



**Executive Order 11246
2022 -2023 Affirmative Action Plan (AAP)
Reporting year of June 1, 2021 – May 31, 2022**

Office of Compliance and Diversity



2022 – 2023 AFFIRMATIVE ACTION PLANS QUEENS COLLEGE

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

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PART ONE: INTRODUCTION AND BACKGROUND

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

This unit is one of over 25 affirmative action establishments at the City University of New York (CUNY).

This plan reflects requirements for implementing:

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

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

The employee census date is June 1, 2022. The previous reporting year was June 1, 2021 – May 31, 2022. The program year for this plan is September 1, 2022 – August 31, 2023.

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

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

We produce a separate affirmative action plan for Italian Americans. CUNY’s Chancellor designated Italian Americans as a protected group in 1976.

OVERVIEW

Queens College (“Queens” or “QC”) of the City University of New York (“University” or “CUNY”) is located in Queens, New York on a tree-lined 80-acre campus, seven miles east of midtown Manhattan. The College was established in 1937 to offer a strong and affordable liberal arts education. In the Fall of 2021, there were total of 18,772 enrolled students, of which 15,883 were undergraduate students and 2,889 were graduate students. Of the undergraduate students, 11,487 (72.3 %) attended full-time and 4,396 (27.5%) attended part-time. Of the graduate students, 474 (16.4%) attended full-time and 2,415 (83.5%) part-time. Queens College is highly regarded for its academic quality, diversity, Equity, inclusion and affordability. It was named a top college by the Princeton Review and considered a top public regional university by U.S. News and World Report, where it ranks among the best in undergraduate

teaching. The students at Queens College represent a vibrant mix of cultures; they come from over 100 countries and speak 83 languages and dialects, creating an extraordinary educational environment. Approximately 35 percent of our student are the first generation individuals in their families to attend college. It would be easy to think of Queens College as an 80-acre city, since the campus offers all the benefits of a city—excellent cultural attractions including the only comprehensive art museum in the borough of Queens, readings by renowned writers, performing arts events, scholarly conferences, and numerous places to eat— all on a peaceful and attractive campus with a magnificent view of the Manhattan skyline. Students find the campus a comfortable and appealing place to be, with cybercafés and more than 100 clubs and sports in which they can participate. Queens College participates in NCAA Division II sports, and offers a residence hall, the Summit Apartments, an environmentally friendly building that features fully furnished two and four-bedroom suites.

Location

Queens College/CUNY is located at 65-30 Kissena Boulevard, Queens, New York 11367-1597.

Degrees

Queens College believes that the best preparation for students in today's global society is a rigorous education in the liberal arts and sciences. The College's curriculum is structured so that all students graduate with the ability to think critically, address complex problems, explore various cultures, and use modern technologies and information resources. Queens College offers a variety of degrees: the Bachelor of Arts in many disciplines; Bachelor of Business Administration; Bachelor of Fine Arts; Bachelor of Music; Bachelor of Science; and combined BA/MA degrees in chemistry and biochemistry, computer science, history, music, philosophy, physics, and urban studies. Queens College offers the following graduate degrees: Master of Arts, Master of Arts in Liberal Studies, Master of Arts in Teaching, Master of Fine Arts, Master of Library Science, Master of Music, Master of Science, and Master of Science in Education. Certificate programs currently accepting students include: Applied Behavior Analysis in Psychology, Post-Master's Certificate in Library Science, Specialist Diploma in Educational Leadership, School District Leader, and the Professional Certificate in School Psychology. Post-baccalaureate Advanced Certificates leading to New York State provisional teacher certification are offered in Elementary Education in Visual Arts (K–12), Family and Consumer Science (K–12), Music (pre-K–12), and Physical Education (K–12); and in Adolescent Education in English, English Language Teaching, French, General Science (Biology, Chemistry, Earth Science, and Physics), Italian, Mathematics, Social Studies, and Spanish. Bilingual certificates are offered in connection with master's degree programs in Counselor Education, School Psychology, and Special Education. Post-baccalaureate certificate programs in Librarianship are also offered. For qualified undergraduate students, the Departments of Biology, Chemistry & Biochemistry, Computer Science, History, Philosophy, Physics, and Urban Studies, as well as the Aaron Copland School of Music, offer the opportunity to receive combined bachelor's and master's degrees.

Accreditation

Queens College is accredited by the Middle States Commission on Higher Education (MSCHE), located at 3624 Market Street, Philadelphia, PA 19104. Their telephone number is 267-284-5000. The MSCHE is an institutional accrediting agency recognized by the U.S. Secretary of Education and the Council for Higher Education

Accreditation. The college is also accredited by the State of New York (NYSDOE). Special program accreditations include:

- Council for the Accreditation of Education Preparation (CAEP)
- Accreditation Council for Education in Nutrition and Dietetics (ACEND)
- American Psychological Association, Commission on Accreditation (APA)
- Council on Academic Accreditation in Audiology and Speech-Language Pathology (ASHA-CAA)
- American Library Association (ALA)
- American Association of Family and Consumer Sciences (AAFCS)

History

Founded in 1937, Queens College enjoys a revitalized campus, rising enrollment, and a clear vision for the future: to offer a first-rate education to talented people of all backgrounds and financial means. QC students learn from the best, immersed in the nation's brightest city. The college enjoys a national reputation for its liberal arts and sciences and pre-professional programs. Phi Beta Kappa, the oldest and most respected undergraduate honors organization in the United States, has a chapter at Queens College, a distinction shared with only about 10% of the nation's liberal arts colleges.

Mission

The mission of Queens College is to prepare students to serve as innovative leaders in a diverse world that they make more equitable and inclusive.

We do this by recognizing every student's potential and facilitating opportunities to achieve it. We guide students to determine their desired paths forward that are in service to the ways they define their community or communities.

We prepare undergraduate and graduate students through rigorous academics and provide support so that students are able to complete their courses of study and find the right path after graduation. We take an aspirational yet practical approach to liberal arts and professional education: engaging students in learning, knowledge creation, and cocurricular activities that broaden their minds while giving them tangible skills to succeed in careers and life.

Queens College Values

Service and civic engagement: "We Learn So That We May Serve" is our motto. We educate all students to lead lives of service and civic engagement in their careers and communities. We seek to model that aspiration through our service as faculty members, staff, administrators, and as an organization.

Diversity, equity, and inclusion (DEI): We affirm our college and society benefit when we consistently and intentionally strive to become more diverse, equitable, and inclusive in how we think, treat each other, and function.

Well-rounded education: We want our students to be curious, resilient, and adaptable once they leave Queens College. No matter the degree program, we engage students in continued

development at both the undergraduate and graduate level of core communication and analytic skills, including reading, writing, math, and logic, while advancing their understanding of theory and practice within their academic disciplines. We encourage minors and interdisciplinary double majors. We recognize that the more well-rounded the education we offer, the more career options, marketable skills, and often higher pay our students will have. This enhances their abilities to make conditions better for their communities.

Culture of mutual support: When Student, faculty, staff, and alumni work in unison around our shared interest for the advancement of all students, everyone thrives. We value systems and tools that enable us to collectively help students succeed. Building a culture where everyone works together to guide and support one another brings obvious benefits to students. Being connected to faculty, staff, and students encourages more alumni to feel part of the QC community. Faculty and staff also gain greater support and connections by joining in a network with students and alumni who see them as champions collaborating to change lives.

Innovative leadership: We view leadership as a mindset and practice, not a status or title. We practice leadership at the college and as members of many diverse communities with which Queens College and its students, faculty, and staff identify. We believe in changing notions of who can be a leader, from a select few to everyone. We recognize practicing leadership is a unique process for each individual and celebrate everyone's version of leadership.

Connecting scholarship and creativity with the student experience: We value the many contributions our great scholars and researchers make in the world. We recognize engaging in knowledge creation efforts makes faculty better teachers. Our distinctive approach connects back to students. By emphasizing student engagement in knowledge creation—in the classroom, in the lab, and in the community—we offer students multiple benefits, from better learning outcomes to exposure to potential careers they might not otherwise experience.

Commitment to Diversity

The College is committed to diversity, equity and inclusion, and by balancing tradition and innovation in the service of this diversity, it represents the future of the nation since the summer of 2020, under unprecedented circumstances, the College appointed two Provost's Diversity Fellows; completed the search for a cabinet-level dean-rank chief diversity officer (CDO) as well as a search for a director of Compliance and Investigation; appointed Natanya Duncan as a new director of Africana Studies and Regina Bain a new permanent director of the Louis Armstrong House Museum; hosted an inaugural Ubuntu affinity-oriented orientation and the annual CUNY Black Male Initiative conference; and been recognized for excellence in procurement practices promoting use of minority- and women-owned businesses. In the Queens College Strategic Plan 2021 - 2026, diversity not only had a dedicated working group but also was integrated into all aspects of the work. The process and the product will present a shared vision of our future. The diversity working group will be the core of planning activities, with the CDO then charged with implementation.

ORGANIZATION CHART

Appendix A displays an organization chart.

RELEVANT POLICIES

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

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

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

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

Equal Opportunity and Non-Discrimination Policy

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

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

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

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

Affirmative Action Policy

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

ARTICLE V FACULTY, STAFF AND ADMINISTRATION

Policy 5.04 - Affirmative Action:

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

Sexual Misconduct Policy

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

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

Defining conduct that constitutes prohibited Sexual Misconduct;

Providing clear guidelines for students, employees and visitors on how to report incidents of Sexual Misconduct and a commitment that any complaints will be handled respectfully;

Promptly responding to and investigating allegations of Sexual Misconduct, pursuing disciplinary action when appropriate, referring the incident to local law enforcement when appropriate, and taking action to investigate and address any allegations of retaliation;

Providing ongoing assistance and support to students and employees who make allegations of Sexual Misconduct;

Providing awareness and prevention information on Sexual Misconduct, including widely disseminating this policy, as well as a "students' bill of rights" and implementing training and educational programs on Sexual Misconduct to college constituencies; and

Gathering and analyzing information and data that will be reviewed in order to improve safety, reporting, responsiveness and the resolution of incidents.

This is the sole policy at CUNY addressing Sexual Misconduct and is applicable at all

college and units at the University. It will be interpreted in accordance with the principles of academic freedom adopted by CUNY's Board of Trustees.

Other Policies

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

Management reaffirms its non-discrimination policies annually. **Appendix B** contains the most recent reaffirmation letter, issued November 30, 2022.

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

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

CUNY campuses report crime statistics, including statistics relating to sexual violence under the federal Jeanne Clery Act. Information is available from the campus Office of Public Safety:

<https://www.qc.cuny.edu/ps/>

RESPONSIBILITY FOR IMPLEMENTATION

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

The President

The President, Frank H. Wu, oversees affirmative action and diversity programs to assure compliance with federal, state, and city laws, rules and regulations and university policies.

The President designates personnel to manage affirmative action, compliance and diversity programs. Personnel include the Chief Diversity Officer (CDO), 504/Americans with Disabilities Act (ADA) Coordinator and Title IX Coordinator. The President ensures these personnel have authority, staffing, and other resources to fulfill their assigned responsibilities.

The President communicates commitment to equal employment opportunity, issuing an annual reaffirmation of this commitment, and issues required reports, including this affirmative action plan.

Chief Diversity Officer

The President has designated Jerima DeWese as Chief Diversity Officer and Dean of Diversity (CDO) and Responsible Official who:

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

The Chief Diversity Officer (or designee) completed the OFCCP's on-line certification of compliance with affirmative action program requirements prior to June 30, 2022.

Officials

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

Committee(s) on Diversity and Inclusion

A standing committee advises the President on diversity and affirmative action, reviews the impact of policies on the governance plan, develops and implements strategic diversity plans, and promotes programs to reflect pluralistic values and goals.

Committee members in this past year were (names and titles):

Name	Title
Jerima DeWese	Chief Diversity Officer & Dean of Diversity
Cliff Yung-Chi Chen	Assistant Professor
JV Fuqua	Associate Professor
Maureen Pierce-Anyan	Student Life Manager
James Vacca	Distinguished Lecturer
Rosaria Musco	Administrative Executive Assistant
Shanequa Terr	Confidential Executive
Soribel Genao	Associate Professor
Yvette Caro	Student Counseling Director
Lizandra Friedland	Institution Research Specialist

University Management

CUNY's University Office of Recruitment and Diversity (ORD) within the University Human Resources unit establishes job groups and report parameters, and reports summary statistics. ORD sponsors university-wide diversity programs described in this plan and maintains systems for data collection (including self-identification) and job postings. In the 2021-2022 academic year, ORD conducted two briefings for College Presidents on preparing and interpreting affirmative action plans.

IMPACT OF COVID-RELATED EVENTS

On March 15, 2020, CUNY Chancellor Felix Matos-Rodriguez announced that CUNY campuses and non-essential personnel were transitioning to remote learning and work for the remainder of the academic year. CUNY began returning to on-site operations in summer 2021, and currently operates in a hybrid on-site/remote model. As a result of shifting priorities, we cancelled or postponed some hiring plans and accelerated others given unanticipated employee turnover. We have limited or cancelled some events we could not conduct remotely.

Certain practices have continued unchanged. The Chief Diversity Officer has continued work on all major functions including:

- Complaint intake and investigation
- Accommodations for individuals with disabilities
- Recruitment advertising and outreach
- Oversight of hiring, advancement and separation practices
- Consulting to management.

Queens College has implemented three (3) working group in the past year:

1. **The Accessibility Workgroup** - The Queens College Accessibility Workgroup will foster the college's commitment to equity, inclusion, and accessibility by ensuring accessibility remains integrated in all campus operations and is infused into the College's practices, communications, and attitudes. Through its work, the Accessibility Workgroup will facilitate the campus' continued compliance with the Americans with Disabilities Act, Section 504 of the Rehabilitation Act, and other legal directives to ensure accessibility for all Queens College community members. The Accessibility Workgroup will be comprised of diverse Queens College community members who demonstrate a commitment to or represent offices and/or areas of the college that are in some way responsible for providing services or ensuring accessibility and compliance on campus.
2. **The Recognition Workgroup** - Consistent with Queens College values of diversity, equity, and inclusion, President Wu has appointed an Ad Hoc Working Group on Recognition. Its charge is threefold: first, to consider the names of Queens College buildings and programs to make recommendations regarding any possible changes, as well as to offer proposed guidelines for

honoring a diverse range of persons associated with Queens College who played a significant role in the history of Queens College, in society more generally, or ideally both; second, to make recommendations regarding land acknowledgement and appropriate ways to provide for recognition; and third, to make recommendations regarding appropriate revisions to how current holidays are referenced in the college calendar. While such calendars are determined by the University, consistent with collective bargaining agreements, how current holidays are referenced may be of importance to members of the Queens College community.

3. **The DEI Advisory Committee-** The Diversity, Equity, and Inclusion Advisory Committee is a community-facing entity that will proactively coordinate, plan, respond to, and address campuswide matters with a DEI emphasis for the greater good of campus entities and stakeholder groups. The DEI Advisory Committee is a cross-representative committee of college community members that reviews and assesses campuswide DEI incidents, issues, or matters of concern, consistent with CUNY policy.

PART TWO: DATA AND ANALYSIS

As mandated, we analyze workforce data to promote a culture of complete assessment. This analysis includes:

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

We rely on methodologies provided by the US Department of Labor's Office of Contract Compliance Programs (OFCCP), in particular, the *Educational Institutions Technical Assistance Guide (2019)*.

DATA SOURCES

This section describes how CUNY prepares data for this report.

Employee Data

On July 11, 2022 we extracted data on full-time employees active as of June 1, 2022 from CUNY's system of record, CUNYfirst. We include individuals on most paid leaves, including medical leave and fellowship/sabbatical leave. We do not include individuals on terminal leaves such as retirement leave, student workers (including Graduate Assistants) or individuals employed separately by CUNY's Research Foundation.

We invite employees to self-identify gender, race/ethnicity, veteran status, and disability status. Employees may update selections at any time on an Employee Self-Service portal. The university last conducted a system-wide self-identification canvas in 2018.

We also invite job applicants to self-identify on the job application portal and in the employee self-service module of our system of record.

Self-Identification Categories

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

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

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

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

Consistent with long-standing agreements, we ask employees to self-identify Italian American status, and create a separate Italian American affirmative action plan. We also invite employees to optionally provide data on their ancestries from a list of approximately sixty categories. Consistent with recent New York State legislation, we are in the process of implementing collection of disaggregated data on Asian ancestry.

To retain overall comparisons to individuals in federal categories and to prevent double counting, Italian Americans are not included in Total Minorities in either plan. If individuals indicate both Italian American and federally protected ethnicity categories, we default to the federally protected category, to prevent double counting.

We use federally mandated gender categories of male and female for purposes of this plan. We provide candidates and employees six categories of gender identification. At this time, for purposes of this plan, only individuals specifically identifying as “female” are included in the federally protected gender category.

Of 1177 employees, 0 employees did not identify a gender and 4 employees did not identify a valid race/ethnicity category. Anyone who did not specify a gender and/or ethnicity is included in the Workforce Analysis but not assigned to a protected group. 101 employees did not identify a veteran status and 1049 did not identify a disability status. Disability and veteran status are priorities for future self-identification campaigns.

Labor Market Source Data

We compare the employee population with the Labor Market from which CUNY would reasonably recruit, train, or promote, by job group. We last updated Labor Market estimates in May 2019.

For internal candidates, we utilized lists of CUNY-wide appointments over the 2017-2018 and 2018 - 2019 periods for weighting and lists of feeder jobs, using the demographics of the candidate groups as of the June 1, 2018 employee census.

For external candidates, we utilized the US Census American Community Survey (ACS), 5-year estimate, 2013-2017 (final), extracted from University of Minnesota’s Integrated Public Use Microdata Sample (iPUMS).

For faculty discipline-based estimates, we utilized the US Department of Education’s National Center for Education Statistics’ Integrated Post-Secondary Education Data System (IPEDS) completion data, 2015-2016 (final). We use the Classification of Instructional Programs (CIP) to identify disciplines.

WORKFORCE ANALYSIS

Workforce Analysis is a review of the representation of females and minorities by division, department and title, evaluating diversity by organizational unit rather than job group. We review the data organized by job title in order of rank or salary grade. We also review professorial faculty by tenure status within department. Due to length, Workforce Analysis charts are not included here.

A summary of the all the full-time workforce demographics over a 3-year periods for Female and Total Minorities (Asian/Hawaiian/Other Pacific Islander; Black/African American; Hispanic/Latino; American Indian/Alaska Native; and Two or More Races) as follows:

	2019 - 2020	2020 - 2021	2021 - 2022
FEMALE	651 out of total 1,269 (51.3%)	622 out of total 1,194 (52.1%)	617 out of total 1,176 (52.4%)
TOTAL MIN.	599 out of total 1,269 (47.2%)	580 out of total 1,194 (48.5%)	572 out of total 1,176 (48.6%)

According to the workforce census of June 1, 2022, out of the 1176 full-time employees:

- 617 (52.4%) of the 1,176 employees self-identified as female, and
572 (48.6%) of the 1,176 employees self-identified as total
minority

Full time female increased 0.3% from 52.1% in 2020 -2021 to 52.4% in 2021-2022. Total Minority increase 0.1% from 48.5% in 2020-2021 to 48.6% in the 2021-2022. Both Female and Total minorities are represented in almost all the job groups.

During this AAP period, the college experienced budget stringency; all hiring was either paused or frozen, positions that became vacated were not replaced, and the responsibility and tasks of vacated position were assigned to other employees. The college will continue to prioritize recruiting efforts in areas of underutilization and job groups without current representation of minorities and females.

A summary of the all the full-time faculty workforce demographics over a 3-year periods for Female and Total Minorities (Asian/Hawaiian/Other Pacific Islander; Black/African American; Hispanic/Latino; American Indian/Alaska Native; and Two or More Races) as follows:

	2019 - 2020	2020 - 2021	2021 - 2022
FEMALE	283 out of total 591 (47.8%)	263 out of total 549 (47.9%)	267 out of total 553 (48.2%)
TOTAL MIN.	187 out of total 591 (31.6%)	179 out of total 549 (32.6%)	180 out of total 553 (32.5%)

Full-time Faculty composed 553 (47.0%) of total (1176) full-time employees:

- 267(48.2) of the 553 faculty self-identified as female and
- 180 (32.5%) of the 553 faculty self-identify as total minority

Full time female faculty slightly increased 0.3% from 47.9% in 2020 - 2021 to 48.2% in 2021-2022. Total minority decreased 0.1% from 32.6% in 2020-2021 to 32.5% in the 2021-2022. The pandemic economic shortfall and the following economic fallout from the COVID-19 pandemic necessitated that all hiring be paused/frozen to shore up the Colleges finances that could continue effect to support its students, faculty, and staff.

JOB GROUPS, DISCIPLINES, AND MARKET DATA

Job Groups

We analyze data according to groups of jobs with similar duties and qualifications. CUNY establishes job groups and reviews them annually, as detailed in **Appendix C**. A major input is the federal Standard Occupational Classification (SOC) system. We also combine job groups into categories based on the federal EEO-1 categories for some summary reports.

The next two pages provide a summary of staffing by job group, followed by a summary of professorial faculty by rank and tenure status.

Insert Exhibits “Job Groups and Staffing” and “Professorial Faculty by Tenure Status”. You will receive a two-page PDF.

Executive/Administrative/Managerial

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %
Admin 1: Executive	22	14	63.6%	8	36.4%
Admin 2: Managerial	103	71	68.9%	53	51.5%
Managerial: Facilities	2	1	50.0%	2	100.0%
Managerial: Info Tech	2	1	50.0%	2	100.0%
Managerial: Security	4	3	75.0%	3	75.0%

Professional Faculty

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %
Faculty: Professoriate	421	193	45.8%	145	34.4%
Faculty: Librarian	15	8	53.3%	5	33.3%
Faculty: Lecturer	117	66	56.4%	30	25.6%

Professional Non-Faculty

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %
Accountant: Professional	2	1	50.0%	2	100.0%
Admin 3: Professional	161	115	71.4%	117	72.7%
Admin 5: Engineer-Architect	2	1	50.0%	2	100.0%
Disability Accommodation Spec	1	0	0.0%	1	100.0%
Info Tech: Professional	28	2	7.1%	21	75.0%
Nurse	1	1	100.0%	0	0.0%

Administrative Support Workers

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %
Accountant: Assistant	2	1	50.0%	0	0.0%
Administrative Assistant	15	13	86.7%	5	33.3%
Office Assistant	82	74	90.2%	48	58.5%
Mail Services Worker	3	1	33.3%	2	66.7%

Technicians

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %
Admin 4: College Lab Technician	37	7	18.9%	20	54.1%
Info Tech: Technician	4	1	25.0%	3	75.0%

Craft Workers

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %
Skilled Trades: Supervisory	3	0	0.0%	0	0.0%
Skilled Trades: Not Supervisory	41	0	0.0%	10	24.4%
Laborers and Helpers	14	0	0.0%	10	71.4%
Basic Crafts-Buildings and Grounds	5	0	0.0%	1	20.0%

Service Workers

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %
Campus Public Safety Sergeant	4	1	25.0%	4	100.0%
Campus Peace Officer	16	5	31.3%	15	93.8%
Campus Security Assistant	18	7	38.9%	18	100.0%
Custodial: Supervisory	5	4	80.0%	4	80.0%
Custodial: Assistant	46	26	56.5%	41	89.1%

Summary for Professorial Rank Faculty by Title and Tenure Status

June 1, 2022

Queens College

Total Professorial Faculty: 421

Status categories are: Tenure, Track Tenure, Substitute, and "Instructors or Others PSC" (not eligible for tenure). This report refers to tenure as of the 2021-2022 academic year and not tenure effective September 2022.

Title	Ttl Empls	Female #	Female %	Minority #	Minority %
Asst Professor	86	42	48.8%	44	51.2%
Substitute >=6 Mo Or Prior Ben	5	2	40.0%	2	40.0%
Tenured	8	6	75.0%	3	37.5%
Track Tenure	73	34	46.6%	39	53.4%
Assc Professor	152	87	57.2%	48	31.6%
Substitute >=6 Mo Or Prior Ben	1	1	100.0%	1	100.0%
Tenured	142	82	57.7%	42	29.6%
Track Tenure	9	4	44.4%	5	55.6%
Visiting Professor	1	0	0.0%	0	0.0%
Visiting > = 50%	1	0	0.0%	0	0.0%
Professor	172	62	36.0%	48	27.9%
Tenured	171	61	35.7%	48	28.1%
Track Tenure	1	1	100.0%	0	0.0%
Dist Professor	10	2	20.0%	5	50.0%
Instructors and others PSC	10	2	20.0%	5	50.0%

Academic Disciplines

CUNY assigns most faculty departments to disciplines as per the US Department of Education's Classification of Instructional Programs (CIP).

CUNY analyzes data about College Laboratory Technicians by assigning departments to either a Scientific/Engineering/Technical category or a General (non-scientific) category.

Appendix D lists these assignments. This past year, there were no material changes to the discipline assignments.

Labor Market Availability

Labor Market Availability is an estimate used to benchmark utilization of protected groups, by job group. It represents the proportion of each protected group available for employment in the labor market from which CUNY recruits (both internally and externally). CUNY last updated Labor Market Availability estimates in May 2019. **Appendix C** and **Appendix D** provide the basis for each calculation and details the factors we use. They cover the weighting of internal and external labor markets, geography, occupational qualifications, degree requirements, and academic discipline assignments.

UTILIZATION ANALYSIS

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

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

The President's position reports outside of our establishment and is not included.

We report underutilization where the percent of individuals belonging to a protected group is less than 80% below the labor market estimate, and the difference is equal to at least one full-time equivalent employee.

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

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

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

Insert Exhibit on Summary of Underutilization and Goals. You will receive a multi-page PDF to insert

This is a summary of underutilization, of protected groups by Job Group and Discipline. Only those combinations of Job Group and Discipline with five or more incumbents are reported.

This summary compares the following, each calculated against the Labor Market Availability estimates in place at that time.

2019: Underutilization in the 2019 - 2020 Plan (i.e., based on employee census as of 6/1/2019)
2020: Underutilization in the 2020 - 2021 Plan (i.e., based on employee census as of 6/1/2020)
2021: Underutilization in the 2021 - 2022 Plan (i.e., based on employee census as of 6/1/2021)
2022: Underutilization in the 2022 - 2023 Plan (i.e., this plan)

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

Faculty: Professoriate

Area, Ethnic, Cultural, Gender, and Group Studies

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino
2022	11				1	1
2021	10				1	1
2020	11				1	1
2019	10				1	1

Biological and Biomedical Sciences

2022	14	3	2	1	1	
2021	15	3	2	1	1	
2020	15	3	2	1	1	
2019	16	4		1	1	

Business, Management, Marketing and Support

2022	28	3			6	
2021	28	3			6	
2020	28	3			6	
2019	29	3			6	

Communications, Journalism, and Related

2022	13				1	
2021	12				1	
2020	14					
2019	13					

Computer and Information Sciences and Support

2022	15				1	1
2021	16				1	1
2020	17				2	1
2019	16				1	1

Education

2022	47				2	
2021	50				2	
2020	50				2	

Faculty: Professoriate

		Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino
Education							
	2019	51				3	
English Language and Literature/Letters							
	2022	39					
	2021	40					
	2020	42					
	2019	42					
Foreign Languages, Literatures, and Linguistics							
	2022	17			1		
	2021	18			1		
	2020	20			1		
	2019	21			1		
Health Professions and Related Programs							
	2022	11	1	2	1	1	
	2021	11		2	1	1	
	2020	11		2	1	1	
	2019	11		2	1	1	
History							
	2022	24			1		
	2021	24			1		
	2020	22		2			1
	2019	24		1	1		1
Library Science (Program)							
	2022	7	1			1	
	2021	7	1			1	
	2020	8	2				
	2019	9					
Mathematics and Statistics							
	2022	22	4	2		1	1
	2021	22	4	2		1	1
	2020	23	4	2		1	1
	2019	23	4	2		1	1
Parks, Recreation, Leisure and Fitness Studies							
	2022	12				1	
	2021	14					1
	2020	14					1
	2019	13					1
Philosophy and Religious Studies							

Faculty: Professoriate

Philosophy and Religious Studies

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino
2022	6					
2021	6					
2020	7					
2019	8					

Physical Sciences

2022	38	5			1	
2021	38	6			1	1
2020	40	6			1	1
2019	39	7			1	1

Psychology

2022	19	4	2		1	2
2021	18	5	1		1	2
2020	18	5	1		1	2
2019	19	5	2		1	2

Public Administration

2022	10				1	
2021	12				1	1
2020	14	2			2	1
2019	15	2			2	

Social Sciences

2022	42				1	
2021	45				1	
2020	49				1	
2019	53				1	

Visual and Performing Arts

2022	46	9		2		1
2021	47	11		2		1
2020	49	10		1		1
2019	47	9		2		1

Faculty: Librarian

Library (Librarians/Non-Teaching)

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino
2022	15	4				
2021	15					
2020	14	3				
2019	17	4				

Faculty: Lecturer

Business, Management, Marketing and Support

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino
2022	13	2	3		1	2
2021	13	2	3		1	2
2020	16	3	3		1	2
2019	17	4	4		1	2

Computer and Information Sciences and Support

2022	11				1	
2021	5		1			1
2020	9		2		1	1
2019	6		1		1	1

Education

2022	14		1	1		1
2021	13			1		1
2020	15		2	1		2
2019	14		2	1		2

English Language and Literature/Letters

2022	13					
2021	9	1				
2020	9					1
2019	12	4				1

Health Professions and Related Programs

2022	11		3		2	1
2021	11		3		2	1
2020	11		3		2	1
2019	10		3		1	1

Mathematics and Statistics

2022	10		2	1		1
2021	9		2	2		1
2020	11		2	1		1
2019	10		2	1		1

Parks, Recreation, Leisure and Fitness Studies

2021	5		2			1
2020	5		2			1
2019	5		2			1

Physical Sciences

2020	5					
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Psychology

2022	5		1		1	1
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Faculty: Lecturer

		Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino
Psychology							
	2021	6		2		1	1
	2020	10		2		1	2
	2019	9		2		1	2
Public Administration							
	2022	5	2	1			1
	2019	6	3				1
Social Sciences							
	2022	7	1	2		1	1
	2021	7	1	2		1	1
	2020	9	2	3		1	1
	2019	8	2	3	1	1	1
Visual and Performing Arts							
	2022	8		1	1		
	2021	8		1	1		
	2020	8		2	1	1	
	2019	7	1	2	1		1

This is a summary of underutilization of protected groups by Job Group, organized by EEO Category. Only those Job Groups with five or more staff are reported.

This summary compares three measurements, each calculated using the Labor Market Availability estimates in place at that time.

2019: Underutilization in the 2019 - 2020 Plan (i.e., based on employee census as of 6/1/2019)
2020: Underutilization in the 2020 - 2021 Plan (i.e., based on employee census as of 6/1/2020)
2021: Underutilization in the 2021 - 2022 Plan (i.e., based on employee census as of 6/1/2021)
2022: Underutilization in the 2022 - 2023 Plan (this plan).

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

Executive/Administrative/Managerial

Admin 1: Executive

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ AfricanAm	Hispanic/ Latino
2022	22			2		
2021	21			2	1	
2020	26			3	1	
2019	25			2		

Admin 2: Managerial

2022	103				5	
2021	102				4	
2020	108					
2019	104				5	3

Professional Non-Faculty

Accountant: Professional

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ AfricanAm	Hispanic/ Latino
2019	5				2	

Admin 3: Professional

2022	161					
2021	154					
2020	156					
2019	140					

Info Tech: Professional

2022	28	10				
2021	28	9				
2020	28	10				
2019	28	10				

Administrative Support Workers

Administrative Assistant

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ AfricanAm	Hispanic/ Latino
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Administrative Support Workers

Administrative Assistant

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ AfricanAm	Hispanic/ Latino
2022	15		5		4	3
2021	17		9		6	4
2020	17		9		6	4
2019	17		9		6	4

Office Assistant

2022	82					
2021	90					
2020	95					
2019	102					

Technicians

Admin 4: College Lab Technician

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ AfricanAm	Hispanic/ Latino
<i>College Lab Tech: Other</i>						
2022	13	1	3	2	1	
2021	13	1	4	2	1	
2020	14	1	4	2	1	
2019	13	1	4	2	1	

Admin 4: College Lab Technician

<i>College Lab Tech: Science, Tech, Eng.</i>						
2022	24	3				
2021	26	2				
2020	26	2				
2019	27	3				1

Info Tech: Technician

2021	5				1	
2020	5				1	
2019	5				1	

Craft Workers

Basic Crafts-Buildings and Grounds

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ AfricanAm	Hispanic/ Latino
2022	5	1	2	1	1	1
2021	5	1	2	1	1	1
2020	6	1	2	1		1
2019	5	1	1	1		1

Laborers and Helpers

2022	14	3				3
2021	14	3				3
2020	16	3				4
2019	17	4				5

Craft Workers

Skilled Trades: Not Supervisory

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ AfricanAm	Hispanic/ Latino
2022	41	1	9		3	5
2021	41	1	9		3	5
2020	42	1	9		4	5
2019	42	1	9		4	5

Service Workers

Campus Peace Officer

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ AfricanAm	Hispanic/ Latino
2022	16					
2021	15					
2020	18					
2019	9					

Campus Public Safety Sergeant

2021	6					1
2020	6					1
2019	7				1	

Campus Security Assistant

2022	18					4
2021	26					4
2020	26					5
2019	29					6

Custodial: Assistant

2022	46					
2021	51					
2020	54					
2019	56					

Custodial: Supervisory

2022	5					2
2021	6					2
2020	7					3
2019	8					3

Utilization, Underutilization, and Placement Goals

The affirmative action plan requires recruitment efforts are made to hire women and total minorities in areas that are proportional to their levels in the rest of the labor market

Outreach efforts generally take place during the recruitment process. These efforts are designed to attract a diverse array of qualified candidates into the applicant pool and to remove any barriers in the selection process that may impact equal employment opportunities. We are committed to enhancing our diverse academic community by actively encouraging people with disabilities, minorities, veterans, and women to apply for a variety of positions.

There are common factors that impact underutilization including, but not limited to, Hiring opportunities; exams and civil service pools; budget constraints; COVID -19; restructuring of titles or departments; and resignations and retirements. We observe and monitor various factors that may contribute to underutilization and/or changes in underutilization, either positive or negative.

In reviewing the results of this year's underutilization analysis (2022) as compared with last year's analysis (2021), the following differences were observed:

Job Groups with Reduced or Eliminated Underutilization in Female or Total Minority:

Faculty: Professoriate

- Physical Sciences discipline, underutilization of Female has decreased from 6 to 5.
- Psychology discipline, underutilization of Female has decreased from 5 to 4.
- Visual and Performing Arts discipline, underutilization of Female has decreased from 11 to 9.

Faculty: Lecturer

- Computer and Information Science and Support discipline, underutilization of Total Minority has eliminated from 1 to 0.
- English Language and Literature/Letters discipline, underutilization of Female has eliminated from 1 to 0.
- Psychology discipline, underutilization of Total Minority has reduced from 2 to 1.
- Public Administration discipline, underutilization of Female has decreased from 3 to 2.

Executive/Administrative/Managerial

- Admin 1: Executive job group, underutilization of Black/African American has eliminated due to a new hiring opportunity.

Administrative Support Workers

- Administrative Assistant job group, underutilization of Female has decrease from 9 to 5.

These job groups have made positive progress to reduced or eliminated underutilization of various underrepresented groups in the college.

Job Groups Without Underutilization in Female and Total Minority: As in the 2021-2022 plan year, there was no underutilization of female or total minority employees in the below job groups:

Faculty: Professoriate

- English Language and Literature/Letters
- Philosophy and Religious Studies

Professional Non-Faculty

- Admin 3: Professional

Administrative Support Workers

- Office Assistant

Service Workers:

- Campus Peace Officer
- Custodial: Assistant

Job Groups with Unchanged Underutilization in Female or Total Minority:

Faculty: Professoriate

- Area, Ethnic, Cultural, Gender and Group Studies
- Biological and Biomedical Sciences
- Business, Management, Marketing and Support
- Communications, Journalism, and Related
- Computer and Information Sciences and Support
- Education
- Foreign Languages, Literatures, and Linguistics
- History
- Library Science (Program)
- Mathematics and Statistics
- Social Sciences

Faculty: Librarian

- Library (Librarians/Non-Teaching)

Faculty: Lecturer

- Business, Management, Marketing and Support
- Health Professions and Related Programs
- Park, Recreation, Leisure and Fitness Studies
- Social Sciences
- Visual and Performing Arts

Technicians

- Info Tech: Technician

Craft Workers

- Basic Crafts-Buildings and Grounds
- Laborers and Helpers
- Skilled Trades: Not Supervisory

Service Workers

- Campus Public Safety Sergeant
- Campus Security Assistant
- Custodial: Supervisory

Underutilization remained the same or unchanged in the above job groups are mostly due to a lack of hiring opportunities. Efforts will continue to be made to improve these areas of underutilization in the following plan year.

Job Group with New or Increased Underutilization in Female or Total Minority:**Faculty: Professoriate**

- Health Professions and Related Programs discipline, underutilization of Female has increased from 0 to 1.
- Park, Recreation, Leisure and Fitness studies discipline, underutilization of Black/ African American has increased from 0 to 1.
- Psychology disciplines, underutilization of Total Minority has increased from 1 to 2.

Faculty: Lecturer

- Computer and Information Sciences and Support discipline, underutilization of Black/ African American has increased from 0 to 1.
- Education discipline, underutilization of Total Minority has increased from 0 to 1.
- Public administration discipline, underutilization of Total Minority has increased from 0 to 1.

Executive/Administrative/Managerial

- Admin 2: Managerial job group, underutilization of Black/African American has increased from 4 to 5.

Professional Non-Faculty

- Info Tech: Professional job group, underutilization of Female has increased from 9 to 10.

Technicians

- Admin 4: College Lab Technician (Science, Tech, Eng) job group, underutilization of Female has increased from 2 to 3, this because an employee left this job group.

Queens College will continue to make efforts to diversify staff and improve or eliminate underutilization in all future searches.

OTHER ANALYSES

Personnel Activity

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

To estimate net changes by job group, we compare employee title changes between two reference dates (June 1, 2021 and June 1, 2022). We use this method to accommodate timing and issues in interpreting system data. This method produces a reasonable estimate but may leave out some actions, such as an employee changing job groups more than once over the year. We note hires, moves to a higher or lower job group, moves within a job group, and separations

Similar to procedures in financial accounting, employees who leave one job group to take a position in another are reported as separated from one group and joining another. We consider transfers between CUNY units as a separation from one campus and a hire in the other.

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

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

Over the 2021-2022 academic year, the total number of faculty who were awarded tenured was Eight (8), including Three (3) females and Three (3) minorities. The total number of lecturers who received a Certificate of Continuous Employment was Seven (7), including Six (6) females and Three (3) minorities. Total number of faculty hired with tenure is One (1), is a female with unknown ethnicity.

There were 77 new employees hired (Outside CUNY and Other CUNY College) during this report period:

- Six (6) total in the **Executive/Administrative /Managerial category** – Six (6) Females; Three (3) Total Minorities; Two (2) Black/African Americans; One (1) Hispanic/Latinos
- Thirty-eight (38) total in the **Professional Faculty Category** – Twenty-three (23) Females; Thirteen (13) Total Minorities; Six (6) Asians; Three (3) Black/African Americans; Four (4) Hispanic/Latinos
- Eighteen (18) total in **Professional Non-Faculty Category** – Eleven (11) Females; Sixteen (16) Total Minorities; Four (4) Asians; Six (6) Black/African Americans; Five (5) Hispanic/Latinos; One (1) Other Minorities

- Seven (7) in the **Administrative Support Workers Category** – Six (6) Females; Six (6) Total Minorities; One (1) Asians; One (1) Black/African American; Four (4) Hispanic/Latino
- Two (2) in the **Technicians Category** – One (1) Female; Two (2) Total Minorities; One (1) Black/African American; One (1) Hispanic/Latino
- Three (3) in **Craft Workers Category** – three (3) Male - White
- Three (3) total in the **Service Workers Category** –Three (3) Total Minorities; Two (2) Black/Africa Americans; One (1) Hispanic/Latinos

There were 17 employees promoted and/or upgraded in various contract titles (Transfers or Promotions into Current year Job Group) during this report period:

- Eight (9) in the **Executive/Administrative /Managerial category** – Eight (8) Females; Five (5) Total Minorities; Two (2) Asians; One (1) Black/African American; Two (2) Hispanic/Latinos
- One (1) total in the **Professional Faculty Category** – One (1) Female
- Five (5) in the **Professional Non-Faculty Category** – Four (4) Females; Two (2) Total Minorities; One (1) Asian; One (1) Black/African American
- Two (2) in the **Administrative Support Workers Category** – One (1) Female; Two (2) Total Minorities; One (1) Black/African American; One (1) Hispanic/Latino

There were 94 employee who Separated from the College (Left College or Left CUNY) during this report period:

- Twelve (12) in the **Executive/Administrative /Managerial category** – Nine (9) Females; Seven (7) Total Minorities; Three (3) Asians; One (1) Black/African American; Two (2) Hispanic/Latino; Three (3) Other Minorities
- Thirty-two (32) in the **Professional Faculty Category** – Seventeen (17) Females; Eleven (11) Total Minorities; Three (3) Asians; Five (5) Black/African/Americans; Three (3) Hispanic/Latinos
- Eleven (11) in the **Professional Non-Faculty Category** – Six (6) Females; Nine (9) Total Minorities; Three (3) Asians; One (1) Black/African Americans; Four (4) Hispanic/Latino; One (1) Other Minority
- Fourteen (14) in the **Administrative Support Workers Category** – Fourteen (14) Females; Six (6) Total Minorities; Two (2) Asian; Two (2) Black/African American; Two (2) Hispanic/Latinos
- Four (4) in the **Technicians Category** – One (1) Female; Two (2) Total Minorities; One (1) Black/African/Americans; One (1) Other Minority
- Three (3) in the **Craft Workers Category** – Three (3) Male - White
- Eighteen (18) in the **Service Workers Category** – Six (6) Females; Seventeen (17) Total Minorities; Four (4) Asians; Eleven (11) Black/African Americans; Two (2) Hispanic/Latinos

Appendix F provides details of faculty receiving tenure/CCE status effective during the past plan year, covering those awarded tenure, hired with tenure (includes faculty rehired after long-term leaves), and denied tenure.

Appendix F also provides details of exceptions approved through a Search Waiver process. In these cases, it would be highly unlikely we could fill the positions competitively (for example, due to the unique qualifications of the individuals hired). We also grant waivers for positions representing a

transfer of funding sources. The Chief Diversity Officer and University management approve search waiver applications.

Recruiting Activity

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

Prior to posting a job vacancy, the Chief Diversity Officer reviews the physical and mental qualifications and the posting language in general. They also review recruiting plans for intended outreach. We post open positions and Civil Services Notices of Exam on our careers page (for faculty, 30-60 days and for staff, 14-30 days).

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

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

Appendix G summarizes recruiting and selection by job group for searches concluded with a job offer between June 1, 2021 and May 31, 2022.

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

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

Total applicants:

There were 2,658 applicants for 34 job searches conducted in Queens College for staff and faculty. Of the 2,658 applicants, 1,264 applicants were Females; 1,740 were Total Minorities; 578 were Asian; 577 were Black/African American; 514 were Hispanic/Latino and 71 were Two or more races in the EEO categories.

Interview:

There was a total of 123 applicants interviewed with Seventy-three (73) Females and Seventy-three (73) Total Minorities

- Fourteen (14) were interviewed in **Executive/Administrative /Managerial category** – Eleven (11) Females; Seven (7) Total Minorities; Five (5) Black/African Americans; Two (2) Hispanic/Latinos
- Fifty-four (54) were interviewed in the **Professional Faculty Category** – Twenty-five (25) Females; Thirty (30) Total Minorities; Fifteen (15) Asians; Nine (9) Black/African/Americans; Six (6) Hispanic/Latinos
- Fifty-five (55) were interviewed in the **Professional Non-Faculty Category** – Thirty-seven (37) Females; Thirty-six (36) Total Minorities; Seven (7) Asians; Nine (9) Black/African Americans; Seventeen (17) Hispanic/Latino; Three (3) Two or more races

Hires:

There were total of 27 applicants hired: Eleven (11) Female and Twelve (12) Total Minorities

- Six (6) were hired in **Executive/Administrative /Managerial category** – Five (5) Females; Two (2) Total Minorities; One (1) Black/African Americans; One (1) Hispanic/Latinos
- Eleven (11) were hired in the **Professional Faculty Category** – Three (3) Females; Three (3) Total Minorities; One (1) Asian; One (1) Black/African/Americans; One (1) Hispanic/Latinos
- Ten (10) were hired in the **Professional Non-Faculty Category** – Seven (2) Females; Eight (8) Total Minorities; One (1) Asians; One (1) Black/African Americans; Five (5) Hispanic/Latino; One (1) Two or more races

In the year of 2021 - 2022, we made 4 exception hires through a search waiver process and these 3 hires were female. These hires represent situations where extraordinary circumstances made it highly unlikely, we could fill the position competitively. The Chief Diversity Officer and university management approve search waiver applications.

Civil Service Hiring

We participated in (3) university-wide hiring pools for Classified Civil Service vacancies. Applicants who are pre-qualified based on an examination score indicate their interest in working at one or more units, and each establishment interviews and hires according to Civil Service regulations. We report those applicants expressing an interest in our unit at the hiring pools. CUNY's Office of Human Resources Management administers and validates Civil Service examinations and maintains records of applicants and exam results.

List pools in which you participated and number of hires.

Pool	Hired	Race/Ethnicity	Gender
CUNY Office Assistant	9	4- Hispanic/Latinos 1 - Black/African American 2 – Asians 2 – Whites	2 - Males; 7 - Females

CUNY Administrative Assistant	2	1 – Hispanic/Latinos 1 – Black/African American	1 – Male; 1 - Female
Stock Worker Supervisor	1	1 - Hispanic/Latino	1 - Male

Compensation

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

The Chief Diversity Officer reviews overall practices such as:

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

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

Periodically and consistently, during the affirmative action plan period, the Chief Diversity Officer & Dean of Diversity reviews various topics regarding compensation with members of the President Cabinet.

To ensure compliance with affirmative action regulations the CDO serves as a member on the College's Budget Review Committee and HEO Screening Committee (ex-officio member) to review and monitor compensation models, hirings, transfer and promotion requests. The CDO also attends and makes presentations at the College's P&B committee meetings. Furthermore, as a cabinet member, the CDO meets regularly with fellow cabinet members; in both group and 1:1 setting.

PART THREE: ACTION-ORIENTED PROGRAMS

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

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

PRIOR-YEAR PROGRAMS

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

Expand networks for students, faculty, and staff

Help to prepare individuals to value cultural difference and treat people with dignity

Connected and engaged peers to be able to discuss race, culture, and gender issues in higher education

Learned skills needed in a multicultural environment

Enriched individuals and brought awareness to the campus community

Programs might include

- Faculty Fellowship Publication Program Fellows
- Ongoing Programs and Public Events
- Ongoing Meetings and Engagement with executives and managers
- Diversity Committees
- Audits and Review
- Targeted recruiting programs
- General outreach
- Changes in procedures
- Staff and employee training

As noted earlier, events related COVID-19 have limited some implementation plans.

Summary of Campus Programs, 2021-2022

Program	Impact/Job Group
Search committee Briefings	The Office of Compliance and Diversity met with each search committee to educate and inform them about the search process, the importance of ensuring equity, recognizing bias, impartiality, diversity and inclusivity.
QC supported diversity and inclusion with Pride events that were held in June	On Thursday, June 3, 2021, organizers from CUNY Law School, LaGuardia Community College, Queens College, Queensborough Community College, and York College hosted the CUNY Queens Consortium 2nd Annual Virtual LGBTQI+ Pride Celebration. The celebration featured live music, student performances, drag events. There were guest appearances by community leaders, including City Council Member Daniel Dromm—Queens Pride co-founder—and other members of the New York City Council.
From the Office of the Provost	The Office of the Provost at Queens College announced the 2021-2022 Collaborative Online International Learning (COIL) Faculty Fellowships. In keeping with the international goals of Queens College and working closely with the Center for Teaching & Learning, the workshops will provide faculty support in the development of COIL into their courses. The aim of the COIL Faculty Fellowships is to offer select faculty the opportunity to learn about Collaborative Online International Learning, develop strategies for incorporating it into their courses, advance research with international colleagues, and expand QC's global presence.
Asian/American Center (A/AC)	A/AC have developed an exciting Student Leadership Workshop Series

Program	Impact/Job Group
	for QC's undergraduate students, with the title "Asian Americans Redefine Race & Racism". The program will develop student awareness and understanding about the fluid dynamics of race & inter-community relations as well as discrimination & exclusion faced by Asian Americans. Most of the workshop sessions consist of a short presentation by an invited speaker and a discussion with the student participants.
CUNY Queens LGBTQI+ Consortium Virtual Pride Celebration	The CUNY Queens LGBTQI+ Consortium will host a second virtual event celebrating LGBTQI+ Pride in the borough of Queens.
Global Scholars Program Names Six Faculty	Six QC faculty members have been chosen to participate in Global Scholars Achieving Career Success (GSACS), a multinational program supported by the Stevens Initiative https://stevensinitiative.org/ . They will enable students to investigate the world through the lens of a UN Sustainable Development Goal while engaging in collaborative experiential learning and class-to-class virtual exchange with peers from universities in the Middle East and North Africa.
National Hispanic Heritage Month Celebrated annually from September 15 through October 15, it begins mid-month in acknowledgment of the celebrations of national independence by a number of Latin American countries that begin September 15. During this time, which was established to pay tribute to the generations of Hispanic Americans who have positively enriched our nation and society	Queens College hosted a number of events and programs celebrating Hispanic Heritage Month. A list of events was included in "This Week at QC", which the campus community receives each Monday morning in their mail inboxes.
The Information Technology Services in Queens College continues to offer training to faculty and staff	The ITS Training Team, in collaboration with Microsoft, offered 60 to 90-minute training sessions to the faculty

Program	Impact/Job Group
	and staff community registered for training sessions on how to use Teams, OneDrive, OneNote, Forms, SharePoint and other topics.
QC Africana Community Conversations - Sponsored by Africana Studies with the support of Mellon Grant Funds	Discussion on The Changing Tide in Haiti: Can the Diaspora Steer the Flow? The recent earthquakes and the assassination of Haitian President Jovenel Moïse have raised old and new questions on the sovereignty of the people living in the Black democratic republic of the Western Hemisphere. Join this conversation on how the Diaspora and Haitians can work together to help steer the tide. Moderator: Francois Pierre-Louis (Political Science). Panelists: Jean Eddy Saint Paul (CUNY Haitian Institute), Leonie M. Hermantin (Sant La Haitian Neighborhood Center), Cécile Accilien (Department of Interdisciplinary Studies, Kennesaw State University).
Office of Human Resources	In a continuing effort to provide health and wellness resources to CUNY Employees, CUNY is collaborating with CCA, its Employee Assistance Program (EAP) vendor, to offer university -wide wellness seminars. The seminars focus on relevant issues many experience during these times of uncertainty.
Africana Studies and research Institute is galvanizing to support of several student facing workshops that focus on strategies that support the compliance, diversity, equity and inclusion policies at QC	9/29/21: Community Conversations: The Impact of Unrest in Haiti 10/19/21 Workshop: The Skin I Am In: Managing Micro and Macro-aggressions on Campus - with Dr. Carol Bunch Davis 11/3/21: Community Conversations: ""You Are Your Best Thing"" with Sis. Tarana Burke, Founder of the #MeToo Movement 11/10/21 Workshop: It's Your Campus QC!: Building Solidarity on Un-solid ground - with Dr. Nadine Naber
Africana Studies facilitate workshops to support QC faculty	August 6- December 10, 2021 (Biweekly Fridays) Publish and Flourish: Sit N Write @ QC

Program	Impact/Job Group
	<p>September 10, 2021 "Getting it Done: Work Life Balance in a Covid world @ QC" with Dr. Joyce Lynn Moody</p> <p>October 1, 2021 "Liberate Your Scholarship: Publishing, Researching & Teaching for the 21st Century" with Dr. Nadine Naber.</p>
<p>The QCCenter for Teaching and Learning is offered a five-session asynchronous Best Practices for Teaching Online Workshop from January 10 through February 18, 2022</p>	<p>In the workshop, faculty learned how to: offer a student-centered learning experience in an online learning environment, support students in achieving essential learning objectives creatively and flexibly, re-imagine face-to-face pedagogies and projects in an online environment, demonstrate competency in choosing and using digital tools for teaching remotely, design effective online learning activities that engage students in the learning process, and support the achievement of intended student learning outcomes.</p>
<p>Presented by Mount Sinai SAVI (Sexual Assault and Violence Intervention Program) and the Office of Compliance & Diversity</p>	<p>The Art of Asking: Affirmative Consent. The workshop offered tools and ways to ask for affirmative consent and agreement before the initiation of any intimate or sexual activity</p>
<p>Thomas Chen Family/Crystal Windows Endowment</p>	<p>The Thomas Chen Family established a 1.1 million dollar endowment. This \$1,105,000 endowment is the first major gift to help establish QC's new School of the Arts and will support Asian contemporary art at the college through exhibitions, student scholarships, and a visiting artist program.</p>
<p>Queens College 2021–2026 Strategic Plan</p>	<p>The QC Strategic Plan has been formulated with the help of many Queens College (QC) stakeholders, including faculty, students, alumni, staff, members of the QC Foundation, and Queens community members. Through an inclusive process including</p>

Program	Impact/Job Group
	<p>11 town halls with over a thousand participants, QC developed a plan that will guide QC to a brighter future and enable it to provide its students with the best possible education in a welcoming environment.</p> <p>The plan is the result of a year-long process that began in Fall 2020 and thus coincided with the COVID-19 pandemic. Though all meetings and town halls were conducted over Zoom, the meeting successfully engaged deeply in discussions about our core purpose and the values we hold dear. For the framework of this plan, QC envisioned the future state we wanted to accomplish in five core areas of our work and what it will take to get there.</p>
Center for Career Engagement and Internships	<p>11/17/21, Center for Career Engagement and Internships hosted a Nonprofit, and Government Employer Recruitment Panel. This panel is for students and recent alumni. Campus constituents worked together to promote this important event to the students.</p>
Office of Student Affairs	<p>The Knights Table Food Pantry, with the support of the Student Association, Student Affairs, the Health Services Center, and the Queens College administration, is continuing its “Turning the Table on Hunger” mobile food distribution program. This program’s goal is to help feed Queens College and CUNY students. The college identified a number of locations in Queens and surrounding counties that are highly populated by our students to serve as Knights Table Food Pantry distribution points.</p>
From Counseling Services	<p>The Counseling Services announced that CUNY has partnered with Kognito to provide access to At-Risk for Faculty & Staff, an interactive, web-based</p>

Program	Impact/Job Group
	<p>training simulation. The goal of this program is to better prepare faculty and staff to engage in conversations with students about mental health and suicide prevention, respond appropriately, and to be able to refer students to available resources. Kognito offers a safe, non-confrontational practice environment that models real-life classroom experiences and student encounters.</p>
Hispanic Heritage Month Event	<ul style="list-style-type: none"> • LALS-Political Science Speaker Series: Mexican American Cultural Resistance in the US Southwest • Reconciliation y Justicia: Beyond Latinx Inclusion for Solidarity • Latin American Independence 200 Years Later • A Conversation with Maria Hinojosa • <i>Louis en Casa</i> Film Premiere • <i>Louis En Casa</i> Panel • An Evening with Angie Cruz • <i>Louis en Casa</i> “Latin Louis” Virtual Museum Tour • Arepas and Pre-Colombian Food • <i>Louis en Casa</i> In-person Spanish Tours of the Louis Armstrong House Museum • <i>Louis en Casa</i> presents Bassist/Composer Pablo Lanouguere • Latin American Colonial Art
Office of the Provost	<p>The Office of the Provost at Queens College is pleased to announce the 2021-2022 Collaborative Online International Learning (COIL) Faculty Fellowships. In keeping with the international goals of Queens College and working closely with the Center for Teaching & Learning, the workshops will provide faculty support in the development of COIL into their courses</p>
From Africana Studies and SEEK	<p>Africana Studies and SEEK proudly present Publish & Flourish Spring 2022</p>

Program	Impact/Job Group
	Workshop, Come from Away: How to Reconnect to Your Writing When You've Been Apart Too Long.
From JC Carlson, LGBTQI+ Programs Coordinator and Associate Director, CUNY LGBTQI+ Consortium	<ul style="list-style-type: none"> • A Safer Space Training is offered on 2/4/2022. This virtual program, designed and led by Shane Windmeyer of Campus Pride, Inc., will teach up to 50 CUNY faculty and staff how to create safer spaces for LGBTQI+ students on their campuses. • Stop the Hate: Bias and Hate Crimes Prevention Workshop is on 2/25/22. 50 CUNY faculty and staff how to prevent and combat bias and hate crimes on their campuses. Campus Pride, Inc. developed this workshop in partnership with the Anti-Defamation League, Association of College Unions International, The Southern Poverty Law Center, Wilbron Institute, Matthew Shepard Foundation, and the Center for the Prevention of Hate Violence.
From the Office of Compliance and Diversity - Chief Diversity Officer and Dean of Diversity	Diversity Dialogues is a monthly periodical sent to all QC Community members. This publication provides historical, cultural, DEI, compliance and C&D operational information to the campus community.
Women's History Month Events Queens College is proud to participate in the celebration of Women's History Month this March. This observance was established in 1987 to recognize and appreciate women's contributions history, culture and society.	Radical Care and Community-Based Approaches to Trauma and Healing Queens College's Women's and Gender Studies Program, under the guidance of Director JV Fuqua, has set the theme for Women's History Month at Queens College to be "radical care." It is part of the Women and Gender Studies "Radical Care" series, focusing on non-carceral, community-based approaches to violence, trauma, and healing. The first three weeks of events will focus and elaborate on that theme across a

Program	Impact/Job Group
	variety of contexts, from violence and harm reduction in New York City communities to reimagining relationships as care communities. The final week's event will feature Queens College alumnus and former instructor in the Percy Ellis Sutton SEEK program, long-time archivist and activist Joan Nestle (the co-founder of the Lesbian Herstory Archives).
NYC Men Teach and NYC Project Hope COVID-19 Peer Support Group	Be kind to your mind: a conversation on men's mental health, self care, and how to find balance during the pandemic, led by NYC Men Teach student ambassador Njehan Phillip and QC MEd student Jessica Alejandro.
Asian Heritage Business Month Forum	Empower Your Business with Resources
Seminar: Mental Health in Asian Presented by the President's Office and the Asian/American Center: American Communities and the Obstacles in Seeking Help	Join Catherine Vukyisan (William James College) speak about how we can come together to understand the impact of mental health on college students and ways we can overcome the stigma.

2022-2023 PLANNED PROGRAMS

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

Planned Campus Programs, 2022-2023

Program	Expected Impact/Job Group
Chief Diversity Officer & Dean of Diversity and Provost and Senior Vice President for Academic Affairs	Applied for the CUNY-wide Black Race and Ethnic Studies Initiative (BRESI) grant, which has an ambitious mission to reimagine and expand the study of race and ethnicity at the University. QC was award 10 BRESI grants; totaling \$170,000
Queens College 2021–2026 Strategic Plan	It has been formulated with the help of many Queens College (QC) stakeholders, including faculty, students, alumni, staff, members of the QC Foundation, and Queens community members. Through

Program	Expected Impact/Job Group
	<p>an inclusive process including 11 town halls with over a thousand participants, QC have developed a plan that will guide QC to a brighter future and enable it to provide its students with the best possible education in a welcoming environment.</p> <p>The plan is the result of a year-long process that began in Fall 2020 and thus coincided with the COVID-19 pandemic. Though all meetings and town halls were conducted over Zoom, the meeting successfully engaged deeply in discussions about our core purpose and the values we hold dear. For the framework of this plan, QC envisioned the future state we wanted to accomplish in five core areas of our work and what it will take to get there.</p>
From JC Carlson, LGBTQIAA+ Programs Coordinator	After two years of virtual celebrations, CUNY Pridefest has returned to Queens College! The fifth annual CUNY Pridefest was held on Friday, June 10 from 12 noon to 4 pm on the Quad.
From the Office of Student Affairs and Enrollment Management	During the Spring 2022 semester, the Office of Student Affairs and Enrollment Management soft-launched the new Immigrant Student Support Initiative. The mission of the Immigrant Student Support Initiative at Queens College is to aid immigrant students, regardless of their immigration status, as they navigate their collegiate journeys at Queens College from their first days of enrollment through graduation.
From the Office of the Provost	The Office of the Provost is pleased to announce the 2022-2023 Collaborative Online International Learning (COIL) Faculty Fellowships. In keeping with the international goals of Queens College and working closely with the Center for Excellence in Teaching, Learning & Leadership, the fellowships will offer select faculty the opportunity to learn about COIL, develop strategies for incorporating it into their courses, advance research with international colleagues, and expand QC's global presence.
From the Center for Excellence in Teaching, Learning, and Leadership (CETLL) on behalf of the Baruch Center for Teaching and Learning (CTL):	The Open-Source Digital Tools for Teaching seminar, hosted by the Baruch Center for Teaching and Learning, offers faculty an

Program	Expected Impact/Job Group
	<p>opportunity to discover and develop skills with technologies that will build engagement among students and faculty in and out of the classroom space. We will discuss the affordances of openly-licensed and accessible digital platforms that diversify opportunities to learn. Faculty and staff who are open to learning new digital tools are welcome to participate in the seminar and are eligible to earn a certificate of completion.</p>
<p>From the Office of Compliance and Diversity</p>	<p>In honor of Hispanic Heritage Month, the Office of Compliance and Diversity invites you to a virtual movie screening of <i>The Infiltrators</i>, followed by a Q&A with Alex Rivera, co-director of the film</p>
<p>Presented by Mount Sinai SAVI (Sexual Assault and Violence Intervention Program) and the Office of Compliance & Diversity</p>	<ul style="list-style-type: none"> • A "Don't Cancel That Class" option for faculty members who might otherwise lose an opportunity to empower students around sexual health and safety • Bystander Intervention 101 and 201 • The SAVI Education Corner • Building Safer Relationships and Community Virtual Workshop Series: The Art of Asking: Consent 101 • Building Safer Relationships and Community Virtual Workshop Series: Empower You: A Workshop on Enough is Enough and Supporting Our Peers.
<p>CERRU Workshop: How to Make Money Work for You</p>	<p>Topics: Common money myths, budgeting for the semester, using credit in your favor, and how to start investing</p>
<p>CERRU 2-Day Antiracism in the Academy Conference: Experiences of White Supremacy in Higher Education</p>	<p>This virtual conference will feature keynote speaker Nikole Hannah-Jones (1619 Project) and will offer participants tools to engage Antiracism in the academy as well as to find Black joy rituals necessary for Black people to exist in the future.</p>
<p>From DEI Campus Climate Survey</p>	<p>As part of the colleges' efforts to assess the climate of our community and to ensure that all</p>

Program	Expected Impact/Job Group
	<p>of our members can thrive here at QC, the Offices of Compliance and Diversity and Institutional Effectiveness administered fielding a college-wide Diversity, Equity, and Inclusion (DEI) survey. This survey will help us identify barriers to equity and inclusion at the college and will give you a chance to contribute to the conversation around DEI.</p>
<p>From the Queens College Recognition Workgroup</p>	<p>The Recognition Workgroup held two town hall meetings for the campus community. Provide the community with an opportunity to give feedback, ask questions or make any suggestions regarding:</p> <ul style="list-style-type: none"> • Building renaming • Acknowledgement and recognition of holidays commemorated by our diverse campus community • Land acknowledgment <p>These three areas are the focus of the year-end report that will be submitted by the working group to President Wu. Your input is crucial.</p>
<p>The Mellon Mays Undergraduate Fellowship (MMUF)</p>	<p>The Mellon Mays Undergraduate Fellowship (MMUF) will be hosting its first Open House of the year. The Mellon Mays Program supports outstanding undergraduate students from underrepresented backgrounds to apply for PhD Programs in the Humanities and the Social Sciences or students that show intent to pursue graduate work addressing issues of race, ethnicity, or gender.</p>

ONGOING ACTIVITIES

Queens College continues to make efforts to expand recruitment and outreach efforts to create a diverse and inclusive campus community. In Fall 2021, Office of Compliance and Diversity implemented the Search Committee Diversification policy to ensure compliance with all applicable Affirmative Action laws and CUNY search and recruitment policies. The policy requires that all search committees are diverse, inclusive and interdisciplinary. Odd numbered search committees should consists of members of the community in all job categories that are outside of the hiring department or office that would typically interface with the advertised position being recruited.

Office of Compliance and Diversity advised search committee to post positions on diverse and inclusive periodicals and/or search engines such as: Chronicle of Higher Education, Diverse jobs, indeed, Idealist, Latinos in Higher Education, Blacks in Higher Education, Asians in Higher Education, Direct Employers Diversity, and Women on Hire. This ensures that faculty and staff openings are widely distributed to attract a diverse applicant pool

Before job vacancy notices (JVN's) are posted, the office of Compliance and Diversity reviews Job Vacancy Notice (JVN) to ensure that they are consistent with CUNY's policies on equal opportunity.

In addition to the foregoing, the Chief Diversity Officers makes the Affirmative Action Plan available for public review and reference, as well as post and distributes notices of non-discrimination policies, change in regulations, and compliance information.

The Office of Compliance and Diversity provided both in-person and online training on the CUNY Policy on Sexual Misconduct and CUNY Policy on Equal Opportunity and Non-Discrimination: for Athletics Leadership, Coaches, Athletics Staff, Student Athletes and Queens College staff.

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

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

INTERNAL AUDIT AND REPORTING

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

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

- Monitoring personnel actions, including new hires, transfers, promotions, and terminations
- Monitoring employee self-identification programs
- Reviewing recruiting outreach and advertising
- Monitoring complaints/incident reports which may indicate underlying trends
- Reviewing personnel practices and the affirmative action programs with management

- Advising management of program effectiveness and providing recommendations for improvement.

The Chief Diversity Officer works with Human Resources staff to assure employment records, including records in CUNY's HR Information System, are complete, accurate, and up-to-date.

PART FOUR: INDIVIDUALS WITH DISABILITIES AND PROTECTED VETERANS

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

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

EQUAL OPPORTUNITY AND NON-DISCRIMINATION POLICY

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

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

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

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

The City University of New York is committed to a policy of equal employment and equal access in its educational programs and other activities. Diversity, inclusion, and an environment free from discrimination are central to CUNY's mission. CUNY posts its policies on non-discrimination, sexual misconduct, and affirmative action on its website. We have posted these policies on the internet.

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

REVIEW OF PERSONNEL PROCESSES

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

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

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

CUNY maintains appropriate security measures for confidentiality of personal data.

We last conducted a self-identification campaign in 2018.

REVIEW OF PHYSICAL AND MENTAL QUALIFICATIONS

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

We review position requirements before listing a job vacancy. We review any new job qualifications or conditions to ensure they would not screen out qualified individuals with disabilities or protected veterans.

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

REASONABLE ACCOMMODATIONS

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

Employee requests for reasonable accommodations are received and processed by:

Name: Lee Kelly
Title: Assistant Vice President of Human Resources
Location: Human Resources – Kiely Hall – Room 163
Phone: (718) 997-4455

Student requests for reasonable accommodations are received and processed by:

Name: Dr. Mirian Detres-Hickey
Title: Director of Special Services
Location: Special Services for Students with Disabilities - Frese Hall - Room 111A
Phone: (718) 997-5870

Student and Employees who believe that they have been denied a reasonable accommodation or who are dissatisfied with a decision may appeal to the Campus ADA Coordinator:

Name: Jerima DeWese
Title: Chief Diversity Officer & Dean of Diversity
Location: Office of Compliance and Diversity - Kiely Hall - Room 134
Phone: (718) 997-5888

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

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

Information for applicants for employment is provided on the Employment Page of the CUNY Website and [Office Of Human Resources](#) . There is also a link at the bottom of each job posting on <https://cuny.jobs>, which directs the candidate to our accessibility page. Applicants may also contact the Office of Recruitment and Diversity at jobs@cuny.edu.

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

While recognizing requests may be resolved through dialogue, this year we documented 104 employee accommodation requests, successfully concluded 103 times and appealed 0 times. At this time there are (no) outstanding appeals. We responded to 0 job applicant accommodation requests, provided 0 times.

We also upgraded campus facilities to improve access in:

- Office of Facilities, Planning and Operations have been routinely monitored the fitness of the physical plant throughout the Pandemic. Thorough sanitizing and cleaning in anticipation of the return to campus.
- Braille signage has been installed at stairwells to inform our visually impaired community of the direction of traffic during the pandemic.
- Outdoor air ventilation has been increased by circulating in the maximum possible flow of outside air while also maintaining a stable ventilation circulation within the building environment
- HVAC equipment filters have been upgraded to those with higher ratings to improve air filtration
- Campus air handling systems are monitored and maintained throughout the year to ensure good ventilation in interior spaces.
- All building systems filter and circulate air as prescribed by the applicable building code based on space type, such as laboratories, classrooms, offices, and general spaces. To adhere to COVID guidelines, Buildings and Grounds (B&G) have also increased the amount of fresh air being circulated.

Note any other improvements (acquired equipment, upgraded technology) and others:

- Office of Information Technology Services upgraded the desk phone replaced with a Yealink device and Microsoft Teams account will be enabled for calling.
- Office of Information Technology Services replaced a new Queens College website.
- Office of Information Technology Services offered virtual Help Desk assistance to faculty and staff for Microsoft 365-related and general inquiries.
- Office of Information Technology Services upgraded campus facilities to improve access in Delany Hall's handicap access
- Office of Information Technology Services announced LinkedIn Learning is available to active Queens College students, faculty, and staff. LinkedIn Learning provides unlimited, on-demand access to a full library of online video tutorials

HARASSMENT PREVENTION

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

EXTERNAL POLICY DISSEMINATION

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

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

CUNY's Office of Labor Relations provides an annual notice of our policies to labor unions. Our

establishment (or the university, as appropriate) sends written notice of the affirmative action policies to subcontractors, vendors, and suppliers, requesting compliance.

OUTREACH AND POSITIVE RECRUITING

Summary of Prior-Year Outreach

This past year, we made the following outreach efforts to veterans and individuals with disabilities:

Program / Effort	Impact/Discussion
Recruiting Military Career Fair (8/26/21)	RecruitMilitary is an organization that provides active-duty military members, Guard and Reserve members and eligible family members with career assistance. As MNYSC HERC member institutions we are committed to hiring veterans to help reach this target population in our community
Veterans & Military Fall 2021 Virtual Orientation	Veterans Support Services (VSS) understands the issues faced by military and veteran students transitioning from service to college life and wants to make it as easy as possible for veterans to transition into the QC community. New and returning student veterans and military personnel were invited to join this virtual orientation where they learned about various resources and meet the Veterans Affairs staff and leaders to discuss upcoming events and activities throughout the year
VA Home Loan Info Session (10/06/21)	VA helps Servicemembers, Veterans, and eligible surviving spouses become homeowners. A home loan guarantee benefit and other housing-related programs help qualified veterans to buy, build, repair, retain, or adapt a home for your own personal occupancy.
High Performance Communication for Friends, Family and Foes (10/19/21)	A FREE career development presentation titled "Insights" was provided to teach individuals to

Program / Effort	Impact/Discussion
	become a better communicator based on personality type.
Blackstone Launchpad Info Session (10/27/21)	Queens College recognized current and alumni student veterans for their military service. This was the first year in which transgender individuals can openly serve as their identified gender with no restrictions, following the lifting of a ban by President Joe Biden earlier this year.
Trans Veterans Day Tribute (11/16/21)	Queens College recognized current and alumni student veterans for their military service. This was the first year in which transgender individuals can openly serve as their identified gender with no restrictions, following the lifting of a ban by President Joe Biden earlier this year.
Kicking it with the Vets! - Peer support group (2/4/22,3/4/22,4/1/22, 5/6/22 & 6/3/22)	Project for Return and Opportunity in Veterans Education (PROVE) strives to create an environment in which student veterans can more easily access the resources they need to successfully transition from military life to student life.
Financial Coaching Workshop (3/6/22)	Free financial coaching provided to establish processes and tools for balancing the behavioral and financial needs of our students.
Veterans Support Services	The Office of Veterans Support Services (VSS) will be offering four virtual information sessions: referrals to on and off-campus resources <ul style="list-style-type: none"> • education benefits • Spring 2022 VSS updates • VA resources • other items that can assist you while you are at Queens College.

The Veterans Support Services in Queens College connect the QC students to the QC community to assist in the transition from military to civilian life. The Veterans Support Services offers the below services to our veteran student:

- G.I. Bill® benefit exploration for student veterans and military dependents
- Dedicated staff members to help with the transition back to civilian life
- Priority registration for classes
- Tuition bill deferments
- Benefit navigation support and referrals to services through VetConnect NYC
- Outreach and veterans' education activities on campus and in partnership with Veterans on Campus NYC
- Advice on completing VA forms

Planned Outreach for 2022-2023

We plan to pursue the following next year:

Program / Effort	Goals/Expected Impact
Veterans Support Services	Veterans Support Services presents veterans day celebration luncheon. Honorary Attendees: Assembly Member Daniel Rosenthal; Council member: James Gennero
Veterans Day Tribute (11/2022)	TBD
Disability Awareness (TBD)	TBD
Diversity in Leadership (TBD)	TBD

The Queens College Veteran Support Services (VSS) is dedicated to fostering a sense of community and channels of communication among veterans, military personnel, and dependent students, and while enhancing their experience on campus. The college welcomes and supports these individuals and recognizes the contributions they make as citizens and as students. VSS are proud of the level of diversity and academic excellence they bring to our school.

Veteran Support Services (VSS) has been designed specifically to address the multiple needs of veteran and military students at QC. The VSS team offers collaborative academic and supportive services in in several areas. In addition, VSS provide referrals to local community and government agencies that can offer assistance with housing, medical, and mental health needs.

Ongoing efforts include:

- Disseminating information concerning employment opportunities to outlets reaching protected veterans (including disabled veterans) and individuals with disabilities
- Advertising job openings with a variety of external resources, including required reporting to the New York State Labor Department and related agencies
- Filing the annual federal VETS-4212 report

- Assisting veterans with a passing score on a competitive Civil Service examination to apply for additional points based on veteran or disabled veteran status as per NY State statute
- Assisting qualified individuals with disabilities with appointment to classified competitive Civil Service titles without an examination (55(a) Program).

INTERNAL POLICY DISSEMINATION

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

- Included policies in manuals and other publications
- Explained policies and individual responsibilities to senior management and supervisors
- Conducted training for employees involved in recruitment, selection, and promotion decision-making
- Discussed policies in employee orientation and management training programs
- Included information on the accomplishments of veterans (including disabled veterans) and other individuals with disabilities in unit communications
- Posted CUNY Procedures for Implementing Reasonable Accommodation and Academic Adjustments on bulletin boards, along with the CUNY Policy on Non-Discrimination (which also covers protection from harassment on the basis of disability)
- Featured persons who are individuals with disabilities in handbooks or similar publications
- CUNY Sexual Misconduct Policy is posted in the Queens College website
- Title IX/CUNY Policy on Sexual Misconduct Training for Student Club, Athletics, and the Summit
- Title IX/CUNY Policy on Sexual Misconduct training for Faculty, Staff and Public Safety Officer
- Senior Cabinet Compensation Meeting
- Provost's Faculty Diversity Fellows program

IMPLEMENTATION RESPONSIBILITY

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

The President

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

504/ADA Coordinator

As 504/ADA Coordinator, Jerima DeWese

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

504/ADA Committee

The 504/ADA Committee advises the 504/ADA Coordinator. It includes representatives from various departments, and programs, including programs for veterans and individuals with disabilities.

Members are:

Name: Jerima DeWese

Title: Chief Diversity Officer & Dean of Diversity, Title IX Coordinator, and 504/ADA Coordinator

Office: Office of Compliance and Diversity

Name: Denese Gordon

Title: Director, Chief Superintendent

Office: Buildings and Grounds

Name: Dr. Mirian Detres-Hickey

Title: Director of Special Services

Office: Special Services

Name: Lt. Deborah Huggins

Title: Interim Director, Campus Safety

Office: Office of Public Safety

Name: Lee Kelly

Title: Assistant Vice President of Human Resources

Office: Human Resources

Other Officials

Other college officials support the implementation of affirmative action in areas which include accommodations and accessibility improvements.

The Accessibility Workgroup:

The Queens College Accessibility Workgroup fosters the college's commitment to equity, inclusion, and accessibility by ensuring accessibility remains integrated in all campus operations and is infused into our practices, communications, and attitudes. Through its work, the Accessibility Workgroup will facilitate our continued compliance with the Americans with Disabilities Act, Section 504 of the Rehabilitation Act, and other legal directives to ensure accessibility for all Queens College community members. The Accessibility Workgroup will be comprised of diverse Queens College community members who demonstrate a commitment to or represent offices and/or areas of the college that are in some way responsible for providing services or ensuring accessibility and compliance on campus.

University Management

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

TRAINING

We provide orientation on relevant regulations and policies, including affirmative action programs, to individuals involved with recruitment, selection, promotion, disciplinary actions, and similar personnel activities.

The Office of Compliance and Diversity (C&D) presents CUNY policy in Sexual Misconduct and CUNY Policy on Equal Opportunity and Non-Discrimination training for employees throughout the academic year. The training includes information about reasonable accommodations and equal opportunities for veterans and individuals with disabilities. Additionally, the Office of Compliance and Diversity continues to ensure that search committees are incorporating best practices in the realm of diversity recruitment. C&D provides information regarding best practices for interviewing applicants with disabilities when charging and briefing search committees. Throughout the Affirmative Action plan period, The Chief Diversity Officer & Dean of Diversity and Title IX Coordinator attended trainings, and webinars offered from the central office, such as Affirmative Action plan training, and Chief Diversity Officer meetings to receive update information regarding the best practices in faculty diversity recruitment. These recruitment efforts are designed to further enhance Queens College's faculty applicant pools of underrepresented groups.

All Queens College employees are required to complete the E-SPARC online training program which is provided through CUNY Central office. The CUNY Central office also requires employees to annually complete an online training on Workplace Violence prevention.

The Office of Compliance and Diversity staff attended the following training and webinar:

- Affirmative Action Plan training
- CUNY CDO meeting
- Title IX Tabletop training
- ESPARC training
- Workplace Violence Training
- Fostering Leadership Buy-in to Enhance DEI and EEO Compliance in the Workplace
- Student Conduct Institute – Basic Compliance Training
- U.S. Department of Education: Title IX Stakeholder Call
- Gender-Based Violence and the Workplace: An Introduction for DVAL’s Training
- HERC: Doing the Right Thing: How Colleges and Universities can undo Systemic Racism in Faculty Hiring
- HERC: Using Micro interventions to Interrupt Microaggressions at Work
- HERC: Higher Education after COVID: Coming Back Stronger as a Community
- CUNY Central: Conflict Management and Non-Violent Communication
- NYS Office for Prevention of Domestic Violence: Domestic Violence 101
- OFCCP: Asian American Anti-Harassment/Workplace Rights Discussion

Office of Human Resources attended the following training online:

- Title IX Tabletop training
- OHRM meetings
- ESPARC Training
- Workplace Violence training

AUDIT AND REPORTING SYSTEM

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

The 504/ADA Coordinator oversees audit and reporting in support of individuals with disabilities. He/she identifies and addresses barriers to access and evaluates remedial actions.

Both individuals report findings to the President and/or designee.

BENCHMARK COMPARISONS

Staffing

Appendix H provides counts individuals with disabilities by job group. The US Department of Labor suggests a benchmark of 7.0% for each job group. There is no requirement to calculate underutilization or set placement goals.

There is no federal benchmark for veteran utilization.

Hiring Rates

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

In March 2022, the federal government set the benchmark Hiring Rate for veterans at 5.5%, representing the prevalence of veterans in the United States workforce. There is no federal hiring rate benchmark for individuals with disabilities.

Exhibit: Benchmark Comparisons for Veterans and Individuals with Disabilities

Veterans Hiring Rate Benchmark

The benchmark, established annually by the US Department of Labor, is 5.5% as of March 2022.

Factor	2021-2022	2020-2021	2019-2020
A. Number of applicants who self-identified as Veterans before an offer of employment is made	28	26	61
B. Total number of job openings	34	15	30
C. Total number of jobs filled	27	16	33
D. Total number of applicants for all jobs	2,643	2,178	3,069
E. Number of veteran applicants hired	0	0	0
F. Total number of applicants hired	27	16	33
Hiring Rate (E divided by F)	0%	0%	0%
Federal Benchmark	5.5%	5.6%	5.7%
Benchmark Met (Yes/No)	No	No	No

Hiring Rate, Individuals with Disabilities

There is no recommended hiring benchmark for Individuals with Disabilities.

Factor	2021-2022	2020-2021	2019-2020
A. Number of applicants who self-identify as Individuals with Disabilities before an offer of employment is made	166	119	108
B. Total number of job openings	34	15	30
C. Total number of jobs filled	27	16	33
D. Total number of applicants for all jobs	2,643	2,178	3,069
E. Number of individuals with disabilities hired	4	1	1
F. Total number of applicants hired	27	16	33
Hiring Rate (E Divided by F)	14.8%	6.3%	3.0%

APPENDICES

- A. SUMMARY ORGANIZATION CHART
- B. RE-AFFIRMATION LETTER
- C. JOB GROUPS AND LABOR MARKET AVAILABILITY
- D. ACADEMIC DEPARTMENTS BY DISCIPLINE AND COLLEGE LAB TECHNICIAN CATEGORY
- E. UTILIZATION ANALYSIS (ADMINISTRATORS AND STAFF, COLLEGE LAB TECHNICIANS, FACULTY)
- F. SUMMARY OF PERSONNEL ACTIVITIES
- G. SUMMARY OF RECRUITMENT ACTIVITIES
- H. UTILIZATION OF INDIVIDUALS WITH DISABILITIES

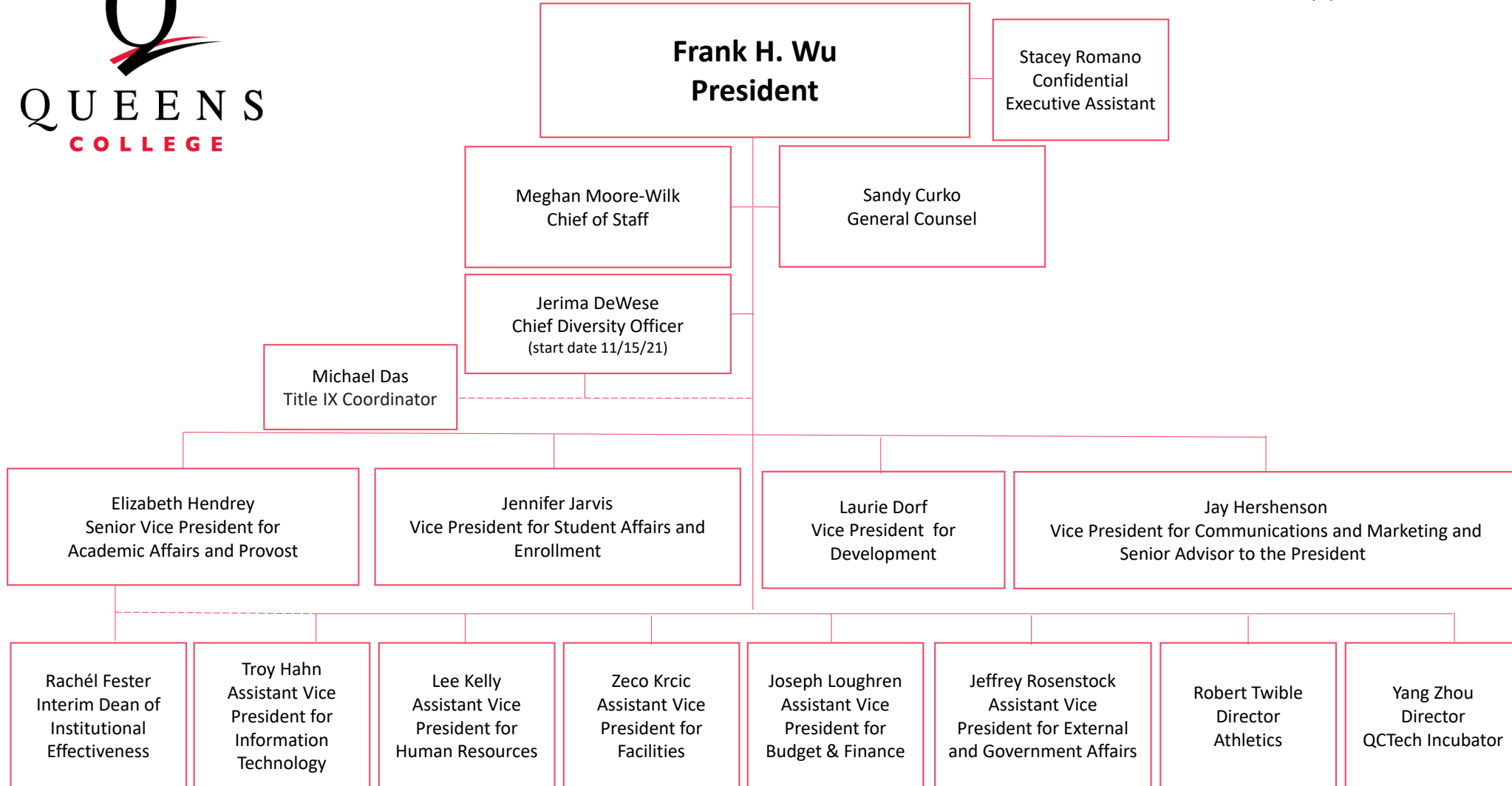
Appendices for the 2022 - 2023 Affirmative Action Plan

Appendix A Organization Chart

This Appendix contains a summary organization chart.



11/4/2021



Appendix B Reaffirmation Letter

This Appendix contains the most recent Reaffirmation Letter.



From President Frank H. Wu:

Queens College is committed to fostering a community based on respect for others. Executive staff at Queens College remain adamant in their support to protect every person's right to non-discrimination, affirmative actions, diversity, and inclusion. Consistent with this commitment and with all applicable laws, it is the policy of the college to promote an environment free from discrimination and not to tolerate unlawful discrimination or harassment in any form and to provide those who feel that they are victims of discrimination with mechanisms for seeking redress.

It is the policy of Queens College to recruit, employ, retain, promote, and provide benefits to employees and to admit and provide services for students without discriminating on the basis of actual or perceived race, color, creed, national origin, ethnicity, ancestry, religion, age, sex, sexual orientation, gender, gender identity, marital status, partnership status, disability, genetic information, alienage, citizenship, military or veteran status, pregnancy, status as a victim of domestic violence/stalking/sex offenses, unemployment status, caregiver or familial status, prior record of arrest or conviction, or any other legally prohibited basis in accordance with federal, state, and city laws. I also remind you that Italian Americans are included among CUNY's protected groups. This policy is set forth in CUNY's Policy on Equal Opportunity and Non-Discrimination. CUNY's Policy on Sexual Misconduct prohibits all forms of sexual misconduct, including sexual harassment, gender harassment, and sexual violence. All of these policies protect any employee or applicant from harassment, intimidation, threats, coercion, or discrimination as a result of exercising rights provided under any equal employment opportunity regulations. I invite you to visit our website, www.qc.cuny.edu, and www.cuny.edu, to view the Equal Opportunity Policy in its entirety, including complaint procedures and prohibition against retaliation.

Queens College executive staff and administrative officers maintain the highest standard of care in keeping the school environment free from any discrimination or harassment while promoting a diverse and free work space. Any individual who

believes they have experienced employment discrimination should contact the Chief Diversity Officer & Dean of Diversity, Jerima DeWese, at Complianceanddiversity@qc.cuny.edu

I urge all members of the Queens College community to continue their efforts to ensure equal opportunity, affirmative action, diversity, and inclusion in all levels of Queens College.

Appendix C Job Group Summary

This Appendix contains a summary of affirmative action job groups.

This report lists those CUNY job groups for which the college has employees, with Labor Market Availability (LMA) factors.

LMA Factor 1 estimates the external labor market.

LMA Factor 2 is a measurement of employees who could be recruited or promoted into the group based on historical data for CUNY.

Groups with fewer than five employees are listed but will not be included in Utilization Analysis worksheets. Individuals in the Chief Executive role are not included.

This report lists both full-time and part-time appointments. The following business rules apply to part-time appointments for this report: if an employee has an active full-time appointment in the same department, part time appointments in the department are omitted. If an employee has multiple part-time appointments in the same department and in the same title, that appointment is counted only once. Other multiple part-time appointments are reported. The number of appointments will be larger than the number of employees.

New CUNY job titles are listed at the end of this Appendix. Not all titles were utilized by the College.

Further details on Job Groups and Labor Market Availability are provided in the Narrative.

This Appendix describes the job group assignments for titles held by employees in the unit, with Labor Market availability details. Labor Market Availability is an estimate used to benchmark utilization by job group. It represents the proportion of each protected group available for employment in the labor market from which CUNY recruits, internally and externally. CUNY last updated this estimate in 2019.

Weighting of Internal/External Labor Market

The internal labor market is university-wide and currently reflects the full-time employee population. We produced a weighted estimate based on the previous two years of job moves of CUNY employees. We also identified typical feeder jobs and other conditions impacting qualifications, such as permanency status.

Geography

We based geographic factors on both CUNY policy and actual hiring experience:

- National labor market for Administration 1 (Executive), Faculty–Professorial, and Faculty–Instructor.
- Two-state region (New York and New Jersey) for Faculty–Lecturer. IPEDS completion data is only available by State and recruiting is regional rather than national.
- New York State-only labor market where New York State residency is required by statute:
 - College Security Assistant, Campus Peace Officer, Campus Public Safety Sergeant, Security Manager.
- New York/New Jersey Metropolitan Statistical Area (MSA) for remaining job groups. A review of hires in 2018-2019 indicated 98.6% of new hires in these groups reside within this MSA. This area represents a large and highly diverse population.

Factors for Staff and Non-Collegiate Faculty:

- Occupational Group: Standard Occupational Classifications assigned to every job title, matched to Census Occupational Codes.
- Degree Requirements: the minimum requirement for the lowest-ranked job in each job group. These range from none through Master’s level.
- Experience: where there is a requirement for a specific number of years of experience, we used age as a proxy, as per US Census standards; for example, a Bachelor’s degree assumes a standard age of 21, and a Bachelor’s degree plus four years of experience would correspond to a minimum age of 25.

Factors for Collegiate Faculty: we assign titles to Professorial, Instructor, or Lecturer job groups according to rank and calculate availability based on a combination of degree requirement and academic discipline.

- Degree Requirements:
 - Professorial: Doctoral Degree
 - Instructor: Master’s Degree
 - Lecturer: Bachelor’s or Master’s Degree.
- Discipline: assigned to each faculty department using the US Department of Education’s Classification of Instructional Programs (CIP). On an exception basis, we calculated a blended labor market availability and/or made individual discipline assignments.

Category: Executive/Administrative/Managerial

Admin 1: Executive

Executive Compensation Plan (Other Than Chief Executive)

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	50.00%	ACS 2013-2017 Nationwide workforce with Bachelors Degree or Higher and age of 29 or above (proxy for eight years' of post-Bachelor's experience) and in selected occupations: 0010 (Chief Executives), 0020 (General and Operations Managers), 0060 (Public Relations and Fundraising Managers), 0100 (Administrative Services Managers), 0110 (Computer and Information Systems Managers), 0120 (Financial Managers), 0136 (Human Resources Managers), and 0230 (Education Administrators).
2-Internal	50.00%	Employees in the following titles: HE Officer, Professor, Associate Professor, IT Computer Systems Manager (Levels 5 and higher), or Chief Administrative Superintendent (Levels 4 and higher) as of 6/1/2018.

Employees: 22

Title	Employees
Administrator	1
Assc Administrator	1
Assc Dean	2
Asst Administrator	1
Asst Vice President	7
Dean	6
Sr Vice President	1
Vice President	3

Admin 2: Managerial

HE Officer series administrators-senior level

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	50.00%	ACS 2013-2017 NY/NJ MSA workforce with Bachelors Degree or Higher and age of 25 or above (proxy for four years' post-Bachelor's experience) and in selected occupations: 0020 (General and Operations Managers), 0060 (Public Relations and Fundraising Managers), 0200 (Administrative Services Managers), 0110 (Computer and Information Systems Managers), 0120 (Financial Managers), 0136 (Human Resources Managers), 0230 (Education Administrators), 0710 (Management Analysts), 2000 (Counselors), and 2100 (Lawyers).
2-Internal	50.00%	Employees in HE Assistant title as of 6/1/2018.

Employees: 103

Title	Employees
HE Associate	65
HE Officer	38

Category: Executive/Administrative/Managerial

Admin 2: Managerial Adjunct

Adjunct HE Officer series administrators (all levels)

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	50.00%	ACS 2013-2017 NY/NJ MSA workforce with Bachelors Degree or Higher and age of 25 or above (proxy for four years' post-Bachelor's experience) and in selected occupations: 0020 (General and Operations Managers), 0060 (Public Relations and Fundraising Managers), 0200 (Administrative Services Managers), 0110 (Computer and Information Systems Managers), 0120 (Financial Managers), 0136 (Human Resources Managers), 0230 (Education Administrators), 0710 (Management Analysts), 2000 (Counselors), and 2100 (Lawyers).
2-Internal	50.00%	Employees in HE Assistant title as of 6/1/2018.

Employees: 243

Title	Employees
Non-Teaching Adj Doct 1	23
Non-Teaching Adjunct 1	165
Non-Teaching Adjunct 3	29
Non-Teaching Adjunct 4	8
Non-Teaching Adjunct 5	18

Managerial: Facilities

Facility Superintendents and Managers

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	55.00%	2013-2017 ACS, NY/NJ MSA, Bachelor's Degree or higher plus four years of Post-Bachelor's experience (proxy minimum age of 25) and in the following occupations: 0410 (Real Estate and Property Managers), 1300 (Architects), 1360 (Civil Engineers), and 8620 (Stationary Engineerings and Boiler Operators).
2-Internal	45.00%	Employees in the titles of Sr Stationary Engineer, Project Manager, Principal Park Supervisor, Principal Custodial Supervisor, or Supervisor of Laborers and Maintenance Workers, Civil Service permanency not required, as of 6/1/2018.

Employees: 2

Title	Employees
Admin Supt Builds Grds	1
Chief Admin Supt - Competitive	1

Category: Executive/Administrative/Managerial

Managerial: Info Tech

Information Technology-Managers

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	60.00%	2013-2017 ACS, NY/NJ MSA workforce, no degree requirement; six years' work experience (proxy minimum age of 23) and in the following occupation: 0110 (Computer and Information Systems Managers).
2-Internal	40.00%	Employees in the title IT Senior Associate, Civil Service permanency not required, as of 6/1/2018.

Employees: 2

Title	Employees
IT Computer Systems Mgr	2

Managerial: Security

Campus Security-Managers

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	55.00%	2013-2017 ACS, NY/NJ MSA workforce, High School Diploma or higher with seven years' experience (proxy minimum age of 24) in the following occupations: 0425 (Emergency Management Directors) and 3710 (First-Line Supervisors of Police and Detectives).
2-Internal	45.00%	Employees with Civil Service permanency in the titles Campus Public Safety Sergeant or Campus Security Specialist as of 6/1/2018.

Employees: 4

Title	Employees
Campus Security Asst Dir	3
Campus Security Dir	1

Category: Professional Faculty

Faculty: Continuing Education

Continuing Education Teachers (part time, paid hourly or per course)

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	100.00%	2013-2017 ACS, NY/NJ MSA workforce, Bachelor's degree or higher and in occupation 2430 (Other Teachers and Instructors).
2-Internal	0.00%	NA

Employees: 39

Title	Employees
Continuing Ed Teacher-Hourly	39

Faculty: Lecturer

Lecturer Faculty and related non-tenure eligible titles; excludes Librarians.

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	100.00%	2016 NCES Degree Completions, Bachelor's or Masters, NY and NJ, for selected disciplines (first and second majors), not weighted.
2-Internal	0.00%	NA

Employees: 117

Title	Employees
Clinical Professor	3
Dist Lecturer	3
Lecturer	60
Lecturer Doct Sch	51

Faculty: Lecturer Adjunct

Adjunct Lecturer Faculty and related non-tenure eligible titles; excludes Librarians.

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	100.00%	2016 NCES Degree Completions, Bachelor's or Masters, NY and NJ, for selected disciplines (first and second majors), not weighted.
2-Internal	0.00%	NA

Employees: 613

Title	Employees
Adj Lecturer Doctoral Student	8
Adjunct Lecturer	605

Category: Professional Faculty

Faculty: Librarian

CUNY Librarians with faculty appointments (any faculty title)

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	100.00%	2016 NCES Degree Completions, Master's level only, Nationwide, for Library Science Discipline.
2-Internal	0.00%	NA

Employees: 15

Title	Employees
Assc Professor	5
Asst Professor	6
Instructor	2
Lecturer	2

Faculty: Professoriate

Tenure-eligible faculty (all ranks) for whom a terminal degree is required; excludes librarians.

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	100.00%	2016 NCES Degree Completions, Doctoral, Nationwide for selected disciplines (first and second majors), not weighted.
2-Internal	0.00%	NA

Employees: 421

Title	Employees
Assc Professor	152
Asst Professor	86
Dist Professor	10
Professor	172
Visiting Professor	1

Faculty: Professoriate Adjunct

Adjunct Professorial Faculty paid on an hourly basis (all levels).

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	100.00%	2016 NCES Degree Completions, Doctoral, Nationwide for selected disciplines (first and second majors), not weighted.
2-Internal	100.00%	NA

Employees: 324

Title	Employees
Adjunct Assistant Professor	283
Adjunct Associate Professor	26

Category: Professional Faculty

Adjunct Professor	12
Assc Professor Hourly	2
Professor H	1

Category: Professional Non-Faculty

Accountant: Professional

Accounting-Professionals

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	0.00%	Internal Only - Promotional Title
2-Internal	100.00%	Employees with Civil Service permanency in the following titles: Accounting Assistant, Purchasing Agent Assistant or EOC Accounting Assistant; as of 6/1/2018.

Employees: 2

Title	Employees
Finance Accountant	1
Purchasing Agent	1

Admin 3: Professional

HE Officer Series: Entry and mid-level administrators

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	85.00%	ACS 2013-2017 NY/NJ MSA workforce with Bachelor's Degree or Higher and in the following occupations: 0630 (Human Resources Workers), 0740 (Business Operations Specialists), 0820 (Budget Analysts), 2000 (Counselors), 2550 (Education/Training/Library Workers), 2825 (Public Relations Specialists), 5000 (Supervisors of Office and Admin Support Workers), and 5250 (Customer Service Representatives).
2-Internal	15.00%	Employees who hold BA degrees and are in the following job groups: CUNY Office Assistant, CUNY Administrative Assistant, Accountant Technician or Accountant Professional as of 6/1/2018.

Employees: 161

Title	Employees
Asst to HEO	80
HE Assistant	81

Admin 5: Engineer-Architect

Engineers, Architects and related titles

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	100.00%	2013-2017 ACS, NY/NJ MSA workforce, no degree requirement, in the following occupations: 0220 (Construction Managers), 0300 (Engineering Managers), 1300 (Architects, except Naval), 1360 (Civil Engineers), 1540 (Drafters), 1560 (Surveying and Mapping Technicians).
2-Internal	0.00%	NA

Employees: 2

Title	Employees
Project Mgr	2

Category: Professional Non-Faculty

Disability Accommodation Spec

Disability Accommodation Specialists

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	100.00%	As no unit has a minimum of five employees, availability is not calculated.
2-Internal	0.00%	NA

Employees: 1

Title	Employees
Disability Accommodations Spec	1

Info Tech: Professional

Information Technology-Professionals

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	75.00%	2013-2017 ACS, NY/NJ MSA, High School Diploma or higher plus four years of Post-High School experience (proxy minimum age of 21) in the following occupations: 0740 (Business Operations Specialists), 1006 (Computer Systems Analysts), 1010 (Computer Programmers), 1020 (Software Developers, Applications and Systems Software), 1030 (Web Developers), 1060 (Database Administrators), and 1105 (Network and Computer Systems Administrators).
2-Internal	25.00%	Employees in the IT Support Assistant and CUNY Office Assistant titles, Civil Service permanency not required, as of 6/1/2018

Employees: 28

Title	Employees
IT Associate	14
IT Asst	8
IT Sr Associate	6

Nurse

Nurses

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	100.00%	As no unit within CUNY has a minimum of five employees, no availability was calculated.
2-Internal	0.00%	NA

Employees: 1

Title	Employees
Nurse	1

Category: Administrative Support Workers

Accountant: Assistant

Accounting-Support staff

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	70.00%	ACS 2013-2017 NY/NJ MSA workforce with High School Diploma or Higher in the following occupations: 5140 (Payroll and Timekeeping Clerks), 5150 (Procurement Clerks), or 5120 (Bookkeeping, Accounting, and Auditing Clerks).
2-Internal	30.00%	Employees in titles CUNY Office Assistant or EOC Office Assistant, Civil Service permanency not required; as of 6/1/2018.

Employees: 2

Title	Employees
Asst Purchasing Agent	1
Finance Accountant Asst	1

Administrative Assistant

Administrative Assistants-Senior level

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	0.00%	Internal Only - Promotional Title
2-Internal	100.00%	Population of employees on the active CUNY Administrative Assistant Civil Service list #2055 (413 CUNY employees). CUNY Office Assistant Levels 3 or 4 with Civil Service permanency were eligible to take this examination.

Employees: 15

Title	Employees
CUNY Admin Asst	15

Mail Services Worker

Mail Services Workers

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	100.00%	2013-2017 ACS, NY/NJ MSA workforce, no degree requirement, in the following occupation: 5850 (Mail Clerks/Mail Machine Operators, Except Postal Service).
2-Internal	0.00%	NA

Employees: 3

Title	Employees
Mail Message Svcs Worker	3

Category: Administrative Support Workers

Office Assistant

Administrative Office Assistants-Entry level

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	100.00%	2013-2017 ACS, NY/NJ MSA workforce, individuals with a High School Diploma or higher and in the following occupations: 5700 (Secretaries and Administrative Assistants), 5820 (Word Processors and Typists), 5860 (Office Clerks, General), and 5940 (Office Administrative Support Workers, all other).
2-Internal	0.00%	NA

Employees: 82

Title	Employees
CUNY Office Assistant	82

Office Assistant Adjunct

Hourly Administrative Office Assistants-Entry level

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	100.00%	2013-2017 ACS, NY/NJ MSA workforce, individuals with a High School Diploma or higher and in the following occupations: 5700 (Secretaries and Administrative Assistants), 5820 (Word Processors and Typists), 5860 (Office Clerks, General), and 5940 (Office Administrative Support Workers, all other).
2-Internal	0.00%	NA

Employees: 348

Title	Employees
College Assistant	348

Category: Technicians

Admin 4: College Lab Technician

College Laboratory Technicians (all levels)

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	100.00%	2013-2017 ACS, NY/NJ MSA workforce with High School Diploma or Higher. For the Scientific/Technical/IT specialty, in the following occupations: 1050 (Computer Support Specialists), 1965 (Other Life Physical and Social Science Technicians), 1910 (Biological Technicians), 1920 (Chemical Technicians), 1550 (Engineering Technicians), 2860 (Miscellaneous Media and Communications Workers). For the "Other" Specialty, 1050 (Computer Support Specialists), 1950 (Social Science Research Assistants), 2440 (Library Technicians), and 2860 (Miscellaneous Media and Communications Workers).
2-Internal	0.00%	NA

Employees: 37

Title	Employees
Chief College Lab Tech	4
College Lab Tech	10
Sr College Lab Tech	23

Admin 4: College Lab Technician Adjunct

Adjunct College Laboratory Technicians (all levels)

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	100.00%	2013-2017 ACS, NY/NJ MSA workforce with High School Diploma or Higher. For the Scientific/Technical/IT specialty, in the following occupations: 1050 (Computer Support Specialists), 1965 (Other Life Physical and Social Science Technicians), 1910 (Biological Technicians), 1920 (Chemical Technicians), 1550 (Engineering Technicians), 2860 (Miscellaneous Media and Communications Workers). For the "Other" Specialty, 1050 (Computer Support Specialists), 1950 (Social Science Research Assistants), 2440 (Library Technicians), and 2860 (Miscellaneous Media and Communications Workers).
2-Internal	0.00%	NA

Employees: 21

Title	Employees
Adj College Lab Tech	19
Adj Sr College Lab Tech	1
CUNY Art Model H	1

Category: Technicians

Broadcast-Media Adjunct

Hourly Broadcast/Media Technicians and Graphic Designers

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	100.00%	2013-2017 ACS, NY/NJ MSA workforce, High School Diploma or higher in the following occupations: 2900 (Broadcast and Sound Engineering Technicians and Radio Operators and Other Workers), 2920 (Television, Video, and Motion Picture Camera Operators and Editors), 2710 (Producers and Directors).
2-Internal	0.00%	NA

Employees: 2

Title	Employees
Broadcast Assc	2

Info Tech: Technician

Information Technology-Tech Support

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	100.00%	2013-2017 ACS, NY/NJ MSA workforce, High School Diploma or higher in the following occupation: 1050 (Computer Support Specialists).
2-Internal	0.00%	NA

Employees: 4

Title	Employees
IT Support Asst	4

Info Tech: Technician Adjunct

Hourly Information Technology-Tech Support

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	100.00%	2013-2017 ACS, NY/NJ MSA workforce, High School Diploma or higher in the following occupation: 1050 (Computer Support Specialists).
2-Internal	0.00%	NA

Employees: 1

Title	Employees
IT Support Asst	1

Category: Craft Workers

Basic Crafts-Buildings and Grounds

Buildings and Grounds Workers

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	80.00%	2013-2017 ACS, NY/NJ MSA workforce, no degree requirement, in the following occupations: 4210 (First-Line Supervisors of Landscape/Lawn Service/Grounds Workers), 4250 (Grounds Maintenance Workers), 7200 (Automotive Service Technicians and Mechanics), 7340 (Maintenance and Repair Workers-General), 9140 (Tax Drivers and Chauffeurs), and 9120 (Bus Drivers).
2-Internal	20.00%	Employees in the Custodian and Custodial Supervisor job groups, and employees in Helper titles in the Laborers and Helpers job group, Civil Service permanency not required, as of 6/1/2018.

Employees: 5

Title	Employees
Maintenance Worker	3
Motor Vehicle Mechanic	1
Supervisor (Maint&Labor)	1

Laborers and Helpers

Entry-Level Craft Workers

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	60.00%	2013-2017 ACS, NY/NJ MSA workforce, no degree requirement, in the following occupations: 6600 (Helpers-Electricians, Helpers-Pipelayers, etc.) and 9630 (Laborers and Freight, Stock and Material Movers).
2-Internal	40.00%	Employees in the Custodial Assistant and Maintenance Worker titles, Civil Service permanency not required, as of 6/1/2018.

Employees: 14

Title	Employees
Electrician Helper	1
Laborer	10
Plumber Helper	1
Stock Worker	1
Stock Worker Supervisor	1

Category: Craft Workers

Skilled Trades: Not Supervisory

Skilled Trades-Not supervisory

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	75.00%	2013-2017 ACS, NY/NJ MSA workforce, no degree requirement, in the following occupations: 6230 (Carpenters), 6250 (Cement Masons/Concrete Finishers), 6335 (Electricians), 6420 (Painters and Paper Hangers), 6440 (Pipelayers, Plumbers, Pipefitters, and Steamfitters), 6460 (Plasterers and Stucco Masons), 6515 (Roofers), 6700 (Elevator Installers and Repairers), 7300 (Control and Valve Installers and Repairers), 7350 (Machinery Maintenance Workers), 7540 (Locksmiths and Safe Repairers), 8030 (Machinists), and 8610 (Stationary Engineers and Boiler Operators).
2-Internal	25.00%	Employees in the title of Maintenance Worker or in any of the Helper titles in the Laborer-Helper job group, Civil Service permanency not required, as of 6/1/2018.

Employees: 41

Title	Employees
Carpenter	3
Electrician	3
Elevator Mechanic	1
High Pressure Plant Tender	8
Locksmith	1
Oiler	1
Painter	3
Plumber	2
Stationary Engineer	16
Steamfitter	1
Thermostat Repairer	2

Skilled Trades: Supervisory

Skilled Trades-Supervisors

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	0.00%	Internal Only-Promotional Title
2-Internal	100.00%	Employees with Civil Service permanency in Skilled Trade job group titles corresponding to the supervisory titles as of 6/1/2018.

Employees: 3

Title	Employees
Electrician Supervisor	1
Stationary Engineer Sr	2

Category: Service Workers

Campus Peace Officer
Campus Security-Mid level staff

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	80.00%	2013-2017 ACS, New York State residents within the NY/NJ MSA workforce, with one year or more of College and in the occupation of 3850 (Police and Sheriffs Patrol Officers).
2-Internal	20.00%	Employees in the title of Campus Security Assistant, Civil Service permanency not required, as of 6/1/2018.

Employees: 16

Title	Employees
Campus Peace Officer	16

Campus Public Safety Sergeant
Campus Security-Supervisors and Specialists

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	0.00%	For Campus Public Safety Sergeant, Internal only (promotional title). For Campus Security Specialist, candidates on a Civil Service list as of 6/1/2018; however not calculated as demographic data was not available and a small number were hired externally.
2-Internal	100.00%	For Campus Public Safety Sergeant, employees in the title of Campus Peace Officer with Civil Service permanency and two years of permanent service as of 6/1/2018.

Employees: 4

Title	Employees
Campus Pub Safety Sergeant	2
Campus Security Specialist	2

Campus Security Assistant
Campus Security-Entry level staff

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	100.00%	2013-2017 ACS, New York State residents within the NY/NJ MSA workforce with High School Diploma or higher and one year of work experience (using proxy of minimum age of 18) and in the occupation of 3930 (Security Guards and Gaming Surveillance Officers).
2-Internal	0.00%	NA

Employees: 18

Title	Employees
Campus Security Asst	18

Category: Service Workers

Campus Security Assistant Adjunct

Hourly Campus Security-Entry level staff

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	100.00%	2013-2017 ACS, New York State residents within the NY/NJ MSA workforce with High School Diploma or higher and one year of work experience (using proxy of minimum age of 18) and in the occupation of 3930 (Security Guards and Gaming Surveillance Officers).
2-Internal	0.00%	NA

Employees: 2

Title	Employees
Campus Security Asst	2

Custodial: Assistant

Custodial-Entry level

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	100.00%	2013-2017 ACS, NY/NJ MSA workforce, no degree requirement, in the occupation 4220 (Janitors and Building Cleaners).
2-Internal	0.00%	NA

Employees: 46

Title	Employees
Custodial Assistant	46

Custodial: Assistant Adjunct

Hourly Custodial-Entry level

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	100.00%	2013-2017 ACS, NY/NJ MSA workforce, no degree requirement, in the occupation 4220 (Janitors and Building Cleaners).
2-Internal	0.00%	NA

Employees: 8

Title	Employees
Custodial Assistant	8

Category: Service Workers

Custodial: Supervisory

Custodial-Supervisors (all titles)

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	45.00%	2013-2017 ACS, NY/NJ MSA workforce, 8th Grade education or higher and in the occupation 4200 (First-Line Supervisors/Managers of Housekeeping and Janitorial Workers).
2-Internal	55.00%	Employees in the Custodial job group who are not temporary as of 6/1/2018.

Employees: 5

Title	Employees
Custodial Principal Supv	1
Custodial Sr Supervisor	1
Custodial Supervisor	3

Note: In the last Academic Year, CUNY added the titles listed below (not all are used at the College)

Job Code and Title Name	Job Group
200447 Vice Chancellor	Admin 1: Executive
200596 Univ Exec Chf of Staff-UAscAdm	Admin 1: Executive
200600 Exec Depty Counsel-AscAdm	Admin 1: Executive
200607 Univ Dean Industry & Talent Pt	Admin 1: Executive
200608 Exec Dir Institutional Res-Ast	Admin 1: Executive
200609 Exec Chief of Staff-AstAdm	Admin 1: Executive
200610 VP Social Justice Initiatives	Admin 1: Executive
200611 Dn of Community Relations	Admin 1: Executive
200612 Univ Sr Exec Dir Env HS Rk Mgt	Admin 1: Executive
200613 Univ Legal Counsel - UAstAdm	Admin 1: Executive
200614 Univ Exec Dir ASAP ACE-UASC	Admin 1: Executive
200615 AVP Div and Inc	Admin 1: Executive
200620 PSch Ex Counsel LaborDs-AstAdm	Admin 1: Executive
200621 Psch Ex Dir GLTPI-PAstAdm	Admin 1: Executive
200622 Administration	Admin 1: Executive
200630 Univ Dep Dir Env H-S Rsk Mgt	Admin 1: Executive
200631 Univ Assc VC Audit	Admin 1: Executive
200632 Univ Chief Trnsf Off-UAstAdm	Admin 1: Executive
200700 Univ Asst Dn Policy Resrch	Admin 1: Executive
300002a Adj Asst Professor-Librarian	Faculty: Professoriate Adjunct
300003a Adj Lecturer-Librarian	Faculty: Lecturer Adjunct
300603a Law Adj Professor-Librarian	Faculty: Professoriate Adjunct
400949 Univ HR Div Prog Spec (HEOa)	Admin 3: Professional
400959 Univ Dir Prospect Research	Admin 2: Managerial

Appendix D College Lab Technicians Department-Discipline Assignments

This Appendix summarizes the mapping of College Laboratory Technicians to disciplines.

Categories assigned to College Laboratory Technicians (Administration 4 Group) are based on the academic department to which they are assigned. There are two possible categories: "Science, Technology and Engineering" and "All Other".

Groups of less than five employees total are listed but will not be included in Utilization Analysis worksheets.

This report lists both full-time and part-time appointments. The following business rules apply to part-time appointments: if an employee has an active full-time appointment in the same department, any part-time appointments in that department are bypassed. If an employee has multiple part-time appointments in the same department and in the same title, that appointment is counted only once. Other multiple part-time appointments are reported, including appointments in multiple titles in the same department. The number of appointments will be larger than the number of employees.

Queens College

Admin 4: College Lab Technician

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

Appointments: 24

Department	Department Name	Technicians
60088	Animal Facility	2
10033	Biology	5
10051	Chemistry And Biochemistry	5
10270	Dean of Math & Natural Science	1
10267	Earth & Environmental Sciences	2
60137	Library	1
10198	Media Studies	2
80073	Office of Information Tech	2
10228	Physics	4

Discipline: College Lab Tech: Other

Appointments: 13

Department	Department Name	Technicians
10001	Aaron Copland School Of Music	3
10015	Anthropology	1
10021	Art	2
10083	Drama, Theatre & Dance	1
10112	Family Nutrition/Exercise Sci	2
10245	Psychology	3
10275	Secondary Ed & Youth Services	1

Admin 4: College Lab Technician Adjunct

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

Appointments: 16

Department	Department Name	Technicians
60088	Animal Facility	2
10033	Biology	1
10051	Chemistry And Biochemistry	10
10228	Physics	3

Discipline: College Lab Tech: Other

Appointments: 5

Department	Department Name	Technicians
10001	Aaron Copland School Of Music	3
10021	Art	1

Queens College

Admin 4: College Lab Technician Adjunct

Discipline: College Lab Tech: Other

Appointments: 5

Department	Department Name	Technicians
10112	Family Nutrition/Exercise Sci	1

Appendix D Faculty Department-Discipline Assignments

This Appendix summarizes the mapping of faculty departments to academic disciplines.

This Appendix lists faculty (academic) departments and the disciplines to which they are assigned for utilization reporting. Only departments with assigned faculty are listed here.

Disciplines listing fewer than five faculty in a job group are listed but are not included in the Utilization Worksheets.

Labor Market Availability estimates are based on degree completion data provided by the National Center for Education Statistics. Exceptions, including blended rates, are noted.

This report lists both full-time and part-time appointments. The following business rules apply to part-time appointments: if an employee has an active full-time appointment in the same department, any part-time appointments in that department are bypassed. If an employee has multiple part-time appointments in the same department and in the same title, that appointment is counted only once. Other multiple part-time appointments are reported, including appointments in multiple titles in the same department. The number of appointments will be larger than the number of employees.

Queens College

Discipline: Area, Ethnic, Cultural, Gender, and Group Studies

Appointments: 31

Department	Department Name	Faculty (full-time and adjunct)
10055	Classical/MiddleEastAsian L&Ct	31

Discipline: Biological and Biomedical Sciences

Appointments: 57

Department	Department Name	Faculty (full-time and adjunct)
10033	Biology	56
60015	Center, Biology Of Nat'L Sys	1

Discipline: Business, Management, Marketing and Support

Appointments: 108

Department	Department Name	Faculty (full-time and adjunct)
10005	Accounting & Information Sys	51
10088	Economics	57

Discipline: Communications, Journalism, and Related

Appointments: 27

Department	Department Name	Faculty (full-time and adjunct)
10198	Media Studies	27

Discipline: Computer and Information Sciences and Support

Appointments: 53

Department	Department Name	Faculty (full-time and adjunct)
10066	Computer Science	53

Discipline: Education

Appointments: 205

Department	Department Name	Faculty (full-time and adjunct)
65036	Educational & Community Prgms	77
10099	Elementary/Early Childhood Edu	65
10275	Secondary Ed & Youth Services	63

Discipline: Education - Developmental

Appointments: 7

Department	Department Name	Faculty (full-time and adjunct)
65017	College Now	1
15004	Professional & Continuing Stu	6

Queens College

Discipline: Education: K-12

Appointments: 33

Department	Department Name	Faculty (full-time and adjunct)
60065	Ctr For Prep Studies In Music	33

Discipline: English Language and Literature/Letters

Appointments: 115

Department	Department Name	Faculty (full-time and adjunct)
10062	Comparative Literature	12
10102	English	103

Discipline: Foreign Languages, Literatures, and Linguistics

Appointments: 58

Department	Department Name	Faculty (full-time and adjunct)
10111	European Language/Literature	30
10146	Hispanic Lang & Literatures	28

Discipline: Health Professions and Related Programs

Appointments: 49

Department	Department Name	Faculty (full-time and adjunct)
10188	Linguistics & Commun Disorders	49

Discipline: History

Appointments: 57

Department	Department Name	Faculty (full-time and adjunct)
10147	History	57

Discipline: Library (Librarians/Non-Teaching)

Appointments: 16

Department	Department Name	Faculty (full-time and adjunct)
60137	Library	16

Discipline: Library Science (Program)

Appointments: 23

Department	Department Name	Faculty (full-time and adjunct)
10186	Grad Sch Of Lib & Info Studies	23

Discipline: Mathematics and Statistics

Appointments: 76

Department	Department Name	Faculty (full-time and adjunct)
10195	Mathematics	76

Queens College

Discipline: Parks, Recreation, Leisure and Fitness Studies

Appointments: 62

Department	Department Name	Faculty (full-time and adjunct)
10112	Family Nutrition/Exercise Sci	62

Discipline: Philosophy and Religious Studies

Appointments: 14

Department	Department Name	Faculty (full-time and adjunct)
10221	Philosophy	14

Discipline: Physical Sciences

Appointments: 95

Department	Department Name	Faculty (full-time and adjunct)
10051	Chemistry And Biochemistry	43
10267	Earth & Environmental Sciences	29
10228	Physics	23

Discipline: Psychology

Appointments: 85

Department	Department Name	Faculty (full-time and adjunct)
10245	Psychology	85

Discipline: Public Administration

Appointments: 29

Department	Department Name	Faculty (full-time and adjunct)
10302	Urban Studies	29

Discipline: Social Sciences

Appointments: 109

Department	Department Name	Faculty (full-time and adjunct)
10015	Anthropology	28
10236	Political Science	34
10283	Sociology	47

Discipline: Visual and Performing Arts

Appointments: 220

Department	Department Name	Faculty (full-time and adjunct)
10001	Aaron Copland School Of Music	108
10021	Art	83
10083	Drama, Theatre & Dance	29

Appendix E Utilization Analysis -Staff Job Groups

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

Underutilization occurs where the utilization of a protected group is less than 80% of Labor Market Availability. We calculate a number approximating the number of full-time employees that would be needed to make utilization equal to the labor market. Where utilization is zero (0), underutilization exists but not to the level of one full-time equivalent employee. Blanks indicate no underutilization.

Underutilization numbers for females and total minorities represent placement goals.

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

This exhibit covers full-time employees only.

Queens College

Category: Executive/Administrative/Managerial

Job Group: Admin 1: Executive

Description: Executive Compensation Plan (Other Than Chief Executive)

Appointments: 22

Employees in this group hold the following titles:

Title ID	Title Name
04315	Administrator
04320	Assc Dean
04316	Asst Vice President
04314	Dean
04702	Vice President

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	14	8	0	4	2
Underutilized (Y = Yes)			Y		
Number Underutilized			2		
Actual Utilization Percent	63.6%	36.4%	0.0%	18.2%	9.1%
Labor Market Avail. Percent	44.2%	27.7%	9.8%	8.8%	7.9%

Queens College

Category: Executive/Administrative/Managerial

Job Group: Admin 2: Managerial

Description: HE Officer series administrators-senior level

Appointments: 103

Employees in this group hold the following titles:

Title ID	Title Name
04075	HE Associate
04097	HE Officer

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	71	53	18	15	17
Underutilized (Y = Yes)				Y	
Number Underutilized				5	
Actual Utilization Percent	68.9%	51.5%	17.5%	14.6%	16.5%
Labor Market Avail. Percent	57.4%	48.1%	11.0%	19.6%	15.7%

Queens College

Category: Executive/Administrative/Managerial

Job Group: Managerial: Facilities

Description: Facility Superintendents and Managers

Appointments: 2

Employees in this group hold the following titles:

Title ID	Title Name
04975	Admin Supt Builds Grds
04984	Chief Admin Supt - Competitive

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	1	2	1	1	0
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization Percent	50.0%	100.0%	50.0%	50.0%	0.0%
Labor Market Avail. Percent	21.3%	38.1%	13.9%	11.3%	11.3%

Queens College

Category: Executive/Administrative/Managerial

Job Group: Managerial: Info Tech

Description: Information Technology-Managers

Appointments: 2

Employees in this group hold the following titles:

Title ID	Title Name
04973	IT Computer Systems Mgr

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	1	2	0	2	0
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization Percent	50.0%	100.0%	0.0%	100.0%	0.0%
Labor Market Avail. Percent	26.5%	51.6%	24.0%	10.6%	15.4%

Queens College

Category: Executive/Administrative/Managerial

Job Group: Managerial: Security

Description: Campus Security-Managers

Appointments: 4

Employees in this group hold the following titles:

Title ID	Title Name
04980	Campus Security Asst Dir
04979	Campus Security Dir

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	3	3	1	1	1
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization Percent	75.0%	75.0%	25.0%	25.0%	25.0%
Labor Market Avail. Percent	22.0%	59.7%	5.1%	30.4%	23.3%

Queens College

Category: Professional Non-Faculty

Job Group: Accountant: Professional

Description: Accounting-Professionals

Appointments: 2

Employees in this group hold the following titles:

Title ID	Title Name
04801	Finance Accountant
12121	Purchasing Agent

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	1	2	2	0	0
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization Percent	50.0%	100.0%	100.0%	0.0%	0.0%
Labor Market Avail. Percent	83.6%	72.6%	20.5%	34.2%	17.8%

Queens College

Category: Professional Non-Faculty

Job Group: Admin 3: Professional

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

Appointments: 161

Employees in this group hold the following titles:

Title ID	Title Name
04017	Asst to HEO
04099	HE Assistant

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	115	117	36	41	37
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization Percent	71.4%	72.7%	22.4%	25.5%	23.0%
Labor Market Avail. Percent	69.0%	43.4%	12.3%	16.7%	12.5%

Queens College

Category: Professional Non-Faculty

Job Group: Admin 5: Engineer-Architect

Description: Engineers, Architects and related titles

Appointments: 2

Employees in this group hold the following titles:

Title ID	Title Name
04819	Project Mgr

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	1	2	0	1	1
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization Percent	50.0%	100.0%	0.0%	50.0%	50.0%
Labor Market Avail. Percent	16.1%	30.7%	13.1%	4.7%	11.1%

Queens College

Category: Professional Non-Faculty

Job Group: Disability Accommodation Spec

Description: Disability Accommodation Specialists

Appointments: 1

Employees in this group hold the following titles:

Title ID	Title Name
04832	Disability Accommodations Spec

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	0	1	1	0	0
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization Percent	0.0%	100.0%	100.0%	0.0%	0.0%
Labor Market Avail. Percent	0.0%	0.0%	0.0%	0.0%	0.0%

Queens College

Category: Professional Non-Faculty

Job Group: Info Tech: Professional

Description: Information Technology-Professionals

Appointments: 28

Employees in this group hold the following titles:

Title ID	Title Name
04877	IT Associate
04875	IT Asst
04880	IT Sr Associate

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	2	21	14	3	4
Underutilized (Y = Yes)	Y				
Number Underutilized	10				
Actual Utilization Percent	7.1%	75.0%	50.0%	10.7%	14.3%
Labor Market Avail. Percent	42.3%	55.7%	28.0%	13.3%	12.7%

Queens College

Category: Professional Non-Faculty

Job Group: Nurse

Description: Nurses

Appointments: 1

Employees in this group hold the following titles:

Title ID	Title Name
50910	Nurse

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	1	0	0	0	0
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization Percent	100.0%	0.0%	0.0%	0.0%	0.0%
Labor Market Avail. Percent	0.0%	0.0%	0.0%	0.0%	0.0%

Queens College

Category: Administrative Support Workers

Job Group: Accountant: Assistant

Description: Accounting-Support staff

Appointments: 2

Employees in this group hold the following titles:

Title ID	Title Name
12120	Asst Purchasing Agent
04800	Finance Accountant Asst

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	1	0	0	0	0
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization Percent	50.0%	0.0%	0.0%	0.0%	0.0%
Labor Market Avail. Percent	83.1%	49.2%	10.8%	19.3%	17.3%

Queens College

Category: Administrative Support Workers

Job Group: Administrative Assistant

Description: Administrative Assistants-Senior level

Appointments: 15

Employees in this group hold the following titles:

Title ID	Title Name
04804	CUNY Admin Asst

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	13	5	3	1	1
Underutilized (Y = Yes)		Y		Y	Y
Number Underutilized		5		4	3
Actual Utilization Percent	86.7%	33.3%	20.0%	6.7%	6.7%
Labor Market Avail. Percent	90.3%	68.0%	7.5%	36.3%	24.0%

Queens College

Category: Administrative Support Workers

Job Group: Office Assistant

Description: Administrative Office Assistants-Entry level

Appointments: 82

Employees in this group hold the following titles:

Title ID	Title Name
04802	CUNY Office Assistant

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	74	48	12	10	26
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization Percent	90.2%	58.5%	14.6%	12.2%	31.7%
Labor Market Avail. Percent	87.9%	40.0%	7.8%	14.3%	16.2%

Queens College

Category: Administrative Support Workers

Job Group: Mail Services Worker

Description: Mail Services Workers

Appointments: 3

Employees in this group hold the following titles:

Title ID	Title Name
04921	Mail Message Svcs Worker

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	1	2	0	0	2
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization Percent	33.3%	66.7%	0.0%	0.0%	66.7%
Labor Market Avail. Percent	31.3%	61.3%	7.8%	27.5%	22.8%

Queens College

Category: Technicians

Job Group: Info Tech: Technician

Description: Information Technology-Tech Support

Appointments: 4

Employees in this group hold the following titles:

Title ID	Title Name
04865	IT Support Asst

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	1	3	1	0	2
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization Percent	25.0%	75.0%	25.0%	0.0%	50.0%
Labor Market Avail. Percent	20.7%	50.4%	23.5%	10.6%	14.4%

Queens College

Category: Craft Workers

Job Group: Skilled Trades: Supervisory

Description: Skilled Trades-Supervisors

Appointments: 3

Employees in this group hold the following titles:

Title ID	Title Name
91769	Electrician Supervisor
04916	Stationary Engineer Sr

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	0	0	0	0	0
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization Percent	0.0%	0.0%	0.0%	0.0%	0.0%
Labor Market Avail. Percent	2.3%	28.7%	3.8%	11.3%	13.0%

Queens College

Category: Craft Workers

Job Group: Skilled Trades: Not Supervisory

Description: Skilled Trades-Not supervisory

Appointments: 41

Employees in this group hold the following titles:

Title ID	Title Name
04899	Carpenter
91717	Electrician
90710	Elevator Mechanic
91650	High Pressure Plant Tender
04905	Locksmith
04891	Oiler
91830	Painter
91915	Plumber
04915	Stationary Engineer
91925	Steamfitter
91940	Thermostat Repairer

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	0	10	2	2	6
Underutilized (Y = Yes)	Y	Y		Y	Y
Number Underutilized	1	9		3	5
Actual Utilization Percent	0.0%	24.4%	4.9%	4.9%	14.6%
Labor Market Avail. Percent	2.2%	45.1%	4.3%	13.1%	25.6%

Queens College

Category: Craft Workers

Job Group: Laborers and Helpers

Description: Entry-Level Craft Workers

Appointments: 14

Employees in this group hold the following titles:

Title ID	Title Name
91722	Electrician Helper
90702	Laborer
91916	Plumber Helper
12200	Stock Worker
12202	Stock Worker Supervisor

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	0	10	1	6	3
Underutilized (Y = Yes)	Y				Y
Number Underutilized	3				3
Actual Utilization Percent	0.0%	71.4%	7.1%	42.9%	21.4%
Labor Market Avail. Percent	20.9%	72.0%	6.2%	23.7%	39.3%

Queens College

Category: Craft Workers

Job Group: Basic Crafts-Buildings and Grounds

Description: Buildings and Grounds Workers

Appointments: 5

Employees in this group hold the following titles:

Title ID	Title Name
90698	Maintenance Worker
04906	Motor Vehicle Mechanic
91310	Supervisor (Maint&Labor)

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	0	1	0	0	1
Underutilized (Y = Yes)	Y	Y	Y	Y	Y
Number Underutilized	1	2	1	1	1
Actual Utilization Percent	0.0%	20.0%	0.0%	0.0%	20.0%
Labor Market Avail. Percent	16.1%	67.7%	11.7%	22.8%	31.3%

Queens College

Category: Service Workers

Job Group: Campus Public Safety Sergeant

Description: Campus Security-Supervisors and Specialists

Appointments: 4

Employees in this group hold the following titles:

Title ID	Title Name
04846	Campus Pub Safety Sergeant
04845	Campus Security Specialist

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	1	4	2	1	1
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization Percent	25.0%	100.0%	50.0%	25.0%	25.0%
Labor Market Avail. Percent	21.9%	88.1%	4.9%	53.8%	27.4%

Queens College

Category: Service Workers

Job Group: Campus Peace Officer

Description: Campus Security-Mid level staff

Appointments: 16

Employees in this group hold the following titles:

Title ID	Title Name
04844	Campus Peace Officer

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	5	15	3	9	3
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization Percent	31.3%	93.8%	18.8%	56.3%	18.8%
Labor Market Avail. Percent	18.6%	53.8%	7.7%	24.1%	20.2%

Queens College

Category: Service Workers

Job Group: Campus Security Assistant

Description: Campus Security-Entry level staff

Appointments: 18

Employees in this group hold the following titles:

Title ID	Title Name
04841	Campus Security Asst

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	7	18	11	7	0
Underutilized (Y = Yes)					Y
Number Underutilized					4
Actual Utilization Percent	38.9%	100.0%	61.1%	38.9%	0.0%
Labor Market Avail. Percent	19.8%	71.2%	6.9%	41.4%	20.4%

Queens College

Category: Service Workers

Job Group: Custodial: Supervisory

Description: Custodial-Supervisors (all titles)

Appointments: 5

Employees in this group hold the following titles:

Title ID	Title Name
80561	Custodial Principal Supv
80535	Custodial Sr Supervisor
04862	Custodial Supervisor

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	4	4	0	4	0
Underutilized (Y = Yes)			Y		Y
Number Underutilized			0		2
Actual Utilization Percent	80.0%	80.0%	0.0%	80.0%	0.0%
Labor Market Avail. Percent	32.7%	74.5%	5.3%	30.5%	38.0%

Queens College

Category: Service Workers

Job Group: Custodial: Assistant

Description: Custodial-Entry level

Appointments: 46

Employees in this group hold the following titles:

Title ID	Title Name
04861	Custodial Assistant

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	26	41	3	15	23
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization Percent	56.5%	89.1%	6.5%	32.6%	50.0%
Labor Market Avail. Percent	26.9%	68.0%	5.1%	19.8%	41.5%

Appendix E Utilization Analysis - College Laboratory Technicians

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

Underutilization occurs where utilization of a given group is less than 80% of Labor Market Availability. We calculate a number approximating the number of full-time employees that would be needed to make utilization equal to the labor market. When this number is zero (0), underutilization exists but not to the level of one full-time equivalent employee. Blanks represent no underutilization.

Underutilization numbers for females and total minorities represent specific placement goals.

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

This exhibit covers full-time employees only.

Queens College

College Lab Tech: Science, Tech, Eng.

Appointments: 24

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

Department ID	Department Name
60088	Animal Facility
10033	Biology
10051	Chemistry And Biochemistry
10270	Dean of Math & Natural Science
10267	Earth & Environmental Sciences
60137	Library
10198	Media Studies
80073	Office of Information Tech
10228	Physics

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Oth Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	4	16	6	7	3
Underutilized (Y = Yes)	Y				
Number Underutilized	3				
Actual Utilization Percent	16.7%	66.7%	25.0%	29.2%	12.5%
Labor Market Avail. Percent	27.8%	49.3%	22.4%	10.6%	14.2%

Queens College

College Lab Tech: Other

Appointments: 13

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

Department ID	Department Name
10001	Aaron Copland School Of Music
10015	Anthropology
10021	Art
10083	Drama, Theatre & Dance
10112	Family Nutrition/Exercise Sci
10245	Psychology
10275	Secondary Ed & Youth Services

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Oth Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	3	4	1	0	3
Underutilized (Y = Yes)	Y	Y	Y	Y	
Number Underutilized	1	3	2	1	
Actual Utilization Percent	23.1%	30.8%	7.7%	0.0%	23.1%
Labor Market Avail. Percent	30.4%	50.7%	22.4%	10.3%	16.0%

Appendix E Utilization Analysis - Faculty By Discipline and Job Group

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

Underutilization occurs where the utilization of a protected group is less than 80% of Labor Market Availability. We calculate a number approximating the number of full-time employees that would be needed to make utilization equal to the labor market. Where utilization is zero (0), underutilization exists but not to the level of one full-time equivalent employee. Blanks indicate no underutilization.

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

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

This report covers full-time faculty groups only.

Queens College

Area, Ethnic, Cultural, Gender, and Group Studies

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

10055

Classical/MiddleEastAsian L&Ct

Job Group Faculty: Professoriate

Appointments: 11

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Faculty	6	9	6	0	1
Underutilized (Y = Yes)				Y	Y
Number Underutilized				1	1
Actual Utilization Percent	54.5%	81.8%	54.5%	0.0%	9.1%
Labor Market Avail. Percent	61.5%	45.2%	4.8%	13.4%	22.0%

Queens College

Biological and Biomedical Sciences

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

10033 Biology
 60015 Center, Biology Of Nat'L Sys

Job Group Faculty: Professoriate

Appointments: 14

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino
Number of Faculty	4	2	1	0	1
Underutilized (Y = Yes)	Y	Y	Y	Y	
Number Underutilized	3	2	1	1	
Actual Utilization Percent	28.6%	14.3%	7.1%	0.0%	7.1%
Labor Market Avail. Percent	53.3%	26.2%	11.4%	4.3%	7.8%

Queens College

Business, Management, Marketing and Support

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

10005 Accounting & Information Sys
10088 Economics

Job Group Faculty: Professoriate

Appointments: 28

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino
Number of Faculty	9	13	6	0	7
Underutilized (Y = Yes)	Y			Y	
Number Underutilized	3			6	
Actual Utilization Percent	32.1%	46.4%	21.4%	0.0%	25.0%
Labor Market Avail. Percent	42.9%	37.2%	7.0%	21.6%	6.5%

Job Group Faculty: Lecturer

Appointments: 13

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino
Number of Faculty	4	2	2	0	0
Underutilized (Y = Yes)	Y	Y		Y	Y
Number Underutilized	2	3		1	2
Actual Utilization Percent	30.8%	15.4%	15.4%	0.0%	0.0%
Labor Market Avail. Percent	46.7%	39.2%	13.0%	11.1%	13.0%

Queens College

Communications, Journalism, and Related

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

10198

Media Studies

Job Group Faculty: Professoriate

Appointments: 13

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Faculty	9	5	2	0	1
Underutilized (Y = Yes)				Y	
Number Underutilized				1	
Actual Utilization Percent	69.2%	38.5%	15.4%	0.0%	7.7%
Labor Market Avail. Percent	57.5%	18.7%	4.8%	5.2%	6.8%

Queens College

Computer and Information Sciences and Support

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

10066

Computer Science

Job Group Faculty: Professoriate

Appointments: 15

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Faculty	5	7	7	0	0
Underutilized (Y = Yes)				Y	Y
Number Underutilized				1	1
Actual Utilization Percent	33.3%	46.7%	46.7%	0.0%	0.0%
Labor Market Avail. Percent	20.8%	27.0%	10.9%	9.3%	4.5%

Job Group Faculty: Lecturer

Appointments: 11

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Faculty	3	5	3	0	2
Underutilized (Y = Yes)				Y	
Number Underutilized				1	
Actual Utilization Percent	27.3%	45.5%	27.3%	0.0%	18.2%
Labor Market Avail. Percent	20.5%	46.7%	22.3%	9.6%	12.1%

Queens College

Education

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

65036	Educational & Community Prgms
10099	Elementary/Early Childhood Edu
10275	Secondary Ed & Youth Services

Job Group Faculty: Professoriate

Appointments: 47

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino
Number of Faculty	29	21	7	7	6
Underutilized (Y = Yes)				Y	
Number Underutilized				2	
Actual Utilization Percent	61.7%	44.7%	14.9%	14.9%	12.8%
Labor Market Avail. Percent	69.1%	33.2%	3.8%	18.8%	8.6%

Job Group Faculty: Lecturer

Appointments: 14

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino
Number of Faculty	11	3	0	2	1
Underutilized (Y = Yes)		Y	Y		Y
Number Underutilized		1	1		1
Actual Utilization Percent	78.6%	21.4%	0.0%	14.3%	7.1%
Labor Market Avail. Percent	78.3%	27.5%	4.8%	8.6%	12.3%

Queens College

English Language and Literature/Letters

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

10062 Comparative Literature
10102 English

Job Group Faculty: Professoriate

Appointments: 39

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino
Number of Faculty	23	12	5	3	4
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization Percent	59.0%	30.8%	12.8%	7.7%	10.3%
Labor Market Avail. Percent	63.4%	14.6%	3.6%	4.2%	4.8%

Job Group Faculty: Lecturer

Appointments: 13

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino
Number of Faculty	9	6	2	2	2
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization Percent	69.2%	46.2%	15.4%	15.4%	15.4%
Labor Market Avail. Percent	71.6%	33.6%	6.4%	9.7%	14.2%

Queens College

Foreign Languages, Literatures, and Linguistics

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

10111 European Language/Literature
10146 Hispanic Lang & Literatures

Job Group Faculty: Professoriate

Appointments: 17

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino
Number of Faculty	11	8	0	1	7
Underutilized (Y = Yes)			Y		
Number Underutilized			1		
Actual Utilization Percent	64.7%	47.1%	0.0%	5.9%	41.2%
Labor Market Avail. Percent	59.2%	21.2%	3.9%	1.5%	13.4%

Queens College

Health Professions and Related Programs

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

10188

Linguistics & Commun Disorders

Job Group Faculty: Professoriate

Appointments: 11

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Faculty	5	2	1	0	1
Underutilized (Y = Yes)	Y	Y	Y	Y	
Number Underutilized	1	2	1	1	
Actual Utilization Percent	45.5%	18.2%	9.1%	0.0%	9.1%
Labor Market Avail. Percent	58.8%	32.0%	17.1%	6.2%	6.1%

Job Group Faculty: Lecturer

Appointments: 11

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Faculty	10	1	1	0	0
Underutilized (Y = Yes)		Y		Y	Y
Number Underutilized		3		2	1
Actual Utilization Percent	90.9%	9.1%	9.1%	0.0%	0.0%
Labor Market Avail. Percent	83.2%	39.2%	11.1%	15.0%	11.0%

Queens College

History

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

10147 History

Job Group Faculty: Professoriate

Appointments: 24

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Faculty	14	4	0	2	2
Underutilized (Y = Yes)			Y		
Number Underutilized			1		
Actual Utilization Percent	58.3%	16.7%	0.0%	8.3%	8.3%
Labor Market Avail. Percent	46.3%	18.4%	2.1%	6.2%	7.9%

Queens College

Library (Librarians/Non-Teaching)

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

60137

Library

Job Group Faculty: Librarian

Appointments: 15

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Faculty	8	5	3	1	1
Underutilized (Y = Yes)	Y				
Number Underutilized	4				
Actual Utilization Percent	53.3%	33.3%	20.0%	6.7%	6.7%
Labor Market Avail. Percent	82.8%	13.6%	4.0%	4.4%	3.8%

Queens College

Library Science (Program)

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

10186

Grad Sch Of Lib & Info Studies

Job Group Faculty: Professoriate

Appointments: 7

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Faculty	3	4	3	0	1
Underutilized (Y = Yes)	Y			Y	
Number Underutilized	1			1	
Actual Utilization Percent	42.9%	57.1%	42.9%	0.0%	14.3%
Labor Market Avail. Percent	63.4%	26.8%	12.2%	7.3%	2.4%

Queens College

Mathematics and Statistics

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

10195 Mathematics

Job Group Faculty: Professoriate

Appointments: 22

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Faculty	2	3	3	0	0
Underutilized (Y = Yes)	Y	Y		Y	Y
Number Underutilized	4	2		1	1
Actual Utilization Percent	9.1%	13.6%	13.6%	0.0%	0.0%
Labor Market Avail. Percent	25.9%	24.2%	10.3%	3.7%	6.3%

Job Group Faculty: Lecturer

Appointments: 10

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Faculty	4	2	1	1	0
Underutilized (Y = Yes)		Y	Y		Y
Number Underutilized		2	1		1
Actual Utilization Percent	40.0%	20.0%	10.0%	10.0%	0.0%
Labor Market Avail. Percent	41.1%	37.2%	17.3%	6.3%	10.8%

Queens College

Parks, Recreation, Leisure and Fitness Studies

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

10112 Family Nutrition/Exercise Sci

Job Group Faculty: Professoriate

Appointments: 12

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Faculty	10	7	6	0	1
Underutilized (Y = Yes)				Y	Y
Number Underutilized				1	0
Actual Utilization Percent	83.3%	58.3%	50.0%	0.0%	8.3%
Labor Market Avail. Percent	38.2%	30.1%	5.8%	9.6%	12.3%

Queens College

Philosophy and Religious Studies

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

10221 Philosophy

Job Group Faculty: Professoriate

Appointments: 6

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Faculty	3	1	0	0	1
Underutilized (Y = Yes)			Y	Y	
Number Underutilized			0	0	
Actual Utilization Percent	50.0%	16.7%	0.0%	0.0%	16.7%
Labor Market Avail. Percent	36.8%	16.7%	4.4%	5.5%	5.0%

Queens College

Physical Sciences

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

10051	Chemistry And Biochemistry
10267	Earth & Environmental Sciences
10228	Physics

Job Group Faculty: Professoriate

Appointments: 38

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino
Number of Faculty	8	11	9	0	2
Underutilized (Y = Yes)	Y			Y	
Number Underutilized	5			1	
Actual Utilization Percent	21.1%	28.9%	23.7%	0.0%	5.3%
Labor Market Avail. Percent	33.3%	18.5%	7.8%	3.0%	5.3%

Queens College

Psychology

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

10245 Psychology

Job Group Faculty: Professoriate

Appointments: 19

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Faculty	10	4	3	1	0
Underutilized (Y = Yes)	Y	Y		Y	Y
Number Underutilized	4	2		1	2
Actual Utilization Percent	52.6%	21.1%	15.8%	5.3%	0.0%
Labor Market Avail. Percent	75.0%	29.3%	5.8%	8.8%	12.2%

Job Group Faculty: Lecturer

Appointments: 5

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Faculty	5	1	1	0	0
Underutilized (Y = Yes)		Y		Y	Y
Number Underutilized		1		1	1
Actual Utilization Percent	100.0%	20.0%	20.0%	0.0%	0.0%
Labor Market Avail. Percent	79.0%	42.7%	8.7%	11.9%	19.5%

Queens College

Public Administration

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

10302

Urban Studies

Job Group Faculty: Professoriate

Appointments: 10

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Faculty	6	6	3	1	0
Underutilized (Y = Yes)				Y	Y
Number Underutilized				1	0
Actual Utilization Percent	60.0%	60.0%	30.0%	10.0%	0.0%
Labor Market Avail. Percent	62.7%	31.4%	7.3%	18.1%	4.9%

Job Group Faculty: Lecturer

Appointments: 5

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Faculty	1	1	0	1	0
Underutilized (Y = Yes)	Y	Y	Y		Y
Number Underutilized	2	1	0		1
Actual Utilization Percent	20.0%	20.0%	0.0%	20.0%	0.0%
Labor Market Avail. Percent	58.4%	48.0%	8.9%	21.0%	15.8%

Queens College

Social Sciences

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

10015	Anthropology
10236	Political Science
10283	Sociology

Job Group Faculty: Professoriate

Appointments: 42

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino
Number of Faculty	22	16	8	1	7
Underutilized (Y = Yes)				Y	
Number Underutilized				1	
Actual Utilization Percent	52.4%	38.1%	19.0%	2.4%	16.7%
Labor Market Avail. Percent	46.9%	20.7%	5.7%	5.5%	7.5%

Job Group Faculty: Lecturer

Appointments: 7

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino
Number of Faculty	3	1	1	0	0
Underutilized (Y = Yes)	Y	Y		Y	Y
Number Underutilized	1	2		1	1
Actual Utilization Percent	42.9%	14.3%	14.3%	0.0%	0.0%
Labor Market Avail. Percent	55.4%	43.1%	10.4%	12.7%	16.6%

Queens College

Visual and Performing Arts

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

10001	Aaron Copland School Of Music
10021	Art
10083	Drama, Theatre & Dance

Job Group Faculty: Professoriate

Appointments: 46

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Faculty	14	10	2	6	1
Underutilized (Y = Yes)	Y		Y		Y
Number Underutilized	9		2		1
Actual Utilization Percent	30.4%	21.7%	4.3%	13.0%	2.2%
Labor Market Avail. Percent	50.7%	19.6%	8.0%	4.0%	4.9%

Job Group Faculty: Lecturer

Appointments: 8

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Faculty	5	2	0	1	1
Underutilized (Y = Yes)		Y	Y		
Number Underutilized		1	1		
Actual Utilization Percent	62.5%	25.0%	0.0%	12.5%	12.5%
Labor Market Avail. Percent	62.2%	32.7%	8.3%	7.1%	13.7%

Appendix F Tenure Actions

This Appendix summarizes tenure actions.

Tenure is a permanent status awarded on the basis of years of service and/or academic or research achievement. It applies only to full-time faculty and laboratory technicians.

Faculty in Professorial titles (other than visiting) are eligible for tenure which is awarded based on academic or research achievement and service. College Laboratory Technicians are eligible for tenure based on years of service, and Lecturers are eligible for a Certificate of Continuous Employment (CCE) based on years of service. K-12 Teachers and Counselors are also eligible for tenure.

Tenure is effective on September 1 of each academic year. Individuals listed here were awarded tenure effective September 1, 2020 (during this past plan year).

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

Tenure applies only to full-time faculty.

APPENDIX F-2 - Tenure Actions**2022 - 2023****Queens College****Anthropology**

Assc Professor	Gained Tenure	Tenured	Male	Hispanic/Latino
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Art

Assc Professor	Gained Tenure	Tenured	Male	White
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Biology

Lecturer Doct Sch	Gained Tenure	CCE Certificate Continuous Emp	Female	Asian/Nat.Haw./Other Pac. Isl.
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Chemistry And Biochemistry

Lecturer Doct Sch	Gained Tenure	CCE Certificate Continuous Emp	Female	Black/African Am.
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Classical/MiddleEastAsian L&Ct

Assc Professor	Gained Tenure	Tenured	Male	Asian/Nat.Haw./Other Pac. Isl.
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Computer Science

Professor	Hire with Tenure	Tenured	Female	Unknown
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Economics

Assc Professor	Gained Tenure	Tenured	Male	White
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Educational & Community Prgms

Assc Professor	Gained Tenure	Tenured	Female	White
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Lecturer Doct Sch	Gained Tenure	CCE Certificate Continuous Emp	Female	White
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English

Lecturer	Gained Tenure	CCE Certificate Continuous Emp	Male	Black/African Am.
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Family Nutrition/Exercise Sci

Assc Professor	Gained Tenure	Tenured	Female	White
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Lecturer	Gained Tenure	CCE Certificate Continuous Emp	Female	White
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Linguistics & Commun Disorders

Lecturer	Gained Tenure	CCE Certificate Continuous Emp	Female	White
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Mathematics

Assc Professor	Gained Tenure	Tenured	Male	White
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Psychology

Lecturer Doct Sch	Gained Tenure	CCE Certificate Continuous Emp	Female	White
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Secondary Ed & Youth Services

College Lab Tech	Gained Tenure	Tenured	Female	Hispanic/Latino
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APPENDIX F-2 - Tenure Actions

2022 - 2023

Queens College

Summary for the College

Total Staff:		Ttl Minority	Asian	Black/AfAm	Hispanic/Latino	White	Oth/Unk
10	Female	3	1	1	1	6	1
6	Male	3	1	1	1	3	0
0	Oth/Unk	0	0	0	0	0	0
16	Total	6	2	2	2	9	1

Appendix F

Personnel Activity

This Appendix details personnel activities.

Part One provides detail on personnel activity in the categories noted below, evaluated by job group and by EEO Category.

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

EEO Category Summary
Executive/Administrative/Managerial

		NET ADDITIONS		Additions by Type		Detail of Transfers or Promotions into Category				NET SUBTRACTIONS		Subtractions by Type		Detail of Transfers or Promotions out of Category				CHANGES WITHIN CATEGORY (not counted in totals)	
	Net Category Changes	Addition #	Additions %	Hire from Outside or Other Campus	Promotion/Move to Current Year EEO Cat.	Demotion to Lower EEO Cat.	Advanced to a Higher EEO Cat.	Other Change	Return to Faculty	Sub. #	Sub %	Separation (Left College or Left CUNY)	Promotion/Move from Last Year EEO Cat.	Left for a Higher EEO Cat.	Left for a Lower EEO Cat.	Other Change	Returned to Faculty	Advancements	Other Changes
Total	2	14		6	8	-	8	-	-	(12)		(12)	-	-	-	-	-	4	-
Male	(2)	1	7%	-	1	-	1	-	-	(3)	25%	(3)	-	-	-	-	-	-	-
Female	4	13	93%	6	7	-	7	-	-	(9)	75%	(9)	-	-	-	-	-	4	-
Other/Unknown	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-
Total Min	-	7	50%	3	4	-	4	-	-	(7)	58%	(7)	-	-	-	-	-	2	-
Asian	(2)	1	7%	-	1	-	1	-	-	(3)	25%	(3)	-	-	-	-	-	-	-
Black	2	3	21%	2	1	-	1	-	-	(1)	8%	(1)	-	-	-	-	-	1	-
Hispanic	-	3	21%	1	2	-	2	-	-	(3)	25%	(3)	-	-	-	-	-	1	-
Other Minority	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-
White (Not Ital)	1	6	43%	3	3	-	3	-	-	(5)	42%	(5)	-	-	-	-	-	1	-
All White	2	7	50%	3	4	-	4	-	-	(5)	42%	(5)	-	-	-	-	-	2	-
Unknown	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-
Veterans	1	1	7%	1	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-
Individuals w/Disabilities	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-

This chart summarizes moves of employees into and out of an EEO Job Category, which normally includes more than one job group. Moves between job groups within a category may appear in the "Internal Advancements" column.

Job Group Summary

Administration 1 (Executive)

		NET ADDITIONS		Additions by Type		NET SUBTRACTIONS		Subtractions by Type		CHANGES WITHIN JOB GROUP (not counted in totals)	
	Net Group Changes	Addition #	Additions %	Hire from Outside or Other Campus	Promotion/ Move to Current Year Job Group	Sub. #	Sub %	Separation (Left College or Left CUNY)	Promotion/ Move from Last Year Job Group	Advance-ments	Other Changes
Total	1	5		2	3	(4)		(4)	-	2	-
Male	(1)	-	0%	-	-	(1)	25%	(1)	-	-	-
Female	2	5	100%	2	3	(3)	75%	(3)	-	2	-
Other/Unknown	-	-	0%	-	-	-	0%	-	-	-	-
Total Min	2	4	80%	2	2	(2)	50%	(2)	-	1	-
Asian	-		0%	-	-	-	0%	-	-	-	-
Black	3	3	60%	2	1	-	0%	-	-	1	-
Hispanic	(1)	1	20%	-	1	(2)	50%	(2)	-	-	-
Other Minority	-	-	0%	-	-	-	0%	-	-	-	-
White (Not Ital)	(1)	1	20%	-	1	(2)	50%	(2)	-	1	-
All White	(1)	1	20%	-	1	(2)	50%	(2)	-	1	-
Unknown	-	-	0%	-	-	-	0%	-	-	-	-
Veterans	-	-	0%	-	-	-	0%	-	-	-	-
Individuals w/Disabilities	-	-	0%	-	-	-	0%	-	-	-	-

This chart summarizes moves of employees into and out of a single job group. Any job group could have a net loss or net gain, so additions do not necessarily equal subtractions.

Job Group Summary

Administration 2 (Managers)

		NET ADDITIONS		Additions by Type		NET SUBTRACTIONS		Subtractions by Type		CHANGES WITHIN JOB GROUP (not counted in totals)	
	Net Group Changes	Addition #	Additions %	Hire from Outside or Other Campus	Promotion/ Move to Current Year Job Group	Sub. #	Sub %	Separation (Left College or Left CUNY)	Promotion/ Move from Last Year Job Group	Advance-ments	Other Changes
Total	1	10		4	6	(9)		(8)	(1)	1	-
Male	(1)	1	10%	-	1	(2)	22%	(2)	-	-	-
Female	2	9	90%	4	5	(7)	78%	(6)	(1)	1	-
Other/Unknown	-	-	0%	-	-	-	0%	-	-	-	-
Total Min	(2)	4	40%	1	3	(6)	67%	(5)	(1)	-	-
Asian	(2)	1	10%	-	1	(3)	33%	(3)	-	-	-
Black	(1)	-	0%	-	-	(1)	11%	(1)	-	-	-
Hispanic	1	3	30%	1	2	(2)	22%	(1)	(1)	-	-
Other Minority	-	-	0%	-	-	-	0%	-	-	-	-
White (Not Ital)	2	5	50%	3	2	(3)	33%	(3)	-	-	-
All White	3	6	60%	3	3	(3)	33%	(3)	-	1	-
Unknown	-	-	0%	-	-	-	0%	-	-	-	-
Veterans	1	1	10%	1	-	-	0%	-	-	-	-
Individuals w/Disabilities	-	-	0%	-	-	-	0%	-	-	-	-

This chart summarizes moves of employees into and out of a single job group. Any job group could have a net loss or net gain, so additions do not necessarily equal subtractions.

EEO Category Summary
Professional Faculty

		NET ADDITIONS		Additions by Type		Detail of Transfers or Promotions into Category				NET SUBTRACTIONS		Subtractions by Type		Detail of Transfers or Promotions out of Category				CHANGES WITHIN CATEGORY (not counted in totals)	
	Net Category Changes	Addition #	Additions %	Hire from Outside or Other Campus	Promotion/Move to Current Year EEO Cat.	Demotion to Lower EEO Cat.	Advanced to a Higher EEO Cat.	Other Change	Return to Faculty	Sub. #	Sub %	Separation (Left College or Left CUNY)	Promotion/Move from Last Year EEO Cat.	Left for a Higher EEO Cat.	Left for a Lower EEO Cat.	Other Change	Returned to Faculty	Advancements	Other Changes
Total	4	38		38	-	-	-	-	-	(34)		(32)	(2)	(2)	-	-	-	17	-
Male	-	15	39%	15	-	-	-	-	-	(15)	44%	(15)	-	-	-	-	-	9	-
Female	4	23	61%	23	-	-	-	-	-	(19)	56%	(17)	(2)	(2)	-	-	-	8	-
Other/Unknown	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-
Total Min	1	13	34%	13	-	-	-	-	-	(12)	35%	(11)	(1)	(1)	-	-	-	6	-
Asian	3	6	16%	6	-	-	-	-	-	(3)	9%	(3)	-	-	-	-	-	2	-
Black	(3)	3	8%	3	-	-	-	-	-	(6)	18%	(5)	(1)	(1)	-	-	-	2	-
Hispanic	1	4	11%	4	-	-	-	-	-	(3)	9%	(3)	-	-	-	-	-	2	-
Other Minority	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-
White (Not Ital)	2	23	61%	23	-	-	-	-	-	(21)	62%	(20)	(1)	(1)	-	-	-	10	-
All White	2	24	63%	24	-	-	-	-	-	(22)	65%	(21)	(1)	(1)	-	-	-	11	-
Unknown	1	1	3%	1	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-
Veterans	-	1	3%	1	-	-	-	-	-	(1)	3%	(1)	-	-	-	-	-	-	-
Individuals w/Disabilities	-	1	3%	1	-	-	-	-	-	(1)	3%	(1)	-	-	-	-	-	1	-

This chart summarizes moves of employees into and out of an EEO Job Category, which normally includes more than one job group. Moves between job groups within a category may appear in the "Internal Advancements" column.

Job Group Summary

Faculty-Professorial

	Net Group Changes	NET ADDITIONS		Additions by Type		NET SUBTRACTIONS		Subtractions by Type		CHANGES WITHIN JOB GROUP (not counted in totals)	
		Addition #	Additions %	Hire from Outside or Other Campus	Promotion/ Move to Current Year Job Group	Sub. #	Sub %	Separation (Left College or Left CUNY)	Promotion/ Move from Last Year Job Group	Advance-ments	Other Changes
Total	(12)	11		10	1	(23)		(22)	(1)	14	-
Male	(10)	2	18%	2	-	(12)	52%	(12)	-	9	-
Female	(2)	9	82%	8	1	(11)	48%	(10)	(1)	5	-
Other/Unknown	-	-	0%	-	-	-	0%	-	-	-	-
Total Min	(6)	4	36%	4	-	(10)	43%	(10)	-	5	-
Asian	(1)	2	18%	2	-	(3)	13%	(3)	-	2	-
Black	(2)	2	18%	2	-	(4)	17%	(4)	-	1	-
Hispanic	(3)	-	0%	-	-	(3)	13%	(3)	-	2	-
Other Minority	-	-	0%	-	-	-	0%	-	-	-	-
White (Not Ital)	(8)	5	45%	4	1	(13)	57%	(12)	(1)	8	-
All White	(7)	6	55%	5	1	(13)	57%	(12)	(1)	9	-
Unknown	1	1	9%	1	-	-	0%	-	-	-	-
Veterans	(1)	-	0%	-	-	(1)	4%	(1)	-	-	-
Individuals w/Disabilities	(1)	-	0%	-	-	(1)	4%	(1)	-	1	-

This chart summarizes moves of employees into and out of a single job group. Any job group could have a net loss or net gain, so additions do not necessarily equal subtractions.

Job Group Summary

Faculty-Lecturer

		NET ADDITIONS		Additions by Type		NET SUBTRACTIONS		Subtractions by Type		CHANGES WITHIN JOB GROUP (not counted in totals)	
	Net Group Changes	Addition #	Additions %	Hire from Outside or Other Campus	Promotion/ Move to Current Year Job Group	Sub. #	Sub %	Separation (Left College or Left CUNY)	Promotion/ Move from Last Year Job Group	Advance-ments	Other Changes
Total	16	25		25	-	(9)		(8)	(1)	2	-
Male	8	10	40%	10	-	(2)	22%	(2)	-	-	-
Female	8	15	60%	15	-	(7)	78%	(6)	(1)	2	-
Other/Unknown	-	-	0%	-	-	-	0%	-	-	-	-
Total Min	8	9	36%	9	-	(1)	11%	(1)	-	1	-
Asian	4	4	16%	4	-	-	0%	-	-	-	-
Black	-	1	4%	1	-	(1)	11%	(1)	-	1	-
Hispanic	4	4	16%	4	-	-	0%	-	-	-	-
Other Minority	-	-	0%	-	-	-	0%	-	-	-	-
White (Not Ital)	9	16	64%	16	-	(7)	78%	(6)	(1)	1	-
All White	8	16	64%	16	-	(8)	89%	(7)	(1)	1	-
Unknown	-	-	0%	-	-	-	0%	-	-	-	-
Veterans	1	1	4%	1	-	-	0%	-	-	-	-
Individuals w/Disabilities	1	1	4%	1	-	-	0%	-	-	-	-

This chart summarizes moves of employees into and out of a single job group. Any job group could have a net loss or net gain, so additions do not necessarily equal subtractions.

Job Group Summary
Faculty-Librarian

		NET ADDITIONS		Additions by Type		NET SUBTRACTIONS		Subtractions by Type		CHANGES WITHIN JOB GROUP (not counted in totals)	
	Net Group Changes	Addition #	Additions %	Hire from Outside or Other Campus	Promotion/ Move to Current Year Job Group	Sub. #	Sub %	Separation (Left College or Left CUNY)	Promotion/ Move from Last Year Job Group	Advance-ments	Other Changes
Total	-	3		3	-	(3)		(2)	(1)	-	-
Male	2	3	100%	3	-	(1)	33%	(1)	-	-	-
Female	(2)	-	0%	-	-	(2)	67%	(1)	(1)	-	-
Other/Unknown	-	-	0%	-	-	-	0%	-	-	-	-
Total Min	(1)	-	0%	-	-	(1)	33%	-	(1)	-	-
Asian	-	-	0%	-	-	-	0%	-	-	-	-
Black	(1)	-	0%	-	-	(1)	33%	-	(1)	-	-
Hispanic	-	-	0%	-	-	-	0%	-	-	-	-
Other Minority	-	-	0%	-	-	-	0%	-	-	-	-
White (Not Ital)	1	3	100%	3	-	(2)	67%	(2)	-	-	-
All White	1	3	100%	3	-	(2)	67%	(2)	-	-	-
Unknown	-	-	0%	-	-	-	0%	-	-	-	-
Veterans	-	-	0%	-	-	-	0%	-	-	-	-
Individuals w/Disabilities	-	-	0%	-	-	-	0%	-	-	-	-

This chart summarizes moves of employees into and out of a single job group. Any job group could have a net loss or net gain, so additions do not necessarily equal subtractions.

EEO Category Summary
Professional Non-Faculty

		NET ADDITIONS		Additions by Type		Detail of Transfers or Promotions into Category				NET SUBTRACTIONS		Subtractions by Type		Detail of Transfers or Promotions out of Category				CHANGES WITHIN CATEGORY (not counted in totals)	
	Net Category Changes	Addition #	Additions %	Hire from Outside or Other Campus	Promotion/Move to Current Year EEO Cat.	Demotion to Lower EEO Cat.	Advanced to a Higher EEO Cat.	Other Change	Return to Faculty	Sub. #	Sub %	Separation (Left College or Left CUNY)	Promotion/Move from Last Year EEO Cat.	Left for a Higher EEO Cat.	Left for a Lower EEO Cat.	Other Change	Returned to Faculty	Advancements	Other Changes
Total	6	22		18	4	-	4	-	-	(16)		(11)	(5)	(5)	-	-	-	-	2
Male	2	8	36%	7	1	-	1	-	-	(6)	38%	(5)	(1)	(1)	-	-	-	-	-
Female	4	14	64%	11	3	-	3	-	-	(10)	63%	(6)	(4)	(4)	-	-	-	-	2
Other/Unknown	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-
Total Min	7	18	82%	16	2	-	2	-	-	(11)	69%	(9)	(2)	(2)	-	-	-	-	-
Asian	1	5	23%	4	1	-	1	-	-	(4)	25%	(3)	(1)	(1)	-	-	-	-	-
Black	6	7	32%	6	1	-	1	-	-	(1)	6%	(1)	-	-	-	-	-	-	-
Hispanic	-	5	23%	5	-	-	-	-	-	(5)	31%	(4)	(1)	(1)	-	-	-	-	-
Other Minority	-	1	5%	1	-	-	-	-	-	(1)	6%	(1)	-	-	-	-	-	-	-
White (Not Ital)	-	4	18%	2	2	-	2	-	-	(4)	25%	(2)	(2)	(2)	-	-	-	-	2
All White	(1)	4	18%	2	2	-	2	-	-	(5)	31%	(2)	(3)	(3)	-	-	-	-	2
Unknown	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-
Veterans	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-
Individuals w/Disabilities	1	1	5%	-	1	-	1	-	-	-	0%	-	-	-	-	-	-	-	-

This chart summarizes moves of employees into and out of an EEO Job Category, which normally includes more than one job group. Moves between job groups within a category may appear in the "Internal Advancements" column.

Job Group Summary

Accountant

		NET ADDITIONS		Additions by Type		NET SUBTRACTIONS		Subtractions by Type		CHANGES WITHIN JOB GROUP (not counted in totals)	
	Net Group Changes	Addition #	Additions %	Hire from Outside or Other Campus	Promotion/ Move to Current Year Job Group	Sub. #	Sub %	Separation (Left College or Left CUNY)	Promotion/ Move from Last Year Job Group	Advance-ments	Other Changes
Total	(1)	1		1	-	(2)		(2)	-	-	-
Male	1	1	100%	1	-	-	0%	-	-	-	-
Female	(2)	-	0%	-	-	(2)	100%	(2)	-	-	-
Other/Unknown	-	-	0%	-	-	-	0%	-	-	-	-
Total Min	-	1	100%	1	-	(1)	50%	(1)	-	-	-
Asian	1	1	100%	1	-	-	0%	-	-	-	-
Black	-	-	0%	-	-	-	0%	-	-	-	-
Hispanic	(1)	-	0%	-	-	(1)	50%	(1)	-	-	-
Other Minority	-	-	0%	-	-	-	0%	-	-	-	-
White (Not Ital)	(1)	-	0%	-	-	(1)	50%	(1)	-	-	-
All White	(1)	-	0%	-	-	(1)	50%	(1)	-	-	-
Unknown	-	-	0%	-	-	-	0%	-	-	-	-
Veterans	-	-	0%	-	-	-	0%	-	-	-	-
Individuals w/Disabilities	-	-	0%	-	-	-	0%	-	-	-	-

This chart summarizes moves of employees into and out of a single job group. Any job group could have a net loss or net gain, so additions do not necessarily equal subtractions.

Job Group Summary

Administration 3 (Professional)

		NET ADDITIONS		Additions by Type		NET SUBTRACTIONS		Subtractions by Type		CHANGES WITHIN JOB GROUP (not counted in totals)	
	Net Group Changes	Addition #	Additions %	Hire from Outside or Other Campus	Promotion/ Move to Current Year Job Group	Sub. #	Sub %	Separation (Left College or Left CUNY)	Promotion/ Move from Last Year Job Group	Advance-ments	Other Changes
Total	7	20		15	5	(13)		(8)	(5)	-	-
Male	-	5	25%	4	1	(5)	38%	(4)	(1)	-	-
Female	7	15	75%	11	4	(8)	62%	(4)	(4)	-	-
Other/Unknown	-	-	0%	-	-	-	0%	-	-	-	-
Total Min	7	16	80%	14	2	(9)	69%	(7)	(2)	-	-
Asian	(1)	3	15%	2	1	(4)	31%	(3)	(1)	-	-
Black	6	7	35%	6	1	(1)	8%	(1)	-	-	-
Hispanic	2	5	25%	5	-	(3)	23%	(2)	(1)	-	-
Other Minority	-	1	5%	1	-	(1)	8%	(1)	-	-	-
White (Not Ital)	1	4	20%	1	3	(3)	23%	(1)	(2)	-	-
All White	-	4	20%	1	3	(4)	31%	(1)	(3)	-	-
Unknown	-	-	0%	-	-	-	0%	-	-	-	-
Veterans	-	-	0%	-	-	-	0%	-	-	-	-
Individuals w/Disabilities	1	1	5%	-	1	-	0%	-	-	-	-

This chart summarizes moves of employees into and out of a single job group. Any job group could have a net loss or net gain, so additions do not necessarily equal subtractions.

Job Group Summary
IT Computer Professional

	Net Group Changes	NET ADDITIONS		Additions by Type		NET SUBTRACTIONS		Subtractions by Type		CHANGES WITHIN JOB GROUP (not counted in totals)	
		Addition #	Additions %	Hire from Outside or Other Campus	Promotion/ Move to Current Year Job Group	Sub. #	Sub %	Separation (Left College or Left CUNY)	Promotion/ Move from Last Year Job Group	Advance-ments	Other Changes
Total	-	2		2	-	(2)		(1)	(1)	-	-
Male	1	2	100%	2	-	(1)	50%	(1)	-	-	-
Female	(1)	-	0%	-	-	(1)	50%	-	(1)	-	-
Other/Unknown	-	-	0%	-	-	-	0%	-	-	-	-
Total Min	-	1	50%	1	-	(1)	50%	(1)	-	-	-
Asian	1	1	50%	1	-	-	0%	-	-	-	-
Black	-	-	0%	-	-	-	0%	-	-	-	-
Hispanic	(1)	-	0%	-	-	(1)	50%	(1)	-	-	-
Other Minority	-	-	0%	-	-	-	0%	-	-	-	-
White (Not Ital)	-	1	50%	1	-	(1)	50%	-	(1)	-	-
All White	-	1	50%	1	-	(1)	50%	-	(1)	-	-
Unknown	-	-	0%	-	-	-	0%	-	-	-	-
Veterans	-	-	0%	-	-	-	0%	-	-	-	-
Individuals w/Disabilities	-	-	0%	-	-	-	0%	-	-	-	-

This chart summarizes moves of employees into and out of a single job group. Any job group could have a net loss or net gain, so additions do not necessarily equal subtractions.

EEO Category Summary
Administrative Support Workers

		NET ADDITIONS		Additions by Type		Detail of Transfers or Promotions into Category				NET SUBTRACTIONS		Subtractions by Type		Detail of Transfers or Promotions out of Category				CHANGES WITHIN CATEGORY (not counted in totals)	
	Net Category Changes	Addition #	Additions %	Hire from Outside or Other Campus	Promotion/Move to Current Year EEO Cat.	Demotion to Lower EEO Cat.	Advanced to a Higher EEO Cat.	Other Change	Return to Faculty	Sub. #	Sub %	Separation (Left College or Left CUNY)	Promotion/Move from Last Year EEO Cat.	Left for a Higher EEO Cat.	Left for a Lower EEO Cat.	Other Change	Returned to Faculty	Advancements	Other Changes
Total	(11)	7		7	-	-	-	-	-	(18)		(14)	(4)	(4)	-	-	-	2	-
Male	-	1	14%	1	-	-	-	-	-	(1)	6%	-	(1)	(1)	-	-	-	1	-
Female	(11)	6	86%	6	-	-	-	-	-	(17)	94%	(14)	(3)	(3)	-	-	-	1	-
Other/Unknown	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-
Total Min	(2)	6	86%	6	-	-	-	-	-	(8)	44%	(6)	(2)	(2)	-	-	-	2	-
Asian	(2)	1	14%	1	-	-	-	-	-	(3)	17%	(2)	(1)	(1)	-	-	-	-	-
Black	(2)	1	14%	1	-	-	-	-	-	(3)	17%	(2)	(1)	(1)	-	-	-	1	-
Hispanic	2	4	57%	4	-	-	-	-	-	(2)	11%	(2)	-	-	-	-	-	1	-
Other Minority	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-
White (Not Ital)	(7)	1	14%	1	-	-	-	-	-	(8)	44%	(6)	(2)	(2)	-	-	-	-	-
All White	(9)	1	14%	1	-	-	-	-	-	(10)	56%	(8)	(2)	(2)	-	-	-	-	-
Unknown	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-
Veterans	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-
Individuals w/Disabilities	(1)	-	0%	-	-	-	-	-	-	(1)	6%	-	(1)	(1)	-	-	-	-	-

This chart summarizes moves of employees into and out of an EEO Job Category, which normally includes more than one job group. Moves between job groups within a category may appear in the "Internal Advancements" column.

Job Group Summary
Accountant Assistant

		NET ADDITIONS		Additions by Type		NET SUBTRACTIONS		Subtractions by Type		CHANGES WITHIN JOB GROUP (not counted in totals)	
	Net Group Changes	Addition #	Additions %	Hire from Outside or Other Campus	Promotion/ Move to Current Year Job Group	Sub. #	Sub %	Separation (Left College or Left CUNY)	Promotion/ Move from Last Year Job Group	Advance-ments	Other Changes
Total	(1)	-		-	-	(1)		-	(1)	-	-
Male	-	-	0%	-	-	-	0%	-	-	-	-
Female	(1)	-	0%	-	-	(1)	100%	-	(1)	-	-
Other/Unknown	-	-	0%	-	-	-	0%	-	-	-	-
Total Min	(1)	-	0%	-	-	(1)	100%	-	(1)	-	-
Asian	-	-	0%	-	-	-	0%	-	-	-	-
Black	(1)	-	0%	-	-	(1)	100%	-	(1)	-	-
Hispanic	-	-	0%	-	-	-	0%	-	-	-	-
Other Minority	-	-	0%	-	-	-	0%	-	-	-	-
White (Not Ital)	-	-	0%	-	-	-	0%	-	-	-	-
All White	-	-	0%	-	-	-	0%	-	-	-	-
Unknown	-	-	0%	-	-	-	0%	-	-	-	-
Veterans	-	-	0%	-	-	-	0%	-	-	-	-
Individuals w/Disabilities	-	-	0%	-	-	-	0%	-	-	-	-

This chart summarizes moves of employees into and out of a single job group. Any job group could have a net loss or net gain, so additions do not necessarily equal subtractions.

Job Group Summary
CUNY Admin Assistant

		NET ADDITIONS		Additions by Type		NET SUBTRACTIONS		Subtractions by Type		CHANGES WITHIN JOB GROUP (not counted in totals)	
	Net Group Changes	Addition #	Additions %	Hire from Outside or Other Campus	Promotion/ Move to Current Year Job Group	Sub. #	Sub %	Separation (Left College or Left CUNY)	Promotion/ Move from Last Year Job Group	Advance-ments	Other Changes
Total	(2)	2		-	2	(4)		(4)	-	-	-
Male	1	1	50%	-	1	-	0%	-	-	-	-
Female	(3)	1	50%	-	1	(4)	100%	(4)	-	-	-
Other/Unknown	-	-	0%	-	-	-	0%	-	-	-	-
Total Min	2	2	100%	-	2	-	0%	-	-	-	-
Asian	-		0%	-	-	-	0%	-	-	-	-
Black	1	1	50%	-	1	-	0%	-	-	-	-
Hispanic	1	1	50%	-	1	-	0%	-	-	-	-
Other Minority	-	-	0%	-	-	-	0%	-	-	-	-
White (Not Ital)	(3)	-	0%	-	-	(3)	75%	(3)	-	-	-
All White	(4)	-	0%	-	-	(4)	100%	(4)	-	-	-
Unknown	-	-	0%	-	-	-	0%	-	-	-	-
Veterans	-	-	0%	-	-	-	0%	-	-	-	-
Individuals w/Disabilities	-	-	0%	-	-	-	0%	-	-	-	-

This chart summarizes moves of employees into and out of a single job group. Any job group could have a net loss or net gain, so additions do not necessarily equal subtractions.

Job Group Summary
CUNY Office Assistant

	Net Group Changes	NET ADDITIONS		Additions by Type		NET SUBTRACTIONS		Subtractions by Type		CHANGES WITHIN JOB GROUP (not counted in totals)	
		Addition #	Additions %	Hire from Outside or Other Campus	Promotion/ Move to Current Year Job Group	Sub. #	Sub %	Separation (Left College or Left CUNY)	Promotion/ Move from Last Year Job Group	Advance-ments	Other Changes
Total	(8)	7		7	-	(15)		(10)	(5)	-	-
Male	(1)	1	14%	1	-	(2)	13%	-	(2)	-	-
Female	(7)	6	86%	6	-	(13)	87%	(10)	(3)	-	-
Other/Unknown	-	-	0%	-	-	-	0%	-	-	-	-
Total Min	(3)	6	86%	6	-	(9)	60%	(6)	(3)	-	-
Asian	(2)	1	14%	1	-	(3)	20%	(2)	(1)	-	-
Black	(2)	1	14%	1	-	(3)	20%	(2)	(1)	-	-
Hispanic	1	4	57%	4	-	(3)	20%	(2)	(1)	-	-
Other Minority	-	-	0%	-	-	-	0%	-	-	-	-
White (Not Ital)	(4)	1	14%	1	-	(5)	33%	(3)	(2)	-	-
All White	(5)	1	14%	1	-	(6)	40%	(4)	(2)	-	-
Unknown	-	-	0%	-	-	-	0%	-	-	-	-
Veterans	-	-	0%	-	-	-	0%	-	-	-	-
Individuals w/Disabilities	(1)	-	0%	-	-	(1)	7%	-	(1)	-	-

This chart summarizes moves of employees into and out of a single job group. Any job group could have a net loss or net gain, so additions do not necessarily equal subtractions.

EEO Category Summary

Technicians

		NET ADDITIONS		Additions by Type		Detail of Transfers or Promotions into Category				NET SUBTRACTIONS		Subtractions by Type		Detail of Transfers or Promotions out of Category				CHANGES WITHIN CATEGORY (not counted in totals)	
	Net Category Changes	Addition #	Additions %	Hire from Outside or Other Campus	Promotion/Move to Current Year EEO Cat.	Demotion to Lower EEO Cat.	Advanced to a Higher EEO Cat.	Other Change	Return to Faculty	Sub. #	Sub %	Separation (Left College or Left CUNY)	Promotion/Move from Last Year EEO Cat.	Left for a Higher EEO Cat.	Left for a Lower EEO Cat.	Other Change	Returned to Faculty	Advancements	Other Changes
Total	(3)	2		2	-	-	-	-	-	(5)		(4)	(1)	(1)	-	-	-	1	-
Male	(2)	1	50%	1	-	-	-	-	-	(3)	60%	(3)	-	-	-	-	-	-	-
Female	(1)	1	50%	1	-	-	-	-	-	(2)	40%	(1)	(1)	(1)	-	-	-	1	-
Other/Unknown	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-
Total Min	(1)	2	100%	2	-	-	-	-	-	(3)	60%	(2)	(1)	(1)	-	-	-	1	-
Asian	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-
Black	-	1	50%	1	-	-	-	-	-	(1)	20%	(1)	-	-	-	-	-	1	-
Hispanic	-	1	50%	1	-	-	-	-	-	(1)	20%	-	(1)	(1)	-	-	-	-	-
Other Minority	(1)	-	0%	-	-	-	-	-	-	(1)	20%	(1)	-	-	-	-	-	-	-
White (Not Ital)	(2)	-	0%	-	-	-	-	-	-	(2)	40%	(2)	-	-	-	-	-	-	-
All White	(2)	-	0%	-	-	-	-	-	-	(2)	40%	(2)	-	-	-	-	-	-	-
Unknown	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-
Veterans	(1)	-	0%	-	-	-	-	-	-	(1)	20%	(1)	-	-	-	-	-	-	-
Individuals w/Disabilities	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-

This chart summarizes moves of employees into and out of an EEO Job Category, which normally includes more than one job group. Moves between job groups within a category may appear in the "Internal Advancements" column.

Job Group Summary
Administration 4 (College Lab Tech)

		NET ADDITIONS		Additions by Type		NET SUBTRACTIONS		Subtractions by Type		CHANGES WITHIN JOB GROUP (not counted in totals)	
	Net Group Changes	Addition #	Additions %	Hire from Outside or Other Campus	Promotion/ Move to Current Year Job Group	Sub. #	Sub %	Separation (Left College or Left CUNY)	Promotion/ Move from Last Year Job Group	Advance-ments	Other Changes
Total	(2)	2		2	-	(4)		(3)	(1)	1	-
Male	(1)	1	50%	1	-	(2)	50%	(2)	-	-	-
Female	(1)	1	50%	1	-	(2)	50%	(1)	(1)	1	-
Other/Unknown	-	-	0%	-	-	-	0%	-	-	-	-
Total Min	-	2	100%	2	-	(2)	50%	(1)	(1)	1	-
Asian	-		0%	-	-	-	0%	-	-	-	-
Black	-	1	50%	1	-	(1)	25%	(1)	-	1	-
Hispanic	-	1	50%	1	-	(1)	25%	-	(1)	-	-
Other Minority	-	-	0%	-	-	-	0%	-	-	-	-
White (Not Ital)	(2)	-	0%	-	-	(2)	50%	(2)	-	-	-
All White	(2)	-	0%	-	-	(2)	50%	(2)	-	-	-
Unknown	-	-	0%	-	-	-	0%	-	-	-	-
Veterans	-	-	0%	-	-	-	0%	-	-	-	-
Individuals w/Disabilities	-	-	0%	-	-	-	0%	-	-	-	-

This chart summarizes moves of employees into and out of a single job group. Any job group could have a net loss or net gain, so additions do not necessarily equal subtractions.

Job Group Summary
IT Support Technician

		NET ADDITIONS		Additions by Type		NET SUBTRACTIONS		Subtractions by Type		CHANGES WITHIN JOB GROUP (not counted in totals)	
	Net Group Changes	Addition #	Additions %	Hire from Outside or Other Campus	Promotion/ Move to Current Year Job Group	Sub. #	Sub %	Separation (Left College or Left CUNY)	Promotion/ Move from Last Year Job Group	Advance-ments	Other Changes
Total	(1)	-		-	-	(1)		(1)	-	-	-
Male	(1)	-	0%	-	-	(1)	100%	(1)	-	-	-
Female	-	-	0%	-	-	-	0%	-	-	-	-
Other/Unknown	-	-	0%	-	-	-	0%	-	-	-	-
Total Min	(1)	-	0%	-	-	(1)	100%	(1)	-	-	-
Asian	-	-	0%	-	-	-	0%	-	-	-	-
Black	-	-	0%	-	-	-	0%	-	-	-	-
Hispanic	-	-	0%	-	-	-	0%	-	-	-	-
Other Minority	(1)	-	0%	-	-	(1)	100%	(1)	-	-	-
White (Not Ital)	-	-	0%	-	-	-	0%	-	-	-	-
All White	-	-	0%	-	-	-	0%	-	-	-	-
Unknown	-	-	0%	-	-	-	0%	-	-	-	-
Veterans	(1)	-	0%	-	-	(1)	100%	(1)	-	-	-
Individuals w/Disabilities	-	-	0%	-	-	-	0%	-	-	-	-

This chart summarizes moves of employees into and out of a single job group. Any job group could have a net loss or net gain, so additions do not necessarily equal subtractions.

EEO Category Summary
Craft Workers

		NET ADDITIONS		Additions by Type		Detail of Transfers or Promotions into Category				NET SUBTRACTIONS		Subtractions by Type		Detail of Transfers or Promotions out of Category				CHANGES WITHIN CATEGORY (not counted in totals)	
	Net Category Changes	Addition #	Additions %	Hire from Outside or Other Campus	Promotion/Move to Current Year EEO Cat.	Demotion to Lower EEO Cat.	Advanced to a Higher EEO Cat.	Other Change	Return to Faculty	Sub. #	Sub %	Separation (Left College or Left CUNY)	Promotion/Move from Last Year EEO Cat.	Left for a Higher EEO Cat.	Left for a Lower EEO Cat.	Other Change	Returned to Faculty	Advancements	Other Changes
Total	-	3		3	-	-	-	-	-	(3)		(3)	-	-	-	-	-	-	1
Male	-	3	100%	3	-	-	-	-	-	(3)	100%	(3)	-	-	-	-	-	-	1
Female	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-
Other/Unknown	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-
Total Min	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-
Asian	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-
Black	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-
Hispanic	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-
Other Minority	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-
White (Not Ital)	-	3	100%	3	-	-	-	-	-	(3)	100%	(3)	-	-	-	-	-	-	1
All White	-	3	100%	3	-	-	-	-	-	(3)	100%	(3)	-	-	-	-	-	-	1
Unknown	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-
Veterans	(1)	-	0%	-	-	-	-	-	-	(1)	33%	(1)	-	-	-	-	-	-	1
Individuals w/Disabilities	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-

This chart summarizes moves of employees into and out of an EEO Job Category, which normally includes more than one job group. Moves between job groups within a category may appear in the "Internal Advancements" column.

Job Group Summary

Skilled Trades

		NET ADDITIONS		Additions by Type		NET SUBTRACTIONS		Subtractions by Type		CHANGES WITHIN JOB GROUP (not counted in totals)	
	Net Group Changes	Addition #	Additions %	Hire from Outside or Other Campus	Promotion/ Move to Current Year Job Group	Sub. #	Sub %	Separation (Left College or Left CUNY)	Promotion/ Move from Last Year Job Group	Advance-ments	Other Changes
Total	-	3		3	-	(3)		(3)	-	-	1
Male	-	3	100%	3	-	(3)	100%	(3)	-	-	1
Female	-	-	0%	-	-	-	0%	-	-	-	-
Other/Unknown	-	-	0%	-	-	-	0%	-	-	-	-
Total Min	-	-	0%	-	-	-	0%	-	-	-	-
Asian	-	-	0%	-	-	-	0%	-	-	-	-
Black	-	-	0%	-	-	-	0%	-	-	-	-
Hispanic	-	-	0%	-	-	-	0%	-	-	-	-
Other Minority	-	-	0%	-	-	-	0%	-	-	-	-
White (Not Ital)	-	3	100%	3	-	(3)	100%	(3)	-	-	1
All White	-	3	100%	3	-	(3)	100%	(3)	-	-	1
Unknown	-	-	0%	-	-	-	0%	-	-	-	-
Veterans	(1)	-	0%	-	-	(1)	33%	(1)	-	-	1
Individuals w/Disabilities	-	-	0%	-	-	-	0%	-	-	-	-

This chart summarizes moves of employees into and out of a single job group. Any job group could have a net loss or net gain, so additions do not necessarily equal subtractions.

EEO Category Summary
Service Workers

		NET ADDITIONS		Additions by Type		Detail of Transfers or Promotions into Category				NET SUBTRACTIONS		Subtractions by Type		Detail of Transfers or Promotions out of Category				CHANGES WITHIN CATEGORY (not counted in totals)	
	Net Category Changes	Addition #	Additions %	Hire from Outside or Other Campus	Promotion/Move to Current Year EEO Cat.	Demotion to Lower EEO Cat.	Advanced to a Higher EEO Cat.	Other Change	Return to Faculty	Sub. #	Sub %	Separation (Left College or Left CUNY)	Promotion/Move from Last Year EEO Cat.	Left for a Higher EEO Cat.	Left for a Lower EEO Cat.	Other Change	Returned to Faculty	Advancements	Other Changes
Total	(15)	3		3	-	-	-	-	-	(18)		(18)	-	-	-	-	-	-	-
Male	(9)	3	100%	3	-	-	-	-	-	(12)	67%	(12)	-	-	-	-	-	-	-
Female	(6)	-	0%	-	-	-	-	-	-	(6)	33%	(6)	-	-	-	-	-	-	-
Other/Unknown	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-
Total Min	(14)	3	100%	3	-	-	-	-	-	(17)	94%	(17)	-	-	-	-	-	-	-
Asian	(4)	-	0%	-	-	-	-	-	-	(4)	22%	(4)	-	-	-	-	-	-	-
Black	(9)	2	67%	2	-	-	-	-	-	(11)	61%	(11)	-	-	-	-	-	-	-
Hispanic	(1)	1	33%	1	-	-	-	-	-	(2)	11%	(2)	-	-	-	-	-	-	-
Other Minority	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-
White (Not Ital)	(1)	-	0%	-	-	-	-	-	-	(1)	6%	(1)	-	-	-	-	-	-	-
All White	(1)	-	0%	-	-	-	-	-	-	(1)	6%	(1)	-	-	-	-	-	-	-
Unknown	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-
Veterans	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-
Individuals w/Disabilities	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-

This chart summarizes moves of employees into and out of an EEO Job Category, which normally includes more than one job group. Moves between job groups within a category may appear in the "Internal Advancements" column.

Job Group Summary
Campus Peace Officer

		NET ADDITIONS		Additions by Type		NET SUBTRACTIONS		Subtractions by Type		CHANGES WITHIN JOB GROUP (not counted in totals)	
	Net Group Changes	Addition #	Additions %	Hire from Outside or Other Campus	Promotion/ Move to Current Year Job Group	Sub. #	Sub %	Separation (Left College or Left CUNY)	Promotion/ Move from Last Year Job Group	Advance-ments	Other Changes
Total	1	3		3	-	(2)		(2)	-	-	-
Male	2	3	100%	3	-	(1)	50%	(1)	-	-	-
Female	(1)	-	0%	-	-	(1)	50%	(1)	-	-	-
Other/Unknown	-	-	0%	-	-	-	0%	-	-	-	-
Total Min	1	3	100%	3	-	(2)	100%	(2)	-	-	-
Asian	-		0%	-	-	-	0%	-	-	-	-
Black	1	2	67%	2	-	(1)	50%	(1)	-	-	-
Hispanic	-	1	33%	1	-	(1)	50%	(1)	-	-	-
Other Minority	-	-	0%	-	-	-	0%	-	-	-	-
White (Not Ital)	-	-	0%	-	-	-	0%	-	-	-	-
All White	-	-	0%	-	-	-	0%	-	-	-	-
Unknown	-	-	0%	-	-	-	0%	-	-	-	-
Veterans	-	-	0%	-	-	-	0%	-	-	-	-
Individuals w/Disabilities	-	-	0%	-	-	-	0%	-	-	-	-

This chart summarizes moves of employees into and out of a single job group. Any job group could have a net loss or net gain, so additions do not necessarily equal subtractions.

Job Group Summary

Campus Peace Officer-Sergeant

		NET ADDITIONS		Additions by Type		NET SUBTRACTIONS		Subtractions by Type		CHANGES WITHIN JOB GROUP (not counted in totals)	
	Net Group Changes	Addition #	Additions %	Hire from Outside or Other Campus	Promotion/ Move to Current Year Job Group	Sub. #	Sub %	Separation (Left College or Left CUNY)	Promotion/ Move from Last Year Job Group	Advance-ments	Other Changes
Total	(2)	-		-	-	(2)		(2)	-	-	-
Male	(2)	-	0%	-	-	(2)	100%	(2)	-	-	-
Female	-	-	0%	-	-	-	0%	-	-	-	-
Other/Unknown	-	-	0%	-	-	-	0%	-	-	-	-
Total Min	(2)	-	0%	-	-	(2)	100%	(2)	-	-	-
Asian	-	-	0%	-	-	-	0%	-	-	-	-
Black	(2)	-	0%	-	-	(2)	100%	(2)	-	-	-
Hispanic	-	-	0%	-	-	-	0%	-	-	-	-
Other Minority	-	-	0%	-	-	-	0%	-	-	-	-
White (Not Ital)	-	-	0%	-	-	-	0%	-	-	-	-
All White	-	-	0%	-	-	-	0%	-	-	-	-
Unknown	-	-	0%	-	-	-	0%	-	-	-	-
Veterans	-	-	0%	-	-	-	0%	-	-	-	-
Individuals w/Disabilities	-	-	0%	-	-	-	0%	-	-	-	-

This chart summarizes moves of employees into and out of a single job group. Any job group could have a net loss or net gain, so additions do not necessarily equal subtractions.

Job Group Summary
Campus Security Assistant

		NET ADDITIONS		Additions by Type		NET SUBTRACTIONS		Subtractions by Type		CHANGES WITHIN JOB GROUP (not counted in totals)	
	Net Group Changes	Addition #	Additions %	Hire from Outside or Other Campus	Promotion/ Move to Current Year Job Group	Sub. #	Sub %	Separation (Left College or Left CUNY)	Promotion/ Move from Last Year Job Group	Advance-ments	Other Changes
Total	(8)	-		-	-	(8)		(8)	-	-	-
Male	(6)	-	0%	-	-	(6)	75%	(6)	-	-	-
Female	(2)	-	0%	-	-	(2)	25%	(2)	-	-	-
Other/Unknown	-	-	0%	-	-	-	0%	-	-	-	-
Total Min	(7)	-	0%	-	-	(7)	88%	(7)	-	-	-
Asian	(3)	-	0%	-	-	(3)	38%	(3)	-	-	-
Black	(3)	-	0%	-	-	(3)	38%	(3)	-	-	-
Hispanic	(1)	-	0%	-	-	(1)	13%	(1)	-	-	-
Other Minority	-	-	0%	-	-	-	0%	-	-	-	-
White (Not Ital)	(1)	-	0%	-	-	(1)	13%	(1)	-	-	-
All White	(1)	-	0%	-	-	(1)	13%	(1)	-	-	-
Unknown	-	-	0%	-	-	-	0%	-	-	-	-
Veterans	-	-	0%	-	-	-	0%	-	-	-	-
Individuals w/Disabilities	-	-	0%	-	-	-	0%	-	-	-	-

This chart summarizes moves of employees into and out of a single job group. Any job group could have a net loss or net gain, so additions do not necessarily equal subtractions.

Job Group Summary

Custodial

		NET ADDITIONS		Additions by Type		NET SUBTRACTIONS		Subtractions by Type		CHANGES WITHIN JOB GROUP (not counted in totals)	
	Net Group Changes	Addition #	Additions %	Hire from Outside or Other Campus	Promotion/ Move to Current Year Job Group	Sub. #	Sub %	Separation (Left College or Left CUNY)	Promotion/ Move from Last Year Job Group	Advance-ments	Other Changes
Total	(5)	-		-	-	(5)		(5)	-	-	-
Male	(3)	-	0%	-	-	(3)	60%	(3)	-	-	-
Female	(2)	-	0%	-	-	(2)	40%	(2)	-	-	-
Other/Unknown	-	-	0%	-	-	-	0%	-	-	-	-
Total Min	(5)	-	0%	-	-	(5)	100%	(5)	-	-	-
Asian	(1)	-	0%	-	-	(1)	20%	(1)	-	-	-
Black	(4)	-	0%	-	-	(4)	80%	(4)	-	-	-
Hispanic	-	-	0%	-	-	-	0%	-	-	-	-
Other Minority	-	-	0%	-	-	-	0%	-	-	-	-
White (Not Ital)	-	-	0%	-	-	-	0%	-	-	-	-
All White	-	-	0%	-	-	-	0%	-	-	-	-
Unknown	-	-	0%	-	-	-	0%	-	-	-	-
Veterans	-	-	0%	-	-	-	0%	-	-	-	-
Individuals w/Disabilities	-	-	0%	-	-	-	0%	-	-	-	-

This chart summarizes moves of employees into and out of a single job group. Any job group could have a net loss or net gain, so additions do not necessarily equal subtractions.

Job Group Summary

Custodial Supervisor

		NET ADDITIONS		Additions by Type		NET SUBTRACTIONS		Subtractions by Type		CHANGES WITHIN JOB GROUP (not counted in totals)	
	Net Group Changes	Addition #	Additions %	Hire from Outside or Other Campus	Promotion/ Move to Current Year Job Group	Sub. #	Sub %	Separation (Left College or Left CUNY)	Promotion/ Move from Last Year Job Group	Advance-ments	Other Changes
Total	(1)	-		-	-	(1)		(1)	-	-	-
Male	-	-	0%	-	-	-	0%	-	-	-	-
Female	(1)	-	0%	-	-	(1)	100%	(1)	-	-	-
Other/Unknown	-	-	0%	-	-	-	0%	-	-	-	-
Total Min	(1)	-	0%	-	-	(1)	100%	(1)	-	-	-
Asian	-	-	0%	-	-	-	0%	-	-	-	-
Black	(1)	-	0%	-	-	(1)	100%	(1)	-	-	-
Hispanic	-	-	0%	-	-	-	0%	-	-	-	-
Other Minority	-	-	0%	-	-	-	0%	-	-	-	-
White (Not Ital)	-	-	0%	-	-	-	0%	-	-	-	-
All White	-	-	0%	-	-	-	0%	-	-	-	-
Unknown	-	-	0%	-	-	-	0%	-	-	-	-
Veterans	-	-	0%	-	-	-	0%	-	-	-	-
Individuals w/Disabilities	-	-	0%	-	-	-	0%	-	-	-	-

This chart summarizes moves of employees into and out of a single job group. Any job group could have a net loss or net gain, so additions do not necessarily equal subtractions.

Appendix G Summary of Recruiting Activities

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

Detail is provided on applicants, interviews, and offers. The scope of this report includes searches which officially concluded by a job offer during the previous plan year (June 1, 2021 through May 31, 2022).

Campus Level

Summary of Searches by Job Group

Total Searches: 34

Group	Job Opening	Posting Title	College	Count of ID
ADMIN1-EXEC	22116	Dean of Diversity	Queens College	182
	23047	Dean of Education	Queens College	38
ADMIN1-EXEC Total				220
ADMIN2	21741	Administrative Manager- Byzantine and Modern Greek Studies	Queens College	38
	22237	Registrar & QC Hub Director	Queens College	47
	22512	HR Employee and Labor Relations Director	Queens College	57
	22947	Enrollment Manager	Queens College	45
	23184	Academic Advising Managers (Multiple Positions)	Queens College	106
	23331	Academic Program Manager- QC Learning Commons	Queens College	27
ADMIN2 Total				320
ADMIN3	22219	Enrollment Coordinator (Multiple Positions)	Queens College	261
	22246	Administrative Coordinator - FNES	Queens College	130
	22501	Finance Coordinator	Queens College	50
	22561	Administrative Coordinator - Dean of Education	Queens College	112
	23306	Keep Learning Coordinator (Academic Resource Center Coordinator)	Queens College	61
	23426	Human Resources Coordinator – Training and Recruiting	Queens College	109
ADMIN3 Total				1,092
CUST	22083	Custodial Assistant (Multiple Positions)	Queens College	194
CUST Total				194
FAC-LECT	22434	Lecturer- Drama, Theater and Dance	Queens College	50
	23441	Lecturer - Computer Science	Queens College	48
FAC-LECT Total				98
FAC-PROF	21636	Associate or Full Professor- Graduate School of Library & Information Studies (GSLIS)	Queens College	28
	22610	Assistant Professor - Philosophy	Queens College	86
	22630	Assistant or Associate Professor- Economics (Faculty Open Rank)	Queens College	222
	22813	Assistant Professor for Modern Japanese Literature	Queens College	24
	22936	Assistant Professor - Math Education in EECE Department	Queens College	40
	23097	Assistant, Associate or Full Professor – Graduate School of Library & Information Studies	Queens College	19
	23126	Assistant Professor - Hispanic Languages and Literatures	Queens College	51
	23422	Assistant Professor- African American literature and African Diasporic Literatures and Cultures	Queens College	64
	23424	Assistant Professor - Physics	Queens College	82
	23425	Assistant Professor - Media Studies	Queens College	29
	23435	Assistant Professor - Political Science	Queens College	55
	23455	Assistant Professor - Physical Education	Queens College	34
FAC-PROF Total				734
(blank)	(blank)	(blank)	(blank)	
(blank) Total				
Grand Total				2,658

Campus Level

Category Summary

Executive-Administrative-Managerial

	Records	Applicants	Appl%		Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
Total + Total Selection Rate	540	538	100%		14	3%	6	1%	6	1%
Male	195	194	36%		3	2%	1	1%	1	1%
Female	285	285	53%		11	4%	5	2%	5	2%
Other	2	2	0%		-	0%	-	0%	-	0%
Unknown	58	57	11%		-	0%	-	0%	-	0%
Total Not Female	255	253	47%		3	1%	1	0%	1	0%
Total Min	380	379	70%		7	2%	2	1%	2	1%
Asian	68	68	13%		-	0%	-	0%	-	0%
Black	179	178	33%		5	3%	1	1%	1	1%
Hispanic	116	116	22%		2	2%	1	1%	1	1%
Other inc 2 or more	17	17	3%		-	0%	-	0%	-	0%
White (Not Ital)	121	121	22%		3	2%	1	1%	1	1%
Total White	139	139	26%		7	5%	4	3%	4	3%
Unknown Ethnicity	21	20	4%		-	0%	-	0%	-	0%
White+Unknown	160	159	30%		7	4%	4	3%	4	3%
Veterans	12	12	2%		-	0%	-	0%	-	0%
Indiv. w Disabilities	33	32	6%		-	0%	-	0%	-	0%

Campus Level

Job Group Summary

Administration 1 (Executive)

	Records	Applicants	Appl%		Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
Total + Total Selection Rate	220	220	100%		1	0%	1	0%	1	0%
Male	83	83	38%		-	0%	-	0%	-	0%
Female	105	105	48%		1	1%	1	1%	1	1%
Other	1	1	0%		-	0%	-	0%	-	0%
Unknown	31	31	14%		-	0%	-	0%	-	0%
Total Not Female	115	115	52%		-	0%	-	0%	-	0%
Total Min	180	180	82%		1	1%	1	1%	1	1%
Asian	25	25	11%		-	0%	-	0%	-	0%
Black	95	95	43%		1	1%	1	1%	1	1%
Hispanic	55	55	25%		-	0%	-	0%	-	0%
Other inc 2 or more	5	5	2%		-	0%	-	0%	-	0%
White (Not Ital)	31	31	14%		-	0%	-	0%	-	0%
Total White	37	37	17%		-	0%	-	0%	-	0%
Unknown Ethnicity	3	3	1%		-	0%	-	0%	-	0%
White+Unknown	40	40	18%		-	0%	-	0%	-	0%
Veterans	6	6	3%		-	0%	-	0%	-	0%
Indiv. w Disabilities	12	12	5%		-	0%	-	0%	-	0%

Campus Level

Job Group Summary

Administration 2 (Managers)

	Records	Applicants	Appl%		Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
Total + Total Selection Rate	320	318	99%		13	4%	5	2%	5	2%
Male	112	111	35%		3	3%	1	1%	1	1%
Female	180	180	57%		10	6%	4	2%	4	2%
Other	1	1	0%		-	0%	-	0%	-	0%
Unknown	27	26	8%		-	0%	-	0%	-	0%
Total Not Female	140	138	43%		3	2%	1	1%	1	1%
Total Min	200	199	63%		6	3%	1	1%	1	1%
Asian	43	43	14%		-	0%	-	0%	-	0%
Black	84	83	26%		4	5%	-	0%	-	0%
Hispanic	61	61	19%		2	3%	1	2%	1	2%
Other inc 2 or more	12	12	4%		-	0%	-	0%	-	0%
White (Not Ital)	90	90	28%		3	3%	1	1%	1	1%
Total White	102	102	32%		7	7%	4	4%	4	4%
Unknown Ethnicity	18	17	5%		-	0%	-	0%	-	0%
White+Unknown	120	119	37%		7	6%	4	3%	4	3%
Veterans	6	6	2%		-	0%	-	0%	-	0%
Indiv. w Disabilities	21	20	6%		-	0%	-	0%	-	0%

Campus Level

Category Summary

Professional Faculty

	Records	Applicants	Appl%		Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
Total + Total Selection Rate	832	825	99%		54	7%	11	1%	11	1%
Male	432	426	52%		18	4%	4	1%	4	1%
Female	262	262	32%		25	10%	3	1%	3	1%
Other	12	12	1%		4	33%	2	17%	2	17%
Unknown	125	124	15%		7	6%	2	2%	2	2%
Total Not Female	569	562	68%		29	5%	8	1%	8	1%
Total Min	429	426	52%		30	7%	3	1%	3	1%
Asian	230	228	28%		15	7%	1	0%	1	0%
Black	80	79	10%		9	11%	1	1%	1	1%
Hispanic	103	103	12%		6	6%	1	1%	1	1%
Other inc 2 or more	16	16	2%		-	0%	-	0%	-	0%
White (Not Ital)	333	330	40%		23	7%	7	2%	7	2%
Total White	366	363	44%		24	7%	8	2%	8	2%
Unknown Ethnicity	37	36	4%		-	0%	-	0%	-	0%
White+Unknown	403	399	48%		24	6%	8	2%	8	2%
Veterans	3	3	0%		-	0%	-	0%	-	0%
Indiv. w Disabilities	69	68	8%		5	7%	3	4%	3	4%

Campus Level

Job Group Summary

Faculty-Professorial

	Records	Applicants	Appl%		Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
Total + Total Selection Rate	734	729	99%		48	7%	9	1%	9	1%
Male	373	369	51%		15	4%	3	1%	3	1%
Female	241	241	33%		22	9%	2	1%	2	1%
Other	11	11	2%		4	36%	2	18%	2	18%
Unknown	108	107	15%		7	7%	2	2%	2	2%
Total Not Female	492	487	67%		26	5%	7	1%	7	1%
Total Min	384	383	53%		26	7%	2	1%	2	1%
Asian	207	206	28%		12	6%	1	0%	1	0%
Black	72	72	10%		9	13%	1	1%	1	1%
Hispanic	90	90	12%		5	6%	-	0%	-	0%
Other inc 2 or more	15	15	2%		-	0%	-	0%	-	0%
White (Not Ital)	293	290	40%		21	7%	6	2%	6	2%
Total White	317	314	43%		22	7%	7	2%	7	2%
Unknown Ethnicity	33	32	4%		-	0%	-	0%	-	0%
White+Unknown	350	346	47%		22	6%	7	2%	7	2%
Veterans	2	2	0%		-	0%	-	0%	-	0%
Indiv. w Disabilities	61	61	8%		5	8%	3	5%	3	5%

Campus Level

Job Group Summary

Faculty-Lecturer

	Records	Applicants	Appl%		Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
Total + Total Selection Rate	98	96	98%		6	6%	2	2%	2	2%
Male	59	57	59%		3	5%	1	2%	1	2%
Female	21	21	22%		3	14%	1	5%	1	5%
Other	1	1	1%		-	0%	-	0%	-	0%
Unknown	17	17	18%		-	0%	-	0%	-	0%
Total Not Female	77	75	78%		3	4%	1	1%	1	1%
Total Min	45	43	45%		4	9%	1	2%	1	2%
Asian	23	22	23%		3	14%	-	0%	-	0%
Black	8	7	7%		-	0%	-	0%	-	0%
Hispanic	13	13	14%		1	8%	1	8%	1	8%
Other inc 2 or more	1	1	1%		-	0%	-	0%	-	0%
White (Not Ital)	40	40	42%		2	5%	1	3%	1	3%
Total White	49	49	51%		2	4%	1	2%	1	2%
Unknown Ethnicity	4	4	4%		-	0%	-	0%	-	0%
White+Unknown	53	53	55%		2	4%	1	2%	1	2%
Veterans	1	1	1%		-	0%	-	0%	-	0%
Indiv. w Disabilities	8	7	7%		-	0%	-	0%	-	0%

Campus Level

Category Summary

Professional Non-Faculty

	Records	Applicants	Appl%		Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
Total + Total Selection Rate	1,092	1,085	99%		55	5%	10	1%	10	1%
Male	284	283	26%		14	5%	2	1%	2	1%
Female	679	673	62%		37	5%	7	1%	7	1%
Other	5	5	0%		-	0%	-	0%	-	0%
Unknown	124	124	11%		4	3%	1	1%	1	1%
Total Not Female	413	412	38%		18	4%	3	1%	3	1%
Total Min	762	757	70%		36	5%	8	1%	8	1%
Asian	264	262	24%		7	3%	1	0%	1	0%
Black	227	226	21%		9	4%	1	0%	1	0%
Hispanic	235	233	21%		17	7%	5	2%	5	2%
Other inc 2 or more	36	36	3%		3	8%	1	3%	1	3%
White (Not Ital)	239	238	22%		13	5%	2	1%	2	1%
Total White	278	276	25%		13	5%	2	1%	2	1%
Unknown Ethnicity	52	52	5%		6	12%	-	0%	-	0%
White+Unknown	330	328	30%		19	6%	2	1%	2	1%
Veterans	10	10	1%		-	0%	-	0%	-	0%
Indiv. w Disabilities	61	61	6%		2	3%	1	2%	1	2%

Campus Level

Job Group Summary

Administration 3 (Professional)

	Records	Applicants	Appl%		Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
Total + Total Selection Rate	1,092	1,085	99%		55	5%	10	1%	10	1%
Male	284	283	26%		14	5%	2	1%	2	1%
Female	679	673	62%		37	5%	7	1%	7	1%
Other	5	5	0%		-	0%	-	0%	-	0%
Unknown	124	124	11%		4	3%	1	1%	1	1%
Total Not Female	413	412	38%		18	4%	3	1%	3	1%
Total Min	762	757	70%		36	5%	8	1%	8	1%
Asian	264	262	24%		7	3%	1	0%	1	0%
Black	227	226	21%		9	4%	1	0%	1	0%
Hispanic	235	233	21%		17	7%	5	2%	5	2%
Other inc 2 or more	36	36	3%		3	8%	1	3%	1	3%
White (Not Ital)	239	238	22%		13	5%	2	1%	2	1%
Total White	278	276	25%		13	5%	2	1%	2	1%
Unknown Ethnicity	52	52	5%		6	12%	-	0%	-	0%
White+Unknown	330	328	30%		19	6%	2	1%	2	1%
Veterans	10	10	1%		-	0%	-	0%	-	0%
Indiv. w Disabilities	61	61	6%		2	3%	1	2%	1	2%

Appendix G Exceptions to the Search Process

This Appendix lists search exceptions.

Search requirements may be waived in rare situations. Positions are identified by title and department with information on the basis of the waiver. Individuals are not identified.

The waiver process requires an application with justification that is reviewed by the Office of the Vice Chancellor for Human Resources.

This listing includes waivers that were scheduled to be effective during the Plan Year. Some candidates may have declined or delayed appointments. Waivers granted to correct minor search issues and adjustments to titles are not listed.

The waiver process applies to full-time appointments only.

Queens College

Waivers effective between 6/1/2021 and 5/31/2022. Excludes title adjustments based on reviews, search corrections, and withdrawn requests.

Animal Facility**Gender****Ethnicity****HE Associate**

Female

Hispanic/Latino

Basis Advancement**Family Nutrition/Exercise Sci****Gender****Ethnicity****Lecturer Doct Sch**

Female

White

Basis Transfer of Campus**President's Office****Gender****Ethnicity****HE Associate**

Female

White

Basis Extraordinary Qualifications

Appendix H Utilization of Individuals with Disabilities by Job Group

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

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

This report lists full-time and part-time employee job groups separately.

APPENDIX H - Utilization of Individuals with Disabilities by Job Group (Full Time)

2022 - 2023

Queens College

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

Total Individual(s) with Disabilities: 31 Percent of total reported employees: 2.6%

Category: Executive/Administrative/Managerial

	Staff	Indiv. with Disabilities	Rate
Admin 1: Executive	22	0	0.0%
Admin 2: Managerial	103	6	5.8%
Managerial: Facilities	2	0	0.0%
Managerial: Info Tech	2	0	0.0%
Managerial: Security	4	0	0.0%

Category: Professional Faculty

	Staff	Indiv. with Disabilities	Rate
Faculty: Professoriate	421	10	2.4%
Faculty: Librarian	15	1	6.7%
Faculty: Lecturer	117	3	2.6%

Category: Professional Non-Faculty

	Staff	Indiv. with Disabilities	Rate
Accountant: Professional	2	0	0.0%
Admin 3: Professional	161	9	5.6%
Admin 5: Engineer-Architect	2	0	0.0%
Disability Accommodation Spec	1	0	0.0%
Info Tech: Professional	28	0	0.0%
Nurse	1	0	0.0%

Category: Administrative Support Workers

	Staff	Indiv. with Disabilities	Rate
Accountant: Assistant	2	0	0.0%
Administrative Assistant	15	0	0.0%
Office Assistant	82	2	2.4%
Mail Services Worker	3	0	0.0%

Category: Technicians

	Staff	Indiv. with Disabilities	Rate
Admin 4: College Lab Technician	37	0	0.0%
Info Tech: Technician	4	0	0.0%

Category: Craft Workers

	Staff	Indiv. with Disabilities	Rate
Skilled Trades: Supervisory	3	0	0.0%
Skilled Trades: Not Supervisory	41	0	0.0%
Laborers and Helpers	14	0	0.0%
Basic Crafts-Buildings and Grounds	5	0	0.0%

Category: Service Workers

	Staff	Indiv. with Disabilities	Rate
Campus Public Safety Sergeant	4	0	0.0%
Campus Peace Officer	16	0	0.0%
Campus Security Assistant	18	0	0.0%
Custodial: Supervisory	5	0	0.0%
Custodial: Assistant	46	0	0.0%

APPENDIX H - Utilization of Individuals with Disabilities by Job Group (Part-Time Appointments) 2022 - 2023
Queens College

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

Total Individual(s) with Disabilities: 17 Percent of total reported employees: 1.0%

Category: Executive/Administrative/Managerial	Staff	Indiv. with Disabilities	Rate
Admin 2: Managerial Adjunct	293	7	2.4%
Category: Professional Faculty	Staff	Indiv. with Disabilities	Rate
Faculty: Lecturer Adjunct	640	5	0.8%
Faculty: Professoriate Adjunct	344	3	0.9%
Faculty: Continuing Education	40	0	0.0%
Category: Administrative Support Workers	Staff	Indiv. with Disabilities	Rate
Office Assistant Adjunct	355	2	0.6%
Category: Technicians	Staff	Indiv. with Disabilities	Rate
Admin 4: College Lab Technician Adjunct	21	0	0.0%
Broadcast-Media Adjunct	2	0	0.0%
Info Tech: Technician Adjunct	1	0	0.0%
Category: Service Workers	Staff	Indiv. with Disabilities	Rate
Campus Security Assistant Adjunct	2	0	0.0%
Custodial: Assistant Adjunct	8	0	0.0%