



**Executive Order 11246  
2024 -2025 Affirmative Action Plan (AAP)  
Reporting year of June 1, 2023 – May 31, 2024**

Office of Compliance and Diversity

# **2024-2025 AFFIRMATIVE ACTION PLANS**

## **QUEENS COLLEGE**

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

Jerima DeWese, Responsible Official  
Chief Diversity Officer and Dean of Diversity  
Office of Compliance and Diversity  
Queens College  
65-30 Kissena Boulevard, Kiely Hall, Room 134  
Queens, New York 11367  
(718) 997-5888

Please contact Office of Compliance and Diversity (C&D) if you need assistance with reading this document due to a disability.

This plan is available for review at: Queens College -Benjamin S. Rosenthal Library – Reference Desk, 65-30 Kissena Boulevard, Queens, NY 11367-1597



## TABLE OF CONTENTS

---

<b>EXECUTIVE SUMMARY .....</b>	<b>4</b>
<b>PART ONE: INTRODUCTION AND BACKGROUND .....</b>	<b>7</b>
Overview .....	7
Policies .....	11
Responsibilities.....	11
<b>PART TWO: DATA AND ANALYSIS.....</b>	<b>14</b>
Collecting Employee Data .....	14
Self-Identification Categories.....	14
Analyzing Data.....	15
Workforce Analysis .....	15
Job Group Analysis.....	18
Utilization Analysis .....	18
Personnel and Recruiting Activity.....	24
<b>PART THREE: ACTION-ORIENTED PROGRAMS.....</b>	<b>31</b>
2023-2024: Prior Year Programs.....	31
2024-2025: Planned Programs.....	44
Ongoing Activities .....	51
Internal Audit and Reporting.....	53
<b>PART FOUR: INDIVIDUALS WITH DISABILITIES AND PROTECTED VETERANS .....</b>	<b>54</b>
Equal Opportunity and Non-Discrimination Policy .....	54
Review of Personnel Practices.....	54
Review of Physical and Mental Qualifications.....	54
Disability Accommodations .....	55
Harassment Prevention.....	57
External Policy Dissemination .....	57
Outreach and Positive Recruiting .....	58
Internal Policy Dissemination .....	64
Implementation Responsibility.....	65
Training .....	66
Audit and Reporting System .....	68
Benchmark Comparisons.....	68
<b>APPENDICES .....</b>	<b>71</b>

## TABLES AND ILLUSTRATIONS

Illustration: Utilization and Underutilization.....	19
Table 1: Workforce by Job Group and Category .....	20
Table 2: Full-Time Faculty by Title and Tenure Status .....	20
Table 3: Historical Changes in Underutilization – Faculty .....	20
Table 4: Historical Changes in Underutilization – Staff and College Laboratory Technicians.....	20
Table 5: Tenure Summary.....	25
Table 6: Exceptions to the Search Process .....	28
Table 7: Summary of Programs, 2023-2024.....	31
Table 8: Planned Programs, 2024-2025.....	45
Table 9: Summary of Prior Year Outreach, 2023-2024.....	58
Table 10: Planned Outreach, 2024-2025 .....	62
Table 11: Veterans' Hiring Rate Benchmark .....	70
Table 12: Hiring Rate for Individuals with Disabilities .....	70

## EXECUTIVE SUMMARY

The Queens College (QC) Affirmative Action Plan is a federally mandated annual report required by Presidential Executive Order 11246, preventing employment discrimination and encourages proactive measures to hire and promote qualified minorities and women. Part One provides a campus overview, summarizes relevant policies, the impact of COVID- related events and more. Part Two provides comparative data analysis and other workforce analysis. Part Three focuses on action-oriented programs, ongoing activities, and internal auditing and reporting; and conclusively. Part Four discusses CUNY's equal opportunity and non-discrimination policy, personnel processes, reasonable accommodations, training, audit and reporting systems and benchmark comparisons for individuals with disabilities and protected veterans. The QC employee census date is June 1, 2024. The previous reporting year was June 1, 2023 – May 31, 2024. The program year for this plan is September 1, 2024 – August 31, 2025.

**Queens College total employee summary workforce comparative Analysis for 2023 and 2024** indicates a decrease in both full-time and part-time personnel, from 2,775 to 2,628 employees (excluding the Chief Executive). The total number of full-time employees declined from 1,255 in 2023 and 1,234 in 2024, while total number of part-time employees dropped from 1520 in 2023 and 1394 in 2024.

The number of full-time female employees rose slightly, from 658 in 2023 to 662 in 2024, reflecting an increase in female representation from 52.4% to 53.6%. Minority representation among full-time employees saw a slight decrease, with numbers declining from 613 in 2023 to 607 in 2024. However, full-time female representation overall increased by 1.2%, reflecting an upward trend in gender diversity.

For part-time staff, female employees decreased from 888 in 2023 to 795 in 2024, with a slight decline in percentage from 58.4% to 57.0%. Minority part-time employees dropped from 717 in 2023 to 687 in 2024. Despite this decline in numbers, the percentage of minority representation increased from 47.2% to 49.3%, indicating a modest rise in diversity among part-time staff.

**Queens College Faculty summary workforce comparative Analysis for 2023 and 2024:** The number of full-time female faculty at Queens College has seen a slight increase from 300 in 2023 to 304 in 2024, with female representation edging up from 48.9% to 49.1%. The total number of minority faculty members has grown from 205 in 2023 to 215 in 2024, resulting in an increase in representation from 33.4% to 34.7% during the reporting year.

Conversely, part-time female faculty saw a decrease from 497 in 2023 to 452 in 2024, with female representation slightly declining from 55.3 % to 54.4%. The total number of minority part-time faculty also decreased from 339 in 2023 to 310 in 2024, which brought minority representation down from 37.8% to 37.3%.

Queens College Recruitment Activities as highlighted in Appendix F: Summary of Recruiting Activities, out of a total of 4,343 applicants, 2,375 (55%) identified as females, 2,556 (59%) identified as total minorities, 42 (1%) as veterans, and 412 (9%) as individuals with disabilities.

Among the applicants, 229 (9.6%) female candidates were interviewed, with 50 (2.1%) receiving job offers and being hired. Additionally, 201 (7.9%) total minorities candidates were interviewed, with 35 (1.4%) offered and hired. One veteran (2.4%) was interviewed. A total of 48 (11.7%) individuals with disabilities

were interviewed, and 9 (2.2%) were offered and hired. Finally, 153 (8.8%) male candidates were interviewed, with 27 (1.5%) receiving offers and being hired.

CUNY compares workforce numbers with estimated labor market availability data to determine if underutilization of a protected group occurs. Underutilization exists when the utilization of a protected group is less than 80% of labor market availability.

The exhibit titled "Summary Change of Historical Underutilization from 2021 to 2024" presents employee counts compared to labor market availability data and highlights the underutilization of protected groups. It also serves as a guide for reducing or eliminating underutilization.

The summary analysis for 2023-2024 indicates that total minorities in the Executive/Administrative/Managerial job groups are underutilized. In contrast, the Professional Non-Faculty job group does not show underutilization of protected groups. The Administrative Support Workers job group demonstrates underutilization of Black/African Americans and Hispanic/Latino individuals. Technicians are underutilized in terms of female, Black/African American, and Hispanic/Latino. Craft workers are underutilized among females, Asian/Native Hawaiian/Other Pacific Islanders, Black/African Americans, and Hispanic/Latino. The Service Workers job group reflects underutilization for females, Black/African Americans, and Hispanic/Latinos. Faculty underutilization has either decreased, remained stable, or slightly increased across various academic disciplines.

Queens College's comprehensive and focused programs promote affirmative action initiatives to cultivate a culture of diversity, equity, and inclusion. The latest self-identification survey, conducted on June 17, 2024, shows a rise in identification rates among veterans, as well as for gender, ethnicity, and disability status.

**Appendix G: Utilization of Individuals with Disabilities by Job Group:** The federal guideline for representation in individual with disabilities job groups is set at 7%. We are pleased to report that the representation rates for the following categories exceed this benchmark:  
Administration 1: Executive at 9.5%; Administration 2: Managerial at 7.3%; Librarian Faculty at 8.3%.

The campus affirmative action goals for the upcoming year include, but are not limited to, increasing the number of females, expanding diversity, equity, and inclusion programming in collaboration with external non-profit organizations, consultants, and CUNY colleagues, engaging in intentional outreach to boost faculty and staff diversity in hiring and promotions, and conducting ongoing compensation equity audits by job group from both gender and ethnicity perspectives.

1. **Enhance Faculty and Staff Diversity:** Implement initiatives to attract and retain a more diverse faculty and staff, such as developing mentorship programs, supporting professional development, and creating pathways for career advancement. Set specific targets for increasing representation across various departments.
2. **Promote Inclusive Campus Culture:** Launch programs and workshops that foster an inclusive and equitable campus environment, such as diversity training for faculty, staff, and students, and events that celebrate cultural diversity. Track participation and gather feedback to ensure these initiatives are effective.

3. Monitor and Evaluate Progress: Establish a robust system for tracking and reporting on the progress of affirmative action goals, including regular reviews of demographic data, feedback from the college community, and assessments of program impact. Use this data to make informed adjustments and improvements to the program.

These goals aim to advance diversity, equity, and inclusion at Queens College, ensuring that the institution continues to support and engage effectively with a diverse community.

## **PART ONE: INTRODUCTION AND BACKGROUND**

This report is an annual update of the Affirmative Action Plan (AAP) for federal contractors. The US Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) oversees federal contractor affirmative action compliance requirements. This plan reflects requirements related to: Presidential Executive Order (EO) 11246, addressing gender and federally protected ethnicities; 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 Trustee resolutions, and CUNY policy.

The employee census date is June 1, 2024. The previous reporting year was June 1, 2023 – May 31, 2024. The program year for this plan is September 1, 2024 – August 31, 2025.

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

### **Overview**

Queens College (“Queens” or “QC”) of the City University of New York (“University” or “CUNY”) is located in Queens, New York on a tree-lined 80-acre campus, seven miles east of midtown Manhattan. The College was established in 1937 to offer a strong and affordable liberal arts education. In the Fall of 2023, there were total of 16,481 enrolled students, of which 13,998 were undergraduate students and 2,483 were graduate students. Of the undergraduate students, 10,333 (73.8 %) attended full-time and 3,665 (26.1%) attended part-time. Of the graduate students 407(16.3%) attended full-time and 2,076 (83.6%) 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.

**Appendix A** displays a high-level 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.

Federally protected ethnicities identified in Executive Order 11246 are American Indian/Alaska Native, Asian, Black/African American, Hispanic/Latino, Native Hawaiian/Other Pacific Islander, Two or More Races, and Women. CUNY's Chancellor designated Italian American as a protected ethnicity for CUNY in 1976 and we produce a separate plan for Italian Americans.

The President issues a reaffirmation of our commitment to our policies annually.

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

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

## Responsibilities

Our entire community participates in promoting diversity and inclusion. Additionally, we have assigned certain 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, including the Chief Diversity Officer (CDO), 504/Americans with Disabilities Act (ADA) Coordinator, and Title IX Coordinator. The President ensures designated personnel have authority, staffing, and other resources to fulfill their assigned roles. The President communicates commitment to equal employment opportunity (including an annual reaffirmation), and issues required reports, including this affirmative action plan.

**Appendix C** contains the annual reaffirmation letter issued by the President.

## **Chief Diversity Officer**

The President has designated Jerima DeWese as Chief Diversity Officer (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.

Omit if you did not complete the required certification.

The Chief Diversity Officer (or designee) completed the OFCCP's annual online certification of compliance with affirmative action program requirements.

## **Other 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.

<b>Name</b>	<b>Title</b>
Jerima DeWese	Chief Diversity Officer & Dean of Diversity
Cliff Yung-Chi Chen	Assistant Professor
Red Washburn	
Maureen Pierce-Anyan	Student Life Manager
James Vacca	Distinguished Lecturer
Rosaria Musco	Administrative Executive Assistant
Shanequa Terry	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 2023 & 2024 Academic Year Planning

### **University Management**

CUNY's University Office of Recruitment and Diversity (ORD) within University Human Resources establishes job groups and report parameters, and reports summary statistics. ORD sponsors university-wide diversity programs and maintains data collection and self-identification systems. It also maintains job posting and applicant tracking systems.

## PART TWO: DATA AND ANALYSIS

### Collecting Employee Data

We extracted data on active employees as of June 1, 2024, from CUNY's system of record, CUNYfirst. We include personnel on most paid leaves, including medical and fellowship/sabbatical leave. We exclude personnel on terminal leaves such as retirement leave, student workers (including Graduate Assistants) and 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 conducted the last self-identification canvas on June 17, 2024. We also invite job applicants to self-identify on the job application portal.

Of 1163 employees, 7 employees did not identify gender. 0 employees did not identify race/ethnicity category. 1118 employees did not identify veteran status. 248 did not identify disability status. We assign employees who do not identify a status to the "unknown" category for that characteristic and categorize them in the majority or "not protected" group for that characteristic (i.e., male, or white) as per regulations.

### Self-Identification Categories

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

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

We record a person identifying as both Hispanic/Latino and another group as Hispanic/Latino, and not as Two or More Races.

We include the categories of American Indian/Alaska Native and Two or More Races under Total Protected Ethnicities and do not report them separately.

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 voluntarily provide data on their ancestries from a list of approximately sixty categories.

CUNY provides for six categories of gender identification but uses the federally mandated categories for this plan. For federal reporting, we include only persons specifically identifying as female 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)
- Personnel and Recruiting Activity (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) such as the *Educational Institutions Technical Assistance Guide (2019)*.

## Workforce Analysis

Workforce Analysis is a review of employees organized by their assigned division and department. We review demographic data by job title in order of rank (salary range).

Due to length, we do not publish the Workforce Analysis charts in this report.

Tables 1 and 2 summarize the workforce by job group, and faculty workforce by tenure status.

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:

	2021 – 2022	2022-2023	2023-2024
FEMALE	617 out of total 1,176 (52.4%)	658 out of total 1,255 (52.4%)	662 out of total 1,234 (53.6%)
TOTAL MINORITY	572 out of total 1,176 (48.6%)	613 out of total 1,255 (48.8%)	607 out of total 1,234 (49.2%)

As of June 1, 2024, in workforce census of the 1234 full-time employees:

- 662 (53.6%) identified as female and
- 607 (49.2%) identified as total minority

Full-time female representation has increased by 1.2% from 51.6% in 2022 – 2023 to 53.6% in 2023 - 2024.

Total minority representation has decreased by 0.4% from 48.8 % in 2022 – 2023 to 49.2% in 2023 – 2024.

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:

	2021 - 2022	2022 - 2023	2023 - 2024
FEMALE	267 out of total 553 (48.2%)	300 out of total 614 (48.9%)	304 out of total 619 (49.1%)
TOTAL MINORITY	180 out of total 553 (32.5%)	205 out of total 614 (33.3%)	215 out of total 619 (34.7%)

As of June 1, 2024, in workforce census of the 614 full-time Faculties (Instructor, Lecturer, Librarian, Professoriate):

- 304(49.1%) identified as female and
- 215(34.7%) identify as total minority

Full time female faculty slightly increased 0.3% from 48.9% in 2022-2023 to 49.1% in 2023-2024. Total minority increased 1.4% from 33.3% in 2022-2023 to 34.7% in the 2023-2024.

Of the 1,234 full-time employees at Queens College, females and minorities are represented in almost all job groups. During this Affirmative Action Plan (AAP) period, the college encountered budget constraints, resulting in a pause or freeze on all hiring activities. As a result, vacant positions remained unfilled, and the responsibilities for these roles were redistributed among existing employees. This cost-saving measure noticeably impacted workforce demographics.

The college recognizes the importance of workforce diversity and will prioritize recruitment efforts in areas where there is underutilization of females and minorities. The college will identify job groups lacking current representation of these groups and implement targeted measures to address these disparities. These actions align with the college's goal of promoting diversity and inclusivity within its workforce. The college will continue to prioritize recruiting in areas of minority and female underutilization and in job groups without current representation.

### **Summary of Professorial Full-Time Faculty by Title and Tenure Status**

#### **Faculty: Lecturer**

- Distinguished Lecturers (not eligible for tenure): 1 Total, with 0 Female and no Total Minority representation.
- Lecturer - CCE Certificate Continuous Emp: 36 Total, with 20 (55.6%) Females, and 5 (13.9%) Total Minorities.
- Lecturer (Track CCE): 24 Total, of which 14 (58.3%) are Females and 11 (45.8%) Total Minorities.
- Lecturer Doctoral Schedule CCE Certificate Continuous Emp: 30 Total, of which 17 (56.7%)

Females, and 8 (26.7%) Total Minorities.

- Lecturer Doctoral Schedule (Lecturer track CCE): 32 Total, of which 21 (65.6%) Females and 11 (34.4%) Total Minorities.
- Clinical Professors (not eligible for tenure): 3 Total, of which 2 (66.7%) Females and no Total Minorities representation

#### **Faulty: Librarian**

- Lecturer–Librarians (CCE Certificate Continuous Employment): 2 Total, with 0 Female (0%) and 1(50%) Total Minority.
- Assistant Librarians (on track for tenure): 5 Total, of which 4 (80%) Females and 2 (40%) Total Minorities.
- Associate Librarians (tenured): 3 Total, of which 1 (33.3%) female and 1 (33.3%) is a Total Minority.

#### **Faculty: Professoriate**

- Assistant Professor 111 Total, of which 52 (46.8%) Females, and 54(48.6%) Total Minorities.
- Assistant Professors (tenured) 7 Total, of which 3 (42.9%) Females and 2 (28.6%) Total Minorities.
- Assistant Professor (track tenure) 102 Total, of which 48 (47.1%) Females and 50 (49%) Total Minorities.
- Associate Professor 140 Total, of which 72 (51.4%) Females, and 47 (33.6%) Total Minorities.
- Associate Professor (tenured) 132 Total, of which 68 (51.5%) Females and 45 (34.1%) Total Minorities.
- Associate Professor (track tenure) 6 Total, of which 3 (50%) Females and 1 (16.7%) Total Minority.
- Professor 177 Total, of which 69 (39%) Females, and 52 (29.4%) Total Minorities.
- Professors (tenured) 176 Total, of which 68 (38.6%) Females and 52 (29.5%) Total Minorities.
- Professors (track tenure) 1 total, of which 1 (100%) Female and no Total Minority representation.
- Distinguished Professors (not eligible for tenure) 10 total, of which 3 (30%) Females and 5(50%) Total Minorities.

#### **COMPARISON OF PART TIME WORKFORCE SUMMARY DATA (2023 & 2024):**

Part time workforce comparative analysis for 2023 and 2024 only applies to job groups with 5 or more employees.

#### **Executive/Managerial:**

- Administration 2: Managerial Adjunct: Total of 230 employees with 148 (62.2%) females and 113 (49.1%) minorities for 2023. This year, this group has decreased to 183 employees with 106 (57.9%) females and 104 (56.8%) minorities.

#### **Professional Faculty:**

- Lecturer Adjunct: Total of 598 employees with 330 (55.2%) females and 244 (40.8%) minorities in 2023. This year, this group slightly decreased to 557 employees with 302 (54.2%) females with 219 (39.3%) minorities.
- Professoriate Adjunct: Total of 299 employees with 166 (55.5%) females and 95 ( 31.8%) minorities. This year, this group decreased to 272 employees with 148 (54.4%) females and 89 (32.7%) minorities.

#### Administrative Support Workers:

- Office Assistants adjunct: total of 363 employees with 238 (65.6%) females and 249 (68.6%) minorities. This year, this group slightly decreased to 351 employees with 226 (64.4%) female and 256 (72.9%) minorities.

#### Technicians:

- Admin 4 - CLT adjunct: Total of 20 employees with 9 (45%) females and 11 (55%) minorities. This year, this group has slightly increased to 21 employees with 10 (47.6%) females and 13 (61.9%) minorities

### **Job Group Analysis**

Job Group Analysis is a process of creating groups of jobs with similar duties and qualifications. For some reports we “roll up” job groups into categories based on the federal EEO-1 coding system.

CUNY reviews faculty job groups by both rank and academic discipline. CUNY assigns most faculty departments to disciplines as per the US Department of Education’s Classification of Instructional Programs (CIP).

CUNY organizes data about College Laboratory Technicians by assigning the employees’ 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 job groups with an estimated labor market availability by job group. We evaluate utilization for females and federal ethnicity categories (Asian, Black/African American, and Hispanic/Latino and Total Protected Ethnicities).

### **Labor Market Source Data**

Labor market availability is a benchmark calculated by job group. It is an estimate of the ratio of females and federally protected ethnicities available for employment. This information is based on both an external labor market in a reasonable geographic area, and an internal labor market of CUNY personnel eligible for advancement. We last calculated labor market availability in 2023.

It is not possible for anyone to exactly calculate labor market availability, as all calculations are based on historical data. We consider the calculations and the resulting findings to be

general indicators.

We calculated an internal labor market utilizing lists of CUNY-wide appointments between 2017-2022. For Classified Civil Service titles, we also consulted with CUNY's Director of Civil Service Operations. This review resulted in a percentage of internal advancements for each job group. The resulting demographics are based on persons employed as of June 1, 2022.

For external labor market calculations other than 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). We selected data based on geography, labor force participation, occupation, and educational attainment.

We combine internal and external labor market calculations in proportion to the numbers of internal advancements and external hires into each job group.

For faculty, we calculated labor market availability by both job group and academic discipline within job group. We utilized the US Department of Education's National Center for Education Statistics' Integrated Post-Secondary Education Data System (IPEDS) degree completion data, 2020-2021 (final). We used the Classification of Instructional Programs (CIP) to identify discipline.

### **Calculating Underutilization**

A workplace without bias should employ persons in protected groups in the same ratio that people in each group appear in the general labor market.

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. We do not report on the President's position, as it reports outside of our unit.

We report underutilization where the percent of employees belonging to a protected group does not reach a benchmark of at least 80% of the labor market estimate, and the difference is equal to at least one full-time equivalent employee. The following illustration may help explain:

### ***Illustration: Utilization and Underutilization***

<p>If a job group has ten employees and 50% of the available labor market is female, we expect 50% of employees in that job group (five persons) should be female.</p>	<p>We use a benchmark of 80% of the labor market. If at least four employees are female, there would be no underutilization.</p>	<p>In this example there are three females in the job group. Females are underutilized compared with the labor market (or “underutilization of one.”)</p>

**Appendix D** details utilization/underutilization in each category (job group and/or academic discipline). We prioritize job groups with underutilization for placement goals and outreach for hiring and advancement.

While we expect year-to-year variations to be the result of implementing our affirmative action plans, variations may also arise from changes in availability, hires, advancements, and separations.

Tables 3 and 4 summarize staffing and underutilization for each job group.

### Illustrative Tables

**Table 1: Workforce by Job Group and Category**

**Table 2: Full-Time Faculty by Title and Tenure Status**

**Table 3: Historical Changes in Underutilization – Faculty**

**Table 4: Historical Changes in Underutilization – Staff and College Laboratory Technicians**

**Executive/Administrative/Managerial**

Job Group	Ttl Emps	Female #	Female %	Pro. Eth #	Pro. Eth %
Admin 1: Executive	21	12	57.1%	8	38.1%
Admin 2: Managerial	109	81	74.3%	59	54.1%
Admin 2: Managerial Adjunct	183	106	57.9%	104	56.8%
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 Emps	Female #	Female %	Pro. Eth #	Pro. Eth %
Faculty: Professoriate	439	196	44.6%	158	36.0%
Faculty: Librarian	12	5	41.7%	4	33.3%
Faculty: Librarian Adjunct	2	2	100.0%	2	100.0%
Faculty: Lecturer	131	76	58.0%	38	29.0%
Faculty: Lecturer Adjunct	557	302	54.2%	219	39.3%
Faculty: Professoriate Adjunct	272	148	54.4%	89	32.7%
Faculty: Continuing Education	37	27	73.0%	15	40.5%

**Professional Non-Faculty**

Job Group	Ttl Emps	Female #	Female %	Pro. Eth #	Pro. Eth %
Accountant: Professional	2	1	50.0%	2	100.0%
Admin 3: Professional	172	122	70.9%	120	69.8%
Admin 5: Engineer-Architect	2	1	50.0%	2	100.0%
Disability Accommodation Specl	1	0	0.0%	1	100.0%
Info Tech: Professional	30	3	10.0%	24	80.0%
Nurse	1	1	100.0%	0	0.0%

**Administrative Support Workers**

Job Group	Ttl Emps	Female #	Female %	Pro. Eth #	Pro. Eth %
Accountant: Assistant	2	1	50.0%	0	0.0%
Administrative Assistant	16	14	87.5%	6	37.5%
Office Assistant	74	65	87.8%	46	62.2%
Office Assistant Adjunct	351	226	64.4%	256	72.9%
Mail Services Worker	3	1	33.3%	2	66.7%

**Technicians**

Job Group	Ttl Emps	Female #	Female %	Pro. Eth #	Pro. Eth %
Admin 4: College Lab Technician	34	8	23.5%	17	50.0%
Admin 4: College Lab Technician Adjunct	21	10	47.6%	13	61.9%
Broadcast-Media Adjunct	2	1	50.0%	1	50.0%
Info Tech: Technician	1	1	100.0%	0	0.0%
Info Tech: Technician Adjunct	1	0	0.0%	1	100.0%

**Craft Workers**

Job Group	Ttl Emps	Female #	Female %	Pro. Eth #	Pro. Eth %

**Craft Workers**

Job Group	Ttl Emps	Female #	Female %	Pro. Eth #	Pro. Eth %
Skilled Trades: Supervisory	3	0	0.0%	0	0.0%
Skilled Trades: Not Supervisory	36	0	0.0%	9	25.0%
Laborers and Helpers	10	0	0.0%	6	60.0%
Basic Crafts-Buildings and Grounds	4	0	0.0%	1	25.0%

**Service Workers**

Job Group	Ttl Emps	Female #	Female %	Pro. Eth #	Pro. Eth %
Campus Public Safety Sergeant	7	1	14.3%	7	100.0%
Campus Peace Officer	12	4	33.3%	12	100.0%
Campus Security Assistant	18	7	38.9%	18	100.0%
Campus Security Assistant Adjunct	2	0	0.0%	1	50.0%
Custodial: Supervisory	5	3	60.0%	4	80.0%
Custodial: Assistant	44	28	63.6%	40	90.9%
Custodial: Assistant Adjunct	3	0	0.0%	1	33.3%

Status categories are: Tenure, Track Tenure, Substitute, and "Instructors or Others PSC" (not eligible for tenure). This report refers to tenure as of the 2023-2024 academic year (effective 9/1/2023)

Group/Title/Status	Ttl Empls	Female #	Female %	Pro. Eth #	Pro. Eth%
<b>Faculty: Lecturer</b>					
Distinguished Lecturer	1	0	0.0%	0	0.0%
Instructors and others PSC	1	0	0.0%	0	0.0%
<b>Lecturer</b>	<b>63</b>	<b>36</b>	<b>57.1%</b>	<b>18</b>	<b>28.6%</b>
CCE Certificate Continuous Emp	36	20	55.6%	5	13.9%
Lecturer track CCE	24	14	58.3%	11	45.8%
Substitute >=6 Mo Or Prior Ben	3	2	66.7%	2	66.7%
<b>Lecturer Doc Sch</b>	<b>63</b>	<b>38</b>	<b>60.3%</b>	<b>20</b>	<b>31.7%</b>
CCE Certificate Continuous Emp	30	17	56.7%	8	26.7%
Lecturer track CCE	32	21	65.6%	11	34.4%
Substitute >=6 Mo Or Prior Ben	1	0	0.0%	1	100.0%
<b>Clinical Professor</b>	<b>4</b>	<b>2</b>	<b>50.0%</b>	<b>0</b>	<b>0.0%</b>
Instructors and others PSC	3	2	66.7%	0	0.0%
Substitute >=6 Mo Or Prior Ben	1	0	0.0%	0	0.0%
<b>Faculty: Librarian</b>					
Lecturer-Librarian	3	0	0.0%	1	33.3%
CCE Certificate Continuous Emp	2	0	0.0%	1	50.0%
Substitute >=6 Mo Or Prior Ben	1	0	0.0%	0	0.0%
<b>Asst Professor-Librarian</b>	<b>6</b>	<b>4</b>	<b>66.7%</b>	<b>2</b>	<b>33.3%</b>
Substitute >=6 Mo Or Prior Ben	1	0	0.0%	0	0.0%
Track Tenure	5	4	80.0%	2	40.0%
<b>Assc Professor-Librarian</b>	<b>3</b>	<b>1</b>	<b>33.3%</b>	<b>1</b>	<b>33.3%</b>
Tenured	3	1	33.3%	1	33.3%

**Faculty: Professoriate**

**Full-Time Faculty by Title and Tenure Status****2024-2025****Queens College****Total Faculty: 582**

Status categories are: Tenure, Track Tenure, Substitute, and "Instructors or Others PSC" (not eligible for tenure). This report refers to tenure as of the 2023-2024 academic year (effective 9/1/2023)

Group/Title/Status	Ttl Empls	Female #	Female %	Pro. Eth #	Pro. Eth%
<b>Faculty: Professoriate</b>					
<b>Asst Professor</b>	<b>111</b>	<b>52</b>	<b>46.8%</b>	<b>54</b>	<b>48.6%</b>
Substitute >=6 Mo Or Prior Ben	2	1	50.0%	2	100.0%
Tenured	7	3	42.9%	2	28.6%
Track Tenure	102	48	47.1%	50	49.0%
<b>Assc Professor</b>	<b>140</b>	<b>72</b>	<b>51.4%</b>	<b>47</b>	<b>33.6%</b>
Substitute >=6 Mo Or Prior Ben	2	1	50.0%	1	50.0%
Tenured	132	68	51.5%	45	34.1%
Track Tenure	6	3	50.0%	1	16.7%
<b>Visiting Professor</b>	<b>1</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>
Visiting > = 50%	1	0	0.0%	0	0.0%
<b>Professor</b>	<b>177</b>	<b>69</b>	<b>39.0%</b>	<b>52</b>	<b>29.4%</b>
Tenured	176	68	38.6%	52	29.5%
Track Tenure	1	1	100.0%	0	0.0%
<b>Distinguished Professor</b>	<b>10</b>	<b>3</b>	<b>30.0%</b>	<b>5</b>	<b>50.0%</b>
Instructors and others PSC	10	3	30.0%	5	50.0%

## Queens College

This exhibit summarizes underutilization of protected groups by job group and discipline in faculty ranks, organized by job group and academic discipline. We report combinations of job group and discipline only in years they have five or more incumbents.

This summary reports underutilization in:

- 2024 - 2025 Plan (as of 6/1/2024 - current plan)
- 2023 - 2024 Plan (as of 6/1/2023)
- 2022 - 2023 Plan (as of 6/1/2022)
- 2021 - 2022 Plan (as of 6/1/2021)

In 2023, we updated Labor Market Availability estimates, which could impact results between years. We also began calculating underutilization for adjunct faculty. In 2024, we refined the method to account for multiple adjunct appointments, which could reduce the total adjunct count.

Underutilization indicates areas of outreach for recruitment and advancement. When underutilization does not change year-to-year, it may be due to limited turnover (opportunities to hire or promote into the job group).

There are more details in the plan narrative and in Appendix D (Utilization Analysis).

### Faculty: Professoriate Adjunct

	Total Faculty	Female	Total Pro. Eth.	Asian/Nat Haw./OPI	Black/African Am.	Hispanic/Latino
--	---------------	--------	-----------------	--------------------	-------------------	-----------------

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

2024	11				2	2
2023	11				2	2

#### Biological and Biomedical Sciences

2024	6	1	2	1		1
2023	6	1	2	1		1

#### Business, Management, Marketing and Support

2024	20	7			4	
2023	23	8			4	1

#### Communications, Journalism, and Related

2024	5	2				
2023						

#### Education

2024	40				3	
2023	44				2	2

#### English Language and Literature/Letters

2024	19		1			1
2023	20		2			1

#### Foreign Languages, Literatures, and Linguistics

2024	8					
2023	13			1		

#### Health Professions and Related Programs

2024	6		1	1		
2023	8		2	1	1	

**Faculty: Professoriate Adjunct**

Total Faculty	Female	Total Pro. Eth.	Asian/Nat Haw./OPI	Black/African Am.	Hispanic/Latino
---------------	--------	-----------------	--------------------	-------------------	-----------------

## History

2024	9	1			1
2023	11				

## Physical Sciences

2024	19				1
2023	24				2

## Psychology

2024	15	2	3		2
2023	18	4	3		2

## Social Sciences

2024	16				
2023	18				

## Visual and Performing Arts

2024	84				
2023	90				

**Faculty: Professoriate**

Total Faculty	Female	Total Pro. Eth.	Asian/Nat Haw./OPI	Black/African Am.	Hispanic/Latino
---------------	--------	-----------------	--------------------	-------------------	-----------------

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

2024	10	2		2	
2023	11	2		2	1
2022	11			1	1
2021	10			1	1

## Biological and Biomedical Sciences

2024	14	4	2	1	1
2023	14	4	2	1	1
2022	14	3	2	1	1
2021	15	3	2	1	1

## Business, Management, Marketing and Support

2024	33	5		8	
2023	30	5		8	
2022	28	3		6	
2021	28	3		6	

## Communications, Journalism, and Related

2024	12			1	
2023	13			1	
2022	13			1	

Faculty: Professoriate	Total Faculty	Female	Total Pro. Eth.	Asian/Nat Haw./OPI	Black/African Am.	Hispanic/Latino
Communications, Journalism, and Related	2021	12			1	
Computer and Information Sciences and Support	2024	17			2	1
	2023	17			2	1
	2022	15			1	1
	2021	16			1	1
Education	2024	50			3	
	2023	47			3	
	2022	47			2	
	2021	50			2	
English Language and Literature/Letters	2024	44				
	2023	44				
	2022	39				
	2021	40				
Foreign Languages, Literatures, and Linguistics	2024	16		1		
	2023	15		1		
	2022	17		1		
	2021	18		1		
Health Professions and Related Programs	2024	10	2	1	1	
	2023	10	2	1	1	
	2022	11	1	1	1	
	2021	11	2	1	1	
History	2024	23	2			2
	2023	24	1			1
	2022	24		1		
	2021	24		1		
Library Science (Program)	2024	11	5			
	2023	8	4			
	2022	7	1		1	
	2021	7	1		1	

**Faculty: Professoriate**

Total Faculty	Female	Total Pro. Eth.	Asian/Nat Haw./OPI	Black/African Am.	Hispanic/Latino
---------------	--------	-----------------	--------------------	-------------------	-----------------

## Mathematics and Statistics

2024	22	4	3		1	1
2023	22	4	3		1	1
2022	22	4	2		1	1
2021	22	4	2		1	1

## Parks, Recreation, Leisure and Fitness Studies

2024	12				1	
2023	12				1	
2022	12				1	
2021	14					1

## Philosophy and Religious Studies

2024	8		1			
2023	7		1			
2022	6					
2021	6					

## Physical Sciences

2024	38	6			1	
2023	37	6			1	
2022	38	5			1	
2021	38	6			1	1

## Psychology

2024	18	5			1	1
2023	18	4	2		1	2
2022	19	4	2		1	2
2021	18	5	1		1	2

## Public Administration

2024	12				2	1
2023	11				2	1
2022	10				1	
2021	12				1	1

## Social Sciences

2024	43				1	
2023	41				2	
2022	42				1	
2021	45				1	

## Visual and Performing Arts

2024	46			2		1
2023	47	10		3		2

**Faculty: Professoriate**

Total Faculty	Female	Total Pro. Eth.	Asian/Nat Haw./OPI	Black/African Am.	Hispanic/Latino
---------------	--------	-----------------	--------------------	-------------------	-----------------

## Visual and Performing Arts

2022	46	9	2		1
2021	47	11	2		1

**Faculty: Librarian**

Total Faculty	Female	Total Pro. Eth.	Asian/Nat Haw./OPI	Black/African Am.	Hispanic/Latino
---------------	--------	-----------------	--------------------	-------------------	-----------------

## Library (Librarians/Non-Teaching)

2024	12	5			
2023	15	5			
2022	15	4			
2021	15				

**Faculty: Lecturer Adjunct**

Total Faculty	Female	Total Pro. Eth.	Asian/Nat Haw./OPI	Black/African Am.	Hispanic/Latino
---------------	--------	-----------------	--------------------	-------------------	-----------------

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

2024	8	2		2	2
2023	9	4		2	2

## Biological and Biomedical Sciences

2024	24	3		2	
2023	31			1	

## Business, Management, Marketing and Support

2024	22	5			3
2023	32	7		1	3

## Communications, Journalism, and Related

2024	9		1		
2023	8				

## Computer and Information Sciences and Support

2024	31			2	1
2023	30			2	2

## Education

2024	79				5
2023	103				4

## English Language and Literature/Letters

2024	49	9		5	
2023	46			3	

## Foreign Languages, Literatures, and Linguistics

**Faculty: Lecturer Adjunct**

Total Faculty	Female	Total Pro. Eth.	Asian/Nat Haw./OPI	Black/African Am.	Hispanic/Latino
---------------	--------	-----------------	--------------------	-------------------	-----------------

## Foreign Languages, Literatures, and Linguistics

2024	30		1		
2023	29		1		

## Health Professions and Related Programs

2024	24		2	2	1	
2023	20			2		

## History

2024	14	2		1		
2023	18	2	2	1		1

## Library Science (Program)

2024	17		1			
2023	12	2		1		

## Mathematics and Statistics

2024	42			2		
2023	43				2	

## Parks, Recreation, Leisure and Fitness Studies

2024	29			1	2	
2023	35		5	2	3	

## Philosophy and Religious Studies

2024	10					
2023	11					

## Physical Sciences

2024	21					
2023	28	5				

## Psychology

2024	34	8		1		
2023	32	5		3		

## Public Administration

2024	8	3	1		1	1
2023	6	3				

## Social Sciences

2024	34	6	8	3	2	2
2023	38				3	3

## Visual and Performing Arts

2024	69	18	13		4	7
2023	66	14	11		5	8

**Faculty: Lecturer**

Total Faculty	Female	Total Pro. Eth.	Asian/Nat Haw./OPI	Black/African Am.	Hispanic/Latino
---------------	--------	-----------------	--------------------	-------------------	-----------------

## Business, Management, Marketing and Support

2024	14	3		2	1
2023	15	3	2	2	1
2022	13	2	3	1	2
2021	13	2	3	1	2

## Computer and Information Sciences and Support

2024	10	1		1	1
2023	9	2		1	1
2022	11			1	
2021	5	1			1

## Education

2024	12	3	1	1	1
2023	12				1
2022	14	1	1		1
2021	13		1		1

## English Language and Literature/Letters

2024	15				1
2023	13				
2022	13				
2021	9	1			

## Health Professions and Related Programs

2024	11	4	1	1	1
2023	12	4	1	1	2
2022	11	3		2	1
2021	11	3		2	1

## Mathematics and Statistics

2024	11	2	1		1
2023	12	3	2		1
2022	10	2	1		1
2021	9	2	2		1

## Parks, Recreation, Leisure and Fitness Studies

2024	9	2	1	1	
2023	8	2	1	1	
2021	5	2			1

## Physical Sciences

2024	6				1
2023	5	1	1		1

**Faculty: Lecturer**

Total Faculty	Female	Total Pro. Eth.	Asian/Nat Haw./OPI	Black/African Am.	Hispanic/Latino
---------------	--------	-----------------	--------------------	-------------------	-----------------

## Psychology

2024	8	3		1	2
2023	8	3		1	2
2022	5	1		1	1
2021	6	2		1	1

## Public Administration

2023	5	2	1		1
2022	5	2	1		1

## Social Sciences

2024	12	3		2	2
2023	13	3		2	2
2022	7	1	2	1	1
2021	7	1	2	1	1

## Visual and Performing Arts

2024	8	1	1	1	
2023	9	1	1		
2022	8	1	1		
2021	8	1	1		

**Faculty: Continuing Education**

Total Faculty	Female	Total Pro. Eth.	Asian/Nat Haw./OPI	Black/African Am.	Hispanic/Latino
---------------	--------	-----------------	--------------------	-------------------	-----------------

## Education - Developmental

2024	5	1			
2023	6	1		1	1

## Education - K-12

2024	32				
2023	29				2

## Queens College

This exhibit summarizes underutilization of protected groups for non-faculty, presented by job group (organized by EEO Category, as in the Workforce Summary). We report job groups only in years they have five or more incumbents.

This summary reports underutilization in:

- 2024 - 2025 Plan (as of 6/1/2024 - current plan)
- 2023 - 2024 Plan (as of 6/1/2023)
- 2022 - 2023 Plan (as of 6/1/2022)
- 2021 - 2022 Plan (as of 6/1/2021)

In 2023, we updated Labor Market Availability estimates, which could impact results between years. We also began calculating underutilization for hourly appointments. In 2024, we refined the method to account for multiple hourly appointments, which could reduce the total staff count.

Underutilization indicates areas of potential outreach for recruitment and advancement. When underutilization does not change year-to-year, it may be due to limited turnover (opportunities to hire or promote into the job group).

There are more details in the plan narrative and in Appendix D (Utilization Analysis).

### Executive/Administrative/Managerial

#### Admin 1: Executive

	Total Staff	Female	Total Pro. Ethnicity	Asian/Nat Haw./OPI	Black/AfricanAm	Hispanic/Latino
2024	21					1
2023	23					1
2022	22			2		
2021	21			2	1	

#### Admin 2: Managerial

2024	109					
2023	111					
2022	103				5	
2021	102				4	

#### Admin 2: Managerial Adjunct

2024	183				9	
2023	230				16	

### Professional Non-Faculty

#### Admin 3: Professional

	Total Staff	Female	Total Pro. Ethnicity	Asian/Nat Haw./OPI	Black/AfricanAm	Hispanic/Latino
2024	172					
2023	176					
2022	161					
2021	154					

#### Info Tech: Professional

2024	30	8			1	
2023	28	9				
2022	28	10				
2021	28	9				

### Administrative Support Workers

#### Administrative Assistant

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

**Administrative Support Workers**

## Administrative Assistant

	Total Staff	Female	Total Pro. Ethnicity	Asian/Nat Haw./OPI	Black/AfricanAm	Hispanic/Latino
2024	16		6		3	4
2023	17		7		3	4
2022	15		5		4	3
2021	17		9		6	4

## Office Assistant

2024	74				7	
2023	75				7	
2022	82					
2021	90					

## Office Assistant Adjunct

2024	351					
2023	363					

**Technicians**

## Admin 4: College Lab Technician

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

## College Lab Tech: Other

2024	13	8	2		2	
2023	13	9	3		2	
2022	13	1	3	2	1	
2021	13	1	4	2	1	

## Admin 4: College Lab Technician

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

2024	21	5				
2023	23	7				
2022	24	3				
2021	26	2				

## Admin 4: College Lab Technician Adjunct

## College Lab Tech: Other

2024	7	3				1
2023	8	4	1			1

## Admin 4: College Lab Technician Adjunct

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

2024	14				1	
2023	12					

## Info Tech: Technician

2023	5				1	
2021	5				1	

**Craft Workers**

## Basic Crafts-Buildings and Grounds

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

2022	5	1	2	1	1	1
2021	5	1	2	1	1	1

## Laborers and Helpers

2024	10	2		1		3
2023	13	3		1		2
2022	14	3				3
2021	14	3				3

## Skilled Trades: Not Supervisory

**Craft Workers**

Skilled Trades: Not Supervisory

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

2024	36	1	8		2	5
2023	40	1	8		2	5
2022	41	1	9		3	5
2021	41	1	9		3	5

**Service Workers**

Campus Peace Officer

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

2024	12					
2023	15					
2022	16					
2021	15					

Campus Public Safety Sergeant

2024	7	1			1	
2023	7	1			1	
2021	6					1

Campus Security Assistant

2024	18					4
2023	19					4
2022	18					4
2021	26					4

Custodial: Assistant

2024	44					
2023	45					
2022	46					
2021	51					

Custodial: Supervisory

2024	5					1
2023	5					1
2022	5					2
2021	6					2

## Utilization, Underutilization, and Placement Goals

Last year's Personnel Activity Report (PAT) (covering the period from 6/1/22 to 6/1/23) indicates that a total of 177 employees were hired from outside CUNY and other CUNY colleges. Of these, 70 were recruited externally, while 107 were internal transfers into new job groups. Among the internal hires, 59 were promoted from part-time positions, 22 came from other colleges, 2 were demoted, 21 advanced to higher positions, and 3 experienced other changes within the College.

Additionally, 133 employees left Queens College during this period. Of these, 97 separated from CUNY entirely, while 36 were internal separations from job groups. Among the 36 internal separations, 11 transferred to other colleges, 2 were demoted, 21 advanced to higher positions, and 2 experienced other changes within the College.

This year's according to the Personnel Activity Report (PAT) (covering the period from 6/1/23 to 6/1/24) indicates that a total of 90 employees were hired, including those from outside of CUNY and other CUNY colleges. Of these, 47 were recruited externally, while 43 were internal hires placed into new job groups. Among the internal hires, 21 were promoted from part-time positions, 11 came from other colleges, 10 advanced to higher positions, and 1 returned to a Faculty role.

Additionally, 113 employees left Queens College. Of these, 92 separated from CUNY entirely, while 21 were internal separations from job groups. Among these internal separations, 10 transferred to other colleges, 10 advanced to higher positions, and 1 returned to Faculty.

### **The new employees hired during this report period are distributed by Equal Employment Opportunity (EEO) category as follows:**

- Seven (7) total in the **Executive/Administrative /Managerial category** – Five (5) Females; Five (5) All Protected Race/Ethnicities; One (1) Asian/Hawaiian/OPI; Two (2) Black/African American; Two (2) Hispanic/Latino
- Fifty-eight (58) total in the **Professional Faculty Category** – Thirty-three (33) Females; Twenty-five (25) All Protected Race/Ethnicities; Sixteen (16) Asian/Hawaiian/OPI; Four (4) Black/African Americans; Three (3) Hispanic/Latinos; Two (2) Other Protected Groups
- Fifteen (15) total in **Professional Non-Faculty Category** – Nine (9) Females; Ten (10) All Protected Race/Ethnicities; Three (3) Asian/Hawaiian/OPI; Three (3) Black/African Americans; Three (3) Hispanic/Latinos; One (1) Other Protect Groups
- Two (2) in the **Administrative Support Workers Category** – Two (2) Females; One (1) All Protected Race/Ethnicity; One (1) Asian/Hawaiian/OPI
- Three (3) in the **Technicians Category** – Two (2) Females; Two (2) All Protected Race/Ethnicity Groups; One (1) Asian/Hawaiian/OPI; One (1) Hispanic/Latino
- One (1) in the **Administrative Support Workers Category** – One (1) Male;
- Four (4) in the **Service Workers Category** – Two (2) Females; Four (4) All Protected Race/Ethnicities; One (1) Asian/Hawaiian/OPI; Two (2) Black/Africans; Two (2) Hispanic/Latinos

**The employees promoted and/or upgraded in various contract titles (transfers or promotions into the current year's job group) during this reporting period are distributed by Equal Employment Opportunity (EEO) category as follows:**

- Three (3) total in the **Executive/Administrative /Managerial category** – Two (2) Females; Three (3) all Protected Race/Ethnicities; One (1) Black/African American; One (1) Hispanic/Latino
- One (1) total in the **Professional Faculty Category** – One (1) Female; One (1) Black/African American
- Five (5) total in **Professional Non-Faculty Category** – One (1) Female; Five (5) All Protected Race/Ethnicities; Three (3) Asian/Hawaiian/OPI; Two (2) Hispanic/Latinos
- One (1) in the **Service Workers Category** – One (1) Female; One (1) Hispanic/Latino

**The employees who separated during this reporting period are distributed by Equal Employment Opportunity (EEO) category as follows:**

- Two (2) total in the **Executive/Administrative /Managerial category** – Two (2) Females
- Four (4) total in the **Professional Faculty Category** – Three (3) Females; Two (2) All Protected Race/Ethnicities; One (1) Black/African American; One (1) Hispanic/Latino
- Six (6) total in **Professional Non-Faculty Category** – Four (4) Females; Six (6) All Protected Race/Ethnicities; One (1) Asian/Hawaiian/OPI; Three (3) Black/African Americans; Two (2) Hispanic/Latinos;
- One (1) in the **Administrative Support Workers Category** – One (1) All Protected Race/Ethnicities; One (1) Asian/Hawaiian/OPI
- Five (5) in the **Technicians Category** – One (1) Females; four (4) All Protected Race/Ethnicities; Two (2) Asian/Hawaiian/OPI; Two (2) Hispanic/Latinos
- Three (3) in the **Service Workers Category** – One (1) Female; Three (3) All Protected Race/Ethnicities; Two (2) Black/Africans; One (1) Hispanic/Latinos

The comparison of the Personnel Activity Reports (PAT) for the periods of 6/1/22 to 6/1/23 and 6/1/23 to 6/1/24 highlights several key shifts in hiring, internal mobility, and employee separations at Queens College:

1. Hiring Trends:

- The total number of hires significantly dropped from 177 last year to 90 this year.
- External recruitment increased slightly, with a higher percentage of employees being hired from outside CUNY this year. However, internal hires, including transfers and promotions, have decreased compared to the previous year.

## 2. Promotions and Role Changes:

- Fewer employees were promoted or transferred into higher positions this year. The number of part-time staffs moving to full-time roles and internal transfers from other CUNY colleges has notably declined.
- There is a reduction in overall upward mobility within the institution, with fewer opportunities for advancement compared to last year.

## 3. Employee Separations:

- The total number of separations decreased from 133 last year to 113 this year.
- While a similar number of employees left CUNY entirely, internal separations (employees moving within the College or to other CUNY colleges) have declined. Fewer staff transferred to other colleges or moved into higher roles within the College.

There has been a noticeable decline in both hiring and internal employee movement compared to last year. While external recruitment remains stable, the reduction in internal promotions, transfers, and separations suggests a slowdown in workforce mobility. In conclusion, the Personnel Activity Reports highlight several factors impacting turnover, hiring opportunities, and outreach. The decrease in total hires and the turnover rate signal a need for a more strategic approach to recruitment and retention. Strengthening outreach efforts, especially for external recruitment, while continuing to promote internal mobility, could improve employee satisfaction and stability within the institution.

Queens College continues to excel in maintaining 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 2024 – 2025 Reporting Year (June 1, 2023 – May 31, 2024), the College employed a total of 1,234 full-time employees, including faculty and staff. Out of this number, 662 (53.6%) were female, and 589 (47.7%) were total minorities.

Queens College had a total of 1,394 part-time staff and adjunct members, with 795 (57.0%) were female, and 687(49.2%) were total minorities. Among the 831-adjunct faculty, 452 (54.3%) were female, and 310 (37.3%) were total minorities. Notably, over half of the adjunct faculty are female.

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

## **Personnel and Recruiting Activity**

### **Personnel Activity**

We review personnel actions for adverse impact. We compare rates of hiring, promotion, and termination by gender and ethnicity. We review activity for each job group, but report results only for groups with a material number of actions and/or applicants.

**Appendix E** summarizes job actions, including tenure, by gender and ethnicity.

We compared employee titles on June 1, 2024 to titles they held on June 1, 2023. This method is necessary given system limitations but may exclude some actions, such as an employee changing job groups more than once over the year. We count hires, moves to a higher or lower job group, moves within a job group, and separations. We report employees who change job groups and/or transfer between CUNY units as having separated from the former job group and appointed to the new group (two actions). 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 for that particular action.

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 “years of service” requirements. For professorial faculty, there are extensive reviews resulting in tenure recommendations to the President.

**Table 5: 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	12	5	5	0
Assistant Professors	1	0	0	0
Lecturers	2	0	1	0
Lecturer Doctoral Schedule	3	0	1	0

A total of 18 tenure awards were granted, with the majority going to Associate Professors, who received 12 awards. Of these, 5 (42%) were awarded to females and 5 (42%) to total minorities. Additionally, there was 1 total minority in both Lecturers and Lecturer Doctoral Schedule groups.

To enhance tenure diversity, Queens College will implement initiatives to support female and minority faculty in lower ranks. This includes developing mentorship programs for Assistant Professors and Lecturers to create a more supportive environment for career advancement. Additionally, ongoing monitoring of tenure date by gender and ethnicity will help identify trends and inform strategies for achieving equity in tenure decisions.

Ten (10) faculty were either appointed or continued in the rank of Distinguished Professor, a status recognizing extraordinary scholarship. Three (3) of our Distinguished Professors are female and Five (5) Distinguished Professors are members of federally protected ethnicities.

### **Recruiting Activity**

CUNY is committed to recruiting 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 outreach plans.

Prior to posting a job vacancy, the Chief Diversity Officer reviews physical and mental qualifications and 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.

As per federal guidelines, an “applicant” is someone who applies to a specific opening, has the minimum qualifications, we considered their application, and they did not withdraw. We analyze applicants and selection rates by job group for interviews, offers, and hires.

We report 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 the date the candidate accepts our job offer, even if they have not started work by June 1. This explains the differences between total hires in personal activity reports and completed searches in recruitment reports.

**Appendix F** summarizes recruiting and selection by job group for searches concluded with a job offer between June 1, 2023, and May 31, 2024.

Last year there were 1,943 applicants for 40 job searches successfully conducted in Queens College for staff and faculty position. Of the 1,943 (94%) applicants, 1,049 (54%) applicants were Females; 1,309 (67%) were Total Minorities; 470 (24%) were Asian; 386 (20%) were Black/African American; 406 (21%) were Hispanic/Latino and 47 (2%) were Other include 2 or more.

This year Queens College conducted 69 job searches for staff and faculty positions, attracting a total of 4,343 applicants. Among them, 2,375 (55%) were female, and 2,556 (59%) were minorities. The demographic breakdown includes 960 (22%) Asian applicants, 676 (16%) Black/African American applicants, 800 (18%) Hispanic/Latino applicants, and 120 (3%) applicants of other races including two or more.

Out of the total applicants, 396 (9.1%) were **interviewed**. Of those interviewed, 229 (9.6%) were female, 201 (7.9%) were total minorities, 89 (9.3%) Asian; 43 (6.4%) Black/African American; 61(7.6%) Hispanic/Latino; 9 (6.7%) Other include 2 or more races. The interview distribution by EEO category was as follows:

- **Executive/Administrative/Managerial:** 49 (7.6%) applicants, including 35 (7.8%) females, 33 (6.9%) Total Minorities; 15 (10.9%) Asian; 7 (4.0%) Black/African Americans; 9 (6.3%)
- **Professional Faculty:** 204 (10.5%) applicants, including 109 (12%) females 95 (9.2%) Total Minorities; 49 (13.8) Asians; 14 (8.5%) Black/African Americans; 22 (9.4%)
- **Professional Non-Faculty:** 121 (7.7%) applicants, including 79 (8.4%) females 70 (6.1%), Total Minorities; 22 (5.4%) Asians; 20 (6.4%) Black/African Americans; 24 (6.4%) Hispanic/Latino; 2 (4.8%) Other include 2 or more races
- **Technicians:** 22 (12%) applicants, including 6 (7.4%) females, 11 (8.3%) Total Minorities; 3 (5.3%) Asian; 2 (8.7%) Black/African Americans; 6 (13%) Hispanic/Latino

Ultimately, Queens College **hired** 79 (1.8%) applicants. Among the hires, 50 (2.1%) were female, 35(1.4%) were Total Minorities; 15 (1.6%) Asian; 3 (0.4%) Black/African American; 13 (1.6%) Hispanic/Latino; 4 (3.3%) Other include 2 or more. The hiring breakdown by EEO category was as follows:

- **Executive/Administrative/Managerial:** 7 (1.1%) hires, including 7 (1.6%) females, 5 (1.1%) Total Minorities; 2 (1.4%) Asian; 1 (0.6%) Black/African Americans; 1 (0.7%) Hispanic/Latino; 1 (4.8%) Other include 2 or more races
- **Professional Faculty:** 45 (2.3%) hires, including 27 (3.0%) females, 17 (2.1%) Total Minorities; 11 (3.1%) Asians; 1 (0.6%) Black/African Americans; 4 (1.7%) Hispanic/Latino; 1 (2.4%) Other include 2 or more races
- **Professional Non-Faculty:** 22 (1.4%) hires, including 15 (1.6%) females, 10 (0.9%) Total Minorities; 2 (0.5%) Asians; 1 (0.3%) Black/African Americans; 5 (1.3%) Hispanic/Latino; 2 (3.9%) Other include 2 or more races
- **Technicians:** 5 (2.7%) hires, including 1 (1.2%) female, 3 (2.3%) Total Minorities; 3 (6.5%) Hispanic/Latino

The recruitment efforts at Queens College over the last two years show a notable increase in both the number of job searches and total applicants. Last year, there were 1,943 applicants for 40 job searches, while this year, 4,343 applicants applied for 69 job searches, indicating a significant increase in interest and outreach.

In terms of gender representation, females constituted 54% of applicants last year and 55% this year, suggesting a consistent level of female participation in the application process. Total minority representation also remained strong, with 67% last year and 59% this year. However, it is important to note that the percentage of total minorities decreased despite the overall increase in applicant numbers, potentially reflecting changes in the demographic composition of the applicant pool.

The breakdown of racial and ethnic groups shows that Asian applicants accounted for 24% last year, while this year they made up 22% of the total applicants. Black/African American representation decreased from 20% to 16%, and Hispanic/Latino representation decreased slightly from 21% to 18%. The proportion of applicants identifying as "other," including two or more races, also remained low at 2% last year and 3% this year.

Overall, while the number of applicants has increased significantly, attention should be given to the shifts in minority representation, particularly among Black/African American and

Hispanic/Latino applicants. To improve this situation, it is important to identify strategies that can enhance diversity within the applicant pool for future searches.

We made Four (4) exceptions open posting and search requirements. The Chief Diversity Officer and University Human Resources review exception requests. We may grant search exceptions when it is highly unlikely that we could fill the position competitively (such as a job having unique qualification requirements). We also grant exceptions for positions representing a transfer of funding for employees originally hired by a separate entity.

Of Four (4) exceptions, we awarded Two (2) to females and Three (3) to members of federally protected ethnicities. Zero (0) exceptions were for initial hires. One (1) represented advancements of current personnel. Three (3) represented transfers of funding and other reasons.

***Table 6: Exceptions to the Search Process***

Employee Group	Total Exceptions	Exceptions-Females	Exceptions-Protected Ethnicities
Executives (Admin 1 Group)	1	0	0
Higher Education Officers (Admin 2/ Admin 3 Groups)	1	1	1
Faculty	1	1	1
Custodial Assistant	1	0	1

### **Civil Service Hiring**

We selected five (5) individuals for Classified Civil Service positions from ranked lists based on examination scores, according to CUNY's Civil Service regulations. CUNY's University Human Resources unit administers and validates Civil Service examinations and maintains applicant and examination records.

List pools:

Pool	Hired	Race/Ethnicity	Gender
Campus Security Assistant	2	1 – Asian 1 – Black/African American	1 – Female; 1 - Male
Campus Peace Officer	2	1 – Hispanic/Latino 1 – Asian	1 – Female; 1 – Male
CUNY Office Assistant	4	2 - White 2 – Asians	3 – Females; 1- Male
IT Support Assistant	1	1 – Hispanic/Latino	1 – Male

Stock Worker	1	1 - White	1 – Male
--------------	---	-----------	----------

### **Compensation**

CUNY develops university-wide pay schedules based on bargaining unit contracts, Civil Service regulations, government wage determinations, and university policies. Outside of executives, CUNY pays employees according to the terms of the bargaining unit contract applicable to their job title, even for individuals excluded from representation. Pay 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 New York City Prevailing Wage schedules for Skilled Trades.

Officials in New York City and New York State governments review labor contracts. CUNY's Trustees review and approve all pay plans.

The Chief Diversity Officer reviews overall practices such as:

- Setting of starting salaries
- Pay exceptions (performance-based pay and increases upon promotion)
- Tracking compensation decisions
- Document retention
- Assignment of overtime/additional assignments.

The HEO Screening Committee plays a vital role in the hiring process, focusing on:

- Reviewing Job Descriptions: Ensuring that job descriptions are accurate, inclusive, and aligned with the college's goals.
- Evaluating Qualifications: Assessing the qualifications and experiences required for the position.
- Promoting Diversity: Ensuring that the hiring process supports the college's diversity and inclusion goals.

The Vacancy Review Board Committee is responsible for:

- Salary Approval: Reviewing and approving salary ranges to ensure they are competitive and equitable.
- Budget Considerations: Ensuring that the proposed salaries fit within the college's budgetary constraints.
- Alignment with College Policies: Making sure that salary decisions align with the college's overall compensation policies.

These collaborative efforts help maintain a transparent, fair, and effective process for setting and approving salaries for new positions.

The Chief Diversity Officer and Human Resources Director discussed compensation best practices and concerns with management on: 9/1/23; 9/15/23; 9/29/23; 10/13/23; 10/27/23; 11/10/23; 12/8/23; 1/5/24; 1/19/24; 2/2/24; 2/16/24; 3/1/24; 3/15/24; 3/29/24; 4/12/24; 4/26/24; 5/10/24; 5/24/24; 6/7/24; 6/24/24.

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.

### 2023-2024: Prior Year Programs

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

**Table 7: Summary of Programs, 2023-2024**

Program	Job Group/Impact
Black History Month	<ul style="list-style-type: none"><li>• CUNY Black Male Initiative (BMI) Career &amp; Internship Fair: CUNY Black Male Initiative (BMI) Career &amp; Internship Fair. Make meaningful connections with recruiters; secure your next internship or job on the spot</li><li>• Black Inventions Interactive Exhibit: Experience this interactive walk-through exhibit featuring over 175 authentic artifacts including patent designs, personal letters, rare photographs, and brief biographies of black inventors. Motivational placards and video documentaries are also featured. Sponsored by the Office of Student Development and Leadership and the Black Inventors Museum in honor of Black History Month</li><li>• A Career and Educational Journey: How Being a Globally-Engaged Citizen and Traveler Led to my Success, Featuring Sentwali Bakari: Vice President of Student Affairs &amp; Diversity, Equity, Inclusion and Belonging Sentwali Bakari (Adelphi University) will lead a discussion about his own professional journey and how traveling and being globally engaged</li></ul>

Program	Job Group/Impact
	<p>helped him reach both his personal and professional goals</p> <ul style="list-style-type: none"> <li>• Restorative Justice in Action Featuring Dr. Shana Eutsay: Learn how to identify gaps within social experiences and build genuine outcomes within diverse group settings to strengthen trust among the campus community. Gain a stronger understanding of Social Emotional Learning through an inclusive lens that reflects equity and success in both the classroom culture and overall campus community</li> <li>• Social Justice Careers Featuring Author and Activist, Shola Gbemi: Learn more about careers in social justice. Shola will share his experience as both an undergraduate and graduate student and his professional journey throughout his career. Learn about tools and action steps you can take to help better understand the different pathways and options for social justice focused careers</li> <li>• So Black. So Queer. So Beautiful: This hybrid panel discussion led by Connect + Communen will focus on mainstream standards of beauty shaped by the patriarchy, racism, sexism, homophobia, and transphobia. What are they? Where do they come from? What is the impact on physical health and psychological well-being? How does it specifically impact queer and trans people, specifically of color, and influence their ability to express themselves authentically? Visit our photographer at our Black History Month photo booth featuring our guest stylist</li> </ul>
Hispanic Heritage Month Event	<ul style="list-style-type: none"> <li>- ¡Orgullo! Queer. Latinx : Panelists</li> </ul>

Program	Job Group/Impact
	<p>unpacked disparities in queer Latinx communities and explore approaches toward equity and wellness.</p> <ul style="list-style-type: none"> <li>- Migration Surge: Local, National, and International Implications. The Political Science Department and Latin American &amp; Latino Studies Program present an immigration panel with Professors Anahi Viladric, Jorge Alves, and François Pierre-Louis. Get ready to be informed, inspired, and engaged as we unravel the complexities of migration together.</li> <li>- “Translators” Short Film and Discussion: Viewing of the short film “Translators,” directed by Rudy Valdez, and Q&amp;A with Professor Sara Hinojos</li> <li>- 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.</li> <li>- Latin American National Identities in the Shadow of the Conquest and Independence Wars. Prof. Alejandro Quintana, St. John’s University</li> <li>- Panel Discussion of Queer &amp; Latinx Identity, ¡Orgullo! Queer. Latinx. Proud</li> <li>- Faculty Panel on Immigration Waves</li> </ul>
Presented by The Center for Ethnic, Racial, and Religious Understanding (CERRU): More than Latin Heritage	Despite Latine students comprising nearly 30 percent of Queens College's student population, there aren't enough

Program	Job Group/Impact
Month: Tools to Create Successful Latin/e/a/o Graduates at QC	<p>events that support Latine and Spanish-speaking Caribbean students within both academia at large and QC specifically. This mentorship event is crafted for Latine/Latina/Latino students. Sometimes, these students encounter discouraging statements like, "You can't study this field; there are no Latine individuals in it." Join us for an empowering panel of Latine staff and faculty tailored for Latine students eager to succeed in college</p>
18th Annual CUNY BMI Conference:	<p>This year's conference will focus on business, workforce development, and internships.</p>
<p>National Coming Out Day at Queens College -Sponsored by the Office of LGBTQIA+ Programs at Queens College; Co-sponsors: Queens College Gender, Love and Sexuality Alliance/GLASA, the Queens College Political Science Club, the Women and Gender Studies Program at Queens College, the Queens College Hillel, the Queens College Office of Compliance and Diversity, the CUNY Office of Student Inclusion Initiatives, and the Queens College Division of Student Affairs This event is made possible through the generous support of the CUNY LGBTQIA+ Consortium and the New York City Council.</p>	<p>LGBTQIA+ students, faculty, and staff and their allies shared their coming out stories. Featured speakers include Javier Figaroa from the Queens County District Attorney's Office</p>
QC Hillel Welcome Picnic	<p>Meet new friends, reconnect with old ones, and play lawn games. The event is open to all—especially welcome are freshmen and transfer students, or anyone looking to meet new people</p>

Program	Job Group/Impact
Hillel Queer Chat & Chill: Spa Night	De-stress before midterms and talk about how you envision the queer Jewish community on campus
The Office of Student Development and Leadership, Hillel, and the Office of the NYC Mayor to join Breaking Bread Building Bonds	Attended a special dinner and discussion with a diverse group of students and staff from across our campus on Monday, October 23. Breaking Bread Building Bonds is a citywide initiative that aims to cultivate the immense diversity of our city and bring New Yorkers together to learn about common bonds, share their cultures and traditions, and break down silos between communities.
The Center for Excellence in Teaching, Learning, and Leadership (CETLL)	<p>At the open house, you will have the opportunity to learn about QC resources available to support you in your teaching, share questions and pressing issues that are coming up in your classrooms, and talk with other members of the Queens College community</p> <p>CUNY Teaching Matters Special Series on Generative AI Fall 2023:</p> <ul style="list-style-type: none"> <li>• 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.</li> <li>• 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 brainstorm and exchange ideas for how we can use AI tools in positive ways</li> <li>• 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</li> </ul>

<b>Program</b>	<b>Job Group/Impact</b>
	<p>limitations and ethical aspects of AI. In the third session of the series, we will discuss some “sticky” issues surrounding AI.</p>
Faculty and Staff Affinity Groups	<p>Queens College will officially recognize faculty and staff affinity groups. Faculty and staff affinity groups exist to support the growth of their members by celebrating identities, building community, and connecting faculty and staff with resources</p>
Care & Concern Team (formally BIT)	<p>insightful session to learn more about the Care &amp; Concern Team (formally BIT) and gain a deeper understanding of the essential role the team plays in our campus community. This event will provide a platform for you to connect with Care members, ask questions, and become better acquainted with the work conducted by the members to ensure the safety and well-being of our students and the campus community. Members of the Care Team will share their responsibilities, experiences, and the crucial role they play in addressing various student concerns, from mental health issues to campus safety. This is an excellent opportunity for you to familiarize yourself with the Care Team's mission and procedures, allowing us to work collaboratively to create a safe and supportive environment for our Queens College community.</p>
Office of Student Affairs and Enrollment Management	<p>Is pleased to invite faculty and staff to a discussion about “How Do We Communicate the Benefits of Attending a Liberal Arts Institution?”</p>
Asian American / Asian Research	<ul style="list-style-type: none"> <li>- Natasha Warikoo (Tufts University) discusses in her book how white and</li> </ul>

Program	Job Group/Impact
Institute	<p>Asian parents alike will do anything to help their children get to the top of the achievement pile</p> <ul style="list-style-type: none"> <li>- <i>CHOSÉN</i> is about five Korean Americans of vastly diverse backgrounds with competing political views who ran for US Congress in 2020. David Kim is the only underdog with limited resources vying to be the first gay Korean American representative</li> <li>- Book Talk: Abandoned Women and Boudoir Resentment: The Feminine Voice in Chinese Literature. For this talk, author Qiumei Hu will provide an overview of her book and present material from Chapter 1. The book studies the formation of the male-constructed conventional voice of women in Chinese literature from the third to sixth centuries</li> <li>- Book Talk: Smithsonian Asian Pacific American History, Art, and Culture in 101 Objects. Asian Americans are the fastest growing group in the United States and include approximately 50 distinct ethnic groups, but their stories and experiences have often been sidelined or stereotyped. This book offers a vital window into the triumphs and tragedies, strength and ingenuity, and traditions and cultural identities of these communities</li> <li>- Collisions of the Diasporic: Cambodian Cultural Production in the United States: The entry of Cambodians in the United States was not simply a migration, but a crash-landing as refugees after an incredible loss of population, humanity, culture and arts, religion, and thinkers. How do the diasporic inheritors of this history respond via cultural</li> </ul>

Program	Job Group/Impact
	<p>production? How does artist-scholar Sokunthary Svay's own work including her newly published memoir, <i>Put It On Record</i>, address this question?</p> <ul style="list-style-type: none"> <li>- Asian American Mentorship Providing Opportunities to Women for Empowerment and Resilience (AAMPOWER) at CUNY: Mentorship 101 AAMPOWER aims to build a community of practice that offers a safe and inclusive space for discussing and sharing issues concerning the Asian and Asian American experience in higher education</li> </ul>
NYC Men Teach 5th Annual Innovation in Education Conference	Unbanning Our Schools: Legalizing the Right to Truth, Justice, and Freedom in Public Education
Interim Associate Provost for Innovation and Student Success:	The 10th annual Faculty Development Retreat took place on the Queensborough Community College campus. This year, will focus on artificial intelligence in academia with keynote speakers Dean Dara Byrne (Macaulay Honors College) and Vice President of Academic Affairs and Provost Shiang-Kwei Wang (Hostos Community College). Moderators Forough Ghahramini (NJEdge, Inc.) and Florence D. Hudson (Columbia University) with CUNY faculty in the morning and afternoon sessions.
Office of Public Safety and the Office of Student Development and Leadership	Queens College prioritizes the safety of our campus community, learn tools in the event of an active shooter.
The Safer Space online program, designed and led by Shane Windmeyer of Campus Pride	The Safer Space online program, designed and led by Shane Windmeyer of Campus Pride, will teach 50 registered CUNY faculty, staff, and student leaders how to create safer spaces on their

Program	Job Group/Impact
	campuses for LGBTQIA+ students
Africana Studies and the Center for Excellence in Teaching, Learning, and Leadership (CETLL)	<p>Sit 'n' Write Fridays has managed to support our peers across campus as they increase their writing productivity, balance research and teaching obligations, overcome/navigate imposter syndrome, secure grants and publication contracts, and develop strategies that serve to expand their research portfolio. These successes are due in part to the cross section of participants that include administrators and full professors, mid-career tenured faculty, early career and adjunct faculty, as well as lecturers and staff. In addition to Sit 'N' Write—which is a writing community for faculty, staff, and advanced graduate students—we have also developed a workshop series called Publish and Flourish. The series offers writing workshops from academic and vanity press editors, writing coaches, university administrators, and full professors as well as public intellectuals. While these events are open to the campus community at large, each workshop offers one-on-one and group coaching to Sit 'N' Write participants exclusively after the workshop. For Spring 2024 we will have Publish and Flourish workshops on writing for public consumption and developing a publishing pipeline.</p>
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 advertising programs to ensure appropriate outreach to underrepresented groups	Create practical strategies for hiring 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	Create diversified applicant pools, addressing unintended bias and

<b>Program</b>	<b>Job Group/Impact</b>
issues	meeting compliance requirements
CUNY PRIDEFEST	<p>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!</p>
Office of Student Development and Leadership	<p>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.</p>
CUNY DEI Incubator	<p>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.</p> <p>Within this 4-day training participants will</p> <ul style="list-style-type: none"> <li>• 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</li> <li>• 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</li> <li>• participate in small organizing actions to demonstrate entry-level opportunities for engagement</li> </ul>

<b>Program</b>	<b>Job Group/Impact</b>
	<ul style="list-style-type: none"> <li>• develop managerial micro-aggressive intervention strategies for club leaders, department chairs, directors, and administrators</li> <li>• 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</li> <li>• 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</li> </ul>
Office of Compliance and Diversity	<p>Diversity Week: Queens College hold its second annual Diversity Week from Monday, April 15<sup>th</sup> to Friday, April 19<sup>th</sup>. Various events, activities, and educational programs will take place. Daily DEI-themed interactive educational engagement programming with the goal of highlighting, appreciating, and providing education about the diverse backgrounds and cultures of QC community members as well as a exploration of the tools necessary to address systemic injustice, inequity, and harm.</p>
Mount Sinai SAVI (Sexual Assault and Violence Intervention Program) and the Office of Compliance & Diversity	<ul style="list-style-type: none"> <li>• Bystander Intervention 101</li> <li>• Bystander Intervention 102</li> <li>• Disability and Bodily Autonomy</li> <li>• Do You want to Build a Snowman? Keeping Cool During the Holidays</li> <li>• Empower you Kahoot: Community Impacts, Community Supports</li> <li>• Empower You Kahoot: Domestic Violence 101</li> <li>• Empower You Kahoot: Sexual Violence 101</li> <li>• Empower You Kahoot: Title IX and Enough is Enough</li> <li>• Gender-Based Violence</li> <li>• Relationships 101: Leading with Values</li> <li>• Seasonal Affection 101</li> </ul>

Program	Job Group/Impact
Center for Ethnic, Racial & Religious Understanding (CERRU)	<p>September</p> <ul style="list-style-type: none"> <li>• Procrastinators Study Hour.</li> <li>• Creating neurodivergent-inclusive classrooms and work environments: Pushing back on pathologizing procrastination &amp; other behaviors;</li> <li>• Mutual Aid Series: Financial liberation: a 101-level course on budgeting, credit, and financial aid</li> <li>• JFRJ or another organization maybe Sophia: What is and isn't Anti-Semitism: How do we recognize the signs?</li> <li>• Power Series: Introduction: Speaking Truth to Power - Tools for Self-Advocacy in the Classroom and Beyond</li> <li>• Consultant Addressing Asian Erasure in Anti-racist spaces</li> <li>• Final Incubator Cohort training sessions: Moving Beyond Performative Change</li> </ul> <p>October</p> <ul style="list-style-type: none"> <li>• Staff and Faculty Support: Overcoming Workplace Supremacy: Managerial Practices that create workplace inclusivity and cooperation;</li> <li>• Discuss Further; Hispanic/Latinx Heritage Month Activity: Direct folks to Hostos Event</li> <li>• How to be supportive when someone comes out; and tools for Coming out</li> <li>• A+V Power Series: Tools for Building and Understanding Power: Speaking Truth to Power - Tools for Self-Advocacy in the Classroom and Beyond</li> <li>• Procrastinators Study Hour (Monthly). Creating neurodivergent-inclusive classrooms and work environments: Pushing back on pathologizing</li> <li>• Final Incubator Cohort training sessions: Moving Beyond</li> </ul>

Program	Job Group/Impact
	<p>Performative Change (September-December)</p> <p>November</p> <ul style="list-style-type: none"> <li>• Consultants Innovation Exchange (Potentially partnering with Hostos)</li> <li>• Procrastinators Study Hour.Creating neurodivergent-inclusive classrooms and work environments: Pushing back on pathologizing</li> <li>• Tools for Disrupting People Pleasing (&amp; other ways Fawning show shows up)</li> </ul> <p>December</p> <ul style="list-style-type: none"> <li>• Procrastinators Study Hour (Monthly). Creating neurodivergent-inclusive classrooms and work environments: Pushing back on pathologizing</li> <li>• Mutual Aid Series: Financial liberation: a 101-level course on budgeting, credit, and financial aid</li> </ul> <p>Final Incubator Cohort training sessions: Moving Beyond Performative Change</p>
LGBTQIA+ History Month	<p>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 toward quity and wellness.</p>
Women's History Month	<ul style="list-style-type: none"> <li>• Various events, activities, and educational programs will take place during March. These may include lectures, panel discussions, film screenings, art exhibitions, and more.</li> </ul>
Second Chance Prom	<ul style="list-style-type: none"> <li>• Annual celebration to attend a Prom where attendees can be Out Loud &amp; Proud and bring the date of their choice without any gender restrictions or stigma!</li> </ul>
Lavender Graduation	<ul style="list-style-type: none"> <li>• A graduation celebration for</li> </ul>

Program	Job Group/Impact
	LGBTQIA+ undergraduate and graduate students.
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

## 2024-2025: Planned Programs

In this section, we share placement goals and planned initiatives.

Queens College is dedicated to values and policies that promote respect for individuals and their cultures. We continue to advance the objectives of our 2021–2026 Strategic Plan, created with input from various stakeholders, including faculty, students, alumni, staff, members of the Queens College Foundation, and the local community. Through an inclusive process, we have developed a plan that will guide Queens College toward a brighter future and enable us to provide our students with the best possible education in a welcoming environment.

Many of our campus departments and centers have scheduled fall programming to support our diversity efforts. These lectures, workshops, performances, and symposiums are designed to educate, foster meaningful dialogue, and increase awareness and understanding across various dimensions, including ethnicity, disability, gender, immigrant status, veteran status, religion, socioeconomic status, and sexual orientation.

**Table 8: Planned Programs, 2024-2025**

Program	Job Group/Expected Impact
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 advertising programs to ensure appropriate outreach to underrepresented groups	Create practical strategies for hiring 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
Hispanic Heritage Month	<p>Various events, activities, and educational programs will take place during March. These may include lectures, panel discussions, film screenings, art exhibitions, and more.</p> <ul style="list-style-type: none"> <li>- What Latino Looks Like, Featuring Carlos Andrés Gómez</li> <li>- QC Alumni Professionals Forum</li> <li>- Recovering Black Rebellion in the Afro-Latin American Archives</li> <li>- On the Migrant Frontlines of NYC</li> <li>- Film Screening and Conversation: <i>El Paisa</i></li> <li>- Monster of the Bronx: A Comics</li> </ul>

<b>Program</b>	<b>Job Group/Expected Impact</b>
	Workshop with Cartoonist Ivan Velez Jr.
QCAP Mental Health Workshop	Queer, first-generation immigrant, and award-winning cartoonist and artist Yao Xiao will guide you in using interactive drawing exercises as powerful tools for de-stressing, affirmation, and empowerment.
QC Business Breakfast:	Meet QC Alum Adam Behlman. Start your day by learning more about the School of Business and meeting alums from various fields while you enjoy a light kosher breakfast. Adam Behlman is president of Starwood Property Trust's Real Estate Investing and Servicing segment and president of Starwood Mortgage Capital. Co-sponsored by the QC Blackstone LaunchPad entrepreneurship program
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.
Mount Sinai SAVI (Sexual Assault and Violence Intervention Program) and the Office of Compliance & Diversity	<ul style="list-style-type: none"> <li>• Bystander Intervention 101</li> <li>• Bystander Intervention 102</li> <li>• Disability and Bodily Autonomy</li> <li>• Do You want to Build a Snowman? Keeping Cool During the Holidays</li> <li>• Empower you Kahoot: Community Impacts, Community Supports</li> <li>• Empower You Kahoot: Domestic Violence 101</li> <li>• Empower You Kahoot: Sexual Violence 101</li> <li>• Empower You Kahoot: Title IX and Enough is Enough</li> <li>• Gender-Based Violence</li> </ul>

Program	Job Group/Expected Impact
	<ul style="list-style-type: none"> <li>Relationships 101: Leading with Values</li> </ul> <p>Seasonal Affectation 101</p>
From the Office of Human Resources	<p>The NYC Commission on Human Rights is offering two free virtual workshops for CUNY employees:</p> <ul style="list-style-type: none"> <li>- Human Rights Law, Racism, and Other Forms of Discrimination Based on Race and Color: This workshop provides a historical context for race and color-based discrimination and how it has impacted the lives of New Yorkers, institutions, and the delivery of services and resources in New York City. The program educates New Yorkers on their rights and protections against discrimination under the Human Rights Law. Participants analyze concepts related to race and color, learn about efforts and resistance to combat racism, and ways to become the voices for social and racial justice.</li> <li>- Understanding the Jewish Experience and Antisemitism: This workshop promotes understanding of New York City's diverse Jewish communities. The workshop addresses antisemitism, its impact on Jewish New Yorkers, and its impact on larger society. It introduces Jewish history and practices, outlines best practices in working with Jewish New Yorkers, and elaborates on the protections for Jewish New Yorkers against discrimination under the City Human Rights Law.</li> </ul>
From Natanya Duncan, Director, Africana Studies Program	<p>On behalf of Dean of Social Sciences Kate Pechenkina, Africana Studies and the Center for Excellence in Teaching, Learning, and Leadership (CETLL) wish to invite you and your colleagues to join us for our Spring 2024 Sit 'N' Write Biweekly Fridays.</p>

Program	Job Group/Expected Impact
	<p>While still a new initiative at Queens College, Sit 'n' Write Fridays has managed to support our peers across campus as they increase their writing productivity, balance research and teaching obligations, overcome/navigate imposter syndrome, secure grants and publication contracts, and develop strategies that serve to expand their research portfolio. These successes are due in part to the cross section of participants that include administrators and full professors, mid-career tenured faculty, early career and adjunct faculty, as well as lecturers and staff. In addition to Sit 'N' Write—which is a writing community for faculty, staff, and advanced graduate students—we have also developed a workshop series called Publish and Flourish. The series offers writing workshops from academic and vanity press editors, writing coaches, university administrators, and full professors as well as public intellectuals. While these events are open to the campus community at large, each workshop offers one-on-one and group coaching to Sit 'N' Write participants exclusively after the workshop. For Spring 2024 we will have Publish and Flourish workshops on writing for public consumption and developing a publishing pipeline.</p>
Presented by the Asian American / Asian Research Institute	<ul style="list-style-type: none"> <li>- Globalized Filipino Activism: Resisting Neoliberalism and State Repression in Diaspora. Jackelyn Mariano will discuss her research and community activism among diasporic Filipino social movements. She will focus particularly on the Malaya Movement's broad anti-fascist coalition building during the Philippine elections and the Justice for Jollibee Workers campaign that has challenged the</li> </ul>

Program	Job Group/Expected Impact
	<p>fast-food corporation's systemic abuse of workers' rights.</p> <ul style="list-style-type: none"> <li>- Soju: A Global History. Hyunhee Park offers the first global historical study of soju, the distinctive distilled drink of Korea. Searching for soju's origins, Park leads us into the vast, complex world of premodern Eurasia.</li> <li>- Book Talk: C.C. Wang: Lines of Abstraction. This book re-centers Wang's extraordinary career in his own artistic practice to reveal an original quest for tradition and innovation in the global twentieth century. Spanning seven decades, the catalog focuses on the artist's distinctive synthesis of Chinese ink painting and American postwar abstraction</li> </ul>
Queens College's Annual Reverend Dr. Martin Luther King Jr. Day	Celebrate the life and legacy of the Reverend Dr. Martin Luther King Jr., the importance of engaging youth, and the enduring connection of Dr. King to Queens College
Knights Table Food Pantry	The Knights Table Food Pantry has been assisting students and their families since 2018. Last year we served over 3,900 students and over 7,000 of their family members. Our volunteers work hard to stop the stigma of food insecurity. The Pantry receives funding through grants and donations for food.
From Office of the Vice President for Student Affairs and Enrollment Management	<ul style="list-style-type: none"> <li>- Is hosting a Open House for prospective students. This is a wonderful opportunity to introduce prospective students to our academic programs, educational initiatives, and extracurricular activities that</li> </ul>

Program	Job Group/Expected Impact
	<p>appeal to their wide variety of interests. The success of the event relies primarily on you, Queens College's faculty and staff, engaging with our students and showing them what we have to offer for their academic pursuits and future endeavors.</p> <ul style="list-style-type: none"> <li>- Counseling Services is here to provide support and counseling for all QC students in a safe and confidential space. Summer is a good time to recharge for the new academic year, therefore it is important to take care of your mental well-being. We encourage you to stop by and make an appointment to address any concerns or for general support</li> </ul>
From JC Carlson, Student Life Events Manager and LGBTQIAA+ Programs Coordinator	<ul style="list-style-type: none"> <li>- Join CUNY students, faculty, and staff from all 25 schools as they celebrate their Pride at Queens College. The seventh annual CUNY Pridefest will take place on Friday, June 7 from 12 noon until 4 pm on the Quad (rain location: Dining Hall). This community event is open to the public</li> <li>- Queering the Archives: the Queens College Special Collections and Archives in collaboration with the What Will the Neighbors Say? theatre company presents Queering the Archives. This powerful one-night-only dramatic reading and performance synthesizes queer voices across time by adapting student journal entries from the GLASA (Gender, Love, and Sexuality Alliance) Collection to bring these voices to life.</li> </ul>

Program	Job Group/Expected Impact
	<ul style="list-style-type: none"> <li>- Transgender Day of Remembrance: there will be a Transgender Day of Remembrance commemoration. During this time, we will remember those who were lost to anti-transgender violence while highlighting the significant increase in hate violence against trans people, especially those of color. Featured speakers include Chanel Lopez, deputy director for LGBTQ+ Affairs in the NYS governor's office, and Kim Watson-Benjamin, LGBTQ Coordinator in the Office of the NYC Public Advocate.</li> </ul>
From the Office of the Provost announces the COIL (Collaborative Online International Learning) Faculty Fellows 2024-2025	COIL Seminar: Developing Culturally Inclusive Pedagogy through International Virtual Exchange
From President Frank Wu	Coffee with CDO/Dean of Diversity Jerima DeWese, Senior Advisor Jay Hershenson, and myself. I'm especially interested in ensuring those with interest in Arab cultures and peoples and Islam, with any perspective, have an opportunity to share their thoughts and feelings about current events.

## 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 posting with job boards serving individuals identifying as veterans, individuals with disabilities, women, and underrepresented ethnicities. The office maintains accounts for university-wide job posting and outreach, including the Higher Education Recruitment Consortium and the DirectEmployers Association. It provides training to Chief Diversity Officers and Human Resources personnel.

CUNY has mandatory online training programs 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 information. They integrate compliance information into faculty, student, and staff training. Chief Diversity Officers communicate elements of the Affirmative Action Plan and make it available for public inspection.

The Chief Diversity Officer's internal control responsibilities include:

- Monitoring personnel actions, including new hires, transfers, promotions, and terminations
- Conducting periodic employee self-identification canvassing
- Reviewing recruiting outreach and advertising
- Monitoring complaints/incident reports
- 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.

CUNY has a university-wide discrimination and harassment reporting system which allows for tracking and oversight. More information is available at:

<https://www.cuny.edu/about/administration/offices/hr/discrimination-and-retaliation-report-form/>

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

## **PART FOUR: INDIVIDUALS WITH DISABILITIES AND PROTECTED VETERANS**

This section covers affirmative action plans to address hiring and advancement of individuals with disabilities and veterans. It includes:

- 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**

**Appendix C** has the text of CUNY's Equal Opportunity and Non-Discrimination Policy and other relevant policies.

### **Review of Personnel Practices**

We 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 our publications and websites.

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

We last conducted a canvas for self-identification on June 17, 2024.

### **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. The Chief Diversity Officer reviews position requirements before listing a job vacancy. They review any new job qualifications or

conditions to ensure these 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.

## **Disability Accommodations**

We provide accommodations to individuals with disabilities (including disabled veterans). According to our Policy on Implementing Reasonable Accommodation and Academic Adjustments, 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:

<http://www.cuny.edu/about/administration/offices/legal-affairs/policies-resources/reasonable-accommodations-and-academic-adjustments/>

We provide information for applicants on the Employment Page of the CUNY website and ([Office Of Human Resources](#)). There is a link on our job board (<https://cuny.jobs>) directing the candidate to our accessibility page. Applicants may also contact the Office of Recruitment and Diversity at [jobs@cuny.edu](mailto:jobs@cuny.edu) or [ord@cuny.edu](mailto:ord@cuny.edu).

We provide 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.

Employees and managers may resolve requests through cooperative, interactive dialogue. Additionally, we documented 56 employee accommodation requests this year, successfully concluded 56 times and appealed 0 times. At this time there are no outstanding appeals. We responded to 0 job applicant accommodation requests and provided accommodations 0 times.

We also upgraded our facilities to improve access:

In the 2023-2024 Academic Year, Queens College upgraded campus facilities and technology to improve access in the following ways:

- Office of Buildings and Grounds installed LED lighting for the Science building and Rosenthal Library.
- Office of Buildings & Grounds has begun to replace all existing higher water volume restroom fixtures in Kiely Hall with new low-volume water-efficient fixtures. This efficiency project is part of an interagency agreement with the NYC Department of Environmental Protection (DEP).
- Office of Buildings & Grounds will continue with the Central Chiller Plant project, which involves checking the HVAC systems of individual campus buildings as part of the plan to connect them to the new Razran plant chilled water supply.
- Restoration work has completed on one of the spheres that grace the patio between frees and klapper halls.
- Office of Building and Grounds has initiated the annual cleaning of the water tank in Kiely Hall.
- Office of Campus Planning, Design, and Construction has begun the Heating Plant Boiler Upgrade project.
- 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.
- Office of Information Technology Services working with CUNY CIS to perform essential network upgrades to safeguard the Queens College network and IT infrastructure against cyberattacks. One key upgrade expected to go live beginning Thursday, June 6 is the implementation of Multi-Factor Authentication (MFA) for remote access to CUNY systems, which will occur over the course of this week.

- Office of Information Technology Services excited to announce the relocation of the ITS Service Desk and QCard Office to I-Building, Room 200, beginning Tuesday, May 28. This move marks a significant step in our commitment to enhancing support services for our students, faculty, and staff members.
- Office of Information Technology Services will conduct a thorough assessment of the college's current cabling infrastructure to identify areas where administrative offices and neighboring facilities require upgrades.
- Office of Information Technology Services has begun installing Cortex XDR on all Queens College-issued devices. Cortex XDR is a comprehensive security solution with advanced threat detection and response capabilities, designed to safeguard our devices from various cyber threats, including malware, ransomware, and phishing attacks.
- 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 will concentrate on enhancing our online security through the implementation of multi-factor authentication (MFA). MFA provides an additional layer of protection for your accounts, significantly reducing the risk of unauthorized access.
- Office of Information Technology Services continue upgraded antivirus software on Queens College computers.
- Office of Information Technology Services has begun the transition from Blackboard to Desire2Learn's (D2L) Brightspace Learning Management System (LMS).
- Office of Public Safety announced the pilot of a new desktop notification software for enhanced communication with Public Safety. Alertus Desktop Activator, which can be installed on Queens College-owned networked (hard-wired) desktops and laptops, allows users to send discreet alerts that include the sender's name, location, and phone number. This software will help us quickly notify Public Safety in emergency situations.

## **Harassment Prevention**

CUNY has developed anti-harassment policies and procedures concerning individuals with disabilities and protected veterans. There is a 504/ADA Coordinator who 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 and job postings. CUNY's Office of Labor Relations provides an annual notice of our policies to labor unions. Either our unit or the university, as appropriate, notifies subcontractors, vendors, and suppliers of our EEO policies.

## Outreach and Positive Recruiting

**Table 9: Summary of Prior Year Outreach, 2023-2024**

Program / Effort	Impact/Discussion
Post job openings on the Higher Education Recruitment Consortium (HERC) platform	HERC provides a specialized job board dedicated to fostering a diverse and inclusive academic workforce. In addition to its job boards, HERC offers best practices, professional development opportunities, and networking resources to help our institution attract and retain talented candidates from underrepresented groups, including women, minorities, veterans, and individuals with disabilities.
Other Job websites: CUNY.jobs Direct Employer Chronicle Diverse Jobs Indeed Idealist Latinos in Higher Ed Black in Higher ed Asian in Higher ed	Utilizing these job boards provides access and information to individuals with disabilities and protected veterans for a variety of job opportunities.
Charge Search Committee briefings on every search	During Search Committee briefings, verbal reminders were given at each charge meeting to ensure access to employment opportunities for individuals with disabilities and veterans.
Continue to utilize the Local Veteran's Employment services and NYSED.gov ACCES-VR to assist individuals with disabilities	The goal is to increase the representation of individuals with disabilities and veterans among employees.
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	Optimize personal and workplace effectiveness by providing Diversity

Program / Effort	Impact/Discussion
knowledge on inclusion and diversity. This can include virtual workshops, webinars, and professional development events focused on fostering a more inclusive and diverse workplace.	Training courses. These courses aim to enhance understanding, improve communication, and foster an inclusive environment, ultimately contributing to a more effective and harmonious workplace
Target and conduct specific outreach to veterans and individuals with disabilities through specialized job websites.	By focusing on platforms that cater to veterans and individuals with disabilities, can effectively reach and engage candidates who are well-suited for job opportunities, thereby increasing diversity in applicant pools.
Provide awareness training and information to search committees to ensure they are well-equipped to conduct inclusive and equitable search process	This training focus on best practices for recruiting diverse candidates and address biases in the selection process.
Hold information sessions on the Reasonable Accommodations Policy to ensure employees and supervisors understand the procedures and provisions for providing necessary accommodations.	Increase awareness and sensitivity to employee requests, and enhance faculty awareness of student issues and concerns
Unveiling the New Face of Veteran and Military Support Services	Creates a positive impact by promoting student networking, relationship building, information exchange, collaboration, and boosting engagement and morale.
Attended the CUNY DEI Conferences and Workshops	To understand how other campuses, handle diversity and inclusion.
Salute to Success: Orientation for Student Veterans and Military-connected Students	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.
Study Smart: Academic Workshop on Effective Study Habits	Support overall well-being, academic stability, and long-term

Program / Effort	Impact/Discussion
	planning as they transition from military service to civilian life.
PROVE Meet and Greet: Building Strong Connections	Creates a positive impact by promoting student networking, relationship building, information exchange, collaboration, and boosting engagement and morale.
Scholarships Unveiled: Discovering Pathways to Financial Aid	Support overall well-being, financial stability, and long-term planning as they transition from military service to civilian life.
Student Rights Revealed: Advocacy and Appeals Info Session	Support overall well-being, academic recourse, and long-term planning as they transition from military service to civilian life.
GI-BILL 101: Your Path to Education	Support 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
Salute to Success: End-of-Semester Gathering for Student Veterans, Military, and Family	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.
Vet Connect: Academic and Benefit Insights	Creates a positive impact by promoting student networking, relationship building, information

Program / Effort	Impact/Discussion
	exchange, collaboration, and boosting engagement and morale.
Financial Fitness 2024 with Rhonda Sherwin, PROVE Financial Coach	Support overall well-being, financial stability, and long-term planning as they transition from military service to civilian life.
Cash for Class: Maximizing Financial Aid for Veterans & Military-Connected Students	Support overall well-being, financial stability, and long-term planning as they transition from military service to civilian life.
Courageous Conversations: Exploring opportunities with Wounded Warrior Project	This initiative fosters a supportive environment where veterans can build resilience, share insights, and develop strategies for navigating life beyond military service.
Unlocking Benefits: NYC DVS Disability Claims Info Session	Raised awareness concerning services to help with job training, education, employment accommodations, resume development, and job-seeking skills coaching.
Journey to Success: Vocational Strategies with NYS ACCESS-VR	Raised awareness concerning services to help with job training, education, employment accommodations, resume development, and job-seeking skills coaching.

In Plan Year 2023-2024, Queens College continue its ongoing efforts to enhance diversity and inclusion. The Chief Diversity Officer/Dean of Diversity (CDO) will engage with each search committee to emphasize recruitment and outreach initiatives, provide training on conducting inclusive searches, and work to increase the representation of veterans and individuals with disabilities among applicants and interviewees, ultimately supporting diverse and inclusive hires.

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 several areas. In addition, VSS provide referrals to local community and government agencies that offer assistance with housing, medical, and mental health needs.

The Office of Special Services for Students with Disabilities at Queens College is dedicated to providing supportive services for all students with disabilities. We ensure their accessibility to all academic and social activities and teach self-advocacy for their success at Queens College and leadership roles in society.

**Table 10: Planned Outreach, 2024-2025**

Program / Effort	Goals/Expected Impact
Continue to research additional employment venues that serve Individuals with Disabilities and Veterans to broaden recruitment efforts.	To expand the scope of Queens College's job postings and promote employment opportunities to individuals with disabilities and veterans, consider utilizing a range of specialized job boards, organizations, and resources dedicated to these groups
Continue to post job openings on the Higher Education Recruitment Consortium (HERC) platform	HERC provides a specialized job board dedicated to fostering a diverse and inclusive academic workforce. In addition to its job boards, HERC offers best practices, professional development opportunities, and networking resources to help our institution attract and retain talented candidates from underrepresented groups, including women, minorities, veterans, and individuals with disabilities.
Charge Search Committee briefings on every search	During Search Committee briefings, verbal reminders were given at each charge meeting to ensure access to employment opportunities for individuals with disabilities and veterans.
Continue to attend in CUNY DEI Conferences and Workshops	To understand how other campuses, handle diversity and inclusion.
Other Job websites: CUNY.jobs	Utilizing these job boards provides access and information to

<b>Program / Effort</b>	<b>Goals/Expected Impact</b>
Direct Employer Chronicle Diverse Jobs Indeed Idealist Latinos in Higher Ed Black in Higher ed Asian in Higher ed	individuals with disabilities and protected veterans for a variety of job opportunities.
Continue target and conduct specific outreach to veterans and individuals with disabilities through specialized job websites.	By focusing on platforms that cater to veterans and individuals with disabilities, can effectively reach and engage candidates who are well-suited for job opportunities, thereby increasing diversity in applicant pools.
Continue provide awareness training and information to search committees to ensure they are well-equipped to conduct inclusive and equitable search process	This training focus on best practices for recruiting diverse candidates and address biases in the selection process.
Continue hold information sessions on the Reasonable Accommodations Policy to ensure employees and supervisors understand the procedures and provisions for providing necessary accommodations.	Increase awareness and sensitivity to employee requests, and enhance faculty awareness of student issues and concerns
Continue to utilize the Local Veteran's Employment services and NYSED.gov ACCES-VR to assist individuals with disabilities	The goal is to increase the representation of individuals with disabilities and veterans among employees.
Queens College plans to participate in the CUNY 55a Program to hire individuals with disabilities	Increase hires of individuals with disabilities and veterans
Orientation for Student Veterans and Military-connected Students	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

<b>Program / Effort</b>	<b>Goals/Expected Impact</b>
	community, providing access to resources, clarifying benefits, and empowering student veterans to thrive in their academic pursuits.
Veterans Day Luncheon	Senior Queens College leaders, elected officials, and community members recognized current and alumni student veterans for their military service

The Chief Diversity Officer/Dean of Diversity plans to release a digital training module on conducting searches, such as Search Committee Charge training, to improve access to relevant search information.

In the upcoming plan year, Queens college Human Resources will maintain its involvement in job fairs to boost outreach efforts on veterans and individuals with disability.

Other outreach activities include:

- Sending information on employment opportunities to outlets reaching protected veterans (including disabled veterans) and individuals with disabilities
- Advertising job openings with external resources including the New York State Labor Department and related agencies
- Sharing information on Civil Service examinations through publishing exam notices and sending them to community organizations and public high schools
- 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 law
- Assisting qualified individuals with disabilities with appointment to classified competitive Civil Service titles without an examination (55(a) program)
- Filing the annual federal VETS-4212 report.

### **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
- Other Policies is posted in the Queens College website:  
<https://www.qc.cuny.edu/ocd/policies-and-procedures/>

## **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 they store records securely and maintain confidentiality
- 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 officials promote employment and advancement of individuals with disabilities and veterans.

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 to maintain self-identification data and provides other data support to each unit. 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 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
- CUNY Central: Replacing and Finding Unity
- CUNYFirst: Talent Acquisition Management for Search Committee members training
- CUNYFirst: Campus Solutions: Employee/Advisor Self-Service
- CUNYFirst: TAM Demonstration
- CUNYFirst: TAM Screening
- CUNYFirst: HCM Position Management
- HERC: First Look: Affirmative Action Ruling
- HERC: First Steps: Leveraging Screening Technology to Improve the Hiring Process
- HERC: Maximizing HERC's Job Board Tools
- HERC: Creating Spaces for Inclusive Conversations
- HERC: Dual Career Dialog: How to Develop & Launch Partnerships to Improve Delivery of Dual Career Services
- HERC Listening Session: Rural and Small Colleges and Universities
- Queens College: Comprehensive Ethics Training Course
- Student Conduct Institute – Basic Compliance Training

- Student Conduct Institute - 2024 Title IX Final Rule Deep Dive Webinar Series
- Student Conduct Institute – TIX24 - Scope of Sex Discrimination
- Student Conduct Institute - TIX24 - Jurisdiction of the Regs
- Student Conduct Institute - TIX24 - Training Requirements
- Student Conduct Institute - New York State 129A and 129B Compliance Training
- John Jay College: Antisemitism & DEI" and "Dual Narratives: Israel-Palestine Conflict
- Office to End Domestic and Gender-Based Violence and the Workplace: DVAL training
- The NYC Commission on Human Rights (NYCCHR): Working with Transgender and Gender Non-Conforming Communities
- The NYC Commission on Human Rights (NYCCHR): Human Rights Law and Age Discrimination in Employment
- Miami and Denver EEOC Office: EEOC 101- Know Your Rights!
- Illinois Department of Human Rights: Sexual Harassment Compliance Training
- Illinois Department of Human Rights: Sexual Harassment Prevention Compliance Training
- University Human Resources (UHR)- CUNY Diversity Dialogues

## **Audit and Reporting System**

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

The 504/ADA Coordinator oversees audit and reporting of accommodations for individuals with disabilities, identifying barriers to access and proposing remedial actions.

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

## **Benchmark Comparisons**

### **Staffing Ratios for Individuals with Disabilities and Veterans**

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

Veterans represent 1.3% of our workforce. CUNY reports veteran representation annually through the federal VETS-4212 report. There is no requirement to report veteran representation in the Affirmative Action Plan.

### **Hiring Rates for Veterans and Individuals with Disabilities**

The exhibit on the following page illustrates hiring rates for individuals with disabilities and veterans in the US Department of Labor's required format.

In March 2024, the federal government set the benchmark Hiring Rate for veterans at 5.2%, based on 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 2023– 2024 is fell below the federal benchmark of 5.2%. 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 11.3% for individuals with disabilities in 2023 – 2024. 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 11: Veterans' Hiring Rate Benchmark**

The benchmark hiring rate, established by the US Department of Labor, is 5.2% as of March 2024.  
<https://www.dol.gov/agencies/ofccp/vevraa/hiring-benchmark>

Factor	2023-2024	2022-2023	2021-2022
A. Number of applicants who self-identified as Veterans before an offer of employment	42	14	28
B. Total number of job openings	69	40	34
C. Total number of jobs filled	79	35	27
D. Total number of applicants for all jobs	4343	1,943	2,643
E. Number of veteran applicants hired	0	1	0
F. Total number of applicants hired	79	41	27
<b>Hiring Rate (E divided by F)</b>	0%	2.4%	0%
<b>Federal Hiring Rate Benchmark</b>	5.2%	5.4%	5.5%
<b>Benchmark Met (Yes/No)</b>	No	No	No

It is estimated that in the NY/NJ Metropolitan Statistical Area, there are 177,952 veterans under the age of 75, or 1.267% of the population under the age of 75 (US Census, American Community Survey, Accessed July, 2024). Nationally, the unemployment rate for Veterans in the "Gulf War Era-II (service 2001-present) was 3.3% and the rate for non-veterans was 3.6%. (<https://www.bls.gov/news.release/pdf/vet.pdf>)

**Table 12: Hiring Rate for Individuals with Disabilities**

There is no recommended hiring benchmark for Individuals with Disabilities but there is a recommended total representation of 7% in each job group.

Factor	2023-2024	2022-2023	2021-2022
A. Number of applicants who self-identify as Individuals with Disabilities before an offer of employment	412	155	166
B. Total number of job openings	69	40	34
C. Total number of jobs filled	79	35	27
D. Total number of applicants for all jobs	4343	1,943	2,643
E. Number of individuals with disabilities hired	9	4	4
F. Total number of applicants hired	79	41	27
<b>Hiring Rate (E Divided by F)</b>	11.3%	9.8%	14.8%

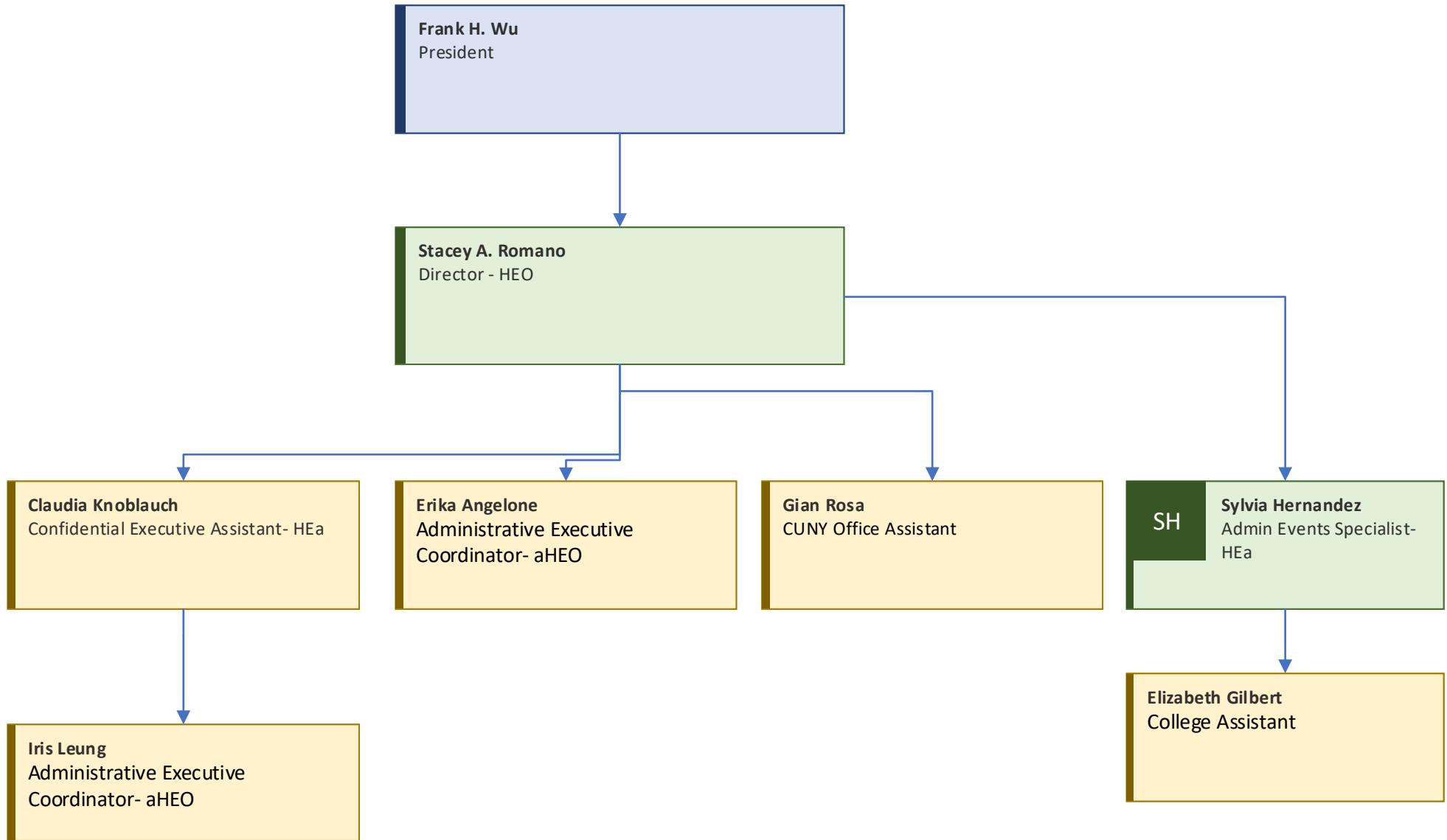
As per the February 2024 "Persons with a Disability: Labor Force Characteristics - 2023" report from the US Bureau of Labor Statistics ([https://www.bls.gov/news.release/archives/disabl\\_02222024.pdf](https://www.bls.gov/news.release/archives/disabl_02222024.pdf)): People with a disability account for about 13% of the population. The unemployment rate for people with a disability in the 16-64 age group was 7.7% and the rate for people without a disability was 3.5%.

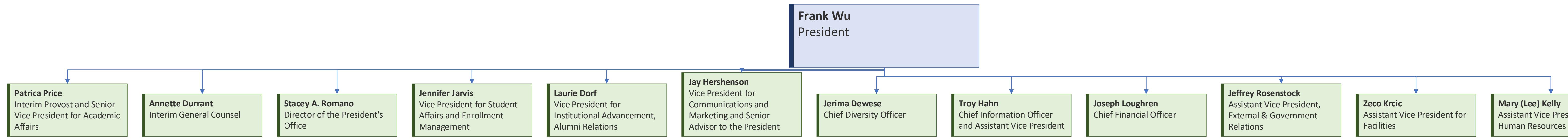
## **APPENDICES**

- A. Summary Organization Chart
- B. CUNY Policies
- C. Reaffirmation Letter
- D. Utilization Analysis
- E. Personnel Activity
- F. Recruiting Activity
- G. Individuals with Disabilities by Job Group

Appendices for the 2024-2025 Affirmative Action Plan

This Appendix contains a summary organization chart.





Queens College  
(Insert Department  
Name Here)

## **Appendix B                    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 C                    Reaffirmation Letter**

This Appendix contains the most recent Reaffirmation Letter.

---

**From:** President Frank H. Wu and CDO & Dean of Diversity Jerema DeWese/Queens College  
<qcmailer@qc.cuny.edu>  
**Sent:** Monday, September 9, 2024 9:06 AM  
**To:** Vivian Cheung  
**Subject:** Reaffirmation of Commitment to Employment Diversity/Equal Opportunity/Affirmative Action



---

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](http://www.qc.cuny.edu), and CUNY's website at [www.cuny.edu](http://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](mailto: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.

---



This mail was sent by an automated process. Do not reply to this mail, which cannot accept replies.

At the bottom of this email, you will see Constant Contact language that offers the option of using "SafeUnsubscribe" to remove yourself from the email list. We strongly advise you not to unsubscribe because QCmailers may contain critical, timely information you need, such as CUNYfirst attendance and grading information for faculty; Human Resources announcements for faculty and staff; and announcements from the Registrar or Bursar for students. This information may not be communicated in any other way but through QCmailers.

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

## **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.

Utilization analysis is a comparison of the demographics of employees in various job groups with an estimate of the labor market for that same job group. The labor market is comprised of two components, external (general population) and internal (CUNY employees eligible for advancement into the job group). The factors are blended according to the balance of internal/external hiring at CUNY. This exhibit details the specific factors we use for each job group. We last calculated labor market availability in 2023.

Underutilization occurs where the utilization of a protected group is less than 80% of the labor market estimate. It represents the number of additional employees we would need for utilization to equal the labor market estimate. For the federal plan, underutilization numbers for females and total minorities represent placement goals when there are opportunities for hiring/advancement.

For the federal plan, we calculate underutilization for the following categories: female, total minority, asian/hawaiian/other pacific islander, black/african american, and hispanic/latino. The total minority category includes asian, black, and hispanic job groups but also incorporates individuals identifying as native american/alaska native and two or more races. For the italian american plan, we add a calculation for employees identifying as italian american, in addition to any other group to which they identify.

We calculate underutilization separately for full-time (annual) and part-time (hourly) employees. To address the situation of employees holding multiple concurrent appointments, we do not count part-time appointments for employees holding full-time appointments. For individuals with multiple part-time appointments, we count only one appointment per department per campus, giving priority to teaching appointments, then appointments according to pay level. At some campuses, a small number of employees (ten or fewer) may be counted more than once in part-time job groups because their multiple appointments span multiple departments.

## Category: Executive/Administrative/Managerial

**Job Group:** Admin 1: Executive**Description:** Executive Compensation Plan (Other Than Chief Executive)**Appointments:** 21**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
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	12	8	2	4	1
Underutilized (Y = Yes)					Y
Number Underutilized					1
Actual Utilization	57.1%	38.1%	9.5%	19.0%	4.8%
Labor Market Availability	45.6%	29.6%	10.0%	8.9%	8.8%

## Category: Executive/Administrative/Managerial

**Job Group:** Admin 2: Managerial**Description:** HE Officer series administrators-senior level**Appointments:** 109**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
<b>Number of Employees</b>	81	59	16	20	19
<b>Underutilized (Y = Yes)</b>					
<b>Number Underutilized</b>					
<b>Actual Utilization</b>	74.3%	54.1%	14.7%	18.3%	17.4%
<b>Labor Market Availability</b>	57.7%	51.7%	14.2%	17.4%	17.8%

## Category: Executive/Administrative/Managerial

**Job Group:** Admin 2: Managerial Adjunct**Description:** Adjunct HE Officer series administrators (all levels)**Appointments:** 183**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
<b>Number of Employees</b>	106	104	52	23	27
<b>Underutilized (Y = Yes)</b>				Y	
<b>Number Underutilized</b>				9	
<b>Actual Utilization</b>	57.9%	56.8%	28.4%	12.6%	14.8%
<b>Labor Market Availability</b>	57.7%	51.7%	14.2%	17.4%	17.8%

## Category: Professional Non-Faculty

**Job Group:** Admin 3: Professional**Description:** HE Officer Series: Entry and mid-level administrators**Appointments:** 172**Weight Availability Factors**

90.00% ACS 2017-2021 NY/NJ MSA workforce with minimum of Bachelor's degree in selected occupations (0520-0750, 1006, 1031, 1032, 2002, 2145, 2825, 2830, 2840, 2850, 2865, 5710, 5920, 9810).

10.00% Employees in titles CUNY Office Assistant, CUNY Admin Assistant, EOC Office Assistant and EOC Administrative Assistant holding a minimum of a Bachelor's degree as of 6/1/22; permanency not required.

**Titles held by employees in this group**

04017 Asst to HEO  
04099 HE Assistant

**Utilization Report**

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
<b>Number of Employees</b>	122	120	37	37	41
<b>Underutilized (Y = Yes)</b>					
<b>Number Underutilized</b>					
<b>Actual Utilization</b>	70.9%	69.8%	21.5%	21.5%	23.8%
<b>Labor Market Availability</b>	59.3%	39.5%	16.5%	9.6%	10.4%

## Category: Professional Non-Faculty

Job Group: Info Tech: Professional

Description: Information Technology-Professionals

Appointments: 30

## 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	3	24	12	3	8
Underutilized (Y = Yes)	Y			Y	
Number Underutilized	8			1	
Actual Utilization	10.0%	80.0%	40.0%	10.0%	26.7%
Labor Market Availability	38.1%	59.4%	30.2%	13.0%	13.9%

## Category: Administrative Support Workers

Job Group: Administrative Assistant

Description: Administrative Assistants-Senior level

Appointments: 16

## 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	14	6	2	3	1
Underutilized (Y = Yes)		Y		Y	Y
Number Underutilized		6		3	4
Actual Utilization	87.5%	37.5%	12.5%	18.8%	6.3%
Labor Market Availability	89.4%	77.7%	10.0%	36.6%	29.3%

## Category: Administrative Support Workers

**Job Group:** Office Assistant**Description:** Administrative Office Assistants-Entry level**Appointments:** 74**Weight Availability Factors**

65.00% ACS 2017-2021 NY/NJ MSA with minimum of High School Diploma in selected occupations (4720, 4740, 5220, 5230, 5240, 5740, 5810, 5820, 5860).

35.00% Employees in the title of College Assistant (hourly) as of 6/1/2022.

**Titles held by employees in this group**

04802 CUNY Office Assistant

**Utilization Report**

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
<b>Number of Employees</b>	65	46	14	6	25
<b>Underutilized (Y = Yes)</b>				Y	
<b>Number Underutilized</b>				7	
<b>Actual Utilization</b>	87.8%	62.2%	18.9%	8.1%	33.8%
<b>Labor Market Availability</b>	71.8%	58.9%	15.0%	17.6%	23.5%

## Category: Administrative Support Workers

**Job Group:** Office Assistant Adjunct**Description:** Hourly Administrative Office Assistants-Entry level**Appointments:** 351**Weight Availability Factors**

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

0.00% NA

**Titles held by employees in this group**

10102 College Assistant

**Utilization Report**

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
<b>Number of Employees</b>	226	256	108	51	87
<b>Underutilized (Y = Yes)</b>					
<b>Number Underutilized</b>					
<b>Actual Utilization</b>	64.4%	72.9%	30.8%	14.5%	24.8%
<b>Labor Market Availability</b>	76.3%	49.8%	11.5%	15.0%	20.5%

## Category: Craft Workers

Job Group: Skilled Trades: Not Supervisory

Description: Skilled Trades-Not supervisory

Appointments: 36

## 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	9	2	2	5
Underutilized (Y = Yes)	Y	Y		Y	Y
Number Underutilized	1	8		2	5
Actual Utilization	0.0%	25.0%	5.6%	5.6%	13.9%
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: 10

## 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
12200	Stock Worker
12202	Stock Worker Supervisor

## Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	0	6	0	5	1
Underutilized (Y = Yes)	Y		Y		Y
Number Underutilized	2		1		3
Actual Utilization	0.0%	60.0%	0.0%	50.0%	10.0%
Labor Market Availability	19.9%	73.8%	6.8%	24.3%	40.5%

## 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%

## Category: Service Workers

**Job Group:** Campus Peace Officer**Description:** Campus Security-Mid level staff**Appointments:** 12**Weight Availability Factors**

60.00% ACS 2017-2021 NY/NJ MSA with minimum of High School Diploma, New York State residency, and minimum age of 21 in selected occupations (3802, 3930, 3940, 3945, 3946, 3960).

40.00% Employees in the title of Campus Security Assistant, Civil Service permanency not required, as of 6/1/2022.

**Titles held by employees in this group**

04844 Campus Peace Officer

**Utilization Report**

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
<b>Number of Employees</b>	4	12	3	5	4
<b>Underutilized (Y = Yes)</b>					
<b>Number Underutilized</b>					
<b>Actual Utilization</b>	33.3%	100.0%	25.0%	41.7%	33.3%
<b>Labor Market Availability</b>	30.1%	77.9%	13.7%	42.4%	19.7%

## Category: Service Workers

Job Group: Campus Security Assistant

Description: Campus Security-Entry level staff

Appointments: 18

## 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	7	18	10	8	0
Underutilized (Y = Yes)					Y
Number Underutilized					4
Actual Utilization	38.9%	100.0%	55.6%	44.4%	0.0%
Labor Market Availability	30.6%	71.1%	8.2%	36.4%	23.6%

## 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%

## Category: Service Workers

Job Group: Custodial: Assistant

Description: Custodial-Entry level

Appointments: 44

## 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	40	3	17	20
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	63.6%	90.9%	6.8%	38.6%	45.5%
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.

Utilization analysis is a comparison of the demographics of employees in various job groups with an estimate of the labor market for that same job group. The labor market is comprised of two components, external (general population) and internal (CUNY employees eligible for advancement into the job group). The factors are blended according to the balance of internal/external hiring at CUNY. This exhibit details the specific factors we use for each job group. We last calculated labor market availability in 2023.

Underutilization occurs where the utilization of a protected group is less than 80% of the labor market estimate. It represents the number of additional employees we would need for utilization to equal the labor market estimate. For the federal plan, underutilization numbers for females and total minorities represent placement goals when there are opportunities for hiring/advancement.

For the federal plan, we calculate underutilization for the following categories: female, total minority, asian/hawaiian/other pacific islander, black/african american, and hispanic/latino. The total minority category includes asian, black, and hispanic job groups but also incorporates individuals identifying as native american/alaska native and two or more races. For the italian american plan, we add a calculation for employees identifying as italian american, in addition to any other group to which they identify.

College Laboratory Technicians at all levels are classified according to whether they are assigned to a department that represents a scientific, technical, or engineering discipline. All others, such as employees working in the Humanities, are assigned to the non-scientific category.

We calculate underutilization separately for full-time (annual) and part-time (hourly) employees. To address the situation of employees holding multiple concurrent appointments, we do not count part-time appointments for employees holding full-time appointments. For individuals with multiple part-time appointments, we count only one appointment per department per campus, giving priority to teaching appointments, then appointments according to pay level. At some campuses, a small number of employees (ten or fewer) may be counted more than once in part-time job groups because their appointments span multiple departments.

**Job Group: Admin 4: College Lab Technician****Description:** College Laboratory Technicians (all levels)**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: 21

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
80073	Information Tech Services
60137	Library
10198	Media Studies
10228	Physics

**Utilization Report**

	Female	Total Protected Ethnicity	Asian/Nat. Haw./Oth Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	5	13	7	3	3
Underutilized (Y = Yes)	Y				
Number Underutilized	5				
Actual Utilization	23.8%	61.9%	33.3%	14.3%	14.3%
Labor Market Availability	47.1%	31.3%	17.5%	4.9%	6.0%

**Job Group: Admin 4: College Lab Technician****Description:** College Laboratory Technicians (all levels)**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 Protected Ethnicity	Asian/Nat. Haw./Oth Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	3	4	1	0	3
Underutilized (Y = Yes)	Y	Y		Y	
Number Underutilized	8	2		2	
Actual Utilization	23.1%	30.8%	7.7%	0.0%	23.1%
Labor Market Availability	83.8%	42.8%	8.7%	13.3%	18.3%

**Job Group: Admin 4: College Lab Technician Adjunct****Description:** Adjunct College Laboratory Technicians (all levels)**Weight Availability Factors**

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

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

Appointments: 14

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
80073	Information Tech Services
60137	Library
10198	Media Studies
10228	Physics

Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Oth Pac. Isl.	Black/African American	Hispanic/ Latino
<b>Number of Employees</b>	7	10	5	0	5
<b>Underutilized (Y = Yes)</b>				Y	
<b>Number Underutilized</b>				1	
<b>Actual Utilization</b>	50.0%	71.4%	35.7%	0.0%	35.7%
<b>Labor Market Availability</b>	47.1%	31.3%	17.5%	4.9%	6.0%

**Job Group: Admin 4: College Lab Technician Adjunct****Description:** Adjunct College Laboratory Technicians (all levels)**Weight Availability Factors**

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

**Grouping: College Lab Tech: Other**

Appointments: 7

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 Protected Ethnicity	Asian/Nat. Haw./Oth Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	3	3	2	1	0
Underutilized (Y = Yes)	Y				Y
Number Underutilized	3				1
Actual Utilization	42.9%	42.9%	28.6%	14.3%	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.

Utilization analysis is a comparison of the demographics of employees in various job groups with an estimate of the labor market for that same job group. The labor market is based on IPEDS degree completions as counted by the National Center for Education Statistics. We last calculated labor market availability in 2023.

Underutilization occurs where the utilization of a protected group is less than 80% of the labor market estimate. It represents the number of additional employees we would need to have for utilization to be equal to the labor market estimate. For the federal plan, underutilization numbers for females and total minorities represent placement goals when there are opportunities for hiring/advancement.

For this plan, we calculate underutilization for the following categories: female, total minority, asian/hawaiian/other pacific islander, black/african american, and hispanic/latino. The total minority category includes asian, black, and hispanic job groups but also incorporates individuals identifying as native american/alaska native and two or more races.

Utilization is calculated by job group and academic discipline. Job groups for faculty are: professoriate, instructor, lecturer, faculty librarian, K-12, developmental (CLIP/START), and continuing education. Not all campuses have faculty in all job groups. Academic disciplines are assigned to academic departments at the campus level.

We calculate underutilization separately for full-time (annual) and part-time (hourly) employees. To address the situation of employees holding multiple concurrent appointments, we do not count part-time appointments for employees holding full-time appointments. For individuals with multiple part-time appointments, we count only one appointment per department per campus, giving priority to teaching appointments, then appointments according to pay level. At some campuses, a small number of employees (ten or fewer) may be counted more than once in part-time job groups because their multiple appointments span multiple departments within the same campus.

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

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

10055 Classical/MiddleEastAsian L&amp;Ct

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

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

Total Appointments: 8

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	4	6	6	0	0
Underutilized (Y = Yes)	Y			Y	Y
Number Underutilized	2			2	2
Actual Utilization	50.0%	75.0%	75.0%	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: 10

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	4	7	5	0	1
Underutilized (Y = Yes)	Y			Y	
Number Underutilized	2			2	
Actual Utilization	40.0%	70.0%	50.0%	0.0%	10.0%
Labor Market Availability	64.0%	50.9%	7.3%	22.5%	13.8%

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

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

10055 Classical/MiddleEastAsian L&amp;Ct

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

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

Total Appointments: 11

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	10	6	6	0	0
Underutilized (Y = Yes)				Y	Y
Number Underutilized				2	2
Actual Utilization	90.9%	54.5%	54.5%	0.0%	0.0%
Labor Market Availability	64.0%	50.9%	7.3%	22.5%	13.8%

**Biological and Biomedical Sciences**

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

10033	Biology
60015	Center, Biology Of Nat'L Sys

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

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

Total Appointments: 24

Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
<b>Number of Faculty</b>	12	13	6	1	3
<b>Underutilized (Y = Yes)</b>	Y			Y	
<b>Number Underutilized</b>	3			2	
<b>Actual Utilization</b>	50.0%	54.2%	25.0%	4.2%	12.5%
<b>Labor Market Availability</b>	64.2%	47.2%	19.5%	10.4%	13.8%

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

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

Total Appointments: 14

Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
<b>Number of Faculty</b>	4	2	1	0	1
<b>Underutilized (Y = Yes)</b>	Y	Y	Y	Y	
<b>Number Underutilized</b>	4	2	1	1	
<b>Actual Utilization</b>	28.6%	14.3%	7.1%	0.0%	7.1%
<b>Labor Market Availability</b>	53.6%	28.5%	11.4%	4.6%	8.6%

**Biological and Biomedical Sciences**

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

10033              Biology  
 60015              Center, Biology Of Nat'L Sys

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

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

Total Appointments: 6

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
<b>Number of Faculty</b>	2	0	0	0	0
<b>Underutilized (Y = Yes)</b>	Y	Y	Y		Y
<b>Number Underutilized</b>	1	2	1		1
<b>Actual Utilization</b>	33.3%	0.0%	0.0%	0.0%	0.0%
<b>Labor Market Availability</b>	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: 14

Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	4	5	4	0	1
Underutilized (Y = Yes)	Y			Y	Y
Number Underutilized	3			2	1
Actual Utilization	28.6%	35.7%	28.6%	0.0%	7.1%
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: 22

Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	5	11	7	3	1
Underutilized (Y = Yes)	Y				Y
Number Underutilized	5				3
Actual Utilization	22.7%	50.0%	31.8%	13.6%	4.5%
Labor Market Availability	46.7%	43.2%	13.9%	10.7%	16.0%

**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: Professoriate****Weight Availability Factors**

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

Total Appointments: 33

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	11	17	10	0	7
Underutilized (Y = Yes)	Y			Y	
Number Underutilized	5			8	
Actual Utilization	33.3%	51.5%	30.3%	0.0%	21.2%
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: 20

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	3	8	6	1	1
Underutilized (Y = Yes)	Y			Y	
Number Underutilized	7			4	
Actual Utilization	15.0%	40.0%	30.0%	5.0%	5.0%
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: 9

Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	5	3	0	1	2
Underutilized (Y = Yes)			Y		
Number Underutilized			1		
Actual Utilization	55.6%	33.3%	0.0%	11.1%	22.2%
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: 12

Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	8	3	1	0	1
Underutilized (Y = Yes)			Y		
Number Underutilized			1		
Actual Utilization	66.7%	25.0%	8.3%	0.0%	8.3%
Labor Market Availability	59.9%	23.8%	5.6%	8.6%	5.8%

**Communications, Journalism, and Related**

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

10198 Media Studies

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

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

Total Appointments: 5

Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	1	1	0	0	1
Underutilized (Y = Yes)	Y				
Number Underutilized	2				
Actual Utilization	20.0%	20.0%	0.0%	0.0%	20.0%
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: 10

Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	3	4	4	0	0
Underutilized (Y = Yes)		Y		Y	Y
Number Underutilized		1		1	1
Actual Utilization	30.0%	40.0%	40.0%	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: 31

Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	11	18	13	1	3
Underutilized (Y = Yes)				Y	Y
Number Underutilized				2	1
Actual Utilization	35.5%	58.1%	41.9%	3.2%	9.7%
Labor Market Availability	25.3%	54.6%	28.5%	9.4%	13.2%

**Computer and Information Sciences and Support**

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

10066 Computer Science

**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 Protected Ethnicity	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 Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	10	1	0	0	1
Underutilized (Y = Yes)		Y	Y	Y	Y
Number Underutilized		3	1	1	1
Actual Utilization	83.3%	8.3%	0.0%	0.0%	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: 79

Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	64	27	8	11	7
Underutilized (Y = Yes)					Y
Number Underutilized					5
Actual Utilization	81.0%	34.2%	10.1%	13.9%	8.9%
Labor Market Availability	78.2%	33.7%	5.1%	11.0%	15.2%

**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: Professoriate****Weight Availability Factors**

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

Total Appointments: 50

Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	32	22	8	7	7
Underutilized (Y = Yes)				Y	
Number Underutilized				3	
Actual Utilization	64.0%	44.0%	16.0%	14.0%	14.0%
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: 40

Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	33	14	2	5	4
Underutilized (Y = Yes)				Y	
Number Underutilized				3	
Actual Utilization	82.5%	35.0%	5.0%	12.5%	10.0%
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: 5

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	4	1	1	0	0
Underutilized (Y = Yes)		Y			
Number Underutilized		1			
Actual Utilization	80.0%	20.0%	20.0%	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: 32

Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
<b>Number of Faculty</b>	23	14	8	3	3
<b>Underutilized (Y = Yes)</b>					
<b>Number Underutilized</b>					
<b>Actual Utilization</b>	71.9%	43.8%	25.0%	9.4%	9.4%
<b>Labor Market Availability</b>	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: 15

Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	10	8	3	2	2
Underutilized (Y = Yes)					Y
Number Underutilized					1
Actual Utilization	66.7%	53.3%	20.0%	13.3%	13.3%
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: 49

Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	26	20	8	0	11
Underutilized (Y = Yes)	Y			Y	
Number Underutilized	9			5	
Actual Utilization	53.1%	40.8%	16.3%	0.0%	22.4%
Labor Market Availability	71.9%	37.9%	6.7%	9.2%	18.3%

**English Language and Literature/Letters**

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

10062	Comparative Literature
10102	English

**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 Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	22	15	6	4	5
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	50.0%	34.1%	13.6%	9.1%	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: 19

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	11	3	1	2	0
Underutilized (Y = Yes)		Y			Y
Number Underutilized		1			1
Actual Utilization	57.9%	15.8%	5.3%	10.5%	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: 30

Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
<b>Number of Faculty</b>	21	18	2	1	15
<b>Underutilized (Y = Yes)</b>			Y		
<b>Number Underutilized</b>			1		
<b>Actual Utilization</b>	70.0%	60.0%	6.7%	3.3%	50.0%
<b>Labor Market Availability</b>	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: 16

Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
<b>Number of Faculty</b>	9	7	0	1	6
<b>Underutilized (Y = Yes)</b>			Y		
<b>Number Underutilized</b>			1		
<b>Actual Utilization</b>	56.3%	43.8%	0.0%	6.3%	37.5%
<b>Labor Market Availability</b>	55.4%	27.3%	6.2%	2.0%	16.9%

**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: Professoriate Adjunct****Weight Availability Factors**

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

Total Appointments: 8

Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
<b>Number of Faculty</b>	5	2	0	0	2
<b>Underutilized (Y = Yes)</b>					
<b>Number Underutilized</b>					
<b>Actual Utilization</b>	62.5%	25.0%	0.0%	0.0%	25.0%
<b>Labor Market Availability</b>	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 &amp; 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: 11

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	10	1	1	0	0
Underutilized (Y = Yes)		Y	Y	Y	Y
Number Underutilized		4	1	1	1
Actual Utilization	90.9%	9.1%	9.1%	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: 24

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	20	8	2	2	4
Underutilized (Y = Yes)		Y	Y	Y	
Number Underutilized		2	2	1	
Actual Utilization	83.3%	33.3%	8.3%	8.3%	16.7%
Labor Market Availability	78.0%	43.4%	15.6%	12.4%	13.0%

**Health Professions and Related Programs**

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

10188                   Linguistics &amp; Commun Disorders

**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 Protected Ethnicity	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: 6

Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	4	1	0	0	1
Underutilized (Y = Yes)		Y	Y		
Number Underutilized		1	1		
Actual Utilization	66.7%	16.7%	0.0%	0.0%	16.7%
Labor Market Availability	60.7%	36.5%	17.9%	7.5%	7.7%

**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: 14

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	4	5	0	2	3
Underutilized (Y = Yes)	Y		Y		
Number Underutilized	2		1		
Actual Utilization	28.6%	35.7%	0.0%	14.3%	21.4%
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: 23

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	12	3	1	1	1
Underutilized (Y = Yes)		Y			Y
Number Underutilized		2			2
Actual Utilization	52.2%	13.0%	4.3%	4.3%	4.3%
Labor Market Availability	39.7%	21.6%	2.8%	4.1%	11.4%

**History**

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

10147      History

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

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

Total Appointments: 9

Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
<b>Number of Faculty</b>	3	1	0	1	0
<b>Underutilized (Y = Yes)</b>		Y			Y
<b>Number Underutilized</b>		1			1
<b>Actual Utilization</b>	33.3%	11.1%	0.0%	11.1%	0.0%
<b>Labor Market Availability</b>	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: 12

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
<b>Number of Faculty</b>	5	4	2	1	1
<b>Underutilized (Y = Yes)</b>	Y				
<b>Number Underutilized</b>	5				
<b>Actual Utilization</b>	41.7%	33.3%	16.7%	8.3%	8.3%
<b>Labor Market Availability</b>	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: 17

Utilization Report				
Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
13	3	0	2	1
		Y		
		1		
76.5%	17.6%	0.0%	11.8%	5.9%
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: 11

Utilization Report				
Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
4	6	5	0	1
Y				
5				
36.4%	54.5%	45.5%	0.0%	9.1%
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: 11

Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	4	2	1	1	0
Underutilized (Y = Yes)		Y			Y
Number Underutilized		2	1		1
Actual Utilization	36.4%	18.2%	9.1%	9.1%	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: 42

Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	18	19	15	0	4
Underutilized (Y = Yes)				Y	
Number Underutilized				2	
Actual Utilization	42.9%	45.2%	35.7%	0.0%	9.5%
Labor Market Availability	40.3%	40.7%	21.3%	5.1%	11.4%

**Mathematics and Statistics**

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

10195 Mathematics

**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 Protected Ethnicity	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: 9

Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	8	1	0	0	1
Underutilized (Y = Yes)		Y		Y	
Number Underutilized		2	1	1	
Actual Utilization	88.9%	11.1%	0.0%	0.0%	11.1%
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: 29

Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	22	9	4	2	2
Underutilized (Y = Yes)				Y	Y
Number Underutilized				1	2
Actual Utilization	75.9%	31.0%	13.8%	6.9%	6.9%
Labor Market Availability	39.1%	34.8%	6.5%	11.2%	14.3%

**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: 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 Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	9	8	7	0	1
Underutilized (Y = Yes)				Y	
Number Underutilized				1	
Actual Utilization	75.0%	66.7%	58.3%	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: 10

**Utilization Report**

	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
<b>Number of Faculty</b>	4	5	1	2	1
<b>Underutilized (Y = Yes)</b>					
<b>Number Underutilized</b>					
<b>Actual Utilization</b>	40.0%	50.0%	10.0%	20.0%	10.0%
<b>Labor Market Availability</b>	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: 8

**Utilization Report**

	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
<b>Number of Faculty</b>	3	1	0	0	1
<b>Underutilized (Y = Yes)</b>		Y			
<b>Number Underutilized</b>		1			
<b>Actual Utilization</b>	37.5%	12.5%	0.0%	0.0%	12.5%
<b>Labor Market Availability</b>	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: 6

Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	4	2	1	1	0
Underutilized (Y = Yes)					Y
Number Underutilized					1
Actual Utilization	66.7%	33.3%	16.7%	16.7%	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: 21

Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	10	10	5	2	3
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	47.6%	47.6%	23.8%	9.5%	14.3%
Labor Market Availability	41.8%	34.2%	13.6%	5.7%	11.2%

**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: Professoriate****Weight Availability Factors**

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

Total Appointments: 38

Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	7	11	8	0	3
Underutilized (Y = Yes)	Y			Y	
Number Underutilized	6			1	
Actual Utilization	18.4%	28.9%	21.1%	0.0%	7.9%
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: 19

Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	8	10	9	1	0
Underutilized (Y = Yes)					Y
Number Underutilized					1
Actual Utilization	42.1%	52.6%	47.4%	5.3%	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 Protected Ethnicity	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: 34

Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	19	19	6	3	9
Underutilized (Y = Yes)	Y			Y	
Number Underutilized	8			1	
Actual Utilization	55.9%	55.9%	17.6%	8.8%	26.5%
Labor Market Availability	79.5%	47.8%	9.7%	12.7%	22.3%

**Psychology**

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

10245                    Psychology

**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 Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	9	5	3	1	1
Underutilized (Y = Yes)	Y			Y	Y
Number Underutilized	5			1	1
Actual Utilization	50.0%	27.8%	16.7%	5.6%	5.6%
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: 15

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	9	2	1	1	0
Underutilized (Y = Yes)	Y	Y			Y
Number Underutilized	2	3			2
Actual Utilization	60.0%	13.3%	6.7%	6.7%	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 Adjunct****Weight   Availability Factors**

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

Total Appointments: 8

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	3	3	1	1	1
Underutilized (Y = Yes)	Y	Y		Y	Y
Number Underutilized	3	1		1	1
Actual Utilization	37.5%	37.5%	12.5%	12.5%	12.5%
Labor Market Availability	76.5%	52.6%	6.6%	22.7%	20.8%

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

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

Total Appointments: 12

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	8	7	4	1	0
Underutilized (Y = Yes)				Y	Y
Number Underutilized				2	1
Actual Utilization	66.7%	58.3%	33.3%	8.3%	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: 12

Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	6	3	3	0	0
Underutilized (Y = Yes)		Y		Y	Y
Number Underutilized		3		2	2
Actual Utilization	50.0%	25.0%	25.0%	0.0%	0.0%
Labor Market Availability	55.7%	47.0%	11.7%	12.6%	19.3%

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

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

Total Appointments: 34

Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	13	8	1	2	5
Underutilized (Y = Yes)	Y	Y	Y	Y	Y
Number Underutilized	6	8	3	2	2
Actual Utilization	38.2%	23.5%	2.9%	5.9%	14.7%
Labor Market Availability	55.7%	47.0%	11.7%	12.6%	19.3%

**Social Sciences**

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

10015	Anthropology
10236	Political Science
10283	Sociology

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

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

Total Appointments: 43

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	24	17	9	2	6
Underutilized (Y = Yes)				Y	
Number Underutilized				1	
Actual Utilization	55.8%	39.5%	20.9%	4.7%	14.0%
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: 16

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	9	8	5	1	2
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	56.3%	50.0%	31.3%	6.3%	12.5%
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: 8

Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	5	2	0	0	2
Underutilized (Y = Yes)		Y	Y	Y	
Number Underutilized		1	1	1	
Actual Utilization	62.5%	25.0%	0.0%	0.0%	25.0%
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: 69

Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	26	14	8	2	4
Underutilized (Y = Yes)	Y	Y		Y	Y
Number Underutilized	18	13		4	7
Actual Utilization	37.7%	20.3%	11.6%	2.9%	5.8%
Labor Market Availability	63.2%	38.5%	9.0%	8.7%	16.2%

**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: Professoriate****Weight Availability Factors**

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

Total Appointments: 46

Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	18	14	3	7	2
Underutilized (Y = Yes)			Y		Y
Number Underutilized			2		1
Actual Utilization	39.1%	30.4%	6.5%	15.2%	4.3%
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: 84

Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	46	27	17	4	6
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	54.8%	32.1%	20.2%	4.8%	7.1%
Labor Market Availability	48.7%	23.1%	9.9%	3.3%	6.9%

## **Appendix E                    Personnel Activity**

This Appendix details personnel activities.

The charts in this section provide detail on personnel activity by job group and by EEO Category.

The charts illustrate activity moving into a job group (e.g., new hires, transfers, advancements) and activity moving out of a job group. With the exception of new hires and terminations, the action of an employee moving into one job group through a promotion or other transfer results in a similar action of the employee leaving their previous job group for the same reasons. As a result, these charts also provide detail on the net changes to each job group over the past year.

Advancements include not only promotions along established promotional tracks but other occasions when an employee moved into a title that is generally considered to be a higher title, usually related to pay level.

It is important to compare the ratios of hires, advancements and separations among demographic groups. This is referred to as a "selection rate" and strong variations among groups may indicate areas for further investigation and oversight by the Chief Diversity Officer.

The charts represent only those groups with a material level of activity.

## EEO Category Summary

Personnel Actions, 6/1/23 - 6/1/24

Executive/Administrative/Managerial

		NET HIRES		Hires by Type			Detail, Internal Hires by Type						NET EXITS		Exits by Type			Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)			
		Addition #		External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into new Job Group	Advanced into new Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advanc-ments within Job Group	Advance-ments %	Other Changes within Job Group
	Net Group Changes																									
Total				7	1	6								(11)	(9)		(2)									
Male				2	1	1	100%							(7)	(7)	78%										
Female				5	-	5	0%							(4)	(2)	22%	(2)	100%								
Other Gender				-	-	-	0%							-	-	0%	-	0%								
Unknown Gender				-	-	-	0%							-	-	0%	-	0%								
Fed. Protected Ethnicity				5	-	5	0%							(6)	(6)	67%										
Asian/Hawaiian/OPI				1	-	1	17%							(3)	(3)	33%	-	0%								
Black/African Amer.				2	-	2	33%							(2)	(2)	22%										
Hispanic/Latino				2	-	2	33%							-	-	0%	-	0%								
Other Protected Grp				-	-	-	0%							(1)	(1)	11%	-	0%								
White				2	1	1	100%							(5)	(3)	33%	(2)	100%								
Unknown Ethnicity				-	-	-	0%							-	-	0%	-	0%								
Italian-American*				-	-	-	0%							(2)	(1)	11%	(1)	50%								

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).

\*As of 2023, Italian American status is counted regardless of other ethnicity choices

## Job Group Summary

Personnel Actions, 6/1/23 - 6/1/24

Administration 2 (Managers)

		NET HIRES		Hires by Type			Detail, Internal Hires by Type					NET EXITS		Exits by Type			Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)				
		Net Group Changes	Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into New Job Group	Advanced into New Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advances within Job Group	Advances %	Other Changes within Job Group
Total	(7)		1	1	100%	5	20%		1		3			(8)	(7)	(1)			(1)					2	50%	
Male	(5)		0	0	0%	0	0%		1		1			(6)	(6)	86%	0	0%						0	0%	
Female	(1)		1	1	100%	0	0%		1		0			(2)	(1)	50%	1	50%						0	0%	
Other Gender	-		-	-	0%	-	0%		-	-	-	-	-	(1)	(1)	0%	0	0%						0	0%	
Unknown Gender	-		-	-	0%	-	0%		-	-	-	-	-	(1)	(1)	0%	0	0%						0	0%	
Fed. Protected Ethnicity	(3)		1	0	0%	4	80%		1		3			(4)	(4)	57%	0	0%						0	0%	
Asian/Hawaiian/OPI	(3)		0	0	0%	1	20%		1		0			(3)	(3)	43%	0	0%						0	0%	
Black/African Amer.	(1)		0	0	0%	1	20%		0		1			(1)	(1)	14%	0	0%						0	0%	
Hispanic/Latino	0		0	0	0%	2	40%		0		2			(1)	(1)	0%	0	0%						0	0%	
Other Protected Grp	-		-	-	0%	-	0%		-	-	-	-	-	(1)	(1)	0%	0	0%						0	0%	
White	(3)		1	1	100%	1	20%		0		0			(4)	(3)	43%	(1)	100%						2	100%	
Unknown Ethnicity	-		-	-	0%	-	0%		-	-	-	-	-	(2)	(2)	25%	0	0%						2	100%	
Italian-American*	(2)		-	-	0%	-	0%		-	-	-	-	-	(1)	(1)	0%	0	0%						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).

\*As of 2023, Italian American status is counted regardless of other ethnicity choices

## EEO Category Summary

Personnel Actions, 6/1/23 - 6/1/24

Professional Faculty

		NET HIRES		Hires by Type			Detail, Internal Hires by Type						NET EXITS		Exits by Type			Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)			
		Net Group Changes		External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into new Job Group	Advanced into new Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advances within Job Group	Advances %	Other Changes within Job Group
Total	3			58	36	22		13	7	-	1	-	1	(55)	(51)	(4)		(3)	(1)	-	-	-	23	1		
Male	(1)			25	19	53%	6	27%	3	3	-	-	-	(26)	(25)	(1)	25%	(1)	-	-	-	-	12	52%	1	
Female	4			33	17	47%	16	73%	10	4	-	1	-	(29)	(26)	(3)	75%	(2)	(1)	-	-	-	11	48%	-	
Other Gender	-			-	-	0%	-	-	-	-	-	-	-	-	0%	0%	0%	-	-	-	-	-	0%	0%	-	
Unknown Gender	-			-	-	0%	-	-	-	-	-	-	-	-	0%	0%	0%	-	-	-	-	-	0%	0%	-	
Fed. Protected Ethnicity	6			25	16	44%	9	41%	5	3	-	1	-	(19)	(17)	(2)	50%	(1)	(1)	-	-	-	10	43%		
Asian/Hawaiian/OPI	8			16	9	25%	7	32%	4	3	-	-	-	(8)	(8)	(1)	0%	-	-	-	-	-	2	9%	-	
Black/African Amer.	(1)			4	3	8%	1	5%	-	-	-	1	-	(5)	(4)	(1)	25%	(1)	(1)	-	-	-	1	4%	-	
Hispanic/Latino	(1)			3	3	8%	-	0%	-	-	-	-	-	(4)	(3)	(1)	25%	(1)	-	-	-	-	7	30%	-	
Other Protected Grp	-			2	1	3%	1	5%	-	-	-	-	-	(2)	(2)	(0)	0%	-	-	-	-	-	-	0%	-	
White	(3)			33	20	56%	13	59%	-	-	-	-	-	(36)	(34)	(2)	50%	(2)	-	-	-	-	13	57%	1	
Unknown Ethnicity	-			-	-	0%	-	-	-	-	-	-	-	-	0%	0%	0%	-	-	-	-	-	-	-	-	
Italian-American*	(1)			4	1	3%	3	14%	-	2	-	-	-	(5)	(4)	(1)	25%	(1)	-	-	-	-	2	9%	-	

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).

\*As of 2023, Italian American status is counted regardless of other ethnicity choices

## Job Group Summary

Personnel Actions, 6/1/23 - 6/1/24

Faculty-Professorial

		NET HIRES		Hires by Type			Detail, Internal Hires by Type					NET EXITS		Exits by Type			Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)				
		Net Group Changes	Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into New Job Group	Advanced into New Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advances within Job Group	Advances %	Other Changes within Job Group
Total	(1)	24	24	13	54%	11	27%	3	7	-	1	-	1	(25)	(25)	52%	-	0	-	-	-	-	23	52%	3	
Male	0	13	13	12	54%	10	27%	2	3	-	1	-	1	(23)	(23)	50%	-	0	-	-	-	-	21	44%	2	
Female	(0)	11	11	11	54%	11	27%	1	2	-	1	-	1	(22)	(22)	57%	-	0	-	-	-	-	22	48%	1	
Other Gender	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Unknown Gender	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Fed. Protected Ethnicity	3	12	12	5	50%	5	45%	1	3	-	1	-	1	(9)	(9)	35%	-	0	-	-	-	-	10	43%	1	
Asian/Hawaiian/OPI	3	7	7	4	57%	3	36%	1	3	-	1	-	1	(4)	(4)	16%	-	0	-	-	-	-	2	9%	1	
Black/African Amer.	0	2	2	1	50%	1	50%	-	-	-	1	-	1	(2)	(2)	8%	-	0	-	-	-	-	1	4%	1	
Hispanic/Latino	1	2	2	1	50%	1	50%	-	-	-	1	-	1	(1)	(1)	4%	-	0	-	-	-	-	7	30%	1	
Other Protected Grp	(1)	1	1	1	46%	-	0%	-	-	-	-	-	-	(2)	(2)	8%	-	0	-	-	-	-	0	0%	-	
White	(3)	13	12	6	50%	6	55%	2	4	-	-	-	-	(16)	(16)	64%	-	0	-	-	-	-	13	57%	1	
Unknown Ethnicity	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Italian-American*	(4)	0	-	0	0%	0	0%	-	-	-	-	-	-	(4)	(4)	16%	-	0	-	-	-	-	2	8%	-	

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).

\*As of 2023, Italian American status is counted regardless of other ethnicity choices

## Job Group Summary

Personnel Actions, 6/1/23 - 6/1/24

Faculty-Lecturer

		NET HIRES		Hires by Type			Detail, Internal Hires by Type					NET EXITS		Exits by Type			Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)					
		Net Group Changes	Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into New Job Group	Advanced into New Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advances within Job Group	Advances %	Other Changes within Job Group	
Total	(13)	11	11	-	9%	-	22%	9	-	-	-	-	-	(24)	(21)	-	(3)	(2)	-	(1)	-	-	-	-	-	-	
Male	(5)	5	5	-	45%	-	22%	5	-	-	-	-	-	(10)	(10)	45%	0%	(1)	-	-	-	-	-	-	-	0%	-
Female	(7)	7	7	-	55%	-	78%	4	-	-	-	-	-	(14)	(14)	53%	0%	(2)	-	-	-	-	-	-	-	0%	-
Other Gender	-	-	-	-	0%	-	0%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0%	-	
Unknown Gender	-	-	-	-	0%	-	0%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0%	-	
Fed. Protected Ethnicity	(5)	4	4	-	36%	-	44%	4	-	-	-	-	-	(9)	(7)	33%	(2)	(1)	67%	-	-	-	-	-	-	0%	-
Asian/Hawaiian/OPI	(1)	2	2	-	18%	-	33%	3	-	-	-	-	-	(3)	(3)	14%	-	-	-	-	-	-	-	-	-	0%	-
Black/African Amer.	(2)	1	1	-	9%	-	0%	1	-	-	-	-	-	(3)	(2)	10%	(1)	(1)	33%	-	-	-	-	-	-	0%	-
Hispanic/Latino	(2)	1	1	-	9%	-	0%	1	-	-	-	-	-	(3)	(2)	10%	(1)	(1)	33%	-	-	-	-	-	-	0%	-
Other Protected Grp	0	0	-	-	0%	-	11%	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0%	-	
White	(7)	8	7	-	64%	-	56%	5	-	-	-	-	-	5	-	-	-	(15)	(14)	67%	(1)	33%	-	-	-	0%	-
Unknown Ethnicity	-	-	-	-	0%	-	0%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0%	-	
Italian-American*	(4)	-	-	-	0%	-	0%	-	-	-	-	-	-	-	(4)	(4)	15%	-	-	-	-	-	-	-	-	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).

\*As of 2023, Italian American status is counted regardless of other ethnicity choices

## EEO Category Summary

Personnel Actions, 6/1/23 - 6/1/24

Professional Non-Faculty

		NET HIRES		Hires by Type			Detail, Internal Hires by Type						NET EXITS		Exits by Type			Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)			
		Net Group Changes		External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into new Job Group	Advanced into new Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advanc- ements within Job Group	Advance- ments %	Other Changes within Job Group
		Addition #		External		Internal																				
Total		(2)		15	6	9								(17)	(11)		(6)		(3)							
Male		6	1		17%	5	56%	2	2	-	5	-	-	(6)	(4)	36%	(2)	33%	(3)					6		
Female		9	5	83%		4	44%	2	1	-	1	-	-	(10)	(6)	55%	(4)	67%	(1)					4	67%	
Other Gender		-	-	0%		-	0%	-	-	-	-	-	-	(1)	(1)	9%	-	0%	-	-	-	-	2	33%	-	
Unknown Gender		(1)		-	0%	-	0%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0%	-		
Fed. Protected Ethnicity		(3)		10	2	8	89%	1	2	-	5	-	-	(13)	(7)	64%	(6)	100%	(3)					4	67%	
Asian/Hawaiian/OPI		-		3	-	3	33%	-	-	-	3	-	-	(3)	(2)	18%	(1)	17%	(1)					1	17%	-
Black/African Amer.		3	2	33%		1	11%	-	1	-	-	-	-	(6)	(3)	27%	(3)	50%	(2)					1	17%	-
Hispanic/Latino		1	-	0%		3	33%	-	1	-	2	-	-	(4)	(2)	18%	(2)	33%	-					2	33%	-
Other Protected Grp		1	-	0%		1	11%	-	1	-	-	-	-	-	-	0%	-	0%	-	-	-	-	-	0%	-	
White		1		5	4	1	11%	1	-	-	-	-	-	(4)	(4)	36%	-	0%	-	-	-	-	-	2	33%	-
Unknown Ethnicity		-		-	0%	-	0%	-	-	-	-	-	-	-	-	0%	-	0%	-	-	-	-	-	0%	-	
Italian-American*		-		-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	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).

\*As of 2023, Italian American status is counted regardless of other ethnicity choices

## Job Group Summary

Personnel Actions, 6/1/23 - 6/1/24

Administration 3 (Professional)

		NET HIRES		Hires by Type			Detail, Internal Hires by Type					Exits by Type			Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)							
		Net Group Changes	Net Group Changes	Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into New Job Group	Advanced into New Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advances within Job Group	Advances %	Other Changes within Job Group
Total		(8)		6	6	37%	4	25%	2	1	-	1	-	-	(34)	(9)	(5)		(2)	(3)	(3)	-	-	5	60%	-	
Male		(2)		0	0	0%	0	0%	0	0	0	0	0	0	(3)	(2)	(1)	(1)	(1)	(1)	(1)	0	0	0	0	0%	-
Female		(4)		4	4	100%	-	0%	0	0	0	0	0	0	(0)	(0)	(0)	(0)	(0)	(0)	(0)	0	0	0	0	0%	-
Other Gender																										-	
Unknown Gender		(1)		-	-	0%	-	0%	-	-	-	-	-	-	(1)	(1)	(1)	(1)	-	-	-	-	-	-	0%	-	
Fed. Protected Ethnicity		(7)		3	2	33%	3	75%	1	1	1	1	-	-	(10)	(5)	56%	(5)	100%	(2)	(3)	(3)	-	-	3	60%	-
Asian/Hawaiian/OPI		0		0	0	0%	0	0%	0	0	0	0	0	0	(6)	(3)	33%	(3)	60%	(1)	(1)	(1)	0	0	1	20%	-
Black/African Amer.		(4)		2	2	33%	1	25%	0	0	1	0	0	0	(4)	(2)	22%	(2)	40%	(2)	(2)	(2)	0	0	1	20%	-
Hispanic/Latino		(4)		-	-	0%	-	0%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	20%	-	
Other Protected Grp		0		0	-	0%	0	25%	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	0	0%	-	
White		0		4	4	67%	1	25%	0	0	0	0	0	0	(4)	(4)	44%	(4)	0%	(2)	(2)	(2)	0	0	2	40%	-
Unknown Ethnicity																										0%	-
Italian-American*																										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).

\*As of 2023, Italian American status is counted regardless of other ethnicity choices

**Job Group Summary**
**Personnel Actions, 6/1/23 - 6/1/24**
**IT Computer Professional**

		NET HIRES		Hires by Type			Detail, Internal Hires by Type					NET EXITS		Exits by Type			Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)				
		Net Group Changes	Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into New Job Group	Advanced into New Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advances within Job Group	Advances %	Other Changes within Job Group
<b>Total</b>		(3)	-	-	-	5	80%	-	-	1	-	4	-	(3)	(2)	100%	(1)	100%	(1)	-	-	-	1	100%	-	
<b>Male</b>		(2)	1	-	0%	5	80%	-	-	1	-	4	-	(3)	(2)	100%	(1)	100%	(1)	-	-	-	1	100%	-	
<b>Female</b>		1	0	-	0%	0	0%	-	-	0	-	0	-	(3)	(2)	100%	(1)	100%	(1)	-	-	-	1	100%	-	
<b>Other Gender</b>		-	-	-	0%	-	0%	-	-	-	-	-	-	(3)	(2)	100%	(1)	100%	(1)	-	-	-	1	100%	-	
<b>Unknown Gender</b>		-	-	-	0%	-	0%	-	-	-	-	-	-	(3)	(2)	100%	(1)	100%	(1)	-	-	-	1	100%	-	
<b>Fed. Protected Ethnicity</b>		(2)	1	-	0%	5	100%	-	-	1	-	4	-	(3)	(2)	100%	(1)	100%	(1)	-	-	-	1	100%	-	
<b>Asian/Hawaiian/OPI</b>		(3)	0	-	0%	2	40%	-	-	0	-	2	-	(3)	(2)	100%	(1)	100%	(1)	-	-	-	1	100%	-	
<b>Black/African Amer.</b>		-	-	-	0%	-	0%	-	-	-	-	-	-	(3)	(2)	100%	(1)	100%	(1)	-	-	-	1	100%	-	
<b>Hispanic/Latino</b>		-	1	-	0%	3	60%	-	-	1	-	2	-	(3)	(2)	100%	(1)	100%	(1)	-	-	-	1	100%	-	
<b>Other Protected Grp</b>		-	-	-	0%	-	0%	-	-	-	-	-	-	(3)	(2)	100%	(1)	100%	(1)	-	-	-	1	100%	-	
<b>White</b>		-	-	-	0%	-	0%	-	-	-	-	-	-	(3)	(2)	100%	(1)	100%	(1)	-	-	-	1	100%	-	
<b>Unknown Ethnicity</b>		-	-	-	0%	-	0%	-	-	-	-	-	-	(3)	(2)	100%	(1)	100%	(1)	-	-	-	1	100%	-	
<b>Italian-American*</b>		-	-	-	0%	-	0%	-	-	-	-	-	-	(3)	(2)	100%	(1)	100%	(1)	-	-	-	1	100%	-	

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).

\*As of 2023, Italian American status is counted regardless of other ethnicity choices

## EEO Category Summary

Personnel Actions, 6/1/23 - 6/1/24

Administrative Support Workers

		NET HIRES		Hires by Type			Detail, Internal Hires by Type						NET EXITS		Exits by Type			Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)					
		Net Group Changes		External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into new Job Group	Advanced into new Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advanc-ments within Job Group	Advance-ments %	Other Changes within Job Group		
Total		(2)		2		2								(4)	(3)		(1)											
Male		(1)		-	-	0%	-	-	-	-	-	-	-	(1)	-	0%	(1)	100%	-	-	(1)	-	-	-	-	0%	-	
Female		(1)		2	-	0%	2	100%						(3)	(3)	100%	-	0%	-	-	-	-	-	-	-	0%	-	
Other Gender						0%								-	-	0%	-	0%	-	-	-	-	-	-	0%	-		
Unknown Gender		-		-	-	0%	-	0%						-	-	0%	-	0%	-	-	-	-	-	-	0%	-		
Fed. Protected Ethnicity																											0%	
Asian/Hawaiian/OPI		-																									0%	
Black/African Amer.		-																									0%	
Hispanic/Latino		-																									0%	
Other Protected Grp		-																									0%	
White		(2)		1	-	0%	1	50%						-	-	0%	(1)	100%	-	-	(1)	-	-	-	-	0%	-	
Unknown Ethnicity		-		-	-	0%	-	0%						-	-	0%	(1)	100%	-	-	(1)	-	-	-	-	0%	-	
Italian-American*		-		-	-	0%	-	0%						-	-	0%	-	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).

\*As of 2023, Italian American status is counted regardless of other ethnicity choices

**Job Group Summary**
**Personnel Actions, 6/1/23 - 6/1/24**
**CUNY Office Assistant**

		NET HIRES		Hires by Type			Detail, Internal Hires by Type					NET EXITS		Exits by Type			Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)				
		Net Group Changes	Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into New Job Group	Advanced into New Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advances within Job Group	Advances %	Other Changes within Job Group
<b>Total</b>	(3)	-	-	-	-	2	0%	2	-	-	-	-	-	(3)	(2)	(1)	(1)	-	-	(1)	-	-	-	-	-	-
<b>Male</b>	(1)	-	-	-	0%	-	-	-	-	-	-	-	-	(1)	(1)	0%	(1)	100%	-	-	-	-	-	-	-	
<b>Female</b>	(1)	-	-	-	-	-	-	-	-	-	-	-	-	(1)	(1)	100%	(1)	-	-	-	-	-	-	-	-	
<b>Other Gender</b>	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	
<b>Unknown Gender</b>	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	
<b>Fed. Protected Ethnicity</b>	(1)	-	-	1	0%	1	50%	-	-	-	-	-	-	(1)	(1)	0%	(1)	100%	-	-	-	-	-	-	-	-
<b>Asian/Hawaiian/OPI</b>	(1)	-	-	1	0%	1	50%	-	-	-	-	-	-	(1)	(1)	0%	(1)	100%	-	-	-	-	-	-	-	-
<b>Black/African Amer.</b>	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	
<b>Hispanic/Latino</b>	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	
<b>Other Protected Grp</b>	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	
<b>White</b>	(2)	-	-	-	0%	1	50%	-	-	-	-	-	-	(2)	(2)	100%	(2)	-	-	-	-	-	-	-	-	-
<b>Unknown Ethnicity</b>	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	
<b>Italian-American*</b>	-	-	-	-	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).

\*As of 2023, Italian American status is counted regardless of other ethnicity choices

## EEO Category Summary

Personnel Actions, 6/1/23 - 6/1/24

Technicians

		NET HIRES		Hires by Type			Detail, Internal Hires by Type						NET EXITS		Exits by Type			Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)				
		Addition #		External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into new Job Group	Advanced into new Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advances within Job Group	Advances %	Other Changes within Job Group	
Total	Net Group Changes			3		3								(9)	(4)		(5)		(1)		(4)			1	100%		
Male		(6)		1	-	0%	1	33%						(8)	(4)	100%	(4)	80%	(1)	-	(3)			1	100%		
Female		1		2	-	0%	2	67%						(1)	-	0%	(1)	20%	-	-	(1)	-		-	0%		
Other Gender						0%								-	-	0%	-	0%	-	-	-			0%			
Unknown Gender		-		-		0%	-	0%						-	-	0%	-	0%	-	-	-			0%			
Fed. Protected Ethnicity		(4)		2	-	0%	2	67%						(2)	(2)	50%	(4)	80%	-	-	(4)			-		0%	
Asian/Hawaiian/OPI		(1)		1	-	0%	1	33%						(2)	-	0%	(2)	40%	-	-	(2)	-		-	0%		
Black/African Amer.		(2)				0%	-	0%						(2)	(2)	50%	-	0%	-	-	(2)	-		-	0%		
Hispanic/Latino		(1)		1	-	0%	1	33%						-	-	0%	-	0%	-	-	(2)	-		-	0%		
Other Protected Grp		-		-		0%	-	0%						-	-	0%	-	0%	-	-	(2)	-		-	0%		
White		(2)		1	-	0%	1	33%						(3)	(2)	50%	(1)	20%	(1)	-	-	-		1	100%		
Unknown Ethnicity		-		-		0%	-	0%						-	-	0%	-	0%	-	-	(1)	-		-	0%		
Italian-American*		(1)		-	-	0%	-	0%						(1)	-	0%	(1)	20%	(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).

\*As of 2023, Italian American status is counted regardless of other ethnicity choices

**Job Group Summary**
**Personnel Actions, 6/1/23 - 6/1/24**
**Administration 4 (College Lab Tech)**

		NET HIRES		Hires by Type			Detail, Internal Hires by Type					NET EXITS		Exits by Type			Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)					
		Net Group Changes	Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into New Job Group	Advanced into New Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advances within Job Group	Advances %	Other Changes within Job Group	
<b>Total</b>	(5)	-	-	-	-	3	33%	3	-	-	-	-	-	(5)	(4)	(1)	(1)	(1)	-	-	-	-	-	1	100%	-	
<b>Male</b>	(5)	0	-	-	0%	-	-	-	-	-	-	-	-	(5)	(4)	(1)	(1)	(1)	-	-	-	-	-	1	100%	-	
<b>Female</b>	-	1	-	-	0%	-	-	-	-	-	-	-	-	(1)	-	0%	-	-	-	-	-	-	-	0	0%	-	
<b>Other Gender</b>	-	-	-	-	0%	-	-	-	-	-	-	-	-	(1)	-	0%	-	-	-	-	-	-	-	0	0%	-	
<b>Unknown Gender</b>	-	-	-	-	0%	-	-	-	-	-	-	-	-	(1)	-	0%	-	-	-	-	-	-	-	0	0%	-	
<b>Fed. Protected Ethnicity</b>	(1)	1	-	-	0%	2	67%	2	-	-	-	-	-	(2)	(2)	50%	-	-	-	-	-	-	-	-	0	0%	-
<b>Asian/Hawaiian/OPI</b>	0	0	-	-	0%	1	33%	1	-	-	-	-	-	(2)	(2)	50%	-	-	-	-	-	-	-	-	0	0%	-
<b>Black/African Amer.</b>	(2)	-	-	-	0%	-	-	-	-	-	-	-	-	(2)	(2)	50%	-	-	-	-	-	-	-	-	0	0%	-
<b>Hispanic/Latino</b>	0	0	-	-	0%	-	-	-	-	-	-	-	-	(1)	-	0%	-	-	-	-	-	-	-	-	0	0%	-
<b>Other Protected Grp</b>	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0%	-	
<b>White</b>	(3)	0	-	-	0%	1	33%	1	-	-	-	-	-	(3)	(2)	50%	(1)	100%	-	-	-	-	-	1	100%	-	
<b>Unknown Ethnicity</b>	-	-	-	-	0%	-	-	-	-	-	-	-	-	(1)	-	0%	(1)	100%	-	-	-	-	-	0	0%	-	
<b>Italian-American*</b>	(1)	-	-	-	0%	-	-	-	-	-	-	-	-	(1)	-	0%	(1)	100%	-	-	-	-	-	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).

\*As of 2023, Italian American status is counted regardless of other ethnicity choices

**Job Group Summary**
**Personnel Actions, 6/1/23 - 6/1/24**
**IT Support Technician**

		NET HIRES		Hires by Type			Detail, Internal Hires by Type					NET EXITS		Exits by Type			Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)			
		Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into New Job Group	Advanced into New Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advances within Job Group	Advances %	Other Changes within Job Group
Total	Net Group Changes	(4)	-	-	-	-	-	-	-	-	-	-	(4)	-	-	(4)	-	(4)	(4)	-	-	-	-	-	
Male		(3)	-	0%	-	-	-	-	-	-	-	-	(3)	-	0%	(3)	-	(3)	(3)	-	-	-	-	0%	
Female		(1)	-	0%	-	-	-	-	-	-	-	-	(1)	-	0%	(1)	-	(1)	(1)	-	-	-	-	0%	
Other Gender		-	-	0%	-	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	0%	
Unknown Gender		-	-	0%	-	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	0%	
Fed. Protected Ethnicity		(4)	-	0%	-	-	-	-	-	-	-	-	(4)	-	0%	(4)	-	(4)	(4)	-	-	-	-	0%	
Asian/Hawaiian/OPI		(2)	-	0%	-	-	-	-	-	-	-	-	(2)	-	0%	(2)	-	(2)	(2)	-	-	-	-	0%	
Black/African Amer.		-	-	0%	-	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	0%	
Hispanic/Latino		(2)	-	0%	-	-	-	-	-	-	-	-	(2)	-	0%	(2)	-	(2)	(2)	-	-	-	-	0%	
Other Protected Grp		-	-	0%	-	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	0%	
White		-	-	0%	-	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	0%	
Unknown Ethnicity		-	-	0%	-	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	0%	
Italian-American*		-	-	0%	-	-	-	-	-	-	-	-	-	-	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).

\*As of 2023, Italian American status is counted regardless of other ethnicity choices

EEO Category Summary  
 Personnel Actions, 6/1/23 - 6/1/24  
 Craft Workers

		NET HIRES		Hires by Type				Detail, Internal Hires by Type					NET EXITS		Exits by Type				Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)			
		Net Group Changes	Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into new Job Group	Advanced into new Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advances within Job Group	Advances %	Other Changes within Job Group	
Total	(7)		1	1		-		-	-	-	-	-	-	(8)	(8)	-	-	-	-	-	-	-	-	-	-	-	
Male	(7)		1	1	100%									(8)	(8)	100%											
Female														(8)	(8)	0%											
Other Gender														(8)	(8)	0%											
Unknown Gender														(8)	(8)	0%											
Fed. Protected Ethnicity	(4)													(1)	(4)	50%											
Asian/Hawaiian/OPI														(1)	(1)	13%											
Black/African Amer	(1)													(3)	(3)	38%											
Hispanic/Latino	(3)													(4)	(4)	50%											
Other Protected Grp	-													-	-	0%											
White	(3)		1	1	100%									-	-	0%											
Unknown Ethnicity														-	-	0%											
Italian American														-	-	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).

\*As of 2023, Italian American status is counted regardless of other ethnicity choices

## Job Group Summary

Personnel Actions, 6/1/23 - 6/1/24

Laborers and Helpers

		NET HIRES		Hires by Type			Detail, Internal Hires by Type					NET EXITS		Exits by Type			Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)				
		Net Group Changes	Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into New Job Group	Advanced into New Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advances within Job Group	Advances %	Other Changes within Job Group
Total		(3)		1	1	1	100%	-	-	-	-	-	-	(4)	(4)	100%	-	-	-	-	-	-	-	-	-	
Male		(3)		1	1	1	100%	-	-	-	-	-	-	(4)	(4)	100%	-	-	-	-	-	-	-	-	-	
Female				-	-	-	-	-	-	-	-	-	-	(1)	(1)	100%	-	-	-	-	-	-	-	-	-	
Other Gender				-	-	-	-	-	-	-	-	-	-	(2)	(2)	100%	-	-	-	-	-	-	-	-	-	
Unknown Gender				-	-	-	-	-	-	-	-	-	-	(1)	(1)	100%	-	-	-	-	-	-	-	-	-	
Fed. Protected Ethnicity		(3)		-	-	-	-	-	-	-	-	-	-	(3)	(3)	75%	-	-	-	-	-	-	-	-	-	
Asian/Hawaiian/OPI		(1)		-	-	-	-	-	-	-	-	-	-	(1)	(1)	25%	-	-	-	-	-	-	-	-	-	
Black/African Amer.		(1)		-	-	-	-	-	-	-	-	-	-	(2)	(2)	50%	-	-	-	-	-	-	-	-	-	
Hispanic/Latino		(2)		-	-	-	-	-	-	-	-	-	-	(1)	(1)	25%	-	-	-	-	-	-	-	-	-	
Other Protected Grp		-		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
White		-		1	1	1	100%	-	-	-	-	-	-	(1)	(1)	25%	-	-	-	-	-	-	-	-	-	
Unknown Ethnicity		-		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Italian-American*		-		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

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).

\*As of 2023, Italian American status is counted regardless of other ethnicity choices

## EEO Category Summary

Personnel Actions, 6/1/23 - 6/1/24

Service Workers

		NET HIRES		Hires by Type				Detail, Internal Hires by Type					NET EXITS		Exits by Type				Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)			
		Net Group Changes	Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into new Job Group	Advanced into new Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advances within Job Group	Advances %	Other Changes within Job Group	
Total	(5)	4	3	-	-	1	-	-	-	1	-	-	-	(9)	(6)	-	(3)	-	(2)	-	(1)	-	-	-	-	-	
Male	(4)	2	2	1	67%	-	0%	-	-	-	-	-	-	(6)	(4)	67%	(2)	67%	(2)	-	(1)	-	-	-	-	-	-
Female	(1)	1	1	1	33%	1	100%	-	-	-	-	-	-	(3)	(2)	33%	(1)	33%	(1)	-	(1)	-	-	-	-	-	-
Other Gender	-	-	-	-	0%	-	0%	-	-	-	-	-	-	-	-	0%	-	0%	-	-	-	-	-	-	-	-	
Unknown Gender	-	-	-	-	0%	-	0%	-	-	-	-	-	-	-	-	0%	-	0%	-	-	-	-	-	-	-	-	
Fed. Protected Ethnicity	(4)	1	3	1	100%	1	100%	-	-	-	-	-	-	(8)	(5)	63%	(3)	100%	(2)	-	(1)	-	-	-	-	-	-
Asian/Hawaiian/OPI	-	1	1	1	33%	-	0%	-	-	-	-	-	-	(1)	(1)	17%	-	0%	-	-	-	-	-	-	-	-	-
Black/African Amer	(3)	1	1	1	33%	-	0%	-	-	-	-	-	-	(4)	(2)	33%	(2)	67%	(2)	-	(1)	-	-	-	-	-	-
Hispanic/Latino	(1)	2	1	1	33%	1	100%	-	-	-	-	-	-	(3)	(2)	33%	(1)	33%	(1)	-	(1)	-	-	-	-	-	-
Other Protected Grp	-	-	-	-	0%	-	0%	-	-	-	-	-	-	-	-	0%	-	0%	-	-	-	-	-	-	-	-	
White	(1)	-	-	-	0%	-	0%	-	-	-	-	-	-	(1)	(1)	17%	-	0%	-	-	-	-	-	-	-	-	-
Unknown Ethnicity	-	-	-	-	0%	-	0%	-	-	-	-	-	-	-	-	0%	-	0%	-	-	-	-	-	-	-	-	
Italian American	-	-	-	-	0%	-	0%	-	-	-	-	-	-	-	-	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).

\*As of 2023, Italian American status is counted regardless of other ethnicity choices

**Job Group Summary**
**Personnel Actions, 6/1/23 - 6/1/24**
**Campus Peace Officer**

		NET HIRES		Hires by Type			Detail, Internal Hires by Type					NET EXITS		Exits by Type			Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)						
		Net Group Changes	Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into New Job Group	Advanced into New Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advances within Job Group	Advances %	Other Changes within Job Group		
<b>Total</b>		(3)		2	2	-	-	-	-	-	-	-	-	(5)	(2)	-	(3)	-	(2)	(1)	-	-	-	-	-	-		
<b>Male</b>		(3)		2	50%	-	-	-	-	-	-	-	-	(4)	-	100%	(2)	67%	-	-	-	-	-	-	-	-		
<b>Female</b>		-		1	50%	-	-	-	-	-	-	-	-	(1)	-	100%	(1)	100%	-	-	-	-	-	-	-	-		
<b>Other Gender</b>		-		-	0%	-	-	-	-	-	-	-	-	-	-	0%	-	0%	-	-	-	-	-	-	-	-		
<b>Unknown Gender</b>		-		-	0%	-	-	-	-	-	-	-	-	-	-	0%	-	0%	-	-	-	-	-	-	-	-		
<b>Fed. Protected Ethnicity</b>		(2)		2	2	100%	-	-	-	-	-	-	-	(4)	(1)	50%	(3)	100%	-	-	-	-	-	-	-	-	-	
<b>Asian/Hawaiian/OPI</b>		1		1	50%	-	-	-	-	-	-	-	-	(3)	(1)	50%	(2)	67%	-	-	-	-	-	-	-	-	-	
<b>Black/African Amer.</b>		(3)		1	33%	-	-	-	-	-	-	-	-	(1)	-	0%	(1)	33%	-	-	-	-	-	-	-	-	-	
<b>Hispanic/Latino</b>		-		1	50%	-	-	-	-	-	-	-	-	-	-	0%	-	0%	-	-	-	-	-	-	-	-	-	
<b>Other Protected Grp</b>		-		-	0%	-	-	-	-	-	-	-	-	-	-	0%	-	0%	-	-	-	-	-	-	-	-	-	
<b>White</b>		(1)		-	0%	-	-	-	-	-	-	-	-	(1)	(1)	50%	(1)	0%	-	-	-	-	-	-	-	-	-	-
<b>Unknown Ethnicity</b>		-		-	0%	-	-	-	-	-	-	-	-	-	-	0%	-	0%	-	-	-	-	-	-	-	-	-	-
<b>Italian-American*</b>		-		-	0%	-	-	-	-	-	-	-	-	-	-	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).

\*As of 2023, Italian American status is counted regardless of other ethnicity choices

## **Appendix F                    Recruiting Activity**

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

The charts in this section provide detail on applicants, interviews, and offers by job group for posted searches.

The scope of this report includes searches officially concluded during the previous plan year (June 1, 2023 through May 31, 2024). This means that the search needed to have been "closed" in our systems during this period. To be "closed" indicates there has been an accepted offer, even if the employee had not started work by May 31.

The number of interviews and offers/hires listed is dependent on this detail being entered into the system. In some situations, this detail is maintained outside our system of record.

For each search, we omit duplicate applications from the same person. According to the federal Internet Applicant Rule, we also omit applicants who withdrew from consideration and applicants who were deemed to lack the minimum qualifications for the position to which they applied. We assume anyone who has been hired also belongs in the interview category and anyone who was interviewed is treated as having met the Internet Applicant Rule.

It is important to compare the ratios of interviews to applicants and hires to interviews among demographic groups. This is referred to as a "selection rate" and strong variations among groups may indicate areas for further investigation and oversight by the Chief Diversity Officer.

**Campus Level****Summary of Searches by Job Group**

Total Searches: 69

Group	Job Opening	Posting Title	College	Count of ID
ADMIN1-EXEC	26491	Associate Provost- Innovation and Student Success	Queens College	101
<b>ADMIN1-EXEC Total</b>				<b>101</b>
ADMIN2	23814	Student Life Manager- Associate Director of Student Life	Queens College	162
	25363	Director of Student Counseling, Health & Wellness	Queens College	89
	25380	Director of Experiential Education	Queens College	36
	25646	Associate Director of Student & Community Programs (Academic Program Manager)	Queens College	117
	25664	Director of Investigations and Title IX Coordinator	Queens College	39
	25686	Student Counseling Manager	Queens College	62
	26637	Academic Affairs Manager (HEA)	Queens College	45
<b>ADMIN2 Total</b>				<b>550</b>
ADMIN3	25037	Finance Coordinator- Revenue Accounting	Queens College	50
	25325	IT Academic Applications Specialist	Queens College	40
	25332	Academic Program Specialist- Education Abroad	Queens College	33
	25588	Confidential Executive Assistant - President Office	Queens College	79
	25775	Academic SEEK Student Support Specialist (Multiple Positions)	Queens College	72
	25850	Academic Accreditation Specialist - School of Education	Queens College	23
	25861	Writing Curriculum and Tutoring Coordinator - Writing Center	Queens College	35
	26098	Admissions Coordinator	Queens College	41
	26177	Admissions Advisor Undergraduate	Queens College	106
	26196	Academic Advising Specialist	Queens College	148
	26255	Academic Support Coordinator - Learning Commons	Queens College	123
	26434	HR Generalist	Queens College	140
	26571	College Now Program Coordinator (aHEO)	Queens College	147
	26574	Academic Program Coordinator - Music	Queens College	140
	26917	Academic Program Coordinator (aHEO)	Queens College	73
	26980	Academic Program Coordinator (aHEO) - Experiential Education	Queens College	47
	27077	Administrative Coordinator (aHEO)	Queens College	152
<b>ADMIN3 Total</b>				<b>1,449</b>
ADMIN4	24889	Senior College Laboratory Technician- Physics	Queens College	31
	25351	College Laboratory Technician (Classroom)	Queens College	42
	26125	College Laboratory Technician - Classroom	Queens College	28
	26163	College Laboratory Technician - Classroom	Queens College	40
	26432	College Laboratory Technician - Art Department	Queens College	46
<b>ADMIN4 Total</b>				<b>187</b>
FAC-LECT	23957	Lecturer (Doctoral Schedule) - Sociology	Queens College	18
	23978	Lecturer or Lecturer – Doctoral Schedule (Mathematics & SEEK)	Queens College	68
	25094	Lecturer (Doctoral Schedule) - Political Science	Queens College	46
	25326	Clinical Professor - Department of Secondary Education and Youth Services (SEYS)	Queens College	54
	25472	Lecturer or Lecturer – Doctoral Schedule in Family and Consumer Sciences Education (Multiple Positions)	Queens College	30
	25541	Clinical Professor - The Graduate School of Library & Information Studies (GLIS)	Queens College	13

**Campus Level****Summary of Searches by Job Group**

Total Searches: 69

Group	Job Opening	Posting Title	College	Count of ID
FAC-LECT	25586	Lecturer Doctoral Schedule - Earth & Environmental Sciences	Queens College	56
	25709	Chinese and Japanese Lecturer (Doctoral Schedule)	Queens College	22
	25830	Lecturer or Lecturer Doctoral Schedule - English (Multiple Positions)	Queens College	235
	25858	Lecturer (Doctoral Schedule) in Clinical Education	Queens College	28
	26012	Lecturer Doctoral Schedule - Comparative Literature	Queens College	31
	26028	Lecturer - Computer Science Department	Queens College	34
	26314	Lecturer (Doctoral Schedule) - Philosophy	Queens College	142
	26407	Lecturer or Lecturer Doctoral Schedule - SEYS	Queens College	25
	26414	Psychology Lecturer - Doctoral Schedule	Queens College	6
	26580	Lecturer - Accounting and Information Systems (2 Positions)	Queens College	24
	26620	Lecturer - GSLIS	Queens College	22
	26782	Assistant Professor - Educational and Community Programs	Queens College	62
<b>FAC-LECT Total</b>				<b>916</b>
FAC-PROF	25252	Assistant Professor - Graduate School of Library and Information Studies (GLIS)	Queens College	19
	25371	Assistant / Associate/ Full Professor of Music Theory	Queens College	72
	25372	Assistant Professor - Graduate School of Library & Information Studies (GSLIS)	Queens College	16
	25427	Assistant Professor in Art Education	Queens College	23
	25630	Assistant Professor - School Psychology	Queens College	13
	25641	Assistant, Associate, or Full Professor- Secondary Education & Youth Services (English Program)	Queens College	37
	25642	Assistant, Associate or Full Professor - Director of the Writing Center	Queens College	56
	25645	Assistant Professor - Literacy Education	Queens College	80
	25676	Assistant Professor in Communication Design	Queens College	37
	25683	Assistant Professor of Theater and Performance Studies	Queens College	115
	25692	Assistant/Associate Professor of Multilingualism and English Education	Queens College	110
	25695	Assistant Professor - History Department	Queens College	116
	25721	Clinical Professor (Medical Series)- Psychology	Queens College	9
	25781	Assistant Professor of Clinical Psychology	Queens College	29
	25874	Assistant Professor - Hispanic Languages and Literatures	Queens College	67
	25911	Assistant Professor - Physics	Queens College	48
	25918	Richard Lachmann Assistant Professor of Sociology	Queens College	89
	26135	Assistant Professor - Philosophy	Queens College	97
<b>FAC-PROF Total</b>				<b>1,033</b>
IT-PRFL	25157	IT Senior Associate Level II (Provisional) – Server Operations Manager	Queens College	25
	26985	IT Senior Associate Level I (Provisional) – Server Operations Engineer	Queens College	21
	27148	IT Associate Level 1 - IT Academic Technology Manager Evening	Queens College	100
<b>IT-PRFL Total</b>				<b>146</b>
(blank)	(blank)	(blank)	(blank)	(blank)
<b>(blank) Total</b>				
<b>Grand Total</b>				<b>4,382</b>

**Campus Level****EEO Category Summary****Executive/Administrative/Managerial**

	Records	Applicants	Appl%	Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
<b>Total + Total Selection Rate</b>	651	648	99.5%	49	7.6%	7	1.1%	7	1.1%
<b>Male</b>	183	182	28.1%	14	7.7%	-	0.0%	-	0.0%
<b>Female</b>	448	446	68.8%	35	7.8%	7	1.6%	7	1.6%
<b>Other</b>	1	1	0.2%	-	0.0%	-	0.0%	-	0.0%
<b>Unknown</b>	19	19	2.9%	-	0.0%	-	0.0%	-	0.0%
<b>Total Not Female</b>	203	202	31.2%	14	6.9%	-	0.0%	-	0.0%
<b>Total Min</b>	478	476	73.5%	33	6.9%	5	1.1%	5	1.1%
<b>Asian</b>	138	138	21.3%	15	10.9%	2	1.4%	2	1.4%
<b>Black</b>	175	174	26.9%	7	4.0%	1	0.6%	1	0.6%
<b>Hispanic</b>	144	143	22.1%	9	6.3%	1	0.7%	1	0.7%
<b>Other inc 2 or more</b>	21	21	3.2%	2	9.5%	1	4.8%	1	4.8%
<b>Italian-American</b>	20	20	3.1%	1	5.0%	1	5.0%	1	5.0%
<b>White</b>	119	118	18.2%	13	11.0%	1	0.8%	1	0.8%
<b>Unknown Ethnicity</b>	38	38	5.9%	2	5.3%	-	0.0%	-	0.0%
<b>White+Unknown</b>	157	156	24.1%	15	9.6%	1	0.6%	1	0.6%
<b>Veterans</b>	10	10	1.5%	-	0.0%	-	0.0%	-	0.0%
<b>Indiv. w Disabilities</b>	47	46	7.1%	5	10.9%	-	0.0%	-	0.0%

	Least Selected: Male+Oth Ttl Minorities	OK Sel Adverse	Least Selected: Male+Oth White+Unk	Adverse Adverse	Least Selected: Male+Oth White+Unk	Adverse Adverse
Percent Female	68.8%		71.4%		100.0%	100.0%
Percent Total Minorities	73.5%		67.3%		71.4%	71.4%
Percentage Veterans	1.5%		0.0%		0.0%	0.0%
Percentage w Disabil.	7.1%		10.2%		0.0%	0.0%

**Campus Level****Job Group Summary****Administration 1 (Executive)**

	Records	Applicants	Appl%	Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
<b>Total + Total Selection Rate</b>	101	101	100.0%	11	10.9%	1	1.0%	1	1.0%
<b>Male</b>	36	36	35.6%	4	11.1%	-	0.0%	-	0.0%
<b>Female</b>	62	62	61.4%	7	11.3%	1	1.6%	1	1.6%
<b>Other</b>	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
<b>Unknown</b>	3	3	3.0%	-	0.0%	-	0.0%	-	0.0%
<b>Total Min</b>	67	67	66.3%	4	6.0%	-	0.0%	-	0.0%
<b>Asian</b>	14	14	13.9%	-	0.0%	-	0.0%	-	0.0%
<b>Black</b>	28	28	27.7%	3	10.7%	-	0.0%	-	0.0%
<b>Hispanic</b>	20	20	19.8%	1	5.0%	-	0.0%	-	0.0%
<b>Other inc 2 or more</b>	5	5	5.0%	-	0.0%	-	0.0%	-	0.0%
<b>Italian-American</b>	3	3	3.0%	-	0.0%	-	0.0%	-	0.0%
<b>White</b>	26	26	25.7%	6	23.1%	1	3.8%	1	3.8%
<b>Unknown Ethnicity</b>	6	6	5.9%	1	16.7%	-	0.0%	-	0.0%
<b>White+Unknown</b>	32	32	31.7%	7	21.9%	1	3.1%	1	3.1%
<b>Veterans</b>	4	4	4.0%	-	0.0%	-	0.0%	-	0.0%
<b>Indiv. w Disabilities</b>	9	9	8.9%	-	0.0%	-	0.0%	-	0.0%

	Least Selected: Male+Oth Ttl Minorities	Least Selected: OK Sel Adverse	Least Selected: Male+Oth Ttl Minorities	Least Selected: Adverse Ttl Minorities	Least Selected: Male+Oth Ttl Minorities	Adverse Adverse
Percent Female	61.4%	63.6%	100.0%	100.0%		
Percent Total Minorities	66.3%	36.4%	0.0%	0.0%		
Percentage Veterans	4.0%	0.0%	0.0%	0.0%		
Percentage w Disabil.	8.9%	0.0%	0.0%	0.0%		

**Campus Level****Job Group Summary****Administration 3 (Professional)**

	Records	Applicants	Appl%	Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
<b>Total + Total Selection Rate</b>	1,449	1,430	98.7%	111	7.8%	19	1.3%	19	1.3%
<b>Male</b>	460	451	31.5%	29	6.4%	4	0.9%	4	0.9%
<b>Female</b>	938	929	65.0%	79	8.5%	15	1.6%	15	1.6%
<b>Other</b>	1	1	0.1%	-	0.0%	-	0.0%	-	0.0%
<b>Unknown</b>	50	49	3.4%	3	6.1%	-	0.0%	-	0.0%
<b>Total Min</b>	1,051	1,035	72.4%	62	6.0%	7	0.7%	7	0.7%
<b>Asian</b>	368	364	25.5%	20	5.5%	2	0.5%	2	0.5%
<b>Black</b>	287	284	19.9%	20	7.0%	1	0.4%	1	0.4%
<b>Hispanic</b>	351	342	23.9%	19	5.6%	3	0.9%	3	0.9%
<b>Other inc 2 or more</b>	45	45	3.1%	3	6.7%	1	2.2%	1	2.2%
<b>Italian-American</b>	40	39	2.7%	8	20.5%	2	5.1%	2	5.1%
<b>White</b>	300	297	20.8%	34	11.4%	10	3.4%	10	3.4%
<b>Unknown Ethnicity</b>	71	71	5.0%	8	11.3%	1	1.4%	1	1.4%
<b>White+Unknown</b>	371	368	25.7%	42	11.4%	11	3.0%	11	3.0%
<b>Veterans</b>	11	11	0.8%	-	0.0%	-	0.0%	-	0.0%
<b>Indiv. w Disabilities</b>	115	113	7.9%	14	12.4%	3	2.7%	3	2.7%

	Least Selected: Male+Oth Ttl Minorities	Least Selected: Adverse Adverse	Least Selected: Male+Oth Ttl Minorities	Least Selected: Adverse Adverse	Least Selected: Male+Oth Ttl Minorities	Least Selected: Adverse Adverse
Percent Female	65.0%	71.2%	78.9%	78.9%	78.9%	78.9%
Percent Total Minorities	72.4%	55.9%	36.8%	36.8%	36.8%	36.8%
Percentage Veterans	0.8%	0.0%	0.0%	0.0%	0.0%	0.0%
Percentage w Disabil.	7.9%	12.6%	15.8%	15.8%	15.8%	15.8%

**Campus Level****EEO Category Summary****Professional Non-Faculty**

	Records	Applicants	Appl%	Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
<b>Total + Total Selection Rate</b>	1,595	1,576	98.8%	121	7.7%	22	1.4%	22	1.4%
<b>Male</b>	589	580	36.8%	39	6.7%	7	1.2%	7	1.2%
<b>Female</b>	950	941	59.7%	79	8.4%	15	1.6%	15	1.6%
<b>Other</b>	1	1	0.1%	-	0.0%	-	0.0%	-	0.0%
<b>Unknown</b>	55	54	3.4%	3	5.6%	-	0.0%	-	0.0%
<b>Total Not Female</b>	645	635	40.3%	42	6.6%	7	1.1%	7	1.1%
<b>Total Min</b>	1,167	1,151	73.0%	70	6.1%	10	0.9%	10	0.9%
<b>Asian</b>	413	409	26.0%	22	5.4%	2	0.5%	2	0.5%
<b>Black</b>	317	314	19.9%	20	6.4%	1	0.3%	1	0.3%
<b>Hispanic</b>	386	377	23.9%	24	6.4%	5	1.3%	5	1.3%
<b>Other inc 2 or more</b>	51	51	3.2%	4	7.8%	2	3.9%	2	3.9%
<b>Italian-American</b>	43	42	2.7%	9	21.4%	2	4.8%	2	4.8%
<b>White</b>	322	319	20.2%	34	10.7%	10	3.1%	10	3.1%
<b>Unknown Ethnicity</b>	78	78	4.9%	9	11.5%	1	1.3%	1	1.3%
<b>White+Unknown</b>	400	397	25.2%	43	10.8%	11	2.8%	11	2.8%
<b>Veterans</b>	14	14	0.9%	-	0.0%	-	0.0%	-	0.0%
<b>Indiv. w Disabilities</b>	125	123	7.8%	16	13.0%	3	2.4%	3	2.4%

	Least Selected: Male+Oth Ttl Minorities	Least Selected: Male+Oth Ttl Minorities	Least Selected: Male+Oth Ttl Minorities
Percent Female	59.7%	65.3%	68.2%
Percent Total Minorities	73.0%	57.9%	45.5%
Percentage Veterans	0.9%	0.0%	0.0%
Percentage w Disabil.	7.8%	13.2%	13.6%
	Adverse Adverse	Adverse Adverse	Adverse Adverse

**Campus Level****Job Group Summary****Administration 3 (Professional)**

	Records	Applicants	App% 	Interviews	Selection Rate % 	Offers	Selection Rate % 	Hires	Selection Rate % 
<b>Total + Total Selection Rate</b>	1,449	1,430	98.7%	111	7.8%	19	1.3%	19	1.3%
<b>Male</b>	460	451	31.5%	29	6.4%	4	0.9%	4	0.9%
<b>Female</b>	938	929	65.0%	79	8.5%	15	1.6%	15	1.6%
<b>Other</b>	1	1	0.1%	-	0.0%	-	0.0%	-	0.0%
<b>Unknown</b>	50	49	3.4%	3	6.1%	-	0.0%	-	0.0%
<b>Total Min</b>	1,051	1,035	72.4%	62	6.0%	7	0.7%	7	0.7%
<b>Asian</b>	368	364	25.5%	20	5.5%	2	0.5%	2	0.5%
<b>Black</b>	287	284	19.9%	20	7.0%	1	0.4%	1	0.4%
<b>Hispanic</b>	351	342	23.9%	19	5.6%	3	0.9%	3	0.9%
<b>Other inc 2 or more</b>	45	45	3.1%	3	6.7%	1	2.2%	1	2.2%
<b>Italian-American</b>	40	39	2.7%	8	20.5%	2	5.1%	2	5.1%
<b>White</b>	300	297	20.8%	34	11.4%	10	3.4%	10	3.4%
<b>Unknown Ethnicity</b>	71	71	5.0%	8	11.3%	1	1.4%	1	1.4%
<b>White+Unknown</b>	371	368	25.7%	42	11.4%	11	3.0%	11	3.0%
<b>Veterans</b>	11	11	0.8%	-	0.0%	-	0.0%	-	0.0%
<b>Indiv. w Disabilities</b>	115	113	7.9%	14	12.4%	3	2.7%	3	2.7%

	Least Selected: Male+Oth Ttl Minorities	Least Selected: Adverse Adverse	Least Selected: Male+Oth Ttl Minorities	Least Selected: Adverse Adverse	Least Selected: Male+Oth Ttl Minorities	Least Selected: Adverse Adverse
Percent Female	65.0%	71.2%	78.9%	78.9%	78.9%	78.9%
Percent Total Minorities	72.4%	55.9%	36.8%	36.8%	36.8%	36.8%
Percentage Veterans	0.8%	0.0%	0.0%	0.0%	0.0%	0.0%
Percentage w Disabil.	7.9%	12.6%	15.8%	15.8%	15.8%	15.8%

**Campus Level****Job Group Summary****IT Computer Professional**

	Records	Applicants	Appl%	Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
<b>Total + Total Selection Rate</b>	146	146	100.0%	10	6.8%	3	2.1%	3	2.1%
<b>Male</b>	129	129	88.4%	10	7.8%	3	2.3%	3	2.3%
<b>Female</b>	12	12	8.2%	-	0.0%	-	0.0%	-	0.0%
<b>Other</b>	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
<b>Unknown</b>	5	5	3.4%	-	0.0%	-	0.0%	-	0.0%
<b>Total Min</b>	116	116	79.5%	8	6.9%	3	2.6%	3	2.6%
<b>Asian</b>	45	45	30.8%	2	4.4%	-	0.0%	-	0.0%
<b>Black</b>	30	30	20.5%	-	0.0%	-	0.0%	-	0.0%
<b>Hispanic</b>	35	35	24.0%	5	14.3%	2	5.7%	2	5.7%
<b>Other inc 2 or more</b>	6	6	4.1%	1	16.7%	1	16.7%	1	16.7%
<b>Italian-American</b>	3	3	2.1%	1	33.3%	-	0.0%	-	0.0%
<b>White</b>	22	22	15.1%	-	0.0%	-	0.0%	-	0.0%
<b>Unknown Ethnicity</b>	7	7	4.8%	1	14.3%	-	0.0%	-	0.0%
<b>White+Unknown</b>	29	29	19.9%	1	3.4%	-	0.0%	-	0.0%
<b>Veterans</b>	3	3	2.1%	-	0.0%	-	0.0%	-	0.0%
<b>Indiv. w Disabilities</b>	10	10	6.8%	2	20.0%	-	0.0%	-	0.0%

	Least Selected: Female White+Unk	Least Selected: Adverse Adverse	Least Selected: Female White+Unk	Least Selected: Adverse Adverse
Percent Female	8.2%	0.0%	0.0%	0.0%
Percent Total Minorities	79.5%	80.0%	100.0%	100.0%
Percentage Veterans	2.1%	0.0%	0.0%	0.0%
Percentage w Disabil.	6.8%	20.0%	0.0%	0.0%

**Campus Level****Job Group Summary****Faculty-Professorial**

	Records	Applicants	Appl%	Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
<b>Total + Total Selection Rate</b>	1,033	1,028	99.5%	116	11.3%	19	1.8%	19	1.8%
<b>Male</b>	481	479	46.6%	56	11.7%	8	1.7%	8	1.7%
<b>Female</b>	483	481	46.8%	56	11.6%	11	2.3%	11	2.3%
<b>Other</b>	3	3	0.3%	1	33.3%	-	0.0%	-	0.0%
<b>Unknown</b>	66	65	6.3%	3	4.6%	-	0.0%	-	0.0%
<b>Total Min</b>	405	403	39.2%	49	12.2%	7	1.7%	7	1.7%
<b>Asian</b>	185	184	17.9%	28	15.2%	5	2.7%	5	2.7%
<b>Black</b>	58	57	5.5%	8	14.0%	1	1.8%	1	1.8%
<b>Hispanic</b>	140	140	13.6%	12	8.6%	1	0.7%	1	0.7%
<b>Other inc 2 or more</b>	22	22	2.1%	1	4.5%	-	0.0%	-	0.0%
<b>Italian-American</b>	36	36	3.5%	3	8.3%	1	2.8%	1	2.8%
<b>White</b>	522	520	50.6%	56	10.8%	10	1.9%	10	1.9%
<b>Unknown Ethnicity</b>	78	77	7.5%	8	10.4%	1	1.3%	1	1.3%
<b>White+Unknown</b>	600	597	58.1%	64	10.7%	11	1.8%	11	1.8%
<b>Veterans</b>	6	6	0.6%	-	0.0%	-	0.0%	-	0.0%
<b>Indiv. w Disabilities</b>	128	127	12.4%	16	12.6%	3	2.4%	3	2.4%

	<b>Least Selected:</b> Male+Oth White+Unk	<b>Least Selected:</b> Male+Oth Ttl Minorities	<b>Least Selected:</b> Adverse OK Sel	<b>Least Selected:</b> Male+Oth Ttl Minorities	<b>Least Selected:</b> Adverse OK Sel
Percent Female	46.8%	48.3%	57.9%	57.9%	57.9%
Percent Total Minorities	39.2%	42.2%	36.8%	36.8%	36.8%
Percentage Veterans	0.6%	0.0%	0.0%	0.0%	0.0%
Percentage w Disabil.	12.4%	13.8%	15.8%	15.8%	15.8%

**Campus Level****EEO Category Summary****Professional Faculty**

	Records	Applicants	Appl%	Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
<b>Total + Total Selection Rate</b>	1,949	1,935	99.3%	204	10.5%	45	2.3%	45	2.3%
<b>Male</b>	905	897	46.4%	86	9.6%	17	1.9%	17	1.9%
<b>Female</b>	912	907	46.9%	109	12.0%	27	3.0%	27	3.0%
<b>Other</b>	3	3	0.2%	1	33.3%	-	0.0%	-	0.0%
<b>Unknown</b>	129	128	6.6%	8	6.3%	1	0.8%	1	0.8%
<b>Total Not Female</b>	1,037	1,028	53.1%	95	9.2%	18	1.8%	18	1.8%
<b>Total Min</b>	806	797	41.2%	87	10.9%	17	2.1%	17	2.1%
<b>Asian</b>	359	356	18.4%	49	13.8%	11	3.1%	11	3.1%
<b>Black</b>	169	165	8.5%	14	8.5%	1	0.6%	1	0.6%
<b>Hispanic</b>	236	234	12.1%	22	9.4%	4	1.7%	4	1.7%
<b>Other inc 2 or more</b>	42	42	2.2%	2	4.8%	1	2.4%	1	2.4%
<b>Italian-American</b>	82	82	4.2%	8	9.8%	2	2.4%	2	2.4%
<b>White</b>	945	941	48.6%	94	10.0%	23	2.4%	23	2.4%
<b>Unknown Ethnicity</b>	133	132	6.8%	16	12.1%	3	2.3%	3	2.3%
<b>White+Unknown</b>	1,078	1,073	55.5%	110	10.3%	26	2.4%	26	2.4%
<b>Veterans</b>	14	14	0.7%	-	0.0%	-	0.0%	-	0.0%
<b>Indiv. w Disabilities</b>	228	227	11.7%	25	11.0%	6	2.6%	6	2.6%

	Least Selected: Male+Oth White+Unk	Least Selected: Male+Oth Ttl Minorities	Least Selected: Male+Oth Ttl Minorities	Least Selected: Male+Oth Ttl Minorities
Percent Female	46.9%	53.4%	60.0%	60.0%
Percent Total Minorities	41.2%	42.6%	37.8%	37.8%
Percentage Veterans	0.7%	0.0%	0.0%	0.0%
Percentage w Disabil.	11.7%	12.3%	13.3%	13.3%

**Campus Level****Job Group Summary****Faculty-Lecturer**

	Records	Applicants	Appl%	Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
<b>Total + Total Selection Rate</b>	916	907	99.0%	88	9.7%	26	2.9%	26	2.9%
<b>Male</b>	424	418	46.1%	30	7.2%	9	2.2%	9	2.2%
<b>Female</b>	429	426	47.0%	53	12.4%	16	3.8%	16	3.8%
<b>Other</b>	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
<b>Unknown</b>	63	63	6.9%	5	7.9%	1	1.6%	1	1.6%
<b>Total Min</b>	401	394	43.4%	38	9.6%	10	2.5%	10	2.5%
<b>Asian</b>	174	172	19.0%	21	12.2%	6	3.5%	6	3.5%
<b>Black</b>	111	108	11.9%	6	5.6%	-	0.0%	-	0.0%
<b>Hispanic</b>	96	94	10.4%	10	10.6%	3	3.2%	3	3.2%
<b>Other inc 2 or more</b>	20	20	2.2%	1	5.0%	1	5.0%	1	5.0%
<b>Italian-American</b>	46	46	5.1%	5	10.9%	1	2.2%	1	2.2%
<b>White</b>	423	421	46.4%	38	9.0%	13	3.1%	13	3.1%
<b>Unknown Ethnicity</b>	55	55	6.1%	8	14.5%	2	3.6%	2	3.6%
<b>White+Unknown</b>	478	476	52.5%	46	9.7%	15	3.2%	15	3.2%
<b>Veterans</b>	8	8	0.9%	-	0.0%	-	0.0%	-	0.0%
<b>Indiv. w Disabilities</b>	100	100	11.0%	9	9.0%	3	3.0%	3	3.0%

	Least Selected: Male+Oth Ttl Minorities	Least Selected: Adverse OK Sel	Least Selected: Male+Oth Ttl Minorities	Least Selected: Adverse OK Sel	Least Selected: Male+Oth Ttl Minorities	Least Selected: Adverse OK Sel
Percent Female	47.0%	60.2%	61.5%	61.5%		
Percent Total Minorities	43.4%	43.2%	38.5%	38.5%		
Percentage Veterans	0.9%	0.0%	0.0%	0.0%		
Percentage w Disabil.	11.0%	10.2%	11.5%	11.5%		

**Campus Level****EEO Category Summary****Technicians**

	Records	Applicants	Appl%	Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
<b>Total + Total Selection Rate</b>	187	183	97.9%	22	12.0%	5	2.7%	5	2.7%
<b>Male</b>	89	86	47.0%	14	16.3%	3	3.5%	3	3.5%
<b>Female</b>	82	81	44.3%	6	7.4%	1	1.2%	1	1.2%
<b>Other</b>	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
<b>Unknown</b>	16	16	8.7%	2	12.5%	1	6.3%	1	6.3%
<b>Total Not Female</b>	105	102	55.7%	16	15.7%	4	3.9%	4	3.9%
<b>Total Min</b>	136	132	72.1%	11	8.3%	3	2.3%	3	2.3%
<b>Asian</b>	60	57	31.1%	3	5.3%	-	0.0%	-	0.0%
<b>Black</b>	23	23	12.6%	2	8.7%	-	0.0%	-	0.0%
<b>Hispanic</b>	47	46	25.1%	6	13.0%	3	6.5%	3	6.5%
<b>Other inc 2 or more</b>	6	6	3.3%	-	0.0%	-	0.0%	-	0.0%
<b>Italian-American</b>	1	1	0.5%	-	0.0%	-	0.0%	-	0.0%
<b>White</b>	39	39	21.3%	10	25.6%	2	5.1%	2	5.1%
<b>Unknown Ethnicity</b>	11	11	6.0%	1	9.1%	-	0.0%	-	0.0%
<b>White+Unknown</b>	50	50	27.3%	11	22.0%	2	4.0%	2	4.0%
<b>Veterans</b>	4	4	2.2%	1	25.0%	-	0.0%	-	0.0%
<b>Indiv. w Disabilities</b>	16	16	8.7%	2	12.5%	-	0.0%	-	0.0%

	Least Selected: Female Ttl Minorities	Least Selected: Adverse Ttl Adverse	Least Selected: Female Ttl Minorities	Least Selected: Adverse Ttl Adverse
Percent Female	44.3%	27.3%	-	20.0%
Percent Total Minorities	72.1%	50.0%	-	60.0%
Percentage Veterans	2.2%	4.5%	-	0.0%
Percentage w Disabil.	8.7%	9.1%	-	0.0%

**Campus Level****Job Group Summary****Administration 4 (College Lab Tech)**

	Records	Applicants	Appl%	Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
<b>Total + Total Selection Rate</b>	187	183	97.9%	22	12.0%	5	2.7%	5	2.7%
<b>Male</b>	89	86	47.0%	14	16.3%	3	3.5%	3	3.5%
<b>Female</b>	82	81	44.3%	6	7.4%	1	1.2%	1	1.2%
<b>Other</b>	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
<b>Unknown</b>	16	16	8.7%	2	12.5%	1	6.3%	1	6.3%
<b>Total Min</b>	136	132	72.1%	11	8.3%	3	2.3%	3	2.3%
<b>Asian</b>	60	57	31.1%	3	5.3%	-	0.0%	-	0.0%
<b>Black</b>	23	23	12.6%	2	8.7%	-	0.0%	-	0.0%
<b>Hispanic</b>	47	46	25.1%	6	13.0%	3	6.5%	3	6.5%
<b>Other inc 2 or more</b>	6	6	3.3%	-	0.0%	-	0.0%	-	0.0%
<b>Italian-American</b>	1	1	0.5%	-	0.0%	-	0.0%	-	0.0%
<b>White</b>	39	39	21.3%	10	25.6%	2	5.1%	2	5.1%
<b>Unknown Ethnicity</b>	11	11	6.0%	1	9.1%	-	0.0%	-	0.0%
<b>White+Unknown</b>	50	50	27.3%	11	22.0%	2	4.0%	2	4.0%
<b>Veterans</b>	4	4	2.2%	1	25.0%	-	0.0%	-	0.0%
<b>Indiv. w Disabilities</b>	16	16	8.7%	2	12.5%	-	0.0%	-	0.0%

	Least Selected: Female Ttl Minorities	Least Selected: Adverse Adverse	Least Selected: Female Ttl Minorities	Least Selected: Adverse Adverse
Percent Female	44.3%	27.3%	20.0%	20.0%
Percent Total Minorities	72.1%	50.0%	60.0%	60.0%
Percentage Veterans	2.2%	4.5%	0.0%	0.0%
Percentage w Disabil.	8.7%	9.1%	0.0%	0.0%

## **Appendix G                    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.

## Queens College

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

Total Individual(s) with Disabilities: 79

Percent of total reported employees: 3.0%

Category:	Executive/Administrative/Managerial	Total Staff	Indiv. with Disabilities	Rate
	Admin 1: Executive	21	2	9.5%
	Admin 2: Managerial	109	8	7.3%
	Admin 2: Managerial Adjunct	183	5	2.7%
	Managerial: Facilities	3	0	0.0%
	Managerial: Info Tech	2	0	0.0%
	Managerial: Security	3	0	0.0%
Category:	Professional Faculty	Total Staff	Indiv. with Disabilities	Rate
	Faculty: Professoriate	439	20	4.6%
	Faculty: Librarian	12	1	8.3%
	Faculty: Librarian Adjunct	2	0	0.0%
	Faculty: Lecturer	131	8	6.1%
	Faculty: Lecturer Adjunct	557	9	1.6%
	Faculty: Professoriate Adjunct	272	6	2.2%
	Faculty: Continuing Education	37	0	0.0%
Category:	Professional Non-Faculty	Total Staff	Indiv. with Disabilities	Rate
	Accountant: Professional	2	0	0.0%
	Admin 3: Professional	172	9	5.2%
	Admin 5: Engineer-Architect	2	0	0.0%
	Disability Accommodation Specl	1	0	0.0%
	Info Tech: Professional	30	0	0.0%
	Nurse	1	0	0.0%
Category:	Administrative Support Workers	Total Staff	Indiv. with Disabilities	Rate
	Accountant: Assistant	2	0	0.0%
	Administrative Assistant	16	0	0.0%
	Office Assistant	74	5	6.8%
	Office Assistant Adjunct	351	5	1.4%
	Mail Services Worker	3	0	0.0%
Category:	Technicians	Total Staff	Indiv. with Disabilities	Rate
	Admin 4: College Lab Technician	34	1	2.9%
	Admin 4: College Lab Technician Adjunct	21	0	0.0%
	Broadcast-Media Adjunct	2	0	0.0%
	Info Tech: Technician	1	0	0.0%
	Info Tech: Technician Adjunct	1	0	0.0%
Category:	Craft Workers	Total Staff	Indiv. with Disabilities	Rate
	Skilled Trades: Supervisory	3	0	0.0%
	Skilled Trades: Not Supervisory	36	0	0.0%
	Laborers and Helpers	10	0	0.0%
	Basic Crafts-Buildings and Grounds	4	0	0.0%
Category:	Service Workers	Total Staff	Indiv. with Disabilities	Rate
	Campus Public Safety Sergeant	7	0	0.0%
	Campus Peace Officer	12	0	0.0%

## Queens College

## Category: Service Workers

Campus Security Assistant  
Campus Security Assistant Adjunct  
Custodial: Supervisory  
Custodial: Assistant  
Custodial: Assistant Adjunct

Total Staff	Indiv. with Disabilities	Rate
18	0	0.0%
2	0	0.0%
5	0	0.0%
44	0	0.0%
3	0	0.0%