIONAL/NON-FACULTY**
TITLE: **3I. ADMINISTRATIVE GROUP**

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	29.3	0.70	20.5	70.7	0.70	49.5	23.2	0.70	16.2	55.4	0.70	38.8	2.7	0.70	1.9	6.7	0.70	4.7
Promotable Pool	5.9	0.30	1.8	94.1	0.30	28.2	3.4	0.30	1.0	75.6	0.30	22.7	0.8	0.30	0.3	5.9	0.30	1.8
FINAL AVAIL. FACTOR			22.3			77.7			17.2			61.5			2.2			6.5
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	2.4	0.70	1.7	7.0	0.70	4.9	1.0	0.70	0.7	1.6	0.70	1.1						
Promotable Pool	0.8	0.30	0.3	9.2	0.30	2.8	0.8	0.30	0.3	3.4	0.30	1.0						
FINAL AVAIL. FACTOR			2.0			7.7			1.0			2.1						100.2
FACTOR	SOURCE OF STATISTIC												REASON FOR WEIGHTING THE FACTOR					
Employment	2014-2018 Census EEO Tabulation Occupation Codes EEO-ALL01R/ALL01RC - Occupation by Sex & Race/Ethnicity for Residence Geography State (List of sources attached)												70% Recruitment is on the state level.					
Promotion/Transfer	Promotions filled from positions within the university typically employees in Administrative Program Coordinator and Human Resource classifications.												30% Positions are filled by promotions into category.					

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

AVAILABILITY ANALYSIS WORKSHEET - EMPLOYMENT DATA

OCC. CATEGORY: 3. PROFESSIONAL/NON-FACULTY
TITLE: 3I. ADMINISTRATIVE GROUP

2014-2018 Census	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Business operations specialists, all other : 13-1199 / 0750	3060	1340	1720	1085	1210	10	60	100	395	145	55
Compliance officers : 13-1041 / 0565	3095	1395	1700	1205	1435	35	65	100	170	55	30
Counselors, social workers, and other community and social service specialists : 21-10XX / 2001	31519	7754	23765	4275	15525	2155	4515	1215	3350	109	375
Education and childcare administrators : 11-9030 / 0230	13709	5160	8549	4070	7020	445	535	440	730	205	264
First-line supervisors of office and administrative support workers : 43-1011 / 5000	15025	5420	9605	4060	7790	665	670	420	855	275	290
Human resources workers : 13-1070 / 0630	9844	2564	7280	2180	5555	150	855	220	640	14	230
Lawyers, judges, and related workers : 23-1000 / 2100	18125	12165	5960	11435	5415	275	230	250	175	205	140
Librarians, curators, and archivists : 25-4000 / 2400	5040	1005	4035	830	3670	65	175	80	65	30	125
Occupational health and safety specialists and technicians : 19-5010 / 1980	860	510	350	390	255	55	10	65	45	0	40
Other media and communication workers : 27-30XX / 2805	3830	1700	2130	1370	1745	120	60	200	245	10	80
Preschool and kindergarten teachers : 25-2010 / 2300	8325	160	8165	60	6090	10	820	90	1125	0	130
Project management specialists : 13-1082 / 0705	10065	5670	4395	4725	3585	180	315	280	330	485	165
Purchasing agents, except wholesale, retail, and farm products : 13-1023 / 0530	3519	1835	1684	1460	1400	135	200	185	80	55	4
Secretaries and administrative assistants : 43-6010 / 5710	41540	2280	39260	1520	32255	230	2670	375	3600	155	735
Training and development specialists : 13-1151 / 0650	1400	600	800	490	680	75	100	35	0	0	20
TOTAL	168956	49558	119398	39155	93630	4605	11280	4055	11805	1743	2683
PERCENTAGE	100.0	29.3	70.7	23.2	55.4	2.7	6.7	2.4	7.0	1.0	1.6

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

AVAILABILITY ANALYSIS WORKSHEET - EMPLOYMENT DATA

OCC. CATEGORY: 3. PROFESSIONAL/NON-FACULTY
TITLE: 3I. ADMINISTRATIVE GROUP

Promotional Pool	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI	
										M	F
Admin. Program Coord.	109	7	102	4	83	1	5	1	10	1	4
Human Resources Assoc.	10	0	10	0	7	0	2	0	1	0	0
TOTAL	119	7	112	4	90	1	7	1	11	1	4
PERCENTAGE	100.0	5.9	94.1	3.4	75.6	0.8	5.9	0.8	9.2	0.8	3.4

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

OCC. CATEGORY: **3. PROFESSIONAL/NON-FACULTY**
TITLE: **3J. ADMINITRATIVE PROGRAM COORDINATOR**

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	51.4	0.40	20.5	48.6	0.40	19.5	39.6	0.40	15.9	44.1	0.40	17.7	0.0	0.40	0.0	0.0	0.40	0.0
Promotable Pool	5.4	0.60	3.2	94.6	0.60	56.8	2.7	0.60	1.6	73.0	0.60	43.8	0.0	0.60	0.0	9.5	0.60	5.7
FINAL AVAIL. FACTOR			23.7			76.3			17.5			61.5			0.0			5.7
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	1.8	0.40	0.7	1.8	0.40	0.7	9.9	0.40	4.0	2.7	0.40	1.1						
Promotable Pool	2.7	0.60	1.6	8.1	0.60	4.9	0.0	0.60	0.0	4.1	0.60	2.4						
FINAL AVAIL. FACTOR			2.3			5.6			4.0			3.5						100.1
FACTOR	SOURCE OF STATISTIC											REASON FOR WEIGHTING THE FACTOR						
Employment	2014-2018 Census EEO Tabulation Occupation Codes EEO-ALL01R/ALL01RC - Occupation by Sex & Race/Ethnicity for Residence Geography State (List of sources attached)											40% Recruitment is on the state level.						
Promotion/Transfer	Promotions filled from positions within the university, the following titles are attached.											60% Positions are filled by promotions into category.						

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

AVAILABILITY ANALYSIS WORKSHEET - EMPLOYMENT DATA

OCC. CATEGORY: **3. PROFESSIONAL/NON-FACULTY**
TITLE: **3J. ADMINITRATIVE PROGRAM COORDINATOR**

2014-2018 Census	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Other social scientists and related workers, including urban and regional planners : 19-30XX / 1840	555	285	270	220	245	0	0	10	10	55	15
TOTAL	555	285	270	220	245	0	0	10	10	55	15
PERCENTAGE	100.0	51.4	48.6	39.6	44.1	0.0	0.0	1.8	1.8	9.9	2.7

Promotional Pool	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Adm Fiscal Assistant	18	3	15	2	10	0	3	1	1	0	1
Admin. Program Asst. 2	39	1	38	0	30	0	2	1	4	0	2
Executive Assistant	17	0	17	0	14	0	2	0	1	0	0
TOTAL	74	4	70	2	54	0	7	2	6	0	3
PERCENTAGE	100.0	5.4	94.6	2.7	73.0	0.0	9.5	2.7	8.1	0.0	4.1

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

OCC. CATEGORY: **3. PROFESSIONAL/NON-FACULTY**
TITLE: **3K. SOCIAL WORKER**

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	24.6	1.00	24.6	75.4	1.00	75.4	13.6	1.00	13.6	49.3	1.00	49.3	6.8	1.00	6.8	14.3	1.00	14.3
FINAL AVAIL. FACTOR			24.6			75.4			13.6			49.3			6.8			14.3
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	3.9	1.00	3.9	10.6	1.00	10.6	0.3	1.00	0.3	1.2	1.00	1.2						
FINAL AVAIL. FACTOR			3.9			10.6			0.3			1.2						100.0
FACTOR	SOURCE OF STATISTIC											REASON FOR WEIGHTING THE FACTOR						
Employment	2014-2018 Census EEO Tabulation Occupation Codes EEO-ALL01R/ALL01RC - Occupation by Sex & Race/Ethnicity for Residence Geography State (List of sources attached)											100% Recruitment is done from a state level.						

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

AVAILABILITY ANALYSIS WORKSHEET - EMPLOYMENT DATA

OCC. CATEGORY: 3. PROFESSIONAL/NON-FACULTY
TITLE: 3K. SOCIAL WORKER

2014-2018 Census	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Counselors, social workers, and other community and social service specialists : 21- 10XX / 2001	31519	7754	23765	4275	15525	2155	4515	1215	3350	109	375
TOTAL	31519	7754	23765	4275	15525	2155	4515	1215	3350	109	375
PERCENTAGE	100.0	24.6	75.4	13.6	49.3	6.8	14.3	3.9	10.6	0.3	1.2

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

OCC. CATEGORY: **3. PROFESSIONAL/NON-FACULTY**
TITLE: **3L. TECHNICAL PROFESSIONAL**

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	61.2	0.55	33.6	38.8	0.55	21.4	41.6	0.55	22.9	28.5	0.55	15.7	3.0	0.55	1.7	2.8	0.55	1.5
Promotable Pool	73.1	0.45	32.9	26.9	0.45	12.1	42.3	0.45	19.0	26.9	0.45	12.1	7.7	0.45	3.5	0.0	0.45	0.0
FINAL AVAIL. FACTOR			66.5			33.5			41.9			27.8			5.2			1.5
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	3.7	0.55	2.0	3.0	0.55	1.7	12.9	0.55	7.1	4.5	0.55	2.5						
Promotable Pool	15.4	0.45	6.9	0.0	0.45	0.0	7.7	0.45	3.5	0.0	0.45	0.0						
FINAL AVAIL. FACTOR			8.9			1.7			10.6			2.5						100.1
FACTOR	SOURCE OF STATISTIC											REASON FOR WEIGHTING THE FACTOR						
Employment	2014-2018 Census EEO Tabulation Occupation Codes EEO-ALL01R/ALL01RC - Occupation by Sex & Race/Ethnicity for Residence Geography State (List of sources attached)											55% Recruitment is done from a state level.						
Promotion/Transfer	Promotions filled from positions within the university, the following titles are attached.											45% Positions are filled by promotions into category.						

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

AVAILABILITY ANALYSIS WORKSHEET - EMPLOYMENT DATA

OCC. CATEGORY: **3. PROFESSIONAL/NON-FACULTY**
TITLE: **3L. TECHNICAL PROFESSIONAL**

2014-2018 Census	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Computer and information research scientists and analysts : 15-12XX / 1005	8050	5125	2925	3465	2150	290	195	350	165	1020	415
Computer and information systems managers : 11-3021 / 0110	10305	7380	2925	5145	2135	415	105	400	220	1420	465
Database and network administrators and architects : 15-1240 / 1065	4924	3705	1219	2735	970	145	45	220	4	605	200
Other teachers and instructors, education, training, and library workers : 25-XXXX / 2350	15650	4960	10690	3740	8005	405	990	530	1235	285	460
Project management specialists : 13-1082 / 0705	10065	5670	4395	4725	3585	180	315	280	330	485	165
Software and web developers, programmers, and testers : 15-1250 / 1010	22920	17410	5510	10190	3390	710	305	870	270	5640	1545
Training and development specialists : 13-1151 / 0650	1400	600	800	490	680	75	100	35	0	0	20
TOTAL	73314	44850	28464	30490	20915	2220	2055	2685	2224	9455	3270
PERCENTAGE	100.0	61.2	38.8	41.6	28.5	3.0	2.8	3.7	3.0	12.9	4.5

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

AVAILABILITY ANALYSIS WORKSHEET - EMPLOYMENT DATA

OCC. CATEGORY: 3. PROFESSIONAL/NON-FACULTY
TITLE: 3L. TECHNICAL PROFESSIONAL

Promotional Pool	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Academic Computing Specialist 2	0	0	0	0	0	0	0	0	0	0	0
Academic Computing Specialist 3	2	1	1	0	1	0	0	0	0	1	0
Credentialed Trainer	3	1	2	1	2	0	0	0	0	0	0
Desktop Technician 1	4	4	0	1	0	2	0	1	0	0	0
Desktop Technician 2	11	10	1	7	1	0	0	2	0	1	0
Multimedical Specialist 2	2	2	0	2	0	0	0	0	0	0	0
Systems Coordinator	4	1	3	0	3	0	0	1	0	0	0
TOTAL	26	19	7	11	7	2	0	4	0	2	0
PERCENTAGE	100.0	73.1	26.9	42.3	26.9	7.7	0.0	15.4	0.0	7.7	0.0

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

OCC. CATEGORY: **3. PROFESSIONAL/NON-FACULTY**
TITLE: **3M. NURSE PRACTITIONER**

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	5.2	0.95	5.0	94.8	0.95	90.0	3.2	0.95	3.1	79.7	0.95	75.7	0.3	0.95	0.3	2.0	0.95	1.9
Promotable Pool	16.8	0.05	0.8	83.2	0.05	4.2	13.2	0.05	0.7	63.5	0.05	3.2	0.6	0.05	0.0	8.4	0.05	0.4
FINAL AVAIL. FACTOR			5.8			94.2			3.8			78.9			0.3			2.3
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	0.3	0.95	0.3	8.0	0.95	7.6	1.4	0.95	1.3	5.1	0.95	4.8						
Promotable Pool	1.8	0.05	0.1	7.2	0.05	0.4	1.2	0.05	0.1	4.2	0.05	0.2						
FINAL AVAIL. FACTOR			0.4			8.0			1.4			5.0						100.1
FACTOR	SOURCE OF STATISTIC											REASON FOR WEIGHTING THE FACTOR						
Employment	2014-2018 Census EEO Tabulation Occupation Codes EEO-ALL01R/ALL01RC - Occupation by Sex & Race/Ethnicity for Residence Geography State (List of sources attached)											95% Applicant Pool is recruited on the state level.						
Promotion/Transfer	Promotions filled from positions within the university typically from Staff Nurse levels CN2-CN4.											5% Positions are filled from promotions or transfers from the Staff Nurse classifications.						

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

AVAILABILITY ANALYSIS WORKSHEET - EMPLOYMENT DATA

OCC. CATEGORY: 3. PROFESSIONAL/NON-FACULTY
TITLE: 3M. NURSE PRACTITIONER

2014-2018 Census	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNP IM	AAIANHNP IF
Miscellaneous healthcare diagnosing or treating practitioners : 29-1290 / 3261	2955	155	2800	95	2355	10	60	10	235	40	150
TOTAL	2955	155	2800	95	2355	10	60	10	235	40	150
PERCENTAGE	100.0	5.2	94.8	3.2	79.7	0.3	2.0	0.3	8.0	1.4	5.1

Promotional Pool	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Staff Nurse CN2-CN4	125	21	104	17	80	1	11	2	9	2	5
Total	125	21	104	17	80	1	11	2	9	2	5
PERCENTAGE	100.0	16.8	83.2	13.2	63.5	0.6	8.4	1.8	7.2	1.2	4.2

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

OCC. CATEGORY: 4. SECRETARIAL/CLERICAL
TITLE: 4A. OFFICE ASSISTANT

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	25.5	0.80	20.4	74.5	0.80	59.6	15.7	0.80	12.6	50.5	0.80	40.4	4.8	0.80	3.8	12.1	0.80	9.7
Promotable Pool	6.7	0.20	1.3	93.3	0.20	18.7	6.7	0.20	1.3	26.7	0.20	5.3	0.0	0.20	0.0	46.7	0.20	9.3
FINAL AVAIL. FACTOR			21.7			78.3			13.9			45.7			3.8			19.0
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	3.4	0.80	2.7	9.4	0.80	7.5	1.6	0.80	1.3	2.6	0.80	2.1						
Promotable Pool	0.0	0.20	0.0	13.3	0.20	2.7	0.0	0.20	0.0	6.7	0.20	1.3						
FINAL AVAIL. FACTOR			2.7			10.2			1.3			3.4						100.0
FACTOR	SOURCE OF STATISTIC											REASON FOR WEIGHTING THE FACTOR						
Employment	2014-2018 Census EEO Tabulation Occupation Codes EEO-ALL01R/ALL01RC - Occupation by Sex & Race/Ethnicity for Residence Geography Hartford County (List of sources attached)											80% Hiring done from the employed pool of candidates.						
Promotion/Transfer	Employees in the Clerk and Clerk Typist classifications could be promoted into this category.											20% Positions are filled by promotions into category.						

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

AVAILABILITY ANALYSIS WORKSHEET - EMPLOYMENT DATA

OCC. CATEGORY: 4. SECRETARIAL/CLERICAL
TITLE: 4A. OFFICE ASSISTANT

2014-2018 Census	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Other office and administrative support workers : 43-9000 / 5810	10484	2670	7814	1650	5290	500	1265	355	985	165	274
TOTAL	10484	2670	7814	1650	5290	500	1265	355	985	165	274
PERCENTAGE	100.0	25.5	74.5	15.7	50.5	4.8	12.1	3.4	9.4	1.6	2.6

Promotional Pool	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Clerk	4	0	4	0	2	0	1	0	1	0	0
Clerk Typist	11	1	10	1	2	0	6	0	1	0	1
Total	15	1	14	1	4	0	7	0	2	0	1
PERCENTAGE	100.0	6.7	93.3	6.7	26.7	0.0	46.7	0.0	13.3	0.0	6.7

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

OCC. CATEGORY: 4. SECRETARIAL/CLERICAL
TITLE: 4B. PATIENT SERVICES REPRESENTATIVE

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	25.5	0.70	17.8	74.5	0.70	52.2	15.7	0.70	11.0	50.5	0.70	35.3	4.8	0.70	3.3	12.1	0.70	8.4
Promotable Pool	2.7	0.30	0.8	97.3	0.30	29.2	0.0	0.30	0.0	49.2	0.30	14.8	1.1	0.30	0.3	16.0	0.30	4.8
FINAL AVAIL. FACTOR			18.6			81.4			11.0			50.1			3.6			13.2
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	3.4	0.70	2.4	9.4	0.70	6.6	1.6	0.70	1.1	2.6	0.70	1.8						
Promotable Pool	1.1	0.30	0.3	31.0	0.30	9.3	0.5	0.30	0.2	1.1	0.30	0.3						
FINAL AVAIL. FACTOR			2.7			15.9			1.3			2.1						99.9
FACTOR	SOURCE OF STATISTIC												REASON FOR WEIGHTING THE FACTOR					
Employment	2014-2018 Census EEO Tabulation Occupation Codes EEO-ALL01R/ALL01RC - Occupation by Sex & Race/Ethnicity for Residence Geography Hartford County (List of sources attached)												70% Hiring done from the employed pool of candidates.					
Promotion/Transfer	Promotions filled from positions within the university, the following titles are attached.												30% Positions are filled by promotions into category.					

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

AVAILABILITY ANALYSIS WORKSHEET - EMPLOYMENT DATA

OCC. CATEGORY: 4. SECRETARIAL/CLERICAL
TITLE: 4B. PATIENT SERVICES REPRESENTATIVE

2014-2018 Census	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Other office and administrative support workers : 43-9000 / 5810	10484	2670	7814	1650	5290	500	1265	355	985	165	274
TOTAL	10484	2670	7814	1650	5290	500	1265	355	985	165	274
PERCENTAGE	100.0	25.5	74.5	15.7	50.5	4.8	12.1	3.4	9.4	1.6	2.6

Promotional Pool	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Clinic Office Assistant	135	1	134	0	65	0	19	0	48	1	2
Office Assistant	52	4	48	0	27	2	11	2	10	0	0
TOTAL	187	5	182	0	92	2	30	2	58	1	2
PERCENTAGE	100.0	2.7	97.3	0.0	49.2	1.1	16.0	1.1	31.0	0.5	1.1

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

OCC. CATEGORY: 4. SECRETARIAL/CLERICAL
TITLE: 4C. CLERK and CLERK TYPIST

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	25.5	1.00	25.5	74.5	1.00	74.5	15.7	1.00	15.7	50.5	1.00	50.5	4.8	1.00	4.8	12.1	1.00	12.1
FINAL AVAIL. FACTOR			25.5			74.5			15.7			50.5			4.8			12.1
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	3.4	1.00	3.4	9.4	1.00	9.4	1.6	1.00	1.6	2.6	1.00	2.6						
FINAL AVAIL. FACTOR			3.4			9.4			1.6			2.6						100.1
FACTOR	SOURCE OF STATISTIC											REASON FOR WEIGHTING THE FACTOR						
Employment	2014-2018 Census EEO Tabulation Occupation Codes EEO-ALL01R/ALL01RC - Occupation by Sex & Race/Ethnicity for Residence Geography Hartford County (List of sources attached)											100% Hiring done from the employed pool of candidates.						

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

AVAILABILITY ANALYSIS WORKSHEET - EMPLOYMENT DATA

OCC. CATEGORY: 4. SECRETARIAL/CLERICAL
TITLE: 4C. CLERK and CLERK TYPIST

2014-2018 Census	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Other office and administrative support workers : 43-9000 / 5810	10484	2670	7814	1650	5290	500	1265	355	985	165	274
TOTAL	10484	2670	7814	1650	5290	500	1265	355	985	165	274
PERCENTAGE	100.0	25.5	74.5	15.7	50.5	4.8	12.1	3.4	9.4	1.6	2.6

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

OCC. CATEGORY: 4. SECRETARIAL/CLERICAL
TITLE: 4D. SECRETARIAL/CLERICAL

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	21.9	0.75	16.4	78.1	0.75	58.6	13.4	0.75	10.1	55.2	0.75	41.4	4.0	0.75	3.0	9.6	0.75	7.2
Promotable Pool	3.4	0.25	0.8	96.6	0.25	24.2	1.1	0.25	0.3	48.1	0.25	12.0	0.8	0.25	0.2	17.7	0.25	4.4
FINAL AVAIL. FACTOR			17.2			82.8			10.4			53.4			3.2			11.6
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	3.5	0.75	2.6	11.1	0.75	8.3	1.0	0.75	0.7	2.3	0.75	1.7						
Promotable Pool	0.8	0.25	0.2	28.9	0.25	7.2	0.8	0.25	0.2	1.9	0.25	0.5						
FINAL AVAIL. FACTOR			2.8			15.5			0.9			2.2						100.0
FACTOR	SOURCE OF STATISTIC											REASON FOR WEIGHTING THE FACTOR						
Employment	2014-2018 Census EEO Tabulation Occupation Codes EEO-ALL01R/ALL01RC - Occupation by Sex & Race/Ethnicity for Residence Geography Hartford County (List of sources attached)											75% Hiring done from the employed pool of candidates.						
Promotion/Transfer	Promotions filled from positions within the university, the following titles are attached.											25% Positions are filled by promotions into category,						

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

AVAILABILITY ANALYSIS WORKSHEET - EMPLOYMENT DATA

OCC. CATEGORY: 4. SECRETARIAL/CLERICAL
TITLE: 4D. SECRETARIAL/CLERICAL

2014-2018 Census	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Bookkeeping, accounting, and auditing clerks : 43-3031 / 5120	3375	425	2950	310	2430	55	240	60	250	0	30
Financial clerks, except bookkeeping, accounting, and auditing clerks : 43-30XX / 5100	3675	505	3170	415	2285	20	315	30	380	40	190
Information and record clerks, except customer service representatives : 43-4XXX / 5200	7325	1575	5750	925	3530	265	1000	305	1065	80	155
Material recording, scheduling, dispatching, and distributing workers : 43-5XXX / 5500	4570	2930	1640	1640	965	700	100	545	545	45	30
Medical records specialists : 29-2072 / 3515	405	25	380	25	185	0	140	0	55	0	0
Other office and administrative support workers : 43-9000 / 5810	10484	2670	7814	1650	5290	500	1265	355	985	165	274
Secretaries and administrative assistants : 43-6010 / 5710	9730	525	9205	350	7150	45	735	75	1095	55	225
TOTAL	39564	8655	30909	5315	21835	1585	3795	1370	4375	385	904
PERCENTAGE	100.0	21.9	78.1	13.4	55.2	4.0	9.6	3.5	11.1	1.0	2.3

Promotional Pool	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Clerk	4	0	4	0	2	0	1	0	1	0	0
Clerk Typist	11	1	10	1	2	0	6	0	1	0	1
Office Assistant	52	4	48	0	27	2	11	2	10	0	0
Clinic Office Asst.	135	1	134	0	65	0	19	0	48	1	2
Patient Services Representative	64	3	61	2	32	0	10	0	17	1	2
TOTAL	266	9	257	3	128	2	47	2	77	2	5
PERCENTAGE	100.0	3.4	96.6	1.1	48.1	0.8	17.7	0.8	28.9	0.8	1.9

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

OCC. CATEGORY: 4. SECRETARIAL/CLERICAL
TITLE: 4E. ADMINISTRATIVE PROGRAM ASSISTANT 1

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	25.5	0.75	19.1	74.5	0.75	55.9	15.7	0.75	11.8	50.5	0.75	37.8	4.8	0.75	3.6	12.1	0.75	9.0
Promotable Pool	7.5	0.25	1.9	92.5	0.25	23.1	1.5	0.25	0.4	46.3	0.25	11.6	3.0	0.25	0.7	26.9	0.25	6.7
FINAL AVAIL. FACTOR			21.0			79.0			12.2			49.4			4.3			15.7
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	3.4	0.75	2.5	9.4	0.75	7.0	1.6	0.75	1.2	2.6	0.75	2.0						
Promotable Pool	3.0	0.25	0.7	17.9	0.25	4.5	0.0	0.25	0.0	1.5	0.25	0.4						
FINAL AVAIL. FACTOR			3.2			11.5			1.2			2.4						99.9
FACTOR	SOURCE OF STATISTIC											REASON FOR WEIGHTING THE FACTOR						
Employment	2014-2018 Census EEO Tabulation Occupation Codes EEO-ALL01R/ALL01RC - Occupation by Sex & Race/Ethnicity for Residence Geography Hartford County (List of sources attached)											75% Hiring done from the employed pool of candidates.						
Promotion/Transfer	Promotions filled from positions within the university, the following titles are attached.											25% Positions are filled by promotions into category.						

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

OCC. CATEGORY: 4. SECRETARIAL/CLERICAL
TITLE: 4E. ADMINISTRATIVE PROGRAM ASSISTANT 1

2014-2018 Census	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Other office and administrative support workers : 43-9000 / 5810	10484	2670	7814	1650	5290	500	1265	355	985	165	274
TOTAL	10484	2670	7814	1650	5290	500	1265	355	985	165	274
PERCENTAGE	100.00	25.5	74.5	15.7	50.5	4.8	12.1	3.4	9.4	1.6	2.6

Promotional Pool	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Clerk	4	0	4	0	2	0	1	0	1	0	0
Clerk Typist	11	1	10	1	2	0	6	0	1	0	1
Office Assistant	52	4	48	0	27	2	11	2	10	0	0
TOTAL	67	5	62	1	31	2	18	2	12	0	1
PERCENTAGE	100.00	7.5	92.5	1.5	46.3	3.0	26.9	3.0	17.9	0.0	1.5

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

OCC. CATEGORY: 4. SECRETARIAL/CLERICAL
TITLE: 4F. ADMINISTRATIVE PROGRAM ASSISTANT 2

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	25.5	0.40	10.2	74.5	0.40	29.8	15.7	0.40	6.3	50.5	0.40	20.2	4.8	0.40	1.9	12.1	0.40	4.8
Promotable Pool	4.0	0.60	2.4	96.0	0.60	57.6	1.3	0.60	0.8	54.9	0.60	32.9	0.4	0.60	0.3	11.5	0.60	6.9
FINAL AVAIL. FACTOR			12.6			87.4			7.1			53.1			2.2			11.7
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	3.4	0.40	1.4	9.4	0.40	3.8	1.6	0.40	0.6	2.6	0.40	1.0						
Promotable Pool	1.8	0.60	1.1	26.5	0.60	15.9	0.4	0.60	0.3	3.1	0.60	1.9						
FINAL AVAIL. FACTOR			2.5			19.7			0.9			2.9						100.1
FACTOR	SOURCE OF STATISTIC												REASON FOR WEIGHTING THE FACTOR					
Employment	2014-2018 Census EEO Tabulation Occupation Codes EEO-ALL01R/ALL01RC - Occupation by Sex & Race/Ethnicity for Residence Geography Hartford County (List of sources attached)												40% Hiring done from the employed pool of candidates.					
Promotion/Transfer	Employees in the Administrative Program Assistant 1 and Medical Assistant classifications could be promoted into this category.												60% Positions are filled by promotions into category.					

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

AVAILABILITY ANALYSIS WORKSHEET - EMPLOYMENT DATA

OCC. CATEGORY: 4. SECRETARIAL/CLERICAL
TITLE: 4F. ADMINISTRATIVE PROGRAM ASSISTANT 2

2014-2018 Census	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Other office and administrative support workers : 43-9000 / 5810	10484	2670	7814	1650	5290	500	1265	355	985	165	274
TOTAL	10484	2670	7814	1650	5290	500	1265	355	985	165	274
PERCENTAGE	100.0	25.5	74.5	15.7	50.5	4.8	12.1	3.4	9.4	1.6	2.6

Promotional Pool	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Admin. Program Asst. 1	9	1	8	0	5	0	1	1	2	0	0
Admin. Program Asst. 2	39	1	38	0	30	0	2	1	4	0	2
Medical Assistant	178	7	171	3	89	1	23	2	54	1	5
TOTAL	226	9	217	3	124	1	26	4	60	1	7
PERCENTAGE	100.0	4.0	96.0	1.3	54.9	0.4	11.5	1.8	26.5	0.4	3.1

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

OCC. CATEGORY: 4. SECRETARIAL/CLERICAL
TITLE: 4G. CLINIC OFFICE ASSISTANT

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	11.8	0.75	8.9	88.2	0.75	66.1	7.8	0.75	5.9	45.3	0.75	33.9	1.0	0.75	0.7	12.7	0.75	9.5
Promotable Pool	5.6	0.25	1.4	94.4	0.25	23.6	1.6	0.25	0.4	47.6	0.25	11.9	2.4	0.25	0.6	25.4	0.25	6.3
FINAL AVAIL. FACTOR			10.3			89.7			6.3			45.8			1.3			15.8
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	2.2	0.75	1.7	27.0	0.75	20.3	0.8	0.75	0.6	3.2	0.75	2.4						
Promotable Pool	1.6	0.25	0.4	20.6	0.25	5.2	0.0	0.25	0.0	0.8	0.25	0.2						
FINAL AVAIL. FACTOR			2.1			25.5			0.6			2.6						100.0
FACTOR	SOURCE OF STATISTIC												REASON FOR WEIGHTING THE FACTOR					
Employment	2014-2018 Census EEO Tabulation Occupation Codes EEO-ALL01R/ALL01RC - Occupation by Sex & Race/Ethnicity for Residence Geography Hartford County (List of sources attached)												75% Hiring done from the employed pool of candidates.					
Promotion/Transfer	Promotions filled from positions within the university, the following titles are attached.												25% Positions are filled by promotions into category.					

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

AVAILABILITY ANALYSIS WORKSHEET - EMPLOYMENT DATA

OCC. CATEGORY: 4. SECRETARIAL/CLERICAL
TITLE: 4G. CLINIC OFFICE ASSISTANT

2014-2018 Census	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Other healthcare support occupations : 31-9000 / 3630	4530	535	3995	355	2050	45	575	100	1225	35	145
TOTAL	4530	535	3995	355	2050	45	575	100	1225	35	145
PERCENTAGE	100.0	11.8	88.2	7.8	45.3	1.0	12.7	2.2	27.0	0.8	3.2

Promotional Pool	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Clerk	4	0	4	0	2	0	1	0	1	0	0
Clerk Typist	11	1	10	1	2	0	6	0	1	0	1
Office Assistant	52	4	48	0	27	2	11	2	10	0	0
Telecommunication Operator	59	2	57	1	29	1	14	0	14	0	0
TOTAL	126	7	119	2	60	3	32	2	26	0	1
PERCENTAGE	100.0	5.6	94.4	1.6	47.6	2.4	25.4	1.6	20.6	0.0	0.8

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

OCC. CATEGORY: 5. TECHNICAL/PARAPROFESSIONAL
TITLE: 5A. CLINICAL & PARAPROFESSIONAL

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	19.9	0.80	15.9	80.1	0.80	64.1	11.3	0.80	9.0	52.5	0.80	42.0	4.7	0.80	3.8	13.0	0.80	10.4
Promotable Pool	29.4	0.20	5.9	70.6	0.20	14.1	5.9	0.20	1.2	41.2	0.20	8.2	11.8	0.20	2.4	11.8	0.20	2.4
FINAL AVAIL. FACTOR			21.8			78.2			10.2			50.2			6.2			12.8
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	3.0	0.80	2.4	12.5	0.80	10.0	0.9	0.80	0.7	2.1	0.80	1.7						
Promotable Pool	5.9	0.20	1.2	17.6	0.20	3.5	5.9	0.20	1.2	0.0	0.20	0.0						
FINAL AVAIL. FACTOR			3.6			13.5			1.9			1.7						100.1
FACTOR	SOURCE OF STATISTIC											REASON FOR WEIGHTING THE FACTOR						
Employment	2014-2018 Census EEO Tabulation Occupation Codes EEO-ALL01R/ALL01RC - Occupation by Sex & Race/Ethnicity for Residence Geography State (List of sources attached)											80% Hiring done from the employed pool of candidates.						
Promotion/Transfer	Promotions filled from positions within the university, the following titles are attached.											20% Positions are filled by promotions into category.						

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

AVAILABILITY ANALYSIS WORKSHEET - EMPLOYMENT DATA

OCC. CATEGORY: 5. TECHNICAL/PARAPROFESSIONAL
TITLE: 5A. CLINICAL & PARAPROFESSIONAL

2014-2018 Census	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Counselors, social workers, and other community and social service specialists : 21- 10XX / 2001	31519	7754	23765	4275	15525	2155	4515	1215	3350	109	375
Other healthcare support occupations : 31-9000 / 3630	17240	2185	15055	1290	9015	390	1705	335	3995	170	340
Other health technologists and technicians : 29-20XX / 3300	26844	5560	21284	3030	14150	1225	3905	870	2390	435	839
Other therapists : 29-112X / 3150	5595	680	4915	540	3955	65	445	40	390	35	125
TOTAL	81198	16179	65019	9135	42645	3835	10570	2460	10125	749	1679
PERCENTAGE	100.0	19.9	80.1	11.3	52.5	4.7	13.0	3.0	12.5	0.9	2.1

Promotional Pool	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Clinical Coordinator	12	3	9	1	5	1	2	0	2	1	0
OR/Anesthesia Tech	5	2	3	0	2	1	0	1	1	0	0
TOTAL	17	5	12	1	7	2	2	1	3	1	0
PERCENTAGE	100.0	29.4	70.6	5.9	41.2	11.8	11.8	5.9	17.6	5.9	0.0

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

OCC. CATEGORY: 5. TECHNICAL/PARAPROFESSIONAL
TITLE: 5B. TECHNICAL

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	29.3	0.90	26.4	70.7	0.90	63.6	20.2	0.90	18.2	45.8	0.90	41.2	3.9	0.90	3.5	10.4	0.90	9.4
Promotable Pool	3.9	0.10	0.4	96.1	0.10	9.6	1.7	0.10	0.2	50.0	0.10	5.0	0.6	0.10	0.1	12.9	0.10	1.3
FINAL AVAIL. FACTOR			26.8			73.2			18.4			46.2			3.6			10.7
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	3.2	0.90	2.8	11.9	0.90	10.7	2.1	0.90	1.9	2.6	0.90	2.3						
Promotable Pool	1.1	0.10	0.1	30.3	0.10	3.0	0.6	0.10	0.1	2.8	0.10	0.3						
FINAL AVAIL. FACTOR			2.9			13.7			2.0			2.6						100.1
FACTOR	SOURCE OF STATISTIC												REASON FOR WEIGHTING THE FACTOR					
Employment	2014-2018 Census EEO Tabulation Occupation Codes EEO-ALL01R/ALL01RC - Occupation by Sex & Race/Ethnicity for Residence Geography State (List of sources attached)												90% Hiring done from the employed pool of candidates.					
Promotion/Transfer	Promotions filled from positions within the university, the following titles are attached.												10% Positions are filled by promotions into category.					

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

AVAILABILITY ANALYSIS WORKSHEET - EMPLOYMENT DATA

OCC. CATEGORY: 5. TECHNICAL/PARAPROFESSIONAL
TITLE: 5B. TECHNICAL

2014-2018 Census	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Drafters, engineering technicians, and mapping technicians : 17-3000 / 1541	7290	6030	1260	4875	940	350	155	460	60	345	105
Life, physical, and social science technicians : 19-4000 / 1900	3800	2235	1565	1735	1210	230	25	75	175	195	155
Other healthcare practitioners and technical occupations : 29-9000 / 3550	945	450	495	390	380	15	50	30	50	15	15
Other healthcare support occupations : 31-9000 / 3630	17240	2185	15055	1290	9015	390	1705	335	3995	170	340
Other health technologists and technicians : 29-20XX / 3300	26844	5560	21284	3030	14150	1225	3905	870	2390	435	839
TOTAL	56119	16460	39659	11320	25695	2210	5840	1770	6670	1160	1454
PERCENTAGE	100.0	29.3	70.7	20.2	45.8	3.9	10.4	3.2	11.9	2.1	2.6

Promotional Pool	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Medical Assistant	178	7	171	3	89	1	23	2	54	1	5
TOTAL	178	7	171	3	89	1	23	2	54	1	5
PERCENTAGE	100.0	3.9	96.1	1.7	50.0	0.6	12.9	1.1	30.3	0.6	2.8

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

OCC. CATEGORY: 5. TECHNICAL/PARAPROFESSIONAL
TITLE: 5C. HEALTH CARE SUPPORT

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	20.2	0.90	18.2	79.8	0.90	71.8	12.4	0.90	11.1	52.4	0.90	47.1	3.4	0.90	3.1	12.1	0.90	10.9
Promotable Pool	1.7	0.10	0.2	98.3	0.10	9.8	0.0	0.10	0.0	50.8	0.10	5.1	0.6	0.10	0.1	13.4	0.10	1.3
FINAL AVAIL. FACTOR			18.4			81.6			11.1			52.2			3.2			12.2
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	2.6	0.90	2.4	12.6	0.90	11.3	1.8	0.90	1.6	2.7	0.90	2.4						
Promotable Pool	0.6	0.10	0.1	32.4	0.10	3.2	0.6	0.10	0.1	1.7	0.10	0.2						
FINAL AVAIL. FACTOR			2.5			14.5			1.7			2.6						100.0
FACTOR	SOURCE OF STATISTIC												REASON FOR WEIGHTING THE FACTOR					
Employment	2014-2018 Census EEO Tabulation Occupation Codes EEO-ALL01R/ALL01RC - Occupation by Sex & Race/Ethnicity for Residence Geography State (List of sources attached)												90% Hiring done from the employed pool of candidates.					
Promotion/Transfer	Promotions filled from positions within the university, the following titles are attached.												10% Positions are filled by promotions into category.					

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

AVAILABILITY ANALYSIS WORKSHEET - EMPLOYMENT DATA

OCC. CATEGORY: 5. TECHNICAL/PARAPROFESSIONAL
TITLE: 5C. HEALTH CARE SUPPORT

2014-2018 Census	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Industrial engineers, including health and safety : 17-2110 / 1430	3715	3070	645	2380	450	145	10	320	155	225	30
Medical records specialists : 29-2072 / 3515	1740	145	1595	135	1025	0	340	10	175	0	55
Other healthcare support occupations : 31-9000 / 3630	17240	2185	15055	1290	9015	390	1705	335	3995	170	340
Other health technologists and technicians : 29-20XX / 3300	26844	5560	21284	3030	14150	1225	3905	870	2390	435	839
Teaching assistants : 25- 9040 / 2545	19685	3055	16630	1740	11615	605	2390	295	2005	415	620
TOTAL	69224	14015	55209	8575	36255	2365	8350	1830	8720	1245	1884
PERCENTAGE	100.0	20.2	79.8	12.4	52.4	3.4	12.1	2.6	12.6	1.8	2.7

Promotional Pool	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Clinic Office Assistant	135	1	134	0	65	0	19	0	48	1	2
Medical Records Clerk	17	1	16	0	12	1	2	0	2	0	0
Dental Assistant	27	1	26	0	14	0	3	1	8	0	1
TOTAL	179	3	176	0	91	1	24	1	58	1	3
PERCENTAGE	100.0	1.7	98.3	0.0	50.8	0.6	13.4	0.6	32.4	0.6	1.7

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

OCC. CATEGORY: 5. TECHNICAL/PARAPROFESSIONAL
TITLE: 5D. MEDICAL ASSISTANT

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	47.6	0.90	42.9	52.4	0.90	47.1	41.3	0.90	37.1	40.2	0.90	36.2	1.6	0.90	1.4	5.3	0.90	4.8
Promotable Pool	0.7	0.10	0.1	99.3	0.10	9.9	0.0	0.10	0.0	48.1	0.10	4.8	0.0	0.10	0.0	14.1	0.10	1.4
FINAL AVAIL. FACTOR			43.0			57.0			37.1			41.0			1.4			6.2
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	3.2	0.90	2.9	5.3	0.90	4.8	1.6	0.90	1.4	1.6	0.90	1.4						
Promotable Pool	0.0	0.10	0.0	35.6	0.10	3.6	0.7	0.10	0.1	1.5	0.10	0.1						
FINAL AVAIL. FACTOR			2.9			8.4			1.5			1.5						100.0
FACTOR	SOURCE OF STATISTIC											REASON FOR WEIGHTING THE FACTOR						
Employment	2014-2018 Census EEO Tabulation Occupation Codes EEO-ALL01R/ALL01RC - Occupation by Sex & Race/Ethnicity for Residence Geography State (List of sources attached)											90% Hiring done from the employed pool of candidates and our part-time employees.						
Promotion/Transfer	Employees in the Clinic Office Assitant classification could be promoted into this category.											10% Positions are filled by employees in the Clinic Office Assistant classification.						

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

AVAILABILITY ANALYSIS WORKSHEET - EMPLOYMENT DATA

OCC. CATEGORY: 5. TECHNICAL/PARAPROFESSIONAL
Title: 5D. MEDICAL ASSISTANT

2014-2018 Census	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Other healthcare practitioners and technical occupations : 29-9000 / 3550	945	450	495	390	380	15	50	30	50	15	15
TOTAL	945	450	495	390	380	15	50	30	50	15	15
PERCENTAGE	100.0	47.6	52.4	41.3	40.2	1.6	5.3	3.2	5.3	1.6	1.6

Promotional Pool	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Clinic Office Assistant	135	1	134	0	65	0	19	0	48	1	2
TOTAL	135	1	134	0	65	0	19	0	48	1	2
PERCENTAGE	100.0	0.7	99.3	0.0	48.1	0.0	14.1	0.0	35.6	0.7	1.5

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

OCC. CATEGORY: 5. TECHNICAL/PARAPROFESSIONAL
TITLE: 5E. PARAPROFESSIONAL/ADMINISTRATIVE

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	40.4	0.65	26.3	59.6	0.65	38.7	28.2	0.65	18.3	40.8	0.65	26.5	3.4	0.65	2.2	7.2	0.65	4.7
Promotable Pool	3.9	0.35	1.4	96.1	0.35	33.6	1.7	0.35	0.6	50.0	0.35	17.5	0.6	0.35	0.2	12.9	0.35	4.5
FINAL AVAIL. FACTOR			27.7			72.3			18.9			44.0			2.4			9.2
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	4.7	0.65	3.0	8.6	0.65	5.6	4.1	0.65	2.7	2.9	0.65	1.9						
Promotable Pool	1.1	0.35	0.4	30.3	0.35	10.6	0.6	0.35	0.2	2.8	0.35	1.0						
FINAL AVAIL. FACTOR			3.4			16.2			2.9			2.9						99.9
FACTOR	SOURCE OF STATISTIC											REASON FOR WEIGHTING THE FACTOR						
Employment	2014-2018 Census EEO Tabulation Occupation Codes EEO-ALL01R/ALL01RC - Occupation by Sex & Race/Ethnicity for Residence Geography State (List of sources attached)											65% Hiring done from the employed pool of candidates.						
Promotion/Transfer	Employees in the Medical Assistant classification could be promoted into this category.											35% Positions are filled by employees in the Medical Assistant classification.						

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

AVAILABILITY ANALYSIS WORKSHEET - EMPLOYMENT DATA

OCC. CATEGORY: 5. TECHNICAL/PARAPROFESSIONAL
TITLE: 5E. PARAPROFESSIONAL/ADMINISTRATIVE

2014-2018 Census	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Information and record clerks, except customer service representatives : 43-4XXX / 5200	28630	5295	23335	3415	15605	665	3005	930	3860	285	865
Medical records specialists : 29-2072 / 3515	1740	145	1595	135	1025	0	340	10	175	0	55
Other computer occupations : 15-12YY / 1050	18125	13930	4195	9715	2995	1025	385	1325	265	1865	550
Other healthcare practitioners and technical occupations : 29-9000 / 3550	945	450	495	390	380	15	50	30	50	15	15
Other media and communication workers : 27-30XX / 2805	3830	1700	2130	1370	1745	120	60	200	245	10	80
TOTAL	53270	21520	31750	15025	21750	1825	3840	2495	4595	2175	1565
PERCENTAGE	100.0	40.4	59.6	28.2	40.8	3.4	7.2	4.7	8.6	4.1	2.9

Promotional Pool	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Medical Assistant	178	7	171	3	89	1	23	2	54	1	5
TOTAL	178	7	171	3	89	1	23	2	54	1	5
PERCENTAGE	100.0	3.9	96.1	1.7	50.0	0.6	12.9	1.1	30.3	0.6	2.8

desk

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

OCC. CATEGORY: 5. TECHNICAL/PARAPROFESSIONAL
TITLE: 5F. DENTAL ASSISTANTS

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	14.5	1.00	14.5	85.5	1.00	85.5	9.2	1.00	9.2	51.7	1.00	51.7	2.2	1.00	2.2	9.7	1.00	9.7
FINAL AVAIL. FACTOR			14.5			85.5			9.2			51.7			2.2			9.7
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	2.0	1.00	2.0	22.2	1.00	22.2	1.0	1.00	1.0	2.0	1.00	2.0						
FINAL AVAIL. FACTOR			2.0			22.2			1.0			2.0						100.0
FACTOR	SOURCE OF STATISTIC											REASON FOR WEIGHTING THE FACTOR						
Employment	2014-2018 Census EEO Tabulation Occupation Codes EEO-ALL01R/ALL01RC - Occupation by Sex & Race/Ethnicity for Residence Geography State (List of sources attached)											100% Hiring done from the employed pool of candidates.						

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

AVAILABILITY ANALYSIS WORKSHEET - EMPLOYMENT DATA

OCC. CATEGORY: 5. TECHNICAL/PARAPROFESSIONAL
TITLE: 5F. DENTAL ASSISTANTS

2014-2018 Census	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Other healthcare practitioners and technical occupations : 29-9000 / 3550	945	450	495	390	380	15	50	30	50	15	15
Other healthcare support occupations : 31-9000 / 3630	17240	2185	15055	1290	9015	390	1705	335	3995	170	340
TOTAL	18185	2635	15550	1680	9395	405	1755	365	4045	185	355
PERCENTAGE	100.0	14.5	85.5	9.2	51.7	2.2	9.7	2.0	22.2	1.0	2.0

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

OCC. CATEGORY: 5. TECHNICAL/PARAPROFESSIONAL
TITLE: 5G. LICENSED PRACTICAL NURSE

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	14.9	1.00	14.9	85.1	1.00	85.1	5.1	1.00	5.1	32.4	1.00	32.4	6.9	1.00	6.9	32.8	1.00	32.8
FINAL AVAIL. FACTOR			14.9			85.1			5.1			32.4			6.9			32.8
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	2.7	1.00	2.7	18.0	1.00	18.0	0.2	1.00	0.2	1.9	1.00	1.9						
FINAL AVAIL. FACTOR			2.7			18.0			0.2			1.9						100.0
FACTOR	SOURCE OF STATISTIC											REASON FOR WEIGHTING THE FACTOR						
Employment	2014-2018 Census EEO Tabulation Occupation Codes EEO-ALL01R/ALL01RC - Occupation by Sex & Race/Ethnicity for Residence Geography State (List of sources attached)											100% Recruitment is done on a state level.						

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

AVAILABILITY ANALYSIS WORKSHEET - EMPLOYMENT DATA

OCC. CATEGORY: 5. TECHNICAL/PARAPROFESSIONAL
TITLE: 5G. LICENSED PRACTICAL NURSE

2014-2018 Census	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Nursing, psychiatric, and home health aides : 31-1100 / 3601	50365	7485	42880	2550	16305	3500	16520	1335	9085	100	970
TOTAL	50365	7485	42880	2550	16305	3500	16520	1335	9085	100	970
PERCENTAGE	100.0	14.9	85.1	5.1	32.4	6.9	32.8	2.7	18.0	0.2	1.9

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

OCC. CATEGORY: 6. SKILLED CRAFT WORKERS
TITLE: 6A. QUALIFIED CRAFT WORKERS

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	96.4	0.80	77.1	3.6	0.80	2.9	70.1	0.80	56.1	1.9	0.80	1.5	9.8	0.80	7.9	0.3	0.80	0.3
Promotable Pool	33.3	0.20	6.7	66.7	0.20	13.3	8.3	0.20	1.7	41.7	0.20	8.3	6.3	0.20	1.3	4.2	0.20	0.8
FINAL AVAIL. FACTOR			83.8			16.2			57.8			9.8			9.2			1.1
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	15.2	0.80	12.2	1.3	0.80	1.0	1.2	0.80	1.0	0.2	0.80	0.1						
Promotable Pool	18.8	0.20	3.8	16.7	0.20	3.3	0.0	0.20	0.0	4.2	0.20	0.8						
FINAL AVAIL. FACTOR			16.0			4.3			1.0			0.9						100.1
FACTOR	SOURCE OF STATISTIC											REASON FOR WEIGHTING THE FACTOR						
Employment	2014-2018 Census EEO Tabulation Occupation Codes EEO-ALL01R/ALL01RC - Occupation by Sex & Race/Ethnicity for Residence Geography Hartford County (List of sources attached)											80% Hiring done from the employed pool of candidates.						
Promotion/Transfer	Employees in the Custodian, Lead Custodian and Supervising Custodian classifications could be promoted into this category.											20% Positions are filled by employees in the Custodian, Lead Custodian and Supervising Custodian classifications.						

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

AVAILABILITY ANALYSIS WORKSHEET - EMPLOYMENT DATA

OCC. CATEGORY: 6. SKILLED CRAFT WORKERS
TITLE: 6A. QUALIFIED CRAFT WORKERS

2014-2018 Census	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Carpenters : 47-2031 / 6230	3675	3570	105	2870	85	250	0	450	20	0	0
Electricians : 47-2111 / 6355	2300	2280	20	1835	0	280	0	165	20	0	0
Other installation, maintenance, and repair workers : 49-XXXX / 7010	6505	6135	370	4150	145	705	50	1100	150	180	25
Painters and paperhangers : 47-2140 / 6410	1285	1240	45	740	45	80	0	420	0	0	0
Pipelayers, plumbers, pipefitters, and steamfitters : 47-2150 / 6441	1030	1030	0	775	0	140	0	115	0	0	0
TOTAL	14795	14255	540	10370	275	1455	50	2250	190	180	25
PERCENTAGE	100.0	96.4	3.6	70.1	1.9	9.8	0.3	15.2	1.3	1.2	0.2

Promotional Pool	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Custodian	38	9	29	2	17	2	2	5	8	0	2
Lead Custodian	2	2	0	0	0	0	0	2	0	0	0
Supervising Custodian	6	3	3	1	3	1	0	1	0	0	0
General Trades Worker	2	2	0	1	0	0	0	1	0	0	0
TOTAL	48	16	32	4	20	3	2	9	8	0	2
PERCENTAGE	100.0	33.33	66.7	8.3	41.7	6.3	4.2	18.8	16.7	0.0	4.2

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

OCC. CATEGORY: 7. PROTECTIVE SERVICES
TITLE: 7A. PROTECTIVE SERVICES

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	79.7	1.00	79.7	20.3	1.00	20.3	38.9	1.00	38.9	12.1	1.00	12.1	23.6	1.00	23.6	4.4	1.00	4.4
FINAL AVAIL. FACTOR			79.7			20.3			38.9			12.1			23.6			4.4
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	16.2	1.00	16.2	3.9	1.00	3.9	1.0	1.00	1.0	0.0	1.00	0.0						
FINAL AVAIL. FACTOR			16.2			3.9			1.0			0.0						100.1
FACTOR	SOURCE OF STATISTIC											REASON FOR WEIGHTING THE FACTOR						
Employment	2014-2018 Census EEO Tabulation Occupation Codes EEO-ALL01R/ALL01RC - Occupation by Sex & Race/Ethnicity for Residence Geography Hartford County (List of sources attached)											100% Hiring done from the employed pool of candidates.						

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

AVAILABILITY ANALYSIS WORKSHEET - EMPLOYMENT DATA

OCC. CATEGORY: 7. PROTECTIVE SERVICES
TITLE: 7A. PROTECTIVE SERVICES

2014-2018 Census	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Private detectives, investigators, security guards and gaming surveillance officers : 33- 90XX / 3910	2985	2380	605	1160	360	705	130	485	115	30	0
TOTAL	2985	2380	605	1160	360	705	130	485	115	30	0
PERCENTAGE	100.0	79.7	20.3	38.9	12.1	23.6	4.4	16.2	3.9	1.0	0.0

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

OCC. CATEGORY: 7. SERVICE/MAINTENANCE
TITLE: 7B. CUSTODIAN

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	58.0	0.50	29.0	42.0	0.50	21.0	29.3	0.50	14.6	16.1	0.50	8.0	9.0	0.50	4.5	5.3	0.50	2.6
Part-Time Workforce	30.0	0.50	15.0	70.0	0.50	35.0	0.0	0.50	0.0	40.0	0.50	20.0	20.0	0.50	10.0	0.0	0.50	0.0
FINAL AVAIL. FACTOR			44.0			56.0			14.6			28.0			14.5			2.6
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	19.0	0.50	9.5	19.8	0.50	9.9	0.7	0.50	0.4	0.9	0.50	0.4						
Part-Time Workforce	10.0	0.50	5.0	30.0	0.50	15.0	0.0	0.50	0.0	0.0	0.50	0.0						
FINAL AVAIL. FACTOR			14.5			24.9			0.4			0.4						99.9
FACTOR	SOURCE OF STATISTIC											REASON FOR WEIGHTING THE FACTOR						
Employment	2014-2018 Census EEO Tabulation Occupation Codes EEO-ALL01R/ALL01RC - Occupation by Sex & Race/Ethnicity for Residence Geography Hartford County (List of sources attached)											50% Lower value weight from employed pool of candidates.						
Part-Time Workforce	Custodian title											50% Hiring done from part-time employees.						

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

AVAILABILITY ANALYSIS WORKSHEET - EMPLOYMENT DATA

OCC. CATEGORY: 7. SERVICE/MAINTENANCE
TITLE: 7B. CUSTODIAN

2014-2018 Census	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Building cleaning workers : 37-2010 / 4220	10950	6180	4770	3005	1815	1025	600	2090	2255	60	100
First-line supervisors of mechanics, installers, and repairers : 49-1011 / 7000	448	429	19	330	15	4	4	75	0	20	0
TOTAL	11398	6609	4789	3335	1830	1029	604	2165	2255	80	100
PERCENTAGE	100.0	58.0	42.0	29.3	16.1	9.0	5.3	19.0	19.8	0.7	0.9

	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Part-Time Workforce											
Custodian	10	3	7	0	4	2	0	1	3	0	0
TOTAL	10	3	7	0	4	2	0	1	3	0	0
PERCENTAGE	100.0	30.0	70.0	0.0	40.0	20.0	0.0	10.0	30.0	0.0	0.0

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

OCC. CATEGORY: 7. SERVICE/MAINTENANCE
TITLE: 7C. OTHER SERVICE MAINTENANCE

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	61.6	0.85	52.4	38.4	0.85	32.6	36.4	0.85	31.0	17.7	0.85	15.0	9.1	0.85	7.8	4.8	0.85	4.1
Promotable Pool	51.7	0.15	7.8	48.3	0.15	7.3	33.3	0.15	5.0	28.3	0.15	4.3	5.0	0.15	0.8	3.3	0.15	0.5
FINAL AVAIL. FACTOR			60.2			39.9			36.0			19.3			8.6			4.6
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	14.7	0.85	12.5	14.7	0.85	12.5	1.3	0.85	1.1	1.2	0.85	1.0						
Promotable Pool	13.3	0.15	2.0	13.3	0.15	2.0	0.0	0.15	0.0	3.3	0.15	0.5						
FINAL AVAIL. FACTOR			14.5			14.5			1.1			1.5						100.1
FACTOR	SOURCE OF STATISTIC												REASON FOR WEIGHTING THE FACTOR					
Employment	2014-2018 Census EEO Tabulation Occupation Codes EEO-ALL01R/ALL01RC - Occupation by Sex & Race/Ethnicity for Residence Geography Hartford County (List of sources attached)												85% Hiring done from the employed pool of candidates.					
Promotion/Transfer	Employees in the Custodian classification could be promoted into this category.												15% Positions are filled by employees in the Custodian classification.					

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2023

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

OCC. CATEGORY: 7. SERVICE/MAINTENANCE
TITLE: 7C. OTHER SERVICE MAINTENANCE

2014-2018 Census	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Building cleaning workers : 37-2010 / 4220	10950	6180	4770	3005	1815	1025	600	2090	2255	60	100
First-line supervisors of landscaping, lawn service, and groundskeeping workers : 37-1012 / 4210	575	575	0	520	0	20	0	35	0	0	0
First-line supervisors of mechanics, installers, and repairers : 49-1011 / 7000	448	429	19	330	15	4	4	75	0	20	0
Material recording, scheduling, dispatching, and distributing workers : 43- 5XXX / 5500	4570	2930	1640	1640	965	700	100	545	545	45	30
Other healthcare support occupations : 31-9000 / 3630	4530	535	3995	355	2050	45	575	100	1225	35	145
Other installation, maintenance, and repair workers : 49-XXXX / 7010	6505	6135	370	4150	145	705	50	1100	150	180	25
Other transportation workers : 53-6000 / 9350	925	780	145	380	45	105	50	255	20	40	30
TOTAL	28503	17564	10939	10380	5035	2604	1379	4200	4195	380	330
PERCENTAGE	100.0	61.6	38.4	36.4	17.7	9.1	4.8	14.7	14.7	1.3	1.2

Promotional Pool	Total	Total M	Total F	WM	WF	BM	BF	HM	HF	AAIANHNPI M	AAIANHNPI F
Custodian	38	9	29	2	17	2	2	5	8	0	2
Qual Crft Wrkr-A&E Mech	1	1	0	1	0	0	0	0	0	0	0
Qual Crft Wrkr-Carpenter	4	4	0	3	0	1	0	0	0	0	0
Qual Crft Wrkr-Elect	4	4	0	4	0	0	0	0	0	0	0
Qual Crft Wrkr-HVACR	6	6	0	5	0	0	0	1	0	0	0
Qual Crft Wrkr-Plumber	5	5	0	4	0	0	0	1	0	0	0
Skilled Maintainer	2	2	0	1	0	0	0	1	0	0	0
TOTAL	60	31	29	20	17	3	2	8	8	0	2
PERCENTAGE	100.0	51.7	48.3	33.3	28.3	5.0	3.3	13.3	13.3	0.0	3.3

and/or (d) description of administrative contributions to program development or maintenance, as well as other factors deemed relevant by the department chair.

D. Tenure

Tenure in the professorial ranks will be granted only to persons of outstanding achievement. In general, the qualifications for tenure will be equivalent to those for promotion or appointment at senior rank. The review for tenure shall be concerned with assurance that the faculty member will continue a high level of performance consistent with senior rank.

The awarding of tenure requires a level of excellence in faculty performance commensurate with a permanent appointment to the faculty.

Faculty members in the Medical Educator and Medical Researcher professional categories are not eligible for tenure.

E. Duration in Rank for Appointment, Promotion, or Receiving Tenure

1. Maximum time to promotion for In-Residence faculty

Assistant professors *in-residence* (hired after February 1985) in the Investigator, Clinician-Investigator, Clinician-Scholar, and Clinical Xology professional categories must be promoted to Associate Professor by the end of the ninth year of the appointment as Assistant Professor. Assistant Professors *in-residence* who work part-time have the same nine year requirement, pro-rated by percent effort worked.

If not promoted, an appointment for a terminal tenth year appointment is at the discretion of the department chair. This promotion requirement does not apply to the Medical Educator and Medical Researcher professional categories. If, however, an individual selects the Medical Educator or Medical Researcher categories and later transfers to another category, the allowed nine years includes the time served in the Medical Educator or Medical Researcher category.

2. Minimum and maximum times for achieving promotion and tenure for Tenure Track faculty

Consistent with the University Laws and Bylaws, only full-time faculty members may have tenure track positions or positions with tenure.

Service at another institution may be credited towards tenure. The amount of credit should be agreed upon by the Dean, department chair, and candidate at the time of appointment. For junior faculty appointments, the amount of credit towards tenure should not exceed three years.

The probationary period for tenure track faculty begins September 1 of the calendar year of the initial appointment. Ordinarily, Assistant Professors may be nominated for tenure and promotion as early as the end of the fifth, but not later than the end of the seventh, probationary year after initial appointment. Promotion and tenure shall

take effect at the beginning of the appointment year following a positive decision by the Board of Directors.

If tenure is not approved by the end of the eighth year, the terminal year is defined by the University Laws and Bylaws. A faculty member denied tenure then may not transfer to the in-residence track.

Appointment to senior rank with or without tenure may be granted by the Board of Directors upon arrival at the University. This requires SAPC review and approval. In all other circumstances, the University requires new appointees to serve a probationary period of at least one year. Continuous tenure may be granted at any time thereafter and before the expiration of the maximum probationary period by vote of the Board of Directors.

3. Interruption of Progression to Promotion and Tenure

Significant life events may be allowed to increase the probationary period leading to promotion and, where applicable, tenure, for a maximum of twenty-four months. A faculty member may request an increase in the probationary period to promotion and, where applicable, a congruent increase in the probationary period to tenure when the faculty member's productivity is affected by a significant life event. Such requests must be approved by the Department Chair and the Dean's Office. An increase in the probationary period leading to promotion and/or tenure is automatically awarded when the faculty member takes leave documented and approved under the Federal Family Medical Leave Act, the State of Connecticut Family Medical Leave Act, or the State of Connecticut Workers' Compensation Act.

Extension of the tenure probationary period does not alter the standards by which the faculty member will be judged for promotion to senior rank or for tenure.

F. Changing Professional Category or Track

Change of professional category can and should occur if a change in job description involves duties that better fit a different professional category. Change of professional category can occur at any time, but must occur at least two years before consideration for promotion and must be signed by the faculty member and approved by the department chair and the Dean.

Assistant Professors may transfer into the Medical Educator or Medical Researcher professional categories (if appropriate) only through the end of the eighth year. Assistant Professors may transfer into professional categories with a promotion clock only through the end of the sixth year.

Full-time faculty members who leave the in-residence track for an appointment in the tenure track may then be eligible for tenure according to the University of Connecticut Laws and By-Laws. Transfers from either the tenure to the non-tenure track or from the non-tenure to the tenure track can be made on one occasion only, and such a change is irreversible.

UNIVERSITY OF CONNECTICUT SCHOOL OF DENTAL MEDICINE

Senior Appointments and Promotions Committee

Principles, Guidelines and Procedures for Appointment, Promotion and Tenure

I. FACULTY HOLDING TENURIAL APPOINTMENT

A. PRINCIPLES GOVERNING PROMOTION

The primary requirement for attaining the senior rank of Associate Professor or Professor is the demonstration of substantive, creative and independent scholarship in academic endeavors (teaching, research, health care, academically related professional development activities). The discovery, transmission and application of new facts, insights and relationships and their integration into existing knowledge constitute evidence of scholarship. In its evaluation of nominations for promotion and for tenure, the Senior Appointments and Promotions Committee (SAPC) will weigh the distribution of effort among the endeavors specified for the particular track. In general, however, promotion to the rank of Associate Professor requires evidence of steady growth in scholarly activity and of leadership or excellence in one or more endeavor(s). Promotion to the rank of Professor requires evidence of sustained or increased scholarly activity, generally for a period of five years, and of leadership or of excellence in many endeavors.

The nominees' contributions to the advancement of their disciplines must be documented by records amenable to objective evaluation by the SAPC. Evidence of both competent teaching and original scholarship-in any of their diverse forms and consistent in quantity with the percentage allocation of time for the particular faculty track-are required for promotion to senior rank and for the award of tenure.

B. FACULTY TRACKS

The Dentist-Scientist, Research-Scientist and Clinician-Scholar faculty tracks can lead to the award of tenure in the School of Dental Medicine, consistent with University and School of Dental Medicine policy in the (University of Connecticut Laws and By-Laws, Article XV-C, 1985, Guidelines of the University of Connecticut School of Dental Medicine, Section 1, Article 2.1, 10/11/74, and Appendix E, 2/11/94). The actual activities and apportionment of effort constituting academically related professional development activities may be adjusted for individual faculty through discussions with and the concurrence of the head of the department in which the faculty member holds the primary appointment. In the absence of documentation to the contrary, faculty efforts in the various tracks will be weighted according to the following minimum allocations of time:

Dentist-Scientist and Research Scientist: 50% research, 20% teaching, 15% institutional service, 15% other academically related professional development activities.

Clinician-Scholars: 50% teaching, 15% institutional service, 35% other academically related professional development activities.

Leadership: The Dentist-Scientist, Research-Scientist and Clinician-Scholar tracks with appropriate additions to institutional service for administrative contributions, not to exceed 65% for Dean, 50% for Associate/Assistant Dean, 35% for Department Head and 15% for others, as determined by the Dean in consultation with the Department Head.

C. GUIDELINES FOR SCHOLARSHIP

In each area of scholarship below-teaching, research, health care and academically related professional development activities-representative examples of achievement are offered as guidelines to help evaluate suitability for nomination for promotion. The percentage representation of each area varies by specific faculty track and, possibly, by virtue of a (long-standing) documented agreement between the nominee and the head of the department in which the primary appointment is held. Evidence offered in support of one area of scholarship may also support another.

¹See Addendum I-Faculty Holding Non-Tenurial Clinical Category Appointment, Page 13, approved by the Board of Directors on June 14, 2004.

Availability Analysis
Tenure Eligible Assistant Professors

UConn Hire	Title Category	WM	WF	BM	BF	HM	HF	AM	AF	TF	UU	Grand Total
1974	Assistant Professor		1									1
1989	Assistant Professor		1									1
1996	Assistant Professor	2										2
1997	Assistant Professor	2	1									3
2000	Assistant Professor	1										1
2001	Assistant Professor	1	2			1			1			5
2002	Assistant Professor								3			3
2003	Assistant Professor					1	1					2
2004	Assistant Professor	1										1
2005	Assistant Professor		1									1
2006	Assistant Professor		1									1
2007	Assistant Professor	2										2
2008	Assistant Professor	1	1						2			4
2009	Assistant Professor	3							3			6
2010	Assistant Professor	3	1					1	1			6
2011	Assistant Professor		1				1		1	1		4
2012	Assistant Professor	2	1			1		2				6
2013	Assistant Professor	3	4					1	1			9
2014	Assistant Professor	3	2			1	1		2			9
Sub Total	Tenure Eligible	24	17			4	3	4	14	1		67
2015	Assistant Professor	1	3		1	1	1	1	2			10
2016	Assistant Professor	8	7	1	1		4	3	3			27
2017	Assistant Professor	4	8		1	2		2	2			19
2018	Assistant Professor	10	5			1		4	4			24
2019	Assistant Professor	5	6					7	6			24
2020	Assistant Professor	6	10		2	1		6	6			31
2021	Assistant Professor	6	8	1			1	8	9	1		34
2022	Assistant Professor	7	7		1	1	3	10	8	1	1	39
2023	Assistant Professor	1	2			1	1	1	1			7
Sub Total	Non Tenure Eligible	48	56	2	6	7	10	42	41	2	1	215
Grand Total	Tenure + Non Tenure	72	73	2	6	11	13	46	55	3	1	282

United States
EEO-ALL01R - Occupation by Sex and Race/Ethnicity for Residence Geography
2014-2018 ACS 5-Year EEO Estimates

Occupation Label: SOC / Census Code	Grand Total	White Male	White Female	Black or African American Male	Black or African American Female	Hispanic or Latino Male	Hispanic or Latino Female	AIANANHPI Male	AIANANHPI Female
Administrative services and facilities managers : 11-3010 / 0101	151690	73350	42465	7860	5350	9590	6680	3550	2845
Architectural and engineering managers : 11-9041 / 0300	159870	115480	10510	4185	980	8650	1025	16665	2375
Computer and information systems managers : 11-3021 / 0110	598285	312375	123955	21370	14450	28615	10305	66540	20675
Dentists : 29-1020 / 3010	163589	89690	30115	2645	2960	5555	4075	15204	13345
Education and childcare administrators : 11-9030 / 0230	928715	245495	428570	37935	83960	31005	63595	13005	25150
Emergency management directors : 11-9161 / 0425	8754	4495	1820	655	420	725	295	204	140
Financial managers : 11-3031 / 0120	1180055	414910	443165	34310	60135	60770	74860	44630	47275
Lawyers, judges, and related workers : 23-1000 / 2100	1146640	627245	331825	26955	35340	37565	30990	26565	30155
Logisticians : 13-1081 / 0700	138465	58865	30030	13680	7625	12165	6505	5325	4270
Medical and health services managers : 11-9111 / 0350	684465	138300	349640	22045	62725	20110	49315	14860	27470
Other managers : 11-91XX / 0440	3778780	1900345	946560	145470	131005	258420	131135	166460	99385
Physicians and surgeons : 29-12XX / 3090	913855	409270	201845	22785	23870	37550	22955	112770	82810
Postsecondary teachers : 25-1000 / 2205	1436575	523120	521745	40015	54765	50690	53530	109625	83085
Purchasing managers : 11-3061 / 0150	199725	81425	71660	7570	9905	8825	8045	6235	6060
Top executives : 11-10XX / 0010	2146275	1291210	459535	62085	40265	122000	51605	84475	35100
Transportation, storage, and distribution managers : 11-3071 / 0160	242310	140745	32585	19220	4685	29110	6125	7520	2320
Veterinarians : 29-1131 / 3250	82099	29180	44610	395	965	1530	2000	1375	2044

United States
EEO-ALL01R - Occupation by Sex and Race/Ethnicity for Residence Geography
2014-2018 ACS 5-Year EEO Estimates

Occupation Label: SOC / Census Code	Grand Total	White Male	White Female	Black or African American Male	Black or African American Female	Hispanic or Latino Male	Hispanic or Latino Female	AIANANHPI Male	AIANANHPI Female
Accountants and auditors : 13-2011 / 0800	28355	10905	11590	955	1175	740	1065	830	1095
Bioengineers, biomedical and agricultural engineers : 17-20XX / 1340	195	125	55	15	0	0	0	0	0
Biological scientists : 19-1020 / 1610	855	335	395	0	30	0	0	30	65
Budget analysts : 13-2031 / 0820	345	75	240	0	0	10	10	0	10
Business operations specialists, all other : 13-1199 / 0750	3060	1085	1210	10	60	100	395	145	55
Compliance officers : 13-1041 / 0565	3095	1205	1435	35	65	100	170	55	30
Computer and information research scientists and analysts : 15-12XX / 1005	8050	3465	2150	290	195	350	165	1020	415
Computer and information systems managers : 11-3021 / 0110	10305	5145	2135	415	105	400	220	1420	465
Counselors, social workers, and other community and social service specialists : 21-10XX / 2001	31519	4275	15525	2155	4515	1215	3350	109	375
Database and network administrators and architects : 15-1240 / 1065	4924	2735	970	145	45	220	4	605	200
Dentists : 29-1020 / 3010	2325	1285	405	85	10	65	70	220	185
Drafters, engineering technicians, and mapping technicians : 17-3000 / 1541	7290	4875	940	350	155	460	60	345	105
Education and childcare administrators : 11-9030 / 0230	13709	4070	7020	445	535	440	730	205	264
Biological scientists : 19-1020 / 1610	855	335	395	0	30	0	0	30	65
Electrical and electronics engineers : 17-2070 / 1410	2435	1735	90	280	0	75	10	200	45
Financial managers : 11-3031 / 0120	19779	9105	6990	335	530	845	890	720	364
First-line supervisors of office and administrative support workers : 43-1011 / 5000	15025	4060	7790	665	670	420	855	275	290
Human resources workers : 13-1070 / 0630	9844	2180	5555	150	855	220	640	14	230

United States
EEO-ALL01R - Occupation by Sex and Race/Ethnicity for Residence Geography
2014-2018 ACS 5-Year EEO Estimates

Occupation Label: SOC / Census Code	Grand Total	White Male	White Female	Black or African American Male	Black or African American Female	Hispanic or Latino Male	Hispanic or Latino Female	AIANANHPI Male	AIANANHPI Female
Industrial engineers, including health and safety : 17-2110 / 1430	3715	2380	450	145	10	320	155	225	30
Information and record clerks, except customer service representatives : 43-4XXX / 5200	28630	3415	15605	665	3005	930	3860	285	865
Lawyers, judges, and related workers : 23-1000 / 2100	18125	11435	5415	275	230	250	175	205	140
Legal support workers : 23-2000 / 2145	6980	680	5265	45	320	85	515	30	40
Librarians, curators, and archivists : 25-4000 / 2400	5040	830	3670	65	175	80	65	30	125
Life, physical, and social science technicians : 19-4000 / 1900	3800	1735	1210	230	25	75	175	195	155
Medical records specialists : 29-2072 / 3515	1740	135	1025	0	340	10	175	0	55
Mathematical science occupations : 15-2000 / 1200	4255	1920	1365	75	20	75	50	345	405
Medical and health services managers : 11-9111 / 0350	9725	2200	5105	275	755	230	735	90	335
Miscellaneous healthcare diagnosing or treating practitioners : 29-1290 / 3261	2955	95	2355	10	60	10	235	40	150
Nursing, psychiatric, and home health aides : 31-1100 / 3601	50365	2550	16305	3500	16520	1335	9085	100	970
Occupational health and safety specialists and technicians : 19-5010 / 1980	860	390	255	55	10	65	45	0	40
Other computer occupations : 15-12YY / 1050	18125	9715	2995	1025	385	1325	265	1865	550
Other financial specialists : 13-20XX / 0810	19190	9600	6565	520	515	610	585	455	340
Other healthcare practitioners and technical occupations : 29-9000 / 3550	945	390	380	15	50	30	50	15	15

United States
EEO-ALL01R - Occupation by Sex and Race/Ethnicity for Residence Geography
2014-2018 ACS 5-Year EEO Estimates

Occupation Label: SOC / Census Code	Grand Total	White Male	White Female	Black or African American Male	Black or African American Female	Hispanic or Latino Male	Hispanic or Latino Female	AIANANHPI Male	AIANANHPI Female
Other healthcare support occupations : 31-9000 / 3630	17240	1290	9015	390	1705	335	3995	170	340
Other health technologists and technicians : 29-20XX / 3300	26844	3030	14150	1225	3905	870	2390	435	839
Other media and communication equipment workers : 27-40XX / 2905	944	780	25	20	0	100	4	15	0
Other media and communication workers : 27-30XX / 2805	3830	1370	1745	120	60	200	245	10	80
Other office and administrative support workers : 43-9000 / 5810	36129	5585	20840	905	3285	1100	3145	344	925
Other nurses : 29-11XX / 3256	2785	150	2030	30	305	35	150	20	65
Other social scientists and related workers, including urban and regional planners : 19-30XX / 1840	555	220	245	0	0	10	10	55	15
Other teachers and instructors, education, training, and library workers : 25-XXXX / 2350	15650	3740	8005	405	990	530	1235	285	460
Other therapists : 29-112X / 3150	5595	540	3955	65	445	40	390	35	125
Pharmacists : 29-1051 / 3050	3360	1115	1405	85	120	25	110	215	285
Physical therapists : 29-1123 / 3160	3679	755	2670	0	15	4	100	40	95
Physicians and surgeons : 29-12XX / 3090	13805	6065	3290	230	385	530	300	1440	1565
Physician assistants : 29-1071 / 3110	1834	345	1170	60	70	45	90	4	50
Preschool and kindergarten teachers : 25-2010 / 2300	8325	60	6090	10	820	90	1125	0	130
Project management specialists : 13-1082 / 0705	10065	4725	3585	180	315	280	330	485	165
Purchasing agents, except wholesale, retail, and farm products : 13-1023 / 0530	3519	1460	1400	135	200	185	80	55	4
Radiation therapists : 29-1124 / 3200	185	45	140	0	0	0	0	0	0
Registered nurses : 29-1141 / 3255	39100	2225	28875	545	3100	455	1960	340	1600
Religious workers : 21-2000 / 2040	4420	2070	1400	465	90	190	65	120	20
Secretaries and administrative assistants : 43-6010 / 5710	41540	1520	32255	230	2670	375	3600	155	735

United States
EEO-ALL01R - Occupation by Sex and Race/Ethnicity for Residence Geography
2014-2018 ACS 5-Year EEO Estimates

Occupation Label: SOC / Census Code	Grand Total	White Male	White Female	Black or African American Male	Black or African American Female	Hispanic or Latino Male	Hispanic or Latino Female	AIANANHPI Male	AIANANHPI Female
Software and web developers, programmers, and testers : 15-1250 / 1010	22920	10190	3390	710	305	870	270	5640	1545
Speech-language pathologists : 29-1127 / 3230	2225	50	1955	15	25	0	150	0	30
Teaching assistants : 25-9040 / 2545	19685	1740	11615	605	2390	295	2005	415	620
Training and development specialists : 13-1151 / 0650	1400	490	680	75	100	35	0	0	20

United States
EEO-ALL01R - Occupation by Sex and Race/Ethnicity for Residence Geography
2014-2018 ACS 5-Year EEO Estimates

Occupation Label: SOC / Census Code	Grand Total	White Male	White Female	Black or African American Male	Black or African American Female	Hispanic or Latino Male	Hispanic or Latino Female	AIANANHPI Male	AIANANHPI Female
Bookkeeping, accounting, and auditing clerks : 43-3031 / 5120	3375	310	2430	55	240	60	250	0	30
Building cleaning workers : 37-2010 / 4220	Male	3005	1815	1025	600	2090	2255	60	100
Carpenters : 47-2031 / 6230	3675	2870	85	250	0	450	20	0	0
Electricians : 47-2111 / 6355	2300	1835	0	280	0	165	20	0	0
Financial clerks, except bookkeeping, accounting, and auditing clerks : 43-30XX / 5100	3675	415	2285	20	315	30	380	40	190
First-line supervisors of landscaping, lawn service, and groundskeeping workers : 37-1012 / 4210	575	520	0	20	0	35	0	0	0
First-line supervisors of mechanics, installers, and repairers : 49-1011 / 7000	448	330	15	4	4	75	0	20	0
First-line supervisors of office and administrative support workers : 43-1011 / 5000	4415	1180	2140	75	340	220	325	60	75
Helpers, construction trades : 47-3010 / 6600	25	25	0	0	0	0	0	0	0
Information and record clerks, except customer service representatives : 43-4XXX / 5200	7325	925	3530	265	1000	305	1065	80	155
Material recording, scheduling, dispatching, and distributing workers : 43-5XXX / 5500	4570	1640	965	700	100	545	545	45	30
Medical records specialists : 29-2072 / 3515	405	25	185	0	140	0	55	0	0
Other healthcare support occupations : 31-9000 / 3630	4530	355	2050	45	575	100	1225	35	145
Other installation, maintenance, and repair workers : 49-XXXX / 7010	6505	4150	145	705	50	1100	150	180	25
Other office and administrative support workers : 43-9000 / 5810	10484	1650	5290	500	1265	355	985	165	274
Other transportation workers : 53-6000 / 9350	925	380	45	105	50	255	20	40	30

United States
EEO-ALL01R - Occupation by Sex and Race/Ethnicity for Residence Geography
2014-2018 ACS 5-Year EEO Estimates

Occupation Label: SOC / Census Code	Grand Total	White Male	White Female	Black or African American Male	Black or African American Female	Hispanic or Latino Male	Hispanic or Latino Female	AIANANHPI Male	AIANANHPI Female
Painters and paperhangers : 47-2140 / 6410	1285	740	45	80	0	420	0	0	0
Pipelayers, plumbers, pipefitters, and steamfitters : 47-2150 / 6441	1030	775	0	140	0	115	0	0	0
Private detectives, investigators, security guards and gaming surveillance officers : 33-90XX / 3910	2985	1160	360	705	130	485	115	30	0
Secretaries and administrative assistants : 43-6010 / 5710	9730	350	7150	45	735	75	1095	55	225
Supervisors of transportation and material moving workers : 53-1000 / 9005	499	190	55	135	0	105	0	4	10
Vehicle and mobile equipment mechanics, installers, and repairers : 49-3000 / 7140	4254	2965	70	305	0	805	40	65	4

Table 314.40. Employees in degree-granting postsecondary institutions, by race/ethnicity, sex, employment status, control and level of institution,

	Total	White	Black	Hispanic	AAIANHNPI
Males	1,476,643	1,081,250	135,017	128,037	132,339
Faculty (instruction/research/public service)	655,436	503,916	40,858	40,227	70,435
Instruction	607,680	470,304	39,031	37,349	60,996
Research	33,960	23,404	1,017	2,039	7,500
Public service	13,796	10,208	810	839	1,939
Graduate assistants	105,680	74,779	6,275	10,964	13,662
Librarians, curators, and archivists	10,819	8,777	654	819	569
Student and academic affairs and other education services	50,122	35,069	6,407	5,543	3,103
Management	106,930	84,249	10,046	7,113	5,522
Business and financial operations	57,445	41,452	5,677	5,937	4,379
Computer, engineering, and science	126,957	93,300	8,194	10,649	14,814
Community, social service, legal, arts, design, entertainment, sports, and media	76,039	57,645	9,647	6,038	2,709
Healthcare practitioners and technicians	29,327	19,435	2,652	2,672	4,568
Service occupations	120,902	68,995	26,661	19,394	5,852
Sales and related occupations	3,343	2,205	562	419	157
Office and administrative support	59,620	36,374	9,218	9,934	4,094
Natural resources, construction, and maintenance	60,565	45,894	6,106	6,675	1,890
Production, transportation, and material moving	13,458	9,160	2,060	1,653	585
Females	1,971,586	1,337,840	230,960	185,670	217,116
Faculty (instruction/research/public service)	682,920	513,010	63,574	43,535	62,801
Instruction	638,681	482,855	60,753	40,227	54,846
Research	29,175	19,342	1,504	2,362	5,967
Public service	15,064	10,813	1,317	946	1,988
Graduate assistants	125,593	86,886	10,878	13,640	14,189
Librarians, curators, and archivists	25,680	20,185	2,123	1,612	1,760
Student and academic affairs and other education services	112,287	77,151	15,921	12,673	6,542
Management	145,204	107,965	18,215	11,413	7,611
Business and financial operations	156,750	107,215	19,527	16,859	13,149
Computer, engineering, and science	86,345	57,042	7,445	7,669	14,189
Community, social service, legal, arts, design, entertainment, sports, and media	99,359	71,838	12,070	10,401	5,050
Healthcare practitioners and technicians	75,461	51,005	9,334	6,933	8,189
Service occupations	90,228	44,379	22,341	18,467	5,041
Sales and related occupations	6,466	4,153	1,186	831	296
Office and administrative support	294,421	191,770	46,778	40,728	15,145
Natural resources, construction, and maintenance	5,138	3,483	868	560	227
Production, transportation, and material moving	2,933	1,758	700	349	126

†Not applicable.

\1Race/ethnicity not collected.

\2Combined total of staff who were Black, Hispanic, Asian, Pacific Islander, American Indian/Alaska Native, and of Two or more races as a percentage of total staff, excluding race/ethnicity unknown and nonresident alien.

NOTE: Data in this table represent the 50 states and the District of Columbia. Degree-granting institutions grant associate's or higher degrees and participate in Title IV federal financial aid programs. By definition, all graduate assistants are part time. Race categories exclude persons of Hispanic ethnicity.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Spring 2021, Human Resources component. (This table was prepared February 2022.)

Table 315.20. Full-time faculty in degree-granting postsecondary institutions, by race/ethnicity, sex, and academic rank: Fall 2019, fall 2020, and fall 2021

Year, sex, and academic rank	Total	White	Black	Hispanic	AAIANHNPI
2021					
Total	749,056	557,044	48,383	46,155	97,474
Males	385,419	288,427	20,170	22,598	54,224
Professors	116,554	91,213	4,255	4,739	16,347
Associate professors	80,101	59,521	4,196	4,362	12,022
Assistant professors	68,439	47,792	4,694	4,520	11,433
Instructors	38,037	28,735	2,737	3,670	2,895
Lecturers	18,237	14,530	995	1,356	1,356
Other faculty	64,051	46,636	3,293	3,951	10,171
Females	363,637	268,617	28,213	23,557	43,250
Professors	65,319	51,610	3,308	3,083	7,318
Associate professors	72,518	54,170	5,194	3,975	9,179
Assistant professors	84,206	59,310	7,972	5,260	11,664
Instructors	51,449	37,968	4,792	4,678	4,011
Lecturers	23,954	18,559	1,340	1,944	2,111
Other faculty	66,191	47,000	5,607	4,617	8,967

\1\Race/ethnicity not collected.

\2\Combined total of faculty who were American Indian/Alaska Native, Asian, Black, Hispanic, Pacific Islander, and of Two or more races as a percentage of total faculty, excluding race/ethnicity unknown and nonresident alien.

NOTE: Data in this table represent the 50 states and the District of Columbia. Only instructional faculty were classified by academic rank. Those who were primarily research or public service faculty, as well as faculty without ranks, appear under "other faculty." Degree-granting institutions grant associate's or higher degrees and participate in Title IV federal financial aid programs. Race categories exclude persons of Hispanic ethnicity. Some data have been revised from previously published figures.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Spring 2020 through Spring 2022 Human Resources component, Fall Staff section. (This

Table 324.30. Doctor's degrees conferred to males by postsecondary institutions, by race/ethnicity and field of study: Academic years 2019-20 and 2020-21

Occupation: Males	Total	White	Black	Hispanic	AAIANHNPI
All fields, total	85,367	47,091	5,519	6,657	9,696
Agriculture and natural resources\1\	1,379	848	36	80	65
Architecture and related services	132	41	2	6	8
Area, ethnic, cultural, gender, and group studies	98	39	16	12	7
Biological and biomedical sciences	3,510	1,888	98	236	305
Business\2\	1,924	799	432	133	102
Communication, journalism, and related programs	238	121	15	11	11
Communications technologies	0	0	0	0	0
Computer and information sciences and support services	1,922	482	93	66	131
Education	4,134	2,392	829	381	173
Engineering	8,041	2,124	118	256	444
Engineering technologies\3\	144	61	10	1	17
English language and literature/letters	419	287	21	31	16
Family and consumer sciences/human sciences	53	27	7	4	1
Foreign languages, literatures, and linguistics	440	189	7	56	12
Health professions and related programs	33,153	19,524	1,997	2,805	6,698
Homeland security, law enforcement, and firefighting	109	77	22	5	1
Legal professions and studies	16,859	11,874	1,024	1,831	1,021
Liberal arts and sciences, general studies, and humanities	35	16	7	4	1
Library science	2	2	0	0	0
Mathematics and statistics	1,412	476	17	54	71
Military technologies and applied sciences	0	0	0	0	0
Multi/interdisciplinary studies	430	221	28	28	24
Parks, recreation, leisure, fitness, and kinesiology	172	109	10	10	3
Philosophy and religious studies	435	285	22	28	17
Physical sciences and science technologies	3,694	1,672	58	165	176
Precision production	0	0	0	0	0
Psychology	1,574	1,014	148	164	98
Public administration and social services	431	180	106	38	30
Social sciences and history	2,209	1,009	77	120	83
Social sciences	1,831	766	63	91	77
History	378	243	14	29	6
Theology and religious vocations	1,575	824	293	81	147
Transportation and materials moving	16	10	1	0	0
Visual and performing arts	827	500	25	51	34
Other and not classified	0	0	0	0	0

\1\Includes Agricultural, animal, plant, veterinary science, and related fields; and Natural resources and conservation.

\2\Includes Business, management, marketing, and related support services; and Culinary, entertainment, and personal services.

\3\Includes Engineering technologies and engineering-related fields; Construction trades; and Mechanic and repair technologies/technicians.

NOTE: Data in this table represent the 50 states and the District of Columbia. Data are for postsecondary institutions participating in Title IV federal financial aid programs. Race categories exclude persons of Hispanic ethnicity. Reported racial/ethnic distributions of students by level of degree, field of study, and sex were used to estimate race/ethnicity for students whose race/ethnicity was not reported. Data in this table are based on the 2020 Classification of Instructional Programs. To facilitate trend comparisons, certain aggregations have been made of the degree fields as reported in the Integrated Postsecondary Education Data System (IPEDS). Some data have been revised from previously published figures.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Fall 2020 and Fall 2021, Completions component. (This table was prepared September 2022.)

Table 324.35. Doctor's degrees conferred to females by postsecondary institutions, by race/ethnicity and field of study: Academic years 2019-20 and 2020-21

Occupation: Females	Total	White	Black	Hispanic	AAIANHNPI
All fields, total	108,692	60,991	11,522	9,808	13,527
Agriculture and natural resources\1\	3,490	2,545	102	268	179
Architecture and related services	123	37	7	9	11
Area, ethnic, cultural, gender, and group studies	170	69	24	20	17
Biological and biomedical sciences	3,976	2,048	169	322	385
Business\2\	1,787	681	572	106	87
Communication, journalism, and related programs	294	146	27	11	17
Communications technologies	0	0	0	0	0
Computer and information sciences and support services	650	172	51	12	52
Education	9,521	5,044	2,398	889	460
Engineering	2,849	812	62	114	249
Engineering technologies\3\	61	11	10	0	7
English language and literature/letters	660	446	42	38	32
Family and consumer sciences/human sciences	180	80	25	17	11
Foreign languages, literatures, and linguistics	545	226	14	66	30
Health professions and related programs	52,428	30,308	4,851	4,347	9,587
Homeland security, law enforcement, and firefighting	130	62	38	15	2
Legal professions and studies	19,117	11,777	1,750	2,550	1,566
Literary arts and sciences, general studies, and humanities	55	35	11	4	2
Library science	10	6	1	0	0
Mathematics and statistics	546	173	9	21	39
Military technologies and applied sciences	0	0	0	0	0
Multi/interdisciplinary studies	625	329	55	45	39
Parks, recreation, leisure, fitness, and kinesiology	154	94	18	7	7
Philosophy and religious studies	192	110	23	10	12
Physical sciences and science technologies	2,015	882	47	114	111
Precision production	0	0	0	0	0
Psychology	4,789	2,922	560	523	305
Public administration and social services	1,004	407	317	92	67
Social sciences and history	1,951	946	132	137	128
Social sciences	1,637	740	114	106	119
History	314	206	18	31	9
Theology and religious vocations	525	218	185	31	35
Transportation and materials moving	4	2	0	1	0
Visual and performing arts	841	403	22	39	90
Other and not classified	0	0	0	0	0

\1\Includes Agricultural, animal, plant, veterinary science, and related fields; and Natural resources and conservation.

\2\Includes Business, management, marketing, and related support services; and Culinary, entertainment, and personal services.

\3\Includes Engineering technologies and engineering-related fields; Construction trades; and Mechanic and repair

federal financial aid programs. Race categories exclude persons of Hispanic ethnicity. Reported racial/ethnic distributions of students by level of degree, field of study, and sex were used to estimate race/ethnicity for students whose race/ethnicity was not reported. Data in this table are based on the 2020 Classification of Instructional Programs. To facilitate trend comparisons, certain aggregations have been made of the degree fields as reported in the Integrated Postsecondary Education Data System (IPEDS). Some data have been revised from previously published figures.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Fall 2020 and Fall 2021, Completions component. (This table was prepared September 2022.)