Executive Order 11246
2023 -2024 Affirmative Action Plan (AAP)
Reporting year of June 1, 2022 – May 31, 2023

Office of Compliance and Diversity

QUEENS COLLEGE

CUNY

2023 – 2024 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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QUEENS COLLEGE

CUNY THE CITY UNIVERSITY OF NEW YORK

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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 requirements for federal contractors. This plan reflects requirements for implementing: Presidential Executive Order (EO) 11246, addressing gender and federally protected racial/ethnic groups; the Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA), as amended, for protected veterans, and Section 503 of the Rehabilitation Act of 1973, as amended, for individuals with disabilities. Some aspects of this plan also reflect state and local regulations, guidelines for public entities, CUNY trustees' resolutions, and CUNY policy.

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

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

Overview of the College

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 2022, there were total of 17,001 enrolled students, of which 14,406 were undergraduate students and 2,495 were graduate students. Of the undergraduate students,10,494 (72.8 %) attended full-time and 4,396 (27.1%) attended part-time. Of the graduate students,397(15.9%) attended full-time and 2,198 (88.0%) 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.

History

Founded in 1937, Queens College enjoys a revitalized campus, and has 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

Diversity at Queens College is the commitment to a community of equity and access to its academic and artistic promise through the acceptance of all aspects of human difference. This includes but is not limited to age, disability, race, ethnicity, gender, gender expression and identity, language heritage, national origin, sexual orientation, religion, socioeconomic status, status as a veteran and worldview. Through collaboration, creativity and inclusion, Queens College integrates various cultural and social perspectives to engender excellence in the arts and liberal arts and sciences. 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.

1. Build DEI into our campus-wide policies, processes, and interactions.
2. Make infrastructure investments that demonstrate support for DEI.
3. Become a college and graduate school of choice for more Black students, and students with disabilities.
4. Close the retention and achievement gap for BIPOC students, students with disabilities, and economically disadvantaged undergraduate and graduate students.
5. Strengthen recruitment, retention, and support of BIPOC faculty, staff, and administrators, as well as faculty, staff, and administrators with disabilities.

ORGANIZATION CHART

Appendix A displays an organization chart.

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. CUNY's Chancellor designated Italian Americans as a protected group in 1976 and we produce a separate plan for Italian Americans.

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

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

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

Responsibilities

The entire community participates in promoting diversity and inclusion. Additionally, 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 they have authority, staffing, and other resources to fulfill their assigned responsibilities. The President communicates commitment to equal employment opportunity, including an annual reaffirmation, and issues required reports, including this affirmative action plan. Appendix B contains the annual reaffirmation letter issued by the President.

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, 2023.

College Officials

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

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

1. BRESI Grant
2. Bias Training
3. DEI Surveys & Data Driven Decision Making
4. Search Committee Diversification Policy
5. Summer 2022 & 2022-2023 Academic Year Planning

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.

PART TWO: DATA AND ANALYSIS

Collecting Employee Data

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

We invite employees to self-identify gender, race/ethnicity, veteran status, and disability status. Employees may update selections at any time on an Employee Self-Service portal. We also invite job applicants to self-identify on the job application portal.

Of 2776 (both full-time and part-time) employees, 11 employees did not identify a gender and 17 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. 53 employees did not identify a veteran status and 2182 did not identify a disability status.

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).

We record a person identifying If a person identifies as both Hispanic/Latino and some another group as Hispanic/Latino, and not as Two or More Races. American Indian/Alaska Native and Two or More Races are included under Total Minorities but not separately reported.

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

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

The federal government is in the process of preparing new standards for self-identification expected to impact future Affirmative Action plans.

Analyzing Data

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

- Workforce Analysis (Evaluating employment within organizational units/departments)
- Job Group Analysis (Analysis of job groups and academic disciplines)

- Utilization Analysis (Comparisons with labor market availability measures)
- Transaction Analysis (Reviews of Personnel Actions, Recruitment and Hiring, and Compensation).

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

Workforce Analysis

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

Due to length, Workforce Analysis charts are not included here. The next two charts summarize the composition of the workforce by job group and by tenure status (for faculty).

A summary of 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 India/Alaska Native and Two More Races) as follows:

	2020 – 2021	2021 – 2022	2022-2023
FEMALE	622 out of total 1,194 (52.1%)	617 out of total 1,176 (52.4%)	630 out of total 1,221 (51.6%)
TOTAL MINORITY	580 out of total 1,194 (48.5%)	572 out of total 1,176 (48.6%)	600 out of total 1,221 (49.1%)

As of June 1, 2023, in workforce census of the 1,221 full-time employees:

- 630 (51.5%) identified as female and
- 600 (49.1%) identified as total minority

Full-time female representation has slightly decreased by 0.8% from 52.4% in 2021 – 2022 to 51.6% in 2022 - 2023.
Total minority representation increased by 0.5% from 48.6 % in 2021 – 2022 to 49.1% in 2022 – 2023.

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 India/Alaska Native and Two More Races) as follows:

	2020 - 2021	2021 - 2022	2022 - 2023
FEMALE	263 out of total 549 (47.9%)	267 out of total 553 (48.2%)	274 out of total 579 (47.3%)
TOTAL MINORITY	179 out of total 549 (32.6%)	180 out of total 553 (32.5%)	192 out of total 579 (33.1%)

As of June 1, 2023, in workforce census of the 579 full-time Faculties (Instructor, Lecturer, Librarian, Professoriate):

- 274(47.3%) identified as female and
- 192(33.1%) identify as total minority

Full time female faculty representation slightly decreased 0.9% from 48.2% in 2021 - 2022 to 47.3% in 2022-2023.
Total minority faculty representation increased 0.6% from 32.5% in 2021-2022 to 33.1% in the 2022-2023.

During this Affirmative Action Plan (AAP) period, the college encountered budget constraints, resulting in a paused or frozen on all hiring activities. Vacant positions remained unfilled, and the responsibility to these positions were redistributed among existing employees. This cost-saving measure had a noticeable impact on workforce demographics. The college recognizes the importance of workforce diversity and will prioritize recruitment efforts in areas of underutilization of both females and total minorities. Identifying job groups lacking current representation of total minorities and females. Targeted measures will be implemented to address these disparities. These actions are aligned with the college's goal of promoting diversity and inclusivity within the college's workforce.

Table 1: Workforce by Job Group

Table 2: Tenure Status

Workforce by Job Group and Category (excludes Chief Executive) **June 1, 2023**

Queens College **Total Appointments: 2,775**

Executive/Administrative/Managerial

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %
Admin 1: Executive	23	13	56.5%	9	39.1%
Admin 2: Managerial	111	78	70.3%	60	54.1%
Admin 2: Managerial Adjunct	230	143	62.2%	113	49.1%
Managerial: Facilities	3	1	33.3%	2	66.7%
Managerial: Info Tech	2	1	50.0%	2	100.0%
Managerial: Security	3	2	66.7%	3	100.0%

Professional Faculty

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %
Faculty: Professoriate	431	191	44.3%	152	35.3%
Faculty: Librarian	12	4	33.3%	3	25.0%
Faculty: Librarian Adjunct	1	1	100.0%	0	0.0%
Faculty: Instructor	1	1	100.0%	0	0.0%
Faculty: Lecturer	135	78	57.8%	37	27.4%
Faculty: Lecturer Adjunct	598	330	55.2%	244	40.8%
Faculty: Professoriate Adjunct	299	166	55.5%	95	31.8%
Faculty: Continuing Education	35	26	74.3%	13	37.1%

Professional Non-Faculty

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %
Accountant: Professional	2	1	50.0%	2	100.0%
Admin 3: Professional	176	124	70.5%	125	71.0%
Admin 5: Engineer-Architect	2	1	50.0%	2	100.0%
Disability Accommodation Specl	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	17	15	88.2%	6	35.3%
Office Assistant	75	65	86.7%	46	61.3%
Office Assistant Adjunct	363	238	65.6%	249	68.6%
Mail Services Worker	3	1	33.3%	2	66.7%

Technicians

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %
Admin 4: College Lab Technician	36	6	16.7%	17	47.2%
Admin 4: College Lab Technician Adjunct	20	9	45.0%	11	55.0%
Broadcast-Media Adjunct	3	1	33.3%	2	66.7%
Info Tech: Technician	5	2	40.0%	4	80.0%
Info Tech: Technician Adjunct	1	0	0.0%	1	100.0%

Craft Workers

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %

Craft Workers

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %
Skilled Trades: Supervisory	3	0	0.0%	0	0.0%
Skilled Trades: Not Supervisory	40	0	0.0%	10	25.0%
Laborers and Helpers	13	0	0.0%	9	69.2%
Basic Crafts-Buildings and Grounds	4	0	0.0%	1	25.0%

Service Workers

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %
Campus Public Safety Sergeant	7	1	14.3%	7	100.0%
Campus Peace Officer	15	4	26.7%	14	93.3%
Campus Security Assistant	19	8	42.1%	19	100.0%
Campus Security Assistant Adjunct	2	0	0.0%	1	50.0%
Custodial: Supervisory	5	3	60.0%	4	80.0%
Custodial: Assistant	45	28	62.2%	41	91.1%
Custodial: Assistant Adjunct	3	0	0.0%	1	33.3%

Full-Time Faculty by TItle and Tenure Status **June 1, 2023**

Queens College

Total Faculty: 579

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

Title	Ttl Empls	Female #	Female %	Minority #	Minority %
Faculty: Instructor					
Instructor	1	1	100.0%	0	0.0%
Substitute >=6 Mo Or Prior Ben	1	1	100.0%	0	0.0%
Faculty: Lecturer					
Distinguished Lecturer	1	0	0.0%	0	0.0%
Instructors and others PSC	1	0	0.0%	0	0.0%
Lecturer	72	40	55.6%	20	27.8%
CCE Certificate Continuous Emp	35	21	60.0%	5	14.3%
Lecturer track CCE	14	7	50.0%	6	42.9%
Substitute >=6 Mo Or Prior Ben	21	11	52.4%	8	38.1%
Track Tenure	2	1	50.0%	1	50.0%
Lecturer Doc Sch	59	37	62.7%	17	28.8%
CCE Certificate Continuous Emp	27	18	66.7%	6	22.2%
Lecturer track CCE	21	12	57.1%	6	28.6%
Substitute >=6 Mo Or Prior Ben	11	7	63.6%	5	45.5%
Clinical Professor	3	1	33.3%	0	0.0%
Instructors and others PSC	2	1	50.0%	0	0.0%
Substitute >=6 Mo Or Prior Ben	1	0	0.0%	0	0.0%
Faculty: Librarian					
Lecturer-Librarian	2	0	0.0%	1	50.0%
CCE Certificate Continuous Emp	2	0	0.0%	1	50.0%
Instructor-Librarian	2	0	0.0%	0	0.0%
Substitute >=6 Mo Or Prior Ben	2	0	0.0%	0	0.0%
Asst Professor-Librarian	4	2	50.0%	1	25.0%
Substitute >=6 Mo Or Prior Ben	1	0	0.0%	0	0.0%
Track Tenure	3	2	66.7%	1	33.3%
Assc Professor-Librarian	4	2	50.0%	1	25.0%
Tenured	4	2	50.0%	1	25.0%
Faculty: Professoriate					

Full-Time Faculty by TItle and Tenure Status **June 1, 2023**

Queens College

Total Faculty: 579

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

Title	Ttl Empls	Female #	Female %	Minority #	Minority %
Faculty: Professoriate					
Asst Professor	102	47	46.1%	49	48.0%
Substitute >=6 Mo Or Prior Ben	9	4	44.4%	4	44.4%
Tenured	6	3	50.0%	2	33.3%
Track Tenure	87	40	46.0%	43	49.4%
Assc Professor	144	77	53.5%	48	33.3%
Tenured	136	73	53.7%	45	33.1%
Track Tenure	8	4	50.0%	3	37.5%
Visiting Professor	1	0	0.0%	0	0.0%
Visiting > = 50%	1	0	0.0%	0	0.0%
Professor	174	64	36.8%	50	28.7%
Substitute >=6 Mo Or Prior Ben	1	0	0.0%	0	0.0%
Tenured	172	63	36.6%	50	29.1%
Track Tenure	1	1	100.0%	0	0.0%
Distinguished Professor	10	3	30.0%	5	50.0%
Instructors and others PSC	10	3	30.0%	5	50.0%

Job Group Analysis

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

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

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

Utilization Analysis

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

Labor Market Source Data

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

- For external candidates except some faculty, we utilized the US Census American Community Survey (ACS), 5-year estimate, 2017-2021 (final), extracted from University of Minnesota's Integrated Public User Microdata Sample (iPUMS). Data is extracted based on a combination of geography, labor force participation, occupation, and educational attainment, depending on job group.

- For internal candidates, we utilized lists of CUNY-wide appointments over the 2017-2022 time period and consulted with CUNY's Director of Civil Service Operations. Internal demographics are based on the last plan census date (June 1, 2022).

- For faculty discipline-based estimates, we utilized the US Department of Education's National Center for Education Statistics' Integrated Post-Secondary Education Data System (IPEDS) completion data, 2020-2021 (final). We use the Classification of Instructional Programs (CIP) to identify disciplines.

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

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

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

We report underutilization where the percent of personnel belonging to a protected group is less than 80%

below the labor market estimate, and the difference is equal to at least one full-time equivalent employee. The following illustration may help explain this calculation:

Illustration: Utilization and Underutilization

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

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

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

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

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

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

Table 3: Summary of Underutilization and Goals

Exhibit: Summary of Historical Changes in Underutilization - Staff and College Lab Technians **2023-2024**

Queens College

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

This summary reports underutilization as follows:

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

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

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

Executive/Administrative/Managerial

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ AfricanAm	Hispanic/ Latino
Admin 1: Executive						
2023	23					1
2022	22			2		
2021	21			2	1	
2020	26			3	1	
Admin 2: Managerial						
2023	111					
2022	103				5	
2021	102				4	
2020	108					

Professional Non-Faculty

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ AfricanAm	Hispanic/ Latino
Admin 3: Professional						
2023	176					
2022	161					
2021	154					
2020	156					
Info Tech: Professional						
2023	28	9				
2022	28	10				
2021	28	9				
2020	28	10				

Administrative Support Workers

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

Exhibit: Summary of Historical Changes in Underutilization - Staff and College Lab Technians **2023-2024**
Queens College

Administrative Support Workers

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ AfricanAm	Hispanic/ Latino
Administrative Assistant						
2023	17		7		3	4
2022	15		5		4	3
2021	17		9		6	4
2020	17		9		6	4
Office Assistant						
2023	75				7	
2022	82					
2021	90					
2020	95					

Technicians

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ AfricanAm	Hispanic/ Latino
Admin 4: College Lab Technician	*College Lab Tech: Other*					
2023	13	9	3		2	
2022	13	1	3	2	1	
2021	13	1	4	2	1	
2020	14	1	4	2	1	
Admin 4: College Lab Technician	*College Lab Tech: Science, Tech, Eng.*					
2023	23	7				
2022	24	3				
2021	26	2				
2020	26	2				
Info Tech: Technician						
2023	5				1	
2021	5				1	
2020	5				1	

Craft Workers

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ AfricanAm	Hispanic/ Latino
Basic Crafts-Buildings and Grounds						
2022	5	1	2	1	1	1
2021	5	1	2	1	1	1
2020	6	1	2	1		1
Laborers and Helpers						
2023	13	3		1		2
2022	14	3				3
2021	14	3				3
2020	16	3				4
Skilled Trades: Not Supervisory						

Exhibit: Summary of Historical Changes in Underutilization - Staff and College Lab Technians **2023-2024**
Queens College

Craft Workers

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ AfricanAm	Hispanic/ Latino
Skilled Trades: Not Supervisory						
2023	40	1	8		2	5
2022	41	1	9		3	5
2021	41	1	9		3	5
2020	42	1	9		4	5

Service Workers

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ AfricanAm	Hispanic/ Latino
Campus Peace Officer						
2023	15					
2022	16					
2021	15					
2020	18					
Campus Public Safety Sergeant						
2023	7	1			1	
2021	6					1
2020	6					1
Campus Security Assistant						
2023	19					4
2022	18					4
2021	26					4
2020	26					5
Custodial: Assistant						
2023	45					
2022	46					
2021	51					
2020	54					
Custodial: Supervisory						
2023	5					1
2022	5					2
2021	6					2
2020	7					3

Exhibit: Summary of Historical Changes in Underutilization - Full Time Faculty **2023-20**

Queens College

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

This summary reports underutilization as follows:

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

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

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

Faculty: Professoriate

		Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino
Area, Ethnic, Cultural, Gender, and Group Studies							
	2023	11	2			2	1
	2022	11				1	1
	2021	10				1	1
	2020	11				1	1
Biological and Biomedical Sciences							
	2023	14	4	2	1	1	
	2022	14	3	2	1	1	
	2021	15	3	2	1	1	
	2020	15	3	2	1	1	
Business, Management, Marketing and Support							
	2023	30	5			8	
	2022	28	3			6	
	2021	28	3			6	
	2020	28	3			6	
Communications, Journalism, and Related							
	2023	13				1	
	2022	13				1	
	2021	12				1	
	2020	14					
Computer and Information Sciences and Support							
	2023	17				2	1
	2022	15				1	1
	2021	16				1	1
	2020	17				2	1
Education							

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

Faculty: Professoriate

		Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino
Education							
	2023	47				3	
	2022	47				2	
	2021	50				2	
	2020	50				2	
English Language and Literature/Letters							
	2023	44					
	2022	39					
	2021	40					
	2020	42					
Foreign Languages, Literatures, and Linguistics							
	2023	15			1		
	2022	17			1		
	2021	18			1		
	2020	20			1		
Health Professions and Related Programs							
	2023	10		2	1	1	
	2022	11	1	2	1	1	
	2021	11		2	1	1	
	2020	11		2	1	1	
History							
	2023	24		1			1
	2022	24			1		
	2021	24			1		
	2020	22		2			1
Library Science (Program)							
	2023	8	4				
	2022	7	1			1	
	2021	7	1			1	
	2020	8	2				
Mathematics and Statistics							
	2023	22	4	3		1	1
	2022	22	4	2		1	1
	2021	22	4	2		1	1
	2020	23	4	2		1	1
Parks, Recreation, Leisure and Fitness Studies							
	2023	12				1	
	2022	12				1	

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

Faculty: Professoriate

		Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino
Parks, Recreation, Leisure and Fitness Studies							
	2021	14					1
	2020	14					1
Philosophy and Religious Studies							
	2023	7		1			
	2022	6					
	2021	6					
	2020	7					
Physical Sciences							
	2023	37	6			1	
	2022	38	5			1	
	2021	38	6			1	1
	2020	40	6			1	1
Psychology							
	2023	18	4	2		1	2
	2022	19	4	2		1	2
	2021	18	5	1		1	2
	2020	18	5	1		1	2
Public Administration							
	2023	11				2	1
	2022	10				1	
	2021	12				1	1
	2020	14	2			2	1
Social Sciences							
	2023	41				2	
	2022	42				1	
	2021	45				1	
	2020	49				1	
Visual and Performing Arts							
	2023	47	10		3		2
	2022	46	9		2		1
	2021	47	11		2		1
	2020	49	10		1		1

Faculty: Librarian

		Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino
Library (Librarians/Non-Teaching)							
	2023	15	5				

Faculty: Librarian

		Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino
Library (Librarians/Non-Teaching)							
	2022	15	4				
	2021	15					
	2020	14	3				

Faculty: Lecturer

		Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino
Business, Management, Marketing and Support							
	2023	15	3	2		2	1
	2022	13	2	3		1	2
	2021	13	2	3		1	2
	2020	16	3	3		1	2
Computer and Information Sciences and Support							
	2023	9		2		1	1
	2022	11				1	
	2021	5		1			1
	2020	9		2		1	1
Education							
	2023	12					1
	2022	14		1	1		1
	2021	13			1		1
	2020	15		2	1		2
English Language and Literature/Letters							
	2023	13					
	2022	13					
	2021	9	1				
	2020	9					1
Health Professions and Related Programs							
	2023	12		4	1	1	2
	2022	11		3		2	1
	2021	11		3		2	1
	2020	11		3		2	1
Mathematics and Statistics							
	2023	12		3	2		1
	2022	10		2	1		1
	2021	9		2	2		1
	2020	11		2	1		1
Parks, Recreation, Leisure and Fitness Studies							

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

Faculty: Lecturer

		Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino
Parks, Recreation, Leisure and Fitness Studies							
	2023	8		2	1	1	
	2021	5		2			1
	2020	5		2			1
Physical Sciences							
	2023	5		1	1		1
	2020	5					
Psychology							
	2023	8		3		1	2
	2022	5		1		1	1
	2021	6		2		1	1
	2020	10		2		1	2
Public Administration							
	2023	5	2	1			1
	2022	5	2	1			1
Social Sciences							
	2023	13		3		2	2
	2022	7	1	2		1	1
	2021	7	1	2		1	1
	2020	9	2	3		1	1
Visual and Performing Arts							
	2023	9		1	1		
	2022	8		1	1		
	2021	8		1	1		
	2020	8		2	1	1	

Utilization, Underutilization, and Placement Goals

Queens College continues to excel in maintain a diverse and multicultural workforce through successful employment, promotion, and retention efforts. Female and total minorities remain predominant among the College's total employees. As of the 2022 – 2023 Reporting Year (June 1, 2022 – May 31, 2023), the College employed a total of 1,221 full-time employees, including faculty and staff. Out of this number, 630 (51.6%) were female, and 600 (49.1%) were total minorities.

we analyze the factors contributing to utilization and underutilization within our workforce, with a particularly focus on turnover, hiring opportunities, and the impact of outreach programs. Additionally, we review areas where underutilization has been reduced or eliminated and highlight areas of progress, even if complete elimination of underutilization has not been achieved.

The affirmative action plan necessitates active recruitment efforts aimed at aligning our hiring practices with the proportional representation of female and total minorities in the labor market.

Outreach initiatives form an integral part of our recruitment process, strategically designed to attract a diverse pool of highly qualified candidates while eliminating any impediments that may hinder equal employment opportunities. We are dedicated to cultivating a more diverse academic community and actively encourage individuals with disabilities, veterans, total minorities, and female to apply for a broad spectrum of positions.

Several factors can impact underutilization, including, but not limited to,

- Limit hiring opportunities
- Examination and civil service pools
- Budget constraints
- The ramifications of COVID -19
- Structural adjustments to job titles or departments
- Employee resignations and retirements

We maintain continuous vigilance over these factors, as they may contribute to either underutilization or fluctuations in underutilization, whether positive or negative

In reviewing the results of this year's underutilization analysis (2023) as compared with last year's analysis (2022), the following differences were observed:

In the 2022 – 2023 plan year, the following job groups has successfully eliminated Underutilization of Female or Total Minority employees:

Faculty: Professoriate

- Health Professions and Related Discipline: Linguistics & Community Disorders, underutilization of female has eliminated

Faculty: Lecturer

- Education Discipline: Education & Community Programs, Elementary, Early Childhood Education, and Secondary Education & Youth Services, underutilization of total minority has eliminated
- Social Science Discipline: Anthropology, Political Science, and Sociology, underutilization of female has eliminated

In the 2022 – 2023 plan year, the following job groups has reduced Underutilization of Female or Total minority employees:

Faculty: Lecturer

- Business, Management, Marketing and Support Discipline: Accounting & Information System, and Economics, underutilization of total minority has reduced from 3 – 2

Professional Non-Faculty

- Info Tech Professional, underutilization of female has reduced from 10 - 9

Craft Workers

- Skilled Trade: Not Supervisory, underutilization has reduced from 9 – 8

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

In the 2022 – 2023 plan year, the following job groups reports No Underutilization in Female or Total minority employees:

Faculty: Professoriate

- Area, Ethnic, Cultural, Gender, and Group Studies Discipline: Classical/Middle East Asian Languages & Cultures has no underutilization in total minority
- Business, Management, Marketing and Support Discipline: Accounting & Information System, and Economics has no underutilization in total minority
- Communications, Journalism, and Related Discipline: Media Studies has underutilization in both female and total minority
- Computer and Information Sciences and Support Discipline: Computer Science has no underutilization in both female and total minority
- Education Discipline: Education & Community Programs, Elementary, Early Childhood Education, and Secondary Education & Youth Services has no underutilization in both female and total minority
- English Language and Literature/Letters Discipline: Comparative Literature and English has no underutilization in both female and total minority
- Foreign Languages, Literatures, and Linguistics Discipline: European Language Literature, and Hispanic Language & Literatures has no underutilization in both female and total minority
- History Discipline: History has no underutilization in female
- Library Science (Program) Discipline: Graduate School of Library & Information Studies has no underutilization in total minority
- Parks, Recreation, Leisure and Fitness studies Discipline: Family, Nutrition & Exercise Sciences has no underutilization in both female and total minority
- Philosophy and Religious Studies Discipline: Philosophy has no underutilization in female
- Physical Sciences Discipline: Chemistry and Biochemistry, Earth & Environmental Science and Physics has no underutilization in total minority
- Public Administration Discipline: Urban Studies has no underutilization in both female and total minority
- Social Science Discipline: Anthropology, Political Science, and Sociology has no underutilization in both female and total minority
- Visual and Performing Arts Discipline: Aaron Copland school of Music, Art, and Drama, Theatre & Dance has no underutilization in total minority

Faculty: Librarian

- Library (Librarians/Non-Teaching) Discipline: Library has no underutilization in total minority

Faculty: Lecturer

- Computer and Information Sciences and Support Discipline: Computer Science has no underutilization in female
- Education Discipline: Education & Community Programs, Elementary, Early Childhood Education, and Secondary Education & Youth Services has no underutilization in female
- English Language and Literature/Letters Discipline: Comparative Literature and English has no underutilization in both female and total minority
- Health Professions and Related Discipline: Linguistics & Community Disorders has no underutilization in female
- Mathematics Discipline: Mathematics has no underutilization in female
- Parks, Recreation, Leisure and Fitness studies Discipline: Family, Nutrition & Exercise Sciences has no underutilization in female
- Physical Sciences Discipline: Chemistry and Biochemistry, Earth & Environmental Science and Physics has no underutilization in female
- Phycology Discipline: Psychology has no underutilization in female
- Visual and Performing Arts Discipline: Aaron Copland school of Music, Art, and Drama, Theatre & Dance has no underutilization in female

Executive/Administrative/Managerial

- Admin 1: Executive has no underutilization in both female and total minority
- Admin 2: Managerial has no underutilization in both female and total minority

Professional Non-Faculty

- Admin 3: Professional has no underutilization in both female and total minority

Technicians

- Info Tech: Professional has no underutilization in total minority

Administrative Support Workers

- Office Assistant has no underutilization in both female and total minority

Technicians

- Admin 4: College Lab Technician has no underutilization in total minority
- Info Tech: Technician has no underutilization in both female and total minority

Craft Workers

- Laborers and Helpers has no underutilization in total minority

Service Workers:

- Campus Peace Officer has no underutilization in both female and total minority
- Campus Public Safety Sergeant has no underutilization in total minority
- Campus Security Assistant has no underutilization in both female and total minority
- Custodial: Assistant has no underutilization in both female and total minority
- Custodial: Supervisory has no underutilization in both female and total minority

In the 2022 – 2023 plan year, the following job groups reported new or has increased Underutilization in Female or Total minority employees:

Faculty: Professoriate

- Area, Ethnic, Cultural, Gender, and Group Studies Discipline: Classical/Middle East Asian Languages & Cultures, underutilization in female has increased from 0 to 2
- Biological and Biomedical Sciences Discipline: Biology, Center, Biology of Nat'L, underutilization in female has increased from 3 to 4
- Library Science (Program) Discipline: Graduate School of Library & Information Studies, underutilization in female has increased from 1 to 4
- Philosophy and Religious Studies Discipline: Philosophy, underutilization in total minority has increased from 0 to 1
- Physical Sciences Discipline: Chemistry and Biochemistry, Earth & Environmental Science and Physics underutilization in female has increased from 5 to 6
- Aaron Copland school of Music, Art, and Drama, Theatre & Dance, underutilization in female has increased from 9 to 10

Faculty: Librarian

- Library (Librarians/Non-Teaching) Discipline: Library, underutilization in female has increased from 4 - 5

Faculty: Lecturer

- Computer and Information Sciences and Support Discipline: Computer Science Education discipline, underutilization in total minority has increased from 0 to 2
- Health Professions and Related Discipline: Linguistics & Community, underutilization in total minority has increased from 3 to 4
- Mathematics Discipline: Mathematics, underutilization in total minority has increased from 2 to 3
- Physical Sciences Discipline: Chemistry and Biochemistry, Earth & Environmental Science and Physics, underutilization in total minority has increased from 0 to 1
- Phycology Discipline: Psychology, underutilization in total minority has increased from 1 to 3
- Social Science Discipline: Anthropology, Political Science, and Sociology, underutilization in total minority has increase from 2 to 3

Administrative Support Workers

- Administrative Assistant, underutilization in total minority has increased from 5 to 7

Technicians

- Admin 4: College Lab Technician (Science, Tech, Eng), underutilization in Female has increased from 1 to 9
- Admin: College Lab Technician, underutilization in female has increased from 3 to 7

Service Workers

- Campus Public Safety Sergeant, underutilization in female has increased from 0 to 1

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

Transaction-Based Analyses

Personnel Activity

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

There were seventy (70) new employees hired (Outside CUNY and Other CUNY College) during this report period:

- Seven (7) total in the **Executive/Administrative /Managerial category** – Four (4) females; Four (4) Total Minorities; One (1) Asian; Three (3) Black/African Americans
- Thirty-36 (36) total in the **Professional Faculty Category** – Thirteen (13) Females; Thirteen (13) Total Minorities; Eight (8) Asians; Three (3) Black/African Americans; One (1) Hispanic/Latinos; One (1) Other Protected Group
- Eighteen (18) total in **Professional Non-Faculty Category** – Eleven (11) Females; Thirteen (13) All Protected Race/Ethnicity Groups Five (5) Asians; One (1) Black/African Americans; Five (5) Hispanic/Latinos; Two (2) Other Protected Group

- Four (4) in the **Administrative Support Workers Category** – Three (3) Females; Four (4) All Protected Race/Ethnicity Groups; Two (2) Asians; One (1)) Black/African American; One (1) Other Protected Group
- Two (2) in **Craft Workers Category** – Two (2) Male - White
- Three (3) total in the **Service Workers Category** –Three (3) Females; One (1) Asian; Two (2) Hispanic/Latinos

There were Twenty-one (21) employees promoted and/or upgraded in various contract titles (Transfers or Promotions into Current year Job Group) during this report period:

- Nine (9) in the **Executive/Administrative /Managerial category** – Six (6) Females; Four (4) All Protected Race/Ethnicity Groups; Two (2) Asians; Two (2) Black/African American
- Four (4) total in the **Professional Faculty Category** – Two (2) Female; One (1) All Protected Race/Ethnicity Groups; One (1) Asian
- Three (3) in the **Professional Non-Faculty Category** – Three (3) Females; Three (3) All Protected Race/Ethnicity Groups; Three (3) Hispanic/Latino
- Four (4) in the **Administrative Support Workers Category –** Four (4) Female; Two (2) All Protected Race/Ethnicity Groups; Two (2) Black/African American
- One (1) in the **Service Workers Category** – One (1) All Protected Race/Ethnicity Group; One (1) Hispanic/Latino

There were 97 employee who Separated from CUNY during this report period:

- Twelve (12) in the **Executive/Administrative /Managerial category** – Ten (10) Females; Five (5) (7) All Protected Race/Ethnicity Groups; One (1) Asians; Two (2) Black/African American; Two (2) Hispanic/Latino;
- Forty-six (46) in the **Professional Faculty Category** – Twenty-five (25) Females; Thirteen (13) All Protected Race/Ethnicity Groups; Three (3) Asians; Four (4) Black/African/Americans; Five (5) (3) Hispanic/Latinos; One (1) Other Protected Group
- Thirteen (13) in the **Professional Non-Faculty Category** – Nine (9) Females; Twelve (12) All Protected Race/Ethnicity Groups; Seven (7) Asians; Two (2) Black/African Americans; Three (3) Hispanic/Latino

- Nine (9) in the **Administrative Support Workers Category** – **Nine** (9) Females; Five (5) All Protected Race/Ethnicity Groups; Two (2) Asian; Two (2) Black/African American; One (1) Hispanic/Latinos
- Four (4) in the **Technicians Category** – One (1) Female; Three (3) All Protected Race/Ethnicity Groups; One (1) Black/African/Americans; Two (2) Hispanic/Latino
- Four (4) in the **Craft Workers Category** – Four (4) Male - White
- Nine (9) in the **Service Workers Category** – Four (4) Females; Eight (8) All Protected Race/Ethnicity Groups; Two (2) Asians; Two (2) Black/African Americans; Four (4) Other Protected Group

Given system limitations, we produce an estimate of net changes by job group. We compare employee title changes between two reference dates (June 1, 2022 and June 1, 2023). This method produces a reasonable estimate but may leave out some actions, such as an employee changing job groups more than once over the year. We note hires, moves to a higher or lower job group, moves within a job group, and separations. Employees who change job groups and/or transfer between CUNY units are reported as separated from the first job and appointed to the second job. Federal guidelines state adverse selection may occur when any one group (protected or not) has a rate of hire, advancement or separation less than 80% of the rate of the most-selected group.

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

Table 4: Tenure Summary

Faculty Group	Total Tenure Awards	Tenure Awards to Females	Tenure Awards to Protected Ethnicities	Tenure Awards Denied
Professors	0	0	0	0
Associate Professors	13	5	6	0
Assistant Professors	1	0	0	0
Lecturers	2	2	1	0
Lecturers Doctoral Schedule	2	1	0	0
Sr. College Lab Tech-Class	1	0	1	0

Additionally, Ten (10) College Faculty were either appointed or continued in the rank of Distinguished Professor, an award of merit recognizing extraordinary academic achievement. Three (3) Distinguished Professors are female and Five (5) Distinguished Professors are members of protected ethnicities.

Recruiting Activity

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

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

exams-noe/.

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

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 F summarizes recruiting and selection by job group for searches concluded with a job offer between June 1, 2022 and May 31, 2023.

As per federal 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, there is a time gap between offer and start dates. To avoid a lag in reporting, we include searches based on date of accepted job offer, even if the employee has not started work by June 1. This explains differences between the total hires in personal activity reports and completed searches in recruitment reports.

Total applicants:
There were 1,943 applicants for 40 job searches conducted in Queens College for staff and faculty. Of the 1,943 applicants, 1,049 applicants were Females; 1,309 were Total Minorities; 470 were Asian; 386 were Black/African American; 406 were Hispanic/Latino and 47 were Other include 2 or more.

Interviews:
There were total 242 applicants interviewed with One hundred and forty (140) were Females and One hundred and fifty-two (152) were Total Minorities

- Forty (40) applicants were interviewed in **Executive/Administrative /Managerial category** – Twenty-three (23) Females; Twenty-three (23) Total Minorities; Three (3) Asian; Ten (10) Black/African Americans; Eight (8) Hispanic/Latino; Two (2) Other include 2 or more races
- One hundred and thirty-eight (138) were interviewed in the **Professional Non-Faculty Category** – Eighty-nine (89) were Females; Ninety-seven (97) Total Minorities; Twenty-eight (28) Asians; Twenty-eight (28) Black/African Americans; Thirty-four (34) Hispanic/Latino; Seven (7) Other include 2 or more races
- Ten (10) were interviewed in the **Technicians Category** – Three (3) Females; Seven (7) Total Minorities; Four (4) Asian; Two (2) Black/African Americans; One (1) Hispanic/Latino
- Fifty-four (54) were interviewed in the **Professional Faculty Category** – Twenty-five (25) Females; Twenty-five (25) Total Minorities; Eighteen (18) Asians; One (1) Black/African/Americans; Five (5) Hispanic/Latinos; One (1) Other include 2 or more races

Hires:
There were total of Forty-one (41) applicants hired: Twenty-five (25) Female and Twenty-two (22) Total Minorities

- Seven (7) were hired in **Executive/Administrative /Managerial category** – Five (5) Females; Four (4) Total Minorities; One (1) Asian; One (1) Black/African Americans; Two (2) Other include 2 or more races

- Twenty-four (24) were hired in the **Professional Non-Faculty Category** – Sixteen (16) Females; Sixteen (16) Total Minorities; Three (3) Asians; Four (4) Black/African Americans; Eight (8) Hispanic/Latino; One (1) Other include 2 or more races
- Two (2) applicants were hired in **Technicians Category** - One (1) Total Minority; one (1) Hispanic/Latino
- Eight (8) were hired in the **Professional Faculty Category** – Four (4) Females; One (1) Total Minorities; One (1) Asian

Over the course of the year, the college made Six (6) exceptions to the search process, known as a search wavier. The waiver process involves a review by the Chief Diversity Officer and a second review at CUNY's System Office. A waiver may be granted in situations where it is highly unlikely we could fill the position competitively (such as unique qualification requirements). We also grant waivers for positions representing a transfer of funding sources.

Of Six (6) total waivers, four (4) were awarded to females and five (5) were awarded to members of protected ethnicities. One (1) waivers represented initial hires. Two (2) waivers represented advancements of current personnel. Three (3) waivers represented transfers of funding and other reasons.

Table 5: Search Waivers/Exceptions

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

Civil Service Hiring

We participated in three (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 applicants expressing an interest in our unit at the hiring pools. CUNY's Office of Human Resources Management administers and validates Civil Service examinations and maintains records of applicants and exam scores.

Pool	Hired	Race/Ethnicity	Gender
Campus Security Assistant	2	1 – Asian 1 – Black/African American	1 – Females; 1 - Male
CUNY Office Assistant	7	2- Hispanic/Latinos 1 - Black/African American 3 – Asians 1 – Two or More	6 – Females; 1- Male
IT Support Assistant	6	2 – Asian 1 – Black/ African American 3 - White	6 – Males; 1 – Female

Compensation

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

The Chief Diversity Officer reviews overall practices such as:

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

The Chief Diversity Officer/Dean of Diversity (CDO) 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 a member on the College's Budget Review Committee and HEO Screening Committee to review and monitor compensation models, hiring, 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 the 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.

2022-2023 Prior Year Programs

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

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

The following programs have helped increase awareness of diversity and inclusion issues among faculty and students while inspiring them to engage in additional intellectual pursuits. These programs have made a significant impact on the academic community by fostering a deeper understanding of diversity related topics and encouraging scholarly endeavors.

Table 6: Summary of Campus Programs, 2022-2023

Program	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 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. The plan is the result of a year-long process that began in Fall 2020 and thus coincided

Program	Impact/Job Group
	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.
From the Office of Compliance and Diversity (C&D)	• In honored of Hispanic Heritage Month, the Office of Compliance and Diversity invites you to a virtual movie screening of The Infiltrators, followed by a Q&A with Alex Rivera, co-director of the film • The C&D presented the Spring 2023 kick-off event for CREAR Futuros on Tuesday, February 21, 2023. This panel discussed to learn more about what the Hispanic Federation and the CREAR Futuros Leadership Program can do for you. CREAR (College Readiness, Achievement, and Retention) Futuros is a program developed by the Hispanic Federation to address the fact that Latinos face persistent systemic barriers that prevent them from earning a college degree.
The Offices of Compliance and Diversity and Institutional Effectiveness will be 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	Fielded 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
Mount Sinai SAVI (Sexual Assault and Violence Intervention Program) and the Office of Compliance & Diversity	The SAVI Education Corner- A free, virtual office hours space where students can reserve time with a confidential SAVI educator to chat about their questions. Topics we may discuss include, but are not limited to: • 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:

Program	Impact/Job Group
	Empower You: A Workshop on Enough is Enough and Supporting Our Peers.
CERRU Workshop: How to Make Money Work for You	Topics: Common money myths, budgeting for the semester, using credit in your favor, and how to start investing
CERRU 2-Day Antiblackness in the Academy Conference: Experiences of White Supremacy in Higher Education	This virtual conference featured keynote speaker Nikole Hannah-Jones (1619 Project) and offered participants tools to engage Antiblackness in the academy as well as to find Black joy rituals necessary for Black people to exist in the future.
From DEI Campus Climate Survey	As part of the colleges' efforts to assessed the climate of our community and to ensured that all 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 helped us identify barriers to equity and inclusion at the college and will give you a chance to contribute to the conversation around DEI.
From the Queens College Recognition Workgroup	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: • Building renaming • Acknowledgement and recognition of holidays commemorated by our diverse campus community • Land acknowledgment 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.
The Mellon Mays Undergraduate Fellowship (MMUF)	The Mellon Mays Undergraduate Fellowship (MMUF) hosted 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.
Hispanic Heritage Month	• Progress of a Nation: Cuban Living Standards in Long Run Comparative Perspective- John Devereux is a Professor at Queens College and the

Program	Impact/Job Group
	Graduate Center, CUNY. He is an Economic Historian who has done extensive research on comparative economic development including countries in Europe, Cuba and other Caribbean Nations. • Hollywood's Persistent Erasure of Latinos- Dr. Sara Veronica Hinojos', QC Media Studies, research focuses on film and television representation of Chicanxs and Latinxs • Americano: Growing Up Queer and Latinx in the USA- A Latinx Literary and Academic Experience- This hybrid Hispanic Heritage Month event at Queens College will explore the intersections of being Latinx and Queer in America. • Hispanic Professionals Forum- Four distinguished Queens College alumni will share their experiences from their time as Queens College students to their journeys to successful careers in business and academia • Hispanic Heritage Month Panel Discussion: Pan-Ethnicity Terms. Americans from the Latin-American diaspora use pan-ethnic terms such as Hispanic, Latino/a, Afro-Latinx, Latinx, Latine, etc. to self-identify. Panelists Soribel Genao (Educational and Community Programs), Theodore Henken (Baruch College), and Anahí Viladrich (Sociology) will discuss the meaning of each pan-ethnic label and how it impacts the Hispanic community.
LGBT History Month	• National Coming Out Day- In observance of *National Coming Out Day*, LGBTQIA+ students, faculty and staff and their allies are invited to share their coming out stories at this in-person event • Pronoun Party- Referring to people by the pronouns they determine for themselves is basic to human dignity • Paint Your Pride- Expressing one's pride in their individual identities is critical for one's well-being. Asserting who we

Program	Impact/Job Group
	are is an act of self-love and self-care. Samples of queer designs meant to inspire will be provided, but participants are free to paint their Pride in any way that best expresses who they are.
Domestic Violence Awareness and Prevention Month	• The Art of Asking: Consent 101- Join us for the first workshop in this two-part series to learn all about affirmative consent: its characteristics, alcohol and consent, how to ask for it, and more • The Art of Asking: Consent 102- Join us for the second workshop in this two-part series to learn all arousal, desire, and the dual-control model. Participants will apply what we learn through practice • Relationships 101: Leading with Values- This workshop gives participants an opportunity to engage in their relationships with intentionality. We'll talk all things values, asking for what you want in your relationships, and communication tools • Empower You: A Workshop on Enough is Enough and Supporting Our Peers- Join us for an overview of student rights under Enough is Enough as we debunk common myths around sexual assault. Bring a friend for a Kahoot game review to show off your knowledge • What's so Scary about Ghosting? A Workshop on Rejection- What is ghosting? When is it okay? How do we respond to rejection, and how do we reject someone else? How do we cope? We unpack all of this and more in this interactive workshop
Recognition Working Group Town Halls	The Recognition Workgroup will hold two town hall meetings for the campus community. The working group would like to hear from you about the following topics: 1) Building renaming 2) Acknowledgement and recognition of holidays commemorated by our diverse campus community 3) Land acknowledgment
AntiBlackness in the Academy	This online conference will feature keynote

Program	Impact/Job Group
	Nikole Hannah-Jones and offer 8 workshops to examine what antiblackness is and provide participants tools to engage with it. This year's Innovation Exchange (2-day mini conference) will explore anti-Blackness within the academy. This conference stands on the shoulders of the work of scholars, artists and activists who graduated or worked at CUNY like Audre Lorde, Faith Ringgold, Toni Cade Bambara, Shirley Chisolm, and A. Phillip Randolph who came and demanded justice and dignity for Black people. During the Summer uprisings of 2020 students, faculty and staff saw messages of support from many universities, however much of the landscape of antiBlackness within the university often continued uninterrupted. This conference center Black people and is welcome to everyone and offers tools to address systemic antiBlackness in the academy and the necessary joy rituals that allow Black people to exist in the future
Delany Hall Convening Meeting	The Division of Compliance and Diversity issued its investigative report related to the hateful scrawls found in Delany Hall on January 6th. The report contained three findings and five recommendations, which were all adopted by President Frank H. We for implementation on campus
Bystander Intervention 102: Interrupting Violence in Your Communities	How do I help keep my community safe? How do I intervene in violence? Join us for this 2-hour workshop on bystander intervention! We'll talk about how sexual violence intersects with other systems of oppression and how to identify violence when it's happening. Then, we'll talk all things strategy so you be a prosocial bystander
Safer Space Training	This online program has taught (50) registered CUNY faculty, staff and student leaders on how to create safer spaces for LGBTQIA+ students
Transgender Day of Remembrance	We will assemble on stage to remember those who were lost to anti-transgender violence. We will also highlight the

Program	Impact/Job Group
	significant increase in hate violence against trans people, especially those of color. Dr. Allie Brashears, Director of the CUNY LGBTQIA+ Consortium, will lead the program
Black History Month	• Black History Month Trivia Program- A competition with giveaways and prizes • Ebony Stewart: Internationally acclaimed poet, playwright, and performance artist. Her work concerns the Black experience—especially gender, sexuality, womanhood, queer-positivity, and race • Fireside Chated with Bruce Jackson- Bruce Jackson will share the inspirational story of his rise from childhood poverty in pre-gentrified New York City to a stellar career at the top of the technology and music industries. The discussion will be facilitated by Chief Diversity Officer and Dean of Diversity Jerima DeWese • "The Art of Independence: Nationalism and Early Modern Art in the Caribbean"- Professor Lawrence Waldron (Art History) will discuss how modern artists challenged the picturesque and deceptively idealized images of the colonial period, exposing the exploitation of the region's land and people through their use of a far more critical lens • My Black Queerness; My Queer Blackness- a hybrid panel discussion focused on the intersection of Black and Queer identities designed to unpack specific disparities caused by multiple layers of oppression. The first 50 in-person attendees receive a FREE copy of the book, Unapologetic: A Black, Queer, and Feminist Mandate for Radical Movements by Charlene Carruthers
Women's History Month Donation Drive	A variety of campus partners will be collecting donations to go to a local women's shelter and to the People of Ukraine. Any donation can help make a difference. January 30-March 30

Program	Impact/Job Group
Talk to Me! A Workshop on Communication Strategies	This workshop provides an opportunity to identify feelings about, barriers to, and the importance of communication. Participants learn about the significance of the body-mind connection when communicating and have an opportunity to practice a mindfulness exercise based on communication. Finally, participants will review the following strategies: active listening, assertive communication, and boundary setting
Teal Tuesday	Let's write messages to survivors of sexual assault at this in-person event
Diversity Week	Queens College hosted its inaugural Diversity Week from Monday, April 17 through Friday, April 21, 2023. During Diversity Week, there will be daily DEI-themed interactive educational engagement programming with the goal of educating, highlighting, and appreciating the diverse backgrounds and cultures of QC community members as well as to explore what tools are necessary to address systemic injustice, inequity, and harm. Diversity Week is sponsored by the CUNY Chancellor's Campus Climate Initiative and the Petrie Foundation:
Second Chance Prom	The Queens College Gender, Love and Sexuality Alliance/GLASA invites you to celebrate yourself by attending a Prom where you can be Out Loud & Proud and bring the date of your choice without any gender restrictions or stigma! This year's Prom theme is Outer Space! The evening includes dinner, DJ, dancing and a live band
Sexual Violence and Disability	Bring your lunch as we talk all things related to the intersection of sexual violence and disability. We'll discuss statistics, models of disability, and how a disability justice model can provide a framework for strategies of preventing violence and supporting those who have experienced it
May All Your Stress Go Away	Join a variety of QC campus offices to learn more about resources and program offerings. Enjoy free activities and giveaways

Program	Impact/Job Group
Asian American Studies Across CUNY: Reflections, Connections, Futures	The Asian American/Asian Research Institute is hosting a day-long symposium to reflect upon the histories of this work, build connection and community, and collectively vision the future possibilities and directions for Asian American studies at The City University of New York (CUNY).
Cosponsored by QCAP and AAARI	Celebrated Asian American Pacific Islander (AAPI) histories and futures at Queens College. You will have the opportunity to connect with QC's AAPI students, faculty, and staff; meet campus and community leaders; and learn more about QCAP (the Queens College Asian American and Native American Pacific Islander-Serving Institutions Program) and AAARI (Asian American/Asian Research Institute).
Lavender Graduation	A graduation celebration for LGBTQIA+ undergraduate and graduate students at Queens College, York College, Queensborough Community College, LaGuardia Community College and CUNY Law School and their guests to honor the academic achievements and contributions of our esteemed graduates
Office of Career Engagement and Internships	Presented a virtual workshop on the topic of Effective Communication in Remote Teams, you will learn how to effectively communicate in remote or hybrid teams, how to understand different communication and work styles, how to utilize technology appropriately, and how to set objectives and actions for meetings.
Office of Student Development and Leadership and Student Association	hosted Welcome Day on the Quad to welcome new student
The Center for Excellence in Teaching, Learning, and Leadership (CETLL)	• The Open-Source Digital Tools for Teaching seminar, hosted by the Baruch Center for Teaching and Learning, offers faculty an 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.

Program	Impact/Job Group
	• To the join the first CUNY-wide conference on the Scholarship of Teaching and Learning (SoTL), where faculty across disciplines will be sharing their studies and investigations-in-progress focused on student learning and innovative teaching approaches
From 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. Adding a COIL component to your course offers your students an opportunity to interact globally through virtual exchange without additional costs associated with physical mobility. While the COIL component takes place solely online, your course may be face-to-face, hybrid or fully online. Courses may be existing courses or new courses.
Telling Your Story: Personal & Diversity Statement Workshop I with Marco Navarro	Learn how to highlight your strengths and find your voice in this introductory workshop on personal and diversity statements. This workshop will teach you how to frame your application to put your best foot forward and how to divide your story between your personal and diversity statements. Open to everyone, but especially those applying to law school this fall
From President Frank H. Wu	Queens College's annual Reverend Dr. Martin Luther King, Jr. Day Celebration held on Jan. 15, 2023. In 1965 Dr. King was the inaugural speaker at Queens College's John F. Kennedy Memorial Lecture Series in Colden Auditorium. In his remarks, Dr. King saluted Queens College student Andrew Goodman, James Chaney, and Michael Schwerner, who were slain in Mississippi in 1964 while doing civil rights work.
From the Student Association, Office of Student Development & Leadership, QC Alliance of Latin American Students, the Hispanic Club, the Latin American and Latino Studies Program, and Urban Studies	An important conversation with NYC Council Member Alexa Avilés, César Vargas (NYC Mayor's Office of Immigration Affairs), NYS Assembly Member Nathalia Fernandéz, Francesc Ortega (Economics), NYS Senator Jessica Ramos, Tarry Hum (Urban Studies) on "This is Your Home Too: What the New Immigration Wave Means for NY and the US".
Queens College Immigrant Student Support	The Queens College Immigrant Student

Program	Impact/Job Group
Initiative	Support Initiative is excited to inform the campus community that its partnership with CUNY Citizenship Now to have an immigration attorney visit Queens College to provide our students with free legal consultations will continue and be expanded throughout the summer
14th Annual CUNY Accessibility Conference: The Future of Accessibility.	14th Annual CUNY Accessibility Conference: The Future of Accessibility. Took place via Zoom on Thursday, April 27 and Friday, April 28, 2023. Featured keynote speakers are Queens College's own Chief Information Officer Troy J. Hahn and NYS Assembly member Rebecca A. Seawright who chairs the Assembly Committee on People with Disabilities. This year's conference was holding special screenings of short films that promote awareness and appreciation of the lives, stories, and artistic expressions of people with disabilities.
Office of Student Development and Leadership, the QC School of Business, and the QC Business & Economics Club	Panelists Andrea Ratay, head of Global Trade Finance for TD Bank and chair of the National Association of District Export Councils, and Carmela Mammas, director of U.S. Commercial New York, discussed their professional journeys in the field of business, trade, and economics. Moderated by Jian Xiao (Accounting and Information Systems)

2023-2024 Planned Programs

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

Throughout the years, Queens College has diligently introduced, enforced, and strengthened the following Programs aimed at enhancing our recruiting efforts in underrepresented areas:

Table 7: 2023-2024 Planned Programs

Program	Expected Impact/Job Group
Search Committee briefings	Conduct comprehensive review of the search process with search chairs and committee members
Office of Compliance and Diversity (C&D) has reviewed and approved search plans to initial searches for filling job vacancies for all positions	Equip search chairs with resources to effectively address potential bias
Search Bias Training	Facilitate attendance of search committee members at an implicit bias training program to mitigate bias during the search process
C&D oversaw the College's recruitment and	Created practical strategies for hiring

Program	Expected Impact/Job Group
advertising programs to ensure appropriate outreach to underrepresented groups	of faculty, administrators, and staff in Queens College
Chief Diversity Officer/Dean of Diversity presented on diversity and inclusion at orientations for new faculty	Provide an understanding and overview of the learning and working climate at Queens College
C&D met with department Deans, Chairs and hiring Managers to discuss hiring issues	Create diversified applicant pools, addressing unintended bias and meeting compliance requirements
CUNY PRIDEFEST	CUNY students, faculty and staff from all 25 schools in all five boroughs will celebrate their PRIDE in-person. In our sixth year, this spectacular in-person Pride Festival is open to the public and will include: Drag numbers, band performances, vogue dancers, games, and more on the main stage! DJ dancing! Arts, crafts, and fun activities!
Office of Student Development and Leadership	Join us at a barbecue to celebrate the Americans with Disabilities Act (ADA). Student leaders, New York State legislators, and CUNY and Queens College officials will be present as we celebrate the anniversary of the signing of the Americans with Disabilities Act on July 26, 1990.
CUNY DEI Incubator	The CUNY DEI Incubator, running from 2019 to the present, aims to address the real-time racist and xenophobic harm faced by students, staff, and faculty. We go beyond performative measures by supporting 7 campuses in identifying systemic concerns and providing tools for addressing and dismantling them. Within this 4-day training participants will • be expected to recognize their own biases and internalized racism, ableism, anti-Semitism, homophobia, and transphobia and participation in white supremacy culture while gaining tools for disrupting their participation in these systems • engage in real-life mutual aid practices as a tool for developing and nurturing anti-oppressive practices in their classrooms, club space, departments, or institutions • participate in small organizing actions to demonstrate entry-level opportunities for engagement

Program	Expected Impact/Job Group
	• develop managerial micro-aggressive intervention strategies for club leaders, department chairs, directors, and administrators • practice skills for developing and co-leading an organizing project that addresses intersections of oppression such as racism, anti-Semitism, ableism, homophobia, transphobia, or another form of oppression • develop an initial plan of action for how to begin organizing around their topic of choice with an initial meeting scheduled to begin the work
Office of Compliance and Diversity	Diversity Week: Queens College will be holding its second annual Diversity Week from Monday, April 15th to Friday, April 19th. Various events, activities, and educational programs will take place.
Mount Sinai SAVI (Sexual Assault and Violence Intervention Program) and the Office of Compliance & Diversity	• Bystander Intervention 101 • Bystander Intervention 102 • Disability and Bodily Autonomy • Do You want to Build a Snowman? Keeping Cool During the Holidays • Empower you Kahoot: Community Impacts, Community Supports • Empower You Kahoot: Domestic Violence 101 • Empower You Kahoot: Sexual Violence 101 • Empower You Kahoot: Title Ix and Enough is Enough • Gender-Based Violence • Relationships 101: Leading with Values • Seasonal Affection 101
Center for Ethnic, Racial & Religious Understanding (CERRU)	September • Procrastinators Study Hour. • Creating neurodivergent-inclusive classrooms and work environments: Pushing back on pathologizing procrastination & other behaviors; • Mutual Aid Series: Financial liberation: a 101-level course on budgeting, credit, and financial aid • JFRJ or another organization maybe Sophia: What is and isn't Anti-Semitism: How do we recognize the signs? • Power Series: Introduction: Speaking Truth to Power - Tools for Self-Advocacy in the Classroom and Beyond

Program	Expected Impact/Job Group
	• Consultant Addressing Asian Erasure in Anti-racist spaces • Final Incubator Cohort training sessions: Moving Beyond Performative Change October • Staff and Faculty Support: Overcoming Workplace Supremacy: Managerial Practices that create workplace inclusivity and cooperation; • Discuss Further; Hispanic/Latinx Heritage Month Activity: Direct folks to Hostos Event • How to be supportive when someone comes out; and tools for Coming out • A+V Power Series: Tools for Building and Understanding Power: Speaking Truth to Power - Tools for Self-Advocacy in the Classroom and Beyond • Procrastinators Study Hour (Monthly). Creating neurodivergent-inclusive classrooms and work environments: Pushing back on pathologizing • Final Incubator Cohort training sessions: Moving Beyond Performative Change (September-December) November • Consultants Innovation Exchange (Potentially partnering with Hostos) • Procrastinators Study Hour.Creating neurodivergent-inclusive classrooms and work environments: Pushing back on pathologizing • Tools for Disrupting People Pleasing (& other ways Fawning show shows up) December • Procrastinators Study Hour (Monthly). Creating neurodivergent-inclusive classrooms and work environments: Pushing back on pathologizing • Mutual Aid Series: Financial liberation: a 101-level course on budgeting, credit, and financial aid • Final Incubator Cohort training sessions: Moving Beyond Performative Change
LGBTQIA+ History Month	Various events, activities, and educational programs will take place during October. These may include lectures, panel discussions, film screenings, art exhibitions, and more: • Orgullo! Queer. Latinx. Proud. Let's unpack disparities in Queer Latinx communities and explore approaches

Program	Expected Impact/Job Group
	toweard quity and wellness.
Hispanic Heritage Month	• "Translators" Short Film and Discussion: Viewing of the short film "Translators," directed by Rudy Valdez, and Q&A with Professor Sara Hinojos • QC Hispanic Heritage Month Alumni Professionals Forum: Join the Office of Alumni Relations, the Department of Latin American and Latino Studies (LALS), and the Office of Student Development and Leadership (OSDL) for a Hispanic Heritage Month career focused event featuring a QC alumni panel to learn more about their career paths and industry experience. • Latin American National Identities in the Shadow of the Conquest and Independence Wars. Prof. Alejandro Quintana, St. John's University • Panel Discussion of Queer & Latinx Identity, ¡Orgullo! Queer. Latinx. Proud • Faculty Panel on Immigration Waves
Black History Month	Various events, activities, and educational programs will take place during February. These may include lectures, panel discussions, film screenings, art exhibitions, and more.
Women's History Month	Various events, activities, and educational programs will take place during March. These may include lectures, panel discussions, film screenings, art exhibitions, and more.
Second Chance Prom	Annual celebration to attend a Prom where attendees can be Out Loud & Proud and bring the date of their choice without any gender restrictions or stigma!
Lavender Graduation	A graduation celebration for LGBTQIA+ undergraduate and graduate students.
The Center for Excellence in Teaching, Learning, and Leadership (CETLL)	CUNY Teaching Matters Special Series on Generative AI Fall 2023: • What is AI and What Can it Do? In this introductory session, we will discuss what AI is and what it can do, while also discussing our concerns and challenges. The session is designed to deepen our understandings of current and possible future landscapes of AI. • AI in the Classroom: The second session of the series will focus on how AI has been and can be used in educational settings. We will

Program	Expected Impact/Job Group
	brainstorm and exchange ideas for how we can use AI tools in positive ways • Bias, Accuracy, and Ethical Issues of AI: As effective educators, we continue educating ourselves (and our students) to improve our AI literacy. It is crucial we understand the limitations and ethical aspects of AI. In the third session of the series, we will discuss some "sticky" issues surrounding AI.
Office of the Provost	The 2023 - 2024 Collaborative Online International Learning (COIL) Faculty Fellowships were announced. 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.
Student Affairs and Enrollment Management:	18th Annual CUNY Black Male Initiative (BMI) Conference: This event, themed "Legacy Building through Business and Entrepreneurship," is part of CUNY's 50 Years of Hip Hop Celebration. Sessions featured panelists from the Queens College School of Business, professional sports executives, and immigration advocates. The conference featured the first-ever CUNY BMI Career and Internship Fair, organized in collaboration with the Queens College Office of Career Engagement and Internships

Ongoing Activities

Queens College continues to make efforts to expand recruitment and outreach efforts to create a diverse and inclusive campus community. The 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 consist 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.

The Office of Compliance and Diversity, in collaboration with the Office of Human Resources, has recommended that search committee post positions with diversity-focused professional organizations and inclusive periodicals, as well as on prominent job search engines. These platforms include, but are not limited to:

- Chronicle of Higher Education
- Diverse jobs
- Indeed
- Idealist
- Latinos in Higher Education

- Blacks in Higher Education
- Asians in Higher Education
- Direct Employers Diversity
- ACCES-VR (Assist individuals with disabilities)
- Veteran Readiness & Employment

The utilization of these channels is aimed at ensuring that faculty and staff job openings are widely distributed to attract a diverse applicant pool.

Prior to the posting of job vacancy notices (JVNs), the office of Compliance and Diversity reviews the JVN to ensure they align with CUNY's policies on equal opportunity.

Furthermore, the Chief Diversity Officers makes the Affirmative Action Plan available for public review and reference. Additionally, we posted and distributed notices of non-discrimination policies, change in regulations, and compliance information. This ensures transparency and accessibility to important information related to diversity compliance within the organization.

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 has a mandatory 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 non-participants.

Internal Audit and Reporting

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

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

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

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

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

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

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

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

PART FOUR: INDIVIDUALS WITH DISABILITIES AND PROTECTED VETERANS

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

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

Equal Opportunity and Non-Discrimination Policy

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

Review of Personnel Practices

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

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

We invite employees to self-identify through an online self-service system. We invite applicants to self-identify through CUNY's online applicant tracking system. CUNY maintains appropriate security measures for confidentiality of personal data. The College last conducted a canvas for self-identification on 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. As a routine practice, the Chief Diversity Officer reviews position requirements before listing a job vacancy. They 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. CUNY also provides a checklist for planning a recruiting effort with a sign-off on job requirements.

Reasonable Accommodations

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

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
Email: Lee.Kelly@qc.cuny.edu

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
Email: Mirian.detreshickey@qc.cuny.edu

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
Email: Jerima.dewese@qc.cuny.edu

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

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

Information for applicants for employment is 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 directing the candidate to our accessibility page. Applicants may also contact the Office of Recruitment and Diversity at jobs@cuny.edu.

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

Recognizing requests may be resolved through dialogue, this year we documented one hundred and fourteen (114) employee accommodation requests, successfully concluded one hundred and fourteen (114) times and appealed zero (0) times. At this time there are no outstanding appeals. We responded to zero (0) job

applicant accommodation requests, provided zero (0) times.

We also upgraded campus facilities to improve access in:

In the 2022 – 2023 Academic Year, Queens College upgraded campus facilities and technology to improve access in the following ways:

- Office of Buildings and Grounds will be installed LEG lighting for the Science building and Rosenthal Library
- A new security booth situated at the Kissena Blvd./65th Ave entrance.
- Restoration work has completed on one of the spheres that grace the patio between frees and klapper halls.
- Power supply switch was replaced in the Science building.
- Queens College Athletic had renovated QC fitness Center, added new treadmills, ellipticals, training bikers, and free weights.
- 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.
- Office of Information Technology Services continue offered in-person and virtual assistance for help desk, QCard, and media services inquiries.
- Office of Information Technology Services upgraded antivirus software on Queens College computers.
- Office of Information Technology Services has finished upgrade from the legacy Avaya phone system to Microsoft Teams Voice.
- Office of Information Technology Services upgraded Blackboard/Transact System to the latest software version.
- Office of Information Technology Services has been successfully upgraded the Fresh Service IT Support Portal.

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

Table 8: Summary of Prior Year Outreach

Program / Effort	Impact/Discussion
We employed job posting that disseminated job vacancies to multiples websites, effectively reaching a diverse group of individuals with disabilities and veterans	During the previous reporting period, Queens College achieved a hiring rate of 9.8% for individual with a disability, resulting in the hiring of four (4) individuals, and a 2.4% hiring rate for veterans, leading to the recruitment of one (1) veteran.
From the Veterans Support Services	New Student Orientation: Veteran-specific sessions are specifically designed for student veterans to help them acclimate to campus life, understand academic policies, and connect with other veterans on campus. Orientation plays a vital role in easing the transition, building a supportive community, providing access to resources, clarifying benefits, and empowering student veterans to thrive in their academic pursuits.
Project for Return and Opportunity in Veterans Education (PROVE) Meet-n-greet!	Creates a positive impact by promoting student networking, relationship building, information exchange, collaboration, and boosting engagement and morale.
VA Home Loan Info Session	Home loan info session empowers student veterans to explore housing opportunities, access financial assistance, receive transition support, and make informed decisions about homeownership. It supports their overall well-being, financial stability, and long-term planning as they transition from military service to civilian life.
Veterans Day Luncheon	Senior Queens College leaders, elected officials, and community members recognized current and alumni student veterans for their military service.
VA -Veteran Readiness & Employment Info Session	Created a positive impact by promoting student networking, relationship building, information exchange, collaboration, and boosting engagement and morale.
New Student Orientation	Veteran-specific sessions are specifically designed for student veterans to help them acclimate to campus life, understand academic policies, and connect with other veterans on campus. Orientation plays a vital role in easing the transition, building

Program / Effort	Impact/Discussion
	a supportive community, providing access to resources, clarifying benefits, and empowering student veterans to thrive in their academic pursuits.
Military Film Viewing - DEVOTION	Financial coaching empowers student veterans to make sound financial decisions, reduces financial stress, supports their academic success, and promotes long-term financial stability. It is vital in enhancing their overall well-being and helping them thrive in their educational and post-military pursuits.
VA Home Loan Info Session	Home loan info session empowers student veterans to explore housing opportunities, access financial assistance, receive transition support, and make informed decisions about homeownership. It supports their overall well-being, financial stability, and long-term planning as they transition from military service to civilian life.
Fireside chat/ Military Historian, Dr. Burtin concerning the GI-BILL and welfare state	Students become part of a larger community interested in intellectual growth and lifelong learning. The shared experience of attending these events cultivates a sense of belonging and camaraderie, creating a supportive environment where students can connect and engage with like-minded individuals.
Fireside chat w/ the Associate Dean of Education, Dr. Yearwood	Students become part of a larger community interested in intellectual growth and lifelong learning. The shared experience of attending these events cultivates a sense of belonging and camaraderie, creating a supportive environment where students can connect and engage with like-minded individuals.
Mental Health Wellness – Finals	Interactive sessions that teach students practical skills for managing stress, improving resilience, and maintaining mental well-being. Students can learn techniques like mindfulness, relaxation exercises, and effective communication strategies, empowering them to take proactive steps in caring for their mental health.

The College will persist with these outreach strategies and explore new collaborations to increase the hiring of veterans and individuals with disabilities once any current limitations are lifted.

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 and staff:

- 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

Table 9: Planned Outreach, 2023-2024

Program / Effort	Goals/Expected Impact
Queens College plans to participate in the CUNY 55a Program to hire individuals with disabilities	Increase hires of individuals with disabilities and veterans
Offer online opportunities for employees to attend conferences and enhance their knowledge on Inclusion and Diversity	Optimize personal and workplace effectiveness through Diversity Training courses.
Continue to utilize job posting that disseminated job vacancies to multiples websites, effectively reaching a diverse group of individuals with disabilities and veterans	The goal is to increase employee representation of individuals with disabilities and veterans.
Research additional employment venues that serve Individuals with Disabilities and Veterans	To expand the scope of Queens College's job postings placement in order to promote employment with the College to Individuals with Disabilities and veterans.
Salute to Success: Orientation for Student Veterans and Military-connected Students	Support measures for student veterans
Forward Vision: Unveiling the New Face of Veteran and Military Support Services	Additional support for veterans
Study Smart: Academic Workshop on Effective Study Habits	Additional support for veterans
PROVE Meet and Greet: Building Strong Connections	Additional support for veterans
GI-BILL 101: Your Path to Education	Additional support for veterans
Student Rights Revealed: Advocacy and Appeals Info Session	Additional support for veterans
Veterans Day Luncheon	Additional support for veterans
Veteran Voices Unplugged: Fireside Chat with Dedicated Staff Members	Additional support for veterans

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 responsibilities to senior management and supervisors
- Conducted training for employees involved in recruitment, selection, and promotion decision-making
- Discussed policies in employee orientation and management training programs
- Included information on the accomplishments of veterans (including disabled veterans) and other individuals with disabilities in unit communications
- Posted CUNY Procedures for Implementing Reasonable Accommodation and Academic Adjustments on bulletin boards, along with the CUNY Policy on Non-Discrimination (addressing protection from harassment on the basis of disability)
- 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 H. 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, Chief Diversity Officer/Dean of Diversity

- 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
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 specific to individuals with disabilities and veterans.

Provide details of any other officials or groups here, such as committees related to veterans or individuals with disabilities on campus.

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 personnel responsible for 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 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
- Student Conduct Institute – Basic Compliance Training
- U.S. Department of Education: Title IX Stakeholder Call
- Office to End Domestic and Gender-Based Violence and the Workplace: An Introduction for DVAL's Training
- Office to End Domestic and Gender-Based Violence and the Workplace: Disability and Domestic Violence
- Office to End Domestic and Gender-Based Violence and the Workplace: Human Rights Law and Worker Protection
- Office to End Domestic and Gender-Based Violence and the Workplace: Vicarous Trauma and Shared Realities
- HERC: Coffee Hour-First Look at Affirmative Action Decision
- HERC: Building Emotional Safety
- HERC: The Power of Mentoring

- HERC Demo: Staff and Administrator Inclusive Hiring Toolkit Confirmation
- HERC: Diversity Statements: Development, Assessment, and Rubrics
- Technology-Facilitated Gender Violence – Global Perspectives on Challenges, Prevention, and Survivors' Empowerment"
- Modernizing Faculty Affairs Processes: San Diego State University + University of Maryland-Baltimore County + Tulane University
- Fostering Leadership Buy-In to Enhance DEI and EEO Compliance in the Workplace
- Student Conduct Institute:
    - Basic Compliance Training
    - Title IX Investigations Training

Office of Human Resources attended the following training online:

- Title IX Tabletop training
- OHRM meetings
- Workplace Violence Awareness and Prevention (WVP)
- Employee Sexual Misconduct Prevention and Response Course (ESPARC).

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 G 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.

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

Hiring Rates

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

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

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

The hiring rate for veterans in 2022 – 2023 is fell below the federal benchmark of 5.4%. Queens College is committed to further enhancing the hiring rate for veterans to meet the federal benchmark.

As there is no federal benchmark for individuals with disabilities, our organization takes pride in achieving a hiring rate of 9.8% for individuals with disabilities in 2022 – 2023. This demonstrates our strong commitment to diversity and inclusion in our hiring practices.

Queens College will continue its efforts to meet the federal benchmark for hiring veterans and further enhance our inclusive hiring for individuals with disabilities, building on the progress we have already made.

Exhibit: Benchmark Comparisons for Veterans and Individuals with Disabilities

Table 10: Veterans' Hiring Rate Benchmark

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

Factor	2022-2023	2021-2022	2020-2021
A. Number of applicants who self-identified as Veterans before an offer of employment is made	14	28	26
B. Total number of job openings	40	34	15
C. Total number of jobs filled	35	27	16
D. Total number of applicants for all jobs	1,943	2,643	2,178
E. Number of veteran applicants hired	1	0	0
F. Total number of applicants hired	41	27	16
Hiring Rate (E divided by F)	2.4%	0%	0%
Federal Benchmark	5.4%	5.5%	5.6%
Benchmark Met (Yes/No)	NO	NO	NO

As comparison, as per the May, 2023 Employment Situation Report from the Bureau of Labor Statistics, the unemployment rate for Veterans was 2.5% and the rate for Non-Veterans was 3.4%. https://www.bls.gov/news.release/pdf/empsit.pdf

Table 11:Hiring Rate for Individuals with Disabilities

There is no recommended hiring benchmark for Individuals with Disabilities.

Factor	2022-2023	2021-2022	2020-2021
A. Number of applicants who self-identify as Individuals with Disabilities before an offer of employment is made	155	166	119
B. Total number of job openings	40	34	15
C. Total number of jobs filled	35	27	16
D. Total number of applicants for all jobs	1,943	2,643	2,178
E. Number of individuals with disabilities hired	4	4	1
F. Total number of applicants hired	41	27	16
Hiring Rate (E Divided by F)	9.8%	14.8%	6.3%

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

APPENDICES

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

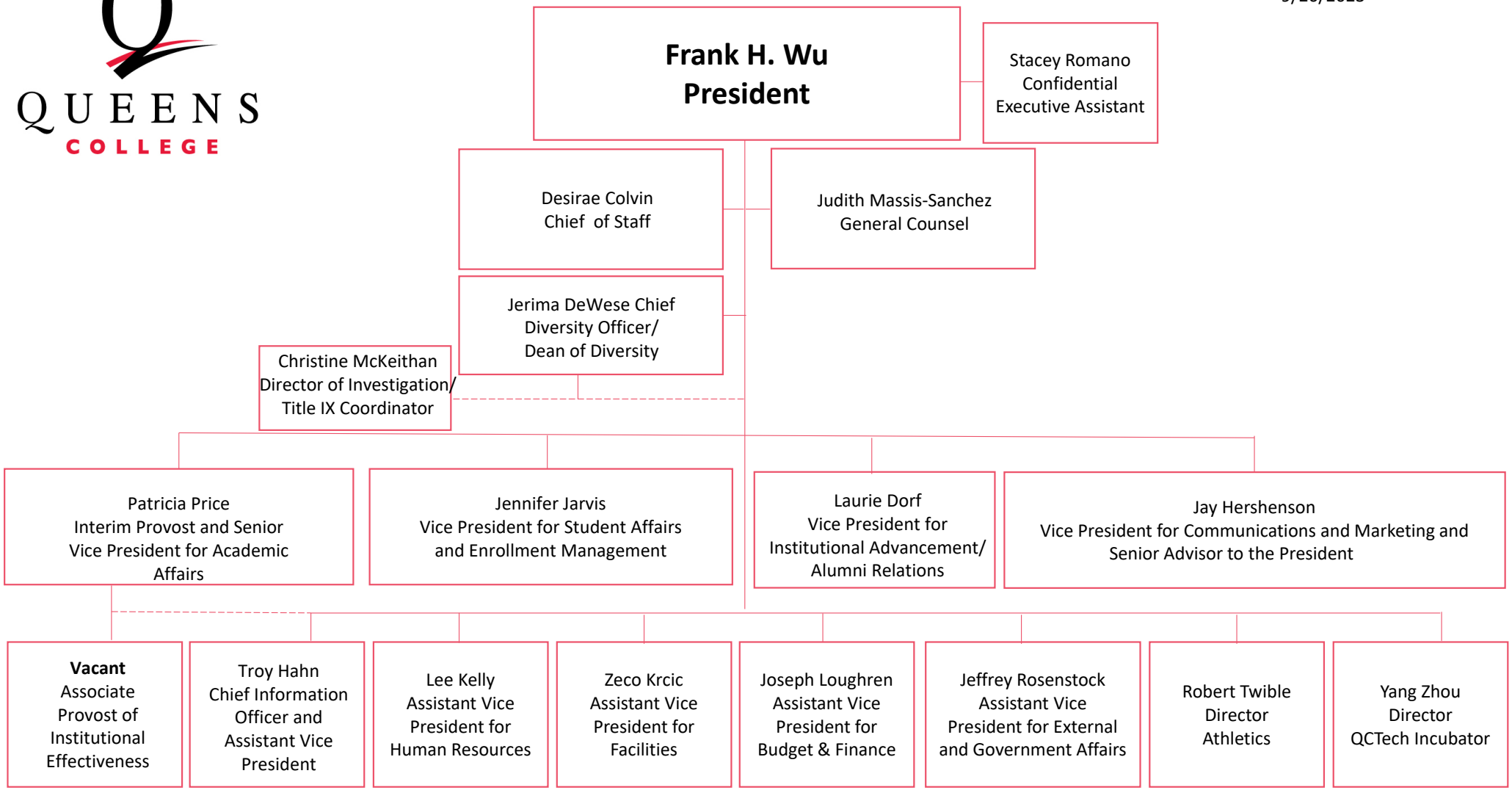
Appendices for the 2023 - 2024 Affirmative Action Plan

Appendix A Organization Chart

This Appendix contains a summary organization chart.

QUEENS COLLEGE

9/26/2023



Appendix B Reaffirmation Letter

This Appendix contains the most recent Reaffirmation Letter.

From President Frank H. Wu and Chief Diversity Officer & Dean of Diversity Jerima DeWese:

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 action, 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, as well as 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. We 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. We invite you to visit our website, www.qc.cuny.edu, and CUNY's website at 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 Chief Diversity Officer & Dean of Diversity Jerima DeWese, at Complianceanddiversity@qc.cuny.edu.

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

Queens College, CUNY | 65-30 Kissena Blvd, Queens, NY 11367

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Appendix C CUNY Policies

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

EQUAL OPPORTUNITY AND NON-DISCRIMINATION POLICY

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

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

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

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

AFFIRMATIVE ACTION POLICY

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

ARTICLE V FACULTY, STAFF AND ADMINISTRATION
Policy 5.04 - Affirmative Action:

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

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

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

harassment and sexual violence). Accordingly, CUNY is committed to:
• Defining conduct that constitutes prohibited Sexual Misconduct;
• Providing clear guidelines for students, employees and visitors on how to report incidents of Sexual Misconduct and a commitment that any complaints will be handled respectfully;
• Promptly responding to and investigating allegations of Sexual Misconduct, pursuing disciplinary action when appropriate, referring the incident to local law enforcement when appropriate, and taking action to investigate and address any allegations of retaliation;
• Providing ongoing assistance and support to students and employees who make allegations of Sexual Misconduct;
• Providing awareness and prevention information on Sexual Misconduct, including widely disseminating this policy, as well as a "students' bill of rights" and implementing training and educational programs on Sexual Misconduct to college constituencies; and
• Gathering and analyzing information and data that will be reviewed in order to improve safety, reporting, responsiveness and the resolution of incidents.

This is the sole policy at CUNY addressing Sexual Misconduct and is applicable at all college and units at the University. It will be interpreted in accordance with the principles of academic freedom adopted by CUNY's Board of Trustees.

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

Management reaffirms its non-discrimination policies annually.

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

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

CUNY campuses report crime statistics, including statistics relating to sexual violence under the federal Jeanne Clery Act. Information is available from the campus Office of Public Safety (list name of office and/or website).

Appendix D-1 Utilization Analysis - Staff Job Groups

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

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

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

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

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

APPENDIX D-1 - Utilization - Staff Job Groups **2023-2024**

Queens College

Category: Executive/Administrative/Managerial

Job Group: **Admin 1: Executive**

Description: Executive Compensation Plan (Other Than Chief Executive)

Appointments: 23

Weight	Availability Factors
50.00%	ACS 2017-2021 National workforce with a minimum of Bachelor's degree plus eight years of experience (proxy age of 29 and higher) in selected occupations (0010, 0020, 0060, 0101, 0102, 0110, 0120, 0136, 0230, 0565, 2100).
50.00%	Employees in titles Professor or Higher Education Officer as of 6/1/22; tenure or permanency not required.

Titles held by employees in this group

04315	Administrator
04321	Assc Administrator
04320	Assc Dean
04723	Asst Administrator
04316	Asst Vice President
04314	Dean
04701	Sr Vice President
04702	Vice President

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	13	9	2	4	1
Underutilized (Y = Yes)					Y
Number Underutilized					1
Actual Utilization	56.5%	39.1%	8.7%	17.4%	4.3%
Labor Market Availability	45.6%	29.6%	10.0%	8.9%	8.8%

APPENDIX D-1 - Utilization - Staff Job Groups **2023-2024**

Queens College

Category: Executive/Administrative/Managerial

Job Group: **Admin 2: Managerial**

Description: HE Officer series administrators-senior level

Appointments: 111

Weight	Availability Factors
55.00%	ACS 2017-2021 NY/NJ MSA workforce with a minimum of Bachelor's degree plus six years or experience (proxy age of 27 or higher) in selected occupations (0020, 0060, 0101, 0102, 0110, 0120, 0136, 0230, 0565, 9800).
45.00%	Employees in title Higher Education Assistant of of 6/1/22; tenure or permanency not required.

Titles held by employees in this group

04075	HE Associate
04097	HE Officer

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	78	60	19	20	17
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	70.3%	54.1%	17.1%	18.0%	15.3%
Labor Market Availability	57.7%	51.7%	14.2%	17.4%	17.8%

APPENDIX D-1 - Utilization - Staff Job Groups **2023-2024**

Queens College

Category: Executive/Administrative/Managerial

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

Description: Adjunct HE Officer series administrators (all levels)

Appointments: 230

Weight	Availability Factors
55.00%	Identical to Administration 2 Group (Full Time).
45.00%	Identical to Administration 2 Group (Full Time).

Titles held by employees in this group

04343	Non-Teaching Adj Doct 1
04689	Non-Teaching Adjunct 1
04687	Non-Teaching Adjunct 3
04686	Non-Teaching Adjunct 4
04685	Non-Teaching Adjunct 5

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	143	113	44	24	41
Underutilized (Y = Yes)				Y	
Number Underutilized				16	
Actual Utilization	62.2%	49.1%	19.1%	10.4%	17.8%
Labor Market Availability	57.7%	51.7%	14.2%	17.4%	17.8%

APPENDIX D-1 - Utilization - Staff Job Groups **2023-2024**

Queens College

Category: Professional Non-Faculty

Job Group: **Admin 3: Professional**

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

Appointments: 176

Weight	Availability Factors
90.00%	ACS 2017-2021 NY/NJ MSA workforce with minimum of Bachelor's degree in selected occupations (0520-0750, 1006, 1031, 1032, 2002, 2145, 2825, 2830, 2840, 2850, 2865, 5710, 5920, 9810).
10.00%	Employees in titles CUNY Office Assistant, CUNY Admin Assistant, EOC Office Assistant and EOC Administrative Assistant holding a minimum of a Bachelor's degree as of 6/1/22; permanency not required.

Titles held by employees in this group

04017	Asst to HEO
04099	HE Assistant

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	124	125	36	40	45
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	70.5%	71.0%	20.5%	22.7%	25.6%
Labor Market Availability	59.3%	39.5%	16.5%	9.6%	10.4%

APPENDIX D-1 - Utilization - Staff Job Groups **2023-2024**

Queens College

Category: Professional Non-Faculty

Job Group: **Info Tech: Professional**

Description: Information Technology-Professionals

Appointments: 28

Weight	Availability Factors
75.00%	ACS 2017-2021 NY/NJ MSA with minimum of a High School Diploma and four years of experience (proxy age of 21 or higher) in selected occupations (1006, 1007, 1010, 1021, 1022, 1065, 1105, 1106, 1108).
25.00%	Employees in titles IT Support Assistant and CUNY Office Assistant, permanency not required, as of 6/1/2022.

Titles held by employees in this group

04877	IT Associate
04875	IT Asst
04880	IT Sr Associate

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	2	21	13	3	4
Underutilized (Y = Yes)	Y				
Number Underutilized	9				
Actual Utilization	7.1%	75.0%	46.4%	10.7%	14.3%
Labor Market Availability	38.1%	59.4%	30.2%	13.0%	13.9%

APPENDIX D-1 - Utilization - Staff Job Groups **2023-2024**

Queens College

Category: Administrative Support Workers

Job Group: **Administrative Assistant**

Description: Administrative Assistants-Senior level

Appointments: 17

Weight	Availability Factors
0.00%	Internal Only - Promotional Title
100.00%	Employees in the CUNY Office Assistant title with Civil Service permanency and having achieved levels 3, 3A, or 4 as of 6/1/2022.

Titles held by employees in this group

04804 CUNY Admin Asst

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	15	6	2	3	1
Underutilized (Y = Yes)		Y		Y	Y
Number Underutilized		7		3	4
Actual Utilization	88.2%	35.3%	11.8%	17.6%	5.9%
Labor Market Availability	89.4%	77.7%	10.0%	36.6%	29.3%

APPENDIX D-1 - Utilization - Staff Job Groups **2023-2024**

Queens College

Category: Administrative Support Workers

Job Group: **Office Assistant**

Description: Administrative Office Assistants-Entry level

Appointments: 75

Weight	Availability Factors
65.00%	ACS 2017-2021 NY/NJ MSA with minimum of High School Diploma in selected occupations (4720, 4740, 5220, 5230, 5240, 5740, 5810, 5820, 5860).
35.00%	Employees in the title of College Assistant (hourly) as of 6/1/2022.

Titles held by employees in this group

04802 CUNY Office Assistant

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	65	46	14	6	25
Underutilized (Y = Yes)				Y	
Number Underutilized				7	
Actual Utilization	86.7%	61.3%	18.7%	8.0%	33.3%
Labor Market Availability	71.8%	58.9%	15.0%	17.6%	23.5%

APPENDIX D-1 - Utilization - Staff Job Groups **2023-2024**

Queens College

Category: Administrative Support Workers

Job Group: **Office Assistant Adjunct**

Description: Hourly Administrative Office Assistants-Entry level

Appointments: 363

Weight	Availability Factors
100.00%	Identical to CUNY Office Assistant Group (Full Time) except that availability is 100% external.
0.00%	NA

Titles held by employees in this group

10102 College Assistant

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	238	249	107	50	82
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	65.6%	68.6%	29.5%	13.8%	22.6%
Labor Market Availability	76.3%	49.8%	11.5%	15.0%	20.5%

APPENDIX D-1 - Utilization - Staff Job Groups **2023-2024**

Queens College

Category: Technicians

Job Group: **Info Tech: Technician**

Description: Information Technology-Tech Support

Appointments: 5

Weight	Availability Factors
85.00%	ACS 2017-2021 NY/NJ MSA with minimum of a High School Diploma in occupation 1050.
15.00%	CUNY employees in the hourly IT Support Assistant title as of 6/1/2022.

Titles held by employees in this group

04865 IT Support Asst

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	2	4	2	0	2
Underutilized (Y = Yes)				Y	
Number Underutilized				1	
Actual Utilization	40.0%	80.0%	40.0%	0.0%	40.0%
Labor Market Availability	23.3%	57.7%	25.3%	12.4%	17.6%

APPENDIX D-1 - Utilization - Staff Job Groups **2023-2024**

Queens College

Category: Craft Workers

Job Group: **Skilled Trades: Not Supervisory**

Description: Skilled Trades-Not supervisory

Appointments: 40

Weight	Availability Factors
90.00%	ACS 2017-2021 NY/NJ MSA in selected occupations (6230, 6250, 6355, 6410, 6440, 6460, 6515, 6700, 7300, 7350, 7540, 8030, 8500, 8600, 8610, 8630).
10.00%	Employees in titles Maintenance Worker or any of the Skilled Trade Helper titles, permanency not required, as of 6/1/2022.

Titles held by employees in this group

04899	Carpenter
91717	Electrician
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 American	Hispanic/ Latino
Number of Employees	0	10	2	2	6
Underutilized (Y = Yes)	Y	Y		Y	Y
Number Underutilized	1	8		2	5
Actual Utilization	0.0%	25.0%	5.0%	5.0%	15.0%
Labor Market Availability	2.6%	46.2%	4.7%	10.6%	27.9%

Category: Craft Workers

Job Group: **Laborers and Helpers**

Description: Entry-Level Craft Workers

Appointments: 13

Weight	Availability Factors
55.00%	ACS 2017-2021 NY/NJ MSA in selected occupations (6260, 6600, 6730, 7610, 8810, 8950, 9620, 9760, 9760).
45.00%	CUNY employees in the Custodial Assistant and Custodial Supervisor titles, permanency not required, as of 6/1/2022.

Titles held by employees in this group

91722	Electrician Helper
90702	Laborer
91916	Plumber Helper
12202	Stock Worker Supervisor

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	0	9	0	6	3
Underutilized (Y = Yes)	Y		Y		Y
Number Underutilized	3		1		2
Actual Utilization	0.0%	69.2%	0.0%	46.2%	23.1%
Labor Market Availability	19.9%	73.8%	6.8%	24.3%	40.5%

APPENDIX D-1 - Utilization - Staff Job Groups **2023-2024**

Queens College

Category: Service Workers

Job Group: **Campus Public Safety Sergeant**

Description: Campus Security-Supervisors and Specialists

Appointments: 7

Weight	Availability Factors
0.00%	Internal Only-Promotional Title
100.00%	CUNY employees in the title of Campus Peace Officer with Civil Service permanency and two years of permanent service as of 6/1/2022.

Titles held by employees in this group

04846	Campus Pub Safety Sergeant
04845	Campus Security Specialist

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	1	7	2	2	3
Underutilized (Y = Yes)	Y			Y	
Number Underutilized	1			1	
Actual Utilization	14.3%	100.0%	28.6%	28.6%	42.9%
Labor Market Availability	24.0%	86.3%	4.5%	49.2%	30.7%

APPENDIX D-1 - Utilization - Staff Job Groups **2023-2024**

Queens College

Category: Service Workers

Job Group: **Campus Peace Officer**

Description: Campus Security-Mid level staff

Appointments: 15

Weight	Availability Factors
60.00%	ACS 2017-2021 NY/NJ MSA with minimum of High School Diploma, New York State residency, and minimum age of 21 in selected occupations (3802, 3930, 3940, 3945, 3946, 3960).
40.00%	Employees in the title of Campus Security Assistant, Civil Service permanency not required, as of 6/1/2022.

Titles held by employees in this group

04844 Campus Peace Officer

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	4	14	2	8	4
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	26.7%	93.3%	13.3%	53.3%	26.7%
Labor Market Availability	30.1%	77.9%	13.7%	42.4%	19.7%

APPENDIX D-1 - Utilization - Staff Job Groups **2023-2024**

Queens College

Category: Service Workers

Job Group: **Campus Security Assistant**

Description: Campus Security-Entry level staff

Appointments: 19

Weight	Availability Factors
90.00%	ACS 2017-2021 NY/NJ MSA with minimum of High School Diploma, New York State residency and minimum age of 18 in selected occupations (3930, 3940, 3945, 3946, 3960).
10.00%	Employees in title Campus Security Assistant (Hourly), permanency not required, as of 6/1/2022.

Titles held by employees in this group

04841 Campus Security Asst

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	8	19	11	8	0
Underutilized (Y = Yes)					Y
Number Underutilized					4
Actual Utilization	42.1%	100.0%	57.9%	42.1%	0.0%
Labor Market Availability	30.6%	71.1%	8.2%	36.4%	23.6%

APPENDIX D-1 - Utilization - Staff Job Groups **2023-2024**

Queens College

Category: Service Workers

Job Group: **Custodial: Supervisory**

Description: Custodial-Supervisors (all titles)

Appointments: 5

Weight	Availability Factors
0.00%	Internal Only-Promotional Title
100.00%	Employees in title Custodial Assistant and are not temporary as of 6/1/2022.

Titles held by employees in this group

80561	Custodial Principal Supv
80535	Custodial Sr Supervisor
04862	Custodial Supervisor

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	3	4	0	3	1
Underutilized (Y = Yes)					Y
Number Underutilized					1
Actual Utilization	60.0%	80.0%	0.0%	60.0%	20.0%
Labor Market Availability	36.5%	90.8%	6.5%	42.8%	41.3%

APPENDIX D-1 - Utilization - Staff Job Groups **2023-2024**

Queens College

Category: Service Workers

Job Group: **Custodial: Assistant**

Description: Custodial-Entry level

Appointments: 45

Weight	Availability Factors
65.00%	ACS 2017-2021 NY/NJ MSA in occupation 4220.
35.00%	CUNY employees in title Custodial Assistant (Hourly) as of 6/1/2022.

Titles held by employees in this group

04861 Custodial Assistant

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	28	41	3	17	21
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	62.2%	91.1%	6.7%	37.8%	46.7%
Labor Market Availability	33.4%	77.6%	5.0%	29.2%	41.2%

Appendix D-2 Utilization Analysis - College Laboratory Technicians

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

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

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

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

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

APPENDIX D-2 COLLEGE LAB TECHNICIAN UTILIZATION BY GROUP AND CATEGORY **2023 - 2024**
Queens College

Admin 4: College Lab Technician

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

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

Appointments: 23

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

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 American	Hispanic/ Latino
Number of Employees	4	14	6	5	3
Underutilized (Y = Yes)	Y				
Number Underutilized	7				
Actual Utilization	17.4%	60.9%	26.1%	21.7%	13.0%
Labor Market Availability	47.1%	31.3%	17.5%	4.9%	6.0%

Admin 4: College Lab Technician

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

Grouping: College Lab Tech: Other

Appointments: 13

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

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 American	Hispanic/ Latino
Number of Employees	2	3	1	0	2
Underutilized (Y = Yes)	Y	Y		Y	
Number Underutilized	9	3		2	
Actual Utilization	15.4%	23.1%	7.7%	0.0%	15.4%
Labor Market Availability	83.8%	42.8%	8.7%	13.3%	18.3%

Admin 4: College Lab Technician Adjunct

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

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

Appointments: 12

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

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 American	Hispanic/ Latino
Number of Employees	6	9	5	1	3
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	50.0%	75.0%	41.7%	8.3%	25.0%
Labor Market Availability	47.1%	31.3%	17.5%	4.9%	6.0%

Admin 4: College Lab Technician Adjunct

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

Grouping: College Lab Tech: Other

Appointments: 8

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

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 American	Hispanic/ Latino
Number of Employees	3	2	1	1	0
Underutilized (Y = Yes)	Y	Y			Y
Number Underutilized	4	1			1
Actual Utilization	37.5%	25.0%	12.5%	12.5%	0.0%
Labor Market Availability	83.8%	42.8%	8.7%	13.3%	18.3%

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

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

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

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

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

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

Area, Ethnic, Cultural, Gender, and Group Studies

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

10055 Classical/MiddleEastAsian L&Ct

Job Group Faculty: Lecturer Adjunct

Weight **Availability Factors**

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

Total Appointments: 9

Utilization Report	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	3	5	5	0	0
Underutilized (Y = Yes)	Y			Y	Y
Number Underutilized	4			2	2
Actual Utilization	33.3%	55.6%	55.6%	0.0%	0.0%
Labor Market Availability	74.4%	54.0%	9.2%	19.2%	21.1%

Job Group Faculty: Professoriate

Weight **Availability Factors**

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

Total Appointments: 11

Utilization Report	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	5	8	5	0	1
Underutilized (Y = Yes)	Y			Y	Y
Number Underutilized	2			2	1
Actual Utilization	45.5%	72.7%	45.5%	0.0%	9.1%
Labor Market Availability	64.0%	50.9%	7.3%	22.5%	13.8%

Job Group **Faculty: Professoriate Adjunct**

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

Total Appointments: 11

Utilization Report	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	10	7	7	0	0
Underutilized (Y = Yes)				Y	Y
Number Underutilized				2	2
Actual Utilization	90.9%	63.6%	63.6%	0.0%	0.0%
Labor Market Availability	64.0%	50.9%	7.3%	22.5%	13.8%

Job Group **Faculty: Professoriate Adjunct**

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

Total Appointments: 6

Utilization Report	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	2	0	0	0	0
Underutilized (Y = Yes)	Y	Y	Y		Y
Number Underutilized	1	2	1		1
Actual Utilization	33.3%	0.0%	0.0%	0.0%	0.0%
Labor Market Availability	53.6%	28.5%	11.4%	4.6%	8.6%

Business, Management, Marketing and Support

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

10005	Accounting & Information Sys
10088	Economics

Job Group Faculty: Lecturer

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

Total Appointments: 15

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	4	4	3	0	1
Underutilized (Y = Yes)	Y	Y		Y	Y
Number Underutilized	3	2		2	1
Actual Utilization	26.7%	26.7%	20.0%	0.0%	6.7%
Labor Market Availability	46.7%	43.2%	13.9%	10.7%	16.0%

Job Group Faculty: Lecturer Adjunct

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

Total Appointments: 32

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	8	14	10	2	2
Underutilized (Y = Yes)	Y			Y	Y
Number Underutilized	7			1	3
Actual Utilization	25.0%	43.8%	31.3%	6.3%	6.3%
Labor Market Availability	46.7%	43.2%	13.9%	10.7%	16.0%

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Job Group **Faculty: Professoriate**

Weight **Availability Factors**

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

Total Appointments: 30

	Utilization Report				
	Female	**Total Minority**	**Asian/Nat. Haw./Other Pac. Isl.**	**Black/African American**	**Hispanic/ Latino**
Number of Faculty	9	14	7	0	7
Underutilized (Y = Yes)	Y			Y	
Number Underutilized	5			8	
Actual Utilization	30.0%	46.7%	23.3%	0.0%	23.3%
Labor Market Availability	47.7%	40.7%	5.6%	25.1%	7.0%

Job Group **Faculty: Professoriate Adjunct**

Weight **Availability Factors**

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

Total Appointments: 23

	Utilization Report				
	Female	**Total Minority**	**Asian/Nat. Haw./Other Pac. Isl.**	**Black/African American**	**Hispanic/ Latino**
Number of Faculty	3	9	6	2	1
Underutilized (Y = Yes)	Y			Y	Y
Number Underutilized	8			4	1
Actual Utilization	13.0%	39.1%	26.1%	8.7%	4.3%
Labor Market Availability	47.7%	40.7%	5.6%	25.1%	7.0%

Communications, Journalism, and Related

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

10198 Media Studies

Job Group Faculty: Lecturer Adjunct

Weight **Availability Factors**

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

Total Appointments: 8

Utilization Report	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	5	3	0	1	2
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	62.5%	37.5%	0.0%	12.5%	25.0%
Labor Market Availability	63.8%	39.4%	5.8%	12.7%	17.1%

Job Group Faculty: Professoriate

Weight **Availability Factors**

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

Total Appointments: 13

Utilization Report	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	9	5	2	0	1
Underutilized (Y = Yes)				Y	
Number Underutilized				1	
Actual Utilization	69.2%	38.5%	15.4%	0.0%	7.7%
Labor Market Availability	59.9%	23.8%	5.6%	8.6%	5.8%

Computer and Information Sciences and Support

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

10066 Computer Science

Job Group Faculty: Lecturer

Weight **Availability Factors**

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

Total Appointments: 9

Utilization Report	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	3	3	3	0	0
Underutilized (Y = Yes)		Y		Y	Y
Number Underutilized		2		1	1
Actual Utilization	33.3%	33.3%	33.3%	0.0%	0.0%
Labor Market Availability	25.3%	54.6%	28.5%	9.4%	13.2%

Job Group Faculty: Lecturer Adjunct

Weight **Availability Factors**

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

Total Appointments: 30

Utilization Report	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	11	20	16	1	2
Underutilized (Y = Yes)				Y	Y
Number Underutilized				2	2
Actual Utilization	36.7%	66.7%	53.3%	3.3%	6.7%
Labor Market Availability	25.3%	54.6%	28.5%	9.4%	13.2%

APPENDIX D-3 - FULL-TIME FACULTY UTILIZATION BY DISCIPLINE/PROGRAM **2023 - 2024**
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Job Group **Faculty: Professoriate**

Weight **Availability Factors**

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

Total Appointments: 17

	Utilization Report				
	Female	**Total Minority**	**Asian/Nat. Haw./Other Pac. Isl.**	**Black/African American**	**Hispanic/ Latino**
Number of Faculty	5	8	8	0	0
Underutilized (Y = Yes)				Y	Y
Number Underutilized				2	1
Actual Utilization	29.4%	47.1%	47.1%	0.0%	0.0%
Labor Market Availability	25.7%	31.6%	13.2%	9.1%	4.8%

Education

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

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

Job Group Faculty: Lecturer

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

Total Appointments: 12

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	8	4	1	2	1
Underutilized (Y = Yes)					Y
Number Underutilized					1
Actual Utilization	66.7%	33.3%	8.3%	16.7%	8.3%
Labor Market Availability	78.2%	33.7%	5.1%	11.0%	15.2%

Job Group Faculty: Lecturer Adjunct

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

Total Appointments: 103

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	81	39	10	14	12
Underutilized (Y = Yes)					Y
Number Underutilized					4
Actual Utilization	78.6%	37.9%	9.7%	13.6%	11.7%
Labor Market Availability	78.2%	33.7%	5.1%	11.0%	15.2%

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Job Group **Faculty: Professoriate**

Weight **Availability Factors**

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

Total Appointments: 47

	Utilization Report				
	Female	**Total Minority**	**Asian/Nat. Haw./Other Pac. Isl.**	**Black/African American**	**Hispanic/ Latino**
Number of Faculty	29	19	6	7	6
Underutilized (Y = Yes)				Y	
Number Underutilized				3	
Actual Utilization	61.7%	40.4%	12.8%	14.9%	12.8%
Labor Market Availability	68.7%	36.6%	3.8%	20.6%	9.6%

Job Group **Faculty: Professoriate Adjunct**

Weight **Availability Factors**

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

Total Appointments: 44

	Utilization Report				
	Female	**Total Minority**	**Asian/Nat. Haw./Other Pac. Isl.**	**Black/African American**	**Hispanic/ Latino**
Number of Faculty	37	13	2	7	2
Underutilized (Y = Yes)				Y	Y
Number Underutilized				2	2
Actual Utilization	84.1%	29.5%	4.5%	15.9%	4.5%
Labor Market Availability	68.7%	36.6%	3.8%	20.6%	9.6%

Education - Developmental

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

65017	College Now
15004	Professional & Continuing Stu

Job Group **Faculty: Continuing Education**

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

Total Appointments: 6

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	4	1	1	0	0
Underutilized (Y = Yes)		Y		Y	Y
Number Underutilized		1		1	1
Actual Utilization	66.7%	16.7%	16.7%	0.0%	0.0%
Labor Market Availability	64.5%	30.7%	10.7%	9.2%	8.9%

Education - K-12

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

Job Group **Faculty: Continuing Education**

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

Total Appointments: 29

	Utilization Report				
	Female	**Total Minority**	**Asian/Nat. Haw./Other Pac. Isl.**	**Black/African American**	**Hispanic/ Latino**
Number of Faculty	22	12	8	3	1
Underutilized (Y = Yes)					Y
Number Underutilized					2
Actual Utilization	75.9%	41.4%	27.6%	10.3%	3.4%
Labor Market Availability	73.5%	26.6%	5.2%	8.3%	10.8%

English Language and Literature/Letters

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

10062	Comparative Literature
10102	English

Job Group Faculty: Lecturer

Weight **Availability Factors**

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

Total Appointments: 13

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	9	7	3	2	2
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	69.2%	53.8%	23.1%	15.4%	15.4%
Labor Market Availability	71.9%	37.9%	6.7%	9.2%	18.3%

Job Group Faculty: Lecturer Adjunct

Weight **Availability Factors**

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

Total Appointments: 46

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	28	18	7	1	9
Underutilized (Y = Yes)				Y	
Number Underutilized				3	
Actual Utilization	60.9%	39.1%	15.2%	2.2%	19.6%
Labor Market Availability	71.9%	37.9%	6.7%	9.2%	18.3%

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Job Group **Faculty: Professoriate**

Weight **Availability Factors**

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

Total Appointments: 44

Utilization Report	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	23	16	6	5	5
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	52.3%	36.4%	13.6%	11.4%	11.4%
Labor Market Availability	59.4%	20.2%	3.7%	5.8%	6.9%

Job Group **Faculty: Professoriate Adjunct**

Weight **Availability Factors**

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

Total Appointments: 20

Utilization Report	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	11	2	1	1	0
Underutilized (Y = Yes)		Y			Y
Number Underutilized		2			1
Actual Utilization	55.0%	10.0%	5.0%	5.0%	0.0%
Labor Market Availability	59.4%	20.2%	3.7%	5.8%	6.9%

Foreign Languages, Literatures, and Linguistics

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

10111	European Language/Literature
10146	Hispanic Lang & Literatures

Job Group Faculty: Lecturer Adjunct

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

Total Appointments: 29

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	21	17	2	2	13
Underutilized (Y = Yes)			Y		
Number Underutilized			1		
Actual Utilization	72.4%	58.6%	6.9%	6.9%	44.8%
Labor Market Availability	69.4%	43.9%	9.6%	4.6%	26.5%

Job Group Faculty: Professoriate

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

Total Appointments: 15

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	9	7	0	1	6
Underutilized (Y = Yes)			Y		
Number Underutilized			1		
Actual Utilization	60.0%	46.7%	0.0%	6.7%	40.0%
Labor Market Availability	55.4%	27.3%	6.2%	2.0%	16.9%

Job Group **Faculty: Professoriate Adjunct**

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

Total Appointments: 13

Utilization Report	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	9	4	0	0	3
Underutilized (Y = Yes)			Y		
Number Underutilized			1		
Actual Utilization	69.2%	30.8%	0.0%	0.0%	23.1%
Labor Market Availability	55.4%	27.3%	6.2%	2.0%	16.9%

Health Professions and Related Programs

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

10188 Linguistics & Commun Disorders

Job Group Faculty: Lecturer

Weight **Availability Factors**

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

Total Appointments: 12

Utilization Report	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	11	1	1	0	0
Underutilized (Y = Yes)		Y	Y	Y	Y
Number Underutilized		4	1	1	2
Actual Utilization	91.7%	8.3%	8.3%	0.0%	0.0%
Labor Market Availability	78.0%	43.4%	15.6%	12.4%	13.0%

Job Group Faculty: Lecturer Adjunct

Weight **Availability Factors**

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

Total Appointments: 20

Utilization Report	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	14	10	1	3	6
Underutilized (Y = Yes)			Y		
Number Underutilized			2		
Actual Utilization	70.0%	50.0%	5.0%	15.0%	30.0%
Labor Market Availability	78.0%	43.4%	15.6%	12.4%	13.0%

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Job Group **Faculty: Professoriate**

Weight **Availability Factors**

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

Total Appointments: 10

Utilization Report	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	5	2	1	0	1
Underutilized (Y = Yes)		Y	Y	Y	
Number Underutilized		2	1	1	
Actual Utilization	50.0%	20.0%	10.0%	0.0%	10.0%
Labor Market Availability	60.7%	36.5%	17.9%	7.5%	7.7%

Job Group **Faculty: Professoriate Adjunct**

Weight **Availability Factors**

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

Total Appointments: 8

Utilization Report	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	5	1	0	0	1
Underutilized (Y = Yes)		Y	Y	Y	
Number Underutilized		2	1	1	
Actual Utilization	62.5%	12.5%	0.0%	0.0%	12.5%
Labor Market Availability	60.7%	36.5%	17.9%	7.5%	7.7%

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

10147 History

Job Group **Faculty: Lecturer Adjunct**

Weight **Availability Factors**

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

Total Appointments: 18

Utilization Report	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	6	3	0	1	2
Underutilized (Y = Yes)	Y	Y	Y		Y
Number Underutilized	2	2	1		1
Actual Utilization	33.3%	16.7%	0.0%	5.6%	11.1%
Labor Market Availability	43.4%	28.5%	5.9%	5.1%	14.0%

Job Group **Faculty: Professoriate**

Weight **Availability Factors**

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

Total Appointments: 24

Utilization Report	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	13	4	1	1	2
Underutilized (Y = Yes)		Y			Y
Number Underutilized		1			1
Actual Utilization	54.2%	16.7%	4.2%	4.2%	8.3%
Labor Market Availability	39.7%	21.6%	2.8%	4.1%	11.4%

Job Group **Faculty: Professoriate Adjunct**

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

Total Appointments: 11

Utilization Report	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	5	4	1	2	1
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	45.5%	36.4%	9.1%	18.2%	9.1%
Labor Market Availability	39.7%	21.6%	2.8%	4.1%	11.4%

Library (Librarians/Non-Teaching)

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

60137 Library

Job Group **Faculty: Librarian**

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

Total Appointments: 15

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	7	5	3	1	1
Underutilized (Y = Yes)	Y				
Number Underutilized	5				
Actual Utilization	46.7%	33.3%	20.0%	6.7%	6.7%
Labor Market Availability	81.3%	15.5%	3.6%	4.5%	4.8%

Library Science (Program)

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

10186 Grad Sch Of Lib & Info Studies

Job Group Faculty: Lecturer Adjunct

Weight **Availability Factors**

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

Total Appointments: 12

Utilization Report	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	7	3	0	2	1
Underutilized (Y = Yes)	Y		Y		
Number Underutilized	2		1		
Actual Utilization	58.3%	25.0%	0.0%	16.7%	8.3%
Labor Market Availability	78.6%	14.3%	7.1%	0.0%	7.1%

Job Group Faculty: Professoriate

Weight **Availability Factors**

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

Total Appointments: 8

Utilization Report	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	2	5	4	0	1
Underutilized (Y = Yes)	Y				
Number Underutilized	4				
Actual Utilization	25.0%	62.5%	50.0%	0.0%	12.5%
Labor Market Availability	78.6%	14.3%	7.1%	0.0%	7.1%

Mathematics and Statistics

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

10195 Mathematics

Job Group Faculty: Lecturer

Weight **Availability Factors**

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

Total Appointments: 12

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	5	2	1	1	0
Underutilized (Y = Yes)		Y	Y		Y
Number Underutilized		3	2		1
Actual Utilization	41.7%	16.7%	8.3%	8.3%	0.0%
Labor Market Availability	40.3%	40.7%	21.3%	5.1%	11.4%

Job Group Faculty: Lecturer Adjunct

Weight **Availability Factors**

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

Total Appointments: 43

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	18	23	18	0	5
Underutilized (Y = Yes)				Y	
Number Underutilized				2	
Actual Utilization	41.9%	53.5%	41.9%	0.0%	11.6%
Labor Market Availability	40.3%	40.7%	21.3%	5.1%	11.4%

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Queens College

Job Group **Faculty: Professoriate**

Weight **Availability Factors**

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

Total Appointments: 22

	Utilization Report				
	Female	**Total Minority**	**Asian/Nat. Haw./Other Pac. Isl.**	**Black/African American**	**Hispanic/ Latino**
Number of Faculty	2	3	3	0	0
Underutilized (Y = Yes)	Y	Y		Y	Y
Number Underutilized	4	3		1	1
Actual Utilization	9.1%	13.6%	13.6%	0.0%	0.0%
Labor Market Availability	26.7%	25.4%	12.5%	3.3%	6.2%

Parks, Recreation, Leisure and Fitness Studies

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

10112 Family Nutrition/Exercise Sci

Job Group Faculty: Lecturer

Weight **Availability Factors**

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

Total Appointments: 8

Utilization Report	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	7	1	0	0	1
Underutilized (Y = Yes)		Y	Y	Y	
Number Underutilized		2	1	1	
Actual Utilization	87.5%	12.5%	0.0%	0.0%	12.5%
Labor Market Availability	39.1%	34.8%	6.5%	11.2%	14.3%

Job Group Faculty: Lecturer Adjunct

Weight **Availability Factors**

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

Total Appointments: 35

Utilization Report	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	28	7	2	2	2
Underutilized (Y = Yes)		Y		Y	Y
Number Underutilized		5		2	3
Actual Utilization	80.0%	20.0%	5.7%	5.7%	5.7%
Labor Market Availability	39.1%	34.8%	6.5%	11.2%	14.3%

Job Group **Faculty: Professoriate**

Weight **Availability Factors**

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

Total Appointments: 12

	Utilization Report				
	Female	**Total Minority**	**Asian/Nat. Haw./Other Pac. Isl.**	**Black/African American**	**Hispanic/ Latino**
Number of Faculty	10	7	6	0	1
Underutilized (Y = Yes)				Y	
Number Underutilized				1	
Actual Utilization	83.3%	58.3%	50.0%	0.0%	8.3%
Labor Market Availability	49.0%	22.1%	2.7%	7.4%	7.0%

Philosophy and Religious Studies

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

10221 Philosophy

Job Group Faculty: Lecturer Adjunct

Weight **Availability Factors**

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

Total Appointments: 11

	Utilization Report				
	Female	**Total Minority**	**Asian/Nat. Haw./Other Pac. Isl.**	**Black/African American**	**Hispanic/ Latino**
Number of Faculty	5	6	3	1	2
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	45.5%	54.5%	27.3%	9.1%	18.2%
Labor Market Availability	14.3%	11.8%	2.9%	2.5%	5.0%

Job Group Faculty: Professoriate

Weight **Availability Factors**

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

Total Appointments: 7

	Utilization Report				
	Female	**Total Minority**	**Asian/Nat. Haw./Other Pac. Isl.**	**Black/African American**	**Hispanic/ Latino**
Number of Faculty	3	1	0	0	1
Underutilized (Y = Yes)		Y			
Number Underutilized		1			
Actual Utilization	42.9%	14.3%	0.0%	0.0%	14.3%
Labor Market Availability	31.2%	22.0%	4.6%	5.4%	9.5%

Physical Sciences

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

10051	Chemistry And Biochemistry
10267	Earth & Environmental Sciences
10228	Physics

Job Group Faculty: Lecturer

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

Total Appointments: 5

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	3	1	0	1	0
Underutilized (Y = Yes)		Y	Y		Y
Number Underutilized		1	1		1
Actual Utilization	60.0%	20.0%	0.0%	20.0%	0.0%
Labor Market Availability	41.8%	34.2%	13.6%	5.7%	11.2%

Job Group Faculty: Lecturer Adjunct

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

Total Appointments: 28

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	7	13	8	2	3
Underutilized (Y = Yes)	Y				
Number Underutilized	5				
Actual Utilization	25.0%	46.4%	28.6%	7.1%	10.7%
Labor Market Availability	41.8%	34.2%	13.6%	5.7%	11.2%

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Job Group **Faculty: Professoriate**

Weight **Availability Factors**

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

Total Appointments: 37

	Utilization Report				
	Female	**Total Minority**	**Asian/Nat. Haw./Other Pac. Isl.**	**Black/African American**	**Hispanic/ Latino**
Number of Faculty	7	12	9	0	3
Underutilized (Y = Yes)	Y			Y	
Number Underutilized	6			1	
Actual Utilization	18.9%	32.4%	24.3%	0.0%	8.1%
Labor Market Availability	34.8%	20.5%	8.0%	2.1%	6.6%

Job Group **Faculty: Professoriate Adjunct**

Weight **Availability Factors**

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

Total Appointments: 24

	Utilization Report				
	Female	**Total Minority**	**Asian/Nat. Haw./Other Pac. Isl.**	**Black/African American**	**Hispanic/ Latino**
Number of Faculty	9	11	10	1	0
Underutilized (Y = Yes)					Y
Number Underutilized					2
Actual Utilization	37.5%	45.8%	41.7%	4.2%	0.0%
Labor Market Availability	34.8%	20.5%	8.0%	2.1%	6.6%

Psychology

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

10245 Psychology

Job Group Faculty: Lecturer

Weight **Availability Factors**

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

Total Appointments: 8

Utilization Report	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	7	1	1	0	0
Underutilized (Y = Yes)		Y		Y	Y
Number Underutilized		3		1	2
Actual Utilization	87.5%	12.5%	12.5%	0.0%	0.0%
Labor Market Availability	79.5%	47.8%	9.7%	12.7%	22.3%

Job Group Faculty: Lecturer Adjunct

Weight **Availability Factors**

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

Total Appointments: 32

Utilization Report	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	20	13	4	1	7
Underutilized (Y = Yes)	Y			Y	
Number Underutilized	5			3	
Actual Utilization	62.5%	40.6%	12.5%	3.1%	21.9%
Labor Market Availability	79.5%	47.8%	9.7%	12.7%	22.3%

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Queens College

Job Group **Faculty: Professoriate**

Weight **Availability Factors**

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

Total Appointments: 18

	Utilization Report				
	Female	**Total Minority**	**Asian/Nat. Haw./Other Pac. Isl.**	**Black/African American**	**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	55.6%	22.2%	16.7%	5.6%	0.0%
Labor Market Availability	75.5%	31.0%	5.8%	9.3%	12.1%

Job Group **Faculty: Professoriate Adjunct**

Weight **Availability Factors**

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

Total Appointments: 18

	Utilization Report				
	Female	**Total Minority**	**Asian/Nat. Haw./Other Pac. Isl.**	**Black/African American**	**Hispanic/ Latino**
Number of Faculty	10	3	1	2	0
Underutilized (Y = Yes)	Y	Y			Y
Number Underutilized	4	3			2
Actual Utilization	55.6%	16.7%	5.6%	11.1%	0.0%
Labor Market Availability	75.5%	31.0%	5.8%	9.3%	12.1%

Public Administration

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

10302 Urban Studies

Job Group Faculty: Lecturer

Weight **Availability Factors**

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

Total Appointments: 5

Utilization Report	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	2	2	1	1	0
Underutilized (Y = Yes)	Y	Y			Y
Number Underutilized	2	1			1
Actual Utilization	40.0%	40.0%	20.0%	20.0%	0.0%
Labor Market Availability	76.5%	52.6%	6.6%	22.7%	20.8%

Job Group Faculty: Lecturer Adjunct

Weight **Availability Factors**

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

Total Appointments: 6

Utilization Report	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	2	3	1	1	1
Underutilized (Y = Yes)	Y				
Number Underutilized	3				
Actual Utilization	33.3%	50.0%	16.7%	16.7%	16.7%
Labor Market Availability	76.5%	52.6%	6.6%	22.7%	20.8%

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Job Group **Faculty: Professoriate**

Weight **Availability Factors**

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

Total Appointments: 11

	Utilization Report				
	Female	**Total Minority**	**Asian/Nat. Haw./Other Pac. Isl.**	**Black/African American**	**Hispanic/ Latino**
Number of Faculty	7	6	3	1	0
Underutilized (Y = Yes)				Y	Y
Number Underutilized				2	1
Actual Utilization	63.6%	54.5%	27.3%	9.1%	0.0%
Labor Market Availability	67.5%	44.7%	4.6%	28.1%	8.9%

Social Sciences

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

10015	Anthropology
10236	Political Science
10283	Sociology

Job Group Faculty: Lecturer

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

Total Appointments: 13

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	6	3	2	0	1
Underutilized (Y = Yes)		Y		Y	Y
Number Underutilized		3		2	2
Actual Utilization	46.2%	23.1%	15.4%	0.0%	7.7%
Labor Market Availability	55.7%	47.0%	11.7%	12.6%	19.3%

Job Group Faculty: Lecturer Adjunct

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

Total Appointments: 38

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	18	16	9	2	4
Underutilized (Y = Yes)				Y	Y
Number Underutilized				3	3
Actual Utilization	47.4%	42.1%	23.7%	5.3%	10.5%
Labor Market Availability	55.7%	47.0%	11.7%	12.6%	19.3%

APPENDIX D-3 - FULL-TIME FACULTY UTILIZATION BY DISCIPLINE/PROGRAM **2023 - 2024**
Queens College

Job Group **Faculty: Professoriate**

Weight **Availability Factors**

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

Total Appointments: 41

	Utilization Report				
	Female	**Total Minority**	**Asian/Nat. Haw./Other Pac. Isl.**	**Black/African American**	**Hispanic/ Latino**
Number of Faculty	23	16	9	1	6
Underutilized (Y = Yes)				Y	
Number Underutilized				2	
Actual Utilization	56.1%	39.0%	22.0%	2.4%	14.6%
Labor Market Availability	49.7%	25.4%	7.7%	6.2%	8.1%

Job Group **Faculty: Professoriate Adjunct**

Weight **Availability Factors**

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

Total Appointments: 18

	Utilization Report				
	Female	**Total Minority**	**Asian/Nat. Haw./Other Pac. Isl.**	**Black/African American**	**Hispanic/ Latino**
Number of Faculty	8	10	6	2	2
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	44.4%	55.6%	33.3%	11.1%	11.1%
Labor Market Availability	49.7%	25.4%	7.7%	6.2%	8.1%

Visual and Performing Arts

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

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

Job Group Faculty: Lecturer

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

Total Appointments: 9

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	6	2	0	1	1
Underutilized (Y = Yes)		Y	Y		
Number Underutilized		1	1		
Actual Utilization	66.7%	22.2%	0.0%	11.1%	11.1%
Labor Market Availability	63.2%	38.5%	9.0%	8.7%	16.2%

Job Group Faculty: Lecturer Adjunct

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

Total Appointments: 66

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	28	14	10	1	3
Underutilized (Y = Yes)	Y	Y		Y	Y
Number Underutilized	14	11		5	8
Actual Utilization	42.4%	21.2%	15.2%	1.5%	4.5%
Labor Market Availability	63.2%	38.5%	9.0%	8.7%	16.2%

APPENDIX D-3 - FULL-TIME FACULTY UTILIZATION BY DISCIPLINE/PROGRAM **2023 - 2024**
Queens College

Job Group **Faculty: Professoriate**

Weight **Availability Factors**

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

Total Appointments: 47

	Utilization Report				
	Female	**Total Minority**	**Asian/Nat. Haw./Other Pac. Isl.**	**Black/African American**	**Hispanic/ Latino**
Number of Faculty	13	11	2	6	1
Underutilized (Y = Yes)	Y		Y		Y
Number Underutilized	10		3		2
Actual Utilization	27.7%	23.4%	4.3%	12.8%	2.1%
Labor Market Availability	48.7%	23.1%	9.9%	3.3%	6.9%

Job Group **Faculty: Professoriate Adjunct**

Weight **Availability Factors**

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

Total Appointments: 90

	Utilization Report				
	Female	**Total Minority**	**Asian/Nat. Haw./Other Pac. Isl.**	**Black/African American**	**Hispanic/ Latino**
Number of Faculty	53	28	19	3	5
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	58.9%	31.1%	21.1%	3.3%	5.6%
Labor Market Availability	48.7%	23.1%	9.9%	3.3%	6.9%

Appendix E Personnel Activity

This Appendix details personnel activities.

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

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

Job Group Summary
Net Personnel Activity, 6/1/22 - 6/1/23
Executive/Administrative/Managerial

		NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
	Net Group Changes	Addition #	Additions %	Outside Hires	Internal Hires into New Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
Total	9	25		7	18	2	7	-	9	-	-	(16)		(12)	(4)	(3)	-	(1)	-	-	2	-
Male	3	6	24%	2	4	-	1	-	3	-	-	(3)	19%	(2)	(1)	-	-	(1)	-	-	-	-
Female	5	18	72%	4	14	2	6	-	6	-	-	(13)	81%	(10)	(3)	(3)	-	-	-	-	2	-
Other Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Gender	1	1	4%	1	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
All Protected Race/Eth Grps	8	14	56%	4	10	1	5	-	4	-	-	(6)	38%	(5)	(1)	(1)	-	-	-	-	2	-
Asian	4	5	20%	1	4	-	2	-	2	-	-	(1)	6%	(1)	-	-	-	-	-	-	1	-
Black	5	7	28%	3	4	-	2	-	2	-	-	(2)	13%	(2)	-	-	-	-	-	-	-	-
Hispanic	(1)	2	8%	-	2	1	1	-	-	-	-	(3)	19%	(2)	(1)	(1)	-	-	-	-	1	-
Other Protected Grp	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
White	2	9	36%	3	6	1	1	-	4	-	-	(7)	44%	(5)	(2)	(1)	-	(1)	-	-	-	-
Unknown Ethnicity	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Veterans	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	6%	(1)	-	-	-	-	-	-	-	-
Individuals w/Disabilities	1	1	4%	1	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-

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

Job Group Summary
Net Personnel Activity, 6/1/22 - 6/1/23
Administration 1 (Executive)

		NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
	Net Group Changes	Addition #	Additions %	Outside Hires	Internal Hires into New Job Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
Total	1	6		2	4	-	1	-	3	-	-	(5)		(3)	(2)	(2)	-	-	-	-	-	-
Male	2	2	33%	1	1	-	-	-	1	-	-	-	0%	-	-	-	-	-	-	-	-	-
Female	(1)	4	67%	1	3	-	1	-	2	-	-	(5)	100%	(3)	(2)	(2)	-	-	-	-	-	-
Other Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
All Protected Race/Eth Grps	1	2	33%	1	1	-	-	-	1	-	-	(1)	20%	-	(1)	(1)	-	-	-	-	-	-
Asian	2	2	33%	1	1	-	-	-	1	-	-	-	0%	-	-	-	-	-	-	-	-	-
Black	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Hispanic	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	20%	-	(1)	(1)	-	-	-	-	-	-
Other Protected Grp	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
White	-	3	50%	1	2	-	1	-	1	-	-	(3)	60%	(2)	(1)	(1)	-	-	-	-	-	-
Unknown Ethnicity	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Veterans	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Individuals w/Disabilities	1	1	17%	1	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-

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

Job Group Summary
Net Personnel Activity, 6/1/22 - 6/1/23
Administration 2 (Managers)

		NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
	Net Group Changes	Addition #	Additions %	Outside Hires	Internal Hires into New Job Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
Total	8	18		5	13	2	6	-	5	-	-	(10)		(9)	(1)	-	-	(1)	-	-	2	-
Male	-	3	17%	1	2	-	1	-	1	-	-	(3)	30%	(2)	(1)	-	-	(1)	-	-	-	-
Female	7	14	78%	3	11	2	5	-	4	-	-	(7)	70%	(7)	-	-	-	-	-	-	2	-
Other Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Gender	1	1	6%	1	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
All Protected Race/Eth Grps	7	12	67%	3	9	1	5	-	3	-	-	(5)	50%	(5)	-	-	-	-	-	-	2	-
Asian	2	3	17%	-	3	-	2	-	1	-	-	(1)	10%	(1)	-	-	-	-	-	-	1	-
Black	5	7	39%	3	4	-	2	-	2	-	-	(2)	20%	(2)	-	-	-	-	-	-	-	-
Hispanic	-	2	11%	-	2	1	1	-	-	-	-	(2)	20%	(2)	-	-	-	-	-	-	1	-
Other Protected Grp	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
White	1	5	28%	2	3	1	-	-	2	-	-	(4)	40%	(3)	(1)	-	-	(1)	-	-	-	-
Unknown Ethnicity	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Veterans	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	10%	(1)	-	-	-	-	-	-	-	-
Individuals w/Disabilities	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-

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

Job Group Summary
Net Personnel Activity, 6/1/22 - 6/1/23
Facility Manager

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

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

Job Group Summary
Net Personnel Activity, 6/1/22 - 6/1/23
Security Manager

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

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

Job Group Summary
Net Personnel Activity, 6/1/22 - 6/1/23
Professional Faculty

		NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
	Net Group Changes	Addition #	Additions %	Outside Hires	Internal Hires into New Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
Total	26	78		36	42	35	3	-	4	-	-	(52)		(46)	(6)	-	-	(6)	-	-	25	-
Male	14	37	47%	19	18	15	1	-	2	-	-	(23)	44%	(21)	(2)	-	-	(2)	-	-	10	-
Female	8	37	47%	13	24	20	2	-	2	-	-	(29)	56%	(25)	(4)	-	-	(4)	-	-	15	-
Other Gender	3	3	4%	3	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Gender	1	1	1%	1	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
All Protected Race/Eth Grps	10	25	32%	13	12	10	1	-	1	-	-	(15)	29%	(13)	(2)	-	-	(2)	-	-	9	-
Asian	8	12	15%	8	4	3	1	-	-	-	-	(4)	8%	(3)	(1)	-	-	(1)	-	-	6	-
Black	1	5	6%	3	2	2	-	-	-	-	-	(4)	8%	(4)	-	-	-	-	-	-	1	-
Hispanic	1	7	9%	1	6	5	-	-	1	-	-	(6)	12%	(5)	(1)	-	-	(1)	-	-	1	-
Other Protected Grp	-	1	1%	1	-	-	-	-	-	-	-	(1)	2%	(1)	-	-	-	-	-	-	1	-
White	10	45	58%	19	26	22	1	-	3	-	-	(35)	67%	(32)	(3)	-	-	(3)	-	-	16	-
Unknown Ethnicity	1	1	1%	1	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Veterans	1	1	1%	1	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Individuals w/Disabilities	-	1	1%	1	-	-	-	-	-	-	-	(1)	2%	(1)	-	-	-	-	-	-	-	-

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

Job Group Summary
Net Personnel Activity, 6/1/22 - 6/1/23
Faculty-Professorial

		NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
	Net Group Changes	Addition #	Additions %	Outside Hires	Internal Hires into New Job Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
Total	7	33		24	9	3	2	-	4	-	-	(26)		(24)	(2)	-	-	(2)	-	-	24	-
Male	7	17	52%	13	4	2	-	-	2	-	-	(10)	38%	(10)	-	-	-	-	-	-	10	-
Female	(4)	12	36%	7	5	1	2	-	2	-	-	(16)	62%	(14)	(2)	-	-	(2)	-	-	14	-
Other Gender	3	3	9%	3	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Gender	1	1	3%	1	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
All Protected Race/Eth Grps	3	11	33%	8	3	1	1	-	1	-	-	(8)	31%	(7)	(1)	-	-	(1)	-	-	8	-
Asian	2	5	15%	4	1	-	1	-	-	-	-	(3)	12%	(2)	(1)	-	-	(1)	-	-	5	-
Black	1	3	9%	2	1	1	-	-	-	-	-	(2)	8%	(2)	-	-	-	-	-	-	1	-
Hispanic	-	2	6%	1	1	-	-	-	1	-	-	(2)	8%	(2)	-	-	-	-	-	-	1	-
Other Protected Grp	-	1	3%	1	-	-	-	-	-	-	-	(1)	4%	(1)	-	-	-	-	-	-	1	-
White	2	19	58%	13	6	2	1	-	3	-	-	(17)	65%	(17)	-	-	-	-	-	-	16	-
Unknown Ethnicity	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Veterans	1	1	3%	1	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Individuals w/Disabilities	1	1	3%	1	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-

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

Job Group Summary
Net Personnel Activity, 6/1/22 - 6/1/23
Faculty-Librarian

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

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

Job Group Summary
Net Personnel Activity, 6/1/22 - 6/1/23
Faculty-Lecturer

		NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
	Net Group Changes	Addition #	Additions %	Outside Hires	Internal Hires into New Job Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
Total	18	43		11	32	32	-	-	-	-	-	(25)		(21)	(4)	-	-	(4)	-	-	1	-
Male	6	19	44%	6	13	13	-	-	-	-	-	(13)	52%	(11)	(2)	-	-	(2)	-	-	-	-
Female	12	24	56%	5	19	19	-	-	-	-	-	(12)	48%	(10)	(2)	-	-	(2)	-	-	1	-
Other Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
All Protected Race/Eth Grps	7	14	33%	5	9	9	-	-	-	-	-	(7)	28%	(6)	(1)	-	-	(1)	-	-	1	-
Asian	6	7	16%	4	3	3	-	-	-	-	-	(1)	4%	(1)	-	-	-	-	-	-	1	-
Black	-	2	5%	1	1	1	-	-	-	-	-	(2)	8%	(2)	-	-	-	-	-	-	-	-
Hispanic	1	5	12%	-	5	5	-	-	-	-	-	(4)	16%	(3)	(1)	-	-	(1)	-	-	-	-
Other Protected Grp	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
White	7	25	58%	5	20	20	-	-	-	-	-	(18)	72%	(15)	(3)	-	-	(3)	-	-	-	-
Unknown Ethnicity	1	1	2%	1	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Veterans	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Individuals w/Disabilities	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	4%	(1)	-	-	-	-	-	-	-	-

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

Job Group Summary
Net Personnel Activity, 6/1/22 - 6/1/23
Faculty-Instructor

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

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

Job Group Summary
Net Personnel Activity, 6/1/22 - 6/1/23
Professional Non-Faculty

		NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
	Net Group Changes	Addition #	Additions %	Outside Hires	Internal Hires into New Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
Total	15	38		18	20	11	4	-	3	2	-	(23)		(13)	(10)	(3)	-	(5)	(2)	-	1	-
Male	5	13	34%	6	7	4	2	-	-	1	-	(8)	35%	(4)	(4)	(2)	-	(1)	(1)	-	-	-
Female	9	24	63%	11	13	7	2	-	3	1	-	(15)	65%	(9)	(6)	(1)	-	(4)	(1)	-	1	-
Other Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Gender	1	1	3%	1	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
All Protected Race/Eth Grps	8	28	74%	13	15	6	4	-	3	2	-	(20)	87%	(12)	(8)	(3)	-	(3)	(2)	-	1	-
Asian	(1)	9	24%	5	4	2	-	-	-	2	-	(10)	43%	(7)	(3)	-	-	(1)	(2)	-	-	-
Black	-	5	13%	1	4	2	2	-	-	-	-	(5)	22%	(2)	(3)	(1)	-	(2)	-	-	1	-
Hispanic	8	12	32%	5	7	2	2	-	3	-	-	(4)	17%	(3)	(1)	(1)	-	-	-	-	-	-
Other Protected Grp	1	2	5%	2	-	-	-	-	-	-	-	(1)	4%	-	(1)	(1)	-	-	-	-	-	-
White	5	8	21%	3	5	5	-	-	-	-	-	(3)	13%	(1)	(2)	-	-	(2)	-	-	-	-
Unknown Ethnicity	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Veterans	1	1	3%	1	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Individuals w/Disabilities	1	2	5%	1	1	-	-	-	1	-	-	(1)	4%	(1)	-	-	-	-	-	-	-	-

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

Job Group Summary
Net Personnel Activity, 6/1/22 - 6/1/23
Administration 3 (Professional)

		NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
	Net Group Changes	Addition #	Additions %	Outside Hires	Internal Hires into New Job Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
Total	15	35		17	18	9	4	-	3	2	-	(20)		(12)	(8)	(3)	-	(5)	-	-	1	-
Male	5	11	31%	5	6	3	2	-	-	1	-	(6)	30%	(3)	(3)	(2)	-	(1)	-	-	-	-
Female	9	23	66%	11	12	6	2	-	3	1	-	(14)	70%	(9)	(5)	(1)	-	(4)	-	-	1	-
Other Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Gender	1	1	3%	1	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
All Protected Race/Eth Grps	8	25	71%	12	13	4	4	-	3	2	-	(17)	85%	(11)	(6)	(3)	-	(3)	-	-	1	-
Asian	-	7	20%	5	2	-	-	-	-	2	-	(7)	35%	(6)	(1)	-	-	(1)	-	-	-	-
Black	-	5	14%	1	4	2	2	-	-	-	-	(5)	25%	(2)	(3)	(1)	-	(2)	-	-	1	-
Hispanic	8	12	34%	5	7	2	2	-	3	-	-	(4)	20%	(3)	(1)	(1)	-	-	-	-	-	-
Other Protected Grp	-	1	3%	1	-	-	-	-	-	-	-	(1)	5%	-	(1)	(1)	-	-	-	-	-	-
White	5	8	23%	3	5	5	-	-	-	-	-	(3)	15%	(1)	(2)	-	-	(2)	-	-	-	-
Unknown Ethnicity	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Veterans	1	1	3%	1	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Individuals w/Disabilities	1	2	6%	1	1	-	-	-	1	-	-	(1)	5%	(1)	-	-	-	-	-	-	-	-

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

Job Group Summary
Net Personnel Activity, 6/1/22 - 6/1/23
Disability Accomm. Specl

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

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

Job Group Summary
Net Personnel Activity, 6/1/22 - 6/1/23
IT Computer Professional

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

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

Job Group Summary
Net Personnel Activity, 6/1/22 - 6/1/23
Administrative Support Workers

		NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
	Net Group Changes	Addition #	Additions %	Outside Hires	Internal Hires into New Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
Total	(5)	13		4	9	3	2	-	4	-	-	(18)		(9)	(9)	(2)	-	(7)	-	-	-	-
Male	2	2	15%	1	1	-	1	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Female	(7)	11	85%	3	8	3	1	-	4	-	-	(18)	100%	(9)	(9)	(2)	-	(7)	-	-	-	-
Other Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
All Protected Race/Eth Grps	(1)	10	77%	4	6	3	1	-	2	-	-	(11)	61%	(5)	(6)	(1)	-	(5)	-	-	-	-
Asian	2	4	31%	2	2	1	1	-	-	-	-	(2)	11%	(2)	-	-	-	-	-	-	-	-
Black	(2)	3	23%	1	2	-	-	-	2	-	-	(5)	28%	(2)	(3)	(1)	-	(2)	-	-	-	-
Hispanic	(2)	2	15%	-	2	2	-	-	-	-	-	(4)	22%	(1)	(3)	-	-	(3)	-	-	-	-
Other Protected Grp	1	1	8%	1	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
White	(1)	3	23%	-	3	-	1	-	2	-	-	(4)	22%	(2)	(2)	-	-	(2)	-	-	-	-
Unknown Ethnicity	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	6%	-	(1)	(1)	-	-	-	-	-	-
Veterans	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Individuals w/Disabilities	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	6%	-	(1)	-	-	(1)	-	-	-	-

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

Job Group Summary
Net Personnel Activity, 6/1/22 - 6/1/23
CUNY Office Assistant

		NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
	Net Group Changes	Addition #	Additions %	Outside Hires	Internal Hires into New Job Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
Total	(7)	9		4	5	3	2	-	-	-	-	(16)		(7)	(9)	(2)	-	(7)	-	-	-	-
Male	2	2	22%	1	1	-	1	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Female	(9)	7	78%	3	4	3	1	-	-	-	-	(16)	100%	(7)	(9)	(2)	-	(7)	-	-	-	-
Other Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
All Protected Race/Eth Grps	(2)	8	89%	4	4	3	1	-	-	-	-	(10)	63%	(4)	(6)	(1)	-	(5)	-	-	-	-
Asian	3	4	44%	2	2	1	1	-	-	-	-	(1)	6%	(1)	-	-	-	-	-	-	-	-
Black	(4)	1	11%	1	-	-	-	-	-	-	-	(5)	31%	(2)	(3)	(1)	-	(2)	-	-	-	-
Hispanic	(2)	2	22%	-	2	2	-	-	-	-	-	(4)	25%	(1)	(3)	-	-	(3)	-	-	-	-
Other Protected Grp	1	1	11%	1	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
White	(2)	1	11%	-	1	-	1	-	-	-	-	(3)	19%	(1)	(2)	-	-	(2)	-	-	-	-
Unknown Ethnicity	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	6%	-	(1)	(1)	-	-	-	-	-	-
Veterans	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Individuals w/Disabilities	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	6%	-	(1)	-	-	(1)	-	-	-	-

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

Job Group Summary
Net Personnel Activity, 6/1/22 - 6/1/23
CUNY Admin Assistant

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

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

Job Group Summary
Net Personnel Activity, 6/1/22 - 6/1/23
Technicians

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

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

Job Group Summary
Net Personnel Activity, 6/1/22 - 6/1/23
Administration 4 (College Lab Tech)

		NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
	Net Group Changes	Addition #	Additions %	Outside Hires	Internal Hires into New Job Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
Total	(1)	4		-	4	4	-	-	-	-	-	(5)		(4)	(1)	(1)	-	-	-	-	1	-
Male	(1)	3	75%	-	3	3	-	-	-	-	-	(4)	80%	(3)	(1)	(1)	-	-	-	-	1	-
Female	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	20%	(1)	-	-	-	-	-	-	-	-
Other Gender	1	1	25%	-	1	1	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
All Protected Race/Eth Grps	(3)	1	25%	-	1	1	-	-	-	-	-	(4)	80%	(3)	(1)	(1)	-	-	-	-	1	-
Asian	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Black	(2)	-	0%	-	-	-	-	-	-	-	-	(2)	40%	(1)	(1)	(1)	-	-	-	-	-	-
Hispanic	(1)	1	25%	-	1	1	-	-	-	-	-	(2)	40%	(2)	-	-	-	-	-	-	1	-
Other Protected Grp	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
White	2	3	75%	-	3	3	-	-	-	-	-	(1)	20%	(1)	-	-	-	-	-	-	-	-
Unknown Ethnicity	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Veterans	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Individuals w/Disabilities	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-

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

Job Group Summary
Net Personnel Activity, 6/1/22 - 6/1/23
IT Support Technician

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

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

Job Group Summary
Net Personnel Activity, 6/1/22 - 6/1/23
Craft Workers

		NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
	Net Group Changes	Addition #	Additions %	Outside Hires	Internal Hires into New Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
Total	(3)	3		2	1	-	1	-	-	-	-	(6)		(4)	(2)	-	(1)	(1)	-	-	-	1
Male	(3)	3	100%	2	1	-	1	-	-	-	-	(6)	100%	(4)	(2)	-	(1)	(1)	-	-	-	1
Female	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Other Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
All Protected Race/Eth Grps	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	17%	-	(1)	-	(1)	-	-	-	-	-
Asian	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	17%	-	(1)	-	(1)	-	-	-	-	-
Black	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Hispanic	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Other Protected Grp	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
White	(2)	3	100%	2	1	-	1	-	-	-	-	(5)	83%	(4)	(1)	-	-	(1)	-	-	-	1
Unknown Ethnicity	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Veterans	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Individuals w/Disabilities	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-

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

Job Group Summary
Net Personnel Activity, 6/1/22 - 6/1/23
Skilled Trades

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

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

Job Group Summary
Net Personnel Activity, 6/1/22 - 6/1/23
Laborers and Helpers

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

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

Appendix F Summary of Recruiting Activities

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

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

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Summary of Searches by Job Group

Total Searches: 40

Group	Job Opening	Posting Title	College	Count of ID
ADMIN1-EXEC	**22376**	Interim Associate Dean of the School of Education	Queens College	29
	22897	Dean of Social Sciences	Queens College	39
	25013	Executive Chief of Staff	Queens College	153
ADMIN1-EXEC Total				**221**
ADMIN2	**22919**	Director of Honors and Scholarships	Queens College	43
	24305	Director of Clinical Practice- School of Education	Queens College	39
	25299	HR Employee and Labor Relations Director	Queens College	22
	25588	Confidential Executive Assistant - President Office	Queens College	83
	25664	Director of Investigations and Title IX Coordinator	Queens College	41
ADMIN2 Total				**228**
ADMIN3	**23685**	Digital Broadcast & Multimedia Production Coordinator (Multiple Positions)	Queens College	43
	23743	Student Life Specialist- Office of Student Development and Leadership (OSDL)	Queens College	55
	23947	Finance Coordinator- Buildings & Grounds	Queens College	14
	24001	ACE Academic Senior Advisors (Multiple Positions)	Queens College	112
	24307	Diversity Equity Inclusion (DEI) Specialist	Queens College	46
	24612	Finance Budget Specialist- School of Social Sciences	Queens College	95
	25310	HR Benefits Specialist	Queens College	29
	25311	HR Coordinator (Multiple Positions)	Queens College	61
	25323	HR Coordinator (Multiple Positions)	Queens College	81
	25525	Finance Coordinator- Accounting	Queens College	29
	25826	Finance Coordinator- Accounting and Accounts Payable	Queens College	49
	26108	Admissions Coordinator	Queens College	47
	25037	Finance Coordinator- Revenue Accounting	Queens College	51
	25332	Academic Program Specialist- Education Abroad	Queens College	34
	25775	Academic SEEK Student Support Specialist (Multiple Positions)	Queens College	78
	25861	Writing Curriculum and Tutoring Coordinator - Writing Center	Queens College	36
	26098	Admissions Coordinator	Queens College	41
	26177	Admissions Advisor Undergraduate	Queens College	106
ADMIN3 Total				**1,007**
ADMIN4	**24889**	Senior College Laboratory Technician- Physics	Queens College	35
	25351	College Laboratory Technician (Classroom)	Queens College	46
ADMIN4 Total				**81**
FAC-LECT	**23600**	Lecturer (Doctoral Schedule) - Urban Studies	Queens College	23
	23999	Lecturer or Lecturer – Doctoral Schedule (Multiple Positions, Math)	Queens College	98
	24061	Lecturer or Lecturer (Doctoral Schedule) - Family, Nutrition & Exercise Sciences	Queens College	22
	25094	Lecturer (Doctoral Schedule) - Political Science	Queens College	51

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Summary of Searches by Job Group

Total Searches: 40

Group	Job Opening	Posting Title	College	Count of ID
FAC-LECT	25094			
FAC-LECT Total				**194**
FAC-PROF	**23126**	Assistant Professor - Hispanic Languages and Literatures	Queens College	52
	23440	Assistant Professor - Accounting and Information Systems	Queens College	64
	25292	IT Senior Associate Level II (Provisional) – Server Operations Manager	Queens College	2
	25426	Assistant Professor - The Graduate School of Library & Information Studies (GSLIS)	Queens College	1
	25675	Assistant Professor of Music Education	Queens College	75
	25770	Assistant Professor - Chemistry & Biochemistry	Queens College	56
	25642	Assistant, Associate or Full Professor - Director of the Writing Center	Queens College	59
FAC-PROF Total				**309**
IT-PRFL	**25157**	IT Senior Associate Level II (Provisional) – Server Operations Manager	Queens College	27
IT-PRFL Total				**27**
(blank)	**(blank)**	(blank)	(blank)	
(blank) Total				
Grand Total				**2,067**

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Job Group Summary

Administration 1 (Executive)

	Records	Applicants	Appl%		Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
Total + Total Selection Rate	221	213	96.4%		16	7.5%	2	0.9%	2	0.9%
Male	84	82	38.5%		6	7.3%	-	0.0%	-	0.0%
Female	116	110	51.6%		8	7.3%	1	0.9%	1	0.9%
Other	2	2	0.9%		-	0.0%	-	0.0%	-	0.0%
Unknown	19	19	8.9%		2	10.5%	1	5.3%	1	5.3%
Total Min	124	119	55.9%		9	7.6%	1	0.8%	1	0.8%
Asian	32	32	15.0%		1	3.1%	1	3.1%	1	3.1%
Black	56	53	24.9%		6	11.3%	-	0.0%	-	0.0%
Hispanic	31	30	14.1%		2	6.7%	-	0.0%	-	0.0%
Other inc 2 or more	5	4	1.9%		-	0.0%	-	0.0%	-	0.0%
White	85	83	39.0%		7	8.4%	1	1.2%	1	1.2%
Unknown Ethnicity	12	11	5.2%		-	0.0%	-	0.0%	-	0.0%
White+Unknown	97	94	44.1%		7	7.4%	1	1.1%	1	1.1%

Veterans	2	2	0.9%		-	0.0%	-	0.0%	-	0.0%
Indiv. w Disabilities	20	17	8.0%		1	5.9%	-	0.0%	-	0.0%

		Least Selected: Female White+Unk	*OK Sel* *OK Sel*	**Least Selected:** Female Ttl Minorities	*OK Sel* *Adverse*	**Least Selected:** Female Ttl Minorities	*OK Sel* *Adverse*
Percent Female	51.6%		50.0%		50.0%		50.0%
Percent Total Minorities	55.9%		56.3%		50.0%		50.0%
Percentage Veterans	0.9%		0.0%		0.0%		0.0%
Percentage w Disabil.	8.0%		6.3%		0.0%		0.0%

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Job Group Summary

Administration 2 (Managers)

	Records	Applicants	Appl%		Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
Total + Total Selection Rate	228	218	95.6%		24	11.0%	5	2.3%	5	2.3%
Male	59	59	27.1%		8	13.6%	1	1.7%	1	1.7%
Female	160	151	69.3%		15	9.9%	4	2.6%	4	2.6%
Other	-	-	0.0%		-	0.0%	-	0.0%	-	0.0%
Unknown	9	8	3.7%		1	12.5%	-	0.0%	-	0.0%
Total Min	145	139	63.8%		14	10.1%	3	2.2%	3	2.2%
Asian	29	28	12.8%		2	7.1%	-	0.0%	-	0.0%
Black	65	64	29.4%		4	6.3%	1	1.6%	1	1.6%
Hispanic	45	42	19.3%		6	14.3%	-	0.0%	-	0.0%
Other inc 2 or more	6	5	2.3%		2	40.0%	2	40.0%	2	40.0%
White	65	62	28.4%		7	11.3%	1	1.6%	1	1.6%
Unknown Ethnicity	18	17	7.8%		3	17.6%	1	5.9%	1	5.9%
White+Unknown	83	79	36.2%		10	12.7%	2	2.5%	2	2.5%

Veterans	2	2	0.9%		-	0.0%	-	0.0%	-	0.0%
Indiv. w Disabilities	16	16	7.3%		1	6.3%	-	0.0%	-	0.0%

		Least Selected: Female Ttl Minorities	*Adverse Adverse*	**Least Selected:** Male+Oth Ttl Minorities	*Adverse OK Sel*	**Least Selected:** Male+Oth Ttl Minorities	*Adverse OK Sel*
Percent Female	69.3%		62.5%		80.0%		80.0%
Percent Total Minorities	63.8%		58.3%		60.0%		60.0%
Percentage Veterans	0.9%		0.0%		0.0%		0.0%
Percentage w Disabil.	7.3%		4.2%		0.0%		0.0%

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Job Group Summary

Administration 3 (Professional)

	Records	Applicants	Appl%		Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
Total + Total Selection Rate	1,007	944	93.7%		130	13.8%	24	2.5%	23	2.4%
Male	357	322	34.1%		37	11.5%	7	2.2%	7	2.2%
Female	598	570	60.4%		89	15.6%	17	3.0%	16	2.8%
Other	8	8	0.8%		-	0.0%	-	0.0%	-	0.0%
Unknown	44	44	4.7%		4	9.1%	-	0.0%	-	0.0%
Total Min	779	723	76.6%		91	12.6%	16	2.2%	15	2.1%
Asian	258	242	25.6%		25	10.3%	3	1.2%	3	1.2%
Black	238	213	22.6%		28	13.1%	4	1.9%	4	1.9%
Hispanic	254	239	25.3%		32	13.4%	9	3.8%	8	3.3%
Other inc 2 or more	29	29	3.1%		6	20.7%	-	0.0%	-	0.0%
White	177	171	18.1%		33	19.3%	8	4.7%	8	4.7%
Unknown Ethnicity	51	50	5.3%		6	12.0%	-	0.0%	-	0.0%
White+Unknown	228	221	23.4%		39	17.6%	8	3.6%	8	3.6%

Veterans	4	4	0.4%		1	25.0%	-	0.0%	-	0.0%
Indiv. w Disabilities	101	76	8.1%		15	19.7%	3	3.9%	3	3.9%

		Least Selected: Male+Oth Ttl Minorities	*Adverse Adverse*	**Least Selected:** Male+Oth Ttl Minorities	*Adverse Adverse*	**Least Selected:** Male+Oth Ttl Minorities	*Adverse Adverse*
Percent Female	60.4%		68.5%		70.8%		69.6%
Percent Total Minorities	76.6%		70.0%		66.7%		65.2%
Percentage Veterans	0.4%		0.8%		0.0%		0.0%
Percentage w Disabil.	8.1%		11.5%		12.5%		13.0%

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Job Group Summary

Administration 4 (College Lab Tech)

	Records	Applicants	Appl%		Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
Total + Total Selection Rate	77	69	89.6%		10	14.5%	2	2.9%	2	2.9%
Male	37	32	46.4%		6	18.8%	2	6.3%	2	6.3%
Female	35	32	46.4%		3	9.4%	-	0.0%	-	0.0%
Other	-	-	0.0%		-	0.0%	-	0.0%	-	0.0%
Unknown	5	5	7.2%		1	20.0%	-	0.0%	-	0.0%
Total Min	63	56	81.2%		7	12.5%	1	1.8%	1	1.8%
Asian	34	28	40.6%		4	14.3%	-	0.0%	-	0.0%
Black	10	9	13.0%		2	22.2%	-	0.0%	-	0.0%
Hispanic	18	18	26.1%		1	5.6%	1	5.6%	1	5.6%
Other inc 2 or more	1	1	1.4%		-	0.0%	-	0.0%	-	0.0%
White	13	12	17.4%		3	25.0%	1	8.3%	1	8.3%
Unknown Ethnicity	1	1	1.4%		-	0.0%	-	0.0%	-	0.0%
White+Unknown	14	13	18.8%		3	23.1%	1	7.7%	1	7.7%

Veterans	2	1	1.4%		-	0.0%	-	0.0%	-	0.0%
Indiv. w Disabilities	6	6	8.7%		-	0.0%	-	0.0%	-	0.0%

		Least Selected: Female Ttl Minorities	*Adverse Adverse*	**Least Selected:** Female Ttl Minorities	*Adverse Adverse*	**Least Selected:** Female Ttl Minorities	*Adverse Adverse*
Percent Female	46.4%		30.0%		0.0%		0.0%
Percent Total Minorities	81.2%		70.0%		50.0%		50.0%
Percentage Veterans	1.4%		0.0%		0.0%		0.0%
Percentage w Disabil.	8.7%		0.0%		0.0%		0.0%

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Job Group Summary

Faculty-Lecturer

	Records	Applicants	Appl%		Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
Total + Total Selection Rate	194	186	95.9%		18	9.7%	4	2.2%	3	1.6%
Male	118	113	60.8%		8	7.1%	2	1.8%	1	0.9%
Female	60	58	31.2%		8	13.8%	1	1.7%	1	1.7%
Other	1	1	0.5%		-	0.0%	-	0.0%	-	0.0%
Unknown	15	14	7.5%		2	14.3%	1	7.1%	1	7.1%
Total Min	93	91	48.9%		6	6.6%	-	0.0%	-	0.0%
Asian	52	51	27.4%		4	7.8%	-	0.0%	-	0.0%
Black	22	22	11.8%		-	0.0%	-	0.0%	-	0.0%
Hispanic	16	15	8.1%		1	6.7%	-	0.0%	-	0.0%
Other inc 2 or more	3	3	1.6%		1	33.3%	-	0.0%	-	0.0%
White	84	80	43.0%		9	11.3%	2	2.5%	1	1.3%
Unknown Ethnicity	17	15	8.1%		3	20.0%	2	13.3%	2	13.3%
White+Unknown	101	95	51.1%		12	12.6%	4	4.2%	3	3.2%

Veterans	1	1	0.5%		-	0.0%	-	0.0%	-	0.0%
Indiv. w Disabilities	14	13	7.0%		1	7.7%	1	7.7%	1	7.7%

		Least Selected: Male+Oth Ttl Minorities	*Adverse Adverse*	**Least Selected:** Female Ttl Minorities	*Adverse Adverse*	**Least Selected:** Male+Oth Ttl Minorities	*OK Sel Adverse*
Percent Female	31.2%		44.4%		25.0%		33.3%
Percent Total Minorities	48.9%		33.3%		0.0%		0.0%
Percentage Veterans	0.5%		0.0%		0.0%		0.0%
Percentage w Disabil.	7.0%		5.6%		25.0%		33.3%

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Job Group Summary

Faculty-Professorial

	Records	Applicants	Appl%		Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
Total + Total Selection Rate	309	288	93.2%		36	12.5%	5	1.7%	5	1.7%
Male	155	143	49.7%		17	11.9%	2	1.4%	2	1.4%
Female	137	128	44.4%		17	13.3%	3	2.3%	3	2.3%
Other	1	1	0.3%		-	0.0%	-	0.0%	-	0.0%
Unknown	16	16	5.6%		2	12.5%	-	0.0%	-	0.0%
Total Min	171	161	55.9%		19	11.8%	1	0.6%	1	0.6%
Asian	87	84	29.2%		14	16.7%	1	1.2%	1	1.2%
Black	19	15	5.2%		1	6.7%	-	0.0%	-	0.0%
Hispanic	61	58	20.1%		4	6.9%	-	0.0%	-	0.0%
Other inc 2 or more	4	4	1.4%		-	0.0%	-	0.0%	-	0.0%
White	123	113	39.2%		14	12.4%	4	3.5%	4	3.5%
Unknown Ethnicity	15	14	4.9%		3	21.4%	-	0.0%	-	0.0%
White+Unknown	138	127	44.1%		17	13.4%	4	3.1%	4	3.1%

Veterans	3	3	1.0%		1	33.3%	1	33.3%	1	33.3%
Indiv. w Disabilities	27	26	9.0%		2	7.7%	-	0.0%	-	0.0%

		Least Selected: Male+Oth Ttl Minorities	*OK Sel* *OK Sel*	**Least Selected:** Male+Oth Ttl Minorities	*Adverse* *Adverse*	**Least Selected:** Male+Oth Ttl Minorities	*Adverse* *Adverse*
Percent Female	44.4%		47.2%		60.0%		60.0%
Percent Total Minorities	55.9%		52.8%		20.0%		20.0%
Percentage Veterans	1.0%		2.8%		20.0%		20.0%
Percentage w Disabil.	9.0%		5.6%		0.0%		0.0%

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Job Group Summary

IT Computer Professional

	Records	Applicants	Appl%		Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
Total + Total Selection Rate	25	24	96.0%		8	33.3%	1	4.2%	1	4.2%
Male	24	23	95.8%		8	34.8%	1	4.3%	1	4.3%
Female	-	-	0.0%		-	0.0%	-	0.0%	-	0.0%
Other	-	-	0.0%		-	0.0%	-	0.0%	-	0.0%
Unknown	1	1	4.2%		-	0.0%	-	0.0%	-	0.0%
Total Min	20	20	83.3%		6	30.0%	1	5.0%	1	5.0%
Asian	5	5	20.8%		3	60.0%	-	0.0%	-	0.0%
Black	10	10	41.7%		-	0.0%	-	0.0%	-	0.0%
Hispanic	4	4	16.7%		2	50.0%	-	0.0%	-	0.0%
Other inc 2 or more	1	1	4.2%		1	100.0%	1	100.0%	1	100.0%
White	4	3	12.5%		2	66.7%	-	0.0%	-	0.0%
Unknown Ethnicity	1	1	4.2%		-	0.0%	-	0.0%	-	0.0%
White+Unknown	5	4	16.7%		2	50.0%	-	0.0%	-	0.0%

Veterans	1	1	4.2%		-	0.0%	-	0.0%	-	0.0%
Indiv. w Disabilities	1	1	4.2%		1	100.0%	-	0.0%	-	0.0%

		Least Selected: Female Ttl Minorities	*Adverse Adverse*	**Least Selected:** Female White+Unk	*Adverse Adverse*	**Least Selected:** Female White+Unk	*Adverse Adverse*
Percent Female	0.0%		0.0%		0.0%		0.0%
Percent Total Minorities	83.3%		75.0%		100.0%		100.0%
Percentage Veterans	4.2%		0.0%		0.0%		0.0%
Percentage w Disabil.	4.2%		12.5%		0.0%		0.0%

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EEO Category Summary

Executive/Administrative/Managerial

	Records	Applicants	Appl%		Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
Total + Total Selection Rate	449	431	96.0%		40	9.3%	7	1.6%	7	1.6%
Male	143	141	32.7%		14	9.9%	1	0.7%	1	0.7%
Female	276	261	60.6%		23	8.8%	5	1.9%	5	1.9%
Other	2	2	0.5%		-	0.0%	-	0.0%	-	0.0%
Unknown	28	27	6.3%		3	11.1%	1	3.7%	1	3.7%
Total Not Female	173	170	39.4%		17	10.0%	2	1.2%	2	1.2%
Total Min	269	258	59.9%		23	8.9%	4	1.6%	4	1.6%
Asian	61	60	13.9%		3	5.0%	1	1.7%	1	1.7%
Black	121	117	27.1%		10	8.5%	1	0.9%	1	0.9%
Hispanic	76	72	16.7%		8	11.1%	-	0.0%	-	0.0%
Other inc 2 or more	11	9	2.1%		2	22.2%	2	22.2%	2	22.2%
White	150	145	33.6%		14	9.7%	2	1.4%	2	1.4%
Unknown Ethnicity	30	28	6.5%		3	10.7%	1	3.6%	1	3.6%
White+Unknown	180	173	40.1%		17	9.8%	3	1.7%	3	1.7%

Veterans	4	4	0.9%		-	0.0%	-	0.0%	-	0.0%
Indiv. w Disabilities	36	33	7.7%		2	6.1%	-	0.0%	-	0.0%

		Least Selected: Female Ttl Minorities	*OK Sel*	**Least Selected:** Male+Oth White+Unk	*Adverse OK Sel*	**Least Selected:** Male+Oth White+Unk	*Adverse OK Sel*
Percent Female	60.6%		57.5%		71.4%		71.4%
Percent Total Minorities	59.9%		57.5%		57.1%		57.1%
Percentage Veterans	0.9%		0.0%		0.0%		0.0%
Percentage w Disabil.	7.7%		5.0%		0.0%		0.0%

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EEO Category Summary

Professional Faculty

	Records	Applicants	Appl%		Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
Total + Total Selection Rate	503	474	94.2%		54	11.4%	9	1.9%	8	1.7%
Male	273	256	54.0%		25	9.8%	4	1.6%	3	1.2%
Female	197	186	39.2%		25	13.4%	4	2.2%	4	2.2%
Other	2	2	0.4%		-	0.0%	-	0.0%	-	0.0%
Unknown	31	30	6.3%		4	13.3%	1	3.3%	1	3.3%
Total Not Female	306	288	60.8%		29	10.1%	5	1.7%	4	1.4%
Total Min	264	252	53.2%		25	9.9%	1	0.4%	1	0.4%
Asian	139	135	28.5%		18	13.3%	1	0.7%	1	0.7%
Black	41	37	7.8%		1	2.7%	-	0.0%	-	0.0%
Hispanic	77	73	15.4%		5	6.8%	-	0.0%	-	0.0%
Other inc 2 or more	7	7	1.5%		1	14.3%	-	0.0%	-	0.0%
White	207	193	40.7%		23	11.9%	6	3.1%	5	2.6%
Unknown Ethnicity	32	29	6.1%		6	20.7%	2	6.9%	2	6.9%
White+Unknown	239	222	46.8%		29	13.1%	8	3.6%	7	3.2%

Veterans	4	4	0.8%		1	25.0%	1	25.0%	1	25.0%
Indiv. w Disabilities	41	39	8.2%		3	7.7%	1	2.6%	1	2.6%

		Least Selected: Male+Oth Ttl Minorities	*Adverse Adverse*	**Least Selected:** Male+Oth Ttl Minorities	*OK Sel Adverse*	**Least Selected:** Male+Oth Ttl Minorities	*Adverse Adverse*
Percent Female	39.2%		46.3%		44.4%		50.0%
Percent Total Minorities	53.2%		46.3%		11.1%		12.5%
Percentage Veterans	0.8%		1.9%		11.1%		12.5%
Percentage w Disabil.	8.2%		5.6%		11.1%		12.5%

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EEO Category Summary

Professional Non-Faculty

	Records	Applicants	Appl%		Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
Total + Total Selection Rate	1,032	968	93.8%		138	14.3%	25	2.6%	24	2.5%
Male	381	345	35.6%		45	13.0%	8	2.3%	8	2.3%
Female	598	570	58.9%		89	15.6%	17	3.0%	16	2.8%
Other	8	8	0.8%		-	0.0%	-	0.0%	-	0.0%
Unknown	45	45	4.6%		4	8.9%	-	0.0%	-	0.0%
Total Not Female	434	398	41.1%		49	12.3%	8	2.0%	8	2.0%
Total Min	799	743	76.8%		97	13.1%	17	2.3%	16	2.2%
Asian	263	247	25.5%		28	11.3%	3	1.2%	3	1.2%
Black	248	223	23.0%		28	12.6%	4	1.8%	4	1.8%
Hispanic	258	243	25.1%		34	14.0%	9	3.7%	8	3.3%
Other inc 2 or more	30	30	3.1%		7	23.3%	1	3.3%	1	3.3%
White	181	174	18.0%		35	20.1%	8	4.6%	8	4.6%
Unknown Ethnicity	52	51	5.3%		6	11.8%	-	0.0%	-	0.0%
White+Unknown	233	225	23.2%		41	18.2%	8	3.6%	8	3.6%

Veterans	5	5	0.5%		1	20.0%	-	0.0%	-	0.0%
Indiv. w Disabilities	102	77	8.0%		16	20.8%	3	3.9%	3	3.9%

		Least Selected: Male+Oth Ttl Minorities	*Adverse*	**Least Selected:** Male+Oth Ttl Minorities	*Adverse*	**Least Selected:** Male+Oth Ttl Minorities	*Adverse*
			Adverse		*Adverse*		*Adverse*
Percent Female	58.9%		64.5%		68.0%		66.7%
Percent Total Minorities	76.8%		70.3%		68.0%		66.7%
Percentage Veterans	0.5%		0.7%		0.0%		0.0%
Percentage w Disabil.	8.0%		11.6%		12.0%		12.5%

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EEO Category Summary

Technicians

	Records	Applicants	Appl%		Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
Total + Total Selection Rate	77	69	89.6%		10	14.5%	2	2.9%	2	2.9%
Male	37	32	46.4%		6	18.8%	2	6.3%	2	6.3%
Female	35	32	46.4%		3	9.4%	-	0.0%	-	0.0%
Other	-	-	0.0%		-	0.0%	-	0.0%	-	0.0%
Unknown	5	5	7.2%		1	20.0%	-	0.0%	-	0.0%
Total Not Female	42	37	53.6%		7	18.9%	2	5.4%	2	5.4%
Total Min	63	56	81.2%		7	12.5%	1	1.8%	1	1.8%
Asian	34	28	40.6%		4	14.3%	-	0.0%	-	0.0%
Black	10	9	13.0%		2	22.2%	-	0.0%	-	0.0%
Hispanic	18	18	26.1%		1	5.6%	1	5.6%	1	5.6%
Other inc 2 or more	1	1	1.4%		-	0.0%	-	0.0%	-	0.0%
White	13	12	17.4%		3	25.0%	1	8.3%	1	8.3%
Unknown Ethnicity	1	1	1.4%		-	0.0%	-	0.0%	-	0.0%
White+Unknown	14	13	18.8%		3	23.1%	1	7.7%	1	7.7%

Veterans	2	1	1.4%		-	0.0%	-	0.0%	-	0.0%
Indiv. w Disabilities	6	6	8.7%		-	0.0%	-	0.0%	-	0.0%

		Least Selected: Female Ttl Minorities	*Adverse Adverse*	**Least Selected:** Female Ttl Minorities	*Adverse Adverse*	**Least Selected:** Female Ttl Minorities	*Adverse Adverse*
Percent Female	46.4%		30.0%		0.0%		0.0%
Percent Total Minorities	81.2%		70.0%		50.0%		50.0%
Percentage Veterans	1.4%		0.0%		0.0%		0.0%
Percentage w Disabil.	8.7%		0.0%		0.0%		0.0%

Appendix G Utilization of Individuals with Disabilities by Job Group

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

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

APPENDIX G - Utilization of Individuals with Disabilities by Job Group **2023-2024**

Queens College

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

Total Individual(s) with Disabilities: 59 Percent of total reported employees: 2.1%

Category:	Executive/Administrative/Managerial	Staff	Indiv. with Disabilities	Rate
	Admin 1: Executive	23	1	4.3%
	Admin 2: Managerial	111	6	5.4%
	Admin 2: Managerial Adjunct	230	5	2.2%
	Managerial: Facilities	3	0	0.0%
	Managerial: Info Tech	2	0	0.0%
	Managerial: Security	3	0	0.0%
Category:	**Professional Faculty**	**Staff**	**Indiv. with Disabilities**	**Rate**
	Faculty: Professoriate	428	15	3.5%
	Faculty: Librarian	15	1	6.7%
	Faculty: Librarian Adjunct	1	0	0.0%
	Faculty: Instructor	1	0	0.0%
	Faculty: Lecturer	135	2	1.5%
	Faculty: Lecturer Adjunct	598	9	1.5%
	Faculty: Professoriate Adjunct	299	6	2.0%
	Faculty: Continuing Education	35	0	0.0%
Category:	**Professional Non-Faculty**	**Staff**	**Indiv. with Disabilities**	**Rate**
	Accountant: Professional	2	0	0.0%
	Admin 3: Professional	176	10	5.7%
	Admin 5: Engineer-Architect	2	0	0.0%
	Disability Accommodation Specl	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	17	0	0.0%
	Office Assistant	75	3	4.0%
	Office Assistant Adjunct	363	1	0.3%
	Mail Services Worker	3	0	0.0%
Category:	**Technicians**	**Staff**	**Indiv. with Disabilities**	**Rate**
	Admin 4: College Lab Technician	36	0	0.0%
	Admin 4: College Lab Technician Adjunct	20	0	0.0%
	Broadcast-Media Adjunct	3	0	0.0%
	Info Tech: Technician	5	0	0.0%
	Info Tech: Technician Adjunct	1	0	0.0%
Category:	**Craft Workers**	**Staff**	**Indiv. with Disabilities**	**Rate**
	Skilled Trades: Supervisory	3	0	0.0%
	Skilled Trades: Not Supervisory	40	0	0.0%
	Laborers and Helpers	13	0	0.0%
	Basic Crafts-Buildings and Grounds	4	0	0.0%
Category:	**Service Workers**	**Staff**	**Indiv. with Disabilities**	**Rate**
	Campus Public Safety Sergeant	7	0	0.0%

APPENDIX G - Utilization of Individuals with Disabilities by Job Group **2023-2024**

Queens College

Category:	**Service Workers**	**Staff**	**Indiv. with Disabilities**	**Rate**
	Campus Peace Officer	15	0	0.0%
	Campus Security Assistant	19	0	0.0%
	Campus Security Assistant Adjunct	2	0	0.0%
	Custodial: Supervisory	5	0	0.0%
	Custodial: Assistant	45	0	0.0%
	Custodial: Assistant Adjunct	3	0	0.0%