

Quarterly Report on Employee Diversity

Office of Human Resources Management

April, 2017

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This report updates
CUNY staff data
previously
discussed in
October 2016

- October 2016 Staff Report (based on 2015 AA Plans)
- January 2017 Faculty Report (based on 2015 AA Plans)
- April 2017 Staff Report (based on 2016 AA Plans)

Additionally, for this report, some summary data will be presented with an effective date of February 1, 2017



Overview of Affirmative Action Planning

Objectives

- Achieve representation of protected groups aligned with labor market availability:
 - Goals represent the hiring / promotion rate to meet or exceed
 - Goals are neither quotas nor limitations
- Assess impact of past programs to identify future programs such as:
 - Expanded recruitment outreach including strategic relationships with outside organizations
 - Career development of incumbent staff
 - Analysis of jobs and selection methods

The Annual Affirmative Action Plan (AAP)

- Reported as per US Department of Labor's Office of Federal Contract Compliance Programs ("OFCCP")
 - Includes gender, race/ethnicity, veteran status, and disability status
 - Covers recruiting, hiring, promotion, and separation events
 - Separate plans with prescribed sections, as per federal mandates
 - Females and Minorities (as per Executive Order 11246)
 - Veterans (as per VEVRAA)
 - Individuals with Disabilities (as per Section 503 of the Rehabilitation Act)
 - A separate plan is prepared for Italian Americans as per settlement agreements
- Content
 - Demographic data on employees and job applicants, organized by groups of similar jobs
 - Discussion of underutilization as compared with the workforce
 - Evaluation of past practices and programs
 - Goal-setting for addressing underutilization

In the Affirmative Action Plan, each campus develops and assesses “action-oriented programs”

- Programs may cover:
 - Employee Training
 - Search Committee Training
 - Activities to Promote a Positive Climate
 - Diversity Committees
 - Targeted Recruiting and Advertising
 - Mentoring and Career Development
- There is a required self-assessment component

Additionally, we survey employees to assess climate and potential barriers to success

- Results of the May, 2016 recruiting survey were reported in the October 2016 report; the survey will be repeated this Spring
 - Recruiting metrics
 - Decision criteria
 - Impressions of service
 - Can be analyzed by demographic groupings
- Most colleges conduct exit surveys of separating employees
- The Chancellor's Committee on University Climate is conducting focus groups with students, faculty and staff system-wide

The process is designed to incorporate Presidential accountability

- In the Performance Management Plan, questions A.9 addresses: “Increase the proportion of full-time faculty from underrepresented groups”
<http://www2.cuny.edu/about/administration/chancellor/office/performance-management/>
- Additional goals may be assigned at the college level
- College Presidents approve and sign Affirmative Action Plans
- Colleges also report annually on complaints and outcomes



Categories and Groupings Used in the Affirmative Action Plans

Protected Classes in the Affirmative Action Plans

- Females
- Veterans
- Individuals with Disabilities
- Federally-designated minorities, identified as:
 - Asian (includes Hawaiian and Other Pacific Islander)
 - Black/African American
 - Hispanic/Latino
 - Total Minority (all the above, plus Native American and “Two or More Races”)
- Italian Americans are a protected group at CUNY and a separate report is prepared as the federal requirement is to roll up all groups to the federal categories

Italian Americans are a protected group at CUNY

- Protected status established by Chancellor Robert Kibbee in 1976
- Settlement agreements of 1994 and 1999 define conditions including:
 - Identify extent of Italian Americans in CUNY workforce; conduct utilization analysis; take appropriate actions to address underrepresentation
 - Prepare annual Italian American Affirmative Action Plan at the college level
 - Convene an Expert Panel every five years to review progress
- The most recent Expert Panel (2014) recommended regular meetings and coordinated outreach with representatives of the CUNY community

Self-Identification is a basic building block of our review

- Of 19,467 full-time employed personnel (faculty and staff):
 - 19,467 100.0% have identified a gender
 - 19,455 99.9% have identified an ethnicity
 - 12,300 64.0% have answered the veteran status question
 - 1,189 7.0% have answered the disability question
- These ratios are essentially unchanged from the last report.
- Employers must canvas employees every three years; our last canvas was July, 2015. We expect to canvas again before for the end of the current semester.
- Our next review of candidate data, which requires extensive effort, will take place over the summer.

CUNY's major job categories

Category	Comprised of	Full Time Employees as of 2/1/17	Percent of Total Full Time Employees
Executive/Admin/Managerial	Executive Compensation Plan; Senior Administrators, Classified Managerial, Senior Researchers	2,896	14.88%
Faculty*	Professoriate, Lecturers, Instructors	7,650	39.30%
Professional Non-Faculty	Administrative Professionals (Classified and Non-Classified)	2,636	13.54%
Secretarial/Clerical	Classified Clerical Personnel	1,804	9.27%
Service Maintenance Workers	Classified Facilities and Security Personnel	2,152	11.05%
Skilled Crafts	Classified Skilled Trades Personnel	758	3.89%
Technical/Paraprofessional	Laboratory Staff; Classified IT, Broadcasting, and similar personnel	1,571	13.54%
Grand Total		19,467	100.00%
Total Staff (reviewed in this report)		11,810	61.00%

* Faculty matters are covered in separate reports..

Categories are divided into Affirmative Action Units (AAU) with comparable requirements and conditions of employment

Affirmative Action Units/Job Groups (Staff)

Executive-Managerial-Administrative	Administration 1: Executive	Managerial: Admin Superintendent
	Administration 2: Admin Managers	Managerial: Chief Admin Super.
	Administration 5: Senior Engineer/Architect	Managerial: Computer Manager
	Managerial: Security Director	
Professional Non-Faculty	Accountant	
	Administration 3: Administrative Professional	
	Disability Accommodation Specialist	
	Nurse	
Secretarial-Clerical	CUNY Administrative Assistant	
	CUNY Office Assistant	
	Mail Message Services Worker	
Skilled Trades-Crafts	Skilled Trades-Non-Supervisory	
	Skilled Trades-Supervisory	
Service - Maintenance	Basic Crafts-Buildings and Grounds	Campus Public Safety Sergeant
	Campus Peace/Security Officer Level One	Custodial Assistant
	Campus Peace Officer Level Two	Custodial Supervisor
Technical - Paraprofessional	Accountant Assistant	Engineer Technician
	Administration 4: Laboratory Technician	Media/Print Shop
	Broadcasting / Media	
	Computer Specialist	



Labor Market Availability

Labor Market
Availability is a key
benchmark to
review progress
and create plans

Federal guidance (CFR 60-2.14 on Affirmative Action Planning):

“Availability is an estimate of the number of qualified minorities or women available for employment in a given job group, expressed as a percentage of all qualified persons available for employment in the job group. The purpose...is to establish a benchmark against which the demographic composition of the contractors incumbent workforce can be compared in order to determine whether barriers to equal employment opportunity may exist within particular job groups.”

Two factors are required to determine availability

- Percentage of minorities or women with requisite skills in the reasonable recruitment area. The reasonable recruitment area is defined as the geographical area from which the contractor usually seeks or reasonably could seek workers to fill the positions in question.
- The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. Trainable refers to those employees within the contractor's organization who could, with appropriate training which the contractor is reasonably able to provide, become promotable or transferable.

Availability is
further defined by
geographic region

- Define “reasonable recruitment market” in one of three ways:
 - National
 - Regional – Four State (NY, NJ, PA, CT)
 - Local (New York City area)
- Calculate a blended rate where needed
 - For example, 80% national and 20% regional
- Geographic focus varies by job group and is listed in the detailed sections of the report

Required Methodology

- Must use most current and discrete statistical information available, such as census data, data from job services, and data from training institutions
- May not draw the recruitment area or define the internal labor pool so that minorities or women are excluded
- Where a job group includes titles with varying availability rates, a composite figure must be calculated by using a weighted blended rate
- For CUNY, a consistent approach has permitted year-to-year and long range comparisons

CUNY's data sources for availability

- Earned Degrees Conferred (2011-2012) from the U.S. Dept. of Education for titles with degree requirements
 - For faculty, organized into academic programs/generic categories of similar disciplines, based on the Classification of Instructional Programs (CIP) compiled by the National Center for Education Statistics
- Occupations selected from the American Community Survey of the US Census (2007-2011), particularly for Classified titles
- For promotional titles, or titles with an internal candidate pool, a survey of qualified employees
- Factors for each job group are listed in the detailed sections of the report

Example: Administration 1 Job Group (Executives)

- Federal Plan: availability is a blended rate of our estimate of internal/external sources of candidates:
 - 40% Earned Degrees Conferred, National Level – Ph.D., Masters, Bachelors (2011-2012)
 - 60% Promotable, Transferable, Trainable Employees at lower titles (for CUNY, HEO series employees, mostly in the Administration 2 group)
- Italian American Plan: as per agreement, uses the American Community Survey for those who hold the requisite degrees who identify Italian American as their primary ancestry, plus 50% of those who identify Italian American as their second ancestry.
- Resulting availability:

• Female	49.5%
• Total Minority	28.6%
• Asian	8.2%
• Black/African American	10.9%
• Hispanic/Latino	8.6%
• Italian American	16.0%
- For Individuals with Disabilities, there is a recommended benchmark of 7.0% for all groups, based on a federal estimate

We establish goals
by comparing
*Labor Market
Availability* and
Utilization (CUNY
employment)

- Utilization is the percentage of a given protected class within each Affirmative Action Unit
- For Females and Minorities, utilization is evaluated, and goals are established, at the College level for each Affirmative Action Unit
- For Individuals with Disabilities, utilization is also evaluated by Affirmative Action Unit, but compared with an overall federal benchmark of 7%
- For Veterans, there is no utilization benchmark, but there is a hiring rate benchmark of 6.9% (i.e., 6.9% of new hires should be Veterans)



Diversity Recruitment Policy and Components of a Successful Search Process

Diversity Recruitment Policy

CUNY provides all members of its community the opportunity to interact with highly qualified, respected colleagues from the widest possible range of backgrounds. This includes having women, people of color, veterans, and people with disabilities adequately represented as members of the faculty and staff. Various CUNY and College Affirmative Action and diversity programs call for broad outreach and proactive recruitment campaigns to attract members of protected groups and provide equal employment opportunity for all candidates.

Recruiting and retaining a highly-qualified faculty and staff is critical. The skills, expertise, and dedication of our faculty and staff are key to CUNY's success. Recruiting alone is not sufficient to assure a high-quality, diverse faculty. CUNY must take proactive steps to develop and retain faculty and staff and to create an inclusive climate that demonstrates respect for individual differences.

An effective Search Committee is the most critical element in successful hiring. One of the benefits of the committee process is the input from a diverse group. The decisions of a group representing different experiences, backgrounds, and attitudes can make more effective decisions that are less influenced by unconscious or unverified assumptions. The Search Committee process lends credibility to hiring decisions and helps assure a smooth transition for the new colleague.

CUNY's reputation is impacted by candidates' experiences. Today's media allow for broad distribution of our job postings; they also enable candidates to share their observations, positive or negative, with others. Additionally, highly-qualified candidates may base the decision to take a job with CUNY partially on their experience during the search process, and even if not selected, a candidate might be a fit for another position in the future.

Hiring practices use valuable resources and we have an obligation to have both an effective and efficient process. Over the course of a year, CUNY conducts hundreds of searches for faculty, executives, administrators, and support staff. Vacancies can be advertised widely, sometimes at substantial cost. Search Committees are composed of professionals for whom recruiting is only one of many commitments.

Therefore, it is the intent of this policy to outline the basic requirements of an effective recruitment and selection process and to empower those responsible to both create an environment where effective practices can be pursued and correction actions taken when practices are not achieving expected results.

The annual Affirmative Action Plan is the vehicle by which CUNY evaluates its progress in meeting diversity goals. However, in practice those responsible must evaluate their efforts continuously.

Components of a Successful Search Process in Support of Diversity

The components listed below are based upon federal, state, and local compliance requirements as well as best practices in diversity, particularly in Higher Education. CUNY's Office of Recruitment and Diversity will provide detailed requirements and training, which may be periodically updated.

- **Delineating Roles and Responsibilities**

The Chief Diversity Officer oversees the recruitment and selection process, reporting to the President. He/she must not only monitor activities of individual searches but maintain information on overall progress in meeting hiring needs and Affirmative Action goals. The Chief Diversity Officer requires not only the training and expertise to manage a successful diversity program, but he/she requires sufficient time and support to implement it. It is incumbent upon the President to provide such conditions in order to execute an effective diversity program.

- **Conducting Job Reviews**

There will be a review process to assure that job descriptions, individual job postings, and other materials do not contain language and/or requirements that could be interpreted as limiting the diversity of the applicant pool. This review should encompass job duties, qualification requirements, physical requirements, and candidate instructions for applying.

- **Developing Recruitment Plans**

Every search will have a Recruitment Plan that takes into account underutilization and identifies methods of proactive outreach. The Plan should be tailored to the specific search and should go beyond routine advertising programs. The plan should be documented and approved by the Chief Diversity Officer.

- **Selecting, Preparing, and Supporting an Effective Search Committee**

Search Committee members should be selected with consideration for their contribution to furthering diversity goals and their ability to conduct an inclusive, collaborative search process. They are required to have training on CUNY policies, selection practices, and issues related to potential bias in the recruitment process. They will consult with the Chief Diversity Officer and/or others as designated.

- **Cultivating a Diverse Candidate Pool**

The Chief Diversity Officer verifies that outreach identified in the Recruitment Plan takes place. In addition, outreach should include actions to foster an overall inclusive climate. The Chief Diversity Officer must review and certify candidate pools and may extend and/or revise search activities where there is a potential for adverse impact.

- **Developing and Applying Relevant and Equitable Selection Criteria**

Selection criteria must directly reflect job requirements. The Chief Diversity Officer must monitor selection criteria for potential unintentional bias. Search Committee members must apply selection criteria fairly across the applicant pool.

- **Managing a Respectful and Inclusive Process**

Examples of a respectful process include: application requirements should not be burdensome; accommodations should meet the needs of Individuals with Disabilities; candidates' needs should be taken into consideration when scheduling interviews and meetings; considerations given to some candidates, such as expense reimbursement, should be available to all candidates. Candidates will receive notices as may be required by CUNY and/or regulatory bodies. The process should not be subject to preventable delays and candidates are to be kept informed of status decisions.

- **Reviewing Selections and Outcomes**

The college will practice oversight throughout the entire process, especially in the pre-offer hiring stage, to assure all have followed effective recruitment practices in support of diversity. While the ultimate responsibility lies with the President, successful hiring programs require the active commitment and collaboration of Search Committee members, hiring managers, Human Resources departments, review bodies such as the P&B Committees, and the Chief Diversity Officer.

- **Additional Considerations for Faculty Searches**

To underscore the University's commitment to diversity, we need to support and augment current programming while undertaking new initiatives that broaden outreach to underrepresented groups and promote retention and advancement of CUNY faculty, students, and staff. Such efforts also bring stature to the University and demonstrate an active commitment to diversity. These include: partnerships with foundations, HBCUs, HSIs, and regional colleges which can provide highly qualified, diverse candidates; social media and advertising strategies, including outreach campaigns; Use of Diversity Strategists and other methods to provide active leadership throughout the process; and taking advantage of opportunities to establish named chairs, hire Diversity Scholars in Residence, and manage Postdoctoral Fellowship Programs.

- **Evaluating and Reporting on Effectiveness**

The Chief Diversity Officer assures that records are maintained by which CUNY can evaluate its practices and outcomes. Information includes, but is not limited to: certification that the search met requirements to promote diversity goals; effectiveness of outreach activities; verification that candidate dispositions are noted in system(s) of record; and proof that justifications for decisions and for terms of employment offers (including salary decisions) have been documented and approved. The Chief Diversity Officer will acquire the expertise and resources to effectively collect and analyze data on candidate pools, outcomes, and other measures of effectiveness; for example, to conduct an Adverse Impact Analysis. The Chief Diversity Officer is required as part of Affirmative Action Planning to conduct a self-audit of the effectiveness of outreach and selection methods, and where necessary, adjust these methods. The results of the self-audit are to be discussed in the annual Affirmative Action Plan. The Chief Diversity Officer will meet with the President on an ongoing basis to review the effectiveness of the hiring programs. The President is ultimately responsible for implementing corrective actions where there are areas of risk.

January 3, 2017 (Updated March, 2017)
University Dean Arlene Torres
Anne Chamberlain, Talent Acquisition

CUNY Staff Data Book



Content and Data Notes

- Contains:
 - University-wide overview
 - Overview of System Office/Central Office
 - College-level detail by Job Category and Affirmative Action Unit
 - Detail on Veterans and Individuals with Disabilities
- Data Provided:
 - Title listing
 - Full-time employment summary (as of February 1, 2017)
 - Sources for labor market availability
 - Utilization of Females and Minorities as of the July 1, 2016 Affirmative Action Plan date
 - Underutilization indicator (shaded cells)
 - Comparison with 2015 data as presented in the October 2016 report
- Calculations from each College's individual Utilization Analysis Worksheets for each group were used to compile the charts in this report.
- We do not perform a utilization analysis when there are fewer than five incumbents in a job group.

University-wide Summaries

Consolidated Profiles



University-Wide Summary

Contents and Notes

- This section contains a comparison of CUNY Utilization to Labor Market Availability by Affirmative Action Unit. Each College prepares these materials separately and this view is a general summary only based on data available as of February 1, 2017.
- Utilization is the percentage of a given protected group in the workforce.
- **Cells are shaded when utilization is lower than the general labor market for similar positions by the equivalent of one full-time equivalent employee or greater.**
- No analyses are performed for groups where no College meets the minimum staffing threshold of five employees.

**University Staffing Summary - Other Than Faculty
Data as of February 1, 2017**

Utilization is the percentage of a given protected class within a job group. Cells are shaded when CUNY Utilization is lower than that of the Labor Market for similar positions by the equivalent of one full-time employee or greater. Job groups with fewer than five staff have insufficient numbers for analysis and are marked as "NA". Any comparisons for individuals with Disabilities are based on a national benchmark of 7.0% which does not represent the actual labor market.

For 2016, the Graduate Center and Macaulay Honors College are combined but other Graduate Center programs are presented separately. For 2016, the CUNY School of Medicine did not have sufficient staffing to allow for an Affirmative Action Plan.

Indicators of underutilization are hypothetical as each college prepares its own Affirmative Action Plan which is not rolled up to a University-wide level. In comparing results with the 2015 Affirmative Action Plan, green arrows represent areas where underutilization would no longer exist on a University-wide level; red arrows represent areas with newly-reported underutilization.

Category	Group/Affirmative Action Unit	Total Staff	Female		Asian - Hawaiian - Other Pacific Islander		Black - African-American		Hispanic		Total Minority		Italian-American	
			CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability
Executive-Managerial-Administrative	Administration 1: Executive	515	47.2%	49.5%	5.2%	8.2%	17.7%	10.9%	11.1%	8.6%	35.1%	28.6%	0.1%	7.0%
	Administration 2: Administrative Manager	2,064	62.6%	58.1%	9.6%	9.9%	23.1%	18.4%	16.7%	11.7%	50.2%	40.8%	8.1%	10.2%
	Administration 5: Senior Engineer/Architect	56	30.4%	22.6%	21.4%	11.6%	14.3%	4.1%	17.9%	7.8%	53.6%	24.9%	5.4%	13.1%
	Managerial: Security Director	59	16.9%	28.4%	3.4%	7.1%	42.4%	28.1%	18.6%	29.3%	64.4%	50.0%	10.2%	12.2%
	Managerial: Admin Superintendent	43	9.3%	29.0%	9.3%	2.4%	18.6%	13.8%	23.3%	22.1%	51.2%	40.1%	9.3%	11.8%
	Managerial: Chief Admin Superintendent	14	7.1%	11.1%	14.3%	0.0%	7.1%	0.0%	0.0%	0.0%	28.6%	22.2%	28.6%	33.0%
	Managerial: Computer Manager	145	24.8%	28.5%	22.8%	15.7%	12.4%	4.3%	11.7%	5.2%	49.7%	26.6%	7.6%	15.3%
Professional Non-Faculty	Accountants	106	69.8%	82.4%	27.4%	29.4%	30.2%	26.5%	12.3%	11.8%	69.8%	70.6%	0.9%	0.0%
	Administration 3: Administrative Professional	2,513	70.5%	62.2%	10.3%	9.7%	30.5%	15.7%	24.1%	12.0%	66.4%	38.7%	4.8%	11.6%
	Disability Accommodation Specialist	10	50.0%	NA	20.0%	NA	40.0%	NA	20.0%	NA	80.0%	NA	0.0%	NA
	Nurse	7	100.0%	NA	0.0%	NA	14.3%	NA	42.9%	NA	57.1%	NA	0.0%	NA
Secretarial-Clerical	CUNY Administrative Assistant	390	95.9%	91.1%	4.4%	6.7%	29.2%	39.0%	19.0%	26.0%	53.6%	72.2%	11.3%	6.3%
	CUNY Office Assistant	1,317	88.0%	89.9%	7.7%	3.7%	38.9%	11.6%	27.6%	9.8%	76.1%	26.5%	4.9%	16.7%
	Mail Message Services Worker	97	23.7%	41.5%	3.1%	4.9%	38.1%	19.2%	40.2%	16.9%	82.5%	42.7%	4.1%	11.6%
Skilled Trades-Crafts	Skilled Trades-Non-Supervisory	704	1.3%	2.5%	4.0%	2.6%	16.5%	7.0%	17.2%	18.7%	38.1%	29.7%	9.8%	13.7%
	Skilled Trades-Supervisory	54	1.9%	0.6%	3.7%	2.8%	14.8%	8.8%	11.1%	12.0%	29.6%	24.1%	16.7%	13.4%

**University Staffing Summary - Other Than Faculty
Data as of February 1, 2017**

Utilization is the percentage of a given protected class within a job group. Cells are shaded when CUNY Utilization is lower than that of the Labor Market for similar positions by the equivalent of one full-time employee or greater. Job groups with fewer than five staff have insufficient numbers for analysis and are marked as "NA". Any comparisons for individuals with Disabilities are based on a national benchmark of 7.0% which does not represent the actual labor market.

For 2016, the Graduate Center and Macaulay Honors College are combined but other Graduate Center programs are presented separately. For 2016, the CUNY School of Medicine did not have sufficient staffing to allow for an Affirmative Action Plan.

Indicators of underutilization are hypothetical as each college prepares its own Affirmative Action Plan which is not rolled up to a University-wide level. In comparing results with the 2015 Affirmative Action Plan, green arrows represent areas where underutilization would no longer exist on a University-wide level; red arrows represent areas with newly-reported underutilization.

Category	Group/Affirmative Action Unit	Total Staff	Female		Asian - Hawaiian - Other Pacific Islander		Black - African-American		Hispanic		Total Minority		Italian-American	
			CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability
Service - Maintenance	Basic Crafts-Buildings and Grounds	49	2.0%	20.0%	8.2%	2.3%	34.7%	12.6%	20.4%	26.0%	63.3%	42.4%	8.2%	9.6%
	Campus Peace/Security Officer L1	870	25.1%	28.4%	9.0%	7.1%	56.9%	28.1%	23.9%	29.3%	90.9%	66.7%	1.0%	12.2%
	Campus Peace Officer L2	62	25.8%	22.0%	3.2%	6.8%	58.1%	55.2%	22.6%	24.3%	85.5%	86.4%	1.6%	1.8%
	Campus Public Safety Sergeant	167	24.0%	23.7%	4.2%	7.4%	47.9%	55.8%	34.1%	24.1%	86.8%	87.6%	1.8%	1.3%
	Custodial Assistant	874	34.9%	27.3%	6.1%	2.8%	41.3%	15.6%	43.9%	28.8%	91.3%	48.9%	1.1%	8.4%
	Custodial Supervisor	130	27.7%	29.0%	1.5%	2.4%	56.2%	13.8%	33.8%	22.1%	92.3%	40.0%	1.5%	11.8%
Technical - Para-professional	Accountant Assistant	100	81.0%	50.8%	17.0%	11.8%	35.0%	7.8%	20.0%	5.9%	74.0%	26.7%	4.0%	16.0%
	Administration 4: Laboratory Technician	518	36.1%	varies	17.4%	varies	18.7%	varies	19.9%	varies	56.9%	varies	5.6%	varies
	Broadcasting / Media	90	23.3%	12.9%	7.8%	2.7%	25.6%	11.3%	15.6%	8.1%	48.9%	23.8%	4.4%	17.0%
	Computer Specialist	772	30.1%	26.4%	23.6%	19.7%	21.6%	7.1%	29.3%	5.4%	75.5%	33.6%	3.9%	12.1%
	Engineer Technician	11	54.5%	NA	0.0%	NA	9.1%	NA	54.5%	NA	63.6%	NA	0.0%	NA
	Media / Print Shop	80	27.5%	28.9%	10.0%	6.5%	30.0%	9.0%	36.3%	16.6%	76.3%	33.9%	2.5%	10.4%
All Groups	Total Staff Workforce	11,817	52.4%	NA	9.9%	NA	30.7%	NA	23.6%	NA	65.3%	NA	5.8%	NA

Staffing Changes from 6/30/16 – 2/1/17

Category	Change in Staff	Percentage Change
Executive/Admin/Managerial	-167	-6%
Faculty*	+3	<1%
Professional Non-Faculty	-312	-11%
Secretarial/Clerical	+78	+5%
Service Maintenance Workers	-48	-3%
Skilled Crafts	-22	-3%
Technical/Paraprofessional	-67	-4%
Grand Total	-535	-3% (of 19,465)
Change, Staff Only	-532	-5% (of 11,810)

* Faculty matters are covered in separate reports..

System Office (Central Office)

Consolidated Profiles



System Office / Central Office

Contents

- For the System Office (Central Office), comparison of CUNY Utilization to Labor Market Availability for each major job group and affirmative action unit
- Data is based on the last Affirmative Action Plan Date of 6/30/2016
- **Cells are shaded when utilization is lower than the general labor market for similar positions by the equivalent of one full-time employee or greater.**
- Job groups with fewer than five staff have insufficient numbers for analysis. These are marked "NA".

**System Office (Central Office) Affirmative Action Plan Summary
Fall 2016 Affirmative Action Plan**

Utilization is the percentage of a given protected class within a job group. Cells are shaded when CUNY Utilization is lower than that of the Labor Market for similar positions by the equivalent of one full-time employee or greater. Job groups with fewer than five staff have insufficient numbers for analysis and are marked as "NA". Any comparisons for individuals with Disabilities are based on a national benchmark of 7.0% which does not represent the actual labor market.

Summary / Labor Market Utilization		Total Staff Reported	Female Utilization		Asian - Hawaiian - Other Pacific Isl. Utilization		Black - African American Utilization		Hispanic Utilization		Total Minority Utilization		Italian American Utilization		Individuals with Disabilities Utilization	
			Actual	Labor Market	Actual	Labor Market	Actual	Labor Market	Actual	Labor Market	Actual	Labor Market	Actual	Labor Market	Actual	Bench-mark
		1,010	53.2%	NA	13.1%	NA	23.3%	NA	15.8%	NA	55.7%	NA	7.8%	NA	2.4%	7.0%
Category	Affirmative Action Unit/Group															
Executive-Managerial-Administrative	Administration 1: Executive	88	53.4%	49.5%	3.4%	8.2%	6.8%	10.9%	8.0%	8.6%	19.3%	28.6%	15.9%	7.0%	1.1%	7.0%
	Administration 2: Managerial	265	58.9%	58.1%	10.2%	9.9%	22.6%	18.4%	12.5%	11.7%	46.0%	40.8%	8.3%	10.2%	1.1%	7.0%
	Administration 5: Senior Engineer/Architect	20	15.0%	22.6%	20.0%	11.6%	15.0%	4.1%	10.0%	7.8%	45.0%	24.9%	15.0%	13.1%	0.0%	7.0%
	Managerial: Security Director	3	NA	28.4%	NA	7.1%	NA	28.1%	NA	29.3%	NA	66.7%	NA	12.2%	NA	7.0%
	Managerial: Administrative Superintendent	3	NA	29.0%	NA	2.4%	NA	13.8%	NA	22.1%	NA	40.0%	NA	11.8%	NA	7.0%
	Managerial: Chief Administrative Superintendent	1	NA	11.1%	NA	0.0%	NA	0.0%	NA	22.2%	NA	22.2%	NA	33.3%	NA	7.0%
	Managerial: Computer Manager	82	28.0%	28.5%	22.0%	15.7%	15.9%	4.3%	4.9%	5.2%	48.8%	26.6%	9.8%	15.3%	4.9%	7.0%
Faculty	Professoriate	-	NA	54.9%	NA	8.4%	NA	9.8%	NA	6.0%	NA	25.7%	NA	5.5%	NA	7.0%
	Professoriate: Research	5	0.0%	54.9%	40.0%	8.4%	0.0%	9.8%	0.0%	6.0%	40.0%	25.7%	20.0%	5.5%	0.0%	7.0%
	Instructor	-	NA	64.6%	NA	8.2%	NA	10.2%	NA	6.9%	NA	26.6%	NA	14.7%	NA	7.0%
	Lecturer	-	NA	57.5%	NA	7.7%	NA	10.3%	NA	9.6%	NA	29.5%	NA	9.9%	NA	7.0%
Professional Non-Faculty	Accountant	4	NA	82.4%	NA	29.4%	NA	26.5%	NA	11.8%	NA	70.6%	NA	0.0%	NA	7.0%
	Administration 3: Administrative Professional	250	72.8%	62.2%	11.6%	9.7%	32.8%	15.7%	22.0%	12.0%	69.2%	38.7%	6.4%	11.6%	4.0%	7.0%
	Disability Accommodation Specialist	-	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
	Nurse	-	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Secretarial-Clerical	CUNY Administrative Assistant	10	100.0%	91.1%	10.0%	6.7%	50.0%	39.0%	10.0%	26.0%	70.0%	72.2%	0.0%	6.3%	0.0%	7.0%
	CUNY Office Assistant	41	82.9%	89.9%	14.6%	3.7%	34.1%	11.6%	19.5%	9.8%	68.3%	26.5%	9.8%	16.7%	2.4%	7.0%
	Mail Message Services Worker	14	0.0%	41.5%	0.0%	4.9%	42.9%	19.2%	21.4%	16.9%	64.3%	42.7%	14.3%	11.6%	7.1%	7.0%
Skilled Trades-Crafts	Skilled Trades-Non-Supervisory	-	NA	2.5%	NA	2.6%	NA	7.0%	NA	18.7%	NA	29.7%	NA	13.7%	NA	7.0%
	Skilled Trades-Supervisory	-	NA	0.6%	NA	2.8%	NA	8.8%	NA	12.0%	NA	24.1%	NA	13.4%	NA	7.0%
Service - Maintenance	Basic Crafts-Buildings and Grounds	1	NA	20.0%	NA	2.3%	NA	12.6%	NA	26.0%	NA	42.4%	NA	9.6%	NA	7.0%
	Campus Peace/Security Officer L1	1	NA	28.4%	NA	7.1%	NA	28.1%	NA	29.3%	NA	66.7%	NA	12.2%	NA	7.0%
	Campus Peace Officer L2	3	NA	22.0%	NA	6.8%	NA	55.2%	NA	24.3%	NA	86.4%	NA	1.8%	NA	7.0%
	Campus Public Safety Sergeant	9	22.2%	23.7%	0.0%	7.4%	22.2%	55.8%	55.6%	24.1%	77.8%	87.6%	0.0%	1.3%	0.0%	7.0%
	Custodial Assistant	3	NA	27.3%	NA	2.8%	NA	15.6%	NA	28.8%	NA	48.9%	NA	8.4%	NA	7.0%
	Custodial Supervisor	4	NA	29.0%	NA	2.4%	NA	13.8%	NA	22.1%	NA	40.0%	NA	11.8%	NA	7.0%
Technical - Paraprofessional	Accountant Assistant	2	NA	50.8%	NA	11.8%	NA	7.8%	NA	5.9%	NA	26.7%	NA	16.0%	NA	7.0%
	Administration 4: Laboratory Technician	2	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	7.0%
	Broadcasting/Media	46	26.1%	12.9%	6.5%	2.7%	26.1%	11.3%	17.4%	8.1%	50.0%	23.8%	2.2%	17.0%	0.0%	7.0%
	Computer Specialist	148	39.9%	26.4%	26.4%	19.7%	21.6%	7.1%	23.0%	5.4%	70.9%	33.6%	5.4%	12.1%	2.7%	7.0%
	Engineer Technician	1	NA	17.0%	NA	5.9%	NA	9.0%	NA	9.1%	NA	25.6%	NA	13.7%	NA	7.0%
	Media/Print Shop	4	NA	28.9%	NA	6.5%	NA	9.0%	NA	16.6%	NA	33.9%	NA	10.4%	NA	7.0%
Related Ratios used in AAP	Number of Hires	65														
	Total Number of Hires	65														
	Total Veterans Hired	1	1.5%	6.9%												
Total Individuals with Disabilities Hired	9	13.8%	7.0%													

Executive – Administrative – Managerial

Consolidated Profiles

Job Groups in this category

- Administration 1: Executive
- Administration 2: Administrative Manager
- Administration 5: Senior Engineer/Architect
- Managerial: Security Director
- Managerial: Administrative Superintendent
- Managerial: Chief Administrative Superintendent
- Managerial: Computer Manager

Note:

Not all campuses have the minimum number of employees required for analysis (5 or more); we have noted "NA" in these cases. No one CUNY campus has the required minimum number of employees in the Chief Administrative Superintendent group, and this group is not presented in the report.

Full Time Employment as of 2/1/2017

Group	Total Employees	Female	Asian	Black	Hispanic	All Other Minority	Total Minority	Italian American
Administration 1: Executive	515	243	27	91	57	6	181	68
Administration 2: Administrative Manager	2,064	1,293	199	476	345	16	1,036	167
Administration 5: Senior Engineer / Architect	56	17	12	8	10	0	30	3
Managerial: Security Director	59	10	2	25	11	0	38	6
Managerial: Admin Superintendent of Buildings and Grounds	43	4	4	8	10	0	22	4
Managerial: Chief Administrative Superintendent of Buildings and Grounds	14	1	2	1	0	1	4	4
Managerial: Computer Manager	145	36	33	18	17	4	72	11
Total	2,896	1,604	279	627	450	27	1,383	263

Labor Market Availability Factors

- US Department of Education's Postsecondary Studies Division's Earned Degrees Conferred (Ph.D., M.A., and/or B.A., depending on group)
- Promotable, Transferable, Trainable employees within contractors organization. - CUNY Survey - selected titles, service requirements and other criteria; weighted according to likelihood of an internal hire
- American Community Survey (of the US Census) – for relevant occupational categories
- Geographic Labor Market – may be National, Regional (4-State-New York-New Jersey-Pennsylvania-Connecticut), or Local (NYC Metropolitan Area)

Administration 1: Executive

515 Full-Time
Employees

Comprised of Titles

- Chancellors' Office Titles
- President / Dean of Schools - Law/Medical /Journalism/ Honors College / Professional Studies
- Senior Vice President /Vice President / Assistant Vice President
- Univ. Sr. Univ Dean/University Dean / Dean
- University Administrator / Administrator/Professional Sch. Sr. Admin.
- Associate Dean / Associate Administrator / Professional Sch. Assoc. Admin.
- Assistant Dean / Assistant Administrator / Professionals Sch. Asst Admin.
- Principal / Assistant Principal, Hunter Campus Schools

Labor Market Factors (Weighted)

- 40% Earned Degrees Conferred, National Level – Ph.D., Masters, Bachelors (2011-2012)
- 60% Promotable, Transferable, Trainable Employees at lower titles
- Labor Market Availability for Italian Americans is calculated as per settlement agreement

University Staffing Summary by Affirmative Action Unit
Fall 2016 Affirmative Action Plan

Group Administration 1: Executive

Utilization is the percentage of a given protected class within a job group. Cells are shaded when CUNY Utilization is lower than that of the Labor Market for similar positions by the equivalent of one full-time employee or greater. Job groups with fewer than five staff have insufficient numbers for analysis and are marked as "NA". Any comparisons for Individuals with Disabilities are based on a national benchmark of 7.0% which does not represent the actual labor market.

For 2016, the Graduate Center and Macaulay Honors College are combined but other Graduate Center programs are presented separately. For 2016, the CUNY School of Medicine did not have sufficient staffing to allow for an Affirmative Action Plan.

In comparing results with the 2015 Affirmative Action Plan, green arrows represent areas where underutilization was eliminated as of the 2016 Plan; red arrows represent areas with newly-reported underutilization.

	Total Staff	Female Utilization		Asian - Hawaiian - Other Pacific Isl.		Black - African American		Hispanic Utilization		Total Minority Utilization		Italian American Utilization		Individuals with Disabilities	
		CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Benchmark
Summary / Labor Market Utilization	544	48.3%	49.5%	5.0%	8.2%	16.9%	10.9%	11.6%	8.6%	34.6%	28.6%	12.3%	7.0%	1.3%	7.0%
Colleges															
Unit															
Baruch College	26	42.3%		3.8%		15.4%		0.0% ▼		19.2%		3.8%		3.8%	
Borough of Manhattan Community College	20	40.0%		15.0%		15.0%		20.0%		55.0%		10.0%		0.0%	
Bronx Community College	17	41.2%		0.0%		52.9%		17.6%		70.6%		0.0% ▼		0.0%	
Brooklyn College	33	45.5%		0.0%		24.2%		3.0%		27.3%		15.2%		3.0%	
CCNY-City College of New York	38	52.6%		2.6% ▼		21.1%		18.4%		42.1%		18.4%		2.6%	
College of Staten Island	19	47.4%		5.3% ▼		10.5%		5.3%		21.1% ▼		15.8% ▲		0.0%	
Graduate School	19	47.4%		0.0% ▼		5.3% ▼		5.3% ▼		10.5% ▼		5.3%		0.0%	
Guttman Community College	9	44.4%		0.0% ▼		11.1% ▲		0.0% ▼		22.2% ▼		22.2%		0.0%	
Hostos Community College	15	46.7%		13.3%		6.7%		60.0%		80.0%		6.7%		0.0%	
Hunter College	41	51.2%		2.4%		7.3%		9.8%		24.4%		12.2%		0.0%	
John Jay College of Criminal Justice	21	52.4%		9.5% ▲		9.5%		4.8%		23.8%		9.5%		0.0%	
Kingsborough Community College	17	35.3%		11.8%		23.5%		5.9% ▲		41.2%		29.4%		0.0%	
LaGuardia Community College	21	42.9%		4.8%		19.0%		9.5% ▲		33.3% ▲		14.3%		0.0%	
Lehman College	27	40.7%		11.1%		14.8%		18.5%		44.4%		14.8%		3.7%	
Medgar Evers College	16	50.0%		6.3%		75.0%		12.5%		93.8%		6.3%		0.0%	
New York City College of Technology	18	55.6%		16.7%		22.2%		16.7%		55.6%		5.6%		NA	
Queens College	27	40.7%		0.0% ▼		18.5%		22.2%		44.4%		7.4%		0.0%	
Queensborough Community College	22	45.5%		4.5%		4.5%		13.6%		22.7%		22.7%		4.5%	
York College	19	47.4%		0.0%		42.1%		15.8%		57.9%		10.5%		5.3%	
Other Units															
CUNY School of Journalism	4	NA		NA ▲		NA		NA		NA		NA ▲		NA	
CUNY School of Law	11	81.8%		9.1%		18.2%		0.0% ▼		27.3%		9.1%		0.0%	
CUNY School of Professional Studies	6	66.7%		0.0%		0.0% ▼		0.0% ▼		0.0% ▼		0.0%		0.0%	
CUNY School of Public Health	6	50.0%		16.7%		0.0% ▼		0.0% ▼		16.7% ▼		0.0%		0.0%	
Macaulay Honors College	4	NA		NA ▲		NA		NA		NA		NA		NA	
System Office (Central Office)	88	53.4%		3.4% ▼		6.8% ▼		8.0% ▼		19.3% ▼		15.9%		1.1%	

Administration 2: Administrative Manager

2,064 Full Time
Employees

Comprised of Titles

- Higher Education Officer
- EOC Higher Education Officer (Educational Opportunity Center)
- Higher Education Associate
- EOC Higher Education Associate
- Associate Registrar
- Research Associate (salary at or above \$80,607)

Labor Market Factors (Weighted)

- 40% Earned Degrees Conferred – Four State Region (NY, NJ, PA, CT)- Bachelors (2011-2012)
- 60% Promotable, Transferable, Trainable Employees at lower titles (Spring 2014)
- Labor Market Availability for Italian Americans is calculated as per settlement agreement

University Staffing Summary by Affirmative Action Unit
Fall 2016 Affirmative Action Plan

Group Administration 2: Managerial

Utilization is the percentage of a given protected class within a job group. Cells are shaded when CUNY Utilization is lower than that of the Labor Market for similar positions by the equivalent of one full-time employee or greater. Job groups with fewer than five staff have insufficient numbers for analysis and are marked as "NA". Any comparisons for Individuals with Disabilities are based on a national benchmark of 7.0% which does not represent the actual labor market.

For 2016, the Graduate Center and Macaulay Honors College are combined but other Graduate Center programs are presented separately. For 2016, the CUNY School of Medicine did not have sufficient staffing to allow for an Affirmative Action Plan.

In comparing results with the 2015 Affirmative Action Plan, green arrows represent areas where underutilization was eliminated as of the 2016 Plan; red arrows represent areas with newly-reported underutilization.

	Total Staff	Female Utilization		Asian - Hawaiian - Other Pacific Isl.		Black - African American		Hispanic Utilization		Total Minority Utilization		Italian American Utilization		Individuals with Disabilities	
		CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Benchmark
Summary / Labor Market Utilization	2,222	63.5%	58.1%	10.0%	9.9%	23.8%	18.4%	16.1%	11.7%	50.7%	40.8%	7.4%	10.2%	1.4%	7.0%
Colleges															
Unit															
Baruch College	140	65.0%		12.1%		15.7%		15.7%		43.6%		0.0%		2.9%	
Borough of Manhattan Community College	92	67.4%		15.2%		28.3%		13.0%		57.6%		4.3%		0.0%	
Bronx Community College	62	59.7%		11.3%		27.4%		24.2%		62.9%		4.8%		0.0%	
Brooklyn College	105	63.8%		6.7%		21.9%		12.4%		41.0%		13.3%		1.0%	
CCNY-City College of New York	145	51.7%		13.1%		29.0%		17.2%		59.3%		6.2%		0.0%	
College of Staten Island	98	66.3%		7.1%		11.2%		8.2%		27.6%		13.3%		2.0%	
Graduate School	70	68.6%		12.9%		5.7%		11.4%		31.4%		5.7%		0.0%	
Guttman Community College	32	71.9%		12.5%		21.9%		25.0%		59.4%		3.1%		0.0%	
Hostos Community College	66	62.1%		9.1%		22.7%		43.9%		75.8%		7.6%		10.6%	
Hunter College	149	57.7%		8.7%		14.1%		18.8%		42.3%		10.1%		0.0%	
John Jay College of Criminal Justice	145	70.3%		9.0%		22.8%		17.2%		49.7%		7.6%		1.4%	
Kingsborough Community College	101	72.3%		5.0%		25.7%		26.7%		57.4%		3.0%		1.0%	
LaGuardia Community College	147	61.2%		11.6%		27.9%		16.3%		56.5%		4.8%		1.4%	
Lehman College	109	56.9%		4.6%		27.5%		23.9%		56.0%		6.4%		0.9%	
Medgar Evers College	76	76.3%		7.9%		78.9%		5.3%		92.1%		0.0%		0.0%	
New York City College of Technology	64	60.9%		9.4%		34.4%		10.9%		54.7%		9.4%		NA	
Queens College	118	60.2%		14.4%		12.7%		10.2%		39.8%		19.5%		2.5%	
Queensborough Community College	87	63.2%		12.6%		16.1%		10.3%		39.1%		13.8%		1.1%	
York College	45	60.0%		11.1%		55.6%		6.7%		77.8%		0.0%		8.9%	
Other Units															
CUNY School of Journalism	12	83.3%		0.0%		16.7%		33.3%		58.3%		16.7%		0.0%	
CUNY School of Law	28	75.0%		10.7%		21.4%		14.3%		46.4%		0.0%		3.6%	
CUNY School of Professional Studies	43	76.7%		9.3%		7.0%		18.6%		39.5%		9.3%		0.0%	
CUNY School of Public Health	9	88.9%		11.1%		11.1%		22.2%		44.4%		0.0%		0.0%	
Macaulay Honors College	14	71.4%		0.0%		21.4%		14.3%		35.7%		0.0%		0.0%	
System Office (Central Office)	265	58.9%		10.2%		22.6%		12.5%		46.0%		8.3%		1.1%	

Administration 5: Senior Engineer / Architect

56 Full-Time
Employees

Comprised of Titles

- University Chief Engineer / Engineer
- University Associate Chief Engineer
- University Assistant Engineer
- University Assistant Chief Engineer
- University Assistant Chief Architect
- University Chief Architect / Architect
- Architect Assistant
- Interior Designer
- University Architectural Intern
- University Capital Projects Manager/
Project Manager

Labor Market Factors (Weighted)

- 100% American Community Survey - NY State - Engineering Managers (300); Architects, Except Naval (1300) (2007-2011)
- Labor Market Availability for Italian Americans is calculated as per settlement agreement

University Staffing Summary by Affirmative Action Unit
Fall 2016 Affirmative Action Plan

Group Administration 5: Senior Engineer/Architect

Utilization is the percentage of a given protected class within a job group. Cells are shaded when CUNY Utilization is lower than that of the Labor Market for similar positions by the equivalent of one full-time employee or greater. Job groups with fewer than five staff have insufficient numbers for analysis and are marked as "NA". Any comparisons for Individuals with Disabilities are based on a national benchmark of 7.0% which does not represent the actual labor market.

For 2016, the Graduate Center and Macaulay Honors College are combined but other Graduate Center programs are presented separately. For 2016, the CUNY School of Medicine did not have sufficient staffing to allow for an Affirmative Action Plan.

In comparing results with the 2015 Affirmative Action Plan, green arrows represent areas where underutilization was eliminated as of the 2016 Plan; red arrows represent areas with newly-reported underutilization.

	Total Staff	Female Utilization		Asian - Hawaiian - Other Pacific Isl.		Black - African American		Hispanic Utilization		Total Minority Utilization		Italian American Utilization		Individuals with Disabilities	
		CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Benchmark
Summary / Labor Market Utilization	53	26.4%	22.6%	22.6%	11.6%	9.4%	4.1%	9.4%	7.8%	50.9%	24.9%	11.3%	13.1%	0.0%	7.0%
Colleges															
Unit															
Baruch College	3	NA		NA		NA		NA		NA		NA		NA	
Borough of Manhattan Community College	0	NA		NA		NA		NA		NA		NA		NA	
Bronx Community College	0	NA		NA		NA		NA		NA		NA		NA	
Brooklyn College	5	60.0%		80.0%		0.0%		0.0%		80.0%		0.0%		0.0%	
CCNY-City College of New York	1	NA		NA		NA		NA		NA		NA		NA	
College of Staten Island	2	NA		NA		NA		NA		NA		NA		NA	
Graduate School	0	NA		NA		NA		NA		NA		NA		NA	
Guttman Community College	0	NA		NA		NA		NA		NA		NA		NA	
Hostos Community College	0	NA		NA		NA		NA		NA		NA		NA	
Hunter College	2	NA		NA		NA		NA		NA		NA		NA	
John Jay College of Criminal Justice	0	NA		NA		NA		NA		NA		NA		NA	
Kingsborough Community College	3	NA		NA		NA		NA		NA		NA		NA	
LaGuardia Community College	6	16.7%		16.7%		16.7%		33.3%		66.7%		0.0% ▼		0.0%	
Lehman College	2	NA		NA		NA		NA		NA		NA		NA	
Medgar Evers College	0	NA		NA		NA		NA		NA		NA		NA	
New York City College of Technology	2	NA		NA		NA		NA		NA		NA		NA	
Queens College	4	NA		NA		NA		NA		NA		NA ▲		NA	
Queensborough Community College	2	NA		NA		NA		NA		NA		NA		NA	
York College	1	NA		NA		NA		NA		NA		NA		NA	
Other Units															
CUNY School of Journalism	0	NA		NA		NA		NA		NA		NA		NA	
CUNY School of Law	0	NA		NA		NA		NA		NA		NA		NA	
CUNY School of Professional Studies	0	NA		NA		NA		NA		NA		NA		NA	
CUNY School of Public Health	0	NA		NA		NA		NA		NA		NA		NA	
Macaulay Honors College	0	NA		NA		NA		NA		NA		NA		NA	
System Office (Central Office)	20	15.0%		20.0%		15.0%		10.0%		45.0%		15.0%		0.0%	

Managerial: Security Director

59 Full-Time
Employees

Comprised of Titles

- University Security Director
- University Deputy Security Director
- Campus Security Director
- Campus Security Assistant Director

Labor Market Factors (Weighted)

- 100% American Community Survey - New York City - Police and Sheriff's Patrol Officers (3850) (2007-2011)
- Labor Market Availability for Italian Americans is calculated as per settlement agreement

University Staffing Summary by Affirmative Action Unit
Fall 2016 Affirmative Action Plan

Group Managerial: Security Director

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For 2016, the Graduate Center and Macaulay Honors College are combined but other Graduate Center programs are presented separately. For 2016, the CUNY School of Medicine did not have sufficient staffing to allow for an Affirmative Action Plan.

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	Total Staff	Female Utilization		Asian - Hawaiian - Other Pacific Isl.		Black - African American		Hispanic Utilization		Total Minority Utilization		Italian American Utilization		Individuals with Disabilities	
		CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Benchmark
Summary / Labor Market Utilization	57	19.3%	28.4%	1.8%	7.1%	35.1%	28.1%	8.8%	29.3%	70.2%	66.7%	7.0%	12.2%	0.0%	7.0%
Colleges	Unit														
	2	NA		NA		NA		NA		NA		NA		NA	
	5	0.0%		0.0%		60.0%		20.0%		80.0%		0.0%		0.0%	
	0	NA		NA		NA		NA		NA		NA		NA	
	6	33.3%		0.0%		83.3%		0.0%		83.3%		0.0%		0.0%	
	4	NA		NA		NA		NA		NA		NA		NA	
	5	0.0%		0.0%		0.0%		0.0%		0.0%		20.0%		0.0%	
	1	NA		NA		NA		NA		NA		NA		NA	
	1	NA		NA		NA		NA		NA		NA		NA	
	3	NA		NA		NA		NA		NA		NA		NA	
	0	NA		NA		NA		NA		NA		NA		NA	
	2	NA		NA		NA		NA		NA		NA		NA	
	2	NA		NA		NA		NA		NA		NA		NA	
	3	NA		NA		NA		NA		NA		NA		NA	
	4	NA		NA		NA		NA		NA		NA		NA	
	3	NA		NA		NA		NA		NA		NA		NA	
	4	NA		NA		NA		NA		NA		NA		NA	
	3	NA		NA		NA		NA		NA		NA		NA	
	4	NA		NA		NA		NA		NA		NA		NA	
	3	NA		NA		NA		NA		NA		NA		NA	
	2	NA		NA		NA		NA		NA		NA		NA	
	2	NA		NA		NA		NA		NA		NA		NA	
Other Units	1	NA		NA		NA		NA		NA ▲		NA		NA	
	1	NA		NA		NA		NA		NA		NA		NA	
	0	NA		NA		NA		NA		NA		NA		NA	
	0	NA		NA		NA		NA		NA		NA		NA	
	0	NA		NA		NA		NA ▲		NA ▲		NA ▲		NA	
	3	NA		NA		NA		NA		NA		NA		NA	

Managerial:

Administrative
Superintendent of
Buildings and Grounds
43 Full Time Employees

Chief Administrative
Superintendent
14 Full Time Employees

Comprised of Titles

- Administrative
Superintendent of Campus
Buildings and Grounds
- Chief Administrative
Superintendent of Campus
Buildings and Grounds

Labor Market Factors (Weighted)

- 100% American Community
Survey Four State Region (NY, NJ,
CT, PA) - First Line
Supervisor/Managers of
Housekeeping and Janitorial
Workers (4200) (2007-2011)
- Labor Market Availability for
Italian Americans is calculated as
per settlement agreement
- No campus has five or more
personnel.

University Staffing Summary by Affirmative Action Unit
Fall 2016 Affirmative Action Plan

Group **Managerial: Administrative Superintendent**

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		CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Benchmark
Summary / Labor Market Utilization	44	13.6%	29.0%	9.1%	2.4%	11.4%	13.8%	9.1%	22.1%	54.5%	40.0%	6.8%	11.8%	0.0%	7.0%
Colleges															
Unit															
Baruch College	1	NA		NA		NA		NA		NA		NA		NA	
Borough of Manhattan Community College	3	NA		NA		NA		NA		NA		NA		NA	
Bronx Community College	0	NA		NA		NA		NA		NA		NA		NA	
Brooklyn College	3	NA		NA		NA		NA		NA		NA		NA	
CCNY-City College of New York	1	NA		NA		NA		NA		NA		NA		NA	
College of Staten Island	2	NA		NA		NA		NA		NA		NA		NA	
Graduate School	1	NA		NA		NA		NA		NA		NA		NA	
Guttman Community College	0	NA		NA		NA		NA		NA		NA		NA	
Hostos Community College	1	NA		NA		NA		NA		NA		NA		NA	
Hunter College	7	14.3%		14.3%		0.0%		28.6%		42.9%		0.0%		0.0%	
John Jay College of Criminal Justice	5	40.0%		20.0%		40.0%		0.0%		60.0%		0.0%		0.0%	
Kingsborough Community College	4	NA		NA		NA		NA		NA		NA		NA	
LaGuardia Community College	2	NA		NA		NA		NA		NA		NA		NA	
Lehman College	2	NA		NA		NA		NA		NA		NA		NA	
Medgar Evers College	1	NA		NA		NA		NA		NA		NA		NA	
New York City College of Technology	1	NA		NA		NA		NA		NA		NA		NA	
Queens College	2	NA		NA		NA		NA		NA		NA		NA	
Queensborough Community College	2	NA		NA		NA		NA		NA		NA		NA	
York College	2	NA		NA		NA		NA		NA		NA		NA	
Other Units															
CUNY School of Journalism	0	NA		NA		NA		NA		NA		NA		NA	
CUNY School of Law	0	NA		NA		NA		NA		NA		NA		NA	
CUNY School of Professional Studies	1	NA		NA		NA		NA		NA		NA		NA	
CUNY School of Public Health	0	NA		NA		NA		NA		NA		NA		NA	
Macaulay Honors College	0	NA		NA		NA		NA		NA		NA		NA	
System Office (Central Office)	3	NA		NA		NA		NA		NA		NA		NA	

Managerial: Computer Manager

145 Full-Time
Employees

Comprised of Titles

- Computer Systems Manager (Classified Managerial Levels 3 - 8)
- Computer Operations Manager (Classified Managerial Levels 2 – 4)

Labor Market Factors (Weighted)

- 100% American Community Survey Four State Region (NY, NJ, CT, PA) - Computer and Information Systems Managers (1110) (2007-2011)
- Labor Market Availability for Italian Americans is calculated as per settlement agreement

University Staffing Summary by Affirmative Action Unit
Fall 2016 Affirmative Action Plan

Group **Managerial: Computer Manager**

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		CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Benchmark
Summary / Labor Market Utilization	144	22.9%	28.5%	17.4%	15.7%	14.6%	4.3%	9.0%	5.2%	50.7%	26.6%	7.6%	15.3%	2.8%	7.0%
Colleges															
Unit															
Baruch College	2	NA		NA		NA		NA		NA		NA		NA	
Borough of Manhattan Community College	2	NA		NA		NA		NA		NA		NA		NA	
Bronx Community College	3	NA		NA		NA		NA		NA		NA		NA	
Brooklyn College	4	NA		NA		NA		NA		NA		NA		NA	
CCNY-City College of New York	4	NA		NA		NA		NA		NA		NA ▲		NA	
College of Staten Island	3	NA		NA		NA		NA		NA		NA ▲		NA	
Graduate School	6	50.0%		16.7%		16.7%		16.7%		50.0%		16.7%		0.0%	
Guttman Community College	2	NA		NA		NA		NA		NA		NA		NA	
Hostos Community College	0	NA		NA		NA		NA		NA		NA		NA	
Hunter College	3	NA		NA		NA		NA		NA		NA		NA	
John Jay College of Criminal Justice	3	NA		NA		NA		NA		NA		NA		NA	
Kingsborough Community College	5	0.0%		0.0% ▼		20.0%		0.0%		20.0%		0.0% ▼		0.0%	
LaGuardia Community College	4	NA		NA		NA		NA		NA		NA		NA	
Lehman College	2	NA		NA		NA		NA		NA		NA		NA	
Medgar Evers College	2	NA		NA		NA		NA		NA		NA		NA	
New York City College of Technology	2	NA		NA		NA		NA		NA		NA		NA	
Queens College	5	20.0%		20.0%		20.0%		40.0%		80.0%		0.0%		0.0%	
Queensborough Community College	2	NA		NA		NA		NA		NA		NA		NA	
York College	3	NA		NA		NA		NA		NA		NA		NA	
Other Units															
CUNY School of Journalism	2	NA		NA		NA		NA		NA		NA		NA	
CUNY School of Law	2	NA		NA		NA		NA		NA		NA		NA	
CUNY School of Professional Studies	0	NA		NA		NA		NA		NA		NA		NA	
CUNY School of Public Health	1	NA		NA		NA		NA		NA		NA		NA	
Macaulay Honors College	0	NA		NA		NA		NA		NA		NA ▲		NA	
System Office (Central Office)	82	28.0%		22.0%		15.9%		4.9%		48.8%		9.8% ▼		4.9%	

Faculty

General Overview (Further Detail in Future Report)

Job Groups and Comment

- Faculty Title Categories:
 - Professoriate (Tenure-bearing, generally requires a Ph.D.)
 - Instructor (Master's Degree required; 5 year maximum time in title)
 - Lecturer (Bachelor's Degree required)
- We analyze faculty utilization by academic program groups assigned by the college based on its offerings and department structures
- In the Affirmative Action Plan, we also analyze progress toward tenure
- Faculty matters are presented separately, but this section is included to provide the entire University census for full-time employees

Full Time Employment as of 2/1/2017

Group	Total Employees	Female	Asian	Black	Hispanic	All Other Minority	Total Minority	Italian American
Professoriate	6,385	3,060	809	677	567	35	2,088	357
Instructor	246	156	32	26	27	2	87	6
Lecturer	1,019	544	94	212	112	4	422	56
Total	7,650	3,760	935	915	706	41	2,597	419

Labor Market Availability Factors

- Earned Degrees Conferred 2011 - 12 – Four State Region (NY, NJ, PA, CT) and Other than Four State Region, separately, for the relevant required degree and academic discipline

Professoriate

6,385 Full-Time Employees

Comprised of Titles

- Einstein and Distinguished Professor
- Professor
- Associate Professor
- Assistant Professor
- Clinical Professor
- Variations for Medical, Professional Schools, Law, and Research

Labor Market Factors (Weighted)

- 80% Earned Degrees Conferred, US Other Than Four State Region (2011-2012)
- 20% Earned Degrees Conferred, Four State Region (NY, NJ, PA, CT) (2011-2012)
- Customized to academic discipline
- Labor Market Availability for Italian Americans is calculated for the Professoriate as a group as per settlement agreement

Instructor

246 Full-Time Employees

Comprised of Titles

- Instructor
- Hunter Campus School Teachers
- Variations for Medical, Professional Schools, Law

Labor Market Factors (Weighted)

- Earned Degrees Conferred – Masters, Four State Region (NY, NJ, PA, CT), (2011-2012)
- Customized to academic discipline
- Labor Market Availability for Italian Americans is calculated for Instructors as a group as per settlement agreement

Lecturer

1,019 Full-Time Employees

Comprised of Titles

- Distinguished Lecturer
- Lecturer
- EOC Lecturer (Educational Opportunity Center)
- Lecturer Doctoral Schedule
- EOC Lecturer Doctoral Schedule
- Hunter Campus Schools Asst Teacher
- Variations for Medical, Professional Schools, Law

Labor Market Factors (Weighted)

- 50% Earned Degrees Conferred, Bachelors, Four State Region (NY, NJ, PA, CT) (2011-2012)
- 50% Earned Degrees Conferred, Bachelors, US Other Than Four State Region (2011-2012)
- Customized to academic discipline
- Labor Market Availability for Italian Americans is calculated for Lecturers as a group as per settlement agreement

Professional Non-Faculty

Consolidated Profiles

Job Groups in this category

- Accountant
- Administration 3: Administrative Professional
- Disability Accommodation Specialist
- Nurse

Note:

Not all campuses have the minimum number of employees required for analysis (5 or more); we have noted "NA" in these cases. No one CUNY campus has the required minimum number of employees in the Disability Accommodation Specialist or Nurse job groups, and these are not presented in the report.

Full Time Employment as of 2/1/2017

Group	Total Employees	Female	Asian	Black	Hispanic	All Other Minority	Total Minority	Italian American
Accountant	106	74	29	32	13	0	74	1
Administration 3: Administrative Professional	2,513	1,771	260	766	605	38	1,669	121
Disability Accommodation Specialist	10	5	2	4	2	0	8	0
Nurse	7	7	0	1	3	0	4	0
Total	2,626	1,857	291	803	623	38	1755	122

Labor Market Availability Factors

- US Department of Education's Postsecondary Studies Division's Earned Degrees Conferred (Ph.D., M.A., and/or B.A., depending on group)
- Promotable, Transferable, Trainable employees within contractors organization. - CUNY Survey - selected titles, service requirements and other criteria; weighted according to likelihood of an internal hire
- Geographic Labor Market –4-State-New York-New Jersey-Pennsylvania-Connecticut

Accountant

106 Full-Time Employees

Comprised of Titles

- Accountant (College Accountant)
- EOC Accountant (Educational Opportunity Center)
- Purchasing Agent

Labor Market Factors (Weighted)

- 100% Permanent College Accountant Assistants (i.e., eligible for promotion) (September 2013)
- Labor Market Availability for Italian Americans is calculated as per settlement agreement

University Staffing Summary by Affirmative Action Unit
Fall 2016 Affirmative Action Plan

Group Accountant

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		CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Benchmark
Summary / Labor Market Utilization	103	71.8%	82.4%	23.3%	29.4%	32.0%	26.5%	12.6%	11.8%	71.8%	70.6%	1.0%	0.0%	6.8%	7.0%
Colleges															
Unit															
Baruch College	4	NA		NA		NA ▲		NA		NA		NA ▲		NA	
Borough of Manhattan Community College	3	NA		NA		NA		NA		NA		NA		NA	
Bronx Community College	0	NA		NA		NA		NA		NA		NA		NA	
Brooklyn College	4	NA		NA ▲		NA		NA ▲		NA ▲		NA		NA	
CCNY-City College of New York	5	100.0%		20.0% ▲		60.0%		20.0%		100.0%		0.0%		20.0%	
College of Staten Island	9	88.9%		11.1%		22.2%		0.0%		33.3%		0.0%		0.0%	
Graduate School	2	NA		NA		NA		NA		NA		NA		NA	
Guttman Community College	0	NA		NA		NA		NA		NA		NA		NA	
Hostos Community College	3	NA		NA		NA		NA		NA		NA		NA	
Hunter College	17	64.7%		29.4% ▲		23.5%		11.8%		64.7%		0.0%		0.0%	
John Jay College of Criminal Justice	4	NA		NA		NA		NA		NA		NA		NA	
Kingsborough Community College	8	87.5%		12.5%		0.0%		12.5%		25.0%		12.5%		12.5%	
LaGuardia Community College	8	87.5%		12.5% ▼		50.0%		25.0%		87.5%		0.0%		37.5%	
Lehman College	6	33.3%		16.7%		50.0%		16.7%		83.3%		0.0%		0.0%	
Medgar Evers College	5	20.0%		0.0%		60.0%		40.0% ▲		100.0%		0.0%		0.0%	
New York City College of Technology	6	66.7%		33.3%		50.0%		0.0%		83.3%		0.0%		NA	
Queens College	5	80.0%		40.0%		0.0%		20.0%		60.0% ▼		0.0%		0.0%	
Queensborough Community College	4	NA		NA		NA		NA		NA		NA		NA	
York College	5	80.0%		40.0%		40.0%		0.0% ▼		80.0%		0.0%		0.0%	
Other Units															
CUNY School of Journalism	0	NA		NA		NA		NA		NA		NA		NA	
CUNY School of Law	1	NA		NA		NA		NA		NA		NA		NA	
CUNY School of Professional Studies	0	NA		NA		NA		NA		NA		NA		NA	
CUNY School of Public Health	0	NA		NA		NA		NA		NA		NA		NA	
Macaulay Honors College	0	NA		NA		NA		NA		NA		NA		NA	
System Office (Central Office)	4	NA		NA		NA		NA		NA		NA		NA	

Administration 3: Administrative Professional

2,513 Full Time
Employees

Comprised of Titles

- Higher Education Assistant/
- EOC Higher Education Assistant (Educational Opportunity Center)
- Assistant to Higher Education Officer
- EOC Asst to Higher Education Officer
- Assistant Registrar
- Research Assistant
- Research Associate – salary below \$80,607
- (Athletic) Coach (Hunter Campus Schools)

Labor Market Factors (Weighted)

- 70% Earned Degrees Conferred – Four State Region (NY, NJ, PA, CT) – Bachelors (2011-2012)
- 30% Promotable, Transferable, Trainable Employees in lower titles (Spring 2014)
- Labor Market Availability for Italian Americans is calculated as per settlement agreement

University Staffing Summary by Affirmative Action Unit
Fall 2016 Affirmative Action Plan

Group Administration 3: Administrative Professional

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		CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Benchmark
Summary / Labor Market Utilization	2,832	71.0%	62.2%	11.1%	9.7%	31.4%	15.7%	25.0%	12.0%	69.2%	38.7%	4.2%	11.6%	2.0%	7.0%
Colleges															
Unit															
Baruch College	161	70.2%		16.1%		24.2%		26.1%		66.5%		0.0%		1.9%	
Borough of Manhattan Community College	185	64.9%		13.0%		41.6%		21.1%		78.4%		1.1%		1.6%	
Bronx Community College	109	68.8%		4.6%		33.0%		38.5%		86.2%		2.8%		0.0%	
Brooklyn College	148	68.2%		12.8%		35.8%		14.9%		63.5%		9.5%		2.0%	
CCNY-City College of New York	195	59.5%		13.8%		33.3%		27.7%		74.9%		1.0%		0.5%	
College of Staten Island	92	67.4%		3.3%		6.5%		12.0%		23.9%		19.6%		4.3%	
Graduate School	90	80.0%		12.2%		30.0%		20.0%		63.3%		3.3%		2.2%	
Guttman Community College	44	84.1%		6.8%		34.1%		34.1%		75.0%		9.1%		0.0%	
Hostos Community College	117	74.4%		4.3%		29.1%		55.6%		92.3%		0.9%		4.3%	
Hunter College	213	63.8%		9.9%		20.2%		26.3%		58.7%		3.8%		0.9%	
John Jay College of Criminal Justice	153	73.9%		4.6%		30.7%		31.4%		69.3%		5.2%		0.7%	
Kingsborough Community College	121	75.2%		7.4%		36.4%		12.4%		58.7%		7.4%		3.3%	
LaGuardia Community College	197	72.6%		17.3%		26.9%		31.0%		75.6%		2.5%		1.0%	
Lehman College	116	69.0%		8.6%		22.4%		45.7%		76.7%		2.6%		2.6%	
Medgar Evers College	94	75.5%		5.3%		81.9%		5.3%		91.5%		0.0%		2.1%	
New York City College of Technology	113	73.5%		8.8%		40.7%		28.3%		77.9%		2.7%		NA	
Queens College	123	73.2%		13.8%		20.3%		13.8%		49.6%		8.9%		2.4%	
Queensborough Community College	116	73.3%		19.8%		19.0%		15.5%		54.3%		4.3%		5.2%	
York College	85	74.1%		14.1%		54.1%		16.5%		85.9%		1.2%		2.4%	
Other Units															
CUNY School of Journalism	4	NA		NA		NA		NA		NA		NA		NA	
CUNY School of Law	27	77.8%		18.5%		25.9%		14.8%		59.3%		3.7%		0.0%	
CUNY School of Professional Studies	49	79.6%		12.2%		16.3%		38.8%		67.3%		2.0%		4.1%	
CUNY School of Public Health	5	100.0%		20.0%		40.0%		40.0%		100.0%		0.0%		0.0%	
Macaulay Honors College	25	88.0%		12.0%		32.0%		4.0%		52.0%		4.0%		0.0%	
System Office (Central Office)	250	72.8%		11.6%		32.8%		22.0%		69.2%		6.4%		4.0%	

Disability
Accommodation
Specialist
10 Full Time
Employees

Nurse
7 Full-Time
Employees

Comprised of Titles

- Disability Accommodation Specialist
- Staff Nurse

Labor Market Factors (Weighted)

- No College has five or more employees in either group.

Secretarial-Clerical

Consolidated Profiles

Job Groups in this category

- CUNY Office Assistant
- CUNY Administrative Assistant
- Mail/Message Services Worker

Note:

Not all campuses have the minimum number of employees required for analysis (5 or more); we have noted "NA" in these cases

Full Time Employment as of 2/1/2017

Group	Total Employees	Female	Asian	Black	Hispanic	All Other	Total Minority	Italian American
CUNY Administrative Assistant	390	374	17	114	74	4	209	44
CUNY Office Assistant	1,317	1,159	102	512	364	24	1,002	64
Mail/Message Services Worker	97	23	3	37	39	1	80	4
Total	1,804	1,556	122	663	477	29	1,291	112

Labor Market Availability Factors

- Promotable, Transferable, Trainable employees within contractors organization. - CUNY Survey - selected titles, service requirements and other criteria; weighted according to likelihood of an internal hire
- American Community Survey (of the US Census) – for relevant occupational categories in office administration
- Geographic Labor Market – 4-State-New York-New Jersey-Pennsylvania-Connecticut, or Local

CUNY Administrative Assistant

390 Full-Time
Employees

Comprised of Titles

- CUNY Administrative Assistant

Labor Market Factors (Weighted)

- 100% Permanent CUNY Office Assistants (Levels Three and Four) (Spring 2011)
- Labor Market Availability for Italian Americans is calculated as per settlement agreement

University Staffing Summary by Affirmative Action Unit
Fall 2016 Affirmative Action Plan

Group CUNY Administrative Assistant

Utilization is the percentage of a given protected class within a job group. Cells are shaded when CUNY Utilization is lower than that of the Labor Market for similar positions by the equivalent of one full-time employee or greater. Job groups with fewer than five staff have insufficient numbers for analysis and are marked as "NA". Any comparisons for Individuals with Disabilities are based on a national benchmark of 7.0% which does not represent the actual labor market.

For 2016, the Graduate Center and Macaulay Honors College are combined but other Graduate Center programs are presented separately. For 2016, the CUNY School of Medicine did not have sufficient staffing to allow for an Affirmative Action Plan.

In comparing results with the 2015 Affirmative Action Plan, green arrows represent areas where underutilization was eliminated as of the 2016 Plan; red arrows represent areas with newly-reported underutilization.

	Total Staff	Female Utilization		Asian - Hawaiian - Other Pacific Isl.		Black - African American		Hispanic Utilization		Total Minority Utilization		Italian American Utilization		Individuals with Disabilities	
		CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Bench-mark
Summary / Labor Market Utilization	380	95.5%	91.1%	4.7%	6.7%	28.9%	39.0%	18.9%	26.0%	53.4%	72.2%	10.5%	6.3%	2.1%	7.0%
Unit															
Colleges															
Baruch College	26	84.6%		11.5%		38.5%	▲	19.2%	▼	69.2%	▼	0.0%		3.8%	
Borough of Manhattan Community College	9	100.0%		11.1%		55.6%		11.1%	▼	77.8%		11.1%		0.0%	
Bronx Community College	15	93.3%		0.0%		66.7%		13.3%	▼	80.0%		13.3%		0.0%	
Brooklyn College	36	100.0%		5.6%	▲	30.6%		8.3%		44.4%		5.6%		2.8%	
CCNY-City College of New York	22	90.9%		4.5%		45.5%		45.5%		95.5%		0.0%		0.0%	
College of Staten Island	59	100.0%		3.4%		3.4%		5.1%		11.9%		27.1%		3.4%	
Graduate School	7	85.7%		0.0%	▲	71.4%		0.0%		85.7%		0.0%		0.0%	
Guttman Community College	0	NA		NA		NA		NA		NA		NA		NA	
Hostos Community College	9	77.8%		0.0%		55.6%		33.3%		100.0%		0.0%		0.0%	
Hunter College	40	90.0%		0.0%		40.0%		37.5%		77.5%		7.5%		2.5%	
John Jay College of Criminal Justice	7	100.0%		0.0%	▲	14.3%		85.7%		100.0%		0.0%	▲	14.3%	
Kingsborough Community College	15	100.0%		0.0%		6.7%		0.0%		6.7%		26.7%		0.0%	
LaGuardia Community College	20	100.0%		15.0%		15.0%		40.0%		70.0%	▲	0.0%	▼	0.0%	
Lehman College	15	93.3%		0.0%		26.7%		53.3%		80.0%	▲	6.7%		0.0%	
Medgar Evers College	5	100.0%		20.0%		60.0%		0.0%		80.0%		0.0%		0.0%	
New York City College of Technology	14	92.9%		0.0%		64.3%		7.1%		78.6%		0.0%	▼	NA	
Queens College	26	100.0%		11.5%		0.0%		3.8%		15.4%		23.1%		7.7%	
Queensborough Community College	30	96.7%		3.3%		6.7%	▼	13.3%		23.3%		16.7%		0.0%	
York College	10	100.0%		0.0%		70.0%		0.0%		70.0%		0.0%		0.0%	
Other Units															
CUNY School of Journalism	0	NA		NA		NA	▲	NA	▲	NA	▲	NA		NA	
CUNY School of Law	5	100.0%		0.0%		20.0%	▼	20.0%		40.0%	▼	0.0%		0.0%	
CUNY School of Professional Studies	0	NA		NA		NA		NA		NA		NA		NA	
CUNY School of Public Health	0	NA		NA		NA		NA		NA		NA		NA	
Macaulay Honors College	0	NA		NA		NA		NA	▲	NA	▲	NA		NA	
System Office (Central Office)	10	100.0%		10.0%		50.0%		10.0%	▼	70.0%		0.0%	▼	0.0%	

CUNY Office Assistant

1,317 Full-Time Employees

Comprised of Titles

- CUNY Office Assistant
- Clerical Associate
- Office Aide/Secretarial Assistant (retired titles)

Labor Market Factors (Weighted)

- 100% American Community Survey – Four State Region (NY, NJ, PA, CT) - Secretaries, and Administrative Assistants (5700); Word Processors and Typists (5820); Office Administrative Support Workers, all other (5940); Office Clerks, General (5860) (2007-2011)
- Labor Market Availability for Italian Americans is calculated as per settlement agreement

University Staffing Summary by Affirmative Action Unit
Fall 2016 Affirmative Action Plan

Group CUNY Office Assistant

Utilization is the percentage of a given protected class within a job group. Cells are shaded when CUNY Utilization is lower than that of the Labor Market for similar positions by the equivalent of one full-time employee or greater. Job groups with fewer than five staff have insufficient numbers for analysis and are marked as "NA". Any comparisons for Individuals with Disabilities are based on a national benchmark of 7.0% which does not represent the actual labor market.

For 2016, the Graduate Center and Macaulay Honors College are combined but other Graduate Center programs are presented separately. For 2016, the CUNY School of Medicine did not have sufficient staffing to allow for an Affirmative Action Plan.

In comparing results with the 2015 Affirmative Action Plan, green arrows represent areas where underutilization was eliminated as of the 2016 Plan; red arrows represent areas with newly-reported underutilization.

	Total Staff	Female Utilization		Asian - Hawaiian - Other Pacific Isl.		Black - African American		Hispanic Utilization		Total Minority Utilization		Italian American Utilization		Individuals with Disabilities	
		CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Bench-mark
Summary / Labor Market Utilization	1,238	88.1%	89.9%	8.8%	3.7%	39.0%	11.6%	27.0%	9.8%	76.3%	26.5%	4.6%	16.7%	2.0%	7.0%
Colleges															
Unit															
Baruch College	70	88.6%		11.4%		34.3%		24.3%		70.0%		0.0%		4.3%	
Borough of Manhattan Community College	87	88.5%		8.0%		40.2%		37.9%		90.8%		4.6%		0.0%	
Bronx Community College	57	84.2%		1.8%		42.1%		43.9%		87.7%		1.8%		0.0%	
Brooklyn College	102	93.1%		6.9%		42.2%		8.8%	▼	58.8%		8.8%		1.0%	
CCNY-City College of New York	77	88.3%		7.8%		62.3%		24.7%		94.8%		0.0%		2.6%	
College of Staten Island	44	95.5%		0.0%		2.3%		9.1%	▲	13.6%		31.8%		4.5%	
Graduate School	17	88.2%		5.9%		47.1%		29.4%		82.4%		0.0%		0.0%	
Guttman Community College	4	NA		NA		NA		NA		NA		NA		NA	
Hostos Community College	47	93.6%		2.1%		21.3%		70.2%		95.7%		0.0%		6.4%	
Hunter College	86	84.9%		9.3%		39.5%		33.7%		86.0%		2.3%		2.3%	
John Jay College of Criminal Justice	36	91.7%		8.3%		55.6%		27.8%		91.7%		0.0%		2.8%	
Kingsborough Community College	57	87.7%		3.5%		19.3%		7.0%		31.6%		21.1%		0.0%	
LaGuardia Community College	63	85.7%		9.5%		31.7%		41.3%		82.5%		0.0%		1.6%	
Lehman College	77	83.1%		5.2%	▲	35.1%		46.8%		87.0%		5.2%		2.6%	
Medgar Evers College	35	88.6%		5.7%	▲	88.6%		0.0%		94.3%		0.0%		0.0%	
New York City College of Technology	88	87.5%		6.8%		58.0%		22.7%		88.6%		0.0%	▼	NA	
Queens College	109	89.9%		17.4%		16.5%		26.6%		60.6%		4.6%		5.5%	
Queensborough Community College	65	92.3%		16.9%		27.7%		24.6%		70.8%		3.1%		1.5%	
York College	64	82.8%		15.6%		65.6%		10.9%		96.9%		0.0%		0.0%	
Other Units															
CUNY School of Journalism	0	NA		NA		NA		NA		NA		NA	▲	NA	
CUNY School of Law	9	88.9%		11.1%		22.2%		33.3%		66.7%		0.0%	▼	0.0%	
CUNY School of Professional Studies	2	NA		NA		NA		NA		NA		NA		NA	
CUNY School of Public Health	1	NA		NA		NA		NA		NA		NA		NA	
Macaulay Honors College	0	NA		NA		NA		NA		NA		NA	▲	NA	
System Office (Central Office)	41	82.9%		14.6%		34.1%		19.5%		68.3%		9.8%	▼	2.4%	

Mail/Message Services Worker

97 Full-Time Employees

Comprised of Titles

- Mail/Message Services Worker
- EOC Mail/Message Services Worker (Educational Opportunity Center)

Labor Market Factors (Weighted)

- 100% American Community Survey – Four State Region (NY, NJ, PA, CT) - Mail Clerks/Mail Machine Operators, Except Postal Service (5850) (2007-2011)
- Labor Market Availability for Italian Americans is calculated as per settlement agreement

University Staffing Summary by Affirmative Action Unit
Fall 2016 Affirmative Action Plan

Group Mail Message Services Worker

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For 2016, the Graduate Center and Macaulay Honors College are combined but other Graduate Center programs are presented separately. For 2016, the CUNY School of Medicine did not have sufficient staffing to allow for an Affirmative Action Plan.

In comparing results with the 2015 Affirmative Action Plan, green arrows represent areas where underutilization was eliminated as of the 2016 Plan; red arrows represent areas with newly-reported underutilization.

	Total Staff	Female Utilization		Asian - Hawaiian - Other Pacific Isl.		Black - African American		Hispanic Utilization		Total Minority Utilization		Italian American Utilization		Individuals with Disabilities	
		CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Bench-mark
Summary / Labor Market Utilization	97	22.7%	41.5%	3.1%	4.9%	30.9%	19.2%	36.1%	16.9%	78.4%	42.7%	4.1%	11.6%	2.1%	7.0%
Colleges															
Unit															
Baruch College	4	NA		NA		NA		NA		NA		NA		NA	
Borough of Manhattan Community College	6	0.0%		16.7%		33.3%		50.0%		100.0%		0.0%		0.0%	
Bronx Community College	3	NA		NA		NA		NA		NA		NA		NA	
Brooklyn College	4	NA		NA		NA		NA ▲		NA		NA ▲		NA	
CCNY-City College of New York	3	NA		NA		NA		NA		NA		NA		NA	
College of Staten Island	2	NA		NA		NA		NA		NA		NA		NA	
Graduate School	5	20.0%		0.0%		40.0%		60.0%		100.0%		0.0%		0.0%	
Guttman Community College	0	NA		NA		NA		NA		NA		NA		NA	
Hostos Community College	2	NA		NA		NA		NA		NA		NA		NA	
Hunter College	9	22.2%		11.1%		22.2%		66.7%		100.0%		0.0%		0.0%	
John Jay College of Criminal Justice	6	0.0%		0.0%		16.7%		50.0%		66.7%		0.0% ▼		0.0%	
Kingsborough Community College	5	40.0%		20.0%		20.0%		0.0%		40.0%		40.0%		20.0%	
LaGuardia Community College	11	63.6%		0.0%		0.0%		63.6%		63.6%		0.0%		0.0%	
Lehman College	4	NA		NA		NA		NA		NA		NA		NA	
Medgar Evers College	5	0.0%		0.0%		80.0%		20.0%		100.0%		0.0% ▼		0.0%	
New York City College of Technology	3	NA		NA		NA		NA		NA		NA		NA	
Queens College	4	NA		NA		NA		NA		NA		NA		NA	
Queensborough Community College	3	NA		NA		NA		NA		NA		NA		NA	
York College	2	NA		NA		NA		NA		NA		NA		NA	
Other Units															
CUNY School of Journalism	0	NA		NA		NA		NA		NA		NA		NA	
CUNY School of Law	2	NA		NA		NA		NA		NA		NA		NA	
CUNY School of Professional Studies	0	NA		NA		NA		NA		NA		NA		NA	
CUNY School of Public Health	0	NA		NA		NA		NA		NA		NA		NA	
Macaulay Honors College	0	NA		NA ▲		NA		NA		NA		NA		NA	
System Office (Central Office)	14	0.0%		0.0% ▼		42.9%		21.4%		64.3%		14.3%		7.1%	

Service - Maintenance

Consolidated Profiles

Job Groups in this category

- Basic Crafts/Buildings and Grounds
- Campus Peace/Security Officer – Level One
- Campus Peace Officer – Level Two
- Campus Public Safety Sergeant
- Custodial Assistant
- Custodial Supervisor

Not all campuses have the minimum number of employees required for analysis (5 or more); we have noted “NA” in these cases

Full Time Employment as of 2/1/2017

Group	Total Employees	Female	Asian	Black	Hispanic	All Other	Total Minority	Italian American
Basic Crafts/ Buildings and Grounds	49	1	4	17	10	0	31	4
Campus Peace/Security Officer - Level One	870	218	78	495	208	10	791	9
Campus Peace Officer - Level Two	62	16	2	36	14	1	53	1
Campus Public Safety Sergeant	167	40	7	80	57	1	145	3
Custodial Assistant	874	305	53	361	384	0	798	10
Custodial Supervisor	94	36	2	73	44	1	120	2
Total	2,152	616	146	1,062	717	13	1,938	29

Labor Market Availability Factors

- Promotable, Transferable, Trainable employees within contractors organization. - CUNY Survey - selected titles, service requirements and other criteria; weighted according to likelihood of an internal hire
- American Community Survey (of the US Census) – for relevant occupational categories
- Geographic Labor Market – Four State (New York-New Jersey-Pennsylvania-Connecticut) or Local (NYC Metropolitan Area)

Basic Crafts / Buildings and Grounds

49 Full-Time
Employees

Comprised of Titles

- Exterminator
- Gardener
- Motor Vehicle Operator
- Principal Park Supervisor
- Stock Worker
- Stock Worker Supervisor

Labor Market Factors (Weighted)

- 100% American Community Survey – Four State Region (NY, NJ, CT, PA) – Grounds Maintenance (4250); Janitors and Buildings and Grounds (4220); Laborers and Freight, Stock and Material Movers Hand, (9620); Motor Vehicle Operators (9150) (2007-2011)
- Labor Market Availability for Italian Americans is calculated as per settlement agreement

University Staffing Summary by Affirmative Action Unit
Fall 2016 Affirmative Action Plan

Group Basic Crafts-Buildings and Grounds

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For 2016, the Graduate Center and Macaulay Honors College are combined but other Graduate Center programs are presented separately. For 2016, the CUNY School of Medicine did not have sufficient staffing to allow for an Affirmative Action Plan.

In comparing results with the 2015 Affirmative Action Plan, green arrows represent areas where underutilization was eliminated as of the 2016 Plan; red arrows represent areas with newly-reported underutilization.

	Total Staff	Female Utilization		Asian - Hawaiian - Other Pacific Isl.		Black - African American		Hispanic Utilization		Total Minority Utilization		Italian American Utilization		Individuals with Disabilities	
		CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Benchmark
Summary / Labor Market Utilization	53	1.9%	20.0%	7.5%	2.3%	18.9%	12.6%	13.2%	26.0%	54.7%	42.4%	5.7%	9.6%	1.9%	7.0%
Colleges															
Unit															
Baruch College	4	NA		NA		NA		NA		NA		NA		NA	
Borough of Manhattan Community College	4	NA		NA		NA		NA		NA		NA		NA	
Bronx Community College	6	0.0%		16.7%		33.3%		33.3%		83.3%		16.7%		0.0%	
Brooklyn College	5	0.0%		0.0%		20.0%		20.0%		40.0%		20.0%		0.0%	
CCNY-City College of New York	8	0.0%		0.0%		25.0%		12.5%		37.5%		12.5%		0.0%	
College of Staten Island	2	NA		NA		NA		NA		NA		NA		NA	
Graduate School	1	NA		NA		NA		NA		NA		NA		NA	
Guttman Community College	0	NA		NA		NA		NA		NA		NA		NA	
Hostos Community College	2	NA		NA		NA		NA		NA		NA		NA	
Hunter College	1	NA		NA		NA		NA		NA		NA		NA	
John Jay College of Criminal Justice	1	NA		NA		NA		NA		NA		NA		NA	
Kingsborough Community College	4	NA		NA		NA		NA		NA		NA		NA	
LaGuardia Community College	1	NA		NA		NA		NA		NA		NA		NA	
Lehman College	1	NA		NA		NA		NA		NA		NA		NA	
Medgar Evers College	0	NA		NA		NA		NA		NA		NA		NA	
New York City College of Technology	2	NA		NA		NA		NA		NA		NA		NA	
Queens College	3	NA		NA		NA		NA		NA		NA		NA	
Queensborough Community College	6	16.7%		33.3%		0.0%		0.0%		33.3%		0.0%		0.0%	
York College	0	NA		NA		NA		NA		NA		NA		NA	
Other Units															
CUNY School of Journalism	0	NA		NA		NA		NA		NA		NA		NA	
CUNY School of Law	0	NA		NA		NA		NA		NA		NA		NA	
CUNY School of Professional Studies	0	NA		NA		NA		NA		NA		NA		NA	
CUNY School of Public Health	1	NA		NA		NA		NA		NA		NA		NA	
Macaulay Honors College	0	NA		NA		NA		NA		NA		NA		NA	
System Office (Central Office)	1	NA		NA		NA		NA		NA		NA		NA	

Campus Peace / Security Officer – Level One

870 Full-Time Employees

Comprised of Titles

- Campus Peace Officer-Level One
- Campus Security Officer-Level One
- Campus Security Assistant

Labor Market Factors (Weighted)

- 100% American Community Survey – New York City area – Police and Sheriff’s Patrol Officer (3850) (2007-2011)
- Labor Market Availability for Italian Americans is calculated as per settlement agreement

University Staffing Summary by Affirmative Action Unit
Fall 2016 Affirmative Action Plan

Group Campus Peace/Security Officer L1

Utilization is the percentage of a given protected class within a job group. Cells are shaded when CUNY Utilization is lower than that of the Labor Market for similar positions by the equivalent of one full-time employee or greater. Job groups with fewer than five staff have insufficient numbers for analysis and are marked as "NA". Any comparisons for Individuals with Disabilities are based on a national benchmark of 7.0% which does not represent the actual labor market.

For 2016, the Graduate Center and Macaulay Honors College are combined but other Graduate Center programs are presented separately. For 2016, the CUNY School of Medicine did not have sufficient staffing to allow for an Affirmative Action Plan.

In comparing results with the 2015 Affirmative Action Plan, green arrows represent areas where underutilization was eliminated as of the 2016 Plan; red arrows represent areas with newly-reported underutilization.

	Total Staff	Female Utilization		Asian - Hawaiian - Other Pacific Isl.		Black - African American		Hispanic Utilization		Total Minority Utilization		Italian American Utilization		Individuals with Disabilities	
		CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Bench-mark
Summary / Labor Market Utilization	880	24.8%	28.4%	9.3%	7.1%	56.4%	28.1%	25.0%	29.3%	91.8%	66.7%	1.0%	12.2%	1.3%	7.0%
Colleges															
Unit															
Baruch College	63	25.4%		6.3%		57.1%		31.7%		95.2%	▲	0.0%		1.6%	
Borough of Manhattan Community College	66	30.3%		13.6%		68.2%		10.6%		93.9%		1.5%		0.0%	
Bronx Community College	60	15.0%		5.0%	▼	28.3%		65.0%		98.3%		0.0%	▼	0.0%	
Brooklyn College	55	20.0%		1.8%		74.5%		10.9%		87.3%		1.8%		0.0%	
CCNY-City College of New York	102	22.5%		11.8%		58.8%		23.5%		94.1%		2.0%		3.9%	
College of Staten Island	24	20.8%		4.2%		12.5%		12.5%		33.3%		4.2%		12.5%	
Graduate School	17	29.4%		5.9%		52.9%		35.3%	▲	94.1%		0.0%		0.0%	
Guttman Community College	8	25.0%		0.0%	▼	50.0%		25.0%	▲	75.0%		12.5%		0.0%	
Hostos Community College	28	25.0%		3.6%	▼	39.3%		53.6%		100.0%		0.0%		0.0%	
Hunter College	92	29.3%		9.8%		60.9%		18.5%		90.2%		1.1%		0.0%	
John Jay College of Criminal Justice	40	45.0%		10.0%	▲	47.5%		32.5%		92.5%		0.0%		2.5%	
Kingsborough Community College	33	12.1%		3.0%	▼	60.6%		15.2%		78.8%		3.0%		3.0%	
LaGuardia Community College	60	25.0%		16.7%		60.0%		13.3%		93.3%		0.0%		0.0%	
Lehman College	38	23.7%		5.3%		34.2%		60.5%		100.0%		0.0%		2.6%	
Medgar Evers College	33	24.2%		3.0%	▼	84.8%		9.1%		97.0%		0.0%		0.0%	
New York City College of Technology	39	25.6%		7.7%		74.4%		12.8%	▼	94.9%		2.6%	▼	NA	
Queens College	33	24.2%		21.2%		54.5%		21.2%		100.0%		0.0%		0.0%	
Queensborough Community College	40	12.5%		15.0%		50.0%		27.5%	▼	92.5%		0.0%		0.0%	
York College	39	25.6%		17.9%		69.2%		5.1%	▼	92.3%		0.0%		0.0%	
Other Units															
CUNY School of Journalism	1	NA		NA		NA		NA		NA		NA		NA	
CUNY School of Law	1	NA		NA		NA		NA		NA		NA		NA	
CUNY School of Professional Studies	4	NA		NA		NA		NA		NA		NA	▲	NA	
CUNY School of Public Health	3	NA		NA		NA		NA		NA		NA		NA	
Macaulay Honors College	0	NA		NA		NA		NA		NA		NA		NA	
System Office (Central Office)	1	NA		NA		NA		NA		NA		NA		NA	

Campus Peace Officer– Level Two

62 Full-Time Employees

Comprised of Titles

- Campus Peace Officer-Level Two

Labor Market Factors (Weighted)

- 100% Permanent Campus Peace Officer/Security Officer Level One (Spring 2011)
- This title is a discretionary assignment based on scope of duties
- Labor Market Availability for Italian Americans is calculated as per settlement agreement

University Staffing Summary by Affirmative Action Unit
Fall 2016 Affirmative Action Plan

Group Campus Peace Officer L2

Utilization is the percentage of a given protected class within a job group. Cells are shaded when CUNY Utilization is lower than that of the Labor Market for similar positions by the equivalent of one full-time employee or greater. Job groups with fewer than five staff have insufficient numbers for analysis and are marked as "NA". Any comparisons for Individuals with Disabilities are based on a national benchmark of 7.0% which does not represent the actual labor market.

For 2016, the Graduate Center and Macaulay Honors College are combined but other Graduate Center programs are presented separately. For 2016, the CUNY School of Medicine did not have sufficient staffing to allow for an Affirmative Action Plan.

In comparing results with the 2015 Affirmative Action Plan, green arrows represent areas where underutilization was eliminated as of the 2016 Plan; red arrows represent areas with newly-reported underutilization.

	Total Staff	Female Utilization		Asian - Hawaiian - Other Pacific Isl.		Black - African American		Hispanic Utilization		Total Minority Utilization		Italian American Utilization		Individuals with Disabilities	
		CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Bench-mark
Summary / Labor Market Utilization	67	25.4%	22.0%	3.0%	6.8%	44.8%	55.2%	22.4%	24.3%	85.1%	86.4%	0.0%	1.8%	0.0%	7.0%
Colleges															
Unit															
Baruch College	7	14.3%		0.0%		42.9%		42.9%		85.7%		0.0%		0.0%	
Borough of Manhattan Community College	2	NA		NA		NA		NA		NA		NA		NA	
Bronx Community College	9	22.2%		0.0%		66.7%		33.3%		100.0%		0.0%		0.0%	
Brooklyn College	4	NA		NA		NA		NA		NA		NA		NA	
CCNY-City College of New York	8	62.5%		0.0%		62.5%		37.5%		100.0%		0.0%		0.0%	
College of Staten Island	3	NA		NA		NA ▲		NA		NA ▲		NA		NA	
Graduate School	1	NA		NA		NA		NA		NA		NA		NA	
Guttman Community College	1	NA		NA		NA		NA		NA		NA		NA	
Hostos Community College	1	NA		NA		NA		NA		NA		NA		NA	
Hunter College	7	28.6%		0.0% ▲		42.9%		28.6%		85.7%		0.0%		0.0%	
John Jay College of Criminal Justice	0	NA		NA		NA		NA		NA		NA		NA	
Kingsborough Community College	2	NA		NA		NA		NA		NA		NA		NA	
LaGuardia Community College	1	NA		NA		NA		NA		NA		NA		NA	
Lehman College	2	NA		NA		NA		NA		NA		NA		NA	
Medgar Evers College	1	NA		NA		NA		NA		NA		NA		NA	
New York City College of Technology	0	NA		NA		NA		NA		NA		NA		NA	
Queens College	4	NA		NA		NA		NA		NA		NA		NA	
Queensborough Community College	6	33.3%		0.0%		66.7%		0.0% ▼		66.7% ▼		0.0%		0.0%	
York College	4	NA		NA		NA		NA		NA		NA		NA	
Other Units															
CUNY School of Journalism	1	NA		NA		NA		NA		NA		NA		NA	
CUNY School of Law	0	NA		NA		NA		NA		NA		NA		NA	
CUNY School of Professional Studies	0	NA		NA		NA		NA		NA		NA		NA	
CUNY School of Public Health	0	NA		NA		NA		NA		NA		NA		NA	
Macaulay Honors College	0	NA		NA		NA		NA		NA		NA		NA	
System Office (Central Office)	3	NA		NA		NA		NA		NA		NA		NA	

Campus Public Safety Sergeant

167 Full-Time Employees

Comprised of Titles

- Campus Public Safety Sergeant
- Campus Security Specialist

Labor Market Factors (Weighted)

- 100% Permanent Campus Peace Officer Levels One and Two with a minimum of two years of permanent service (Spring 2011)
- Labor Market Availability for Italian Americans is calculated as per settlement agreement

University Staffing Summary by Affirmative Action Unit
Fall 2016 Affirmative Action Plan

Group Campus Public Safety Sergeant

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	Total Staff	Female Utilization		Asian - Hawaiian - Other Pacific Isl.		Black - African American		Hispanic Utilization		Total Minority Utilization		Italian American Utilization		Individuals with Disabilities	
		CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Benchmark
Summary / Labor Market Utilization	207	23.7%	23.7%	4.3%	7.4%	48.3%	55.8%	32.9%	24.1%	86.5%	87.6%	2.9%	1.3%	0.5%	7.0%
Colleges															
Unit															
Baruch College	11	18.2%		0.0%		63.6%		27.3%		90.9%		0.0%		0.0%	
Borough of Manhattan Community College	12	33.3%		0.0%		50.0%		50.0%		100.0%		0.0%		0.0%	
Bronx Community College	15	33.3%		6.7%		33.3%		53.3%		93.3%		0.0%		0.0%	
Brooklyn College	17	23.5%		0.0%		82.4%		5.9%		88.2%		0.0%		0.0%	
CCNY-City College of New York	21	14.3%		0.0%		52.4%		33.3%		85.7%		4.8%		0.0%	
College of Staten Island	9	22.2%		0.0%		33.3%		11.1%		44.4%		11.1%		0.0%	
Graduate School	3	NA		NA		NA		NA		NA		NA		NA	
Guttman Community College	3	NA		NA		NA		NA		NA		NA		NA	
Hostos Community College	9	22.2%		11.1%		44.4%		33.3%		88.9%		0.0%		0.0%	
Hunter College	18	22.2%		5.6%		44.4%		38.9%		88.9%		0.0%		0.0%	
John Jay College of Criminal Justice	11	9.1%		0.0%		45.5%		27.3%		72.7%		0.0%		0.0%	
Kingsborough Community College	12	41.7%		8.3%		33.3%		41.7%		83.3%		8.3%		8.3%	
LaGuardia Community College	10	20.0%		0.0%		50.0%		30.0%		80.0%		0.0%		0.0%	
Lehman College	9	22.2%		0.0%		22.2%		88.9%		111.1%		0.0%		0.0%	
Medgar Evers College	5	20.0%		0.0%		100.0%		0.0%		100.0%		0.0%		0.0%	
New York City College of Technology	8	25.0%		0.0%		75.0%		25.0%		100.0%		0.0%		NA	
Queens College	7	42.9%		28.6%		42.9%		28.6%		100.0%		0.0%		0.0%	
Queensborough Community College	9	11.1%		11.1%		33.3%		22.2%		66.7%		0.0%		0.0%	
York College	7	28.6%		14.3%		57.1%		28.6%		100.0%		0.0%		0.0%	
Other Units															
CUNY School of Journalism	0	NA		NA		NA		NA		NA		NA		NA	
CUNY School of Law	0	NA		NA		NA		NA		NA		NA		NA	
CUNY School of Professional Studies	1	NA		NA		NA		NA		NA		NA		NA	
CUNY School of Public Health	1	NA		NA		NA		NA		NA		NA		NA	
Macaulay Honors College	0	NA		NA		NA		NA		NA		NA		NA	
System Office (Central Office)	9	22.2%		0.0%		22.2%		55.6%		77.8%		0.0%		0.0%	

Custodial Assistant

874 Full-Time Employees

Comprised of Titles

- Custodial Assistant
- EOC Custodial Assistant (Educational Opportunity Center)
- City Custodial Assistant (Incumbents only)

Labor Market Factors (Weighted)

- 100% American Community Survey Four State Region (NY, NJ, PA, CT) – Janitors and Building Cleaners (4220) (2007-2011)
- Labor Market Availability for Italian Americans is calculated as per settlement agreement

University Staffing Summary by Affirmative Action Unit
Fall 2016 Affirmative Action Plan

Group Custodial Assistant

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	Total Staff	Female Utilization		Asian - Hawaiian - Other Pacific Isl.		Black - African American		Hispanic Utilization		Total Minority Utilization		Italian American Utilization		Individuals with Disabilities	
		CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Bench-mark
Summary / Labor Market Utilization	886	35.2%	27.3%	6.4%	2.8%	41.6%	15.6%	42.6%	28.8%	91.0%	48.9%	1.0%	8.4%	1.0%	7.0%
Unit															
Colleges															
Baruch College	82	37.8%		11.0%		30.5%		54.9%		96.3%		0.0%		0.0%	
Borough of Manhattan Community College	59	33.9%		5.1%		33.9%		57.6%		96.6%		1.7%		0.0%	
Bronx Community College	50	30.0%		0.0%		32.0%		66.0%		98.0%		0.0%		0.0%	
Brooklyn College	48	35.4%		10.4%		56.3%		27.1%		93.8%		0.0%		2.1%	
CCNY-City College of New York	78	25.6%		1.3%		65.4%		32.1%		98.7%		0.0%		1.3%	
College of Staten Island	50	34.0%		12.0%		10.0%		28.0%		52.0%		6.0%		0.0%	
Graduate School	0	NA		NA		NA		NA		NA		NA		NA	
Guttman Community College	0	NA		NA		NA		NA		NA		NA		NA	
Hostos Community College	35	25.7%		0.0%		34.3%		65.7%		100.0%		0.0%		2.9%	
Hunter College	86	38.4%		4.7%		30.2%		61.6%		96.5%		0.0%		0.0%	
John Jay College of Criminal Justice	33	48.5%		3.0%		42.4%		48.5%		93.9%		0.0%		6.1%	
Kingsborough Community College	64	25.0%		9.4%		57.8%		18.8%		85.9%		1.6%		1.6%	
LaGuardia Community College	29	55.2%		3.4%		20.7%		75.9%		100.0%		0.0%		0.0%	
Lehman College	50	36.0%		24.0%		36.0%		34.0%		94.0%		0.0%		2.0%	
Medgar Evers College	37	21.6%		0.0%		75.7%		5.4%		81.1%		0.0%		0.0%	
New York City College of Technology	43	34.9%		0.0%		60.5%		34.9%		95.3%		0.0%		NA	
Queens College	67	53.7%		7.5%		41.8%		38.8%		88.1%		0.0%		1.5%	
Queensborough Community College	43	39.5%		9.3%		30.2%		39.5%		79.1%		7.0%		0.0%	
York College	27	25.9%		0.0%		59.3%		37.0%		96.3%		3.7%		3.7%	
Other Units															
CUNY School of Journalism	2	NA		NA		NA		NA		NA		NA		NA	
CUNY School of Law	0	NA		NA		NA		NA		NA		NA		NA	
CUNY School of Professional Studies	0	NA		NA		NA		NA		NA		NA		NA	
CUNY School of Public Health	0	NA		NA		NA		NA		NA		NA		NA	
Macaulay Honors College	0	NA		NA		NA		NA		NA		NA		NA	
System Office (Central Office)	3	NA		NA		NA		NA		NA		NA		NA	

Custodial Supervisor

130 Full-Time Employees

Comprised of Titles

- Custodial Supervisor
- EOC Custodial Supervisor (Educational Opportunity Center)
- Custodial Senior Supervisor
- Custodial Assistant Principal Supervisor
- Custodial Principal Supervisor

Labor Market Factors (Weighted)

- 100% American Community Survey Four State Region (NY, NJ, PA, CT) – First Line Supervisor/Managers of Housekeeping/Janitorial Workers (4200) (2007-2011)
- Labor Market Availability for Italian Americans is calculated as per settlement agreement

University Staffing Summary by Affirmative Action Unit
Fall 2016 Affirmative Action Plan

Group Custodial Supervisor

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	Total Staff	Female Utilization		Asian - Hawaiian - Other Pacific Isl.		Black - African American		Hispanic Utilization		Total Minority Utilization		Italian American Utilization		Individuals with Disabilities	
		CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Bench-mark
Summary / Labor Market Utilization	138	27.5%	29.0%	2.2%	2.4%	53.6%	13.8%	33.3%	22.1%	94.2%	40.0%	2.2%	11.8%	0.0%	7.0%
Colleges															
Unit															
Baruch College	10	10.0%		0.0%		60.0%		40.0%		100.0%		0.0%		0.0%	
Borough of Manhattan Community College	14	21.4%		0.0%		78.6%		21.4% ▲		100.0%		0.0%		0.0%	
Bronx Community College	9	33.3%		0.0%		55.6%		33.3%		88.9%		0.0% ▼		0.0%	
Brooklyn College	6	33.3%		16.7%		33.3%		33.3%		83.3%		16.7%		0.0%	
CCNY-City College of New York	13	7.7%		0.0%		61.5%		23.1%		84.6%		7.7% ▼		0.0%	
College of Staten Island	4	NA		NA		NA		NA		NA		NA		NA	
Graduate School	0	NA		NA		NA		NA		NA		NA		NA	
Guttman Community College	0	NA		NA		NA		NA		NA		NA		NA	
Hostos Community College	6	16.7%		0.0%		33.3%		66.7%		100.0%		0.0%		0.0%	
Hunter College	18	33.3%		5.6%		50.0%		44.4%		100.0%		0.0%		0.0%	
John Jay College of Criminal Justice	5	20.0%		0.0%		60.0%		40.0%		100.0%		0.0%		0.0%	
Kingsborough Community College	7	28.6%		0.0%		57.1%		42.9%		100.0%		0.0%		0.0%	
LaGuardia Community College	2	NA		NA		NA		NA		NA		NA		NA	
Lehman College	6	0.0%		16.7%		16.7% ▲		66.7%		100.0%		0.0%		0.0%	
Medgar Evers College	4	NA		NA		NA		NA		NA		NA		NA	
New York City College of Technology	6	50.0%		0.0%		50.0%		50.0%		100.0%		0.0% ▼		0.0%	
Queens College	9	44.4%		0.0%		77.8%		11.1%		88.9%		0.0%		0.0%	
Queensborough Community College	11	45.5%		0.0%		63.6%		27.3%		90.9%		0.0%		0.0%	
York College	4	NA		NA		NA		NA		NA		NA		NA	
Other Units															
CUNY School of Journalism	0	NA		NA		NA		NA		NA		NA		NA	
CUNY School of Law	0	NA		NA		NA		NA		NA		NA		NA	
CUNY School of Professional Studies	0	NA		NA		NA		NA		NA		NA		NA	
CUNY School of Public Health	0	NA		NA		NA		NA		NA		NA		NA	
Macaulay Honors College	0	NA		NA		NA		NA		NA		NA		NA	
System Office (Central Office)	4	NA		NA		NA		NA		NA		NA		NA	

Skilled Trades - Crafts

Consolidated Profiles

Job Groups in this category

- Skilled Trades – Crafts, Non-Supervisory
- Skilled Trades – Crafts, Supervisory

Note:

Not all campuses have the minimum number of employees required for analysis (5 or more); we have noted "NA" in these cases

Full Time Employment as of 2/1/2017

Group	Total Employees	Female	Asian	Black	Hispanic	All Other	Total Minority	Italian American
Skilled Trades - Non-Supervisory	704	9	28	116	121	3	268	69
Skilled Trades - Supervisory	54	1	2	8	6	0	16	9
Total	758	10	30	124	127	3	284	78

Labor Market Availability Factors

- Promotable, Transferable, Trainable employees within contractors organization. - CUNY Survey - selected titles, service requirements and other criteria; weighted according to likelihood of an internal hire
- American Community Survey (of the US Census) – for relevant occupational categories
- Geographic Labor Market – Four State (New York-New Jersey-Pennsylvania-Connecticut)

Skilled Trades / Crafts Non- Supervisory

704 Full-Time
Employees

Comprised of Titles

- Carpenter
- Cement Mason
- Laborer
- Construction Mgr
- Electrician
- Electrician Helper
- Elevator Mechanic
- HP Plant Tender
- Locksmith
- Machinist
- Maintenance Worker
- Motor Vehicle Mechanic
- Oiler
- Painter
- Plumber
- Plumber Helper
- Thermostat Repairer
- Stationary Engineer
- Steamfitter
- Steamfitter Helper

Labor Market Factors (Weighted)

- 100% American Community Survey – Four State Region (NY, NJ, CT, PA) – 16 Relevant Occupations (2007-2011)
- Labor Market Availability for Italian Americans is calculated as per settlement agreement

University Staffing Summary by Affirmative Action Unit
Fall 2016 Affirmative Action Plan

Group Skilled Trades-Non-Supervisory

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For 2016, the Graduate Center and Macaulay Honors College are combined but other Graduate Center programs are presented separately. For 2016, the CUNY School of Medicine did not have sufficient staffing to allow for an Affirmative Action Plan.

In comparing results with the 2015 Affirmative Action Plan, green arrows represent areas where underutilization was eliminated as of the 2016 Plan; red arrows represent areas with newly-reported underutilization.

	Total Staff	Female Utilization		Asian - Hawaiian - Other Pacific Isl.		Black - African American		Hispanic Utilization		Total Minority Utilization		Italian American Utilization		Individuals with Disabilities	
		CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Benchmark
Summary / Labor Market Utilization	730	1.6%	2.5%	4.2%	2.6%	17.9%	7.0%	18.6%	18.7%	41.2%	29.7%	7.5%	13.7%	0.3%	7.0%
Colleges															
Unit															
Baruch College	31	0.0%		3.2%		12.9%		12.9%		29.0%		3.2%		0.0%	
Borough of Manhattan Community College	59	0.0%		6.8%		10.2%		20.3%		37.3%		6.8%		0.0%	
Bronx Community College	48	6.3%		0.0%		20.8%		33.3%		54.2%		6.3%		0.0%	
Brooklyn College	47	2.1%		6.4%		17.0%		14.9%		38.3%		4.3%		2.1%	
CCNY-City College of New York	68	5.9%		2.9%		20.6%		14.7%		38.2%		2.9%		0.0%	
College of Staten Island	46	2.2%		0.0%		8.7%		15.2%		23.9%		13.0%		0.0%	
Graduate School	0	NA		NA		NA		NA		NA		NA		NA	
Guttman Community College	0	NA		NA		NA		NA		NA		NA		NA	
Hostos Community College	26	0.0%		0.0%		11.5%		26.9%		42.3%		3.8%		0.0%	
Hunter College	71	0.0%		12.7%		11.3%		22.5%		47.9%		7.0%		0.0%	
John Jay College of Criminal Justice	37	0.0%		0.0%		27.0%		32.4%		59.5%		0.0%		0.0%	
Kingsborough Community College	47	0.0%		4.3%		27.7%		12.8%		44.7%		19.1%		2.1%	
LaGuardia Community College	0	NA		NA		NA		NA		NA		NA		NA	
Lehman College	54	0.0%		1.9%		13.0%		16.7%		31.5%		16.7%		0.0%	
Medgar Evers College	32	9.4%		6.3%		56.3%		15.6%		78.1%		6.3%		0.0%	
New York City College of Technology	23	0.0%		0.0%		13.0%		26.1%		39.1%		17.4%		NA	
Queens College	64	0.0%		6.3%		12.5%		17.2%		35.9%		4.7%		0.0%	
Queensborough Community College	42	0.0%		4.8%		9.5%		9.5%		23.8%		9.5%		0.0%	
York College	33	0.0%		3.0%		33.3%		12.1%		51.5%		0.0%		0.0%	
Other Units															
CUNY School of Journalism	0	NA		NA		NA		NA		NA		NA		NA	
CUNY School of Law	2	NA		NA		NA		NA		NA		NA		NA	
CUNY School of Professional Studies	0	NA		NA		NA		NA		NA		NA		NA	
CUNY School of Public Health	0	NA		NA		NA		NA		NA		NA		NA	
Macaulay Honors College	0	NA		NA		NA		NA		NA		NA		NA	
System Office (Central Office)	0	NA		NA		NA		NA		NA		NA		NA	

Skilled Trades / Crafts Supervisory

54 Full-Time
Employees

Comprised of Titles

- Carpenter Supervisor
- Electrician Supervisor
- Supervisor (Maintenance and Labor)
- Mechanic Supervisor
- Painter Supervisor
- Plumber Supervisor
- Stationary Engineer Senior
- Thermostat Repairer Supervisor

Labor Market Factors (Weighted)

- 100% Permanent incumbents in CUNY Skilled Trades titles with eligibility based on title (Spring 2011)
- Labor Market Availability for Italian Americans is calculated as per settlement agreement

University Staffing Summary by Affirmative Action Unit
Fall 2016 Affirmative Action Plan

Group Skilled Trades-Supervisory

Utilization is the percentage of a given protected class within a job group. Cells are shaded when CUNY Utilization is lower than that of the Labor Market for similar positions by the equivalent of one full-time employee or greater. Job groups with fewer than five staff have insufficient numbers for analysis and are marked as "NA". Any comparisons for Individuals with Disabilities are based on a national benchmark of 7.0% which does not represent the actual labor market.

For 2016, the Graduate Center and Macaulay Honors College are combined but other Graduate Center programs are presented separately. For 2016, the CUNY School of Medicine did not have sufficient staffing to allow for an Affirmative Action Plan.

In comparing results with the 2015 Affirmative Action Plan, green arrows represent areas where underutilization was eliminated as of the 2016 Plan; red arrows represent areas with newly-reported underutilization.

	Total Staff	Female Utilization		Asian - Hawaiian - Other Pacific Isl.		Black - African American		Hispanic Utilization		Total Minority Utilization		Italian American Utilization		Individuals with Disabilities	
		CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Benchmark
Summary / Labor Market Utilization	59	1.7%	0.6%	1.7%	2.8%	10.2%	8.8%	8.5%	12.0%	23.7%	24.1%	18.6%	13.4%	1.7%	7.0%
Colleges															
Unit															
Baruch College	2	NA		NA		NA		NA		NA		NA		NA	
Borough of Manhattan Community College	3	NA		NA		NA		NA		NA		NA		NA	
Bronx Community College	7	0.0%		0.0%		0.0%		0.0%		0.0%		28.6%		0.0%	
Brooklyn College	4	NA		NA		NA		NA		NA		NA		NA	
CCNY-City College of New York	10	0.0%		0.0%		10.0%		20.0%		30.0%		10.0%		0.0%	
College of Staten Island	6	16.7%		0.0%		0.0%		0.0%		0.0%		16.7%		0.0%	
Graduate School	0	NA		NA		NA		NA		NA		NA		NA	
Guttman Community College	0	NA		NA		NA		NA		NA		NA		NA	
Hostos Community College	2	NA		NA		NA		NA		NA		NA		NA	
Hunter College	6	0.0%		0.0%		0.0%		33.3%		33.3%		33.3%		0.0%	
John Jay College of Criminal Justice	1	NA		NA		NA		NA		NA		NA		NA	
Kingsborough Community College	2	NA		NA		NA		NA		NA		NA		NA	
LaGuardia Community College	0	NA		NA		NA		NA		NA		NA		NA	
Lehman College	6	0.0%		0.0%		16.7%		16.7%		33.3%		33.3%		0.0%	
Medgar Evers College	3	NA		NA		NA		NA		NA		NA		NA	
New York City College of Technology	1	NA		NA		NA		NA		NA		NA		NA	
Queens College	4	NA		NA		NA		NA		NA		NA		NA	
Queensborough Community College	1	NA		NA		NA		NA		NA		NA		NA	
York College	1	NA		NA		NA		NA		NA		NA		NA	
Other Units															
CUNY School of Journalism	0	NA		NA		NA		NA		NA		NA		NA	
CUNY School of Law	0	NA		NA		NA		NA		NA		NA		NA	
CUNY School of Professional Studies	0	NA		NA		NA		NA		NA		NA		NA	
CUNY School of Public Health	0	NA		NA		NA		NA		NA		NA		NA	
Macaulay Honors College	0	NA		NA		NA		NA		NA		NA		NA	
System Office (Central Office)	0	NA		NA		NA		NA		NA		NA		NA	

Technical- Paraprofessional

Consolidated Profiles

Job Groups in this category

- Accountant Assistant
- Administration 4: Laboratory Technician
- Broadcasting / Media
- Computer Specialist
- Engineer Technician
- Media / Print Shop

Note:

Not all campuses have the minimum number of employees required for analysis (5 or more); we have noted "NA" in these cases. No one CUNY campus has the required minimum number of employees in the Engineer Technician group, and this group is not presented in the report.

Full Time Employment as of 2/1/2017

Group	Total Employees	Female	Asian	Black	Hispanic	All Other	Total Minority	Italian American
Accountant Assistant	100	81	17	35	20	2	74	4
Administration 4: Laboratory Technician	518	187	90	97	103	5	295	29
Broadcasting/Media	90	21	7	23	14	0	44	4
Computer Specialist	772	232	182	167	226	8	583	30
Engineer Technician	11	6	0	1	6	0	7	0
Media/Print Shop	80	22	8	24	29	0	61	2
Total	1,571	549	304	347	398	15	1,064	69

Labor Market Availability Factors

- US Department of Education's Postsecondary Studies Division's Earned Degrees Conferred (Bachelors)
- American Community Survey (of the US Census) – for relevant occupational categories
- Geographic Labor Market –Four-State (New York-New Jersey-Pennsylvania-Connecticut)

Accountant Assistant

100 Full-Time Employees

Comprised of Titles

- Accountant Assistant
- EOC Accountant Assistant (Educational Opportunity Center)
- Assistant Purchasing Agent

Labor Market Factors (Weighted)

- 100% American Community Survey – Four State Region (NY, NJ, CT, PA) – Accountants and Auditors (800) and Purchasing Managers (150) (2007-2011)
- Labor Market Availability for Italian Americans is calculated as per settlement agreement

University Staffing Summary by Affirmative Action Unit
Fall 2016 Affirmative Action Plan

Group Accountant Assistant

Utilization is the percentage of a given protected class within a job group. Cells are shaded when CUNY Utilization is lower than that of the Labor Market for similar positions by the equivalent of one full-time employee or greater. Job groups with fewer than five staff have insufficient numbers for analysis and are marked as "NA". Any comparisons for Individuals with Disabilities are based on a national benchmark of 7.0% which does not represent the actual labor market.

For 2016, the Graduate Center and Macaulay Honors College are combined but other Graduate Center programs are presented separately. For 2016, the CUNY School of Medicine did not have sufficient staffing to allow for an Affirmative Action Plan.

In comparing results with the 2015 Affirmative Action Plan, green arrows represent areas where underutilization was eliminated as of the 2016 Plan; red arrows represent areas with newly-reported underutilization.

	Total Staff	Female Utilization		Asian - Hawaiian - Other Pacific Isl.		Black - African American		Hispanic Utilization		Total Minority Utilization		Italian American Utilization		Individuals with Disabilities	
		CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Bench-mark
Summary / Labor Market Utilization	102	80.4%	50.8%	17.6%	11.8%	31.4%	7.8%	20.6%	5.9%	73.5%	26.7%	3.9%	16.0%	2.9%	7.0%
Unit															
Colleges															
Baruch College	8	50.0%		50.0%		12.5%		0.0%		62.5%		0.0%		0.0%	
Borough of Manhattan Community College	15	80.0%		20.0%		33.3%		20.0%		73.3%		6.7%		0.0%	
Bronx Community College	9	77.8%		22.2%		22.2%		33.3%		77.8%		0.0%		0.0%	
Brooklyn College	6	83.3%		16.7%		33.3%		0.0%		50.0%		16.7%		0.0%	
CCNY-City College of New York	10	70.0%		20.0%		60.0%		10.0%		90.0%		0.0%		0.0%	
College of Staten Island	5	80.0%		20.0%		0.0%		20.0%		40.0%		20.0%		0.0%	
Graduate School	0	NA		NA		NA		NA		NA		NA		NA	
Guttman Community College	0	NA		NA		NA		NA		NA		NA		NA	
Hostos Community College	5	80.0%		20.0%		20.0%		60.0%		100.0%		0.0%		20.0%	
Hunter College	12	100.0%		16.7%		41.7%		16.7%		66.7%		0.0%		8.3%	
John Jay College of Criminal Justice	2	NA		NA		NA		NA		NA		NA		NA	
Kingsborough Community College	4	NA		NA		NA		NA		NA		NA		NA	
LaGuardia Community College	6	100.0%		16.7%		16.7%		50.0%		83.3%		0.0%		0.0%	
Lehman College	5	80.0%		0.0%		60.0%		40.0%		100.0%		0.0%		0.0%	
Medgar Evers College	1	NA		NA		NA		NA		NA		NA		NA	
New York City College of Technology	3	NA		NA		NA		NA		NA		NA		NA	
Queens College	4	NA		NA		NA		NA		NA		NA		NA	
Queensborough Community College	3	NA		NA		NA		NA		NA		NA		NA	
York College	2	NA		NA		NA		NA		NA		NA		NA	
Other Units															
CUNY School of Journalism	0	NA		NA		NA		NA		NA		NA		NA	
CUNY School of Law	0	NA		NA		NA		NA		NA		NA		NA	
CUNY School of Professional Studies	0	NA		NA		NA		NA		NA		NA		NA	
CUNY School of Public Health	0	NA		NA		NA		NA		NA		NA		NA	
Macaulay Honors College	0	NA		NA		NA		NA		NA		NA		NA	
System Office (Central Office)	2	NA		NA		NA		NA		NA		NA		NA	

Administration 4 : Laboratory Technician

518 Full-Time
Employees

Comprised of Titles

- College Laboratory Technician
- Senior College Laboratory Technician
- Chief College Laboratory Technician
- EOC Laboratory Technician (Educational Opportunity Center)

Labor Market Factors (Weighted)

- 90% American Community Survey – Four State Region (NY, NJ, CT, PA) – Health Technicians; Engineering and Related Technicians; Science Technicians; Computer Technicians; Broadcasting/Equipment Communications Technicians; Business Management and Service Occupations (each College calculates based on the mix of staff assignments) (2007-2011)
- 10% Earned Degrees Conferred, National Level - Bachelors (2011-2012)
- Labor Market Availability for Italian Americans is calculated as per settlement agreement

University Staffing Summary by Affirmative Action Unit
Fall 2016 Affirmative Action Plan

Group Administration 4: Laboratory Technician

Comment on Veteran and Individuals with Disabilities Charts:

The OFCCP requires employers to calculate a Hiring Rate for Veterans. While there is no requirement to calculate underutilization, employers should compare their Hiring Rates to a national benchmarks established annually by the US Department of Labor. The Hiring Rate is the total number of individuals in the group hired divided by the total number of persons hired.

While there is no requirement to calculate a Hiring Rate for Individuals with Disabilities, we are providing information on hires who self-identified as having a disability where available.

	Total Staff	Female Utilization		Asian - Hawaiian - Other Pacific Isl.		Black - African American		Hispanic Utilization		Total Minority Utilization		Italian American Utilization		Individuals with Disabilities	
		CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Benchmark
Summary / Labor Market Utilization	533	36.4%	NA	17.6%	NA	18.9%	NA	19.7%	NA	57.0%	NA	5.4%	NA	1.5%	7.0%
Colleges															
Unit															
Baruch College	8	37.5%	39.8%	25.0%	11.3%	25.0%	7.8%	0.0%	8.7%	50.0%	30.7%	0.0%	13.1%	0.0%	0.0%
Borough of Manhattan Community College	35	34.3%	40.9%	14.3%	9.4%	28.6%	8.3%	31.4%	10.2%	77.1%	30.2%	2.9%	12.7%	0.0%	0.0%
Bronx Community College	28	39.3%	36.7%	3.6%	10.4%	28.6%	7.3%	53.6%	8.6%	89.3%	28.3%	0.0%	11.0%	0.0%	0.0%
Brooklyn College	44	25.0%	39.2%	4.5%	9.2%	18.2%	8.0%	13.6%	10.6%	36.4%	30.4%	13.6%	13.3%	4.5%	4.5%
CCNY-City College of New York	53	32.1%	37.1%	34.0%	8.0%	13.2%	9.1%	7.5%	9.9%	54.7%	29.3%	3.8%	13.5%	0.0%	0.0%
College of Staten Island	28	53.6%	36.7%	21.4%	11.6%	3.6%	8.0%	17.9%	7.8%	42.9%	30.0%	3.6%	13.0%	3.6%	3.6%
Graduate School	5	0.0%	39.3%	0.0%	7.3%	20.0%	10.4%	0.0%	14.3%	20.0%	33.8%	20.0%	13.9%	0.0%	0.0%
Guttman Community College	1	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Hostos Community College	14	42.9%	45.6%	0.0%	7.9%	21.4%	9.9%	64.3%	10.5%	85.7%	30.4%	0.0%	13.2%	7.1%	7.1%
Hunter College	38	44.7%	45.2%	26.3%	10.0%	10.5%	8.9%	10.5%	8.2%	47.4%	29.7%	5.3%	13.6%	0.0%	0.0%
John Jay College of Criminal Justice	12	75.0%	44.7%	16.7%	10.4%	8.3%	7.2%	33.3%	6.3%	58.3%	27.4%	0.0%	13.2%	0.0%	0.0%
Kingsborough Community College	39	51.3%	43.5%	7.7%	9.1%	15.4%	9.2%	17.9%	9.9%	38.5%	30.4%	5.1%	12.8%	2.6%	2.6%
LaGuardia Community College	37	48.6%	38.5%	24.3%	11.6%	8.1%	8.3%	35.1%	8.0%	67.6%	29.8%	10.8%	12.0%	2.7%	2.7%
Lehman College	22	45.5%	38.6%	9.1%	13.2%	13.6%	7.9%	13.6%	7.6%	36.4%	31.4%	9.1%	12.8%	0.0%	0.0%
Medgar Evers College	22	31.8%	44.7%	13.6%	10.4%	77.3%	7.2%	0.0%	6.3%	90.9%	27.4%	0.0%	13.2%	0.0%	0.0%
New York City College of Technology	37	29.7%	32.7%	18.9%	9.0%	21.6%	9.1%	18.9%	8.9%	59.5%	28.8%	2.7%	13.1%	NA	NA
Queens College	38	21.1%	39.9%	15.8%	10.8%	18.4%	7.8%	10.5%	9.0%	44.7%	30.3%	13.2%	13.1%	0.0%	0.0%
Queensborough Community College	47	21.3%	29.4%	23.4%	14.2%	8.5%	7.8%	23.4%	8.0%	55.3%	32.0%	4.3%	12.2%	0.0%	0.0%
York College	23	30.4%	43.4%	30.4%	10.5%	34.8%	9.4%	8.7%	8.1%	78.3%	30.5%	0.0%	13.2%	8.7%	8.7%
Other Units															
CUNY School of Journalism	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
CUNY School of Law	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
CUNY School of Professional Studies	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
CUNY School of Public Health	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Macaulay Honors College	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
System Office (Central Office)	2	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

Broadcasting / Media

90 Full-Time
Employees

Comprised of Titles

- Broadcast Associate
- Media Services Technician
- Theatre Lead Technician
- Theatre Technician Specialist
- Theatre Technician

Labor Market Factors (Weighted)

- 100% American Community Survey – Four State Region (NY, NJ, CT, PA) – Broadcast and Sound Engineer Technicians and Radio Operators and Other Media and Communications Equipment Workers (2900) (2007-2011)
- Labor Market Availability for Italian Americans is calculated as per settlement agreement

University Staffing Summary by Affirmative Action Unit
Fall 2016 Affirmative Action Plan

Group Broadcasting/Media

Utilization is the percentage of a given protected class within a job group. Cells are shaded when CUNY Utilization is lower than that of the Labor Market for similar positions by the equivalent of one full-time employee or greater. Job groups with fewer than five staff have insufficient numbers for analysis and are marked as "NA". Any comparisons for Individuals with Disabilities are based on a national benchmark of 7.0% which does not represent the actual labor market.

For 2016, the Graduate Center and Macaulay Honors College are combined but other Graduate Center programs are presented separately. For 2016, the CUNY School of Medicine did not have sufficient staffing to allow for an Affirmative Action Plan.

In comparing results with the 2015 Affirmative Action Plan, green arrows represent areas where underutilization was eliminated as of the 2016 Plan; red arrows represent areas with newly-reported underutilization.

	Total Staff	Female Utilization		Asian - Hawaiian - Other Pacific Isl.		Black - African American		Hispanic Utilization		Total Minority Utilization		Italian American Utilization		Individuals with Disabilities	
		CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Bench-mark
Summary / Labor Market Utilization	84	19.0%	12.9%	4.8%	2.7%	25.0%	11.3%	13.1%	8.1%	50.0%	23.8%	4.8%	17.0%	1.2%	7.0%
Colleges															
Unit															
Baruch College	2	NA		NA		NA		NA		NA		NA		NA	
Borough of Manhattan Community College	1	NA		NA		NA		NA		NA		NA		NA	
Bronx Community College	1	NA		NA		NA		NA		NA		NA		NA	
Brooklyn College	2	NA		NA		NA		NA		NA		NA		NA	
CCNY-City College of New York	1	NA		NA		NA		NA		NA		NA		NA	
College of Staten Island	0	NA		NA		NA		NA		NA		NA		NA	
Graduate School	4	NA		NA		NA		NA		NA		NA		NA	
Guttman Community College	0	NA		NA		NA		NA		NA		NA		NA	
Hostos Community College	0	NA		NA		NA		NA		NA		NA		NA	
Hunter College	2	NA		NA		NA		NA		NA		NA		NA	
John Jay College of Criminal Justice	9	22.2%		11.1%		22.2%		22.2%		55.6%		0.0%		11.1%	
Kingsborough Community College	3	NA		NA		NA		NA		NA		NA		NA	
LaGuardia Community College	5	20.0%		0.0%		100.0%		0.0%		100.0%		0.0%		0.0%	
Lehman College	0	NA		NA		NA		NA		NA		NA		NA	
Medgar Evers College	4	NA		NA		NA		NA		NA		NA		NA	
New York City College of Technology	3	NA		NA		NA		NA		NA		NA		NA	
Queens College	0	NA		NA		NA		NA		NA		NA		NA	
Queensborough Community College	1	NA		NA		NA		NA		NA		NA		NA	
York College	0	NA		NA		NA		NA		NA		NA		NA	
Other Units															
CUNY School of Journalism	0	NA		NA		NA		NA		NA		NA		NA	
CUNY School of Law	0	NA		NA		NA		NA		NA		NA		NA	
CUNY School of Professional Studies	0	NA		NA		NA		NA		NA		NA		NA	
CUNY School of Public Health	0	NA		NA		NA		NA		NA		NA		NA	
Macaulay Honors College	0	NA		NA		NA		NA		NA		NA		NA	
System Office (Central Office)	46	26.1%		6.5%		26.1%		17.4%		50.0%		2.2%		0.0%	

Computer Specialist

772 Full-Time Employees

Comprised of Titles

- IT Senior Associate
- IT Associate
- IT Assistant
- EOC IT Assistant (Educational Opportunity Center)
- IT Support Assistant
- EOC IT Support Assistant

Labor Market Factors (Weighted)

- 100% American Community Survey – Four State Region (NY, NJ, CT, PA) - Computer Scientist Systems Analyst (1000); Computer Programmer (1010); Computer Software Engineers (1020); Computer Support Specialists (1050); Database Administrator (1060); Network Systems and Data Communication Analysts (1110); Computer Hardware Engineers (1400); Computer Operators (5800); Computer Control Programmers and Operators (7900) (2007-2011)
- Labor Market Availability for Italian Americans is calculated as per settlement agreement

University Staffing Summary by Affirmative Action Unit
Fall 2016 Affirmative Action Plan

Group Computer Specialist

Utilization is the percentage of a given protected class within a job group. Cells are shaded when CUNY Utilization is lower than that of the Labor Market for similar positions by the equivalent of one full-time employee or greater. Job groups with fewer than five staff have insufficient numbers for analysis and are marked as "NA". Any comparisons for Individuals with Disabilities are based on a national benchmark of 7.0% which does not represent the actual labor market.

For 2016, the Graduate Center and Macaulay Honors College are combined but other Graduate Center programs are presented separately. For 2016, the CUNY School of Medicine did not have sufficient staffing to allow for an Affirmative Action Plan.

In comparing results with the 2015 Affirmative Action Plan, green arrows represent areas where underutilization was eliminated as of the 2016 Plan; red arrows represent areas with newly-reported underutilization.

	Total Staff	Female Utilization		Asian - Hawaiian - Other Pacific Isl.		Black - African American		Hispanic Utilization		Total Minority Utilization		Italian American Utilization		Individuals with Disabilities	
		CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Bench-mark
Summary / Labor Market Utilization	798	29.1%	26.4%	23.4%	19.7%	21.7%	7.1%	28.6%	5.4%	74.9%	33.6%	3.9%	12.1%	2.1%	7.0%
Unit															
Colleges															
Baruch College	26	23.1%		34.6%		23.1%		23.1%		80.8%		0.0%		0.0%	
Borough of Manhattan Community College	37	13.5%		35.1%		24.3%		24.3%		86.5%		0.0%		0.0%	
Bronx Community College	37	29.7%		13.5%		21.6%		59.5%		94.6%		0.0%		0.0%	
Brooklyn College	39	30.8%		10.3%		35.9%		10.3%		56.4%		2.6%		2.6%	
CCNY-City College of New York	33	27.3%		36.4%		24.2%		24.2%		84.8%		0.0%		0.0%	
College of Staten Island	38	18.4%		21.1%		7.9%		10.5%		39.5%		18.4%		7.9%	
Graduate School	37	37.8%		24.3%		18.9%		27.0%		70.3%		0.0%		2.7%	
Guttman Community College	6	16.7%		33.3%	▲	0.0%		16.7%		50.0%		0.0%		0.0%	
Hostos Community College	26	19.2%		15.4%		3.8%		69.2%		96.2%		0.0%		11.5%	
Hunter College	59	32.2%		27.1%		20.3%		32.2%		81.4%		1.7%		0.0%	
John Jay College of Criminal Justice	29	31.0%		20.7%	▲	44.8%		20.7%		86.2%		3.4%		0.0%	
Kingsborough Community College	34	32.4%		14.7%		29.4%		17.6%		61.8%		5.9%		2.9%	
LaGuardia Community College	74	29.7%		12.2%		18.9%		45.9%		81.1%		2.7%		1.4%	
Lehman College	36	27.8%		13.9%		5.6%		50.0%		69.4%		8.3%		0.0%	
Medgar Evers College	15	40.0%		13.3%	▼	60.0%		6.7%		80.0%		0.0%		0.0%	
New York City College of Technology	25	28.0%		16.0%		36.0%		32.0%		88.0%		4.0%	▼	NA	
Queens College	31	6.5%		35.5%		12.9%		22.6%		74.2%		6.5%		0.0%	
Queensborough Community College	16	31.3%		50.0%		6.3%		12.5%		68.8%		12.5%		0.0%	
York College	28	25.0%		50.0%		17.9%		21.4%		89.3%		0.0%		3.6%	
Other Units															
CUNY School of Journalism	3	NA		NA		NA		NA		NA		NA		NA	
CUNY School of Law	6	16.7%		16.7%		33.3%		0.0%		50.0%		16.7%		0.0%	
CUNY School of Professional Studies	7	14.3%		0.0%		57.1%		28.6%		85.7%		0.0%		14.3%	
CUNY School of Public Health	4	NA		NA		NA		NA		NA		NA		NA	
Macaulay Honors College	4	NA		NA		NA		NA		NA		NA	▲	NA	
System Office (Central Office)	148	39.9%		26.4%		21.6%		23.0%		70.9%		5.4%	▼	2.7%	

Media / Print Shop

80 Full-Time
Employees

Comprised of Titles

- Print Shop Coordinator
- College Computer/Photo Typesetter
- Print Shop Associate
- Print Shop Assistant
- Graphic Designer

Labor Market Factors (Weighted)

- 100% American Community Survey – Four State Region (NY, NJ, CT, PA) – Miscellaneous Media and Communication Workers (2860); Printing Machine Operators (8255) (2007-2011)
- Labor Market Availability for Italian Americans is calculated as per settlement agreement

University Staffing Summary by Affirmative Action Unit
Fall 2016 Affirmative Action Plan

Group Media/Print Shop

Utilization is the percentage of a given protected class within a job group. Cells are shaded when CUNY Utilization is lower than that of the Labor Market for similar positions by the equivalent of one full-time employee or greater. Job groups with fewer than five staff have insufficient numbers for analysis and are marked as "NA". Any comparisons for Individuals with Disabilities are based on a national benchmark of 7.0% which does not represent the actual labor market.

For 2016, the Graduate Center and Macaulay Honors College are combined but other Graduate Center programs are presented separately. For 2016, the CUNY School of Medicine did not have sufficient staffing to allow for an Affirmative Action Plan.

In comparing results with the 2015 Affirmative Action Plan, green arrows represent areas where underutilization was eliminated as of the 2016 Plan; red arrows represent areas with newly-reported underutilization.

	Total Staff	Female Utilization		Asian - Hawaiian - Other Pacific Isl.		Black - African American		Hispanic Utilization		Total Minority Utilization		Italian American Utilization		Individuals with Disabilities	
		CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Labor Market	CUNY	Bench-mark
Summary / Labor Market Utilization	80	25.0%	28.9%	10.0%	6.5%	26.3%	9.0%	20.0%	16.6%	78.8%	33.9%	2.5%	10.4%	0.0%	7.0%
Colleges															
Unit															
Baruch College	0	NA		NA		NA		NA		NA		NA		NA	
Borough of Manhattan Community College	7	42.9%		28.6%		14.3%		42.9%		85.7%		0.0%		0.0%	
Bronx Community College	4	NA		NA		NA		NA		NA		NA		NA	
Brooklyn College	8	25.0%		12.5%		62.5%		12.5%		87.5%		0.0%		0.0%	
CCNY-City College of New York	5	60.0%		40.0%		20.0%		40.0%		100.0%		0.0%		0.0%	
College of Staten Island	4	NA		NA		NA		NA		NA		NA		NA	
Graduate School	3	NA		NA		NA		NA		NA		NA		NA	
Guttman Community College	0	NA		NA		NA		NA		NA		NA		NA	
Hostos Community College	2	NA		NA		NA		NA		NA		NA		NA	
Hunter College	4	NA		NA		NA		NA		NA		NA		NA	
John Jay College of Criminal Justice	5	20.0%		0.0%		20.0%		60.0%		80.0%		0.0%		0.0%	
Kingsborough Community College	8	12.5%		0.0%		37.5%		25.0%		62.5%		12.5%		0.0%	
LaGuardia Community College	3	NA		NA		NA		NA		NA		NA		NA	
Lehman College	2	NA		NA		NA		NA		NA		NA		NA	
Medgar Evers College	7	0.0%		0.0%		71.4%		14.3%		85.7%		0.0%		0.0%	
New York City College of Technology	3	NA		NA		NA		NA		NA		NA		NA	
Queens College	2	NA		NA		NA		NA		NA		NA		NA	
Queensborough Community College	5	40.0%		40.0%		40.0%		0.0%		80.0%		0.0%		0.0%	
York College	4	NA		NA		NA		NA		NA		NA		NA	
Other Units															
CUNY School of Journalism	0	NA		NA		NA		NA		NA		NA		NA	
CUNY School of Law	0	NA		NA		NA		NA		NA		NA		NA	
CUNY School of Professional Studies	0	NA		NA		NA		NA		NA		NA		NA	
CUNY School of Public Health	0	NA		NA		NA		NA		NA		NA		NA	
Macaulay Honors College	0	NA		NA		NA		NA		NA		NA		NA	
System Office (Central Office)	4	NA		NA		NA		NA		NA		NA		NA	

Veterans

Consolidated Profiles

Self- Identification of Veteran Status (Full Time Employees) as of 2/1/2017

Job Group	Veteran	Not a Veteran	Not Indicated	Total FT Employees	% Veterans
Executive-Administrative-Managerial	69	1,895	932	2,896	2.4%
Faculty	85	4,487	3,078	7,650	1.1%
Professional Non-Faculty	27	1,771	838	2,636	1.0%
Secretarial-Clerical	19	1,099	686	1,804	1.0%
Service Maintenance	90	1,280	782	2,152	4.2%
Skilled Crafts	45	438	275	758	5.9%
Technical-Paraprofessional	31	964	576	1,571	1.2%
Grand Total	366	11,934	7,167	19,467	1.9%
Total, Staff Only	281	7,447	4,089	11,817	2.4%

Background: Veteran Self- Identification

- CUNY has tracked Veteran status for some time and provided automated self-identification beginning in early 2015
- CUNYFirst system began tracking Veteran status for candidates (future hires) in early 2015
- CUNY began providing a Veterans' Affirmative Action Report with the 2015-2016 cycle
- CUNY will conduct an employee census in Spring 2017

Hiring Ratios
Fall 2016 Affirmative Action Plan

Group Veterans

Comment on Veteran and Individuals with Disabilities Charts:

The OFCCP requires employers to calculate a Hiring Rate for Veterans. While there is no requirement to calculate underutilization, employers should compare their Hiring Rates to a national benchmarks established annually by the US Department of Labor. The Hiring Rate is the total number of individuals in the group hired divided by the total number of persons hired.

While there is no requirement to calculate a Hiring Rate for Individuals with Disabilities, we are providing information on hires who self-identified as having a disability where available.

		Total Number of Hires	Total Veterans Hired		
			Number Hired	Hiring Rate	Benchmark
Summary		2,021	22	1.1%	6.9%
Colleges					
	Unit				
	Baruch College	139	0	0.0%	
	Borough of Manhattan Community College	102	1	1.0%	
	Bronx Community College	47	NA	NA	
	Brooklyn College	55	1	1.8%	
	CCNY-City College of New York	204	0	0.0%	
	College of Staten Island	120	2	1.7%	
	Graduate School	67	1	1.5%	
	Guttman Community College	37	0	0.0%	
	Hostos Community College	106	3	2.8%	
	Hunter College	229	0	0.0%	
	John Jay College of Criminal Justice	56	1	1.8%	
	Kingsborough Community College	128	1	0.8%	
	LaGuardia Community College	136	2	1.5%	
	Lehman College	74	2	2.7%	
	Medgar Evers College	138	4	2.9%	
	New York City College of Technology	100	1	1.0%	
	Queens College	120	1	0.8%	
	Queensborough Community College	136	0	0.0%	
	York College	63	0	0.0%	
Other Units					
	CUNY School of Journalism	12	0	0.0%	
	CUNY School of Law	8	0	0.0%	
	CUNY School of Professional Studies	20	0	0.0%	
	CUNY School of Public Health	61	1	1.6%	
	Macaulay Honors College	10	0	0.0%	
	System Office (Central Office)	65	1	1.5%	

Initiatives to Promote Hiring of Veterans

- Attending Veterans' job fairs in New York City (both directly and through a consortium)
- Nightly job feed to Veterans' job centers in New York State
- Nightly job feed to National-level Veterans' employment web sites
- Coordination with CUNY's Veterans' Affairs Offices
- Training of Recruiter Network on hiring Veterans and providing them with tools
- A jobs microsite for Veterans with a job title translator

Individuals with Disabilities (IWD)

Consolidated Profiles

Self- Identification of Disability Status (Full Time Employees) as of 2/1/2017

Job Group	IWD	Not an IWD	Not Indicated	Total FT Employees	% IWD
Executive-Administrative-Managerial	38	242	2,616	2,896	1.3%
Faculty	70	329	7,251	7,650	0.9%
Professional Non-Faculty	45	208	2,383	2,636	1.7%
Secretarial-Clerical	25	113	1,666	1,804	1.4%
Service Maintenance	5	13	2,134	2,152	0.2%
Skilled Crafts	5	3	750	758	0.7%
Technical-Paraprofessional	20	80	1,471	1,571	1.3%
Grand Total	208	988	18,271	19,467	1.1%
Total, Staff Only	138	659	11,020	11,817	1.2%

Background: Individuals with Disabilities Self- Identification

- CUNY began tracking disability status for both candidates and employees only in early 2015; previous tracking was based on requests for accommodation
- CUNY began providing a Individuals with Disabilities' Affirmative Action Report with the 2015-2016 cycle
- As with many employers, encouraging self-identification is an ongoing effort
- CUNY will conduct an employee census in Spring 2017

Hiring Ratios
Fall 2016 Affirmative Action Plan

Group **Individuals With Disabilities**

Comment on Veteran and Individuals with Disabilities Charts:

The OFCCP requires employers to calculate a Hiring Rate for Veterans. While there is no requirement to calculate underutilization, employers should compare their Hiring Rates to a national benchmarks established annually by the US Department of Labor. The Hiring Rate is the total number of individuals in the group hired divided by the total number of persons hired.

While there is no requirement to calculate a Hiring Rate for Individuals with Disabilities, we are providing information on hires who self-identified as having a disability where available.

		Total Number of Hires	Total Individuals with Disabilities Hired		
			Number Hired	Hiring Rate	Benchmark
Summary		2,021	62	3.1%	7.0%
Colleges					
	Unit				
	Baruch College	139	0	0.0%	
	Borough of Manhattan Community College	102	2	2.0%	
	Bronx Community College	47	NA	NA	
	Brooklyn College	55	0	0.0%	
	CCNY-City College of New York	204	4	2.0%	
	College of Staten Island	120	4	3.3%	
	Graduate School	67	0	0.0%	
	Guttman Community College	37	5	13.5%	
	Hostos Community College	106	5	4.7%	
	Hunter College	229	0	0.0%	
	John Jay College of Criminal Justice	56	19	33.9%	
	Kingsborough Community College	128	0	0.0%	
	LaGuardia Community College	136	3	2.2%	
	Lehman College	74	0	0.0%	
	Medgar Evers College	138	0	0.0%	
	New York City College of Technology	100	0	0.0%	
	Queens College	120	4	3.3%	
	Queensborough Community College	136	4	2.9%	
	York College	63	0	0.0%	
Other Units					
	CUNY School of Journalism	12	0	0.0%	
	CUNY School of Law	8	0	0.0%	
	CUNY School of Professional Studies	20	2	10.0%	
	CUNY School of Public Health	61	1	1.6%	
	Macaulay Honors College	10	0	0.0%	
	System Office (Central Office)	65	9	13.8%	

Initiatives to Promote Hiring of Individuals with Disabilities

- Nightly job feed to vocational job centers in New York State
- Nightly job feed to National-level employment web sites for Individuals with Disabilities
- Coordination with CUNY's LEADS program (advising and coaching CUNY students)
- Training of Recruiter Network on hiring Individuals with Disabilities and the LEADS program
- An alternate browser/site for job postings which is accessible to individuals with vision impairments