

# **2023 – 2024 AFFIRMATIVE ACTION PLANS**

**John Jay College of Criminal Justice**

**Reporting Year: June 1, 2022 – May 31, 2023**

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

Contact:

Gabriela Leal, Chief Diversity Officer  
524 West 59<sup>th</sup> Street, New York, NY 10019  
Haaren Hall, Room 623T  
Email: [gleal@jjay.cuny.edu](mailto:gleal@jjay.cuny.edu)  
Phone: 646-557-4674

Please contact the Chief Diversity Officer, Gabriela Leal, at [gleal@jjay.cuny.edu](mailto:gleal@jjay.cuny.edu) or via phone at 646-557-4672, if you need assistance with reading this document due to a disability.

This plan is available for review at:

<https://www.jjay.cuny.edu/affirmative-action-diversity-and-inclusion>

and at the College campus:

John Jay College of Criminal Justice  
524 West 59<sup>th</sup> Street, New York, NY 10019  
Haaren Hall, Room 623T  
Email: [gleal@jjay.cuny.edu](mailto:gleal@jjay.cuny.edu)  
Phone: 646-557-4674



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## PART ONE: INTRODUCTION AND BACKGROUND

This report is an annual update of the Affirmative Action Plan (AAP) for federal contractors. The U.S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) oversees Affirmative Action Plan requirements for federal contractors. This plan reflects requirements for implementing:

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

Some aspects of this plan also reflect state and local regulations, guidelines for public entities, City University of New York ("CUNY") trustees' resolutions, and CUNY policy.

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

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

Web links, confirmed as of 10/16/2023, are subject to change.

### Overview of the College

#### About John Jay

*Educating for Justice:* There is no college anywhere in the U.S. or the world quite like John Jay. Founded in 1964, John Jay has evolved into the preeminent international leader in educating for justice in its many dimensions. John Jay is a senior college in the CUNY system and offers a rich liberal arts and professional curriculum that prepares students to serve the public interest as ethical leaders and engaged citizens. As a federally designated Hispanic-serving institution and a minority-serving institution, it is a top-ten institution for promoting student social mobility.

*Our Programs:* John Jay's academic programs balance the sciences, humanities and the arts with professional studies. The College is unique in its mission, providing rigorous course work, research, internships, community service and other learning experiences to prepare students to make a difference for themselves and others and to transform ideas into social action and leadership.

*Our Students:* The College's community of over 15,000 students, in a diverse array of undergraduate, graduate and doctoral programs, is one of the most diverse among CUNY's senior colleges. The student body—38% Hispanic, 24% Black, 15% Asian, 63% female, 48% first-generation—produces leaders and scholars in policing and beyond, including forensic science, law, fire and emergency management, social work, teaching, private security, forensic psychology, and corrections. John Jay is also a leader in educating our nation's military veterans, with about 200 currently enrolled.

*Our Faculty:* The John Jay faculty, about 1,300 strong, includes Pulitzer Prize-winners and widely honored scholars and experts in a variety of academic fields, with credentials from the world's top universities. They have been recognized by their professional peers and at all levels of government for their research, writing, teaching,

and mentoring. Through their research—often in collaboration with students—they advance knowledge to help build and sustain just societies.

*Our Impact:* Set in the heart of New York City, John Jay occupies a state-of-the-art campus that provides a wealth of opportunities to cultivate student interests, leadership, civic engagement, and cultural diversity. Laboratories and research facilities for forensic science, forensic psychology, emergency management, and other disciplines provide hands-on learning opportunities to complement the overall educational experience.

Over the past 50 years, the College has added a wide range of innovative and interdisciplinary liberal arts majors and professions, but the core mission of “educating for justice” remains inviolate and unchanged. Our students learn to challenge the status quo, cultivate their passion for solving social problems, and become positive agents of change. Our alumni have long held leadership roles in public-sector agencies and private companies in the U.S. and worldwide. Now and always, we educate fierce advocates for justice.

## Governance

John Jay is governed by the CUNY system’s Board of Trustees and the Office of the Chancellor. Karol V. Mason became the 5th president of John Jay College on August 1, 2017. She is the first woman and the first person of color to serve as president of the College.

Over the course of her long career, President Mason has been a legal pioneer and an exceptional voice for equality, fairness, and criminal-justice reform. She was a leader in the Obama administration on juvenile justice issues, bail reform and re-entry for individuals leaving prison, and in her distinguished career at Alston & Bird LLP, she was the first African-American woman elected as chair of the management committee at any major national firm.

To read President Mason’s biography, please visit: <http://www.jjay.cuny.edu/president-biography>.

## Leadership

The President’s Senior Leadership Team is comprised of employees who are essential to the multiple operations of the College. The team is committed to the mission of the College and are considered among John Jay’s most valuable assets.

Appendix A displays an organization chart.

## Mission & Values

The College’s mission and values statements are below and can be found here:

<https://www.jjay.cuny.edu/mission-statement>

### Mission Statement

John Jay College of Criminal Justice is a community of motivated and intellectually committed individuals who explore justice in its many dimensions. The College’s liberal arts curriculum equips students to pursue advanced study and meaningful, rewarding careers in the public, private, and non-profit sectors. Our professional programs introduce students to foundational and newly emerging fields and prepare them for advancement within their chosen professions.

Our students are eager to engage in original research and experiential learning, excited to study in one of the world’s most dynamic cities, and passionate about shaping the future. Through their studies our students

prepare for ethical leadership, global citizenship, and engaged service. Our faculty members are exceptional teachers who encourage students to join them in pursuing transformative scholarship and creative activities. Through their research our faculty advances knowledge and informs professional practices that build and sustain just societies.

We foster an inclusive and diverse community drawn from our city, our country, and the world. We are dedicated to educating traditionally underrepresented groups and committed to increasing diversity in the workforce. The breadth of our community motivates us to question our assumptions, to consider multiple perspectives, to think critically, and to develop the humility that comes with global understanding. We educate fierce advocates for justice.

### **Values Statement**

As a Hispanic- and Minority-Serving Institution of higher education in New York City, grounded by our commitment to advancing justice in its many dimensions, we recognize these interrelated core values as fundamental to the John Jay College of Criminal Justice community: (in alphabetical order)

*Diversity:* Explore, support, and respect the many voices within our community, fostering an inclusive environment that represents the many racial, religious, ethnic, gender, sexual, socioeconomic, political, cultural, age, and ability identities that make our community thrive.

*Equity:* Confront and respectfully disrupt biases, stereotypes, and discrimination by creating and implementing opportunities for equal access and success for underserved communities.

*Integrity:* Promote honesty, transparency, and empathy in our actions and communications—at all levels within our community—by adhering to the highest moral and ethical standards in our personal and professional behavior.

*Justice:* Act fairly and ethically to build an environment that offers every individual equal opportunities to grow and flourish.

*Learning and Scholarship:* Engage in transformative teaching and learning, both inside and outside of the classroom, support and pursue scholarship and creative activities, practice intellectual curiosity, strive for academic and professional excellence, and foster lifelong learning and civic engagement.

*Respect:* Honor each other's identities, ideas, values, and humanity partnered with a commitment to courtesy, civility, and kindness.

### **Policies**

As a unit of 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 (“Title IX”), Sections 503 and 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990 (“ADA”), Section 402 of the Vietnam Era Veterans’ Readjustment Assistance Act of 1974, as amended, the Equal Pay Act of 1963, the Age Discrimination in Employment Act of 1967, as amended, the Age Discrimination Act of 1975, New York State Human Rights Law and New York City Human Rights Law.

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

separate plan for Italian Americans.

The President issues a reaffirmation of the College's commitment to our policies annually (Appendix B).

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

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

### **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's original Affirmative Action Policy of May 28, 1985, is part of its Manual of General Policy, and it states: *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 CUNY community, including students, employees and visitors, deserves the opportunity to live, learn and work free from sexual misconduct. Accordingly, CUNY is committed to:

1. Defining conduct that constitutes prohibited Sexual Misconduct;
2. 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;
3. 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;
4. Providing ongoing assistance and support to students and employees who make allegations of Sexual Misconduct;
5. 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
6. 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 colleges 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**

Management reaffirms its non-discrimination policies annually. **Appendix B** contains the most recent reaffirmation letter, issued 9/25/2023.

Other important policies available on CUNY’s “Policies and Resources” webpage include:

- The CUNY Campus and Workplace Violence Policy which addresses workplace violence.
- The CUNY Domestic Violence and the Workplace Policy which addresses domestic violence in or affecting employees in the workplace.
- The CUNY Procedures for Implementing Reasonable Accommodations and Academic Adjustments which addresses the CUNY process for responding to requests for reasonable accommodations or academic adjustments.

CUNY campuses report crime statistics, including statistics relating to sexual violence under the federal Jeanne Clery Act. Information about John Jay’s statistics is available from John Jay’s Office of Public Safety at:  
<https://www.jjay.cuny.edu/jeanne-clery-disclosure-campus-security-policy>

### **RESPONSIBILITY FOR IMPLEMENTATION**

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

#### **The President**

The President, Karol V. Mason, oversees affirmative action and diversity programs to ensure compliance with

federal, state, and city laws, rules and regulations and university policies and:

- Designates personnel to manage affirmative action, compliance and diversity programs. Personnel include the Chief Diversity Officer (CDO), 504/ ADA Coordinator and Title IX Coordinator
- Ensures these designees have authority, staffing, and other resources to fulfill their assigned responsibilities
- Communicates commitment to equal employment opportunity, including an annual reaffirmation in support of affirmative action, diversity and;
- Approves and releases reports, including this affirmative action plan.

Appendix B contains the annual reaffirmation letter issued by the President.

#### **Chief Diversity Officer**

The President has designated Gabriela Leal, Esq., as the Director of Compliance and Diversity who serves as the CDO, 504ADA Coordinator and Title IX Coordinator. The CDO:

- Provides confidential consultation for, investigates, and resolves discrimination, harassment and sexual misconduct complaints;
- Distributes new and revised policies and notices, integrating them into training programs, search committee orientations, websites, and other media;
- 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 and selection strategies to promote a diverse workforce; and
- Participates in CUNY initiatives promoting diversity and inclusion.

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

#### **College Officials**

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

#### **University Management**

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

For more information on CUNY's recruitment efforts, please visit:

<https://www.cuny.edu/employment/search-jobs/#1686679506361-308d9e18-2a4f>

## PART TWO: DATA AND ANALYSIS

### Collecting Employee Data

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

Gender, race/ethnicity, veteran status, and disability status are all self-identified by job applicants and new employees, and may be updated at any time on an employee self-service portal.

Of 2,664 employees, 11 employees did not identify a gender and 17 employees did not identify a valid race/ethnicity category. Any employee who did not specify a gender and/or ethnicity is included in the Workforce Analysis but not assigned to a protected group. 396 employees did not identify a veteran status and 2,332 did not identify a disability status.

### Self-Identification Categories

We use the following categories to evaluate representation and utilization by race/ethnicity for the federal Affirmative Action Plan:

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

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

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

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

CUNY provides for six categories of gender identification, but we must use federally mandated categories for purposes of this Plan ("male" and "female"). Currently, only persons specifically identifying as "female" are included in the utilization analysis.

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)
- Transaction Analysis (Reviews of 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), in particular, the *Educational Institutions Technical Assistance Guide (2019)*.

Details are available at:

[https://www.dol.gov/sites/dolgov/files/OFCCP/SupplyService/files/508\\_sstag\\_12032020.pdf](https://www.dol.gov/sites/dolgov/files/OFCCP/SupplyService/files/508_sstag_12032020.pdf) (*Educational Institutions Technical Assistance Guide*).

#### Workforce Analysis

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

There are 7 organizational units. The overall composition of full-time female and total minority employees within the organizational units is as follows:

- Executive/Administrative/Managerial: 66.1% female; 53.6% total minority
- Professional Faculty: 51.8% female; 41.8% total minority
- Professional Non-Faculty: 65.4% female; 74.6% total minority
- Administrative Support Workers: 71.1% female; 76% total minority
- Technicians: 50.4% female; 51.2% total minority
- Craft Workers: 0% female; 48.4% total minority
- Service Workers: 39.5% female; 93.5% total minority

Due to length, Workforce Analysis charts are not included here. The next two exhibits, Workforce Summary by Job Group and Full-Time Faculty by Title and Tenure Status, summarize the composition of the workforce by job group and by tenure status (for faculty).

#### Job Group Analysis

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

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

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

# Workforce by Job Group and Category (excludes Chief Executive)

June 1, 2023

John Jay College

Total Appointments: 2,664

## Executive/Administrative/Managerial

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %
Admin 1: Executive	26	16	61.5%	12	46.2%
Admin 2: Managerial	170	126	74.1%	103	60.6%
Admin 2: Managerial Adjunct	146	87	59.6%	66	45.2%
Managerial: Facilities	5	2	40.0%	3	60.0%
Managerial: Info Tech	3	1	33.3%	3	100.0%
Managerial: Security	1	0	0.0%	1	100.0%

## Professional Faculty

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %
Faculty: Professoriate	311	150	48.2%	114	36.7%
Faculty: Librarian	10	8	80.0%	2	20.0%
Faculty: Lecturer	87	47	54.0%	42	48.3%
Faculty: Lecturer Adjunct	503	264	52.5%	240	47.7%
Faculty: Professoriate Adjunct	366	184	50.3%	128	35.0%
Faculty: Continuing Education	61	40	65.6%	33	54.1%

## Professional Non-Faculty

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %
Accountant: Professional	4	2	50.0%	4	100.0%
Admin 3: Professional	191	134	70.2%	139	72.8%
Admin 5: Engineer-Architect	1	1	100.0%	1	100.0%
Info Tech: Professional	29	11	37.9%	23	79.3%
Info Tech: Professional Adjunct	3	1	33.3%	3	100.0%

## Administrative Support Workers

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %
Accountant: Assistant	2	2	100.0%	2	100.0%
Administrative Assistant	3	3	100.0%	2	66.7%
Office Assistant	28	23	82.1%	26	92.9%
Office Assistant Adjunct	427	301	70.5%	319	74.7%
Mail Services Worker	3	0	0.0%	3	100.0%

## Technicians

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %
Admin 4: College Lab Technician	11	8	72.7%	7	63.6%
Admin 4: College Lab Technician Adjunct	40	33	82.5%	30	75.0%
Broadcast-Media	6	0	0.0%	4	66.7%
Broadcast-Media Adjunct	60	21	35.0%	16	26.7%
Info Tech: Technician	3	1	33.3%	3	100.0%
Info Tech: Technician Adjunct	4	0	0.0%	3	75.0%
Print Media Technician	5	2	40.0%	3	60.0%

## Craft Workers

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %
Skilled Trades: Supervisory	1	0	0.0%	0	0.0%

## Craft Workers

Job Group	Ttl Emps	Female #	Female %	Minority #	Minority %
Skilled Trades: Not Supervisory	17	0	0.0%	4	23.5%
Laborers and Helpers	12	0	0.0%	11	91.7%
Basic Crafts-Buildings and Grounds	1	0	0.0%	0	0.0%

## Service Workers

Job Group	Ttl Emps	Female #	Female %	Minority #	Minority %
Campus Public Safety Sergeant	11	3	27.3%	8	72.7%
Campus Peace Officer	14	4	28.6%	14	100.0%
Campus Security Assistant	22	12	54.5%	21	95.5%
Campus Security Assistant Adjunct	8	4	50.0%	8	100.0%
Custodial: Supervisory	6	1	16.7%	6	100.0%
Custodial: Assistant	36	15	41.7%	33	91.7%
Custodial: Assistant Adjunct	27	10	37.0%	26	96.3%

**Full-Time Faculty by Title and Tenure Status**

June 1, 2023

**John Jay College****Total Faculty: 408**

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

Title	Ttl Empls	Female #	Female %	Minority #	Minority %
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**Faculty: Lecturer**

Distinguished Lecturer	2	1	50.0%	1	50.0%
Instructors and others PSC	2	1	50.0%	1	50.0%
Lecturer	60	28	46.7%	33	55.0%
CCE Certificate Continuous Emp	25	11	44.0%	13	52.0%
Lecturer track CCE	11	5	45.5%	7	63.6%
Substitute >=6 Mo Or Prior Ben	24	12	50.0%	13	54.2%
Lecturer Doc Sch	25	18	72.0%	8	32.0%
CCE Certificate Continuous Emp	4	2	50.0%	2	50.0%
Lecturer track CCE	21	16	76.2%	6	28.6%

**Faculty: Librarian**

Asst Professor-Librarian	4	3	75.0%	1	25.0%
Substitute >=6 Mo Or Prior Ben	1	1	100.0%	1	100.0%
Track Tenure	3	2	66.7%	0	0.0%
Assc Professor-Librarian	4	3	75.0%	1	25.0%
Substitute >=6 Mo Or Prior Ben	1	0	0.0%	0	0.0%
Tenured	3	3	100.0%	1	33.3%
Professor-Librarian	2	2	100.0%	0	0.0%
Tenured	2	2	100.0%	0	0.0%

**Faculty: Professoriate**

Asst Professor	59	34	57.6%	35	59.3%
Instructional - Excluded	1	1	100.0%	1	100.0%
Substitute >=6 Mo Or Prior Ben	6	3	50.0%	3	50.0%
Tenured	18	9	50.0%	9	50.0%
Track Tenure	34	21	61.8%	22	64.7%
Assc Professor	137	63	46.0%	46	33.6%
Tenured	136	63	46.3%	46	33.8%
Track Tenure	1	0	0.0%	0	0.0%
Professor-Program Admin	1	1	100.0%	0	0.0%

**John Jay College****Total Faculty: 408**

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

Title	Ttl Empls	Female #	Female %	Minority #	Minority %
<b>Faculty: Professoriate</b>					
Professor-Program Admin	1	1	100.0%	0	0.0%
Tenured	1	1	100.0%	0	0.0%
Professor	105	50	47.6%	32	30.5%
Tenured	105	50	47.6%	32	30.5%
Research Faculty-Professor	2	1	50.0%	0	0.0%
Instructors and others PSC	2	1	50.0%	0	0.0%
Distinguished Professor	7	1	14.3%	1	14.3%
Instructors and others PSC	7	1	14.3%	1	14.3%

## Utilization Analysis

We compare CUNY's workforce with an estimate of the general labor market by job group. We evaluate utilization for females, major federal ethnicity categories—Asian, Black/African American, and Hispanic/Latino and Total Minorities (adding American Indian/Alaska Native and Two or More Races).

### **Labor Market Source Data**

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

- For external candidates except some faculty, we utilized the US Census American Community Survey (ACS), 5-year estimate, 2017-2021 (final), extracted from the University of Minnesota's Integrated Public User Microdata Sample (iPUMS). Data is extracted based on a combination of geography, labor force participation, occupation, and educational attainment, depending on job group.
- For internal candidates, we utilized lists of CUNY-wide appointments over the 2017-2022 time period and consulted with CUNY's Director of Civil Service Operations. Internal demographics are based on the last plan census date (June 1, 2022).
- For faculty discipline-based estimates, we utilized the US Department of Education's National Center for Education Statistics' Integrated Post-Secondary Education Data System (IPEDS) completion data, 2020-2021 (final). We use the Classification of Instructional Programs (CIP) to identify disciplines.

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

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

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

We report underutilization where the percent of personnel belonging to a protected group is less than 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 this calculation:

*Illustration: Utilization and Underutilization*

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



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



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



**Appendix D** details utilization/underutilization in each category (job group and/or academic discipline). Where there is underutilization, we prioritize that job group for setting placement goals and conducting outreach when there are hiring or advancement opportunities.

Year-to-year variations in underutilization arise from a combination of changes in availability, hires, advancements, and separations. It is usually not possible to pinpoint a single, direct cause of most changes, particularly in the smaller job groups.

The following pages summarize historical changes in underutilization for each job group.

**John Jay College**

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

This summary reports underutilization as follows:

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

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

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

**Executive/Administrative/Managerial**

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/AfricanAm	Hispanic/Latino
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## Admin 1: Executive

2023	26			2		
2022	22					
2021	21					
2020	25					

## Admin 2: Managerial

2023	170			9		
2022	171			4		
2021	167					
2020	168					

## Managerial: Facilities

2023	5					1
2022	5					1
2021	6					1
2020	6					1

**Professional Non-Faculty**

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/AfricanAm	Hispanic/Latino
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## Accountant: Professional

2021	5	1				
2020	5	1				

## Admin 3: Professional

2023	191			18		
2022	184			10		
2021	189			12		
2020	181			12		

## Info Tech: Professional

**Professional Non-Faculty**

Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/AfricanAm	Hispanic/Latino
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## Info Tech: Professional

2023	29			4		
2022	31			3		
2021	33	3		3		
2020	33	3		3		

**Administrative Support Workers**

Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/AfricanAm	Hispanic/Latino
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## Office Assistant

2023	28					
2022	28					
2021	33					
2020	33					

**Technicians**

Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/AfricanAm	Hispanic/Latino
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## Admin 4: College Lab Technician

2023	11			1	
2022	13			1	
2021	11			1	
2020	11			1	

## Broadcast-Media

2023	6	2				
2022	7	2				
2021	5	2				
2020	6	2				

## Print Media Technician

2023	5		1	1	
2022	5			1	
2021	5			1	
2020	6		1	1	

**Craft Workers**

Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/AfricanAm	Hispanic/Latino
-------------	--------	----------------	--------------------	-----------------	-----------------

## Basic Crafts-Buildings and Grounds

2022	7	1		1	
2021	9	1		1	
2020	9	1		1	

**Craft Workers**

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/AfricanAm	Hispanic/Latino
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## Laborers and Helpers

2023	12	2		1		
2022	13	3		1		
2021	13	3		1		
2020	13	3		1		

## Skilled Trades: Not Supervisory

2023	17		4	1	1	2
2022	17		4	1	1	1
2021	17		4		2	1
2020	18		4		2	2

**Service Workers**

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/AfricanAm	Hispanic/Latino
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## Campus Peace Officer

2023	14					
2022	16					
2021	17			1		
2020	21				2	

## Campus Public Safety Sergeant

2023	11					
2022	11	1		1	3	
2021	11	1		1	3	
2020	11	1		1	2	

## Campus Security Assistant

2023	22					1
2022	22					
2021	23					
2020	27					

## Custodial: Assistant

2023	36			1		
2022	36					
2021	43					
2020	44					

## Custodial: Supervisory

2023	6	1				1
2022	6	1				1
2021	6	1				
2020	6	1				

**Exhibit: Summary of Historical Changes in Underutilization - Full Time Faculty**

2023-20

**John Jay College**

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

This summary reports underutilization as follows:

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

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

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

**Faculty: Professoriate**

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/African Am.	Hispanic/Latino
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## Area, Ethnic, Cultural, Gender, and Group Studies

2023	13			1		
2022	16			1		
2021	14			1		
2020	14			1		

## Business, Management, Marketing and Support

2023	10	3			2	
2022	8	1			1	
2021	8	1			1	
2020	7	1	1		1	

## Communications, Journalism, AND Visual/Perf Arts

2022	6					
2021	7				1	
2020	7				1	

## Education - Developmental

2023	11			1		
2022	11					
2021	12					
2020	13					

## English Language and Literature/Letters

2023	34	4				
2022	34	5				
2021	36	5				
2020	36	5				

## Foreign Languages, Literatures, and Linguistics

2023	5					
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**Exhibit: Summary of Historical Changes in Underutilization - Full Time Faculty**
**2023-20**
**John Jay College**
**Faculty: Professoriate**

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/African Am.	Hispanic/Latino
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## Foreign Languages, Literatures, and Linguistics

2022	5					
2021	5					

## History

2023	15	2			1	1
2022	18	2			1	
2021	18	2			1	
2020	18	2				

## Homeland Security, Law Enforcement, Firefighting, etc.

2023	44	6			5	1
2022	44				4	
2021	44	5			4	
2020	48	7			5	

## Mathematics and Computer Science

2023	16				1	1
2022	15				1	1
2021	16					1
2020	17					1

## Multi/Interdisciplinary

2023	8		2			1
2022	8		1			1
2021	9					
2020	9					

## Philosophy and Religious Studies

2023	10					
2022	9					
2021	9					
2020	10					

## Physical Sciences

2023	22					
2022	22					
2021	22					
2020	22					

## Psychology

2023	37	8				1
2022	41	8				2
2021	40	8				2
2020	41	9				3

**Exhibit: Summary of Historical Changes in Underutilization - Full Time Faculty**
**2023-20**
**John Jay College**
**Faculty: Professoriate**

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/African Am.	Hispanic/Latino
Public Administration						
2023	23	5			3	
2022	20	3			2	1
2021	19	3			1	1
2020	20	4	1		2	1
Social Sciences						
2023	52				1	
2022	55					1
2021	59					
2020	57					
Visual and Performing Arts						
2023	7			1		
2022	8			1		
2021	7			1		
2020	9			1		

**Faculty: Librarian**

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/African Am.	Hispanic/Latino
Library (Librarians/Non-Teaching)						
2023	10					
2022	11					
2021	12		1		1	
2020	11					

**Faculty: Lecturer**

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/African Am.	Hispanic/Latino
Education - Developmental						
2023	5	1		1		
English Language and Literature/Letters						
2023	18				1	3
2022	16				1	2
2021	16				1	2
2020	18				1	3
Homeland Security, Law Enforcement, Firefighting, etc.						
2023	11			1	1	
2022	11	1	3	1	1	2
2021	11	1	3	1	1	2
2020	8	3	3		1	1

**Faculty: Lecturer**

Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/African Am.	Hispanic/Latino
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## Mathematics and Computer Science

2023	19			2		
2022	20			1		
2021	17					
2020	16					

## Physical Sciences

2023	6					
2022	5					
2021	5					
2020	5					

## Public Administration

2023	6	2	2			1
2022	6		2	1		1
2021	8	2				
2020	8	3				

## Social Sciences

2023	10		3	1		1
2022	6			1		1
2021	5			1		

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

John Jay College continues to be exemplary in the employment, promotion, and retention of a diverse and multi-cultural workforce. Women and minorities continue to represent a majority of the College's total employees. At the end of the 2022-2023 Reporting Year (June 1, 2021 – May 31, 2022), the College had a total of 2,664 appointments that included part-time and full-time employees (excluding chief executive).

There are 1,019 full-time employees (excluding chief executive) and there are 1,645 part-time employees.

### **Faculty**

At the end of the 2022-2023 reporting year, the College had a total of 1,338 faculty members (including full-time and part-time). Of that number, there are 559 (41.8%) total minority faculty and 693 (51.8%) female faculty. During the 2022-2023 reporting year, the College had the opportunity to conduct 35 faculty searches, some of which hired for 2 or more positions, resulting in 43 faculty hires. Any searches completed after May 30, 2022, are not included. Approximately 20 of the 43 hires are included in the 2022-2023 reporting year. The College enhanced its good faith efforts to recruit diverse applicant pools by increasing advertising and ensuring diverse search committees.

Faculty units are broken out into various job groups across the academic disciplines. The faculty job groups are:

- Faculty-Professorial
- Faculty-Librarian
- Faculty-Lecturer
- Faculty-Lecturer Adjunct
- Faculty-Professoriate Adjunct
- Faculty-Continuing Education

The academic disciplines are categorized as follows:

- Area, Ethnic, Cultural, Gender and Group Studies
- Business, Management, Marketing and Support Services
- Communications, Journalism, etc. and Visual and Performing Arts
- Education-Developmental
- English Language and Literature/Letters
- Foreign Languages, Literatures, and Linguistics
- History
- Homeland Security, Law Enforcement, Firefighting
- Library (Librarians/Non-Teaching)
- Mathematics and Computer Science
- Multi/Interdisciplinary Studies
- Philosophy and Religious Studies
- Physical Sciences
- Psychology
- Public Administration
- Social Sciences
- Visual and Performing Arts

### ***Full-time Female faculty underutilization:***

- The following 10 of 17 disciplines (58.8%) reported no underutilization of female employees in all faculty job groups:

- Area, Ethnic, Cultural, Gender and Group Studies
- Communications, Journalism, etc. and Visual and Performing Arts
- Foreign Languages, Literatures, and Linguistics
- Library (Librarians/Non-Teaching)
- Mathematics and Computer Science
- Multi/Interdisciplinary Studies
- Philosophy and Religious Studies
- Physical Sciences
- Social Sciences
- Visual and Performing Arts
- Total female faculty underutilization was eliminated in the following disciplines and job groups:
  - Faculty Lecturer: Homeland Security, Law Enforcement, Firefighting
- The Homeland Security, Law Enforcement, Firefighting discipline reported the highest increase of female underutilization, from 0 to 6.
- The Psychology discipline continues to report the highest female underutilization (8). This discipline has expanded its outreach to attract a more diverse applicant pool and has enhanced their interview structures and processes. (See Action-Oriented Programs.)

*Total minority underutilization:*

- The following 12 of 17 disciplines (70.6%) reported no underutilization of total minority faculty in each faculty job groups:
  - Area, Ethnic, Cultural, Gender and Group Studies
  - Business, Management, Marketing and Support Services
  - Communications, Journalism, etc. and Visual and Performing Arts
  - Education-Developmental
  - English Language and Literature/Arts
  - Foreign Languages, Literatures, and Linguistics
  - History
  - Library (Librarians/Non-Teaching)
  - Mathematics and Computer Science
  - Philosophy and Religious Studies
  - Physical Sciences
  - Visual and Performing Arts
- Homeland Security, Law Enforcement, Firefighting discipline eliminated underutilization in the Faculty-Lecturer job group, which previously reported 3 in 2020, 2021 and 2022.
- The Lecturer job group in Public Administration and Social Sciences reported total minority underutilization of 2 and 3 respectively, an increase in both disciplines from 0 in 2022.

Staff and College Lab Technicians

At the end of the 2022-2023 reporting year, the College had a total of 1,326 full-time and part-time employees (excluding faculty). Of that number, 824 (62%) are female and 906 (68%) total minority.

*Female underutilization*

- The following 12 of 16 job groups (75%) reported no underutilization of female employees:
  - Administration 1 (Executive)
  - Administration 2 (Manager)
  - Managerial: Facilities
  - Administration 3 (Professional)
  - Info Tech: Professional
  - Office Assistant

- Admin 4: College Lab Technician
- Print Media Technician
- Skied Trades: Not Supervisory
- Campus Peace Officer
- Campus Security Assistant
- Custodial: Assistant
- Campus Pubic Safety Sergeant female underutilization was eliminated.

*Total Minority Underutilization*

- The following 15 of 16 job groups (94%), below, report zero total minority underutilization:
  - Administration 1 (Executive)
  - Administration 2 (Manager)
  - Managerial: Facilities
  - Administration 3 (Professional)
  - Info Tech: Professional
  - Admin 4: College Lab technician
  - Broadcast/Media
  - Office Assistant
  - Print Media Technician
  - Laborers and Helpers
  - Campus Peace Officer
  - Campus Public Safety Sergeant
  - Campus Security Assistant
  - Custodial: Supervisor
  - Custodial: Assistant

## Transaction-Based Analyses

### Personnel Activity

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

**Appendix E** summarizes job actions, including tenure, by Gender and Ethnicity.

Given system limitations, we produce an estimate of net changes by job group. We compare employee title changes between two reference dates (June 1, 2022, and June 1, 2023). This method produces a reasonable estimate but may leave out some actions, such as an employee changing job groups more than once over the year. We note hires, moves to a higher or lower job group, moves within a job group, and separations.

Employees who change job groups and/or transfer between CUNY units are reported as separated from the first job and appointed to the second job. Federal guidelines state adverse selection may occur when any one group (protected or not) has a rate of hire, advancement or separation less than 80% of the rate of the most-selected group.

Tenure is a permanent status granted to professorial faculty and College Laboratory Technicians. Lecturers are eligible for a similar status, Certificate of Continuous Employment (CCE). Lecturers and College Laboratory Technicians are eligible after meeting service requirements. For professorial faculty, there are

extensive reviews resulting in tenure recommendations to the President.

#### *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	8	4	3	0
Assistant Professors	0	0	0	0
Lecturers	3	0	2	0

Additionally, 2 College Faculty were either appointed or continued in the rank of Distinguished Professor, an award of merit recognizing extraordinary academic achievement. Two Distinguished Professors are female and 1 Distinguished Professor is a member of a protected ethnicity.

#### **Recruiting Activity**

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

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

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

The CDO reviews applicant self-identification data and determines whether there is a need for real-time adjustments to recruiting and outreach plans in order to ensure diverse and qualified applicant pools. The CDO may require additional outreach prior to proceeding with selection and/or interviews if there is a concern that the applicant pools are not sufficiently diverse.

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

**Appendix F** summarizes recruiting and selection by job group for searches concluded with a job offer between June 1, 2022, and May 31, 2023. This data includes part-time and full-time appointments.

We report all searches resulting in an offer during the reporting 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 date of accepted job offer, even if the employee has not started work by June 1. This explains differences between the total hires in personnel activity reports and completed searches in recruitment reports.

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

**Overall Summary with Prior Reporting Year Comparison (PRY) Data.**

**Applicants:**

The 5,742 total applicants were comprised of:

- 69.8% total minority
- 46.9% female
- 1.7% veteran
- 7.8% applicants identified as having a disability

*PRY: 2,826 total applicants were comprised of:*

- *66.6% total minority*
- *50.7% female*
- *1.5% veteran*
- *8.5% applicants identified as having a disability*

**Interviewees:**

The 663 interviewees were comprised of:

- 68.2% total minority
- 54.3% female
- 2% veteran
- 8.3% applicants identified as having a disability

*PRY Interviewees:*

*The 117 interviewees were comprised of:*

- *60.7% total minority*
- *57.9% female*
- *1.2% veteran*
- *4.9% applicants identified as having a disability*

**Job offers:**

138 job offers were made to:

- 74.6% total minority
- 56.5% female
- 2.9% applicants identified as having a disability
- 5.1% veteran

*PRY Job offers:*

*44 job offers were made to:*

- *63.6% total minority*
- *52.3% female*
- *4.5% applicants identified as having a disability*
- *0% veteran*

**Hires:**

131 new employee hires were comprised of:

- 74.8% total minority
- 55.7% female
- 3.1% veteran
- 3.8% applicants identified as having a disability

**PRY Hires:**

43 new employee hires were comprised of:

- 65.1% total minority
- 53.5% female
- 0% veteran
- 4.7% applicants identified as having a disability

The College increased its minority hiring by 9.7% and veteran hiring by 3.1%.

**Overall Summary and Prior Reporting Year (PRY) Comparison Data by Job Group:****Executive/Administrative/Managerial**

Applicants = 555 (51.9% female and 62.9% total minority)

PRY Applicants = 937 (49.8% female and 62% total minority)

Interviewed = 117 (53.8% female and 66.7% total minority)

PRY Interviewed = 31 (48.4% female and 51.6% total minority)

Offered = 18 (66.7% female and 77.8% total minority)

PRY Offered = 17 (58.8% female and 41.2% total minority)

Hired = 17 (64.7% female and 76.5% total minority)

PRY Hired = 16 (62.5% female and 43.8% total minority)

In this job group, the total minority interviewed increased by 15% and hired rate increased by 32.7% despite the relatively minor increase of total minority in the applicant pools.

**Professional Faculty**

Applicants = 1,657 (38.8% female and 54.9% total minority)

PRY Applicants = 285 (30.5% female and 47.7% total minority)

Interviewed = 236 (50% female and 58.5% total minority)

PRY Interviewed = 36 (63.9% female and 41.7% total minority)

Offered = 52 (53.8% female and 59.6% total minority)

PRY Offered = 4 (25% female and 75% total minority)

Hired = 47 (53.2% female and 59.6% total minority)

PRY Hired = 4 (25% female and 75% total minority))

The total minority offered and hire rates decreased significantly (16 percentage points) while the female

offer and hire rates more than doubled (increase of 28 percentage points).

#### **Professional Non-Faculty**

Applicants = 2,452 (57.1% female and 76.1% total minority)

*PRY Applicants* = 1,313 (60.6% female and 74% total minority)

Interviewed = 258 (61.6% female and 74.8% total minority)

*PRY Interviewed* = 43 (60.5% female and 69.8% total minority)

Offered = 47 (63.8% female and 83% total minority)

*PRY Offered* = 20 (65% female and 80% total minority)

Hired = 46 (63% female and 82.6% total minority)

*PRY Hired* = 20 (65% female and 80% total minority)

#### **Technicians**

Applicants = 142 (54.9% female and 74.6% total minority)

*PRY Applicants* = 256 (30% female and 66.4% total minority)

Interviewed = 10 (70% female and 80% total minority)

*PRY Interviewed* = 3 (0% female and 66.7% total minority)

Offered = 4 (75% female and 75% total minority)

*PRY Offered* = 3 (0% female and 66.7% total minority)

Hired = 4 (75% female and 75% total minority)

*PRY Hired* = 3 (0% female and 66.7% total minority)

The most notable change in this job group is the offered and hired rate for female applicants, which increased by 75 percentage points. The total minority hired increased by 9 percentage points.

#### **Service Workers and Others**

Applicants = 642 (23.8% female and 85.7% total minority)

*PRY Applicants* = 34 (17.6% female and 73.5% total minority)

Interviewed = 25 (32% female and 84% total minority)

*PRY Interviewed* = 0 (N/A)

Offered = 13 (38.5% female and 100% total minority)

*PRY Offered* = 0 (N/A)

Hired = 13 (38.5% female and 100% total minority)

*PRY Hired* = 0 (N/A)

#### **Search Waivers:**

Over the course of the year, the college made 2 exceptions to the search process, known as a search waiver. The waiver process involves a review by the CDO and a second review at CUNY's System Office. A waiver may be granted in situations where it is highly unlikely we could fill the position competitively (such as unique

qualification requirements). We also grant waivers for positions representing a transfer of funding sources.

In the reporting year June 1, 2022 – May 31, 2023, there were a total of 2 total waivers, 50% were awarded to females and 100% were awarded to members of protected ethnicities. 0% represented initial hires. 50% represented advancements of current personnel. 0% represented transfers of funding and other reasons.

#### *Search Waivers/Exceptions*

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

#### **Civil Service Hiring**

We participated in 6 university-wide hiring pools for Classified Civil Service vacancies. Applicants who are pre-qualified based on an examination score indicate their interest in working at one or more units, and each establishment interviews and hires according to Civil Service regulations. We report applicants expressing an interest in our unit at the hiring pools. CUNY's Office of Human Resources Management administers and validates Civil Service examinations and maintains records of applicants and exam scores.

Exam	Hire	Race/Ethnicity	Gender
#2059	2	2 Asian	2 Female
#2069	5	4 Female, 1 Male	2 Asian, 1 Black/African American, 2 Hispanic/Latino
#2066	4	1 Female, 3 Male	4 Black/African American
#2065	1	1 Female	1 White
#2055	1	1 Female	1 Unknown
#2064		1 Female, 1 Male	1 Black/African American, 1 Hispanic/Latino

#### **Compensation**

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

The Chief Diversity Officer reviews overall practices such as:

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

## PART THREE: ACTION-ORIENTED PROGRAMS

This section provides efforts we undertook, ongoing and planned programs to support affirmative action and create a climate of inclusion:

### **Sampling of Campus Programs 2022-2023**

- The Teaching and Learning Center (TLC)
  - The TLC continued to implement its 2021-26 Strategic Plan goals with affirmative action emphases on antiracism, inclusivity, intersectionality, mental health, and career readiness. TLC's objectives are to raise awareness and improve teaching methods. TLC offered the following programs with affirmative action content: Faculty Development Day sessions: 8 sessions, 79 participants (estimated); Workshops: 11 workshops, 75 participants; and Seminars: 3 seminars, 30 participants.
  - Hosted the Groundwater Institute who presented at Faculty Development Day on the origins of racism and its current manifestations.
- Office for the Advancement of Research (OAR)
  - OAR celebrated Heritage months by sending out a special newsletter for: Black History Month, Hispanic Heritage Month, Asian American History Month, and Women's History Month
  - Conducted an analysis of race/gender equity in external grant activity.
  - Conducted an analysis of race/gender equity in internal grant funding.
- The Center for Student Involvement & Leadership (CSIL):  
CSIL successfully hosted events in 2022-2023 that celebrated the following Heritage Months:
  - LatinX Heritage Month (October 2022): Latinx Heritage Month Kickoff; Latin Karaoke; Quiero Desayuna; Access to Justice Discussion Series with the Honorable Julio Rodriguez III; Hispanic-LatinX Military Heritage Celebration; Comedy Show; Emerging Leaders of Justice featuring the Honorable Carmen N. De La Rosa; La Fiesta Del Barrio.
  - Black History Month (February 2023): Black History Month-Kickoff Celebration; Spoken Word & Poetry on Black People; Caribbean Jam Out Musical Performance; THE CASE FOR REPARATIONS-House of Representatives and the United Nations Human Rights; Flash Mob.
  - Women's History Month (March 2023): A One-Woman Show by Ingrid Griffith Unbossed and Unbowed; Spoken Word & Poetry Ladies Night; Women in Hip-Hop Music.
  - Asian Pacific Islander-Desi & Asian Heritage Month (April 2023): Major Decisions, Multiple Pathways; Asians in Hip-Hop; Follow the Leader; Broadway: Life of Pi.
- LGBTQ+ Resource Center
  - The LGBTQ+ Resource Center is a student-centered campus resource that provides an open, safe and inclusive space for lesbian, gay, bisexual, transgender, and queer students as well as students whose identities fall in-between or expand beyond these categories.
  - The Center successfully hosted the following events in 2022-2023: Meet & Greet, Ribbon Cutting, Tabling w/ The Center, Coming out 101, Training Law Enforcement on LGBTQ+ Rights: A special discussion on activism and research in the Balkans, Brainstorming Session, Spirituality and Identity workshop, Fierce & Free Open Mic, World Aids Day, Tabling w/ The Center, Nightlife Fentanyl, Protect yourself in the workplace: Gender identity and expression discrimination protections in NY, LGBTQ+ Book Club, "This is me" at Lincoln Center, DV Workshop with Sara, CUNY LGBTQ+ Student Conference, GAYPRIL, New Name who's this? How to legally change your name in New York City, Black Table Talk: Black Pride, THE LGBTQ+ Inclusive Safe Space, Tarot Reading, Opioid Overdose Protection Training, Queer Prom, Wear your Pride: DIY Jewelry Making, Poetry Slam, Drag Bingo Workshop, Spectra Game Day, Movie Night, Lavender Celebration, Meet & Greet, Rainbow Connection, LGBTQ+ Luncheon Support Group
- Office of Compliance and Diversity:

- Summer Reading and Discussion of Ibram X. Kendi's How to be an Anti-Racist: Members of the President's Leadership Council read the book over the summer 2022. In the fall 2022 semester, DEI facilitator Ama Karikari-Yawson, Esq. and her team at Milestones Publishing and Education Consulting led a discussion around the key takeaways of the book to facilitate a community understanding of anti-racism.
- Intimate Partner Violence Training: A virtual training offered to staff, faculty and students. Twenty-five participants learned how systematic oppression and personal biases impact victims of sexual violence; identified ways to respond to violence and disclosures of violence; and learned how to support survivors.
- Division of Enrollment Management and Student Affairs and the Office of Compliance and Diversity
  - Let's Talk Civility: Presented by The Institute for Civility in Government, "Let's Talk Civility" was a two-session online workshop open to John Jay faculty, staff and students. Participants, comprised of students, faculty and staff, learned methods to achieve productive dialogue across differences in identity, beliefs and values. By underscoring self-awareness, individual responsibility, and respect for the lived experience of others, the curriculum equipped attendees with techniques to deconstruct the system of attack and defense and construct a welcoming approach to navigating difficult conversations. Participants discovered how to: 1) challenge their own biases and check their own defenses before forming an opinion; 2) avoid stress triggers and preserve their mental health and wellness; 3) improve their listening and communication skills; 4) increase their ability to empathize with the experiences of others; and 5) become ambassadors of civility in any situation.
  - Understanding Jewish Experiences & Antisemitism: Presented by The New York City Commission on Human Rights, "Understanding Jewish Experiences & Antisemitism" was a hybrid in-person and Zoom event for John Jay faculty, staff and students to promote a better understanding of New York City's diverse Jewish communities, introduce Jewish history, customs and culture and address antisemitism and its impact on our local community and society at large. Using a human rights lens, participants explored: 1) antisemitism and its connection to other forms of prejudice and oppression; 2) the diversity of Jewish cultures and identities including diverse ethnic, racial, and religious groups within the Jewish community; and 3) strategies to interrupt antisemitism alongside other forms of discrimination.
  - The Psychology of Hate: DEI facilitator Ama Karikari-Yawson, Esq. and her team at Milestones Publishing and Education Consulting, led two in-person sessions on the "Psychology of Hate," one for members of John Jay's President's Leadership Council comprised of staff, faculty and student leaders, and one for John Jay students participating in Student Affairs' Leadership, Integrity, Diversity and Service (LIDS) Symposium. The sessions based discussions on recent hate-related incidents that continue to threaten communities throughout our country. During the workshop, Milestones used restorative justice circles to focus on the following objectives: 1) understanding the root causes of hate and bigotry, 2) discovering how hate can be unlearned and 3) practicing mindfulness, empathy and compassion.
  - Leadershape - Catalyst (student session only): Catalyst is an intensive one-day program that provides students with the opportunity to learn, discover, and act responsibly in confronting and managing the effects of discrimination. With an increase in hate crimes across the U.S., including New York City, against many communities including Asians, Black and Brown individuals, and members of the Jewish and LGBTQ+ communities, one John Jay facilitator led twelve students to explore questions like: Who do I want to be? Am I being the person I want to be? What are the causes and communities I care most about and how can I contribute? John Jay College identified and trained 9 additional facilitators to lead Catalyst's future sessions.
  - Understanding Muslim Experiences & Anti-Muslim Bias: Presented by The New York City Commission on Human Rights, "Understanding Muslim Experiences & Anti-Muslim Bias" was a hybrid in-person and virtual event for John Jay faculty, staff and students. Participants explored Muslim history, culture and anti-Muslim bias through a human rights lens with a special focus on

- our local New York City Muslim communities. The program 1) introduced Muslim beliefs and practices; 2) promoted understanding of our local diverse Muslim communities; and 3) addressed anti-Muslim racism and protections under the New York City Human Rights Laws.
- Vice President of Enrollment Management and Student Affairs, Brian Kerr, participated in the Black and Jewish Leadership Fellowship at the Shalom Hartman Institute.
  - NORC focus groups: As part of Hillel's Campus Climate Initiative to confront religious, ethnic and other forms of discrimination, the College hosted three separate focus groups for our Jewish identifying staff, faculty and students to gain a better understanding of the experience of our Jewish community members. The focus groups were led by NORC at the University of Chicago, an independent, non-partisan research institution, that helps governments, non-profits, businesses and universities make better decisions through data and analysis. NORC researchers asked the participants about their experience at John Jay College and about the current campus climate. This was an initial step in working towards the ultimate goal of achieving widespread multicultural/interfaith sensitivity and eliminating prejudiced behavior.
  - The Hillel CCI Members Retreat, Connecting Leaders for Campus Change: Two members of John Jay's leadership team attended CCI's first in-person gathering of campus administrators across the U.S. who participate in CCI's immersive program, the Campus Cohort. Participants explored best practices, learned from new research, and benefitted from dozens of diverse campus perspectives to improve the climate for Jewish students and all students in their campus communities.
  - Seder at John Jay: John Jay hosted a Chocolate Unity Seder for the larger CUNY community. Attendees, including Chancellor Félix V. Matos Rodríguez and John Jay President Karol Mason, celebrated Passover and learned about shared and distinct Jewish traditions.

### Ongoing Campus Programs

- **Hillel Campus Climate Initiative (CCI):** John Jay is participating in an 18-month program to build awareness, allyship, and action around antisemitism, as part of a broader effort to address hate and bias on campus. This program involves education of campus administrators, data collection and collaboration among various stakeholders to create a positive campus climate in which Jewish students, and ultimately all students, feel comfortable expressing their identity and values, free of antisemitism, harassment, or marginalization.
- **Student Faithfull Fellowship:** As part of Hillel's Campus Climate Initiative, John Jay Created the Student Faithful Fellowship where students meet once a week with the goals of representing various religions, traditions and denominations. Students built rapport, knowledge, sensitivity, and community by exploring commonalities and differences among religions, including prayer, food traditions, societal roles, culture, celebrations, holidays, language and areas of shared interests and understanding.
- **Office of Institutional Effectiveness:** The 2020-2025 College-wide Strategic Plan includes a focus on supporting and sustaining the diversity and inclusivity of John Jay's working and learning environment. Goal 3 of the Strategic Plan is "to embody and promote our values of equity, diversity, and inclusion." The objectives for this goal include: closing graduation equity gaps for all student populations; achieving equitable student success across all learning modalities; continue to hire, retain, and advance a diverse faculty through collaborative support and mentoring services for all faculty at all stages of their careers; and developing a shared framework across the faculty that informs a culturally affirming, inclusive pedagogy and curriculum design. The Strategic Plan also identifies goals that support the recruitment, retention and promotion of diverse faculty members while also supporting faculty training and mentoring to improve promotion and retention of diverse candidates.
- **LinkedIn Learning:** Human Resources and Compliance and Diversity created a DEI online training program that supports a respectful workplace and addresses issues of racial equity

- through LinkedIn Learning. This training program is accessible to all faculty and staff and is a mandatory program for all new staff and faculty.
- **Office of the Provost, Human Resources and Compliance & Diversity:** Enacted new strategies and recruitment protocols for the College's faculty and staff lines to increase the diversity of the candidate pools. These new protocols required that all search committees identify additional recruitment/advertising to target minority candidates.
  - **Search Committee Charge Trainings:** The Office of Compliance and Diversity provides a training to staff and faculty serving in open search committees. The training covers hiring and recruitment best practices, implicit bias and non-discrimination policies in recruitment.
  - **Best Practices in Faculty Searches and Hiring/Faculty Charge Trainings:** The Office of the Provost and the Office of Compliance and Diversity provide a training to search committee members of open faculty searches. During this training, the search committee learns about the recruitment process, non-discrimination policies, how to minimize bias in the recruitment and interview process, interview guidelines, and best practices for conducting a successful search.
  - **Title IX Trainings:** The Office of Compliance and Diversity conducts Title IX trainings in addition to online E-SPARC (employees) and SPARC (students) programs. These in-person and online trainings of various offices/departments and student groups, provide an in-depth overview of CUNY's Policy on Sexual Misconduct and expectations of the College. These trainings increase awareness of CUNY policies, Responsible Employees, confidentiality, affirmative consent, informal resolutions, and where to file a complaint. These trainings also take place during student orientation and faculty/staff onboarding processes.
  - **Trauma Informed Training:** All staff members responsible for receiving reports in Compliance and Diversity, Public Safety, Human Resources, and Enrollment Management and Student Affairs receive a free training in trauma informed perspectives through a partnership with the NYC Mayor's Office to End Domestic and Gender-Based Violence. This training increases skills and awareness around best practices in victim interviewing techniques.
  - **Confidential and Responsible Employee Focused Trainings:** The Office of Compliance and Diversity created a training video that is sent annually to all employees designated "Responsible Employees" under the CUNY Policy on Sexual Misconduct (approximately 200 employees). This training video ensures awareness and understanding of prohibited conduct as well as reporting obligations. In addition, the Office of Compliance and Diversity offers a virtual Q&A session for all Responsible Employees to answer questions, discuss hypothetical scenarios, and provide additional information on CUNY non-discrimination policies. The Office of Compliance and Diversity also provides an annual training to all Confidential Employees on the Policy on Sexual Misconduct and CUNY's Equal Opportunity and Non-Discrimination Policy.

## **Sampling of Planned Campus Programs 2023-2024**

- Teaching and Learning Center (TLC)
  - The Teaching & Learning Center (TLC) will continue to coordinate the DEI-PD workshop series for the college and will be funding a full-time faculty member to oversee these workshops and increase the themes and opportunities for faculty engagement.
  - The Teaching & Learning Center (TLC) has developed its own strategic plan, TLC Strategic Plan 2021-26, in support of the college's values, the 7 Principles for a Culturally Responsive, Inclusive and Anti-Racist Curriculum, with particular focus on Strategic Plan Goal 3, Guiding, Supporting, and Motivating Faculty in Teaching and Mentoring towards Social Justice and Strategic Plan Goal 5, Connecting Student Learning with Career and Professional Preparedness.
  - As part of TLC's resource development, the Center will be working with the Department of Online Education and Support to curate resources for faculty related to accessibility and student

accommodation needs.

- TLC and Office of Compliance and Diversity
  - Trans 101, Allyship Through Education: A virtual event offered to faculty, staff and students in June 2023. Participants learned more about student needs related to the trans and gender non-conforming identities.
  - College Students with Disabilities: A virtual event offered to staff, faculty and students in June 2023. Participants learned how to build a more inclusive community and classroom for students with disabilities.
  - Military and Veterans in the Classroom: A virtual event offered to staff, faculty and students in June 2023. Participants learned how to build a more inclusive community and classroom for students who are active military and veterans.
  - Racial Equity in Pedagogy, Putting Theory into Practice Seminar: A seminar on the history and ongoing impact of systemic racism in the United State and exploration of what this means for us as individuals and as educators staff at John Jay.
  - Latinx Pedagogies, Teaching & Learning with Latinx Studies at John Jay College: A workshop that focuses on how language, race and culture play a role in teaching Latinx students. This workshop also provides culturally responsive teaching practices to better support our Latinx students.
- Office for the Advancement of Research (OAR)
  - Devise and implement strategies to address systematic inequities in external grant activity
  - Develop and implement strategies to address systematic inequities in internal grant funding
  - OAR will continue to promote newsletters for: Black History Month, Hispanic Heritage Month, Asian American History Month, and Women's History Month
- The Center for Student Involvement & Leadership (CSIL):
  - The Center for Student Involvement & Leadership (CSIL) plans the continuation of monthly and cultural celebrations.
- LGBTQ+ Resource Center
  - The LGBTQ+ Resource Center continues to serve as resource and inclusive space for lesbian, gay, bisexual, transgender, and queer students as well as students whose identities fall in-between or expand beyond these categories.
  - The Center plans to continue working on the PRIDE Index and Q'onnections mentorship program for LGBTQ+ students and to host the following events in the Fall 2023 semester: Unlock the Power of Pronouns: A Comprehensive Pronoun Training, The Category is: Ball Culture, Bonsai Healing: Cultivating Resilience and Community, LGBTQ+ Book Club
- Department of Public Safety
  - Creating Safer Communities Training: John Jay hosted a joint training for Title IX Coordinators, Chief Diversity Officers and Public Safety officers from all CUNY campuses to better understand the need for effective and prompt responses to hate crimes, recognize and identify bias indicators, and improve investigative techniques.
- Department of Public Safety and Office of Compliance and Diversity
  - Hate Crimes and Extremism Prevention Training: Led by the New York County District Attorney's Office, this training will build capacity to recognize and address hate and extremism while educating against hate.
- Department of External Affairs, the Future of Public Safety Initiative, and the Office of Compliance and Diversity:
  - Hope and Resilience amid Conflict: Dr. Oded Leshem, a Research Associate at the Psychology of Intergroup Conflict and Reconciliation Lab and the Harry S. Truman Research Institute for The Advancement of Peace, Hebrew University in Jerusalem will discuss his book, *Hope Amidst Conflict*, that investigates hope for peace in an intense political context—the intractable, violent conflict between Israel and the Palestinians.
- Office of Accessibility Services and the Office of Compliance and Diversity:
  - Disability Awareness and Inclusion: This training will provide education on post-secondary

disability law, practical tools and best practices for complex academic accommodations that will create a more inclusive culture for individuals with disabilities.

- Office of Compliance and Diversity:

- Free Speech vs Harassment: A training that will review First Amendment free speech protections and address behaviors in the classroom or online that may be hurtful or offensive but that do not rise to the level of harassment or discrimination prohibited by CUNY policy.
- Bystander Intervention Training: Bystander intervention is built on the idea that we all play a role in creating safe public spaces. This training will provide strategies to safely respond when someone witnesses bias incidents and discrimination. Participants leave these trainings equipped with verbal and behavioral de-escalation strategies to non-violently intervene to disrupt hate-violence or hate speech. The trainings explore the meaning of safety, of being an effective ally, and how identity plays a role in the ways we choose to intervene.
- Strategies to Address Online Harassment: Online harassment is one of the more difficult forms of abuse to manage because victims often rely on technology platforms to act and/or offer tools to stop the abuse, which often fall short of expectations. However, victims still need to use these platforms to survive and thrive. The training will (1) detail how online harassment is carried out today and who is being targeted, (2) breakdown strategies to respond, including platform tools and de-escalation tactics, (3) demonstrate steps to prepare for, mitigate and prevent online harassment and (4) explore ways to encourage bystander and upstander intervention that help create more supportive online communities.
- Anti-Semitism and Islamophobia Trainings: Despite the increasing awareness in society of the need to identify and counter racism and religious intolerance, antisemitism and Islamophobia remain pervasive in society. Participants will explore the shared experience and impact of hateful acts felt in each of these communities. Participants will learn strategies and skillsets that effectively counter religious bigotry and promote religious inclusion and pluralism on campuses.
- Intersecting Identities and Sexual Violence: Intersectionality molds how we experience and respond to sexual violence, rape culture, and understand sexual and romantic relationships. This workshop aims to break down the various experiences and barriers students may have when it comes to sexual violence. It will take a deeper dive into understanding how different identities may influence a survivor's choices in response, reporting, and healing. Additionally, this workshop will aim to teach faculty and staff how to support survivors with different identities in a responsive, responsible, and thoughtful manner.
- My Role as an Athlete: This workshop is designated for student athletes. The workshop has a strong emphasis on bystander engagement. This workshop will examine sexual relationships between students, peer pressure, hazing, and engaging student leaders in changing the culture to create a safer space for all students.

## Ongoing Recruiting Activities

The College's programs benefit from additional University-wide recruitment, diversity, and compliance programs. The University:

- Lists job vacancies with State Workforce Agencies and veterans' centers;
- Maintains consolidated advertising programs, including job boards serving veterans, individuals with disabilities, women, and protected minorities;
- Maintains accounts for university-wide job posting and outreach, including the Higher Education Recruitment Consortium;

- Provides training to Chief Diversity Officers and campus Human Resources personnel.

Recruitment policies support diverse applicant pools through:

- Required posting of open positions and of Civil Service Notices of Exam; typical faculty vacancies are posted for 30-60 days and administrative vacancies are posted for 14-30 days;
- Collecting applications in a single system where pre-established screening practices may be applied;
- Inviting candidates to self-identify race/ethnicity, gender, veteran status, and disability status when applying; data is kept confidential and used to analyze applicant pools; and
- For many positions, a diverse Search Committee evaluates candidates according to consistent, job-related criteria.

CUNY has a mandatory on-line training program for faculty and staff on sexual harassment prevention (E-SPARC) and workplace violence prevention (WPV); we regularly review training records and follow-up with non-participants.

- Posts information compliant with Title IX and New York State Education Law 129 b: Combating Sexual Assault and Other Unwelcome Sexual Behavior.

Additional efforts by CDO and the College to support diverse applicant pools:

- CDO posts and distributes notices of non-discrimination policies, changes in regulations, and similar compliance information.
- CDO makes the Affirmative Action Plan available for public inspection.
- CDO integrates compliance information into training programs for faculty, students, and staff.
- CDO provides oversight and review of search plans, certification of applicant pools, and review of search outcomes.
- The College makes continuous good faith efforts to recruit women and minorities by advertising all positions on the College website and CUNY-wide, for example:
  - Faculty and staff positions are posted with the New York State Department of Labor, ChronicleCareers.com, HigherEdjobs.com, Diversejobs.net, naaap.org (Association for Asian American Studies) and aaastudies.org (National Association of Asian American Professionals) to address underutilization in certain job groups.
  - Periodically, in support of efforts to recruit more diverse faculty and professional staff, positions are advertised for a fee via the Online Diversity Job Fair hosted by AcademicCareers.com.
- CDO has created an updated, comprehensive web page with relevant policies:

<https://www.jjay.cuny.edu/harassment-discrimination-policies>

- CDO continues to populate the web platform with the latest information on policies and resources around affirmative action, diversity, inclusion, disability and Title IX enforcement.
- The College will continue support and advance diversity and foster a broader sense of community and inclusiveness through cross-campus centers and interactive programming (e.g., the Center for Lesbian and Gay Studies; the Asian American/Asian Research Institute; the John D. Calandra Italian American Institute; the Center for Puerto Rican Studies; the Dominican Studies Institute, CUNY'S Women's Centers; and the Office of Veterans Affairs) as well as events that enhance the quality of work-life balance (e.g., Wellness Center Services, the Employee Assistance Program-CCA@YourService).
- John Jay continues to broaden the College's diversity recruitment and outreach efforts by working with faculty and staff departments to identify additional advertising outlets to ensure that faculty and staff openings are widely distributed to a diverse applicant pool.

## **Internal Audit and Reporting**

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

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

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

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

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

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

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

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

## PART FOUR: INDIVIDUALS WITH DISABILITIES AND PROTECTED VETERANS

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

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

### Equal Opportunity and Non-Discrimination Policy

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.

The City University of New York is committed to a policy of equal employment and equal access in its educational programs and other activities. Diversity, inclusion, and an environment free from discrimination are central to CUNY’s mission. CUNY posts its policies

on non-discrimination, sexual misconduct, and affirmative action on its website. We have posted these policies on the internet.

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

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

## **Review of Personnel Practices**

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

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

We invite employees to self-identify through an online self-service system. We invite applicants to self-identify through CUNY's online applicant tracking system. CUNY maintains appropriate security measures for confidentiality of personal data.

## **Review of Physical and Mental Qualifications**

We ensure physical and mental qualifications are job-related and consistent with business necessity and safety. We periodically review physical and mental qualifications as they relate to employment, training, and promotion.

As a routine practice, the Chief Diversity Officer, Gabriela Leal, reviews position requirements before listing a job vacancy. She reviews any new job qualifications or conditions to ensure they would not screen out qualified individuals with disabilities or protected veterans.

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

## **Reasonable Accommodations**

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

The contact for accommodation requests is:

Name: Keisha Pottinger-Moore  
Title: Director of Human Resources Operations  
Phone: (212)-484-1152  
Email: kpottingermoores@jjay.cuny.edu

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

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

Information for applicants for employment is available on the Employment Page of the CUNY Website: <https://www.cuny.edu/employment/>. There is also a link at the bottom of each job posting on <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).

We provide reasonable 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.

Recognizing requests may be resolved through dialogue, this year we documented 12 employee accommodation requests, successfully concluded 9 times and appealed 2 times. At this time there are no outstanding appeals. The College received 0 job applicant accommodation requests.

We are currently upgrading our campus facilities to improve access for student clubs and their members. This project demolished the old office style student club rooms in favor of a more open floor plan for the area, including a divisible 75-person general purpose room. This program is expected to be completed in the Fall of 2024.

The College is also nearing the bid process on a project that will create 3 self-contained rooms with multimedia for recording presentations and other types of work. This project will also create a classroom with access to multimedia to teach students and professors the new technologies.

## **Harassment Prevention**

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

## **External Policy Dissemination**

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

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

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

## **Outreach and Positive Recruiting**

John Jay Programming Offices:

The Office of Military and Veteran Services (OMVS) supports military veterans, active duty service members,

reservists, guardsmen, officer candidates, and their family members with vibrant and relevant veteran-focused programs and assistance. Military and Veteran Services provides student veterans personal support through its on-site services, the student-led John Jay Veterans Association, dedicated Veterans' Center spaces, our veteran honor society chapter, and assistance from staff and faculty throughout the college.

OMVS actively supports veteran students throughout their college experiences with: assistance in admission, enrollment and advisement; peer support programming; support for academic and personal success; social work support; veteran-focused academic courses; and job preparation, internship, and post-graduation employment programming

The Office of Accessibility Services' (OAS) mission is to ensure that students with disabilities have equal access to all college programs, services, activities and are afforded the same opportunity to participate in the learning process. It is the Office's objective to see that students with disabilities are provided with an impactful learning experience. John Jay College is committed to equal access to education.

#### Summary of 2022-2023 Outreach:

##### The Office of Military and Veteran Services (OMVS)

- The Office of Military and Veterans Services (OMVS) held the following outreach events in 2022-2023: Hispanic-Latinx Military Heritage Celebration on September 29, 2022, with The Honorable Lizette Colon, NY Supreme Court Justice and Army veteran; African American Military Heritage Celebration on February 28, 2023, with Lieutenant Colonel J. Bernard Siler, US Army Judge Advocate General Corps, retired; Women's Military Heritage Celebration on March 16, 2023, with LTC LaShell Davis, US Army and LCDR Karin Evelyn, US Coast Guard; LGBTQ+ Military Heritage Celebration on April 19, 2023, with veteran panel moderated by Adrian Stone; and Asian-Pacific Islander Military Heritage Celebration on May 11, 2023, with The Honorable Lester Chang, NY Assembly Member and Navy veteran.

##### The Office of Accessibility Services (OAS)

- The Office of Accessibility Services (OAS) inducted 39 students into Delta Alpha Pi Honor Society and one Honorary Member from CUNY.
- OAS promoted awareness, inclusion and education of the John Jay community by sponsoring the following Wellness Diversity and Inclusion (WDI) workshops: Mental Wellness, Killing the Stigma, Assistive Technology, Your Safety on Campus, CUNY LEADS-Resume and Interview Preparation and Restorative Circles.

#### Planned Outreach for 2023-2024

##### The Office of Military and Veteran Services (OMVS)

- The Office of Military and Veteran Services (OMVS) will continue to promote and support programs in 2023-2024 designed to improve campus climate: Hispanic-Latinx Military Heritage Celebration (October 2023); African American Military Heritage Celebration (scheduled for February 2024); Women's Military Heritage Celebration (scheduled for March 2024); LGBTQ+ Military Heritage Celebration (scheduled for April 2024) and Asian-Pacific Islander Military Heritage Celebration (scheduled for May 2024).

##### The Office of Accessibility Services (OAS)

- The Office of Accessibility Services (OAS) will continue to promote the Wellness Diversity and Inclusion (WDI) series. OAS planned outreach will focus on destigmatizing disability issues by increasing public awareness and understanding. As part of the efforts to destigmatize disability, OAS invites students to share their insights and opinions with the Office.

- OAS will continue to host the WDI series, increase participation and tap into different areas of interest of our students around wellness, diversity and inclusion.
- OAS will continue to induct students into Delta Alpha Pi Honor Society and encourage academic excellence, awareness and participation.

Ongoing efforts include:

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

## **Internal Policy Dissemination**

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

- Included policies in manuals and other publications;
- Explained policies and responsibilities to senior management and supervisors;
- Conducted training for employees involved in recruitment, selection, and promotion decision-making;
- Discussed policies in employee orientation and management training programs;
- Included information on the accomplishments of veterans (including disabled veterans) and other individuals with disabilities in unit communications;
- Posted CUNY Procedures for Implementing Reasonable Accommodation and Academic Adjustments on bulletin boards, along with the CUNY Policy on Non-Discrimination (addressing protection from harassment on the basis of disability); and
- Featured persons who are individuals with disabilities in handbooks or similar publications.
- Distributed a college-wide announcement each semester that contains information on requesting accommodations and guidelines pertaining to accommodating students with disabilities; and
- Posted CUNY's Reasonable Accommodations Policy on the College's website.

## **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**

The President, Karol V. Mason 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, Gabriela Leal:

- Chairs 504/ADA Committee;
- Monitors 504/ADA compliance;
- Reviews and resolves issues such as disputed accommodation decisions;
- Maintains records of accommodation requests and outcomes;
- Ensures records are stored securely and confidentiality is maintained; and
- Provides training as needed on issues related to individuals with disabilities.

## **Other Officials**

Other college officials support the implementation of affirmative action specific to individuals with disabilities and veterans.

Elena Beharry, Director of the Office of Accessibility Services (OAS) and Richard Pusateri, Manager of the Office of Military and Veteran Services (OMVS) support the implementation of affirmative action in areas which include accommodations and accessibility improvements.

## **University Management**

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

## **Training**

We ensure individuals involved with recruitment, selection, promotion, disciplinary actions, training and similar personnel receive an orientation on the relevant rules and regulations regarding veterans and individuals with disabilities. These efforts are conducted in the following ways:

- The College provides opportunities for employees to attend pertinent on-campus and off-campus professional development programs to enhance their knowledge of CUNY and relevant regulations.
- Non-Discrimination, equal employment opportunity, and disabilities related policies and resources are available on the College website: <https://www.jjay.cuny.edu/hr-policies-and-procedures> and <https://www.jjay.cuny.edu/harassment-discrimination-policies>
- The college's Director of Compliance and Diversity in her capacity as CDO, Title IX Coordinator, and 504/ADA Coordinator continues to provide trainings on the College's Equal Employment Opportunity and Affirmative Action Policies to multiple internal audiences.
- The existing employee online trainings for sexual harassment prevention and awareness complement the in-person and online training efforts of the CDO/Title IX Coordinator. The online training program, Employee Sexual and Interpersonal Violence Prevention and Response Course (E-SPARC), is provided by CUNY and required of all employees annually.

## **Audit and Reporting System**

The Chief Diversity Officer audits the effectiveness of outreach and affirmative action programs in general

and monitors recruitment practices and discrimination claims related to status as a veteran or individual with a disability.

The 504/ADA Coordinator oversees audit and reporting in support of individuals with disabilities.

She identifies and addresses barriers to access and evaluates remedial actions. Any such findings are shared with the President and/or her designee.

## Benchmark Comparisons

### Staffing

**Appendix G** provides counts 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.

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

### Hiring Rates

The Exhibit on the following page illustrates hiring rates for veterans and individuals with disabilities as compared with previous plan years. The format is presented as prescribed by the US Department of Labor.

In March 2023, the federal government set the benchmark Hiring Rate for veterans at 5.4%, representing the prevalence of veterans in the United States workforce.

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

**Exhibit: Benchmark Comparisons for Veterans and Individuals with Disabilities*****Veterans' Hiring Rate Benchmark***

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

Factor	2022-2023	2021-2022	2020-2021
A. Number of applicants who self-identified as Veterans before an offer of employment is made	99	42	1
B. Total number of job openings	124	54	20
C. Total number of jobs filled	124	43	20
D. Total number of applicants for all jobs	5,741	2,826	2,320
E. Number of veteran applicants hired	4	0	0
F. Total number of applicants hired	124	43	20
<b>Hiring Rate (E divided by F)</b>	0.032	0	0
<b>Federal Benchmark</b>	5.4%	5.5%	5.6%
<b>Benchmark Met (Yes/No)</b>	No	No	No

As comparison, as per the May 2023 Employment Situation Report from the Bureau of Labor Statistics, the unemployment rate for Veterans was 2.5% and the rate for Non-Veterans was 3.4%.

<https://www.bls.gov/news.release/pdf/empsit.pdf>

***Hiring Rate for Individuals with Disabilities***

There is no recommended hiring benchmark for Individuals with Disabilities.

Factor	2022-2023	2021-2022	2020-2021
A. Number of applicants who self-identify as Individuals with Disabilities before an offer of employment is made	449	241	8
B. Total number of job openings	124	54	20
C. Total number of jobs filled	124	43	20
D. Total number of applicants for all jobs	5,741	2,826	2,320
E. Number of individuals with disabilities hired	5	2	0
F. Total number of applicants hired	124	43	20
<b>Hiring Rate (E Divided by F)</b>	0.040	0.037	0

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

## **Appendices**

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

**Appendices for the 2023 - 2024 Affirmative Action Plan**

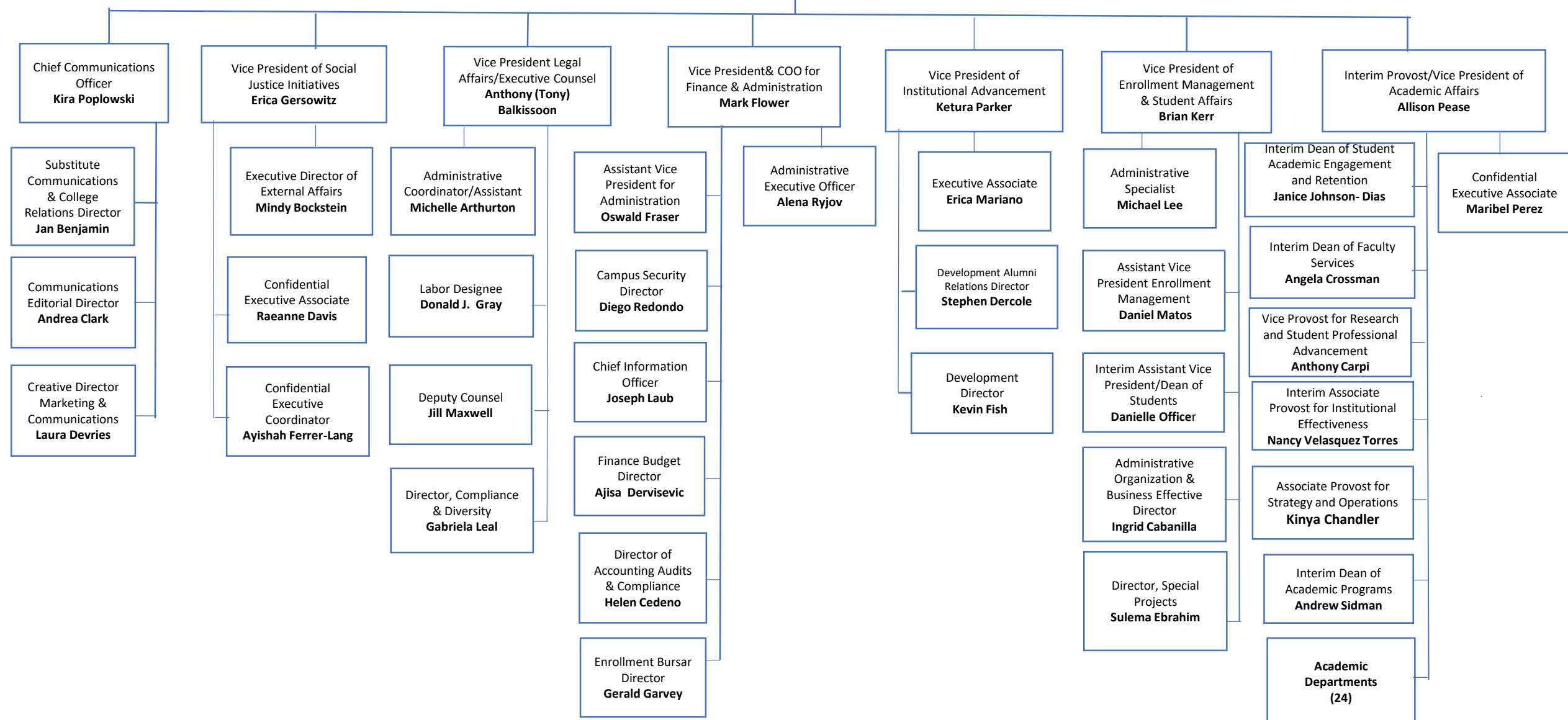
## Appendix A              Organization Chart

This Appendix contains a summary organization chart.

# John Jay College Criminal Justice

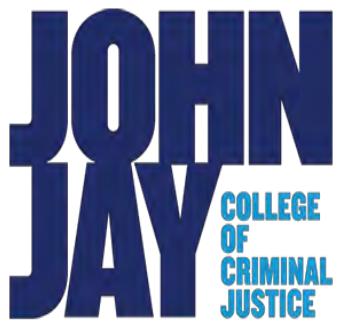
## Karol V. Mason - President

As of July 12, 2023



**Appendix B                  Reaffirmation Letter**

This Appendix contains the most recent Reaffirmation Letter.



Karol V. Mason

President

212-237-8600 | [president@jjay.cuny.edu](mailto:president@jjay.cuny.edu)

September 25, 2023

To: John Jay College Faculty & Staff

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

At John Jay College, a Hispanic-Serving and Minority-Serving Institution, we know that our diversity is our strength. Diversity is one of our [core values](#), and the vibrancy of our community is directly linked to the wide range of backgrounds, cultures, and experiences within our Bloodhound family. An integral step to embracing our diversity is reaffirming our ongoing commitment to CUNY's [Policies and Procedures on Equal Opportunity](#).

[Non-Discrimination](#), and [Sexual Misconduct](#). That's why I'm writing to you today.

John Jay College and the City University of New York (CUNY) have a long-standing commitment to diversity and equal opportunity. As a community, we fully support these policies and practices that foster non-discrimination, affirmative action, diversity, and inclusion.

CUNY's Policy on Sexual Misconduct prohibits sexual harassment and other forms of sexual misconduct, including sexual assault, stalking, and dating, intimate partner and domestic violence.

The Equal Opportunity and Non-Discrimination Policy prohibits any form of discrimination on the basis of 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/veteran status, unemployment status, status as a victim of domestic violence/stalking/sex offenses, or any other legally prohibited basis in accordance with federal, state, and city laws.

Additionally, as a federal contractor, CUNY engages in affirmative action for women, minorities, individuals with disabilities, and veterans—which is consistent with federal requirements for employees in all title groups. Italian Americans are included among CUNY's protected groups.

I invite you to visit the CUNY website to view the [policy](#) in its entirety as well as the policies on [Reasonable Accommodations and Academic Adjustments](#) and [Reporting of Alleged Misconduct](#).

All John Jay executives and administrators are responsible for maintaining a work environment free from discrimination and harassment, and for promoting diversity and inclusion in their departments. Our [Office of Compliance and Diversity \(CDO\)](#)—led by Gabriela Leal ([gleal@jjay.cuny.edu](mailto:gleal@jjay.cuny.edu)), our Director of Compliance and Diversity>Title IX Coordinator—continues to address and investigate any allegations of sexual misconduct and discrimination and is also

available for managers interested in discussing and enhancing their department's diversity and inclusion strategies.

We strongly encourage all members of our community to come forward, get help, or [report](#) any concerns they may have under our non-discrimination policies to the CDO.

You may also [report](#) incidents to the Public Safety Department (for all members of the College community) at 212-237-8524, the Student Affairs Office (for students) at L.71NB or 212-237-8100, or Human Resources (for employees) at the BMW Building, 10th Floor (555 W. 57th St.) or 212-237-8517. These offices will communicate with the CDO if the report involves sexual misconduct or discrimination. To file a report of discrimination online, you may do so on the [CUNY University-Wide Discrimination and Retaliation Reporting Portal](#).

What makes John Jay special is the exceptional bonds that hold us together. Those bonds have representatives from every race, gender, ethnicity, religion, nationality, ability, and identity imaginable. Our college derives its longevity, dynamism, and fortitude from its remarkable diversity and ongoing commitment to equity. By reaffirming CUNY's equal opportunity, non-discrimination, and sexual misconduct policies, we're actively upholding the mission of our great institution.

With gratitude,

*Karol V. Mason*

Karol V. Mason  
President  
John Jay College of Criminal Justice

## **Appendix C**

## **CUNY Policies**

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

### **EQUAL OPPORTUNITY AND NON-DISCRIMINATION POLICY**

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

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

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

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

### **AFFIRMATIVE ACTION POLICY**

CUNY has had policies related to affirmative action plans since the early 1970s. CUNY’s 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 D-1      Utilization Analysis - Staff Job Groups

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

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

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

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

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

## John Jay College

Category: Executive/Administrative/Managerial

**Job Group:** Admin 1: Executive

**Description:** Executive Compensation Plan (Other Than Chief Executive)

**Appointments:** 26

**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
04320	Assc Dean
04723	Asst Administrator
04722	Asst Dean
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
<b>Number of Employees</b>	16	12	1	7	4
<b>Underutilized (Y = Yes)</b>			Y		
<b>Number Underutilized</b>			2		
<b>Actual Utilization</b>	61.5%	46.2%	3.8%	26.9%	15.4%
<b>Labor Market Availability</b>	45.6%	29.6%	10.0%	8.9%	8.8%

## John Jay College

Category: Executive/Administrative/Managerial

**Job Group:** Admin 2: Managerial

**Description:** HE Officer series administrators-senior level

**Appointments:** 170

**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**

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	126	103	15	50	36
Underutilized (Y = Yes)			Y		
Number Underutilized			9		
Actual Utilization	74.1%	60.6%	8.8%	29.4%	21.2%
Labor Market Availability	57.7%	51.7%	14.2%	17.4%	17.8%

## John Jay College

Category: Executive/Administrative/Managerial

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

**Description:** Adjunct HE Officer series administrators (all levels)

**Appointments:** 146

**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
<b>Number of Employees</b>	87	66	16	15	31
<b>Underutilized (Y = Yes)</b>			Y	Y	
<b>Number Underutilized</b>			5	10	
<b>Actual Utilization</b>	59.6%	45.2%	11.0%	10.3%	21.2%
<b>Labor Market Availability</b>	57.7%	51.7%	14.2%	17.4%	17.8%

## John Jay College

Category: Executive/Administrative/Managerial

**Job Group:** Managerial: Facilities

**Description:** Facility Superintendents and Managers

**Appointments:** 5

**Weight Availability Factors**

55.00% ACS 2017-2021 NY/NJ MSA, minimum of High School Diploma plus six years experience (proxy age of 23 or higher) in selected occupations (0102, 0410)

45.00% Employees in titles Custodial Supervisor (all levels), Laborer, Supervisor (Laborer and Maintenance) and Principal Park Supervisor, permanency not required, as of 6/1/22.

**Titles held by employees in this group**

- |       |                                |
|-------|--------------------------------|
| 04975 | Admin Supt Builds Grds         |
| 04984 | Chief Admin Supt - Competitive |

**Utilization Report**

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
<b>Number of Employees</b>	2	3	2	1	0
<b>Underutilized (Y = Yes)</b>					Y
<b>Number Underutilized</b>					1
<b>Actual Utilization</b>	40.0%	60.0%	40.0%	20.0%	0.0%
<b>Labor Market Availability</b>	26.3%	57.8%	4.9%	26.6%	24.3%

## John Jay College

## Category: Professional Non-Faculty

**Job Group:** Admin 3: Professional**Description:** HE Officer Series: Entry and mid-level administrators**Appointments:** 191**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
- 04099 HE Assistant

**Utilization Report**

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
<b>Number of Employees</b>	134	139	14	53	67
<b>Underutilized (Y = Yes)</b>			Y		
<b>Number Underutilized</b>			18		
<b>Actual Utilization</b>	70.2%	72.8%	7.3%	27.7%	35.1%
<b>Labor Market Availability</b>	59.3%	39.5%	16.5%	9.6%	10.4%

## John Jay College

## Category: Professional Non-Faculty

**Job Group:** Info Tech: Professional**Description:** Information Technology-Professionals**Appointments:** 29**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**

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
<b>Number of Employees</b>	11	23	5	11	7
<b>Underutilized (Y = Yes)</b>			Y		
<b>Number Underutilized</b>			4		
<b>Actual Utilization</b>	37.9%	79.3%	17.2%	37.9%	24.1%
<b>Labor Market Availability</b>	38.1%	59.4%	30.2%	13.0%	13.9%

## John Jay College

## Category: Administrative Support Workers

**Job Group:** Office Assistant**Description:** Administrative Office Assistants-Entry level**Appointments:** 28**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

**Utilization Report**

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
<b>Number of Employees</b>	23	26	5	9	11
<b>Underutilized (Y = Yes)</b>					
<b>Number Underutilized</b>					
<b>Actual Utilization</b>	82.1%	92.9%	17.9%	32.1%	39.3%
<b>Labor Market Availability</b>	71.8%	58.9%	15.0%	17.6%	23.5%

## John Jay College

Category: Administrative Support Workers

**Job Group:** Office Assistant Adjunct**Description:** Hourly Administrative Office Assistants-Entry level**Appointments:** 427**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

**Utilization Report**

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
<b>Number of Employees</b>	301	319	74	70	166
<b>Underutilized (Y = Yes)</b>					
<b>Number Underutilized</b>					
<b>Actual Utilization</b>	70.5%	74.7%	17.3%	16.4%	38.9%
<b>Labor Market Availability</b>	76.3%	49.8%	11.5%	15.0%	20.5%

## John Jay College

## Category: Technicians

**Job Group:** Broadcast-Media**Description:** Broadcast/Media Technicians and Graphic Designers**Appointments:** 6**Weight Availability Factors**

100.00% ACS 2017-2021 NY/NJ MSA with minimum of High School Diploma in selected occupations (2710, 2920).

0.00% NA

**Titles held by employees in this group**

04992 Broadcast Assc

04987 TV Media Prod Specl

**Utilization Report**

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
<b>Number of Employees</b>	0	4	0	3	1
<b>Underutilized (Y = Yes)</b>	Y				
<b>Number Underutilized</b>	2				
<b>Actual Utilization</b>	0.0%	66.7%	0.0%	50.0%	16.7%
<b>Labor Market Availability</b>	40.3%	26.6%	7.6%	5.8%	9.3%

## John Jay College

## Category: Technicians

**Job Group:** Broadcast-Media Adjunct**Description:** Hourly Broadcast/Media Technicians and Graphic Designers**Appointments:** 60**Weight Availability Factors**

100.00% Identical to Broadcast Technician Group (Full Time).

0.00% NA

**Titles held by employees in this group**

04888 Theatre Lead Tech

04987 TV Media Prod Specl

**Utilization Report**

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
<b>Number of Employees</b>	21	16	2	4	8
<b>Underutilized (Y = Yes)</b>			Y		
<b>Number Underutilized</b>			3		
<b>Actual Utilization</b>	35.0%	26.7%	3.3%	6.7%	13.3%
<b>Labor Market Availability</b>	40.3%	26.6%	7.6%	5.8%	9.3%

## John Jay College

Category: Technicians

**Job Group:** Print Media Technician**Description:** Print Shop Technicians and related titles**Appointments:** 5**Weight Availability Factors**

100.00% ACS 2017-2021 NY/NJ MSA in selected occupations (5900, 8250, 8255, 8256, 8830).

0.00% NA

**Titles held by employees in this group**

04808	Graphics Designer
04805	Print Shop Assistant
04806	Print Shop Associate
04807	Print Shop Coordinator

**Utilization Report**

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
<b>Number of Employees</b>	2	3	0	0	3
<b>Underutilized (Y = Yes)</b>			Y	Y	
<b>Number Underutilized</b>			1	1	
<b>Actual Utilization</b>	40.0%	60.0%	0.0%	0.0%	60.0%
<b>Labor Market Availability</b>	31.1%	50.7%	13.2%	10.1%	25.1%

## John Jay College

## Category: Craft Workers

**Job Group:** Skilled Trades: Not Supervisory**Description:** Skilled Trades-Not supervisory**Appointments:** 17**Weight Availability Factors**

90.00% ACS 2017-2021 NY/NJ MSA in selected occupations (6230, 6250, 6355, 6410, 6440, 6460, 6515, 6700, 7300, 7350, 7540, 8030, 8500, 8600, 8610, 8630).

10.00% Employees in titles Maintenance Worker or any of the Skilled Trade Helper titles, permanency not required, as of 6/1/2022.

**Titles held by employees in this group**

04899	Carpenter
91717	Electrician
04905	Locksmith
04891	Oiler
91830	Painter
91915	Plumber
04915	Stationary Engineer

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
<b>Number of Employees</b>	0	4	0	1	3
<b>Underutilized (Y = Yes)</b>		Y	Y	Y	Y
<b>Number Underutilized</b>		4	1	1	2
<b>Actual Utilization</b>	0.0%	23.5%	0.0%	5.9%	17.6%
<b>Labor Market Availability</b>	2.6%	46.2%	4.7%	10.6%	27.9%

## John Jay College

## Category: Craft Workers

**Job Group:** Laborers and Helpers**Description:** Entry-Level Craft Workers**Appointments:** 12**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

12202 Stock Worker Supervisor

**Utilization Report**

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
<b>Number of Employees</b>	0	11	0	5	6
<b>Underutilized (Y = Yes)</b>	Y		Y		
<b>Number Underutilized</b>	2		1		
<b>Actual Utilization</b>	0.0%	91.7%	0.0%	41.7%	50.0%
<b>Labor Market Availability</b>	19.9%	73.8%	6.8%	24.3%	40.5%

## John Jay College

## Category: Service Workers

**Job Group:** Campus Public Safety Sergeant**Description:** Campus Security-Supervisors and Specialists**Appointments:** 11**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	3	8	0	5	3
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	27.3%	72.7%	0.0%	45.5%	27.3%
Labor Market Availability	24.0%	86.3%	4.5%	49.2%	30.7%

## John Jay College

## Category: Service Workers

**Job Group:** Campus Peace Officer**Description:** Campus Security-Mid level staff**Appointments:** 14**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
<b>Number of Employees</b>	4	14	2	8	4
<b>Underutilized (Y = Yes)</b>					
<b>Number Underutilized</b>					
<b>Actual Utilization</b>	28.6%	100.0%	14.3%	57.1%	28.6%
<b>Labor Market Availability</b>	30.1%	77.9%	13.7%	42.4%	19.7%

## John Jay College

## Category: Service Workers

**Job Group:** Campus Security Assistant

**Description:** Campus Security-Entry level staff

**Appointments:** 22

**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
<b>Number of Employees</b>	12	21	10	7	4
<b>Underutilized (Y = Yes)</b>					Y
<b>Number Underutilized</b>					1
<b>Actual Utilization</b>	54.5%	95.5%	45.5%	31.8%	18.2%
<b>Labor Market Availability</b>	30.6%	71.1%	8.2%	36.4%	23.6%

## John Jay College

## Category: Service Workers

**Job Group:** Campus Security Assistant Adjunct

**Description:** Hourly Campus Security-Entry level staff

**Appointments:** 8

**Weight Availability Factors**

100.00% Identical to Campus Security Assistant Group (Full Time) except that availability is 100% external.

0.00% NA

**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
<b>Number of Employees</b>	4	8	0	4	4
<b>Underutilized (Y = Yes)</b>			Y		
<b>Number Underutilized</b>			1		
<b>Actual Utilization</b>	50.0%	100.0%	0.0%	50.0%	50.0%
<b>Labor Market Availability</b>	30.7%	68.5%	7.0%	35.6%	22.7%

## John Jay College

## Category: Service Workers

**Job Group:** Custodial: Supervisory**Description:** Custodial-Supervisors (all titles)**Appointments:** 6**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**

04862 Custodial Supervisor

**Utilization Report**

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
<b>Number of Employees</b>	1	6	0	5	1
<b>Underutilized (Y = Yes)</b>	Y				Y
<b>Number Underutilized</b>	1				1
<b>Actual Utilization</b>	16.7%	100.0%	0.0%	83.3%	16.7%
<b>Labor Market Availability</b>	36.5%	90.8%	6.5%	42.8%	41.3%

## John Jay College

## Category: Service Workers

**Job Group:** Custodial: Assistant**Description:** Custodial-Entry level**Appointments:** 36**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

**Utilization Report**

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
<b>Number of Employees</b>	15	33	1	14	17
<b>Underutilized (Y = Yes)</b>			Y		
<b>Number Underutilized</b>			1		
<b>Actual Utilization</b>	41.7%	91.7%	2.8%	38.9%	47.2%
<b>Labor Market Availability</b>	33.4%	77.6%	5.0%	29.2%	41.2%

## John Jay College

## Category: Service Workers

**Job Group:** Custodial: Assistant Adjunct

**Description:** Hourly Custodial-Entry level

**Appointments:** 27

**Weight Availability Factors**

100.00% Identical to Custodial Assistant Group (Full Time) except that availability is 100% external.

0.00% NA

**Titles held by employees in this group**

04861 Custodial Assistant

**Utilization Report**

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
<b>Number of Employees</b>	10	26	4	10	12
<b>Underutilized (Y = Yes)</b>					
<b>Number Underutilized</b>					
<b>Actual Utilization</b>	37.0%	96.3%	14.8%	37.0%	44.4%
<b>Labor Market Availability</b>	29.3%	71.6%	5.8%	18.6%	44.6%

## Appendix D-2      Utilization Analysis - College Laboratory Technicians

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

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

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

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

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

**Admin 4: College Lab Technician****Weight Availability Factors**

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

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

Appointments: 11

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

70054 Library

10225 Sciences

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Oth Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	8	7	4	0	3
Underutilized (Y = Yes)				Y	
Number Underutilized				1	
Actual Utilization	72.7%	63.6%	36.4%	0.0%	27.3%
Labor Market Availability	47.1%	31.3%	17.5%	4.9%	6.0%

**Admin 4: College Lab Technician Adjunct****Weight Availability Factors**

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

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

Appointments: 39

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

70054 Library

10225 Sciences

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Oth Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	33	29	7	6	14
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	84.6%	74.4%	17.9%	15.4%	35.9%
Labor Market Availability	47.1%	31.3%	17.5%	4.9%	6.0%

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

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

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

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

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

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

**Area, Ethnic, Cultural, Gender, and Group Studies**

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

10314	Africana Studies
10179	Latin American & Latina/O St

**Job Group Faculty: Lecturer Adjunct****Weight Availability Factors**

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

Total Appointments: 25

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	12	19	0	13	6
Underutilized (Y = Yes)	Y		Y		
Number Underutilized	7		2		
Actual Utilization	48.0%	76.0%	0.0%	52.0%	24.0%
Labor Market Availability	74.4%	54.0%	9.2%	19.2%	21.1%

**Job Group Faculty: Professoriate****Weight Availability Factors**

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

Total Appointments: 13

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	7	11	0	4	7
Underutilized (Y = Yes)			Y		
Number Underutilized			1		
Actual Utilization	53.8%	84.6%	0.0%	30.8%	53.8%
Labor Market Availability	64.0%	50.9%	7.3%	22.5%	13.8%

**Job Group Faculty: Professoriate Adjunct****Weight Availability Factors**

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

Total Appointments: 9

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	6	9	0	4	5
Underutilized (Y = Yes)			Y		
Number Underutilized			1		
Actual Utilization	66.7%	100.0%	0.0%	44.4%	55.6%
Labor Market Availability	64.0%	50.9%	7.3%	22.5%	13.8%

**Business, Management, Marketing and Support**

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

10088      Economics

**Job Group Faculty: Lecturer Adjunct****Weight Availability Factors**

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

Total Appointments: 8

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	3	4	1	0	3
Underutilized (Y = Yes)				Y	
Number Underutilized				1	
Actual Utilization	37.5%	50.0%	12.5%	0.0%	37.5%
Labor Market Availability	46.7%	43.2%	13.9%	10.7%	16.0%

**Job Group Faculty: Professoriate****Weight Availability Factors**

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

Total Appointments: 10

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	2	4	2	1	1
Underutilized (Y = Yes)	Y			Y	
Number Underutilized	3			2	
Actual Utilization	20.0%	40.0%	20.0%	10.0%	10.0%
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: 5

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	2	0	0	0	0
Underutilized (Y = Yes)		Y		Y	
Number Underutilized		2		1	
Actual Utilization	40.0%	0.0%	0.0%	0.0%	0.0%
Labor Market Availability	47.7%	40.7%	5.6%	25.1%	7.0%

**Communications, Journalism, AND Visual/Perf Arts**

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

10060 Communication And Theater Arts

**Job Group Faculty: Lecturer Adjunct****Weight Availability Factors**

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

Total Appointments: 6

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	5	3	0	1	1
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	83.3%	50.0%	0.0%	16.7%	16.7%
Labor Market Availability	63.5%	38.9%	7.6%	10.4%	16.6%

**Job Group Faculty: Professoriate Adjunct****Weight Availability Factors**

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

Total Appointments: 5

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	5	0	0	0	0
Underutilized (Y = Yes)		Y			
Number Underutilized		1			
Actual Utilization	100.0%	0.0%	0.0%	0.0%	0.0%
Labor Market Availability	51.6%	23.3%	8.8%	4.6%	6.6%

**Education - Developmental**

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

65017	College Now
75023	Counseling & Human Services
75125	First Year Experience
80102	Graduate Studies
80170	Grant & Research Admin
80116	Professional Studies
65094	Retention Programs
65100	SEEK - Lump Sum
10301	Undergraduate Studies

**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: 56

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	37	31	11	8	7
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	66.1%	55.4%	19.6%	14.3%	12.5%
Labor Market Availability	64.5%	30.7%	10.7%	9.2%	8.9%

**Job Group Faculty: Lecturer****Weight Availability Factors**

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

**Job Group Faculty: Lecturer****Weight Availability Factors**

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

Total Appointments: 5

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	2	3	0	0	3
Underutilized (Y = Yes)	Y		Y		
Number Underutilized	1		1		
Actual Utilization	40.0%	60.0%	0.0%	0.0%	60.0%
Labor Market Availability	64.5%	30.7%	10.7%	9.2%	8.9%

**Job Group Faculty: Lecturer Adjunct****Weight Availability Factors**

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

Total Appointments: 31

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	24	23	3	7	9
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	77.4%	74.2%	9.7%	22.6%	29.0%
Labor Market Availability	64.5%	30.7%	10.7%	9.2%	8.9%

**Job Group Faculty: Professoriate****Weight Availability Factors**

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

**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 Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	8	8	0	4	4
Underutilized (Y = Yes)			Y		
Number Underutilized			1		
Actual Utilization	72.7%	72.7%	0.0%	36.4%	36.4%
Labor Market Availability	64.5%	30.7%	10.7%	9.2%	8.9%

**Job Group Faculty: Professoriate Adjunct****Weight Availability Factors**

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

Total Appointments: 12

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	11	9	2	2	5
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	91.7%	75.0%	16.7%	16.7%	41.7%
Labor Market Availability	64.5%	30.7%	10.7%	9.2%	8.9%

**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: 18

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	12	6	4	1	0
Underutilized (Y = Yes)				Y	Y
Number Underutilized				1	3
Actual Utilization	66.7%	33.3%	22.2%	5.6%	0.0%
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: 18

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	7	8	0	4	3
Underutilized (Y = Yes)	Y		Y		
Number Underutilized	6		1		
Actual Utilization	38.9%	44.4%	0.0%	22.2%	16.7%
Labor Market Availability	71.9%	37.9%	6.7%	9.2%	18.3%

**Job Group Faculty: Professoriate****Weight Availability Factors**

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

Total Appointments: 34

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	16	6	2	2	2
Underutilized (Y = Yes)	Y				
Number Underutilized	4				
Actual Utilization	47.1%	17.6%	5.9%	5.9%	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: 22

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	12	5	2	2	0
Underutilized (Y = Yes)					Y
Number Underutilized					2
Actual Utilization	54.5%	22.7%	9.1%	9.1%	0.0%
Labor Market Availability	59.4%	20.2%	3.7%	5.8%	6.9%

**Foreign Languages, Literatures, and Linguistics**

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

10117              Modern Languages &amp; Literatures

**Job Group   Faculty: Lecturer Adjunct****Weight   Availability Factors**

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

Total Appointments: 14

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	8	8	2	1	5
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	57.1%	57.1%	14.3%	7.1%	35.7%
Labor Market Availability	69.4%	43.9%	9.6%	4.6%	26.5%

**Job Group   Faculty: Professoriate****Weight   Availability Factors**

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

Total Appointments: 5

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	4	5	0	0	5
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	80.0%	100.0%	0.0%	0.0%	100.0%
Labor Market Availability	55.4%	27.3%	6.2%	2.0%	16.9%

**Job Group Faculty: Professoriate Adjunct****Weight Availability Factors**

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

Total Appointments: 11

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	8	9	5	0	4
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	72.7%	81.8%	45.5%	0.0%	36.4%
Labor Market Availability	55.4%	27.3%	6.2%	2.0%	16.9%

**History**

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

10147      History

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**Job Group   Faculty: Lecturer Adjunct****Weight   Availability Factors**

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

Total Appointments: 9

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	7	2	0	1	0
Underutilized (Y = Yes)		Y	Y		Y
Number Underutilized		1	1		1
Actual Utilization	77.8%	22.2%	0.0%	11.1%	0.0%
Labor Market Availability	43.4%	28.5%	5.9%	5.1%	14.0%

**Job Group   Faculty: Professoriate****Weight   Availability Factors**

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

Total Appointments: 15

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	4	3	1	0	1
Underutilized (Y = Yes)	Y			Y	Y
Number Underutilized	2			1	1
Actual Utilization	26.7%	20.0%	6.7%	0.0%	6.7%
Labor Market Availability	39.7%	21.6%	2.8%	4.1%	11.4%

**Job Group Faculty: Professoriate Adjunct****Weight Availability Factors**

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

Total Appointments: 11

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	5	0	0	0	0
Underutilized (Y = Yes)		Y			Y
Number Underutilized		2			1
Actual Utilization	45.5%	0.0%	0.0%	0.0%	0.0%
Labor Market Availability	39.7%	21.6%	2.8%	4.1%	11.4%

**Homeland Security, Law Enforcement, Firefighting, etc.**

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

10419	Criminal Justice
10317	International Criminal Justice
10234	Law,Police Sci&CrimJustice Adm
10360	Ph.D. Forensic Psychology
10116	Security, Fire and Emergency

**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: 5

	Utilization Report				
	Female	Total Minority	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	60.0%	40.0%	20.0%	0.0%	20.0%
Labor Market Availability	49.5%	53.8%	5.4%	16.1%	29.5%

**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).

**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: 11

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	6	5	0	1	4
Underutilized (Y = Yes)			Y	Y	
Number Underutilized			1	1	
Actual Utilization	54.5%	45.5%	0.0%	9.1%	36.4%
Labor Market Availability	49.5%	53.8%	5.4%	16.1%	29.5%

**Job Group Faculty: Lecturer Adjunct****Weight Availability Factors**

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

Total Appointments: 120

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	33	33	6	12	13
Underutilized (Y = Yes)	Y	Y		Y	Y
Number Underutilized	26	32		7	22
Actual Utilization	27.5%	27.5%	5.0%	10.0%	10.8%
Labor Market Availability	49.5%	53.8%	5.4%	16.1%	29.5%

**Job Group Faculty: Professoriate****Weight Availability Factors**

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

**Job Group Faculty: Professoriate****Weight Availability Factors**

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

Total Appointments: 44

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	18	13	6	4	3
Underutilized (Y = Yes)	Y			Y	Y
Number Underutilized	6			5	1
Actual Utilization	40.9%	29.5%	13.6%	9.1%	6.8%
Labor Market Availability	55.5%	32.7%	1.2%	19.7%	8.7%

**Job Group Faculty: Professoriate Adjunct****Weight Availability Factors**

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

Total Appointments: 75

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	21	19	2	9	8
Underutilized (Y = Yes)	Y	Y		Y	
Number Underutilized	21	6		6	
Actual Utilization	28.0%	25.3%	2.7%	12.0%	10.7%
Labor Market Availability	55.5%	32.7%	1.2%	19.7%	8.7%

**Liberal Arts and Sciences, General Studies & Humanities**

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

65054 Honors Program

**Job Group Faculty: Professoriate Adjunct****Weight Availability Factors**

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

Total Appointments: 6

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	4	2	0	1	1
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	66.7%	33.3%	0.0%	16.7%	16.7%
Labor Market Availability	59.0%	28.6%	3.8%	14.3%	7.6%

**Library (Librarians/Non-Teaching)**

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

70054      Library

**Job Group   Faculty: Librarian****Weight   Availability Factors**

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

Total Appointments: 10

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	8	2	1	1	0
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	80.0%	20.0%	10.0%	10.0%	0.0%
Labor Market Availability	81.3%	15.5%	3.6%	4.5%	4.8%

**Mathematics and Computer Science**

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

10195 Mathematics &amp; Computer Science

**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: 19

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	7	12	3	4	5
Underutilized (Y = Yes)			Y		
Number Underutilized			2		
Actual Utilization	36.8%	63.2%	15.8%	21.1%	26.3%
Labor Market Availability	28.6%	51.6%	26.9%	8.5%	12.8%

**Job Group Faculty: Lecturer Adjunct****Weight Availability Factors**

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

Total Appointments: 31

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	7	15	3	5	7
Underutilized (Y = Yes)	Y		Y		
Number Underutilized	2		5		
Actual Utilization	22.6%	48.4%	9.7%	16.1%	22.6%
Labor Market Availability	28.6%	51.6%	26.9%	8.5%	12.8%

**Job Group Faculty: Professoriate****Weight Availability Factors**

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

Total Appointments: 16

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	5	9	8	0	0
Underutilized (Y = Yes)				Y	Y
Number Underutilized				1	1
Actual Utilization	31.3%	56.3%	50.0%	0.0%	0.0%
Labor Market Availability	26.3%	28.7%	12.9%	6.3%	5.5%

**Job Group Faculty: Professoriate Adjunct****Weight Availability Factors**

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

Total Appointments: 7

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	3	1	1	0	0
Underutilized (Y = Yes)		Y			
Number Underutilized		1			
Actual Utilization	42.9%	14.3%	14.3%	0.0%	0.0%
Labor Market Availability	26.3%	28.7%	12.9%	6.3%	5.5%

**Multi/Interdisciplinary**

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

10165            Interdisciplinary Studies

**Job Group   Faculty: Lecturer Adjunct****Weight   Availability Factors**

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

Total Appointments: 14

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	10	5	1	0	4
Underutilized (Y = Yes)				Y	
Number Underutilized				2	
Actual Utilization	71.4%	35.7%	7.1%	0.0%	28.6%
Labor Market Availability	51.9%	34.1%	5.9%	11.2%	13.7%

**Job Group   Faculty: Professoriate****Weight   Availability Factors**

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

Total Appointments: 8

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	6	1	0	1	0
Underutilized (Y = Yes)		Y			Y
Number Underutilized		2			1
Actual Utilization	75.0%	12.5%	0.0%	12.5%	0.0%
Labor Market Availability	65.3%	32.3%	3.1%	16.0%	7.1%

**Job Group Faculty: Professoriate Adjunct****Weight Availability Factors**

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

Total Appointments: 9

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	2	4	0	3	1
Underutilized (Y = Yes)	Y				
Number Underutilized	4				
Actual Utilization	22.2%	44.4%	0.0%	33.3%	11.1%
Labor Market Availability	65.3%	32.3%	3.1%	16.0%	7.1%

**Parks, Recreation, Leisure and Fitness Studies**

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

10222            Health &amp; Physical Education

**Job Group   Faculty: Lecturer Adjunct****Weight   Availability Factors**

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

Total Appointments: 9

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	7	6	1	4	0
Underutilized (Y = Yes)					Y
Number Underutilized					1
Actual Utilization	77.8%	66.7%	11.1%	44.4%	0.0%
Labor Market Availability	39.1%	34.8%	6.5%	11.2%	14.3%

**Philosophy and Religious Studies**

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

10221      Philosophy

**Job Group   Faculty: Lecturer Adjunct****Weight   Availability Factors**

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

Total Appointments: 5

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	3	1	0	1	0
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	60.0%	20.0%	0.0%	20.0%	0.0%
Labor Market Availability	14.3%	11.8%	2.9%	2.5%	5.0%

**Job Group   Faculty: Professoriate****Weight   Availability Factors**

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

Total Appointments: 10

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	3	5	1	1	3
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	30.0%	50.0%	10.0%	10.0%	30.0%
Labor Market Availability	31.2%	22.0%	4.6%	5.4%	9.5%

**Job Group Faculty: Professoriate Adjunct****Weight Availability Factors**

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

Total Appointments: 12

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	3	2	0	1	1
Underutilized (Y = Yes)		Y	Y		
Number Underutilized		1	1		
Actual Utilization	25.0%	16.7%	0.0%	8.3%	8.3%
Labor Market Availability	31.2%	22.0%	4.6%	5.4%	9.5%

**Physical Sciences**

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

10225                    Sciences

**Job Group   Faculty: Lecturer****Weight   Availability Factors**

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

Total Appointments: 6

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	3	3	1	0	2
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	50.0%	50.0%	16.7%	0.0%	33.3%
Labor Market Availability	41.8%	34.2%	13.6%	5.7%	11.2%

**Job Group   Faculty: Lecturer Adjunct****Weight   Availability Factors**

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

Total Appointments: 67

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	51	37	9	6	19
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	76.1%	55.2%	13.4%	9.0%	28.4%
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: 22

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	11	8	4	2	2
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	50.0%	36.4%	18.2%	9.1%	9.1%
Labor Market Availability	34.8%	20.5%	8.0%	2.1%	6.6%

**Job Group Faculty: Professoriate Adjunct****Weight Availability Factors**

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

Total Appointments: 18

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	9	9	2	0	7
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	50.0%	50.0%	11.1%	0.0%	38.9%
Labor Market Availability	34.8%	20.5%	8.0%	2.1%	6.6%

**Psychology**

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

10245              Psychology

**Job Group   Faculty: Lecturer Adjunct****Weight   Availability Factors**

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

Total Appointments: 45

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	34	26	4	8	12
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	75.6%	57.8%	8.9%	17.8%	26.7%
Labor Market Availability	79.5%	47.8%	9.7%	12.7%	22.3%

**Job Group   Faculty: Professoriate****Weight   Availability Factors**

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

Total Appointments: 37

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	20	11	3	5	3
Underutilized (Y = Yes)	Y				Y
Number Underutilized	8				1
Actual Utilization	54.1%	29.7%	8.1%	13.5%	8.1%
Labor Market Availability	75.5%	31.0%	5.8%	9.3%	12.1%

**Job Group Faculty: Professoriate Adjunct****Weight Availability Factors**

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

Total Appointments: 64

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	45	19	5	7	7
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	70.3%	29.7%	7.8%	10.9%	10.9%
Labor Market Availability	75.5%	31.0%	5.8%	9.3%	12.1%

**Public Administration**

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

10249              Public 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 Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	3	1	0	1	0
Underutilized (Y = Yes)	Y	Y			Y
Number Underutilized	2	2			1
Actual Utilization	50.0%	16.7%	0.0%	16.7%	0.0%
Labor Market Availability	76.5%	52.6%	6.6%	22.7%	20.8%

**Job Group   Faculty: Lecturer Adjunct****Weight   Availability Factors**

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

Total Appointments: 22

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	7	12	4	4	3
Underutilized (Y = Yes)	Y				Y
Number Underutilized	10				2
Actual Utilization	31.8%	54.5%	18.2%	18.2%	13.6%
Labor Market Availability	76.5%	52.6%	6.6%	22.7%	20.8%

**Job Group Faculty: Professoriate****Weight Availability Factors**

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

Total Appointments: 23

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	11	9	4	3	2
Underutilized (Y = Yes)	Y			Y	
Number Underutilized	5			3	
Actual Utilization	47.8%	39.1%	17.4%	13.0%	8.7%
Labor Market Availability	67.5%	44.7%	4.6%	28.1%	8.9%

**Job Group Faculty: Professoriate Adjunct****Weight Availability Factors**

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

Total Appointments: 9

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	3	5	3	1	1
Underutilized (Y = Yes)	Y			Y	
Number Underutilized	3			2	
Actual Utilization	33.3%	55.6%	33.3%	11.1%	11.1%
Labor Market Availability	67.5%	44.7%	4.6%	28.1%	8.9%

**Social Sciences**

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

10015	Anthropology
10316	Political Science
10283	Sociology

**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 Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	7	2	0	1	1
Underutilized (Y = Yes)		Y	Y		Y
Number Underutilized		3	1		1
Actual Utilization	70.0%	20.0%	0.0%	10.0%	10.0%
Labor Market Availability	55.7%	47.0%	11.7%	12.6%	19.3%

**Job Group Faculty: Lecturer Adjunct****Weight Availability Factors**

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

Total Appointments: 67

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	41	33	7	9	16
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	61.2%	49.3%	10.4%	13.4%	23.9%
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: 52

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	29	17	10	2	5
Underutilized (Y = Yes)				Y	
Number Underutilized				1	
Actual Utilization	55.8%	32.7%	19.2%	3.8%	9.6%
Labor Market Availability	49.7%	25.4%	7.7%	6.2%	8.1%

**Job Group Faculty: Professoriate Adjunct****Weight Availability Factors**

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

Total Appointments: 64

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	31	24	5	6	13
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	48.4%	37.5%	7.8%	9.4%	20.3%
Labor Market Availability	49.7%	25.4%	7.7%	6.2%	8.1%

**Visual and Performing Arts**

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

10022 Art And Music

**Job Group Faculty: Lecturer Adjunct****Weight Availability Factors**

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

Total Appointments: 8

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	2	3	0	0	3
Underutilized (Y = Yes)	Y		Y	Y	
Number Underutilized	3		1	1	
Actual Utilization	25.0%	37.5%	0.0%	0.0%	37.5%
Labor Market Availability	63.2%	38.5%	9.0%	8.7%	16.2%

**Job Group Faculty: Professoriate****Weight Availability Factors**

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

Total Appointments: 7

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	3	3	0	1	2
Underutilized (Y = Yes)			Y		
Number Underutilized			1		
Actual Utilization	42.9%	42.9%	0.0%	14.3%	28.6%
Labor Market Availability	48.7%	23.1%	9.9%	3.3%	6.9%

**Job Group Faculty: Professoriate Adjunct****Weight Availability Factors**

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

Total Appointments: 24

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	13	9	4	2	3
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	54.2%	37.5%	16.7%	8.3%	12.5%
Labor Market Availability	48.7%	23.1%	9.9%	3.3%	6.9%

## **Appendix E              Personnel Activity**

This Appendix details personnel activities.

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

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

## Job Group Summary

### Accountant

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

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

**Job Group Summary**  
**Accountant Assistant**

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

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

## Job Group Summary

### Administration 1 (Executive)

		NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type					NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)		
	Net Group Changes	Addition #	Additions %	Outside Hires	Internal Hires into New Job Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advances- ments	Other Changes
Total	4	9	-	1	8	-	-	-	8	-	-	(5)	-	(2)	(3)	-	-	-	-	(2)	-	
Male	-	2	22%	-	2	-	-	-	2	-	-	(2)	-	(1)	(1)	-	-	-	-	(1)	-	
Female	4	7	78%	1	6	-	-	-	6	-	-	(3)	60%	(1)	(2)	-	-	-	-	(1)	-	
Other Gender	-	-	0%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	
Unknown Gender	-	-	0%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
All Protected Race/Eth Grps	-	4	44%	-	4	-	-	-	4	-	-	(4)	80%	(1)	(3)	-	-	-	-	(2)	1	
Asian	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	-	-	-	-	-	-	-	(1)	-	
Black	2	3	33%	-	3	-	-	-	3	-	-	(1)	20%	-	-	-	-	-	-	(1)	1	
Hispanic	(1)	1	11%	-	1	-	-	-	1	-	-	(1)	20%	-	-	-	-	-	-	(1)	-	
Other Protected Grp	-	-	0%	-	-	-	-	-	-	-	-	(2)	40%	(1)	(1)	-	-	-	-	(1)	-	
Italian-American	-	-	0%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
White	4	5	56%	1	4	-	-	-	4	-	-	(1)	20%	(1)	-	-	-	-	-	2	-	
Unknown Ethnicity	-	-	0%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Veterans	-	-	0%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Individuals w/Disabilities	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	20%	-	-	-	-	-	-	(1)	-	

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

**Job Group Summary**  
**Administration 2 (Managers)**

		NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type					NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)		
	Net Group Changes	Addition #	Additions %	Outside Hires	Internal Hires into New Job Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advancements	Other Changes
Total	(1)	18		6	12	-	-	5	-	7	-	(19)		(8)	(11)	(7)	-	(4)	-	-	2	-
Male	(4)	6	33%	2	4	-	-	-	-	4	-	(10)	53%	(5)	(5)	(4)	-	(1)	-	-	-	-
Female	3	12	67%	4	8	-	-	5	-	3	-	(9)	47%	(3)	(6)	(3)	-	(3)	-	-	2	-
Other Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
All Protected Race/Eth Grps	4	13	72%	3	10	-	-	5	-	5	-	(9)	47%	(5)	(4)	(2)	-	(2)	-	-	1	-
Asian	-	1	6%	-	-	-	-	1	-	-	-	(1)	5%	-	-	(1)	-	-	-	-	-	-
Black	3	8	44%	3	5	-	-	2	-	3	-	(5)	26%	(3)	(2)	(1)	-	(2)	-	-	1	-
Hispanic	1	4	22%	-	4	-	-	2	-	2	-	(3)	16%	(2)	(1)	(1)	-	-	-	-	-	-
Other Protected Grp	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Italian-American	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
White	(5)	5	28%	3	2	-	-	-	-	2	-	(10)	53%	(3)	(7)	(5)	-	(2)	-	-	1	-
Unknown Ethnicity	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Veterans	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Individuals w/Disabilities	(3)	-	0%	-	-	-	-	-	-	-	-	(3)	16%	-	(3)	(3)	-	-	-	-	-	-

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

## Job Group Summary

### Administration 3 (Professional)

		NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type					NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)		
	Net Group Changes	Addition #	Additions %	Outside Hires	Internal Hires into New Job Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advances-ments	Other Changes
Total	7	32		14	18	12	4	-	2	-	-	(25)		(15)	(10)	(3)	-	(7)	-	-	5	-
Male	3	12	38%	7	5	5	-	-	-	-	-	(9)	36%	(4)	(5)	(1)	-	(4)	-	-	-	-
Female	4	20	63%	7	13	7	4	-	7	-	-	(16)	64%	(11)	(5)	(2)	-	(3)	-	-	5	-
Other Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Gender	-	-	0%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All Protected Race/Eth Grps	5	23	72%	12	11	6	4	-	1	-	-	(18)	72%	(11)	(7)	(2)	-	(5)	-	-	4	-
Asian	1	4	13%	3	3	2	-	-	1	-	-	(3)	12%	(3)	-	-	-	-	-	-	2	-
Black	2	9	28%	7	2	1	1	-	-	-	-	(7)	28%	(4)	(3)	-	-	(3)	-	-	2	-
Hispanic	1	9	28%	4	5	3	2	-	-	-	-	(8)	32%	(4)	(4)	(2)	-	(2)	-	-	2	-
Other Protected Grp	1	1	33%	1	1	1	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Italian-American	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	4%	-	(1)	(1)	-	-	-	-	-	-
White	1	7	22%	2	5	4	-	-	1	-	-	(6)	24%	(4)	(2)	-	-	(2)	-	-	1	-
Unknown Ethnicity	2	2	6%	-	2	2	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Veterans	1	1	3%	-	1	1	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Individuals w/Disabilities	(1)	1	3%	-	1	1	-	-	-	-	-	(2)	8%	(1)	(1)	(1)	-	-	-	-	-	-

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

## Job Group Summary

### Administration 4 (College Lab Tech)

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

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

## Job Group Summary

### Basic Crafts-Buildings and Grounds

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

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

**Job Group Summary**  
Campus Peace Officer

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

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

## Job Group Summary

### Campus Peace Officer-Sergeant

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

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

## Job Group Summary

### Campus Security Assistant

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

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

**Job Group Summary**  
CUNY Admin Assistant

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

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

**Job Group Summary**  
CUNY Office Assistant

		NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type					NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)		
	Net Group Changes	Addition #	Additions %	Outside Hires	Internal Hires into New Job Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advancements	Other Changes
Total		5		-1	4	3	1	-	-	-	-	(5)		(4)	(1)	-	-	(1)	-	-	-	
Male	1	1	20%	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Female	(1)	4	80%	1	3	2	1	-	-	-	-	(5)	100%	(4)	(1)	-	-	(1)	-	-	-	
Other Gender	-	-	0%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Unknown Gender	-	-	0%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
All Protected Race/Eth Grps	1	5	100%	1	4	3	1	-	-	-	-	(4)	80%	(4)	-	-	-	-	-	-	-	
Asian	1	1	20%	-	1	1	-	-	-	-	-	(1)	20%	(1)	-	-	-	-	-	-	-	
Black	(1)	1	20%	-	1	1	-	-	-	-	-	(2)	40%	(2)	-	-	-	-	-	-	-	
Hispanic	2	3	60%	1	2	1	1	-	-	-	-	(1)	20%	(1)	-	-	-	-	-	-	-	
Other Protected Grp	-	-	0%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Italian-American	-	-	0%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
White	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	20%	(1)	-	-	(1)	-	-	-	-	
Unknown Ethnicity	-	-	0%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Veterans	-	-	0%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Individuals w/Disabilities	-	1	20%	-	1	1	-	-	-	-	-	(1)	20%	(1)	-	-	-	-	-	-	-	

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

## Job Group Summary

Custodial

		NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type					NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)		
	Net Group Changes	Addition #	Additions %	Outside Hires	Internal Hires into New Job Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advancements	Other Changes
Total		11			11	10	-	1	-	-	-	(11)		(9)	(2)	-	-	(2)	-	-	-	
Male	1	7	64%		7	6	-	1	-	-	-	(6)	55%	(4)	(2)	-	-	(2)	-	-	-	
Female	(1)	4	36%		4	4	-	-	-	-	-	(5)	45%	(5)	-	-	-	-	-	-	-	
Other Gender		-	0%		-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	
Unknown Gender	-	-	0%		-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	
All Protected Race/Eth Grps	1	11	100%	-	11	10	-	1	-	-	-	(10)	91%	(8)	(2)	-	-	(2)	-	-	-	
Asian	(1)	1	9%		1	1	-	-	-	-	-	(2)	18%	(2)	-	-	-	-	-	-	-	
Black	(1)	4	36%		4	3	-	1	-	-	-	(5)	45%	(4)	(1)	-	-	(1)	-	-	-	
Hispanic	2	5	45%		5	5	-	-	-	-	-	(3)	27%	(2)	(1)	-	-	(1)	-	-	-	
Other Protected Grp	1	1	9%		1	1	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	
Italian-American	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	
White	(1)	-	0%		-	-	-	-	-	-	-	(1)	9%	(1)	-	-	-	-	-	-	-	
Unknown Ethnicity	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	
Veterans	-	-	0%		-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	
Individuals w/Disabilities	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	

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

**Job Group Summary**  
Custodial Supervisor

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

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

**Job Group Summary**  
**Facility Manager**

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

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

## Job Group Summary

### Faculty-Lecturer

		NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type					NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)		
	Net Group Changes	Addition #	Additions %	Outside Hires	Internal Hires into New Job Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advances-ments	Other Changes
Total	11	30	-	7	23	21	-	1	1	-	-	(19)	-	(19)	-	-	-	-	-	-	2	-
Male	2	12	40%	3	9	9	-	-	-	-	-	(10)	53%	(10)	-	-	-	-	-	-	1	-
Female	9	18	60%	4	14	12	-	1	1	-	-	(9)	47%	(9)	-	-	-	-	-	-	1	-
Other Gender	-	-	0%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Unknown Gender	-	-	0%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All Protected Race/Eth Grps	8	12	40%	2	10	10	-	-	-	-	-	(4)	21%	(4)	-	-	-	-	-	-	1	-
Asian	-	-	0%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Black	(2)	1	3%	-	1	1	-	-	-	-	-	(3)	16%	(3)	-	-	-	-	-	-	1	-
Hispanic	9	10	33%	2	8	8	-	-	-	-	-	(1)	5%	(1)	-	-	-	-	-	-	-	-
Other Protected Grp	1	1	33%	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Italian-American	(1)	2	7%	1	1	1	-	-	-	-	-	(3)	16%	(3)	-	-	-	-	-	-	-	-
White	5	17	57%	4	13	11	-	1	1	-	-	(12)	63%	(12)	-	-	-	-	-	-	1	-
Unknown Ethnicity	-	-	0%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Veterans	2	2	7%	-	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Individuals w/Disabilities	-	1	3%	-	1	1	-	-	-	-	-	(1)	5%	(1)	-	-	-	-	-	-	-	-

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

## Job Group Summary

Faculty-Librarian

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

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

**Job Group Summary**  
**Faculty-Professorial**

		NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type					NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)		
	Net Group Changes	Addition #	Additions %	Outside Hires	Internal Hires into New Job Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advances-ments	Other Changes
Total	(9)	14		8	6	4	-	-	-	-	2	(23)		(17)	(6)	(1)	(1)	(4)	-	-	14	-
Male		8	57%	4	4	3	-	-	-	-	1	(8)	35%	(7)	(1)	-	-	(1)	-	-	4	-
Female		5	36%	3	2	1	-	-	-	-	1	(15)	65%	(10)	(5)	(1)	(1)	(3)	-	-	10	-
Other Gender	1	1	7%	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Unknown Gender	-	-	0%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All Protected Race/Eth Grps	1	11	79%	7	4	2	-	-	-	-	2	(10)	43%	(8)	(2)	-	-	(2)	-	-	6	-
Asian	4	4	29%	1	1	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	4	-
Black	(3)	2	14%	1	1	1	-	-	-	-	-	(5)	22%	(4)	(1)	-	-	(1)	-	-	1	-
Hispanic	-	5	36%	3	2	1	-	-	-	-	1	(5)	22%	(4)	(1)	-	-	(1)	-	-	1	-
Other Protected Grp	-	-	0%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Italian-American	-	1	7%	1	-	-	-	-	-	-	-	(1)	4%	(1)	-	-	-	-	-	-	-	-
White	(9)	3	21%	1	2	2	-	-	-	-	-	(12)	52%	(8)	(4)	(1)	(1)	(2)	-	-	8	-
Unknown Ethnicity	-	-	0%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Veterans	-	-	0%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Individuals w/Disabilities	1	1	7%	-	1	-	-	-	-	-	1	-	0%	-	-	-	-	-	-	-	-	-

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

**Job Group Summary**  
IT Computer Professional

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

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

**Job Group Summary**  
IT Support Technician

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

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

**Job Group Summary**  
**Laborers and Helpers**

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

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

## Job Group Summary

### Skilled Trades

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

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

## **Appendix F              Summary of Recruiting Activities**

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

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

**John Jay College****Summary - All Searches**

Total: 117

	Records	Applicants	Appl%	Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
<b>Total + Total Selection Rate</b>	6,114	5,742	94%	663	11.5%	138	2.4%	131	2.3%
<b>Male</b>	2,711	2,558	45%	253	9.9%	50	2.0%	48	1.9%
<b>Female</b>	2,882	2,692	47%	360	13.4%	78	2.9%	73	2.7%
<b>Other</b>	49	46	1%	5	10.9%	-	0.0%	-	0.0%
<b>Unknown</b>	472	445	8%	45	10.1%	10	2.2%	10	2.2%
<b>Total Not Female</b>	3,232	3,049	53%	303	9.9%	60	2.0%	58	1.9%
<b>Total Minorities</b>	4,287	4,009	70%	452	11.3%	103	2.6%	98	2.4%
<b>Asian</b>	1,012	953	17%	95	10.0%	18	1.9%	16	1.7%
<b>Black</b>	1,497	1,397	24%	138	9.9%	34	2.4%	33	2.4%
<b>Hispanic</b>	1,602	1,490	26%	202	13.6%	46	3.1%	44	3.0%
<b>Other inc 2 or more</b>	176	169	3%	17	10.1%	5	3.0%	5	3.0%
<b>Italian-American</b>	173	157	3%	25	15.9%	4	2.5%	4	2.5%
<b>White</b>	1,524	1,444	25%	192	13.3%	33	2.3%	31	2.1%
<b>Unknown Ethnicity</b>	303	288	5%	19	6.6%	2	0.7%	2	0.7%
<b>White+Unknown</b>	1,827	1,732	30%	211	12.2%	35	2.0%	33	1.9%
<b>Veterans</b>	104	99	2%	13	13.1%	4	4.0%	4	4.0%
<b>Indiv. w Disabilities</b>	476	449	8%	55	12.2%	7	1.6%	5	1.1%

	Least Selected: Male+Oth Ttl Minorities	Adverse OK Sel	Least Selected: Male+Oth White+Unk	Adverse Adverse	Least Selected: Male+Oth White+Unk	Adverse Adverse
Percent Female	47%		54.3%		56.5%	
Percent Total Minorities	70%		68.2%		74.6%	
Percentage Veterans	2%		2.0%		2.9%	
Percentage w Disabil.	8%		8.3%		5.1%	

**John Jay College****Job Group Summary**

Accountant

	Records	Applicants	Appl%	Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
<b>Total + Total Selection Rate</b>	17	17	100.0%	3	17.6%	1	5.9%	1	5.9%
<b>Male</b>	6	6	35.3%	1	16.7%	-	0.0%	-	0.0%
<b>Female</b>	11	11	64.7%	2	18.2%	1	9.1%	1	9.1%
<b>Other</b>	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
<b>Unknown</b>	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
<b>Total Min</b>	13	13	76.5%	3	23.1%	1	7.7%	1	7.7%
<b>Asian</b>	4	4	23.5%	-	0.0%	-	0.0%	-	0.0%
<b>Black</b>	3	3	17.6%	-	0.0%	-	0.0%	-	0.0%
<b>Hispanic</b>	5	5	29.4%	3	60.0%	1	20.0%	1	20.0%
<b>Other inc 2 or more</b>	1	1	5.9%	-	0.0%	-	0.0%	-	0.0%
<b>Italian-American</b>	1	1	5.9%	-	0.0%	-	0.0%	-	0.0%
<b>White</b>	4	4	23.5%	-	0.0%	-	0.0%	-	0.0%
<b>Unknown Ethnicity</b>	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
<b>White+Unknown</b>	4	4	23.5%	-	0.0%	-	0.0%	-	0.0%
<b>Veterans</b>	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
<b>Indiv. w Disabilities</b>	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%

	Least Selected: Male+Oth White+Unk	Least Selected: OK Sel Adverse	Least Selected: Male+Oth White+Unk	Least Selected: Adverse Adverse	Least Selected: Male+Oth White+Unk	Least Selected: Adverse Adverse
Percent Female	64.7%	66.7%		100.0%		100.0%
Percent Total Minorities	76.5%	100.0%		100.0%		100.0%
Percentage Veterans	0.0%	0.0%		0.0%		0.0%
Percentage w Disabil.	0.0%	0.0%		0.0%		0.0%

**John Jay College****Job Group Summary**

Accountant Assistant

	Records	Applicants	Appl%	Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
<b>Total + Total Selection Rate</b>	54	50	92.6%	6	12.0%	-	0.0%	-	0.0%
<b>Male</b>	29	26	52.0%	2	7.7%	-	0.0%	-	0.0%
<b>Female</b>	24	23	46.0%	4	17.4%	-	0.0%	-	0.0%
<b>Other</b>	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
<b>Unknown</b>	1	1	2.0%	-	0.0%	-	0.0%	-	0.0%
<b>Total Min</b>	47	43	86.0%	6	14.0%	-	0.0%	-	0.0%
<b>Asian</b>	18	17	34.0%	2	11.8%	-	0.0%	-	0.0%
<b>Black</b>	15	13	26.0%	3	23.1%	-	0.0%	-	0.0%
<b>Hispanic</b>	13	12	24.0%	1	8.3%	-	0.0%	-	0.0%
<b>Other inc 2 or more</b>	1	1	2.0%	-	0.0%	-	0.0%	-	0.0%
<b>Italian-American</b>	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
<b>White</b>	5	5	10.0%	-	0.0%	-	0.0%	-	0.0%
<b>Unknown Ethnicity</b>	2	2	4.0%	-	0.0%	-	0.0%	-	0.0%
<b>White+Unknown</b>	7	7	14.0%	-	0.0%	-	0.0%	-	0.0%
<b>Veterans</b>	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
<b>Indiv. w Disabilities</b>	4	3	6.0%	-	0.0%	-	0.0%	-	0.0%

	Least Selected: Male+Oth White+Unk	Least Selected: Adverse Adverse	Least Selected: Male+Oth White+Unk	Least Selected: OK Sel OK Sel	Least Selected: Male+Oth White+Unk	OK Sel OK Sel
Percent Female	46.0%		66.7%		#DIV/0!	#DIV/0!
Percent Total Minorities	86.0%		100.0%		#DIV/0!	#DIV/0!
Percentage Veterans	0.0%		0.0%		#DIV/0!	#DIV/0!
Percentage w Disabil.	6.0%		0.0%		#DIV/0!	#DIV/0!

**John Jay College****Job Group Summary****Administration 1 (Executive)**

	Records	Applicants	Appl%	Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
<b>Total + Total Selection Rate</b>	70	67	95.7%	10	14.9%	2	3.0%	2	3.0%
<b>Male</b>	40	38	56.7%	6	15.8%	1	2.6%	1	2.6%
<b>Female</b>	26	25	37.3%	2	8.0%	-	0.0%	-	0.0%
<b>Other</b>	1	1	1.5%	1	100.0%	-	0.0%	-	0.0%
<b>Unknown</b>	3	3	4.5%	1	33.3%	1	33.3%	1	33.3%
<b>Total Min</b>	40	37	55.2%	4	10.8%	-	0.0%	-	0.0%
<b>Asian</b>	14	13	19.4%	2	15.4%	-	0.0%	-	0.0%
<b>Black</b>	13	13	19.4%	1	7.7%	-	0.0%	-	0.0%
<b>Hispanic</b>	11	9	13.4%	1	11.1%	-	0.0%	-	0.0%
<b>Other inc 2 or more</b>	2	2	3.0%	-	0.0%	-	0.0%	-	0.0%
<b>Italian-American</b>	1	1	1.5%	-	0.0%	-	0.0%	-	0.0%
<b>White</b>	26	26	38.8%	5	19.2%	2	7.7%	2	7.7%
<b>Unknown Ethnicity</b>	4	4	6.0%	1	25.0%	-	0.0%	-	0.0%
<b>White+Unknown</b>	30	30	44.8%	6	20.0%	2	6.7%	2	6.7%
<b>Veterans</b>	1	1	1.5%	-	0.0%	-	0.0%	-	0.0%
<b>Indiv. w Disabilities</b>	1	1	1.5%	-	0.0%	-	0.0%	-	0.0%

	Least Selected: Female Ttl Minorities	Least Selected: Adverse Adverse	Least Selected: Female Ttl Minorities	Least Selected: Adverse Adverse
Percent Female	37.3%	20.0%	0.0%	0.0%
Percent Total Minorities	55.2%	40.0%	0.0%	0.0%
Percentage Veterans	1.5%	0.0%	0.0%	0.0%
Percentage w Disabil.	1.5%	0.0%	0.0%	0.0%

**John Jay College****Job Group Summary****Administration 2 (Managers)**

	Records	Applicants	Appl%	Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
<b>Total + Total Selection Rate</b>	486	449	92.4%	96	21.4%	15	3.3%	14	3.1%
<b>Male</b>	176	167	37.2%	30	18.0%	1	0.6%	1	0.6%
<b>Female</b>	276	252	56.1%	59	23.4%	12	4.8%	11	4.4%
<b>Other</b>	2	2	0.4%	-	0.0%	-	0.0%	-	0.0%
<b>Unknown</b>	32	28	6.2%	7	25.0%	2	7.1%	2	7.1%
<b>Total Min</b>	314	289	64.4%	68	23.5%	13	4.5%	12	4.2%
<b>Asian</b>	60	51	11.4%	14	27.5%	1	2.0%	1	2.0%
<b>Black</b>	123	120	26.7%	31	25.8%	8	6.7%	8	6.7%
<b>Hispanic</b>	115	103	22.9%	22	21.4%	4	3.9%	3	2.9%
<b>Other inc 2 or more</b>	16	15	3.3%	1	6.7%	-	0.0%	-	0.0%
<b>Italian-American</b>	14	13	2.9%	1	7.7%	-	0.0%	-	0.0%
<b>White</b>	143	135	30.1%	26	19.3%	2	1.5%	2	1.5%
<b>Unknown Ethnicity</b>	29	25	5.6%	2	8.0%	-	0.0%	-	0.0%
<b>White+Unknown</b>	172	160	35.6%	28	17.5%	2	1.3%	2	1.3%
<b>Veterans</b>	11	11	2.4%	1	9.1%	-	0.0%	-	0.0%
<b>Indiv. w Disabilities</b>	35	33	7.3%	10	30.3%	-	0.0%	-	0.0%

	Least Selected: Male+Oth White+Unk	Least Selected: OK Sel Adverse	Least Selected: Male+Oth White+Unk	Least Selected: Adverse Adverse	Least Selected: Male+Oth White+Unk	Least Selected: Adverse Adverse
Percent Female	56.1%	61.5%	80.0%	78.6%		
Percent Total Minorities	64.4%	70.8%	86.7%	85.7%		
Percentage Veterans	2.4%	1.0%	0.0%	0.0%		
Percentage w Disabil.	7.3%	10.4%	0.0%	0.0%		

**John Jay College****Job Group Summary****Administration 3 (Professional)**

	Records	Applicants	Appl%	Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
<b>Total + Total Selection Rate</b>	2,298	2,169	94.4%	232	10.7%	43	2.0%	42	1.9%
<b>Male</b>	727	687	31.7%	75	10.9%	15	2.2%	15	2.2%
<b>Female</b>	1,432	1,353	62.4%	152	11.2%	28	2.1%	27	2.0%
<b>Other</b>	22	19	0.9%	-	0.0%	-	0.0%	-	0.0%
<b>Unknown</b>	117	110	5.1%	5	4.5%	-	0.0%	-	0.0%
<b>Total Min</b>	1,740	1,640	75.6%	174	10.6%	37	2.3%	36	2.2%
<b>Asian</b>	339	316	14.6%	23	7.3%	5	1.6%	5	1.6%
<b>Black</b>	627	590	27.2%	58	9.8%	12	2.0%	12	2.0%
<b>Hispanic</b>	688	651	30.0%	85	13.1%	19	2.9%	18	2.8%
<b>Other inc 2 or more</b>	86	83	3.8%	8	9.6%	1	1.2%	1	1.2%
<b>Italian-American</b>	48	47	2.2%	8	17.0%	1	2.1%	1	2.1%
<b>White</b>	455	430	19.8%	54	12.6%	6	1.4%	6	1.4%
<b>Unknown Ethnicity</b>	103	99	4.6%	4	4.0%	-	0.0%	-	0.0%
<b>White+Unknown</b>	558	529	24.4%	58	11.0%	6	1.1%	6	1.1%
<b>Veterans</b>	30	26	1.2%	5	19.2%	3	11.5%	3	11.5%
<b>Indiv. w Disabilities</b>	195	185	8.5%	15	8.1%	3	1.6%	3	1.6%

	Least Selected: Male+Oth Ttl Minorities	Least Selected: OK Sel OK Sel	Least Selected: Male+Oth White+Unk	Least Selected: OK Sel Adverse	Least Selected: Male+Oth White+Unk	OK Sel Adverse
Percent Female	62.4%		65.5%		65.1%	64.3%
Percent Total Minorities	75.6%		75.0%		86.0%	85.7%
Percentage Veterans	1.2%		2.2%		7.0%	7.1%
Percentage w Disabil.	8.5%		6.5%		7.0%	7.1%

**John Jay College****Job Group Summary****Administration 4 (College Lab Tech)**

	Records	Applicants	Appl%	Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
<b>Total + Total Selection Rate</b>	121	116	95.9%	9	7.8%	3	2.6%	3	2.6%
<b>Male</b>	41	39	33.6%	2	5.1%	-	0.0%	-	0.0%
<b>Female</b>	73	70	60.3%	7	10.0%	3	4.3%	3	4.3%
<b>Other</b>	2	2	1.7%	-	0.0%	-	0.0%	-	0.0%
<b>Unknown</b>	5	5	4.3%	-	0.0%	-	0.0%	-	0.0%
<b>Total Min</b>	91	87	75.0%	8	9.2%	3	3.4%	3	3.4%
<b>Asian</b>	42	40	34.5%	5	12.5%	2	5.0%	2	5.0%
<b>Black</b>	21	19	16.4%	-	0.0%	-	0.0%	-	0.0%
<b>Hispanic</b>	23	23	19.8%	3	13.0%	1	4.3%	1	4.3%
<b>Other inc 2 or more</b>	5	5	4.3%	-	0.0%	-	0.0%	-	0.0%
<b>Italian-American</b>	2	2	1.7%	-	0.0%	-	0.0%	-	0.0%
<b>White</b>	24	23	19.8%	1	4.3%	-	0.0%	-	0.0%
<b>Unknown Ethnicity</b>	6	6	5.2%	-	0.0%	-	0.0%	-	0.0%
<b>White+Unknown</b>	30	29	25.0%	1	3.4%	-	0.0%	-	0.0%
<b>Veterans</b>	1	1	0.9%	-	0.0%	-	0.0%	-	0.0%
<b>Indiv. w Disabilities</b>	9	9	7.8%	-	0.0%	-	0.0%	-	0.0%

	Least Selected: Male+Oth White+Unk	Least Selected: Adverse Adverse	Least Selected: Male+Oth White+Unk	Least Selected: Adverse Adverse	Least Selected: Male+Oth White+Unk	Least Selected: Adverse Adverse
Percent Female	60.3%	77.8%	77.8%	100.0%	100.0%	100.0%
Percent Total Minorities	75.0%	88.9%	88.9%	100.0%	100.0%	100.0%
Percentage Veterans	0.9%	0.0%	0.0%	0.0%	0.0%	0.0%
Percentage w Disabil.	7.8%	0.0%	0.0%	0.0%	0.0%	0.0%

**John Jay College****Job Group Summary****Administration 5 (Engineer-Architect)**

	Records	Applicants	Appl%	Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
<b>Total + Total Selection Rate</b>	21	21	100.0%	5	23.8%	1	4.8%	1	4.8%
<b>Male</b>	11	11	52.4%	2	18.2%	-	0.0%	-	0.0%
<b>Female</b>	8	8	38.1%	3	37.5%	1	12.5%	1	12.5%
<b>Other</b>	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
<b>Unknown</b>	2	2	9.5%	-	0.0%	-	0.0%	-	0.0%
<b>Total Min</b>	14	14	66.7%	4	28.6%	1	7.1%	1	7.1%
<b>Asian</b>	2	2	9.5%	1	50.0%	-	0.0%	-	0.0%
<b>Black</b>	5	5	23.8%	1	20.0%	-	0.0%	-	0.0%
<b>Hispanic</b>	7	7	33.3%	2	28.6%	1	14.3%	1	14.3%
<b>Other inc 2 or more</b>	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
<b>Italian-American</b>	1	1	4.8%	-	0.0%	-	0.0%	-	0.0%
<b>White</b>	4	4	19.0%	-	0.0%	-	0.0%	-	0.0%
<b>Unknown Ethnicity</b>	3	3	14.3%	1	33.3%	-	0.0%	-	0.0%
<b>White+Unknown</b>	7	7	33.3%	1	14.3%	-	0.0%	-	0.0%
<b>Veterans</b>	1	1	4.8%	-	0.0%	-	0.0%	-	0.0%
<b>Indiv. w Disabilities</b>	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%

	Least Selected: Male+Oth White+Unk	Least Selected: Adverse Adverse	Least Selected: Male+Oth White+Unk	Least Selected: Adverse Adverse	Least Selected: Male+Oth White+Unk	Least Selected: Adverse Adverse
Percent Female	38.1%	60.0%	100.0%	100.0%		
Percent Total Minorities	66.7%	80.0%	100.0%	100.0%		
Percentage Veterans	4.8%	0.0%	0.0%	0.0%		
Percentage w Disabil.	0.0%	0.0%	0.0%	0.0%		

**John Jay College****Job Group Summary**

Broadcast/Media

	Records	Applicants	Appl%	Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
<b>Total + Total Selection Rate</b>	27	26	96.3%	1	3.8%	1	3.8%	1	3.8%
<b>Male</b>	15	14	53.8%	1	7.1%	1	7.1%	1	7.1%
<b>Female</b>	8	8	30.8%	-	0.0%	-	0.0%	-	0.0%
<b>Other</b>	1	1	3.8%	-	0.0%	-	0.0%	-	0.0%
<b>Unknown</b>	3	3	11.5%	-	0.0%	-	0.0%	-	0.0%
<b>Total Min</b>	20	19	73.1%	-	0.0%	-	0.0%	-	0.0%
<b>Asian</b>	2	2	7.7%	-	0.0%	-	0.0%	-	0.0%
<b>Black</b>	8	7	26.9%	-	0.0%	-	0.0%	-	0.0%
<b>Hispanic</b>	7	7	26.9%	-	0.0%	-	0.0%	-	0.0%
<b>Other inc 2 or more</b>	3	3	11.5%	-	0.0%	-	0.0%	-	0.0%
<b>Italian-American</b>	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
<b>White</b>	7	7	26.9%	1	14.3%	1	14.3%	1	14.3%
<b>Unknown Ethnicity</b>	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
<b>White+Unknown</b>	7	7	26.9%	1	14.3%	1	14.3%	1	14.3%
<b>Veterans</b>	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
<b>Indiv. w Disabilities</b>	3	3	11.5%	-	0.0%	-	0.0%	-	0.0%

	Least Selected: Female Ttl Minorities	Least Selected: Adverse Adverse	Least Selected: Female Ttl Minorities	Least Selected: Adverse Adverse
Percent Female	30.8%	0.0%	0.0%	0.0%
Percent Total Minorities	73.1%	0.0%	0.0%	0.0%
Percentage Veterans	0.0%	0.0%	0.0%	0.0%
Percentage w Disabil.	11.5%	0.0%	0.0%	0.0%

**John Jay College****Job Group Summary****Campus Peace Officer-Level 1**

	Records	Applicants	Appl%	Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
<b>Total + Total Selection Rate</b>	69	68	98.6%	-	0.0%	-	0.0%	-	0.0%
<b>Male</b>	47	46	67.6%	-	0.0%	-	0.0%	-	0.0%
<b>Female</b>	17	17	25.0%	-	0.0%	-	0.0%	-	0.0%
<b>Other</b>	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
<b>Unknown</b>	5	5	7.4%	-	0.0%	-	0.0%	-	0.0%
<b>Total Min</b>	56	55	80.9%	-	0.0%	-	0.0%	-	0.0%
<b>Asian</b>	5	5	7.4%	-	0.0%	-	0.0%	-	0.0%
<b>Black</b>	34	33	48.5%	-	0.0%	-	0.0%	-	0.0%
<b>Hispanic</b>	15	15	22.1%	-	0.0%	-	0.0%	-	0.0%
<b>Other inc 2 or more</b>	2	2	2.9%	-	0.0%	-	0.0%	-	0.0%
<b>Italian-American</b>	1	1	1.5%	-	0.0%	-	0.0%	-	0.0%
<b>White</b>	10	10	14.7%	-	0.0%	-	0.0%	-	0.0%
<b>Unknown Ethnicity</b>	3	3	4.4%	-	0.0%	-	0.0%	-	0.0%
<b>White+Unknown</b>	13	13	19.1%	-	0.0%	-	0.0%	-	0.0%
<b>Veterans</b>	2	2	2.9%	-	0.0%	-	0.0%	-	0.0%
<b>Indiv. w Disabilities</b>	3	2	2.9%	-	0.0%	-	0.0%	-	0.0%

	Least Selected: Male+Oth White+Unk	Least Selected: OK Sel OK Sel	Least Selected: Male+Oth White+Unk	Least Selected: OK Sel OK Sel	Least Selected: Male+Oth White+Unk	OK Sel OK Sel
Percent Female	25.0%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Percent Total Minorities	80.9%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Percentage Veterans	2.9%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Percentage w Disabil.	2.9%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!

**John Jay College****Job Group Summary****Campus Peace Officer-Level 2**

	Records	Applicants	Appl%	Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
<b>Total + Total Selection Rate</b>	69	68	98.6%	-	0.0%	-	0.0%	-	0.0%
<b>Male</b>	47	46	67.6%	-	0.0%	-	0.0%	-	0.0%
<b>Female</b>	17	17	25.0%	-	0.0%	-	0.0%	-	0.0%
<b>Other</b>	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
<b>Unknown</b>	5	5	7.4%	-	0.0%	-	0.0%	-	0.0%
<b>Total Min</b>	56	55	80.9%	-	0.0%	-	0.0%	-	0.0%
<b>Asian</b>	5	5	7.4%	-	0.0%	-	0.0%	-	0.0%
<b>Black</b>	34	33	48.5%	-	0.0%	-	0.0%	-	0.0%
<b>Hispanic</b>	15	15	22.1%	-	0.0%	-	0.0%	-	0.0%
<b>Other inc 2 or more</b>	2	2	2.9%	-	0.0%	-	0.0%	-	0.0%
<b>Italian-American</b>	1	1	1.5%	-	0.0%	-	0.0%	-	0.0%
<b>White</b>	10	10	14.7%	-	0.0%	-	0.0%	-	0.0%
<b>Unknown Ethnicity</b>	3	3	4.4%	-	0.0%	-	0.0%	-	0.0%
<b>White+Unknown</b>	13	13	19.1%	-	0.0%	-	0.0%	-	0.0%
<b>Veterans</b>	2	2	2.9%	-	0.0%	-	0.0%	-	0.0%
<b>Indiv. w Disabilities</b>	3	2	2.9%	-	0.0%	-	0.0%	-	0.0%

	Least Selected: Male+Oth White+Unk	Least Selected: OK Sel OK Sel	Least Selected: Male+Oth White+Unk	Least Selected: OK Sel OK Sel	Least Selected: Male+Oth White+Unk	OK Sel OK Sel
Percent Female	25.0%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Percent Total Minorities	80.9%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Percentage Veterans	2.9%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Percentage w Disabil.	2.9%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!

**John Jay College****Job Group Summary****Campus Peace Officer-Sergeant**

	Records	Applicants	Appl%	Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
<b>Total + Total Selection Rate</b>	56	50	89.3%	12	24.0%	2	4.0%	2	4.0%
<b>Male</b>	30	29	58.0%	7	24.1%	-	0.0%	-	0.0%
<b>Female</b>	22	17	34.0%	5	29.4%	2	11.8%	2	11.8%
<b>Other</b>	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
<b>Unknown</b>	4	4	8.0%	-	0.0%	-	0.0%	-	0.0%
<b>Total Min</b>	47	41	82.0%	10	24.4%	2	4.9%	2	4.9%
<b>Asian</b>	2	2	4.0%	-	0.0%	-	0.0%	-	0.0%
<b>Black</b>	29	23	46.0%	4	17.4%	1	4.3%	1	4.3%
<b>Hispanic</b>	14	14	28.0%	6	42.9%	1	7.1%	1	7.1%
<b>Other inc 2 or more</b>	2	2	4.0%	-	0.0%	-	0.0%	-	0.0%
<b>Italian-American</b>	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
<b>White</b>	6	6	12.0%	2	33.3%	-	0.0%	-	0.0%
<b>Unknown Ethnicity</b>	3	3	6.0%	-	0.0%	-	0.0%	-	0.0%
<b>White+Unknown</b>	9	9	18.0%	2	22.2%	-	0.0%	-	0.0%
<b>Veterans</b>	2	2	4.0%	-	0.0%	-	0.0%	-	0.0%
<b>Indiv. w Disabilities</b>	4	4	8.0%	3	75.0%	-	0.0%	-	0.0%

	Least Selected: Male+Oth White+Unk	Least Selected: Adverse OK Sel	Least Selected: Male+Oth White+Unk	Least Selected: Adverse Adverse	Least Selected: Male+Oth White+Unk	Least Selected: Adverse Adverse
Percent Female	34.0%		41.7%		100.0%	
Percent Total Minorities	82.0%		83.3%		100.0%	
Percentage Veterans	4.0%		0.0%		0.0%	
Percentage w Disabil.	8.0%		25.0%		0.0%	

**John Jay College****Job Group Summary**

Custodial

	Records	Applicants	Appl%	Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
<b>Total + Total Selection Rate</b>	79	78	98.7%	9	11.5%	9	11.5%	9	11.5%
<b>Male</b>	51	50	64.1%	5	10.0%	5	10.0%	5	10.0%
<b>Female</b>	24	24	30.8%	3	12.5%	3	12.5%	3	12.5%
<b>Other</b>	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
<b>Unknown</b>	4	4	5.1%	1	25.0%	1	25.0%	1	25.0%
<b>Total Min</b>	75	74	94.9%	9	12.2%	9	12.2%	9	12.2%
<b>Asian</b>	6	6	7.7%	1	16.7%	1	16.7%	1	16.7%
<b>Black</b>	30	30	38.5%	3	10.0%	3	10.0%	3	10.0%
<b>Hispanic</b>	36	35	44.9%	4	11.4%	4	11.4%	4	11.4%
<b>Other inc 2 or more</b>	3	3	3.8%	1	33.3%	1	33.3%	1	33.3%
<b>Italian-American</b>	1	1	1.3%	-	0.0%	-	0.0%	-	0.0%
<b>White</b>	3	3	3.8%	-	0.0%	-	0.0%	-	0.0%
<b>Unknown Ethnicity</b>	1	1	1.3%	-	0.0%	-	0.0%	-	0.0%
<b>White+Unknown</b>	4	4	5.1%	-	0.0%	-	0.0%	-	0.0%
<b>Veterans</b>	2	2	2.6%	-	0.0%	-	0.0%	-	0.0%
<b>Indiv. w Disabilities</b>	4	4	5.1%	-	0.0%	-	0.0%	-	0.0%

	Least Selected: Male+Oth White+Unk	Least Selected: OK Sel Adverse	Least Selected: Male+Oth White+Unk	Least Selected: OK Sel Adverse	Least Selected: Male+Oth White+Unk	OK Sel Adverse
Percent Female	30.8%	33.3%	33.3%	33.3%	33.3%	33.3%
Percent Total Minorities	94.9%	100.0%	100.0%	100.0%	100.0%	100.0%
Percentage Veterans	2.6%	0.0%	0.0%	0.0%	0.0%	0.0%
Percentage w Disabil.	5.1%	0.0%	0.0%	0.0%	0.0%	0.0%

**John Jay College****Job Group Summary**

Faculty-Lecturer

	Records	Applicants	Appl%	Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
<b>Total + Total Selection Rate</b>	573	538	93.9%	99	18.4%	28	5.2%	28	5.2%
<b>Male</b>	306	289	53.7%	40	13.8%	8	2.8%	8	2.8%
<b>Female</b>	226	208	38.7%	49	23.6%	17	8.2%	17	8.2%
<b>Other</b>	6	6	1.1%	3	50.0%	-	0.0%	-	0.0%
<b>Unknown</b>	35	35	6.5%	7	20.0%	3	8.6%	3	8.6%
<b>Total Min</b>	335	312	58.0%	61	19.6%	15	4.8%	15	4.8%
<b>Asian</b>	63	61	11.3%	12	19.7%	2	3.3%	2	3.3%
<b>Black</b>	116	105	19.5%	18	17.1%	6	5.7%	6	5.7%
<b>Hispanic</b>	143	134	24.9%	29	21.6%	6	4.5%	6	4.5%
<b>Other inc 2 or more</b>	13	12	2.2%	2	16.7%	1	8.3%	1	8.3%
<b>Italian-American</b>	34	30	5.6%	7	23.3%	3	10.0%	3	10.0%
<b>White</b>	214	203	37.7%	34	16.7%	12	5.9%	12	5.9%
<b>Unknown Ethnicity</b>	24	23	4.3%	4	17.4%	1	4.3%	1	4.3%
<b>White+Unknown</b>	238	226	42.0%	38	16.8%	13	5.8%	13	5.8%
<b>Veterans</b>	14	14	2.6%	2	14.3%	1	7.1%	1	7.1%
<b>Indiv. w Disabilities</b>	48	47	8.7%	8	17.0%	2	4.3%	2	4.3%

	Least Selected: Male+Oth White+Unk	Least Selected: Adverse OK Sel	Least Selected: Male+Oth Ttl Minorities	Least Selected: Adverse OK Sel	Least Selected: Male+Oth Ttl Minorities	Least Selected: Adverse OK Sel
Percent Female	38.7%	49.5%	60.7%	60.7%	60.7%	60.7%
Percent Total Minorities	58.0%	61.6%	53.6%	53.6%	53.6%	53.6%
Percentage Veterans	2.6%	2.0%	3.6%	3.6%	3.6%	3.6%
Percentage w Disabil.	8.7%	8.1%	7.1%	7.1%	7.1%	7.1%

**John Jay College****Job Group Summary****Faculty-Professorial**

	Records	Applicants	Appl%	Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
<b>Total + Total Selection Rate</b>	1,143	1,076	94.1%	137	12.7%	24	2.2%	19	1.8%
<b>Male</b>	551	525	48.8%	45	8.6%	11	2.1%	9	1.7%
<b>Female</b>	453	417	38.8%	69	16.5%	11	2.6%	8	1.9%
<b>Other</b>	11	11	1.0%	1	9.1%	-	0.0%	-	0.0%
<b>Unknown</b>	128	123	11.4%	22	17.9%	2	1.6%	2	1.6%
<b>Total Min</b>	608	570	53.0%	77	13.5%	16	2.8%	13	2.3%
<b>Asian</b>	303	289	26.9%	30	10.4%	4	1.4%	2	0.7%
<b>Black</b>	109	102	9.5%	12	11.8%	4	3.9%	3	2.9%
<b>Hispanic</b>	174	159	14.8%	31	19.5%	5	3.8%	6	3.8%
<b>Other inc 2 or more</b>	22	20	1.9%	4	20.0%	2	10.0%	2	10.0%
<b>Italian-American</b>	41	33	3.1%	5	15.2%	-	0.0%	-	0.0%
<b>White</b>	479	451	41.9%	55	12.2%	8	1.8%	6	1.3%
<b>Unknown Ethnicity</b>	56	55	5.1%	5	9.1%	-	0.0%	-	0.0%
<b>White+Unknown</b>	535	506	47.0%	60	11.9%	8	1.6%	6	1.2%
<b>Veterans</b>	14	13	1.2%	-	0.0%	-	0.0%	-	0.0%
<b>Indiv. w Disabilities</b>	106	99	9.2%	17	17.2%	2	2.0%	-	0.0%

	Least Selected: Male+Oth White+Unk	Least Selected: Adverse OK Sel	Least Selected: Male+Oth White+Unk	Least Selected: Adverse Adverse	Least Selected: Male+Oth White+Unk	OK Sel Adverse
Percent Female	38.8%		50.4%		45.8%	42.1%
Percent Total Minorities	53.0%		56.2%		66.7%	68.4%
Percentage Veterans	1.2%		0.0%		0.0%	0.0%
Percentage w Disabil.	9.2%		12.4%		8.3%	0.0%

**John Jay College****Job Group Summary****Facility Manager**

	Records	Applicants	Appl%	Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
<b>Total + Total Selection Rate</b>	27	25	92.6%	11	44.0%	1	4.0%	1	4.0%
<b>Male</b>	22	20	80.0%	9	45.0%	1	5.0%	1	5.0%
<b>Female</b>	5	5	20.0%	2	40.0%	-	0.0%	-	0.0%
<b>Other</b>	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
<b>Unknown</b>	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
<b>Total Min</b>	17	16	64.0%	6	37.5%	1	6.3%	1	6.3%
<b>Asian</b>	4	4	16.0%	1	25.0%	1	25.0%	1	25.0%
<b>Black</b>	3	3	12.0%	-	0.0%	-	0.0%	-	0.0%
<b>Hispanic</b>	10	9	36.0%	5	55.6%	-	0.0%	-	0.0%
<b>Other inc 2 or more</b>	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
<b>Italian-American</b>	6	5	20.0%	4	80.0%	-	0.0%	-	0.0%
<b>White</b>	10	9	36.0%	5	55.6%	-	0.0%	-	0.0%
<b>Unknown Ethnicity</b>	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
<b>White+Unknown</b>	10	9	36.0%	5	55.6%	-	0.0%	-	0.0%
<b>Veterans</b>	4	4	16.0%	1	25.0%	-	0.0%	-	0.0%
<b>Indiv. w Disabilities</b>	2	1	4.0%	1	100.0%	-	0.0%	-	0.0%

	Least Selected: Female Ttl Minorities	Least Selected: OK Sel Adverse	Least Selected: Female White+Unk	Least Selected: Adverse Adverse	Least Selected: Female White+Unk	Adverse Adverse
Percent Female	20.0%	18.2%	0.0%	0.0%	0.0%	0.0%
Percent Total Minorities	64.0%	54.5%	100.0%	100.0%	100.0%	100.0%
Percentage Veterans	16.0%	9.1%	0.0%	0.0%	0.0%	0.0%
Percentage w Disabil.	4.0%	9.1%	0.0%	0.0%	0.0%	0.0%

**John Jay College****Job Group Summary****IT Computer Professional**

	Records	Applicants	Appl%	Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
<b>Total + Total Selection Rate</b>	251	245	97.6%	18	7.3%	2	0.8%	2	0.8%
<b>Male</b>	208	203	82.9%	15	7.4%	1	0.5%	1	0.5%
<b>Female</b>	28	28	11.4%	2	7.1%	-	0.0%	-	0.0%
<b>Other</b>	1	1	0.4%	-	0.0%	-	0.0%	-	0.0%
<b>Unknown</b>	14	13	5.3%	1	7.7%	1	7.7%	1	7.7%
<b>Total Min</b>	204	200	81.6%	12	6.0%	-	0.0%	-	0.0%
<b>Asian</b>	57	54	22.0%	2	3.7%	-	0.0%	-	0.0%
<b>Black</b>	60	60	24.5%	4	6.7%	-	0.0%	-	0.0%
<b>Hispanic</b>	82	81	33.1%	6	7.4%	-	0.0%	-	0.0%
<b>Other inc 2 or more</b>	5	5	2.0%	-	0.0%	-	0.0%	-	0.0%
<b>Italian-American</b>	1	1	0.4%	-	0.0%	-	0.0%	-	0.0%
<b>White</b>	32	31	12.7%	4	12.9%	1	3.2%	1	3.2%
<b>Unknown Ethnicity</b>	15	14	5.7%	2	14.3%	1	7.1%	1	7.1%
<b>White+Unknown</b>	47	45	18.4%	6	13.3%	2	4.4%	2	4.4%
<b>Veterans</b>	9	9	3.7%	3	33.3%	-	0.0%	-	0.0%
<b>Indiv. w Disabilities</b>	15	15	6.1%	1	6.7%	-	0.0%	-	0.0%

	Least Selected: Female Ttl Minorities	Least Selected: OK Sel Adverse	Least Selected: Female Ttl Minorities	Least Selected: Adverse Ttl Minorities	Least Selected: Female Ttl Minorities	Least Selected: Adverse Ttl Minorities
Percent Female	11.4%		11.1%		0.0%	
Percent Total Minorities	81.6%		66.7%		0.0%	
Percentage Veterans	3.7%		16.7%		0.0%	
Percentage w Disabil.	6.1%		5.6%		0.0%	

**John Jay College****Job Group Summary****Skilled Trades**

	Records	Applicants	Appl%	Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
<b>Total + Total Selection Rate</b>	86	84	97.7%	9	10.7%	2	2.4%	2	2.4%
<b>Male</b>	78	77	91.7%	8	10.4%	2	2.6%	2	2.6%
<b>Female</b>	2	2	2.4%	1	50.0%	-	0.0%	-	0.0%
<b>Other</b>	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
<b>Unknown</b>	6	5	6.0%	-	0.0%	-	0.0%	-	0.0%
<b>Total Min</b>	48	46	54.8%	6	13.0%	1	2.2%	1	2.2%
<b>Asian</b>	7	6	7.1%	-	0.0%	-	0.0%	-	0.0%
<b>Black</b>	23	22	26.2%	3	13.6%	-	0.0%	-	0.0%
<b>Hispanic</b>	17	17	20.2%	2	11.8%	1	5.9%	1	5.9%
<b>Other inc 2 or more</b>	1	1	1.2%	1	100.0%	-	0.0%	-	0.0%
<b>Italian-American</b>	6	6	7.1%	-	0.0%	-	0.0%	-	0.0%
<b>White</b>	33	33	39.3%	3	9.1%	1	3.0%	1	3.0%
<b>Unknown Ethnicity</b>	5	5	6.0%	-	0.0%	-	0.0%	-	0.0%
<b>White+Unknown</b>	38	38	45.2%	3	7.9%	1	2.6%	1	2.6%
<b>Veterans</b>	3	3	3.6%	1	33.3%	-	0.0%	-	0.0%
<b>Indiv. w Disabilities</b>	4	4	4.8%	-	0.0%	-	0.0%	-	0.0%

	Least Selected: Male+Oth White+Unk	Least Selected: Female Ttl Minorities	Least Selected: Adverse OK Sel	Least Selected: Female Ttl Minorities	Least Selected: Adverse OK Sel
Percent Female	2.4%	11.1%	0.0%	0.0%	0.0%
Percent Total Minorities	54.8%	66.7%	50.0%	50.0%	50.0%
Percentage Veterans	3.6%	11.1%	0.0%	0.0%	0.0%
Percentage w Disabil.	4.8%	0.0%	0.0%	0.0%	0.0%

## Appendix G              Utilization of Individuals with Disabilities by Job Group

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

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

**John Jay College**

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

Total Individual(s) with Disabilities: 64      Percent of total reported employees: 2.4%

**Category: Executive/Administrative/Managerial**

Admin 1: Executive

Staff	Indiv. with Disabilities	Rate
26	0	0.0%
170	6	3.5%
146	5	3.4%
5	0	0.0%
3	0	0.0%
1	0	0.0%

Admin 2: Managerial

Admin 2: Managerial Adjunct

Managerial: Facilities

Managerial: Info Tech

Managerial: Security

**Category: Professional Faculty**

Faculty: Professoriate

Faculty: Librarian

Faculty: Lecturer

Faculty: Lecturer Adjunct

Faculty: Professoriate Adjunct

Faculty: Continuing Education

Staff	Indiv. with Disabilities	Rate
311	14	4.5%
10	0	0.0%
87	4	4.6%
503	10	2.0%
366	9	2.5%
61	0	0.0%

**Category: Professional Non-Faculty**

Accountant: Professional

Admin 3: Professional

Admin 5: Engineer-Architect

Info Tech: Professional

Info Tech: Professional Adjunct

Staff	Indiv. with Disabilities	Rate
4	1	25.0%
191	5	2.6%
1	0	0.0%
29	1	3.4%
3	0	0.0%

**Category: Administrative Support Workers**

Accountant: Assistant

Administrative Assistant

Office Assistant

Office Assistant Adjunct

Mail Services Worker

Staff	Indiv. with Disabilities	Rate
2	0	0.0%
3	0	0.0%
28	2	7.1%
427	3	0.7%
3	0	0.0%

**Category: Technicians**

Admin 4: College Lab Technician

Admin 4: College Lab Technician Adjunct

Broadcast-Media

Broadcast-Media Adjunct

Info Tech: Technician

Info Tech: Technician Adjunct

Print Media Technician

Staff	Indiv. with Disabilities	Rate
11	0	0.0%
40	0	0.0%
6	1	16.7%
60	0	0.0%
3	1	33.3%
4	0	0.0%
5	0	0.0%

**Category: Craft Workers**

Skilled Trades: Supervisory

Skilled Trades: Not Supervisory

Laborers and Helpers

Basic Crafts-Buildings and Grounds

Staff	Indiv. with Disabilities	Rate
1	0	0.0%
17	0	0.0%
12	0	0.0%
1	0	0.0%

**Category: Service Workers**

Campus Public Safety Sergeant

Campus Peace Officer

Staff	Indiv. with Disabilities	Rate
11	1	9.1%
14	0	0.0%

## John Jay College

**Category: Service Workers**

	Staff	Indiv. with Disabilities	Rate
Campus Security Assistant	22	0	0.0%
Campus Security Assistant Adjunct	8	0	0.0%
Custodial: Supervisory	6	0	0.0%
Custodial: Assistant	36	1	2.8%
Custodial: Assistant Adjunct	27	0	0.0%