Patterns of Enrollment and Graduation of Members of 1199SEIU United Healthcare Workers East at The City University of New York

Final Report

The John F. Kennedy, Jr. Institute for Worker Education CUNY School of Professional Studies

January 2016
Patterns of Enrollment and Graduation of Members of 1199SEIU United Health Workers East at The City University of New York

Introduction

According to a recent report, *The State of the Unions 2015* (Milkman, R. and Luce, S., 2015), one-quarter of all workers living in NYC are union members, totaling about 877,000 wage earners. Also, of all NYC union members, one-quarter is employed in the industry group “health care and social assistance.” 1199SEIU United Healthcare Workers East (1199SEIU) is New York’s largest union for workers employed in private sector hospitals, nursing homes, mental health clinics, pharmacies, and home care and social service agencies.

The City University of New York (CUNY), the nation’s leading urban public university, is comprised of 24 colleges and professional schools. The following data on the enrollment, academic progression and graduation of 1199SEIU members at CUNY is based on matching a database containing 1199SEIU members who are or were covered by the union’s National Benefit Fund (NBF) from 2000 to 2014 to CUNY’s Institutional Research Database (IRDB). The NBF is a not-for-profit, self-administered welfare trust fund for health and human services employees. The organization, which is funded by employer contributions, provides health care, life insurance, and disability benefits to eligible 1199SEIU members. It includes the large majority of 1199SEIU members who are employed in New York. CUNY’s IRDB contains detailed enrollment, graduation, and course data for all CUNY students.

The following JFK, Jr. Institute staff contributed to the research and writing of the report: Travis Dale, MS, Senior Research Associate; William Ebenstein, PhD, Senior Fellow; and Carrie Shockley, EdD, Director. Funding was provided by the 1199SEIU Training and Employment Funds and by Reaching Up, a nonprofit founded by John F. Kennedy, Jr.
National Benefit Fund Enrollment

Enrollment in the NBF rose consistently from 118,884 in 2000 to a peak of 144,405 union members in 2007. It has declined incrementally since then to 137,427 union members as of September 1st, 2014. In recent years, the number of individuals that left the NBF each year has been marginally greater than the number of new members.

1199SEIU Members Enrolled in CUNY

Twenty-seven percent of the 137,427 union members covered by the NBF as of September 1, 2014 (36,811) have ever attended CUNY, including those who attended prior to joining the union. Of those who have ever attended CUNY, 11,302 (31%) earned a CUNY degree. Every year since 2000 the University has enrolled more than 5,500 working adults who were represented by 1199SEIU at the time of their enrollment.

Figure 1. Number of CUNY students who were 1199SEIU members at the time of their enrollment, 2000-01 through 2013-14

SOURCE: CUNY Institutional Research Database (IRDB) and 1199SEIU National Benefit Fund Database
In 2013-14, 5,624 1199SEIU represented workers enrolled in credited college courses at CUNY.

**Table 1.** Number of CUNY students who were 1199SEIU members at time of their enrollment, by level and school, 2013-2014 academic year

<table>
<thead>
<tr>
<th>College</th>
<th>Graduate</th>
<th>Undergraduate</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Senior/Comprehensive Colleges</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Baruch</td>
<td>11</td>
<td>59</td>
<td>70</td>
</tr>
<tr>
<td>Brooklyn</td>
<td>20</td>
<td>114</td>
<td>134</td>
</tr>
<tr>
<td>City</td>
<td>16</td>
<td>120</td>
<td>136</td>
</tr>
<tr>
<td>Hunter</td>
<td>110</td>
<td>155</td>
<td>265</td>
</tr>
<tr>
<td>John Jay</td>
<td>29</td>
<td>111</td>
<td>140</td>
</tr>
<tr>
<td>Lehman</td>
<td>111</td>
<td>726</td>
<td>837</td>
</tr>
<tr>
<td>Medgar Evers</td>
<td></td>
<td>355</td>
<td>355</td>
</tr>
<tr>
<td>NYCCT</td>
<td></td>
<td>475</td>
<td>475</td>
</tr>
<tr>
<td>Queens</td>
<td>21</td>
<td>112</td>
<td>133</td>
</tr>
<tr>
<td>Staten Island</td>
<td>18</td>
<td>471</td>
<td>489</td>
</tr>
<tr>
<td>York</td>
<td>3</td>
<td>279</td>
<td>282</td>
</tr>
<tr>
<td><strong>Community Colleges</strong></td>
<td>-</td>
<td>2231</td>
<td>2231</td>
</tr>
<tr>
<td>BMCC</td>
<td>-</td>
<td>509</td>
<td>509</td>
</tr>
<tr>
<td>Bronx</td>
<td>-</td>
<td>505</td>
<td>505</td>
</tr>
<tr>
<td>Hostos</td>
<td>-</td>
<td>268</td>
<td>268</td>
</tr>
<tr>
<td>Kingsborough</td>
<td>-</td>
<td>334</td>
<td>334</td>
</tr>
<tr>
<td>LaGuardia</td>
<td>-</td>
<td>324</td>
<td>324</td>
</tr>
<tr>
<td>Queensborough</td>
<td>-</td>
<td>291</td>
<td>291</td>
</tr>
<tr>
<td>Graduate Center</td>
<td>12</td>
<td>-</td>
<td>12</td>
</tr>
<tr>
<td>Law School</td>
<td>1</td>
<td>-</td>
<td>1</td>
</tr>
<tr>
<td>School of Professional Studies</td>
<td>23</td>
<td>41</td>
<td>64</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>375</td>
<td>5249</td>
<td>5624</td>
</tr>
</tbody>
</table>

source: CUNY Institutional Research Database (IRDB) and 1199SEIU National Benefit Fund Database

The 5,624 1199SEIU members who enrolled in CUNY in 2013-14 were broadly distributed throughout the University system at 20 of its colleges and professional schools. The largest concentrations of 1199SEIU members were enrolled at Lehman, Borough of Manhattan Community College (BMCC), Bronx Community College (BCC), NYC College of Technology (NYCCT) and the College of Staten Island (CSI). Also, 1199SEIU members clustered in CUNY
schools that offered nursing degree programs and other job related allied health and human services degree programs. At Lehman, NYCCT and CSI, the Health Careers College Core Curriculum (HC4), a longstanding contract program funded through the 1199SEIU Training and Upgrading Fund (TUF), provides additional supports for cohorts of its members who are enrolled in introductory college courses. According to TUF, in 2013-14, approximately 500 members participated in the HC4 program across these three colleges, comprising almost 10% of the total 1199SEIU undergraduate enrollment.

In 2013-14, 93% of 1199SEIU students were enrolled at the undergraduate level. Their demographics differed from other CUNY students in several ways. Compared to other CUNY undergraduates, 1199SEIU members were more likely to have been women, older, and to have attended part-time. They were twice as likely to have been Black and about half as likely to have been White or Asian.

<table>
<thead>
<tr>
<th>Demographics</th>
<th>Other CUNY (N=293,511)</th>
<th>1199SEIU (N=5,249)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men</td>
<td>43%</td>
<td>28%</td>
</tr>
<tr>
<td>Women</td>
<td>57%</td>
<td>72%</td>
</tr>
<tr>
<td>Full-time</td>
<td>54%</td>
<td>21%</td>
</tr>
<tr>
<td>Part-time</td>
<td>46%</td>
<td>79%</td>
</tr>
<tr>
<td>American Indian/Native American</td>
<td>0.3%</td>
<td>0.4%</td>
</tr>
<tr>
<td>Asian/Pacific Islander</td>
<td>19%</td>
<td>9%</td>
</tr>
<tr>
<td>Black</td>
<td>26%</td>
<td>53%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>30%</td>
<td>24%</td>
</tr>
<tr>
<td>White</td>
<td>24%</td>
<td>13%</td>
</tr>
<tr>
<td>Average Age</td>
<td>24</td>
<td>33</td>
</tr>
</tbody>
</table>

SOURCE: CUNY Institutional Research Database (IRDB) and 1199SEIU National Benefit Fund Database
Age of 1199SEIU Members and CUNY Enrollment

In addition to declining total NBF enrollment in recent years, the aging of the membership is also a factor in the number of 1199SEIU members that enroll in CUNY each year. Since 2000 the average age of all NBF members has gradually increased from 43 years to 46 years. The average age of 1199SEIU members enrolled in undergraduate courses at CUNY has remained steady at about 34 years.

Younger members are more likely to enroll in CUNY. Over the past 14 years, approximately 12% of 1199 members age 29 or younger enrolled at CUNY. Less than six percent of members age 30-39; three percent of members age 40-49; and one percent of members age 50-59 have enrolled at CUNY during the same period.

Figure 2. Percentage of 1199 Members Enrolled in CUNY by Age Group and Year, 2000-2013

SOURCE: CUNY Institutional Research Database (IRDB) and 1199SEIU National Benefit Fund Database
Matriculation Status and Class Standing of 1199SEIU Members at CUNY

Over the last decade there has been a steady increase in the percentage of 1199 SEIU members matriculated in bachelor’s degree programs and a decrease in the percentage matriculated in associate degree programs. There has also been a decrease in the percentage of non-degree students, and an increase in the percentage of those enrolled in graduate programs. In 2013-14 about half were matriculated in associate degree programs, 38% were matriculated in bachelor’s degree programs, 5% were enrolled in a graduate degree, and 5% were non-degree. Also, in recent years there has been a steady increase in the percentage of 1199SEIU students with senior class standing. In general, the changes in the type of degree being pursued and class standing reflect the aging, credit accumulation and academic progression over time of the 1199SEIU contingent at CUNY.

Figure 3. Degree pursued by CUNY students who were 1199SEIU members at the time of their enrollment, 2001-02 to 2013-14

SOURCE: CUNY Institutional Research Database (IRDB) and 1199SEIU National Benefit Fund Database
1199SEIU Graduates of CUNY

Partially as a consequence of the academic progression of 1199SEIU members at CUNY, the number graduating has been mostly increasing over the last decade.

In 2013-14, 770 union members represented by 1199SEIU graduated from CUNY, more than in any previous academic year.

![Graph showing CUNY graduates from 2000-01 through 2013-14](source: CUNY Institutional Research Database (IRDB) and 1199SEIU National Benefit Fund Database)

Nineteen CUNY schools awarded degrees to 1199SEIU members in 2013-14. Eighty-nine percent of awarded degrees were undergraduate.

The popularity of Lehman College among members is reflected in the graduation numbers. Lehman awarded more than one-fifth of all undergraduate and graduate degrees earned by 1199SEIU members. It has a long history of designing and implementing collaborative programs and contract courses with the 1199 TUF.
BMCC awarded more AAS degrees than any other community college at CUNY; 42% were in nursing. Lehman and Hunter awarded the most graduate degrees.

Table 3. CUNY graduates who were 1199SEIU members during the academic year of graduation, by level and school, 2013-14

<table>
<thead>
<tr>
<th>College</th>
<th>Graduate</th>
<th>Undergraduate</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Senior/Comprehensive Colleges</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Baruch</td>
<td>1</td>
<td>11</td>
<td>12</td>
</tr>
<tr>
<td>Brooklyn</td>
<td>8</td>
<td>19</td>
<td>27</td>
</tr>
<tr>
<td>City</td>
<td>4</td>
<td>27</td>
<td>31</td>
</tr>
<tr>
<td>Hunter</td>
<td>15</td>
<td>26</td>
<td>41</td>
</tr>
<tr>
<td>John Jay</td>
<td>7</td>
<td>23</td>
<td>30</td>
</tr>
<tr>
<td>Lehman</td>
<td>30</td>
<td>129</td>
<td>159</td>
</tr>
<tr>
<td>Medgar Evers</td>
<td></td>
<td>60</td>
<td>60</td>
</tr>
<tr>
<td>NYCCT</td>
<td></td>
<td>54</td>
<td>54</td>
</tr>
<tr>
<td>Queens</td>
<td>2</td>
<td>14</td>
<td>16</td>
</tr>
<tr>
<td>Staten Island</td>
<td>2</td>
<td>43</td>
<td>45</td>
</tr>
<tr>
<td>York</td>
<td>1</td>
<td>42</td>
<td>43</td>
</tr>
<tr>
<td><strong>Community Colleges</strong></td>
<td></td>
<td>236</td>
<td>236</td>
</tr>
<tr>
<td>BMCC</td>
<td>-</td>
<td>62</td>
<td>62</td>
</tr>
<tr>
<td>Bronx</td>
<td>-</td>
<td>54</td>
<td>54</td>
</tr>
<tr>
<td>Hostos</td>
<td>-</td>
<td>22</td>
<td>22</td>
</tr>
<tr>
<td>Kingsborough</td>
<td>-</td>
<td>37</td>
<td>37</td>
</tr>
<tr>
<td>LaGuardia</td>
<td>-</td>
<td>32</td>
<td>32</td>
</tr>
<tr>
<td>Queensborough</td>
<td>-</td>
<td>29</td>
<td>29</td>
</tr>
<tr>
<td>Graduate Center</td>
<td>1</td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>School of Professional Studies</td>
<td>12</td>
<td>3</td>
<td>15</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>83</td>
<td>687</td>
<td>770</td>
</tr>
</tbody>
</table>

SOURCE: CUNY Institutional Research Database (IRDB) and 1199SEIU National Benefit Fund Database

1199SEIU Graduates of CUNY Nursing Programs

In 2013-14, 31% of all CUNY degrees awarded to 1199SEIU members were in nursing. Overall 241 students represented by 1199SEIU were awarded nursing degrees, more than in any previous academic year. Of these 35% were AAS degrees and over 53% were BS degrees.
In 2013-14, 1199SEIU members represented 17% of all CUNY graduates from surging RN to BS degree programs.

### Table 4.
CUNY nursing graduates who were 1199SEIU members during the academic year of graduation, by program/degree level, 2000-2001 through 2013-2014

<table>
<thead>
<tr>
<th>Academic Year Graduated</th>
<th>LPN 1199 % of all CUNY</th>
<th>AAS 1199 % of all CUNY</th>
<th>Generic BS 1199 % of all CUNY</th>
<th>RN to BS Completion 1199 % of all CUNY</th>
<th>MS 1199 % of all CUNY</th>
<th>Total 1199</th>
</tr>
</thead>
<tbody>
<tr>
<td>2000-2001</td>
<td>12 24%</td>
<td>72 15%</td>
<td>2 3%</td>
<td>22 11%</td>
<td>3 3%</td>
<td>111</td>
</tr>
<tr>
<td>2001-2002</td>
<td>18 35%</td>
<td>88 18%</td>
<td>11 12%</td>
<td>26 15%</td>
<td>9 8%</td>
<td>152</td>
</tr>
<tr>
<td>2002-2003</td>
<td>2 7%</td>
<td>97 20%</td>
<td>3 4%</td>
<td>24 16%</td>
<td>6 7%</td>
<td>132</td>
</tr>
<tr>
<td>2003-2004</td>
<td>8 24%</td>
<td>107 19%</td>
<td>13 13%</td>
<td>52 29%</td>
<td>39 32%</td>
<td>219</td>
</tr>
<tr>
<td>2004-2005</td>
<td>11 24%</td>
<td>113 16%</td>
<td>13 10%</td>
<td>39 29%</td>
<td>7 9%</td>
<td>183</td>
</tr>
<tr>
<td>2005-2006</td>
<td>10 16%</td>
<td>108 14%</td>
<td>24 15%</td>
<td>39 33%</td>
<td>22 27%</td>
<td>203</td>
</tr>
<tr>
<td>2006-2007</td>
<td>27 18%</td>
<td>109 12%</td>
<td>24 14%</td>
<td>15 12%</td>
<td>31 28%</td>
<td>206</td>
</tr>
<tr>
<td>2007-2008</td>
<td>35 19%</td>
<td>112 12%</td>
<td>10 6%</td>
<td>34 17%</td>
<td>20 19%</td>
<td>211</td>
</tr>
<tr>
<td>2008-2009</td>
<td>19 12%</td>
<td>97 10%</td>
<td>16 9%</td>
<td>23 11%</td>
<td>35 36%</td>
<td>190</td>
</tr>
<tr>
<td>2009-2010</td>
<td>20 9%</td>
<td>94 11%</td>
<td>1 1%</td>
<td>24 8%</td>
<td>31 33%</td>
<td>170</td>
</tr>
<tr>
<td>2010-2011</td>
<td>16 10%</td>
<td>108 11%</td>
<td>13 7%</td>
<td>49 13%</td>
<td>24 24%</td>
<td>210</td>
</tr>
<tr>
<td>2011-2012</td>
<td>12 11%</td>
<td>105 10%</td>
<td>6 3%</td>
<td>45 11%</td>
<td>5 3%</td>
<td>173</td>
</tr>
<tr>
<td>2012-2013</td>
<td>13 11%</td>
<td>85 9%</td>
<td>6 3%</td>
<td>44 9%</td>
<td>14 6%</td>
<td>162</td>
</tr>
<tr>
<td>2013-2014</td>
<td>8 8%</td>
<td>85 10%</td>
<td>13 7%</td>
<td>116 17%</td>
<td>19 8%</td>
<td>241</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>211 14%</strong></td>
<td><strong>1380 13%</strong></td>
<td><strong>155 6%</strong></td>
<td><strong>552 14%</strong></td>
<td><strong>265 16%</strong></td>
<td><strong>2563</strong></td>
</tr>
</tbody>
</table>

SOURCE: CUNY Institutional Research Database (IRDB) and 1199SEIU National Benefit Fund Database

At the AAS level, BMCC, CSI and BCC awarded the most nursing degrees to members. At BCC 1199SEIU students represented 24% of all its nursing graduates.

At the BS level (generic and RN to BS), Lehman awarded the most degrees to members. 1199SEIU students represented 30% of all BS nursing degrees awarded by Lehman.

Historically, from 2000-01 through 2013-14, 1199SEIU members comprised 14% of all LPN graduates, 13% of all AAS graduates, 6% of all generic BS graduates, 14% of all RN to BS graduates, and 16% of all MS graduates, totaling 2,563 1199SEIU nursing graduates over the 14-year period. 1199SEIU members have been a vital part of virtually all CUNY nursing programs. Many have moved up rungs on the nursing career ladder from LPN to AAS to BS to MS.
Table 5. CUNY nursing graduates who were 1199SEIU members during the academic year of graduation, by degree level and college, 2013-2014

<table>
<thead>
<tr>
<th>Degree Level and College</th>
<th>All CUNY</th>
<th>1199</th>
<th>% 1199</th>
</tr>
</thead>
<tbody>
<tr>
<td>LPN</td>
<td>105</td>
<td>8</td>
<td>8%</td>
</tr>
<tr>
<td>Hostos</td>
<td>15</td>
<td>2</td>
<td>13%</td>
</tr>
<tr>
<td>LaGuardia</td>
<td>68</td>
<td>2</td>
<td>3%</td>
</tr>
<tr>
<td>Medgar Evers</td>
<td>22</td>
<td>4</td>
<td>18%</td>
</tr>
<tr>
<td>AAS</td>
<td>881</td>
<td>85</td>
<td>10%</td>
</tr>
<tr>
<td>BMCC</td>
<td>152</td>
<td>26</td>
<td>17%</td>
</tr>
<tr>
<td>Bronx</td>
<td>54</td>
<td>13</td>
<td>24%</td>
</tr>
<tr>
<td>Hostos</td>
<td>47</td>
<td>3</td>
<td>6%</td>
</tr>
<tr>
<td>Kingsborough</td>
<td>136</td>
<td>2</td>
<td>1%</td>
</tr>
<tr>
<td>LaGuardia</td>
<td>114</td>
<td>9</td>
<td>8%</td>
</tr>
<tr>
<td>Medgar Evers</td>
<td>65</td>
<td>6</td>
<td>9%</td>
</tr>
<tr>
<td>NYCCT</td>
<td>96</td>
<td>2</td>
<td>2%</td>
</tr>
<tr>
<td>Queensborough</td>
<td>86</td>
<td>8</td>
<td>9%</td>
</tr>
<tr>
<td>Staten Island</td>
<td>131</td>
<td>16</td>
<td>12%</td>
</tr>
<tr>
<td>Generic BS</td>
<td>191</td>
<td>13</td>
<td>7%</td>
</tr>
<tr>
<td>Hunter</td>
<td>124</td>
<td>8</td>
<td>6%</td>
</tr>
<tr>
<td>Lehman</td>
<td>67</td>
<td>5</td>
<td>7%</td>
</tr>
<tr>
<td>RN to BS Completion</td>
<td>667</td>
<td>116</td>
<td>17%</td>
</tr>
<tr>
<td>Hunter</td>
<td>61</td>
<td>3</td>
<td>5%</td>
</tr>
<tr>
<td>Lehman</td>
<td>200</td>
<td>76</td>
<td>38%</td>
</tr>
<tr>
<td>Medgar Evers</td>
<td>87</td>
<td>14</td>
<td>16%</td>
</tr>
<tr>
<td>NYCCT</td>
<td>148</td>
<td>10</td>
<td>7%</td>
</tr>
<tr>
<td>Staten Island</td>
<td>122</td>
<td>7</td>
<td>6%</td>
</tr>
<tr>
<td>York</td>
<td>49</td>
<td>6</td>
<td>12%</td>
</tr>
<tr>
<td>MS</td>
<td>244</td>
<td>19</td>
<td>8%</td>
</tr>
<tr>
<td>Hunter</td>
<td>112</td>
<td>7</td>
<td>6%</td>
</tr>
<tr>
<td>Lehman</td>
<td>120</td>
<td>11</td>
<td>9%</td>
</tr>
<tr>
<td>Staten Island</td>
<td>12</td>
<td>1</td>
<td>8%</td>
</tr>
</tbody>
</table>

SOURCE: CUNY Institutional Research Database (IRDB) and 1199SEIU National Benefit Fund Database
Over the last five years, across all CUNY nursing programs, 1199SEIU graduates were more likely than other CUNY graduates to have been older and to have been Black and less likely to have been Asian.

Table 6. Demographics of CUNY Nursing Graduates who were 1199SEIU members during the academic year of graduation, by degree program, 2009-10 through 2013-14

<table>
<thead>
<tr>
<th></th>
<th>LPN</th>
<th>AAS</th>
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<th>RN to BS Completion</th>
<th>MS</th>
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<td>Other 1199</td>
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</tr>
<tr>
<td>Men</td>
<td>15%</td>
<td>17%</td>
<td>19%</td>
<td>17%</td>
<td>15%</td>
</tr>
<tr>
<td>Women</td>
<td>85%</td>
<td>83%</td>
<td>81%</td>
<td>83%</td>
<td>85%</td>
</tr>
<tr>
<td>American Indian / Native American</td>
<td>0.3%</td>
<td>0%</td>
<td>0.2%</td>
<td>0.1%</td>
<td>0.1%</td>
</tr>
<tr>
<td>Asian / Pacific Islander</td>
<td>30%</td>
<td>10%</td>
<td>19%</td>
<td>33%</td>
<td>24%</td>
</tr>
<tr>
<td>Black</td>
<td>40%</td>
<td>72%</td>
<td>29%</td>
<td>19%</td>
<td>19%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>15%</td>
<td>12%</td>
<td>13%</td>
<td>16%</td>
<td>16%</td>
</tr>
<tr>
<td>White</td>
<td>14%</td>
<td>6%</td>
<td>38%</td>
<td>32%</td>
<td>32%</td>
</tr>
<tr>
<td>Average Age</td>
<td>33.3</td>
<td>38.5</td>
<td>32.0</td>
<td>27.9</td>
<td>39.3</td>
</tr>
</tbody>
</table>

SOURCE: CUNY Institutional Research Database (IRDB) and 1199SEIU National Benefit Fund Database

1199SEIU Nursing Graduates and Union Membership

In a 2013 survey of CUNY AAS nursing graduates, 26% of 1199SEIU nurse graduates were still represented by Local 1199 when they were subsequently employed as nurses (Ebenstein, Dale, Thompson, et al., 2013).

An analysis of NBF data is consistent with this finding. In recent years, 22-28% of 1199SEIU AAS nurse graduates were still represented by Local 1199 three years after graduation. In comparison, 61-69% of 1199SEIU associate Liberal Arts graduates were still represented by Local 1199 three years after graduation.
Figure 5. Percentage of 1199 CUNY Associate Graduates Still in 1199, Three Years After Graduation, 2000-01 through 2009-10

1199SEIU Graduates in Degrees Other Than Nursing

In 2013-14, 1199SEIU members were awarded 288 associate degrees. Almost 30% of these were in nursing. 1199SEIU graduates were also well represented in the fields of allied health and human services. Also, 36% received degrees in “pre-baccalaureate Liberal Arts.”

In 2013-14, 1199SEIU members were awarded 399 baccalaureate degrees. Over 32% of these were in nursing. Other popular degrees among 1199SEIU baccalaureate graduates were psychology at 13% and healthcare or business administration at 12%.

University-wide, at the master’s level, the most popular programs for 1199SEIU members were nursing at 26%, social work, public administration, public health, labor and industrial relations and health education in 2013-14.
Table 7. CUNY Associate graduates who were 1199SEIU members during the academic year of graduation, by consolidated NYSED taxonomy, 2013-2014

<table>
<thead>
<tr>
<th>Program</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Liberal Arts, General Pre-baccalaureate Liberal Arts</td>
<td>104</td>
</tr>
<tr>
<td>Nursing - R.N. College Programs</td>
<td>85</td>
</tr>
<tr>
<td>Community, Human Service, and Health Services Related Technologies</td>
<td>24</td>
</tr>
<tr>
<td>Police, Law Enforcement, Corrections Technologies</td>
<td>10</td>
</tr>
<tr>
<td>Food Service Technologies</td>
<td>9</td>
</tr>
<tr>
<td>Education Technologies (Teacher Aid or Two-year Teacher Training Programs)</td>
<td>8</td>
</tr>
<tr>
<td>Marketing, Distribution, Purchasing, Business and Industrial Management Technologies</td>
<td>8</td>
</tr>
<tr>
<td>Radiologic Technologies (X-ray, etc.)</td>
<td>7</td>
</tr>
<tr>
<td>Accounting Technologies</td>
<td>6</td>
</tr>
<tr>
<td>Medical or Biological Laboratory Assistant Technologies</td>
<td>4</td>
</tr>
<tr>
<td>Psychiatric Technologies (including Mental Health Aide Program)</td>
<td>4</td>
</tr>
<tr>
<td>Public Service Technologies, General</td>
<td>4</td>
</tr>
<tr>
<td>Other</td>
<td>15</td>
</tr>
</tbody>
</table>

SOURCE: CUNY Institutional Research Database (IRDB) and 1199SEIU National Benefit Fund Database

Table 8. CUNY Bachelor's graduates who were 1199SEIU members during the academic year of graduation, by consolidated NYSED taxonomy, 2013-2014

<table>
<thead>
<tr>
<th>Program</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nursing (Baccalaureate and Higher)</td>
<td>129</td>
</tr>
<tr>
<td>Psychology</td>
<td>51</td>
</tr>
<tr>
<td>Hospital and Health Care Administration</td>
<td>29</td>
</tr>
<tr>
<td>Social Work, Community, and Helping Services</td>
<td>20</td>
</tr>
<tr>
<td>Business Management and Administration</td>
<td>17</td>
</tr>
<tr>
<td>Health Education</td>
<td>12</td>
</tr>
<tr>
<td>Biology, General</td>
<td>11</td>
</tr>
<tr>
<td>Police Law Enforcement and Correction</td>
<td>10</td>
</tr>
<tr>
<td>Sociology</td>
<td>10</td>
</tr>
<tr>
<td>Medical Laboratory Technologies (Baccalaureate and Higher)</td>
<td>8</td>
</tr>
<tr>
<td>Anthropology</td>
<td>5</td>
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<tr>
<td>Accounting</td>
<td>4</td>
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<tr>
<td>Economics</td>
<td>4</td>
</tr>
<tr>
<td>English, General</td>
<td>4</td>
</tr>
<tr>
<td>Foods and Nutrition (Includes Dietetics)</td>
<td>4</td>
</tr>
<tr>
<td>Other (Chemistry, Cinemotography, Communications, Mathematics, etc.)</td>
<td>71</td>
</tr>
</tbody>
</table>

SOURCE: CUNY Institutional Research Database (IRDB) and 1199SEIU National Benefit Fund Database
Table 9. CUNY Master’s graduates who were 1199SEIU members during the academic year of graduation, by consolidated NYSED taxonomy, 2013-2014

<table>
<thead>
<tr>
<th>Program</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nursing (Baccalaureate and Higher) - R.N. Required for Admission</td>
<td>19</td>
</tr>
<tr>
<td>Public Administration</td>
<td>6</td>
</tr>
<tr>
<td>Public Health</td>
<td>6</td>
</tr>
<tr>
<td>Social Work and Helping Services (Other than Clinical Social Work)</td>
<td>6</td>
</tr>
<tr>
<td>Labor and Industrial Relations</td>
<td>6</td>
</tr>
<tr>
<td>Health Education (Includes Family Life Education)</td>
<td>5</td>
</tr>
<tr>
<td>Elementary Education, General</td>
<td>3</td>
</tr>
<tr>
<td>Foods and Nutrition (Includes Dietetics)</td>
<td>3</td>
</tr>
<tr>
<td>Special Education, General</td>
<td>3</td>
</tr>
<tr>
<td>Other</td>
<td>16</td>
</tr>
</tbody>
</table>

SOURCE: CUNY Institutional Research Database (IRDB) and 1199SEIU National Benefit Fund Database

The data suggest that TUF and CUNY interventions that target 1199SEIU AAS “pre-baccalaureate liberal arts” graduates and facilitate their seamless transition into bachelor’s programs, especially in the favored disciplines of psychology and health care administration, would support the professional development and academic progression of 1199SEIU members at CUNY.

Also, due to “credential creep,” facilitating the timely academic progression of 1199SEIU AAS graduates in many health professions including nursing, radiologic technology, medical laboratory technology, physical therapy assistant, occupational therapy assistant and respiratory therapy assistant into health-related bachelor’s programs should be a priority.

The wide range of degrees awarded at the bachelor’s level speaks to the broad range of academic and career goals of individual 1199SEIU members at CUNY. They graduated in Biology, Anthropology, Accounting, Economics, English, Chemistry, Cinematography, Mathematics, Information Systems and other fields of study in the sciences, social sciences and humanities. Opportunities for career advancement within the healthcare industry for motivated and talented 1199SEIU members graduating in non-health related disciplines should be expanded.
CUNY Credits Earned by Current 1199 Members Who Have Not Earned a CUNY Degree

Of the 137,427 union members covered by the NBF as of September 1, 2014, 18,100 or 13% have ever attended CUNY but did not earn a CUNY degree and were not enrolled in CUNY in 2013-14. Some may have earned a degree at a non-CUNY college.

Figure 6. Total number of CUNY credits earned by members of 1199SEIU as of September 2014 who had ever attended CUNY but have not earned a CUNY degree nor are currently enrolled.

The data suggest that a special effort should be initiated by TUF and CUNY to reach out to members who have earned a significant number of credits but do not have a degree. Several adult degree program options, such as the Adult Degree Program at Lehman College and the online degree completion programs offered through the CUNY School of Professional Studies, would be appropriate for many of these members.
Concluding Comments

Organized labor, the healthcare industry and CUNY are working closely together to enhance academic and career opportunities for represented workers. The academic progression and career advancement of incumbent workers is a dynamic element in the transformation of the healthcare workforce as part of the Affordable Care Act and the NYS Medicaid Redesign. The longstanding partnership between CUNY and United 1199SEIU Healthcare Workers East serves as a national model. The matching of the NBF database with CUNY’s IRDB provides an objective way to measure the progress of the collaboration, and to identify additional priority areas that can further support union members at CUNY.

References


Milkman, R. and Luce, S. The State of the Unions 2015, Murphy Institute, 2015.