

**UTILIZATION ANALYSIS and
HIRING AND PROMOTION GOALS**

(Section 46a-68-85)

September 2023

This section was found to be in compliance in the previous submission and there were no proposals/recommendations.

Subsection (a)

Utilization analyses were performed to determine the full and fair utilization of protected classes. Persons of the protected groups in the workforce were compared to the availability of such persons for employment.

Comparisons of the workforce and the calculated availability base were completed for occupational categories and for job titles for which a separate base was calculated. Analyses for each relevant labor market were completed on forms made available for this purpose by the Commission.

Utilization Analysis was performed for thirty-nine (39) position classifications. The previous utilization, previous hiring/promotional and upward mobility goals, current hires/promotions and upward mobility, and achievement percentage of goals are included.

Subsection (b)

For each instance of underutilization identified in the Utilization Analysis, employment or promotional goals have been set to increase the representation of protected class members in the workforce. UConn Health has set its goals to be meaningful, measurable, and reasonably attainable. All promotions within the category are reflected on the bottom of Form #86 A.

Subsection (c)

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

**UCONN HEALTH
UTILIZATION ANALYSIS
Hiring and Promotional Goals**

OCCUPATIONAL CATEGORY: **Grand Total**
POSITION CLASSIFICATION: **All**

DATE: **May 31, 2023**

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE		
WORKFORCE %	100.0	26.8	73.2	18.0	48.5	2.0	7.2	2.9	10.9	3.8	5.8	0.4	1.1	A	
WORKFORCE PARITY %	3859.9	1261.7	2598	834.8	1786	155	333	155	374	117	106	0	0	B	
WORKFORCE #	3724	999	2725	670	1807	76	268	107	406	142	215	4	29	C	
WORKFORCE PARITY #	143743	46986	96757	31088	66511	5765	12393	5765	13917	4368	3936	0	0	D	
NET UTILIZATION (+/-)	-140018.7	-45986.7	-94032.0	-30418.0	-64703.6	-5688.8	-12125.5	-5657.8	-13510.6	-4226.3	-3721.3	4.0	29.0	E	
PREVIOUS UTILIZATION	-132344.7	-43513.5	-88831.2	-28919.0	-62012.3	-5459.8	-11142.5	-5117.2	-12163.9	-4020.6	-3528.5	3.0	16.0	F	
HIRING GOALS	<i>Previous Goals</i>	507	326	181	215	62	45	56	34	57	32	6	0	0	G
	<i>Current Hires</i>	586	142	444	82	237	13	61	24	96	21	39	2	11	H
	<i>Current Goals</i>	513	338	175	228	77	40	52	35	43	35	3	0	0	I
PROMO GOALS	<i>Previous Goals</i>	111	56	55	28	22	7	12	12	16	9	5	0	0	J
	<i>Current Promos</i>	194	51	143	36	95	3	14	5	22	6	9	1	3	K
	<i>Current Goals</i>	112	45	67	18	22	7	17	12	22	8	6	0	0	L
Promotion Within Category	112	45	67	28	50	9	6	6	5	2	6	0	0	M	

**UCONN HEALTH
UTILIZATION ANALYSIS
Hiring and Promotional Goals**

LABOR MARKET AREA: **NATIONAL**

OCCUPATIONAL CATEGORY: **EXECUTIVE/ADMINISTRATIVE**

POSITION CLASSIFICATION: **1A. EXECUTIVE**

DATE: **May 31, 2023**

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE
WORKFORCE %	100.0	41.9	58.1	38.7	45.2	0.0	12.9	0.0	0.0	3.2	0.0	0.0	0.0
WORKFORCE PARITY %	100.1	43.7	56.4	35.6	43.8	4.7	4.4	2.0	3.9	1.4	4.3	0.0	0.0
WORKFORCE #	31	13	18	12	14	0	4	0	0	1	0	0	0
WORKFORCE PARITY #	31.0	13.5	17.5	11.0	13.6	1.5	1.4	0.6	1.2	0.4	1.3	0.0	0.0
NET UTILIZATION (+/-)	0.0	-0.5	0.5	1.0	0.4	-1.5	2.6	-0.6	-1.2	0.6	-1.3	0.0	0.0
PREVIOUS UTILIZATION	0.0	-2.7	2.7	-1.8	2.4	-1.0	2.5	-0.6	-1.1	0.6	-1.1	0.0	0.0

HIRING GOALS	<i>Previous Goals</i>	4	3	1	1		1		1	1				
	<i>Current Hires</i>	2	1	1	1	1	0	0	0	0	0	0	0	0
	<i>Current Goals</i>	3	2	1			1		1	1				

PROMO GOALS	<i>Previous Goals</i>	2	1	1	1						1		
	<i>Current Promos</i>	4	3	1	3	1	0	0	0	0	0	0	0
	<i>Current Goals</i>	2	1	1			1				1		

Promotion Within Category	0	0	0	0	0	0	0	0	0	0	0	0	0
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UCONN HEALTH
UTILIZATION ANALYSIS
Hiring and Promotional Goals

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**UCONN HEALTH
UTILIZATION ANALYSIS
Hiring and Promotional Goals**

LABOR MARKET AREA: NATIONAL
CATEGORY OR CLASS: EXECUTIVE/ADMINISTRATIVE
JOB GROUP: 1B. UNIVERSITY DIRECTOR

DATE: May 31, 2023

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE
WORKFORCE %		100.0	32.6	67.4	29.2	58.4	3.4	4.5	0.0	1.1	0.0	2.2	0.0	1.1
WORKFORCE PARITY %		100.0	28.9	71.1	23.9	62.6	2.0	3.3	1.7	2.2	1.3	3.0	0.0	0.0
WORKFORCE #		89	29	60	26	52	3	4	0	1	0	2	0	1
WORKFORCE PARITY #		89.0	25.7	63.3	21.3	55.7	1.8	2.9	1.5	2.0	1.2	2.7	0.0	0.0
NET UTILIZATION (+/-)		0.0	3.3	-3.3	4.7	-3.7	1.2	1.1	-1.5	-1.0	-1.2	-0.7	0.0	1.0
PREVIOUS UTILIZATION		-0.2	-1.0	0.8	1.8	1.5	0.5	0.9	-1.9	-0.7	-1.4	-0.9	0.0	0.0
HIRING GOALS	<i>Previous Goals</i>	4	3	1					2	1	1			
	<i>Current Hires</i>	13	7	6	4	5	2	1	0	0	1	0	0	0
	<i>Current Goals</i>	5	3	2					2	1	1	1		
PROMO GOALS	<i>Previous Goals</i>	1	0	1								1		
	<i>Current Promos</i>	12	3	9	3	8	0	0	0	0	0	0	0	1
	<i>Current Goals</i>	4	0	4		4								
Promotion Within Category		2	2	0	2	0	0	0	0	0	0	0	0	0

UCONN HEALTH
UTILIZATION ANALYSIS
Hiring and Promotional Goals

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**UCONN HEALTH
UTILIZATION ANALYSIS
Hiring and Promotional Goals**

LABOR MARKET AREA: NATIONAL
CATEGORY OR CLASS: EXECUTIVE/ADMINISTRATIVE
JOB GROUP: 1C. MANAGERS

DATE: May 31, 2023

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORKFORCE %		100.0	18.7	81.3	17.6	71.4	1.1	4.4	0.0	3.3	0.0	2.2	0.0	0.0	A
WORKFORCE PARITY %		99.9	25.1	74.8	19.0	58.6	2.2	5.2	2.2	6.5	1.7	4.5	0.0	0.0	B
WORKFORCE #		91	17	74	16	65	1	4	0	3	0	2	0	0	C
WORKFORCE PARITY #		90.9	22.8	68.1	17.3	53.3	2.0	4.7	2.0	5.9	1.5	4.1	0.0	0.0	D
NET UTILIZATION (+/-)		0.1	-5.8	5.9	-1.3	11.7	-1.0	-0.7	-2.0	-2.9	-1.5	-2.1	0.0	0.0	E
PREVIOUS UTILIZATION		-0.2	-9.0	8.8	-5.4	12.6	-1.0	0.6	-2.3	-2.6	-1.4	-2.8	1.0	1.0	F
HIRING GOALS	<i>Previous Goals</i>	8	6	2	2		1		2	1	1	1			G
	<i>Current Hires</i>	5	2	3	2	1	0	0	0	1	0	1	0	0	H
	<i>Current Goals</i>	5	4	1			1		2	1	1				I
PROMO GOALS	<i>Previous Goals</i>	7	3	4	3					2		2			J
	<i>Current Promos</i>	12	3	9	3	8	0	0	0	1	0	0	0	0	K
	<i>Current Goals</i>	7	2	5	1			1		2	1	2			L
Promotion Within Category		2	0	2	0	1	0	1	0	0	0	0	0	0	M

**UCONN HEALTH
UTILIZATION ANALYSIS
Hiring and Promotional Goals**

LABOR MARKET AREA: NATIONAL
CATEGORY OR CLASS: FACULTY
JOB GROUP: 2A. HEAD OF DEPARTMENT

DATE: May 31, 2023

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORKFORCE %		100.0	78.9	21.1	68.4	21.1	0.0	0.0	5.3	0.0	5.3	0.0	0.0	0.0	A
WORKFORCE PARITY %		94.4	66.1	28.3	49.6	24.3	2.3	2.0	3.0	2.0	11.2	0.0	0.0	0.0	B
WORKFORCE #		19	15	4	13	4	0	0	1	0	1	0	0	0	C
WORKFORCE PARITY #		17.9	12.6	5.4	9.4	4.6	0.4	0.4	0.6	0.4	2.1	0.0	0.0	0.0	D
NET UTILIZATION (+/-)		1.1	2.4	-1.4	3.6	-0.6	-0.4	-0.4	0.4	-0.4	-1.1	0.0	0.0	0.0	E
PREVIOUS UTILIZATION		0.9	2.1	-1.3	2.3	-0.5	0.6	-0.4	0.4	-0.4	-1.2	0.0	0.0	0.0	F
HIRING GOALS	Previous Goals	1	0	1				1							G
	Current Hires	1	1	0	1	0	0	0	0	0	0	0	0	0	H
	Current Goals	1	1	0			1								I
PROMO GOALS	Previous Goals	2	1	1		1					1				J
	Current Promos	0	0	0	0	0	0	0	0	0	0	0	0	0	K
	Current Goals	2	1	1		1					1				L
Promotion Within Category		0	0	0	0	0	0	0	0	0	0	0	0	0	M

**UCONN HEALTH
UTILIZATION ANALYSIS
Hiring and Promotional Goals**

LABOR MARKET AREA: **NATIONAL**
CATEGORY OR CLASS: **FACULTY**
JOB GROUP: **2B. PROFESSOR**

DATE: **May 31, 2023**

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORKFORCE %		100.0	68.3	31.7	48.8	21.1	3.3	1.6	3.3	1.6	13.0	7.3	0.0	0.0	A
WORKFORCE PARITY %		91.5	60.6	30.9	39.8	26.5	2.1	2.5	3.5	1.9	15.2	0.0	0.0	0.0	B
WORKFORCE #		123	84	39	60	26	4	2	4	2	16	9	0	0	C
WORKFORCE PARITY #		112.5	74.5	38.0	49.0	32.6	2.6	3.1	4.3	2.3	18.7	0.0	0.0	0.0	D
NET UTILIZATION (+/-)		10.5	9.5	1.0	11.0	-6.6	1.4	-1.1	-0.3	-0.3	-2.7	9.0	0.0	0.0	E
PREVIOUS UTILIZATION		11.8	18.4	-6.6	20.5	-11.9	2.2	-1.2	0.4	-0.5	-4.7	7.0	0.0	0.0	F
HIRING GOALS	<i>Previous Goals</i>	7	2	5		3		1		1	2				G
	<i>Current Hires</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	H
	<i>Current Goals</i>	4	1	3		2		1			1				I
PROMO GOALS	<i>Previous Goals</i>	12	3	9		9					3				J
	<i>Current Promos</i>	9	1	8	0	5	0	0	0	0	1	3	0	0	K
	<i>Current Goals</i>	8	3	5		5			<u>1</u>		2				L
Promotion Within Category		0	0	0	0	0	0	0	0	0	0	0	0	0	M

**UCONN HEALTH
UTILIZATION ANALYSIS
Hiring and Promotional Goals**

LABOR MARKET AREA: **NATIONAL**
CATEGORY OR CLASS: **FACULTY**
JOB GROUP: **2C. ASSOCIATE PROFESSOR**

DATE: **May 31, 2023**

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORKFORCE %	100.0	59.6	40.4	36.0	25.7	1.5	2.2	2.9	1.5	18.4	11.0	0.7	0.0	A
WORKFORCE PARITY %	83.5	49.1	34.4	29.2	27.7	1.3	2.6	4.0	4.1	14.6	0.0	0.0	0.0	B
WORKFORCE #	136	81	55	49	35	2	3	4	2	25	15	1	0	C
WORKFORCE PARITY #	113.6	66.8	46.8	39.7	37.7	1.8	3.5	5.4	5.6	19.9	0.0	0.0	0.0	D
NET UTILIZATION (+/-)	22.4	14.2	8.2	9.3	-2.7	0.2	-0.5	-1.4	-3.6	5.1	15.0	1.0	0.0	E
PREVIOUS UTILIZATION	19.6	4.1	15.5	-3.2	2.5	-0.9	-0.2	-2.0	-1.8	10.1	15.0	0.0	0.0	F
HIRING GOALS	<i>Previous Goals</i>	3	2	1	1		1			1				G
	<i>Current Hires</i>	8	4	4	2	2	0	0	1	0	1	2	0	H
	<i>Current Goals</i>	2	0	2		1				1				I
PROMO GOALS	<i>Previous Goals</i>	5	4	1	2				2	1				J
	<i>Current Promos</i>	18	15	3	11	2	1	0	0	0	2	1	1	K
	<i>Current Goals</i>	7	1	6		2		1	1	3				L
Promotion Within Category	0	0	0	0	0	0	0	0	0	0	0	0	0	M

**UCONN HEALTH
UTILIZATION ANALYSIS
Hiring and Promotional Goals**

LABOR MARKET AREA: **NATIONAL**
CATEGORY OR CLASS: **FACULTY**
JOB GROUP: **2D. ASSISTANT PROFESSOR**

DATE: **May 31, 2023**

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE		
WORKFORCE %	100.0	46.5	53.5	25.5	25.9	0.7	2.1	3.9	4.6	16.3	19.9	0.0	1.1	A	
WORKFORCE PARITY %	94.8	44.7	50.1	30.3	36.9	2.6	4.9	3.1	4.0	8.7	4.3	0.0	0.0	B	
WORKFORCE #	282	131	151	72	73	2	6	11	13	46	56	0	3	C	
WORKFORCE PARITY #	267	126	141	85	104	7	14	9	11	25	12	0	0	D	
NET UTILIZATION (+/-)	14.7	4.9	9.7	-13.4	-31.1	-5.3	-7.8	2.3	1.7	21.5	43.9	0.0	3.0	E	
PREVIOUS UTILIZATION	13.8	0.7	13.1	-12.2	-25.7	-3.6	-5.0	4.6	-1.5	10.9	44.3	1.0	1.0	F	
HIRING GOALS	<i>Previous Goals</i>	44	14	30	10	23	4	5		2				G	
	<i>Current Hires</i>	43	22	21	8	6	0	1	2	4	12	9	0	1	H
	<i>Current Goals</i>	54	17	37	12	29	5	8							I
PROMO GOALS	<i>Previous Goals</i>	5	2	3	2	3								J	
	<i>Current Promos</i>	1	0	1	0	0	0	0	0	1	0	0	0	0	K
	<i>Current Goals</i>	3	1	2	1	2									L
Promotion Within Category	0	0	0	0	0	0	0	0	0	0	0	0	0	M	

**UCONN HEALTH
UTILIZATION ANALYSIS
Hiring and Promotional Goals**

LABOR MARKET AREA: **NATIONAL**
CATEGORY OR CLASS: **FACULTY**
JOB GROUP: **2E. INSTRUCTOR**

DATE: **May 31, 2023**

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNP MALE	AAIANHNP FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORKFORCE %		100.0	39.3	60.7	21.4	39.3	0.0	0.0	0.0	3.6	17.9	17.9	0.0	0.0	A
WORKFORCE PARITY %		100.0	52.7	47.3	37.6	30.9	2.6	4.3	3.5	3.9	9.0	8.2	0.0	0.0	B
WORKFORCE #		28	11	17	6	11	0	0	0	1	5	5	0	0	C
WORKFORCE PARITY #		28.0	14.8	13.2	10.5	8.7	0.7	1.2	1.0	1.1	2.5	2.3	0.0	0.0	D
NET UTILIZATION (+/-)		0.0	-3.8	3.8	-4.5	2.3	-0.7	-1.2	-1.0	-0.1	2.5	2.7	0.0	0.0	E
PREVIOUS UTILIZATION		0.0	-4.3	4.3	-5.3	1.8	-0.8	-1.0	-1.1	2.0	2.9	1.4	0.0	0.0	F
HIRING GOALS	<i>Previous Goals</i>	7	6	1	4		1	1	1						G
	<i>Current Hires</i>	8	3	5	1	2	0	0	0	1	2	2	0	0	H
	<i>Current Goals</i>	7	6	1	4		1	1	1						I
PROMO GOALS	<i>Previous Goals</i>	1	1	0	1										J
	<i>Current Promos</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	K
	<i>Current Goals</i>	1	1	0	1										L
Promotion Within Category		0	0	0	0	0	0	0	0	0	0	0	0	0	M

**UCONN HEALTH
UTILIZATION ANALYSIS
Hiring and Promotional Goals**

LABOR MARKET AREA: STATE

CATEGORY OR CLASS: PROFESSIONAL/NON-FACULTY

DATE: May 31, 2023

JOB GROUP: 3A. REGISTERED NURSE

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORKFORCE %		100.0	17.9	82.1	12.7	62.4	0.6	8.7	1.7	6.9	1.7	4.0	1.2	0.0	A
WORKFORCE PARITY %		100.0	9.2	90.8	5.7	73.8	1.4	7.9	1.2	5.0	0.9	4.1	0.0	0.0	B
WORKFORCE #		173	31	142	22	108	1	15	3	12	3	7	2	0	C
WORKFORCE PARITY #		173.0	15.9	157.1	9.9	127.7	2.4	13.7	2.1	8.7	1.6	7.1	0.0	0.0	D
NET UTILIZATION (+/-)		0.0	15.1	-15.1	12.1	-19.7	-1.4	1.3	0.9	3.4	1.4	-0.1	2.0	0.0	E
PREVIOUS UTILIZATION		0.0	10.3	-10.3	9.9	-13.1	-1.2	2.4	-0.9	-1.0	1.6	1.4	1.0	0.0	F
HIRING GOALS	Previous Goals	16	2	14		13	1		1	1					G
	Current Hires	44	8	36	5	28	0	1	2	6	0	1	1	0	H
	Current Goals	21	1	20		20	1								I
PROMO GOALS	Previous Goals	0	0	0											J
	Current Promos	0	0	0	0	0	0	0	0	0	0	0	0	0	K
	Current Goals	0	0	0											L
Promotion Within Category		4	0	4	0	4	0	0	0	0	0	0	0	0	M

**UCONN HEALTH
UTILIZATION ANALYSIS
Hiring and Promotional Goals**

LABOR MARKET AREA: STATE

CATEGORY OR CLASS: PROFESSIONAL/NON-FACULTY

JOB GROUP: 3B. NURSING SUPERVISOR

DATE: May 31, 2023

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORKFORCE %		100.0	15.4	84.6	15.4	73.1	0.0	3.8	0.0	3.8	0.0	3.8	0.0	0.0	A
WORKFORCE PARITY %		99.9	15.1	84.8	11.2	66.3	1.2	8.2	1.5	6.3	1.2	4.0	0.0	0.0	B
WORKFORCE #		26	4	22	4	19	0	1	0	1	0	1	0	0	C
WORKFORCE PARITY #		26.0	3.9	22.0	2.9	17.2	0.3	2.1	0.4	1.6	0.3	1.0	0.0	0.0	D
NET UTILIZATION (+/-)		0.0	0.1	0.0	1.1	1.8	-0.3	-1.1	-0.4	-0.6	-0.3	0.0	0.0	0.0	E
PREVIOUS UTILIZATION		0.0	1.2	-1.2	0.9	0.4	0.8	-0.7	-0.2	-1.0	-0.2	0.1	0.0	0.0	F
HIRING GOALS	Previous Goals	1	0	1						1					G
	Current Hires	8	2	6	2	5	0	0	0	1	0	0	0	0	H
	Current Goals	2	1	1					1	1					I
PROMO GOALS	Previous Goals	1	0	1				1							J
	Current Promos	4	0	4	0	4	0	0	0	0	0	0	0	0	K
	Current Goals	1	0	1				1							L
Promotion Within Category		0	0	0	0	0	0	0	0	0	0	0	0	0	M

**UCONN HEALTH
UTILIZATION ANALYSIS
Hiring and Promotional Goals**

LABOR MARKET AREA: STATE

CATEGORY OR CLASS: PROFESSIONAL/NON-FACULTY

DATE: May 31, 2023

JOB GROUP: 3C. SPECIALIZED NURSES

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORKFORCE %		100.0	10.5	89.5	10.5	69.7	0.0	1.3	0.0	9.2	0.0	6.6	0.0	2.6	A
WORKFORCE PARITY %		100.3	12.2	88.1	8.4	70.0	1.2	8.3	1.4	5.8	1.2	4.0	0.0	0.0	B
WORKFORCE #		76	8	68	8	53	0	1	0	7	0	5	0	2	C
WORKFORCE PARITY #		76.2	9.3	67.0	6.4	53.2	0.9	6.3	1.1	4.4	0.9	3.0	0.0	0.0	D
NET UTILIZATION (+/-)		-0.2	-1.3	1.0	1.6	-0.2	-0.9	-5.3	-1.1	2.6	-0.9	2.0	0.0	2.0	E
PREVIOUS UTILIZATION		-0.1	2.3	-2.4	3.1	-1.5	0.0	-5.7	0.1	2.2	-0.9	0.6	0.0	2.0	F
HIRING GOALS	Previous Goals	6	1	5		1		4			1				G
	Current Hires	3	0	3	0	2	0	0	0	1	0	0	0	0	H
	Current Goals	5	3	2			1	2	1		1				I
PROMO GOALS	Previous Goals	3	0	3		1		2							J
	Current Promos	2	0	2	0	2	0	0	0	0	0	0	0	0	K
	Current Goals	3	0	3				3							L
Promotion Within Category		1	0	1	0	1	0	0	0	0	0	0	0	0	M

**UCONN HEALTH
UTILIZATION ANALYSIS
Hiring and Promotional Goals**

LABOR MARKET AREA: STATE

CATEGORY OR CLASS: PROFESSIONAL/NON-FACULTY

DATE: May 31, 2023

JOB GROUP: 3D. CLINICAL SUPERVISORS

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORKFORCE %		100.0	42.9	57.1	33.3	57.1	9.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	A
WORKFORCE PARITY %		100.0	25.8	74.2	21.9	56.5	1.4	6.9	1.2	5.3	1.3	5.5	0.0	0.0	B
WORKFORCE #		21	9	12	7	12	2	0	0	0	0	0	0	0	C
WORKFORCE PARITY #		21.0	5.4	15.6	4.6	11.9	0.3	1.4	0.3	1.1	0.3	1.2	0.0	0.0	D
NET UTILIZATION (+/-)		0.0	3.6	-3.6	2.4	0.1	1.7	-1.4	-0.3	-1.1	-0.3	-1.2	0.0	0.0	E
PREVIOUS UTILIZATION		0.0	3.9	-3.9	3.0	-1.8	1.8	-1.2	-0.4	0.2	-0.5	-1.1	0.0	0.0	F
HIRING GOALS	Previous Goals	2	1	1				1			1				G
	Current Hires	2	2	0	2	0	0	0	0	0	0	0	0	0	H
	Current Goals	3	1	2				1		1	1				I
PROMO GOALS	Previous Goals	3	0	3		2						1			J
	Current Promos	2	0	2	0	2	0	0	0	0	0	0	0	0	K
	Current Goals	2	0	2				1				1			L
Promotion Within Category		0	0	0	0	0	0	0	0	0	0	0	0	0	M

**UCONN HEALTH
UTILIZATION ANALYSIS
Hiring and Promotional Goals**

LABOR MARKET AREA: STATE

CATEGORY OR CLASS: PROFESSIONAL/NON-FACULTY

JOB GROUP: 3E. CLINICAL GROUP

DATE: May 31, 2023

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORKFORCE %		100.0	29.5	70.5	24.4	54.5	0.0	0.6	1.3	7.1	3.2	7.7	2.2	0.9	A
WORKFORCE PARITY %		99.9	26.3	73.6	17.4	52.2	3.4	9.2	2.7	7.4	2.8	4.8	0.0	0.0	B
WORKFORCE #		156	46	110	38	85	0	1	2	11	5	12	1	1	C
WORKFORCE PARITY #		155.8	41.0	114.8	27.1	81.4	5.3	14.4	4.2	11.5	4.4	7.5	0.0	0.0	D
NET UTILIZATION (+/-)		0.2	5.0	-4.8	10.9	3.6	-5.3	-13.4	-2.2	-0.5	0.6	4.5	1.0	1.0	E
PREVIOUS UTILIZATION		0.0	7.6	-7.6	11.8	5.9	-4.7	-12.8	-2.6	-3.0	3.1	2.3	0.0	0.0	F
HIRING GOALS	Previous Goals	23	8	15			5	12	3	3					G
	Current Hires	32	6	26	4	15	0	1	1	4	0	5	1	1	H
	Current Goals	20	7	13			5	12	2	1					I
PROMO GOALS	Previous Goals	1	0	1				1							J
	Current Promos	2	1	1	1	1	0	0	0	0	0	0	0	0	K
	Current Goals	1	0	1				1							L
Promotion Within Category		5	1	4	1	4	0	0	0	0	0	0	0	0	M

**UCONN HEALTH
UTILIZATION ANALYSIS
Hiring and Promotional Goals**

LABOR MARKET AREA: STATE

CATEGORY OR CLASS: PROFESSIONAL/NON-FACULTY

JOB GROUP: 3F. RESEARCH

DATE: May 31, 2023

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORKFORCE %	100.0	26.3	73.7	14.5	46.7	2.6	5.9	2.6	8.6	6.6	12.5	0.0	0.0	A
WORKFORCE PARITY %	100.0	42.7	57.3	39.2	46.2	0.0	3.5	0.0	0.0	3.5	7.6	0.0	0.0	B
WORKFORCE #	152	40	112	22	71	4	9	4	13	10	19	0	0	C
WORKFORCE PARITY #	152.0	64.9	87.1	59.6	70.2	0.0	5.3	0.0	0.0	5.3	11.6	0.0	0.0	D
NET UTILIZATION (+/-)	0.0	-24.9	24.9	-37.6	0.8	4.0	3.7	4.0	13.0	4.7	7.4	0.0	0.0	E
PREVIOUS UTILIZATION	0.0	-26.6	26.6	-35.7	6.4	3.0	0.0	3.0	12.0	3.0	8.2	0.0	0.0	F
HIRING GOALS	Previous Goals	38	38	0	38									G
	Current Hires	27	9	18	5	11	1	4	1	2	2	1	0	H
	Current Goals	38	38	0	38									I
PROMO GOALS	Previous Goals	0	0	0										J
	Current Promos	0	0	0	0	0	0	0	0	0	0	0	0	K
	Current Goals	0	0	0										L
Promotion Within Category	11	3	8	1	6	2	0	0	1	0	1	0	0	M

**UCONN HEALTH
UTILIZATION ANALYSIS
Hiring and Promotional Goals**

LABOR MARKET AREA: STATE

CATEGORY OR CLASS: PROFESSIONAL/NON-FACULTY

DATE: May 31, 2023

JOB GROUP: 3G. CLINICAL TECHNOLOGIST

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE		
WORKFORCE %	100.0	20.8	79.2	16.7	60.4	0.0	2.1	0.0	4.2	4.2	10.4	0.0	2.1	A	
WORKFORCE PARITY %	100.0	20.7	79.3	11.3	52.7	4.6	14.6	3.2	8.9	1.6	3.1	0.0	0.0	B	
WORKFORCE #	48	10	38	8	29	0	1	0	2	2	5	0	1	C	
WORKFORCE PARITY #	48.0	9.9	38.1	5.4	25.3	2.2	7.0	1.5	4.3	0.8	1.5	0.0	0.0	D	
NET UTILIZATION (+/-)	0.0	0.1	-0.1	2.6	3.7	-2.2	-6.0	-1.5	-2.3	1.2	3.5	0.0	1.0	E	
PREVIOUS UTILIZATION	0.0	1.9	-1.9	2.5	5.2	-2.3	-6.2	-0.6	-3.4	2.2	2.5	0.0	0.0	F	
HIRING GOALS	Previous Goals	12	3	9			2	6	1	3				G	
	Current Hires	7	1	6	1	3	0	0	0	1	0	1	0	1	H
	Current Goals	12	4	8			2	6	2	2					I
PROMO GOALS	Previous Goals	0	0	0										J	
	Current Promos	0	0	0	0	0	0	0	0	0	0	0	0	K	
	Current Goals	0	0	0										L	
Promotion Within Category	0	0	0	0	0	0	0	0	0	0	0	0	0	M	

**UCONN HEALTH
UTILIZATION ANALYSIS
Hiring and Promotional Goals**

LABOR MARKET AREA: STATE

CATEGORY OR CLASS: PROFESSIONAL/NON-FACULTY

JOB GROUP: 3H. FINANCE GROUP

DATE: May 31, 2023

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE		
WORKFORCE %	100.0	19.7	80.3	13.2	56.6	2.6	6.6	3.9	6.6	0.0	7.9	0.0	2.6	A	
WORKFORCE PARITY %	98.9	33.5	65.4	26.8	43.1	2.3	9.3	2.5	11.1	1.9	1.9	0.0	0.0	B	
WORKFORCE #	76	15	61	10	43	2	5	3	5	0	6	0	2	C	
WORKFORCE PARITY #	75.2	25.5	49.7	20.4	32.8	1.7	7.1	1.9	8.4	1.4	1.4	0.0	0.0	D	
NET UTILIZATION (+/-)	0.8	-10.5	11.3	-10.4	10.2	0.3	-2.1	1.1	-3.4	-1.4	4.6	0.0	2.0	E	
PREVIOUS UTILIZATION	0.5	-7.4	7.9	-5.1	8.6	0.3	-2.6	-1.3	-3.8	-1.2	4.8	0.0	1.0	F	
HIRING GOALS	<i>Previous Goals</i>	7	4	3	3			1		2	1			G	
	<i>Current Hires</i>	12	4	8	3	5	1	0	0	1	0	1	0	1	H
	<i>Current Goals</i>	9	6	3	5			1		2	1				I
PROMO GOALS	<i>Previous Goals</i>	7	3	4	2			2	1	2				J	
	<i>Current Promos</i>	6	2	4	0	4	0	0	2	0	0	0	0	0	K
	<i>Current Goals</i>	7	5	2	5			1		1					L
Promotion Within Category	6	0	6	0	5	0	0	0	0	0	1	0	0	M	

**UCONN HEALTH
UTILIZATION ANALYSIS
Hiring and Promotional Goals**

LABOR MARKET AREA: STATE

CATEGORY OR CLASS: PROFESSIONAL/NON-FACULTY

DATE: May 31, 2023

JOB GROUP: 3I. ADMINISTRATIVE GROUP

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORKFORCE %		100.0	14.6	85.4	9.1	67.7	1.2	6.7	1.2	6.7	3.0	3.7	0.0	0.6	A
WORKFORCE PARITY %		100.2	22.4	77.8	17.2	61.5	2.2	6.5	2.0	7.7	1.0	2.1	0.0	0.0	B
WORKFORCE #		164	24	140	15	111	2	11	2	11	5	6	0	1	C
WORKFORCE PARITY #		164.3	36.7	127.6	28.2	100.9	3.6	10.7	3.3	12.6	1.6	3.4	0.0	0.0	D
NET UTILIZATION (+/-)		-0.3	-12.7	12.4	-13.2	10.1	-1.6	0.3	-1.3	-1.6	3.4	2.6	0.0	1.0	E
PREVIOUS UTILIZATION		0.2	-10.8	10.9	-11.9	8.7	-1.7	-0.8	-0.1	-0.9	2.9	2.8	0.0	1.0	F
HIRING GOALS	<i>Previous Goals</i>	11	11	0	10		1								G
	<i>Current Hires</i>	22	3	19	2	13	0	2	0	3	1	1	0	0	H
	<i>Current Goals</i>	13	13	0	11		1		1						I
PROMO GOALS	<i>Previous Goals</i>	5	3	2	2		1	1		1					J
	<i>Current Promos</i>	13	1	12	1	11	0	1	0	0	0	0	0	0	K
	<i>Current Goals</i>	5	3	2	2		1			2					L
Promotion Within Category		7	1	6	1	4	0	1	0	0	0	1	0	0	M

**UCONN HEALTH
UTILIZATION ANALYSIS
Hiring and Promotional Goals**

LABOR MARKET AREA: STATE

CATEGORY OR CLASS: PROFESSIONAL/NON-FACULTY

DATE: May 31, 2023

JOB GROUP: 3J. ADMINISTRATIVE PROGRAM COORDINATOR

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORKFORCE %	100.0	5.5	94.5	3.4	76.7	0.7	4.8	0.7	8.9	0.7	3.4	0.0	0.7	A
WORKFORCE PARITY %	100.1	23.8	76.3	17.5	61.5	0.0	5.7	2.3	5.6	4.0	3.5	0.0	0.0	B
WORKFORCE #	146	8	138	5	112	1	7	1	13	1	5	0	1	C
WORKFORCE PARITY #	146.1	34.7	111.4	25.6	89.8	0.0	8.3	3.4	8.2	5.8	5.1	0.0	0.0	D
NET UTILIZATION (+/-)	-0.1	-26.7	26.6	-20.6	22.2	1.0	-1.3	-2.4	4.8	-4.8	-0.1	0.0	1.0	E
PREVIOUS UTILIZATION	0.1	-38.4	38.5	-30.9	33.2	2.0	0.9	-1.2	4.7	-8.3	-0.3	0.0	0.0	F
HIRING GOALS	Previous Goals	34	34	0	27						7			G
	Current Hires	9	1	8	1	8	0	0	0	0	0	0	0	H
	Current Goals	24	24	0	19						5			I
PROMO GOALS	Previous Goals	6	6	0	4				1		1			J
	Current Promos	21	3	18	2	12	0	2	0	2	1	2	0	K
	Current Goals*	5	4	1	2			1	2					L
Promotion Within Category	0	0	0	0	0	0	0	0	0	0	0	0	0	M

*There are only 5 underutilized employees in the promotional pool.

**UCONN HEALTH
UTILIZATION ANALYSIS
Hiring and Promotional Goals**

LABOR MARKET AREA: STATE

CATEGORY OR CLASS: PROFESSIONAL/NON-FACULTY

JOB GROUP: 3K. SOCIAL WORKER

DATE: May 31, 2023

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORKFORCE %		100.0	12.0	88.0	12.0	72.0	0.0	16.0	0.0	0.0	0.0	0.0	0.0	0.0	A
WORKFORCE PARITY %		99.1	24.6	74.5	13.6	49.3	6.8	14.3	3.9	10.6	0.3	0.3	0.0	0.0	B
WORKFORCE #		25	3	22	3	18	0	4	0	0	0	0	0	0	C
WORKFORCE PARITY #		24.8	6.2	18.6	3.4	12.3	1.7	3.6	1.0	2.7	0.1	0.1	0.0	0.0	D
NET UTILIZATION (+/-)		0.2	-3.2	3.4	-0.4	5.7	-1.7	0.4	-1.0	-2.7	-0.1	-0.1	0.0	0.0	E
PREVIOUS UTILIZATION		0.2	-4.4	4.6	-2.0	7.2	-1.5	-0.1	-0.9	-2.3	-0.1	-0.1	0.0	0.0	F
HIRING GOALS	Previous Goals	7	5	2	2		2		1	2					G
	Current Hires	5	2	3	2	2	0	1	0	0	0	0	0	0	H
	Current Goals	7	4	3	1		2		1	3					I
PROMO GOALS	Previous Goals	0	0	0											J
	Current Promos	0	0	0	0	0	0	0	0	0	0	0	0	0	K
	Current Goals	0	0	0											L
Promotion Within Category		2	0	2	0	1	0	1	0	0	0	0	0	0	M

**UCONN HEALTH
UTILIZATION ANALYSIS
Hiring and Promotional Goals**

LABOR MARKET AREA: STATE

CATEGORY OR CLASS: PROFESSIONAL/NON-FACULTY

DATE: May 31, 2023

JOB GROUP: 3L TECHNICAL PROFESSIONAL

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORKFORCE %	100.0	55.1	44.9	43.0	34.6	6.1	2.3	3.7	2.3	2.3	5.6	0.0	0.0	A
WORKFORCE PARITY %	100.1	66.6	33.5	41.9	27.8	5.2	1.5	8.9	1.7	10.6	2.5	0.0	0.0	B
WORKFORCE #	214	118	96	92	74	13	5	8	5	5	12	0	0	C
WORKFORCE PARITY #	214.2	142.5	71.7	89.7	59.5	11.1	3.2	19.0	3.6	22.7	5.4	0.0	0.0	D
NET UTILIZATION (+/-)	-0.2	-24.5	24.3	2.3	14.5	1.9	1.8	-11.0	1.4	-17.7	6.7	0.0	0.0	E
PREVIOUS UTILIZATION	-0.2	-26.5	26.3	-1.4	24.5	-3.7	1.0	-8.3	-4.2	-13.1	5.0	0.0	0.0	F
HIRING GOALS	<i>Previous Goals</i>	21	18	3			1		5	3	12			G
	<i>Current Hires</i>	21	10	11	9	6	1	1	0	2	0	2	0	H
	<i>Current Goals</i>	23	23	0					7		16			I
PROMO GOALS	<i>Previous Goals</i>	9	8	1	1		3		3	1	1			J
	<i>Current Promos</i>	10	7	3	5	2	1	1	0	0	1	0	0	K
	<i>Current Goals*</i>	6	6	0					4		2			L
Promotion Within Category	32	20	12	12	10	5	1	2	0	1	1	0	0	M

*There are only 6 underutilized employees in the promotional pool.

**UCONN HEALTH
UTILIZATION ANALYSIS
Hiring and Promotional Goals**

LABOR MARKET AREA: STATE

CATEGORY OR CLASS: PROFESSIONAL/NON-FACULTY

DATE: May 31, 2023

JOB GROUP: 3M. NURSE PRACTITIONER

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORKFORCE %		100.0	5.3	94.7	4.2	81.1	0.0	6.3	1.1	2.1	0.0	5.3	0.0	0.0	A
WORKFORCE PARITY %		100.1	5.9	94.2	3.8	78.9	0.3	2.3	0.4	8.0	1.4	5.0	0.0	0.0	B
WORKFORCE #		95	5	90	4	77	0	6	1	2	0	5	0	0	C
WORKFORCE PARITY #		95.1	5.6	89.5	3.6	75.0	0.3	2.2	0.4	7.6	1.3	4.8	0.0	0.0	D
NET UTILIZATION (+/-)		-0.1	-0.6	0.5	0.4	2.0	-0.3	3.8	0.6	-5.6	-1.3	0.3	0.0	0.0	E
PREVIOUS UTILIZATION		-0.1	-1.3	1.2	-0.8	2.7	-0.2	4.2	0.8	-4.9	-1.1	-0.8	0.0	0.0	F
HIRING GOALS	Previous Goals	7	1	6						5	1	1			G
	Current Hires	31	2	29	2	24	0	2	0	1	0	2	0	0	H
	Current Goals	6	1	5							5	1			I
PROMO GOALS	Previous Goals	1	1	0	1										J
	Current Promos	1	0	1	0	1	0	0	0	0	0	0	0	0	K
	Current Goals	1	0	1						1					L
Promotion Within Category		3	0	3	0	2	0	0	0	0	0	1	0	0	M

**UCONN HEALTH
UTILIZATION ANALYSIS
Hiring and Promotional Goals**

LABOR MARKET AREA: LOCAL

CATEGORY OR CLASS: SECRETARIAL/CLERICAL

JOB GROUP: 4A. OFFICE ASSISTANT

DATE: May 31, 2023

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORKFORCE %		100.0	6.9	93.1	0.0	50.0	4.2	20.8	2.8	18.1	0.0	0.0	0.0	4.2	A
WORKFORCE PARITY %		100.0	21.7	78.3	13.9	45.7	3.8	19.0	2.7	10.2	1.3	3.4	0.0	0.0	B
WORKFORCE #		72	5	67	0	36	3	15	2	13	0	0	0	3	C
WORKFORCE PARITY #		72.0	15.6	56.4	10.0	32.9	2.7	13.7	1.9	7.3	0.9	2.4	0.0	0.0	D
NET UTILIZATION (+/-)		0.0	-10.6	10.6	-10.0	3.1	0.3	1.3	0.1	5.7	-0.9	-2.4	0.0	3.0	E
PREVIOUS UTILIZATION		0.1	-6.5	6.6	-8.5	-0.1	1.0	3.4	0.6	3.5	0.4	-1.1	0.0	1.0	F
HIRING GOALS	Previous Goals	9	8	1	8							1			G
	Current Hires	17	0	17	0	7	0	5	0	3	0	0	0	2	H
	Current Goals	11	10	1	9							1	1		I
PROMO GOALS	Previous Goals	1	1	0	1										J
	Current Promos	0	0	0	0	0	0	0	0	0	0	0	0	0	K
	Current Goals	2	1	1	1								1		L
Promotion Within Category		0	0	0	0	0	0	0	0	0	0	0	0	0	M

**UCONN HEALTH
UTILIZATION ANALYSIS
Hiring and Promotional Goals**

LABOR MARKET AREA: LOCAL

CATEGORY OR CLASS: SECRETARIAL/CLERICAL

JOB GROUP: 4B. PATIENT SERVICES REPRESENTATIVE

DATE: May 31, 2023

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORKFORCE %	100.0	3.6	96.4	2.7	48.2	0.0	16.1	0.0	28.6	0.9	3.6	0.0	0.0	A
WORKFORCE PARITY %	99.9	18.6	81.3	11.0	50.1	3.6	13.2	2.7	15.9	1.3	2.1	0.0	0.0	B
WORKFORCE #	112	4	108	3	54	0	18	0	32	1	4	0	0	C
WORKFORCE PARITY #	111.9	20.8	91.1	12.3	56.1	4.0	14.8	3.0	17.8	1.5	2.4	0.0	0.0	D
NET UTILIZATION (+/-)	0.1	-16.8	16.9	-9.3	-2.1	-4.0	3.2	-3.0	14.2	-0.5	1.6	0.0	0.0	E
PREVIOUS UTILIZATION	0.1	-13.7	13.8	-7.4	4.2	-3.7	3.0	-1.0	4.8	-1.5	1.8	0.0	0.0	F
HIRING GOALS	<i>Previous Goals</i>	9	9	0	7		2							G
	<i>Current Hires</i>	14	0	14	0	8	0	0	0	6	0	0	0	H
	<i>Current Goals</i>	13	13	0	9		3		1					I
PROMO GOALS	<i>Previous Goals</i>	5	5	0			2		1		2			J
	<i>Current Promos</i>	8	1	7	0	1	0	1	0	5	1	0	0	K
	<i>Current Goals</i>	6	4	2		2	1		2		1			L
Promotion Within Category	0	0	0	0	0	0	0	0	0	0	0	0	0	M

**UCONN HEALTH
UTILIZATION ANALYSIS
Hiring and Promotional Goals**

LABOR MARKET AREA: LOCAL

CATEGORY OR CLASS: SECRETARIAL/CLERICAL

JOB GROUP: 4C. CLERK AND CLERK TYPIST

DATE: May 31, 2023

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORKFORCE %	100.0	5.3	94.7	5.3	31.6	0.0	47.4	0.0	10.5	0.0	5.3	0.0	0.0	A
WORKFORCE PARITY %	100	25.5	74.6	15.7	50.5	4.8	12.1	3.4	9.4	1.6	2.6	0.0	0.0	B
WORKFORCE #	19	1	18	1	6	0	9	0	2	0	1	0	0	C
WORKFORCE PARITY #	19.0	4.8	14.2	3.0	9.6	0.9	2.3	0.6	1.8	0.3	0.5	0.0	0.0	D
NET UTILIZATION (+/-)	0.0	-3.8	3.8	-2.0	-3.6	-0.9	6.7	-0.6	0.2	-0.3	0.5	0.0	0.0	E
PREVIOUS UTILIZATION	0.0	-3.8	3.8	-2.0	1.4	-0.9	1.7	-0.6	1.2	-0.3	-0.5	0.0	0.0	F
HIRING GOALS	<i>Previous Goals</i>	5	4	1	2		1		1		1			G
	<i>Current Hires</i>	9	0	9	0	0	0	7	0	2	0	0	0	H
	<i>Current Goals</i>	8	4	4	2	4	1		1					I
PROMO GOALS	<i>Previous Goals</i>	0	0	0										J
	<i>Current Promos</i>	2	0	2	0	0	0	1	0	0	0	1	0	K
	<i>Current Goals</i>	0	0	0										L
Promotion Within Category	0	0	0	0	0	0	0	0	0	0	0	0	0	M

**UCONN HEALTH
UTILIZATION ANALYSIS
Hiring and Promotional Goals**

LABOR MARKET AREA: LOCAL

CATEGORY OR CLASS: SECRETARIAL/CLERICAL

JOB GROUP: 4D. SECRETARIAL/CLERICAL

DATE: May 31, 2023

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORKFORCE %		100.0	10.3	89.7	4.9	52.9	1.5	18.1	2.0	16.2	2.0	2.0	0.0	0.5	A
WORKFORCE PARITY %		100.0	17.3	82.7	10.4	53.4	3.2	11.6	2.8	15.5	0.9	2.2	0.0	0.0	B
WORKFORCE #		204	21	183	10	108	3	37	4	33	4	4	0	1	C
WORKFORCE PARITY #		204.0	35.3	168.7	21.2	108.9	6.5	23.7	5.7	31.6	1.8	4.5	0.0	0.0	D
NET UTILIZATION (+/-)		0.0	-14.3	14.3	-11.2	-0.9	-3.5	13.3	-1.7	1.4	2.2	-0.5	0.0	1.0	E
PREVIOUS UTILIZATION		-0.2	-14.0	13.8	-10.3	-1.3	-4.5	5.8	-2.5	9.3	3.3	0.0	0.0	0.0	F
HIRING GOALS	Previous Goals	14	14	0	8		5		1						G
	Current Hires	43	5	38	2	15	1	11	2	8	0	3	0	1	H
	Current Goals	15	15	0	10		3		2						I
PROMO GOALS	Previous Goals	5	4	1	2	1			2						J
	Current Promos	16	2	14	1	9	1	3	0	2	0	0	0	0	K
	Current Goals	4	2	2	1	1	1					1			L
Promotion Within Category		3	0	3	0	1	0	1	0	1	0	0	0	0	M

**UCONN HEALTH
UTILIZATION ANALYSIS
Hiring and Promotional Goals**

LABOR MARKET AREA: LOCAL

CATEGORY OR CLASS: SECRETARIAL/CLERICAL

DATE: May 31, 2023

JOB GROUP: 4E. ADMINISTRATIVE PROGRAM ASSISTANT 1

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORKFORCE %		100.0	8.3	91.7	0.0	58.3	0.0	8.3	8.3	16.7	0.0	0.0	0.0	8.3	A
WORKFORCE PARITY %		98.7	20.9	77.8	12.2	49.4	4.3	15.7	3.2	11.5	1.2	1.2	0.0	0.0	B
WORKFORCE #		12	1	11	0	7	0	1	1	2	0	0	0	1	C
WORKFORCE PARITY #		11.8	2.5	9.3	1.5	5.9	0.5	1.9	0.4	1.4	0.1	0.1	0.0	0.0	D
NET UTILIZATION (+/-)		0.2	-1.5	1.7	-1.5	1.1	-0.5	-0.9	0.6	0.6	-0.1	-0.1	0.0	1.0	E
PREVIOUS UTILIZATION		0.1	-2.2	2.3	-1.3	1.4	-0.5	-0.6	-0.4	1.6	-0.2	-0.2	0.0	0.0	F
HIRING GOALS	<i>Previous Goals</i>	3	3	0	1		1		1						G
	<i>Current Hires</i>	4	1	3	0	1	0	0	1	1	0	0	0	1	H
	<i>Current Goals</i>	3	3	0	2		1								I
PROMO GOALS	<i>Previous Goals</i>	1	0	1				1							J
	<i>Current Promos</i>	1	0	1	0	1	0	0	0	0	0	0	0	0	K
	<i>Current Goals</i>	1	0	1				1							L
Promotion Within Category		0	0	0	0	0	0	0	0	0	0	0	0	0	M

**UCONN HEALTH
UTILIZATION ANALYSIS
Hiring and Promotional Goals**

LABOR MARKET AREA: LOCAL

CATEGORY OR CLASS: SECRETARIAL/CLERICAL

DATE: May 31, 2023

JOB GROUP: 4F. ADMINISTRATIVE PROGRAM ASSISTANT 2

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORKFORCE %		100.0	1.9	98.1	0.0	75.5	0.0	5.7	1.9	9.4	0.0	5.7	0.0	1.9	A
WORKFORCE PARITY %		100	12.7	87.4	7.1	53.1	2.2	11.7	2.5	19.7	0.9	2.9	0.0	0.0	B
WORKFORCE #		53	1	52	0	40	0	3	1	5	0	3	0	1	C
WORKFORCE PARITY #		53.1	6.7	46.3	3.8	28.1	1.2	6.2	1.3	10.4	0.5	1.5	0.0	0.0	D
NET UTILIZATION (+/-)		-0.1	-5.7	5.7	-3.8	11.9	-1.2	-3.2	-0.3	-5.4	-0.5	1.5	0.0	1.0	E
PREVIOUS UTILIZATION		0.0	-6.3	6.3	-3.0	13.0	-1.5	-3.1	-1.1	-6.3	-0.6	2.7	0.0	0.0	F
1															
HIRING GOALS	<i>Previous Goals</i>	8	5	3	1		2	1	1	2	1				G
	<i>Current Hires</i>	5	0	5	0	3	0	1	0	0	0	1	0	0	H
	<i>Current Goals</i>	6	4	2	2		1	1		1	1				I
1															
PROMO GOALS	<i>Previous Goals</i>	8	2	6	2			2		4					J
	<i>Current Promos</i>	14	1	13	0	9	0	1	1	3	0	0	0	0	K
	<i>Current Goals</i>	8	2	6	2			2		4					L
Promotion Within Category		0	0	0	0	0	0	0	0	0	0	0	0	0	M

**UCONN HEALTH
UTILIZATION ANALYSIS
Hiring and Promotional Goals**

LABOR MARKET AREA: LOCAL

CATEGORY OR CLASS: SECRETARIAL/CLERICAL

JOB GROUP: 4G. CLINIC OFFICE ASSISTANT

DATE: May 31, 2023

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORKFORCE %	100.0	0.5	99.5	0.0	47.3	0.0	13.7	0.0	35.2	0.5	1.6	0.0	1.6	A
WORKFORCE PARITY %	98.0	10.3	87.7	6.3	45.8	1.3	15.8	2.1	25.5	0.6	0.6	0.0	0.0	B
WORKFORCE #	182	1	181	0	86	0	25	0	64	1	3	0	3	C
WORKFORCE PARITY #	178.4	18.7	159.6	11.5	83.4	2.4	28.8	3.8	46.4	1.1	1.1	0.0	0.0	D
NET UTILIZATION (+/-)	3.6	-17.7	21.4	-11.5	2.6	-2.4	-3.8	-3.8	17.6	-0.1	1.9	0.0	3.0	E
PREVIOUS UTILIZATION	2.7	-16.9	19.6	-11.5	7.3	-2.3	0.8	-2.7	6.9	-0.4	0.6	0.0	4.0	F
HIRING GOALS	<i>Previous Goals</i>	12	12	0	9		1		2					G
	<i>Current Hires</i>	28	0	28	0	7	0	5	0	15	0	1	0	H
	<i>Current Goals</i>	16	14	2	10		1	2	3					I
PROMO GOALS	<i>Previous Goals</i>	5	5	0	3		1		1					J
	<i>Current Promos</i>	9	0	9	0	5	0	1	0	3	0	0	0	K
	<i>Current Goals</i>	6	4	2	2		1	2	1					L
Promotion Within Category	0	0	0	0	0	0	0	0	0	0	0	0	0	M

**UCONN HEALTH
UTILIZATION ANALYSIS
Hiring and Promotional Goals**

LABOR MARKET AREA: STATE

CATEGORY OR CLASS: TECHNICAL/PARAPROFESSIONAL

DATE: May 31, 2023

JOB GROUP: 5A. CLINICAL/PARAPROFESSIONAL

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORKFORCE %	100.0	17.5	82.5	7.0	40.4	8.8	10.5	1.8	26.3	0.0	3.5	0.0	1.8	A
WORKFORCE PARITY %	100.1	21.9	78.2	10.2	50.2	6.2	12.8	3.6	13.5	1.9	1.7	0.0	0.0	B
WORKFORCE #	57	10	47	4	23	5	6	1	15	0	2	0	1	C
WORKFORCE PARITY #	57.1	12.5	44.6	5.8	28.6	3.5	7.3	2.1	7.7	1.1	1.0	0.0	0.0	D
NET UTILIZATION (+/-)	-0.1	-2.5	2.4	-1.8	-5.6	1.5	-1.3	-1.1	7.3	-1.1	1.0	0.0	1.0	E
PREVIOUS UTILIZATION	-0.2	-1.5	1.4	-1.9	-6.0	2.0	-3.7	-0.9	8.3	-0.7	1.8	0.0	1.0	F
HIRING GOALS	Previous Goals	12	3	9	1	5		4	1		1			G
	Current Hires	8	1	7	1	3	0	3	0	0	0	0	1	H
	Current Goals	9	4	5	2	4		1	1		1			I
PROMO GOALS	Previous Goals	2	1	1	1	1								J
	Current Promos	6	0	6	0	3	0	1	0	2	0	0	0	K
	Current Goals	2	0	2		2								L
Promotion Within Category	0	0	0	0	0	0	0	0	0	0	0	0	0	M

**UCONN HEALTH
UTILIZATION ANALYSIS
Hiring and Promotional Goals**

LABOR MARKET AREA: STATE

CATEGORY OR CLASS: TECHNICAL/PARAPROFESSIONAL

JOB GROUP: 5B. TECHNICAL/PARAPROFESSIONAL

DATE: May 31, 2023

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORKFORCE %	100.0	35.4	64.6	22.7	50.3	3.9	3.3	7.2	7.2	1.7	3.9	0.0	0.0	A
WORKFORCE PARITY %	100	26.9	73.2	18.4	46.2	3.6	10.7	2.9	13.7	2.0	2.6	0.0	0.0	B
WORKFORCE #	181	64	117	41	91	7	6	13	13	3	7	0	0	C
WORKFORCE PARITY #	181.2	48.7	132.5	33.3	83.6	6.5	19.4	5.2	24.8	3.6	4.7	0.0	0.0	D
NET UTILIZATION (+/-)	-0.2	15.3	-15.5	7.7	7.4	0.5	-13.4	7.8	-11.8	-0.6	2.3	0.0	0.0	E
PREVIOUS UTILIZATION	-0.2	20.4	-20.6	11.4	9.7	0.6	-15.9	6.9	-15.9	1.5	1.6	0.0	0.0	F
HIRING GOALS	<i>Previous Goals</i>	28	0	28				14		14				G
	<i>Current Hires</i>	28	7	21	4	13	1	1	2	6	0	1	0	H
	<i>Current Goals</i>	23	1	22				11		11	1			I
PROMO GOALS	<i>Previous Goals</i>	4	0	4				2		2				J
	<i>Current Promos</i>	2	0	2	0	1	0	0	0	1	0	0	0	K
	<i>Current Goals</i>	3	0	3				2		1				L
Promotion Within Category	8	1	7	1	7	0	0	0	0	0	0	0	0	M

**UCONN HEALTH
UTILIZATION ANALYSIS
Hiring and Promotional Goals**

LABOR MARKET AREA: STATE

CATEGORY OR CLASS: TECHNICAL/PARAPROFESSIONAL

JOB GROUP: 5C. HEALTH CARE SUPPORT

DATE: May 31, 2023

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORKFORCE %		100.0	23.4	76.6	14.9	41.5	2.1	11.7	4.3	16.0	2.1	5.3	0.0	2.1	A
WORKFORCE PARITY %		100.0	18.5	81.5	11.1	52.2	3.2	12.2	2.5	14.5	1.7	2.6	0.0	0.0	B
WORKFORCE #		94	22	72	14	39	2	11	4	15	2	5	0	2	C
WORKFORCE PARITY #		94.0	17.4	76.6	10.4	49.1	3.0	11.5	2.4	13.6	1.6	2.4	0.0	0.0	D
NET UTILIZATION (+/-)		0.0	4.6	-4.6	3.6	-10.1	-1.0	-0.5	1.7	1.4	0.4	2.6	0.0	2.0	E
PREVIOUS UTILIZATION		0.0	6.4	-6.4	4.8	-6.8	-2.3	-1.2	3.2	2.4	0.7	-0.9	0.0	0.0	F
HIRING GOALS	Previous Goals	10	2	8		6	2	1				1			G
	Current Hires	29	7	22	4	10	2	4	1	4	0	2	0	2	H
	Current Goals	11	1	10		9	1	1							I
PROMO GOALS	Previous Goals	1	0	1		1									J
	Current Promos	3	0	3	0	0	0	1	0	0	0	2	0	0	K
	Current Goals	1	0	1		1									L
Promotion Within Category		7	3	4	3	2	0	1	0	1	0	0	0	0	M

**UCONN HEALTH
UTILIZATION ANALYSIS
Hiring and Promotional Goals**

LABOR MARKET AREA: STATE

CATEGORY OR CLASS: TECHNICAL/PARAPROFESSIONAL

DATE: May 31, 2023

JOB GROUP: 5D. MEDICAL ASSISTANTS

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNP/MALE	AAIANHNP/FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORKFORCE %	100.0	3.4	96.6	1.7	50.0	0.4	12.6	0.8	30.3	0.4	2.9	0.0	0.8	A
WORKFORCE PARITY %	100.0	42.9	57.1	37.1	41.0	1.4	6.2	2.9	8.4	1.5	1.5	0.0	0.0	B
WORKFORCE #	238	8	230	4	119	1	30	2	72	1	7	0	2	C
WORKFORCE PARITY #	238.0	102.1	135.9	88.3	97.6	3.3	14.8	6.9	20.0	3.6	3.6	0.0	0.0	D
NET UTILIZATION (+/-)	0.0	-94.1	94.1	-84.3	21.4	-2.3	15.2	-4.9	52.0	-2.6	3.4	0.0	2.0	E
PREVIOUS UTILIZATION	0.0	-87.9	87.9	-77.7	24.7	-2.1	15.0	-5.7	43.6		1.7	0.0	3.0	F
HIRING GOALS	<i>Previous Goals</i>	86	86	0	78		2		5		1			G
	<i>Current Hires</i>	37	0	37	0	13	0	6	0	16	0	2	0	H
	<i>Current Goals</i>	93	93	0	84		2		5		2			I
PROMO GOALS	<i>Previous Goals</i>	2	2	0					1		1			J
	<i>Current Promos</i>	3	1	2	0	1	0	0	1	1	0	0	0	K
	<i>Current Goals*</i>	1	1	0							1			L
Promotion Within Category	0	0	0	0	0	0	0	0	0	0	0	0	0	M

*There is only 1 underutilized employee in the promotable pool

**UCONN HEALTH
UTILIZATION ANALYSIS
Hiring and Promotional Goals**

LABOR MARKET AREA: STATE

CATEGORY OR CLASS: TECHNICAL/PARAPROFESSIONAL

JOB GROUP: 5E. PARAPROFESSIONAL/ADMINISTRATIVE

DATE: May 31, 2023

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORKFORCE %		100.0	34.1	65.9	22.4	45.9	3.5	8.2	4.7	5.9	3.5	2.4	0.0	3.5	A
WORKFORCE PARITY %		99.9	27.6	72.3	18.9	44.0	2.4	9.2	3.4	16.2	2.9	2.9	0.0	0.0	B
WORKFORCE #		85	29	56	19	39	3	7	4	5	3	2	0	3	C
WORKFORCE PARITY #		84.9	23.5	61.5	16.1	37.4	2.0	7.8	2.9	13.8	2.5	2.5	0.0	0.0	D
NET UTILIZATION (+/-)		0.1	5.5	-5.5	2.9	1.6	1.0	-0.8	1.1	-8.8	0.5	-0.5	0.0	3.0	E
PREVIOUS UTILIZATION		-0.3	4.8	-5.2	3.7	0.3	1.8	0.4	0.0	-7.2	-0.6	0.4	0.0	1.0	F
HIRING GOALS	Previous Goals	6	1	5						5	1				G
	Current Hires	12	6	6	3	5	1	0	1	1	1	0	0	0	H
	Current Goals	7	0	7				1		5		1			I
PROMO GOALS	Previous Goals	2	0	2						2					J
	Current Promos	7	1	6	1	2	0	1	0	1	0	0	0	2	K
	Current Goals	4	0	4						4					L
Promotion Within Category		4	2	2	1	1	0	0	1	0	0	1	0	0	M

**UCONN HEALTH
UTILIZATION ANALYSIS
Hiring and Promotional Goals**

LABOR MARKET AREA: STATE

CATEGORY OR CLASS: TECHNICAL/PARAPROFESSIONAL

JOB GROUP: 5F. DENTAL ASSISTANT

DATE: May 31, 2023

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORKFORCE %		100.0	6.3	93.8	4.2	56.3	0.0	12.5	2.1	22.9	0.0	2.1	0.0	0.0	A
WORKFORCE PARITY %		100.0	14.4	85.6	9.2	51.7	2.2	9.7	2.0	22.2	1.0	2.0	0.0	0.0	B
WORKFORCE #		48	3	45	2	27	0	6	1	11	0	1	0	0	C
WORKFORCE PARITY #		48.0	6.9	41.1	4.4	24.8	1.1	4.7	1.0	10.7	0.5	1.0	0.0	0.0	D
NET UTILIZATION (+/-)		0.0	-3.9	3.9	-2.4	2.2	-1.1	1.3	0.0	0.3	-0.5	0.0	0.0	0.0	E
PREVIOUS UTILIZATION		0.0	-4.0	4.0	-1.9	4.3	-0.9	0.9	-0.8	-0.3	-0.4	-0.8	0.0	0.0	F
HIRING GOALS	<i>Previous Goals</i>	6	5	1	2		1		1		1	1			G
	<i>Current Hires</i>	12	1	11	0	5	0	3	1	2	0	1	0	0	H
	<i>Current Goals</i>	4	4	0	2		1				1				I
PROMO GOALS	<i>Previous Goals</i>	0	0	0											J
	<i>Current Promos</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	K
	<i>Current Goals</i>	0	0	0											L
Promotion Within Category		1	0	1	0	1	0	0	0	0	0	0	0	0	M

**UCONN HEALTH
UTILIZATION ANALYSIS
Hiring and Promotional Goals**

LABOR MARKET AREA: STATE

CATEGORY OR CLASS: TECHNICAL/PARAPROFESSIONAL

JOB GROUP: 5G. LICENSED PRACTICAL NURSE

DATE: May 31, 2023

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORKFORCE %		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	A
WORKFORCE PARITY %		100.0	14.9	85.1	5.1	32.4	6.9	32.8	2.7	18.0	0.2	1.9	0.0	0.0	B
WORKFORCE #		0	0	0	0	0	0	0	0	0	0	0	0	0	C
WORKFORCE PARITY #		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZATION (+/-)		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	E
PREVIOUS UTILIZATION		0.0	-0.1	0.1	-0.1	0.7	-0.1	-0.3	0.0	-0.2	0.0	0.0	0.0	0.0	F
HIRING GOALS	Previous Goals	1	0	1				1							G
	Current Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	H
	Current Goals	0	0	0											I
PROMO GOALS	Previous Goals	0	0	0											J
	Current Promos	0	0	0	0	0	0	0	0	0	0	0	0	0	K
	Current Goals	0	0	0											L
Promotion Within Category		0	0	0	0	0	0	0	0	0	0	0	0	0	M

**UCONN HEALTH
UTILIZATION ANALYSIS
Hiring and Promotional Goals**

LABOR MARKET AREA: LOCAL
CATEGORY OR CLASS: SKILLED CRAFT
JOB GROUP: 6A. QUALIFIED CRAFT WORKERS

DATE: May 31, 2023

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORKFORCE %		100.0	96.9	3.1	81.3	3.1	6.3	0.0	9.4	0.0	0.0	0.0	0.0	0.0	A
WORKFORCE PARITY %		100.1	84.0	16.1	57.8	9.8	9.2	1.1	16.0	4.3	1.0	0.9	0.0	0.0	B
WORKFORCE #		32	31	1	26	1	2	0	3	0	0	0	0	0	C
WORKFORCE PARITY #		32.0	26.9	5.2	18.5	3.1	2.9	0.4	5.1	1.4	0.3	0.3	0.0	0.0	D
NET UTILIZATION (+/-)		0.0	4.1	-4.2	7.5	-2.1	-0.9	-0.4	-2.1	-1.4	-0.3	-0.3	0.0	0.0	E
PREVIOUS UTILIZATION		-0.1	5.2	-5.3	7.4	-3.3	-1.0	-0.4	-0.8	-1.2	-0.3	-0.4	0.0	0.0	F
HIRING GOALS	Previous Goals	6	2	4		2	1	<u>1</u>	1	1					G
	Current Hires	9	8	1	7	1	0	0	1	0	0	0	0	0	H
	Current Goals	6	2	4		2	1	<u>1</u>	1	1					I
PROMO GOALS	Previous Goals	1	0	1		1									J
	Current Promos	3	3	0	3	0	0	0	0	0	0	0	0	0	K
	Current Goals	1	1	0					1						L
Promotion Within Category		0	0	0	0	0	0	0	0	0	0	0	0	0	M

**UCONN HEALTH
UTILIZATION ANALYSIS
Hiring and Promotional Goals**

LABOR MARKET AREA: LOCAL

CATEGORY OR CLASS: PROTECTIVE SERVICES

JOB GROUP: 7A. PROTECTIVE SERVICES

DATE: May 31, 2023

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORKFORCE %		100.0	100.0	0.0	50.0	0.0	0.0	0.0	50.0	0.0	0.0	0.0	0.0	0.0	A
WORKFORCE PARITY %		100.1	79.7	20.4	38.9	12.1	23.6	4.4	16.2	3.9	1.0	0.0	0.0	0.0	B
WORKFORCE #		2	2	0	1	0	0	0	1	0	0	0	0	0	C
WORKFORCE PARITY #		2.0	1.6	0.4	0.8	0.2	0.5	0.1	0.3	0.1	0.0	0.0	0.0	0.0	D
NET UTILIZATION (+/-)		0.0	0.4	-0.4	0.2	-0.2	-0.5	-0.1	0.7	-0.1	0.0	0.0	0.0	0.0	E
PREVIOUS UTILIZATION		0.0	0.4	-0.4	0.2	-0.2	-0.5	-0.1	0.7	-0.1	0.0	0.0	0.0	0.0	F
HIRING GOALS	Previous Goals	1	1	0			1								G
	Current Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	H
	Current Goals	1	1	0			1								I
PROMO GOALS	Previous Goals	0	0	0											J
	Current Promos	0	0	0	0	0	0	0	0	0	0	0	0	0	K
	Current Goals	0	0	0											L
Promotion Within Category		0	0	0	0	0	0	0	0	0	0	0	0	0	M

**UCONN HEALTH
UTILIZATION ANALYSIS
Hiring and Promotional Goals**

LABOR MARKET AREA: **LOCAL**
CATEGORY OR CLASS: **SERVICE/MAINTENANCE**
JOB GROUP: **7B. CUSTODIAN**

DATE: **May 31, 2023**

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORKFORCE %		100.0	28.8	71.2	5.1	45.8	6.8	3.4	16.9	18.6	0.0	3.4	0.0	0.0	A
WORKFORCE PARITY %		99.9	44.0	55.9	14.6	28.0	14.5	2.6	14.5	24.9	0.4	0.4	0.0	0.0	B
WORKFORCE #		59	17	42	3	27	4	2	10	11	0	2	0	0	C
WORKFORCE PARITY #		58.9	26.0	33.0	8.6	16.5	8.6	1.5	8.6	14.7	0.2	0.2	0.0	0.0	D
NET UTILIZATION (+/-)		0.1	-9.0	9.0	-5.6	10.5	-4.6	0.5	1.4	-3.7	-0.2	1.8	0.0	0.0	E
PREVIOUS UTILIZATION		0.0	-2.0	1.9	1.8	-0.4	-5.5	1.6	1.8	-1.3	-0.1	2.0	0.0	0.0	F
HIRING GOALS	<i>Previous Goals</i>	8	6	2		1	6			1					G
	<i>Current Hires</i>	13	6	7	0	4	2	0	4	3	0	0	0	0	H
	<i>Current Goals</i>	10	9	1	6		3			1					I
PROMO GOALS	<i>Previous Goals</i>	0	0	0											J
	<i>Current Promos</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	K
	<i>Current Goals*</i>	5	2	3			2			3					L
Promotion Within Category		0	0	0	0	0	0	0	0	0	0	0	0	0	M

*There are only 5 underutilized employees in the promotable pool

**UCONN HEALTH
UTILIZATION ANALYSIS
Hiring and Promotional Goals**

LABOR MARKET AREA: LOCAL

CATEGORY OR CLASS: SERVICE/MAINTENANCE

JOB GROUP: 7C. OTHER SERVICES/MAINTENANCE

DATE: May 31, 2023

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	2+ RACES MALE	2+ RACES FEMALE	
WORKFORCE %		100.0	74.8	25.2	48.5	11.7	8.7	2.9	15.5	8.7	1.9	1.9	0.0	0.0	A
WORKFORCE PARITY %		100.1	60.2	39.9	36.0	19.3	8.6	4.6	14.5	14.5	1.1	1.5	0.0	0.0	B
WORKFORCE #		103	77	26	50	12	9	3	16	9	2	2	0	0	C
WORKFORCE PARITY #		103.1	62.0	41.1	37.1	19.9	8.9	4.7	14.9	14.9	1.1	1.5	0.0	0.0	D
NET UTILIZATION (+/-)		-0.1	15.0	-15.1	12.9	-7.9	0.1	-1.7	1.1	-5.9	0.9	0.5	0.0	0.0	E
PREVIOUS UTILIZATION		0.0	19.9	-19.9	21.1	-10.2	2.0	-2.2	-3.1	-7.6	-0.1	0.0	0.0	0.0	F
HIRING GOALS	Previous Goals	20	3	17		8		2	3	7					G
	Current Hires	15	10	5	4	3	1	1	4	1	1	0	0	0	H
	Current Goals	13	0	13		6		2		5					I
PROMO GOALS	Previous Goals	3	0	3		2				1					J
	Current Promos	3	3	0	2	0	0	0	1	0	0	0	0	0	K
	Current Goals	3	0	3		2				1					L
Promotion Within Category		14	12	2	6	0	2	0	3	2	1	0	0	0	M