



## **NEW YORK CITY COLLEGE OF TECHNOLOGY**

### **2024- 2025 AFFIRMATIVE ACTION PLANS**

Covering Protected Ethnicities 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.



## TABLE OF CONTENTS

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<b>PART ONE: INTRODUCTION AND BACKGROUND .....</b>	<b>4</b>
Overview .....	4
Policies .....	5
Responsibilities.....	6
Collecting Employee Data .....	7
Self-Identification Categories .....	7
Analyzing Data .....	8
Workforce Analysis .....	8
Job Group Analysis.....	13
Utilization Analysis .....	14
Personnel and Recruiting Activity.....	26
<b>PART THREE: ACTION-ORIENTED PROGRAMS .....</b>	<b>30</b>
2023-2024: Prior Year Programs.....	30
Ongoing Activities .....	31
Internal Audit and Reporting.....	32
<b>PART FOUR: INDIVIDUALS WITH DISABILITIES AND PROTECTED VETERANS .....</b>	<b>33</b>
Equal Opportunity and Non-Discrimination Policy .....	33
Review of Personnel Practices.....	33
Review of Physical and Mental Qualifications.....	33
Disability Accommodations .....	34
Harassment Prevention.....	35
External Policy Dissemination .....	35
Outreach and Positive Recruiting .....	36
Internal Policy Dissemination .....	36
Implementation Responsibility.....	37
Training .....	37
Audit and Reporting System.....	38
Benchmark Comparisons .....	38
<b>APPENDICES .....</b>	<b>40</b>

## TABLES AND ILLUSTRATIONS

Table 1: Workforce by Job Group and Category .....	9
Table 2: Full-Time Faculty by Title and Tenure Status .....	11
Illustration: Utilization and Underutilization.....	15
Table 3: Historical Changes in Underutilization – Faculty .....	16
Table 4: Historical Changes in Underutilization – Staff and College Laboratory Technicians.....	22
Table 5: Tenure Summary.....	26
Table 6: Exceptions to the Search Process .....	28
Table 9: Summary of Prior Year Outreach, 2023-2024.....	36
Table 11: Veterans' Hiring Rate Benchmark .....	39
Table 12: Hiring Rate for Individuals with Disabilities .....	39

## **PART ONE: INTRODUCTION AND BACKGROUND**

This report is an annual update of the Affirmative Action Plan (AAP) for federal contractors. The US Department of Labor’s Office of Federal Contract Compliance Programs (OFCCP) oversees federal contractor affirmative action compliance requirements. This plan reflects requirements related to: Presidential Executive Order (EO) 11246, addressing gender and federally protected ethnicities; 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 Trustee resolutions, and CUNY policy.

The employee census date is June 1, 2024. This year’s reporting year is from June 1, 2023 – May 31, 2024. The program year for this plan is September 1, 2024 – August 31, 2025.

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

### **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 baccalaureate programs (bachelor of technology, bachelor of science, bachelor of science in education, bachelor of fine arts, and bachelor of architecture), associate programs (associate in arts, associate in science, and associate in applied science degrees), and certificate programs. These programs include applied mathematics and sciences, architectural technology, biomedical informatics, business, communication design, computer systems technology, cybersecurity, 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.

## **Organizational Charts**

**Appendix A** displays high-level organizational charts.

## **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.

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

The President issues a reaffirmation of our commitment to our policies annually.

CUNY posts its policies on non-discrimination, sexual misconduct, and affirmative action on

its website.

**Appendix B** provides the text of the major policies.

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

## **Responsibilities**

Our entire community participates in promoting diversity and inclusion. Additionally, we have assigned certain 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, including the Chief Diversity Officer (CDO), 504/Americans with Disabilities Act (ADA) Coordinator, and Title IX Coordinator. The President ensures designated personnel have authority, staffing, and other resources to fulfill their assigned roles. The President communicates commitment to equal employment opportunity (including an annual reaffirmation), and issues required reports, including this affirmative action plan.

**Appendix C** contains the annual reaffirmation letter issued by the President.

### **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 annual online certification of compliance in accord with affirmative action program requirements.

### **Other 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 University Human Resources establishes job groups and report parameters, and reports summary statistics. ORD sponsors university-wide diversity programs and maintains data collection and self-identification systems. It also maintains job posting and applicant tracking systems.

## **PART TWO: DATA AND ANALYSIS**

### **Collecting Employee Data**

We extracted data on active employees as of June 1, 2024, from CUNY's system of record, CUNYfirst. We include personnel on most paid leaves, including medical and fellowship/sabbatical leave. We exclude personnel on terminal leaves such as retirement leave, student workers (including Graduate Assistants) and 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 provided an FAQ document to explain the reasons for collecting the data, and stressed that providing it was voluntary. We also invite job applicants to self-identify on the job application portal.

Of 2,449 employees, 23 employees did not identify a gender, 52 employees did not identify a valid race/ethnicity category, 2,166 employees did not identify veteran status, and 2,115 did not identify disability status. We assign employees who do not identify a status to the "unknown" category for that characteristic and categorize them in the majority or "not protected" group for that characteristic (i.e., male, or white) as per regulations.

### **Self-Identification Categories**

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

- Total Protected Ethnicities (all groups other than White, reported as a single category)
- Asian (consolidates Asian, Hawaiian/Other Pacific Islander)
- Black/African American
- Hispanic/Latino

- White (not a federally protected ethnicity).

We record a person identifying as both Hispanic/Latino and another group as Hispanic/Latino, and not as Two or More Races.

We include the categories of American Indian/Alaska Native and Two or More Races under Total Protected Ethnicities and do not report them separately.

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 voluntarily provide data on their ancestries from a list of approximately sixty categories.

CUNY provides for six categories of gender identification but uses the federally mandated categories for this plan. For federal reporting, we include only persons specifically identifying as female 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.

## **Analyzing Data**

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

- Workforce Analysis (evaluating employment within organizational units/departments)
- Job Group Analysis (analysis of job groups and academic disciplines)
- Utilization Analysis (comparisons with labor market availability measures)
- Personnel and Recruiting Activity (personnel actions, recruitment and hiring, and compensation).

We rely on methods provided by the US Department of Labor's Office of Contract Compliance Programs (OFCCP) such as the *Educational Institutions Technical Assistance Guide (2019)*.

## **Workforce Analysis**

Workforce Analysis is a review of employees organized by their assigned division and department. We review demographic data by job title in order of rank (salary range).

Due to length, we do not publish the Workforce Analysis charts in this report.

Tables 1 and 2 summarize the workforce by job group, and faculty workforce by tenure status.

Executive/Administrative/Managerial

Job Group	Ttl Empls	Female #	Female %	Pro. Eth #	Pro. Eth %
Admin 1: Executive	15	9	60.0%	11	73.3%
Admin 2: Managerial	69	44	63.8%	51	73.9%
Admin 2: Managerial Adjunct	210	142	67.6%	118	56.2%
Managerial: Facilities	1	0	0.0%	0	0.0%
Managerial: Info Tech	1	0	0.0%	1	100.0%
Managerial: Security	2	1	50.0%	2	100.0%

Professional Faculty

Job Group	Ttl Empls	Female #	Female %	Pro. Eth #	Pro. Eth %
Faculty: Professoriate	315	153	48.6%	134	42.5%
Faculty: Librarian	13	10	76.9%	4	30.8%
Faculty: Librarian Adjunct	1	1	100.0%	0	0.0%
Faculty: Lecturer	59	25	42.4%	34	57.6%
Faculty: Lecturer Adjunct	647	298	46.1%	355	54.9%
Faculty: Professoriate Adjunct	364	153	42.0%	155	42.6%
Faculty: Developmental	12	9	75.0%	6	50.0%
Faculty: Developmental Adjunct	3	3	100.0%	1	33.3%
Faculty: Continuing Education	72	31	43.1%	47	65.3%

Professional Non-Faculty

Job Group	Ttl Empls	Female #	Female %	Pro. Eth #	Pro. Eth %
Accountant: Professional	7	5	71.4%	5	71.4%
Admin 3: Professional	112	78	69.6%	91	81.3%
Admin 5: Engineer-Architect	3	0	0.0%	2	66.7%
Info Tech: Professional	21	7	33.3%	19	90.5%

Administrative Support Workers

Job Group	Ttl Empls	Female #	Female %	Pro. Eth #	Pro. Eth %
Accountant: Assistant	2	2	100.0%	1	50.0%
Administrative Assistant	9	8	88.9%	8	88.9%
Office Assistant	76	66	86.8%	64	84.2%
Office Assistant Adjunct	142	82	57.7%	128	90.1%
Mail Services Worker	2	0	0.0%	2	100.0%

Technicians

Job Group	Ttl Empls	Female #	Female %	Pro. Eth #	Pro. Eth %
Admin 4: College Lab Technician	31	10	32.3%	21	67.7%
Admin 4: College Lab Technician Adjunct	145	48	33.1%	116	80.0%
Broadcast-Media	1	0	0.0%	1	100.0%
Broadcast-Media Adjunct	2	1	50.0%	2	100.0%
Info Tech: Technician	1	0	0.0%	1	100.0%
Info Tech: Technician Adjunct	1	0	0.0%	1	100.0%
Print Media Technician	3	2	66.7%	3	100.0%

Craft Workers

Job Group	Ttl Empls	Female #	Female %	Pro. Eth #	Pro. Eth %
Skilled Trades: Supervisory	1	0	0.0%	1	100.0%
Skilled Trades: Not Supervisory	25	1	4.0%	9	36.0%
Laborers and Helpers	6	0	0.0%	4	66.7%
Basic Crafts-Buildings and Grounds	2	0	0.0%	1	50.0%

Service Workers

Job Group	Ttl Empls	Female #	Female %	Pro. Eth #	Pro. Eth %
Campus Public Safety Sergeant	10	2	20.0%	10	100.0%
Campus Peace Officer	12	2	16.7%	10	83.3%
Campus Security Assistant	11	4	36.4%	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	33	10	30.3%	33	100.0%
Custodial: Assistant Adjunct	1	0	0.0%	1	100.0%

Group/Title/Status	Ttl Empls	Female #	Female %	Pro. Eth #	Pro. Eth%
Faculty: Developmental					
CLIP Instructor	5	5	100.0%	1	20.0%
Instructors and others PSC	5	5	100.0%	1	20.0%
CUNY Start Instructor	2	1	50.0%	2	100.0%
Instructors and others PSC	2	1	50.0%	2	100.0%
EOC Lecturer	4	2	50.0%	2	50.0%
CCE Certificate Continuous Emp	3	1	33.3%	2	66.7%
Lecturer track CCE	1	1	100.0%	0	0.0%
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	45	19	42.2%	25	55.6%
CCE Certificate Continuous Emp	13	6	46.2%	6	46.2%
Lecturer track CCE	27	12	44.4%	18	66.7%
Substitute >=6 Mo Or Prior Ben	5	1	20.0%	1	20.0%
Lecturer Doc Sch	13	6	46.2%	9	69.2%
CCE Certificate Continuous Emp	1	0	0.0%	1	100.0%
Lecturer track CCE	11	5	45.5%	7	63.6%
Substitute >=6 Mo Or Prior Ben	1	1	100.0%	1	100.0%
Faculty: Librarian					
Asst Professor-Librarian	6	6	100.0%	3	50.0%
Substitute >=6 Mo Or Prior Ben	1	1	100.0%	0	0.0%

Group/Title/Status	Ttl Empls	Female #	Female %	Pro. Eth #	Pro. Eth%
Faculty: Librarian					
Asst Professor-Librarian	6	6	100.0%	3	50.0%
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	2	1	50.0%	1	50.0%
Tenured	2	1	50.0%	1	50.0%
Faculty: Professoriate					
Asst Professor	79	42	53.2%	40	50.6%
Substitute >=6 Mo Or Prior Ben	1	1	100.0%	0	0.0%
Tenured	48	18	37.5%	23	47.9%
Track Tenure	30	23	76.7%	17	56.7%
Assc Professor	140	66	47.1%	54	38.6%
Tenured	136	62	45.6%	54	39.7%
Track Tenure	4	4	100.0%	0	0.0%
Professor	95	44	46.3%	40	42.1%
Tenured	94	44	46.8%	39	41.5%
Track Tenure	1	0	0.0%	1	100.0%
Distinguished Professor	1	1	100.0%	0	0.0%
Instructors and others PSC	1	1	100.0%	0	0.0%



A review of Table 1 reflects that City Tech generally maintained a fair balance between protected ethnicities and females as compared to the total number of employees in most job groups. In many job groups those categories even exceed or substantially exceed a fair balance from those not in either category. Exceptions to this are in some categories where the number of employees is 6 or less and not of any statistical significance.

In the craft workers and service workers job groups, in most, the female numbers are low, but since these are classified worker groups with collective bargaining agreement requisites as to hiring procedures college-wide, CUNY itself would need to look to establish ways to possibly increase the female applicant pools in these areas that would be in accord with any bargaining unit requirements, and which, in turn might increase the number of females being hired.

As to Table 2, which covers tenure track and tenure status numbers, these numbers also generally reflect a fair balance between protected ethnicities and females as compared to the total number of employees in the various groupings. Exceptions to this are in some categories where the number of employees is 6 or less and not of any statistical significance.

For both tables, general reviews with management are discussed in the president's cabinet meetings throughout the reporting year as scheduling permits, at HEO Screening Committee meetings as may be necessary, and at the Peer Committee for Promotions Charge Meetings.

### **Job Group Analysis**

Job Group Analysis is a process of creating groups of jobs with similar duties and qualifications. For some reports we "roll up" job groups into categories based on the federal EEO-1 coding system.

CUNY reviews faculty job groups by both rank and academic discipline. CUNY assigns most faculty departments to disciplines as per the US Department of Education's Classification of Instructional Programs (CIP).

CUNY organizes data about College Laboratory Technicians by assigning the employees' 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 job groups with an estimated labor market availability by job group. We evaluate utilization for females and federal ethnicity categories (Asian, Black/African American, and Hispanic/Latino and Total Protected Ethnicities).

### **Labor Market Source Data**

Labor market availability is a benchmark calculated by job group. It is an estimate of the ratio of females and federally protected ethnicities available for employment. This information is based on both an external labor market in a reasonable geographic area, and an internal labor market of CUNY personnel eligible for advancement. We last calculated labor market availability in 2023.

It is not possible for anyone to exactly calculate labor market availability, as all calculations are based on historical data. We consider the calculations and the resulting findings to be general indicators.

We calculated an internal labor market utilizing lists of CUNY-wide appointments between 2017-2022. For Classified Civil Service titles, we also consulted with CUNY's Director of Civil Service Operations. This review resulted in a percentage of internal advancements for each job group. The resulting demographics are based on persons employed as of June 1, 2022.

For external labor market calculations other than 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). We selected data based on geography, labor force participation, occupation, and educational attainment.

We combine internal and external labor market calculations in proportion to the numbers of internal advancements and external hires into each job group.

For faculty, we calculated labor market availability by both job group and academic discipline within job group. We utilized the US Department of Education's National Center for Education Statistics' Integrated Post-Secondary Education Data System (IPEDS) degree completion data, 2020-2021 (final). We used the Classification of Instructional Programs (CIP) to identify discipline.

### **Calculating Underutilization**

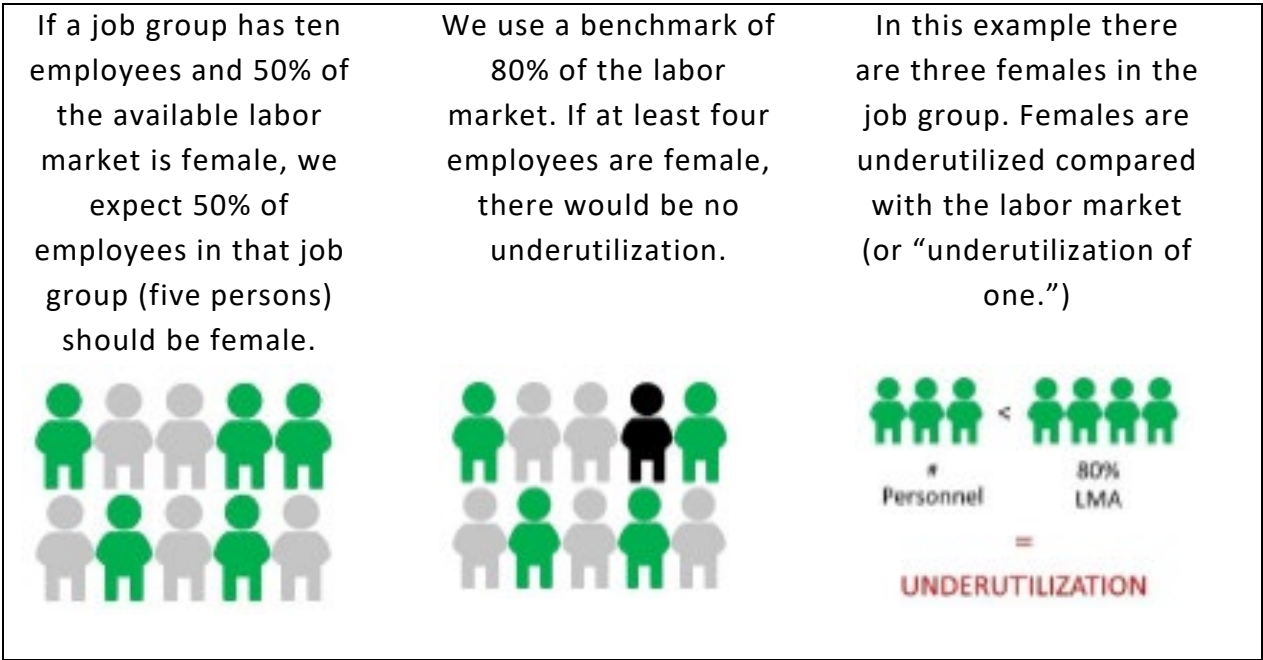
A workplace without bias should employ persons in protected groups in the same ratio that people in each group appear in the general labor market.

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. We do not report on the President’s position, as it reports outside of our unit.

We report underutilization where the percent of employees belonging to a protected group does not reach a benchmark of at least 80% of the labor market estimate, and the difference is equal to at least one full-time equivalent employee. The following illustration may help explain:

**Illustration: Utilization and Underutilization**



**Appendix D** details utilization/underutilization in each category (job group and/or academic discipline). We prioritize job groups with underutilization for placement goals and outreach for hiring and advancement.

While we expect year-to-year variations to be the result of implementing our affirmative action plans, variations may also arise from changes in availability, hires, advancements, and separations.

Tables 3 and 4 summarize staffing and underutilization for each job group.

This exhibit summarizes underutilization of protected groups by job group and discipline in faculty ranks, organized by job group and academic discipline. We report combinations of job group and discipline only in years they have five or more incumbents.

This summary reports underutilization in:

- 2024 - 2025 Plan (as of 6/1/2024 - current plan)
- 2023 - 2024 Plan (as of 6/1/2023)
- 2022 - 2023 Plan (as of 6/1/2022)
- 2021 - 2022 Plan (as of 6/1/2021)

In 2023, we updated Labor Market Availability estimates, which could impact results between years. We also began calculating underutilization for adjunct faculty. In 2024, we refined the method to account for multiple adjunct appointments, which could reduce the total adjunct count.

Underutilization indicates areas of outreach for recruitment and advancement. When underutilization does not change year-to-year, it may be due to limited turnover (opportunities to hire or promote into the job group).

There are more details in the plan narrative and in Appendix D (Utilization Analysis).

Faculty: Professoriate Adjunct		Total Faculty	Female	Total Pro. Eth.	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino
Architecture and Related							
	2024	43	12	3		1	2
	2023	35	6	3		1	1
Area, Ethnic, Cultural, Gender, and Group Studies							
	2023	5					1
Biological and Biomedical Sciences							
	2024	32					2
	2023	38					2
Business, Management, Marketing and Support							
	2024	15					
	2023	16	2		1		
Communications, Journalism, and Related							
	2024	7	1			1	
	2023	11				1	
Computer and Information Sciences and Support							
	2024	24	4				
	2023	26	6				
Engineering and Related Technologies							
	2024	59	11				
	2023	62	11				
English Language and Literature/Letters							
	2024	25			1		1
	2023	20			1		

Faculty: Professoriate Adjunct

		Total Faculty	Female	Total Pro. Eth.	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino
Health Professions and Related Programs	2024	48			6		3
	2023	56			6		1
Legal Professions and Studies	2024	8	1		1		
	2023	9			1		
Liberal Arts and Sciences, General Studies & Humanities	2024	23		2	1	1	
	2023	18				1	
Mathematics and Statistics	2024	14					1
	2023	11					1
Physical Sciences	2024	22					
	2023	24					
Social Sciences	2024	39					3
	2023	36					3

Faculty: Professoriate

		Total Faculty	Female	Total Pro. Eth.	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino
Architecture and Related	2024	19	4			1	
	2023	21	4			1	
	2022	20	3			1	
	2021	20	3			1	
Area, Ethnic, Cultural, Gender, and Group Studies	2024	7					
	2023	5					
	2022	6					
	2021	5					
Biological and Biomedical Sciences	2024	19	2				1
	2023	18	3				1
	2022	17	2				1
	2021	17	2				1
Business, Management, Marketing and Support							

Faculty: Professoriate

		Total Faculty	Female	Total Pro. Eth.	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino
Business, Management, Marketing and Support							
	2024	20				2	
	2023	23				2	
	2022	25					
	2021	26					
Communications, Journalism, and Related							
	2024	16					
	2023	16					
	2022	16					
	2021	16					
Computer and Information Sciences and Support							
	2024	29				2	
	2023	30				2	
	2022	30				1	
	2021	29				2	
Engineering and Related Technologies							
	2024	36				1	
	2023	36				1	
	2022	36	5				2
	2021	36	4				2
English Language and Literature/Letters							
	2024	34					
	2023	33					
	2022	34					
	2021	36					
Health Professions and Related Programs							
	2024	38					
	2023	41					
	2022	47			2		
	2021	47			3		
Legal Professions and Studies							
	2024	7					
	2023	7					
	2022	7					
	2021	7					
Liberal Arts and Sciences, General Studies & Humanities							
	2024	11	1			2	
	2023	12				2	

Faculty: Professoriate

		Total Faculty	Female	Total Pro. Eth.	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino
Liberal Arts and Sciences, General Studies & Humanities							
	2022	14					
	2021	14	2				
Mathematics and Statistics							
	2024	33				1	
	2023	36					
	2022	37					
	2021	38					
Physical Sciences							
	2024	18					1
	2023	18					1
	2022	18					1
	2021	18					1
Social Sciences							
	2024	25				1	
	2023	26				1	
	2022	25					
	2021	25					

Faculty: Librarian

		Total Faculty	Female	Total Pro. Eth.	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino
Library (Librarians/Non-Teaching)							
	2024	13					1
	2023	13					1
	2022	13					
	2021	12					

Faculty: Lecturer Adjunct

		Total Faculty	Female	Total Pro. Eth.	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino
Architecture and Related							
	2024	38	10			2	
	2023	35	8			1	
Biological and Biomedical Sciences							
	2024	15					
	2023	16					
Business, Management, Marketing and Support							
	2024	28					
	2023	31					

Faculty: Lecturer Adjunct

		Total Faculty	Female	Total Pro. Eth.	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino
Communications, Journalism, and Related	2024	49	11				
	2023	43	13				4
Computer and Information Sciences and Support	2024	95					
	2023	100					
Education	2024	6	2				
Education - Developmental	2024	27	4		1		
	2023	23					
Engineering and Related Technologies	2024	72					
	2023	77					
English Language and Literature/Letters	2024	61		7			9
	2023	63		5			11
Health Professions and Related Programs	2024	132			11		
	2023	120			14		
Liberal Arts and Sciences, General Studies & Humanities	2024	36			1		
	2023	27					
Mathematics and Statistics	2024	48					
	2023	42	6				
Physical Sciences	2024	10	1				
	2023	10	1				
Social Sciences	2024	28	5				2
	2023	23	5	5	2		2

Faculty: Lecturer

Total Faculty	Female	Total Pro. Eth.	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino
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Faculty: Lecturer

		Total Faculty	Female	Total Pro. Eth.	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino
Business, Management, Marketing and Support	2024	6					1
Computer and Information Sciences and Support	2024	8					1
	2023	6					1
Education - Developmental	2023	5	1	1	1		
	2022	5	1	1	1		
	2021	5	1	1	1		
Engineering and Related Technologies	2024	7				1	
English Language and Literature/Letters	2024	6	2			1	
Health Professions and Related Programs	2024	10					
Mathematics and Statistics	2024	8					1
	2023	6					1

Faculty: Developmental

		Total Faculty	Female	Total Pro. Eth.	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino
Education - Developmental	2024	12					
	2023	14					
	2022	15					
	2021	17					1

Faculty: Continuing Education

		Total Faculty	Female	Total Pro. Eth.	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino
Education - Developmental	2024	72	15				
	2023	82	15				

This exhibit summarizes underutilization of protected groups for non-faculty, presented by job group (organized by EEO Category, as in the Workforce Summary). We report job groups only in years they have five or more incumbents.

This summary reports underutilization in:

- 2024 - 2025 Plan (as of 6/1/2024 - current plan)
- 2023 - 2024 Plan (as of 6/1/2023)
- 2022 - 2023 Plan (as of 6/1/2022)
- 2021 - 2022 Plan (as of 6/1/2021)

In 2023, we updated Labor Market Availability estimates, which could impact results between years. We also began calculating underutilization for hourly appointments. In 2024, we refined the method to account for multiple hourly appointments, which could reduce the total staff count.

Underutilization indicates areas of potential outreach for recruitment and advancement. When underutilization does not change year-to-year, it may be due to limited turnover (opportunities to hire or promote into the job group).

There are more details in the plan narrative and in Appendix D (Utilization Analysis).

Executive/Administrative/Managerial

Admin 1: Executive

	Total Staff	Female	Total Pro. Ethnicity	Asian/Nat Haw./OPI	Black/ AfricanAm	Hispanic/ Latino
2024	15					
2023	17			1		
2022	17			1		
2021	16					

Admin 2: Managerial

2024	69					
2023	65					
2022	70					
2021	64					

Admin 2: Managerial Adjunct

2024	210					8
2023	273					

Professional Non-Faculty

Accountant: Professional

	Total Staff	Female	Total Pro. Ethnicity	Asian/Nat Haw./OPI	Black/ AfricanAm	Hispanic/ Latino
2024	7					1
2023	7					1
2022	7	2				1
2021	7	2				1

Admin 3: Professional

2024	112			6		
2023	108			7		
2022	107			4		
2021	115					

Info Tech: Professional

2024	21			3		
2023	25	4		3		
2022	26	6				
2021	24	6				

Administrative Support Workers

Administrative Assistant

	Total Staff	Female	Total Pro. Ethnicity	Asian/Nat Haw./OPI	Black/ AfricanAm	Hispanic/ Latino
2024	9			1		2
2023	12			1		2
2022	13			1		1
2021	12			1		1

Office Assistant

2024	76			4		
2023	81			5		
2022	84					
2021	93					

Office Assistant Adjunct

2024	142	26				
2023	154	31				

Technicians

Admin 4: College Lab Technician

College Lab Tech: Other

	Total Staff	Female	Total Pro. Ethnicity	Asian/Nat Haw./OPI	Black/ AfricanAm	Hispanic/ Latino
2023	5	2				
2022	5					
2021	6					

Admin 4: College Lab Technician

College Lab Tech: Science, Tech, Eng.

2024	27	5				
2023	27	4				
2022	28					
2021	29					

Admin 4: College Lab Technician Adjunct

College Lab Tech: Other

2024	23	7				
2023	20	8				

Admin 4: College Lab Technician Adjunct

College Lab Tech: Science, Tech, Eng.

2024	122	21				
2023	115	16		9		

Info Tech: Technician

2023	5			1	1	
2022	6			1		
2021	9			2		

Craft Workers

Laborers and Helpers

	Total Staff	Female	Total Pro. Ethnicity	Asian/Nat Haw./OPI	Black/ AfricanAm	Hispanic/ Latino
2024	6	1				
2023	5	1				
2022	5	1				
2021	6	1	1			

Skilled Trades: Not Supervisory

2024	25		3			2
2023	28		3			3
2022	25					3
2021	23	1				3

Service Workers

		Total Staff	Female	Total Pro. Ethnicity	Asian/Nat Haw./OPI	Black/ AfricanAm	Hispanic/ Latino
Campus Peace Officer							
2024		12	2		2		
2023		12	2		2		
2022		21			1		
2021		24					
Campus Public Safety Sergeant							
2024		10					1
2023		9					1
2022		10					1
2021		12			1		
Campus Security Assistant							
2024		11					
2023		11					1
2022		13					
2021		16					1
Custodial: Assistant							
2024		33			2		
2023		35			2		
2022		43			2		6
2021		42			2		5
Custodial: Supervisory							
2024		5	1				1
2023		5	1				
2022		9	1				
2021		10			1		

## **Utilization, Underutilization, and Placement Goals**

There was a reduction in underutilization in a number of different faculty and staff categories.

For Faculty Professoriate Adjunct categories, there was a reduction in underutilization in Computer and Information Sciences and Support from 6 to 4 females; for faculty professoriate categories, there was a reduction in underutilization in Biological and Biomedical Sciences in the female category from 3 to 2; for faculty lecturer adjunct categories, there was an elimination of underutilization in Communications, Journalism and Related Programs Hispanic/Latinos category and a reduction in underutilization from 13 to 11 in the female category; in English Language and Literature there was a reduction in underutilization from 11 to 9 in the Hispanic/Latinos category, in Health Professions and Related Programs there was a reduction in underutilization from 14 to 11 in the Asian/Native Hawaiian or Other Pacific Islander category; there was an elimination of underutilization in Mathematics and Statistics in the female category; there was an elimination of underutilization in Social Sciences in the Total Protected Ethnicities category and also in the Asian/Native Hawaiian or Other Pacific Islander category. See Table 3 above.

For Staff and College Lab Technicians categories, there was an elimination of underutilization in the Administration 1/ Executive Job Group in the Asian, Native Hawaiian or Other Pacific Islander category; for the Professional Non-Faculty Job Group, in the Administration 3/Professional Job Group there was a reduction of underutilization from 7 to 6 in the Asian/Native Hawaiian or Other Pacific Islander category; in the Administration 3/Professional Job Group there was a reduction of underutilization from 7 to 6 in the Asian/Native Hawaiian or Other Pacific Islander category; in the Administrative Support Workers/Office Assistant Job Group there was a reduction of underutilization from 5 to 4 in the Asian/Native Hawaiian or Other Pacific Islander category; in the Administrative Support Workers/Office Assistant Adjunct Job Group there was a reduction of underutilization from 31 to 26 in the female category; in the Technicians/Administration 4/College Lab Technician Adjunct/ College Lab Tech: Other Group there was a reduction of underutilization from 8 to 7 in the female category; in the Technicians/Administration 4/College Lab Technician Adjunct/ College Lab Tech Science, Tech, Engineering Job Group there was an elimination of underutilization in the Asian/Native Hawaiian or Other Pacific Islander category; in the Craft Workers/Skilled Trades/Not Supervisory Job Group there was a reduction of underutilization from 3 to 2 in the Hispanic/Latino category; and in the Service Workers/Campus Security Assistant Job Group there was an elimination of underutilization from 1 to 0 in the Hispanic/Latino category.

Notably, with 59 new hires in the Reporting Year, (see Appendix F, Recruiting Table), the breakdown overall reflects that 44 were in the total minority categories, well exceeding the non-minority count and the female to male ratio is even. Beyond the marked improvement in

underutilizations in a substantial amount of different departments, including both faculty and staff as highlighted above, other numbers remained mostly the same as last year’s because of a lack of hiring opportunities and/or because of employees retiring or otherwise leaving the workforce.

**Personnel and Recruiting Activity**

**Personnel Activity**

We review personnel actions for adverse impact. We compare rates of hiring, promotion, and termination by gender and ethnicity. We review activity for each job group, but report results only for groups with a material number of actions and/or applicants.

**Appendix E** summarizes job actions, including tenure, by gender and ethnicity.

We compared employee titles on June 1, 2024 to titles they held on June 1, 2023. This method is necessary given system limitations but may exclude some actions, such as an employee changing job groups more than once over the year. We count hires, moves to a higher or lower job group, moves within a job group, and separations. We report employees who change job groups and/or transfer between CUNY units as having separated from the former job group and appointed to the new group (two actions). 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 for that particular action.

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 “years of service” requirements. For professorial faculty, there are extensive reviews resulting in tenure recommendations to the President.

**Table 5: 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	2	0	1	0
Assistant Professors	8	5	4	1
Lecturers	0	0	0	0

One faculty member continued in the rank of Distinguished Professor, a status recognizing extraordinary scholarship. This faculty member is female and not a member of a federally

protected ethnicity.

### **Recruiting Activity**

CUNY is committed to recruiting 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 outreach plans.

Prior to posting a job vacancy, the Chief Diversity Officer reviews physical and mental qualifications and 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/>.

We invite candidates to voluntarily self-identify gender, race/ethnicity, disability status, and veteran status.

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.

As per federal guidelines, an “applicant” is someone who applies to a specific opening, has the minimum qualifications, we considered their application, and they did not withdraw. We analyze applicants and selection rates by job group for interviews, offers, and hires.

We report searches resulting in an offer during the previous plan year. For some searches, there is a time gap between offer and start dates. To avoid a lag in reporting, we include searches based on the date the candidate accepts our job offer, even if they have not started work by June 1. This explains the differences between total hires in personal activity reports and completed searches in recruitment reports.

**Appendix F** summarizes recruiting and selection by job group for searches concluded with a job offer between June 1, 2023, and May 31, 2024.

As to applicant pool compositions, for both the administrative, non-classified and the faculty/lecturer applicant pools, we either exceeded or maintained the number of diverse applicants in comparison with last year’s report. The same also applies to the

placement/offers made in these areas.

We made 1 exception to open posting and search requirements. The Chief Diversity Officer and University Human Resources review exception requests. We may grant search exceptions when it is highly unlikely that we could fill the position competitively (such as a job having unique qualification requirements). We also grant exceptions for positions representing a transfer of funding for employees originally hired by a separate entity.

For the one exception, it was made to a female who is a member of a federally protected ethnicity, and this represented an advancement of a current college personnel member.

**Table 6: Exceptions to the Search Process**

Employee Group	Total Exceptions	Exceptions-Females	Exceptions-Protected Ethnicities
Executives (Admin 1 Group)	1	1	1
Higher Education Officers (Admin 2/ Admin 3 Groups)			
Faculty			

### **Civil Service Hiring**

We selected 29 individuals for Classified Civil Service positions from ranked lists based on examination scores, according to CUNY's Civil Service regulations. CUNY's University Human Resources unit administers and validates Civil Service examinations and maintains applicant and examination records.

We participated in 26 university-wide hiring pools for Classified Staff vacancies, with 29 total hires taking place. Of this number, 24 were in a protected ethnicity group and 11 were females. The list of pools is as follows:

Sr. Stationary Engineer Hiring Pool - 6/6/23 (1 hire), IT Assistant Hiring Pool - Job ID# 27109 (No hires), Thermostat Repairer - Job ID# 27000 (No hires), CUNY Office Assistant Hiring Pool - 8/2/23 (4 hires), Maintenance Worker- Hiring Pool - 8/9/23 (No hires), Stock Worker Hiring Pool - 8/16/23 (1 hire), Campus Peace Officer Hiring Pool - 9/5/23 (No hires), Custodial Supervisor Hiring Pool - 9/5/23 (1 hire), Carpenter Hiring Pool - 9/6/23 (No hires), Campus Security Assistant Hiring Pool - 9/7/23 (1 hire), CUNY Office Assistant Hiring Pool - 10/3/23 (3 hires), Carpenter Hiring Pool - 10/18/23 (1 hire), Campus Public Safety Sergeant Hiring Pool - 11/21/23 (3 hires), CUNY Office Assistant Hiring Pool - 12/13/23 (No hires), CUNY Office Assistant Hiring Pool - 1/4/24 (1 hire), IT Associate - Job ID# 27501 (1 hire), Campus Security Assistant Hiring Pool - 2/27/24 (2 hires), Print Shop Assistant Hiring Pool - 4/2/2024 (2 hires), Campus Peace Officer Hiring Pool - 4/26/24 (No hires), CUNY Administrative Assistant - Job



ID# 27915 (1 hire), Computer Systems Manager 2 - Job ID# 28061 (No hires), Senior Custodial Supervisor Hiring Pool - 4/26/24 (1 hire), Campus Security Assistant Hiring Pool - 4/30/24 (No hires), IT Assistant Hiring Pool - 5/8/24 (1 hire), Campus Security Assistant Director - Job ID# 27975 (1 hire), Custodial Assistant - Job ID# 26643 (4 hires).

### **Compensation**

CUNY develops university-wide pay schedules based on bargaining unit contracts, Civil Service regulations, government wage determinations, and university policies. Outside of executives, CUNY pays employees according to the terms of the bargaining unit contract applicable to their job title, even for individuals excluded from representation. Pay 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 New York City Prevailing Wage schedules for Skilled Trades.

Officials in New York City and New York State governments review labor contracts. CUNY's Trustees review and approve all pay plans.

The Chief Diversity Officer reviews overall practices such as:

- Setting of starting salaries
- Pay exceptions (performance-based pay and increases upon promotion)
- Tracking of compensation decisions
- Document retention
- Assignment of overtime/additional assignments.

In HEO Screening Committee meetings that occur at least quarterly in any reporting year, the Committee members and the Chief Diversity Officer, as an ex officio member, review and discuss applicable and appropriate salary ranges for college staff under consideration, in accord with applicable collective bargaining agreements.

Beyond this, the Chief Diversity Officer and Human Resources Director discuss compensation best practices and concerns with management as may be needed during the reporting year when they arise as to applicable searches being initiated and/or when salary considerations are under review.

## 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.

### 2023-2024: Prior Year Programs

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

These programs included:

- Faculty Fellowship Publications Program Fellows
- Ongoing Programs and Public Events
- Ongoing meetings and engagements with executives and managers
- General outreach
- Staff and employee training

All the above-listed areas brought positive results as reflected elsewhere in this report as to the College's continuing record of employment best practices that enable it to maintain quite a diverse employee population which is reflective of its diverse student body.

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

**Table7: Summary of Campus Programs, 2023-2024**

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 - 14 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.

Program	Impact/Job Group
Two minority faculty members – one female 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.

## 2024-2025 Planned Programs

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

**Table 8: Planned Programs 2024-2025**

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 posting with job boards serving individuals identifying as veterans, individuals with disabilities, women, and underrepresented ethnicities. The office maintains accounts for university-wide job posting and outreach, including the Higher Education Recruitment Consortium and the DirectEmployers Association. It provides training to Chief Diversity Officers and Human Resources personnel.

CUNY has mandatory online training programs for faculty and staff on sexual harassment prevention and workplace violence prevention; we regularly review training records and

follow-up with non-participants.

Beyond this, the College's OFSR ensures that any required employment-related postings are appropriately displayed, and the Diversity Office ensures that the EEO-related policies, including those on Sex-Based Misconduct, are likewise readily available on the College's website in numerous locations. Manager trainings are discussed above.

### **Internal Audit and Reporting**

The Chief Diversity Officer posts and distributes notices of policies, new/revised regulations, and similar information and integrates compliance information into faculty, student, and staff training. The Chief Diversity Officer also communicates about elements of the Affirmative Action Plan and makes it available for public inspection.

The Chief Diversity Officer's internal control responsibilities 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
- 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 current
- Completing the annual Affirmative Action certification in the US Department of Labor Contractor Portal.

CUNY has a university-wide discrimination and harassment reporting system which allows for tracking and oversight. More information is available at:

<https://www.cuny.edu/about/administration/offices/hr/discrimination-and-retaliation-report-form/>

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

## **PART FOUR: INDIVIDUALS WITH DISABILITIES AND PROTECTED VETERANS**

This section covers affirmative action plans to address hiring and advancement of individuals with disabilities and veterans. It includes:

- 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**

**Appendix C** has the text of CUNY's Equal Opportunity and Non-Discrimination Policy and other relevant policies.

### **Review of Personnel Practices**

We 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 our 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. The Chief Diversity Officer reviews position requirements before listing a job vacancy, and also reviews any new job qualifications or conditions to ensure that these 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.

## **Disability Accommodations**

We provide accommodations to individuals with disabilities (including disabled veterans). According to our Policy on Implementing Reasonable Accommodation and Academic Adjustments, 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](mailto:Sandra.Gordon14@citytech.cuny.edu)

For Classified Staff:

Name: Victor Humphrey

Title: Human Resources Director – Classified Staff

Phone: 718-473-8725

Email: [VHumphrey@citytech.cuny.edu](mailto:VHumphrey@citytech.cuny.edu)

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

<http://www.cuny.edu/about/administration/offices/legal-affairs/policies-resources/reasonable-accommodations-and-academic-adjustments/>

We provide information for applicants on the Employment Page of the CUNY website and on [www.citytech.cuny.edu/ofsr/policies.aspx](http://www.citytech.cuny.edu/ofsr/policies.aspx) by clicking on the Job Board page.

There is also a link on CUNY's job board (<https://cuny.jobs>) directing the candidate to our accessibility page. Applicants may also contact the Office of Recruitment and Diversity at [jobs@cuny.edu](mailto:jobs@cuny.edu) or [ord@cuny.edu](mailto:ord@cuny.edu).

We provide accommodations 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.

Employees and managers may resolve requests through cooperative, interactive dialogue. Additionally, we documented 31 employee accommodation requests this year, successfully concluded 27 times and appealed 0 times. Currently there are no outstanding appeals. There were no job applicant accommodation requests.

We also upgraded our facilities to improve access in these areas:

The Voorhees bathroom renovation project was completed. This provided ADA compliant bathrooms for all floors in the Voorhees building except the third floor;

A project to renovate the third-floor bathrooms of the Voorhees building to make them ADA compliant is currently in the design stage;

A project to renovate the bathrooms in the Environmental Technology Building to make them ADA compliant is currently in the design stage;

A project to renovate the bathrooms on floor 4 and 5 of the Pearl Building to make them ADA compliant is currently in the design stage;

A project to renovate the entire 6<sup>th</sup> floor of the Pearl Building is currently in the design stage. This will provide ADA compliant bathrooms, offices and instructional spaces;

A project to renovate the 3<sup>rd</sup> floor of the Pearl Building is currently underway and expected to be completed this Fall. This will provide ADA compliant offices, conference rooms, and bathrooms;

We always aim to improve accessibility in all 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. There is a 504/ADA Coordinator who 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 and job postings. CUNY's Office of Labor Relations provides an annual notice of our policies to labor unions. Either our unit or the university, as appropriate, notifies subcontractors, vendors, and suppliers of our EEO policies.

## Outreach and Positive Recruiting

**Table 9: Summary of Prior Year Outreach, 2023-2024**

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 these areas

**Table 10: Planned Outreach, 2024-2025**

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

Other outreach activities include:

- Sending information on employment opportunities to outlets reaching protected veterans (including disabled veterans) and individuals with disabilities
- Advertising job openings with external resources including the New York State Labor Department and related agencies
- Sharing information on Civil Service examinations through publishing exam notices and sending them to community organizations and public high schools
- 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 law
- Assisting qualified individuals with disabilities with appointment to classified competitive Civil Service titles without an examination (55(a) program)
- Filing the annual federal VETS-4212 report.

## 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 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
- Post policies on college websites and in areas where large screen videos highlight various programs

## **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 that records are securely stored and confidentiality maintained
- Provides training as needed on issues related to individuals with disabilities

### **University Management**

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

## **Training**

We provide orientation on relevant regulations and policies, including affirmative action programs, to personnel responsible for recruitment, selection, promotion, disciplinary actions, and similar activities. Disability-related trainings are made available on request from various faculty departments to the ADA/504 Coordinator or when a matter comes to the

attention of the ADA -/504 Coordinator that warrants a training on a particular topic. The ADA/504 Coordinator also attends disability-related law firm programs offered by various firms and bar associations on this topic throughout any program year, and also attends Practicing Law Institute Programs.

The Chief Diversity Officer provides on-going training in Charge Meetings to faculty and staff alike which highlights areas of particular focus for individuals with disabilities and in increasing recruiting efforts in both this area and for veterans. She also conducts targeted trainings for faculty and staff departments as may be needed when a matter warrants that this take place.

### **Audit and Reporting System**

The Chief Diversity Officer audits the effectiveness of outreach and affirmative action programs and monitors practices and discrimination claims related to status as a veteran or individual with a disability.

The 504/ADA Coordinator oversees audit and reporting of accommodations for individuals with disabilities, identifying barriers to access and proposing remedial actions.

his individual reports her findings to the President.

### **Benchmark Comparisons**

#### **Staffing Ratios for Individuals with Disabilities and Veterans**

**Appendix G** indicates the number of 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.

Veterans represent 1.1% of our workforce. CUNY reports veteran representation annually through the federal VETS-4212 report. There is no requirement to report veteran representation in the Affirmative Action Plan.

#### **Hiring Rates for Veterans and Individuals with Disabilities**

The exhibit on the following page illustrates hiring rates for individuals with disabilities and veterans in the US Department of Labor's required format.

In March 2024, the federal government set the benchmark Hiring Rate for veterans at 5.2%, based on the prevalence of veterans in the United States workforce.

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

## **Exhibit: Benchmark Comparisons for Veterans and Individuals with Disabilities**

**Table 11: Veterans' Hiring Rate Benchmark**

The benchmark hiring rate, established by the US Department of Labor, is 5.2% as of March 2024.

<https://www.dol.gov/agencies/ofccp/vevraa/hiring-benchmark>

Factor	2023-2024	2022-2023	2021-2022
A. Number of applicants who self-identified as Veterans before an offer of employment	23	31	10
B. Total number of job openings	57	74	42
C. Total number of jobs filled	54	74	42
D. Total number of applicants for all jobs	2015	1876	2092
E. Number of veteran applicants hired	1	2	0
F. Total number of applicants hired	63	79	60
<b>Hiring Rate (E divided by F)</b>	1.5%	2.5%	0%
<b>Federal Hiring Rate Benchmark</b>	5.2%	5.4%	5.5%
<b>Benchmark Met (Yes/No)</b>	No	No	No

It is estimated that in the NY/NJ Metropolitan Statistical Area, there are 177,952 veterans under the age of 75, or 1.267% of the population under the age of 75 (US Census, American Community Survey, Accessed July, 2024). Nationally, the unemployment rate for Veterans in the “Gulf War Era-II (service 2001-present) was 3.3% and the rate for non-veterans was 3.6%.(<https://www.bls.gov/news.release/pdf/vet.pdf>)

**Table 12: Hiring Rate for Individuals with Disabilities**

There is no recommended hiring benchmark for Individuals with Disabilities but there is a recommended total representation of 7% in each job group.

Factor	2023-2024	2022-2023	2021-2022
A. Number of applicants who self-identify as Individuals with Disabilities before an offer of employment	170	113	121
B. Total number of job openings	57	74	42
C. Total number of jobs filled	54	74	42
D. Total number of applicants for all jobs	2015	1876	2092
E. Number of individuals with disabilities hired	2	0	0
F. Total number of applicants hired	63	79	60
<b>Hiring Rate (E Divided by F)</b>	3.1%	0%	0%

As per the February 2024 “Persons with a Disability: Labor Force Characteristics - 2023” report from the US Bureau of Labor Statistics ([https://www.bls.gov/news.release/archives/disabl\\_02222024.pdf](https://www.bls.gov/news.release/archives/disabl_02222024.pdf)): People with a disability account for about 13% of the population. The unemployment rate for people with a disability in the 16-64 age group was 7.7% and the rate for people without a disability was 3.5%.

## **APPENDICES**

- A. Summary Organizational Charts
- B. CUNY Policies
- C. Reaffirmation Letter
- D. Utilization Analysis
- E. Personnel Activity
- F. Recruiting Activity
- G. Individuals with Disabilities by Job Group

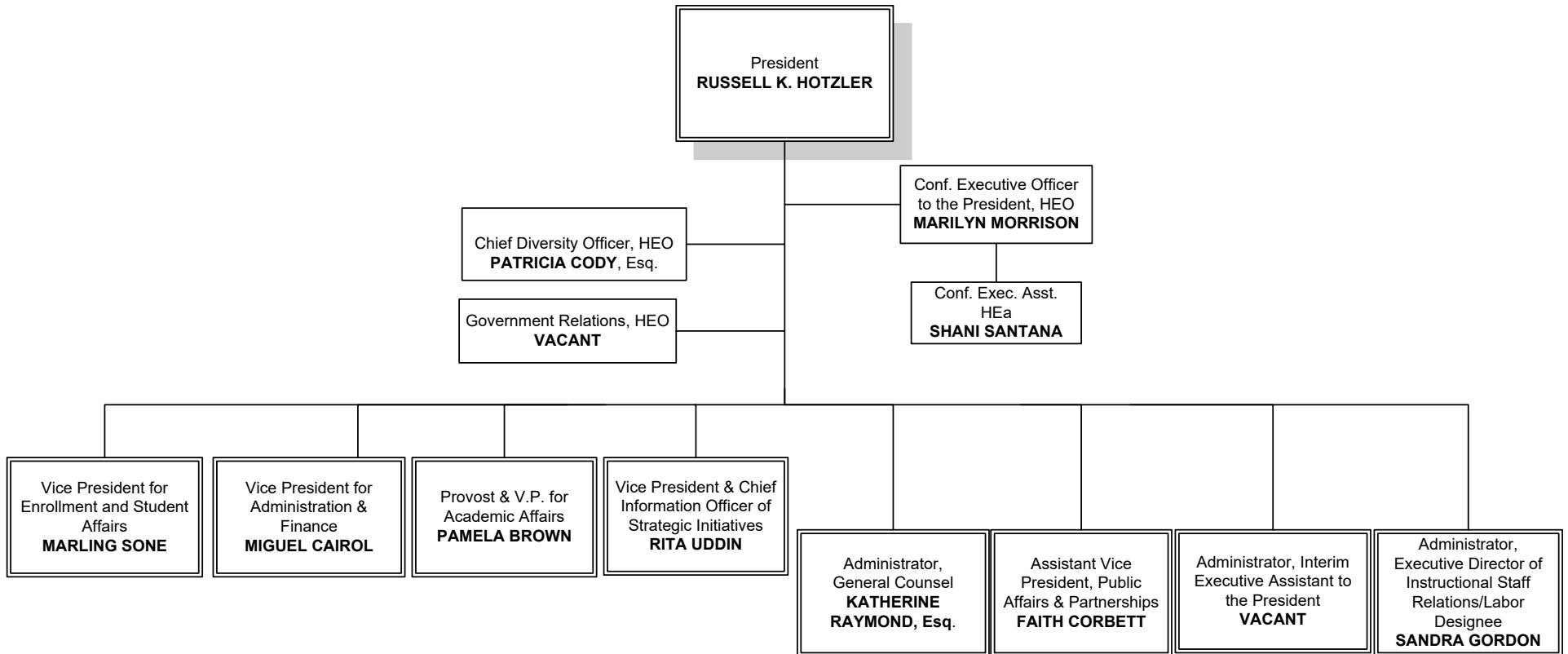
Appendices for the 2024-2025 Affirmative Action Plan

# **Appendix A**

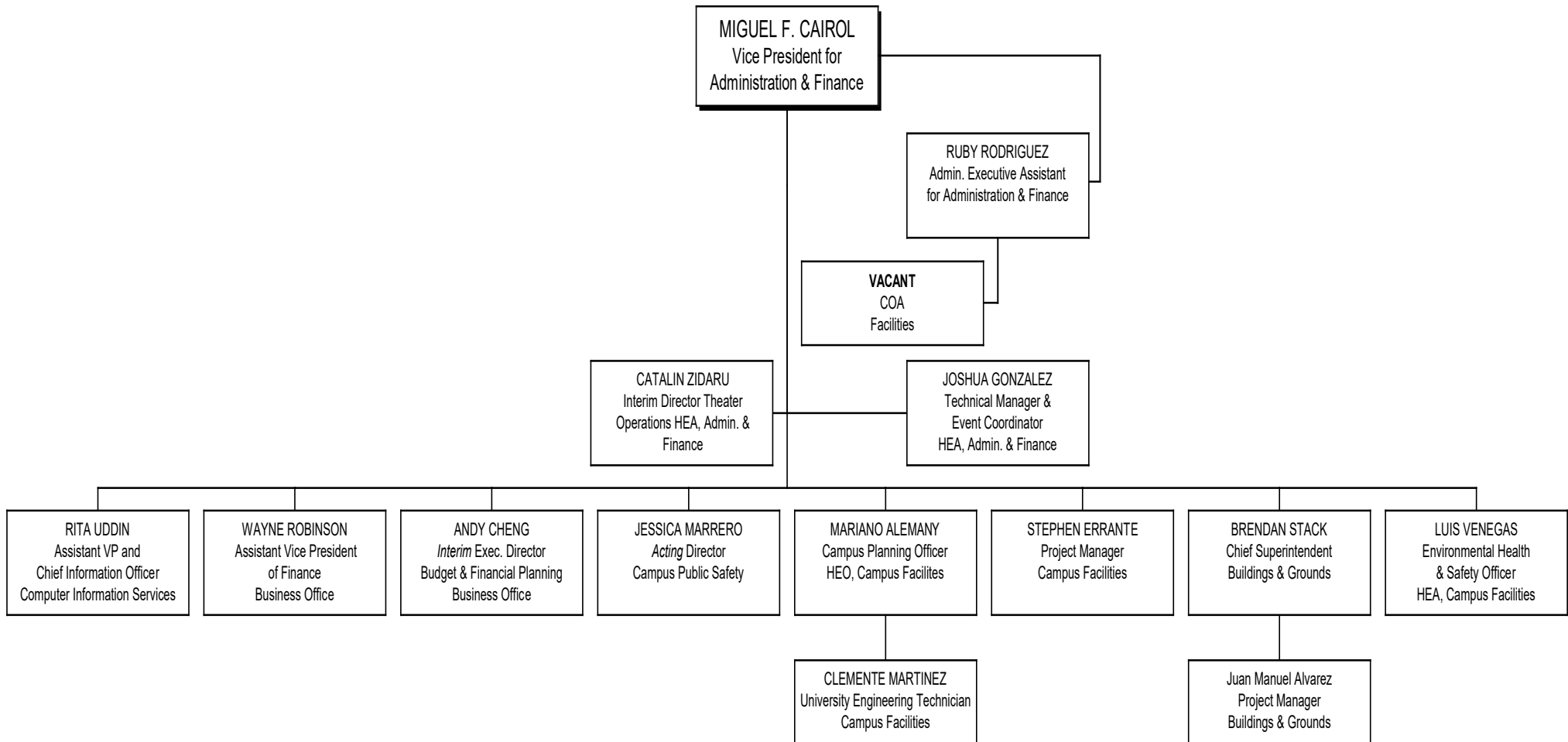
## **Organizational Charts**

# ORGANIZATIONAL STRUCTURE

## Office of the President

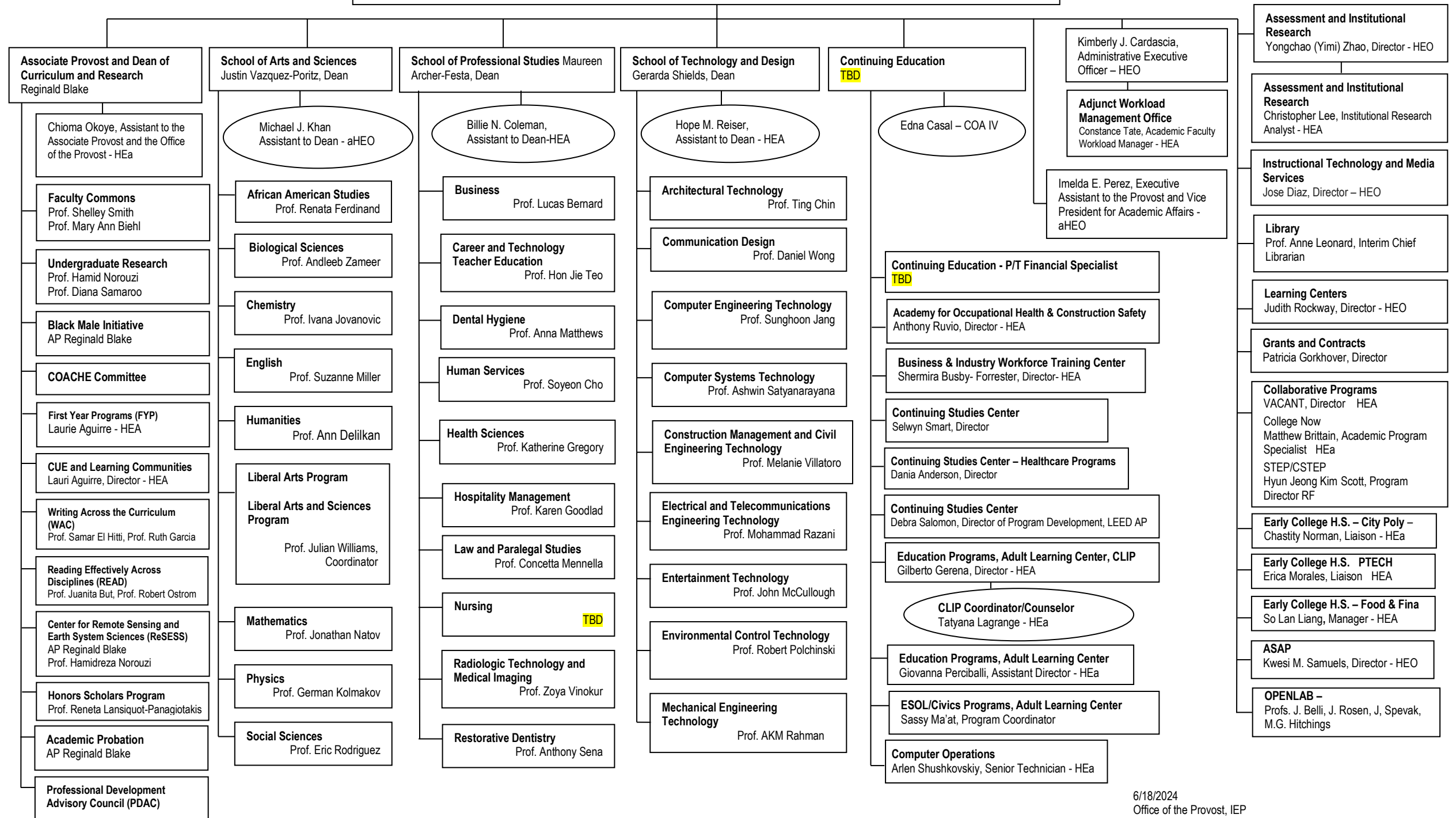


## ADMINISTRATION & FINANCE

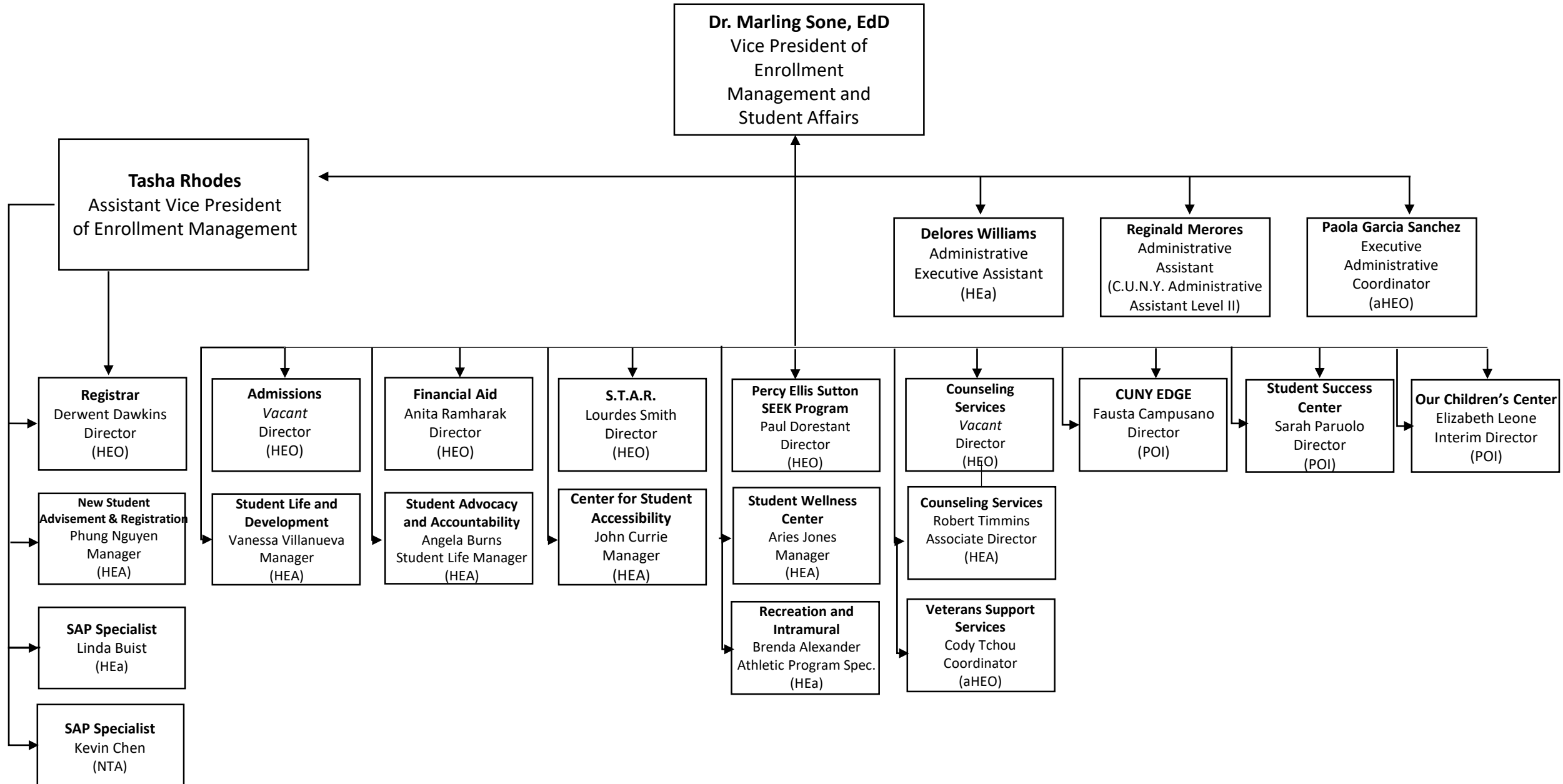




Pamela Brown, Provost and Vice President for Academic Affairs



# Division of Enrollment Management and Student Affairs



# **Appendix B**

## **CUNY Policies**

## **Appendix B                      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 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 the campus Office of Public Safety (list name of office and/or website).

# **Appendix C**

## **President's Reaffirmation Letter**

## **Appendix C                      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 5406

**Date:** September 26, 2024  
**To:** Members of the College Community  
**From:** President Hotzler  
**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, I continue to be committed to our compliance with CUNY's Policies and Procedures on Equal Opportunity, Non-Discrimination, and Sex-Based Misconduct.

The Equal Opportunity and Non-Discrimination Policy states CUNY's/City Tech's commitment to recruit, employ, retain, promote, and provide benefits to employees 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, CUNY/City Tech practices affirmative action for women, protected ethnicities, individuals with disabilities, and veterans consistent with federal requirements for employees in all title groups. Italian Americans are included among CUNY's/City Tech's protected groups.

Further, CUNY and City Tech do not tolerate acts of hate or bigotry of any kind. This includes discrimination or harassment based on national origin or heritage – including shared Jewish, Israeli, Palestinian, Arab, Muslim, or South Asian ancestry – and/or the association with these national origins and ancestries. City Tech will promptly take all necessary and appropriate actions to address any such discrimination and remedy its effects. We encourage students and employees who believe they have been subjected to such discrimination, or who have information about an incident or situation, to report it to CUNY. Anyone who believes they have been a victim of harassment, discrimination or retaliation should use the [University-wide Discrimination and Retaliation Reporting Portal](#).

CUNY/City Tech also desire to expand their inclusivity and accessibility to both students and employees with disabilities. As per Governor Hochul's [Executive Order 31](#), CUNY is developing a Strategic Plan to



enhance recruitment, advancement, and support of individuals with disabilities. Any City Tech employee requiring one or more accommodations to perform their job duties should contact Human Resources as per our policy on Reasonable Accommodations and Academic Adjustments. I invite you to visit the CUNY website to view the [Non-Discrimination Policy](#) in its entirety as well as the policies on [Reasonable Accommodations and Academic Adjustments](#) and [Reporting of Alleged Misconduct](#). The EO and Non-Discrimination Policy is also posted on City Tech's website at [http://www.citytech.cuny.edu/compliance-diversity/docs/CUNY\\_Policy\\_Non\\_Discrimination.pdf](http://www.citytech.cuny.edu/compliance-diversity/docs/CUNY_Policy_Non_Discrimination.pdf) and the Reasonable Accommodations and Academic Adjustments Policy at <http://www2.cuny.edu/wp-content/uploads/sites/4/page-assets/about/administration/offices/legal-affairs/CUNY-Procedures-for-Implementing-Reasonable-Accommodations-and-Academic-Adjustments-9.21.2016.pdf>

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](mailto: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. Once a Report is made which involves City Tech, the Report will be forwarded to Ms. Cody from the University-wide portal.

For City Tech employee requests for reasonable accommodations, these requests should be made to the Office of Faculty and Staff Relations' Executive Director, Sandra Gordon, Esq., at [sgordon@citytech.cuny.edu](mailto:sgordon@citytech.cuny.edu), or at 718-260-5353, and by submitting the following forms: [Request for Reasonable Accommodation](#) and <http://www.citytech.cuny.edu/ofsr/docs/forms/HCP-ReasonableAccommodationForm.pdf>

I ask for your continued support to ensure equal opportunity, affirmative action, and diversity and inclusion in all our employment practices.

Sincerely,



Russ Hotzler  
President

cc: Chancellor Félix V. Matos Rodríguez  
Senior Vice Chancellor Derek Davis

# **Appendix D**

## **Utilization Analyses**

## **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.

Utilization analysis is a comparison of the demographics of employees in various job groups with an estimate of the labor market for that same job group. The labor market is comprised of two components, external (general population) and internal (CUNY employees eligible for advancement into the job group). The factors are blended according to the balance of internal/external hiring at CUNY. This exhibit details the specific factors we use for each job group. We last calculated labor market availability in 2023.

Underutilization occurs where the utilization of a protected group is less than 80% of the labor market estimate. It represents the number of additional employees we would need for utilization to equal the labor market estimate. For the federal plan, underutilization numbers for females and total minorities represent placement goals when there are opportunities for hiring/advancement.

For the federal plan, we calculate underutilization for the following categories: female, total minority, asian/hawaiian/other pacific islander, black/african american, and hispanic/latino. The total minority category includes asian, black, and hispanic job groups but also incorporates individuals identifying as native american/alaska native and two or more races. For the italian american plan, we add a calculation for employees identifying as italian american, in addition to any other group to which they identify.

We calculate underutilization separately for full-time (annual) and part-time (hourly) employees. To address the situation of employees holding multiple concurrent appointments, we do not count part-time appointments for employees holding full-time appointments. For individuals with multiple part-time appointments, we count only one appointment per department per campus, giving priority to teaching appointments, then appointments according to pay level. At some campuses, a small number of employees (ten or fewer) may be counted more than once in part-time job groups because their multiple appointments span multiple departments.

Category: Executive/Administrative/Managerial

Job Group: Admin 1: Executive  
Description: Executive Compensation Plan (Other Than Chief Executive)  
Appointments: 15

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	9	11	2	6	3
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	60.0%	73.3%	13.3%	40.0%	20.0%
Labor Market Availability	45.6%	29.6%	10.0%	8.9%	8.8%

Category: Executive/Administrative/Managerial

Job Group: Admin 2: Managerial  
Description: HE Officer series administrators-senior level  
Appointments: 69

- 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	44	51	9	27	14
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	63.8%	73.9%	13.0%	39.1%	20.3%
Labor Market Availability	57.7%	51.7%	14.2%	17.4%	17.8%

Category: Executive/Administrative/Managerial

Job Group: Admin 2: Managerial Adjunct  
Description: Adjunct HE Officer series administrators (all levels)  
Appointments: 210

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	142	118	43	42	29
Underutilized (Y = Yes)					Y
Number Underutilized					8
Actual Utilization	67.6%	56.2%	20.5%	20.0%	13.8%
Labor Market Availability	57.7%	51.7%	14.2%	17.4%	17.8%

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%

Category: Professional Non-Faculty

Job Group: Admin 3: Professional  
Description: HE Officer Series: Entry and mid-level administrators  
Appointments: 112

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	78	91	13	44	31
Underutilized (Y = Yes)			Y		
Number Underutilized			6		
Actual Utilization	69.6%	81.3%	11.6%	39.3%	27.7%
Labor Market Availability	59.3%	39.5%	16.5%	9.6%	10.4%



Category: Professional Non-Faculty

Job Group: Info Tech: Professional  
Description: Information Technology-Professionals  
Appointments: 21

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	7	19	3	7	9
Underutilized (Y = Yes)			Y		
Number Underutilized			3		
Actual Utilization	33.3%	90.5%	14.3%	33.3%	42.9%
Labor Market Availability	38.1%	59.4%	30.2%	13.0%	13.9%

Category: Administrative Support Workers

Job Group: Administrative Assistant  
Description: Administrative Assistants-Senior level  
Appointments: 9

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	8	8	0	6	1
Underutilized (Y = Yes)			Y		Y
Number Underutilized			1		2
Actual Utilization	88.9%	88.9%	0.0%	66.7%	11.1%
Labor Market Availability	89.4%	77.7%	10.0%	36.6%	29.3%

Category: Administrative Support Workers

Job Group: Office Assistant  
Description: Administrative Office Assistants-Entry level  
Appointments: 76

- 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	66	64	7	38	18
Underutilized (Y = Yes)			Y		
Number Underutilized			4		
Actual Utilization	86.8%	84.2%	9.2%	50.0%	23.7%
Labor Market Availability	71.8%	58.9%	15.0%	17.6%	23.5%

Category: Administrative Support Workers

Job Group: Office Assistant Adjunct  
Description: Hourly Administrative Office Assistants-Entry level  
Appointments: 142

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	82	128	38	49	38
Underutilized (Y = Yes)	Y				
Number Underutilized	26				
Actual Utilization	57.7%	90.1%	26.8%	34.5%	26.8%
Labor Market Availability	76.3%	49.8%	11.5%	15.0%	20.5%

Category: Craft Workers

Job Group: Skilled Trades: Not Supervisory  
Description: Skilled Trades-Not supervisory  
Appointments: 25

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
- 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	9	1	3	5
Underutilized (Y = Yes)		Y			Y
Number Underutilized		3			2
Actual Utilization	4.0%	36.0%	4.0%	12.0%	20.0%
Labor Market Availability	2.6%	46.2%	4.7%	10.6%	27.9%

Category: Craft Workers

Job Group: Laborers and Helpers  
Description: Entry-Level Craft Workers  
Appointments: 6

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	4	0	1	3
Underutilized (Y = Yes)	Y				
Number Underutilized	1				
Actual Utilization	0.0%	66.7%	0.0%	16.7%	50.0%
Labor Market Availability	19.9%	73.8%	6.8%	24.3%	40.5%

Category: Service Workers

Job Group: Campus Public Safety Sergeant  
Description: Campus Security-Supervisors and Specialists  
Appointments: 10

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	10	0	8	2
Underutilized (Y = Yes)					Y
Number Underutilized					1
Actual Utilization	20.0%	100.0%	0.0%	80.0%	20.0%
Labor Market Availability	24.0%	86.3%	4.5%	49.2%	30.7%

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%



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	4	11	1	7	3
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	36.4%	100.0%	9.1%	63.6%	27.3%
Labor Market Availability	30.6%	71.1%	8.2%	36.4%	23.6%

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	4	1
Underutilized (Y = Yes)	Y				Y
Number Underutilized	1				1
Actual Utilization	20.0%	100.0%	0.0%	80.0%	20.0%
Labor Market Availability	36.5%	90.8%	6.5%	42.8%	41.3%

Category: Service Workers

Job Group: Custodial: Assistant  
Description: Custodial-Entry level  
Appointments: 33

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	33	0	21	12
Underutilized (Y = Yes)			Y		
Number Underutilized			2		
Actual Utilization	30.3%	100.0%	0.0%	63.6%	36.4%
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.

Utilization analysis is a comparison of the demographics of employees in various job groups with an estimate of the labor market for that same job group. The labor market is comprised of two components, external (general population) and internal (CUNY employees eligible for advancement into the job group). The factors are blended according to the balance of internal/external hiring at CUNY. This exhibit details the specific factors we use for each job group. We last calculated labor market availability in 2023.

Underutilization occurs where the utilization of a protected group is less than 80% of the labor market estimate. It represents the number of additional employees we would need for utilization to equal the labor market estimate. For the federal plan, underutilization numbers for females and total minorities represent placement goals when there are opportunities for hiring/advancement.

For the federal plan, we calculate underutilization for the following categories: female, total minority, asian/hawaiian/other pacific islander, black/african american, and hispanic/latino. The total minority category includes asian, black, and hispanic job groups but also incorporates individuals identifying as native american/alaska native and two or more races. For the italian american plan, we add a calculation for employees identifying as italian american, in addition to any other group to which they identify.

College Laboratory Technicians at all levels are classified according to whether they are assigned to a department that represents a scientific, technical, or engineering discipline. All others, such as employees working in the Humanities, are assigned to the non-scientific category.

We calculate underutilization separately for full-time (annual) and part-time (hourly) employees. To address the situation of employees holding multiple concurrent appointments, we do not count part-time appointments for employees holding full-time appointments. For individuals with multiple part-time appointments, we count only one appointment per department per campus, giving priority to teaching appointments, then appointments according to pay level. At some campuses, a small number of employees (ten or fewer) may be counted more than once in part-time job groups because their appointments span multiple departments.

Job Group: Admin 4: College Lab Technician

Description: College Laboratory Technicians (all levels)

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
- 70054 Library
- 10195 Mathematics
- 10197 Mechanical Technology
- 10058 Nursing
- 10228 Physics
- 10310 Radiologic Technology/Medical
- 10078 Restorative Dentistry

Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Oth Pac. Isl.	Black/African American	Hispanic/Latino
Number of Employees	8	19	8	7	4
Underutilized (Y = Yes)	Y				
Number Underutilized	5				
Actual Utilization	29.6%	70.4%	29.6%	25.9%	14.8%
Labor Market Availability	47.1%	31.3%	17.5%	4.9%	6.0%

**Job Group:** Admin 4: College Lab Technician Adjunct

**Description:** Adjunct College Laboratory Technicians (all levels)

**Weight**    **Availability Factors**

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

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

Appointments: 122

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
- 70054      Library
- 10195      Mathematics
- 10197      Mechanical Technology
- 10058      Nursing
- 10228      Physics
- 10310      Radiologic Technology/Medical
- 10078      Restorative Dentistry

Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Oth Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	36	95	18	30	42
Underutilized (Y = Yes)	Y				
Number Underutilized	21				
Actual Utilization	29.5%	77.9%	14.8%	24.6%	34.4%
Labor Market Availability	47.1%	31.3%	17.5%	4.9%	6.0%

**Job Group:** Admin 4: College Lab Technician Adjunct

**Description:** Adjunct College Laboratory Technicians (all levels)

**Weight**    **Availability Factors**

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

**Grouping: College Lab Tech: Other**

Appointments: 23

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

- 10044      Business
- 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 Protected Ethnicity	Asian/Nat. Haw./Oth Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	12	21	3	9	8
Underutilized (Y = Yes)	Y				
Number Underutilized	7				
Actual Utilization	52.2%	91.3%	13.0%	39.1%	34.8%
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.

Utilization analysis is a comparison of the demographics of employees in various job groups with an estimate of the labor market for that same job group. The labor market is based on IPEDS degree completions as counted by the National Center for Education Statistics. We last calculated labor market availability in 2023.

Underutilization occurs where the utilization of a protected group is less than 80% of the labor market estimate. It represents the number of additional employees we would need to have for utilization to be equal to the labor market estimate. For the federal plan, underutilization numbers for females and total minorities represent placement goals when there are opportunities for hiring/advancement.

For this plan, we calculate underutilization for the following categories: female, total minority, asian/hawaiian/other pacific islander, black/african american, and hispanic/latino. The total minority category includes asian, black, and hispanic job groups but also incorporates individuals identifying as native american/alaska native and two or more races.

Utilization is calculated by job group and academic discipline. Job groups for faculty are: professoriate, instructor, lecturer, faculty librarian, K-12, developmental (CLIP/START), and continuing education. Not all campuses have faculty in all job groups. Academic disciplines are assigned to academic departments at the campus level.

We calculate underutilization separately for full-time (annual) and part-time (hourly) employees. To address the situation of employees holding multiple concurrent appointments, we do not count part-time appointments for employees holding full-time appointments. For individuals with multiple part-time appointments, we count only one appointment per department per campus, giving priority to teaching appointments, then appointments according to pay level. At some campuses, a small number of employees (ten or fewer) may be counted more than once in part-time job groups because their multiple appointments span multiple departments within the same campus.



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: 38	Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino	
	Number of Faculty	9	16	8	0	7
	Underutilized (Y = Yes)	Y			Y	
	Number Underutilized	10			2	
	Actual Utilization	23.7%	42.1%	21.1%	0.0%	18.4%
	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: 19	Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino	
	Number of Faculty	7	8	5	1	2
	Underutilized (Y = Yes)	Y			Y	
	Number Underutilized	4			1	
	Actual Utilization	36.8%	42.1%	26.3%	5.3%	10.5%
	Labor Market Availability	57.1%	35.3%	16.5%	9.0%	9.0%

Architecture and Related

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

10020                      Architectural Technology

Job Group    Faculty: Professoriate Adjunct

Weight    Availability Factors

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

Total Appointments: 43		Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino	
Number of Faculty	13	12	7	3	2	
Underutilized (Y = Yes)	Y	Y		Y	Y	
Number Underutilized	12	3		1	2	
Actual Utilization	30.2%	27.9%	16.3%	7.0%	4.7%	
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: 7		Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino	
Number of Faculty	5	7	1	5	1	
Underutilized (Y = Yes)						
Number Underutilized						
Actual Utilization	71.4%	100.0%	14.3%	71.4%	14.3%	
Labor Market Availability	64.0%	50.9%	7.3%	22.5%	13.8%	

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: 15	Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino	
	Number of Faculty	11	8	3	2	2
	Underutilized (Y = Yes)					
	Number Underutilized					
	Actual Utilization	73.3%	53.3%	20.0%	13.3%	13.3%
	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: 19	Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino	
	Number of Faculty	8	12	9	2	1
	Underutilized (Y = Yes)	Y				Y
	Number Underutilized	2				1
	Actual Utilization	42.1%	63.2%	47.4%	10.5%	5.3%
	Labor Market Availability	53.6%	28.5%	11.4%	4.6%	8.6%

Biological and Biomedical Sciences

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

10030                      Biology

Job Group    Faculty: Professoriate Adjunct

Weight    Availability Factors

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

Total Appointments: 32		Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino	
Number of Faculty	15	24	17	6	1	
Underutilized (Y = Yes)					Y	
Number Underutilized					2	
Actual Utilization	46.9%	75.0%	53.1%	18.8%	3.1%	
Labor Market Availability	53.6%	28.5%	11.4%	4.6%	8.6%	

**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**

**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 Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	3	3	1	2	0
Underutilized (Y = Yes)					Y
Number Underutilized					1
Actual Utilization	50.0%	50.0%	16.7%	33.3%	0.0%
Labor Market Availability	46.7%	43.2%	13.9%	10.7%	16.0%

**Job Group Faculty: Lecturer Adjunct**

**Weight Availability Factors**

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

Total Appointments: 28	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	15	17	5	6	5
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	53.6%	60.7%	17.9%	21.4%	17.9%
Labor Market Availability	46.7%	43.2%	13.9%	10.7%	16.0%

**Business, Management, Marketing and Support**

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

10044 Business  
 10155 Hospitality Management

**Job Group Faculty: Professoriate**

**Weight Availability Factors**

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

Total Appointments: 20	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	13	8	2	3	3
Underutilized (Y = Yes)				Y	
Number Underutilized				2	
Actual Utilization	65.0%	40.0%	10.0%	15.0%	15.0%
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: 15	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	10	11	1	6	3
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	66.7%	73.3%	6.7%	40.0%	20.0%
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: 49	Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino	
	Number of Faculty	20	21	4	9	7
	Underutilized (Y = Yes)	Y				
	Number Underutilized	11				
	Actual Utilization	40.8%	42.9%	8.2%	18.4%	14.3%
	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 Protected Ethnicity	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%



Communications, Journalism, and Related

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

10009                      Communication Design

Job Group    Faculty: Professoriate Adjunct

Weight    Availability Factors

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

Total Appointments: 7		Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino	
Number of Faculty	3	2	1	0	1	
Underutilized (Y = Yes)	Y			Y		
Number Underutilized	1			1		
Actual Utilization	42.9%	28.6%	14.3%	0.0%	14.3%	
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: 8

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	2	6	3	3	0
Underutilized (Y = Yes)					Y
Number Underutilized					1
Actual Utilization	25.0%	75.0%	37.5%	37.5%	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: 95

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	21	64	27	19	16
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	22.1%	67.4%	28.4%	20.0%	16.8%
Labor Market Availability	25.3%	54.6%	28.5%	9.4%	13.2%

### 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: Professoriate

##### Weight Availability Factors

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

Total Appointments: 29	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	7	20	14	1	5
Underutilized (Y = Yes)				Y	
Number Underutilized				2	
Actual Utilization	24.1%	69.0%	48.3%	3.4%	17.2%
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: 24	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	2	14	8	3	3
Underutilized (Y = Yes)	Y				
Number Underutilized	4				
Actual Utilization	8.3%	58.3%	33.3%	12.5%	12.5%
Labor Market Availability	25.7%	31.6%	13.2%	9.1%	4.8%

Education

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

- 10293Career & Technical Ed
- 65140CUNY Service Corps

Job Group    Faculty: Lecturer Adjunct

Weight    Availability Factors

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

Total Appointments: 6	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	3	2	0	1	1
Underutilized (Y = Yes)	Y				
Number Underutilized	2				
Actual Utilization	50.0%	33.3%	0.0%	16.7%	16.7%
Labor Market Availability	78.2%	33.7%	5.1%	11.0%	15.2%

Education - Developmental

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

60201	BEOC
65017	College Now
10396	Continuing Education
65021	Coordinated Undergrad Educatio
65026	CUNY Adult Literacy
75125	Freshman Year Initiative
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: 72		Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino	
Number of Faculty	31	47	10	19	16	
Underutilized (Y = Yes)	Y					
Number Underutilized	15					
Actual Utilization	43.1%	65.3%	13.9%	26.4%	22.2%	
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).

Education - Developmental

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

60201	BEOC
65017	College Now
10396	Continuing Education
65021	Coordinated Undergrad Educatio
65026	CUNY Adult Literacy
75125	Freshman Year Initiative
60056	MATH START
65100	SEEK-Counseling
65120	Workforce Development

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: 12		Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino	
Number of Faculty	9	6	3	2	1	
Underutilized (Y = Yes)						
Number Underutilized						
Actual Utilization	75.0%	50.0%	25.0%	16.7%	8.3%	
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).

Education - Developmental

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

60201	BEOC
65017	College Now
10396	Continuing Education
65021	Coordinated Undergrad Educatio
65026	CUNY Adult Literacy
75125	Freshman Year Initiative
60056	MATH START
65100	SEEK-Counseling
65120	Workforce Development

Job Group    Faculty: Lecturer Adjunct

Weight    Availability Factors

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

Total Appointments: 27		Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino	
Number of Faculty	13	15	2	8	4	
Underutilized (Y = Yes)	Y		Y			
Number Underutilized	4		1			
Actual Utilization	48.1%	55.6%	7.4%	29.6%	14.8%	
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

##### 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: 7

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	1	6	1	0	5
Underutilized (Y = Yes)				Y	
Number Underutilized				1	
Actual Utilization	14.3%	85.7%	14.3%	0.0%	71.4%
Labor Market Availability	15.4%	42.7%	12.4%	9.9%	16.3%

#### Job Group Faculty: Lecturer Adjunct

##### Weight Availability Factors

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

Total Appointments: 72

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	19	33	13	6	14
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	26.4%	45.8%	18.1%	8.3%	19.4%
Labor Market Availability	15.4%	42.7%	12.4%	9.9%	16.3%



### 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: 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 Protected Ethnicity	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: 59	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	6	25	13	7	4
Underutilized (Y = Yes)	Y				
Number Underutilized	11				
Actual Utilization	10.2%	42.4%	22.0%	11.9%	6.8%
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

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 Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	2	2	0	0	2
Underutilized (Y = Yes)	Y			Y	
Number Underutilized	2			1	
Actual Utilization	33.3%	33.3%	0.0%	0.0%	33.3%
Labor Market Availability	71.9%	37.9%	6.7%	9.2%	18.3%

Job Group Faculty: Lecturer Adjunct

Weight Availability Factors

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

Total Appointments: 61

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	39	16	5	7	2
Underutilized (Y = Yes)		Y			Y
Number Underutilized		7			9
Actual Utilization	63.9%	26.2%	8.2%	11.5%	3.3%
Labor Market Availability	71.9%	37.9%	6.7%	9.2%	18.3%

English Language and Literature/Letters

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

10102                  English

Job Group    Faculty: Professoriate

Weight    Availability Factors

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

Total Appointments: 34	Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino	
	Number of Faculty	23	11	4	4	2
	Underutilized (Y = Yes)					
	Number Underutilized					
	Actual Utilization	67.6%	32.4%	11.8%	11.8%	5.9%
	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: 25	Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino	
	Number of Faculty	14	6	0	4	1
	Underutilized (Y = Yes)			Y		Y
	Number Underutilized			1		1
	Actual Utilization	56.0%	24.0%	0.0%	16.0%	4.0%
	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

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: 10		Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino	
Number of Faculty	7	7	3	2	1	
Underutilized (Y = Yes)						
Number Underutilized						
Actual Utilization	70.0%	70.0%	30.0%	20.0%	10.0%	
Labor Market Availability	78.0%	43.4%	15.6%	12.4%	13.0%	

Job Group    Faculty: Lecturer Adjunct

Weight    Availability Factors

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

### 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: 132	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	94	101	10	63	21
Underutilized (Y = Yes)			Y		
Number Underutilized			11		
Actual Utilization	71.2%	76.5%	7.6%	47.7%	15.9%
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: 38	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	28	17	6	5	5
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	73.7%	44.7%	15.8%	13.2%	13.2%
Labor Market Availability	60.7%	36.5%	17.9%	7.5%	7.7%

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: Professoriate Adjunct

Weight    Availability Factors

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

Total Appointments: 48		Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino	
Number of Faculty	40	25	3	20	1	
Underutilized (Y = Yes)			Y		Y	
Number Underutilized			6		3	
Actual Utilization	83.3%	52.1%	6.3%	41.7%	2.1%	
Labor Market Availability	60.7%	36.5%	17.9%	7.5%	7.7%	

### 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 Protected Ethnicity	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: 8	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	3	5	0	4	1
Underutilized (Y = Yes)	Y		Y		
Number Underutilized	1		1		
Actual Utilization	37.5%	62.5%	0.0%	50.0%	12.5%
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: 36	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	24	14	1	8	5
Underutilized (Y = Yes)			Y		
Number Underutilized			1		
Actual Utilization	66.7%	38.9%	2.8%	22.2%	13.9%
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: 11	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	5	6	4	0	2
Underutilized (Y = Yes)	Y			Y	
Number Underutilized	1			2	
Actual Utilization	45.5%	54.5%	36.4%	0.0%	18.2%
Labor Market Availability	59.0%	28.6%	3.8%	14.3%	7.6%



Liberal Arts and Sciences, General Studies & Humanities

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

10158                      Humanities

Job Group    Faculty: Professoriate Adjunct

Weight    Availability Factors

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

Total Appointments: 23		Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino	
Number of Faculty	11	5	0	2	2	
Underutilized (Y = Yes)		Y	Y	Y		
Number Underutilized		2	1	1		
Actual Utilization	47.8%	21.7%	0.0%	8.7%	8.7%	
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 Protected Ethnicity	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: 8	Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino	
	Number of Faculty	4	4	3	1	0
	Underutilized (Y = Yes)					Y
	Number Underutilized					1
	Actual Utilization	50.0%	50.0%	37.5%	12.5%	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: 48	Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino	
	Number of Faculty	16	33	17	9	6
	Underutilized (Y = Yes)					
	Number Underutilized					
	Actual Utilization	33.3%	68.8%	35.4%	18.8%	12.5%
	Labor Market Availability	40.3%	40.7%	21.3%	5.1%	11.4%

## Mathematics and Statistics

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

10195 Mathematics

### 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 Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	12	9	7	0	2
Underutilized (Y = Yes)				Y	
Number Underutilized				1	
Actual Utilization	36.4%	27.3%	21.2%	0.0%	6.1%
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: 14	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	4	5	2	3	0
Underutilized (Y = Yes)					Y
Number Underutilized					1
Actual Utilization	28.6%	35.7%	14.3%	21.4%	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 Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	3	3	1	1	1
Underutilized (Y = Yes)	Y				
Number Underutilized	1				
Actual Utilization	30.0%	30.0%	10.0%	10.0%	10.0%
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 Protected Ethnicity	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%

Physical Sciences

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

- 10050Chemistry
- 10228Physics

Job Group    Faculty: Professoriate Adjunct

Weight    Availability Factors

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

Total Appointments: 22		Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino	
Number of Faculty	<input type="text" value="9"/>	<input type="text" value="10"/>	<input type="text" value="5"/>	<input type="text" value="3"/>	<input type="text" value="2"/>	
Underutilized (Y = Yes)	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	
Number Underutilized	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	
Actual Utilization	<input type="text" value="40.9%"/>	<input type="text" value="45.5%"/>	<input type="text" value="22.7%"/>	<input type="text" value="13.6%"/>	<input type="text" value="9.1%"/>	
Labor Market Availability	<input type="text" value="34.8%"/>	<input type="text" value="20.5%"/>	<input type="text" value="8.0%"/>	<input type="text" value="2.1%"/>	<input type="text" value="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: 28	Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino	
	Number of Faculty	11	11	3	5	3
	Underutilized (Y = Yes)	Y				Y
	Number Underutilized	5				2
	Actual Utilization	39.3%	39.3%	10.7%	17.9%	10.7%
	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: 25	Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino	
	Number of Faculty	15	8	5	1	2
	Underutilized (Y = Yes)				Y	
	Number Underutilized				1	
	Actual Utilization	60.0%	32.0%	20.0%	4.0%	8.0%
	Labor Market Availability	49.7%	25.4%	7.7%	6.2%	8.1%

Social Sciences

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

10280                      Social Science

Job Group    Faculty: Professoriate Adjunct

Weight    Availability Factors

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

Total Appointments: 39		Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino	
Number of Faculty	20	8	3	4	0	
Underutilized (Y = Yes)					Y	
Number Underutilized					3	
Actual Utilization	51.3%	20.5%	7.7%	10.3%	0.0%	
Labor Market Availability	49.7%	25.4%	7.7%	6.2%	8.1%	



# **Appendix E**

## **Personnel Activity**

## Appendix E Personnel Activity

This Appendix details personnel activities.

The charts in this section provide detail on personnel activity by job group and by EEO Category.

The charts illustrate activity moving into a job group (e.g., new hires, transfers, advancements) and activity moving out of a job group. With the exception of new hires and terminations, the action of an employee moving into one job group through a promotion or other transfer results in a similar action of the employee leaving their previous job group for the same reasons. As a result, these charts also provide detail on the net changes to each job group over the past year.

Advancements include not only promotions along established promotional tracks but other occasions when an employee moved into a title that is generally considered to be a higher title, usually related to pay level.

It is important to compare the ratios of hires, advancements and separations among demographic groups. This is referred to as a "selection rate" and strong variations among groups may indicate areas for further investigation and oversight by the Chief Diversity Officer.

The charts represent only those groups with a material level of activity.

Job Group Summary  
Personnel Actions, 6/1/23 - 6/1/24  
Accountant  
(Select Group from Drop-Down List Above)

		NET HIRES	Hires by Type					Detail, Internal Hires by Type						NET EXITS	Exits by Type					Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)		
	Net Group Changes	Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into New Job Group	Advanced into New Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advancements within Job Group	Advancements %	Other Changes within Job Group		
Total				0%		0%									0%		0%							0%			
Male				0%		0%									0%		0%							0%			
Female				0%		0%									0%		0%							0%			
Other Gender				0%		0%									0%		0%							0%			
Unknown Gender				0%		0%									0%		0%							0%			
Fed. Protected Ethnicity				0%		0%									0%		0%							0%			
Asian/Hawaiian/OPI				0%		0%									0%		0%							0%			
Black/African Amer.				0%		0%									0%		0%							0%			
Hispanic/Latino				0%		0%									0%		0%							0%			
Other Protected Grp				0%		0%									0%		0%							0%			
White				0%		0%									0%		0%							0%			
Unknown Ethnicity				0%		0%									0%		0%							0%			
Italian-American*				0%		0%									0%		0%							0%			
Veterans				0%		0%									0%		0%							0%			
Indiv. w/Disabilities				0%		0%									0%		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).

\*As of 2023, Italian American status is counted regardless of other ethnicity choices

Job Group Summary  
Personnel Actions, 6/1/23 - 6/1/24  
Administration 1 (Executive)  
(Select Group from Drop-Down List Above)

		NET HIRES	Hires by Type				Detail, Internal Hires by Type						NET EXITS	Exits by Type					Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)		
	Net Group Changes	Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into New Job Group	Advanced into New Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advancements within Job Group	Advancements %	Other Changes within Job Group	
Total	(2)	1	1	100%		0%							(3)	(1)	0%	(2)	0%	(1)				(1)	1	0%		
Male	1			100%		0%									0%		0%							0%		
Female	(3)			0%		0%							(3)	(1)	100%	(2)	100%	(1)				(1)	1	100%		
Other Gender				0%		0%									0%		0%							0%		
Unknown Gender				0%		0%									0%		0%							0%		
Fed. Protected Ethnicity		1		100%		0%							(1)		0%	(1)	50%	(1)					1	100%		
Asian/Hawaiian/OPI	1			100%		0%									0%		0%						1	100%		
Black/African Amer.	(1)			0%		0%							(1)		0%	(1)	50%	(1)						0%		
Hispanic/Latino				0%		0%									0%		0%							0%		
Other Protected Grp				0%		0%									0%		0%							0%		
White	(2)			0%		0%							(2)	(1)	100%	(1)	50%					(1)		0%		
Unknown Ethnicity				0%		0%									0%		0%							0%		
Italian-American*				0%		0%									0%		0%							0%		
Veterans				0%		0%									0%		0%							0%		
Indiv. w/Disabilities				0%		0%									0%		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).

\*As of 2023, Italian American status is counted regardless of other ethnicity choices

Job Group Summary  
Personnel Actions, 6/1/23 - 6/1/24  
Administration 2 (Managers)  
(Select Group from Drop-Down List Above)

		NET HIRES	Hires by Type					Detail, Internal Hires by Type						NET EXITS	Exits by Type					Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)		
	Net Group Changes	Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into New Job Group	Advanced into New Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advancements within Job Group	Advancements %	Other Changes within Job Group		
Total	(1)	6	6		5			2		3			(7)	(7)									2		1		
Male	1	3	2	33%	3	60%		1		2			(2)	(2)	29%		0%							0%	1		
Female	0	4	4	67%	2	40%		1		1			(4)	(4)	57%		0%						2	100%			
Other Gender	(1)			0%		0%							(1)	(1)	14%		0%							0%			
Unknown Gender				0%		0%									0%		0%							0%			
Fed. Protected Ethnicity	2	6	5	83%	4	80%		2		2			(4)	(4)	57%		0%						1	50%			
Asian/Hawaiian/OPI	1			17%		0%									0%		0%							0%			
Black/African Amer.	0	2	2	33%	2	40%		1		1			(2)	(2)	29%		0%						1	50%			
Hispanic/Latino	0	2	2	33%	2	40%		1		1			(2)	(2)	29%		0%							0%			
Other Protected Grp				0%		0%									0%		0%							0%			
White	(2)	1	1	17%	1	20%				1			(3)	(3)	43%		0%						1	50%	1		
Unknown Ethnicity				0%		0%									0%		0%							0%			
Italian-American*				0%		0%									0%		0%							0%			
Veterans	1	1	1	17%		0%									0%		0%							0%			
Indiv. w/Disabilities				0%		0%									0%		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).

\*As of 2023, Italian American status is counted regardless of other ethnicity choices

Job Group Summary  
Personnel Actions, 6/1/23 - 6/1/24  
Administration 3 (Professional)  
(Select Group from Drop-Down List Above)

		NET HIRES	Hires by Type				Detail, Internal Hires by Type						NET EXITS	Exits by Type					Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)		
	Net Group Changes	Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into New Job Group	Advanced into New Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advancements within Job Group	Advancements %	Other Changes within Job Group	
Total	(7)	6	6		11		6	2		2	1		(13)	(6)		(7)		(5)		(2)			2			
Male	(2)	2	2	33%	4	36%	2	1			1		(4)	(1)	17%	(3)	43%	(2)		(1)				0%		
Female	(4)	5	4	67%	7	64%	4	1		2			(9)	(5)	83%	(4)	57%	(3)		(1)			2	100%		
Other Gender				0%		0%									0%		0%							0%		
Unknown Gender				0%		0%									0%		0%							0%		
Fed. Protected Ethnicity	(4)	6	5	83%	10	91%	5	2		2	1		(10)	(4)	67%	(6)	86%	(5)		(1)			2	100%		
Asian/Hawaiian/OPI	(1)	1	1	17%	3	27%	2	1					(2)	(1)	17%	(1)	14%	(1)						0%		
Black/African Amer.	(2)	2	2	33%	4	36%	2			2			(4)	(2)	33%	(2)	25%	(1)		(1)			1	50%		
Hispanic/Latino	(2)	2	2	33%	2	18%		1			1		(4)	(1)	17%	(3)	43%	(3)					1	50%		
Other Protected Grp	0	0		0%	1	9%	1								0%		0%							0%		
White	(2)	1	1	17%	1	9%	1						(3)	(2)	33%	(1)	14%			(1)				0%		
Unknown Ethnicity				0%		0%									0%		0%							0%		
Italian-American*				0%		0%									0%		0%							0%		
Veterans				0%		0%									0%		0%							0%		
Indiv. w/Disabilities	(2)			0%		0%							(2)		0%	(2)	29%	(2)						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).

\*As of 2023, Italian American status is counted regardless of other ethnicity choices

Job Group Summary  
Personnel Actions, 6/1/23 - 6/1/24  
Administration 4 (College Lab Tech)  
(Select Group from Drop-Down List Above)

		NET HIRES	Hires by Type				Detail, Internal Hires by Type						NET EXITS	Exits by Type					Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)		
	Net Group Changes	Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into New Job Group	Advanced into New Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advancements within Job Group	Advancements %	Other Changes within Job Group	
Total	(2)	1	1	100%	1	100%	1						(3)	(2)	100%	(1)	0%			(1)			1	0%		
Male		2	1	100%	1	100%	1						(2)	(2)	100%	(1)	0%						1	0%		
Female	(1)			0%		0%							(1)		0%	(1)	100%			(1)			1	100%		
Other Gender				0%		0%									0%		0%									
Unknown Gender				0%		0%									0%		0%									
Fed. Protected Ethnicity	(2)	1		0%	1	100%	1						(3)	(2)	100%	(1)	100%			(1)				0%		
Asian/Hawaiian/OPI				0%		0%									0%		0%							0%		
Black/African Amer.	1	1		0%	1	100%	1								0%		0%							0%		
Hispanic/Latino	(2)			0%		0%							(2)	(1)	50%	(1)	100%			(1)				0%		
Other Protected Grp	(1)			0%		0%							(1)	(1)	50%		0%							0%		
White		1	1	100%		0%									0%		0%						1	100%		
Unknown Ethnicity				0%		0%									0%		0%							0%		
Italian-American*				0%		0%									0%		0%							0%		
Veterans				0%		0%									0%		0%							0%		
Indiv. w/Disabilities				0%		0%									0%		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).

\*As of 2023, Italian American status is counted regardless of other ethnicity choices

Job Group Summary  
Personnel Actions, 6/1/23 - 6/1/24  
Administration 5 (Engineer-Architect)  
(Select Group from Drop-Down List Above)

		NET HIRES	Hires by Type				Detail, Internal Hires by Type						NET EXITS	Exits by Type					Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)		
	Net Group Changes	Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into New Job Group	Advanced into New Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advancements within Job Group	Advancements %	Other Changes within Job Group	
Total				0%		0%									0%		0%							0%		
Male				0%		0%									0%		0%							0%		
Female				0%		0%									0%		0%							0%		
Other Gender				0%		0%									0%		0%							0%		
Unknown Gender				0%		0%									0%		0%							0%		
Fed. Protected Ethnicity				0%		0%									0%		0%							0%		
Asian/Hawaiian/OPI				0%		0%									0%		0%							0%		
Black/African Amer.				0%		0%									0%		0%							0%		
Hispanic/Latino				0%		0%									0%		0%							0%		
Other Protected Grp				0%		0%									0%		0%							0%		
White				0%		0%									0%		0%							0%		
Unknown Ethnicity				0%		0%									0%		0%							0%		
Italian-American*				0%		0%									0%		0%							0%		
Veterans				0%		0%									0%		0%							0%		
Indiv. w/Disabilities				0%		0%									0%		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).

\*As of 2023, Italian American status is counted regardless of other ethnicity choices



Job Group Summary  
Personnel Actions, 6/1/23 - 6/1/24  
Basic Crafts-Buildings and Grounds  
(Select Group from Drop-Down List Above)

		NET HIRES	Hires by Type				Detail, Internal Hires by Type						NET EXITS	Exits by Type					Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)		
	Net Group Changes	Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into New Job Group	Advanced into New Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advancements within Job Group	Advancements %	Other Changes within Job Group	
Total	(1)												(1)	(1)												
Male	(1)			0%		0%							(1)	(1)	100%		0%							0%		
Female				0%		0%									0%		0%							0%		
Other Gender				0%		0%									0%		0%							0%		
Unknown Gender				0%		0%									0%		0%							0%		
Fed. Protected Ethnicity	(1)			0%		0%							(1)	(1)	100%		0%							0%		
Asian/Hawaiian/OPI				0%		0%									0%		0%							0%		
Black/African Amer.	(1)			0%		0%							(1)	(1)	100%		0%							0%		
Hispanic/Latino				0%		0%									0%		0%							0%		
Other Protected Grp				0%		0%									0%		0%							0%		
White				0%		0%									0%		0%							0%		
Unknown Ethnicity				0%		0%									0%		0%							0%		
Italian-American*				0%		0%									0%		0%							0%		
Veterans				0%		0%									0%		0%							0%		
Indiv. w/Disabilities				0%		0%									0%		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).

\*As of 2023, Italian American status is counted regardless of other ethnicity choices

Job Group Summary  
Personnel Actions, 6/1/23 - 6/1/24  
Broadcast/Media  
(Select Group from Drop-Down List Above)

		NET HIRES	Hires by Type				Detail, Internal Hires by Type						NET EXITS	Exits by Type					Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)		
	Net Group Changes	Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into New Job Group	Advanced into New Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advancements within Job Group	Advancements %	Other Changes within Job Group	
Total	(1)												(1)	(1)	100%		0%								0%	
Male	(1)			0%		0%							(1)	(1)	100%		0%							0%		
Female				0%		0%									0%		0%							0%		
Other Gender				0%		0%									0%		0%							0%		
Unknown Gender				0%		0%									0%		0%							0%		
Fed. Protected Ethnicity	(1)			0%		0%							(1)	(1)	100%		0%							0%		
Asian/Hawaiian/OPI	(1)			0%		0%							(1)	(1)	100%		0%							0%		
Black/African Amer.				0%		0%									0%		0%							0%		
Hispanic/Latino				0%		0%									0%		0%							0%		
Other Protected Grp				0%		0%									0%		0%							0%		
White				0%		0%									0%		0%							0%		
Unknown Ethnicity				0%		0%									0%		0%							0%		
Italian-American*				0%		0%									0%		0%							0%		
Veterans				0%		0%									0%		0%							0%		
Indiv. w/Disabilities				0%		0%									0%		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).

\*As of 2023, Italian American status is counted regardless of other ethnicity choices

Job Group Summary  
Personnel Actions, 6/1/23 - 6/1/24  
Campus Peace Officer  
(Select Group from Drop-Down List Above)

		NET HIRES	Hires by Type					Detail, Internal Hires by Type						NET EXITS	Exits by Type					Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)		
	Net Group Changes	Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into New Job Group	Advanced into New Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advancements within Job Group	Advancements %	Other Changes within Job Group		
Total		1	1										(1)	(1)		(1)	100%			(1)							
Male		1	1	100%		0%							(1)	(1)		(1)	100%			(1)				0%			
Female				0%		0%									0%		0%							0%			
Other Gender				0%		0%									0%		0%							0%			
Unknown Gender				0%		0%									0%		0%							0%			
Fed. Protected Ethnicity		1	1	100%		0%							(1)	(1)		(1)	100%			(1)				0%			
Asian/Hawaiian/OPI				0%		0%									0%		0%							0%			
Black/African Amer.		1	1	100%		0%							(1)	(1)		(1)	100%			(1)				0%			
Hispanic/Latino				0%		0%									0%		0%							0%			
Other Protected Grp				0%		0%									0%		0%							0%			
White				0%		0%									0%		0%							0%			
Unknown Ethnicity				0%		0%									0%		0%							0%			
Italian-American*				0%		0%									0%		0%							0%			
Veterans				0%		0%									0%		0%							0%			
Indiv. w/Disabilities				0%		0%									0%		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).

\*As of 2023, Italian American status is counted regardless of other ethnicity choices

Job Group Summary  
Personnel Actions, 6/1/23 - 6/1/24  
Campus Peace Officer-Sergeant  
(Select Group from Drop-Down List Above)

	Net Group Changes	NET HIRES	Hires by Type				Detail, Internal Hires by Type						NET EXITS	Exits by Type				Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)		
		Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into New Job Group	Advanced into New Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advance-ments within Job Group	Advance-ments %	Other Changes within Job Group
Total	-	1	1	0%	1	100%	-	-	-	1	-	-	-	-	0%	-	0%	-	-	-	-	-	-	0%	-
Male	1	1	-	0%	1	100%	-	-	-	1	-	-	-	-	0%	-	0%	-	-	-	-	-	-	0%	-
Female	-	-	-	0%	-	0%	-	-	-	-	-	-	-	-	0%	-	0%	-	-	-	-	-	-	0%	-
Other Gender	-	-	-	0%	-	0%	-	-	-	-	-	-	-	-	0%	-	0%	-	-	-	-	-	-	0%	-
Unknown Gender	-	-	-	0%	-	0%	-	-	-	-	-	-	-	-	0%	-	0%	-	-	-	-	-	-	0%	-
Fed. Protected Ethnicity	1	1	-	0%	1	100%	-	-	-	1	-	-	-	-	0%	-	0%	-	-	-	-	-	-	0%	-
Asian/Hawaiian/OPI	-	-	-	0%	-	0%	-	-	-	-	-	-	-	-	0%	-	0%	-	-	-	-	-	-	0%	-
Black/African Amer.	1	1	-	0%	1	100%	-	-	-	1	-	-	-	-	0%	-	0%	-	-	-	-	-	-	0%	-
Hispanic/Latino	-	-	-	0%	-	0%	-	-	-	-	-	-	-	-	0%	-	0%	-	-	-	-	-	-	0%	-
Other Protected Grp	-	-	-	0%	-	0%	-	-	-	-	-	-	-	-	0%	-	0%	-	-	-	-	-	-	0%	-
White	-	-	-	0%	-	0%	-	-	-	-	-	-	-	-	0%	-	0%	-	-	-	-	-	-	0%	-
Unknown Ethnicity	-	-	-	0%	-	0%	-	-	-	-	-	-	-	-	0%	-	0%	-	-	-	-	-	-	0%	-
Italian-American*	-	-	-	0%	-	0%	-	-	-	-	-	-	-	-	0%	-	0%	-	-	-	-	-	-	0%	-
Veterans	-	-	-	0%	-	0%	-	-	-	-	-	-	-	-	0%	-	0%	-	-	-	-	-	-	0%	-
Indiv. w/Disabilities	-	-	-	0%	-	0%	-	-	-	-	-	-	-	-	0%	-	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).

\*As of 2023, Italian American status is counted regardless of other ethnicity choices

Job Group Summary  
Personnel Actions, 6/1/23 - 6/1/24  
Campus Security Assistant  
(Select Group from Drop-Down List Above)

		NET HIRES	Hires by Type					Detail, Internal Hires by Type						NET EXITS	Exits by Type					Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)		
	Net Group Changes	Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into New Job Group	Advanced into New Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advancements within Job Group	Advancements %	Other Changes within Job Group		
Total		2	2										(2)	(1)		(1)		(1)									
Male	1	2	2	100%		0%							(1)		0%	(1)	100%							0%			
Female	(1)			0%		0%							(1)	(1)	100%		0%							0%			
Other Gender				0%		0%									0%		0%							0%			
Unknown Gender				0%		0%									0%		0%							0%			
Fed. Protected Ethnicity		2	2	100%		0%							(2)	(1)	100%	(1)	100%		(1)					0%			
Asian/Hawaiian/OPI				0%		0%									0%		0%							0%			
Black/African Amer.	(1)	1	1	50%		0%							(2)	(1)	100%	(1)	100%		(1)					0%			
Hispanic/Latino		1	1	50%		0%									0%		0%							0%			
Other Protected Grp	1	1		0%		0%									0%		0%							0%			
White				0%		0%									0%		0%							0%			
Unknown Ethnicity				0%		0%									0%		0%							0%			
Italian-American*				0%		0%									0%		0%							0%			
Veterans				0%		0%									0%		0%							0%			
Indiv. w/Disabilities				0%		0%									0%		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).

\*As of 2023, Italian American status is counted regardless of other ethnicity choices

Job Group Summary  
Personnel Actions, 6/1/23 - 6/1/24  
CUNY Admin Assistant  
(Select Group from Drop-Down List Above)

		NET HIRES	Hires by Type				Detail, Internal Hires by Type						NET EXITS	Exits by Type				Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)		
	Net Group Changes	Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into New Job Group	Advanced into New Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advance-ments within Job Group	Advance-ments %	Other Changes within Job Group
Total	(3)												(3)	(2)		(1)		(1)							
Male	(1)			0%		0%							(1)		0%	(1)	100%							0%	
Female	(2)			0%		0%							(2)	(2)	100%		0%							0%	
Other Gender				0%		0%									0%		0%							0%	
Unknown Gender				0%		0%									0%		0%							0%	
Fed. Protected Ethnicity	(2)			0%		0%							(2)	(1)	50%	(1)	100%	(1)						0%	
Asian/Hawaiian/OPI	-			0%		0%									0%		0%							0%	
Black/African Amer.	(1)			0%		0%							(1)	(1)	50%		0%							0%	
Hispanic/Latino	(1)			0%		0%							(1)		0%	(1)	100%	(1)						0%	
Other Protected Grp				0%		0%									0%		0%							0%	
White	(1)			0%		0%							(1)	(1)	50%		0%							0%	
Unknown Ethnicity				0%		0%									0%		0%							0%	
Italian-American*				0%		0%									0%		0%							0%	
Veterans				0%		0%									0%		0%							0%	
Indiv. w/Disabilities				0%		0%									0%		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).

\*As of 2023, Italian American status is counted regardless of other ethnicity choices

Job Group Summary  
Personnel Actions, 6/1/23 - 6/1/24  
CUNY Office Assistant  
(Select Group from Drop-Down List Above)

		NET HIRES	Hires by Type				Detail, Internal Hires by Type						NET EXITS	Exits by Type					Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)		
	Net Group Changes	Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into New Job Group	Advanced into New Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advancements within Job Group	Advancements %	Other Changes within Job Group	
Total	(8)	4	4		3		3						(12)	(9)		(3)		(2)		(1)						
Male	(3)			0%		0%							(9)	(2)	22%	(1)	33%	(1)						0%		
Female	(4)	5	4	100%	3	100%	3						(9)	(7)	78%	(2)	67%	(1)		(1)				0%		
Other Gender				0%		0%											0%							0%		
Unknown Gender				0%		0%											0%							0%		
Fed. Protected Ethnicity	(4)	4	4	100%	1	33%	1						(8)	(6)	67%	(2)	67%	(1)		(1)				0%		
Asian/Hawaiian/OPI				25%		0%							(1)	(1)	11%		0%							0%		
Black/African Amer.	(4)	1	1	25%	1	33%	1						(5)	(3)	33%	(2)	67%	(1)		(1)				0%		
Hispanic/Latino	1	2	2	50%		0%							(1)	(1)	11%		0%							0%		
Other Protected Grp	(1)			0%		0%							(1)	(1)	11%		0%							0%		
White	(2)	1		0%	2	67%	2						(3)	(2)	22%	(1)	33%	(1)						0%		
Unknown Ethnicity	(1)			0%		0%							(1)	(1)	11%		0%							0%		
Italian-American*				0%		0%											0%							0%		
Veterans				0%		0%											0%							0%		
Indiv. w/Disabilities	1	1	1	25%		0%									0%		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).

\*As of 2023, Italian American status is counted regardless of other ethnicity choices

Job Group Summary  
Personnel Actions, 6/1/23 - 6/1/24  
Custodial Assistant  
(Select Group from Drop-Down List Above)

		NET HIRES	Hires by Type				Detail, Internal Hires by Type						NET EXITS	Exits by Type					Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)		
	Net Group Changes	Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into New Job Group	Advanced into New Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %		Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advance-ments within Job Group	Advance-ments %	Other Changes within Job Group
Total	-	-	-	0%	-	0%	-	-	-	-	-	-	-	-	0%	-	0%	-	-	-	-	-	-	-	0%	-
Male	-	-	-	0%	-	0%	-	-	-	-	-	-	-	-	0%	-	0%	-	-	-	-	-	-	-	0%	-
Female	-	-	-	0%	-	0%	-	-	-	-	-	-	-	-	0%	-	0%	-	-	-	-	-	-	-	0%	-
Other Gender	-	-	-	0%	-	0%	-	-	-	-	-	-	-	-	0%	-	0%	-	-	-	-	-	-	-	0%	-
Unknown Gender	-	-	-	0%	-	0%	-	-	-	-	-	-	-	-	0%	-	0%	-	-	-	-	-	-	-	0%	-
Fed. Protected Ethnicity	-	-	-	0%	-	0%	-	-	-	-	-	-	-	-	0%	-	0%	-	-	-	-	-	-	-	0%	-
Asian/Hawaiian/OPI	-	-	-	0%	-	0%	-	-	-	-	-	-	-	-	0%	-	0%	-	-	-	-	-	-	-	0%	-
Black/African Amer.	-	-	-	0%	-	0%	-	-	-	-	-	-	-	-	0%	-	0%	-	-	-	-	-	-	-	0%	-
Hispanic/Latino	-	-	-	0%	-	0%	-	-	-	-	-	-	-	-	0%	-	0%	-	-	-	-	-	-	-	0%	-
Other Protected Grp	-	-	-	0%	-	0%	-	-	-	-	-	-	-	-	0%	-	0%	-	-	-	-	-	-	-	0%	-
White	-	-	-	0%	-	0%	-	-	-	-	-	-	-	-	0%	-	0%	-	-	-	-	-	-	-	0%	-
Unknown Ethnicity	-	-	-	0%	-	0%	-	-	-	-	-	-	-	-	0%	-	0%	-	-	-	-	-	-	-	0%	-
Italian-American*	-	-	-	0%	-	0%	-	-	-	-	-	-	-	-	0%	-	0%	-	-	-	-	-	-	-	0%	-
Veterans	-	-	-	0%	-	0%	-	-	-	-	-	-	-	-	0%	-	0%	-	-	-	-	-	-	-	0%	-
Indiv. w/Disabilities	-	-	-	0%	-	0%	-	-	-	-	-	-	-	-	0%	-	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).

\*As of 2023, Italian American status is counted regardless of other ethnicity choices



Job Group Summary  
Personnel Actions, 6/1/23 - 6/1/24  
Custodial Supervisor  
(Select Group from Drop-Down List Above)

		NET HIRES	Hires by Type				Detail, Internal Hires by Type						NET EXITS	Exits by Type					Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)		
	Net Group Changes	Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into New Job Group	Advanced into New Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advancements within Job Group	Advancements %	Other Changes within Job Group	
Total	(1)				1	100%				1			(1)	(1)	100%		0%						1	100%		
Male		1		0%	1	100%				1			(1)	(1)	100%		0%						1	100%		
Female				0%		0%									0%		0%							0%		
Other Gender				0%		0%									0%		0%							0%		
Unknown Gender				0%		0%									0%		0%							0%		
Fed. Protected Ethnicity		1		0%	1	100%				1			(1)	(1)	100%		0%						1	100%		
Asian/Hawaiian/OPI				0%		0%									0%		0%							0%		
Black/African Amer.	1	1		0%	1	100%				1					0%		0%						1	100%		
Hispanic/Latino	(1)			0%		0%							(1)	(1)	100%		0%							0%		
Other Protected Grp				0%		0%									0%		0%							0%		
White				0%		0%									0%		0%							0%		
Unknown Ethnicity				0%		0%									0%		0%							0%		
Italian-American*				0%		0%									0%		0%							0%		
Veterans				0%		0%									0%		0%							0%		
Indiv. w/Disabilities				0%		0%									0%		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).

\*As of 2023, Italian American status is counted regardless of other ethnicity choices

Job Group Summary  
Personnel Actions, 6/1/23 - 6/1/24  
Faculty-Developmental  
(Select Group from Drop-Down List Above)

		NET HIRES	Hires by Type					Detail, Internal Hires by Type						NET EXITS	Exits by Type					Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)		
	Net Group Changes	Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into New Job Group	Advanced into New Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advancements within Job Group	Advancements %	Other Changes within Job Group		
Total	(3)				1	0%	1						(3)	(2)	50%	(1)	0%	(1)							0%		
Male	(1)			0%		0%							(1)	(1)	50%		0%								0%		
Female	(1)	1		0%	1	100%	1						(2)	(1)	50%	(1)	100%	(1)							0%		
Other Gender				0%		0%									0%		0%								0%		
Unknown Gender				0%		0%									0%		0%								0%		
Fed. Protected Ethnicity	(2)			0%		0%							(2)	(1)	50%	(1)	100%	(1)							0%		
Asian/Hawaiian/OPI				0%		0%									0%		0%								0%		
Black/African Amer.	(1)			0%		0%							(1)	(1)	50%		0%								0%		
Hispanic/Latino				0%		0%									0%		0%								0%		
Other Protected Grp	(1)			0%		0%							(1)		0%	(1)	100%	(1)							0%		
White	(1)			0%		0%							(1)	(1)	50%		0%								0%		
Unknown Ethnicity	1	1		0%	1	100%	1								0%		0%								0%		
Italian-American*				0%		0%									0%		0%								0%		
Veterans				0%		0%									0%		0%								0%		
Indiv. w/Disabilities				0%		0%									0%		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).

\*As of 2023, Italian American status is counted regardless of other ethnicity choices

Job Group Summary  
Personnel Actions, 6/1/23 - 6/1/24  
Faculty-Lecturer  
(Select Group from Drop-Down List Above)

		NET HIRES	Hires by Type					Detail, Internal Hires by Type						NET EXITS	Exits by Type					Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)		
	Net Group Changes	Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into New Job Group	Advanced into New Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advancements within Job Group	Advancements %	Other Changes within Job Group		
Total	7	9	9		13		12			1			(2)	(2)													
Male	4	5	4	44%	8	62%	8						(1)	(1)	50%		0%							0%			
Female	3	4	4	44%	5	38%	4			1			(1)	(1)	50%		0%							0%			
Other Gender	1	1	1	11%		0%									0%		0%							0%			
Unknown Gender				0%		0%									0%		0%							0%			
Fed. Protected Ethnicity	5	5	4	44%	9	69%	8			1					0%		0%							0%			
Asian/Hawaiian/OPI	2	2	2	22%	4	31%	4								0%		0%							0%			
Black/African Amer.	0	0	0	0%	3	23%	3								0%		0%							0%			
Hispanic/Latino	2	2	2	22%	2	15%	1			1					0%		0%							0%			
Other Protected Grp				0%		0%									0%		0%							0%			
White	3	5	5	56%	4	31%	4						(2)	(2)	100%		0%							0%			
Unknown Ethnicity				0%		0%									0%		0%							0%			
Italian-American*				0%		0%									0%		0%							0%			
Veterans				0%		0%									0%		0%							0%			
Indiv. w/Disabilities		1	1	11%		0%							(1)	(1)	50%		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).

\*As of 2023, Italian American status is counted regardless of other ethnicity choices

Job Group Summary  
Personnel Actions, 6/1/23 - 6/1/24  
Faculty-Librarian  
(Select Group from Drop-Down List Above)

		NET HIRES	Hires by Type				Detail, Internal Hires by Type						NET EXITS	Exits by Type					Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)		
	Net Group Changes	Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into New Job Group	Advanced into New Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %		Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advance-ments within Job Group	Advance-ments %	Other Changes within Job Group
Total	-			0%		0%	-	-	-	-	-	-	-	-	0%	-	0%		-	-	-	-	-	3	0%	-
Male	-			0%		0%	-	-	-	-	-	-	-	-	0%	-	0%		-	-	-	-	-	-	0%	-
Female	-			0%		0%	-	-	-	-	-	-	-	-	0%	-	0%		-	-	-	-	-	3	100%	-
Other Gender	-			0%		0%	-	-	-	-	-	-	-	-	0%	-	0%		-	-	-	-	-	-	0%	-
Unknown Gender	-			0%		0%	-	-	-	-	-	-	-	-	0%	-	0%		-	-	-	-	-	-	0%	-
Fed. Protected Ethnicity	-			0%		0%	-	-	-	-	-	-	-	-	0%	-	0%		-	-	-	-	-	-	0%	-
Asian/Hawaiian/OPI	-			0%		0%	-	-	-	-	-	-	-	-	0%	-	0%		-	-	-	-	-	-	0%	-
Black/African Amer.	-			0%		0%	-	-	-	-	-	-	-	-	0%	-	0%		-	-	-	-	-	-	0%	-
Hispanic/Latino	-			0%		0%	-	-	-	-	-	-	-	-	0%	-	0%		-	-	-	-	-	-	0%	-
Other Protected Grp	-			0%		0%	-	-	-	-	-	-	-	-	0%	-	0%		-	-	-	-	-	-	0%	-
White	-			0%		0%	-	-	-	-	-	-	-	-	0%	-	0%		-	-	-	-	-	3	100%	-
Unknown Ethnicity	-			0%		0%	-	-	-	-	-	-	-	-	0%	-	0%		-	-	-	-	-	-	0%	-
Italian-American*	-			0%		0%	-	-	-	-	-	-	-	-	0%	-	0%		-	-	-	-	-	-	0%	-
Veterans	-			0%		0%	-	-	-	-	-	-	-	-	0%	-	0%		-	-	-	-	-	-	0%	-
Indiv. w/Disabilities	-			0%		0%	-	-	-	-	-	-	-	-	0%	-	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).

\*As of 2023, Italian American status is counted regardless of other ethnicity choices

Job Group Summary  
Personnel Actions, 6/1/23 - 6/1/24  
Faculty-Professorial  
(Select Group from Drop-Down List Above)

	Net Group Changes	NET HIRES	Hires by Type				Detail, Internal Hires by Type						NET EXITS	Exits by Type				Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)		
		Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into New Job Group	Advanced into New Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advances within Job Group	Advances-ments %	Other Changes within Job Group
Total	(12)	1	1		1			1				1	(13)	(12)		(1)		(1)					16		
Male	(2)	1		0%	1	100%		1					(3)	(3)	25%		0%						9	56%	
Female	(9)	1	1	100%	1	0%		1				1	(10)	(9)	75%	(1)	100%	(1)					7	44%	
Other Gender				0%		0%									0%		0%							0%	
Unknown Gender				0%		0%									0%		0%							0%	
Fed. Protected Ethnicity	(4)	2	1	100%	1	100%		1					(6)	(5)	42%	(1)	100%	(1)					7	44%	
Asian/Hawaiian/OPI	-	1	1	100%		0%							(1)		0%	(1)	100%	(1)					5	31%	
Black/African Amer.	(3)	1		0%	1	100%		1					(4)	(4)	33%		0%							0%	
Hispanic/Latino	(1)			0%		0%							(1)	(1)	8%		0%						2	13%	
Other Protected Grp				0%		0%									0%		0%							0%	
White	(7)			0%		0%						1	(7)	(7)	58%		0%						9	56%	
Unknown Ethnicity				0%		0%									0%		0%							0%	
Italian-American*	(2)			0%		0%							(2)	(2)	17%		0%						1	6%	
Veterans	(1)			0%		0%							(1)	(1)	8%		0%							0%	
Indiv. w/Disabilities				0%		0%									0%		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).

\*As of 2023, Italian American status is counted regardless of other ethnicity choices

Job Group Summary  
Personnel Actions, 6/1/23 - 6/1/24  
IT Computer Professional  
(Select Group from Drop-Down List Above)

		NET HIRES	Hires by Type					Detail, Internal Hires by Type						NET EXITS	Exits by Type					Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)		
	Net Group Changes	Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into New Job Group	Advanced into New Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advancements within Job Group	Advancements %	Other Changes within Job Group		
Total	(6)	1	1		2					2			(7)	(5)		(2)			(1)	(1)							
Male	(6)	2	1	100%	1	50%				1			(7)	(5)	100%	(2)	100%		(1)	(1)				0%			
Female	1	1		0%	1	50%				1					0%		0%							0%			
Other Gender				0%		0%									0%		0%							0%			
Unknown Gender				0%		0%									0%		0%							0%			
Fed. Protected Ethnicity	(5)	2	1	100%	2	100%				2			(7)	(5)	100%	(2)	100%		(1)	(1)				0%			
Asian/Hawaiian/OPI	(2)			0%		0%							(2)	(2)	40%		0%							0%			
Black/African Amer.				0%		0%									0%		0%							0%			
Hispanic/Latino	(3)	2	1	100%	2	100%				2			(5)	(3)	60%	(2)	100%		(1)	(1)				0%			
Other Protected Grp				0%		0%									0%		0%							0%			
White				0%		0%									0%		0%							0%			
Unknown Ethnicity				0%		0%									0%		0%							0%			
Italian-American*				0%		0%									0%		0%							0%			
Veterans				0%		0%									0%		0%							0%			
Indiv. w/Disabilities	(1)			0%		0%							(1)	(1)	20%		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).

\*As of 2023, Italian American status is counted regardless of other ethnicity choices

Job Group Summary  
Personnel Actions, 6/1/23 - 6/1/24  
IT Manager  
(Select Group from Drop-Down List Above)

		NET HIRES	Hires by Type				Detail, Internal Hires by Type						NET EXITS	Exits by Type					Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)		
	Net Group Changes	Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into New Job Group	Advanced into New Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %		Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advance-ments within Job Group	Advance-ments %	Other Changes within Job Group
Total	-			0%		0%									0%		0%								0%	
Male	-			0%		0%									0%		0%								0%	
Female	-			0%		0%									0%		0%								0%	
Other Gender	-			0%		0%									0%		0%								0%	
Unknown Gender	-			0%		0%									0%		0%								0%	
Fed. Protected Ethnicity	-			0%		0%									0%		0%								0%	
Asian/Hawaiian/OPI	-			0%		0%									0%		0%								0%	
Black/African Amer.	-			0%		0%									0%		0%								0%	
Hispanic/Latino	-			0%		0%									0%		0%								0%	
Other Protected Grp	-			0%		0%									0%		0%								0%	
White	-			0%		0%									0%		0%								0%	
Unknown Ethnicity	-			0%		0%									0%		0%								0%	
Italian-American*	-			0%		0%									0%		0%								0%	
Veterans	-			0%		0%									0%		0%								0%	
Indiv. w/Disabilities	-			0%		0%									0%		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).

\*As of 2023, Italian American status is counted regardless of other ethnicity choices

Job Group Summary  
Personnel Actions, 6/1/23 - 6/1/24  
IT Support Technician  
(Select Group from Drop-Down List Above)

		NET HIRES	Hires by Type				Detail, Internal Hires by Type						NET EXITS	Exits by Type					Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)		
	Net Group Changes	Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into New Job Group	Advanced into New Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %		Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advance-ments within Job Group	Advance-ments %	Other Changes within Job Group
Total	(4)												(4)	(2)		(2)				(2)						
Male	(1)			0%		0%							(1)		0%	(1)	50%				(1)					0%
Female	(3)			0%		0%							(3)	(2)	100%	(1)	50%				(1)					0%
Other Gender				0%		0%									0%		0%									0%
Unknown Gender				0%		0%									0%		0%									0%
Fed. Protected Ethnicity	(4)			0%		0%							(4)	(2)	100%	(2)	100%				(2)					0%
Asian/Hawaiian/OPI	-			0%		0%									0%		0%									0%
Black/African Amer.	-			0%		0%									0%		0%									0%
Hispanic/Latino	(4)			0%		0%							(4)	(2)	100%	(2)	100%				(2)					0%
Other Protected Grp				0%		0%									0%		0%									0%
White				0%		0%									0%		0%									0%
Unknown Ethnicity				0%		0%									0%		0%									0%
Italian-American*				0%		0%									0%		0%									0%
Veterans				0%		0%									0%		0%									0%
Indiv. w/Disabilities				0%		0%									0%		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).

\*As of 2023, Italian American status is counted regardless of other ethnicity choices



Job Group Summary  
Personnel Actions, 6/1/23 - 6/1/24  
Laborers and Helpers  
(Select Group from Drop-Down List Above)

		NET HIRES	Hires by Type				Detail, Internal Hires by Type						NET EXITS	Exits by Type					Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)		
	Net Group Changes	Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into New Job Group	Advanced into New Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advancements within Job Group	Advancements %	Other Changes within Job Group	
Total	1	1	1		100%	0%											0%	0%							0%	
Male	1	1	1		100%	0%											0%	0%							0%	
Female					0%	0%											0%	0%							0%	
Other Gender					0%	0%											0%	0%							0%	
Unknown Gender					0%	0%											0%	0%							0%	
Fed. Protected Ethnicity	1	1	1		100%	0%											0%	0%							0%	
Asian/Hawaiian/OPI					0%	0%											0%	0%							0%	
Black/African Amer.					0%	0%											0%	0%							0%	
Hispanic/Latino	1	1	1		100%	0%											0%	0%							0%	
Other Protected Grp					0%	0%											0%	0%							0%	
White					0%	0%											0%	0%							0%	
Unknown Ethnicity					0%	0%											0%	0%							0%	
Italian-American*					0%	0%											0%	0%							0%	
Veterans					0%	0%											0%	0%							0%	
Indiv. w/Disabilities					0%	0%											0%	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).

\*As of 2023, Italian American status is counted regardless of other ethnicity choices

Job Group Summary  
Personnel Actions, 6/1/23 - 6/1/24  
Mail Services Worker  
(Select Group from Drop-Down List Above)

		NET HIRES	Hires by Type				Detail, Internal Hires by Type						NET EXITS	Exits by Type					Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)		
	Net Group Changes	Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into New Job Group	Advanced into New Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %		Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advance-ments within Job Group	Advance-ments %	Other Changes within Job Group
Total	-	-	-	0%	-	0%	-	-	-	-	-	-	-	-	0%	-	0%	-	-	-	-	-	-	-	0%	-
Male	-	-	-	0%	-	0%	-	-	-	-	-	-	-	-	0%	-	0%	-	-	-	-	-	-	-	0%	-
Female	-	-	-	0%	-	0%	-	-	-	-	-	-	-	-	0%	-	0%	-	-	-	-	-	-	-	0%	-
Other Gender	-	-	-	0%	-	0%	-	-	-	-	-	-	-	-	0%	-	0%	-	-	-	-	-	-	-	0%	-
Unknown Gender	-	-	-	0%	-	0%	-	-	-	-	-	-	-	-	0%	-	0%	-	-	-	-	-	-	-	0%	-
Fed. Protected Ethnicity	-	-	-	0%	-	0%	-	-	-	-	-	-	-	-	0%	-	0%	-	-	-	-	-	-	-	0%	-
Asian/Hawaiian/OPI	-	-	-	0%	-	0%	-	-	-	-	-	-	-	-	0%	-	0%	-	-	-	-	-	-	-	0%	-
Black/African Amer.	-	-	-	0%	-	0%	-	-	-	-	-	-	-	-	0%	-	0%	-	-	-	-	-	-	-	0%	-
Hispanic/Latino	-	-	-	0%	-	0%	-	-	-	-	-	-	-	-	0%	-	0%	-	-	-	-	-	-	-	0%	-
Other Protected Grp	-	-	-	0%	-	0%	-	-	-	-	-	-	-	-	0%	-	0%	-	-	-	-	-	-	-	0%	-
White	-	-	-	0%	-	0%	-	-	-	-	-	-	-	-	0%	-	0%	-	-	-	-	-	-	-	0%	-
Unknown Ethnicity	-	-	-	0%	-	0%	-	-	-	-	-	-	-	-	0%	-	0%	-	-	-	-	-	-	-	0%	-
Italian-American*	-	-	-	0%	-	0%	-	-	-	-	-	-	-	-	0%	-	0%	-	-	-	-	-	-	-	0%	-
Veterans	-	-	-	0%	-	0%	-	-	-	-	-	-	-	-	0%	-	0%	-	-	-	-	-	-	-	0%	-
Indiv. w/Disabilities	-	-	-	0%	-	0%	-	-	-	-	-	-	-	-	0%	-	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).

\*As of 2023, Italian American status is counted regardless of other ethnicity choices

		NET HIRES	Hires by Type				Detail, Internal Hires by Type						NET EXITS	Exits by Type					Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)		
	Net Group Changes	Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into New Job Group	Advanced into New Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advancements within Job Group	Advancements %	Other Changes within Job Group	
Total	(1)												(1)	(1)											1	
Male	(1)			0%		0%							(1)	(1)	100%		0%							0%		
Female				0%		0%									0%		0%							0%	1	
Other Gender				0%		0%									0%		0%							0%		
Unknown Gender				0%		0%									0%		0%							0%		
Fed. Protected Ethnicity				0%		0%									0%		0%							0%	1	
Asian/Hawaiian/OPI				0%		0%									0%		0%							0%		
Black/African Amer.				0%		0%									0%		0%							0%	1	
Hispanic/Latino				0%		0%									0%		0%							0%		
Other Protected Grp				0%		0%									0%		0%							0%		
White	(1)			0%		0%							(1)	(1)	100%		0%							0%		
Unknown Ethnicity				0%		0%									0%		0%							0%		
Italian-American*				0%		0%									0%		0%							0%		
Veterans				0%		0%									0%		0%							0%		
Indiv. w/Disabilities				0%		0%									0%		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).

\*As of 2023, Italian American status is counted regardless of other ethnicity choices

Job Group Summary  
Personnel Actions, 6/1/23 - 6/1/24  
Security Manager  
(Select Group from Drop-Down List Above)

		NET HIRES	Hires by Type					Detail, Internal Hires by Type						NET EXITS	Exits by Type					Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)		
	Net Group Changes	Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into New Job Group	Advanced into New Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advancements within Job Group	Advancements %	Other Changes within Job Group		
Total	(2)				1	100%		1					(2)	(2)	100%		0%						1	0%			
Male	(1)	1		0%				1					(2)	(2)	100%		0%						1	0%			
Female				0%											0%		0%						1	100%			
Other Gender				0%		0%									0%		0%							0%			
Unknown Gender				0%		0%									0%		0%							0%			
Fed. Protected Ethnicity		1		0%	1	100%		1					(1)	(1)	50%		0%						1	100%			
Asian/Hawaiian/OPI				0%											0%		0%							0%			
Black/African Amer.				0%		0%									0%		0%							0%			
Hispanic/Latino		1		0%	1	100%		1					(1)	(1)	50%		0%						1	100%			
Other Protected Grp		1		0%		0%									0%		0%							0%			
White	(1)			0%		0%							(1)	(1)	50%		0%							0%			
Unknown Ethnicity				0%		0%									0%		0%							0%			
Italian-American*				0%		0%									0%		0%							0%			
Veterans	(1)			0%		0%							(1)	(1)	50%		0%							0%			
Indiv. w/Disabilities				0%		0%									0%		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).

\*As of 2023, Italian American status is counted regardless of other ethnicity choices

Job Group Summary  
Personnel Actions, 6/1/23 - 6/1/24  
Skilled Trades

(Select Group from Drop-Down List Above)

		NET HIRES	Hires by Type				Detail, Internal Hires by Type						NET EXITS	Exits by Type				Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)		
	Net Group Changes	Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into New Job Group	Advanced into New Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advance-ments within Job Group	Advance-ments %	Other Changes within Job Group
Total	(3)												(3)	(2)		(1)		(1)							
Male	(3)			0%		0%							(3)	(2)	100%	(1)	100%	(1)						0%	
Female				0%		0%									0%		0%							0%	
Other Gender				0%		0%									0%		0%							0%	
Unknown Gender				0%		0%									0%		0%							0%	
Fed. Protected Ethnicity	(1)			0%		0%							(1)	(1)	50%		0%							0%	
Asian/Hawaiian/OPI	-			0%		0%									0%		0%							0%	
Black/African Amer.	(1)			0%		0%							(1)	(1)	50%		0%							0%	
Hispanic/Latino				0%		0%									0%		0%							0%	
Other Protected Grp				0%		0%									0%		0%							0%	
White				0%		0%																			
Unknown Ethnicity	(2)			0%		0%							(2)	(1)	50%	(1)	100%	(1)						0%	
Italian-American*	(1)			0%		0%							(1)		0%	(1)	100%	(1)						0%	
Veterans				0%		0%									0%		0%							0%	
Indiv. w/Disabilities				0%		0%									0%		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).

\*As of 2023, Italian American status is counted regardless of other ethnicity choices

Job Group Summary  
Personnel Actions, 6/1/23 - 6/1/24  
Skilled Trades-Supervisor  
(Select Group from Drop-Down List Above)

		NET HIRES	Hires by Type				Detail, Internal Hires by Type						NET EXITS	Exits by Type					Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)		
	Net Group Changes	Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into New Job Group	Advanced into New Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %		Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advance-ments within Job Group	Advance-ments %	Other Changes within Job Group
Total	-			0%		0%	-	-	-	-	-	-	-	-	0%	-	0%		-	-	-	-	-	-	0%	-
Male	-			0%		0%	-	-	-	-	-	-	-	-	0%	-	0%		-	-	-	-	-	-	0%	-
Female	-			0%		0%	-	-	-	-	-	-	-	-	0%	-	0%		-	-	-	-	-	-	0%	-
Other Gender	-			0%		0%	-	-	-	-	-	-	-	-	0%	-	0%		-	-	-	-	-	-	0%	-
Unknown Gender	-			0%		0%	-	-	-	-	-	-	-	-	0%	-	0%		-	-	-	-	-	-	0%	-
Fed. Protected Ethnicity	-			0%		0%	-	-	-	-	-	-	-	-	0%	-	0%		-	-	-	-	-	-	0%	-
Asian/Hawaiian/OPI	-			0%		0%	-	-	-	-	-	-	-	-	0%	-	0%		-	-	-	-	-	-	0%	-
Black/African Amer.	-			0%		0%	-	-	-	-	-	-	-	-	0%	-	0%		-	-	-	-	-	-	0%	-
Hispanic/Latino	-			0%		0%	-	-	-	-	-	-	-	-	0%	-	0%		-	-	-	-	-	-	0%	-
Other Protected Grp	-			0%		0%	-	-	-	-	-	-	-	-	0%	-	0%		-	-	-	-	-	-	0%	-
White	-			0%		0%	-	-	-	-	-	-	-	-	0%	-	0%		-	-	-	-	-	-	0%	-
Unknown Ethnicity	-			0%		0%	-	-	-	-	-	-	-	-	0%	-	0%		-	-	-	-	-	-	0%	-
Italian-American*	-			0%		0%	-	-	-	-	-	-	-	-	0%	-	0%		-	-	-	-	-	-	0%	-
Veterans	-			0%		0%	-	-	-	-	-	-	-	-	0%	-	0%		-	-	-	-	-	-	0%	-
Indiv. w/Disabilities	-			0%		0%	-	-	-	-	-	-	-	-	0%	-	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).

\*As of 2023, Italian American status is counted regardless of other ethnicity choices

# **Appendix F**

## **Recruiting Activity Table**

## Appendix F Recruiting Activity

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

The charts in this section provide detail on applicants, interviews, and offers by job group for posted searches.

The scope of this report includes searches officially concluded during the previous plan year (June 1, 2023 through May 31, 2024). This means that the search needed to have been "closed" in our systems during this period. To be "closed" indicates there has been an accepted offer, even if the employee had not started work by May 31.

The number of interviews and offers/hires listed is dependent on this detail being entered into the system. In some situations, this detail is maintained outside our system of record.

For each search, we omit duplicate applications from the same person. According to the federal Internet Applicant Rule, we also omit applicants who withdrew from consideration and applicants who were deemed to lack the minimum qualifications for the position to which they applied. We assume anyone who has been hired also belongs in the interview category and anyone who was interviewed is treated as having met the Internet Applicant Rule.

It is important to compare the ratios of interviews to applicants and hires to interviews among demographic groups. This is referred to as a "selection rate" and strong variations among groups may indicate areas for further investigation and oversight by the Chief Diversity Officer.



## 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					
<b>Admin1 - Executive</b>										
	Applicants	8	34	17	61	34	51	46	5	102
	Interviews	1	3	1	5	5	4	6	0	10
	Offers	0	0	0	0	2	2	0	0	2
<b>Admin2 - Managerial</b>										
	Applicants	56	141	111	326	113	300	150	17	467
	Interviews	4	14	12	30	22	37	13	4	54
	Offers	1	3	4	8	2	7	3	0	10
<b>Admin3 - Administrators</b>										
	Applicants	115	199	163	518	143	465	216	32	713
	Interviews	11	20	12	49	13	44	17	2	63
	Offers	2	2	3	8	1	7	2	0	9
<b>Admin4-College Lab Technicians</b>										
	Applicants	23	20	22	65	9	27	54	1	82
	Interviews	1	3	3	7	2	0	9	0	9
	Offers	0	1	0	1	1	0	2	0	2
<b>Campus Peace Officers</b>										
	Applicants	2	10	2	14	2	4	12	0	16
	Interviews	2	10	2	14	2	4	12	0	16
	Offers	0	0	0	0	0	0	0	0	0
<b>Campus Security (Assistant, Assistant Director, Director)</b>										
	Applicants	4	40	19	63	13	21	60	1	82
	Interviews	0	10	4	14	0	3	10	0	13
	Offers	0	3	2	5	0	1	4	0	5
<b>Campus Public Safety Sergeant</b>										
	Applicants	0	3	0	3	0	1	2	0	3
	Interviews	0	3	0	3	0	1	2	0	3
	Offers	0	3	0	3	0	1	2	0	3
<b>CUNY Office Assistants</b>										
	Applicants	6	20	9	35	9	26	17	0	43
	Interviews	6	20	9	35	9	26	17	0	43
	Offers	1	4	1	5	2	7	1	0	8

## 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					
Info Tech Professional (IT Assistant, Associate)										
	Applicants	2	2	2	6	4	0	8	0	8
	Interviews	2	2	2	6	4	0	8	0	8
	Offers	1	0	1	2	0	0	2	0	2
CUNY Administrative Assistant										
	Applicants	1	1	1	3	1	4	1	1	6
	Interviews	1	1	1	3	1	4	1	1	6
	Offers	0	0	1	1	0	1	0	0	1
Laborers and Helpers										
	Applicants	0	2	0	2	0	0	2	0	2
	Interviews	0	2	0	2	0	0	2	0	2
	Offers	0	1	0	1	0	0	1	0	1
Maintenance Workers										
	Applicants	0	2	0	2	2	0	5	0	5
	Interviews	0	2	0	2	2	0	5	0	5
	Offers	0	0	0	0	0	0	0	0	0
Custodial (Sr. Supervisor, Supervisor, Assistant)										
	Applicants	0	15	6	21	0	8	13	0	21
	Interviews	0	15	6	21	0	8	13	0	21
	Offers	0	4	2	6	0	2	4	0	6
Skilled Workers										
	Applicants	0	1	2	3	8	0	11	0	11
	Interviews	0	1	2	2	8	0	11	0	11
	Offers	0	0	0	0	2	0	2	0	2
Print Shop Assistant										
	Applicants	0	1	0	1	1	1	1	0	2
	Interviews	0	1	0	1	1	1	1	0	2
	Offers	0	1	0	1	1	1	1	0	2
Computer Systems Manager 2										
	Applicants	2	1	0	3	0	0	3	0	3
	Interviews	2	1	0	3	0	0	3	0	3

## 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					
	Offers	0	0	0	0	0	0	0	0	0
Faculty - Professorial										
	Applicants	3	11	3	17	7	17	8	1	26
	Interviews	2	1	2	5	2	6	2	0	8
	Offers	2	0	0	2	0	1	1	0	2
Faculty - Lecturer										
	Applicants	68	53	57	178	203	216	176	31	423
	Interviews	12	4	11	27	24	28	25	3	56
	Offers	3	0	2	5	1	2	4	2	8

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	290	556	414	1321	549	1141	785	89	2015
	Interviews	44	113	67	229	95	166	157	10	333
	Offers	10	22	16	48	12	32	29	2	63

Total Applicants	2015
Total Interviews	333
Total Offers	63

# **Appendix G**

## **Individuals with Disabilities by Job Group**

## Appendix G                      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

2024-2025

## NYC College of Technology

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

Total Individual(s) with Disabilities: 49

Percent of total reported employees: 2.0%

Category:	Executive/Administrative/Managerial	Total Staff	Indiv. with Disabilities	Rate
	Admin 1: Executive	15	0	0.0%
	Admin 2: Managerial	69	1	1.4%
	Admin 2: Managerial Adjunct	210	4	1.9%
	Managerial: Facilities	1	0	0.0%
	Managerial: Info Tech	1	0	0.0%
	Managerial: Security	2	0	0.0%
Category:	Professional Faculty	Total Staff	Indiv. with Disabilities	Rate
	Faculty: Professoriate	315	4	1.3%
	Faculty: Librarian	13	0	0.0%
	Faculty: Librarian Adjunct	1	0	0.0%
	Faculty: Lecturer	59	2	3.4%
	Faculty: Lecturer Adjunct	647	15	2.3%
	Faculty: Professoriate Adjunct	364	7	1.9%
	Faculty: Developmental	12	0	0.0%
	Faculty: Developmental Adjunct	3	0	0.0%
	Faculty: Continuing Education	72	2	2.8%
Category:	Professional Non-Faculty	Total Staff	Indiv. with Disabilities	Rate
	Accountant: Professional	7	0	0.0%
	Admin 3: Professional	112	5	4.5%
	Admin 5: Engineer-Architect	3	0	0.0%
	Info Tech: Professional	21	2	9.5%
Category:	Administrative Support Workers	Total Staff	Indiv. with Disabilities	Rate
	Accountant: Assistant	2	0	0.0%
	Administrative Assistant	9	0	0.0%
	Office Assistant	76	1	1.3%
	Office Assistant Adjunct	142	3	2.1%
	Mail Services Worker	2	0	0.0%
Category:	Technicians	Total Staff	Indiv. with Disabilities	Rate
	Admin 4: College Lab Technician	31	0	0.0%
	Admin 4: College Lab Technician Adjunct	145	2	1.4%
	Broadcast-Media	1	0	0.0%
	Broadcast-Media Adjunct	2	0	0.0%
	Info Tech: Technician	1	0	0.0%
	Info Tech: Technician Adjunct	1	0	0.0%
	Print Media Technician	3	0	0.0%
Category:	Craft Workers	Total Staff	Indiv. with Disabilities	Rate
	Skilled Trades: Supervisory	1	0	0.0%
	Skilled Trades: Not Supervisory	25	0	0.0%
	Laborers and Helpers	6	0	0.0%
	Basic Crafts-Buildings and Grounds	2	0	0.0%
Category:	Service Workers	Total Staff	Indiv. with Disabilities	Rate

APPENDIX G - Utilization of Individuals with Disabilities by Job Group

2024-2025

NYC College of Technology

Category:	Service Workers	Total Staff	Indiv. with Disabilities	Rate
	Campus Public Safety Sergeant	10	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	33	0	0.0%
	Custodial: Assistant Adjunct	1	0	0.0%