

# Baruch College 2018-2019 AFFIRMATIVE ACTION PLAN

Affirmative Action Plans covering Minorities and Women (Executive Order 11246), Individuals with Disabilities (Section 503) and Veterans (VEVRAA)

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This plan is available for review at:

<https://www.baruch.cuny.edu/president/office-of-diversity/>

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# **PART ONE: INTRODUCTION AND BACKGROUND**

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This report is the annual update of the Affirmative Action Plan (AAP) required by federal regulations:

- For women and federally protected racial/ethnic groups: Presidential Executive Order 11246
- For covered Veterans: Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended
- For Individuals with Disabilities: Section 503 of the Rehabilitation Act of 1973, as amended.

The U.S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) oversees Affirmative Action Plan reporting requirements. Some aspects of this plan are also informed by New York State and New York City regulations and guidelines for public agencies.

Part One provides an overview of the College and those individuals and groups who share responsibility for the College's Affirmative Action and Diversity programs.

The Census Date for employees is June 1, 2018. The Plan Reporting Year (basis for historical data) is June 1, 2017–May 31, 2018. The Program Year is September 1, 2018–August 31, 2019.

This Plan is available for public review at the location listed on the front cover.

## COLLEGE OVERVIEW

### Location, Degrees Accreditation

Baruch College is ranked among the region's and nation's top colleges by *U.S. News & World Report*, *Forbes*, *Princeton Review*, and others. The campus is within easy reach of Wall Street, Midtown, and the global headquarters of major companies and non-profit and cultural organizations, giving students unparalleled internship, career, and networking opportunities. The College's more than 18,000 students, who speak more than 110 languages and trace their heritage to more than 170 countries, have been repeatedly named one of the most ethnically diverse student bodies in the United States.

The College is comprised of three Schools: (a) **THE GEORGE AND MILDRED WEISSMAN SCHOOL OF ARTS AND SCIENCES**. Weissman School has more than 50 areas of study that blend rigorous theory with practical experience. Degrees include the BA, BS, MA, MS, and PhD, (b) **THE AUSTIN W. MARXE SCHOOL OF PUBLIC AND INTERNATIONAL AFFAIRS** prepares students for careers in government and nonprofit sector, offering programs leading to BSPA, MPA, Executive MPA, MIA, and MS in Education degrees while serving as a resource for governmental and nonprofit entities at the local, state, and national levels, and (c) **THE ZICKLIN SCHOOL OF BUSINESS** has renowned faculty experts across the business spectrum and acclaimed AACSB-accredited programs leading to BBA, MBA, MS, Executive MBA and MS, and PhD degrees.

Baruch College's nationally recognized, award-winning library, the William and Anita Newman Library, houses a collection that includes over 625,000 print volumes 150,000 eBooks, and over two million units of microform. The Library's collection of electronic resources includes several hundred online databases, accessible from nearly 100 PC workstations.

In addition, Baruch College is home to a number of centers and institutes including the Lawrence N. Field Center for Entrepreneurship, the Robert Zicklin Center for Corporate Integrity, the Wasserman Trading Floor/Subotnick Financial Services Center, the Center for the Study of Business and Government, the Weissman Center for International Business, the Baruch College Survey Research Unit, the Steven L. Newman Real Estate Institute, the Bernard L. Schwartz Communication Institute, and the Baruch Performing Arts Center (BPAC). The College's Division of Continuing and Professional Studies (CAPS) offers numerous work-related programs and training courses, many of which can lead to certificates in Business, Real Estate, Bookkeeping, Human resources and Information Technology. Comprehensive modern languages and English as a Second Language courses are also offered. Courses in Continuing and Professional Studies are taught by professionals in the fields.

The award-winning Newman Vertical Campus features state-of-the-art classrooms, computer and research laboratories, auditoriums, a recreation and fitness center, conference rooms, faculty offices, a performing arts center, a bookstore, and a food court.

## History

Tracing its routes to the founding of the Free Academy in 1847, Baruch College is part of the nation's first tuition free institution of higher education. In 1919, the School of Business and Civic Administration was established, and in 1953 the College was named in honor of Bernard M. Baruch, benefactor, statesman, financier, and alumnus of the Free Academy. In 1968 Baruch College was established as an independent senior college of the City University of New York. US News & World Report, Forbes, and The Princeton Review, among others, rank Baruch College among the top colleges in the United States. Today, Baruch College enrolls more than 18,000 students representing over 168 countries; its student body continues to be named one of the most ethnically diverse in the United States. It also has 13 varsity NCAA Division III sports teams on campus.

## Mission

The College's commitment to higher education and to the larger community is reflected in its Mission Statement: Baruch College of the City University of New York remains dedicated to being a catalyst for the social, cultural, and financial mobility of a diverse student body, reflective of its historical mission. Baruch College educates men and women for leadership roles in business, civic and cultural affairs, and academia. It offers rigorous baccalaureate, Masters, and doctoral programs to qualified students who seek careers in business, public affairs, and the arts and sciences. Integrating professional education with the arts and sciences for undergraduates, Baruch College's faculty cultivates its students' analytical ability, critical thinking, cultural awareness, and ethical sensibility. The College's graduate programs focus on professional preparation that enables students to become leaders and innovators in their fields. The faculty's contributions to knowledge reflect a commitment to teaching, research, scholarship, public policy, and artistic creativity. Through executive education, continuing studies programs, and public events, Baruch engages the larger civic and international community that includes its supportive alumni, extending the College's visibility and nurturing its global reputation.

## RELEVANT POLICIES

As a part of The City University of New York (CUNY), a public university system, the College adheres to federal, state, and city laws and regulations regarding non-discrimination and affirmative action including among others, 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 and the Age Discrimination Act of 1975, the New York State Human Rights Law and the New York City Human Rights Law. The "protected classes," delineated in Executive Order 11246 and updates are: American Indian or Alaska Native, Asian, Black or African American, Hispanic or Latino, Native Hawaiian or Other Pacific Islander, Two or

More Races, and Women. Additionally, the Chancellor of CUNY designated Italian Americans as a protected group in 1976 and CUNY prepares a separate Italian American Affirmative Action Plan.

CUNY has posted its policies and procedures on non-discrimination, sexual misconduct, and affirmative action on its website.

[Click for CUNY's Policies](#)

[\(www.cuny.edu/about/administration/offices/ohrm/policies-procedures.html\)](http://www.cuny.edu/about/administration/offices/ohrm/policies-procedures.html)

## **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**

The University’s overall policy on Affirmative Action of May 28, 1985 is part of CUNY’s 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. The text of the policy statement follows:

*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.*

CUNY has established the following policies. Links are accurate as of June, 2018.

[The CUNY Policy on Equal Opportunity and Nondiscrimination](#) prohibits discrimination on the basis of numerous protected characteristics in accordance

with federal, state and local law, and addresses sex discrimination other than Sexual Misconduct covered by this policy.

[The CUNY Campus and Workplace Violence Policy](#) addresses workplace violence.

[The CUNY Domestic Violence and the Workplace Policy](#) addresses domestic violence in or affecting employees in the workplace.

[The CUNY Procedures for Implementing Reasonable Accommodations and Academic Adjustments](#) addresses the procedures CUNY will follow when there is a request for a reasonable accommodation or academic adjustment.

In addition, CUNY campuses are required to report crime statistics, including statistics relating to sexual violence, under the federal Jeanne Clery Act. Information is available from the Department of Public Safety <https://www.baruch.cuny.edu/psafety/>

## Other Policies

It is the policy of the College 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.

The College policy is reaffirmed by the President annually. **Appendix B** contains a copy of the annual Reaffirmation Letter which was issued on 1/30/2018.

## RESPONSIBILITY FOR IMPLEMENTATION

While the entire College community participates in promoting diversity and inclusion, the College has assigned certain responsibilities in implementing Affirmative Action programs.

### The President

The President, Mitchel B. Wallerstein, oversees implementation of Affirmative Action and diversity programs and assuring compliance with federal, state, and city laws, rules and regulations as well as University policies. Additionally, the President:

- Designates personnel responsible for managing Affirmative Action, diversity, and compliance efforts, including a Chief Diversity Officer (CDO), 504/Americans with Disabilities Act (A.D.A.) Coordinator and Title IX Coordinator

- Ensures responsible personnel have the authority, staff, and other resources to successfully fulfill their assigned responsibilities
- Communicates a commitment to equal employment opportunity programs and issues an Annual Re-Affirmation supporting affirmative action, diversity and equal opportunity (see copy of Re-Affirmation Letter in **Appendix B.**)
- Approves and submits required reports, including this Affirmative Action Plan.

### **Chief Diversity Officer**

The President has Mona Jha as the Chief Diversity Officer (CDO). As the President's primary designee, the CDO:

- Provides confidential consultation for, investigates and resolves discrimination/harassment complaints
- Distributes relevant policies, notices and revisions, and assures integration into training programs, search committee orientations, websites, and other media
- Prepares and communicates Affirmative Action Plan reports and evaluates the impact of specific initiatives and Affirmative Action programs overall
- Consults with search committees and hiring managers on recruitment and selection, overseeing search plans and effective recruitment/selection strategies to promote a diverse workforce
- Assures the College's participation in university-wide initiatives promoting diversity and inclusion.

### **College Officials**

College executives, department chairpersons, managers, and supervisors are critical partners in the equal employment/affirmative action program. They help ensure compliance with regulations and policies, foster an inclusive environment, and assist in developing, maintaining, and implementing the Affirmative Action Plan.

### **Committee(s) on Diversity and Inclusion**

The College has a standing committee advising the President in formulating and implementing affirmative action policy; reviewing the impact of any policies on the College governance plan; developing and implementing strategic diversity plans and promoting College programs to reflect pluralistic values and goals.

Consistent with the College's Strategic Plan, the Chief Diversity Officer, in collaboration with the President's Office has formed a Presidential Advisory Council on Diversity and Inclusion. The members of this body will be appointed and represent faculty, staff, and students. The Committee will be charged with assessing and enhancing diversity initiatives.

Additionally, there exists an Academic Affairs Diversity Advisory Council that was convened by the Provost in 2017. The Provost has appointed faculty members to the Council. Council's goal is to increase diversity and inclusion within our faculty and academic curriculum and to make Baruch more diverse and an inclusive institution.

### **University Management**

The University's Office of Recruitment and Diversity reports summary statistics to senior management on a quarterly basis and provide periodic data files to the colleges. Details of University reports and diversity programs are provided here:

[Click for University Diversity Resources](#)

## PART TWO: DATA AND ANALYSIS

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The College analyzes data using multiple methods prescribed by regulation and best practice in preparing Affirmative Action Plans. No one method provides a complete picture, and none should be used as a sole measurement. Methods include:

- Workforce Analysis of employees within organizational units
- Establishment of Job Groups and relevant academic Disciplines
- Development of Labor Market Availability measures
- Utilization Analysis for Job Groups and Disciplines
- Review of Personnel Actions (e.g., Hiring, Separation, Promotion)
- Review of Recruitment Activity
- Review of Hiring from Civil Service applicant pools
- Review of Compensation.

Individuals interested in learning more about data analysis in Affirmative Action Plans may wish to refer to resources provided by the U.S. Department of Labor's Office of Contract Compliance Programs (OFCCP) at: [Click for U.S. Department of Labor Website](#)

The source for this review and all subsequent data is an extract from CUNY's system of record, CUNYFirst, of full-time active employees and employees on selected paid leaves (such as medical leave or fellowship/sabbatical leave) as of June 1, 2018. The population does not include student workers or individuals employed by CUNY's Research Foundation. We created this extract in July, 2018.

To evaluate representation by race/ethnicity, we use federally-mandated categories of Asian, Black/African American, and Hispanic. Employees who identify as American Indian/Alaska Native and employees who identify as "Two or More Races" are not listed separately, but are included in the Total Minority category. Employees identifying as Hawaiian/Native Pacific Islander are listed with the Asian category.

To evaluate representation by gender, we use federally-mandated categories of Male and Female.

## **WORKFORCE ANALYSIS**

The Workforce Analysis is a review of protected groups (gender and ethnicity) organized by department/unit and presented by job title in descending hierarchical order.

The Workforce Analysis is intended to review overall representation of females or minorities by organizational unit and title/rank within unit.

Due to length, the Workforce Analysis charts are not included in the Plan.

The College conducted a self-identification canvas in May 2018 by contacting employees via email, encouraging them to update self-identification data. The College provided instructions and a Question and Answer document explaining the reasons behind collecting self-identification data, and stressing that providing this information was voluntary.

In total, 1 employee either did not identify a race/ethnicity or did not completely specify one (for example, identified as non-Hispanic without providing a specific race). Anyone who did not specify a gender and/or ethnicity is included in the workforce analysis but not included in a protected group for further analyses.

## **JOB GROUPS, DISCIPLINES, AND MARKET DATA**

We base further analyses on creating job groups consisting of job titles with similar responsibilities and opportunities for advancement. We conduct additional analyses for Faculty and College Laboratory Technicians with groupings based on instructional program (discipline) and academic department.

Appendix C presents further details of the titles included in each Job Group.

### **Job Groups**

Job Groups are comprised of similar job titles based on duties, qualifications, and other conditions of employment. The University reviews groupings annually. The Exhibit on the following page lists the Job Groups and summarizes College staffing in each group.

## Exhibit: Workforce Summary

Baruch College

Total Employees: 1,212

### Executive/Administrative/Managerial

Job Group	Staff	Female #	Female %	Minority #	Minority %
Administration 1 (Executive)	30	17	56.7%	8	26.7%
Administration 2 (Manager)	153	103	67.3%	67	43.8%
Facility Manager	1	0	0.0%	0	0.0%
IT Computer Manager	3	0	0.0%	2	66.7%
Security Manager	2	1	50.0%	2	100.0%

### Professional Faculty

Job Group	Staff	Female #	Female %	Minority #	Minority %
Faculty-Professorial	437	172	39.4%	133	30.4%
Faculty-Instructor	1	1	100.0%	0	0.0%
Faculty-Lecturer	56	26	46.4%	12	21.4%

### Professional Non-Faculty

Job Group	Staff	Female #	Female %	Minority #	Minority %
Accountant	6	4	66.7%	6	100.0%
Administration 3 (Professional)	190	140	73.7%	131	68.9%
Administration 5 (Engineer-Architect)	4	2	50.0%	1	25.0%
IT Computer Professional	25	6	24.0%	22	88.0%

### Administrative Support Workers

Job Group	Staff	Female #	Female %	Minority #	Minority %
Accountant Assistant	6	4	66.7%	4	66.7%
Administrative Assistant	23	20	87.0%	17	73.9%
Office Assistant	61	52	85.2%	45	73.8%
Mail Services Worker	2	1	50.0%	2	100.0%

### Craft Workers

Job Group	Staff	Female #	Female %	Minority #	Minority %
Basic Crafts-Buildings and Grounds	9	0	0.0%	5	55.6%
Laborers and Helpers	2	0	0.0%	1	50.0%
Skilled Trades-Supervisor	3	0	0.0%	0	0.0%
Skilled Trades	24	1	4.2%	4	16.7%

### Technicians

Job Group	Staff	Female #	Female %	Minority #	Minority %
Administration 4 (College Lab Tech)	6	3	50.0%	3	50.0%
Broadcast/Media	4	0	0.0%	4	100.0%
IT Support Technician	1	1	100.0%	1	100.0%

### Service Workers and Others

Job Group	Staff	Female #	Female %	Minority #	Minority %
Campus Peace Officer-Sergeant	12	1	8.3%	11	91.7%
Campus Peace Officer-Level 2	6	1	16.7%	5	83.3%
Campus Peace Officer-Level 1	58	16	27.6%	55	94.8%
Custodial Supervisor	11	2	18.2%	10	90.9%
Custodial	76	28	36.8%	72	94.7%

## Exhibit: Summary of Historical Changes in Underutilization - Faculty

### Baruch College

This is a summary of utilization, and underutilization, of protected groups by job group and a specified faculty program (or "discipline"). Only those groups with five or more employees are included here.

This version compares underutilization for this report (2018) to that reported in the 2017 Affirmative Action Plan. Differences in assigning faculty to disciplines mean that year-to-year comparisons are approximate.

Boxes in red represent increases in underutilization (negative progress); boxes in green represent decreases in underutilization (positive progress).

Exhibit: Summary of Historical Changes in Underutilization - Faculty

Job Group: Faculty-Lecturer

Discipline	UNDERUTILIZATION											
	Total Staff		Female		Total Minority		Asian/Nat. Haw./Other Pac. Isl.		Black/African Am.		Hispanic/Latino	
	2018	2017	2018	2017	2018	2017	2018	2017	2018	2017	2018	2017
<b>Business, Management, Marketing, Support Services</b>	22	20	2	2	1		1					
<b>Mathematics and Statistics</b>	9	13			3	3	2	2	1			
<b>Public Administration and Social Service Professions</b>	11	11	2	3	3	1	1		1		1	1

## Disciplines for Faculty and College Laboratory Technicians

Within each Faculty job group, we analyze utilization by academic program or discipline. The University codes its disciplines using the U.S. Dept. of Education “Classification of Instructional Programs” (CIP) and each College assigns its academic departments to the disciplines. On an exception basis, we calculate a blended labor market availability for interdisciplinary programs. Where multiple departments are assigned to the same discipline, Chief Diversity Officers may review a break-out by department.

We assign College Laboratory Technicians to one of two groups, based on assigned department: College Laboratory Technicians-Science, Technology, and Engineering, and College Laboratory Technicians-Other.

**Appendix D** details the academic program assignments used at the College for Faculty and College Laboratory Technicians.

## Labor Market Availability

Labor Market Availability is the measurement used to benchmark utilization of protected groups. It represents the proportion of each protected group available for employment in the labor market from which we recruit.

The University calculates availability by job group and discipline, based on internal and external factors. The internal labor market is an estimate of eligible employees on a promotional path into a job group and has been calculated based on employee data in either fall 2013 or spring 2014. The external labor market uses location and qualifications of individuals available for employment, typically an education factor and a geographic factor. Educational data comes from “Earned Degrees Conferred” reports from the U.S. Department of Education (2013-2014 figures) and other information comes from the *American Community Survey of the U.S. Census* (2007-2011). Geographic factors may be National (generally for highest-level positions and faculty), Regional (the four-state region of New York, New Jersey, Pennsylvania, and Connecticut), or Local (New York City).

CUNY reviews and updates Labor Market Availability figures every other year. There were no updates made to the availability data this past year.

**Appendix C** (previously referenced) lists availability factors and weightings.

## UTILIZATION ANALYSIS

### Discussion

The College reviewed its employee population by Job Group and protected class in comparison to Labor Market Availability for groups where there are five or more employees.

We report underutilization when significantly fewer minorities or women are employed than would be reasonably expected given availability. We report underutilization where the utilization is more than 20% below availability and the difference can be expressed as at least one full-time equivalent employee.

Job Groups and Disciplines for which there is underutilization are considered priorities for College Affirmative Action programs.

**Appendix E** details each individual Job Group/Affirmative Action Unit and Academic Program/Category (Faculty and College Laboratory Technicians).

Changes in underutilization from year to year may arise from multiple factors. These include hires, separations (including voluntary separations and retirements), updated Labor Market Availability and changes to the composition of Job Groups or Disciplines. It is often not possible to pinpoint a single, direct cause, and it may not always be possible to anticipate and/or prevent increases in underutilization in borderline situations.

The following Exhibit summarizes staffing and underutilization for each job group with a comparison to the two previous years.



Exhibit: Summary of Historical Changes in Underutilization - Faculty

Job Group: Faculty-Professorial

Discipline	UNDERUTILIZATION											
	Total Staff		Female		Total Minority		Asian/Nat. Haw./Other Pac. Isl.		Black/African Am.		Hispanic/Latino	
	2018	2017	2018	2017	2018	2017	2018	2017	2018	2017	2018	2017
Biological and Biomedical Sciences AND Physical Sciences	25	24		3		2		1				
Business, Management, Marketing, Support Services	125	130	14	13					23	23	2	
Communications, Journalism, and Related Programs	26	26			2	2			1		1	2
English Language and Literature/Letters	35	38										
Foreign Languages, Literatures, and Linguistics	15	15	3	3								
History	12	14										
Legal Professions and Studies	13	15			2	2			2	1		
Library (Librarians/Non-Teaching)	20	20	7	7								
Mathematics and Statistics	55	56	4	4						2		
Philosophy and Religious Studies	6	8	2	2						1		
Psychology	23	23	5	5	1	2			1	1	1	2
Public Administration and Social Service Professions	38	35	12	11		3			7	6		
Social Sciences	25	24			1	2					2	2
Visual and Performing Arts	16	16			1	1					1	1

## Utilization, Underutilization, and Placement Goals

### **Staff:**

#### **Professional Non-Faculty:**

##### **IT Computer Professional level**

Underutilization has been eliminated: Underutilization for females was reduced from 1 to 0.

##### **Service Workers and Others**

##### **Campus Peace Officer-Level 2:**

Underutilization has been eliminated: Underutilization for females and Blacks was reduced from 1 to 0.

### **Faculty:**

#### **Biological and Biomedical Sciences AND Physical Sciences:**

Underutilization has been eliminated: Underutilization for females was reduced from 3 to 0 and for Asians from 1 to 0.

#### **Mathematics and Statistics**

Underutilization for Blacks was reduced from 2 to 0.

#### **Philosophy and Religious Studies**

Underutilization Blacks was reduced from 1 to 0.

#### **Psychology**

Underutilization for Hispanics was reduced from 2 to 1.

## OTHER ANALYSES

### **Personnel Activity**

We review personnel actions for potential adverse impact, meaning personnel selections at different rates for different groups.

**Appendix F** provides detail on personnel activity by Job Group:

- Job Actions by Job Group and Ethnicity
- Job Actions by Job Group and Gender
- Faculty Tenure Actions by Department, Title, and Ethnicity
- Faculty Tenure Actions by Department, Title, and Gender

We compared employee title changes between reference dates (i.e., July 1, 2017 and June 1, 2018). The reports track hires, moves to a higher or lower Job Group, moves within a Job Group, and Separations.

Personnel actions involving employees who leave one Job Group to take a position in another are reported as two actions and are listed as having separated from one group and joined another group.

Tenure is a permanent status granted to Professorial Faculty and College Laboratory Technicians. Lecturers are eligible for a similar status, Certificate of Continuous Employment (CCE). Individuals are eligible after meeting service requirements. There is an additional review process for Professorial Faculty, involving departmental and College-wide Personnel and Budget Committees making recommendations to the President. The President reports approved candidates to the CUNY Board of Trustees. It is also possible in rare cases for a senior individual to be hired with Tenure. Faculty reported here received tenure/CCE status effective September 1, 2017.

The tenure report tracks the following statuses:

- Awarded Tenure
- Hired with Tenure
- Denied Tenure.

According to Table F-3 “Faculty Tenure Actions by Department, Title, and Ethnicity,” 16 faculty members received tenure. Out of the 16 faculty members that received tenure, 4 were Asian and 2 was Hispanic. Furthermore, the table indicated that 8 out of 13 faculty members awarded tenure were female.

## **Recruiting Activity**

Recruiting and selection take place within a process designed to promote both effectiveness and diversity. Prior to posting a position, the Chief Diversity Officer reviews and approves the posting language from the standpoint of any requirements that may impose bias. In most cases, the Chief Diversity Officer also creates and/or reviews a Search Plan outlining intended methods of outreach for the position.

Many hiring projects are conducted by a diverse Search Committee, particularly searches for faculty, administrators, and executives. The Chief Diversity Officer provides an orientation, or “charge”, to committee members on effective selection practices, including practices aimed at reducing the potential for bias. The CDO reviews the applicant pool for sufficient representation and certifies the pool prior to a review by the committee. The CDO reviews the list of individuals selected for interviews, and at the end of the recruiting process, approves the entire search.

The standard in evaluating recruiting data is referred to as Impact Analysis. Federal guidelines recommend that “Adverse Impact” may occur when any one group has a selection rate which is less than 80% of the selection rate of the group which is most frequently selected.

**Appendix G** summarizes recruiting, by job group, data based on currently available information about searches that were noted as officially concluded with a job offer between June 1, 2017 and May 31, 2018.

For some job groups, notably faculty, there is a time gap between offers and start dates. For recruiting reviews, we track timing on the basis of the close of the search (accepted job offer). Also, we report on all searches resulting in an offer, regardless of whether the search is cancelled at some point after an offer is made.

Currently, applicant categories follow the *Internet Applicant Rule* and consist of:

- Applicant (Qualified individual submitting an application for a specific position)
- Interview (Selected for an interview, and interviewed)
- Offer/Hire (Selected for the position)

As with many higher education institutions, there may be a gap in time between offer and hire for faculty members, as they are generally selected in the spring to teach the following fall. This time period can span two academic years. We report recruiting data based upon the date the search closes, and we report personnel activity data based on the employee’s hire date. Thus the number of hires in recruiting exhibits may not match the number of hires in the personnel exhibits.

In the normal conduct of business, the Chief Diversity Officer reviews applicant self-identification data and determines whether there is a need for real-time adjustments to recruiting and outreach plans in order to assure diverse, qualified applicant pools. The Chief Diversity Officer may require additional outreach prior to proceeding with selection and/or interviews should there be a concern that applicant pools are not sufficiently diverse.

There was an increase in the amount of job openings in this plan year. There were 76 job openings in the 2017-2018 plan, while this plan year had 167 job openings. In

total we had 91 more job openings this plan year. As a result, our interviewing and hiring increased significantly this plan year. Last year’s plan reported that 312 applicants were interviewed, while this year’s plan indicates that 883 applicants were interviewed. Furthermore, last year’s plan reported that Baruch hired 77 applicants, while this year’s plan indicates that 152 applicants were hired.

### Hiring from Civil Service Applicant Pools

The College participated in 6 University-wide hiring pools for Classified Civil Service hires. At a hiring pool, applicants who are pre-qualified based on a Civil Service examination score indicate their interest in working at one or more Colleges, and colleges make selections as per Civil Service regulations. These hires are included in the counts of employees hired in Appendix F and the counts of applicants in Appendix G.

Title	Number of Hires
CUNY Office Assistant (1 pool)	1 hire
Campus Peace Officer (1 pool)	3 hires
Campus Security Assistant (2 pools)	2 hires
Maintenance Worker (2 pools)	1 hire

### Compensation

The University develops and manages pay plans according to title and/or bargaining unit. These include an Executive Compensation Plan (ECP), Faculty and Non-Teaching Instructional Staff Pay Schedules, and Classified Civil Service Plans for Managerial Personnel, Non-Managerial Staff, and Skilled Trades. Plans are subject to bargaining unit contracts, Civil Service regulations, New York City Comptroller’s Determinations, and/or University policy, and these factors sometimes limit the flexibility of the pay plans.

We review policies such as:

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

We also review salaries by job group and title and evaluate areas where there is a discrepancy of 5% or more based on average salary as well as a material number of employees.

## **PART THREE: ACTION-ORIENTED PROGRAMS**

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This section details a qualitative assessment of programs over the prior year, evaluates how the College has, or has not, achieved its goals, and identifies planned activities aimed at achieving the coming year's goals.

Part Three contains:

- Implementation of Prior-Year Programs
- Implementation of 2018-2019 Programs
- Ongoing Activities in Support of Affirmative Action
- Internal Audit and Reporting.

## IMPLEMENTATION OF PRIOR-YEAR PROGRAMS

Over the prior plan year, the College undertook the following programs to support Affirmative Action and create a climate of inclusion.

### Exhibit: Summary of Campus Programs, 2017-2018

Program	Impact
<p><b>Baruch Speaker events featuring Dean Aldermaro Romero Jr.: Diversity as a Toolbox for Success</b></p>	<p>Campus wide attendance at this speaker events emphasized the importance of diversity for achieving organizational success.</p>
<p><b>CUNY Speaker Events CUNY Lecturers</b></p> <p>Introduced in May 2017, CUNY Faculty Diversity Dialogues are open forums for CUNY faculty, administration and staff to showcase a range of issues related to diversity, equity, and inclusion, all of which support a welcoming University climate. The Spring 2018 series will feature focused discussions by national leaders in higher education on faculty and staff recruitment, retention and advancement.</p> <p>- Tuesday February 20, 1-4pm, Roosevelt House A Conversation with John L. Jackson, Jr., Ph.D. Dean, School of Social Policy &amp; Practice, University of Pennsylvania</p> <p>- Monday March 12, 1-4pm, Roosevelt House A Conversation with Yolanda T. Moses, Ph.D. Anthropology, University of California-Riverside</p>	<p>CUNY Sponsored training events provided faculty/administrators with significant takeaways and tools to use in achieving diversity in faculty hiring.</p>

Program	Impact
<p>- A Conversation with Caroline Sotello Viernes Turner, Ph.D. Educational Leadership &amp; Policy Studies, Sacramento State</p>	
<p><b>CURB Meetings:</b> The Baruch "Coalition to Undo Racism at Baruch" is a monthly meeting for administrators, faculty and staff who have attended the Undoing Racism Workshop and wish to continue connecting about the workshop and anti-racist work on campus.</p>	<p>CURB activities, which have included book discussions open to campus community, have connected faculty and staff to continue discussions on best practices for achieving diversity.</p>
<p><b>Academic Affairs Diversity Advisory Committee</b></p>	<p>The Committee, composed of faculty members, the Provost, and the CDO, meet approximately four times a year to discuss issues of diversity, cultural competency and inclusion, including discussion of cluster hiring, departmental affirmative action plans, strategies for having faculty encourage underrepresented students to obtain doctorates.</p>
<p><b>Town Hall meetings on Diversity</b></p>	<p>Several town hall meetings that included discussions of diversity and inclusion on campus were conducted: one for staff, one for students, and one for faculty. The meetings were conducted for the purposes of determining goals for the College in connection with the upcoming 5-year Strategic Plan.</p>
<p><b>Diversity Committees for Weissman School and Marx School</b></p>	<p>Diversity Committees for these schools monitor recruitment and hires for faculty with the objective of providing support to recruit candidates who are underrepresented.</p>

## IMPLEMENTATION OF 2018-2019 PROGRAMS

In this section, we affirm the College’s placement goals and key initiatives for the coming year.

### Exhibit: Planned Campus Programs, 2018-2019

Program	Expected Impact
<p>Richard Rothstein - The Color of Law: A Forgotten History of How Our Government Segregated America: Richard Rothstein is a research associate of the Economic Policy Institute and fellow at the Thurgood Marshall Institute of the NAACP Legal Defense Fund, will make remarks, answer questions, and sign copies of his book, The Color of Law.</p>	<p>Sensitizing community on racial justice and fairness issues.</p>
<p>CERRU: The Center for Ethnic, Racial, and Religious Understanding (CERRU), based at Queens College, will provide a workshop for Baruch staff on building and fostering cultural competency skills through the use of dialogue and undoing bias techniques.</p>	<p>Workshops for faculty and staff to increase cultural competency skills.</p>
<p>Peace Corp Panel: Teresa Liu, associate director of international events, has organized a panel of returned Peace Corps volunteers who work and teach at Baruch. The event, which will take place during the College’s International Education Week (November 12–16), offers a discussion of service and a Q&amp;A with panelists Teresa Liu (RPCV-East Timor), Anna D’Souza (Marxe School, RPCV-Senegal), Brian Kane (College NOW, RPCV-Honduras), and Cheryl de Jong-Lambert (Office of Communications, Marketing, and Public Affairs; RPCV-Guinea-Bissau).</p>	<p>Geared towards providing a climate of inclusion and celebrating cultural differences.</p>

## ONGOING ACTIVITIES IN SUPPORT OF AFFIRMATIVE ACTION

The College's programs benefit from additional University-wide recruitment, diversity, and compliance programs. The University:

- Sends job postings to State Workforce Agencies and Veterans' career centers
- Maintains consolidated advertising programs, including job boards serving Veterans, Individuals with Disabilities, women, and protected minority groups
- Maintains social media accounts for recruitment and employment branding
- Advertises and administers Civil Service examinations
- Publishes guides and training materials on effective and compliant search practices
- Publishes an annual notice of non-discrimination in the New York Times
- Provides training and ongoing updates to Chief Diversity Officers.

Recruitment policies support developing diverse applicant pools through:

- Required posting of open positions and of Civil Service Notices of Exam; typical faculty vacancies are posted for 30-60 days and administrative vacancies are posted for 14-30 days
- Collection of all applications into a single automated system where pre-established screening practices relevant to the specific function may be applied
- A job application process where all candidates are automatically invited to self-identify race/ethnicity, gender, veteran status, or disability status; information is kept confidentially and used to analyze the composition of applicant pools
- A committee recruiting process by which a diverse team evaluates candidates according to consistent criteria and job-related interview questions
- An annual survey of newly appointed employees to identify potential areas of concern in how the College communicates with its candidates.

## INTERNAL AUDIT AND REPORTING

The Chief Diversity Officer posts and distributes notices of non-discrimination policies, changes in regulations, and similar compliance information, and makes the Affirmative Action Plan available for public inspection. He/she also integrates compliance information into training programs for faculty, students, and staff.

The Chief Diversity Officer is responsible for audits and reviews of the effectiveness of College programs. This includes:

- Monitoring records of personnel activities, including new hires, transfers, promotions, and terminations
- Monitoring the status of employee self-identification programs
- Reviewing the effectiveness of recruiting outreach and advertising
- Monitoring complaints or incident reports which may indicate underlying trends
- Reviewing personnel activities and the Affirmative Action Plan with senior level officers
- Advising management of program effectiveness and provide recommendations for improvement.

The College maintains employment records in the central CUNYFirst system used to provide the data underlying Affirmative Action Plans. The Chief Diversity Officer works with Human Resources staff to assure College records are complete, accurate, and timely. Data quality is audited further by the University periodically throughout the year.

The University reports statistics and diversity metrics to the University Community and the CUNY Board of Trustees on a quarterly basis.

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

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Federal regulations mandate that Affirmative Action plans be prepared to address the hiring and advancement of Individuals with Disabilities and Veterans. The topics covered in Part Four are similar to those covered in the other sections except that we analyze data in a simpler format and make comparisons based on federally-recommended benchmarks.

The sections of Part Four are mandated by regulation. They are:

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

## EQUAL OPPORTUNITY AND NON-DISCRIMINATION POLICY

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

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

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

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

The City University of New York, 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. Further details on University policies are available at: [Click for CUNY's Policies.](#)

## REVIEW OF PERSONNEL PROCESSES

Our goal is to ensure all personnel activities are consistent with the goal of providing equal employment opportunity for employees and applicants who are Individuals with Disabilities and/or Protected Veterans. To that end, we periodically review our personnel processes for potential barriers to employment, training, and promotion.

The College’s personnel processes do not stereotype Individuals with Disabilities or Protected Veterans or otherwise limits their access to jobs for which they are qualified; further, the College strives to include Individuals with Disabilities and Veterans in media such as college publications and websites.

We invite employees to self-identify through an online system available in CUNY's Employee Self-Service Portal. We invite applicants to self-identify through CUNY's online recruiting system with each application. The University maintains this data in its system of record with appropriate security measures for confidentiality of individual information. As was described in Part Two, the College conducted a self-identification campaign in 2018.

## **REVIEW OF PHYSICAL AND MENTAL QUALIFICATIONS**

Our goal is to ensure that all physical and mental qualifications and requirements are job-related and consistent with business necessity and safe performance of the job. We periodically review the College's physical and mental qualifications and requirements as they relate to employment, training, and promotion.

We will repeat a review of a given position when there is a change in working conditions that may influence the job's physical or mental requirements. Examples may include new work requirements or new equipment. As new job qualifications are established, the College will review them to ensure that they would not screen out qualified Individuals with Disabilities or Protected Veterans. To the extent that such a situation might occur, the College takes steps to ensure the requirements are essential functions of these particular jobs.

The University's Civil Service unit reviews job requirements for potential issues at prior to issuing revised Civil Service specifications. The University also provides a checklist for planning a recruiting effort that includes a sign-off on a review of job qualifications.

## **REASONABLE ACCOMMODATIONS**

The College provides reasonable accommodations to physical and mental limitations of applicants and employees who are Individuals with Disabilities or Disabled Veterans. As per *CUNY Procedures for Implementing Reasonable Accommodation and Academic Adjustments*, the Human Resources Director is responsible for responding to requests by applicants for employment, current employees and visitors. Anyone may request an accommodation by contacting the Human Resources Office.

The College contact for accommodation requests is:

Name: Monique Brown-George  
Title: Executive Director of Human Resources  
Phone: (646) 660-6596  
Email: Monique.George@baruch.cuny.edu

*CUNY Procedures for Implementing Reasonable Accommodation and Academic Adjustments* is available on CUNY's website.

[Click for CUNY's Policies](#)

<http://www.cuny.edu/about/administration/offices/ohrm/policies-procedures.html>).

Applicants for employment may request accommodations to physical and mental limitations during the recruiting and interviewing process. The procedure is provided on the Employment Page of the CUNY Website and <https://www.baruch.cuny.edu/hr/benefits.htm> The text of the statement is as follows:

Any applicant who requires an accommodation for a disability in order to apply for a position or proceed with the job search process should contact the Human Resources office at the College posting the position (list at [www.cuny.edu/employment/campus-hr.html](http://www.cuny.edu/employment/campus-hr.html)) or contact the Office of Recruitment and Diversity at [jobs@cuny.edu](mailto:jobs@cuny.edu) or at 395 Hudson St., New York, NY 10014.

As per University policy, the College also provides reasonable accommodations to individuals based on a disability; pregnancy, childbirth, or a medical condition related to pregnancy or childbirth; religious practices and status as a victim of domestic violence, sex offense or stalking.

In the last year:

- While recognizing that many requests are resolved through an informal process, the College responded to 12 official requests for employee accommodations, for which the process was successfully concluded 7 times and appealed 2 times. At this time there are no outstanding appeals.
- The College has not received any requests for reasonable accommodation from job applicants.
- The College upgraded campus facilities to improve access
  - Vertical Campus building had the ground level ticket booth for BPAC capital construction completed for ADA access
  - VC B3 level ADA access completed for BPAC to connect to ARC side and to theater seating level.
  - VC B3 level BPAC restrooms upgraded for ADA
- Note any other improvements (acquired equipment, upgraded technology)
- The complete renovation of the Kaplan Technology Center, the College's main student computing lab, incorporated many design features to ensure accessibility. These include wheelchair-accessible service counters, collaboration rooms and printer, wide aisles, height-adjustable desks, and

various types of assistive technology.

- Through the CUNY Assistive Technology Services office, the College acquired a suite of software that will provide greater access and educational support to students and employees with disabilities, including the following widely used tools: ZoomText Fusion (screen reader and magnifier), Kurzweil 3000 (reading/writing software suite), and WYNN (a literacy suite). The software has been installed on all lab PCs and can be installed on any other College PC upon request.
- The library added height-adjustable desks to the reading room.

## **HARASSMENT PREVENTION PROCEDURES**

The University has developed procedures to ensure that Individuals with Disabilities or Protected Veterans are not harassed. (See above, *Policy Statements on Equal Employment Opportunity*). The 504/A.D.A. Coordinator, Mona Jha, administers efforts to ensure access and non-discrimination for Individuals with Disabilities.

## **EXTERNAL DISSEMINATION OF POLICY**

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

The University also posts its Non-Discrimination Policy on its employment website ([Click for CUNY's Employment Page \(www.cuny.edu/employment.html\)](http://www.cuny.edu/employment.html)) and advertises the policy annually in the New York Times newspaper.

The University Office of Labor Relations provides an annual notice of our policies to labor unions.

The College sends written notice of the Affirmative Action Policy to all subcontractors, vendors, and suppliers requesting their compliance with our policy.

## **OUTREACH AND POSITIVE RECRUITING**

### **Planned Outreach for 2018-2019**

Ongoing efforts to disseminate the *CUNY Policy on Non-Discrimination* and conduct outreach and positive recruitment include the following:

- Disseminating information concerning employment opportunities to media that reach Disabled Veterans, other Protected Veterans, and Individuals with Disabilities

- Advertising job openings with a variety of external resources, including required reporting to the New York State Labor Department and related agencies
- Filing the federal VETS-4212 report annually
- Veterans who received a passing score on a competitive Civil Service examination may apply for additional points to be added to their score based on Veteran or Disabled Veteran Status as defined by New York State statute.
- The University may appoint qualified disabled individuals to classified competitive Civil Service titles without an examination.

## **INTERNAL DISSEMINATION OF POLICY**

To foster positive support for the Affirmative Action Program for Protected Veterans and Individuals with Disabilities, the College has implemented the following measures:

- Including policies in the manuals and other in-house publications
- Meeting with senior staff and other supervisors to explain the intent of the policy and individual responsibility for effective implementation
- Scheduling training sessions for employees involved in recruitment, selection, and promotion decision-making
- Discussing policies thoroughly in both employee orientation and management training programs
- Including articles on accomplishments of Disabled Veterans, other Veterans, and Individuals with Disabilities in College publications
- Posting the *CUNY Procedures for Implementing Reasonable Accommodation and Academic Adjustments* on College bulletin boards, along with the *CUNY Policy on Non-Discrimination* (which also covers protection from harassment on the basis of disability)
- Featuring persons who are Individuals with Disabilities in handbooks or similar publications

## **RESPONSIBILITY FOR IMPLEMENTATION**

As part of its efforts to ensure equal employment opportunity to Disabled Veterans, other Veterans, and Individuals with Disabilities, the College has designated specific responsibilities to various staff.

## **The President**

The President, Mitchel B. Wallerstein, oversees Affirmative Action and compliance programs. He/she appoints the 504/A.D.A. Coordinator to oversee College compliance activities and provides management support and resources to manage the implementation of Affirmative Action and compliance programs. Issues uncovered in self-audits or reviews are ultimately reported to the President who oversees implementation of appropriate responses.

## **504/A.D.A Coordinator**

The President assigned the duties of the 504/A.D.A. Coordinator Mona Jha. Their responsibilities include:

- Chairing the 504/A.D.A. Committee
- Monitoring the college for 504/A.D.A. compliance
- Resolving issues before they become potential grievances; considering appeals and disputed accommodation decisions
- Maintaining information on accommodations requested and provided
- Ensuring pertinent records are stored securely and confidentiality is maintained
- Providing training as needed on issues related to Individuals with Disabilities.

## **504/A.D.A. Committee**

The 504/A.D.A. Committee advises the Coordinator. It is comprised of representatives from various divisions, departments, and programs, including Individuals with Disabilities. Members are:

- Olga Dais
- Mona Jha
- Christina Toscano
- Lisa Edwards
- Roseann Pilgrim
- Patricia Fleming
- Michael Riccici
- Rusudan Chitaia
- Joy Allison

## **College Officials**

College officials assume certain responsibilities to assure compliance with regulations, including working with the Office of Human Resources to identify and fund reasonable accommodations.

## **University Management**

The University's Office of Recruitment and Diversity reports summary statistics to senior management on a quarterly basis. These reports include both university-wide and college-specific data. The University posts these reports online at:

[Click here for University Resources:](#)

<http://www2.cuny.edu/about/administration/offices/hr/recruitment-diversity/>

## **TRAINING**

Employees involved with the recruitment, selection, promotion, disciplinary actions, training, and related processes of Individuals with Disabilities or Veterans are acquainted with the College's Affirmative Action Program. CUNY's Office of Recruitment and Diversity and the Office of Professional Development and Learning Management provide training opportunities to help employees maximize their personal and workplace effectiveness, including Diversity Training courses.

## **AUDIT AND REPORTING SYSTEM**

The 504/A.D.A. Coordinator is responsible for the College's audit and reporting system to monitor the College's overall programs in support of Individuals with Disabilities, measuring the degree to which the College is meeting its objectives and identifying the need for remedial action. The Coordinator also determines whether there are any undue hurdles for both Individuals with Disabilities and Protected Veterans in gaining access to college programs and activities of all kinds.

The Chief Diversity Officer is responsible for monitoring recruitment outreach, as well as claims of discrimination related to status as a Veteran or Individual with a Disability. The CDO audits the effectiveness of outreach and Affirmative Action programs as part of the Affirmative Action Plan process.

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

## **BENCHMARK COMPARISONS**

The federal guideline for utilization of Individuals with Disabilities is 7.0%.

**Appendix H** details the utilization of Individuals with Disabilities by Job Group. There is no guideline for utilization of Veterans.

In March 2018, the federal benchmark Hiring Rate for Veterans was set at 6.4%. The exhibit on the next page illustrates College hiring rates for Veterans. While we calculated a Hiring Rate for Individuals with Disabilities, there is no recommended benchmark.

We monitor recruitment, application and appointment processes to assure representation of Protected Veterans and Individuals with Disabilities.

## Exhibit: Benchmark Comparisons for Veterans and Individuals with Disabilities

### Veterans Hiring Benchmark

The benchmark Hiring Rate is 6.4% as established in March 2018 by the U.S. Department of Labor.

Factor	2017-2018	2016-2017	2015-2016
A. Number of applicants who self-identified as Veterans before an offer of employment is made	244	154	56
B. Total number of job openings	167	76	150
C. Total number of jobs filled	130	69	139
D. Total number of applicants for all jobs	17,442	11,125	11,447
E. Number of Veteran applicants hired	0	0	0
F. Total number of applicants hired	152	77	139
<b>Hiring Rate (E divided by F)</b>	0%	0%	0%
<b>Was Benchmark Met? (Yes/No)</b>	No	No	No

### Hiring Rate, Individuals with Disabilities

There currently is no benchmark rate for Individuals with Disabilities.

Factor	2017-2018	2016-2017	2015-2016
A. Number of applicants who self-identify as Individuals with Disabilities before an offer of employment is made	577	392	352
B. Total number of job openings	167	76	150
C. Total number of jobs filled	130	69	139
D. Total number of applicants for all jobs	17,442	11,125	11,447
E. Number of Individuals with Disabilities hired	6	1	0
F. Total number of applicants hired	152	77	139
<b>Hiring Rate (E Divided by F)</b>	3.95%	1.29%	0

# APPENDICES

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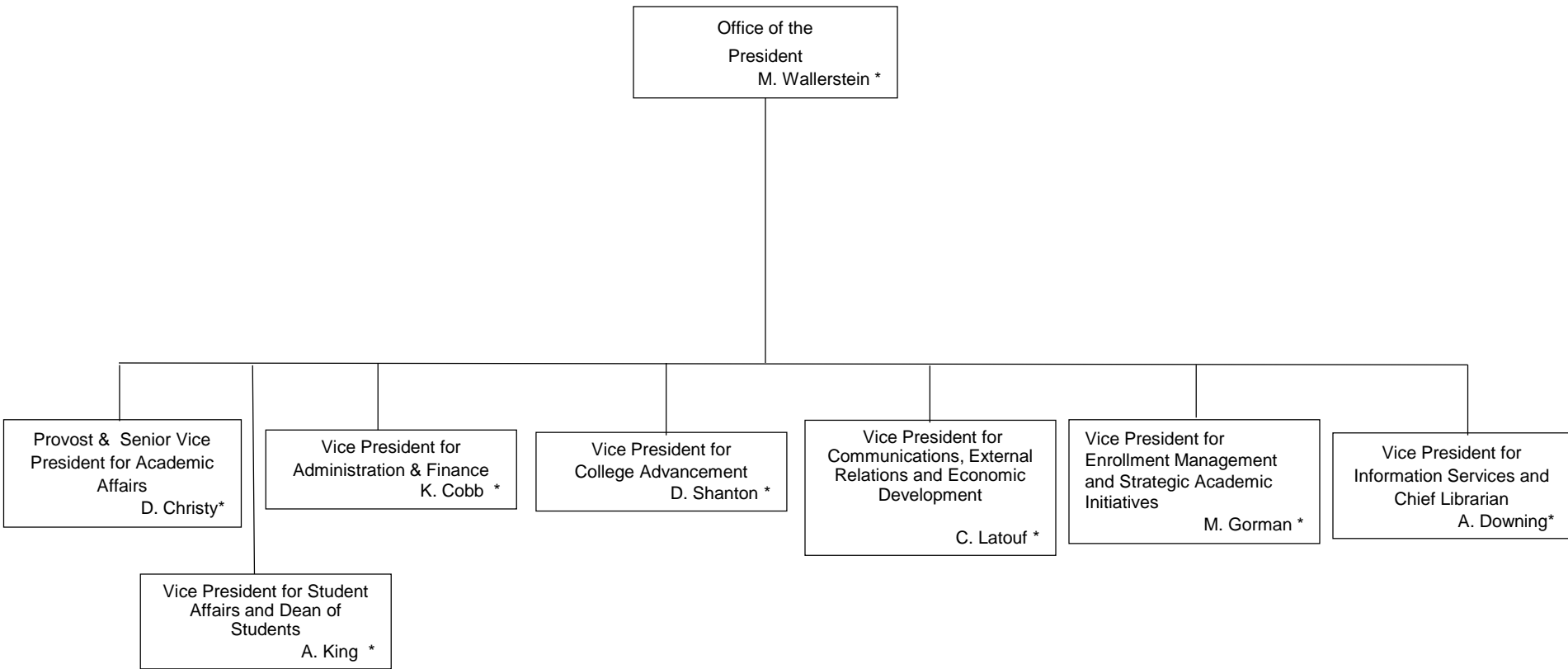
- A. SUMMARY ORGANIZATION CHART
- B. RE-AFFIRMATION LETTER
- C. JOB GROUPS AND LABOR MARKET AVAILABILITY FACTORS
- D. ACADEMIC DEPARTMENTS BY DISCIPLINE AND COLLEGE LAB TECHNICIAN CATEGORIES
- E. UTILIZATION ANALYSIS (ADMINISTRATORS AND STAFF, COLLEGE LAB TECHNICIANS, FACULTY)
- F. SUMMARY OF PERSONNEL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

## APPENDIX A - ORGANIZATION CHART

### Baruch College

This Appendix provides a high-level organization chart.

**BARUCH COLLEGE / THE CITY UNIVERSITY OF NEW YORK**



\*See Separate Charts for Individual Units

**Office of the President**

**President**  
M. Wallerstein

Chief of Staff  
Associate Administrator  
K. Lee

Chief Diversity  
Officer – Assistant  
Administrator  
- M. Jha

Executive Counsel to  
the President & Labor  
Designee  
O. Dais

CAA D. Gaudette

CAA - I. Ramos

aHEO - VACANT

Diversity and Compliance  
Specialist  
HEa - N. Ocasio-Gourage

Legal Coordinator-  
Paralegal  
HEa - T. Moore-  
Walters

Deputy Legal Counsel  
HEO L. Hochstadt

**Office of Communications,  
Marketing, and Public  
Affairs**

**President**  
M. Wallerstein

Vice President for Communications,  
External Relations and Economic  
Development  
C. Latouf

Executive Director  
Communications and Marketing  
Assistant Administrator  
J. Drucker

Dir of Government &  
Community Relations  
HEO E. Lugo

Public Relations Director  
HEO - S. Bronski

CA - M. Sanchez (PR)  
C. McDermott (PR)

Marketing Manager,  
Digital Communications  
HEA - VACANT

Communications Web  
Specialist  
HEa - A. Lurye

CA - V. Postnikov  
CA- Y. Rojas  
CA - M. Zogbi  
CA - L. Kelty

Director Comm. &  
Marketing  
HEO - C. De Jong-Lamber

Marketing Manager  
HEA J. Danowitz

Communications Marketing  
Manager  
HEA - K. Mumford

Communications Pubs  
Design Specialist  
HEa - N. Gomez

CA - Barbara Lippman

Graphic Design Manager  
HEa M. Polanco

Designers  
CA - A. Reinhardt  
CA - L. Ritchie

Senior Writer/ Editor  
HEa D. Harrigan

**Office of the Provost &  
Senior Vice President for Academic  
Affairs – Overview**

**Provost and Senior Vice President for  
Academic Affairs**  
D. Christy

CAA - M. Gaffney

Chief of Staff to the  
Provost and Vice  
President for Academic  
Affairs  
HEO - L. Lemiesz

Coordinator of  
Administrative &  
Financial Services  
aHEO A. Stevens

Associate Provost for  
Academic Administration &  
Faculty Development  
Asst Vice President  
L. Lemiesz

Myung-Soo Lee  
Vice Provost for  
Global Strategies

Associate Provost –  
Teaching and  
Learning  
D. Slavin\*

**School of Public Affairs**  
Dean D. Birdsell \*

**Weissman School of Arts &  
Sciences**  
Dean – A. Romero \*

**Zicklin School of Business**  
Dean – F. Huss\*

**Continuing and Professional  
Studies**  
Associate Dean A. Clarkson \*

Director of Academic  
Administration  
HEO J. Fallon

Director of Sponsored  
Programs & Research  
(SPAR)  
HEO - D. Esposito

Assistant Director, Global  
HEa– S. Garcia

COA – V. Cano

Academic Affairs Manager  
HEA M. Burgos

Administrative  
Coordinator  
aHEO – VACANT

Research Compliance  
Specialist  
HEA - K. Peterson

Assistant Director,  
Sponsored Programs &  
Research  
HEa M. Mendez

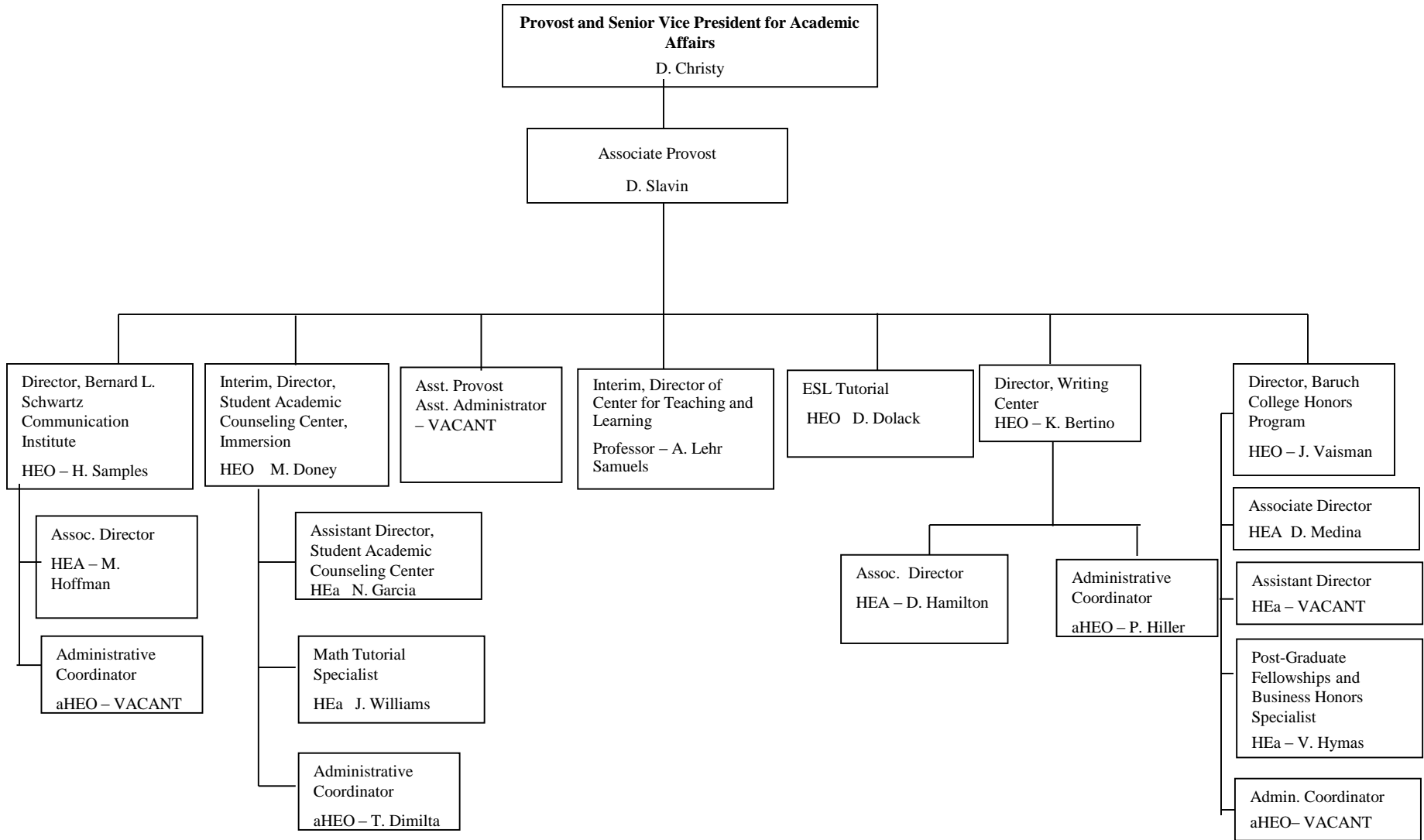
Pre-Award Liaison  
aHEO – J. Kharnak

Associate Director (post-  
award)  
Zolicia Abotsi

Post-Award Liaison  
aHEO – T. Smith

\*See Separate Chart

**Office of the Provost and Senior Vice President for Academic Affairs**



**Dean's Office - School of Public Affairs**

**School of Public Affairs**  
**Dean D. Birdsell**

Director of Operations & Finance  
HEO - A. Delgado

Assistant Director,  
HEa - R. Brown

TL-PT (CA):  
Arita Asani  
Operations  
Administrative  
Assistant

**Associate Dean for Academic Programs**  
**J. Mitchell**

COA - P. Cofresi

Coordinator  
Administrative  
& Financial  
Services  
aHEO- L.  
Nunez

Director of  
Technology  
HEA - VACANT

Technology  
Services  
IT Asst- J. Alarcon

Graduate Admissions  
& Enrollment  
Services  
HEO - VACANT

Admissions Coordinator  
HEa - D. Battista

Graduate  
Admissions  
Coordinator  
aHEO  
John Lee

RF-FT (POI):  
Xiomara Garcia  
Office Mgr  
Student Affairs &  
Graduate Admin.

Deputy Director of  
Career Services &  
Alumni Affairs  
HEA - S. Grossman

Student Career  
advisor- aHEO  
VACANT

Assistant  
Director,  
Academic  
Programs  
HEa - D. Saju

Director of Student  
Affairs  
HE- S. Fajardo

Undergraduate  
Coordinator  
HEa J. Harrington

MPA/NUF  
Advisement  
aHEO Rawlisha  
Lalite

Asst. Director,  
Student Affairs  
HEa M. Samedy

RF-FT (POI): M.  
Gulliford  
Executive  
Assistant,  
Academic  
Programs

Prof. - N. Sullivan  
Prof. - E. Savas  
Assist. Prof. - T. Main  
Assoc. Prof. - D. Williams

FT Faculty - J. Apfel  
HEA Director  
FT Faculty - J. Engel  
NUF Advisor  
FT Faculty - M. Stark  
XMPA Advisor

Director, CUNY Institute  
for Demographic  
Research  
Prof. N. Bennett

Computing Director for  
Demographic Research  
HEO J. Howell

Administrative Director  
of Operations and  
Research  
HEO - M. Marino

Executive Director of  
Academic Programs  
(Acting) Prof. N. Aries

Graduate  
Programs

Undergraduate  
Programs

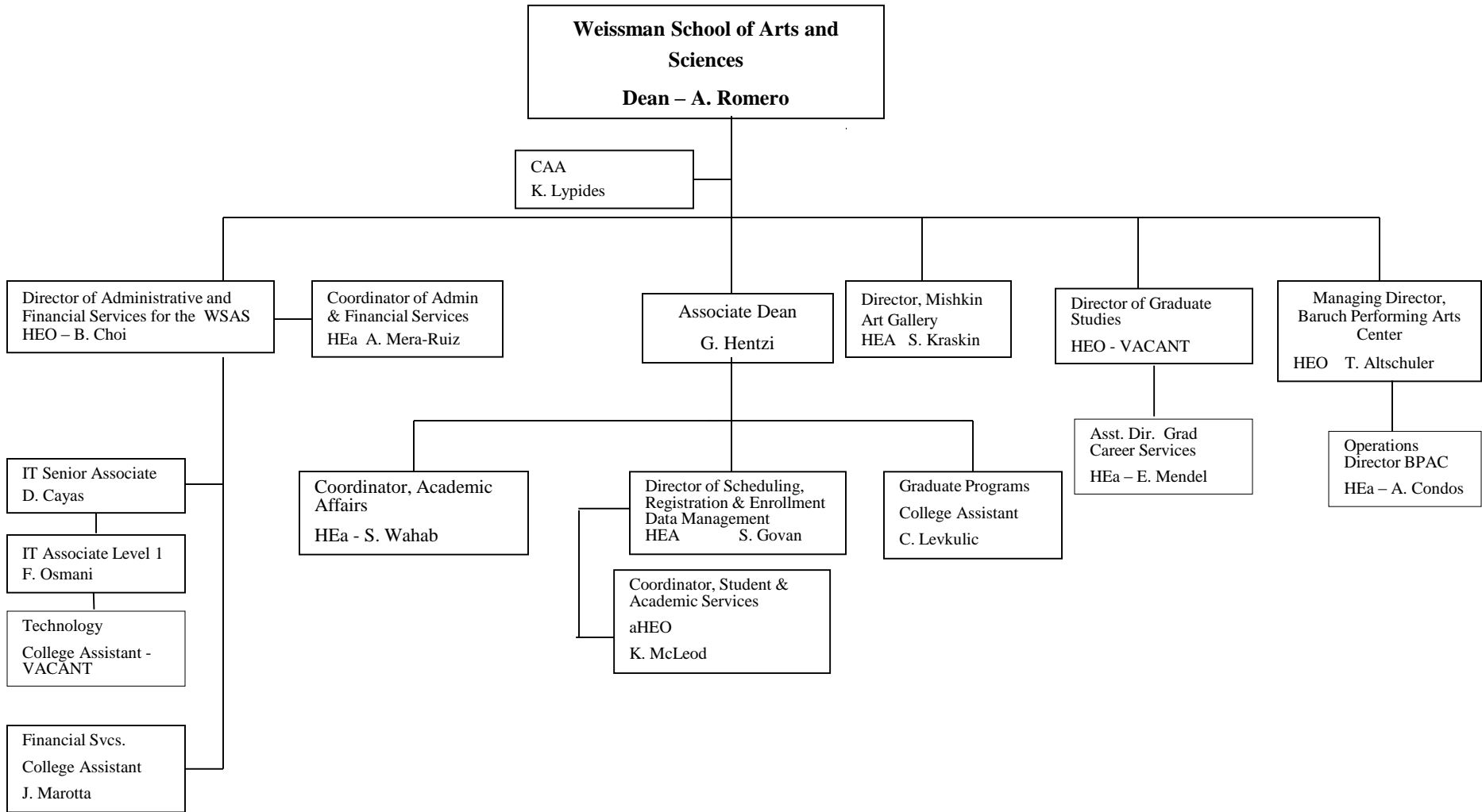
Director of Special  
Programs & Ed.  
Leadership  
Advisement  
HEa - M. Sultana

CA-PT: Vacant  
SBL/SDL  
Advisement

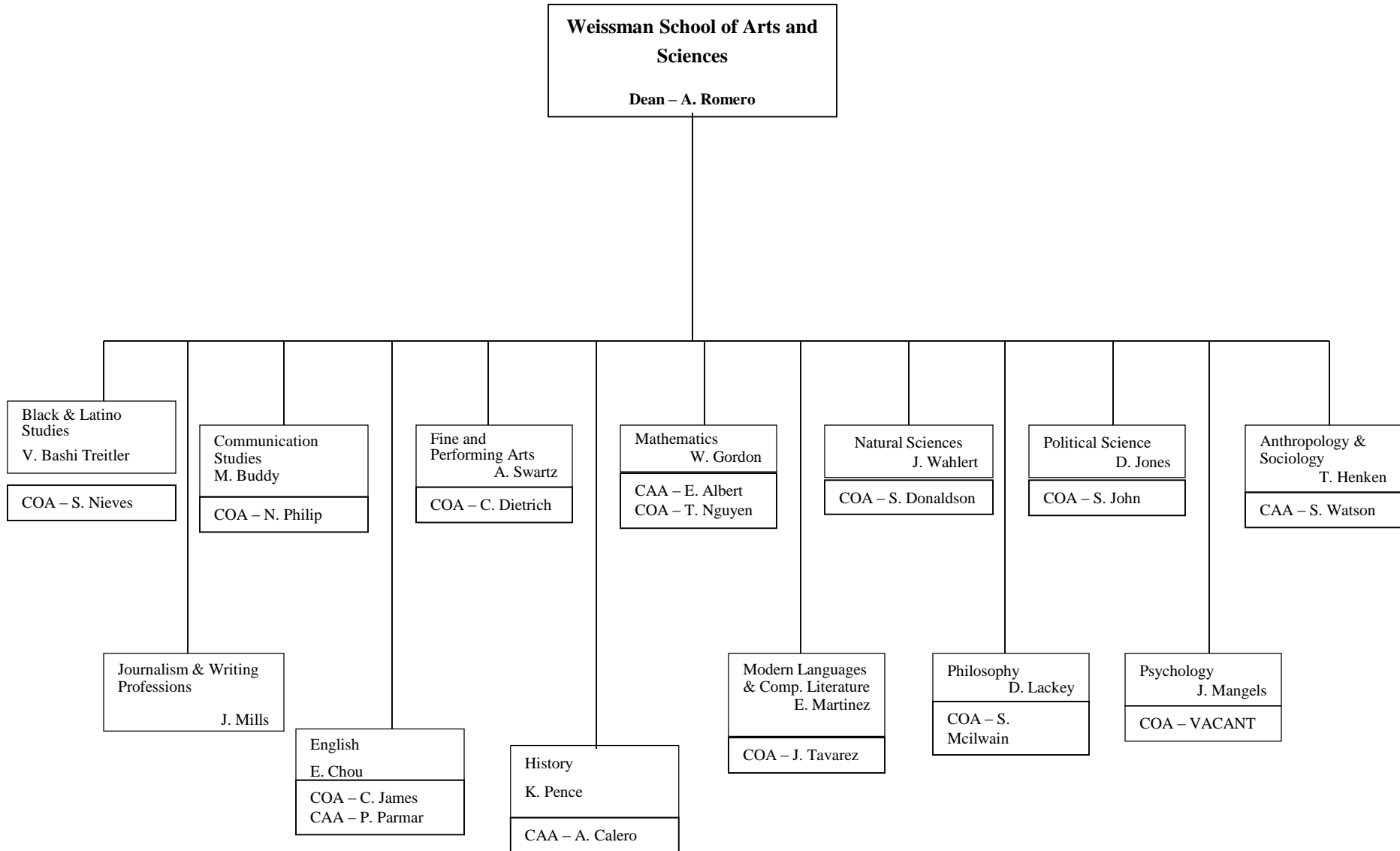
\*Non-tax Levy (Whole or Part)

\*\* IFR Funded Positions

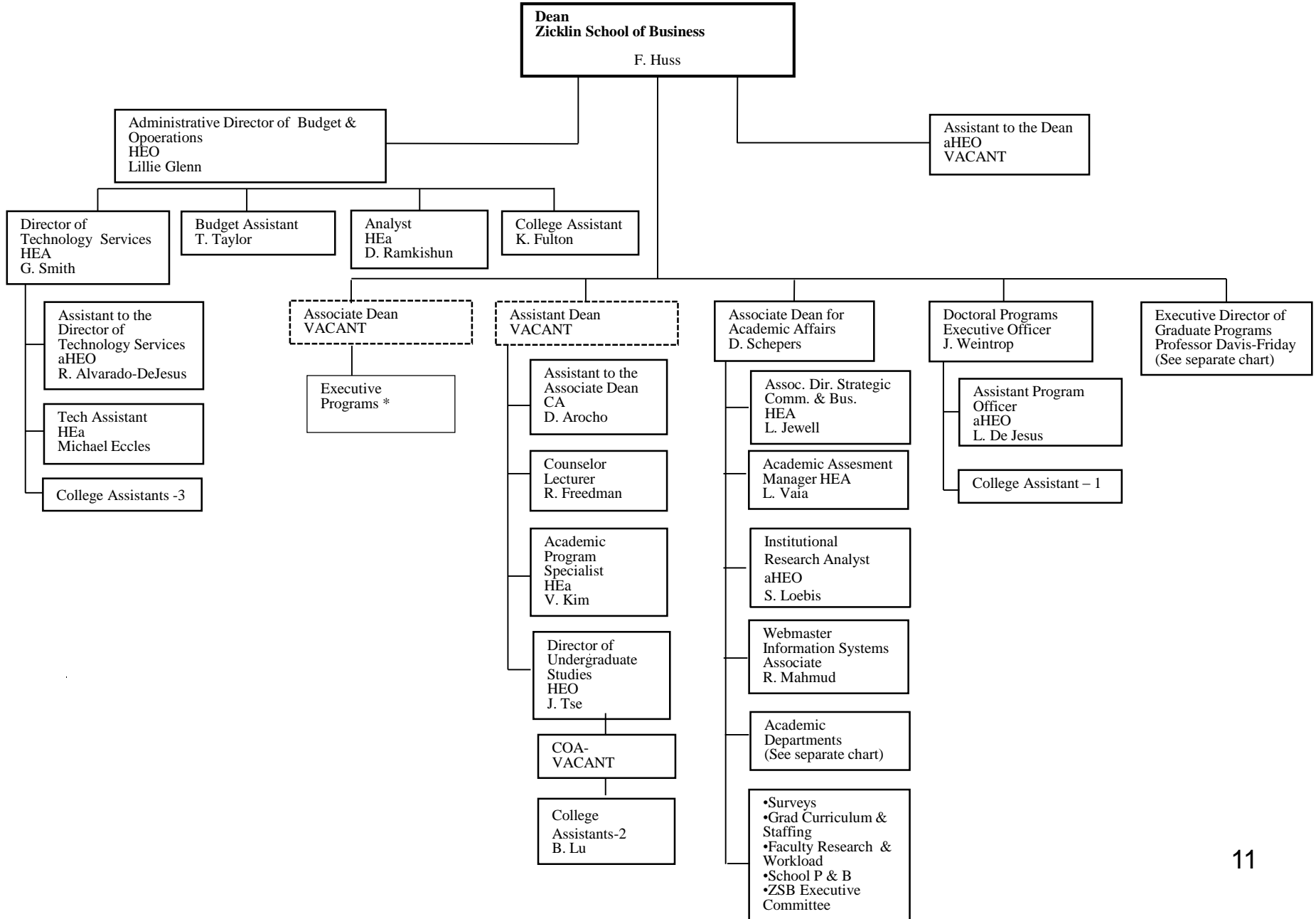
**Dean's Office - Weissman School of Arts and Sciences**



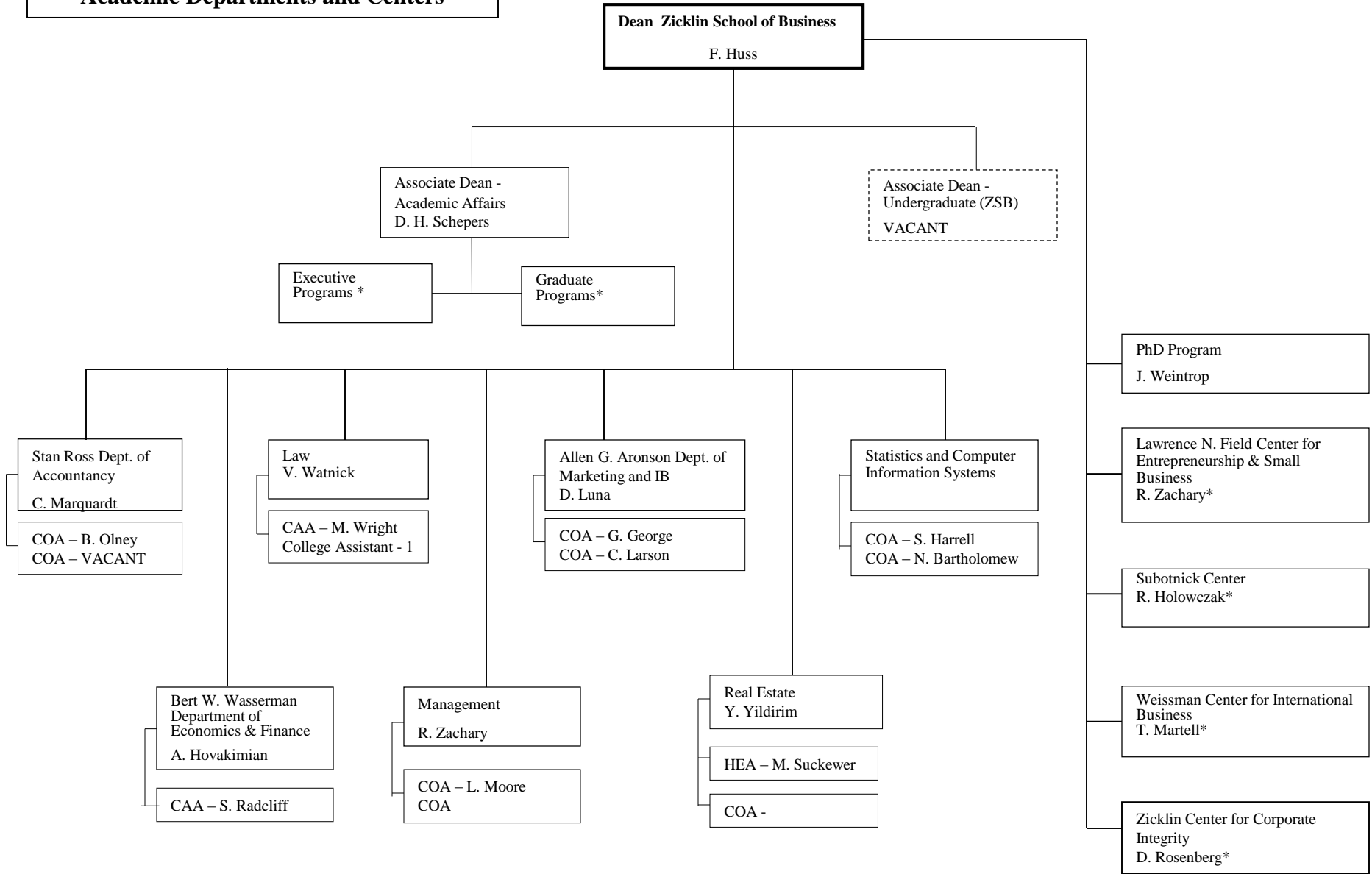
**Dean's Office - Weissman School of Arts and Sciences**



# Dean's Office - Zicklin School of Business

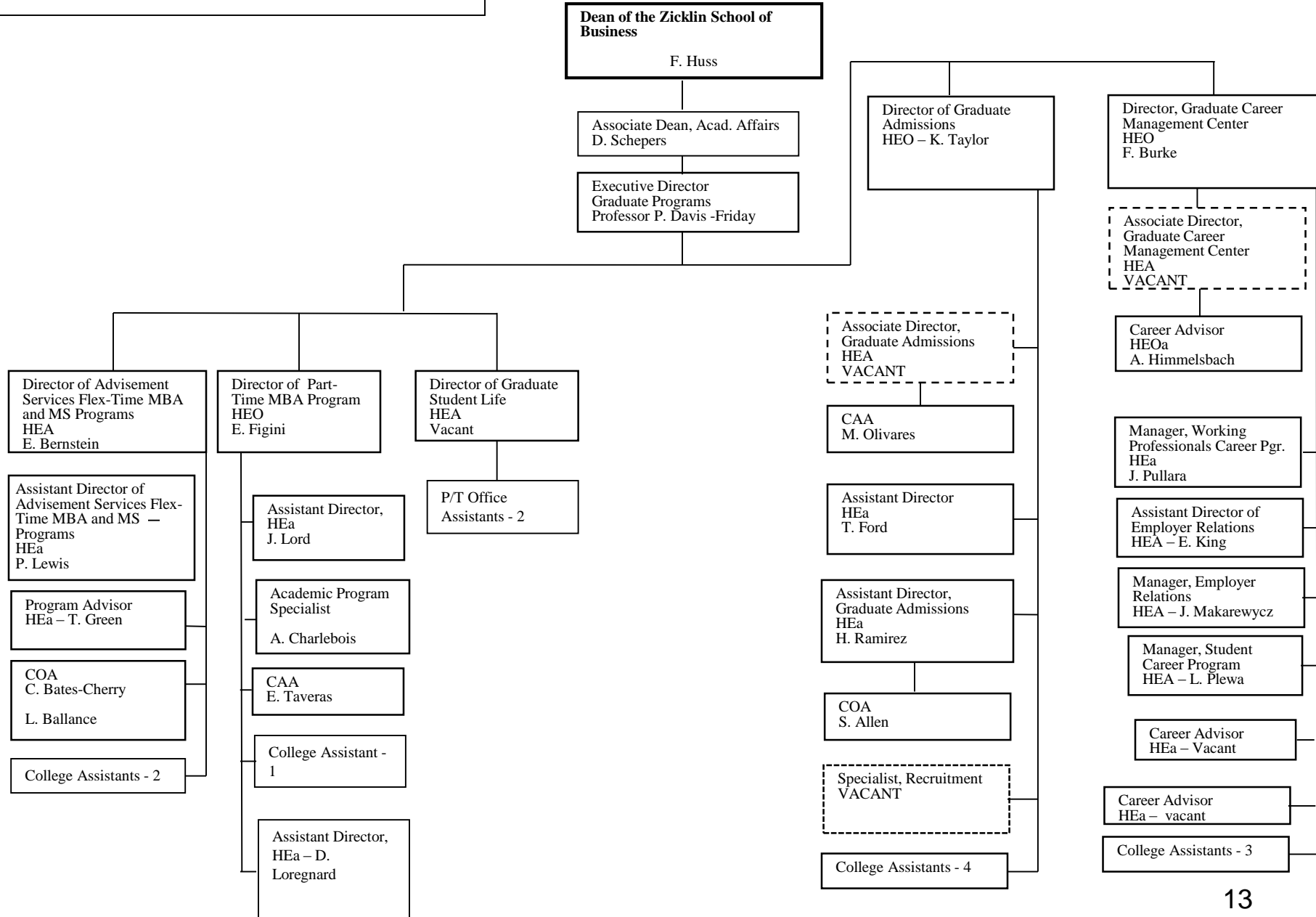


**Dean's Office - Zicklin School of Business  
Academic Departments and Centers**



\*See Separate Chart

**Dean's Office - Zicklin School of Business  
Graduate Programs**



**Dean's Office - Zicklin School of Business  
Executive Programs**

**Dean  
Zicklin School of Business**  
F. Huss

Executive Director of  
Executive Programs  
K. Bawa

Associate Dean for Academic Affairs  
D. Schepers

Distinguished Professor  
R. Schwartz

Associate Director,  
Executive Programs  
HEA – P. Sunda

Academic Director-Executive MBA  
C. Thompson

Academic Director – Baruch/ Mt. Sinai MBA  
in Health Care Administration  
E. Veral

Coordinator of Conferences,  
Training Programs &  
Publications L. Wheatley

Academic Director- Executive MS in Finance  
A. Hovakimian

Director, Special Projects  
HEO - VACANT

Administrative Specialist –  
HEa E. Farley

Academic Director- Executive MS in Financial  
Statement Analysis  
A. Ghosh

Academic Director- Executive MS in Industrial  
& Labor Relations  
R. Kopelman

Academic Director- Executive MS in Financial  
Risk Management  
G. Webb

Admin Assistant.  
T. Jacob (Non Tax Levy)

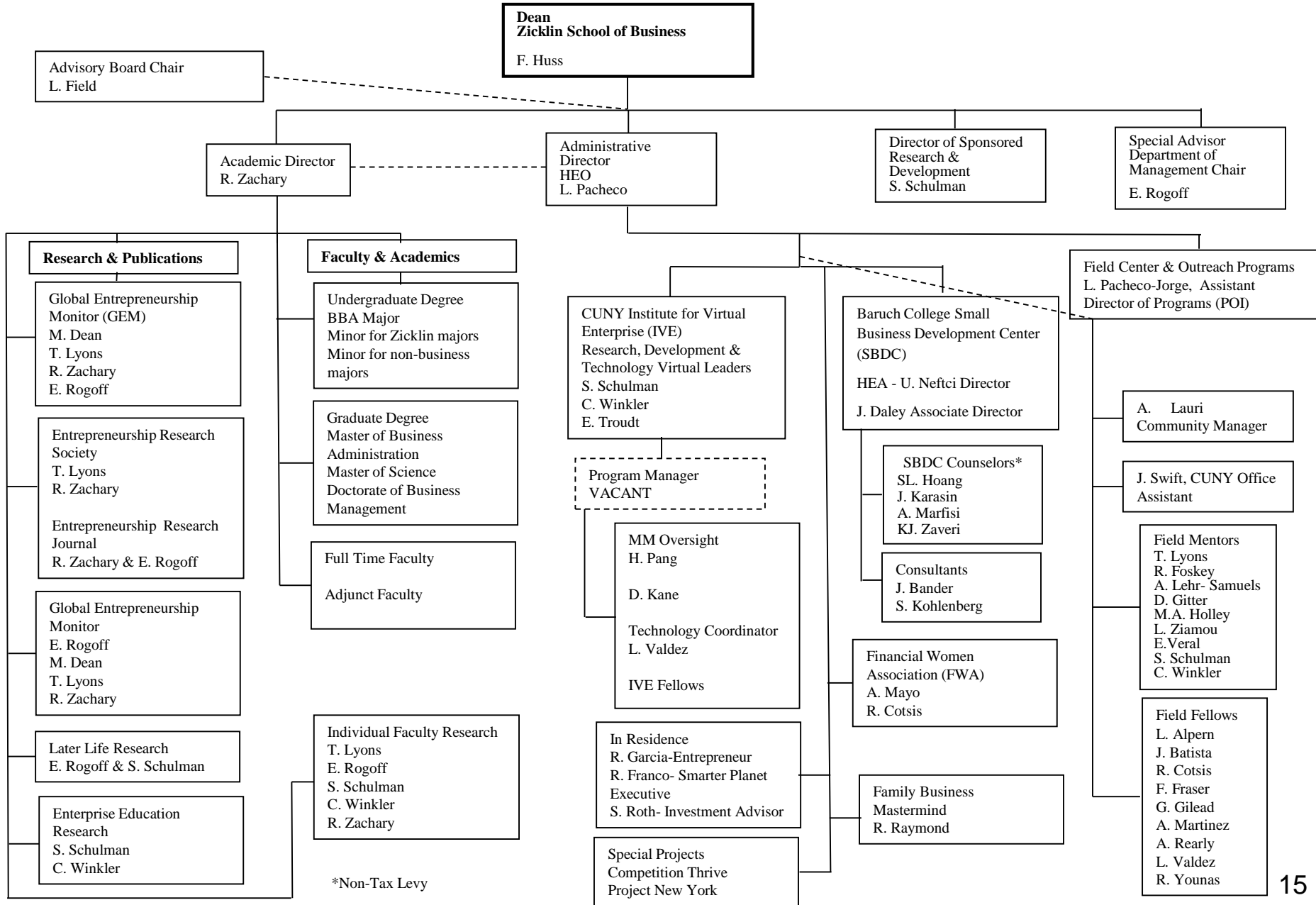
Academic Program Specialist  
HEa - B. Khan

Academic Program Specialist  
HEa - E. Evans

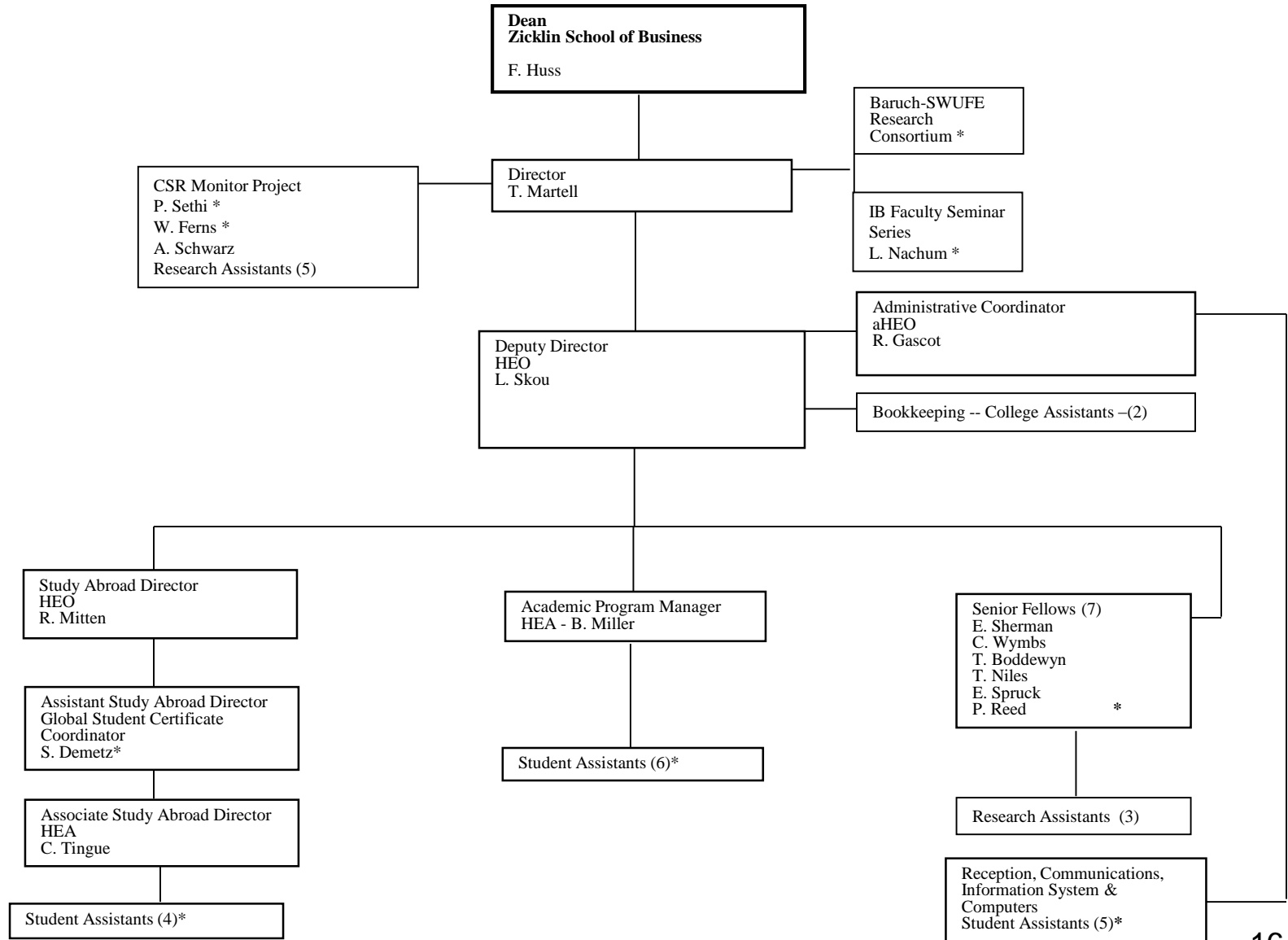
Admissions & Outreach Specialist  
HEa – K. DeVries

P/T Office Assistants -3

**Dean's Office - Zicklin School of Business**  
**Lawrence N. Field Center for Entrepreneurship & Small Business**

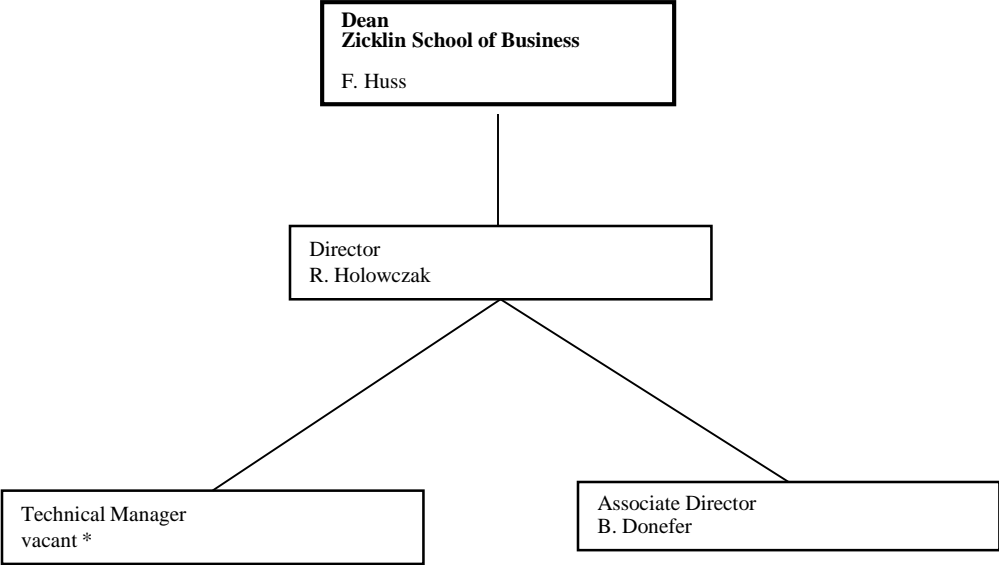


**Dean's Office - Zicklin School of Business  
Weissman Center for International Business**



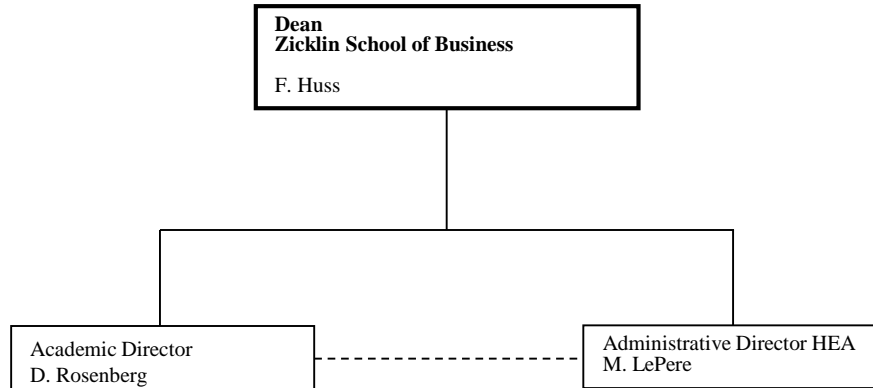
\*Non-Tax Levy

**Dean's Office - Zicklin School of Business  
Subotnick Financial Services Center**



\*Non-Tax Levy

**Dean's Office - Zicklin School of Business**  
**Zicklin Center for Corporate Integrity**



**Newman Programs in Real Estate –  
Real Estate Academic Department**

**Provost and Vice President for  
Academic Affairs  
D. Christy**

**Dean of the Zicklin School of  
Business  
F. Huss**

Newman Chair in Real  
Estate  
Professor Y. Yildray

**Faculty**

Professor Su Han Chan  
Professor J. Goering (SPA)  
Assoc. Prof. J. Weiser (Law)  
Assoc. Prof R. Yao  
Assistant Professor David Frame  
Substitute Associate Professor David Scribner, Jr.

COA –

Director, External Relations  
and Student Services  
HEO - M. Suckewer

**The Steven L. Newman Institute for Real Estate and Metropolitan Development**

**Dean of the Zicklin School of Business**

**F. Huss**

Newman Chair in Real Estate

Professor Y. Yildray

Associate Director of Finance and Administration

HEA – A. Blair

Associate Director, Real Estate Education Programs

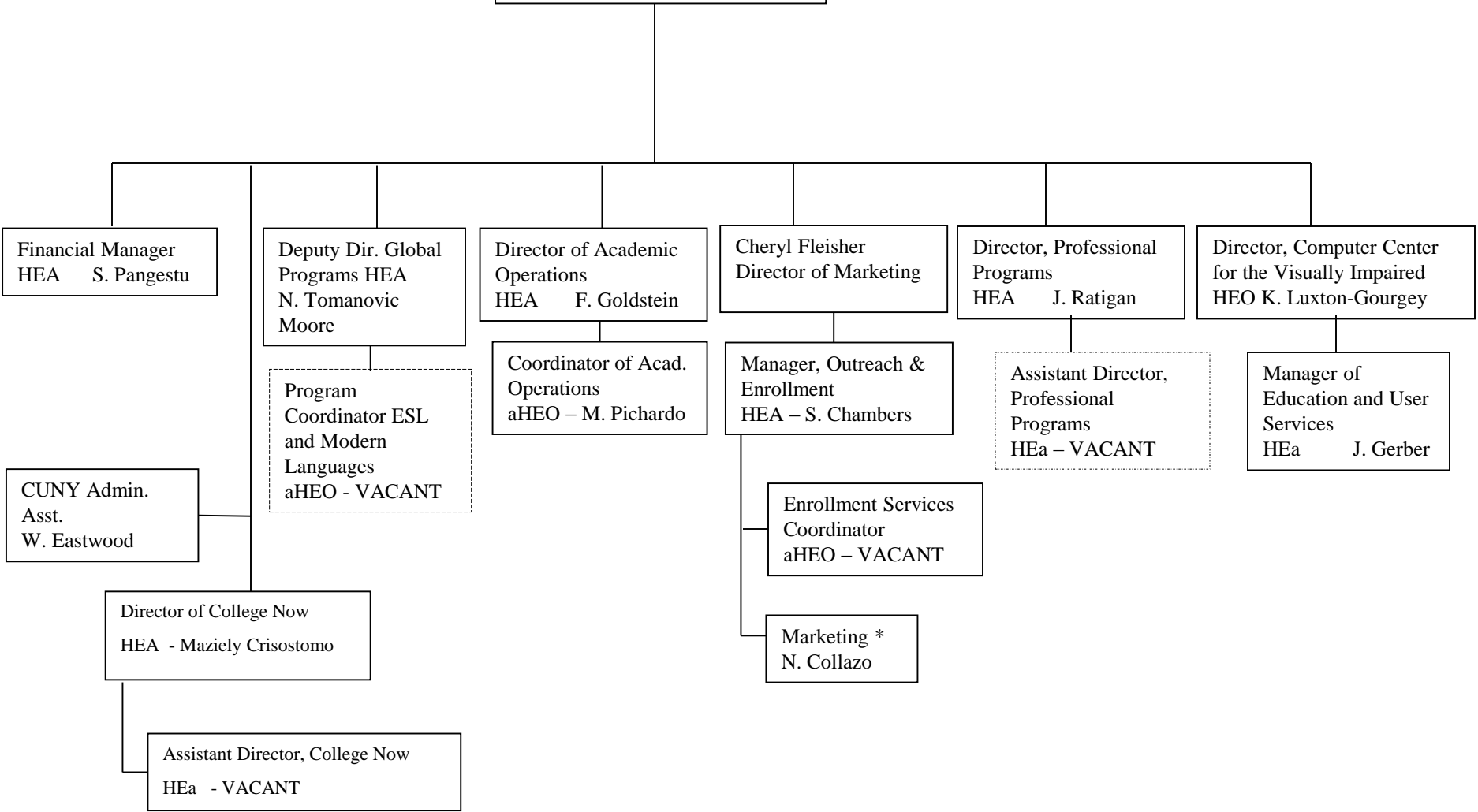
HEA – VACANT

Associate Director, Research and Grants

HEA – VACANT

**Division of Continuing and Professional Studies**

**Continuing and Professional Studies**  
**Associate Dean A. Clarkson**



\*Paid Through The Research Foundation

**Student Affairs and Dean of Students**

**Vice President of Student Affairs and Dean of Students**

**A. King**

aHEO – J. Arias

HEA – J. Socha

Interim, Associate Dean of Students

P. Imbimbo

Assistant Director, Student Affairs

HEA – A. Pryor

Acting, Student Affairs Coordinator  
aHEO E. Kaplan

Student Athletics Director

HEO – H. Macculloch\*

Director of the Starr Career Development Center

HEO VACANT\*

Director of Student Life HEO – D. Smith

Associate Director of Student Life - HEA

D. Smith

Associate Director New Student Programs – HEA

D. DeCrescenzo

Assistant Director of Student Life – HEA

K. Maryles

COA – D. Minaya

Counseling and Psychological Services

Prof. D. Cheng

aHEO – E. Ruggieri

Assoc. Dir, Counseling HEA - C. Kasnakian

Licensed Psychologist HEA – S. Davis

Licensed Psychologist HEA – R. Androsiglio

Director of the Office of Services for Students with Disabilities

HEO P. Fleming

COA E. Morales

Assistant Director, Disability Services

HEa - L. Shmulevich

Disability Manager R. Bissessar

Student LEADS Support Specialist S. Bunbury

Director of Student Orientation /Coordinator of Freshman Year Incentive  
HEO VACANT

Director, Early Learning Center  
HEA VACANT

\*See Separate Charts

**Starr Career Development Center**

**Interim, Associate Dean of Students**

**P. Imbimbo**

**Director, Career Development Center**  
VACANT - HEO

COA - A. King

Assoc Dir for Career Counseling

HEA - E. Adelman-Stein, PhD

Assistant Director, Starr Career Development Center

HEa. A. Lygate

Student Career Advisor

HEa - VACANT

Assistant Director, Starr Career Development Center

HEa - Z. John

Assistant Director, Starr Career Development Center

HEa - A. Tucker

Career Events Specialist

HEa - VACANT

Internship Manager

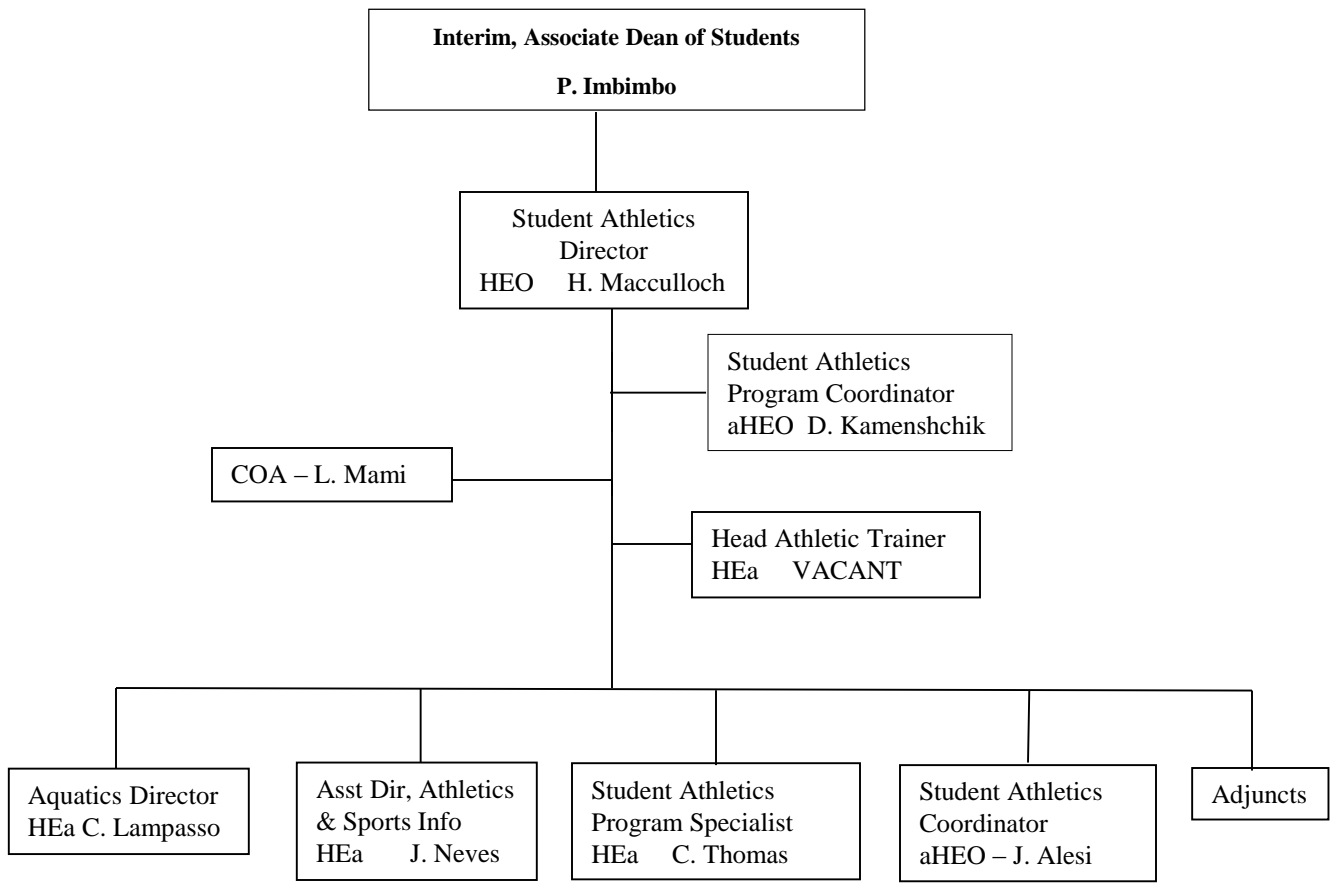
HEA - M. Kalish

Assoc. Dir for Career Development Center  
HEA - I. Tineo, MA

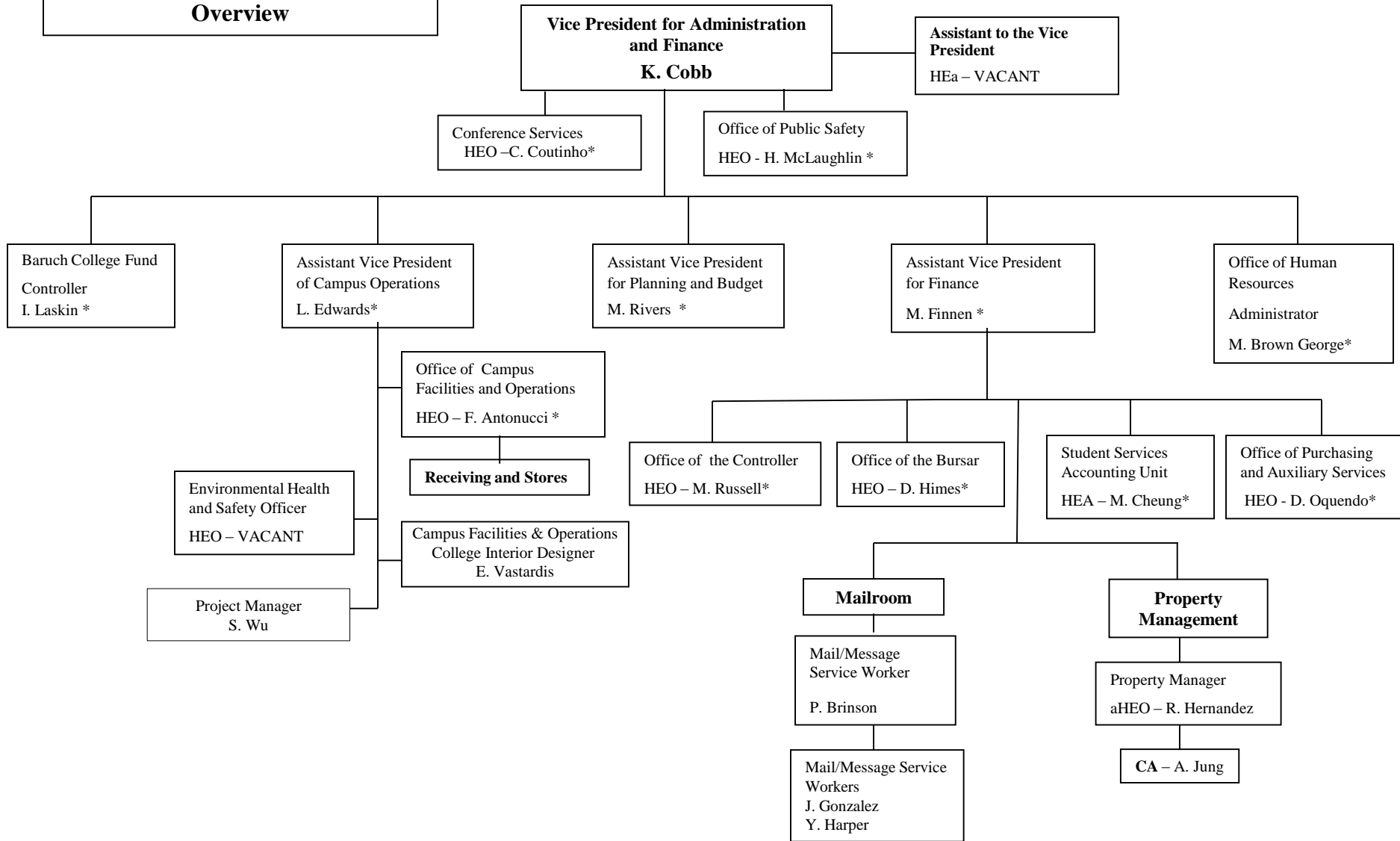
Associate Director, STARR

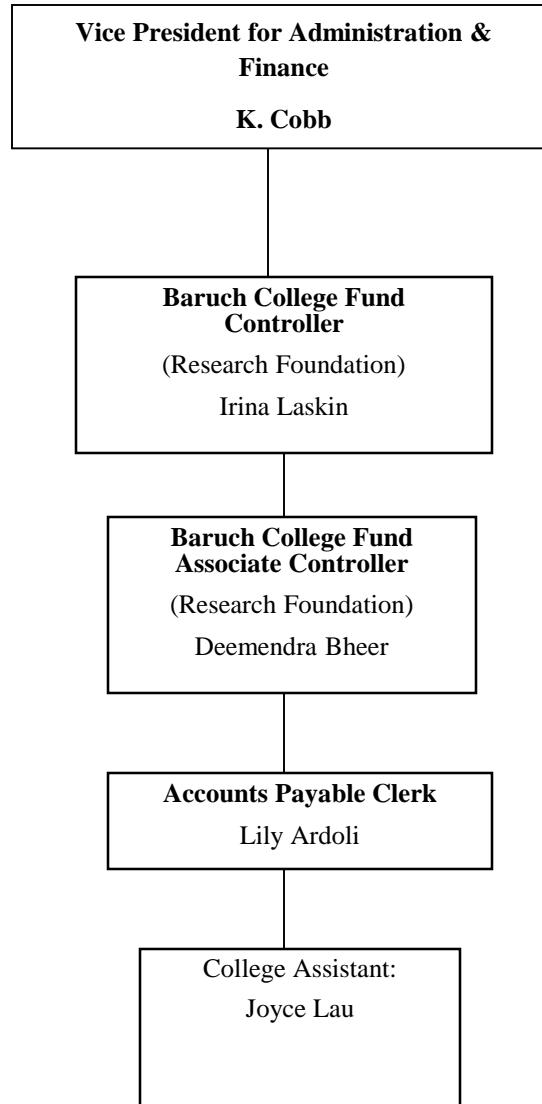
HEA - C. Tang

**Office of College Wide Athletic Programs/ Varsity Sports**



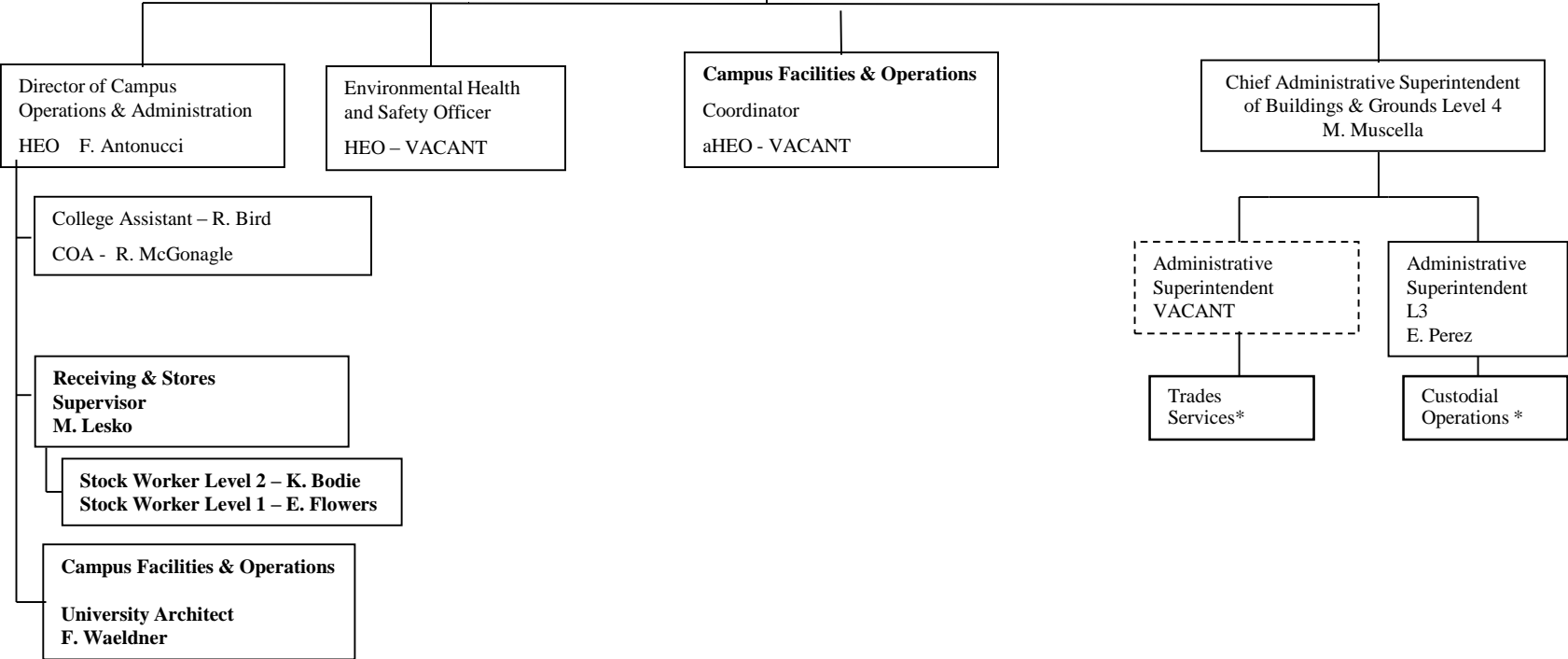
**Office of the Vice President for  
Administration and Finance -  
Overview**





**Campus Facilities and Operations –  
Overview**

**Assistant Vice President of Campus  
Operations**  
L. Edwards



\*See Separate Charts

**Campus Facilities and Operations -  
Custodial and Skilled Trades Operations**

**Assistant Vice President of  
Campus Operations**  
L. Edwards

**Chief Administrative  
Superintendent, Level 4**  
M. Muscella

**Custodial Operations**

**Buildings and Grounds  
Coordinator**  
aHEO – V. Gulnik

**Skilled Trades Operations**

**Administrative Superintendent Level 3**  
E. Perez

COA – C. Stone (FT)  
COA- A. Tchernigova (PT)  
COA- M. Bull (PT)

**Principal Custodial Supervisor**  
C. Brewster

**Asst. Principal Custodial  
Supervisor**  
VACANT

**Senior Custodial Supervisors:**  
A. Geigel  
D. Faulcon  
W. Wiechman

**CUNY Custodial Supervisors :**  
M. Harris  
I. Nelson  
D. Gordon  
D. Ferguson  
M. Hester-Bey  
M. Russell  
J. Elgin

CUNY Custodial Assistants - 75

**Stationary Engineers:**  
M. Feibush  
N. Macaluso  
M. O’Gorman  
A. Worrell  
**Oiler:** - M. Dasent

**High Pressure  
Plant Tender**  
L. Feinberg  
R. Hiler  
V. Iliaoi

**Maintenance  
Workers:**  
E. Ramos  
N. Sarte

**Thermostat Repairer  
Steamfitter**  
M. Barenboym  
T. Cuomo

**Electrician Supervisor**  
M. Radomski

**Electricians:**  
H. Chia  
L. Freydin  
J. Russel

**Painter Supervisor**  
VACANT

**Painters:**  
J. Ferringno  
M. Fishman

**Carpenter Supervisor**  
M. Pasipanki

**Carpenters:**  
G. Walsh  
E. Ettinger  
H. O’Sullivan  
F. Reynolds

**Maintenance Workers:**  
D. Aponte  
N. Brightman  
G. Havercome  
J. Pucciarelli  
P. Reyes

**Elevator Mechanic**  
– A. Kovalev

**Plumbers:**  
R. Thomas  
A. Bucolo

**Campus Facilities and Operations -  
Office of Public Safety**

**Vice President for  
Administration & Finance  
K. Cobb**

Motor Vehicle  
Operator -  
G. Stasko

**College Security Director**  
HEO H. McLaughlin

COA - Z. Nunez

COA - L. Rosario

Associate Director  
(Operations & CSO Time  
Records, Technical  
Equipment)  
HEa - VACANT

Assistant Director of  
Security aHEO - J.  
Calliste

Assistant Director HEa - John  
Siotkas

Lt. - J. Rosado

Assistant College Security  
Director  
Lt. - VACANT

IT Associate (ID  
Center) D. Yang

Security Specialist  
R. Duskwicz

Locksmith  
D. Yohanov

Campus Public Safety Sergeants (10)

Campus Peace Officers  
Level 1 - (25)      Level 2 - (9)

Campus Security Officer (1)

Campus Security Assistant (16)

College Security Specialist (3)

Fire Safety Specialist  
O. Forde

Security Specialist  
E. Quinones

**Campus Facilities and Operations -  
Conference Services**

**Vice President for Administration &  
Finance  
K. Cobb**

**Conference Center Director  
HEO - C. Coutinho**

**CUNY Administrative Assistant  
R. Rivera**

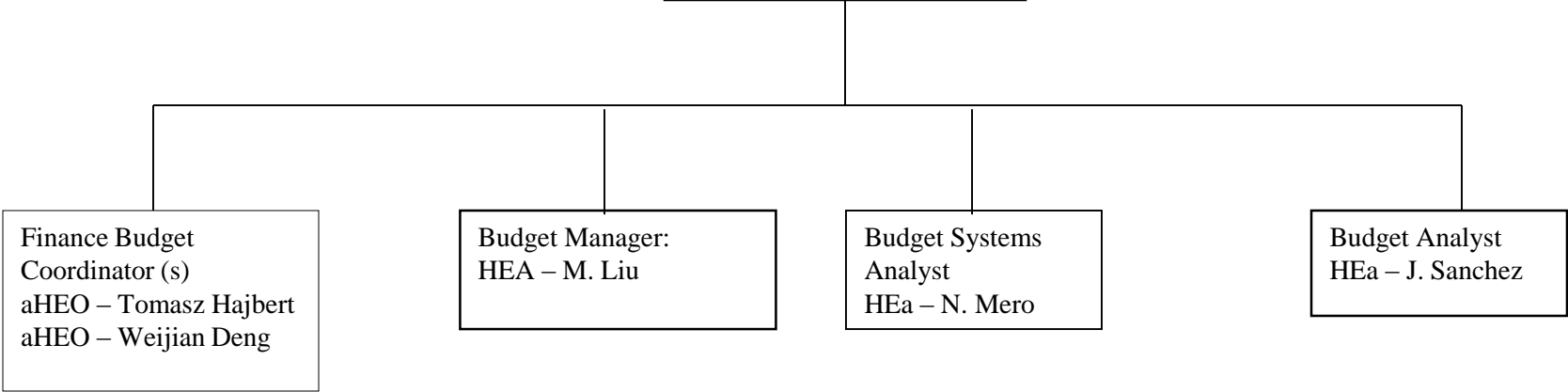
**Assistant Director (HEa)  
K. Choinska**

- CUNY Custodial Assistants:**
- M. Inoa
  - B. Herrera
  - H. Rojas
  - A. Torres
  - R. Estevez
  - J. Castro
  - D. Montenegro

\*Non-tax Levy

**Office of Planning and Budget**

**Assistant Vice President  
for Planning & Budget**  
**M. Rivers**



**Office of the Assistant  
Vice President for  
Finance**

**Assistant Vice President for  
Finance  
M. Finnen**

**Exec. Asst. to AVP for  
Finance  
HEa - E. Gomez**

**Student Services  
Accounting Unit\***

**Office of the Controller\***

**Mailroom\***

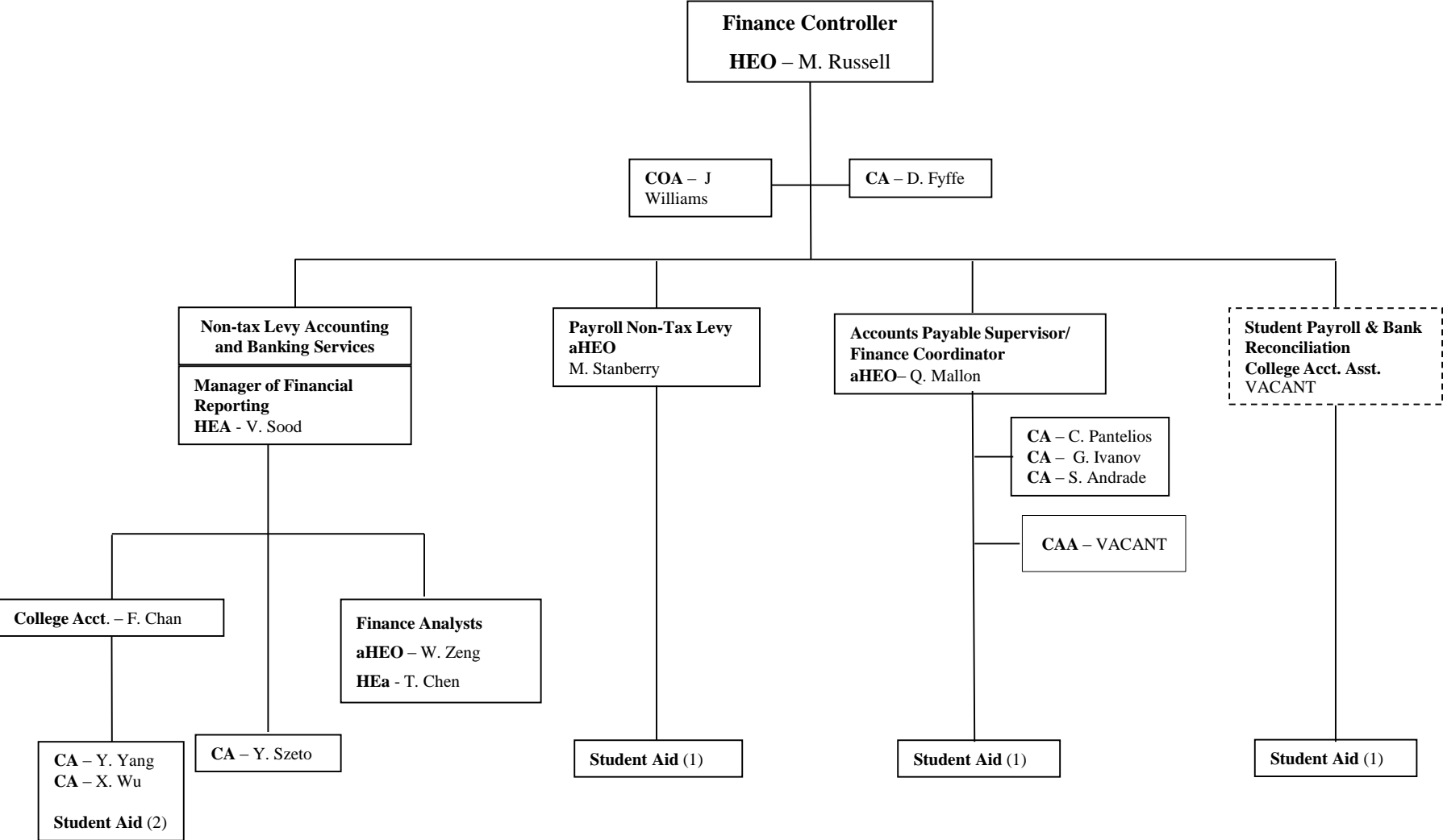
**Property Management\***

**Office of the Bursar\***

**Purchasing and  
Auxiliary Services\***

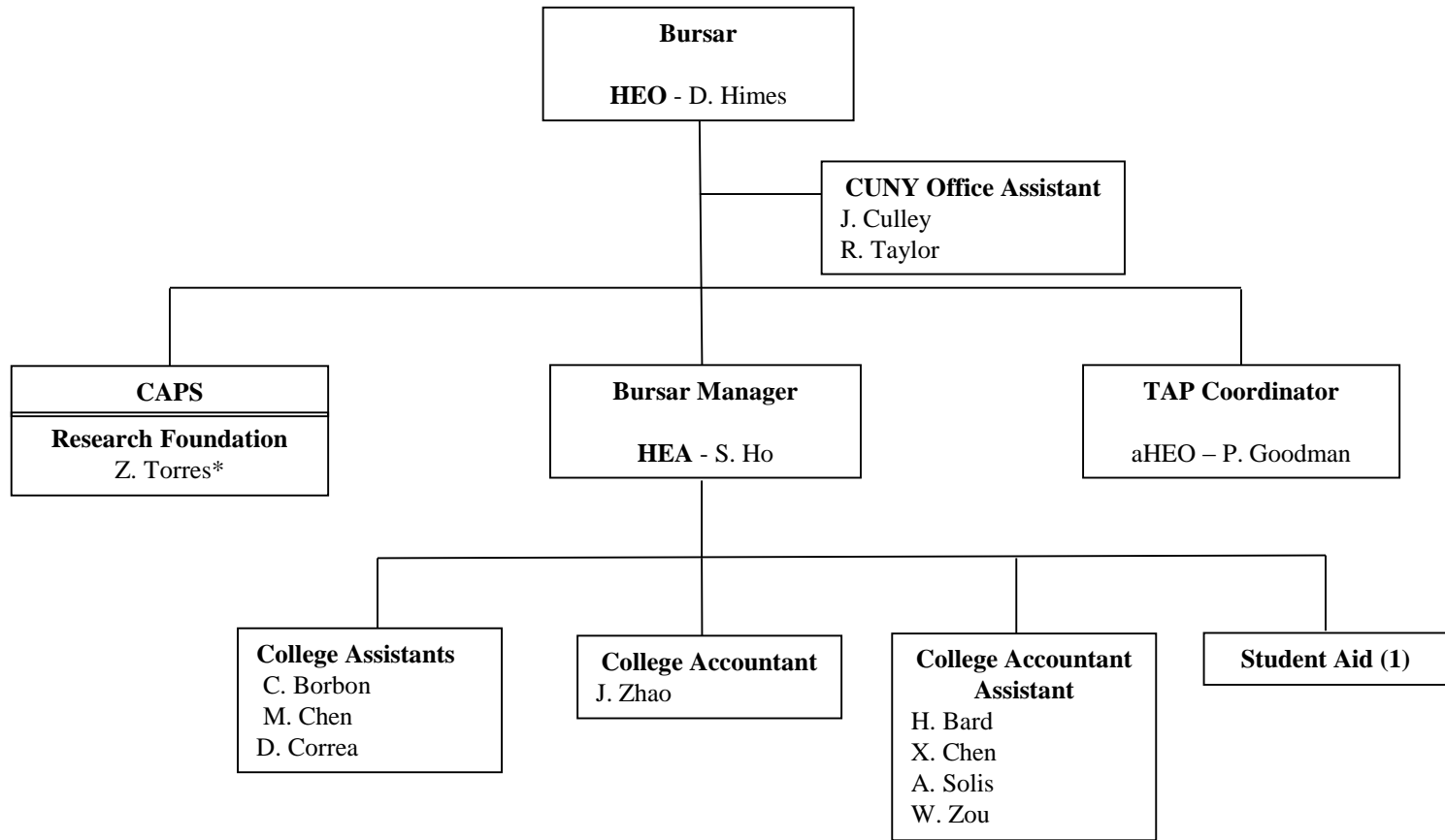
\*See separate charts

**Office of the Controller**



CA= College Assistant which is a part-time position

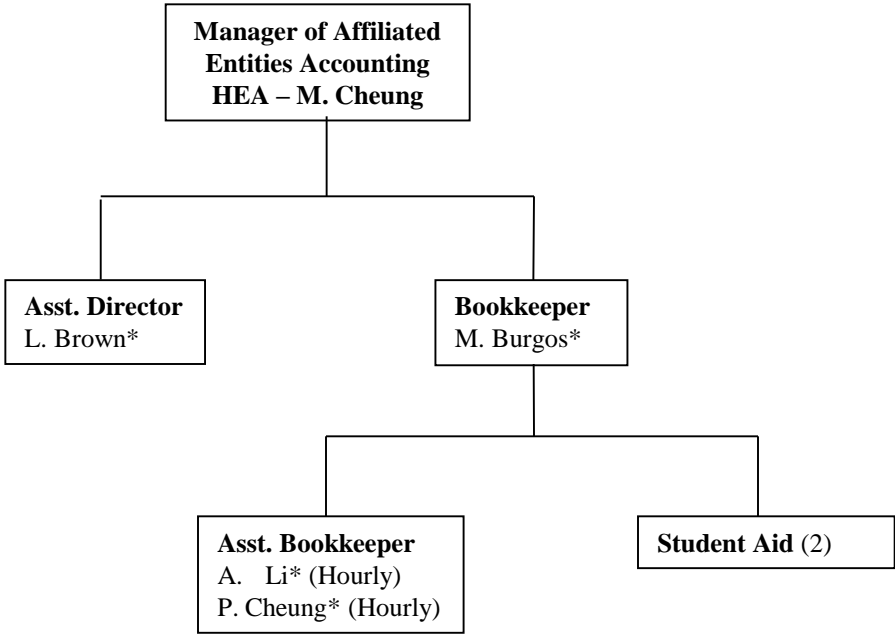
**Office of the Bursar**



CA= College Assistant which is a part-time position

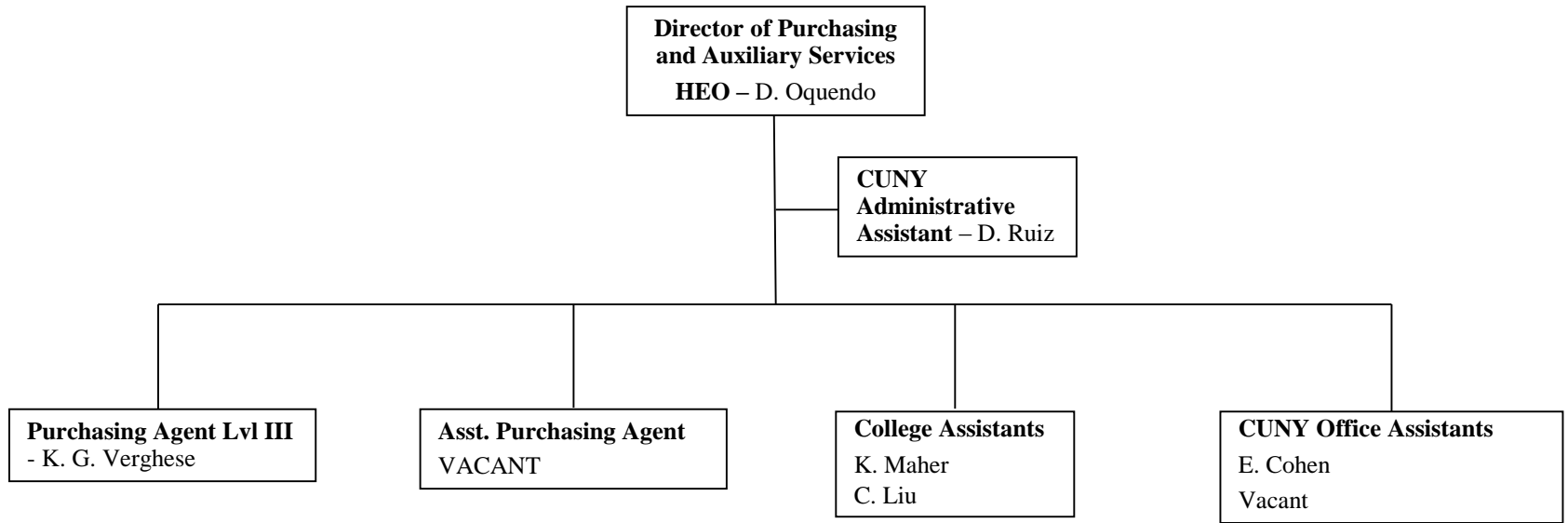
\*Paid through Research Foundation

**Student Services Accounting Unit**



\*Paid through Auxiliary Enterprises

**Office of Purchasing and Auxiliary Services**



**Office of Human Resources**

**Executive Director of Human Resources**  
**Administrator – M. Brown George**

HR Coordinator  
aHEO – C. Oquendo

IT Senior Associate  
J. Xie

Deputy Director of HR  
HEO – S. Richards

Associate Director,  
Recruitment, HRIS &  
Compensation  
HEA – J. Marte

Benefits Manager  
HEA – E. Hysolli

Reception:  
COA- C.  
Rutuelo

Benefits  
Coordinator  
aHEO – J. Saw

CA - J. Zaw

COA – VACANT  
Records  
Coordinator

College Assistant  
Timekeeper  
aHEO– VACANT

HR Compensation/HRIS  
Manager  
HEA – M. Camilo

P&B Process  
COA – R. Gerl

Compensation  
Coordinator – aHEO I.  
Bailey

COA – Z. Alvarado  
COA – R Singh  
COA - S. Bernfield  
CA – R. Quach

HR Employment and  
Recruitment Specialist  
HEa – E. Cruz

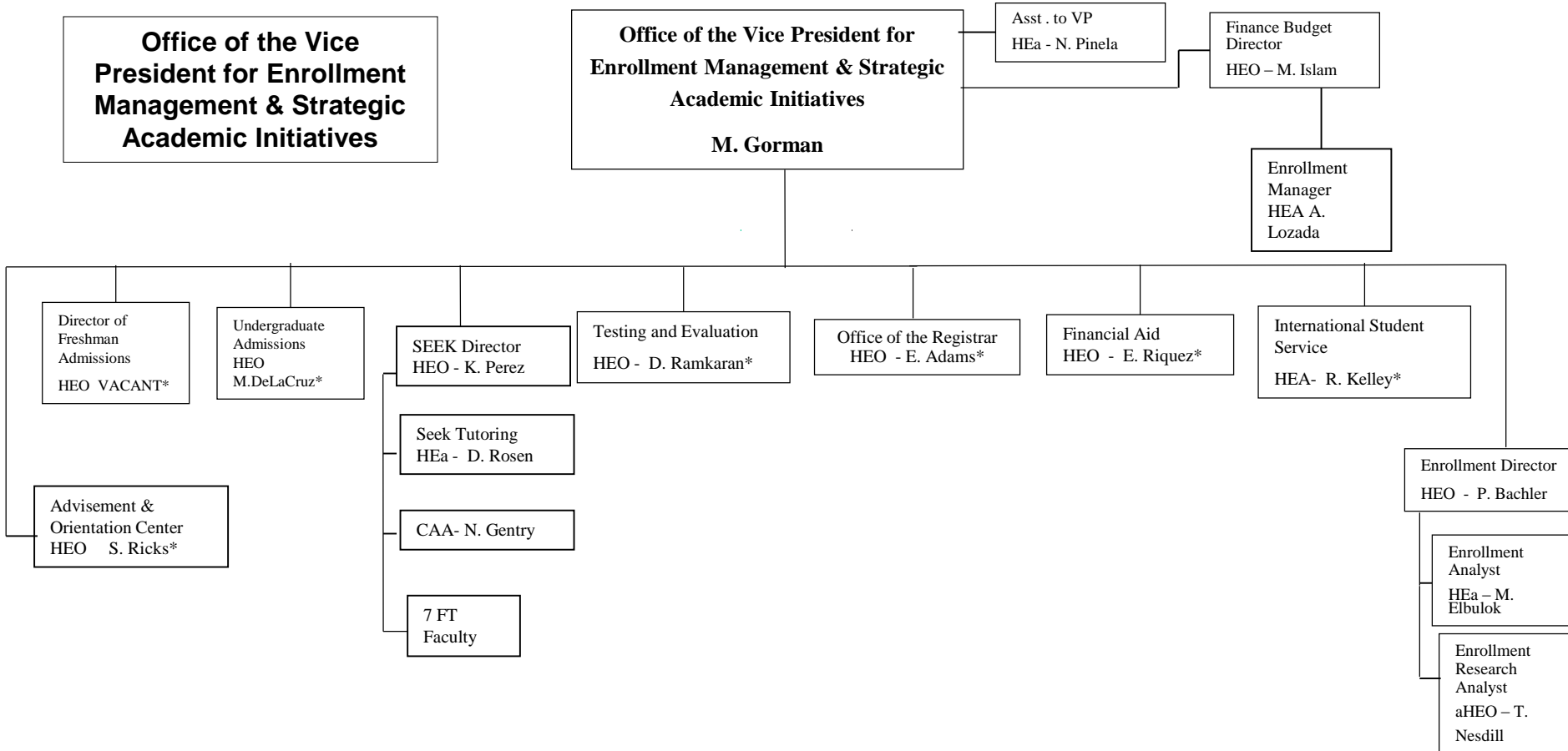
CA - V. Rivera

HR Recruitment  
Coordinator  
aHEO – T. Corbett

CA - C. Lee

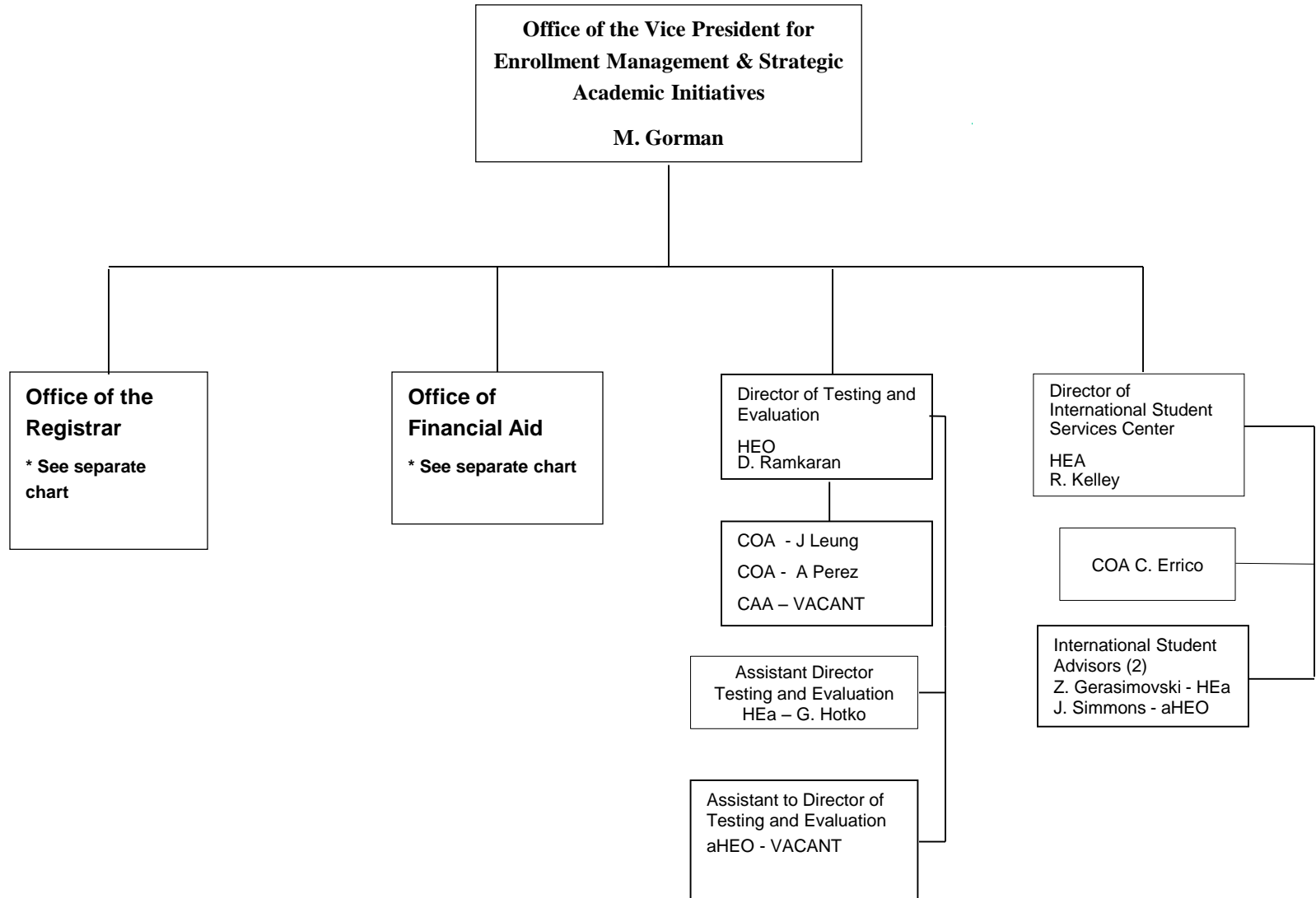
HR System Analyst  
aHEO – P. Reynoso

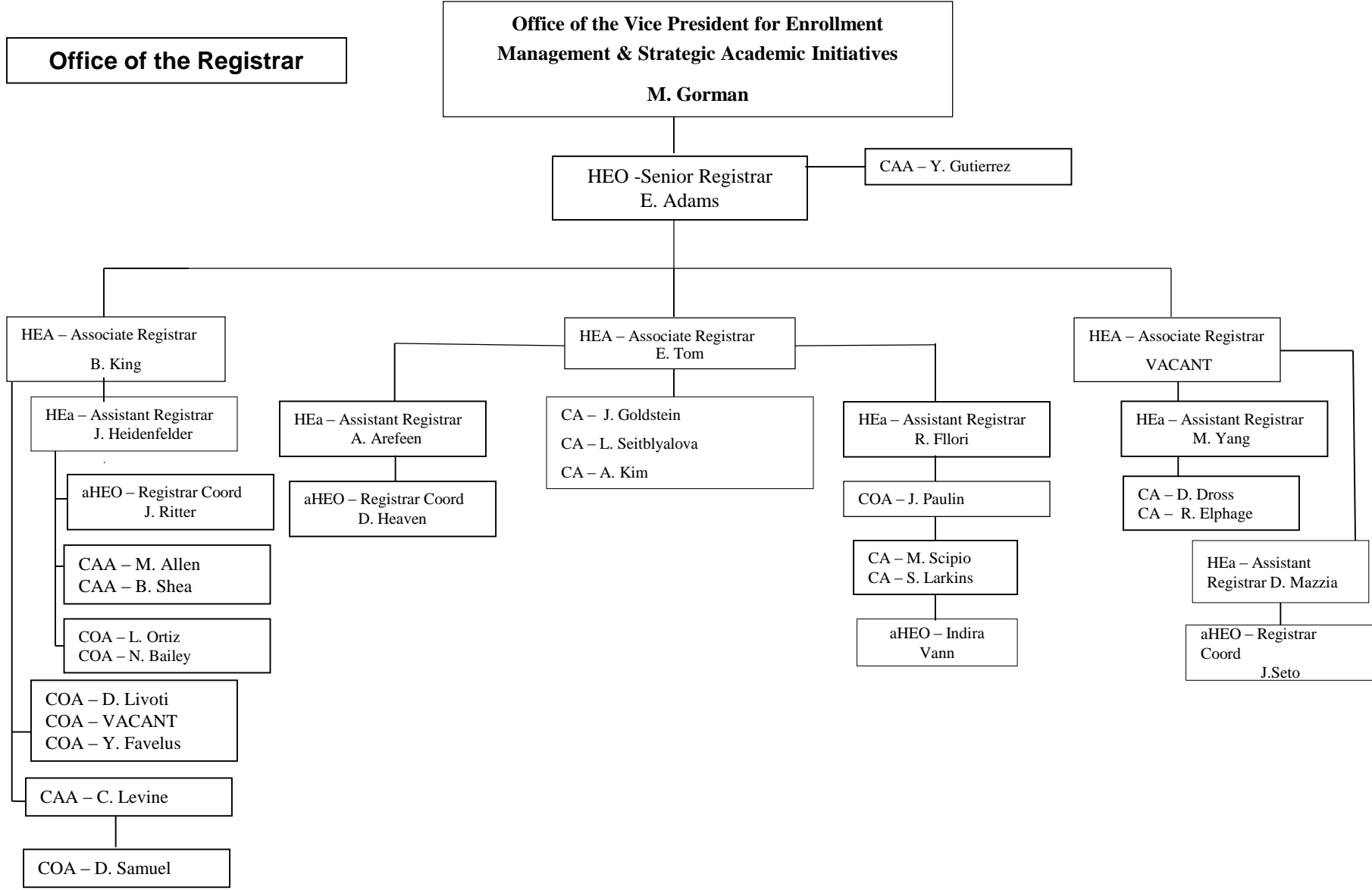
CA - VACANT



\*See Separate Charts

**Office of Enrollment Management**





**Office of Undergraduate Admissions**

**Vice President for Enrollment Management and Strategic Academic Initiatives**

M. Gorman

**Director of Undergraduate Admissions**

HEO – M. DeLaCruz

**Director of Freshman Admissions**

HEO – VACANT

Asst. Director Transfer Services & Evaluation  
HEa  
A. Mosler

Undergraduate Admissions Coordinator  
aHEO  
K. Lugo

Asst. Director of Admissions  
Coordinator Info Center  
HEa H. Morales

Asst. Director Transfer Services & Evaluation  
HEa  
M. Figueroa

Admissions Counselors  
aHEO Bhambhani  
aHEO D. Felton  
aHEO R. Foster

Assistant Director  
HEa - H. Kareem

Admissions Manager – Recruitment  
HEA – D. Walker

Residency  
CAA - VACANT

Admissions Counselor (Transfer Services)  
aHEO – R. Hernandez  
aHEO – G.Goetz

CUNY Office Assts (2)  
H. Ricketts  
VACANT

Enrollment Manager  
HEA - M. Litwa

Associate Director, Enrollment Outreach  
HEA - VACANT

COA – N. Said  
COA - J. Suero  
COA – T. Brown  
COA – V. Bauer

COA. M. Jethanandani  
COA. D. Russo

Transfer Evaluation Coordinator  
HEa  
B. Maller

Admissions Manager  
HEA - T. Liu

Admissions Advisors  
aHEO D. Keller  
aHEO – K. Pedicone  
aHEO – Y. Navarete

Admissions Specialists  
HEa - D. Stephens  
HEa - E. Buelvas

Transfer Evaluation Specialist  
aHEO – E. Josephart

Transfer Evaluation Specialist  
aHEO – J. Torres

COA. L. Greenwood  
COA. M. Jethanandani  
COA. T. Lopez-Soto

**Office of Financial Aid**

**Vice President for Enrollment Management and  
Strategic Academic Initiatives**

M. Gorman

**Director of Financial Aid**

HEO - E. Riquez

Asst. Director of Financial Aid  
HEa - VACANT

Perkins Loans  
Coordinator  
aHEO - VACANT

SEEK Program  
aHEO - VACANT

Associate Director,  
Financial  
HEA

F. Ferrara

Subsidized,  
Unsubsidized &  
PLUS loans  
aHEO - VACANT

Work Study Program  
aHEO I. Walters

CUNY Office Asst.  
VACANT

Assistant Director  
HEa - VACANT

Enrollment Svcs.  
Coordinator  
HEa - J. Salas

Assistant Financial Aid  
Director  
HEa - J. Goldstein

CUNY Office Asst.  
VACANT

CUNY Office Asst.  
VACANT

**Academic Advisement & Orientation Center**

**Vice President for Enrollment Management and  
Strategic Academic Initiatives**

M. Gorman

**Director of Academic  
Advisement**

HEO S. Ricks

COA – P. Watson

**Part-Time Academic Advisors:**

**\*Transfer Student Specialists**

1. Lirie Pervizaj
2. Lancia Yan
3. Sarah Wagner
4. Krista DeJoseph

**Assistant Director  
of Orientation &  
New Student  
Programs**

HEA – S. Gika

**Assoc. Director,  
Center for Advisement**

HEA E. Makak

**Curriculum Specialists (3)**

aHEO V. Rosario  
aHEO D. Brown  
aHEO L. Kurtaj

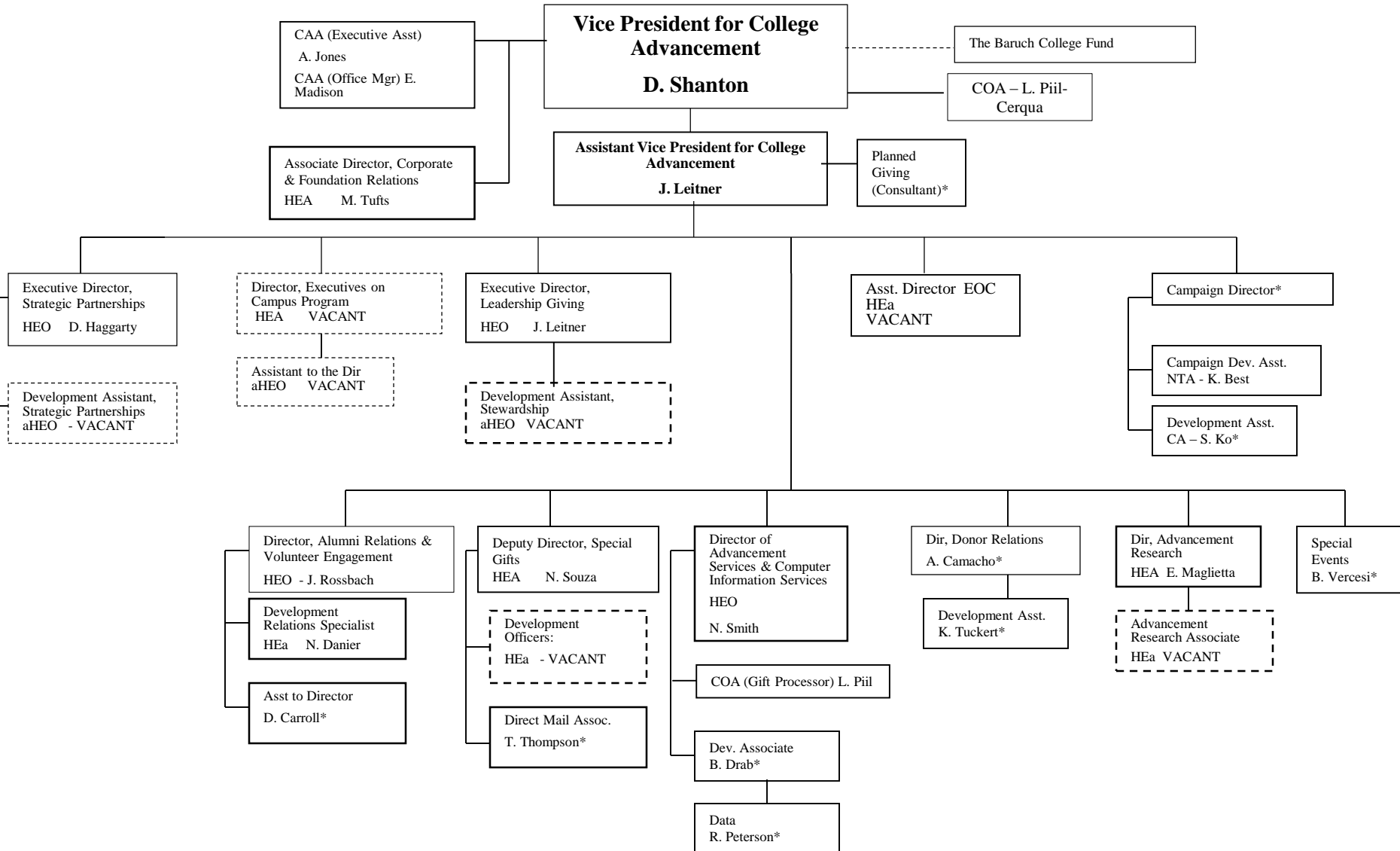
**Senior Academic Advisors (3)**

aHEO – F. Ruiz  
HEa – M. Rodriguez  
HEa – VACANT

**College Assistants:**

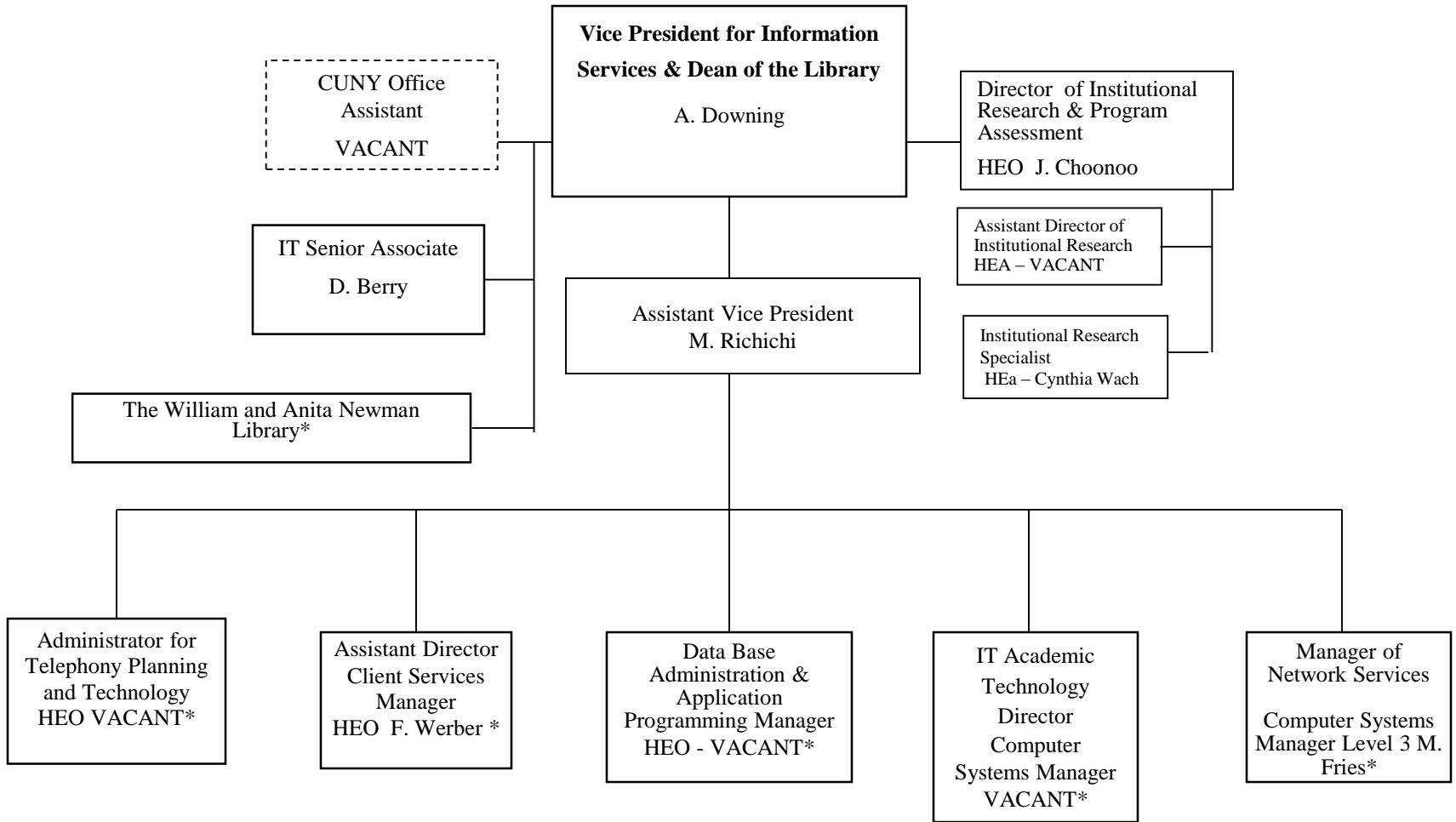
1. Tiffany Richardson
2. Chanee Bridgewater
3. Strawberry Issac

# Office of the Vice President for College Advancement

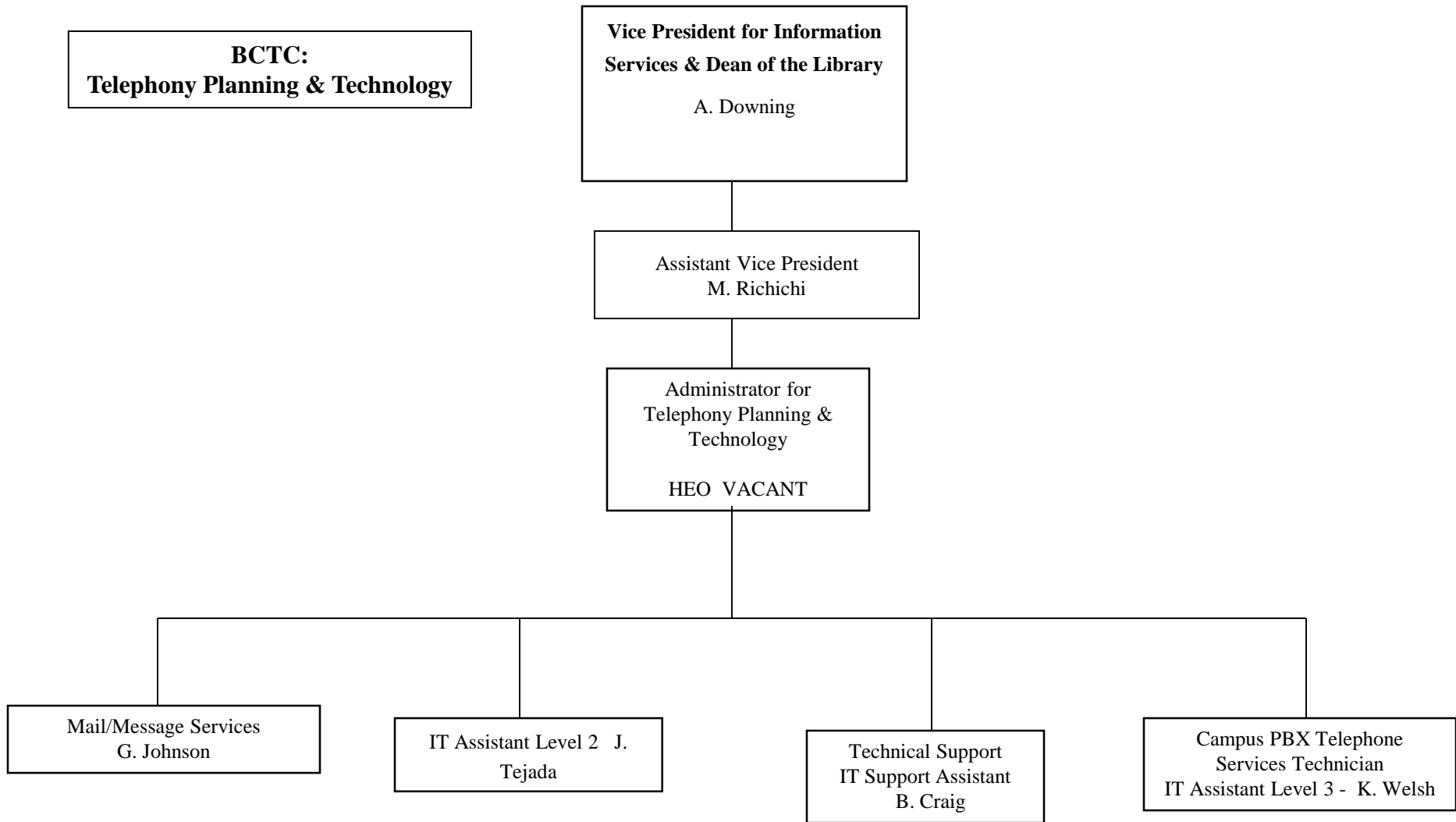


\* Non-tax Levy

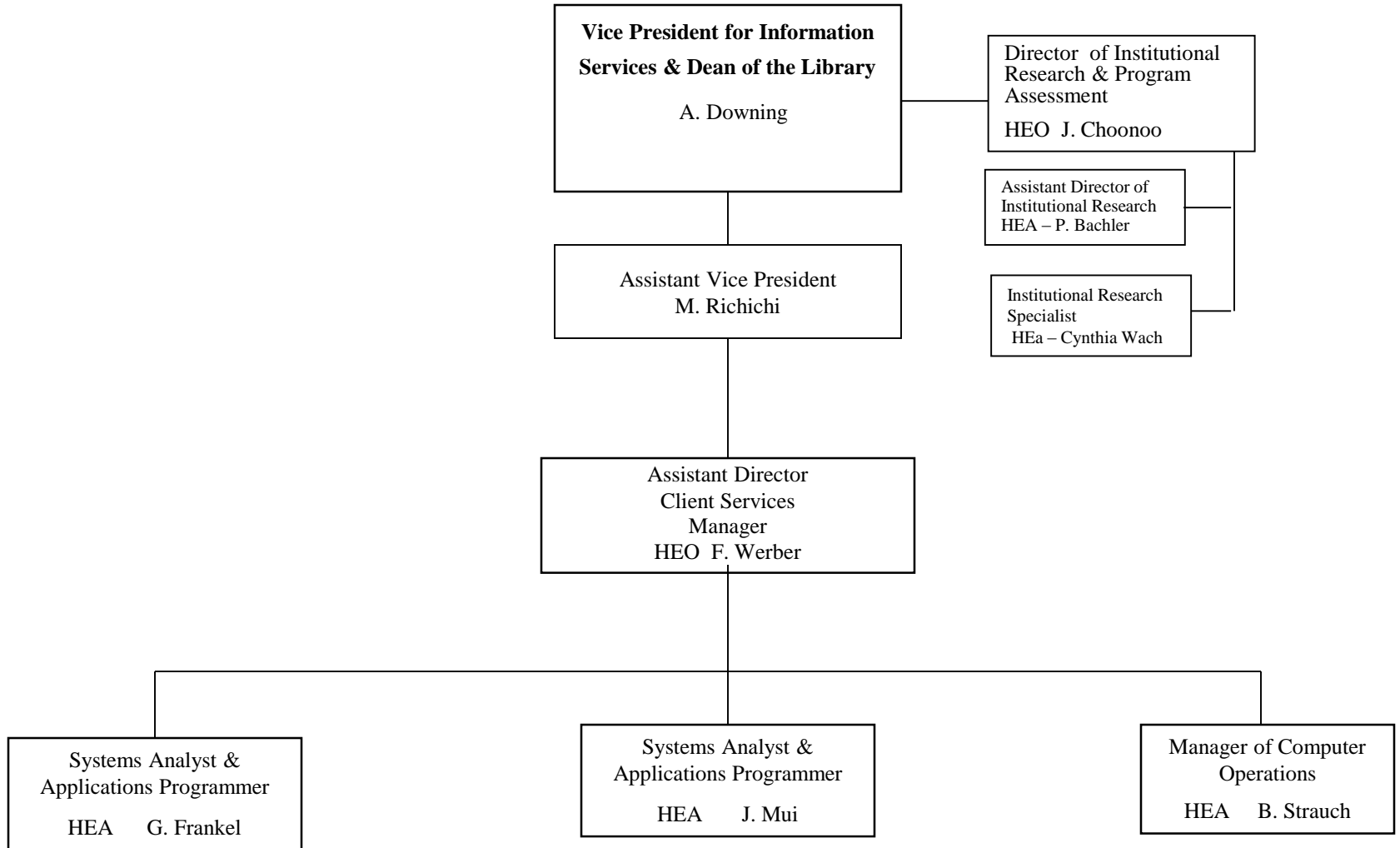
**Baruch Computing & Technology Center and Library  
Overview**



\*See Separate Charts for Individual Units



**Baruch Computing & Technology Center  
Data Base Administration & Application Programming**

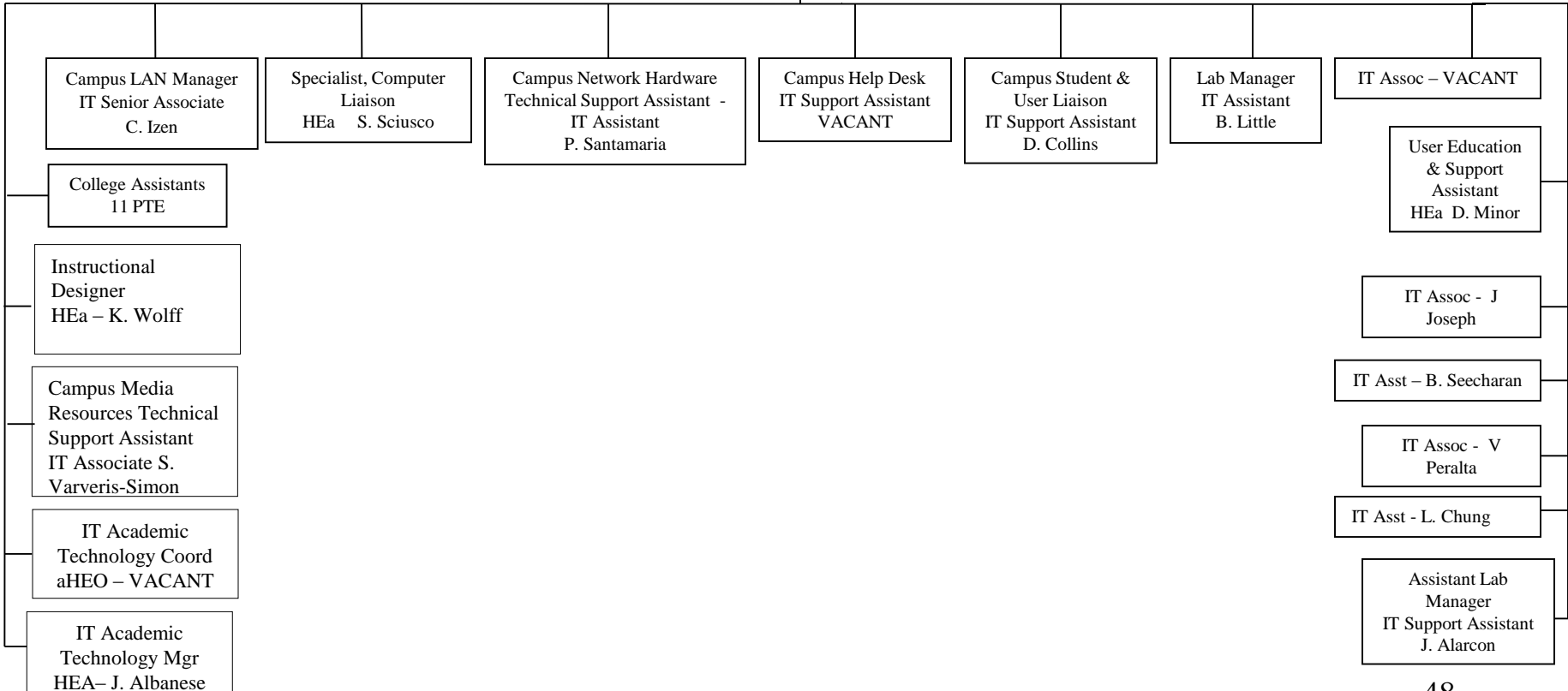


**BCTC:  
Student Computing Services**

**Vice President for Information  
Services & Dean of the Library**  
A. Downing

**Assistant Vice President**  
M. Richichi

**IT Academic  
Technology Director  
Computer Systems  
Manager-**  
VACANT



**Baruch Computing & Technology Center  
Network Operations & Technical  
Support Services**

**Vice President for Information  
Services & Dean of the Library**  
A. Downing

Assistant Vice President  
M. Richichi

Manager of Network Services  
Computer Services Manager Level 3  
M. Fries

Network Infrastructure  
Support Manager  
HEA R. Hallex

IT Associate  
J. Bravo

Campus WAN & BCTC  
LAN Manager  
HEO F. Tejera

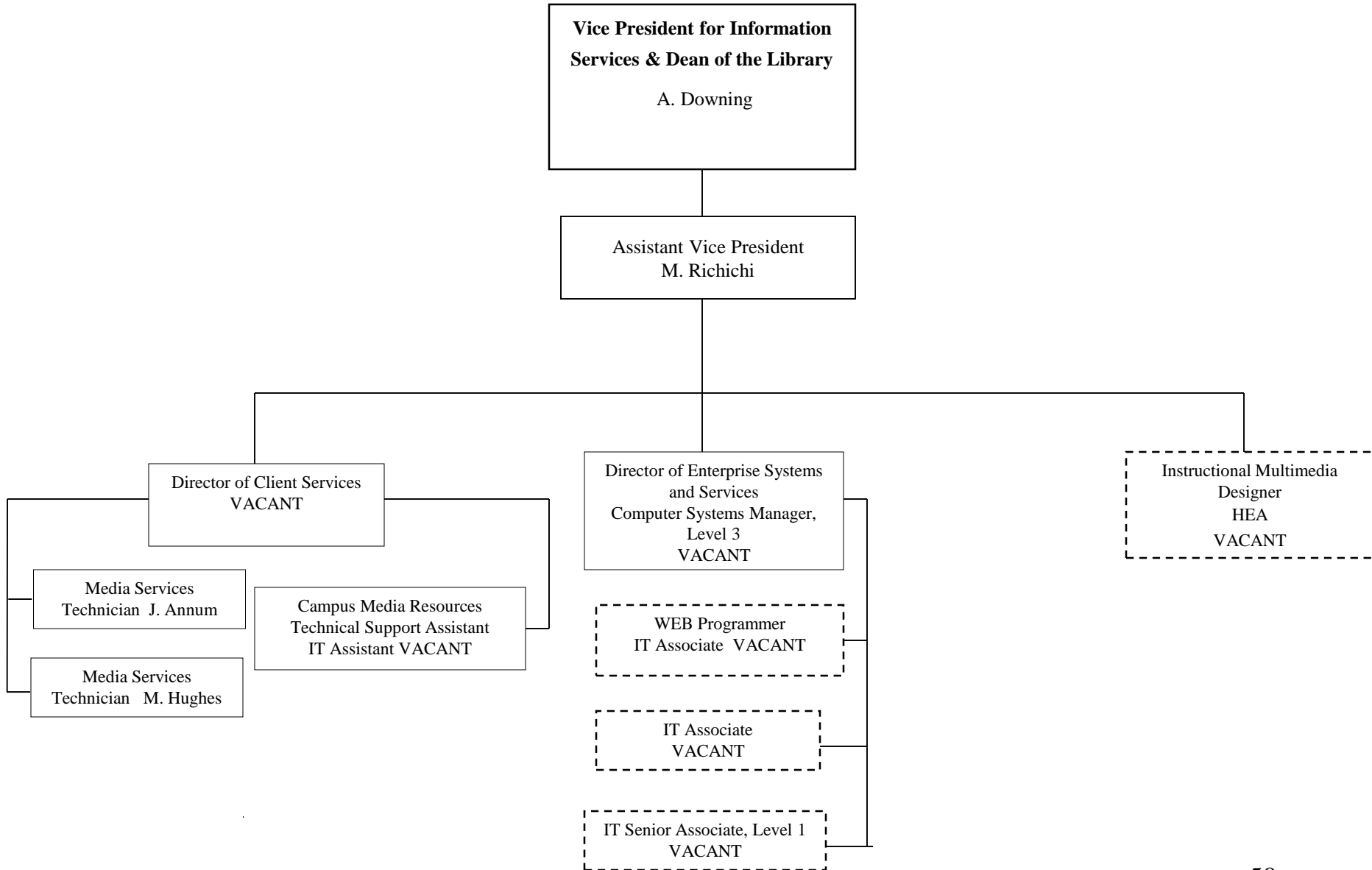
Lead Systems  
Administrator-Windows  
IT Senior Associate  
VACANT

UNIX  
Administrator  
IT Assistant  
- VACANT

Lotus Notes  
Specialized Software  
Programmer  
IT Assistant  
VACANT

Manager of Client  
Services, Training &  
Documentation  
HEA  
N. Bernek-Tashkent

**Baruch Computing & Technology Center  
Instructional Technology**



**The William and Anita Newman Library**

**Vice President for  
Information Services &  
Dean of the Library  
A. Downing**

COA - K. Brown

CAA - A. Ruiz

Administrative Services Librarian  
Professor  
Qun. Jiao

Deputy Chief for Public Services  
Associate Professor  
VACANT

Head of Archives and  
Special Collections  
Professor  
S. Roff

Digital Initiatives  
Librarian  
Assistant Professor  
J. L. Wagner

Access Services Manager  
HEA – M. Prince

COA – C. Muniz  
COA – F. Brito  
COA – Y. Warner  
COA - VACANT

Resource Sharing Specialist  
HEa – E. Raub

Reserve Coordinator  
aHEO - VACANT

Head - Access Services  
Assistant Professor  
VACANT

Head of Instruction  
Professor  
R. Hensley

Head - Graduate Services  
Assistant Professor  
L. Rath

Head of Collection Management  
Associate Professor  
M. Waldman

CAA - A. Garcia

Geospatial Data Lbn. –  
Asst. Prof. - F. Donnelly

Support Staff -  
CAA - A. John  
COA - M. Martinez  
COA - M. Parmar

Head of Circulation  
HEa - VACANT

Info. Services Lbn.- Assoc. Prof. - B. Pollard

Info. Services Lbn.. - Asst. Prof. - L. Ellis

Info. Services Lbn. –Assoc. Prof- L. Klusek

Info. Services Lbn. - Asst. Prof. - H. Gee

Business Info. Lbn.- Prof. - L. Liu

Info. Services Lbn. - Assoc. Prof. - A. Peña

Info. Services Lbn.- Assoc. Prof. - R. Ormsby

Info. Services Lbn. – Instructor - J. Hartnett

Info. Services Lbn. – Asst. Prof. - C. Tuthill

Info. Services Lbn.. - Asst. Prof. - R. Phillips

Head - Cataloging  
Professor  
S. Chao

Metadata Librarian  
Assistant Professor  
K. Szeto

User Experience  
Librarian  
Associate Professor  
S. Francoeur

Collection/Reference  
Librarian  
Substitute Assistant Professor  
E. Leahy

Info. Services Lbn. – Sub. Instructor - Vacant

## APPENDIX B - REAFFIRMATION LETTER

### Baruch College

This Appendix contains a copy of the Re-affirmation Letter distributed this past Plan Year.

# Message from the President

December 1, 2017

## **Reaffirmation of Commitment to Diversity/Equal Opportunity/Affirmative Action**

To the Baruch College Community:

The City University of New York (CUNY) has a long-standing commitment to diversity and equal opportunity in all aspects of employment practices. At Baruch College, I fully support the policies and practices that we have implemented to foster non-discrimination, affirmative action, and diversity and inclusion in the workplace. It is my personal belief that CUNY is enriched by the strengths of the people and perspectives represented here.

Accordingly, I am committed to overseeing Baruch's compliance with the CUNY policies and procedures on equal opportunity, non-discrimination, and on sexual misconduct.

The Policy on Equal Opportunity and Non-Discrimination states CUNY's commitment to recruit, employ, retain, promote, and provide benefits to employees regardless of race, color, creed, national origin, ethnicity, ancestry, religion, age, sex, sexual orientation, gender, gender identity, marital or partnership status, pregnancy, disability, caregiver status, genetic information, alienage or citizenship status, military or veteran status, unemployment status, credit history, arrest or conviction record, status as a victim of domestic violence/stalking/sexual violence, or any other legally prohibited basis in accordance with federal, state and city laws. I remind you that Italian Americans also are included among CUNY's protected groups. Additionally, as a federal contractor, CUNY engages in affirmative action consistent with federal requirements. I invite you to visit our [website](#) to view the [Equal Opportunity Policy](#) in its entirety, including the complaint procedures and prohibition against retaliation.

I have assigned the responsibility for the implementation and monitoring of our compliance program to Chief Diversity Officer Mona Jha, Esq., who also serves as the Title IX Coordinator and Section 504/ADA Coordinator. The vice presidents, deans, directors, managers, and supervisors share responsibility for ensuring our compliance with these policies and laws.

The Chief Diversity Officer, Head of the Office of Diversity, Compliance, and Equity Initiatives, is located at 137 East 22 Street, Room 204. Any individual who believes that he or she has experienced employment discrimination should immediately contact Ms. Jha at [Diversity@baruch.cuny.edu](mailto:Diversity@baruch.cuny.edu) or 646-312-4540.

I ask for your continued support to ensure equal opportunity, affirmative action, and diversity and inclusion in all employment practices at Baruch College.

Regards,

Mitchel B. Wallerstein  
President, Baruch College

**Baruch**COLLEGE

**CUNY** The City  
University  
of  
New York

## APPENDIX C - JOB GROUPS / LABOR MARKET AVAILABILITY FACTORS

### Baruch College

This report lists those CUNY job groups for which the college has employees. Groups with fewer than five employees are listed here but will not be included in Utilization Analysis worksheets. Titles added to CUNY's job system in the past year are listed at the end of this Appendix.

Individuals in the Chief Executive role are not included in this report.

Labor Market Availability factors (LMA) are listed for each group. LMA Factor 1 is an external Labor Market measure. LMA Factor 2 is an internal factor (i.e., employee eligible for promotion into the group).

Full Time Employee Count: 1,212

**Category: Executive/Administrative/Managerial**

**Administration 1 (Executive)**

Employee Count: 30

Executive Compensation Plan (Other Than Chief Executive)

Executive Compensation Plan; Chief Executives (Presidents, Deans of Major Schools) are excluded

**Labor Market Availability Factors**

LMA Factor	Weight	Explanation
1-External	40.00%	Earned Degrees Conferred (EDC) US - Ph.D., M.A., B.A., 2013-14
2-Internal	60.00%	Promotable, Transferable, Trainable employees within contractors organization. - CUNY Survey - selected titles, service requirement and criteria -Source Spring 2013.

Title(s)	Employee(s)
Administrator	1
Assc Administrator	1
Assc Dean	5
Asst Administrator	3
Asst Dean	1
Asst Vice President	9
Dean	2
Sr Vice President	1
Vice President	7

**Administration 2 (Manager)**

Employee Count: 153

Manager-Level Administrators

**Labor Market Availability Factors**

LMA Factor	Weight	Explanation
1-External	40.00%	Earned Degrees Conferred (ECD) 4-State (NY/NJ/CT/PA); B.A., 2013-2014
2-Internal	60.00%	Promotable, Transferable, Trainable employees within contractors organization. - CUNY Survey - selected titles, service requirement and criteria -Source Spring 2014.

Title(s)	Employee(s)
HE Associate	90
HE Officer	63

**Facility Manager**

Employee Count: 1

Facility Superintendents (Managerial)

In 2017, combined Admin Superintendent and Chief Admin Superintendent groups.

**Labor Market Availability Factors**

LMA Factor	Weight	Explanation
1-External	100.00%	2007-2011 US Census-American Community Survey (ACS) 4-State (NY/NJ/CT/PA), First Line Supervisor/Managers of Housekeeping and Janitorial Workers (4200)
2-Internal	0.00%	NA

Title(s)	Employee(s)
----------	-------------

**Category: Executive/Administrative/Managerial**

Chief Admin Supt - Competitive 1

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**IT Computer Manager**

Employee Count: 3

Information Technology Managers (Managerial)

**Labor Market Availability Factors**

LMA Factor	Weight	Explanation
1-External	100.00%	2007-2011 US Census-American Community Survey (ACS) 4-State (NY/NJ/CT/PA), Computer and Information Systems Managers (1110)
2-Internal	0.00%	NA

Title(s)	Employee(s)
IT Computer Systems Mgr	3

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**Security Manager**

Employee Count: 2

Campus Security Managers (Managerial)

**Labor Market Availability Factors**

LMA Factor	Weight	Explanation
1-External	100.00%	2007-2011 US Census-American Community Survey (ACS) - Residence Geography, New York City - Police and Sheriffs Patrol Officer (3850)
2-Internal	0.00%	NA

Title(s)	Employee(s)
Campus Security Asst Dir	2

**Category: Professional Faculty**

**Faculty-Instructor**

Employee Count: 1

Instructor Faculty, excluding Instructor Librarians. Instructors are term-limited faculty whose positions convert to Assistant Professor upon completion of a doctorate within five years.

For utilization analysis in the Federal Plan, reviewed by academic discipline or program within job group.

**Labor Market Availability Factors**

LMA Factor	Weight	Explanation
1-External	100.00%	Earned Degrees Conferred M.A. 2013-2014, 4-State (NY/NJ/CT/PA)
2-Internal	0.00%	NA

Title(s)	Employee(s)
Instructor	1

**Faculty-Lecturer**

Employee Count: 56

Lecturer Faculty, excluding Lecturer Librarians. Lecturers are eligible for a certificate of continuous employment but not tenure. The minimum qualification for Lecturer is a Bachelor's degree in a discipline related to the subject being taught.

For utilization analysis in the Federal Plan, reviewed by academic discipline or program within job group.

**Labor Market Availability Factors**

LMA Factor	Weight	Explanation
1-External	100.00%	Earned Degrees Conferred B.A. 2013-14, 4-State (NY/NJ/CT/PA) weighted at 50% and US Non-4-State weighted at 50% in all fields
2-Internal	0.00%	NA

Title(s)	Employee(s)
Clinical Professor	2
Dist Lecturer	10
Lecturer	30
Lecturer Doct Sch	14

**Faculty-Professorial**

Employee Count: 437

Professorial Faculty and Librarians (includes Instructor Librarians and Lecturer Librarians). Tenure-eligible faculty for whom a terminal degree is a minimum qualification. Graduate Center faculty are evaluated against a more experienced cohort.

For utilization analysis in the Federal Plan, reviewed by academic discipline or program within job group.

**Labor Market Availability Factors**

LMA Factor	Weight	Explanation
1-External	100.00%	With the exception of the Graduate Center: Earned Degrees Conferred Ph.D. 2013-14, 4-State (NY/NJ/CT/PA) weighted at 20% and US Non-4-State weighted at 80% in all fields. For Library, availability calculation blends Master's and Doctorate degrees weighted as 50% 4-State and 50% US Non-4-State.
2-Internal	100.00%	Graduate Center Only: recipients of new research doctorates in relevant fields awarded by 406 U.S. universities 7/1/1999 - 6/30/2000 using the 2000 Survey of Earned Doctorates (SED), an annual census.

Title(s)	Employee(s)
Assc Professor	139

**Category: Professional Faculty**

Asst Professor	118
Dist Professor	6
Professor	173
Visiting Professor	1

**Category: Professional Non-Faculty**

**Accountant**

Employee Count: 6

Accountants (Professionals)

**Labor Market Availability Factors**

LMA Factor	Weight	Explanation
1-External	0.00%	Internal Only
2-Internal	100.00%	CUNY Survey Fall 2013, Permanent College Accounting Assistants. On September 19, 2013 College Accounting Assistants received an opportunity for promotion based on service and educational qualifications.

Title(s)	Employee(s)
Finance Accountant	3
Purchasing Agent	3

**Administration 3 (Professional)**

Employee Count: 190

Administrators (Professionals)

**Labor Market Availability Factors**

LMA Factor	Weight	Explanation
1-External	70.00%	Earned Degrees Conferred (ECD) 4-State (NY/NJ/CT/PA); B.A., 2013-2014
2-Internal	30.00%	Promotable, Transferable, Trainable employees within contractors organization. - CUNY Survey - selected titles, service requirement and criteria -Source Spring 2014.

Title(s)	Employee(s)
Asst to HEO	84
HE Assistant	105
Research Assc	1

**Administration 5 (Engineer-Architect)**

Employee Count: 4

Engineers and Architects and related professional staff

**Labor Market Availability Factors**

LMA Factor	Weight	Explanation
1-External	100.00%	2007-2011 American Community Survey (ACS) for NY State only; Engineering Managers (300) and Architects, Except Naval (1300)
2-Internal	0.00%	NA

Title(s)	Employee(s)
Architect	1
Architect Asst	1
Interior Designer	1
Project Mgr	1

**Category: Professional Non-Faculty**

**IT Computer Professional**

Employee Count: 25

Information Technology Professionals

In 2017, split from IT Technicians and moved to Professionals' group

**Labor Market Availability Factors**

LMA Factor	Weight	Explanation
1-External	100.00%	2007-2011 US Census-American Community Survey (ACS) 4-State (NY/NJ/CT/PA), Computer Scientist Systems Analyst (1000); Computer Programmer (1010); Computer Software Engineers (1020); Database Administrator (1060); Network Systems & Data Communication Analysts (1110); Computer Hardware Engineers (1400); Computer Operators (5800); and Computer Control Programmers and Operators (7900)
2-Internal	0.00%	NA

Title(s)	Employee(s)
IT Associate	8
IT Asst	10
IT Sr Associate	7

**Category: Administrative Support Workers**

**Accountant Assistant**

Employee Count: 6

Accounting Support Staff

In 2017, incorporated new CUNY Payroll Clerk title

**Labor Market Availability Factors**

LMA Factor	Weight	Explanation
1-External	100.00%	2007-2011 US Census-American Community Survey (ACS)-NY/NJ/CT/PA, Accountants and Auditors (code 800) and Purchasing Managers (150)
2-Internal	0.00%	NA

Title(s)	Employee(s)
Asst Purchasing Agent	1
Finance Accountant Asst	5

**Administrative Assistant**

Employee Count: 23

Administrative Support Staff-Senior Level

**Labor Market Availability Factors**

LMA Factor	Weight	Explanation
1-External	0.00%	Internal Only
2-Internal	100.00%	CUNY Survey Spring 2011 - CUNY Administrative Assistant title is strictly promotional from the Permanent CUNY Office Assistant (level 3 or above).

Title(s)	Employee(s)
CUNY Admin Asst	23

**Mail Services Worker**

Employee Count: 2

Mail Services Workers

**Labor Market Availability Factors**

LMA Factor	Weight	Explanation
1-External	100.00%	2007-2011 US Census-American Community Survey (ACS) 4-State (NY/NJ/CT/PA), Mail Clerks/Mail Machine Operators, Except Postal Service (5850)
2-Internal	0.00%	NA

Title(s)	Employee(s)
Mail Message Svcs Worker	2

**Category: Administrative Support Workers**

**Office Assistant**

Employee Count: 61

Administrative Support Staff-Entry Level

**Labor Market Availability Factors**

LMA Factor	Weight	Explanation
1-External	100.00%	2007-2011 US Census-American Community Survey (ACS) 4-State (NY/NJ/CT/PA), Secretaries, and Administrative Assistants (5700); Word Processors and Typists (5820); and Office Administrative Support Workers, all other (5940), Office Clerks, General (5860)
2-Internal	0.00%	NA

Title(s)	Employee(s)
CUNY Office Assistant	61

**Category: Technicians**

**Administration 4 (College Lab Tech)**

Employee Count: 6

College Laboratory Technicians (abbrev CLT)

For utilization analyses reviewed by sub-group: Science/Technical/Engineering; Other Lab Techs.

**Labor Market Availability Factors**

LMA Factor	Weight	Explanation
1-External	100.00%	2007-2011 American Community Survey (ACS) - 4-State (NY/NJ/CT/PA), weighted by function weighted at 90% and 4STATES Earned Degrees Conferred (EDC) - Bachelors 2013-14 weighted at 10%
2-Internal	0.00%	NA

Title(s)	Employee(s)
Chief College Lab Tech	1
College Lab Tech	1
Sr College Lab Tech	4

**Broadcast/Media**

Employee Count: 4

Broadcast and Mass Media Technicians

**Labor Market Availability Factors**

LMA Factor	Weight	Explanation
1-External	100.00%	2007-2011 US Census-American Community Survey (ACS) 4-State (NY/NJ/CT/PA), Broadcast and Sound Engineer Technicians and Radio Operators and Other Media and Communications Equipment Workers (2900)
2-Internal	0.00%	NA

Title(s)	Employee(s)
Media Svcs Tech	4

**IT Support Technician**

Employee Count: 1

IT Technical Support Workers

In 2017, split from the Professional IT Staff

**Labor Market Availability Factors**

LMA Factor	Weight	Explanation
1-External	100.00%	2007-2011 US Census-American Community Survey (ACS) 4-State (NY/NJ/CT/PA), Computer Support Specialists (1050)
2-Internal	0.00%	NA

Title(s)	Employee(s)
IT Support Asst	1

**Category: Craft Workers**

**Basic Crafts-Buildings and Grounds**

Employee Count: 9

Buildings and Grounds Workers

In 2017, Maintenance Workers moved from Skilled Trades into this group

**Labor Market Availability Factors**

LMA Factor	Weight	Explanation
1-External	100.00%	2007-2011 US Census-American Community Survey (ACS) 4-State (NY/NJ/PA/CT), Grounds Maintenance (4250), Janitors and Buildings and Grounds (4220), Motor Vehicle Operators (9150), Maintenance and Repair Workers, General (7340)
2-Internal	0.00%	NA

Title(s)	Employee(s)
Maintenance Worker	8
Motor Vehicle Operator	1

**Laborers and Helpers**

Employee Count: 2

Entry-Level Craft Workers

In 2017, split from Skilled Trades

**Labor Market Availability Factors**

LMA Factor	Weight	Explanation
1-External	100.00%	2007-2011 US Census-American Community Survey (ACS) 4-State (NY/NJ/CT/PA), Laborers (53-7062) and Helpers (47-3010)
2-Internal	0.00%	NA

Title(s)	Employee(s)
Stock Worker	1
Stock Worker Supervisor	1

**Skilled Trades**

Employee Count: 24

Skilled Tradespeople

**Labor Market Availability Factors**

LMA Factor	Weight	Explanation
1-External	100.00%	2007-2011 US Census-American Community Survey (ACS) 4-State (NY/NJ/CT/PA), Stationary Engineer & Boiler Operator (8610), Carpenters (6230), Electricians (6355), Painters, Construction Maintenance (6420), Pipelayers, Plumbers, Pipefitters (6440), Machinist (8030), Construction Manager (220), Automotive Service Technicians & Mechanics (7200), Elevator Installer & Repairer (6700), Roofer (6515), Cement Mason, Concrete Finishers & Terrazzo Worker (6250), Locksmith and Safe Repairers (7540), Plasterers and Stucco Masons (6460), Maintenance Workers, Machinery (7350)
2-Internal	0.00%	NA

Title(s)	Employee(s)
Carpenter	4
Electrician	3

**Category: Craft Workers**

Elevator Mechanic	1
High Pressure Plant Tender	1
Locksmith	1
Painter	3
Plumber	2
Stationary Engineer	6
Steamfitter	2
Thermostat Repairer	1

**Skilled Trades-Supervisor**

Employee Count: 3

Skilled Trades Supervisors

**Labor Market Availability Factors**

LMA Factor	Weight	Explanation
1-External	0.00%	Internal Only
2-Internal	100.00%	CUNY Survey Spring 2011, Skilled Trades - selected titles with permanency and appointment to title with years of service requirement.

Title(s)	Employee(s)
Carpenter Supervisor	1
Electrician Supervisor	1
Painter Supervisor	1

**Category: Service Workers and Others**

**Campus Peace Officer-Level 1**

Employee Count: 58

Campus Security-Entry Level Staff

**Labor Market Availability Factors**

LMA Factor	Weight	Explanation
1-External	100.00%	2007-2011 US Census-American Community Survey (ACS) - Residence Geography, New York City - Police and Sheriffs Patrol Officer (3850)
2-Internal	0.00%	NA

Title(s)	Employee(s)
Campus Peace Officer	30
Campus Security Asst	27
Campus Security Officer	1

**Campus Peace Officer-Level 2**

Employee Count: 6

Campus Security-Mid Level Staff

**Labor Market Availability Factors**

LMA Factor	Weight	Explanation
1-External	0.00%	Internal Only
2-Internal	100.00%	CUNY Survey Spring 2011 - Permanent Campus Peace/Security Officer Level 1 - The Campus Peace/Security Officer Level 2 title is strictly promotional from the Permanent Campus Peace/Security Officer Level 1 title with years of service requirement.

Title(s)	Employee(s)
Campus Peace Officer	6

**Campus Peace Officer-Sergeant**

Employee Count: 12

Campus Security Supervisors

**Labor Market Availability Factors**

LMA Factor	Weight	Explanation
1-External	0.00%	Internal Only
2-Internal	100.00%	CUNY Permanent Campus Peace Officer Level 1 and 2

Title(s)	Employee(s)
Campus Pub Safety Sergeant	9
Campus Security Specialist	3

**Category: Service Workers and Others**

**Custodial**

Employee Count: 76

Custodians-Entry Level

**Labor Market Availability Factors**

LMA Factor	Weight	Explanation
1-External	100.00%	2007-2011 US Census-American Community Survey (ACS) 4-State (NY/NJ/CT/PA), Janitors and Building Cleaners (4220)
2-Internal	0.00%	NA

Title(s)	Employee(s)
Custodial Assistant	76

**Custodial Supervisor**

Employee Count: 11

Custodial Supervisors

**Labor Market Availability Factors**

LMA Factor	Weight	Explanation
1-External	100.00%	2007-2011 US Census-American Community Survey (ACS) 4-State (NY/NJ/CT/PA), First Line Supervisors/Managers of Housekeeping/Janitorial Workers (4200)
2-Internal	0.00%	NA

Title(s)	Employee(s)
Custodial Asst Principal Supv	1
Custodial Principal Supv	1
Custodial Sr Supervisor	2
Custodial Supervisor	7

## APPENDIX C - JOB GROUPS / LABOR MARKET AVAILABILITY FACTORS

**Note: In the 2017-2018 Academic Year, CUNY added the titles listed below (not all are used at the College).**

<b>Job Code</b>	<b>Title Name</b>	<b>Job Group</b>
200444	University Senior Vice Chancellor for Design and Construction	Administration 1 (Executives)
200544	University Associate Vice Chancellor for Research	Administration 1 (Executives)
200545	Exec Dir Labor Relations-Assistant Administrator	Administration 1 (Executives)
200546	Dean School Prof Stds-Senior University Dean	Administration 1 (Executives)
200547	University Associate Vice Chancellor for Academic Strategy	Administration 1 (Executives)
200548	University Executive Director of Procurement	Administration 1 (Executives)
200549	Associate Dean Research	Administration 1 (Executives)
200550	University Assistant Vice Chancellor Academic Affairs	Administration 1 (Executives)
200551	University Deputy Secretary to the Board-University Associate Administrator	Administration 1 (Executives)
200552	Exec Chief Librarian - Dean	Administration 1 (Executives)
200553	University Executive Director of Technology Strategy-University Administrator	Administration 1 (Executives)
200554	University Vice Chancellor University Advancement	Administration 1 (Executives)
200555	University Associate Vice Chancellor for Academic Affairs	Administration 1 (Executives)
200556	Assistant Dean Institutional Research and Strategic Planning	Administration 1 (Executives)
200557	University Assistant Vice Chancellor Enrollment Management	Administration 1 (Executives)
200558	Assistant VP Enroll Management Student Success	Administration 1 (Executives)
200559	University Dean Health and Human Services	Administration 1 (Executives)
200560	Dean School of Labor and Urban Studies	Administration 1 (Executives)
200561	Executive Director Financial Services-AstAdm	Administration 1 (Executives)
400697	Associate Legal Counsel-Higher Education Officer	Administration 2 (Managers)
500086	Elevator Mechanic (previous title re-activated)	Skilled Trades
500282	University Senior Payroll Analyst 1	Accountant Assistant
500283	University Senior Payroll Analyst 2	Accountant Assistant
200564	Univ Exec Gen Counsel-Uadm	Administration 1 (Executives)

## APPENDIX D-1 - COLLEGE LAB TECHNICIAN CATEGORIES

### Baruch College

Appendix D-1 lists categories assigned to College Laboratory Technicians (Administration 4 Group) based on the academic department to which they are assigned (either "Science Technology and Engineering" or "All Other").

Groups of less than five employees total will not be included in the utilization analyses in Appendix E.

Full-Time Employee Count: 6

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#### College Lab Tech-Blended Science Engineering Technical

Employees: 4

Department ID	Department Name	Number of Technicians
10208	Natural Sciences	4

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#### College Lab Tech-Other

Employees: 2

Department ID	Department Name	Number of Technicians
10172	Journalism & Writing Profess	1
10204	Modern Languages & Comp Lit	1

## APPENDIX D - ACADEMIC DEPARTMENTS BY DISCIPLINE/PROGRAM

### Baruch College

Appendix D lists faculty department assignments and disciplines to which they are assigned for utilization reporting. Department names and assignments are as recorded in the CUNYFirst HRIS System. Only those departments with assigned faculty are listed here. Disciplines listing fewer than five faculty total will not be included in the utilization analyses in Appendix E.

Labor Market Availability is normally obtained from the Earned Degrees Conferred data provided by the National Center for Education Statistics. Exceptions, including blended rates, are noted.

Total Faculty: 494

## APPENDIX D - ACADEMIC DEPARTMENTS BY DISCIPLINE/PROGRAM

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

Faculty Count: 4

Department ID	Department Name	Number of Faculty
10402	Black and Latino Studies	4

### Biological and Biomedical Sciences AND Physical Sciences

Faculty Count: 25

Blended rate (average) of Biological and Biomedical Sciences / Physical Sciences for those departments which teach both disciplines.

Department ID	Department Name	Number of Faculty
10208	Natural Sciences	25

### Business, Management, Marketing, Support Services

Faculty Count: 148

Department ID	Department Name	Number of Faculty
10192	Allen Aaronson Dept of Mkt/IB	28
10088	Bert Wasserman Dept Eco & Fin	42
10190	N P Loomba Dept of Mgt	45
10005	Stan Ross Dept Accountancy	29
10256	W. Newman Dept of Real Estate	4

### Communications, Journalism, and Related Programs

Faculty Count: 28

Department ID	Department Name	Number of Faculty
10060	Communication Studies	18
10172	Journalism & Writing Profess	10

### Education - Developmental

Faculty Count: 3

Department ID	Department Name	Number of Faculty
65100	SEEK	3

### English Language and Literature/Letters

Faculty Count: 37

Department ID	Department Name	Number of Faculty
10105	English	37

### Foreign Languages, Literatures, and Linguistics

Faculty Count: 16

Department ID	Department Name	Number of Faculty
10204	Modern Languages & Comp Lit	16

## APPENDIX D - ACADEMIC DEPARTMENTS BY DISCIPLINE/PROGRAM

### History

Faculty Count: 12

Department ID	Department Name	Number of Faculty
10148	History	12

### Legal Professions and Studies

Faculty Count: 13

Department ID	Department Name	Number of Faculty
10181	Law	13

### Library (Librarians/Non-Teaching)

Faculty Count: 21

Unlike other faculty, weighted at MA+PhD US at 50% and MA+PhD 4-State at 50%

Department ID	Department Name	Number of Faculty
70054	Library	21

### Mathematics and Statistics

Faculty Count: 64

Department ID	Department Name	Number of Faculty
10195	Mathematics	31
10291	Statistics & Computer Info	33

### Philosophy and Religious Studies

Faculty Count: 7

Department ID	Department Name	Number of Faculty
10221	Philosophy	7

### Psychology

Faculty Count: 26

Department ID	Department Name	Number of Faculty
10245	Psychology	26

### Public Administration and Social Service Professions

Faculty Count: 49

Department ID	Department Name	Number of Faculty
10250	Public Affairs	49

### Social Sciences

Faculty Count: 25

Department ID	Department Name	Number of Faculty
10236	Political Science	14
10014	Sociology and Anthropology	11

## APPENDIX D - ACADEMIC DEPARTMENTS BY DISCIPLINE/PROGRAM

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### Visual and Performing Arts

Faculty Count: 16

Department ID	Department Name	Number of Faculty
10115	Fine & Performing Arts	16

## APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP

### Baruch College

Appendix E-1 presents utilization and underutilization of protected groups by job group. A group is displayed only when there are five or more employees assigned to it.

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

Underutilization numbers represent specific placement goals as prescribed for federal Affirmative Action Plans.

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

**APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP**

Category: Executive/Administrative/Managerial

**Job Group:** Administration 1 (Executive)

Description: Executive Compensation Plan (Other Than Chief Executive)

Full-time Employees 30

Employees in this group hold the following titles:

Title ID	Title Name
04315	Administrator
04321	Asc Administrator
04320	Asc Dean
04723	Asst Administrator
04722	Asst Dean
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 Am.	Hispanic/ Latino
<b>Number of Employees</b>	17	8	3	4	1
<b>Underutilized (Yes/No)?</b>					Y
<b>Number Underutilized</b>					2
<b>Actual Utilization Percent</b>	56.7%	26.7%	10.0%	13.3%	3.3%
<b>Labor Market Avail. Percent</b>	49.3%	29.7%	8.5%	11.1%	8.9%

**APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP**

Category: Executive/Administrative/Managerial

**Job Group:** Administration 2 (Manager)

Description: Manager-Level Administrators

Full-time Employees 153

Employees in this group hold the following titles:

Title ID	Title Name
04075	HE Associate
04097	HE Officer

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	103	67	20	22	25
Underutilized (Yes/No)?					
Number Underutilized					
Actual Utilization Percent	67.3%	43.8%	13.1%	14.4%	16.3%
Labor Market Avail. Percent	59.9%	41.4%	10.6%	16.3%	13.5%

**APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP**

Category: Professional Non-Faculty

**Job Group:** Accountant

Description: Accountants (Professionals)

Full-time Employees 6

Employees in this group hold the following titles:

Title ID	Title Name
04801	Finance Accountant
12121	Purchasing Agent

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
<b>Number of Employees</b>	4	6	5	1	0
<b>Underutilized (Yes/No)?</b>				Y	Y
<b>Number Underutilized</b>				1	1
<b>Actual Utilization Percent</b>	66.7%	100.0%	83.3%	16.7%	0.0%
<b>Labor Market Avail. Percent</b>	82.4%	70.6%	29.4%	26.5%	11.8%

**APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP**

Category: Professional Non-Faculty

**Job Group:** Administration 3 (Professional)

Description: Administrators (Professionals)

Full-time Employees 190

Employees in this group hold the following titles:

Title ID	Title Name
04017	Asst to HEO
04099	HE Assistant
04134	Research Assc

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
<b>Number of Employees</b>	140	131	32	52	46
<b>Underutilized (Yes/No)?</b>					
<b>Number Underutilized</b>					
<b>Actual Utilization Percent</b>	73.7%	68.9%	16.8%	27.4%	24.2%
<b>Labor Market Avail. Percent</b>	61.1%	37.6%	9.6%	14.3%	12.0%

**APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP**

Category: Professional Non-Faculty

**Job Group:** IT Computer Professional  
**Description:** Information Technology Professionals  
**Full-time Employees** 25

Employees in this group hold the following titles:

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

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
<b>Number of Employees</b>	6	22	11	5	6
<b>Underutilized (Yes/No)?</b>					
<b>Number Underutilized</b>					
<b>Actual Utilization Percent</b>	24.0%	88.0%	44.0%	20.0%	24.0%
<b>Labor Market Avail. Percent</b>	26.4%	33.6%	19.7%	7.1%	5.4%

**APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP**

Category: Administrative Support Workers

**Job Group:** Accountant Assistant  
**Description:** Accounting Support Staff  
**Full-time Employees** 6

Employees in this group hold the following titles:

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

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
<b>Number of Employees</b>	4	4	2	1	1
<b>Underutilized (Yes/No)?</b>					
<b>Number Underutilized</b>					
<b>Actual Utilization Percent</b>	66.7%	66.7%	33.3%	16.7%	16.7%
<b>Labor Market Avail. Percent</b>	50.8%	26.7%	11.8%	7.8%	5.9%

**APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP**

Category: Administrative Support Workers

**Job Group:** Administrative Assistant  
**Description:** Administrative Support Staff-Senior Level  
**Full-time Employees** 23

Employees in this group hold the following titles:

**Title ID**            **Title Name**  
 04804                CUNY Admin Asst

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
<b>Number of Employees</b>	20	17	3	10	4
<b>Underutilized (Yes/No)?</b>					Y
<b>Number Underutilized</b>					2
<b>Actual Utilization Percent</b>	87.0%	73.9%	13.0%	43.5%	17.4%
<b>Labor Market Avail. Percent</b>	91.1%	74.0%	8.0%	38.1%	27.0%

**APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP**

Category: Administrative Support Workers

**Job Group:** Office Assistant

Description: Administrative Support Staff-Entry Level

Full-time Employees 61

Employees in this group hold the following titles:

Title ID	Title Name
04802	CUNY Office Assistant

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	52	45	6	24	15
Underutilized (Yes/No)?					
Number Underutilized					
Actual Utilization Percent	85.2%	73.8%	9.8%	39.3%	24.6%
Labor Market Avail. Percent	89.9%	26.5%	3.7%	11.6%	9.8%

**APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP**

Category: Craft Workers

**Job Group:** Basic Crafts-Buildings and Grounds

Description: Buildings and Grounds Workers

Full-time Employees 9

Employees in this group hold the following titles:

Title ID	Title Name
90698	Maintenance Worker
91212	Motor Vehicle Operator

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	0	5	1	1	3
Underutilized (Yes/No)?	Y				
Number Underutilized	2				
Actual Utilization Percent	0.0%	55.6%	11.1%	11.1%	33.3%
Labor Market Avail. Percent	20.0%	42.4%	2.3%	12.6%	26.0%

**APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP**

Category: Craft Workers

**Job Group:** Skilled Trades

Description: Skilled Tradespeople

Full-time Employees 24

Employees in this group hold the following titles:

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

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
<b>Number of Employees</b>	1	4	0	0	4
<b>Underutilized (Yes/No)?</b>		Y	Y	Y	
<b>Number Underutilized</b>		3	1	2	
<b>Actual Utilization Percent</b>	4.2%	16.7%	0.0%	0.0%	16.7%
<b>Labor Market Avail. Percent</b>	2.5%	29.7%	2.6%	7.0%	18.7%

**APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP**

Category: Service Workers and Others

**Job Group:** Campus Peace Officer-Sergeant

Description: Campus Security Supervisors

Full-time Employees 12

Employees in this group hold the following titles:

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

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	1	11	0	7	4
Underutilized (Yes/No)?	Y		Y		
Number Underutilized	2		1		
Actual Utilization Percent	8.3%	91.7%	0.0%	58.3%	33.3%
Labor Market Avail. Percent	22.6%	85.9%	6.1%	55.1%	23.8%

**APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP**

Category: Service Workers and Others

**Job Group:** Campus Peace Officer-Level 2  
**Description:** Campus Security-Mid Level Staff  
**Full-time Employees** 6

Employees in this group hold the following titles:

**Title ID**            **Title Name**  
 04844                Campus Peace Officer

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
<b>Number of Employees</b>	1	5	0	3	2
<b>Underutilized (Yes/No)?</b>	Y		Y		
<b>Number Underutilized</b>	0		0		
<b>Actual Utilization Percent</b>	16.7%	83.3%	0.0%	50.0%	33.3%
<b>Labor Market Avail. Percent</b>	22.0%	86.4%	6.8%	55.2%	24.3%

**APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP**

Category: Service Workers and Others

**Job Group:** Campus Peace Officer-Level 1  
**Description:** Campus Security-Entry Level Staff  
**Full-time Employees** 58

Employees in this group hold the following titles:

Title ID	Title Name
04844	Campus Peace Officer
04841	Campus Security Asst
04842	Campus Security Officer

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
<b>Number of Employees</b>	16	55	4	34	17
<b>Underutilized (Yes/No)?</b>					
<b>Number Underutilized</b>					
<b>Actual Utilization Percent</b>	27.6%	94.8%	6.9%	58.6%	29.3%
<b>Labor Market Avail. Percent</b>	28.4%	66.7%	7.1%	28.1%	29.3%

**APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP**

Category: Service Workers and Others

**Job Group:** Custodial Supervisor

Description: Custodial Supervisors

Full-time Employees 11

Employees in this group hold the following titles:

Title ID	Title Name
80560	Custodial Asst Principal Supv
80561	Custodial Principal Supv
80535	Custodial Sr Supervisor
04862	Custodial Supervisor

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	2	10	0	6	4
Underutilized (Yes/No)?	Y		Y		
Number Underutilized	1		0		
Actual Utilization Percent	18.2%	90.9%	0.0%	54.5%	36.4%
Labor Market Avail. Percent	29.0%	40.0%	2.4%	13.8%	22.1%

**APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP**

Category: Service Workers and Others

**Job Group:** Custodial

Description: Custodians-Entry Level

Full-time Employees 76

Employees in this group hold the following titles:

Title ID	Title Name
04861	Custodial Assistant

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	28	72	9	21	42
Underutilized (Yes/No)?					
Number Underutilized					
Actual Utilization Percent	36.8%	94.7%	11.8%	27.6%	55.3%
Labor Market Avail. Percent	27.3%	48.9%	2.8%	15.6%	28.8%

## APPENDIX E-3 - FACULTY UTILIZATION BY DISCIPLINE/PROGRAM

### Baruch College

Appendix E-3 presents utilization and underutilization, of faculty members in protected groups ,by academic discipline withing job group. A group is displayed only when there are five or more faculty assigned to it.

Underutilization occurs where the utilization of a protected group is less than 80% of Labor Market Availability. We calculate a number approximating the number of full-time employees that would be needed to make utilization equal to the labor market. Where utilization is zero (0), underutilization exists but not to the level of one full-time equivalent employee.

Blanks indicate no underutilization.

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

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

**APPENDIX E-3 - FACULTY UTILIZATION BY DISCIPLINE/PROGRAM**

**Biological and Biomedical Sciences AND Physical Sciences**

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

10208                      Natural Sciences

**Job Group**            **Faculty-Professorial**

Total Faculty:    25

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino
Number of Faculty	9	5	2	1	2
Underutilized (Y/N)					
Number Underutilized					
Actual Utilization Percent	36.0%	20.0%	8.0%	4.0%	8.0%
Labor Market Avail. Percent	43.3%	20.6%	9.9%	4.1%	5.1%

**APPENDIX E-3 - FACULTY UTILIZATION BY DISCIPLINE/PROGRAM**

**Business, Management, Marketing, Support Services**

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

10192	Allen Aaronson Dept of Mkt/IB
10088	Bert Wasserman Dept Eco & Fin
10190	N P Loomba Dept of Mgt
10005	Stan Ross Dept Accountancy
10256	W. Newman Dept of Real Estate

**Job Group Faculty-Professorial**

Total Faculty: 125

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino
Number of Faculty	41	57	49	3	4
Underutilized (Y/N)	Y			Y	Y
Number Underutilized	14			23	2
Actual Utilization Percent	32.8%	45.6%	39.2%	2.4%	3.2%
Labor Market Avail. Percent	43.9%	33.6%	7.1%	20.8%	4.5%

**Job Group Faculty-Lecturer**

Total Faculty: 22

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino
Number of Faculty	8	5	1	2	2
Underutilized (Y/N)	Y	Y	Y		
Number Underutilized	2	1	1		
Actual Utilization Percent	36.4%	22.7%	4.5%	9.1%	9.1%
Labor Market Avail. Percent	45.5%	28.6%	11.1%	9.9%	6.2%

**APPENDIX E-3 - FACULTY UTILIZATION BY DISCIPLINE/PROGRAM**

**Communications, Journalism, and Related Programs**

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

- 10060                Communication Studies
- 10172                Journalism & Writing Profess

**Job Group        Faculty-Professorial**

Total Faculty:    26

	<b>Utilization Report</b>				
	<b>Female</b>	<b>Total Minority</b>	<b>Asian/Nat. Haw./Other Pac. Isl.</b>	<b>Black/African Am.</b>	<b>Hispanic/ Latino</b>
Number of Faculty	16	3	1	1	1
Underutilized (Y/N)		Y		Y	Y
Number Underutilized		2		1	1
Actual Utilization Percent	61.5%	11.5%	3.8%	3.8%	3.8%
Labor Market Avail. Percent	57.0%	17.7%	3.3%	6.2%	6.6%

**APPENDIX E-3 - FACULTY UTILIZATION BY DISCIPLINE/PROGRAM**

**English Language and Literature/Letters**

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

10105            English

**Job Group**            **Faculty-Professorial**

Total Faculty:    35

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino
Number of Faculty	20	6	2	3	1
Underutilized (Y/N)					Y
Number Underutilized					0
Actual Utilization Percent	57.1%	17.1%	5.7%	8.6%	2.9%
Labor Market Avail. Percent	60.0%	12.6%	3.5%	3.4%	3.9%

**APPENDIX E-3 - FACULTY UTILIZATION BY DISCIPLINE/PROGRAM**

**Foreign Languages, Literatures, and Linguistics**

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

10204 Modern Languages & Comp Lit

**Job Group** Faculty-Professorial

Total Faculty: 15

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino
Number of Faculty	6	7	3	0	4
Underutilized (Y/N)	Y			Y	
Number Underutilized	3			0	
Actual Utilization Percent	40.0%	46.7%	20.0%	0.0%	26.7%
Labor Market Avail. Percent	60.0%	21.1%	6.2%	1.9%	11.7%

**APPENDIX E-3 - FACULTY UTILIZATION BY DISCIPLINE/PROGRAM**

**History**

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

10148                  History

**Job Group**                  **Faculty-Professorial**

Total Faculty:          12

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino
Number of Faculty	6	3	1	1	1
Underutilized (Y/N)					
Number Underutilized					
Actual Utilization Percent	50.0%	25.0%	8.3%	8.3%	8.3%
Labor Market Avail. Percent	43.0%	16.8%	3.7%	5.2%	6.8%

**APPENDIX E-3 - FACULTY UTILIZATION BY DISCIPLINE/PROGRAM**

**Legal Professions and Studies**

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

10181                      Law

**Job Group**            **Faculty-Professorial**

Total Faculty:    13

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino
Number of Faculty	6	0	0	0	0
Underutilized (Y/N)		Y	Y	Y	Y
Number Underutilized		2	0	2	0
Actual Utilization Percent	46.2%	0.0%	0.0%	0.0%	0.0%
Labor Market Avail. Percent	39.7%	18.8%	2.4%	11.8%	1.2%

**APPENDIX E-3 - FACULTY UTILIZATION BY DISCIPLINE/PROGRAM**

**Library (Librarians/Non-Teaching)**

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

70054                      Library

**Job Group**            **Faculty-Professorial**

Total Faculty:    20

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino
Number of Faculty	9	10	6	2	2
Underutilized (Y/N)	Y				
Number Underutilized	7				
Actual Utilization Percent	45.0%	50.0%	30.0%	10.0%	10.0%
Labor Market Avail. Percent	79.4%	14.3%	1.6%	6.8%	5.4%

**APPENDIX E-3 - FACULTY UTILIZATION BY DISCIPLINE/PROGRAM**

**Mathematics and Statistics**

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

- 10195 Mathematics
- 10291 Statistics & Computer Info

**Job Group Faculty-Professorial**

Total Faculty: 55

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino
Number of Faculty	12	18	14	1	3
Underutilized (Y/N)	Y			Y	
Number Underutilized	4			0	
Actual Utilization Percent	21.8%	32.7%	25.5%	1.8%	5.5%
Labor Market Avail. Percent	28.8%	16.4%	8.5%	2.7%	3.6%

**Job Group Faculty-Lecturer**

Total Faculty: 9

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino
Number of Faculty	3	0	0	0	0
Underutilized (Y/N)		Y	Y	Y	Y
Number Underutilized		3	2	0	0
Actual Utilization Percent	33.3%	0.0%	0.0%	0.0%	0.0%
Labor Market Avail. Percent	41.4%	29.4%	19.6%	4.1%	3.6%

**APPENDIX E-3 - FACULTY UTILIZATION BY DISCIPLINE/PROGRAM**

**Philosophy and Religious Studies**

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

10221                  Philosophy

**Job Group**                  **Faculty-Professorial**

Total Faculty:          6

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino
Number of Faculty	0	1	1	0	0
Underutilized (Y/N)	Y			Y	Y
Number Underutilized	2			0	0
Actual Utilization Percent	0.0%	16.7%	16.7%	0.0%	0.0%
Labor Market Avail. Percent	34.4%	17.0%	3.8%	6.7%	4.2%

**APPENDIX E-3 - FACULTY UTILIZATION BY DISCIPLINE/PROGRAM**

**Psychology**

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

10245 Psychology

**Job Group** Faculty-Professorial

Total Faculty: 23

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino
Number of Faculty	12	4	1	1	1
Underutilized (Y/N)	Y	Y		Y	Y
Number Underutilized	5	1		1	1
Actual Utilization Percent	52.2%	17.4%	4.3%	4.3%	4.3%
Labor Market Avail. Percent	73.8%	23.5%	5.2%	8.4%	7.5%

**APPENDIX E-3 - FACULTY UTILIZATION BY DISCIPLINE/PROGRAM**

**Public Administration and Social Service Professions**

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

10250 Public Affairs

**Job Group Faculty-Professorial**

Total Faculty: 38

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino
Number of Faculty	14	10	5	1	4
Underutilized (Y/N)	Y			Y	
Number Underutilized	12			7	
Actual Utilization Percent	36.8%	26.3%	13.2%	2.6%	10.5%
Labor Market Avail. Percent	67.3%	32.3%	4.1%	21.5%	4.9%

**Job Group Faculty-Lecturer**

Total Faculty: 11

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino
Number of Faculty	6	1	0	1	0
Underutilized (Y/N)	Y	Y	Y	Y	Y
Number Underutilized	2	3	1	1	1
Actual Utilization Percent	54.5%	9.1%	0.0%	9.1%	0.0%
Labor Market Avail. Percent	76.6%	36.3%	4.8%	18.2%	10.9%

**APPENDIX E-3 - FACULTY UTILIZATION BY DISCIPLINE/PROGRAM**

**Social Sciences**

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

- 10236 Political Science
- 10014 Sociology and Anthropology

**Job Group** Faculty-Professorial

Total Faculty: 25

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino
Number of Faculty	11	4	2	2	0
Underutilized (Y/N)		Y			Y
Number Underutilized		1			2
Actual Utilization Percent	44.0%	16.0%	8.0%	8.0%	0.0%
Labor Market Avail. Percent	48.4%	21.0%	6.8%	5.8%	6.5%

**APPENDIX E-3 - FACULTY UTILIZATION BY DISCIPLINE/PROGRAM**

**Visual and Performing Arts**

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

10115                      Fine & Performing Arts

**Job Group**            **Faculty-Professorial**

Total Faculty:    16

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino
Number of Faculty	9	2	2	0	0
Underutilized (Y/N)		Y		Y	Y
Number Underutilized		1		0	1
Actual Utilization Percent	56.3%	12.5%	12.5%	0.0%	0.0%
Labor Market Avail. Percent	51.3%	16.1%	6.8%	2.9%	4.9%

## APPENDIX G - SUMMARY OF RECRUITING ACTIVITIES

### Baruch College

This appendix provides detail on searches performed by job group, ethnicity, and gender. Detail is provided on applicants, interviews, and offers. The scope of this report includes searches which officially concluded by a job offer during the previous plan year (June 1, 2017 through May 31, 2018).

**Category Summary**

**Executive-Administrative-Managerial**

Executive/Administrative/Managerial

	Records	Applicant	Appl%	Interview	Int%	Offer	Off%	Hire	Hire%
<b>Total</b>	2,304	2,129		147		25		24	
<b>Male</b>	903	850	40%	50	34%	10	40%	9	38%
<b>Female</b>	1,119	1,028	48%	80	54%	13	52%	13	54%
<b>Other</b>	281	250	12%	16	11%	2	8%	2	8%
<b>Total Min</b>	1,168	1,071	50%	62	42%	7	28%	7	29%
<b>Asian</b>	251	230	11%	20	14%	1	4%	1	4%
<b>Black</b>	510	466	22%	21	14%	2	8%	2	8%
<b>Hispanic/Latino</b>	333	305	14%	18	12%	4	16%	4	17%
<b>Two or More</b>	67	64	3%	3	2%	-	0%	-	0%
<b>White (Not Ital)</b>	906	842	40%	71	48%	16	64%	15	63%
<b>Unknown</b>	134	124	6%	7	5%	1	4%	1	4%

**Job Group Summary**

**Administration 1 (Executive)**

ADMIN1-EXEC

	Records	Applicant	Appl%	Interview	Int%	Offer	Off%	Hire	Hire%
<b>Total</b>	293	293		18		4		4	
<b>Male</b>	132	132	45%	9	50%	2	50%	2	50%
<b>Female</b>	117	117	40%	7	39%	2	50%	2	50%
<b>Other</b>	44	44	15%	2	11%	-	0%	-	0%
<b>Total Min</b>	128	128	44%	1	6%	-	0%	-	0%
<b>Asian</b>	27	27	9%	-	0%	-	0%	-	0%
<b>Black</b>	60	60	20%	1	6%	-	0%	-	0%
<b>Hispanic/Latino</b>	32	32	11%	-	0%	-	0%	-	0%
<b>Two or More</b>	9	9	3%	-	0%	-	0%	-	0%
<b>White (Not Ital)</b>	129	129	44%	13	72%	4	100%	4	100%
								-	
<b>Unknown</b>	16	16	5%	1	6%	-	0%	-	0%

**Job Group Summary**

**Administration 2 (Managers)**

ADMIN2

	Records	Applicant	Appl%	Interview	Int%	Offer	Off%	Hire	Hire%
<b>Total</b>	1,893	1,721		119		17		17	
<b>Male</b>	679	627	36%	34	29%	5	29%	5	29%
<b>Female</b>	989	900	52%	71	60%	10	59%	10	59%
<b>Other</b>	224	193	11%	13	11%	2	12%	2	12%
<b>Total Min</b>	978	883	51%	55	46%	5	29%	5	29%
<b>Asian</b>	207	187	11%	19	16%	1	6%	1	6%
<b>Black</b>	428	384	22%	18	15%	1	6%	1	6%
<b>Hispanic/Latino</b>	281	254	15%	15	13%	3	18%	3	18%
<b>Two or More</b>	55	52	3%	3	3%	-	0%	-	0%
<b>White (Not Ital)</b>	730	667	39%	54	45%	10	59%	10	59%
								-	
<b>Unknown</b>	112	102	6%	6	5%	1	6%	1	6%

**Job Group Summary**

**Facility Manager**

FCLY-MGR

	Records	Applicant	Appl%	Interview	Int%	Offer	Off%	Hire	Hire%
<b>Total</b>	16	13		4		1		1	
<b>Male</b>	11	10	77%	3	75%	1	100%	1	100%
<b>Female</b>	2	-	0%	-	0%	-	0%	-	0%
<b>Other</b>	3	3	23%	1	25%	-	0%	-	0%
<b>Total Min</b>	8	6	46%	3	75%	-	0%	-	0%
<b>Asian</b>	1	-	0%	-	0%	-	0%	-	0%
<b>Black</b>	2	2	15%	1	25%	-	0%	-	0%
<b>Hispanic/Latino</b>	4	3	23%	2	50%	-	0%	-	0%
<b>Two or More</b>	1	1	8%	-	0%	-	0%	-	0%
<b>White (Not Ital)</b>	7	6	46%	1	25%	1	100%	1	100%
								-	
<b>Unknown</b>	-	-	0%	-	0%	-	0%	-	0%

**Job Group Summary**

**IT Manager**

IT-MGR

	Records	Applicant	Appl%	Interview	Int%	Offer	Off%	Hire	Hire%
<b>Total</b>	62	62		5		2		1	
<b>Male</b>	51	51	82%	4	80%	2	100%	1	100%
<b>Female</b>	6	6	10%	1	20%	-	0%	-	0%
<b>Other</b>	5	5	8%	-	0%	-	0%	-	0%
<b>Total Min</b>	32	32	52%	2	40%	1	50%	1	100%
<b>Asian</b>	15	15	24%	1	20%	-	0%	-	0%
<b>Black</b>	8	8	13%	-	0%	-	0%	-	0%
<b>Hispanic/Latino</b>	8	8	13%	1	20%	1	50%	1	100%
<b>Two or More</b>	1	1	2%	-	0%	-	0%	-	0%
<b>White (Not Ital)</b>	27	27	44%	3	60%	1	50%	-	0%
								-	
<b>Unknown</b>	1	1	2%	-	0%	-	0%	-	0%

**Job Group Summary**

**Security Manager**

SEC-MGR

	Records	Applicant	Appl%	Interview	Int%	Offer	Off%	Hire	Hire%
<b>Total</b>	40	40		1		1		1	
<b>Male</b>	30	30	75%	-	0%	-	0%	-	0%
<b>Female</b>	5	5	13%	1	100%	1	100%	1	100%
<b>Other</b>	5	5	13%	-	0%	-	0%	-	0%
<b>Total Min</b>	22	22	55%	1	100%	1	100%	1	100%
<b>Asian</b>	1	1	3%	-	0%	-	0%	-	0%
<b>Black</b>	12	12	30%	1	100%	1	100%	1	100%
<b>Hispanic/Latino</b>	8	8	20%	-	0%	-	0%	-	0%
<b>Two or More</b>	1	1	3%	-	0%	-	0%	-	0%
<b>White (Not Ital)</b>	13	13	33%	-	0%	-	0%	-	0%
								-	
<b>Unknown</b>	5	5	13%	-	0%	-	0%	-	0%

**Category Summary**

**Professional Faculty**

Professional Faculty

	Records	Applicant	Appl%	Interview	Int%	Offer	Off%	Hire	Hire%
<b>Total</b>	6,741	5,927		400		84		65	
<b>Male</b>	3,266	2,792	47%	180	45%	42	50%	34	52%
<b>Female</b>	2,114	1,958	33%	133	33%	25	30%	20	31%
<b>Other</b>	1,360	1,176	20%	87	22%	17	20%	11	17%
<b>Total Min</b>	3,077	2,744	46%	177	44%	40	48%	33	51%
<b>Asian</b>	1,915	1,659	28%	97	24%	16	19%	14	22%
<b>Black</b>	491	472	8%	23	6%	9	11%	7	11%
<b>Hispanic/Latino</b>	548	503	8%	47	12%	14	17%	12	18%
<b>Two or More</b>	116	103	2%	10	3%	1	1%	-	0%
<b>White (Not Ital)</b>	3,133	2,706	46%	191	48%	40	48%	29	45%
<b>Unknown</b>	400	357	6%	22	6%	3	4%	2	3%

**Job Group Summary**

**Faculty-Professorial**

FAC-PROF

	Records	Applicant	Appl%	Interview	Int%	Offer	Off%	Hire	Hire%
<b>Total</b>	6,002	5,188		332		72		54	
<b>Male</b>	2,937	2,463	47%	147	44%	35	49%	28	52%
<b>Female</b>	1,810	1,654	32%	105	32%	20	28%	15	28%
<b>Other</b>	1,255	1,071	21%	80	24%	17	24%	11	20%
<b>Total Min</b>	2,743	2,410	46%	147	44%	37	51%	30	56%
<b>Asian</b>	1,781	1,525	29%	81	24%	14	19%	12	22%
<b>Black</b>	386	367	7%	19	6%	8	11%	6	11%
<b>Hispanic/Latino</b>	467	422	8%	39	12%	14	19%	12	22%
<b>Two or More</b>	103	90	2%	8	2%	1	1%	-	0%
<b>White (Not Ital)</b>	2,798	2,371	46%	162	49%	34	47%	24	44%
								-	
<b>Unknown</b>	354	311	6%	16	5%	1	1%	-	0%

**Job Group Summary**

**Faculty-Instructor**

FAC-INST

	Records	Applicant	Appl%	Interview	Int%	Offer	Off%	Hire	Hire%
<b>Total</b>	93	93		7		2		1	
<b>Male</b>	39	39	42%	4	57%	1	50%	-	0%
<b>Female</b>	37	37	40%	1	14%	1	50%	1	100%
<b>Other</b>	17	17	18%	2	29%	-	0%	-	0%
<b>Total Min</b>	31	31	33%	3	43%	-	0%	-	0%
<b>Asian</b>	16	16	17%	2	29%	-	0%	-	0%
<b>Black</b>	9	9	10%	-	0%	-	0%	-	0%
<b>Hispanic/Latino</b>	4	4	4%	-	0%	-	0%	-	0%
<b>Two or More</b>	2	2	2%	1	14%	-	0%	-	0%
<b>White (Not Ital)</b>	55	55	59%	4	57%	2	100%	1	100%
								-	
<b>Unknown</b>	4	4	4%	-	0%	-	0%	-	0%

**Job Group Summary**

**Faculty-Lecturer**

FAC-LECT

	Records	Applicant	Appl%	Interview	Int%	Offer	Off%	Hire	Hire%
<b>Total</b>	646	646		61		10		10	
<b>Male</b>	290	290	45%	29	48%	6	60%	6	60%
<b>Female</b>	267	267	41%	27	44%	4	40%	4	40%
<b>Other</b>	88	88	14%	5	8%	-	0%	-	0%
<b>Total Min</b>	303	303	47%	27	44%	3	30%	3	30%
<b>Asian</b>	118	118	18%	14	23%	2	20%	2	20%
<b>Black</b>	96	96	15%	4	7%	1	10%	1	10%
<b>Hispanic/Latino</b>	77	77	12%	8	13%	-	0%	-	0%
<b>Two or More</b>	11	11	2%	1	2%	-	0%	-	0%
<b>White (Not Ital)</b>	280	280	43%	25	41%	4	40%	4	40%
								-	
<b>Unknown</b>	42	42	7%	6	10%	2	20%	2	20%

**Category Summary**

**Professional Non-Faculty**

Professional Non-Faculty

	Records	Applicant	Appl%	Interview	Int%	Offer	Off%	Hire	Hire%
<b>Total</b>	8,284	7,822		277		46		45	
<b>Male</b>	2,591	2,455	31%	91	33%	15	33%	15	33%
<b>Female</b>	4,877	4,607	59%	173	62%	29	63%	28	62%
<b>Other</b>	815	759	10%	13	5%	2	4%	2	4%
<b>Total Min</b>	5,672	5,356	68%	181	65%	35	76%	34	76%
<b>Asian</b>	1,435	1,331	17%	53	19%	14	30%	14	31%
<b>Black</b>	2,160	2,046	26%	62	22%	11	24%	11	24%
<b>Hispanic/Latino</b>	1,808	1,722	22%	60	22%	9	20%	9	20%
<b>Two or More</b>	242	233	3%	5	2%	1	2%	-	0%
<b>White (Not Ital)</b>	1,919	1,804	23%	66	24%	8	17%	8	18%
<b>Unknown</b>	481	465	6%	15	5%	2	4%	2	4%

**Job Group Summary**

Acct-PRFL

	Records	Applicant	Appl%	Interview	Int%	Offer	Off%	Hire	Hire%
<b>Total</b>	128	128		7		2		2	
<b>Male</b>	56	56	44%	3	43%	1	50%	1	50%
<b>Female</b>	59	59	46%	4	57%	1	50%	1	50%
<b>Other</b>	13	13	10%	-	0%	-	0%	-	0%
<b>Total Min</b>	100	100	78%	6	86%	2	100%	2	100%
<b>Asian</b>	35	35	27%	1	14%	1	50%	1	50%
<b>Black</b>	35	35	27%	3	43%	1	50%	1	50%
<b>Hispanic/Latino</b>	28	28	22%	2	29%	-	0%	-	0%
<b>Two or More</b>	2	2	2%	-	0%	-	0%	-	0%
<b>White (Not Ital)</b>	23	23	18%	1	14%	-	0%	-	0%
<b>Unknown</b>	3	3	2%	-	0%	-	0%	-	0%

**Job Group Summary**

**Administration 3 (Professional)**

ADMIN3

	Records	Applicant	Appl%	Interview	Int%	Offer	Off%	Hire	Hire%
<b>Total</b>	7,445	6,999		266		40		39	
<b>Male</b>	2,010	1,885	27%	86	32%	12	30%	12	31%
<b>Female</b>	4,716	4,449	64%	168	63%	27	68%	26	67%
<b>Other</b>	718	664	9%	12	5%	1	3%	1	3%
<b>Total Min</b>	5,060	4,754	68%	172	65%	30	75%	29	74%
<b>Asian</b>	1,216	1,116	16%	50	19%	11	28%	11	28%
<b>Black</b>	1,980	1,870	27%	58	22%	9	23%	9	23%
<b>Hispanic/Latino</b>	1,621	1,537	22%	58	22%	9	23%	9	23%
<b>Two or More</b>	220	211	3%	5	2%	1	3%	-	0%
<b>White (Not Ital)</b>	1,745	1,636	23%	64	24%	7	18%	7	18%
<b>Unknown</b>	442	426	6%	15	6%	2	5%	2	5%

**Job Group Summary**

**Administration 5 (Engineer-Architect)**

ADMIN5

	Records	Applicant	Appl%	Interview	Int%	Offer	Off%	Hire	Hire%
<b>Total</b>	79	63		-		-		-	
<b>Male</b>	52	41	65%	-	0%	-	0%	-	0%
<b>Female</b>	14	11	17%	-	0%	-	0%	-	0%
<b>Other</b>	13	11	17%	-	0%	-	0%	-	0%
<b>Total Min</b>	41	31	49%	-	0%	-	0%	-	0%
<b>Asian</b>	15	11	17%	-	0%	-	0%	-	0%
<b>Black</b>	14	10	16%	-	0%	-	0%	-	0%
<b>Hispanic/Latino</b>	11	9	14%	-	0%	-	0%	-	0%
<b>Two or More</b>	1	1	2%	-	0%	-	0%	-	0%
<b>White (Not Ital)</b>	30	24	38%	-	0%	-	0%	-	0%
<b>Unknown</b>	6	6	10%	-	0%	-	0%	-	0%

**Job Group Summary**

**IT Computer Professional**

IT-PRFL

	Records	Applicant	Appl%	Interview	Int%	Offer	Off%	Hire	Hire%
<b>Total</b>	632	632		4		4		4	
<b>Male</b>	473	473	75%	2	50%	2	50%	2	50%
<b>Female</b>	88	88	14%	1	25%	1	25%	1	25%
<b>Other</b>	71	71	11%	1	25%	1	25%	1	25%
<b>Total Min</b>	471	471	75%	3	75%	3	75%	3	75%
<b>Asian</b>	169	169	27%	2	50%	2	50%	2	50%
<b>Black</b>	131	131	21%	1	25%	1	25%	1	25%
<b>Hispanic/Latino</b>	148	148	23%	-	0%	-	0%	-	0%
<b>Two or More</b>	19	19	3%	-	0%	-	0%	-	0%
<b>White (Not Ital)</b>	121	121	19%	1	25%	1	25%	1	25%
<b>Unknown</b>	30	30	5%	-	0%	-	0%	-	0%

**Category Summary**

**Administrative Support**

Administrative Support Workers

	Records	Applicant	Appl%	Interview	Int%	Offer	Off%	Hire	Hire%
<b>Total</b>	309	309		1		1		1	
<b>Male</b>	63	63	20%	-	0%	-	0%	-	0%
<b>Female</b>	212	212	69%	1	100%	1	100%	1	100%
<b>Other</b>	34	34	11%	-	0%	-	0%	-	0%
<b>Total Min</b>	233	233	75%	1	100%	1	100%	1	100%
<b>Asian</b>	47	47	15%	-	0%	-	0%	-	0%
<b>Black</b>	109	109	35%	1	100%	1	100%	1	100%
<b>Hispanic/Latino</b>	71	71	23%	-	0%	-	0%	-	0%
<b>Two or More</b>	4	4	1%	-	0%	-	0%	-	0%
<b>White (Not Ital)</b>	54	54	17%	-	0%	-	0%	-	0%
<b>Unknown</b>	16	16	5%	-	0%	-	0%	-	0%

**Job Group Summary**  
**CUNY Admin Assistant**

CAA

	Records	Applicant	Appl%	Interview	Int%	Offer	Off%	Hire	Hire%
<b>Total</b>	309	309		1		1		1	
<b>Male</b>	63	63	20%	-	0%	-	0%	-	0%
<b>Female</b>	212	212	69%	1	100%	1	100%	1	100%
<b>Other</b>	34	34	11%	-	0%	-	0%	-	0%
<b>Total Min</b>	233	233	75%	1	100%	1	100%	1	100%
<b>Asian</b>	47	47	15%	-	0%	-	0%	-	0%
<b>Black</b>	109	109	35%	1	100%	1	100%	1	100%
<b>Hispanic/Latino</b>	71	71	23%	-	0%	-	0%	-	0%
<b>Two or More</b>	4	4	1%	-	0%	-	0%	-	0%
<b>White (Not Ital)</b>	54	54	17%	-	0%	-	0%	-	0%
								-	
<b>Unknown</b>	16	16	5%	-	0%	-	0%	-	0%

**Category Summary**

**Craft Workers**

Craft Workers

	Records	Applicant	Appl%	Interview	Int%	Offer	Off%	Hire	Hire%
<b>Total</b>	321	232		31		9		7	
<b>Male</b>	250	173	75%	28	90%	7	78%	5	71%
<b>Female</b>	15	11	5%	1	3%	1	11%	1	14%
<b>Other</b>	56	48	21%	2	6%	1	11%	1	14%
<b>Total Min</b>	152	104	45%	9	29%	2	22%	1	14%
<b>Asian</b>	15	12	5%	-	0%	-	0%	-	0%
<b>Black</b>	69	48	21%	4	13%	-	0%	-	0%
<b>Hispanic/Latino</b>	60	38	16%	4	13%	2	22%	1	14%
<b>Two or More</b>	7	6	3%	1	3%	-	0%	-	0%
<b>White (Not Ital)</b>	142	108	47%	18	58%	5	56%	5	71%
<b>Unknown</b>	13	11	5%	3	10%	1	11%	1	14%

**Job Group Summary**

**Skilled Trades**

SKLTRD

	Records	Applicant	Appl%	Interview	Int%	Offer	Off%	Hire	Hire%
<b>Total</b>	308	219		30		8		6	
<b>Male</b>	241	164	75%	27	90%	6	75%	4	67%
<b>Female</b>	13	9	4%	1	3%	1	13%	1	17%
<b>Other</b>	54	46	21%	2	7%	1	13%	1	17%
<b>Total Min</b>	146	98	45%	9	30%	2	25%	1	17%
<b>Asian</b>	15	12	5%	-	0%	-	0%	-	0%
<b>Black</b>	68	47	21%	4	13%	-	0%	-	0%
<b>Hispanic/Latino</b>	55	33	15%	4	13%	2	25%	1	17%
<b>Two or More</b>	7	6	3%	1	3%	-	0%	-	0%
<b>White (Not Ital)</b>	137	103	47%	17	57%	4	50%	4	67%
								-	
<b>Unknown</b>	13	11	5%	3	10%	1	13%	1	17%

**Job Group Summary**

**Skilled Trades-Supervisor**

SKLTRD-SUPV

	Records	Applicant	Appl%	Interview	Int%	Offer	Off%	Hire	Hire%
<b>Total</b>	13	13		1		1		1	
<b>Male</b>	9	9	69%	1	100%	1	100%	1	100%
<b>Female</b>	2	2	15%	-	0%	-	0%	-	0%
<b>Other</b>	2	2	15%	-	0%	-	0%	-	0%
<b>Total Min</b>	6	6	46%	-	0%	-	0%	-	0%
<b>Asian</b>	-	-	0%	-	0%	-	0%	-	0%
<b>Black</b>	1	1	8%	-	0%	-	0%	-	0%
<b>Hispanic/Latino</b>	5	5	38%	-	0%	-	0%	-	0%
<b>Two or More</b>	-	-	0%	-	0%	-	0%	-	0%
<b>White (Not Ital)</b>	5	5	38%	1	100%	1	100%	1	100%
								-	
<b>Unknown</b>	-	-	0%	-	0%	-	0%	-	0%

**Category Summary**

**Technicians**

Technicians

	Records	Applicant	Appl%	Interview	Int%	Offer	Off%	Hire	Hire%
<b>Total</b>	-	-		-		-		-	
<b>Male</b>	-	-	0%	-	0%	-	0%	-	0%
<b>Female</b>	-	-	0%	-	0%	-	0%	-	0%
<b>Other</b>	-	-	0%	-	0%	-	0%	-	0%
<b>Total Min</b>	-	-	0%	-	0%	-	0%	-	0%
<b>Asian</b>	-	-	0%	-	0%	-	0%	-	0%
<b>Black</b>	-	-	0%	-	0%	-	0%	-	0%
<b>Hispanic/Latino</b>	-	-	0%	-	0%	-	0%	-	0%
<b>Two or More</b>	-	-	0%	-	0%	-	0%	-	0%
<b>White (Not Ital)</b>	-	-	0%	-	0%	-	0%	-	0%
<b>Unknown</b>	-	-	0%	-	0%	-	0%	-	0%

**Job Group Summary**

**Campus Peace Officer-Sergeant**

CPSS

	Records	Applicant	Appl%	Interview	Int%	Offer	Off%	Hire	Hire%
<b>Total</b>	9	9		1		1		1	
<b>Male</b>	5	5	56%	1	100%	1	100%	1	100%
<b>Female</b>	2	2	22%	-	0%	-	0%	-	0%
<b>Other</b>	2	2	22%	-	0%	-	0%	-	0%
<b>Total Min</b>	9	9	100%	1	100%	1	100%	1	100%
<b>Asian</b>	1	1	11%	-	0%	-	0%	-	0%
<b>Black</b>	2	2	22%	-	0%	-	0%	-	0%
<b>Hispanic/Latino</b>	5	5	56%	1	100%	1	100%	1	100%
<b>Two or More</b>	1	1	11%	-	0%	-	0%	-	0%
<b>White (Not Ital)</b>	-	-	0%	-	0%	-	0%	-	0%
<b>Unknown</b>	-	-	0%	-	0%	-	0%	-	0%

**Category Summary**

**Service Workers and Others**

Service Workers and Others

	Records	Applicant	Appl%	Interview	Int%	Offer	Off%	Hire	Hire%
<b>Total</b>	1,062	1,023		27		13		10	
<b>Male</b>	715	684	67%	17	63%	7	54%	5	50%
<b>Female</b>	180	178	17%	5	19%	4	31%	3	30%
<b>Other</b>	167	161	16%	5	19%	2	15%	2	20%
<b>Total Min</b>	926	893	87%	23	85%	11	85%	9	90%
<b>Asian</b>	37	36	4%	1	4%	1	8%	1	10%
<b>Black</b>	494	480	47%	7	26%	3	23%	1	10%
<b>Hispanic/Latino</b>	367	349	34%	14	52%	6	46%	6	60%
<b>Two or More</b>	25	25	2%	1	4%	1	8%	1	10%
<b>White (Not Ital)</b>	67	64	6%	1	4%	1	8%	-	0%
<b>Unknown</b>	61	60	6%	3	11%	1	8%	1	10%

**Job Group Summary**

**Custodial**

CUST

	Records	Applicant	Appl%	Interview	Int%	Offer	Off%	Hire	Hire%
<b>Total</b>	923	921		13		9		6	
<b>Male</b>	610	609	66%	6	46%	4	44%	2	33%
<b>Female</b>	164	164	18%	4	31%	4	44%	3	50%
<b>Other</b>	149	148	16%	3	23%	1	11%	1	17%
<b>Total Min</b>	816	814	88%	10	77%	7	78%	5	83%
<b>Asian</b>	33	33	4%	1	8%	1	11%	1	17%
<b>Black</b>	450	450	49%	4	31%	3	33%	1	17%
<b>Hispanic/Latino</b>	311	309	34%	5	38%	3	33%	3	50%
<b>Two or More</b>	19	19	2%	-	0%	-	0%	-	0%
<b>White (Not Ital)</b>	52	52	6%	1	8%	1	11%	-	0%
								-	
<b>Unknown</b>	50	50	5%	2	15%	1	11%	1	17%

**Job Group Summary**  
**Custodial Supervisor**

CUST-SUPV

	Records	Applicant	Appl%	Interview	Int%	Offer	Off%	Hire	Hire%
<b>Total</b>	130	93		13		3		3	
<b>Male</b>	100	70	75%	10	77%	2	67%	2	67%
<b>Female</b>	14	12	13%	1	8%	-	0%	-	0%
<b>Other</b>	16	11	12%	2	15%	1	33%	1	33%
<b>Total Min</b>	101	70	75%	12	92%	3	100%	3	100%
<b>Asian</b>	3	2	2%	-	0%	-	0%	-	0%
<b>Black</b>	42	28	30%	3	23%	-	0%	-	0%
<b>Hispanic/Latino</b>	51	35	38%	8	62%	2	67%	2	67%
<b>Two or More</b>	5	5	5%	1	8%	1	33%	1	33%
<b>White (Not Ital)</b>	15	12	13%	-	0%	-	0%	-	0%
<b>Unknown</b>	11	10	11%	1	8%	-	0%	-	0%

## APPENDIX F - SUMMARY OF PERSONNEL ACTIVITY

### Baruch College

This Appendix provides tables with detail on personnel activities and faculty tenure actions by ethnicity and gender.

#### Index to Personnel Actions

Action Type	Description
Hire	Employed at the college for the first time, or re-hired after a break in service; includes employees who previously worked at another CUNY College and individuals appointed through Civil Service Transfer Rosters.
Left to Advance to Higher Group + Advanced from a Lower	Employee took a new job that represents a career advancement. This is counted as a hire in the new group and a separation in the old group.
Left Faculty to Move to Executives + Joined Executives from Faculty	A faculty member left a faculty appointment to join the Executive ranks. Normally he/she retains tenure in the faculty appointment.
Left Executives to Return to Faculty + Joined Faculty from Executives	A faculty member returned to a faculty appointment after serving in Executive ranks.
Left Group-Other + Transferred from Other Group	Other change in Job Group where there is no stated or implied career advancement.
Separation or Separation within Plan Year	Employee left employment in the College. If occurred within single Plan Year, may be counted as both a Hire and Separation from the same Job Group.
Advanced Within Group	Employee took a higher title (or higher level of the same job title) within the same group.
Title Change Within Group-Other	Employee took another title within the same job group with no stated or implied career advancement.
Awarded Tenure	Awarded Tenure or CCE following a review process.
Hired with Tenure	Granted tenure upon initial hire, generally due to having a tenured status at a previous institution.
Denied Tenure	Tenure denied after a review process. If a job title is not provided, this indicates employee has left CUNY employment (was not counted in the Census).

## Summary of Actions by Job Group and 2018 Job Group

CY AAU	Change Type	Count of Empl_ID
	Separation-Left CUNY	118
<b>ACCT-PRFL</b>	Joined Group-Outside Hire	1
<b>ADMIN1-EXEC</b>	Joined Group-Hire from Other College	1
	Joined Group-Outside Hire	1
<b>ADMIN2</b>	Joined Group-From Higher Group	1
	Joined Group-From Lower Group	5
	Joined Group-Hire from Other College	1
	Joined Group-Outside Hire	8
	Move to Higher Group	5
	Move to Lower Group	1
	Separation for Other CUNY College	1
	Title Change Within Group	4
<b>ADMIN3</b>	Joined Group-From Lower Group	3
	Separation for Other CUNY College	2
	Title Change Within Group	10
<b>CAA</b>	Joined Group-From Lower Group	1
	Move to Higher Group	1
<b>COA</b>	Joined Group-Outside Hire	4
	Separation for Other CUNY College	1
<b>CPO-1</b>	Joined Group-Other Reason	1
	Joined Group-Outside Hire	2
	Other Change of Group	1
<b>CPSS</b>	Joined Group-From Lower Group	1
	Move to Higher Group	1
<b>CRAFT-B&amp;G</b>	Joined Group-From Lower Group	1
	Joined Group-Outside Hire	1
	Move to Higher Group	1
<b>CUST</b>	Joined Group-Hire from Other College	1
	Joined Group-Outside Hire	4
<b>CUST-SUPV</b>	Joined Group-Outside Hire	1
	Title Change Within Group	2
<b>FAC-INST</b>	Joined Group-Outside Hire	1

<b>FAC-LECT</b>	Joined Group-Outside Hire	10
	Separation for Other CUNY College	2
<b>FAC-PROF</b>	Joined Group-From Lower Group	1
	Joined Group-Hire from Other College	1
	Joined Group-Outside Hire	31
	Move to Higher Group	1
	Title Change Within Group	20
<b>IT-MGR</b>	Joined Group-Hire from Other College	1
<b>IT-PRFL</b>	Joined Group-Outside Hire	2
	Title Change Within Group	1
<b>LABOR-HLPR</b>	Joined Group-Outside Hire	1
<b>SEC-MGR</b>	Joined Group-From Lower Group	1
	Move to Higher Group	1
<b>SKLTRD</b>	Joined Group-Hire from Other College	1
	Joined Group-Outside Hire	2
	Title Change Within Group	1
<b>(blank)</b>	(blank)	
<b>Grand Total</b>		<b>299</b>

Campus Summary-All Groups

	Net Group Changes	NET ADDITIONS		Joined Group - HIRE	Joined Group-INTERNAL MOVE				NET SUBTRACTIONS		Left Group - SEPARATION	Left Group-INTERNAL MOVE				TITLE CHANGES WITHIN GROUP	
		Addition #	Additions %	Hire (Outside CUNY and Other CUNY College)	Move from a Higher Group	Move from a Lower Group	Other Change of Group	Return to Faculty from Other Title	Sub. #	Sub %	Separation (Left College or Left CUNY)	Move to Higher Group	Move to Lower Group	Other Change of Group	Return to Faculty Title	Title Change Within Group	Title Change %
<b>Total</b>	(17)	122		107	1	13	1	-	(139)		(124)	(13)	(1)	(1)	-	38	
<b>Male</b>	(30)	54	44%	48	-	6	-	-	(84)	60%	(78)	(6)	-	-	-	19	50%
<b>Female</b>	13	68	56%	59	1	7	1	-	(55)	40%	(46)	(7)	(1)	(1)	-	19	50%
<b>Other/Unknown</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Total Min</b>	(4)	68	56%	59	-	8	1	-	(72)	52%	(63)	(8)	-	(1)	-	14	37%
<b>Asian</b>	1	23	19%	20	-	3	-	-	(22)	16%	(19)	(3)	-	-	-	6	16%
<b>Black</b>	(7)	22	18%	21	-	1	-	-	(29)	21%	(28)	(1)	-	-	-	5	13%
<b>Hispanic</b>	2	23	19%	18	-	4	1	-	(21)	15%	(16)	(4)	-	(1)	-	3	8%
<b>Other Minority</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>All White</b>	(14)	53	43%	47	1	5	-	-	(67)	48%	(61)	(5)	(1)	-	-	24	63%
<b>Unknown</b>	1	1	1%	1	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Veterans</b>	(3)	-	0%	-	-	-	-	-	(3)	2%	(3)	-	-	-	-	-	0%
<b>Individuals w/Disabilities</b>	4	7	6%	5	1	1	-	-	(3)	2%	(1)	(1)	(1)	-	-	-	0%

Category Summary

Executive/Administrative/Managerial

	Net Group Changes	NET ADDITIONS		Joined Group - HIRE	Joined Group-INTERNAL MOVE				NET SUBTRACTIONS		Left Group - SEPARATION	Left Group-INTERNAL MOVE				TITLE CHANGES WITHIN GROUP	
		Addition #	Additions %	Hire (Outside CUNY and Other CUNY College)	Move from a Higher Group	Move from a Lower Group	Other Change of Group	Return to Faculty from Other Title	Sub. #	Sub %	Separation (Left College or Left CUNY)	Move to Higher Group	Move to Lower Group	Other Change of Group	Return to Faculty Title	Title Change Within Group	Title Change %
<b>Total</b>	5	19		12	1	6	-	-	(14)		(13)	-	(1)	-	-	4	
<b>Male</b>	-	5	26%	3	-	2	-	-	(5)	36%	(5)	-	-	-	-	1	25%
<b>Female</b>	5	14	74%	9	1	4	-	-	(9)	64%	(8)	-	(1)	-	-	3	75%
<b>Other/Unknown</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Total Min</b>	4	6	32%	3	-	3	-	-	(2)	14%	(2)	-	-	-	-	2	50%
<b>Asian</b>	1	1	5%	1	-	-	-	-	-	0%	-	-	-	-	-	1	25%
<b>Black</b>	1	1	5%	-	-	1	-	-	-	0%	-	-	-	-	-	1	25%
<b>Hispanic</b>	2	4	21%	2	-	2	-	-	(2)	14%	(2)	-	-	-	-	-	0%
<b>Other Minority</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>All White</b>	1	13	68%	9	1	3	-	-	(12)	86%	(11)	-	(1)	-	-	2	50%
<b>Unknown</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Veterans</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Individuals w/Disabilities</b>	-	2	11%	1	1	-	-	-	(2)	14%	(1)	-	(1)	-	-	-	0%

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

	Net Group Changes	NET ADDITIONS		Joined Group - HIRE	Joined Group-INTERNAL MOVE				NET SUBTRACTIONS		Left Group - SEPARATION	Left Group-INTERNAL MOVE				TITLE CHANGES WITHIN GROUP	
		Addition #	Additions %	Hire (Outside CUNY and Other CUNY College)	Move from a Higher Group	Move from a Lower Group	Other Change of Group	Return to Faculty from Other Title	Sub. #	Sub %	Separation (Left College or Left CUNY)	Move to Higher Group	Move to Lower Group	Other Change of Group	Return to Faculty Title	Title Change Within Group	Title Change %
<b>Total</b>	-	2		2	-	-	-	-	(2)		(1)	-	(1)	-	-	-	-
<b>Male</b>	(1)	-	0%	-	-	-	-	-	(1)	50%	(1)	-	-	-	-	-	0%
<b>Female</b>	1	2	100%	2	-	-	-	-	(1)	50%	-	-	(1)	-	-	-	0%
<b>Other/Unknown</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Total Min</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Asian</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Black</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Hispanic</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Other Minority</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>All White</b>	-	2	100%	2	-	-	-	-	(2)	100%	(1)	-	(1)	-	-	-	0%
<b>Unknown</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Veterans Individuals</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>w/Disabilities</b>	(1)	-	0%	-	-	-	-	-	(1)	50%	-	-	(1)	-	-	-	0%

**Job Group Summary  
Administration 2 (Managers)**

	Net Group Changes	NET ADDITIONS		Joined Group - HIRE	Joined Group-INTERNAL MOVE				NET SUBTRACTIONS		Left Group - SEPARATION	Left Group-INTERNAL MOVE				TITLE CHANGES WITHIN GROUP	
		Addition #	Additions %	Hire (Outside CUNY and Other CUNY College)	Move from a Higher Group	Move from a Lower Group	Other Change of Group	Return to Faculty from Other Title	Sub. #	Sub %	Separation (Left College or Left CUNY)	Move to Higher Group	Move to Lower Group	Other Change of Group	Return to Faculty Title	Title Change Within Group	Title Change %
<b>Total</b>	4	15		9	1	5	-	-	(11)		(11)	-	-	-	-	4	
<b>Male</b>	1	4	27%	2	-	2	-	-	(3)	27%	(3)	-	-	-	-	1	25%
<b>Female</b>	3	11	73%	7	1	3	-	-	(8)	73%	(8)	-	-	-	-	3	75%
<b>Other/Unknown</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Total Min</b>	3	4	27%	2	-	2	-	-	(1)	9%	(1)	-	-	-	-	2	50%
<b>Asian</b>	1	1	7%	1	-	-	-	-	-	0%	-	-	-	-	-	1	25%
<b>Black</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	1	25%
<b>Hispanic</b>	2	3	20%	1	-	2	-	-	(1)	9%	(1)	-	-	-	-	-	0%
<b>Other Minority</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>All White</b>	1	11	73%	7	1	3	-	-	(10)	91%	(10)	-	-	-	-	2	50%
<b>Unknown</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Veterans Individuals w/Disabilities</b>	1	2	13%	1	1	-	-	-	(1)	9%	(1)	-	-	-	-	-	0%

Job Group Summary  
Security Manager

	Net Group Changes	NET ADDITIONS		Joined Group - HIRE	Joined Group-INTERNAL MOVE				NET SUBTRACTIONS		Left Group - SEPARATION	Left Group-INTERNAL MOVE				TITLE CHANGES WITHIN GROUP	
		Addition #	Additions %	Hire (Outside CUNY and Other CUNY College)	Move from a Higher Group	Move from a Lower Group	Other Change of Group	Return to Faculty from Other Title	Sub. #	Sub %	Separation (Left College or Left CUNY)	Move to Higher Group	Move to Lower Group	Other Change of Group	Return to Faculty Title	Title Change Within Group	Title Change %
<b>Total</b>	1	1		-	-	1	-	-	-	0%	-	-	-	-	-	-	0%
<b>Male</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Female</b>	1	1	100%	-	-	1	-	-	-	0%	-	-	-	-	-	-	0%
<b>Other/Unknown</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Total Min</b>	1	1	100%	-	-	1	-	-	-	0%	-	-	-	-	-	-	0%
<b>Asian</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Black</b>	1	1	100%	-	-	1	-	-	-	0%	-	-	-	-	-	-	0%
<b>Hispanic</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Other Minority</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>All White</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Unknown</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Veterans Individuals w/Disabilities</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%

**Job Group Summary**  
**Facility Manager**

	Net Group Changes	NET ADDITIONS		Joined Group - HIRE	Joined Group-INTERNAL MOVE				NET SUBTRACTIONS		Left Group - SEPARATION	Left Group-INTERNAL MOVE				TITLE CHANGES WITHIN GROUP	
		Addition #	Additions %	Hire (Outside CUNY and Other CUNY College)	Move from a Higher Group	Move from a Lower Group	Other Change of Group	Return to Faculty from Other Title	Sub. #	Sub %	Separation (Left College or Left CUNY)	Move to Higher Group	Move to Lower Group	Other Change of Group	Return to Faculty Title	Title Change Within Group	Title Change %
<b>Total</b>	(1)	-		-	-	-	-	-	(1)		(1)	-	-	-	-	-	
<b>Male</b>	(1)	-	0%	-	-	-	-	-	(1)	100%	(1)	-	-	-	-	-	0%
<b>Female</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Other/Unknown</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Total Min</b>	(1)	-	0%	-	-	-	-	-	(1)	100%	(1)	-	-	-	-	-	0%
<b>Asian</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Black</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Hispanic</b>	(1)	-	0%	-	-	-	-	-	(1)	100%	(1)	-	-	-	-	-	0%
<b>Other Minority</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>All White</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Unknown</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Veterans Individuals w/Disabilities</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%

Job Group Summary  
IT Manager

	Net Group Changes	NET ADDITIONS		Joined Group - HIRE	Joined Group-INTERNAL MOVE				NET SUBTRACTIONS		Left Group - SEPARATION	Left Group-INTERNAL MOVE				TITLE CHANGES WITHIN GROUP	
		Addition #	Additions %	Hire (Outside CUNY and Other CUNY College)	Move from a Higher Group	Move from a Lower Group	Other Change of Group	Return to Faculty from Other Title	Sub. #	Sub %	Separation (Left College or Left CUNY)	Move to Higher Group	Move to Lower Group	Other Change of Group	Return to Faculty Title	Title Change Within Group	Title Change %
<b>Total</b>	1	1		1	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Male</b>	1	1	100%	1	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Female</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Other/Unknown</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Total Min</b>	1	1	100%	1	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Asian</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Black</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Hispanic</b>	1	1	100%	1	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Other Minority</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>All White</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Unknown</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Veterans Individuals w/Disabilities</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%

Category Summary  
Professional Faculty

	Net Group Changes	NET ADDITIONS		Joined Group - HIRE	Joined Group-INTERNAL MOVE				NET SUBTRACTIONS		Left Group - SEPARATION	Left Group-INTERNAL MOVE				TITLE CHANGES WITHIN GROUP	
		Addition #	Additions %	Hire (Outside CUNY and Other CUNY College)	Move from a Higher Group	Move from a Lower Group	Other Change of Group	Return to Faculty from Other Title	Sub. #	Sub %	Separation (Left College or Left CUNY)	Move to Higher Group	Move to Lower Group	Other Change of Group	Return to Faculty Title	Title Change Within Group	Title Change %
<b>Total</b>	(17)	44		43	-	1	-	-	(61)		(60)	(1)	-	-	-	20	
<b>Male</b>	(12)	26	59%	25	-	1	-	-	(38)	62%	(37)	(1)	-	-	-	10	50%
<b>Female</b>	(5)	18	41%	18	-	-	-	-	(23)	38%	(23)	-	-	-	-	10	50%
<b>Other/Unknown</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Total Min</b>	(6)	18	41%	17	-	1	-	-	(24)	39%	(23)	(1)	-	-	-	3	15%
<b>Asian</b>	(4)	9	20%	8	-	1	-	-	(13)	21%	(12)	(1)	-	-	-	3	15%
<b>Black</b>	(5)	4	9%	4	-	-	-	-	(9)	15%	(9)	-	-	-	-	-	0%
<b>Hispanic</b>	3	5	11%	5	-	-	-	-	(2)	3%	(2)	-	-	-	-	-	0%
<b>Other Minority</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>All White</b>	(12)	25	57%	25	-	-	-	-	(37)	61%	(37)	-	-	-	-	17	85%
<b>Unknown</b>	1	1	2%	1	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Veterans</b>	(1)	-	0%	-	-	-	-	-	(1)	2%	(1)	-	-	-	-	-	0%
<b>Individuals w/Disabilities</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%

Job Group Summary  
Faculty-Professorial

	Net Group Changes	NET ADDITIONS		Joined Group - HIRE	Joined Group-INTERNAL MOVE				NET SUBTRACTIONS		Left Group - SEPARATION	Left Group-INTERNAL MOVE				TITLE CHANGES WITHIN GROUP	
		Addition #	Additions %	Hire (Outside CUNY and Other CUNY College)	Move from a Higher Group	Move from a Lower Group	Other Change of Group	Return to Faculty from Other Title	Sub. #	Sub %	Separation (Left College or Left CUNY)	Move to Higher Group	Move to Lower Group	Other Change of Group	Return to Faculty Title	Title Change Within Group	Title Change %
<b>Total</b>	(13)	33		32	-	1	-	-	(46)		(46)	-	-	-	-	20	
<b>Male</b>	(7)	22	67%	21	-	1	-	-	(29)	63%	(29)	-	-	-	-	10	50%
<b>Female</b>	(6)	11	33%	11	-	-	-	-	(17)	37%	(17)	-	-	-	-	10	50%
<b>Other/Unknown</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Total Min</b>	(2)	16	48%	15	-	1	-	-	(18)	39%	(18)	-	-	-	-	3	15%
<b>Asian</b>	(1)	9	27%	8	-	1	-	-	(10)	22%	(10)	-	-	-	-	3	15%
<b>Black</b>	(4)	2	6%	2	-	-	-	-	(6)	13%	(6)	-	-	-	-	-	0%
<b>Hispanic</b>	3	5	15%	5	-	-	-	-	(2)	4%	(2)	-	-	-	-	-	0%
<b>Other Minority</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>All White</b>	(11)	17	52%	17	-	-	-	-	(28)	61%	(28)	-	-	-	-	17	85%
<b>Unknown</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Veterans</b>	(1)	-	0%	-	-	-	-	-	(1)	2%	(1)	-	-	-	-	-	0%
<b>Individuals w/Disabilities</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%

Job Group Summary  
Faculty-Instructor

	Net Group Changes	NET ADDITIONS		Joined Group - HIRE	Joined Group-INTERNAL MOVE				NET SUBTRACTIONS		Left Group - SEPARATION	Left Group-INTERNAL MOVE				TITLE CHANGES WITHIN GROUP	
		Addition #	Additions %	Hire (Outside CUNY and Other CUNY College)	Move from a Higher Group	Move from a Lower Group	Other Change of Group	Return to Faculty from Other Title	Sub. #	Sub %	Separation (Left College or Left CUNY)	Move to Higher Group	Move to Lower Group	Other Change of Group	Return to Faculty Title	Title Change Within Group	Title Change %
<b>Total</b>	-	1		1	-	-	-	-	(1)		(1)	-	-	-	-	-	
<b>Male</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Female</b>	-	1	100%	1	-	-	-	-	(1)	100%	(1)	-	-	-	-	-	0%
<b>Other/Unknown</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Total Min</b>	(1)	-	0%	-	-	-	-	-	(1)	100%	(1)	-	-	-	-	-	0%
<b>Asian</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Black</b>	(1)	-	0%	-	-	-	-	-	(1)	100%	(1)	-	-	-	-	-	0%
<b>Hispanic</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Other Minority</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>All White</b>	1	1	100%	1	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Unknown</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Veterans</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Individuals w/Disabilities</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%

**Job Group Summary**  
**Faculty-Lecturer**

	Net Group Changes	NET ADDITIONS		Joined Group - HIRE	Joined Group-INTERNAL MOVE				NET SUBTRACTIONS		Left Group - SEPARATION	Left Group-INTERNAL MOVE				TITLE CHANGES WITHIN GROUP	
		Addition #	Additions %	Hire (Outside CUNY and Other CUNY College)	Move from a Higher Group	Move from a Lower Group	Other Change of Group	Return to Faculty from Other Title	Sub. #	Sub %	Separation (Left College or Left CUNY)	Move to Higher Group	Move to Lower Group	Other Change of Group	Return to Faculty Title	Title Change Within Group	Title Change %
<b>Total</b>	(4)	10		10	-	-	-	-	(14)		(13)	(1)	-	-	-	-	
<b>Male</b>	(5)	4	40%	4	-	-	-	-	(9)	64%	(8)	(1)	-	-	-	-	0%
<b>Female</b>	1	6	60%	6	-	-	-	-	(5)	36%	(5)	-	-	-	-	-	0%
<b>Other/Unknown</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Total Min</b>	(3)	2	20%	2	-	-	-	-	(5)	36%	(4)	(1)	-	-	-	-	0%
<b>Asian</b>	(3)	-	0%	-	-	-	-	-	(3)	21%	(2)	(1)	-	-	-	-	0%
<b>Black</b>	-	2	20%	2	-	-	-	-	(2)	14%	(2)	-	-	-	-	-	0%
<b>Hispanic</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Other Minority</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>All White</b>	(2)	7	70%	7	-	-	-	-	(9)	64%	(9)	-	-	-	-	-	0%
<b>Unknown</b>	1	1	10%	1	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Veterans</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Individuals w/Disabilities</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%

Category Summary  
Professional Non-Faculty

	Net Group Changes	NET ADDITIONS		Joined Group - HIRE	Joined Group-INTERNAL MOVE				NET SUBTRACTIONS		Left Group - SEPARATION	Left Group-INTERNAL MOVE				TITLE CHANGES WITHIN GROUP	
		Addition #	Additions %	Hire (Outside CUNY and Other CUNY College)	Move from a Higher Group	Move from a Lower Group	Other Change of Group	Return to Faculty from Other Title	Sub. #	Sub %	Separation (Left College or Left CUNY)	Move to Higher Group	Move to Lower Group	Other Change of Group	Return to Faculty Title	Title Change Within Group	Title Change %
<b>Total</b>	21	38		35	-	3	-	-	(17)		(12)	(5)	-	-	-	11	
<b>Male</b>	1	10	26%	9	-	1	-	-	(9)	53%	(7)	(2)	-	-	-	5	45%
<b>Female</b>	20	28	74%	26	-	2	-	-	(8)	47%	(5)	(3)	-	-	-	6	55%
<b>Other/Unknown</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Total Min</b>	22	28	74%	26	-	2	-	-	(6)	35%	(4)	(2)	-	-	-	6	55%
<b>Asian</b>	7	9	24%	8	-	1	-	-	(2)	12%	(2)	-	-	-	-	2	18%
<b>Black</b>	10	11	29%	11	-	-	-	-	(1)	6%	(1)	-	-	-	-	3	27%
<b>Hispanic</b>	5	8	21%	7	-	1	-	-	(3)	18%	(1)	(2)	-	-	-	1	9%
<b>Other Minority</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>All White</b>	(1)	10	26%	9	-	1	-	-	(11)	65%	(8)	(3)	-	-	-	5	45%
<b>Unknown</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Veterans</b>	(1)	-	0%	-	-	-	-	-	(1)	6%	(1)	-	-	-	-	-	0%
<b>Individuals w/Disabilities</b>	5	5	13%	4	-	1	-	-	-	0%	-	-	-	-	-	-	0%

**Job Group Summary**  
**Accountant**

	Net Group Changes	NET ADDITIONS		Joined Group - HIRE	Joined Group-INTERNAL MOVE				NET SUBTRACTIONS		Left Group - SEPARATION	Left Group-INTERNAL MOVE				TITLE CHANGES WITHIN GROUP	
		Addition #	Additions %	Hire (Outside CUNY and Other CUNY College)	Move from a Higher Group	Move from a Lower Group	Other Change of Group	Return to Faculty from Other Title	Sub. #	Sub %	Separation (Left College or Left CUNY)	Move to Higher Group	Move to Lower Group	Other Change of Group	Return to Faculty Title	Title Change Within Group	Title Change %
<b>Total</b>	1	1		1	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Male</b>	1	1	100%	1	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Female</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Other/Unknown</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Total Min</b>	1	1	100%	1	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Asian</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Black</b>	1	1	100%	1	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Hispanic</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Other Minority</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>All White</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Unknown</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Veterans</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Individuals w/Disabilities</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%

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

	Net Group Changes	NET ADDITIONS		Joined Group - HIRE	Joined Group-INTERNAL MOVE				NET SUBTRACTIONS		Left Group - SEPARATION	Left Group-INTERNAL MOVE				TITLE CHANGES WITHIN GROUP	
		Addition #	Additions %	Hire (Outside CUNY and Other CUNY College)	Move from a Higher Group	Move from a Lower Group	Other Change of Group	Return to Faculty from Other Title	Sub. #	Sub %	Separation (Left College or Left CUNY)	Move to Higher Group	Move to Lower Group	Other Change of Group	Return to Faculty Title	Title Change Within Group	Title Change %
<b>Total</b>	19	35		32	-	3	-	-	(16)		(11)	(5)	-	-	-	10	
<b>Male</b>	-	8	23%	7	-	1	-	-	(8)	50%	(6)	(2)	-	-	-	4	40%
<b>Female</b>	19	27	77%	25	-	2	-	-	(8)	50%	(5)	(3)	-	-	-	6	60%
<b>Other/Unknown</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Total Min</b>	19	25	71%	23	-	2	-	-	(6)	38%	(4)	(2)	-	-	-	5	50%
<b>Asian</b>	6	8	23%	7	-	1	-	-	(2)	13%	(2)	-	-	-	-	2	20%
<b>Black</b>	8	9	26%	9	-	-	-	-	(1)	6%	(1)	-	-	-	-	3	30%
<b>Hispanic</b>	5	8	23%	7	-	1	-	-	(3)	19%	(1)	(2)	-	-	-	-	0%
<b>Other Minority</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>All White</b>	-	10	29%	9	-	1	-	-	(10)	63%	(7)	(3)	-	-	-	5	50%
<b>Unknown</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Veterans</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Individuals w/Disabilities</b>	5	5	14%	4	-	1	-	-	-	0%	-	-	-	-	-	-	0%

Job Group Summary  
IT Computer Professional

	Net Group Changes	NET ADDITIONS		Joined Group - HIRE	Joined Group-INTERNAL MOVE				NET SUBTRACTIONS		Left Group - SEPARATION	Left Group-INTERNAL MOVE				TITLE CHANGES WITHIN GROUP	
		Addition #	Additions %	Hire (Outside CUNY and Other CUNY College)	Move from a Higher Group	Move from a Lower Group	Other Change of Group	Return to Faculty from Other Title	Sub. #	Sub %	Separation (Left College or Left CUNY)	Move to Higher Group	Move to Lower Group	Other Change of Group	Return to Faculty Title	Title Change Within Group	Title Change %
<b>Total</b>	1	2		2	-	-	-	-	(1)		(1)	-	-	-	-	1	
<b>Male</b>	-	1	50%	1	-	-	-	-	(1)	100%	(1)	-	-	-	-	1	100%
<b>Female</b>	1	1	50%	1	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Other/Unknown</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Total Min</b>	2	2	100%	2	-	-	-	-	-	0%	-	-	-	-	-	1	100%
<b>Asian</b>	1	1	50%	1	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Black</b>	1	1	50%	1	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Hispanic</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	1	100%
<b>Other Minority</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>All White</b>	(1)	-	0%	-	-	-	-	-	(1)	100%	(1)	-	-	-	-	-	0%
<b>Unknown</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Veterans</b>	(1)	-	0%	-	-	-	-	-	(1)	100%	(1)	-	-	-	-	-	0%
<b>Individuals w/Disabilities</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%

Category Summary

Administrative Support Workers

	Net Group Changes	NET ADDITIONS		Joined Group - HIRE	Joined Group-INTERNAL MOVE				NET SUBTRACTIONS		Left Group - SEPARATION	Left Group-INTERNAL MOVE				TITLE CHANGES WITHIN GROUP	
		Addition #	Additions %	Hire (Outside CUNY and Other CUNY College)	Move from a Higher Group	Move from a Lower Group	Other Change of Group	Return to Faculty from Other Title	Sub. #	Sub %	Separation (Left College or Left CUNY)	Move to Higher Group	Move to Lower Group	Other Change of Group	Return to Faculty Title	Title Change Within Group	Title Change %
<b>Total</b>	(8)	5		4	-	1	-	-	(13)		(8)	(4)	-	(1)	-	-	
<b>Male</b>	(1)	2	40%	2	-	-	-	-	(3)	23%	(2)	(1)	-	-	-	-	0%
<b>Female</b>	(7)	3	60%	2	-	1	-	-	(10)	77%	(6)	(3)	-	(1)	-	-	0%
<b>Other/Unknown</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Total Min</b>	(4)	5	100%	4	-	1	-	-	(9)	69%	(5)	(3)	-	(1)	-	-	0%
<b>Asian</b>	(2)	2	40%	1	-	1	-	-	(4)	31%	(2)	(2)	-	-	-	-	0%
<b>Black</b>	1	3	60%	3	-	-	-	-	(2)	15%	(2)	-	-	-	-	-	0%
<b>Hispanic</b>	(3)	-	0%	-	-	-	-	-	(3)	23%	(1)	(1)	-	(1)	-	-	0%
<b>Other Minority</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>All White</b>	(4)	-	0%	-	-	-	-	-	(4)	31%	(3)	(1)	-	-	-	-	0%
<b>Unknown</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Veterans</b>	(1)	-	0%	-	-	-	-	-	(1)	8%	(1)	-	-	-	-	-	0%
<b>Individuals w/Disabilities</b>	(1)	-	0%	-	-	-	-	-	(1)	8%	-	(1)	-	-	-	-	0%

**Job Group Summary**  
**Accountant Assistant**

	Net Group Changes	NET ADDITIONS		Joined Group - HIRE	Joined Group-INTERNAL MOVE				NET SUBTRACTIONS		Left Group - SEPARATION	Left Group-INTERNAL MOVE				TITLE CHANGES WITHIN GROUP	
		Addition #	Additions %	Hire (Outside CUNY and Other CUNY College)	Move from a Higher Group	Move from a Lower Group	Other Change of Group	Return to Faculty from Other Title	Sub. #	Sub %	Separation (Left College or Left CUNY)	Move to Higher Group	Move to Lower Group	Other Change of Group	Return to Faculty Title	Title Change Within Group	Title Change %
<b>Total</b>	(2)	-		-	-	-	-	-	(2)		(1)	(1)	-	-	-	-	
<b>Male</b>	(1)	-	0%	-	-	-	-	-	(1)	50%	-	(1)	-	-	-	-	0%
<b>Female</b>	(1)	-	0%	-	-	-	-	-	(1)	50%	(1)	-	-	-	-	-	0%
<b>Other/Unknown</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Total Min</b>	(2)	-	0%	-	-	-	-	-	(2)	100%	(1)	(1)	-	-	-	-	0%
<b>Asian</b>	(2)	-	0%	-	-	-	-	-	(2)	100%	(1)	(1)	-	-	-	-	0%
<b>Black</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Hispanic</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Other Minority</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>All White</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Unknown</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Veterans</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Individuals w/Disabilities</b>	(1)	-	0%	-	-	-	-	-	(1)	50%	-	(1)	-	-	-	-	0%

**Job Group Summary**  
**CUNY Office Assistant**

	Net Group Changes	NET ADDITIONS		Joined Group - HIRE	Joined Group-INTERNAL MOVE				NET SUBTRACTIONS		Left Group - SEPARATION	Left Group-INTERNAL MOVE				TITLE CHANGES WITHIN GROUP	
		Addition #	Additions %	Hire (Outside CUNY and Other CUNY College)	Move from a Higher Group	Move from a Lower Group	Other Change of Group	Return to Faculty from Other Title	Sub. #	Sub %	Separation (Left College or Left CUNY)	Move to Higher Group	Move to Lower Group	Other Change of Group	Return to Faculty Title	Title Change Within Group	Title Change %
<b>Total</b>	(4)	4		4	-	-	-	-	(8)		(5)	(2)	-	(1)	-	-	
<b>Male</b>	1	2	50%	2	-	-	-	-	(1)	13%	(1)	-	-	-	-	-	0%
<b>Female</b>	(5)	2	50%	2	-	-	-	-	(7)	88%	(4)	(2)	-	(1)	-	-	0%
<b>Other/Unknown</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Total Min</b>	(1)	4	100%	4	-	-	-	-	(5)	63%	(3)	(1)	-	(1)	-	-	0%
<b>Asian</b>	(1)	1	25%	1	-	-	-	-	(2)	25%	(1)	(1)	-	-	-	-	0%
<b>Black</b>	2	3	75%	3	-	-	-	-	(1)	13%	(1)	-	-	-	-	-	0%
<b>Hispanic</b>	(2)	-	0%	-	-	-	-	-	(2)	25%	(1)	-	-	(1)	-	-	0%
<b>Other Minority</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>All White</b>	(3)	-	0%	-	-	-	-	-	(3)	38%	(2)	(1)	-	-	-	-	0%
<b>Unknown</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Veterans</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Individuals w/Disabilities</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%

Job Group Summary  
CUNY Admin Assistant

	Net Group Changes	NET ADDITIONS		Joined Group - HIRE	Joined Group-INTERNAL MOVE				NET SUBTRACTIONS		Left Group - SEPARATION	Left Group-INTERNAL MOVE				TITLE CHANGES WITHIN GROUP	
		Addition #	Additions %	Hire (Outside CUNY and Other CUNY College)	Move from a Higher Group	Move from a Lower Group	Other Change of Group	Return to Faculty from Other Title	Sub. #	Sub %	Separation (Left College or Left CUNY)	Move to Higher Group	Move to Lower Group	Other Change of Group	Return to Faculty Title	Title Change Within Group	Title Change %
<b>Total</b>	(1)	1		-	-	1	-	-	(2)		(1)	(1)	-	-	-	-	
<b>Male</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Female</b>	(1)	1	100%	-	-	1	-	-	(2)	100%	(1)	(1)	-	-	-	-	0%
<b>Other/Unknown</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Total Min</b>	-	1	100%	-	-	1	-	-	(1)	50%	-	(1)	-	-	-	-	0%
<b>Asian</b>	1	1	100%	-	-	1	-	-	-	0%	-	-	-	-	-	-	0%
<b>Black</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Hispanic</b>	(1)	-	0%	-	-	-	-	-	(1)	50%	-	(1)	-	-	-	-	0%
<b>Other Minority</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>All White</b>	(1)	-	0%	-	-	-	-	-	(1)	50%	(1)	-	-	-	-	-	0%
<b>Unknown</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Veterans</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Individuals w/Disabilities</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%

Job Group Summary  
Mail Services Worker

	Net Group Changes	NET ADDITIONS		Joined Group - HIRE	Joined Group-INTERNAL MOVE				NET SUBTRACTIONS		Left Group - SEPARATION	Left Group-INTERNAL MOVE				TITLE CHANGES WITHIN GROUP	
		Addition #	Additions %	Hire (Outside CUNY and Other CUNY College)	Move from a Higher Group	Move from a Lower Group	Other Change of Group	Return to Faculty from Other Title	Sub. #	Sub %	Separation (Left College or Left CUNY)	Move to Higher Group	Move to Lower Group	Other Change of Group	Return to Faculty Title	Title Change Within Group	Title Change %
<b>Total</b>	(1)	-		-	-	-	-	-	(1)		(1)	-	-	-	-	-	
<b>Male</b>	(1)	-	0%	-	-	-	-	-	(1)	100%	(1)	-	-	-	-	-	0%
<b>Female</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Other/Unknown</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Total Min</b>	(1)	-	0%	-	-	-	-	-	(1)	100%	(1)	-	-	-	-	-	0%
<b>Asian</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Black</b>	(1)	-	0%	-	-	-	-	-	(1)	100%	(1)	-	-	-	-	-	0%
<b>Hispanic</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Other Minority</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>All White</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Unknown</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Veterans</b>	(1)	-	0%	-	-	-	-	-	(1)	100%	(1)	-	-	-	-	-	0%
<b>Individuals w/Disabilities</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%

Category Summary

Craft Workers

	Net Group Changes	NET ADDITIONS		Joined Group - HIRE	Joined Group-INTERNAL MOVE				NET SUBTRACTIONS		Left Group - SEPARATION	Left Group-INTERNAL MOVE				TITLE CHANGES WITHIN GROUP	
		Addition #	Additions %	Hire (Outside CUNY and Other CUNY College)	Move from a Higher Group	Move from a Lower Group	Other Change of Group	Return to Faculty from Other Title	Sub. #	Sub %	Separation (Left College or Left CUNY)	Move to Higher Group	Move to Lower Group	Other Change of Group	Return to Faculty Title	Title Change Within Group	Title Change %
<b>Total</b>	(1)	6		5	-	1	-	-	(7)		(6)	(1)	-	-	-	1	
<b>Male</b>	(2)	5	83%	4	-	1	-	-	(7)	100%	(6)	(1)	-	-	-	1	100%
<b>Female</b>	1	1	17%	1	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Other/Unknown</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Total Min</b>	(1)	3	50%	3	-	-	-	-	(4)	57%	(4)	-	-	-	-	1	100%
<b>Asian</b>	(1)	-	0%	-	-	-	-	-	(1)	14%	(1)	-	-	-	-	-	0%
<b>Black</b>	(2)	1	17%	1	-	-	-	-	(3)	43%	(3)	-	-	-	-	-	0%
<b>Hispanic</b>	2	2	33%	2	-	-	-	-	-	0%	-	-	-	-	1	100%	
<b>Other Minority</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>All White</b>	-	3	50%	2	-	1	-	-	(3)	43%	(2)	(1)	-	-	-	-	0%
<b>Unknown</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Veterans</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Individuals w/Disabilities</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%

Job Group Summary

Basic Crafts-Buildings and Grounds

	Net Group Changes	NET ADDITIONS		Joined Group - HIRE	Joined Group-INTERNAL MOVE				NET SUBTRACTIONS		Left Group - SEPARATION	Left Group-INTERNAL MOVE				TITLE CHANGES WITHIN GROUP	
		Addition #	Additions %	Hire (Outside CUNY and Other CUNY College)	Move from a Higher Group	Move from a Lower Group	Other Change of Group	Return to Faculty from Other Title	Sub. #	Sub %	Separation (Left College or Left CUNY)	Move to Higher Group	Move to Lower Group	Other Change of Group	Return to Faculty Title	Title Change Within Group	Title Change %
<b>Total</b>	1	2		1	-	1	-	-	(1)		(1)	-	-	-	-	-	
<b>Male</b>	1	2	100%	1	-	1	-	-	(1)	100%	(1)	-	-	-	-	-	0%
<b>Female</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Other/Unknown</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Total Min</b>	-	1	50%	1	-	-	-	-	(1)	100%	(1)	-	-	-	-	-	0%
<b>Asian</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Black</b>	(1)	-	0%	-	-	-	-	-	(1)	100%	(1)	-	-	-	-	-	0%
<b>Hispanic</b>	1	1	50%	1	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Other Minority</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>All White</b>	1	1	50%	-	-	1	-	-	-	0%	-	-	-	-	-	-	0%
<b>Unknown</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Veterans</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Individuals w/Disabilities</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%

**Job Group Summary**  
**Laborers and Helpers**

	Net Group Changes	NET ADDITIONS		Joined Group - HIRE	Joined Group-INTERNAL MOVE				NET SUBTRACTIONS		Left Group - SEPARATION	Left Group-INTERNAL MOVE				TITLE CHANGES WITHIN GROUP	
		Addition #	Additions %	Hire (Outside CUNY and Other CUNY College)	Move from a Higher Group	Move from a Lower Group	Other Change of Group	Return to Faculty from Other Title	Sub. #	Sub %	Separation (Left College or Left CUNY)	Move to Higher Group	Move to Lower Group	Other Change of Group	Return to Faculty Title	Title Change Within Group	Title Change %
<b>Total</b>	(1)	1		1	-	-	-	-	(2)		(1)	(1)	-	-	-	-	
<b>Male</b>	(1)	1	100%	1	-	-	-	-	(2)	100%	(1)	(1)	-	-	-	-	0%
<b>Female</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Other/Unknown</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Total Min</b>	-	1	100%	1	-	-	-	-	(1)	50%	(1)	-	-	-	-	-	0%
<b>Asian</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Black</b>	-	1	100%	1	-	-	-	-	(1)	50%	(1)	-	-	-	-	-	0%
<b>Hispanic</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Other Minority</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>All White</b>	(1)	-	0%	-	-	-	-	-	(1)	50%	-	(1)	-	-	-	-	0%
<b>Unknown</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Veterans</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Individuals w/Disabilities</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%

**Job Group Summary**  
**Skilled Trades**

	Net Group Changes	NET ADDITIONS		Joined Group - HIRE	Joined Group-INTERNAL MOVE				NET SUBTRACTIONS		Left Group - SEPARATION	Left Group-INTERNAL MOVE				TITLE CHANGES WITHIN GROUP	
		Addition #	Additions %	Hire (Outside CUNY and Other CUNY College)	Move from a Higher Group	Move from a Lower Group	Other Change of Group	Return to Faculty from Other Title	Sub. #	Sub %	Separation (Left College or Left CUNY)	Move to Higher Group	Move to Lower Group	Other Change of Group	Return to Faculty Title	Title Change Within Group	Title Change %
<b>Total</b>	(1)	3		3	-	-	-	-	(4)		(4)	-	-	-	-	1	
<b>Male</b>	(2)	2	67%	2	-	-	-	-	(4)	100%	(4)	-	-	-	-	1	100%
<b>Female</b>	1	1	33%	1	-	-	-	-	-	0%	-	-	-	-	-	0%	
<b>Other/Unknown</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	0%	
<b>Total Min</b>	(1)	1	33%	1	-	-	-	-	(2)	50%	(2)	-	-	-	-	1	100%
<b>Asian</b>	(1)	-	0%	-	-	-	-	-	(1)	25%	(1)	-	-	-	-	-	0%
<b>Black</b>	(1)	-	0%	-	-	-	-	-	(1)	25%	(1)	-	-	-	-	-	0%
<b>Hispanic</b>	1	1	33%	1	-	-	-	-	-	0%	-	-	-	-	1	100%	
<b>Other Minority</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	0%	
<b>All White</b>	-	2	67%	2	-	-	-	-	(2)	50%	(2)	-	-	-	-	-	0%
<b>Unknown</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Veterans</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Individuals w/Disabilities</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%

Category Summary  
Technicians

	Net Group Changes	NET ADDITIONS		Joined Group - HIRE	Joined Group-INTERNAL MOVE				NET SUBTRACTIONS		Left Group - SEPARATION	Left Group-INTERNAL MOVE				TITLE CHANGES WITHIN GROUP	
		Addition #	Additions %	Hire (Outside CUNY and Other CUNY College)	Move from a Higher Group	Move from a Lower Group	Other Change of Group	Return to Faculty from Other Title	Sub. #	Sub %	Separation (Left College or Left CUNY)	Move to Higher Group	Move to Lower Group	Other Change of Group	Return to Faculty Title	Title Change Within Group	Title Change %
<b>Total</b>	(3)	-		-	-	-	-	-	(3)		(3)	-	-	-	-	-	
<b>Male</b>	(1)	-	0%	-	-	-	-	-	(1)	33%	(1)	-	-	-	-	-	0%
<b>Female</b>	(2)	-	0%	-	-	-	-	-	(2)	67%	(2)	-	-	-	-	-	0%
<b>Other/Unknown</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Total Min</b>	(3)	-	0%	-	-	-	-	-	(3)	100%	(3)	-	-	-	-	-	0%
<b>Asian</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Black</b>	(3)	-	0%	-	-	-	-	-	(3)	100%	(3)	-	-	-	-	-	0%
<b>Hispanic</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Other Minority</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>All White</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Unknown</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Veterans</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Individuals w/Disabilities</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%

Job Group Summary

Administration 4 (College Lab Tech)

	Net Group Changes	NET ADDITIONS		Joined Group - HIRE					NET SUBTRACTIONS		Left Group - SEPARATION	Left Group-INTERNAL MOVE				TITLE CHANGES WITHIN GROUP	
		Addition #	Additions %	Hire (Outside CUNY and Other CUNY College)	Move from a Higher Group	Move from a Lower Group	Other Change of Group	Return to Faculty from Other Title	Sub. #	Sub %	Separation (Left College or Left CUNY)	Move to Higher Group	Move to Lower Group	Other Change of Group	Return to Faculty Title	Title Change Within Group	Title Change %
<b>Total</b>	(1)	-		-	-	-	-	-	(1)		(1)	-	-	-	-	-	
<b>Male</b>	(1)	-	0%	-	-	-	-	-	(1)	100%	(1)	-	-	-	-	-	0%
<b>Female</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Other/Unknown</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Total Min</b>	(1)	-	0%	-	-	-	-	-	(1)	100%	(1)	-	-	-	-	-	0%
<b>Asian</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Black</b>	(1)	-	0%	-	-	-	-	-	(1)	100%	(1)	-	-	-	-	-	0%
<b>Hispanic</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Other Minority</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>All White</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Unknown</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Veterans</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Individuals w/Disabilities</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%

Job Group Summary  
IT Support Technician

	Net Group Changes	NET ADDITIONS		Joined Group - HIRE	Joined Group-INTERNAL MOVE				NET SUBTRACTIONS		Left Group - SEPARATION	Left Group-INTERNAL MOVE				TITLE CHANGES WITHIN GROUP	
		Addition #	Additions %	Hire (Outside CUNY and Other CUNY College)	Move from a Higher Group	Move from a Lower Group	Other Change of Group	Return to Faculty from Other Title	Sub. #	Sub %	Separation (Left College or Left CUNY)	Move to Higher Group	Move to Lower Group	Other Change of Group	Return to Faculty Title	Title Change Within Group	Title Change %
<b>Total</b>	(2)	-		-	-	-	-	-	(2)		(2)	-	-	-	-	-	
<b>Male</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Female</b>	(2)	-	0%	-	-	-	-	-	(2)	100%	(2)	-	-	-	-	-	0%
<b>Other/Unknown</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Total Min</b>	(2)	-	0%	-	-	-	-	-	(2)	100%	(2)	-	-	-	-	-	0%
<b>Asian</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Black</b>	(2)	-	0%	-	-	-	-	-	(2)	100%	(2)	-	-	-	-	-	0%
<b>Hispanic</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Other Minority</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>All White</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Unknown</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Veterans</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Individuals w/Disabilities</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%

Category Summary  
Service Workers and Others

	Net Group Changes	NET ADDITIONS		Joined Group - HIRE	Joined Group-INTERNAL MOVE				NET SUBTRACTIONS		Left Group - SEPARATION	Left Group-INTERNAL MOVE				TITLE CHANGES WITHIN GROUP	
		Addition #	Additions %	Hire (Outside CUNY and Other CUNY College)	Move from a Higher Group	Move from a Lower Group	Other Change of Group	Return to Faculty from Other Title	Sub. #	Sub %	Separation (Left College or Left CUNY)	Move to Higher Group	Move to Lower Group	Other Change of Group	Return to Faculty Title	Title Change Within Group	Title Change %
<b>Total</b>	(14)	10		8	-	1	1	-	(24)		(22)	(2)	-	-	-	2	
<b>Male</b>	(15)	6	60%	5	-	1	-	-	(21)	88%	(20)	(1)	-	-	-	2	100%
<b>Female</b>	1	4	40%	3	-	-	1	-	(3)	13%	(2)	(1)	-	-	-	-	0%
<b>Other/Unknown</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Total Min</b>	(16)	8	80%	6	-	1	1	-	(24)	100%	(22)	(2)	-	-	-	2	100%
<b>Asian</b>	-	2	20%	2	-	-	-	-	(2)	8%	(2)	-	-	-	-	-	0%
<b>Black</b>	(9)	2	20%	2	-	-	-	-	(11)	46%	(10)	(1)	-	-	-	1	50%
<b>Hispanic</b>	(7)	4	40%	2	-	1	1	-	(11)	46%	(10)	(1)	-	-	-	1	50%
<b>Other Minority</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>All White</b>	2	2	20%	2	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Unknown</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Veterans</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Individuals w/Disabilities</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%

**Job Group Summary**  
**Campus Peace Officer-Sergeant**

	Net Group Changes	NET ADDITIONS		Joined Group - HIRE	Joined Group-INTERNAL MOVE				NET SUBTRACTIONS		Left Group - SEPARATION	Left Group-INTERNAL MOVE				TITLE CHANGES WITHIN GROUP	
		Addition #	Additions %	Hire (Outside CUNY and Other CUNY College)	Move from a Higher Group	Move from a Lower Group	Other Change of Group	Return to Faculty from Other Title	Sub. #	Sub %	Separation (Left College or Left CUNY)	Move to Higher Group	Move to Lower Group	Other Change of Group	Return to Faculty Title	Title Change Within Group	Title Change %
<b>Total</b>	-	1		-	-	1	-	-	(1)		-	(1)	-	-	-	-	
<b>Male</b>	1	1	100%	-	-	1	-	-	-	0%	-	-	-	-	-	-	0%
<b>Female</b>	(1)	-	0%	-	-	-	-	-	(1)	100%	-	(1)	-	-	-	-	0%
<b>Other/Unknown</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Total Min</b>	-	1	100%	-	-	1	-	-	(1)	100%	-	(1)	-	-	-	-	0%
<b>Asian</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Black</b>	(1)	-	0%	-	-	-	-	-	(1)	100%	-	(1)	-	-	-	-	0%
<b>Hispanic</b>	1	1	100%	-	-	1	-	-	-	0%	-	-	-	-	-	-	0%
<b>Other Minority</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>All White</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Unknown</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Veterans</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Individuals w/Disabilities</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%

Job Group Summary  
Custodial

	Net Group Changes	NET ADDITIONS		Joined Group - HIRE	Joined Group-INTERNAL MOVE				NET SUBTRACTIONS		Left Group - SEPARATION	Left Group-INTERNAL MOVE				TITLE CHANGES WITHIN GROUP	
		Addition #	Additions %	Hire (Outside CUNY and Other CUNY College)	Move from a Higher Group	Move from a Lower Group	Other Change of Group	Return to Faculty from Other Title	Sub. #	Sub %	Separation (Left College or Left CUNY)	Move to Higher Group	Move to Lower Group	Other Change of Group	Return to Faculty Title	Title Change Within Group	Title Change %
<b>Total</b>	(10)	5		5	-	-	-	-	(15)		(15)	-	-	-	-	-	
<b>Male</b>	(11)	2	40%	2	-	-	-	-	(13)	87%	(13)	-	-	-	-	-	0%
<b>Female</b>	1	3	60%	3	-	-	-	-	(2)	13%	(2)	-	-	-	-	-	0%
<b>Other/Unknown</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Total Min</b>	(11)	4	80%	4	-	-	-	-	(15)	100%	(15)	-	-	-	-	-	0%
<b>Asian</b>	-	2	40%	2	-	-	-	-	(2)	13%	(2)	-	-	-	-	-	0%
<b>Black</b>	(6)	1	20%	1	-	-	-	-	(7)	47%	(7)	-	-	-	-	-	0%
<b>Hispanic</b>	(5)	1	20%	1	-	-	-	-	(6)	40%	(6)	-	-	-	-	-	0%
<b>Other Minority</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>All White</b>	1	1	20%	1	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Unknown</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Veterans</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Individuals w/Disabilities</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%

**Job Group Summary  
Custodial Supervisor**

	Net Group Changes	NET ADDITIONS		Joined Group - HIRE	Joined Group-INTERNAL MOVE				NET SUBTRACTIONS		Left Group - SEPARATION	Left Group-INTERNAL MOVE				TITLE CHANGES WITHIN GROUP	
		Addition #	Additions %	Hire (Outside CUNY and Other CUNY College)	Move from a Higher Group	Move from a Lower Group	Other Change of Group	Return to Faculty from Other Title	Sub. #	Sub %	Separation (Left College or Left CUNY)	Move to Higher Group	Move to Lower Group	Other Change of Group	Return to Faculty Title	Title Change Within Group	Title Change %
<b>Total</b>	(2)	1		1	-	-	-	-	(3)		(3)	-	-	-	-	2	
<b>Male</b>	(2)	1	100%	1	-	-	-	-	(3)	100%	(3)	-	-	-	-	2	100%
<b>Female</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Other/Unknown</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Total Min</b>	(3)	-	0%	-	-	-	-	-	(3)	100%	(3)	-	-	-	-	2	100%
<b>Asian</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Black</b>	(2)	-	0%	-	-	-	-	-	(2)	67%	(2)	-	-	-	-	1	50%
<b>Hispanic</b>	(1)	-	0%	-	-	-	-	-	(1)	33%	(1)	-	-	-	-	1	50%
<b>Other Minority</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>All White</b>	1	1	100%	1	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Unknown</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Veterans</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Individuals w/Disabilities</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%

**Job Group Summary**  
**Campus Peace Officer-Level 1**

	Net Group Changes	NET ADDITIONS		Joined Group - HIRE	Joined Group-INTERNAL MOVE				NET SUBTRACTIONS		Left Group - SEPARATION	Left Group-INTERNAL MOVE				TITLE CHANGES WITHIN GROUP	
		Addition #	Additions %	Hire (Outside CUNY and Other CUNY College)	Move from a Higher Group	Move from a Lower Group	Other Change of Group	Return to Faculty from Other Title	Sub. #	Sub %	Separation (Left College or Left CUNY)	Move to Higher Group	Move to Lower Group	Other Change of Group	Return to Faculty Title	Title Change Within Group	Title Change %
<b>Total</b>	(1)	3		2	-	-	1	-	(4)		(4)	-	-	-	-	-	
<b>Male</b>	(2)	2	67%	2	-	-	-	-	(4)	100%	(4)	-	-	-	-	-	0%
<b>Female</b>	1	1	33%	-	-	-	1	-	-	0%	-	-	-	-	-	-	0%
<b>Other/Unknown</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Total Min</b>	(1)	3	100%	2	-	-	1	-	(4)	100%	(4)	-	-	-	-	-	0%
<b>Asian</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Black</b>	-	1	33%	1	-	-	-	-	(1)	25%	(1)	-	-	-	-	-	0%
<b>Hispanic</b>	(1)	2	67%	1	-	-	1	-	(3)	75%	(3)	-	-	-	-	-	0%
<b>Other Minority</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>All White</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Unknown</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Veterans</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Individuals w/Disabilities</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%

**Job Group Summary**  
**Campus Peace Officer-Level 2**

	Net Group Changes	NET ADDITIONS		Joined Group - HIRE	Joined Group-INTERNAL MOVE				NET SUBTRACTIONS		Left Group - SEPARATION	Left Group-INTERNAL MOVE				TITLE CHANGES WITHIN GROUP	
		Addition #	Additions %	Hire (Outside CUNY and Other CUNY College)	Move from a Higher Group	Move from a Lower Group	Other Change of Group	Return to Faculty from Other Title	Sub. #	Sub %	Separation (Left College or Left CUNY)	Move to Higher Group	Move to Lower Group	Other Change of Group	Return to Faculty Title	Title Change Within Group	Title Change %
<b>Total</b>	(1)	-		-	-	-	-	-	(1)		-	(1)	-	-	-	-	
<b>Male</b>	(1)	-	0%	-	-	-	-	-	(1)	100%	-	(1)	-	-	-	-	0%
<b>Female</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Other/Unknown</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Total Min</b>	(1)	-	0%	-	-	-	-	-	(1)	100%	-	(1)	-	-	-	-	0%
<b>Asian</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Black</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Hispanic</b>	(1)	-	0%	-	-	-	-	-	(1)	100%	-	(1)	-	-	-	-	0%
<b>Other Minority</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>All White</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Unknown</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Veterans</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
<b>Individuals w/Disabilities</b>	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%

Group	Group Name
ACCT-PRFL	Accountant
ACCT-TECH	Accountant Assistant
ADMIN1-CORP-INIT	Administration 1 (Chief Executive)
ADMIN1-EXEC	Administration 1 (Executive)
ADMIN2	Administration 2 (Managers)
ADMIN3	Administration 3 (Professional)
ADMIN4	Administration 4 (College Lab Tech)
ADMIN5	Administration 5 (Engineer-Architect)
BDCAST-TECH	Broadcast/Media
CAA	CUNY Admin Assistant
COA	CUNY Office Assistant
CPO-1	Campus Peace Officer-Level 1
CPO-2	Campus Peace Officer-Level 2
CPSS	Campus Peace Officer-Sergeant
CRAFT-B&G	Basic Crafts-Buildings and Grounds
CUST	Custodial
CUST-SUPV	Custodial Supervisor
DISAB-PRFL	Disability Accommod. Spec
ENG-TECH	Engineering Technician
FAC-DEV	Faculty-Developmental
FAC-PROF	Faculty-Professorial
FAC-PROF-GRAD	Professorial Faculty (Graduate Center)
FCLY-MGR	Facility Manager
IT-MGR	IT Manager
IT-PRFL	IT Computer Professional
IT-TECH	IT Support Technician
LABOR-HLPR	Laborers and Helpers
MMSW	Mail Services Worker
NA	Not Applicable
NURSE-PRFL	Nurse
PRINT-TECH	Print Shop
SEC-MGR	Security Manager
SKLTRD	Skilled Trades
SKLTRD-SUPV	Skilled Trades-Supervisor

Action	Type
Joined Group-From Higher Group	Joined Group
Joined Group-From Lower Group	Joined Group
Joined Group-Hire from Other College	Joined Group
Joined Group-Other Reason	Joined Group
Joined Group-Outside Hire	Joined Group

Joined Group-Returned to Faculty	Joined Group
Move to Chief Executive Role	Left Group
Move to Higher Group	Left Group
Move to Higher Group (CHECK)	Left Group
Move to Lower Group	Left Group
Other Change of Group	Left Group
Return to Faculty Title	Left Group
Separation for Other CUNY College	Left Group
Separation-Left CUNY	Left Group
Title Change Within Group	Change Within Group

## APPENDIX H - UTILIZATION OF INDIVIDUALS WITH DISABILITIES

### Baruch College

Appendix H presents utilization of Individuals with Disabilities ("IWD") by Job Group.

The federal benchmark for Individuals with Disabilities is 7.0% for each Job Group. However, there is no requirement to set placement goals.

Total Individual(s) with Disabilities: 22      Percent of total reported employees: 1.8%

## APPENDIX H - UTILIZATION OF INDIVIDUALS WITH DISABILITIES

### Category: Executive/Administrative/Managerial

Job Group	Staff	Indiv. with Disabilities	Rate
Administration 1 (Executive)	30	0	0.0%
Administration 2 (Manager)	153	3	2.0%
Facility Manager	1	0	0.0%
IT Computer Manager	3	0	0.0%
Security Manager	2	0	0.0%

### Category: Professional Faculty

Job Group	Staff	Indiv. with Disabilities	Rate
Faculty-Professorial	437	5	1.1%
Faculty-Instructor	1	0	0.0%
Faculty-Lecturer	56	0	0.0%

### Category: Professional Non-Faculty

Job Group	Staff	Indiv. with Disabilities	Rate
Accountant	6	0	0.0%
Administration 3 (Professional)	190	9	4.7%
Administration 5 (Engineer-Architect)	4	0	0.0%
IT Computer Professional	25	0	0.0%

### Category: Administrative Support Workers

Job Group	Staff	Indiv. with Disabilities	Rate
Accountant Assistant	6	0	0.0%
Administrative Assistant	23	1	4.3%
Office Assistant	61	3	4.9%
Mail Services Worker	2	0	0.0%

### Category: Craft Workers

Job Group	Staff	Indiv. with Disabilities	Rate
Basic Crafts-Buildings and Grounds	9	0	0.0%
Laborers and Helpers	2	0	0.0%
Skilled Trades-Supervisor	3	0	0.0%
Skilled Trades	24	0	0.0%

### Category: Technicians

Job Group	Staff	Indiv. with Disabilities	Rate
Administration 4 (College Lab Tech)	6	0	0.0%
Broadcast/Media	4	0	0.0%
IT Support Technician	1	0	0.0%

### Category: Service Workers and Others

Job Group	Staff	Indiv. with Disabilities	Rate
Campus Peace Officer-Sergeant	12	0	0.0%
Campus Peace Officer-Level 2	6	0	0.0%
Campus Peace Officer-Level 1	58	1	1.7%
Custodial Supervisor	11	0	0.0%
Custodial	76	0	0.0%