NEW YORK CITY COLLEGE OF TECHNOLOGY
2023-2024 AFFIRMATIVE ACTION PLANS

Affirmative Action Plans Covering Minorities and Women (Executive Order 11246), Individuals with Disabilities (Section 503) and Protected Veterans (VEVRAA)

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This plan is available for review at the above address during normal business hours.

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PART ONE: INTRODUCTION AND BACKGROUND

This report is an annual update of the Affirmative Action Plan (AAP) for federal contractors. The U.S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) oversees affirmative action requirements for federal contractors. This unit is one of CUNY's Affirmative Action Establishments.

This plan reflects requirements for implementing:

- Presidential Executive Order (EO) 11246, addressing gender and federally protected racial/ethnic groups;
- The Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA), as amended, for protected veterans, and
- Section 503 of the Rehabilitation Act of 1973, as amended, for individuals with disabilities.

Some aspects of this plan also reflect state and local regulations, guidelines for public entities, CUNY trustees' resolutions, and CUNY policy.

The employee census date is June 1, 2023. The previous reporting year was June 1, 2022 – May 31, 2023. The program year for this plan is September 1, 2023 – August 31, 2024.

We address disruptions due to the ongoing COVID-19 outbreak later in this report.

This plan is available for public review as described on the title page.

We produce a separate Affirmative Action Plan for Italian Americans. CUNY's Chancellor designated Italian Americans as a protected group in 1976.

Overview

History

New York City College of Technology (City Tech or the College) has been engaged in technology-based education since its founding in 1946 as the New York State Institute of Applied Arts and Sciences. In 1953, the institute was renamed New York City Community College, becoming a part of The City University of New York (CUNY) in 1964. Voorhees Technical Institute, established in 1881 as New York Trade School, was incorporated into the College in 1971. The College was designated the University's college of technology in 1980 and renamed New York City Technical College. In June 2002, it became New York City College of Technology. It is the sole college of technology of CUNY and the largest public college of technology in the Northeast.

Accreditation

The College is authorized by the New York State Board of Regents to offer thirty-one baccalaureate programs (bachelor of technology, bachelor of science, bachelor of science in education, bachelor of fine arts, and bachelor of architecture), twenty-seven associate programs (associate in arts, associate in science, and associate in applied science degrees), and three certificate programs, with more degree programs under development. These programs include applied mathematics and sciences, architectural technology, biomedical informatics, business, communication design, computer systems technology, data science and data analytics, engineering technology, entertainment technology, health care, health sciences, health communication and administration, hospitality management, human services, law and paralegal studies, professional and technical writing, teacher education, and the liberal arts and sciences. In addition to its accreditation by the Middle States Commission on Higher Education, the College maintains individual accreditation from professional and disciplinary bodies for many of its programs.

Mission

New York City College of Technology is a baccalaureate and associate degree-granting institution committed to providing broad access to high quality technological and professional education for a diverse urban population. City Tech's distinctive emphasis on applied skills and place-based learning, built upon a vibrant general education foundation, equips students with both problem-solving skills and an understanding of the social contexts of technology that make its graduates competitive. A multi-disciplinary approach and creative collaboration are hallmarks of the academic programs. As a community, City Tech nurtures an atmosphere of inclusion, respect, and open-mindedness in which all members can flourish.

As a result of a City Tech education, students will:

- Develop knowledge from a range of disciplinary perspectives, and hone the ability to deepen and continue learning.
- Acquire and use the tools needed for communication, inquiry, analysis, and productive work.
- Work productively within and across disciplines.

Organization Chart

Appendix A displays our organizational charts.

Relevant Policies

As a unit of The City University of New York (CUNY), we adhere to federal, state, and city laws and regulations on non-discrimination and affirmative action, including: Executive Order 11246, as amended, Titles VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Sections 503 and 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990, Section 402 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, the Equal Pay Act of 1963, the Age Discrimination in Employment Act of 1967, as amended, the Age Discrimination Act of 1975, New York State Human Rights Law and New York City Human Rights Law.

Protected groups identified in Executive Order 11246 are American Indian or Alaska Native, Asian, Black or African American, Hispanic or Latino, Native Hawaiian or Other Pacific Islander, Two or More Races, and Women. CUNY's Chancellor designated Italian Americans as a protected group in 1976 and we produce a separate Italian American affirmative action plan.

Appendix B contains the most recent reaffirmation letter, issued on September 18, 2023.

CUNY posts its policies on non-discrimination, sexual misconduct, and affirmative action on its website. **Appendix C provides the text of the major policies.**

https://www.cuny.edu/about/administration/offices/legal-affairs/policies-resources/

Responsibility for Implementation

While the entire community participates in promoting diversity and inclusion, we have assigned certain specific responsibilities.

The President

President Russell Hotzler oversees affirmative action and diversity programs to assure compliance with federal, state, and city laws, rules and regulations and university policies. The President designates personnel to manage affirmative action, compliance and diversity programs. Personnel include the Chief Diversity Officer (CDO), 504/Americans with Disabilities Act (ADA) Coordinator and Title IX Coordinator. The President ensures they have authority, staffing, and other resources to fulfill their assigned responsibilities.

The President communicates commitment to equal employment opportunity, including an annual reaffirmation, and issues required reports, including this Affirmative Action Plan.

Chief Diversity Officer

The President has designated Patricia A. Cody as Chief Diversity Officer (CDO) and Responsible Official who:

- Provides confidential consultation for, investigates, and resolves discrimination/harassment complaints
- Distributes new and revised policies and notices, integrating them into training programs, search committee orientations, websites, and other communications
- Evaluates Affirmative Action programs and initiatives
- Prepares and communicates Affirmative Action Plan reports
- Consults with hiring teams and managers on recruitment and selection, overseeing recruitment plans and effective recruitment/selection strategies
- Participates in CUNY initiatives promoting diversity and inclusion.

The Chief Diversity Officer completed the OFCCP's on-line certification of compliance with affirmative action program requirements prior to June 30, 2023.

Officials

Executives, department chairpersons, managers, and supervisors are critical partners in equal employment and affirmative action programs. They help ensure compliance with regulations and policies, foster an inclusive environment, and help develop and implement affirmative action programs.

University Management

CUNY's University Office of Recruitment and Diversity (ORD) within the University Human Resources unit establishes job groups and report parameters, and reports summary statistics. ORD sponsors university-wide diversity programs described in this plan and maintains systems for data collection (including self-identification) and job postings.

PART TWO: DATA AND ANALYSIS

We analyze workforce data as mandated to promote a complete assessment, covering:

- Workforce Analysis (Evaluating employment within organizational units/departments)
- Analysis of job groups and academic disciplines
- Comparisons with labor market availability measures (utilization analysis)
- Reviews of Personnel Actions, Recruitment and Hiring, and Compensation.

We rely on methodologies provided by the US Department of Labor's Office of Contract Compliance Programs (OFCCP), in particular, the *Educational Institutions Technical Assistance Guide.*

Data Sources

This section describes how CUNY prepares data for this report.

Employee Data

In early July 2023, we extracted data on full-time employees active as of June 1, 2023 from CUNY's system of record, CUNYfirst. We include personnel on most paid leaves, including medical leave and fellowship/ sabbatical leave. We do not include personnel on terminal leaves such as retirement leave, student workers (including Graduate Assistants) or people employed separately by CUNY's Research Foundation.

We invite employees to self-identify gender, race/ethnicity, veteran status, and disability status. Employees may update selections at any time on an Employee Self-Service portal. We last conducted a system-wide self-identification canvas in May 2018 via email. We provided an FAQ document to explain the reasons for collecting this data, and stressed that providing it is voluntary. We also invite job applicants to self-identify on the job application portal.

Of 2508 employees, 14 employees did not identify a gender and 47 employees did not identify a valid race/ethnicity category. Anyone who did not specify a gender and/or ethnicity is included in the Workforce Analysis but not assigned to a protected group. 2471 employees did not identify a veteran status and 2475 did not identify a disability status.

Self-Identification Categories

We use the following categories to evaluate representation by race/ethnicity for the federal affirmative action plan:

- Total Minorities (all groups other than White, reported as a single category)
- Asian (consolidates Asian, Hawaiian, and Other Pacific Islander)
- Black/African American
- Hispanic/Latino
- White (not a protected group).

American Indian/Alaska Native and Two or More Races are included under Total Minorities but not separately reported.

If a person identifies as both Hispanic/Latino and some another group, they are recorded as Hispanic/Latino, and not as Two or More Races.

Consistent with long-standing agreements, we ask employees to self-identify Italian American status, and create a separate Italian American affirmative action plan. We also invite employees to optionally provide data on their ancestries from a list of approximately sixty categories.

CUNY provides for six categories of gender identification, but we must use federally-mandated categories for purposes of this plan, which are "male" and "female." Currently, only persons specifically identifying as "female" are included in the federally-protected gender category.

The federal government is in the process of preparing new standards for self-identification expected to impact future Affirmative Action plans.

Workforce Analysis

Workforce Analysis is a review of employees' organizational placement (i.e. by their assigned division and department). We review the data organized by job title in order of rank or salary grade.

Due to length, Workforce Analysis charts are not included here. The next two exhibits summarize the composition of the workforce by job group and by tenure status (for faculty).

Exhibit 1: Workforce by Job Group and Category (excludes Chief Executive) NYC College of Technology — **June 1, 2023** — **Total Appointments: 2,507**

Executive/Administrative/Managerial

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %
Admin 1: Executive	17	12	70.6%	11	64.7%
Admin 2: Managerial	65	42	64.6%	46	70.8%
Admin 2: Managerial Adjunct	273	179	65.6%	136	49.8%
Managerial: Facilities	1	0	0.0%	0	0.0%
Managerial: Info Tech	1	0	0.0%	1	100.0%
Managerial: Security	3	1	33.3%	2	66.7%

Professional Faculty

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %
Faculty: Professoriate	326	162	49.7%	138	42.3%
Faculty: Librarian	12	9	75.0%	4	33.3%
Faculty: Librarian Adjunct	1	1	100.0%	0	0.0%
Faculty: Lecturer	39	17	43.6%	21	53.8%
Faculty: Lecturer Adjunct	612	270	44.1%	316	51.6%
Faculty: Professoriate Adjunct	369	159	43.1%	173	46.9%
Faculty: Developmental	14	10	71.4%	8	57.1%
Faculty: Developmental Adjunct	3	3	100.0%	1	33.3%
Faculty: Continuing Education	82	38	46.3%	54	65.9%

Professional Non-Faculty

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %
Accountant: Professional	7	5	71.4%	5	71.4%
Admin 3: Professional	108	77	71.3%	86	79.6%
Admin 5: Engineer-Architect	3	0	0.0%	2	66.7%
Disability Accommodation Specl Adjunct	2	1	50.0%	2	100.0%
Info Tech: Professional	25	6	24.0%	23	92.0%

Administrative Support Workers

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %
Accountant: Assistant	4	4	100.0%	3	75.0%
Administrative Assistant	12	10	83.3%	10	83.3%
Office Assistant	81	68	84.0%	67	82.7%
Office Assistant Adjunct	154	86	55.8%	141	91.6%
Mail Services Worker	2	0	0.0%	2	100.0%

Technicians

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %
Admin 4: College Lab Technician	32	11	34.4%	24	75.0%
Admin 4: College Lab Technician Adjunct	135	47	34.8%	98	72.6%
Broadcast-Media	2	0	0.0%	2	100.0%
Info Tech: Technician	5	3	60.0%	5	100.0%
Info Tech: Technician Adjunct	1	0	0.0%	1	100.0%
Print Media Technician	4	2	50.0%	3	75.0%

Craft Workers

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %
Skilled Trades: Supervisory	1	0	0.0%	1	100.0%
Skilled Trades: Not Supervisory	28	1	3.6%	10	35.7%
Laborers and Helpers	5	0	0.0%	3	60.0%
Basic Crafts-Buildings and Grounds	3	0	0.0%	2	66.7%

Service Workers

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %
Campus Public Safety Sergeant	9	2	22.2%	9	100.0%
Campus Peace Officer	12	2	16.7%	10	83.3%
Campus Security Assistant	11	5	45.5%	11	100.0%
Campus Security Assistant Adjunct	1	0	0.0%	1	100.0%
Custodial: Supervisory	5	1	20.0%	5	100.0%
Custodial: Assistant	35	10	28.6%	35	100.0%
Custodial: Assistant Adjunct	2	2	100.0%	2	100.0%

Exhibit 2: Full-Time Faculty by Title and Tenure Status **June 1, 2023**

NYC College of Technology

Total Faculty: 391

Status categories are: Tenure, Track Tenure, Substitute, and "Instructors or Others PSC" (not eligible for tenure). This report refers to tenure as of the 2022-2023 academic year (effective 9/1/2023)

Title	Ttl Empls	Female #	Female %	Minority #	Minority %
Faculty: Developmental					
CLIP Instructor	6	6	100.0%	2	33.3%
Instructors and others PSC	6	6	100.0%	2	33.3%
CUNY Start Instructor	2	1	50.0%	2	100.0%
Instructors and others PSC	2	1	50.0%	2	100.0%
EOC Lecturer	5	2	40.0%	3	60.0%
CCE Certificate Continuous Emp	5	2	40.0%	3	60.0%
EOC Lecturer Doc Sch	1	1	100.0%	1	100.0%
CCE Certificate Continuous Emp	1	1	100.0%	1	100.0%
Faculty: Lecturer					
Distinguished Lecturer	1	0	0.0%	0	0.0%
Instructors and others PSC	1	0	0.0%	0	0.0%
Lecturer	33	15	45.5%	18	54.5%
CCE Certificate Continuous Emp	14	6	42.9%	6	42.9%
Lecturer track CCE	17	8	47.1%	11	64.7%
Substitute >=6 Mo Or Prior Ben	2	1	50.0%	1	50.0%
Lecturer Doc Sch	5	2	40.0%	3	60.0%
CCE Certificate Continuous Emp	1	0	0.0%	1	100.0%
Lecturer track CCE	4	2	50.0%	2	50.0%
Faculty: Librarian					
Instructor-Librarian	1	1	100.0%	0	0.0%
Instructors and Others PSC	1	1	100.0%	0	0.0%
Asst Professor-Librarian	5	5	100.0%	3	60.0%
Track Tenure	5	5	100.0%	3	60.0%
Assc Professor-Librarian	5	3	60.0%	0	0.0%
Tenured	5	3	60.0%	0	0.0%
Professor-Librarian	1	0	0.0%	1	100.0%
Tenured	1	0	0.0%	1	100.0%

Exhibit 2: Full-Time Faculty by Title and Tenure Status **June 1, 2023**

NYC College of Technology

Total Faculty: 391

Status categories are: Tenure, Track Tenure, Substitute, and "Instructors or Others PSC" (not eligible for tenure). This report refers to tenure as of the 2022-2023 academic year (effective 9/1/2023)

Title	Ttl Empls	Female #	Female %	Minority #	Minority %
Faculty: Professoriate					
Asst Professor	92	52	56.5%	44	47.8%
Substitute >=6 Mo Or Prior Ben	2	2	100.0%	0	0.0%
Tenured	50	19	38.0%	21	42.0%
Track Tenure	40	31	77.5%	23	57.5%
Assc Professor	144	65	45.1%	56	38.9%
Tenured	137	62	45.3%	53	38.7%
Track Tenure	7	3	42.9%	3	42.9%
Professor	89	44	49.4%	38	42.7%
Tenured	89	44	49.4%	38	42.7%
Distinguished Professor	1	1	100.0%	0	0.0%
Instructors and others PSC	1	1	100.0%	0	0.0%

Job Group Analysis

Job Group Analysis is a review by job function, evaluating employee data according to groups of jobs with similar duties and qualifications. A major input is the federal Standard Occupational Classification (SOC) coding system. Job Groups are organized into categories based on the federal EEO-1 coding system.

CUNY also reviews faculty by academic discipline. CUNY assigns most faculty departments to disciplines as per the US Department of Education's Classification of Instructional Programs (CIP). CUNY analyzes data about College Laboratory Technicians by assigning departments to one of two categories: Scientific/Engineering/Technical or a General (non-scientific) category.

The Utilization Analysis (see next section) provides detail on job groups and academic disciplines.

Utilization Analysis

We compare CUNY's workforce with an estimated Labor Market Availability by job group. We evaluate utilization for females, major federal ethnicity categories (Asian, Black/African American, and Hispanic/Latino and Total Minorities (adding American Indian/Alaska Native and Two or More Races)).

Labor Market Source Data

Labor Market Availability is an estimate used to benchmark staffing of persons in protected groups by job group. It represents the proportion of each group available for employment in the labor market for jobs CUNY fills. This information is based upon an external labor market in a reasonable geographic area, and an internal labor market of personnel at CUNY eligible to be advanced into certain jobs.

- For external candidates except some faculty, we utilized the US Census American Community Survey (ACS), 5-year estimate, 2017-2021 (final), extracted from University of Minnesota's Integrated Public User Microdata Sample (iPUMS). Data is extracted based on a combination of geography, labor force participation, occupation, and educational attainment, depending on job group.

- For internal candidates, we utilized lists of CUNY-wide appointments over the 2017-2022 time period and consulted with CUNY's Director of Civil Service Operations. Internal demographics are based on the last plan census date (June 1, 2022).

- For faculty discipline-based estimates, we utilized the US Department of Education's National Center for Education Statistics' Integrated Post-Secondary Education Data System (IPEDS) completion data, 2020-2021 (final). We use the Classification of Instructional Programs (CIP) to identify disciplines.

It is not possible to determine a highly exact estimate of the labor market for a given job group. For one thing, all calculations are based on historical data. It is important to consider both the calculations and the resulting findings to be general indicators.

We calculate underutilization for groups with a minimum of five incumbents, with the caveat that analyzing groups of less than 30 employees may generate less reliable results.

The President's position reports outside of our establishment and is not included in any job group.

We report underutilization where the percent of individuals belonging to a protected group is less than 80% below the labor market estimate, and the difference is equal to at least one full-time equivalent employee. The following illustration may help explain this calculation:

Illustration: Utilization and Underutilization

If a job group has 10 personnel and 50% of the available Labor Market is female, we expect 50% of personnel in that job group to be female.

In our example, there are 3 females in the job group (less than 4). Therefore, females are underutilized as compared with the Labor Market.

Underutilization is based on females represented at 80% of the job group or more; in this case, four or more.

Appendix D details utilization/underutilization in each category (job group and/or academic discipline). We consider job groups and disciplines for which there is underutilization as priorities for placement goals and enhanced outreach when there are hiring or advancement opportunities.

Year-to-year variations in underutilization arise from a combination of changes in availability, hires, advancements, and separations. It is usually not possible to pinpoint a single, direct cause. In job groups with small number of employees, results may change substantially with small staffing changes.

The following six pages summarize staffing and underutilization for each job group.

Exhibit 3: Summary of Historical Changes in Underutilization - Staff and College Lab Technicians NYC College of Technology **2023-2024**

This is a summary of underutilization of protected groups for staff Job Group and EEO Category. We report Job Groups only in the years each has five or more incumbents.

This summary reports underutilization as follows:

2020 - 2021 Plan (as of 6/1/2020)
2021 - 2022 Plan (as of 6/1/2021)
2022 - 2023 Plan (as of 6/1/2022)
2023 - 2024 Plan (this plan, as of 6/1/2023)

In 2023, we updated Labor Market Availability estimates for the 2023 Plan Year, which could impact results. See the Narrative for details.

When underutilization does not change year-to-year, the most common reason is that there has not been an opportunity to hire or promote into that particular group.

Executive/Administrative/Managerial

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ AfricanAm	Hispanic/ Latino
Admin 1: Executive						
2023	17			1		
2022	17			1		
2021	16					
2020	17					
Admin 2: Managerial						
2023	65					
2022	70					
2021	64					
2020	66					

Professional Non-Faculty

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ AfricanAm	Hispanic/ Latino
Accountant: Professional						
2023	7					1
2022	7	2				1
2021	7	2				1
2020	7	2				1
Admin 3: Professional						
2023	108			7		
2022	107			4		
2021	115					
2020	118					
Info Tech: Professional						
2023	25	4		3		
2022	26	6				
2021	24	6				
2020	24	6				

Exhibit 3: Summary of Historical Changes in Underutilization - Staff and College Lab Technicians NYC College of Technology **2023-2024**

Administrative Support Workers

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ AfricanAm	Hispanic/ Latino
Administrative Assistant						
2023	12			1		2
2022	13			1		1
2021	12			1		1
2020	14			1		1
Office Assistant						
2023	81			5		
2022	84					
2021	93					
2020	94					

Technicians

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ AfricanAm	Hispanic/ Latino
Admin 4: College Lab Technician	*College Lab Tech: Other*					
2023	5	2				
2022	5					
2021	6					
2020	7			1		
Admin 4: College Lab Technician	*College Lab Tech: Science, Tech, Eng.*					
2023	27	4				
2022	28					
2021	29					
2020	31					
Info Tech: Technician						
2023	5			1	1	
2022	6			1		
2021	9			2		
2020	9			2		

Craft Workers

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ AfricanAm	Hispanic/ Latino
Laborers and Helpers						
2023	5	1				
2022	5	1				
2021	6	1	1			
2020	7	1	1			1
Skilled Trades: Not Supervisory						
2023	28		3			3
2022	25					3
2021	23	1				3
2020	24	1				3

Exhibit 3: Summary of Historical Changes in Underutilization - Staff and College Lab Technicians NYC College of Technology **2023-2024**

Service Workers

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ AfricanAm	Hispanic/ Latino
Campus Peace Officer						
2023	12	2		2		
2022	21			1		
2021	24					
2020	24					
Campus Public Safety Sergeant						
2023	9					1
2022	10					1
2021	12			1		
2020	11			1		
Campus Security Assistant						
2023	11					1
2022	13					
2021	16					1
2020	18					2
Custodial: Assistant						
2023	35			2		
2022	43			2		6
2021	42			2		5
2020	44			2		5
Custodial: Supervisory						
2023	5	1				
2022	9	1				
2021	10			1		
2020	11			1		

Exhibit 3: Summary of Historical Changes in Underutilization - Full Time Faculty NYC College of Technology **2023-20**

This is a summary of underutilization of protected groups by Job Group and Discipline in faculty ranks. We report combinations of Job Group and Discipline only in the years each has five or more incumbents.

This summary reports underutilization as follows:

2020 - 2021 Plan (as of 6/1/2020)
2021 - 2022 Plan (as of 6/1/2021)
2022 - 2023 Plan (as of 6/1/2022)
2023 - 2024 Plan (this plan, as of 6/1/2023)

In 2023, we updated Labor Market Availability estimates for the 2023 Plan Year, which could impact results. See the Narrative for details.

When underutilization does not change year-to-year, the most common reason is that there has not been an opportunity to hire or promote into that particular group.

Faculty: Professoriate

		Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino
Architecture and Related							
	2023	21	4			1	
	2022	20	3			1	
	2021	20	3			1	
	2020	21	4			1	
Area, Ethnic, Cultural, Gender, and Group Studies							
	2023	5					
	2022	6					
	2021	5					
	2020	6					
Biological and Biomedical Sciences							
	2023	18	3				1
	2022	17	2				1
	2021	17	2				1
	2020	20	3				2
Business, Management, Marketing and Support							
	2023	23				2	
	2022	25					
	2021	26					
	2020	30				1	
Communications, Journalism, and Related							
	2023	16					
	2022	16					
	2021	16					
	2020	16					
Computer and Information Sciences and Support							

Exhibit 3: Summary of Historical Changes in Underutilization - Full Time Faculty NYC College of Technology **2023-20**

Faculty: Professoriate

		Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino
Computer and Information Sciences and Support							
	2023	30				2	
	2022	30				1	
	2021	29				2	
	2020	30				2	
Engineering and Related Technologies							
	2023	36				1	
	2022	36	5				2
	2021	36	4				2
	2020	40	4			1	1
English Language and Literature/Letters							
	2023	33					
	2022	34					
	2021	36					
	2020	37					
Health Professions and Related Programs							
	2023	41					
	2022	47			2		
	2021	47			3		
	2020	50			4		
Legal Professions and Studies							
	2023	7					
	2022	7					
	2021	7					
	2020	7					
Liberal Arts and Sciences, General Studies & Humanities							
	2023	12				2	
	2022	14					
	2021	14	2				
	2020	14	2				
Mathematics and Statistics							
	2023	36					
	2022	37					
	2021	38					
	2020	39					
Physical Sciences							
	2023	18					1
	2022	18					1

Exhibit 3: Summary of Historical Changes in Underutilization - Full Time Faculty NYC College of Technology **2023-20**

Faculty: Professoriate

		Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino
Physical Sciences							
	2021	18					1
	2020	19	1				1
Social Sciences							
	2023	26				1	
	2022	25					
	2021	25					
	2020	25					

Faculty: Librarian

		Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino
Library (Librarians/Non-Teaching)							
	2023	13					1
	2022	13					
	2021	12					
	2020	13					

Faculty: Lecturer

		Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino
Computer and Information Sciences and Support							
	2023	6					1
Education - Developmental							
	2023	5	1	1	1		
	2022	5	1	1	1		
	2021	5	1	1	1		
	2020	5	1	1	1		
Mathematics and Statistics							
	2023	6					1

Faculty: Developmental

		Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino
Education - Developmental							
	2023	14					
	2022	15					
	2021	17					1
	2020	18					1

Utilization, Underutilization, and Placement Goals

There was a reduction in underutilization in the following staff categories: Accountant: Professional from 2 to 0 in the female category and Custodial: Assistant from 6 to 0 in the Hispanic/Latino category.

For Faculty Professoriate categories, there was a reduction in underutilization in the following disciplines: Engineering and Related Technologies from 5 to 0 in the Female category and from 2 to 0 in the Hispanic/Latino category; and Health Professions and Related Programs reduced from 2 to 0 in the Asian/Native Hawaiian/Other Pacific Islander category.

Beyond this, the College's predominantly low numbers of underutilizations remained mostly the same as those reported in the previous AAP's Reporting Year because of the lack of hiring opportunities and/or because of employees retiring or otherwise leaving the workforce.

Other Analyses

Personnel Activity

We review personnel actions for adverse impact. This means that we compare rates of hiring, promotion and termination of employees by gender and ethnicity and note material differences. We review activity for all job groups and report the results here for groups with a material number of actions and/or applicants. **Appendix E summarizes job actions, including tenure, by Gender and Ethnicity.**

Given system limitations, we produce an estimate of net changes by job group. We compare employee title changes between two reference dates, June 1, 2022, and June 1, 2023. This method produces a reasonable estimate but may leave out some actions, such as an employee changing job groups more than once over the year. We note hires, moves to a higher or lower job group, moves within a job group, and separations. Similar to procedures in financial accounting, employees who change job groups and/or transfer between CUNY units are reported as separated from the first job and joining another. We consider transfers between CUNY units as a separation from one campus and a hire in the other.

Federal guidelines state adverse selection may occur when any one group (protected or not) has a rate of hire, advancement or separation less than 80% of the rate of the most-selected group.

Tenure is a permanent status granted to professorial faculty and College Laboratory Technicians. Lecturers are eligible for a similar status, Certificate of Continuous Employment (CCE). Lecturers and College Laboratory Technicians are eligible after meeting service requirements. For professorial faculty, there are extensive reviews resulting in tenure recommendations to the President. We may hire some senior faculty with tenured status.

Table 1: Tenure Summary

Faculty Group	Total Tenure Awards	Tenure Awards to Females	Tenure Awards to Protected Ethnicities	Tenure Awards Denied
Professors	0	0	0	0
Associate Professors	3	0	0	0
Assistant Professors	8	5	0	0
Lecturers	0	0	0	0

Additionally, 1 College Faculty was either appointed or continued in the rank of Distinguished Professor, an award of merit recognizing extraordinary academic achievement. One Distinguished Professors is female and 0 Distinguished Professors are members of protected ethnicities.

Recruiting Activity

CUNY is committed to equitable practices to recruit a diverse and highly qualified workforce. The Chief Diversity Officer reviews applicant data and recruiting outcomes to determine if there is a need to adjust recruiting and outreach plans.

Prior to posting a job vacancy, the Chief Diversity Officer reviews the physical and mental qualifications and the posting language in general. They also review recruiting plans for intended outreach. We post open positions on our Careers page, https://cuny.jobs, and open Civil Service examinations on the CUNY Civil Service web page, https://www.cuny.edu/about/administration/offices/hr/classified-civil-service/notice-of-exams-noe/ (for faculty, 30-60 days and for staff, 14-30 days).

We invite candidates to self-identify gender, race/ethnicity, disability status, and veteran status and inform them that self-identification is voluntary.

We conduct most faculty and administrative hiring by appointing a diverse Search Committee for initial screening. The Chief Diversity Officer provides an orientation, or “charge”, to committee members on effective selection practices, including practices aimed at reducing potential for bias. The Chief Diversity Officer reviews applicant pools for sufficient representation and certifies pools prior to committee review, and reviews selections again as searches near completion. Committees refer finalist candidates to the hiring manager(s) for a final selection.

Appendix F summarizes recruiting and selection by job group for searches concluded with a job offer between June 1, 2022 and May 31, 2023.

As per federal Internet Applicant guidelines, an “applicant" is someone who applies to a specific opening, has the minimum qualifications, is considered, and does not withdraw. We analyze applicant pools and selection rates for interviews, offers, and hires.

We report all searches resulting in an offer during the previous plan year. For some searches, notably faculty, there is a time gap between offer and start dates. To avoid a lag in reporting, we include searches based on date of accepted job offer, even if the employee has not started work before June 1. This explains differences between the total hires in personal activity reports and completed searches in recruitment reports.

Over the course of the year, the college made 3 exceptions to the search process, known as a search wavier. The waiver process involves a review by the Chief Diversity Officer and a second review at CUNY’s System Office. A waiver may be granted in situations where it is highly unlikely we could fill the position competitively (such as unique qualification requirements). We also grant waivers for positions representing a transfer of funding sources.

Of 3 total waivers, 2 were awarded to females and 2 were awarded to members of protected ethnicities. 0 waivers represented initial hires. 3 waivers represented advancements of current personnel. 0 waivers represented transfers of funding and other reasons.

Table 2: Search Waivers/Exceptions

Employee Group	Total Waivers	Waivers to Females	Waivers to Protected Ethnicities
Executives (Admin 1 Job Group)	1	0	1
Higher Education Officer Series (Admin 2 and Admin 3 Job Groups)	2	2	1
Faculty (Professorial and Lecturer Group Groups)	0	0	0
Other (Describe)	0	0	0

Civil Service Hiring

We participated in 15 university-wide hiring pools for Classified Civil Service vacancies, with 17 total hires taking place. Applicants who are pre-qualified based on an examination score indicate their interest in working at one or more units, and each establishment interviews and hires according to Civil Service regulations. We report applicants expressing an interest in our unit at the hiring pools. CUNY's Office of Human Resources Management administers and validates Civil Service examinations and maintains records of applicants and exam results. These hires are included in the count of employees hired in Appendix F and the count of applicants in Appendix G.

The list of pools is as follows:

IT Assistant Level 3 Hiring Pool – Job ID #24715 (1 hire), Campus Security Assistant Hiring Pool – 8/16/22 (2 hires), Maintenance Worker – 8/16/22 (1 hire), Assistant Campus Security Director Hiring Pool – Job ID #24548 (1 hire), Campus Peace Officer Hiring Pool – 9/23/22 (1 hire), CUNY Office Assistant Hiring Pool – 11/1/22 (6 hires), IT Lab Assistant – Job ID #25249 (1 hire), CUNY Office Assistant Hiring Pool – 12/14/22 (1 hire), Deputy Chief Information Officer – Job ID #26087 (0 hires), Assistant Campus Security Director – Job ID #25767 (1 hire), Business Data and Reporting Analyst Hiring Pool – 1/16/23 (1 hire), Electrician Hiring Pool – 5/8/23 (1 hire), Carpenter Hiring Pool – 5/11/23 (0 hires), Campus Peace Officer Hiring Pool – 5/19/23 (0 hires), CUNY Office Assistant Hiring Pool – 5/22/23 (0 hires).

Compensation

We develop pay schedules according to bargaining unit contracts, Civil Service regulations, New York City Section 220 Prevailing Wage determinations, and university policies. Plans include the Executive Compensation Plan (ECP), Faculty and Non-Teaching Instructional Staff Pay Plan, Classified Civil Service Plans for Managerial and Non-Managerial Personnel, and Prevailing Wage schedules for Skilled Trades. CUNY's Trustees review and approve all pay plans.

The Chief Diversity Officer reviews overall practices such as:

- Setting of Starting Salaries
- Performance-Based Pay
- Pay Increases Upon Promotion
- Tracking of Compensation Decisions
- Document Retention
- Assignment of Overtime/Additional Assignments.

The Chief Diversity Officer and Human Resources Director discussed compensation best practices and areas of risk with management as may be needed.

PART THREE: ACTION-ORIENTED PROGRAMS

This section provides a qualitative assessment of prior-year goal attainment and details efforts aimed at achieving next year's goals and addresses:

- Prior-Year Programs
- Planned Programs
- Ongoing Activities
- Internal Audit and Reporting.

2022-2023 Prior Year Programs

Last year, we undertook the following to support affirmative action and create a climate of inclusion:

Table 3: Summary of Campus Programs, 2022-2023

Program	Impact/Job Group
Continuation of the CDO's interactive EEO training sessions of City Tech employees, including managers and supervisors.	Educate City Tech employees, including hiring managers and potential search committee members, on the benefits of workplace diversity and the laws and policies governing fair employment practices. The trainings seem to have had a positive impact on City Tech's hiring process and inclusive climate, given the positive feedback and discussions during and after the trainings.
CDO charge of search committees – 21 charges conducted by the CDO in the Reporting Year	Sensitize hiring managers and search committee members to check their implicit biases; Provide guidance on laws and policies governing equal employment opportunity; Highlight focus on a candidate's qualifications for the position. The CDO charge meetings continue to seem to have a positive impact on City Tech's hiring process and inclusive climate, given the exchanges during these meetings.
One minority faculty member selected to participate in the University's Faculty Fellowship Publication Program	Selection of minority and female faculty members for this program enhances diversity retention efforts in the workforce at the College with the department chairs supporting these efforts.
CDO conducted Avoiding Hidden Bias trainings upon request	Training efforts to enhance diversity and inclusion supported by positive feedback and discussions during and after the trainings.

2023-2024 Planned Programs

In this section, we affirm placement goals and key initiatives.

Table 4: 2023-2024 Planned Programs

Program	Expected Impact/Job Group
Continue with CDO's EEO training sessions for City Tech employees.	Goal is to further reduce underutilization through an achievable, affordable process.
Continue with CDO charges of Search Committees.	Goal is to further reduce underutilization through an achievable, affordable process.
The College Council Curriculum Committee subcommittee on Diversity & Inclusion in the Curriculum Education – DICE intends to sponsor/conduct several programs open to all faculty members	Goal is to further D & I initiatives to provide faculty with expertise in various disciplines to enhance their advancement opportunities while engaging in offerings for students as a win/win for all.
CDO to continue conducting avoiding implicit bias programs/civility workshops for Faculty Luncheon Series	Goal is to increase attention to D & I behaviors that can affect recruitment and promotional opportunities.

Ongoing Activities

CUNY's University Human Resources office lists job vacancies with State Workforce Agencies and veterans' centers and maintains consolidated advertising programs, including job boards serving veterans, individuals with disabilities, women, and protected minorities. The office maintains accounts for university-wide job posting and outreach, including the Higher Education Recruitment Consortium. It also provides training to Chief Diversity Officers and campus Human Resources personnel.

CUNY has a mandatory on-line training program for faculty and staff on sexual harassment prevention and workplace violence prevention; we regularly review training records and follow-up with individuals who have not participated.

Internal Audit and Reporting

The Chief Diversity Officer posts and distributes notices of policies, new/revised regulations, and similar compliance information, and makes this plan available for public inspection. The CDO integrates compliance information into faculty, student and staff training programs.

The Chief Diversity Officer's responsibilities for audits and reviews include:

- Monitoring personnel actions, including new hires, transfers, promotions, and terminations
- Monitoring employee self-identification programs
- Reviewing recruiting outreach and advertising
- Monitoring complaints/incident reports for underlying trends
- Reviewing personnel practices and the affirmative action programs with management
- Advising management of program effectiveness and providing recommendations for improvement.
- Working with Human Resources staff to assure employment records are complete, accurate, and up to date
- Completing the annual Affirmative Action certification in the US Department of Labor Contractor Portal.

Chief Diversity Officers have responsibility for communicating elements of the Plan and reviewing progress.

CUNY recently implemented an on-line discrimination complaint tracking and reporting system.

CUNY regularly reports results externally and/or responds to audit requests from:

- New York State Department of Labor
- New York City Department of Education
- New York City Equal Employment Practices Commission.

CUNY also answers to the CUNY Board of Trustees, particularly its Subcommittee on Diversity, Inclusion and MWBE.

PART FOUR: INDIVIDUALS WITH DISABILITIES AND PROTECTED VETERANS

Federal regulations mandate written affirmative action plans to address hiring and advancement of individuals with disabilities and veterans. This section covers:

- Equal Opportunity and Non-Discrimination Policy
- Review of Personnel Processes
- Review of Physical and Mental Qualifications
- Reasonable Accommodations
- Harassment Prevention Procedures
- External Policy Dissemination
- Outreach and Positive Recruiting
- Internal Policy Dissemination
- Implementation Responsibility
- Training
- Audit and Reporting System
- Benchmark Comparisons

Equal Opportunity and Non-Discrimination Policy

CUNY's Equal Opportunity and Non-Discrimination Policy is provided in Appendix C.

Review of Personnel Practices

We seek to ensure personnel processes support equal employment opportunity for employees and applicants who are individuals with disabilities and/or protected veterans. We periodically review practices for potential barriers to employment, training, and promotion.

Personnel practices do not stereotype individuals with disabilities or protected veterans or otherwise limit access to employment. We include individuals with disabilities and veterans in media such as college publications and websites.

We invite employees to self-identify through an online self-service system. We invite applicants to self-identify through CUNY's online applicant tracking system.

CUNY maintains appropriate security measures for confidentiality of personal data.

Review of Physical and Mental Qualifications

We ensure physical and mental qualifications are job-related and consistent with business necessity and safety. We periodically review physical and mental qualifications as they relate to employment, training, and promotion. As a routine practice, the Chief Diversity Officer reviews position requirements before lists a job vacancy. The Chief Diversity Officers review any new job qualifications or conditions to ensure they would not screen out qualified individuals with disabilities or protected veterans.

CUNY's Civil Service unit reviews job requirements prior to issuing new or revised Civil Service job descriptions. CUNY also provides a checklist for planning a recruiting effort with a sign-off on job requirements.

Reasonable Accommodations

We provide reasonable accommodations to individuals with disabilities (including disabled veterans). According to our Policy on Implementing Reasonable Accommodation and Academic Adjustments, CUNY Human Resources Directors are responsible for responding to accommodation requests by applicants, employees, contractors, visitors, and others.

The contact for accommodation requests is:

For Faculty and HEOs:
Name: Sandra Gordon
Title: Executive Director of Instructional Staff Relations; and Labor Designee
Phone: 718-260-5353
Email: Sandra.Gordon14@citytech.cuny.edu

For Classified Staff:
Name: Victor Humphrey
Title: Human Resources Director – Classified Staff
Phone: 718-473-8701
Email: VHumphrey@citytech.cuny.edu

We have posted the Procedures for Implementing Reasonable Accommodation and Academic Adjustments online at:

https://www.cuny.edu/about/administration/offices/legal-affairs/policies-resources/

Information for applicants for employment is provided on the Employment Page of the CUNY Website and OFSR/Job Board Page of the City Tech Website.

There is also a link at the bottom of each job posting on https://cuny.jobs, which directs the candidate to our accessibility page. Applicants may also contact the Office of Recruitment and Diversity at jobs@cuny.edu.

We provide reasonable accommodations to individuals based on: disability; pregnancy, childbirth, or medical condition related to pregnancy or childbirth; religious practice; and status as a victim of domestic violence, sex offense, or stalking.

While recognizing requests may be resolved through dialogue, this year we documented 35 employee accommodation requests, successfully concluded 27 times and appealed 0 times. At this time there are no outstanding appeals. There were no job applicant accommodation requests.

We also upgraded campus facilities to improve access as follows:

The most notable accessibility improvement is the newly renovated entrance to the Namm Building at 300 Jay Street. The ADA compliant project provides accessibility to all entering and exiting the Namm Building. This major project was successfully concluded during the previous Reporting Year.

The Cold Spring Harbor DNA Learning Center completed in 2021 contains ADA compliant instructional spaces, a cafeteria/gathering space, accessible bathrooms and a lobby containing exhibits. Additional work on this project has been continuing during the past Reporting Year and was completed in this Reporting Year.

A project to renovate the bathrooms in the Voorhees Building was begun in 2022. The work on the bathrooms in the Voorhees Building continued during the previous Reporting Year. Some of these bathrooms were completed in this Reporting Year and are currently in use. The renovated bathrooms are and will all be ADA compliant.

We always aim to improve accessibility in all of the renovations and new construction at the College.

Harassment Prevention

CUNY has developed anti-harassment policies and procedures concerning individuals with disabilities and protected veterans. The 504/ADA Coordinator reviews personnel practices to ensure access and non-discrimination for individuals with disabilities. The Chief Diversity Officer reviews practices for veterans.

External Policy Dissemination

Each job vacancy announcement includes a summary of CUNY's policy.

As noted above, CUNY posts its Non-Discrimination Policy on its employment website.

CUNY's Office of Labor Relations provides an annual notice of our policies to labor unions. Our establishment (or the university, as appropriate) sends written notice of the affirmative action policies to subcontractors, vendors, and suppliers, requesting compliance.

Outreach and Positive Recruiting

Table 5: Summary of Prior Year Outreach

This past year, we made the following outreach efforts to Veterans and Individuals with Disabilities:

Program / Effort	Impact/Discussion
Job postings with Direct Employers, which sends job postings to various websites for, among other groups, individuals with Disabilities and Veterans; Charge meeting emphasis on these two categories	Impact made by positive feedback and discussions during and after the Charge meetings should lend itself to improvements in this area

Table 6: Planned Outreach, 2023-2024 We

plan to pursue the following next year:

Program / Effort	Goals/Expected Impact
Continue with Direct Employers and Charge meeting emphasis	Goal is to increase employee representation of veterans and individuals with disabilities

Ongoing efforts include:

- Disseminating information concerning employment opportunities to outlets reaching protected veterans (including disabled veterans) and individuals with disabilities
- Advertising job openings with a variety of external resources, including required reporting to the New York State Labor Department and related agencies
- Filing the annual federal VETS-4212 report
- Assisting veterans with a passing score on a competitive Civil Service examination to apply for additional points based on veteran or disabled veteran status as per NY State statute
- Assisting qualified individuals with disabilities with appointments to classified competitive Civil Service titles without an examination (55(a) Program).

Internal Policy Dissemination

To foster positive support for affirmative action programs for protected veterans and individuals with disabilities, we have:

- Included policies in manuals and other publications
- Explained policies and responsibilities to senior management and supervisors
- Conducted training for employees involved in recruitment, selection, and promotion decision-making
- Discussed policies in employee orientation and management training programs
- Included information on the accomplishments of veterans (including disabled veterans) and other individuals with disabilities in unit communications
- Posted CUNY Procedures for Implementing Reasonable Accommodation and Academic Adjustments on bulletin boards, along with the CUNY Policy on Non-Discrimination (addressing protection from harassment on the basis of disability)
- Featured persons who are individuals with disabilities in handbooks or similar publications

Implementation Responsibility

As part of its efforts to ensure equal employment opportunity to veterans (including disabled veterans) and other individuals with disabilities, we have designated specific responsibilities.

The President

President Russell Hotzler oversees affirmative action and compliance programs. The President appoints a 504/ADA Coordinator to oversee compliance and provides support and resources for affirmative action and compliance. The 504/ADA Coordinator and the Chief Diversity Officer report issues uncovered in interview reviews to the President who oversees appropriate responses.

504/ADA Coordinator

As 504/ADA Coordinator, Patricia A. Cody:

- Monitors 504/ADA compliance
- Reviews and resolve issues such as disputed accommodation decisions
- Maintains records of accommodation requests and outcomes
- Ensures records are stored securely and confidentiality is maintained
- Provides training as needed on issues related to Individuals with Disabilities.

Other Officials

Other college officials assume certain responsibilities to help assure compliance with regulations through working with management to fund, identify, and implement accommodations and other accessibility improvements, including for individuals with disabilities and veterans.

University Management

CUNY's Office of Recruitment and Diversity manages systems that capture self-identification data and provides data support to the campuses. The Office also administers CUNY's 55(a) program to provide opportunities in Civil Service positions to individuals with disabilities.

Training

We assure that individuals involved with recruitment, selection, promotion, disciplinary actions, training, and similar personnel activities receive an orientation on relevant rules and regulations and the Affirmative Action Plan.

The CDO has continued with training sessions for College employees, which include information and discussion of prohibitions regarding discrimination against Individuals with Disabilities and Veterans, and the ability of these covered applicants and employees to request reasonable accommodations.

Audit and Reporting System

The Chief Diversity Officer audits the effectiveness of outreach and affirmative action programs in general and monitors recruitment practices and discrimination claims related to status as a Veteran or Individual with a Disability.

The 504/ADA Coordinator oversees audit and reporting in support of Individuals with Disabilities. She identifies and addresses barriers to access and evaluates remedial actions.

She reports her findings to the President.

Benchmark Comparisons

Staffing

Appendix G summarizes Individuals with Disabilities by job group. The US Department of Labor suggests a benchmark of 7.0% for each job group. There is no requirement to calculate underutilization or set placement goals.

CUNY reports veteran representation annually through the federal VETS-4212 report.

Hiring Rates

The Exhibit on the following page illustrates hiring rates for Veterans and Individuals with Disabilities as compared with previous plan years, presented as prescribed by the US Department of Labor.

In March 2023, the federal government set the benchmark Hiring Rate for Veterans at 5.4%, representing the prevalence of Veterans in the United States workforce. There is no federal hiring rate benchmark for Individuals with Disabilities.

There is no federal hiring rate benchmark for individuals with disabilities.

Benchmark Comparisons for Veterans and Individuals with Disabilities

Table 7: Veterans' Hiring Rate Benchmark

The benchmark, established annually by the US Department of Labor, is 5.4% as of March 2023.

Factor	2022-2023	2021-2022	2020-2021
A. Number of applicants who self-identified as Veterans before an offer of employment is made	31	10	2
B. Total number of job openings	74	42	3
C. Total number of jobs filled	74	42	3
D. Total number of applicants for all jobs	1876	2092	339
E. Number of veteran applicants hired	2	0	0
F. Total number of applicants hired	79	60	3
Hiring Rate (E divided by F)	2.5%	0%	0%
Federal Benchmark	5.4%	5.5%	5.6%
Benchmark Met (Yes/No)	No	No	No

As comparison, as per the May, 2023 Employment Situation Report from the Bureau of Labor Statistics, the unemployment rate for Veterans was 2.5% and the rate for Non-Veterans was 3.4%. https://www.bls.gov/news.release/pdf/empsit.pdf

Table 8: Hiring Rate for Individuals with Disabilities

There is no recommended hiring benchmark for Individuals with Disabilities.

Factor	2022-2023	2021-2022	2020-2021
A. Number of applicants who self-identify as Individuals with Disabilities before an offer of employment is made	113	121	16
B. Total number of job openings	74	42	3
C. Total number of jobs filled	74	42	3
D. Total number of applicants for all jobs	1876	2092	339
E. Number of individuals with disabilities hired	0	0	0
F. Total number of applicants hired	79	60	3
Hiring Rate (E Divided by F)	0%	0%	0%

As comparison, as per the May, 2023 Employment Situation Report from the Bureau of Labor Statistics, the unemployment rate for Individuals with Disabilities was 7.8% and the rate for individuals without a disability was 3.4%. https://www.bls.gov/news.release/pdf/empsit.pdf

APPENDICES

A. Summary Organization Chart
B. Reaffirmation Letter
C. Policies
D. Utilization Analysis
E. Summary of Personnel Activities
F. Summary of Recruitment Activities
G. Utilization of Individuals with Disabilities

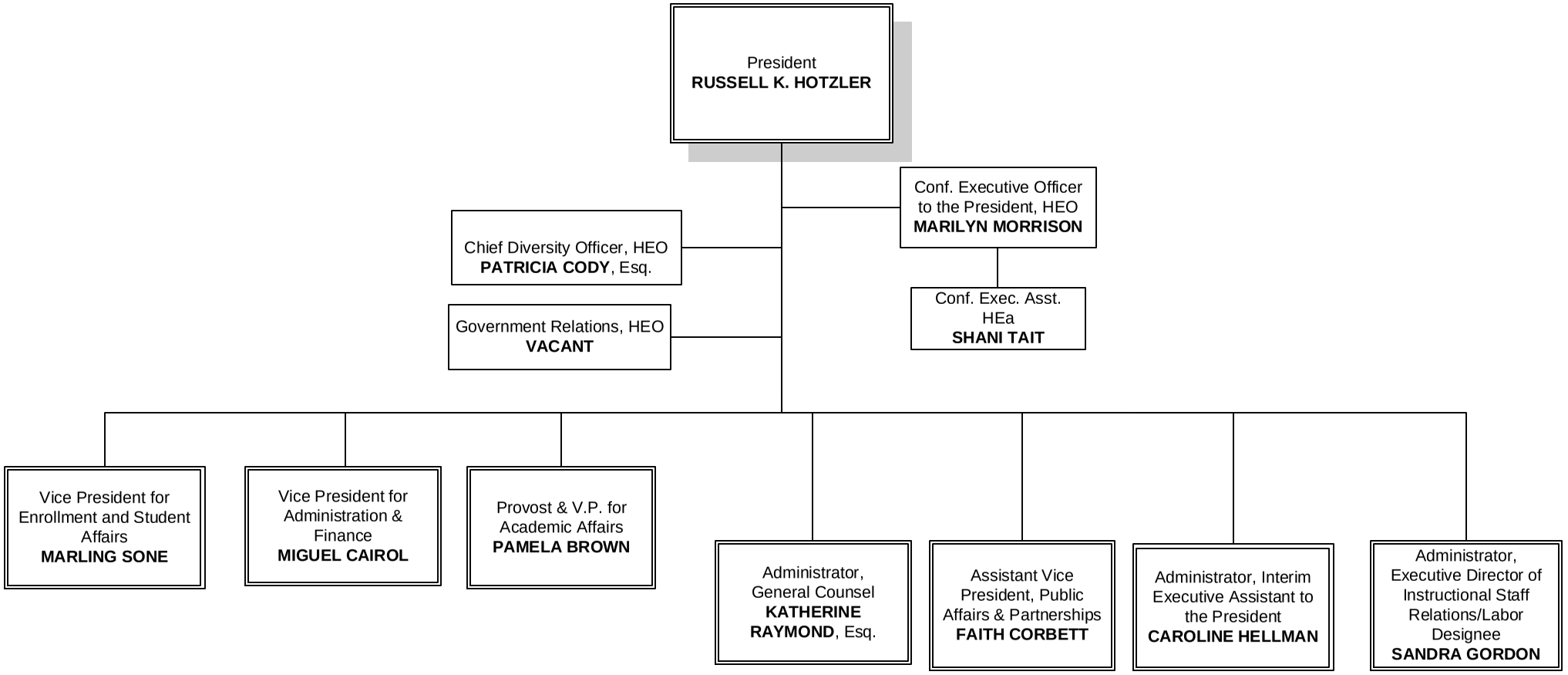
A

Appendix A Organization Charts

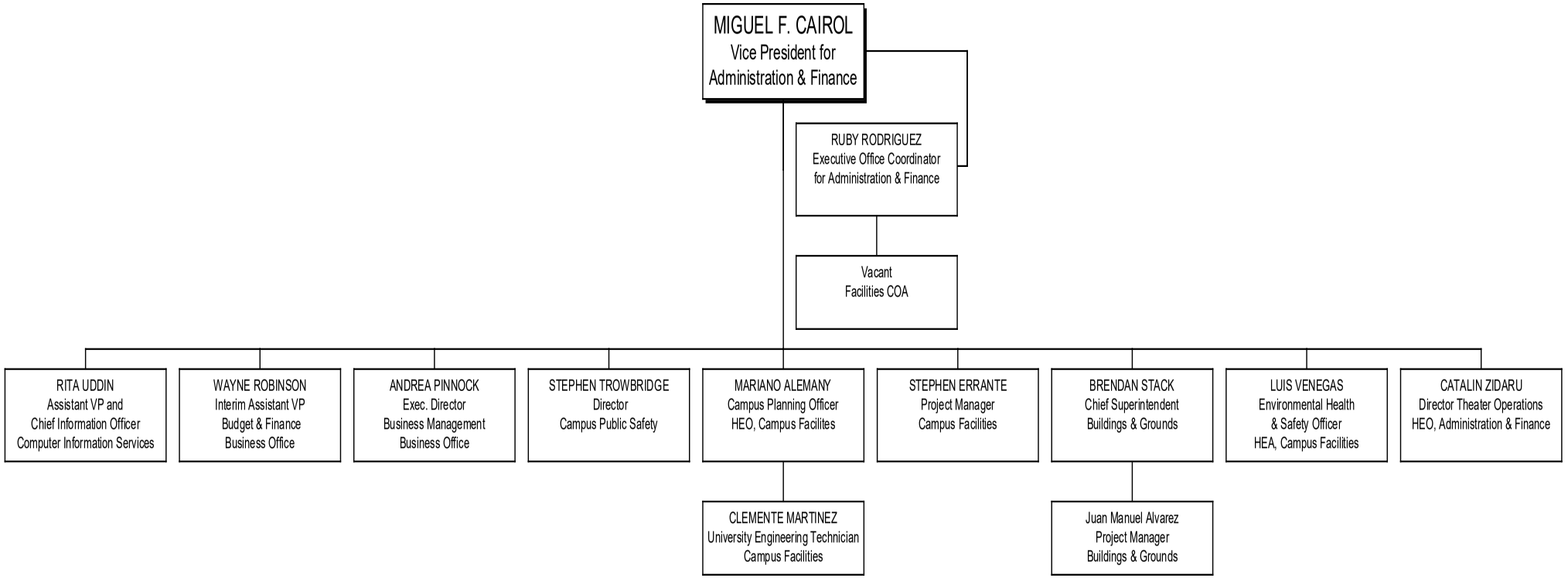
This Appendix contains summary organization charts.

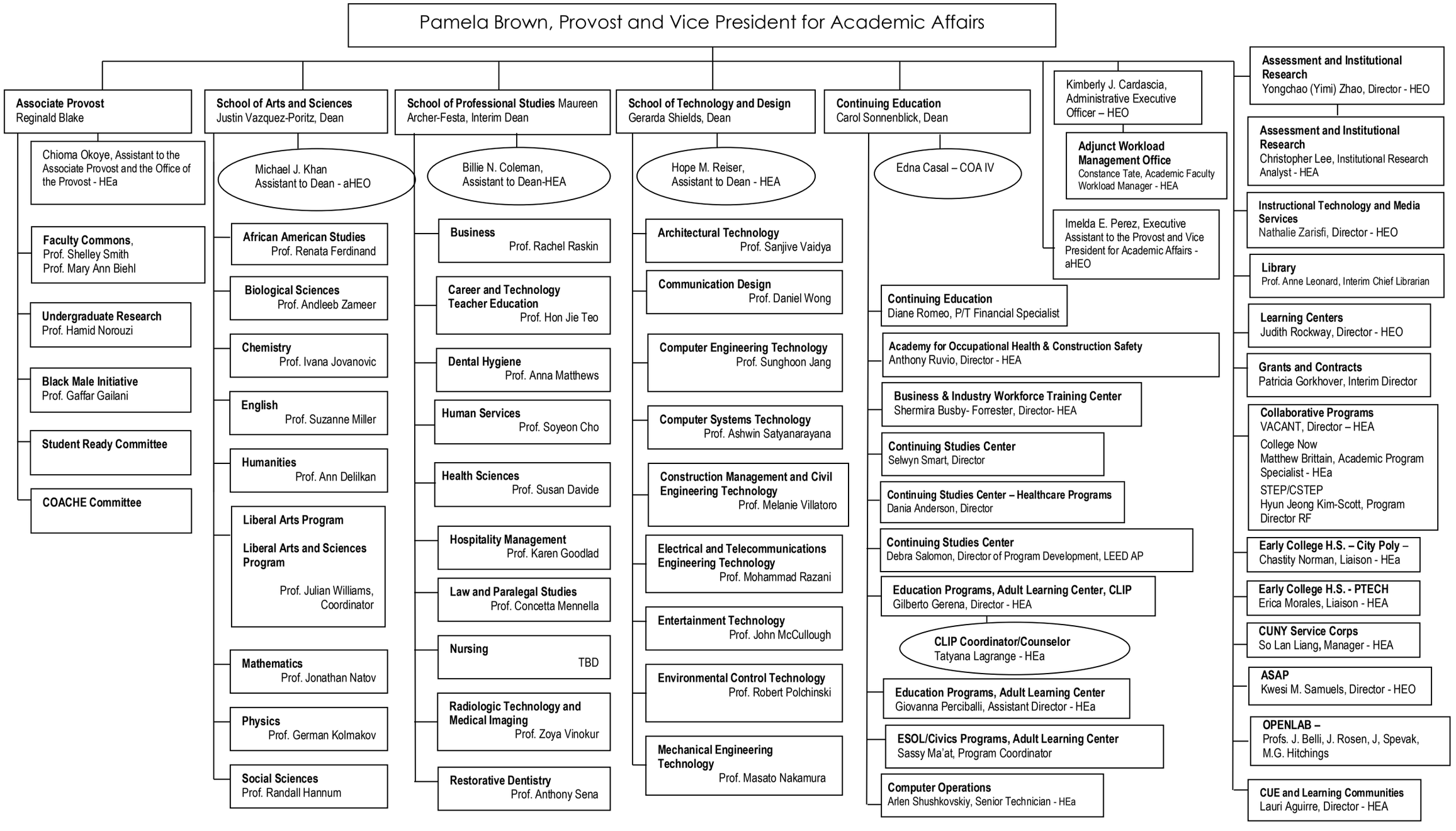
ORGANIZATIONAL STRUCTURE
Office of the President

CURRENT



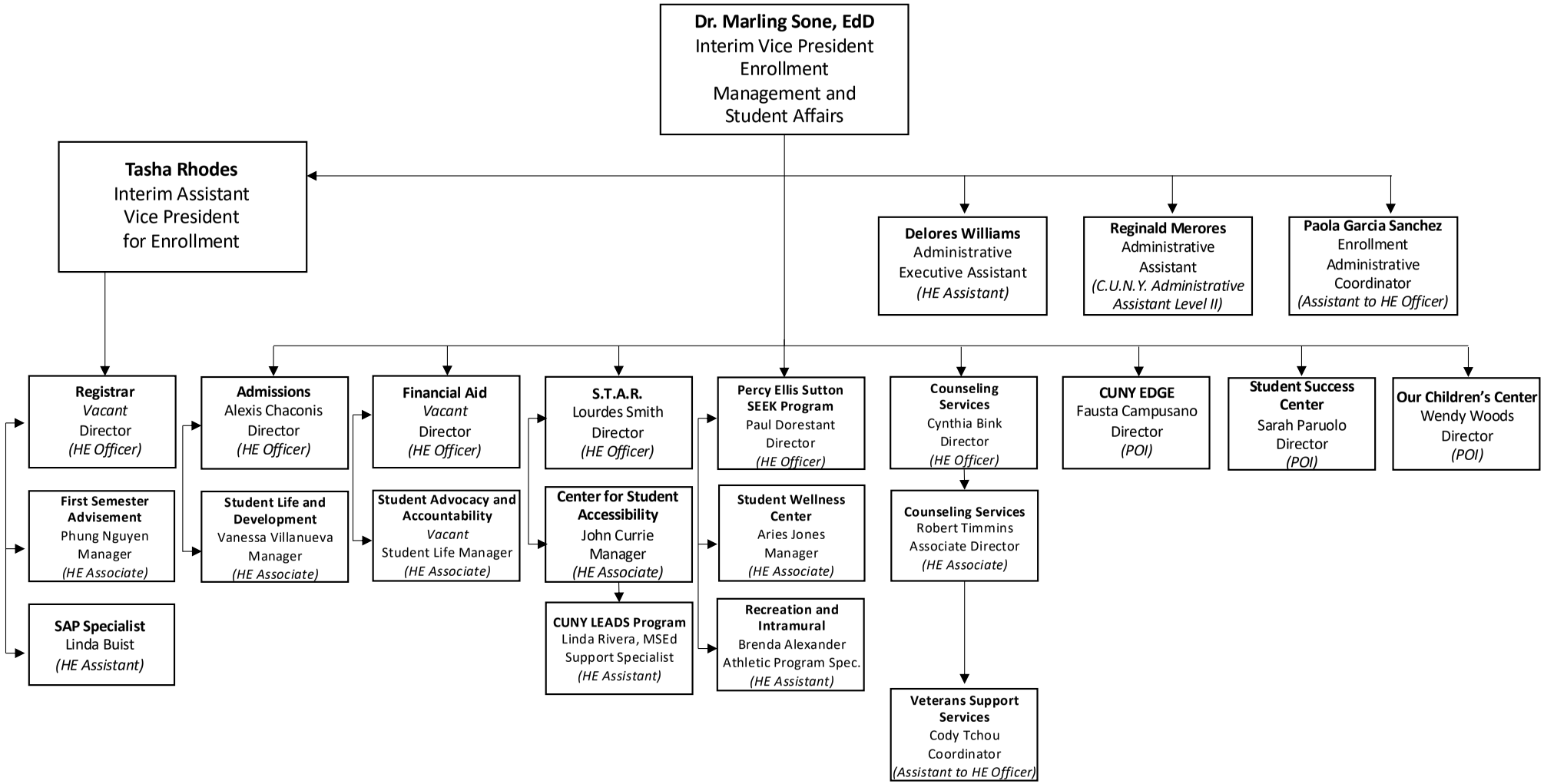
ADMINISTRATION & FINANCE





Office of the Provost, IEP

Division of Enrollment Management and Student Affairs



B

Appendix B Reaffirmation Letter

This Appendix contains the most recent Reaffirmation Letter.

NEW YORK CITY COLLEGE OF TECHNOLOGY
The City University of New York
300 Jay Street, Namm Hall 319
Brooklyn, N.Y. 11201-2983

OFFICE OF THE PRESIDENT
Tel: 718 260 5400 Fax: 718 260 5401

Date: September 18, 2023

To: Members of the College Community

Re: Reaffirmation of Commitment to Employment Diversity, Equal Opportunity, and Affirmative Action

The City University of New York (CUNY) and New York City College of Technology have a long-standing commitment to maintaining an inclusive work and learning environment. I write to reaffirm City Tech's and my own dedication to the principles of diversity and equal opportunity in all aspects of employment and student learning. Senior management fully supports our policies and practices to foster non-discrimination, affirmative action, and diversity and inclusion in the workplace and on our campus. City Tech is enriched by the strengths of the people and perspectives represented in our institution. Accordingly, the College is committed to compliance with CUNY's Policies and Procedures on Equal Opportunity, Non-Discrimination, and Sexual Misconduct.

The Equal Opportunity and Non-Discrimination Policy states CUNY's commitment to recruit, employ, retain, promote, and provide benefits to employees in all job titles without regard to race, color, creed, national origin, ethnicity, ancestry, religion, age, sex (including pregnancy, childbirth and related conditions), sexual orientation, gender, gender identity, marital status, partnership status, disability, genetic information, alienage, citizenship, military or veteran status, unemployment status, status as a victim of domestic violence/stalking/sex offenses, or any other legally prohibited basis in accordance with federal, state and city laws. Additionally, as a federal contractor, CUNY/City Tech engages in affirmative action for women, minorities, individuals with disabilities, and veterans consistent with federal requirements for employees in all title groups. Italian Americans are included among CUNY's protected groups. Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion, or discrimination because they engaged in exercising any rights provided for in equal opportunity regulations.

I invite you to visit the CUNY website to view the Policy in its entirety as well as the polices on Reasonable Accommodations and Academic Adjustments and Reporting of Alleged Misconduct.

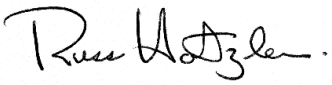
CUNY's executives and administrators are responsible for maintaining a work environment free from discrimination and harassment, and for promoting diversity and inclusion in their units. City Tech's Chief Diversity Officer, Patricia Cody, Esq., is the responsible official charged with assuring Equal Employment Opportunity compliance. I encourage all managers to contact her to discuss diversity and inclusion

strategies that would advance unit goals. Any individual who believes they have experienced employment discrimination may contact Ms. Cody at pcody@citytech.cuny.edu, or at 718-260-4993, and/or utilize the University-wide CUNY Discrimination and Retaliation Reporting Portal on the CUNY website.

City Tech is proud of the diversity reflected in our student body, faculty and staff, and the College attempts to go beyond what is mandated by law to promote an atmosphere conducive to mutual respect in a harmonious learning and working environment. The College pursues this goal by means of coordinated efforts involving curriculum, student support services, staff development and multicultural training, high school and community outreach, and institutional and academic research.

To ensure that the College continues to pursue the spirit and goals of diversity and equal opportunity, I urge you to persist in the active recruitment, retention, and development of a diverse workforce, and assure you that I am committed to supporting these efforts. To truly achieve an environment that holds consideration for all individuals, and sensitivity to our cultural diversity, we each need to act thoughtfully and responsibly. I again ask that you join me in this endeavor, as it is only through our combined efforts that we can ensure the hospitable and respectful campus environment that we all desire, and that is critical to our success as an educational institution.

Sincerely,



Russ Hotzler
President

C

Appendix C CUNY Policies

This Appendix has the text of major CUNY policies related to affirmative action and equal employment opportunity.

EQUAL OPPORTUNITY AND NON-DISCRIMINATION POLICY

The City University of New York ("University" or "CUNY"), located in a historically diverse municipality, is committed to a policy of equal employment and equal access in its educational programs and activities. Diversity, inclusion, and an environment free from discrimination are central to the mission of The University.

It is the policy of The University—applicable to all colleges and units— to recruit, employ, retain, promote, and provide benefits to employees (including paid and unpaid interns) and to admit and provide services for students without regard to race, color, creed, national origin, ethnicity, ancestry, religion, age, sex (including pregnancy, childbirth and related conditions), sexual orientation, gender, gender identity, marital status, partnership status, disability, genetic information, alienage, citizenship, military or veteran status, status as a victim of domestic violence/stalking/sex offenses, unemployment status, or any other legally prohibited basis in accordance with federal, state and city laws.

It is also The University's policy to provide reasonable accommodations to applicants, employees and other persons on the basis of disability, religious practices, pregnancy or childbirth-related medical conditions, or status as victims of domestic violence/stalking/sex offenses.

This Policy also prohibits retaliation for reporting or opposing discrimination, or cooperating with an investigation of a discrimination complaint.

AFFIRMATIVE ACTION POLICY

CUNY has had policies related to affirmative action plans since the early 1970s. CUNY's original Affirmative Action Policy of May 28, 1985 is part of its Manual of General Policy.

ARTICLE V FACULTY, STAFF AND ADMINISTRATION
Policy 5.04 - Affirmative Action:

RESOLVED, that the Board of Trustees of The City University of New York reaffirms its commitment to affirmative action and directs the Chancellery and the colleges to reemphasize the taking of the positive steps that will lead to recruiting, hiring, retaining, tenuring, and promoting increased numbers of qualified minorities and women. (Board of Trustees Minutes, 1985-05-28, Section 6-C)

SEXUAL MISCONDUCT POLICY
CUNY's Policy on Sexual Misconduct addresses sexual harassment, gender-based harassment and sexual violence. It outlines procedures applicable to students and employees for addressing complaints.

Every member of The City University of New York ("CUNY") community, including students, employees and visitors, deserves the opportunity to live, learn and work free from Sexual Misconduct (sexual harassment, gender-based

harassment and sexual violence). Accordingly, CUNY is committed to:
• Defining conduct that constitutes prohibited Sexual Misconduct;
• Providing clear guidelines for students, employees and visitors on how to report incidents of Sexual Misconduct and a commitment that any complaints will be handled respectfully;
• Promptly responding to and investigating allegations of Sexual Misconduct, pursuing disciplinary action when appropriate, referring the incident to local law enforcement when appropriate, and taking action to investigate and address any allegations of retaliation;
• Providing ongoing assistance and support to students and employees who make allegations of Sexual Misconduct;
• Providing awareness and prevention information on Sexual Misconduct, including widely disseminating this policy, as well as a "students' bill of rights" and implementing training and educational programs on Sexual Misconduct to college constituencies; and
• Gathering and analyzing information and data that will be reviewed in order to improve safety, reporting, responsiveness and the resolution of incidents.

This is the sole policy at CUNY addressing Sexual Misconduct and is applicable at all college and units at the University. It will be interpreted in accordance with the principles of academic freedom adopted by CUNY's Board of Trustees.

OTHER POLICIES
It is our policy to recruit, employ, retain, promote, and provide benefits to employees and to admit and provide services for students without regard to race, color, national or ethnic origin, religion, age, sex, sexual orientation, gender identity, marital status, disability, genetic predisposition or carrier status, alienage, citizenship, military or veteran status, unemployment status or status as victim of domestic violence.

Management reaffirms its non-discrimination policies annually.

Other important policies available on CUNY's "Policies and Resources" webpage include:

•Campus and Workplace Violence Policy
•Domestic Violence and the Workplace Policy
•Procedures for Implementing Reasonable Accommodations and Academic Adjustments

CUNY campuses report crime statistics, including statistics relating to sexual violence under the federal Jeanne Clery Act. Information is available from City Tech's Office of Public Safety, 300 Jay Street, Namm 109, or at:

http://www.citytech.cuny.edu/public-safety/docs/StudentRightToKnow.pdf

D

Appendix D-1 Utilization Analysis - Staff Job Groups

This Appendix provides a utilization analysis for each staff job group that has five or more employees.

Underutilization occurs where the utilization of a protected group is less than 80% of Labor Market Availability. We calculate a number approximating the number of full-time employees that would be needed to make utilization equal to the labor market.

Details of internal and external factors in estimating the labor market are provided.

Underutilization numbers for females and total minorities represent placement goals when there are opportunities for hiring/advancement.

Total Minority is comprised of Asian/Hawaiian/Other Pacific Islander, Black/African American, Hispanic/Latino, American Indian/Alaska Native and Two or More Races.

APPENDIX D-1 - Utilization - Staff Job Groups **2023-2024**

NYC College of Technology

Category: Executive/Administrative/Managerial

Job Group: **Admin 1: Executive**

Description: Executive Compensation Plan (Other Than Chief Executive)

Appointments: 17

Weight	Availability Factors
50.00%	ACS 2017-2021 National workforce with a minimum of Bachelor's degree plus eight years of experience (proxy age of 29 and higher) in selected occupations (0010, 0020, 0060, 0101, 0102, 0110, 0120, 0136, 0230, 0565, 2100).
50.00%	Employees in titles Professor or Higher Education Officer as of 6/1/22; tenure or permanency not required.

Titles held by employees in this group

04315	Administrator
04321	Assc Administrator
04316	Asst Vice President
04314	Dean
04702	Vice President

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	12	11	1	7	3
Underutilized (Y = Yes)			Y		
Number Underutilized			1		
Actual Utilization	70.6%	64.7%	5.9%	41.2%	17.6%
Labor Market Availability	45.6%	29.6%	10.0%	8.9%	8.8%

APPENDIX D-1 - Utilization - Staff Job Groups **2023-2024**

NYC College of Technology

Category: Executive/Administrative/Managerial

Job Group: **Admin 2: Managerial**

Description: HE Officer series administrators-senior level

Appointments: 65

Weight	Availability Factors
55.00%	ACS 2017-2021 NY/NJ MSA workforce with a minimum of Bachelor's degree plus six years or experience (proxy age of 27 or higher) in selected occupations (0020, 0060, 0101, 0102, 0110, 0120, 0136, 0230, 0565, 9800).
45.00%	Employees in title Higher Education Assistant of of 6/1/22; tenure or permanency not required.

Titles held by employees in this group

04073	EOC HE Associate
04074	EOC HE Officer
04075	HE Associate
04097	HE Officer

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	42	46	8	25	12
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	64.6%	70.8%	12.3%	38.5%	18.5%
Labor Market Availability	57.7%	51.7%	14.2%	17.4%	17.8%

APPENDIX D-1 - Utilization - Staff Job Groups **2023-2024**

NYC College of Technology

Category: Executive/Administrative/Managerial

Job Group: **Admin 2: Managerial Adjunct**

Description: Adjunct HE Officer series administrators (all levels)

Appointments: 273

Weight	Availability Factors
55.00%	Identical to Administration 2 Group (Full Time).
45.00%	Identical to Administration 2 Group (Full Time).

Titles held by employees in this group

04689	Non-Teaching Adjunct 1
04688	Non-Teaching Adjunct 2
04687	Non-Teaching Adjunct 3
04686	Non-Teaching Adjunct 4
04685	Non-Teaching Adjunct 5

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	179	136	42	46	41
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	65.6%	49.8%	15.4%	16.8%	15.0%
Labor Market Availability	57.7%	51.7%	14.2%	17.4%	17.8%

APPENDIX D-1 - Utilization - Staff Job Groups **2023-2024**

NYC College of Technology

Category: Professional Non-Faculty

Job Group: **Accountant: Professional**

Description: Accounting-Professionals

Appointments: 7

Weight	Availability Factors
50.00%	ACS 2017-2021 NY/NJ MSA workforce with Bachelor's degree of higher in selected occupations (0530, 0800, 0820, 0830).
50.00%	Employees with Civil Service permanency in titles of Accounting Assistant, Purchasing Agent Assistant or EOC Accounting Assistant, who have earned a BA degree or higher, as of 6/1/2022.

Titles held by employees in this group

04801	Finance Accountant
12121	Purchasing Agent

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	5	5	2	3	0
Underutilized (Y = Yes)					Y
Number Underutilized					1
Actual Utilization	71.4%	71.4%	28.6%	42.9%	0.0%
Labor Market Availability	61.9%	51.7%	29.4%	9.6%	11.5%

APPENDIX D-1 - Utilization - Staff Job Groups **2023-2024**

NYC College of Technology

Category: Professional Non-Faculty

Job Group: **Admin 3: Professional**

Description: HE Officer Series: Entry and mid-level administrators

Appointments: 108

Weight	Availability Factors
90.00%	ACS 2017-2021 NY/NJ MSA workforce with minimum of Bachelor's degree in selected occupations (0520-0750, 1006, 1031, 1032, 2002, 2145, 2825, 2830, 2840, 2850, 2865, 5710, 5920, 9810).
10.00%	Employees in titles CUNY Office Assistant, CUNY Admin Assistant, EOC Office Assistant and EOC Administrative Assistant holding a minimum of a Bachelor's degree as of 6/1/22; permanency not required.

Titles held by employees in this group

04017	Asst to HEO
04071	EOC Assistant to HEO
04072	EOC HE Assistant
04099	HE Assistant

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	77	86	11	42	31
Underutilized (Y = Yes)			Y		
Number Underutilized			7		
Actual Utilization	71.3%	79.6%	10.2%	38.9%	28.7%
Labor Market Availability	59.3%	39.5%	16.5%	9.6%	10.4%

APPENDIX D-1 - Utilization - Staff Job Groups **2023-2024**

NYC College of Technology

Category: Professional Non-Faculty

Job Group: **Info Tech: Professional**

Description: Information Technology-Professionals

Appointments: 25

Weight	Availability Factors
75.00%	ACS 2017-2021 NY/NJ MSA with minimum of a High School Diploma and four years of experience (proxy age of 21 or higher) in selected occupations (1006, 1007, 1010, 1021, 1022, 1065, 1105, 1106, 1108).
25.00%	Employees in titles IT Support Assistant and CUNY Office Assistant, permanency not required, as of 6/1/2022.

Titles held by employees in this group

04881	EOC IT Assistant
04877	IT Associate
04875	IT Asst
04029	IT Bus Data Rep Analyst
04880	IT Sr Associate

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	6	23	5	7	11
Underutilized (Y = Yes)	Y		Y		
Number Underutilized	4		3		
Actual Utilization	24.0%	92.0%	20.0%	28.0%	44.0%
Labor Market Availability	38.1%	59.4%	30.2%	13.0%	13.9%

APPENDIX D-1 - Utilization - Staff Job Groups **2023-2024**

NYC College of Technology

Category: Administrative Support Workers

Job Group: **Administrative Assistant**

Description: Administrative Assistants-Senior level

Appointments: 12

Weight	Availability Factors
0.00%	Internal Only - Promotional Title
100.00%	Employees in the CUNY Office Assistant title with Civil Service permanency and having achieved levels 3, 3A, or 4 as of 6/1/2022.

Titles held by employees in this group

04804 CUNY Admin Asst

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	10	10	0	7	2
Underutilized (Y = Yes)			Y		Y
Number Underutilized			1		2
Actual Utilization	83.3%	83.3%	0.0%	58.3%	16.7%
Labor Market Availability	89.4%	77.7%	10.0%	36.6%	29.3%

APPENDIX D-1 - Utilization - Staff Job Groups **2023-2024**

NYC College of Technology

Category: Administrative Support Workers

Job Group: **Office Assistant**

Description: Administrative Office Assistants-Entry level

Appointments: 81

Weight	Availability Factors
65.00%	ACS 2017-2021 NY/NJ MSA with minimum of High School Diploma in selected occupations (4720, 4740, 5220, 5230, 5240, 5740, 5810, 5820, 5860).
35.00%	Employees in the title of College Assistant (hourly) as of 6/1/2022.

Titles held by employees in this group

04802	CUNY Office Assistant
04870	EOC Office Assistant

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	68	67	7	42	17
Underutilized (Y = Yes)			Y		
Number Underutilized			5		
Actual Utilization	84.0%	82.7%	8.6%	51.9%	21.0%
Labor Market Availability	71.8%	58.9%	15.0%	17.6%	23.5%

APPENDIX D-1 - Utilization - Staff Job Groups **2023-2024**

NYC College of Technology

Category: Administrative Support Workers

Job Group: **Office Assistant Adjunct**

Description: Hourly Administrative Office Assistants-Entry level

Appointments: 154

Weight	Availability Factors
100.00%	Identical to CUNY Office Assistant Group (Full Time) except that availability is 100% external.
0.00%	NA

Titles held by employees in this group

10102	College Assistant
04882	EOC Assistant

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	86	141	43	56	38
Underutilized (Y = Yes)	Y				
Number Underutilized	31				
Actual Utilization	55.8%	91.6%	27.9%	36.4%	24.7%
Labor Market Availability	76.3%	49.8%	11.5%	15.0%	20.5%

APPENDIX D-1 - Utilization - Staff Job Groups **2023-2024**

NYC College of Technology

Category: Technicians

Job Group: **Info Tech: Technician**

Description: Information Technology-Tech Support

Appointments: 5

Weight	Availability Factors
85.00%	ACS 2017-2021 NY/NJ MSA with minimum of a High School Diploma in occupation 1050.
15.00%	CUNY employees in the hourly IT Support Assistant title as of 6/1/2022.

Titles held by employees in this group

04874	EOC IT Support Asst
04865	IT Support Asst

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	3	5	0	0	4
Underutilized (Y = Yes)			Y	Y	
Number Underutilized			1	1	
Actual Utilization	60.0%	100.0%	0.0%	0.0%	80.0%
Labor Market Availability	23.3%	57.7%	25.3%	12.4%	17.6%

APPENDIX D-1 - Utilization - Staff Job Groups **2023-2024**

NYC College of Technology

Category: Craft Workers

Job Group: **Skilled Trades: Not Supervisory**

Description: Skilled Trades-Not supervisory

Appointments: 28

Weight	Availability Factors
90.00%	ACS 2017-2021 NY/NJ MSA in selected occupations (6230, 6250, 6355, 6410, 6440, 6460, 6515, 6700, 7300, 7350, 7540, 8030, 8500, 8600, 8610, 8630).
10.00%	Employees in titles Maintenance Worker or any of the Skilled Trade Helper titles, permanency not required, as of 6/1/2022.

Titles held by employees in this group

04899	Carpenter
91717	Electrician
04905	Locksmith
04891	Oiler
91830	Painter
91915	Plumber
04915	Stationary Engineer
91925	Steamfitter
91940	Thermostat Repairer

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	1	10	1	4	5
Underutilized (Y = Yes)		Y			Y
Number Underutilized		3			3
Actual Utilization	3.6%	35.7%	3.6%	14.3%	17.9%
Labor Market Availability	2.6%	46.2%	4.7%	10.6%	27.9%

APPENDIX D-1 - Utilization - Staff Job Groups **2023-2024**

NYC College of Technology

Category: Craft Workers

Job Group: **Laborers and Helpers**

Description: Entry-Level Craft Workers

Appointments: 5

Weight	Availability Factors
55.00%	ACS 2017-2021 NY/NJ MSA in selected occupations (6260, 6600, 6730, 7610, 8810, 8950, 9620, 9760, 9760).
45.00%	CUNY employees in the Custodial Assistant and Custodial Supervisor titles, permanency not required, as of 6/1/2022.

Titles held by employees in this group

90702	Laborer
12200	Stock Worker

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	0	3	0	1	2
Underutilized (Y = Yes)	Y				
Number Underutilized	1				
Actual Utilization	0.0%	60.0%	0.0%	20.0%	40.0%
Labor Market Availability	19.9%	73.8%	6.8%	24.3%	40.5%

APPENDIX D-1 - Utilization - Staff Job Groups **2023-2024**

NYC College of Technology

Category: Service Workers

Job Group: **Campus Public Safety Sergeant**

Description: Campus Security-Supervisors and Specialists

Appointments: 9

Weight	Availability Factors
0.00%	Internal Only-Promotional Title
100.00%	CUNY employees in the title of Campus Peace Officer with Civil Service permanency and two years of permanent service as of 6/1/2022.

Titles held by employees in this group

04846	Campus Pub Safety Sergeant
04845	Campus Security Specialist

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	2	9	0	7	2
Underutilized (Y = Yes)					Y
Number Underutilized					1
Actual Utilization	22.2%	100.0%	0.0%	77.8%	22.2%
Labor Market Availability	24.0%	86.3%	4.5%	49.2%	30.7%

APPENDIX D-1 - Utilization - Staff Job Groups **2023-2024**

NYC College of Technology

Category: Service Workers

Job Group: **Campus Peace Officer**

Description: Campus Security-Mid level staff

Appointments: 12

Weight	Availability Factors
60.00%	ACS 2017-2021 NY/NJ MSA with minimum of High School Diploma, New York State residency, and minimum age of 21 in selected occupations (3802, 3930, 3940, 3945, 3946, 3960).
40.00%	Employees in the title of Campus Security Assistant, Civil Service permanency not required, as of 6/1/2022.

Titles held by employees in this group

04844 Campus Peace Officer

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	2	10	0	6	4
Underutilized (Y = Yes)	Y		Y		
Number Underutilized	2		2		
Actual Utilization	16.7%	83.3%	0.0%	50.0%	33.3%
Labor Market Availability	30.1%	77.9%	13.7%	42.4%	19.7%

APPENDIX D-1 - Utilization - Staff Job Groups **2023-2024**

NYC College of Technology

Category: Service Workers

Job Group: **Campus Security Assistant**

Description: Campus Security-Entry level staff

Appointments: 11

Weight	Availability Factors
90.00%	ACS 2017-2021 NY/NJ MSA with minimum of High School Diploma, New York State residency and minimum age of 18 in selected occupations (3930, 3940, 3945, 3946, 3960).
10.00%	Employees in title Campus Security Assistant (Hourly), permanency not required, as of 6/1/2022.

Titles held by employees in this group

04841 Campus Security Asst

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	5	11	1	8	2
Underutilized (Y = Yes)					Y
Number Underutilized					1
Actual Utilization	45.5%	100.0%	9.1%	72.7%	18.2%
Labor Market Availability	30.6%	71.1%	8.2%	36.4%	23.6%

APPENDIX D-1 - Utilization - Staff Job Groups **2023-2024**

NYC College of Technology

Category: Service Workers

Job Group: **Custodial: Supervisory**

Description: Custodial-Supervisors (all titles)

Appointments: 5

Weight	Availability Factors
0.00%	Internal Only-Promotional Title
100.00%	Employees in title Custodial Assistant and are not temporary as of 6/1/2022.

Titles held by employees in this group

80560	Custodial Asst Principal Supv
80535	Custodial Sr Supervisor
04862	Custodial Supervisor

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	1	5	0	3	2
Underutilized (Y = Yes)	Y				
Number Underutilized	1				
Actual Utilization	20.0%	100.0%	0.0%	60.0%	40.0%
Labor Market Availability	36.5%	90.8%	6.5%	42.8%	41.3%

APPENDIX D-1 - Utilization - Staff Job Groups **2023-2024**

NYC College of Technology

Category: Service Workers

Job Group: **Custodial: Assistant**

Description: Custodial-Entry level

Appointments: 35

Weight	Availability Factors
65.00%	ACS 2017-2021 NY/NJ MSA in occupation 4220.
35.00%	CUNY employees in title Custodial Assistant (Hourly) as of 6/1/2022.

Titles held by employees in this group

04861	Custodial Assistant
04863	EOC Custodial Asst

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	10	35	0	23	12
Underutilized (Y = Yes)			Y		
Number Underutilized			2		
Actual Utilization	28.6%	100.0%	0.0%	65.7%	34.3%
Labor Market Availability	33.4%	77.6%	5.0%	29.2%	41.2%

Appendix D-2 Utilization Analysis - College Laboratory Technicians

This Appendix provides a utilization analysis for College Laboratory Technicians in groups with five or more employees.

Underutilization occurs where utilization of a given group is less than 80% of Labor Market Availability. We calculate a number approximating the number of full-time employees that would be needed to make utilization equal to the labor market.

Underutilization numbers for females and total minorities represent specific placement goals when there are opportunities for hiring/advancement.

Details of internal and external factors in estimating the labor market are provided.

Total Minority is comprised of Asian/Hawaiian/Other Pacific Islander, Black/African American, Hispanic/Latino, American Indian/Alaska Native, and Two or More Races.

Admin 4: College Lab Technician

Weight	Availability Factors
100.00%	ACS 2017-2021 NY/NJ MSA with minimum of High School Diploma. Selected occupations for the Scientific/Technical/IT specialty (1050, 1910, 1920, 1970). Selected occupations for others (2440, 2555).

Grouping: College Lab Tech: Science, Tech, Eng.

Appointments: 27

Employees in this category work in the following department(s):

10020	Architectural Technology
10030	Biology
10050	Chemistry
10065	Computer Engr. Technology
10064	Computer Systems Technology
10068	Construction Technology
10385	Dean For Technology & Design
10077	Dental Hygiene
10097	Electrical Technology
10106	Entertainment Technology
10108	Environment Control Technology
10195	Mathematics
10197	Mechanical Technology
10058	Nursing
10228	Physics
10310	Radiologic Technology/Medical
10078	Restorative Dentistry

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Oth Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	9	21	8	6	6
Underutilized (Y = Yes)	Y				
Number Underutilized	4				
Actual Utilization	33.3%	77.8%	29.6%	22.2%	22.2%
Labor Market Availability	47.1%	31.3%	17.5%	4.9%	6.0%

Admin 4: College Lab Technician

Weight	Availability Factors
100.00%	ACS 2017-2021 NY/NJ MSA with minimum of High School Diploma. Selected occupations for the Scientific/Technical/IT specialty (1050, 1910, 1920, 1970). Selected occupations for others (2440, 2555).

Grouping: College Lab Tech: Other

Appointments: 5

Employees in this category work in the following department(s):

10044	Business
10293	Career & Technical Ed
65017	College Now
10009	Communication Design
80110	Dean Of Lib Arts & Gen Studies
10240	Dean's Off-Professional Studie
10155	Hospitality Management

	Utilization Report				
	Female	**Total Minority**	**Asian/Nat. Haw./Oth Pac. Isl.**	**Black/African American**	**Hispanic/ Latino**
Number of Employees	2	3	1	1	1
Underutilized (Y = Yes)	Y				
Number Underutilized	2				
Actual Utilization	40.0%	60.0%	20.0%	20.0%	20.0%
Labor Market Availability	83.8%	42.8%	8.7%	13.3%	18.3%

Admin 4: College Lab Technician Adjunct

Weight	Availability Factors
100.00%	Identical to Administration 4 Group (Full Time).

Grouping: College Lab Tech: Science, Tech, Eng.

Appointments: 115

Employees in this category work in the following department(s):

10020	Architectural Technology
10030	Biology
10050	Chemistry
10065	Computer Engr. Technology
10064	Computer Systems Technology
10068	Construction Technology
10385	Dean For Technology & Design
10077	Dental Hygiene
10097	Electrical Technology
10106	Entertainment Technology
10108	Environment Control Technology
10195	Mathematics
10197	Mechanical Technology
10058	Nursing
10228	Physics
10310	Radiologic Technology/Medical
10078	Restorative Dentistry

Utilization Report	Female	Total Minority	Asian/Nat. Haw./Oth Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	38	81	11	23	42
Underutilized (Y = Yes)	Y		Y		
Number Underutilized	16		9		
Actual Utilization	33.0%	70.4%	9.6%	20.0%	36.5%
Labor Market Availability	47.1%	31.3%	17.5%	4.9%	6.0%

Admin 4: College Lab Technician Adjunct

Weight	Availability Factors
100.00%	Identical to Administration 4 Group (Full Time).

Grouping: College Lab Tech: Other

Appointments: 20

Employees in this category work in the following department(s):

10044	Business
10293	Career & Technical Ed
65017	College Now
10009	Communication Design
80110	Dean Of Lib Arts & Gen Studies
10240	Dean's Off-Professional Studie
10155	Hospitality Management

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Oth Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	9	17	3	5	9
Underutilized (Y = Yes)	Y				
Number Underutilized	8				
Actual Utilization	45.0%	85.0%	15.0%	25.0%	45.0%
Labor Market Availability	83.8%	42.8%	8.7%	13.3%	18.3%

Appendix D-3 Utilization Analysis - Faculty By Discipline and Job Group

This Appendix provides a utilization analysis for combination of faculty job group and academic discipline with five or more employees.

Underutilization occurs where the utilization of a protected group is less than 80% of Labor Market Availability. We calculate a number approximating the number of full-time employees that would be needed to make utilization equal to the labor market.

Underutilization numbers for females and total minorities represent specific placement goals as prescribed for federal Affirmative Action Plans. Note underutilization measures are those calculated for the academic discipline, which may comprise more than one department.

Details of internal and external factors in estimating the labor market are provided.

Total Minority is comprised of Asian/Hawaiian/Other Pacific Islander, Black/African American, Hispanic/Latino, American Indian/Alaska Native and Two or More Races.

Architecture and Related

Faculty in this discipline are assigned to the following department(s):

10020 Architectural Technology

Job Group Faculty: Lecturer Adjunct

Weight **Availability Factors**

100.00% Identical to Faculty Lecturer Group (Full Time).

Total Appointments: 35

Utilization Report	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	10	13	6	1	4
Underutilized (Y = Yes)	Y			Y	
Number Underutilized	8			1	
Actual Utilization	28.6%	37.1%	17.1%	2.9%	11.4%
Labor Market Availability	50.5%	35.9%	12.6%	5.2%	14.2%

Job Group Faculty: Professoriate

Weight **Availability Factors**

100.00% 2020 NCES Degree Completions, Doctoral, Nationwide for selected disciplines (first and second majors).

Total Appointments: 21

Utilization Report	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	8	8	5	1	2
Underutilized (Y = Yes)	Y			Y	
Number Underutilized	4			1	
Actual Utilization	38.1%	38.1%	23.8%	4.8%	9.5%
Labor Market Availability	57.1%	35.3%	16.5%	9.0%	9.0%

Job Group **Faculty: Professoriate Adjunct**

Weight	Availability Factors
100.00%	Identical to Faculty Professoriate Group (Full Time).

Total Appointments: 35

Utilization Report	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	14	9	5	2	2
Underutilized (Y = Yes)	Y	Y		Y	Y
Number Underutilized	6	3		1	1
Actual Utilization	40.0%	25.7%	14.3%	5.7%	5.7%
Labor Market Availability	57.1%	35.3%	16.5%	9.0%	9.0%

Area, Ethnic, Cultural, Gender, and Group Studies

Faculty in this discipline are assigned to the following department(s):

10314 African-American Studies

Job Group Faculty: Professoriate

Weight **Availability Factors**

100.00% 2020 NCES Degree Completions, Doctoral, Nationwide for selected disciplines (first and second majors).

Total Appointments: 5

Utilization Report	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	4	5	0	4	1
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	80.0%	100.0%	0.0%	80.0%	20.0%
Labor Market Availability	64.0%	50.9%	7.3%	22.5%	13.8%

Job Group Faculty: Professoriate Adjunct

Weight **Availability Factors**

100.00% Identical to Faculty Professoriate Group (Full Time).

Total Appointments: 5

Utilization Report	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	3	5	0	5	0
Underutilized (Y = Yes)					Y
Number Underutilized					1
Actual Utilization	60.0%	100.0%	0.0%	100.0%	0.0%
Labor Market Availability	64.0%	50.9%	7.3%	22.5%	13.8%

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Biological and Biomedical Sciences

Faculty in this discipline are assigned to the following department(s):

10030 Biology

Job Group **Faculty: Lecturer Adjunct**

Weight	Availability Factors
100.00%	Identical to Faculty Lecturer Group (Full Time).

Total Appointments: 16

Utilization Report	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	9	8	3	2	2
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	56.3%	50.0%	18.8%	12.5%	12.5%
Labor Market Availability	64.2%	47.2%	19.5%	10.4%	13.8%

Job Group **Faculty: Professoriate**

Weight	Availability Factors
100.00%	2020 NCES Degree Completions, Doctoral, Nationwide for selected disciplines (first and second majors).

Total Appointments: 18

Utilization Report	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	7	12	9	2	1
Underutilized (Y = Yes)	Y				Y
Number Underutilized	3				1
Actual Utilization	38.9%	66.7%	50.0%	11.1%	5.6%
Labor Market Availability	53.6%	28.5%	11.4%	4.6%	8.6%

Job Group **Faculty: Professoriate Adjunct**

Weight	Availability Factors
100.00%	Identical to Faculty Professoriate Group (Full Time).

Total Appointments: 38

Utilization Report	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	17	27	19	7	1
Underutilized (Y = Yes)					Y
Number Underutilized					2
Actual Utilization	44.7%	71.1%	50.0%	18.4%	2.6%
Labor Market Availability	53.6%	28.5%	11.4%	4.6%	8.6%

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Business, Management, Marketing and Support

Faculty in this discipline are assigned to the following department(s):

10044	Business
10155	Hospitality Management

Job Group Faculty: Lecturer Adjunct

Weight	Availability Factors
100.00%	Identical to Faculty Lecturer Group (Full Time).

Total Appointments: 31

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	14	17	4	8	5
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	45.2%	54.8%	12.9%	25.8%	16.1%
Labor Market Availability	46.7%	43.2%	13.9%	10.7%	16.0%

Job Group Faculty: Professoriate

Weight	Availability Factors
100.00%	2020 NCES Degree Completions, Doctoral, Nationwide for selected disciplines (first and second majors).

Total Appointments: 23

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	15	9	2	4	3
Underutilized (Y = Yes)				Y	
Number Underutilized				2	
Actual Utilization	65.2%	39.1%	8.7%	17.4%	13.0%
Labor Market Availability	47.7%	40.7%	5.6%	25.1%	7.0%

Job Group **Faculty: Professoriate Adjunct**

Weight	Availability Factors
100.00%	Identical to Faculty Professoriate Group (Full Time).

Total Appointments: 16

Utilization Report	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	6	10	0	7	2
Underutilized (Y = Yes)	Y		Y		
Number Underutilized	2		1		
Actual Utilization	37.5%	62.5%	0.0%	43.8%	12.5%
Labor Market Availability	47.7%	40.7%	5.6%	25.1%	7.0%

Communications, Journalism, and Related

Faculty in this discipline are assigned to the following department(s):

10009 Communication Design

Job Group Faculty: Lecturer Adjunct

Weight **Availability Factors**

100.00% Identical to Faculty Lecturer Group (Full Time).

Total Appointments: 43

	Utilization Report				
	Female	**Total Minority**	**Asian/Nat. Haw./Other Pac. Isl.**	**Black/African American**	**Hispanic/ Latino**
Number of Faculty	14	17	4	10	3
Underutilized (Y = Yes)	Y				Y
Number Underutilized	13				4
Actual Utilization	32.6%	39.5%	9.3%	23.3%	7.0%
Labor Market Availability	63.8%	39.4%	5.8%	12.7%	17.1%

Job Group Faculty: Professoriate

Weight **Availability Factors**

100.00% 2020 NCES Degree Completions, Doctoral, Nationwide for selected disciplines (first and second majors).

Total Appointments: 16

	Utilization Report				
	Female	**Total Minority**	**Asian/Nat. Haw./Other Pac. Isl.**	**Black/African American**	**Hispanic/ Latino**
Number of Faculty	8	6	1	2	3
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	50.0%	37.5%	6.3%	12.5%	18.8%
Labor Market Availability	59.9%	23.8%	5.6%	8.6%	5.8%

Job Group **Faculty: Professoriate Adjunct**

Weight	Availability Factors
100.00%	Identical to Faculty Professoriate Group (Full Time).

Total Appointments: 11

Utilization Report	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	6	4	1	0	3
Underutilized (Y = Yes)				Y	
Number Underutilized				1	
Actual Utilization	54.5%	36.4%	9.1%	0.0%	27.3%
Labor Market Availability	59.9%	23.8%	5.6%	8.6%	5.8%

Computer and Information Sciences and Support

Faculty in this discipline are assigned to the following department(s):

10065	Computer Engr. Technology
10064	Computer Systems Technology

Job Group Faculty: Lecturer

Weight	Availability Factors
100.00%	2020 NCES Degree Completions, Bachelor's level and above in New York and New Jersey for selected disciplines (first and second majors).

Total Appointments: 6

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	2	5	2	3	0
Underutilized (Y = Yes)					Y
Number Underutilized					1
Actual Utilization	33.3%	83.3%	33.3%	50.0%	0.0%
Labor Market Availability	25.3%	54.6%	28.5%	9.4%	13.2%

Job Group Faculty: Lecturer Adjunct

Weight	Availability Factors
100.00%	Identical to Faculty Lecturer Group (Full Time).

Total Appointments: 100

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	21	64	26	20	17
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	21.0%	64.0%	26.0%	20.0%	17.0%
Labor Market Availability	25.3%	54.6%	28.5%	9.4%	13.2%

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Job Group **Faculty: Professoriate**

Weight **Availability Factors**

100.00% 2020 NCES Degree Completions, Doctoral, Nationwide for selected disciplines (first and second majors).

Total Appointments: 30

Utilization Report	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	8	20	14	1	5
Underutilized (Y = Yes)				Y	
Number Underutilized				2	
Actual Utilization	26.7%	66.7%	46.7%	3.3%	16.7%
Labor Market Availability	25.7%	31.6%	13.2%	9.1%	4.8%

Job Group **Faculty: Professoriate Adjunct**

Weight **Availability Factors**

100.00% Identical to Faculty Professoriate Group (Full Time).

Total Appointments: 26

Utilization Report	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	1	17	11	3	3
Underutilized (Y = Yes)	Y				
Number Underutilized	6				
Actual Utilization	3.8%	65.4%	42.3%	11.5%	11.5%
Labor Market Availability	25.7%	31.6%	13.2%	9.1%	4.8%

Education - Developmental

Faculty in this discipline are assigned to the following department(s):

60201	BEOC
10293	Career & Technical Ed
65017	College Now
10396	Continuing Education
75024	Counseling-Academic/Psych
65026	CUNY Adult Literacy
75125	Freshman Year Initiative
65068	Language Immersion
60056	MATH START
65100	SEEK-Counseling
65120	Workforce Development

Job Group Faculty: Continuing Education

Weight	Availability Factors
100.00%	2020 NCES Degree Completions, Bachelor's level and above in New York and New Jersey for selected disciplines (first and second majors).

Total Appointments: 82

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	38	54	14	24	14
Underutilized (Y = Yes)	Y				
Number Underutilized	15				
Actual Utilization	46.3%	65.9%	17.1%	29.3%	17.1%
Labor Market Availability	64.5%	30.7%	10.7%	9.2%	8.9%

Job Group Faculty: Developmental

Weight	Availability Factors
100.00%	ACS 2017-2021 NY/NJ MSA with minimum of a Bachelor's degree in occupation 2360 (Other Teachers and Instructors).

Job Group Faculty: Developmental

Weight **Availability Factors**

100.00% ACS 2017-2021 NY/NJ MSA with minimum of a Bachelor's degree in occupation 2360 (Other Teachers and Instructors).

Total Appointments: 14

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	10	8	3	3	1
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	71.4%	57.1%	21.4%	21.4%	7.1%
Labor Market Availability	64.5%	30.7%	10.7%	9.2%	8.9%

Job Group Faculty: Lecturer

Weight **Availability Factors**

100.00% 2020 NCES Degree Completions, Bachelor's level and above in New York and New Jersey for selected disciplines (first and second majors).

Total Appointments: 5

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	2	1	0	1	0
Underutilized (Y = Yes)	Y	Y	Y		
Number Underutilized	1	1	1		
Actual Utilization	40.0%	20.0%	0.0%	20.0%	0.0%
Labor Market Availability	64.5%	30.7%	10.7%	9.2%	8.9%

Job Group Faculty: Lecturer Adjunct

Weight **Availability Factors**

100.00% Identical to Faculty Lecturer Group (Full Time).

Job Group **Faculty: Lecturer Adjunct**

Weight	Availability Factors
100.00%	Identical to Faculty Lecturer Group (Full Time).

Total Appointments: 23

Utilization Report	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	14	13	2	6	5
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	60.9%	56.5%	8.7%	26.1%	21.7%
Labor Market Availability	64.5%	30.7%	10.7%	9.2%	8.9%

Engineering and Related Technologies

Faculty in this discipline are assigned to the following department(s):

10068	Construction Technology
10097	Electrical Technology
10106	Entertainment Technology
10108	Environment Control Technology
10197	Mechanical Technology

Job Group **Faculty: Lecturer Adjunct**

Weight	Availability Factors
100.00%	Identical to Faculty Lecturer Group (Full Time).

Total Appointments: 77

Utilization Report	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	22	36	15	7	14
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	28.6%	46.8%	19.5%	9.1%	18.2%
Labor Market Availability	15.4%	42.7%	12.4%	9.9%	16.3%

Job Group **Faculty: Professoriate**

Weight	Availability Factors
100.00%	2020 NCES Degree Completions, Doctoral, Nationwide for selected disciplines (first and second majors).

Total Appointments: 36

Utilization Report	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	9	13	10	2	1
Underutilized (Y = Yes)				Y	
Number Underutilized				1	
Actual Utilization	25.0%	36.1%	27.8%	5.6%	2.8%
Labor Market Availability	28.6%	25.5%	15.3%	8.2%	2.0%

Job Group **Faculty: Professoriate Adjunct**

Weight	Availability Factors
100.00%	Identical to Faculty Professoriate Group (Full Time).

Total Appointments: 62

Utilization Report	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	7	24	11	7	5
Underutilized (Y = Yes)	Y				
Number Underutilized	11				
Actual Utilization	11.3%	38.7%	17.7%	11.3%	8.1%
Labor Market Availability	28.6%	25.5%	15.3%	8.2%	2.0%

English Language and Literature/Letters

Faculty in this discipline are assigned to the following department(s):

10102 English

Job Group Faculty: Lecturer Adjunct

Weight **Availability Factors**

100.00% Identical to Faculty Lecturer Group (Full Time).

Total Appointments: 63

Utilization Report	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	39	19	6	11	1
Underutilized (Y = Yes)		Y			Y
Number Underutilized		5			11
Actual Utilization	61.9%	30.2%	9.5%	17.5%	1.6%
Labor Market Availability	71.9%	37.9%	6.7%	9.2%	18.3%

Job Group Faculty: Professoriate

Weight **Availability Factors**

100.00% 2020 NCES Degree Completions, Doctoral, Nationwide for selected disciplines (first and second majors).

Total Appointments: 33

Utilization Report	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	22	11	4	4	2
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	66.7%	33.3%	12.1%	12.1%	6.1%
Labor Market Availability	59.4%	20.2%	3.7%	5.8%	6.9%

Job Group **Faculty: Professoriate Adjunct**

Weight	Availability Factors
100.00%	Identical to Faculty Professoriate Group (Full Time).

Total Appointments: 20

Utilization Report	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	13	8	0	4	3
Underutilized (Y = Yes)			Y		
Number Underutilized			1		
Actual Utilization	65.0%	40.0%	0.0%	20.0%	15.0%
Labor Market Availability	59.4%	20.2%	3.7%	5.8%	6.9%

Health Professions and Related Programs

Faculty in this discipline are assigned to the following department(s):

10077	Dental Hygiene
10135	Health Sciences
10157	Human Services
10058	Nursing
10310	Radiologic Technology/Medical
10078	Restorative Dentistry

Job Group **Faculty: Lecturer Adjunct**

Weight	Availability Factors
100.00%	Identical to Faculty Lecturer Group (Full Time).

Total Appointments: 120

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	86	85	5	58	16
Underutilized (Y = Yes)			Y		
Number Underutilized			14		
Actual Utilization	71.7%	70.8%	4.2%	48.3%	13.3%
Labor Market Availability	78.0%	43.4%	15.6%	12.4%	13.0%

Job Group **Faculty: Professoriate**

Weight	Availability Factors
100.00%	2020 NCES Degree Completions, Doctoral, Nationwide for selected disciplines (first and second majors).

Total Appointments: 41

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	31	19	6	7	5
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	75.6%	46.3%	14.6%	17.1%	12.2%
Labor Market Availability	60.7%	36.5%	17.9%	7.5%	7.7%

Job Group **Faculty: Professoriate Adjunct**

Weight	Availability Factors
100.00%	Identical to Faculty Professoriate Group (Full Time).

Total Appointments: 56

Utilization Report	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	48	32	4	24	3
Underutilized (Y = Yes)			Y		Y
Number Underutilized			6		1
Actual Utilization	85.7%	57.1%	7.1%	42.9%	5.4%
Labor Market Availability	60.7%	36.5%	17.9%	7.5%	7.7%

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Legal Professions and Studies

Faculty in this discipline are assigned to the following department(s):

10182 Law And Paralegal Studies

Job Group Faculty: Professoriate

Weight **Availability Factors**

100.00% 2020 NCES Degree Completions, Doctoral, Nationwide for selected disciplines (first and second majors).

Total Appointments: 7

	Utilization Report				
	Female	**Total Minority**	**Asian/Nat. Haw./Other Pac. Isl.**	**Black/African American**	**Hispanic/ Latino**
Number of Faculty	7	3	0	2	1
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	100.0%	42.9%	0.0%	28.6%	14.3%
Labor Market Availability	53.4%	32.5%	6.4%	9.1%	13.1%

Job Group Faculty: Professoriate Adjunct

Weight **Availability Factors**

100.00% Identical to Faculty Professoriate Group (Full Time).

Total Appointments: 9

	Utilization Report				
	Female	**Total Minority**	**Asian/Nat. Haw./Other Pac. Isl.**	**Black/African American**	**Hispanic/ Latino**
Number of Faculty	4	6	0	4	2
Underutilized (Y = Yes)			Y		
Number Underutilized			1		
Actual Utilization	44.4%	66.7%	0.0%	44.4%	22.2%
Labor Market Availability	53.4%	32.5%	6.4%	9.1%	13.1%

Liberal Arts and Sciences, General Studies & Humanities

Faculty in this discipline are assigned to the following department(s):

10158 Humanities

Job Group Faculty: Lecturer Adjunct

Weight **Availability Factors**

100.00% Identical to Faculty Lecturer Group (Full Time).

Total Appointments: 27

	Utilization Report				
	Female	**Total Minority**	**Asian/Nat. Haw./Other Pac. Isl.**	**Black/African American**	**Hispanic/ Latino**
Number of Faculty	19	10	1	5	4
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	70.4%	37.0%	3.7%	18.5%	14.8%
Labor Market Availability	63.4%	35.1%	4.7%	12.3%	14.4%

Job Group Faculty: Professoriate

Weight **Availability Factors**

100.00% 2020 NCES Degree Completions, Doctoral, Nationwide for selected disciplines (first and second majors).

Total Appointments: 12

	Utilization Report				
	Female	**Total Minority**	**Asian/Nat. Haw./Other Pac. Isl.**	**Black/African American**	**Hispanic/ Latino**
Number of Faculty	6	6	4	0	2
Underutilized (Y = Yes)				Y	
Number Underutilized				2	
Actual Utilization	50.0%	50.0%	33.3%	0.0%	16.7%
Labor Market Availability	59.0%	28.6%	3.8%	14.3%	7.6%

Job Group **Faculty: Professoriate Adjunct**

Weight	Availability Factors
100.00%	Identical to Faculty Professoriate Group (Full Time).

Total Appointments: 18

Utilization Report	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	10	6	1	2	3
Underutilized (Y = Yes)				Y	
Number Underutilized				1	
Actual Utilization	55.6%	33.3%	5.6%	11.1%	16.7%
Labor Market Availability	59.0%	28.6%	3.8%	14.3%	7.6%

Library (Librarians/Non-Teaching)

Faculty in this discipline are assigned to the following department(s):

70054	Library

Job Group **Faculty: Librarian**

Weight	Availability Factors
100.00%	ACS 2017-2021 Nationwide workforce with a minimum of a Master's degree in occupation 2435 (Librarians and Media Collections Specialists). One availability is calculated for all faculty in the Library group.

Total Appointments: 13

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	10	4	1	3	0
Underutilized (Y = Yes)					Y
Number Underutilized					1
Actual Utilization	76.9%	30.8%	7.7%	23.1%	0.0%
Labor Market Availability	81.3%	15.5%	3.6%	4.5%	4.8%

Mathematics and Statistics

Faculty in this discipline are assigned to the following department(s):

10195 Mathematics

Job Group Faculty: Lecturer

Weight **Availability Factors**

100.00% 2020 NCES Degree Completions, Bachelor's level and above in New York and New Jersey for selected disciplines (first and second majors).

Total Appointments: 6

Utilization Report	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	3	4	3	1	0
Underutilized (Y = Yes)					Y
Number Underutilized					1
Actual Utilization	50.0%	66.7%	50.0%	16.7%	0.0%
Labor Market Availability	40.3%	40.7%	21.3%	5.1%	11.4%

Job Group Faculty: Lecturer Adjunct

Weight **Availability Factors**

100.00% Identical to Faculty Lecturer Group (Full Time).

Total Appointments: 42

Utilization Report	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	11	23	8	10	4
Underutilized (Y = Yes)	Y				
Number Underutilized	6				
Actual Utilization	26.2%	54.8%	19.0%	23.8%	9.5%
Labor Market Availability	40.3%	40.7%	21.3%	5.1%	11.4%

APPENDIX D-3 - FULL-TIME FACULTY UTILIZATION BY DISCIPLINE/PROGRAM **2023 - 2024**
NYC College of Technology

Job Group **Faculty: Professoriate**

Weight **Availability Factors**

100.00% 2020 NCES Degree Completions, Doctoral, Nationwide for selected disciplines (first and second majors).

Total Appointments: 36

Utilization Report	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	14	12	8	1	3
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	38.9%	33.3%	22.2%	2.8%	8.3%
Labor Market Availability	26.7%	25.4%	12.5%	3.3%	6.2%

Job Group **Faculty: Professoriate Adjunct**

Weight **Availability Factors**

100.00% Identical to Faculty Professoriate Group (Full Time).

Total Appointments: 11

Utilization Report	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	3	4	2	2	0
Underutilized (Y = Yes)					Y
Number Underutilized					1
Actual Utilization	27.3%	36.4%	18.2%	18.2%	0.0%
Labor Market Availability	26.7%	25.4%	12.5%	3.3%	6.2%

Physical Sciences

Faculty in this discipline are assigned to the following department(s):

10050	Chemistry
10228	Physics

Job Group Faculty: Lecturer Adjunct

Weight **Availability Factors**

100.00% Identical to Faculty Lecturer Group (Full Time).

Total Appointments: 10

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	3	4	1	1	2
Underutilized (Y = Yes)	Y				
Number Underutilized	1				
Actual Utilization	30.0%	40.0%	10.0%	10.0%	20.0%
Labor Market Availability	41.8%	34.2%	13.6%	5.7%	11.2%

Job Group Faculty: Professoriate

Weight **Availability Factors**

100.00% 2020 NCES Degree Completions, Doctoral, Nationwide for selected disciplines (first and second majors).

Total Appointments: 18

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	6	4	3	1	0
Underutilized (Y = Yes)					Y
Number Underutilized					1
Actual Utilization	33.3%	22.2%	16.7%	5.6%	0.0%
Labor Market Availability	34.8%	20.5%	8.0%	2.1%	6.6%

Job Group **Faculty: Professoriate Adjunct**

Weight	Availability Factors
100.00%	Identical to Faculty Professoriate Group (Full Time).

Total Appointments: 24

Utilization Report	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	9	11	6	3	2
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	37.5%	45.8%	25.0%	12.5%	8.3%
Labor Market Availability	34.8%	20.5%	8.0%	2.1%	6.6%

Social Sciences

Faculty in this discipline are assigned to the following department(s):

10280 Social Science

Job Group Faculty: Lecturer Adjunct

Weight **Availability Factors**

100.00% Identical to Faculty Lecturer Group (Full Time).

Total Appointments: 23

	Utilization Report				
	Female	**Total Minority**	**Asian/Nat. Haw./Other Pac. Isl.**	**Black/African American**	**Hispanic/ Latino**
Number of Faculty	8	6	1	3	2
Underutilized (Y = Yes)	Y	Y	Y		Y
Number Underutilized	5	5	2		2
Actual Utilization	34.8%	26.1%	4.3%	13.0%	8.7%
Labor Market Availability	55.7%	47.0%	11.7%	12.6%	19.3%

Job Group Faculty: Professoriate

Weight **Availability Factors**

100.00% 2020 NCES Degree Completions, Doctoral, Nationwide for selected disciplines (first and second majors).

Total Appointments: 26

	Utilization Report				
	Female	**Total Minority**	**Asian/Nat. Haw./Other Pac. Isl.**	**Black/African American**	**Hispanic/ Latino**
Number of Faculty	16	8	5	1	2
Underutilized (Y = Yes)				Y	
Number Underutilized				1	
Actual Utilization	61.5%	30.8%	19.2%	3.8%	7.7%
Labor Market Availability	49.7%	25.4%	7.7%	6.2%	8.1%

Job Group **Faculty: Professoriate Adjunct**

Weight	Availability Factors
100.00%	Identical to Faculty Professoriate Group (Full Time).

Total Appointments: 36

Utilization Report	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	17	10	3	6	0
Underutilized (Y = Yes)					Y
Number Underutilized					3
Actual Utilization	47.2%	27.8%	8.3%	16.7%	0.0%
Labor Market Availability	49.7%	25.4%	7.7%	6.2%	8.1%

E

Appendix E Personnel Activity

This Appendix details personnel activities.

The spreadsheets provide detail on personnel activity by job group and by EEO Category.

The charts represent only those job groups and EEO Categories with a material level of activity.

Job Group Summary
Net Personnel Activity, 6/1/22 - 6/1/23
Accountant
(Select Group from Drop-Down List Above)

		NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
	Net Group Changes	Addition #	Additions %	Outside Hires	Internal Hires into New Job Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
Total	-	1		1	-	-	-	-	-	-	-	(1)		(1)	-	-	-	-	-	-	-	-
Male	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	100%	(1)	-	-	-	-	-	-	-	-
Female	1	1	100%	1	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Other Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
All Protected Race/Eth Grps	-	1	100%	1	-	-	-	-	-	-	-	(1)	100%	(1)	-	-	-	-	-	-	-	-
Asian	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Black	-	1	100%	1	-	-	-	-	-	-	-	(1)	100%	(1)	-	-	-	-	-	-	-	-
Hispanic	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Other Protected Grp	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Italian-American	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
White	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Ethnicity	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Veterans	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Individuals w/Disabilities	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

Job Group Summary
Net Personnel Activity, 6/1/22 - 6/1/23
Administration 2 (Managers)
(Select Group from Drop-Down List Above)

		NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
	Net Group Changes	Addition #	Additions %	Outside Hires	Internal Hires into New Job Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
Total	(5)	7		2	5	-	1	-	4	-	-	(12)		(10)	(2)	-	-	(2)	-	-	1	-
Male	(5)	2	29%	1	1	-	-	-	1	-	-	(7)	58%	(6)	(1)	-	-	(1)	-	-	1	-
Female	-	5	71%	1	4	-	1	-	3	-	-	(5)	42%	(4)	(1)	-	-	(1)	-	-	-	-
Other Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
All Protected Race/Eth Grps	(1)	4	57%	1	3	-	1	-	2	-	-	(5)	42%	(3)	(2)	-	-	(2)	-	-	-	-
Asian	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	8%	(1)	-	-	-	-	-	-	-	-
Black	(2)	2	29%	-	2	-	1	-	1	-	-	(4)	33%	(2)	(2)	-	-	(2)	-	-	-	-
Hispanic	2	2	29%	1	1	-	-	-	1	-	-	-	0%	-	-	-	-	-	-	-	-	-
Other Protected Grp	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Italian-American	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	8%	(1)	-	-	-	-	-	-	-	-
White	(3)	3	43%	1	2	-	-	-	2	-	-	(6)	50%	(6)	-	-	-	-	-	-	1	-
Unknown Ethnicity	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Veterans	1	1	14%	-	1	-	-	-	1	-	-	-	0%	-	-	-	-	-	-	-	-	-
Individuals w/Disabilities	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

Job Group Summary
Net Personnel Activity, 6/1/22 - 6/1/23
Administration 3 (Professional)
(Select Group from Drop-Down List Above)

		NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
	Net Group Changes	Addition #	Additions %	Outside Hires	Internal Hires into New Job Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
Total	1	17		8	9	3	6	-	-	-	-	(16)		(9)	(7)	(2)	(1)	(4)	-	-	6	-
Male	4	6	35%	2	4	2	2	-	-	-	-	(2)	13%	(1)	(1)	-	-	(1)	-	-	2	-
Female	(3)	11	65%	6	5	1	4	-	-	-	-	(14)	88%	(8)	(6)	(2)	(1)	(3)	-	-	4	-
Other Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
All Protected Race/Eth Grps	2	14	82%	5	9	3	6	-	-	-	-	(12)	75%	(8)	(4)	(1)	(1)	(2)	-	-	5	-
Asian	2	3	18%	-	3	1	2	-	-	-	-	(1)	6%	(1)	-	-	-	-	-	-	-	-
Black	(2)	5	29%	3	2	-	2	-	-	-	-	(7)	44%	(4)	(3)	(1)	(1)	(1)	-	-	4	-
Hispanic	1	5	29%	2	3	2	1	-	-	-	-	(4)	25%	(3)	(1)	-	-	(1)	-	-	1	-
Other Protected Grp	1	1	6%	-	1	-	1	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Italian-American	1	1	6%	1	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
White	(2)	2	12%	2	-	-	-	-	-	-	-	(4)	25%	(1)	(3)	(1)	-	(2)	-	-	1	-
Unknown Ethnicity	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Veterans	-	1	6%	1	-	-	-	-	-	-	-	(1)	6%	-	(1)	-	-	(1)	-	-	-	-
Individuals w/Disabilities	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

Job Group Summary
Net Personnel Activity, 6/1/22 - 6/1/23
Administration 4 (College Lab Tech)
(Select Group from Drop-Down List Above)

		NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
	Net Group Changes	Addition #	Additions %	Outside Hires	Internal Hires into New Job Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
Total	(1)	1		1	-	-	-	-	-	-	-	(2)		(1)	(1)	-	-	(1)	-	-	-	-
Male	(1)	1	100%	1	-	-	-	-	-	-	-	(2)	100%	(1)	(1)	-	-	(1)	-	-	-	-
Female	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Other Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
All Protected Race/Eth Grps	(1)	1	100%	1	-	-	-	-	-	-	-	(2)	100%	(1)	(1)	-	-	(1)	-	-	-	-
Asian	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Black	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	50%	(1)	-	-	-	-	-	-	-	-
Hispanic	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	50%	-	(1)	-	-	(1)	-	-	-	-
Other Protected Grp	1	1	100%	1	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Italian-American	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
White	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Ethnicity	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Veterans	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Individuals w/Disabilities	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

Job Group Summary
Net Personnel Activity, 6/1/22 - 6/1/23
Administration 5 (Engineer-Architect)
(Select Group from Drop-Down List Above)

		NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
	Net Group Changes	Addition #	Additions %	Outside Hires	Internal Hires into New Job Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
Total	1	1		-	1	-	1	-	-	-	-	-		-	-	-	-	-	-	-	-	-
Male	1	1	100%	-	1	-	1	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Female	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Other Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
All Protected Race/Eth Grps	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Asian	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Black	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Hispanic	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Other Protected Grp	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Italian-American	1	1	100%	-	1	-	1	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
White	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Ethnicity	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Veterans	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Individuals w/Disabilities	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

Job Group Summary
Net Personnel Activity, 6/1/22 - 6/1/23
Basic Crafts-Buildings and Grounds
(Select Group from Drop-Down List Above)

		NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
	Net Group Changes	Addition #	Additions %	Outside Hires	Internal Hires into New Job Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
Total	-	1		1	-	-	-	-	-	-	-	(1)		-	(1)	-	-	(1)	-	-	-	-
Male	-	1	100%	1	-	-	-	-	-	-	-	(1)	100%	-	(1)	-	-	(1)	-	-	-	-
Female	-	-	0%	-	-	-	-	FALSE	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Other Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
All Protected Race/Eth Grps	-	1	100%	1	-	-	-	-	-	-	-	(1)	100%	-	(1)	-	-	(1)	-	-	-	-
Asian	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Black	1	1	100%	1	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Hispanic	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	100%	-	(1)	-	-	(1)	-	-	-	-
Other Protected Grp	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Italian-American	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
White	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Ethnicity	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Veterans	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Individuals w/Disabilities	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

Job Group Summary
Net Personnel Activity, 6/1/22 - 6/1/23
Broadcast/Media
(Select Group from Drop-Down List Above)

		NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
	Net Group Changes	Addition #	Additions %	Outside Hires	Internal Hires into New Job Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
Total	(1)	-		-	-	-	-	-	-	-	-	(1)		-	(1)	-	-	(1)	-	-	-	-
Male	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	100%	-	(1)	-	-	(1)	-	-	-	-
Female	-	-	0%	-	-	-	-	FALSE	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Other Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
All Protected Race/Eth Grps	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	100%	-	(1)	-	-	(1)	-	-	-	-
Asian	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Black	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Hispanic	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	100%	-	(1)	-	-	(1)	-	-	-	-
Other Protected Grp	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Italian-American	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
White	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Ethnicity	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Veterans	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Individuals w/Disabilities	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

Job Group Summary
Net Personnel Activity, 6/1/22 - 6/1/23
Campus Peace Officer-Sergeant
(Select Group from Drop-Down List Above)

		NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
	Net Group Changes	Addition #	Additions %	Outside Hires	Internal Hires into New Job Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
Total	(1)	1		-	1	-	1	-	-	-	-	(2)		(2)	-	-	-	-	-	-	-	-
Male	(1)	1	100%	-	1	-	1	-	-	-	-	(2)	100%	(2)	-	-	-	-	-	-	-	-
Female	-	-	0%	-	-	-	-	FALSE	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Other Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
All Protected Race/Eth Grps	(1)	1	100%	-	1	-	1	-	-	-	-	(2)	100%	(2)	-	-	-	-	-	-	-	-
Asian	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Black	(1)	1	100%	-	1	-	1	-	-	-	-	(2)	100%	(2)	-	-	-	-	-	-	-	-
Hispanic	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Other Protected Grp	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Italian-American	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
White	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Ethnicity	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Veterans	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Individuals w/Disabilities	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

Job Group Summary
Net Personnel Activity, 6/1/22 - 6/1/23
Campus Peace Officer
(Select Group from Drop-Down List Above)

		NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
	Net Group Changes	Addition #	Additions %	Outside Hires	Internal Hires into New Job Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
Total	(9)	1		-	1	-	-	-	1	-	-	(10)		(9)	(1)	(1)	-	-	-	-	-	-
Male	(7)	1	100%	-	1	-	-	-	1	-	-	(8)	80%	(7)	(1)	(1)	-	-	-	-	-	-
Female	(2)	-	0%	-	-	-	-	FALSE	-	-	-	(2)	20%	(2)	-	-	-	-	-	-	-	-
Other Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
All Protected Race/Eth Grps	(9)	1	100%	-	1	-	-	-	1	-	-	(10)	100%	(9)	(1)	(1)	-	-	-	-	-	-
Asian	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	10%	(1)	-	-	-	-	-	-	-	-
Black	(8)	-	0%	-	-	-	-	-	-	-	-	(8)	80%	(8)	-	-	-	-	-	-	-	-
Hispanic	-	1	100%	-	1	-	-	-	1	-	-	(1)	10%	-	(1)	(1)	-	-	-	-	-	-
Other Protected Grp	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Italian-American	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
White	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Ethnicity	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Veterans	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Individuals w/Disabilities	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

Job Group Summary
Net Personnel Activity, 6/1/22 - 6/1/23
Campus Security Assistant
(Select Group from Drop-Down List Above)

		NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
	Net Group Changes	Addition #	Additions %	Outside Hires	Internal Hires into New Job Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
Total	(2)	2		1	1	1	-	-	-	-	-	(4)		(2)	(2)	-	-	(1)	(1)	-	-	-
Male	(1)	1	50%	-	1	1	-	-	-	-	-	(2)	50%	(1)	(1)	-	-	(1)	-	-	-	-
Female	(1)	1	50%	1	-	-	-	FALSE	-	-	-	(2)	50%	(1)	(1)	-	-	-	(1)	-	-	-
Other Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
All Protected Race/Eth Grps	(2)	2	100%	1	1	1	-	-	-	-	-	(4)	100%	(2)	(2)	-	-	(1)	(1)	-	-	-
Asian	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	25%	(1)	-	-	-	-	-	-	-	-
Black	-	2	100%	1	1	1	-	-	-	-	-	(2)	50%	(1)	(1)	-	-	-	(1)	-	-	-
Hispanic	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	25%	-	(1)	-	-	(1)	-	-	-	-
Other Protected Grp	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Italian-American	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
White	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Ethnicity	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Veterans	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Individuals w/Disabilities	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

Job Group Summary
Net Personnel Activity, 6/1/22 - 6/1/23
CUNY Admin Assistant
(Select Group from Drop-Down List Above)

		NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
	Net Group Changes	Addition #	Additions %	Outside Hires	Internal Hires into New Job Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
Total	(1)	-		-	-	-	-	-	-	-	-	(1)		(1)	-	-	-	-	-	-	-	-
Male	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Female	(1)	-	0%	-	-	-	-	FALSE	-	-	-	(1)	100%	(1)	-	-	-	-	-	-	-	-
Other Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
All Protected Race/Eth Grps	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	100%	(1)	-	-	-	-	-	-	-	-
Asian	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Black	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	100%	(1)	-	-	-	-	-	-	-	-
Hispanic	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Other Protected Grp	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Italian-American	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
White	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Ethnicity	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Veterans	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Individuals w/Disabilities	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

Job Group Summary
Net Personnel Activity, 6/1/22 - 6/1/23
CUNY Office Assistant
(Select Group from Drop-Down List Above)

		NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
	Net Group Changes	Addition #	Additions %	Outside Hires	Internal Hires into New Job Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
Total	(3)	14		2	12	9	1	1	-	1	-	(17)		(11)	(6)	(6)	-	-	-	-	-	-
Male	1	4	29%	2	2	2	-	-	-	-	-	(3)	18%	-	(3)	(3)	-	-	-	-	-	-
Female	(5)	9	64%	-	9	7	1	FALSE	-	1	-	(14)	82%	(11)	(3)	(3)	-	-	-	-	-	-
Other Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
All Protected Race/Eth Grps	(3)	11	79%	1	10	7	1	1	-	1	-	(14)	82%	(10)	(4)	(4)	-	-	-	-	-	-
Asian	(1)	1	7%	-	1	1	-	-	-	-	-	(2)	12%	(1)	(1)	(1)	-	-	-	-	-	-
Black	(2)	6	43%	-	6	3	1	1	-	1	-	(8)	47%	(7)	(1)	(1)	-	-	-	-	-	-
Hispanic	-	3	21%	1	2	2	-	-	-	-	-	(3)	18%	(1)	(2)	(2)	-	-	-	-	-	-
Other Protected Grp	-	1	7%	-	1	1	-	-	-	-	-	(1)	6%	(1)	-	-	-	-	-	-	-	-
Italian-American	1	1	7%	-	1	1	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
White	-	3	21%	1	2	2	-	-	-	-	-	(3)	18%	(1)	(2)	(2)	-	-	-	-	-	-
Unknown Ethnicity	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Veterans	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Individuals w/Disabilities	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

Job Group Summary
Net Personnel Activity, 6/1/22 - 6/1/23
Custodial
(Select Group from Drop-Down List Above)

		NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
	Net Group Changes	Addition #	Additions %	Outside Hires	Internal Hires into New Job Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
Total	(8)	5		4	1	-	-	1	-	-	-	(13)		(13)	-	-	-	-	-	-	-	-
Male	(2)	5	100%	4	1	-	-	1	-	-	-	(7)	54%	(7)	-	-	-	-	-	-	-	-
Female	(6)	-	0%	-	-	-	-	FALSE	-	-	-	(6)	46%	(6)	-	-	-	-	-	-	-	-
Other Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
All Protected Race/Eth Grps	(7)	5	100%	4	1	-	-	1	-	-	-	(12)	92%	(12)	-	-	-	-	-	-	-	-
Asian	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Black	(7)	2	40%	2	-	-	-	-	-	-	-	(9)	69%	(9)	-	-	-	-	-	-	-	-
Hispanic	-	3	60%	2	1	-	-	1	-	-	-	(3)	23%	(3)	-	-	-	-	-	-	-	-
Other Protected Grp	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Italian-American	1	1	20%	1	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
White	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	8%	(1)	-	-	-	-	-	-	-	-
Unknown Ethnicity	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Veterans	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Individuals w/Disabilities	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

Job Group Summary
Net Personnel Activity, 6/1/22 - 6/1/23
Custodial Supervisor
(Select Group from Drop-Down List Above)

		NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
	Net Group Changes	Addition #	Additions %	Outside Hires	Internal Hires into New Job Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
Total	(4)	-		-	-	-	-	-	-	-	-	(4)		(3)	(1)	-	(1)	-	-	-	-	-
Male	(3)	-	0%	-	-	-	-	-	-	-	-	(3)	75%	(2)	(1)	-	(1)	-	-	-	-	-
Female	(1)	-	0%	-	-	-	-	FALSE	-	-	-	(1)	25%	(1)	-	-	-	-	-	-	-	-
Other Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
All Protected Race/Eth Grps	(3)	-	0%	-	-	-	-	-	-	-	-	(3)	75%	(2)	(1)	-	(1)	-	-	-	-	-
Asian	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Black	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Hispanic	(3)	-	0%	-	-	-	-	-	-	-	-	(3)	75%	(2)	(1)	-	(1)	-	-	-	-	-
Other Protected Grp	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Italian-American	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
White	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	25%	(1)	-	-	-	-	-	-	-	-
Unknown Ethnicity	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Veterans	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Individuals w/Disabilities	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

Job Group Summary
Net Personnel Activity, 6/1/22 - 6/1/23
Faculty-Developmental
(Select Group from Drop-Down List Above)

		NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
	Net Group Changes	Addition #	Additions %	Outside Hires	Internal Hires into New Job Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
Total	(1)	-		-	-	-	-	-	-	-	-	(1)		-	(1)	(1)	-	-	-	-	-	-
Male	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Female	(1)	-	0%	-	-	-	-	FALSE	-	-	-	(1)	100%	-	(1)	(1)	-	-	-	-	-	-
Other Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
All Protected Race/Eth Grps	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	100%	-	(1)	(1)	-	-	-	-	-	-
Asian	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Black	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	100%	-	(1)	(1)	-	-	-	-	-	-
Hispanic	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Other Protected Grp	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Italian-American	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
White	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Ethnicity	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Veterans	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Individuals w/Disabilities	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

Job Group Summary
Net Personnel Activity, 6/1/22 - 6/1/23
Faculty-Lecturer
(Select Group from Drop-Down List Above)

		NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
	Net Group Changes	Addition #	Additions %	Outside Hires	Internal Hires into New Job Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
Total	19	23		3	20	18	-	1	1	-	-	(4)		(2)	(2)	-	-	(2)	-	-	-	-
Male	11	12	52%	2	10	9	-	-	1	-	-	(1)	25%	(1)	-	-	-	-	-	-	-	-
Female	7	10	43%	1	9	9	-	FALSE	-	-	-	(3)	75%	(1)	(2)	-	-	(2)	-	-	-	-
Other Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
All Protected Race/Eth Grps	13	14	61%	-	14	12	-	1	1	-	-	(1)	25%	-	(1)	-	-	(1)	-	-	-	-
Asian	4	4	17%	-	4	4	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Black	3	3	13%	-	3	2	-	1	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Hispanic	4	5	22%	-	5	4	-	-	1	-	-	(1)	25%	-	(1)	-	-	(1)	-	-	-	-
Other Protected Grp	2	2	9%	-	2	2	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Italian-American	1	1	4%	-	1	1	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
White	5	8	35%	3	5	5	-	-	-	-	-	(3)	75%	(2)	(1)	-	-	(1)	-	-	-	-
Unknown Ethnicity	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Veterans	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Individuals w/Disabilities	1	1	4%	-	1	1	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

Job Group Summary
Net Personnel Activity, 6/1/22 - 6/1/23
Faculty-Professorial
(Select Group from Drop-Down List Above)

		NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
	Net Group Changes	Addition #	Additions %	Outside Hires	Internal Hires into New Job Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
Total	(11)	15		7	8	5	-	-	2	-	1	(26)		(23)	(3)	(1)	(1)	(1)	-	-	18	-
Male	(6)	5	33%	3	2	1	-	-	-	-	1	(11)	42%	(10)	(1)	(1)	-	-	-	-	10	-
Female	(5)	10	67%	4	6	4	-	FALSE	2	-	-	(15)	58%	(13)	(2)	-	(1)	(1)	-	-	8	-
Other Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
All Protected Race/Eth Grps	(7)	6	40%	4	2	1	-	-	1	-	-	(13)	50%	(11)	(2)	(1)	(1)	-	-	-	7	-
Asian	(1)	3	20%	2	1	1	-	-	-	-	-	(4)	15%	(4)	-	-	-	-	-	-	4	-
Black	(9)	-	0%	-	-	-	-	-	-	-	-	(9)	35%	(7)	(2)	(1)	(1)	-	-	-	1	-
Hispanic	3	3	20%	2	1	-	-	-	1	-	-	-	0%	-	-	-	-	-	-	-	2	-
Other Protected Grp	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Italian-American	(1)	1	7%	-	1	1	-	-	-	-	-	(2)	8%	(2)	-	-	-	-	-	-	1	-
White	(3)	8	53%	3	5	3	-	-	1	-	1	(11)	42%	(10)	(1)	-	-	(1)	-	-	10	-
Unknown Ethnicity	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Veterans	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Individuals w/Disabilities	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

Job Group Summary
Net Personnel Activity, 6/1/22 - 6/1/23
IT Computer Professional
(Select Group from Drop-Down List Above)

		NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
	Net Group Changes	Addition #	Additions %	Outside Hires	Internal Hires into New Job Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
Total	(1)	2		-	2	1	-	-	1	-	-	(3)		(3)	-	-	-	-	-	-	1	-
Male	(2)	1	50%	-	1	-	-	-	1	-	-	(3)	100%	(3)	-	-	-	-	-	-	-	-
Female	1	1	50%	-	1	1	-	FALSE	-	-	-	-	0%	-	-	-	-	-	-	-	1	-
Other Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
All Protected Race/Eth Grps	(1)	2	100%	-	2	1	-	-	1	-	-	(3)	100%	(3)	-	-	-	-	-	-	1	-
Asian	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	33%	(1)	-	-	-	-	-	-	-	-
Black	-	1	50%	-	1	1	-	-	-	-	-	(1)	33%	(1)	-	-	-	-	-	-	1	-
Hispanic	-	1	50%	-	1	-	-	-	1	-	-	(1)	33%	(1)	-	-	-	-	-	-	-	-
Other Protected Grp	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Italian-American	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
White	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Ethnicity	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Veterans	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Individuals w/Disabilities	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

Job Group Summary
Net Personnel Activity, 6/1/22 - 6/1/23
IT Support Technician
(Select Group from Drop-Down List Above)

		NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
	Net Group Changes	Addition #	Additions %	Outside Hires	Internal Hires into New Job Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
Total	(1)	-		-	-	-	-	-	-	-	-	(1)		(1)	-	-	-	-	-	-	-	-
Male	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Female	(1)	-	0%	-	-	-	-	FALSE	-	-	-	(1)	100%	(1)	-	-	-	-	-	-	-	-
Other Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
All Protected Race/Eth Grps	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	100%	(1)	-	-	-	-	-	-	-	-
Asian	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Black	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	100%	(1)	-	-	-	-	-	-	-	-
Hispanic	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Other Protected Grp	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Italian-American	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
White	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Ethnicity	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Veterans	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Individuals w/Disabilities	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

Job Group Summary
Net Personnel Activity, 6/1/22 - 6/1/23
Skilled Trades
(Select Group from Drop-Down List Above)

		NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
	Net Group Changes	Addition #	Additions %	Outside Hires	Internal Hires into New Job Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
Total	3	6		3	3	-	-	2	1	-	-	(3)		(3)	-	-	-	-	-	-	-	-
Male	3	6	100%	3	3	-	-	2	1	-	-	(3)	100%	(3)	-	-	-	-	-	-	-	-
Female	-	-	0%	-	-	-	-	FALSE	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Other Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
All Protected Race/Eth Grps	-	2	33%	1	1	-	-	-	1	-	-	(2)	67%	(2)	-	-	-	-	-	-	-	-
Asian	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Black	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	33%	(1)	-	-	-	-	-	-	-	-
Hispanic	2	2	33%	1	1	-	-	-	1	-	-	-	0%	-	-	-	-	-	-	-	-	-
Other Protected Grp	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	33%	(1)	-	-	-	-	-	-	-	-
Italian-American	1	1	17%	1	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
White	2	3	50%	1	2	-	-	2	-	-	-	(1)	33%	(1)	-	-	-	-	-	-	-	-
Unknown Ethnicity	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Veterans	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Individuals w/Disabilities	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

F

Appendix F Summary of Recruiting Activities

This Appendix provides details of candidate pools and outcomes of searches.

The spreadsheets provide detail on applicants, interviews, and offers. The scope of this report includes searches which officially concluded during the previous plan year (June 1, 2022 through May 31, 2023).

Appendix F Recruiting Activity Table By Job Group, Ethnicity and Gender

JOB GROUP	ACTIVITY CATEGORY	Minority Status				Not Minority	Female	Male	Unknown	TOTAL ACTIVITY
		Asian / Native Hawaiian / Other Pacific Islander	Black / African American	Hispanic / Latino	Total Minority					
Admin1 - Executive										
	Applicants	0	0	0	0	0	0	0	0	0
	Interviews	0	0	0	0	0	0	0	0	0
	Offers	0	0	0	0	0	0	0	0	0
Admin2 - Managerial										
	Applicants	23	69	49	148	54	129	71	14	214
	Interviews	2	12	10	25	7	19	12	3	34
	Offers	0	1	3	4	2	3	3	1	7
Admin3 - Administrators										
	Applicants	125	249	176	600	111	472	240	39	751
	Interviews	12	28	29	77	12	59	33	15	107
	Offers	4	5	4	16	2	12	7	2	21
Admin4-College Lab Technicians										
	Applicants	16	11	14	44	11	30	27	4	61
	Interviews	2	0	2	4	0	3	1	0	4
	Offers	0	0	1	1	0	1	0	0	1
Campus Peace Officers										
	Applicants	1	8	4	14	0	3	11	0	14
	Interviews	1	8	4	14	0	3	11	0	14
	Offers	0	1	0	1	0	1	0	0	1
Campus Security (Assistant, Director)										
	Applicants	1	7	3	11	1	2	10	0	12
	Interviews	1	7	3	11	1	2	10	0	12
	Offers	0	3	1	4	0	1	3	0	4
CUNY Office Assistants										
	Applicants	2	6	0	9	4	10	3	0	13
	Interviews	2	6	0	9	4	10	3	0	13
	Offers	1	4	0	6	0	4	2	0	6
IT Assistant (L-3, Lab Assistant)										
	Applicants	0	1	5	6	0	1	5	0	6
	Interviews	0	1	5	6	0	1	5	0	6
	Offers	0	1	1	2	0	1	1	0	2

Appendix F Recruiting Activity Table By Job Group, Ethnicity and Gender

JOB GROUP	ACTIVITY CATEGORY	Minority Status				Not Minority	Female	Male	Unknown	TOTAL ACTIVITY
		Asian / Native Hawaiian / Other Pacific Islander	Black / African American	Hispanic / Latino	Total Minority					
Deputy Chief Information Officer										
	Applicants	5	1	0	6	2	0	8	0	8
	Interviews	5	1	0	6	2	0	8	0	8
	Offers	0	0	0	0	0	0	0	0	0
Business Data and Reporting Analyst										
	Applicants	1	1	0	1	0	0	3	0	3
	Interviews	1	1	0	1	0	0	3	0	3
	Offers	1	0	0	1	0	0	1	0	1
Maintenance Workers										
	Applicants	0	1	0	1	2	0	3	0	3
	Interviews	0	1	0	1	2	0	3	0	3
	Offers	0	0	0	0	1	0	1	0	1
Skilled Workers										
	Applicants	1	1	1	3	3	0	6	0	6
	Interviews	1	1	1	3	3	0	6	0	6
	Offers	0	0	1	1	0	0	1	0	1
Faculty - Professorial										
	Applicants	57	34	7	102	75	53	91	38	182
	Interviews	10	9	2	21	12	20	10	4	34
	Offers	1	3	1	5	2	5	2	1	8
Faculty - Lecturer										
	Applicants	118	122	67	336	233	261	302	40	603
	Interviews	22	23	13	67	55	61	64	10	135
	Offers	4	4	4	16	9	14	11	1	26

JOB GROUP	ACTIVITY CATEGORY	Minority Status				Not Minority	Female	Male	Unknown	TOTAL ACTIVITY
		Asian / Native Hawaiian / Other Pacific Islander	Black / African American	Hispanic / Latino	Total Minority					
Total										
	Applicants	350	511	326	1281	496	961	780	135	1876
	Interviews	59	98	69	245	98	178	169	32	379
	Offers	11	22	16	57	16	42	32	5	79

Total Applicants	1876
Total Interviews	379
Total Offers	79

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Appendix G Utilization of Individuals with Disabilities by Job Group

This Appendix presents the total staff in each job group with the number and percentage of Individuals with Disabilities.

The federal guideline for staffing of Individuals with Disabilities is 7.0% for each job group. While there is a requirement to report staffing, there is no requirement to calculate underutilization or to set placement goals.

APPENDIX G - Utilization of Individuals with Disabilities by Job Group **2023-2024**

NYC College of Technology

The federal guideline for representation is 7% for each job group.

Total Individual(s) with Disabilities: 33 Percent of total reported employees: 1.3%

Category:	Executive/Administrative/Managerial	Staff	Indiv. with Disabilities	Rate
	Admin 1: Executive	17	0	0.0%
	Admin 2: Managerial	65	1	1.5%
	Admin 2: Managerial Adjunct	273	2	0.7%
	Managerial: Facilities	1	0	0.0%
	Managerial: Info Tech	1	0	0.0%
	Managerial: Security	3	0	0.0%
Category:	**Professional Faculty**	**Staff**	**Indiv. with Disabilities**	**Rate**
	Faculty: Professoriate	325	3	0.9%
	Faculty: Librarian	13	0	0.0%
	Faculty: Librarian Adjunct	1	0	0.0%
	Faculty: Lecturer	39	2	5.1%
	Faculty: Lecturer Adjunct	612	10	1.6%
	Faculty: Professoriate Adjunct	369	4	1.1%
	Faculty: Developmental	14	0	0.0%
	Faculty: Developmental Adjunct	3	0	0.0%
	Faculty: Continuing Education	82	0	0.0%
Category:	**Professional Non-Faculty**	**Staff**	**Indiv. with Disabilities**	**Rate**
	Accountant: Professional	7	0	0.0%
	Admin 3: Professional	108	5	4.6%
	Admin 5: Engineer-Architect	3	0	0.0%
	Disability Accommodation Specl Adjunct	2	0	0.0%
	Info Tech: Professional	25	3	12.0%
Category:	**Administrative Support Workers**	**Staff**	**Indiv. with Disabilities**	**Rate**
	Accountant: Assistant	4	0	0.0%
	Administrative Assistant	12	0	0.0%
	Office Assistant	81	0	0.0%
	Office Assistant Adjunct	154	1	0.6%
	Mail Services Worker	2	0	0.0%
Category:	**Technicians**	**Staff**	**Indiv. with Disabilities**	**Rate**
	Admin 4: College Lab Technician	32	0	0.0%
	Admin 4: College Lab Technician Adjunct	135	1	0.7%
	Broadcast-Media	2	0	0.0%
	Info Tech: Technician	5	0	0.0%
	Info Tech: Technician Adjunct	1	0	0.0%
	Print Media Technician	4	0	0.0%
Category:	**Craft Workers**	**Staff**	**Indiv. with Disabilities**	**Rate**
	Skilled Trades: Supervisory	1	0	0.0%
	Skilled Trades: Not Supervisory	28	0	0.0%
	Laborers and Helpers	5	0	0.0%
	Basic Crafts-Buildings and Grounds	3	0	0.0%
Category:	**Service Workers**	**Staff**	**Indiv. with Disabilities**	**Rate**

APPENDIX G - Utilization of Individuals with Disabilities by Job Group 2023-2024

NYC College of Technology

Category: Service Workers	Staff	Indiv. with Disabilities	Rate
Campus Public Safety Sergeant	9	0	0.0%
Campus Peace Officer	12	0	0.0%
Campus Security Assistant	11	1	9.1%
Campus Security Assistant Adjunct	1	0	0.0%
Custodial: Supervisory	5	0	0.0%
Custodial: Assistant	35	0	0.0%
Custodial: Assistant Adjunct	2	0	0.0%