

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

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 College produces an Affirmative Action Plan for Italian Americans separate from the federal Affirmative Action Plan. The Chancellor of CUNY designated Italian Americans as a protected group at CUNY in 1976. Methodologies are similar for the plans, except that the analyses include Italian Americans as a protected group and the narrative will highlight issues related to Italian American utilization and action-oriented programs.

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

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.

Italian Americans are listed as a protected group in the analyses. To retain overall comparisons to the federal plan, Italian Americans are not included in the Total Minority category (i.e., the Total Minority category is the same for both federal and Italian American Plans).

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 (IA)

Baruch College

Total Employees: 1,212

Executive/Administrative/Managerial

Job Group	Staff	Female #	Female %	Minority #	Minority %	Italian Am. #	Italian Am. %
Administration 1 (Executive)	30	17	56.7%	8	26.7%	2	6.7%
Administration 2 (Manager)	153	103	67.3%	67	43.8%	12	7.8%
Facility Manager	1	0	0.0%	0	0.0%	0	0.0%
IT Computer Manager	3	0	0.0%	2	66.7%	0	0.0%
Security Manager	2	1	50.0%	2	100.0%	0	0.0%

Professional Faculty

Job Group	Staff	Female #	Female %	Minority #	Minority %	Italian Am. #	Italian Am. %
Faculty-Professorial	437	172	39.4%	133	30.4%	20	4.6%
Faculty-Instructor	1	1	100.0%	0	0.0%	0	0.0%
Faculty-Lecturer	56	26	46.4%	12	21.4%	5	8.9%

Professional Non-Faculty

Job Group	Staff	Female #	Female %	Minority #	Minority %	Italian Am. #	Italian Am. %
Accountant	6	4	66.7%	6	100.0%	0	0.0%
Administration 3 (Professional)	190	140	73.7%	131	68.9%	5	2.6%
Administration 5 (Engineer-Architect)	4	2	50.0%	1	25.0%	1	25.0%
IT Computer Professional	25	6	24.0%	22	88.0%	0	0.0%

Administrative Support Workers

Job Group	Staff	Female #	Female %	Minority #	Minority %	Italian Am. #	Italian Am. %
Accountant Assistant	6	4	66.7%	4	66.7%	0	0.0%
Administrative Assistant	23	20	87.0%	17	73.9%	1	4.3%
Office Assistant	61	52	85.2%	45	73.8%	3	4.9%
Mail Services Worker	2	1	50.0%	2	100.0%	0	0.0%

Craft Workers

Job Group	Staff	Female #	Female %	Minority #	Minority %	Italian Am. #	Italian Am. %
Basic Crafts-Buildings and Grounds	9	0	0.0%	5	55.6%	2	22.2%
Laborers and Helpers	2	0	0.0%	1	50.0%	0	0.0%
Skilled Trades-Supervisor	3	0	0.0%	0	0.0%	0	0.0%
Skilled Trades	24	1	4.2%	4	16.7%	1	4.2%

Technicians

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

Service Workers and Others

Job Group	Staff	Female #	Female %	Minority #	Minority %	Italian Am. #	Italian Am. %
Campus Peace Officer-Sergeant	12	1	8.3%	11	91.7%	0	0.0%
Campus Peace Officer-Level 2	6	1	16.7%	5	83.3%	0	0.0%
Campus Peace Officer-Level 1	58	16	27.6%	55	94.8%	0	0.0%
Custodial Supervisor	11	2	18.2%	10	90.9%	0	0.0%
Custodial	76	28	36.8%	72	94.7%	0	0.0%

Disciplines for Faculty and College Laboratory Technicians

Substitute text for Italian American Affirmative Action Plan:

In the Federal Affirmative Action Plan, we assign faculty to academic programs or disciplines to evaluate utilization. For this Plan, however, we report faculty only at the Job Group level, as there is no availability data by discipline/academic program comparable to data available by federally protected group.

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).

For the Italian American Plan only, we calculate Labor Market Availability based on “earned degrees conferred” and the American Community Survey-Italian American (2007–2011).

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 (IA Plan)

Baruch College

This is a summary of utilization, and underutilization, of protected groups by faculty job group. 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).

Job Category	UNDERUTILIZATION													
	Total Staff		Female		Total Minority		Asian/Nat. Haw./Other Pac. Isl.		Black/African Am.		Hispanic/Latino		Italian American	
	2018	2017	2018	2017	2018	2017	2018	2017	2018	2017	2018	2017	2018	2017
Total, Professoriate Programs (All Disciplines)	437	450	47	47					23	20	0	6		
Total, Lecturer Programs (All Disciplines)	56	60	8	11			3	0			1	2	0	2

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 there 4 were Asian, 1 was Italian American and 2 were 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

PART THREE: ACTION-ORIENTED PROGRAMS

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>Baruch Speaker events featuring Dean Aldermaro Romero Jr.: Diversity as a Toolbox for Success</p>	<p>Campus wide attendance at this speaker events emphasized the importance of diversity for achieving organizational success.</p>
<p>CUNY Speaker Events CUNY Lecturers</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 & 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 & Policy Studies, Sacramento State</p>	
<p>CURB Meetings: 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>Academic Affairs Diversity Advisory Committee</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>Town Hall meetings on Diversity</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>Diversity Committees for Weissman School and Marx School</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 - <i>The Color of Law: A Forgotten History of How Our Government Segregated America</i>: 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, <i>The Color of Law</i>.</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&A with panelists Teresa Liu (RPCV-East Timor), Anna D’Souza (Marx 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.

APPENDICES

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

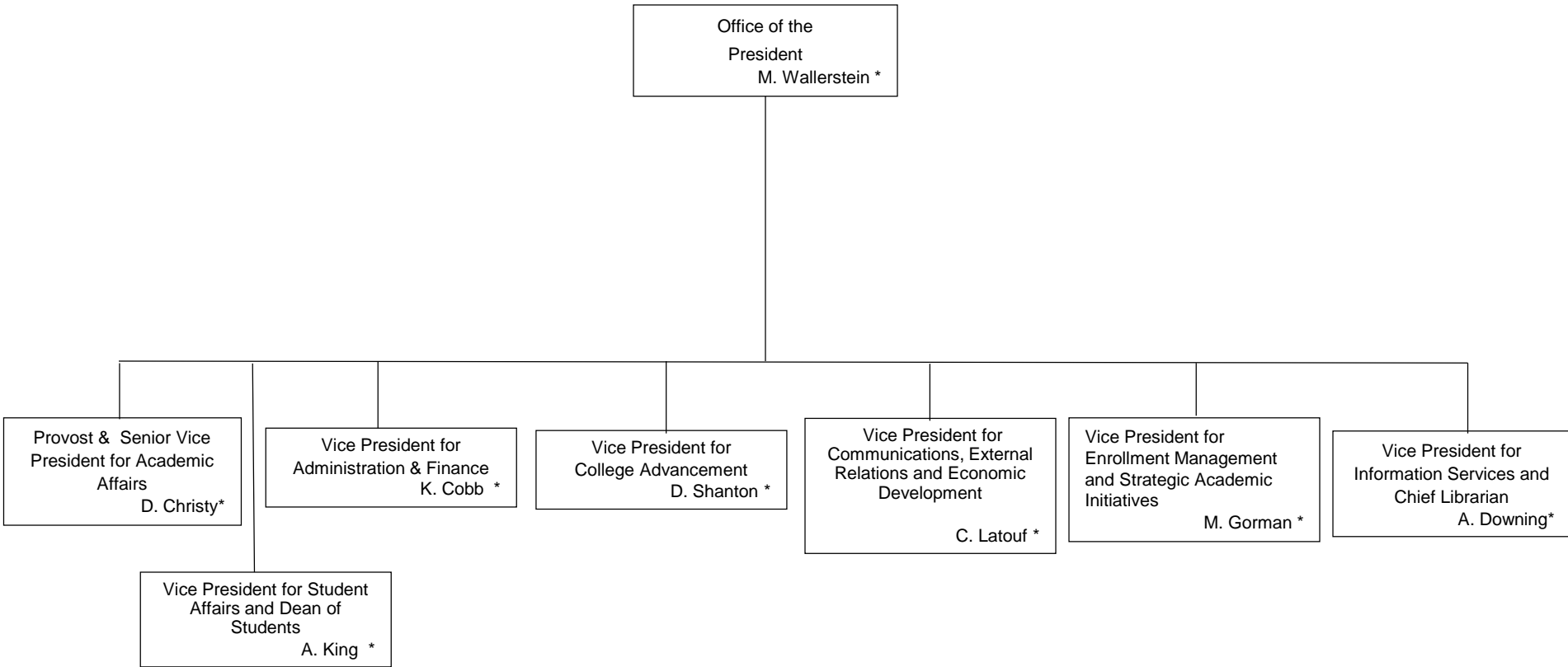
G. SUMMARY OF RECRUITMENT ACTIVITY

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

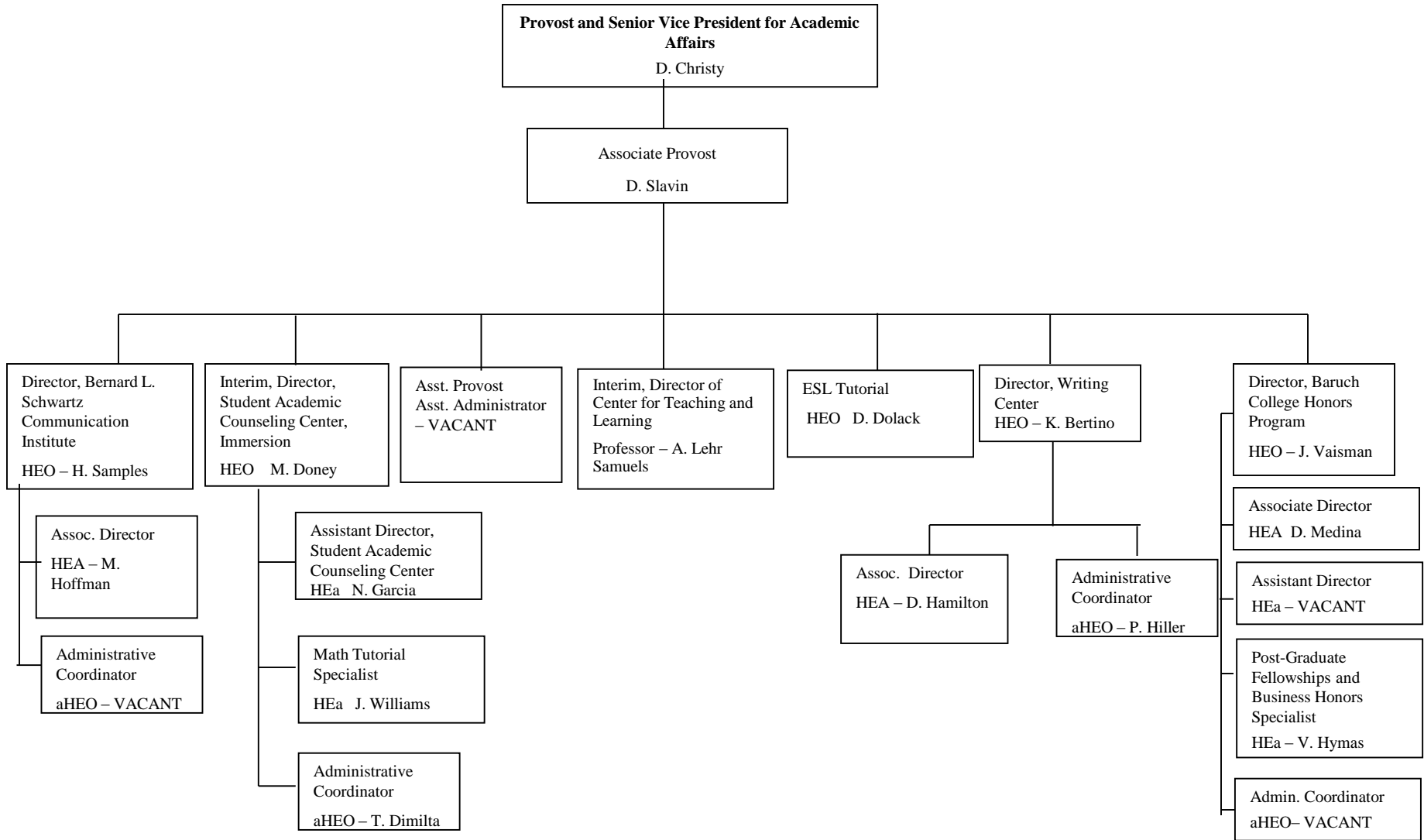
Pre-Award Liaison
aHEO – J. Kharnak

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

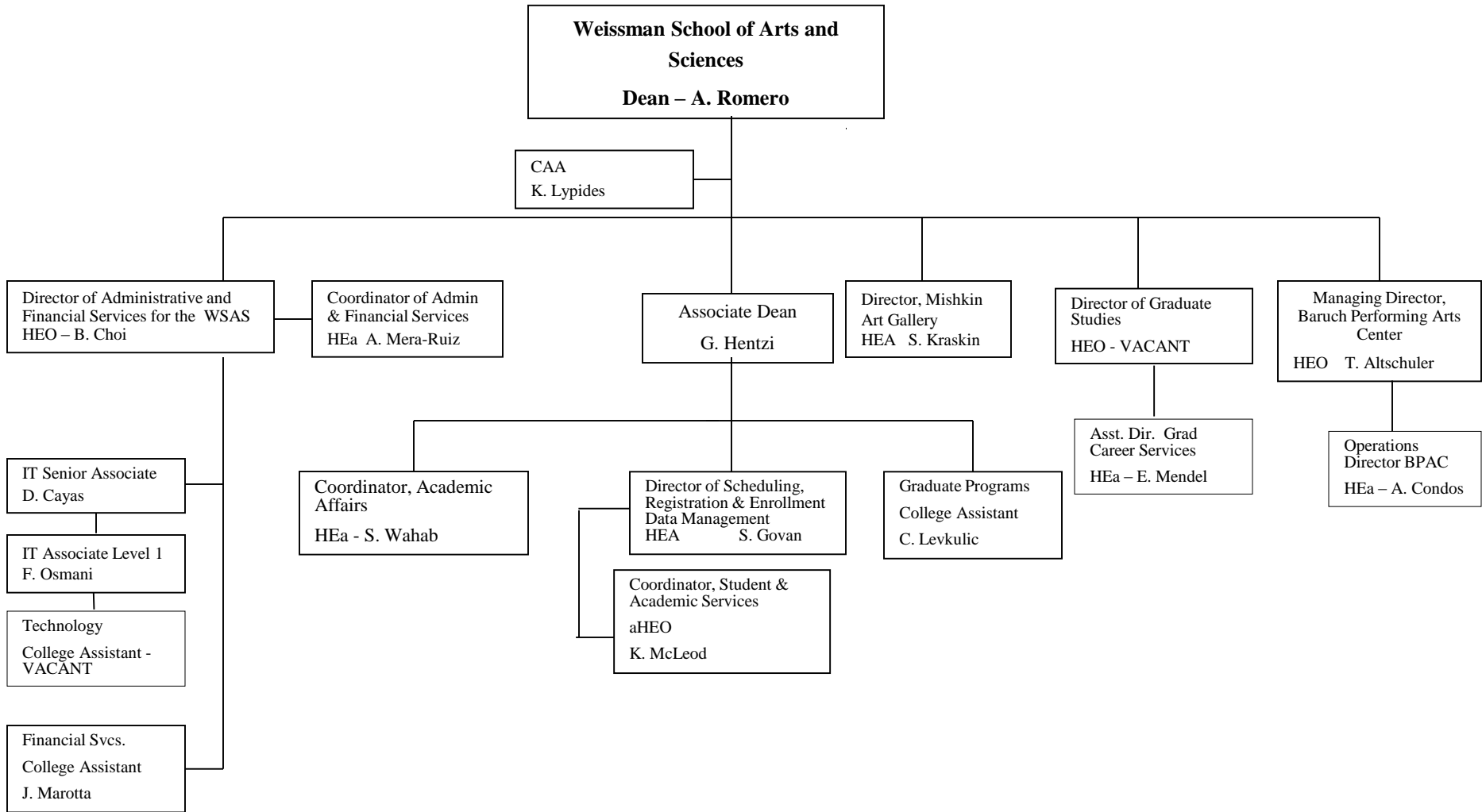
Director of Special
Programs & Ed.
Leadership
Advisement
HEa - M. Sultana

CA-PT: Vacant
SBL/SDL
Advisement

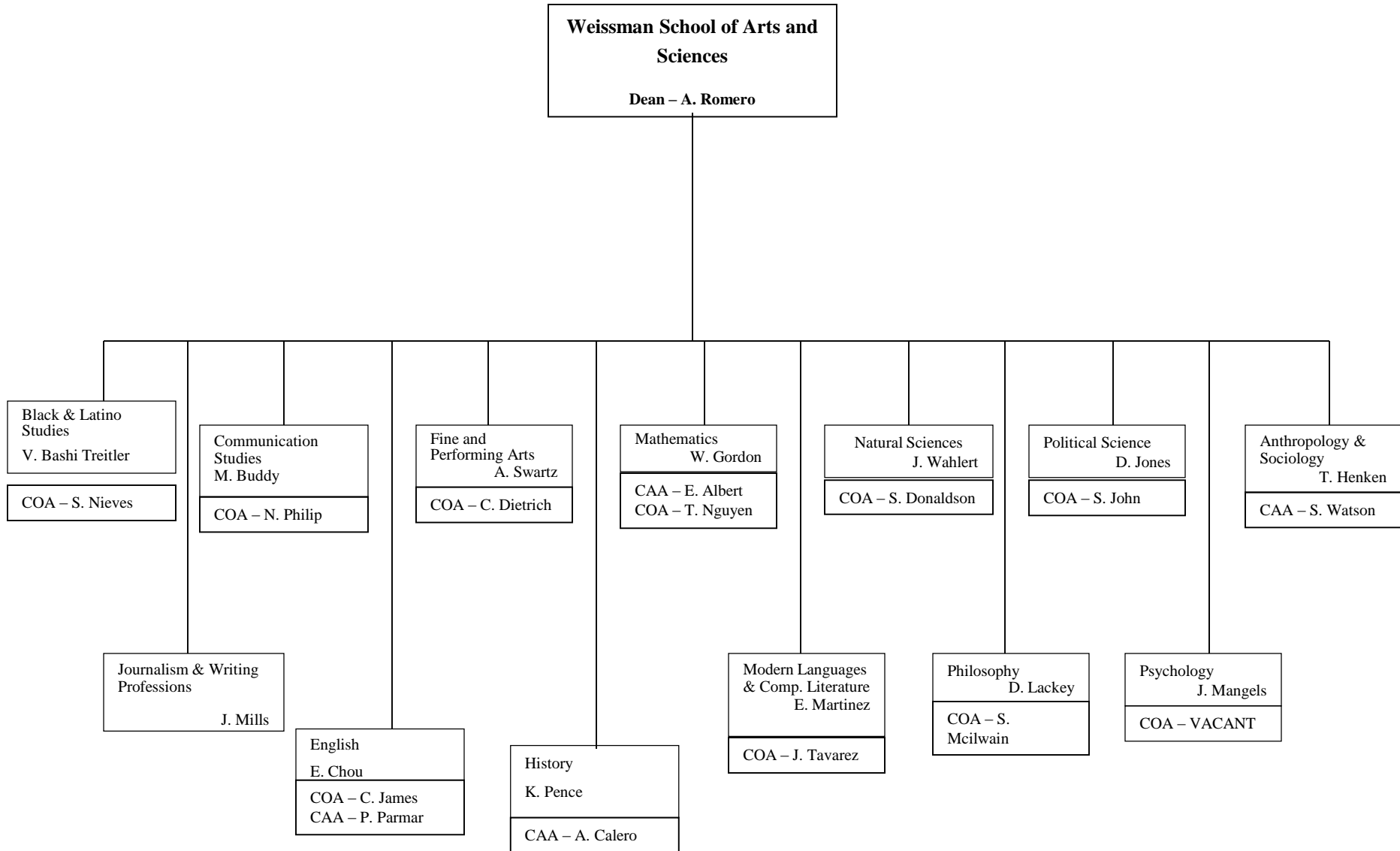
*Non-tax Levy (Whole or Part)

** IFR Funded Positions

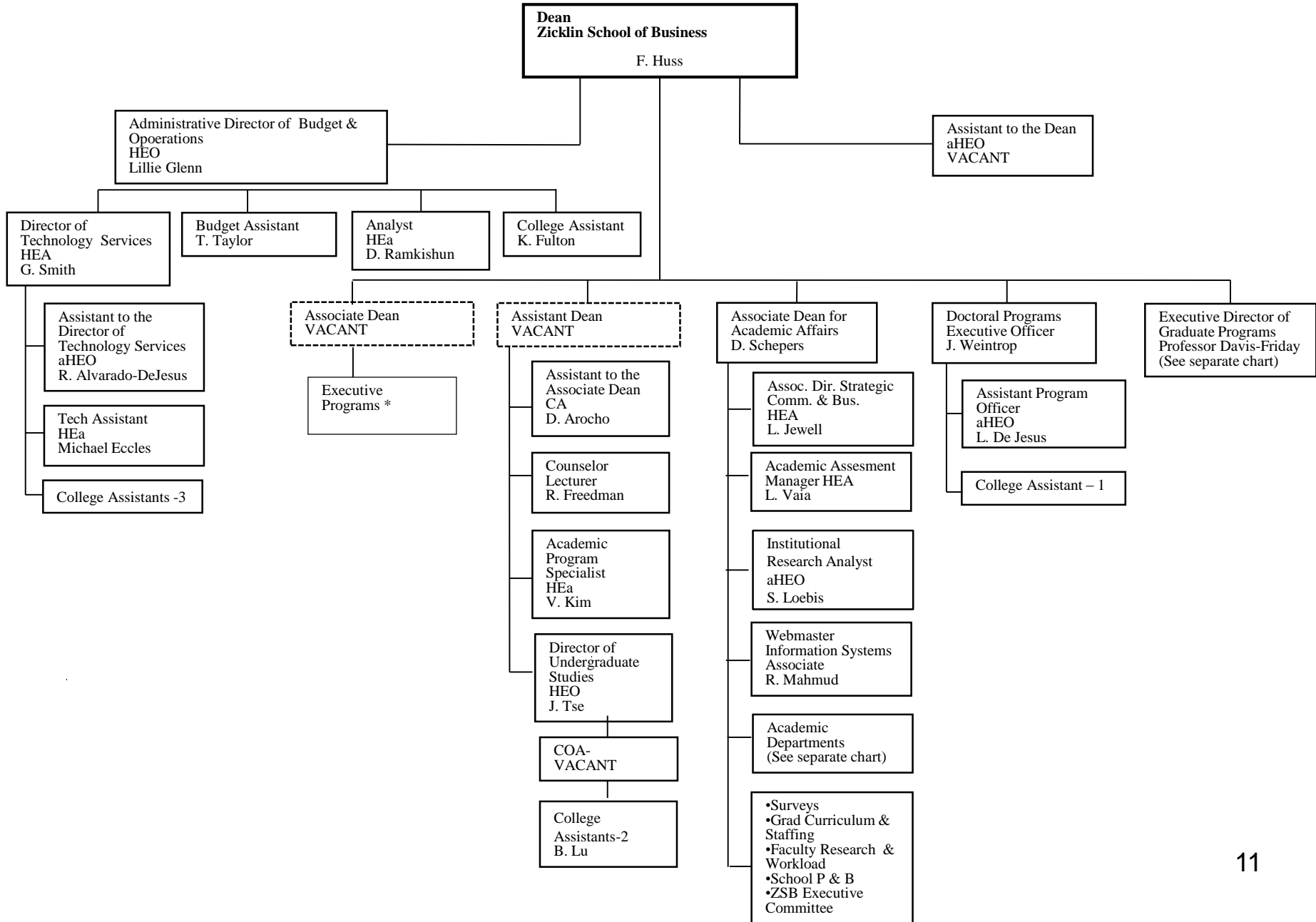
Dean's Office - Weissman School of Arts and Sciences



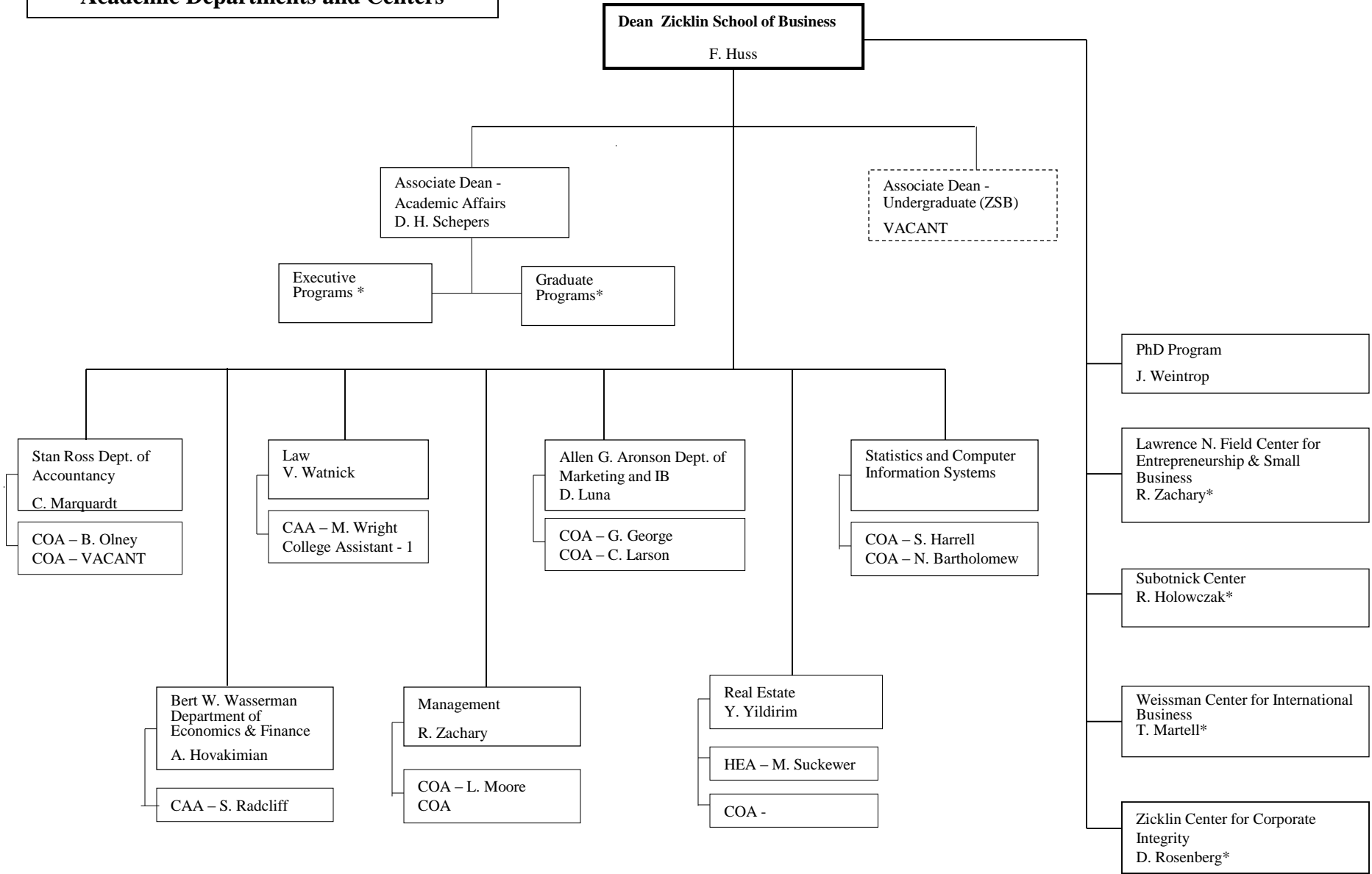
Dean's Office - Weissman School of Arts and Sciences



Dean's Office - Zicklin School of Business

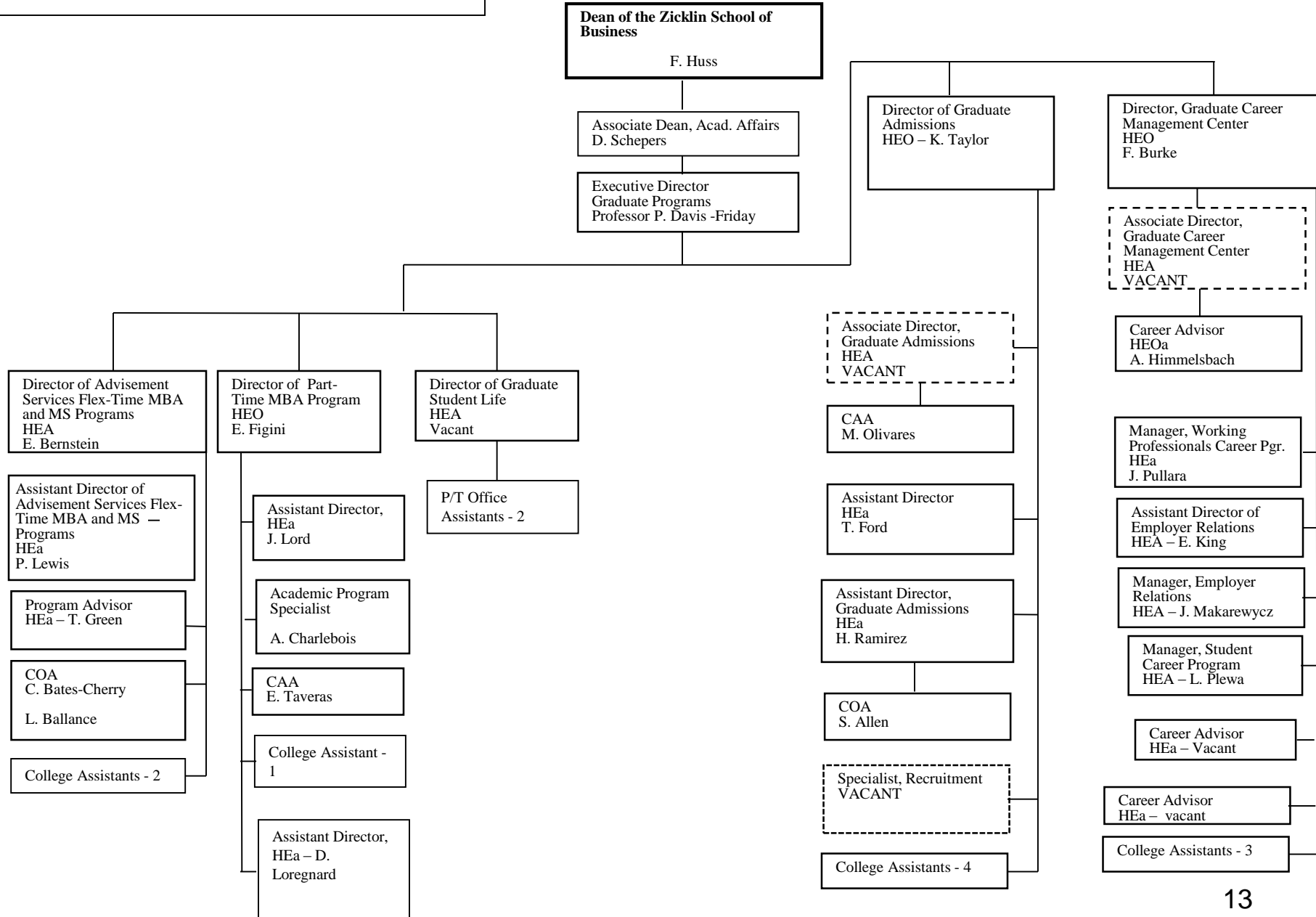


**Dean's Office - Zicklin School of Business
Academic Departments and Centers**



*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)

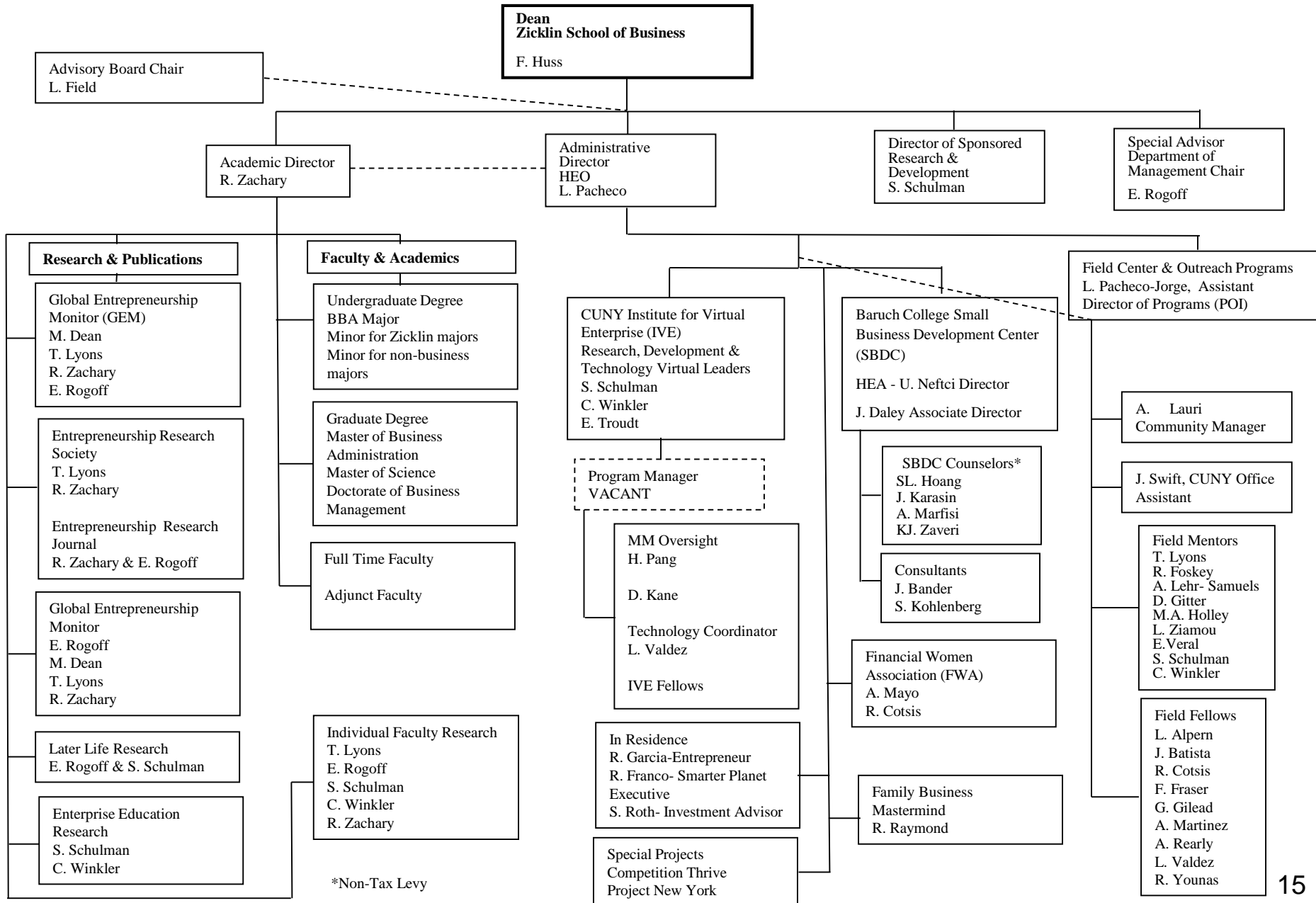
Academic Program Specialist
HEa - B. Khan

Academic Program Specialist
HEa - E. Evans

Admissions & Outreach Specialist
HEa – K. DeVries

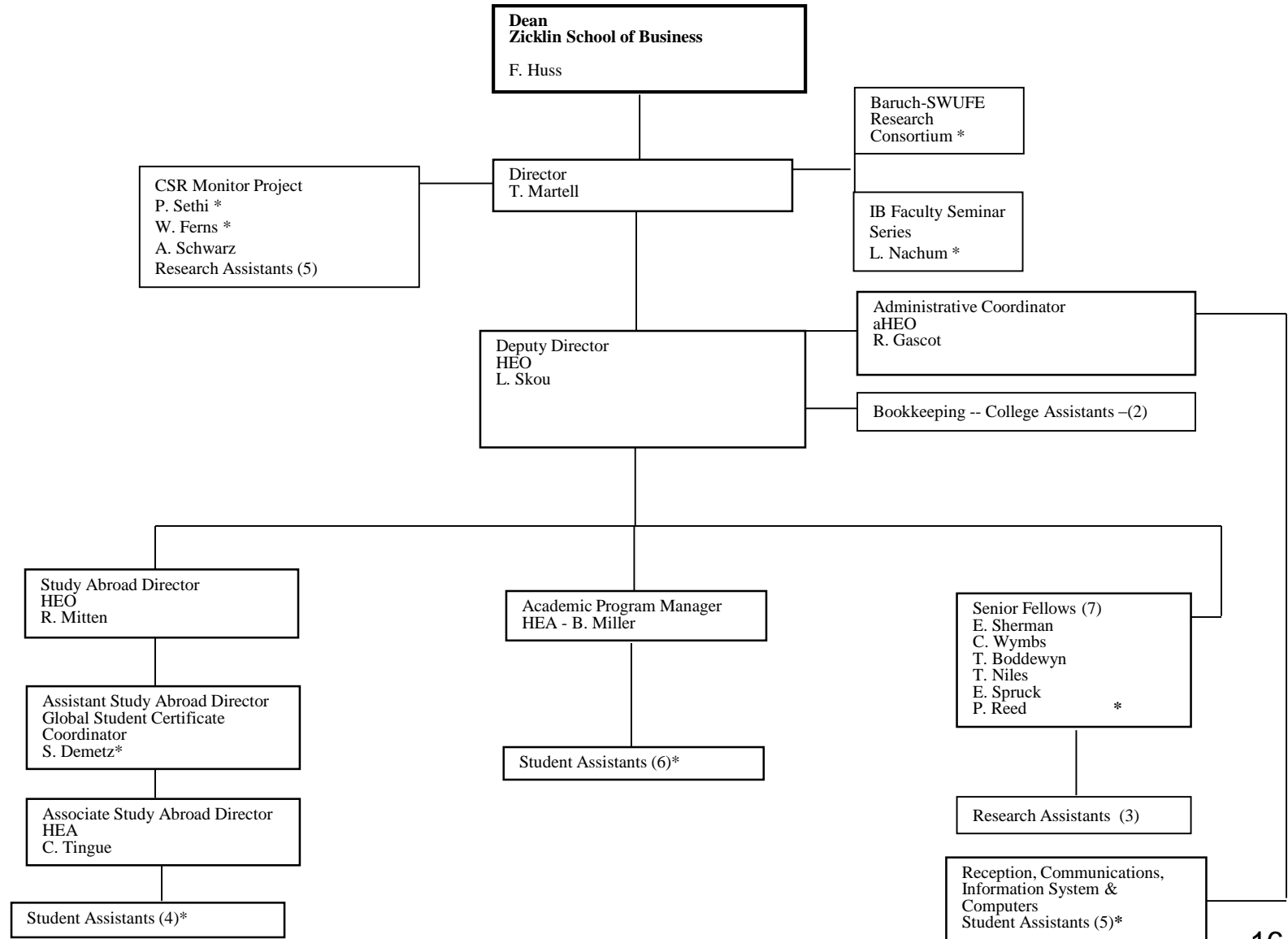
P/T Office Assistants -3

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



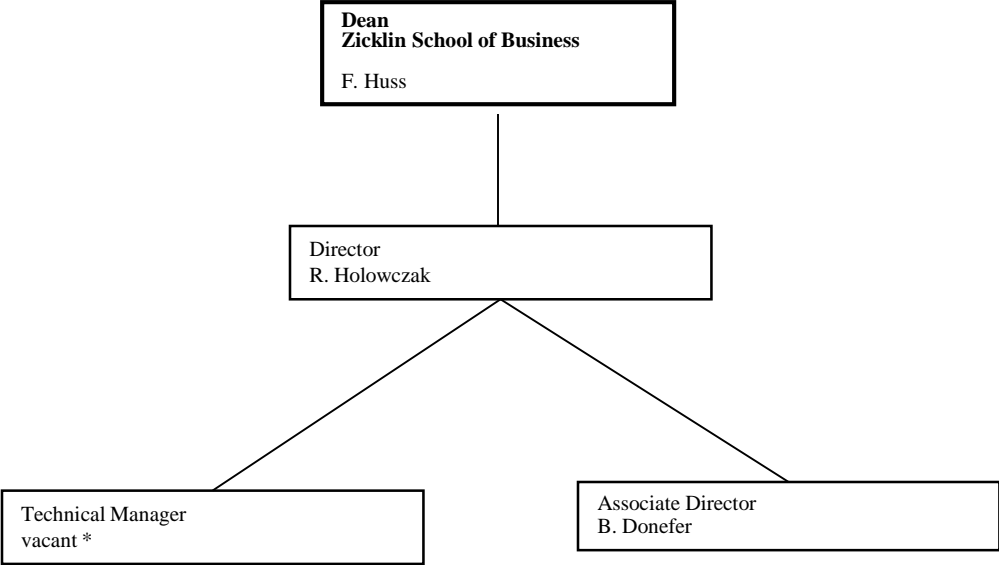
*Non-Tax Levy

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



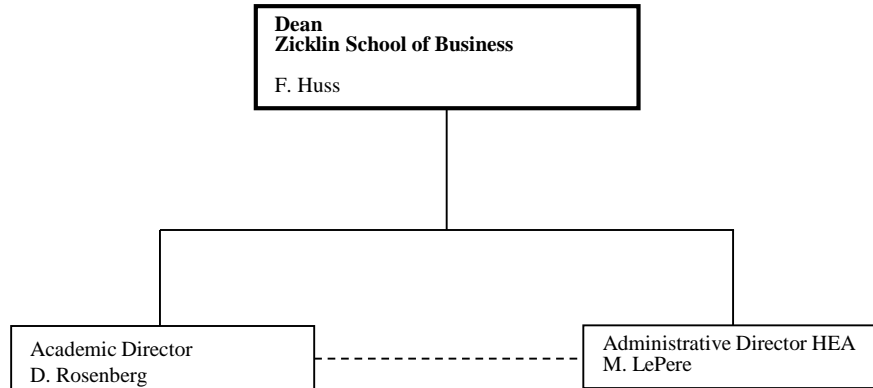
*Non-Tax Levy

**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

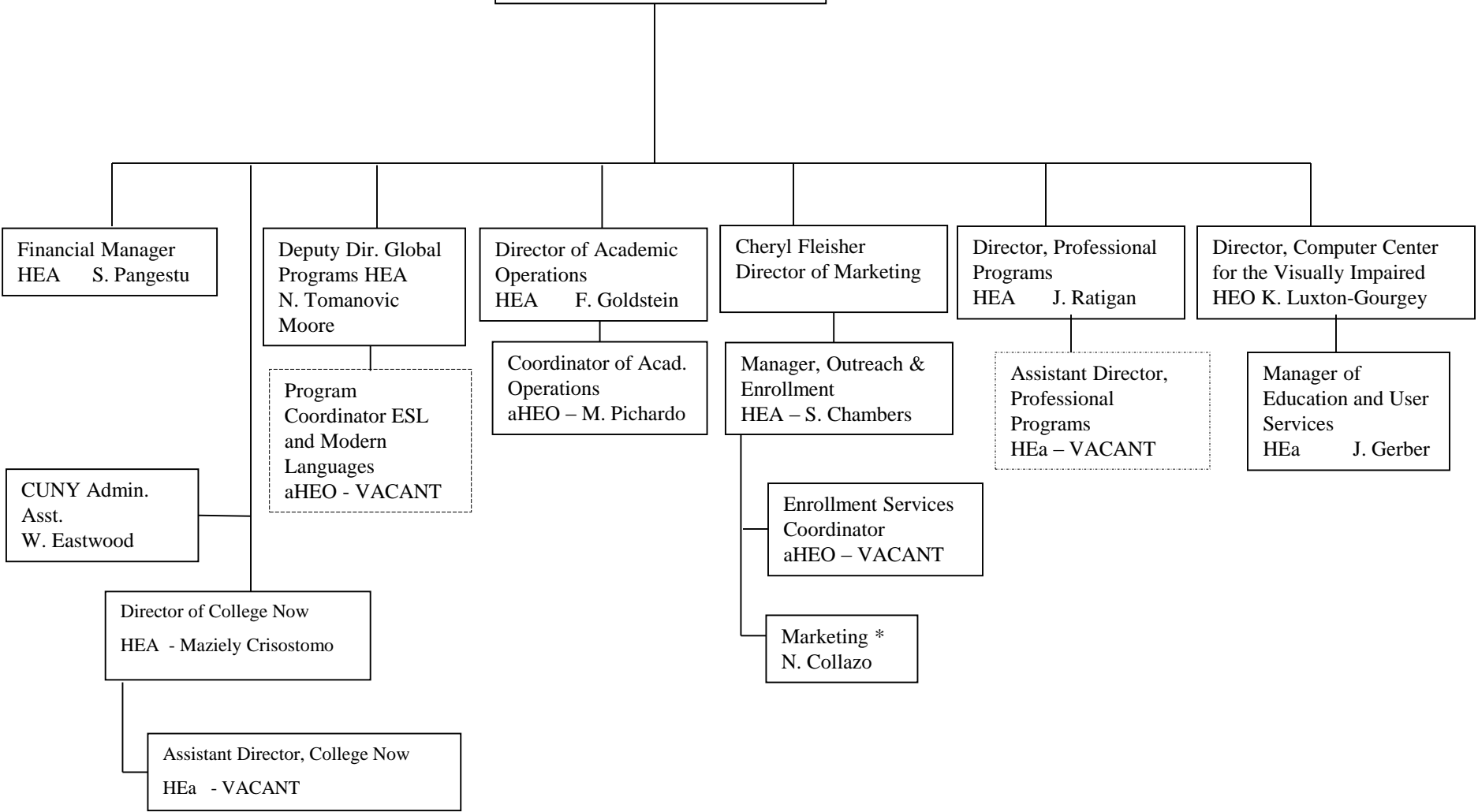
HEA – VACANT

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

Internship Manager
HEA - M. Kalish

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

Associate Director, STARR
HEA - C. Tang

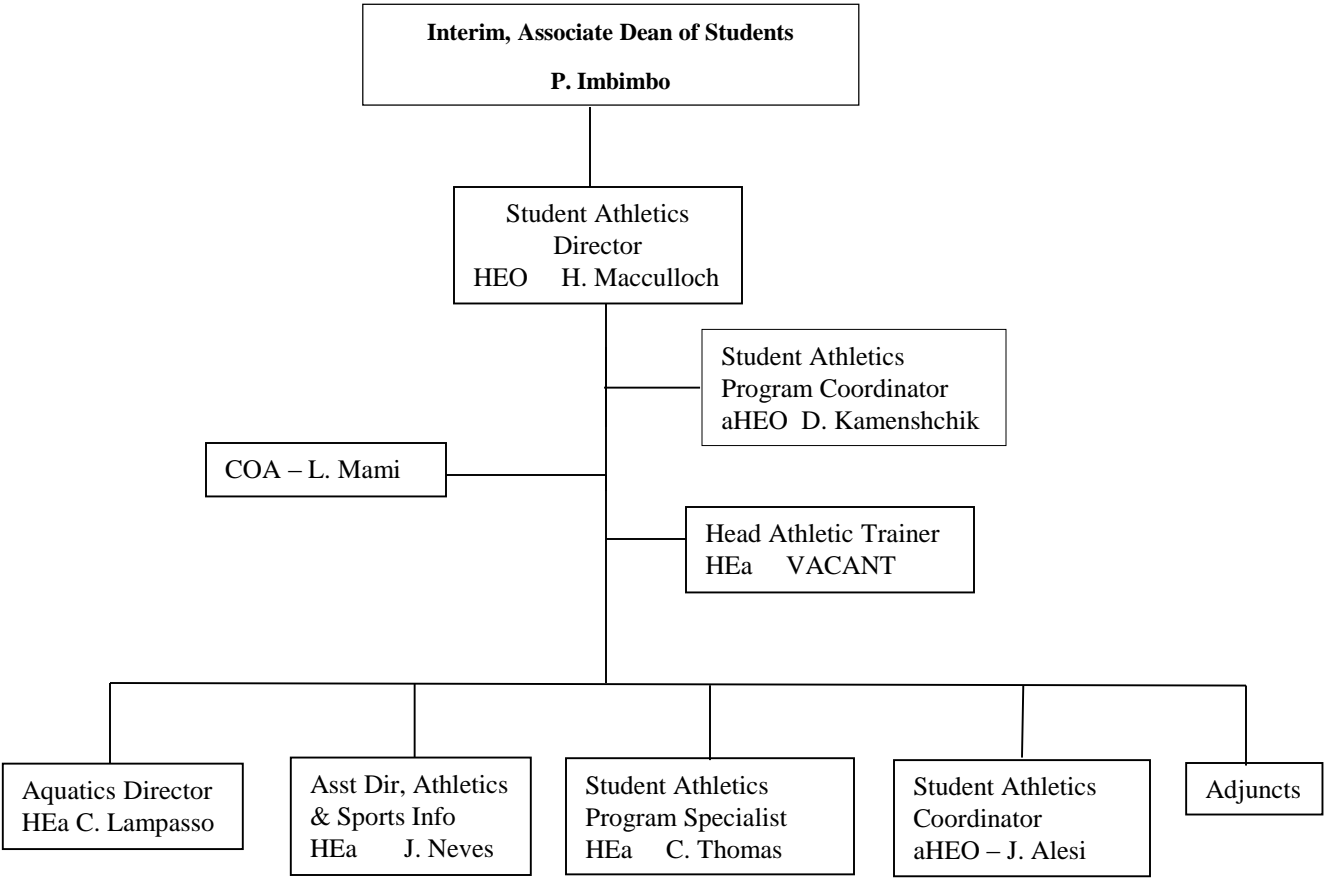
Student Career Advisor
HEa - VACANT

Assistant Director, Starr Career Development Center
HEa - Z. John

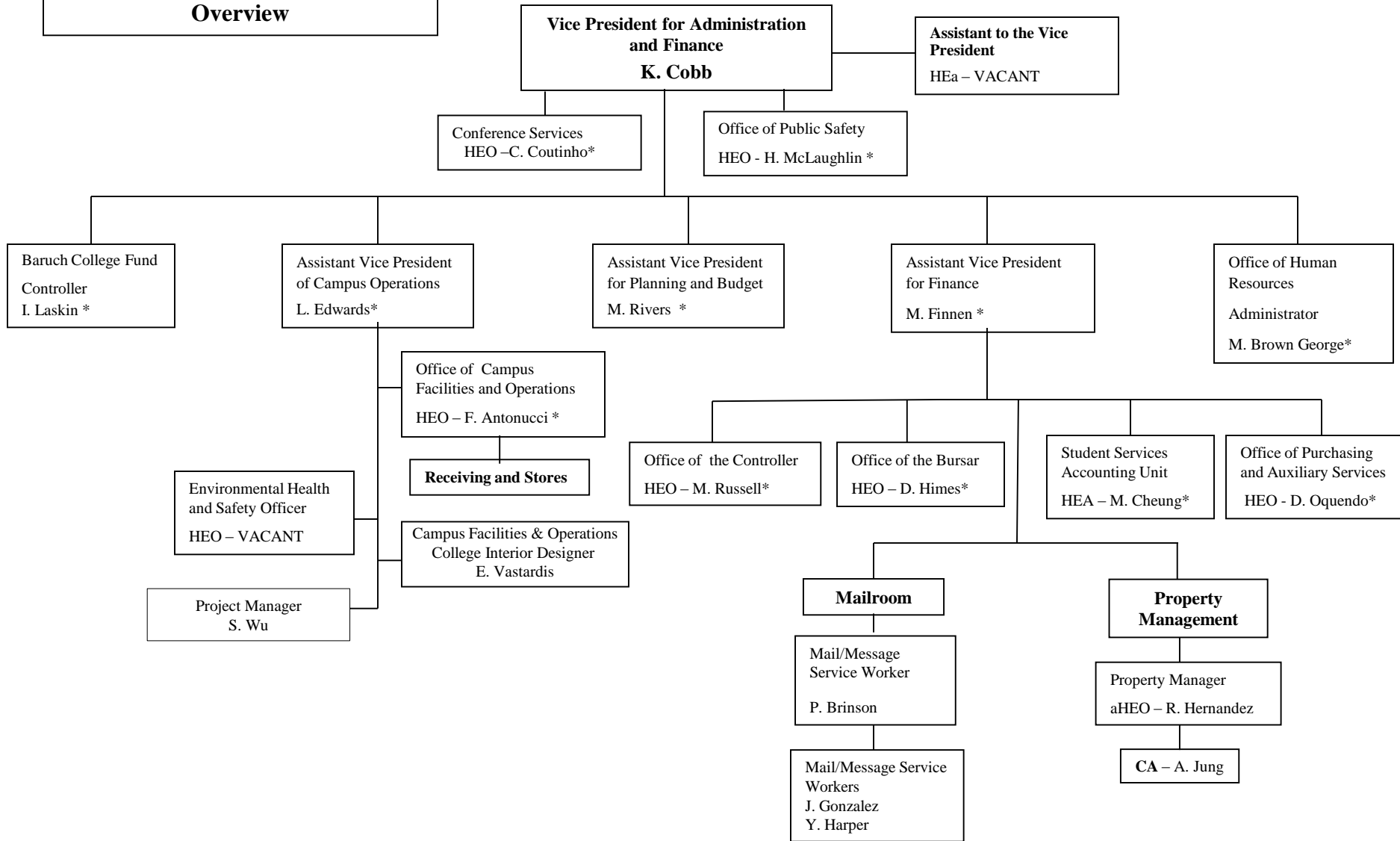
Assistant Director, Starr Career Development Center
HEa - A. Tucker

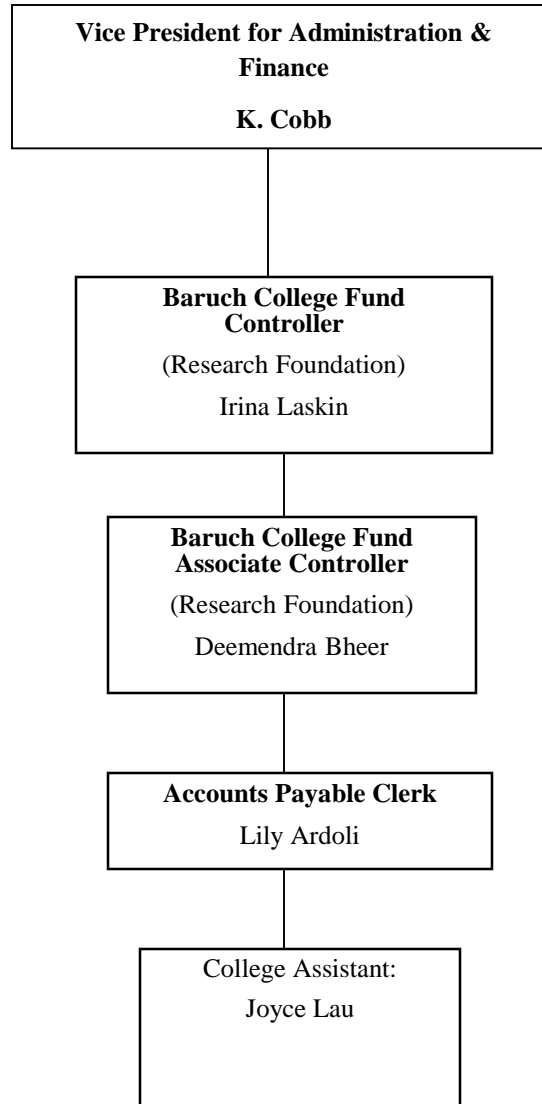
Career Events Specialist
HEa - VACANT

Office of College Wide Athletic Programs/ Varsity Sports



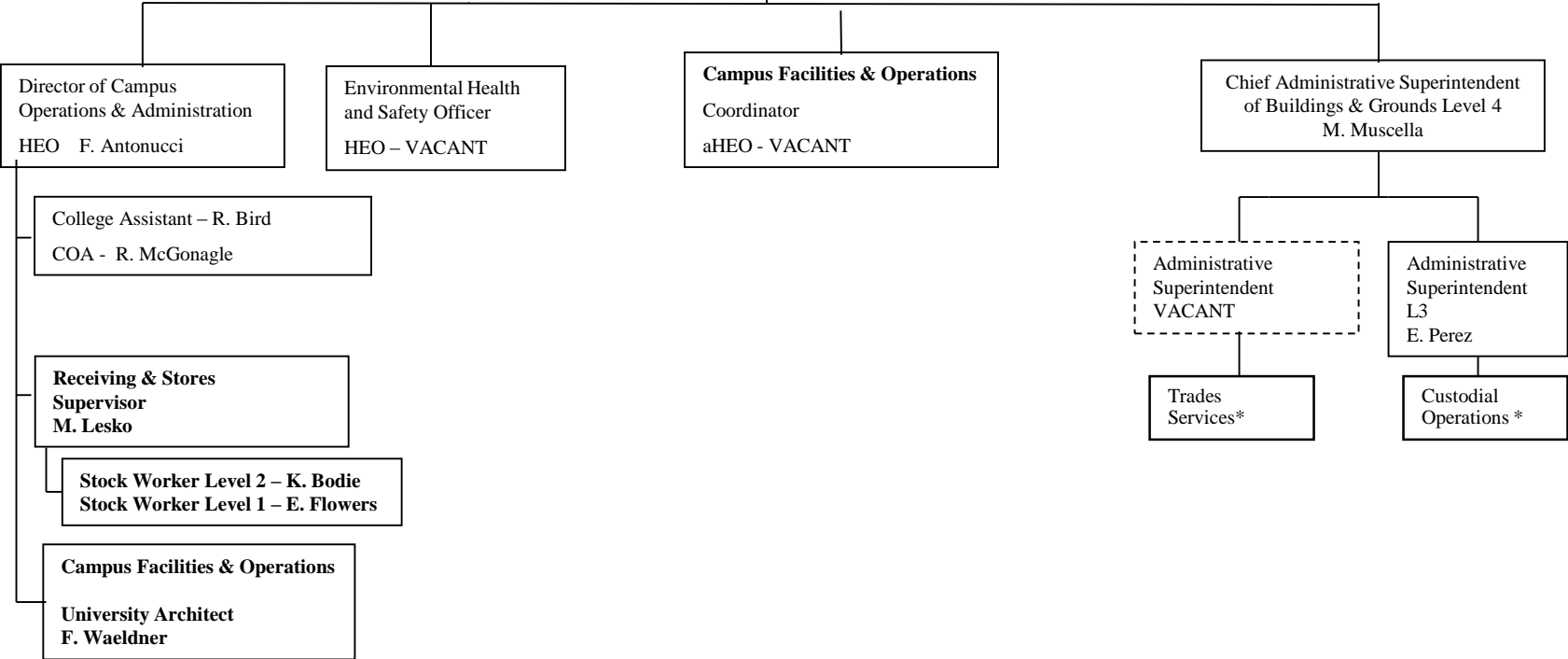
**Office of the Vice President for
Administration and Finance -
Overview**





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

Finance Budget
Coordinator (s)
aHEO – Tomasz Hajbert
aHEO – Weijian Deng

Budget Manager:
HEA – M. Liu

Budget Systems
Analyst
HEa – N. Mero

Budget Analyst
HEa – J. Sanchez

**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*

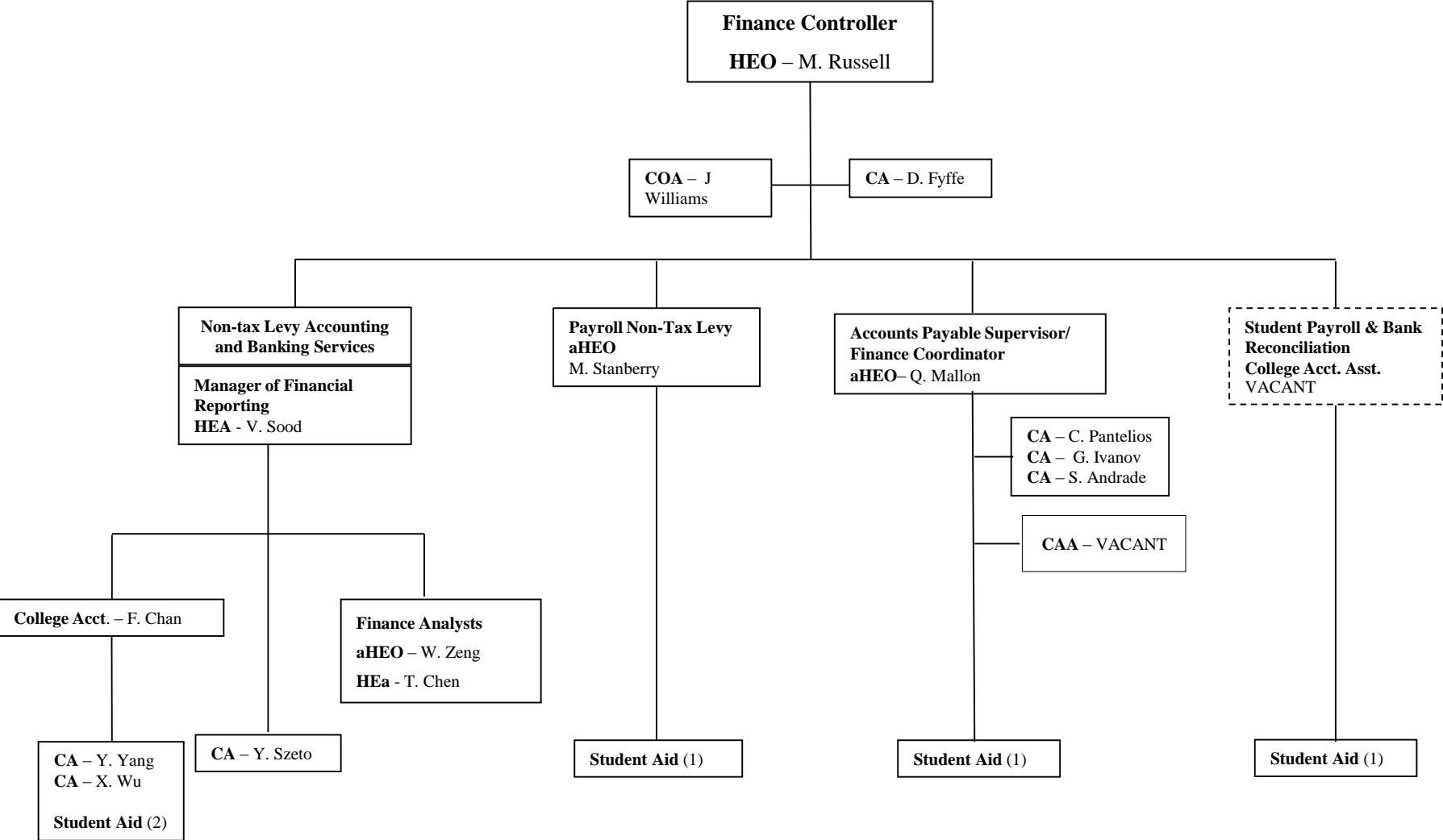
Property Management*

Office of the Bursar*

**Purchasing and
Auxiliary Services***

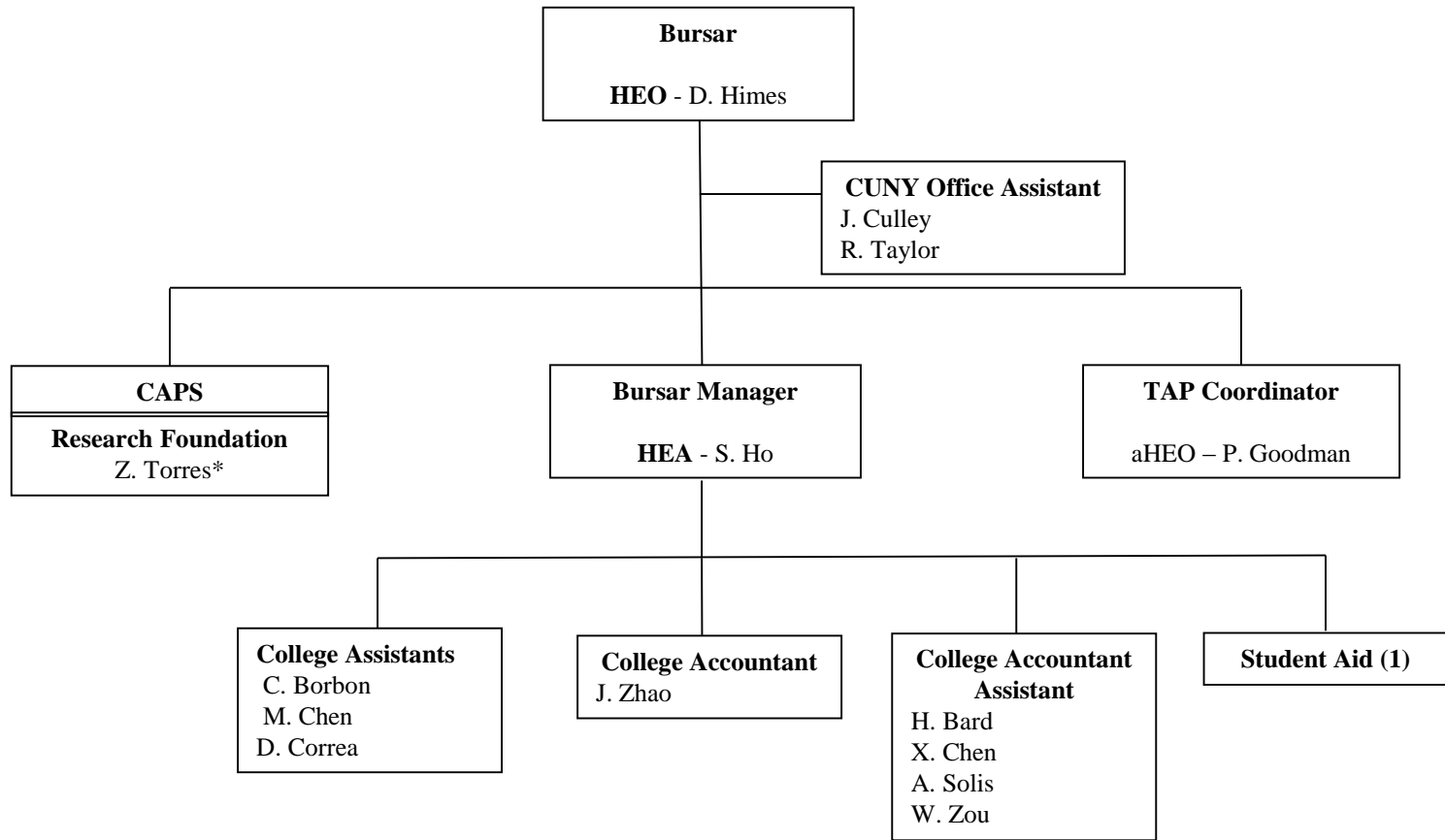
*See separate charts

Office of the Controller



CA= College Assistant which is a part-time position

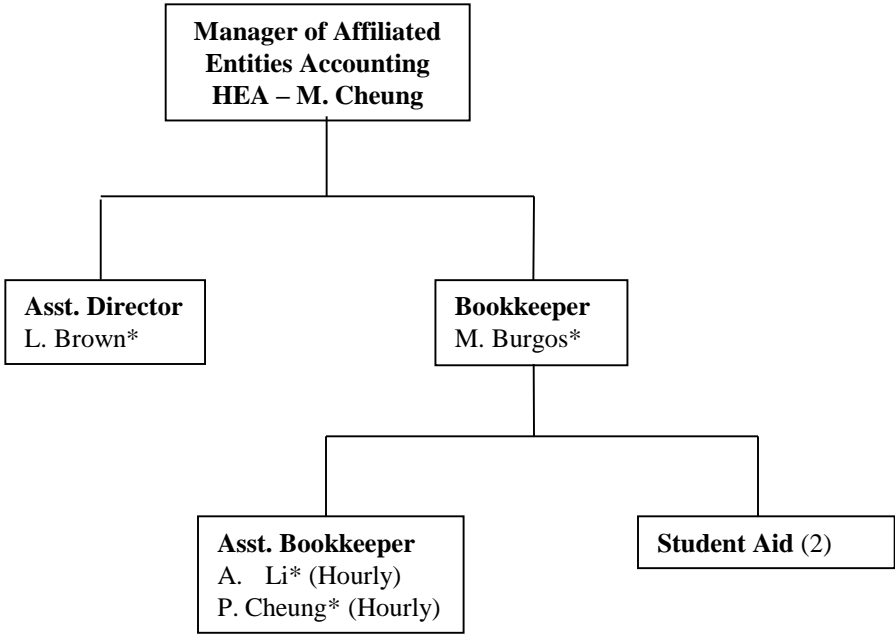
Office of the Bursar



CA= College Assistant which is a part-time position

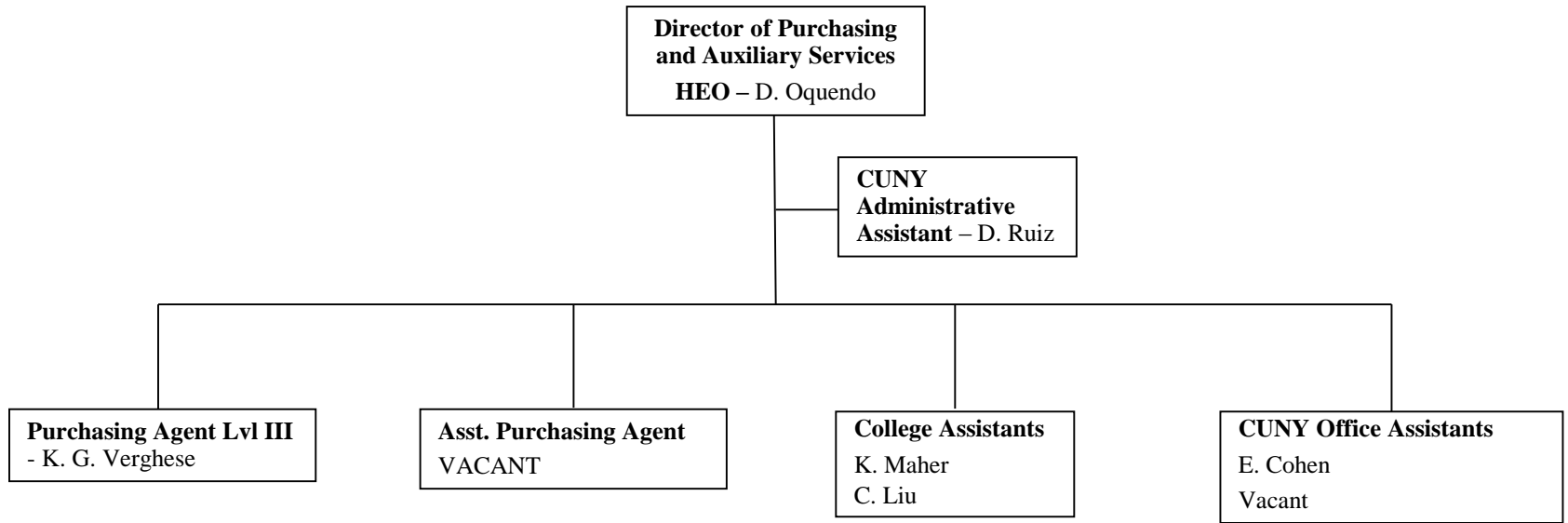
*Paid through Research Foundation

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

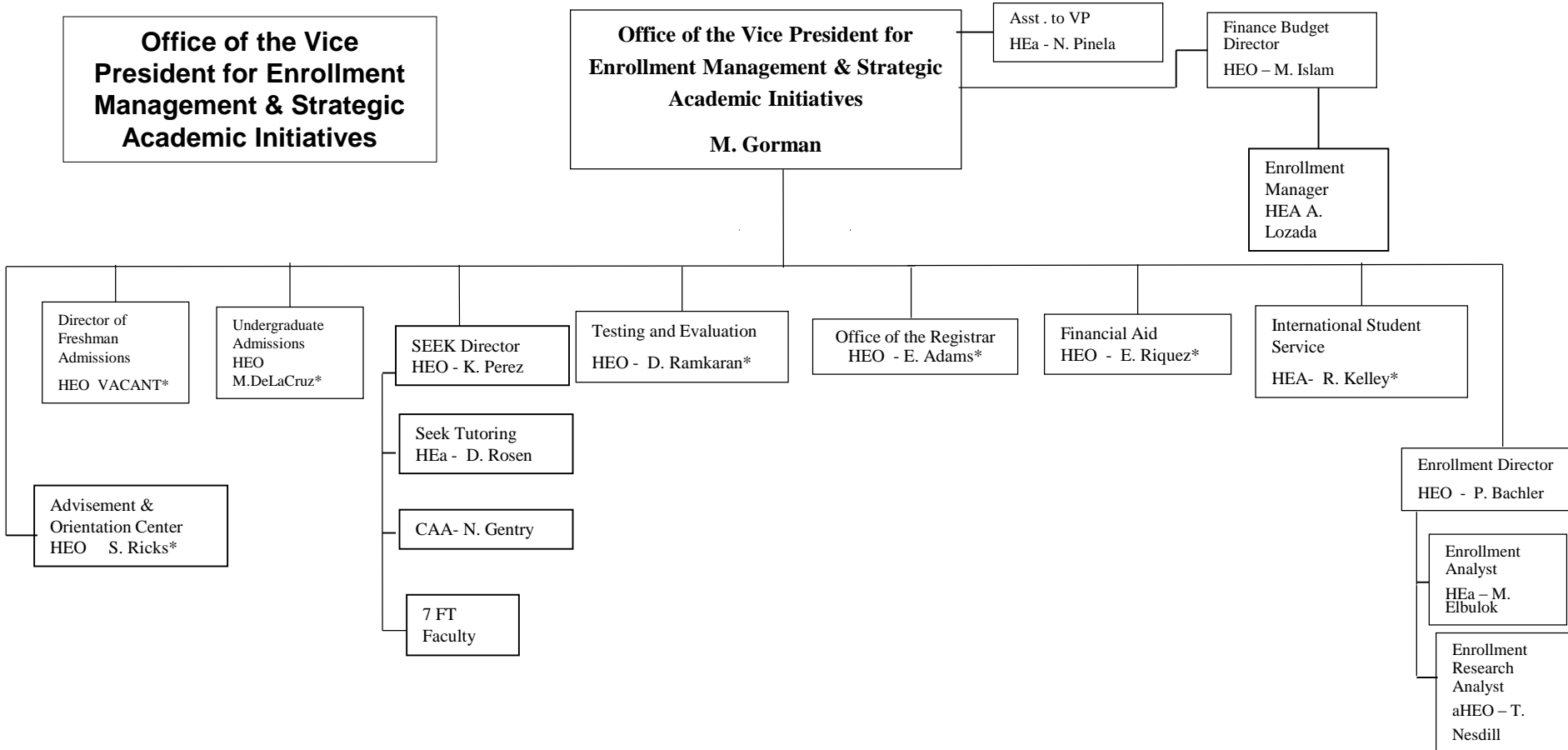
CA - V. Rivera

HR Recruitment
Coordinator
aHEO – T. Corbett

CA - C. Lee

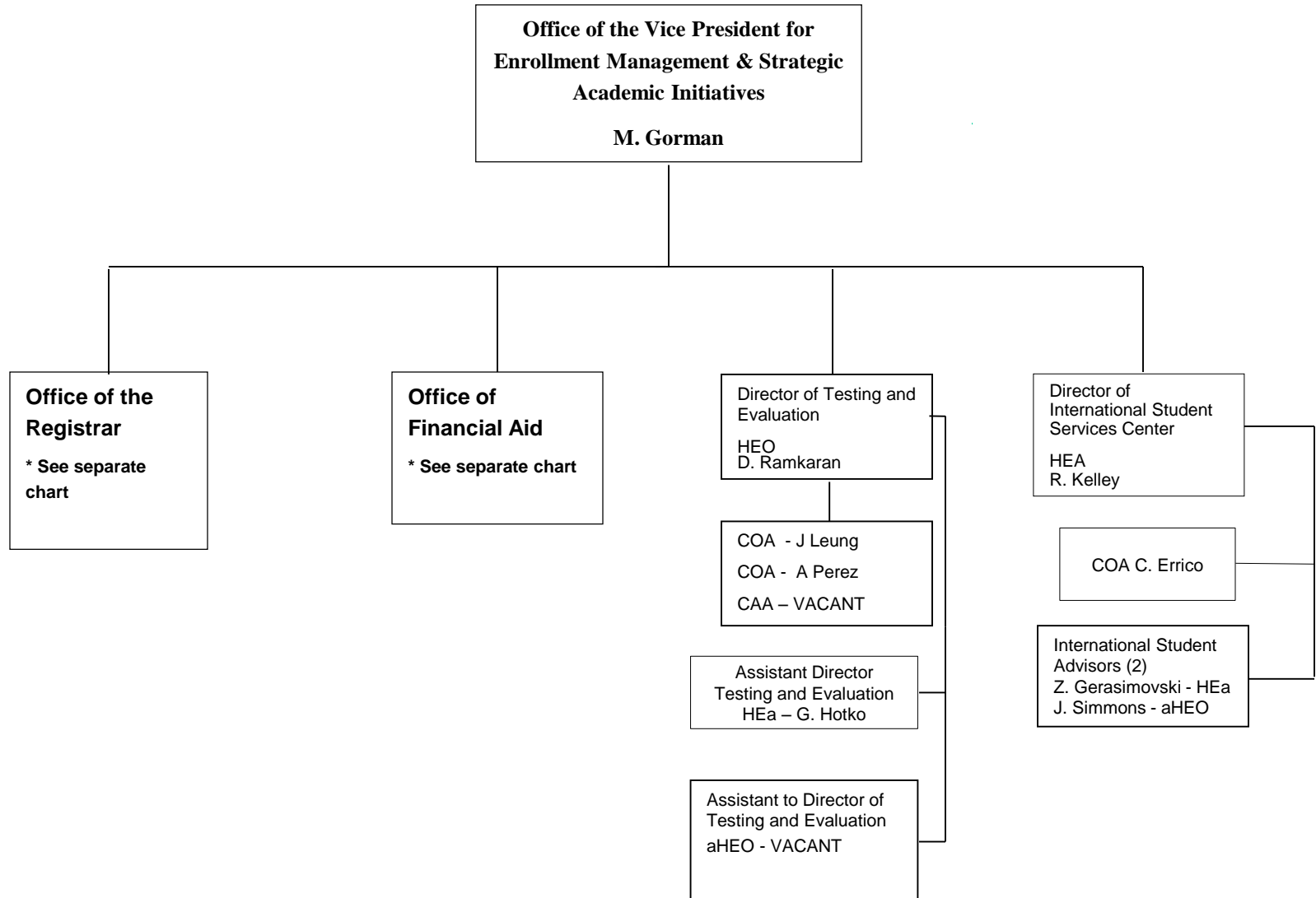
HR System Analyst
aHEO – P. Reynoso

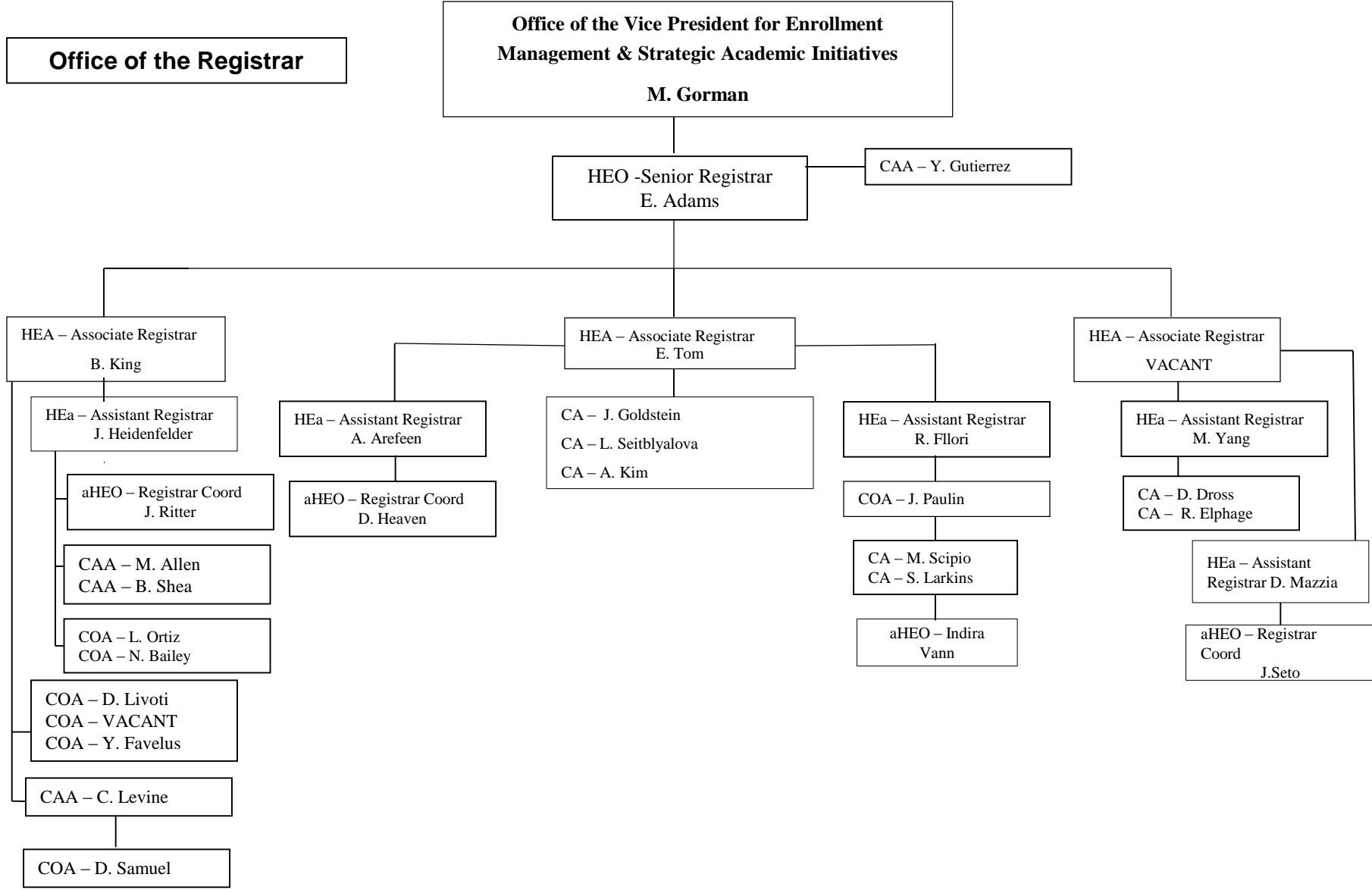
CA - VACANT



*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

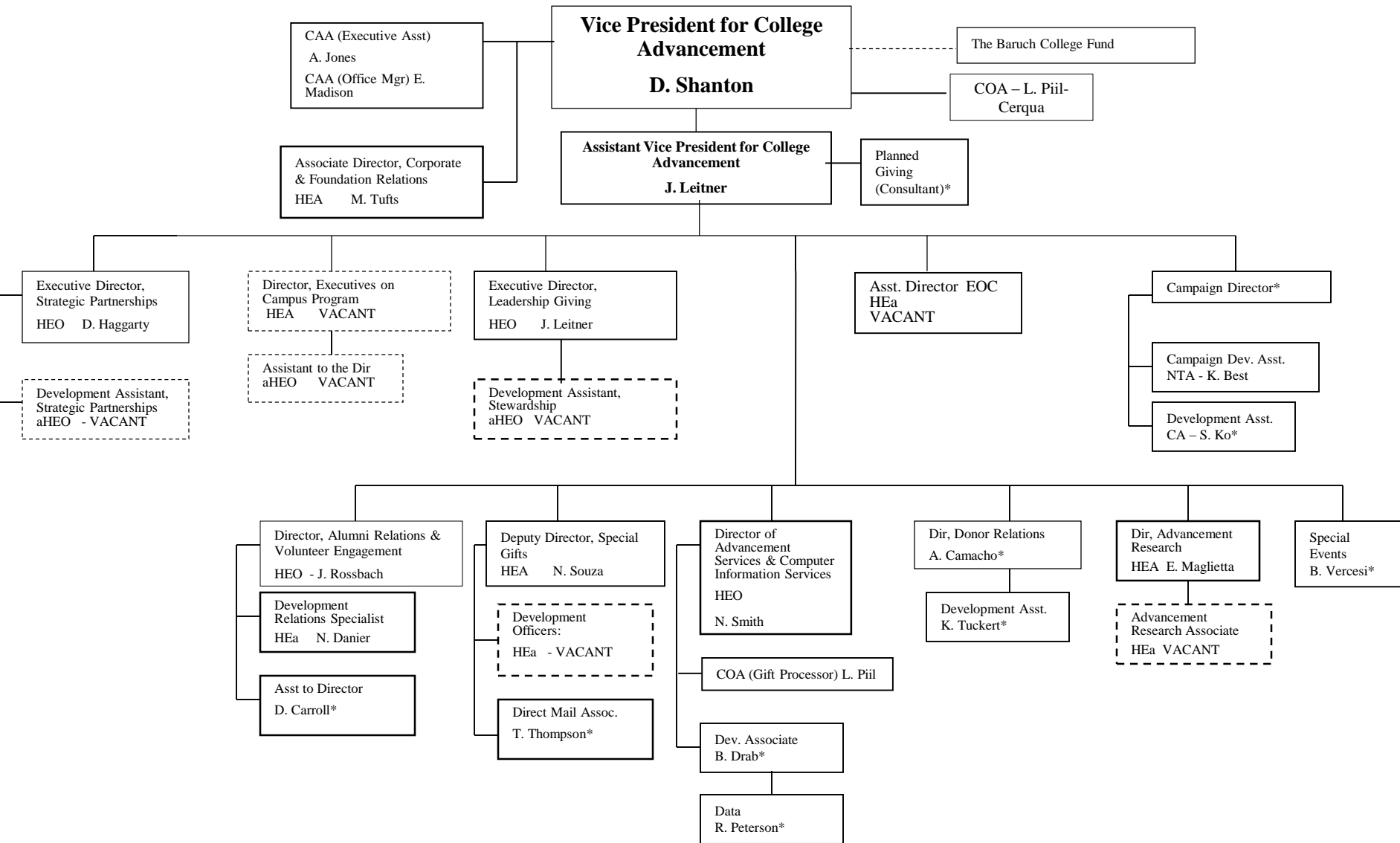
Senior Academic Advisors (3)

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

College Assistants:

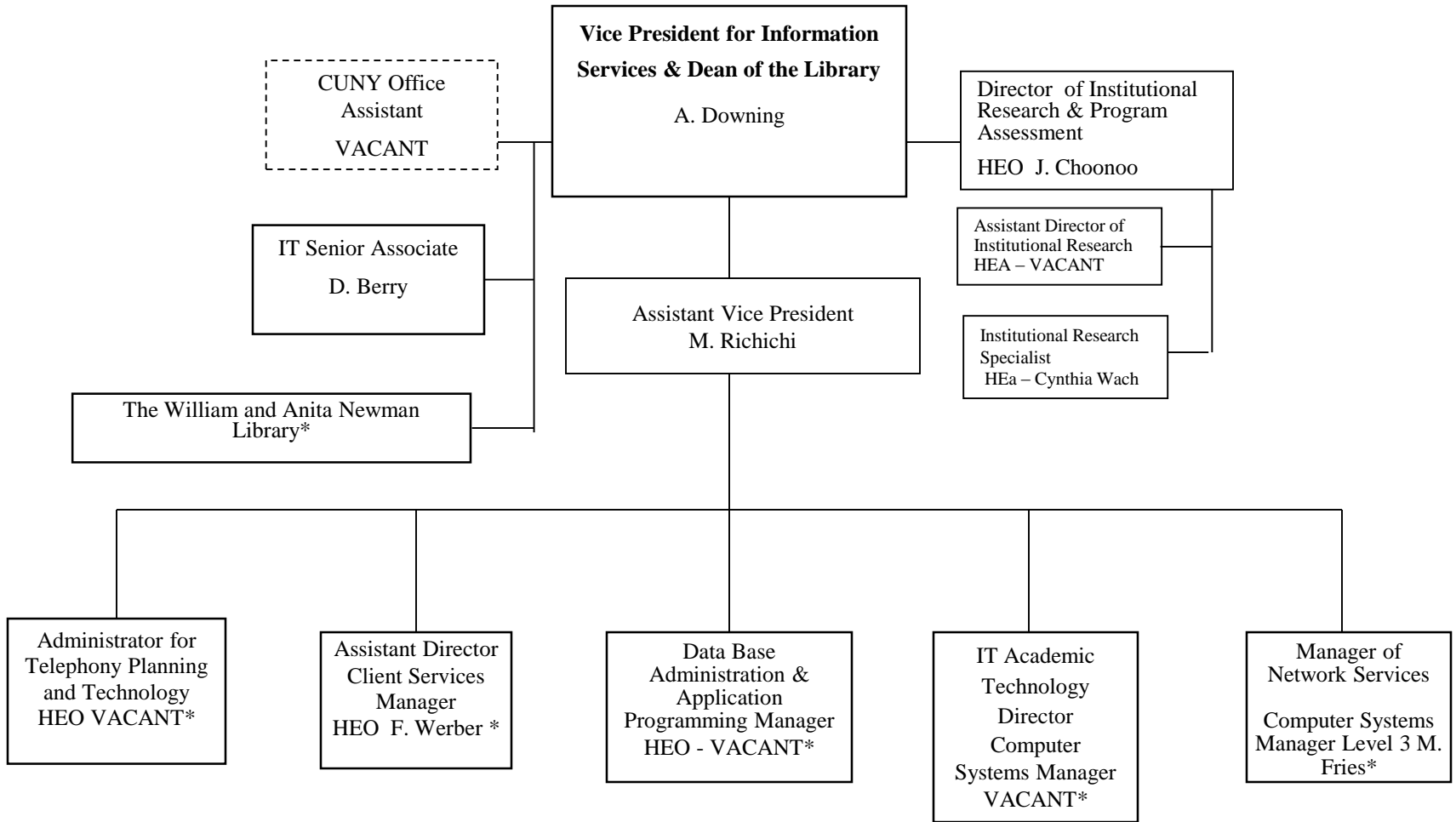
1. Tiffany Richardson
2. Chanee Bridgewater
3. Strawberry Issac

Office of the Vice President for College Advancement

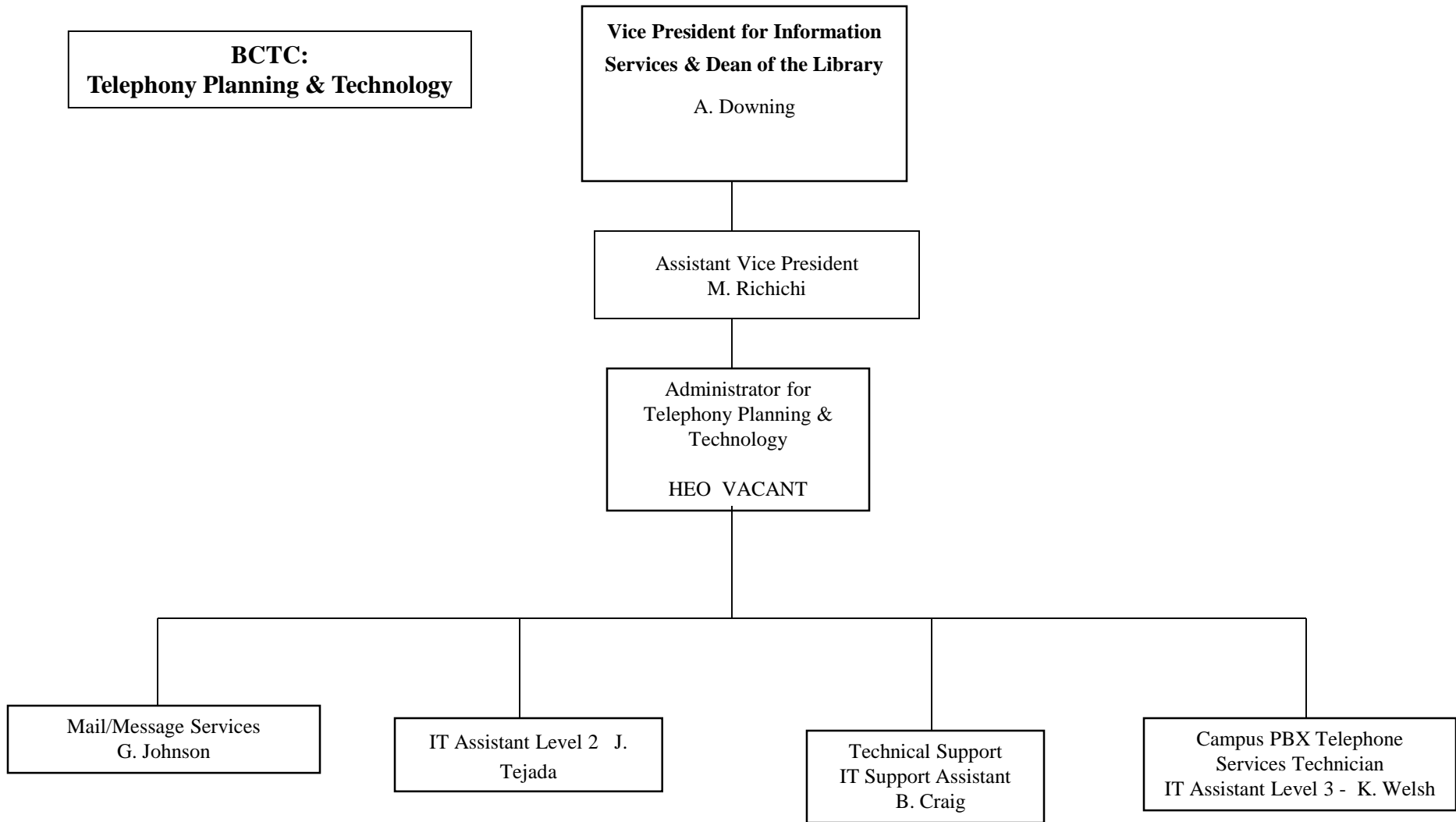


* Non-tax Levy

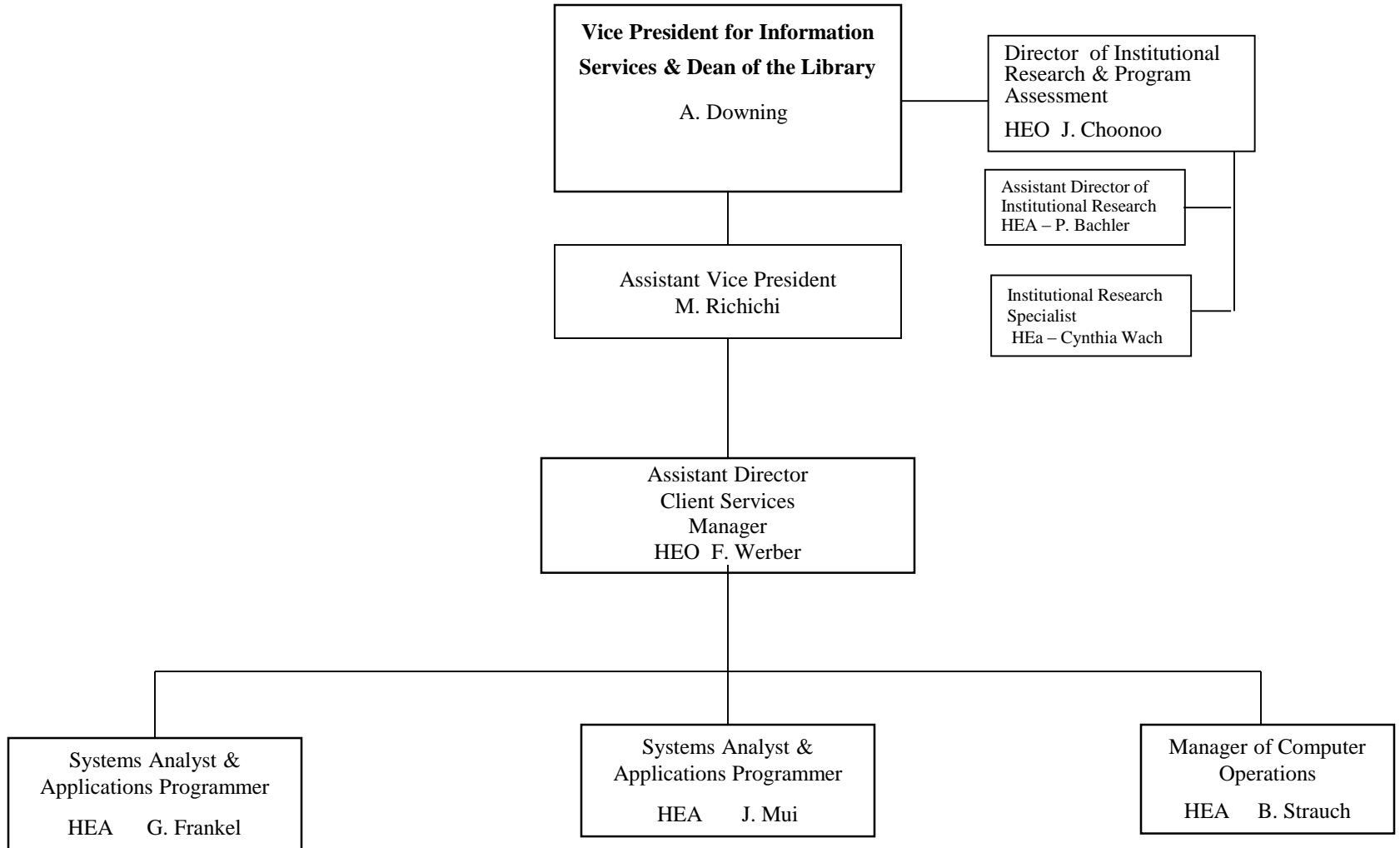
**Baruch Computing & Technology Center and Library
Overview**



*See Separate Charts for Individual Units



Baruch Computing & Technology Center
Data Base Administration & Application Programming

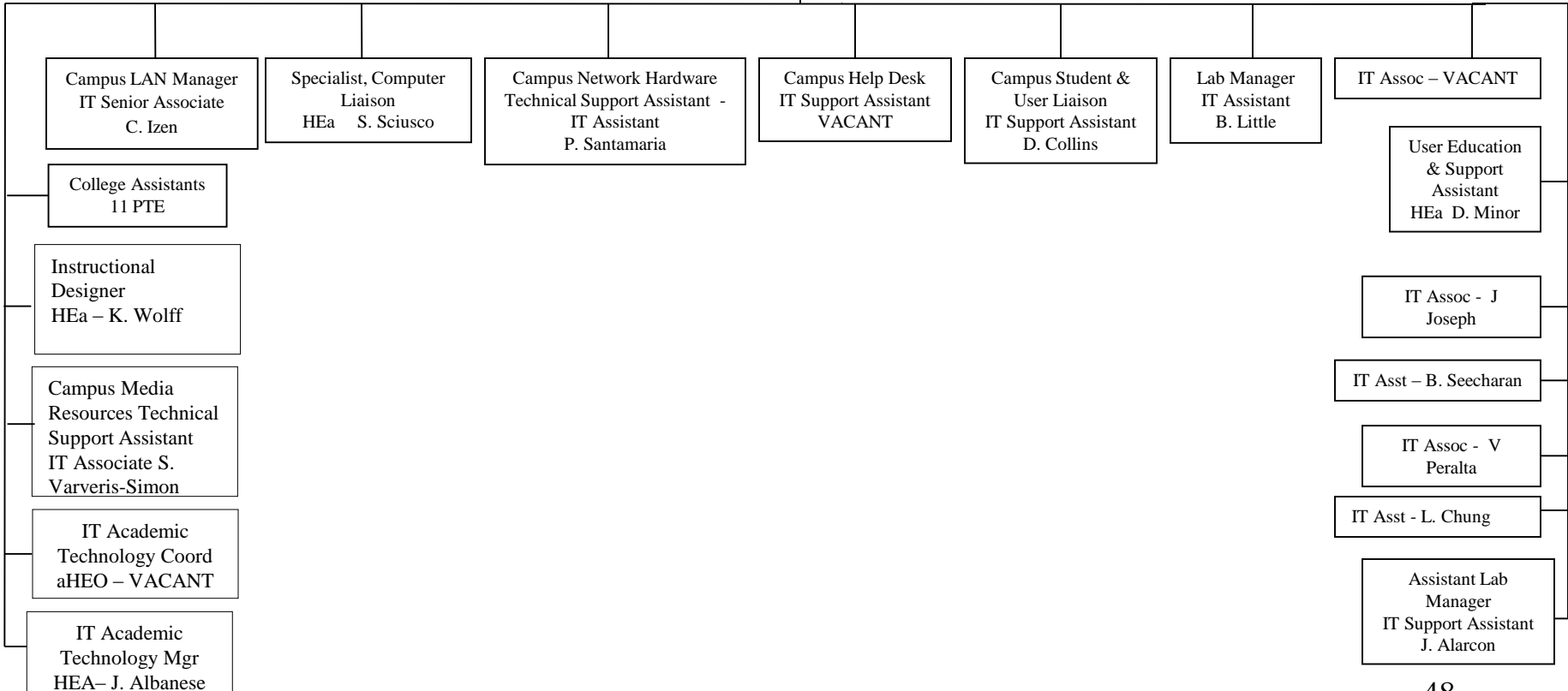


**BCTC:
Student Computing Services**

**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

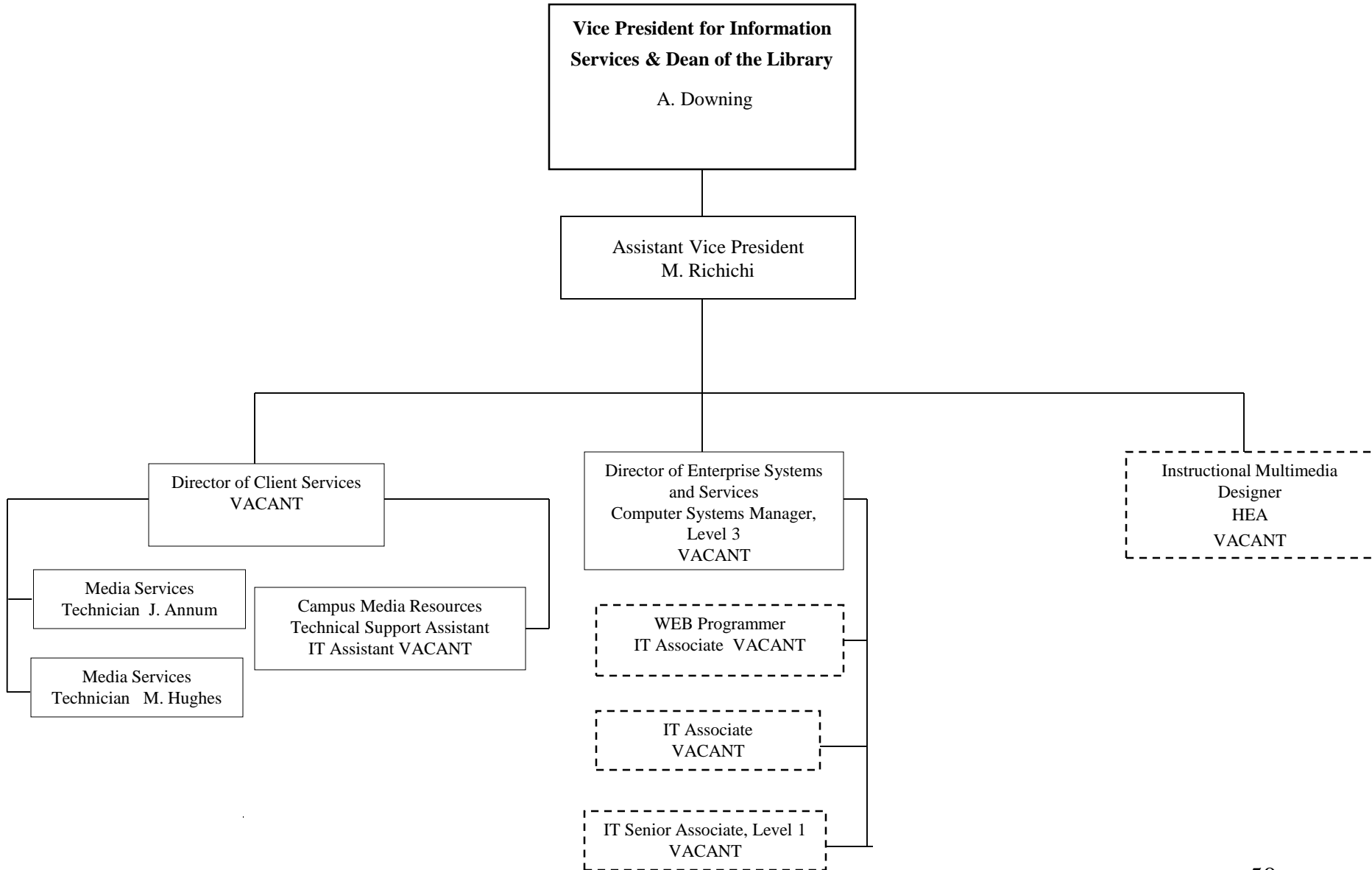
Lead Systems
Administrator-Windows
IT Senior Associate
VACANT

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

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

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

CAA - A. Garcia

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

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

Resource Sharing Specialist
HEa – E. Raub

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

Info. Services Lbn. – Sub. Instructor - Vacant

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

Reserve Coordinator
aHEO - 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 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

BaruchCOLLEGE

CUNY The City
University
of
New York

APPENDIX C - JOB GROUPS / LABOR MARKET AVAILABILITY FACTORS (ITALIAN AMERICAN PLAN)

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. Availability factors for all groups, including Italian Americans, are detailed here. The weighting of external factors is identical for all groups. LMA Factor 2 is an internal factor (i.e., employees 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
1-Ext Italian-Amer.		2007-2011 American Community Survey (ACS) - U.S. - Italian American Ph.D., M.A., B.A. holders, ages 28-65; 100% First Ancestry and 50% Second Ancestry
2-Internal (all groups)	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
1-Ext Italian-Amer.		2007-2011 American Community Survey (ACS) 4-State (NY/NJ/CT/PA) Italian American B.A. holders, ages 21-65; 100% First Ancestry and 50% Second Ancestry
2-Internal (all groups)	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

Category: Executive/Administrative/Managerial

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)
1-Ext Italian-Amer.		2007-2011 US Census-American Community Survey (ACS) 4-State (NY/NJ/CT/PA), First Line Supervisor/Managers of Housekeeping and Janitorial Workers (4200); 100% First Ancestry and 50% Second Ancestry for Italian Americans

2-Internal (all groups) 0.00% NA

Title(s)	Employee(s)
Chief Admin Supt - Competitive	1

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)
1-Ext Italian-Amer.		2007-2011 US Census-American Community Survey (ACS) 4-State (NY/NJ/CT/PA), Computer and Information Systems Managers (1110); 100% First Ancestry and 50% Second Ancestry for Italian Americans

2-Internal (all groups) 0.00% NA

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

Category: Executive/Administrative/Managerial

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)
1-Ext Italian-Amer.		2007-2011 US Census-American Community Survey (ACS) - Residence Geography, New York City - Police and Sheriffs Patrol Officer (3850); 100% First Ancestry and 50% Second Ancestry for Italian Americans
2-Internal (all groups)	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)
1-Ext Italian-Amer.		For the Italian American Plan, reviewed by Job Group overall using 2007-2011 American Community Survey (ACS) 4-State (NY/NJ/CT/PA) for Italian American M.A. holders ages 24-65; 100% First Ancestry and 50% Second Ancestry

2-Internal (all groups)	0.00%	NA
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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
1-Ext Italian-Amer.		For the Italian American Plan, reviewed by Job Group overall using 2007-2011 American Community Survey (ACS) 4-State (NY/NJ/CT/PA) weighted at 50% and US Non-4-State weighted at 50% for Italian American B.A. degree holders ages 21-65; 100% First Ancestry and 50% Second Ancestry

2-Internal (all groups)	0.00%	NA
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Title(s)	Employee(s)
Clinical Professor	2
Dist Lecturer	10
Lecturer	30
Lecturer Doct Sch	14

Category: Professional Faculty

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.
1-Ext Italian-Amer.		For the Italian American Plan, reviewed by Job Group overall using 2007-2011 American Community Survey (ACS) 4-State (NY/NJ/PA/CT) weighted at 20% and US Non-4-State weighted at 80% for Italian American Ph.D. holders ages 24-65; 100% First Ancestry and 50% Second Ancestry
2-Internal (all groups)	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
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
1-Ext Italian-Amer.		Internal Only
2-Internal (all groups)	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
1-Ext Italian-Amer.		2007-2011 American Community Survey (ACS) 4-State (NY/NJ/CT/PA) Italian American B.A. holders, ages 21-65; 100% First Ancestry and 50% Second Ancestry
2-Internal (all groups)	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

Category: Professional Non-Faculty

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)
1-Ext Italian-Amer.		2007-2011 American Community Survey (ACS) for NY State only; Engineering Managers (300) and Architects, Except Naval (1300); 100% First Ancestry and 50% Second Ancestry for Italian Americans
2-Internal (all groups)	0.00%	NA

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

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)
1-Ext Italian-Amer.		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); 100% First Ancestry and 50% Second Ancestry for Italian Americans
2-Internal (all groups)	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)
1-Ext Italian-Amer.		2007-2011 US Census-American Community Survey (ACS)-NY/NJ/CT/PA, Accountants and Auditors (code 800) and Purchasing Managers (150); 100% First Ancestry and 50% Second Ancestry for Italian Americans
2-Internal (all groups)	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
1-Ext Italian-Amer.		Internal Only
2-Internal (all groups)	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

Category: Administrative Support Workers

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)
1-Ext Italian-Amer.		2007-2011 US Census-American Community Survey (ACS) 4-State (NY/NJ/CT/PA), Mail Clerks/Mail Machine Operators, Except Postal Service (5850); 100% First Ancestry and 50% Second Ancestry for Italian Americans
2-Internal (all groups)	0.00%	NA

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

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)
1-Ext Italian-Amer.		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); 100% First Ancestry and 50% Second Ancestry for Italian Americans
2-Internal (all groups)	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%
1-Ext Italian-Amer.		2007-2011 American Community Survey (ACS) 4-State (NY/NJ/CT/PA); 100% First Ancestry and 50% Second Ancestry for Italian Americans, weighted by function
2-Internal (all groups)	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)
1-Ext Italian-Amer.		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); 100% First Ancestry and 50% Second Ancestry for Italian Americans
2-Internal (all groups)	0.00%	NA

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

Category: Technicians

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)
1-Ext Italian-Amer.		2007-2011 US Census-American Community Survey (ACS) 4-State (NY/NJ/CT/PA), Computer Support Specialists (1050); 100% First Ancestry and 50% Second Ancestry for Italian Americans
2-Internal (all groups)	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)
1-Ext Italian-Amer.		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); 100% First Ancestry and 50% Second Ancestry for Italian Americans

2-Internal (all groups) 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)
1-Ext Italian-Amer.		2007-2011 US Census-American Community Survey (ACS) 4-State (NY/NJ/CT/PA), Laborers (53-7062) and Helpers (47-3010); 100% First Ancestry and 50% Second Ancestry for Italian Americans

2-Internal (all groups) 0.00% NA

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

Category: Craft Workers

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)
1-Ext Italian-Amer.		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), 100% First Ancestry and 50% Second Ancestry for Italian Americans
2-Internal (all groups)	0.00%	NA

Title(s)	Employee(s)
Carpenter	4
Electrician	3
Elevator Mechanic	1
High Pressure Plant Tender	1
Locksmith	1
Painter	3
Plumber	2
Stationary Engineer	6
Steamfitter	2
Thermostat Repairer	1

Category: Craft Workers

Skilled Trades-Supervisor

Employee Count: 3

Skilled Trades Supervisors

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	0.00%	Internal Only
1-Ext Italian-Amer.		Internal Only
2-Internal (all groups)	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)
1-Ext Italian-Amer.		2007-2011 US Census-American Community Survey (ACS) - Residence Geography, New York City - Police and Sheriffs Patrol Officer (3850); 100% First Ancestry and 50% Second Ancestry for Italian Americans
2-Internal (all groups)	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
1-Ext Italian-Amer.		Internal Only
2-Internal (all groups)	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

Category: Service Workers and Others

Campus Peace Officer-Sergeant

Employee Count: 12

Campus Security Supervisors

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	0.00%	Internal Only
1-Ext Italian-Amer.		Internal Only
2-Internal (all groups)	100.00%	CUNY Permanent Campus Peace Officer Level 1 and 2

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

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)
1-Ext Italian-Amer.		2007-2011 US Census-American Community Survey (ACS) 4-State (NY/NJ/CT/PA), Janitors and Building Cleaners (4220); 100% First Ancestry and 50% Second Ancestry for Italian Americans
2-Internal (all groups)	0.00%	NA

Title(s)	Employee(s)
Custodial Assistant	76

Category: Service Workers and Others

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)
1-Ext Italian-Amer.		2007-2011 US Census-American Community Survey (ACS) 4-State (NY/NJ/CT/PA), First Line Supervisors/Managers of Housekeeping/Janitorial Workers (4200); 100% First Ancestry and 50% Second Ancestry for Italian Americans
2-Internal (all groups)	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 (ITALIAN AMERICAN PLAN)

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

Job Code	Title Name	Job Group
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

College Lab Tech-Blended Science Engineering Technical

Employees: 4

Department ID	Department Name	Number of Technicians
10208	Natural Sciences	4

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 E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP (ITALIAN AMERICAN PLAN)

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 (ITALIAN AMERICAN PLAN)

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	Ascc Administrator
04320	Ascc 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	Italian American
Number of Employees	17	8	3	4	1	2
Underutilized (Yes/No)					Y	
Number Underutilized					2	
Actual Utilization Percent	56.7%	26.7%	10.0%	13.3%	3.3%	6.7%
Labor Market Avail. Percent	49.3%	29.7%	8.5%	11.1%	8.9%	6.9%

APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP (ITALIAN AMERICAN PLAN)

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	Italian American
Number of Employees	103	67	20	22	25	12
Underutilized (Yes/No)						
Number Underutilized						
Actual Utilization Percent	67.3%	43.8%	13.1%	14.4%	16.3%	7.8%
Labor Market Avail. Percent	59.9%	41.4%	10.6%	16.3%	13.5%	8.6%

APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP (ITALIAN AMERICAN PLAN)

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	Italian American
Number of Employees	4	6	5	1	0	0
Underutilized (Yes/No)				Y	Y	
Number Underutilized				1	1	
Actual Utilization Percent	66.7%	100.0%	83.3%	16.7%	0.0%	0.0%
Labor Market Avail. Percent	82.4%	70.6%	29.4%	26.5%	11.8%	0.0%

APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP (ITALIAN AMERICAN PLAN)

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	Italian American
Number of Employees	140	131	32	52	46	5
Underutilized (Yes/No)						Y
Number Underutilized						17
Actual Utilization Percent	73.7%	68.9%	16.8%	27.4%	24.2%	2.6%
Labor Market Avail. Percent	61.1%	37.6%	9.6%	14.3%	12.0%	11.5%

APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP (ITALIAN AMERICAN PLAN)

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	Italian American
Number of Employees	6	22	11	5	6	0
Underutilized (Yes/No)						Y
Number Underutilized						3
Actual Utilization Percent	24.0%	88.0%	44.0%	20.0%	24.0%	0.0%
Labor Market Avail. Percent	26.4%	33.6%	19.7%	7.1%	5.4%	12.1%

APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP (ITALIAN AMERICAN PLAN)

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	Italian American
Number of Employees	4	4	2	1	1	0
Underutilized (Yes/No)						Y
Number Underutilized						1
Actual Utilization Percent	66.7%	66.7%	33.3%	16.7%	16.7%	0.0%
Labor Market Avail. Percent	50.8%	26.7%	11.8%	7.8%	5.9%	16.0%

APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP (ITALIAN AMERICAN PLAN)

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	Italian American
Number of Employees	20	17	3	10	4	1
Underutilized (Yes/No)					Y	
Number Underutilized					2	
Actual Utilization Percent	87.0%	73.9%	13.0%	43.5%	17.4%	4.3%
Labor Market Avail. Percent	91.1%	74.0%	8.0%	38.1%	27.0%	5.4%

APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP (ITALIAN AMERICAN PLAN)

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	Italian American
Number of Employees	52	45	6	24	15	3
Underutilized (Yes/No)						Y
Number Underutilized						7
Actual Utilization Percent	85.2%	73.8%	9.8%	39.3%	24.6%	4.9%
Labor Market Avail. Percent	89.9%	26.5%	3.7%	11.6%	9.8%	16.7%

APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP (ITALIAN AMERICAN PLAN)

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	Italian American
Number of Employees	0	5	1	1	3	2
Underutilized (Yes/No)	Y					
Number Underutilized	2					
Actual Utilization Percent	0.0%	55.6%	11.1%	11.1%	33.3%	22.2%
Labor Market Avail. Percent	20.0%	42.4%	2.3%	12.6%	26.0%	9.6%

APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP (ITALIAN AMERICAN PLAN)

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	Italian American
Number of Employees	1	4	0	0	4	1
Underutilized (Yes/No)		Y	Y	Y		Y
Number Underutilized		3	1	2		2
Actual Utilization Percent	4.2%	16.7%	0.0%	0.0%	16.7%	4.2%
Labor Market Avail. Percent	2.5%	29.7%	2.6%	7.0%	18.7%	13.7%

APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP (ITALIAN AMERICAN PLAN)

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	Italian American
Number of Employees	1	11	0	7	4	0
Underutilized (Yes/No)	Y		Y			Y
Number Underutilized	2		1			0
Actual Utilization Percent	8.3%	91.7%	0.0%	58.3%	33.3%	0.0%
Labor Market Avail. Percent	22.6%	85.9%	6.1%	55.1%	23.8%	1.5%

APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP (ITALIAN AMERICAN PLAN)

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	Italian American
Number of Employees	1	5	0	3	2	0
Underutilized (Yes/No)	Y		Y			Y
Number Underutilized	0		0			0
Actual Utilization Percent	16.7%	83.3%	0.0%	50.0%	33.3%	0.0%
Labor Market Avail. Percent	22.0%	86.4%	6.8%	55.2%	24.3%	1.8%

APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP (ITALIAN AMERICAN PLAN)

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	Italian American
Number of Employees	16	55	4	34	17	0
Underutilized (Yes/No)						Y
Number Underutilized						7
Actual Utilization Percent	27.6%	94.8%	6.9%	58.6%	29.3%	0.0%
Labor Market Avail. Percent	28.4%	66.7%	7.1%	28.1%	29.3%	12.2%

APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP (ITALIAN AMERICAN PLAN)

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	Italian American
Number of Employees	2	10	0	6	4	0
Underutilized (Yes/No)	Y		Y			Y
Number Underutilized	1		0			1
Actual Utilization Percent	18.2%	90.9%	0.0%	54.5%	36.4%	0.0%
Labor Market Avail. Percent	29.0%	40.0%	2.4%	13.8%	22.1%	11.8%

APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP (ITALIAN AMERICAN PLAN)

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	Italian American
Number of Employees	28	72	9	21	42	0
Underutilized (Yes/No)						Y
Number Underutilized						6
Actual Utilization Percent	36.8%	94.7%	11.8%	27.6%	55.3%	0.0%
Labor Market Avail. Percent	27.3%	48.9%	2.8%	15.6%	28.8%	8.4%

APPENDIX E-3 - FACULTY UTILIZATION BY JOB GROUP (ITALIAN AMERICAN PLAN)

Baruch College

Appendix E-3 presents utilization and underutilization, of faculty members in protected groups by faculty 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 JOB GROUP (ITALIAN AMERICAN PLAN)

Job Group Faculty-Professorial

Total Faculty: 437

	Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino	Italian American
Number of Faculty	172	133	89	19	23	20
Underutilized (Y/N)	Y			Y		
Number Underutilized	47			23		
Actual Utilization Percent	39.4%	30.4%	20.4%	4.3%	5.3%	4.6%
Labor Market Avail. Percent	50.1%	24.4%	7.3%	9.6%	5.8%	5.5%

Job Group Faculty-Lecturer

Total Faculty: 56

	Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino	Italian American
Number of Faculty	26	12	1	7	4	5
Underutilized (Y/N)	Y		Y		Y	
Number Underutilized	8		3		1	
Actual Utilization Percent	46.4%	21.4%	1.8%	12.5%	7.1%	8.9%
Labor Market Avail. Percent	60.5%	26.2%	7.3%	7.5%	9.6%	9.9%

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
ACCT-PRFL	Joined Group-Outside Hire	1
ADMIN1-EXEC	Joined Group-Hire from Other College	1
	Joined Group-Outside Hire	1
ADMIN2	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
ADMIN3	Joined Group-From Lower Group	3
	Joined Group-Hire from Other College	4
	Joined Group-Outside Hire	28
	Move to Higher Group	3
	Separation for Other CUNY College	2
	Title Change Within Group	10
CAA	Joined Group-From Lower Group	1
	Move to Higher Group	1
COA	Joined Group-Outside Hire	4
	Separation for Other CUNY College	1
CPO-1	Joined Group-Other Reason	1
	Joined Group-Outside Hire	2
	Other Change of Group	1
CPSS	Joined Group-From Lower Group	1
	Move to Higher Group	1
CRAFT-B&G	Joined Group-From Lower Group	1
	Joined Group-Outside Hire	1
	Move to Higher Group	1
CUST	Joined Group-Hire from Other College	1
	Joined Group-Outside Hire	4
CUST-SUPV	Joined Group-Outside Hire	1
	Title Change Within Group	2
FAC-INST	Joined Group-Outside Hire	1
FAC-LECT	Joined Group-Outside Hire	10
	Separation for Other CUNY College	2
FAC-PROF	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
IT-MGR	Joined Group-Hire from Other College	1
IT-PRFL	Joined Group-Outside Hire	2
	Title Change Within Group	1
LABOR-HLPR	Joined Group-Outside Hire	1
SEC-MGR	Joined Group-From Lower Group	1
	Move to Higher Group	1
SKLTRD	Joined Group-Hire from Other College	1
	Joined Group-Outside Hire	2
	Title Change Within Group	1
(blank)	(blank)	
Grand Total		299

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 %				
Total	(17)	122		107	1	13	1	-	(139)		(124)	(13)	(1)	(1)	-	38					
Male	(30)	54	44%	48	-	6	-	-	(84)	60%	(78)	(6)	-	-	-	19	50%				
Female	13	68	56%	59	1	7	1	-	(55)	40%	(46)	(7)	(1)	(1)	-	19	50%				
Other/Unknown	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%				
Total Min	(4)	68	56%	59	-	8	1	-	(72)	52%	(63)	(8)	-	(1)	-	14	37%				
Asian	1	23	19%	20	-	3	-	-	(22)	16%	(19)	(3)	-	-	-	5	16%				
Black	(7)	22	18%	21	-	1	-	-	(29)	21%	(28)	(1)	-	-	-	5	13%				
Hispanic	2	23	19%	18	-	4	1	-	(21)	15%	(16)	(4)	-	(1)	-	3	8%				
Other Minority	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%				
Italian-American	(1)	3	2%	2	-	1	-	-	(4)	3%	(3)	(1)	-	-	-	3	8%				
White (Not Ital)	(13)	50	41%	45	1	4	-	-	(63)	45%	(58)	(4)	(1)	-	-	21	55%				
All White	(14)	53	43%	47	-	5	-	-	(67)	48%	(61)	(5)	(1)	-	-	24	63%				
Unknown	1	1	1%	1	-	-	-	-	-	0%	-	-	-	-	-	-	0%				
Veterans	(3)	-	0%	-	-	-	-	-	(3)	2%	(3)	-	-	-	-	-	0%				
Individuals w/Disabilities	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 %			
Total	5	19		12	1	6	-	-	(14)		(13)	-	(1)	-	-	4				
Male	-	5	26%	3	-	2	-	-	(5)	36%	(5)	-	-	-	-	1	25%			
Female	5	14	74%	9	1	4	-	-	(9)	64%	(8)	-	(1)	-	3	75%				
Other/Unknown	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%			
Total Min	4	6	32%	3	-	3	-	-	(2)	14%	(2)	-	-	-	2	50%				
Asian	1	1	5%	1	-	-	-	-	-	0%	-	-	-	-	1	25%				
Black	1	1	5%	-	-	1	-	-	-	0%	-	-	-	-	1	25%				
Hispanic	2	4	21%	2	-	2	-	-	(2)	14%	(2)	-	-	-	-	0%				
Other Minority	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	0%				
Italian-American	(1)	-	0%	-	-	-	-	-	(1)	7%	(1)	-	-	-	1	25%				
White (Not Ital)	2	13	68%	9	1	3	-	-	(11)	79%	(10)	-	(1)	-	1	25%				
All White	1	13	68%	9	1	3	-	-	(12)	86%	(11)	-	(1)	-	2	50%				
Unknown	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	0%				
Veterans	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	0%				
Individuals w/Disabilities	-	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 %			
Total	-	2		2	-	-	-	(2)		(1)	-	(1)	-	-	-	-	-	-		
Male	(1)		0%					(1)	50%	(1)								0%		
Female	1	2	100%	2				(1)	50%			(1)						0%		
Other/Unknown	-		0%						0%									0%		
Total Min	-		0%						0%									0%		
Asian	-		0%						0%									0%		
Black	-		0%						0%									0%		
Hispanic	-		0%						0%									0%		
Other Minority	-		0%						0%									0%		
Italian-American	-		0%						0%									0%		
White (Not Ital)	-	2	100%	2				(2)	100%	(1)		(1)						0%		
All White	-	2	100%	2				(2)	100%	(1)		(1)						0%		
Unknown	-		0%						0%									0%		
Veterans Individuals	-		0%						0%									0%		
w/Disabilities	(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 %			
Total	4	15		9	1	5	-	(11)		(11)					4					
Male	1	4	27%	2		2	-	(3)	27%	(3)				1	25%					
Female	3	11	73%	7	1	3	-	(8)	73%	(8)				3	75%					
Other/Unknown	-	-	0%	-	-	-	-	-	0%	-				-	0%					
Total Min	3	4	27%	2		2	-	(1)	9%	(1)				3	50%					
Asian	1	1	7%	1			-	-	0%	-				1	25%					
Black	-	-	0%	-			-	-	0%	-				-	25%					
Hispanic	2	3	20%	1		2	-	(1)	9%	(1)				-	0%					
Other Minority	-	-	0%	-			-	-	0%	-				-	0%					
Italian-American	(1)	-	0%	-			-	(1)	9%	(1)				1	25%					
White (Not Ital)	2	11	73%	7	1	3	-	(9)	82%	(9)				1	25%					
All White	1	11	73%	7		3	-	(10)	91%	(10)				-	50%					
Unknown	-	-	0%	-			-	-	0%	-				-	0%					
Veterans Individuals	-	-	0%	-			-	-	0%	-				-	0%					
w/Disabilities	1	2	13%	1	1	-	-	(1)	9%	(1)				-	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 %			
Total	(1)	-	0%	-	-	-	-	(1)	100%	(1)	-	-	-	-	-	-				
Male	(1)	-	0%	-	-	-	-	(1)	100%	(1)	-	-	-	-	-	0%				
Female	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	0%				
Other/Unknown	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	0%				
Total Min	(1)	-	0%	-	-	-	-	(1)	100%	(1)	-	-	-	-	-	0%				
Asian	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	0%				
Black	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	0%				
Hispanic	(1)	-	0%	-	-	-	-	(1)	100%	(1)	-	-	-	-	-	0%				
Other Minority	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	0%				
Italian-American	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	0%				
White (Not Ital)	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	0%				
All White	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	0%				
Unknown	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	0%				
Veterans Individuals	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	0%				
w/Disabilities	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	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 %
Total	1	1				1											
Male			0%							0%							0%
Female	1	1	100%			1				0%							0%
Other/Unknown			0%							0%							0%
Total Min	1	1	100%			1				0%							0%
Asian			0%							0%							0%
Black	1	1	100%			1				0%							0%
Hispanic			0%							0%							0%
Other Minority			0%							0%							0%
Italian-American			0%							0%							0%
White (Not Ital)			0%							0%							0%
All White			0%							0%							0%
Unknown			0%							0%							0%
Veterans Individuals			0%							0%							0%
w/Disabilities			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 %
Total	1	1		1													
Male	1	1	100%	1						0%							0%
Female			0%							0%							0%
Other/Unknown			0%							0%							0%
Total Min	1	1	100%	1						0%							0%
Asian			0%							0%							0%
Black			0%							0%							0%
Hispanic	1	1	100%	1						0%							0%
Other Minority			0%							0%							0%
Italian-American			0%							0%							0%
White (Not Ital)			0%							0%							0%
All White			0%							0%							0%
Unknown			0%							0%							0%
Veterans Individuals			0%							0%							0%
w/Disabilities			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 %
Total	(17)	44		43	-	1	-	-	(61)		(60)	(1)	-	-	-	20	
Male	(12)	26	59%	25	-	1	-	-	(38)	62%	(37)	(1)	-	-	-	10	50%
Female	(5)	18	41%	18	-	-	-	-	(23)	38%	(23)	-	-	-	-	10	50%
Other/Unknown	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
Total Min	(6)	18	41%	17	-	1	-	-	(24)	39%	(23)	(1)	-	-	-	3	15%
Asian	(4)	9	20%	8	-	1	-	-	(13)	21%	(12)	(1)	-	-	-	3	15%
Black	(5)	4	9%	4	-	-	-	-	(9)	15%	(9)	-	-	-	-	-	0%
Hispanic	3	5	11%	5	-	-	-	-	(2)	3%	(2)	-	-	-	-	-	0%
Other Minority	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
Italian-American	-	1	2%	1	-	-	-	-	(1)	2%	(1)	-	-	-	-	2	10%
White (Not Ital)	(12)	24	55%	24	-	-	-	-	(36)	59%	(36)	-	-	-	-	15	75%
All White	(12)	25	57%	25	-	-	-	-	(37)	61%	(37)	-	-	-	-	17	85%
Unknown	1	1	2%	1	-	-	-	-	-	0%	-	-	-	-	-	-	0%
Veterans	(1)	-	0%	-	-	-	-	-	(1)	2%	(1)	-	-	-	-	-	0%
Individuals w/Disabilities	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%

Job Group Summary
Faculty-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 %			
Total	(13)	33		32	-	1	-	(46)		(46)	-	-	-	-	20					
Male	(7)	22	67%	21	-	1	-	(29)	63%	(29)	-	-	-	10	50%					
Female	(6)	11	33%	11	-	-	-	(17)	37%	(17)	-	-	-	10	50%					
Other/Unknown	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	0%					
Total Min	(2)	16	48%	15	-	1	-	(18)	39%	(18)	-	-	-	3	15%					
Asian	(1)	9	27%	8	-	1	-	(10)	22%	(10)	-	-	-	3	15%					
Black	(4)	2	6%	2	-	-	-	(6)	13%	(6)	-	-	-	0	0%					
Hispanic	3	5	15%	5	-	-	-	(2)	4%	(2)	-	-	-	0	0%					
Other Minority	-	-	0%	-	-	-	-	-	0%	-	-	-	-	0	0%					
Italian-American	(1)	-	0%	-	-	-	-	(1)	2%	(1)	-	-	-	2	10%					
White (Not Ital)	(10)	17	52%	17	-	-	-	(27)	59%	(27)	-	-	-	15	75%					
All White	(11)	17	52%	17	-	-	-	(28)	61%	(28)	-	-	-	17	85%					
Unknown	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	0%					
Veterans	(1)	-	0%	-	-	-	-	(1)	2%	(1)	-	-	-	-	0%					
Individuals w/Disabilities	-	-	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 %			
Total	-	1		1					(1)		(1)									
Male	-		0%																0%	
Female	-	1	100%	1					(1)		(1)								0%	
Other/Unknown	-		0%																0%	
Total Min	(1)		0%						(1)		(1)								0%	
Asian	-		0%																0%	
Black	(1)		0%						(1)		(1)								0%	
Hispanic	-		0%																0%	
Other Minority	-		0%																0%	
Italian-American	-		0%																0%	
White (Not Ital)	1	1	100%	1															0%	
All White	1	1	100%	1															0%	
Unknown	-		0%																0%	
Veterans	-		0%																0%	
Individuals w/Disabilities	-		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 %			
Total	(4)	10		10	-	-	-	-	(14)		(13)	(1)	-	-	-	-	-	-		
Male	(5)	4	40%	4	-	-	-	-	(9)	64%	(8)	(1)	-	-	-	-	-	0%		
Female	1	6	60%	6	-	-	-	-	(5)	36%	(5)	-	-	-	-	-	-	0%		
Other/Unknown	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	0%		
Total Min	(3)	2	20%	2	-	-	-	-	(5)	36%	(4)	(1)	-	-	-	-	-	0%		
Asian	(3)	-	0%	-	-	-	-	-	(3)	21%	(2)	(1)	-	-	-	-	-	0%		
Black	-	2	20%	2	-	-	-	-	(2)	14%	(2)	-	-	-	-	-	-	0%		
Hispanic	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	0%		
Other Minority	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	0%		
Italian-American	1	1	10%	1	-	-	-	-	-	0%	-	-	-	-	-	-	-	0%		
White (Not Ital)	(3)	6	60%	6	-	-	-	-	(9)	64%	(9)	-	-	-	-	-	-	0%		
All White	(2)	7	70%	7	-	-	-	-	(9)	64%	(9)	-	-	-	-	-	-	0%		
Unknown	1	1	10%	1	-	-	-	-	-	0%	-	-	-	-	-	-	-	0%		
Veterans	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	0%		
Individuals w/Disabilities	-	-	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 %
Total	21	38		35	-	3	-	-	(17)		(12)	(5)	-	-	-	11	
Male	1	10	26%	9	-	1	-	-	(9)	53%	(7)	(2)	-	-	-	5	45%
Female	20	28	74%	26	-	2	-	-	(8)	47%	(5)	(3)	-	-	-	6	55%
Other/Unknown	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
Total Min	22	28	74%	26	-	2	-	-	(6)	35%	(4)	(2)	-	-	-	6	55%
Asian	7	9	24%	8	-	1	-	-	(2)	12%	(2)	-	-	-	-	2	18%
Black	10	11	29%	11	-	-	-	-	(1)	6%	(1)	-	-	-	-	3	27%
Hispanic	5	8	21%	7	-	1	-	-	(3)	18%	(1)	(2)	-	-	-	1	9%
Other Minority	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
Italian-American	1	1	3%	1	-	-	-	-	-	0%	-	-	-	-	-	-	0%
White (Not Ital)	(2)	9	24%	8	-	1	-	-	(11)	65%	(8)	(3)	-	-	-	5	45%
All White	(1)	10	26%	9	-	1	-	-	(11)	65%	(8)	(3)	-	-	-	5	45%
Unknown	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
Veterans	(1)	-	0%	-	-	-	-	-	(1)	6%	(1)	-	-	-	-	-	0%
Individuals w/Disabilities	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 %
Total	1	1		1													
Male	1	1	100%	1						0%							0%
Female			0%							0%							0%
Other/Unknown			0%							0%							0%
Total Min	1	1	100%	1						0%							0%
Asian			0%							0%							0%
Black	1	1	100%	1						0%							0%
Hispanic			0%							0%							0%
Other Minority			0%							0%							0%
Italian-American			0%							0%							0%
White (Not Ital)			0%							0%							0%
All White			0%							0%							0%
Unknown			0%							0%							0%
Veterans			0%							0%							0%
Individuals w/Disabilities			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 %			
Total	19	35		32	-	3	-	-	(16)		(11)	(5)	-	-	-	-	10			
Male	-	8	23%	7	-	1	-	-	(8)	50%	(6)	(2)	-	-	-	-	4	40%		
Female	19	27	77%	25	-	2	-	-	(8)	50%	(5)	(3)	-	-	-	-	6	60%		
Other/Unknown	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	0%		
Total Min	19	25	71%	23	-	2	-	-	(6)	38%	(4)	(2)	-	-	-	-	5	50%		
Asian	5	8	23%	7	-	1	-	-	(2)	13%	(2)	-	-	-	-	-	2	20%		
Black	8	9	26%	9	-	-	-	-	(1)	6%	(1)	-	-	-	-	-	3	30%		
Hispanic	5	8	23%	7	-	1	-	-	(3)	19%	(1)	(2)	-	-	-	-	-	0%		
Other Minority	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	0%		
Italian-American	1	1	3%	1	-	-	-	-	-	0%	-	-	-	-	-	-	-	0%		
White (Not Ital)	(1)	9	26%	8	-	1	-	-	(10)	63%	(7)	(3)	-	-	-	-	5	50%		
All White	-	10	29%	9	-	1	-	-	(10)	63%	(7)	(3)	-	-	-	-	5	50%		
Unknown	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	0%		
Veterans	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	0%		
Individuals w/Disabilities	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 %			
Total	1	2		2	-	-	-	-	(1)		(1)	-	-	-	-	-	1			
Male	-	1	50%	1	-	-	-	-	(1)	100%	(1)	-	-	-	-	-	1	100%		
Female	1	1	50%	1	-	-	-	-	-	0%	-	-	-	-	-	-	-	0%		
Other/Unknown	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	0%		
Total Min	2	2	100%	2	-	-	-	-	-	0%	-	-	-	-	-	-	-	100%		
Asian	1	1	50%	1	-	-	-	-	-	0%	-	-	-	-	-	-	-	0%		
Black	1	1	50%	1	-	-	-	-	-	0%	-	-	-	-	-	-	-	0%		
Hispanic	-	1	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	100%		
Other Minority	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	0%		
Italian-American	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	0%		
White (Not Ital)	(1)	-	0%	-	-	-	-	-	(1)	100%	(1)	-	-	-	-	-	-	0%		
All White	(1)	-	0%	-	-	-	-	-	(1)	100%	(1)	-	-	-	-	-	-	0%		
Unknown	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	0%		
Veterans	(1)	-	0%	-	-	-	-	-	(1)	100%	(1)	-	-	-	-	-	-	0%		
Individuals w/Disabilities	-	-	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 %
Total	(8)	5		4	-	1	-	-	(13)		(8)	(4)	-	(1)	-	-	0%
Male	(1)	2	40%	2	-	-	-	-	(3)	23%	(2)	(1)	-	-	-	-	0%
Female	(7)	3	60%	2	-	1	-	-	(10)	77%	(6)	(3)	-	(1)	-	-	0%
Other/Unknown	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
Total Min	(4)	5	100%	4	-	1	-	-	(9)	69%	(5)	(3)	-	(1)	-	-	0%
Asian	(2)	2	40%	1	-	1	-	-	(4)	31%	(2)	(2)	-	-	-	-	0%
Black	1	3	60%	3	-	-	-	-	(2)	15%	(2)	-	-	-	-	-	0%
Hispanic	(3)	-	0%	-	-	-	-	-	(3)	23%	(1)	(1)	-	(1)	-	-	0%
Other Minority	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
Italian-American	(1)	-	0%	-	-	-	-	-	(1)	8%	(1)	-	-	-	-	-	0%
White (Not Ital)	(3)	-	0%	-	-	-	-	-	(3)	23%	(2)	(1)	-	-	-	-	0%
All White	(4)	-	0%	-	-	-	-	-	(4)	31%	(3)	(1)	-	-	-	-	0%
Unknown	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
Veterans	(1)	-	0%	-	-	-	-	-	(1)	8%	(1)	-	-	-	-	-	0%
Individuals w/Disabilities	(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 %			
Total	(2)	-	0%	-	-	-	-	(2)	100%	(1)	(1)	-	-	-	-	-	-			
Male	(1)	-	0%	-	-	-	-	(1)	50%	-	(1)	-	-	-	-	-	0%			
Female	(1)	-	0%	-	-	-	-	(1)	50%	(1)	-	-	-	-	-	-	0%			
Other/Unknown	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	-	0%			
Total Min	(2)	-	0%	-	-	-	-	(2)	100%	(1)	(1)	-	-	-	-	-	0%			
Asian	(2)	-	0%	-	-	-	-	(2)	100%	(1)	(1)	-	-	-	-	-	0%			
Black	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	-	0%			
Hispanic	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	-	0%			
Other Minority	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	-	0%			
Italian-American	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	-	0%			
White (Not Ital)	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	-	0%			
All White	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	-	0%			
Unknown	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	-	0%			
Veterans	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	-	0%			
Individuals w/Disabilities	(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 %			
Total	(4)	4		4	-	-	-	-	(8)		(5)	(2)	-	(1)	-	-	-	-	-	
Male	1	2	50%	2	-	-	-	-	(1)	13%	(1)	-	-	-	-	-	-	-	0%	
Female	(5)	2	50%	2	-	-	-	-	(7)	88%	(4)	(2)	-	(1)	-	-	-	-	0%	
Other/Unknown	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	0%	
Total Min	(1)	4	100%	4	-	-	-	-	(5)	63%	(3)	(1)	-	(1)	-	-	-	-	0%	
Asian	(1)	1	25%	1	-	-	-	-	(2)	25%	(1)	(1)	-	-	-	-	-	-	0%	
Black	2	3	75%	3	-	-	-	-	(1)	13%	(1)	-	-	-	-	-	-	-	0%	
Hispanic	(2)	-	0%	-	-	-	-	-	(2)	25%	(1)	-	-	(1)	-	-	-	-	0%	
Other Minority	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	0%	
Italian-American	(1)	-	0%	-	-	-	-	-	(1)	13%	(1)	-	-	-	-	-	-	-	0%	
White (Not Ital)	(2)	-	0%	-	-	-	-	-	(2)	25%	(1)	(1)	-	-	-	-	-	-	0%	
All White	(3)	-	0%	-	-	-	-	-	(3)	38%	(2)	(1)	-	-	-	-	-	-	0%	
Unknown	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	0%	
Veterans	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	0%	
Individuals w/Disabilities	-	-	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 %
Total	(1)	1		-	-	1	-	-	(2)		(1)	(1)	-	-	-	-	
Male	-	-	0%	-	-	-	-	-	-		-	-	-	-	-	-	0%
Female	(1)	1	100%	-	-	1	-	-	(2)		(1)	(1)	-	-	-	-	0%
Other/Unknown	-	-	0%	-	-	-	-	-	-		-	-	-	-	-	-	0%
Total Min	-	1	100%	-	-	1	-	-	(1)		-	(1)	-	-	-	-	0%
Asian	1	1	100%	-	-	1	-	-	-		-	-	-	-	-	-	0%
Black	-	-	0%	-	-	-	-	-	-		-	-	-	-	-	-	0%
Hispanic	(1)	-	0%	-	-	-	-	-	(1)		(1)	-	-	-	-	-	0%
Other Minority	-	-	0%	-	-	-	-	-	-		-	-	-	-	-	-	0%
Italian-American	-	-	0%	-	-	-	-	-	-		-	-	-	-	-	-	0%
White (Not Ital)	(1)	-	0%	-	-	-	-	-	(1)		(1)	-	-	-	-	-	0%
All White	(1)	-	0%	-	-	-	-	-	(1)		(1)	-	-	-	-	-	0%
Unknown	-	-	0%	-	-	-	-	-	-		-	-	-	-	-	-	0%
Veterans	-	-	0%	-	-	-	-	-	-		-	-	-	-	-	-	0%
Individuals w/Disabilities	-	-	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 %			
Total	(1)	-	0%	-	-	-	-	(1)	100%	(1)	-	-	-	-	-	-				
Male	(1)	-	0%	-	-	-	-	(1)	100%	(1)	-	-	-	-	-	0%				
Female	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	0%				
Other/Unknown	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	0%				
Total Min	(1)	-	0%	-	-	-	-	(1)	100%	(1)	-	-	-	-	-	0%				
Asian	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	0%				
Black	(1)	-	0%	-	-	-	-	(1)	100%	(1)	-	-	-	-	-	0%				
Hispanic	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	0%				
Other Minority	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	0%				
Italian-American	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	0%				
White (Not Ital)	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	0%				
All White	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	0%				
Unknown	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	0%				
Veterans	(1)	-	0%	-	-	-	-	(1)	100%	(1)	-	-	-	-	-	0%				
Individuals w/Disabilities	-	-	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 %			
Total	(1)	6		5	-	1	-	-	(7)		(6)	(1)	-	-	-	1				
Male	(2)	5	83%	4	-	1	-	-	(7)	100%	(6)	(1)	-	-	-	1	100%			
Female	1	1	17%	1	-	-	-	-	-	0%	-	-	-	-	-	-	0%			
Other/Unknown	-	-	0%	-	-	-	-	-	-	-	-	-	-	-	-	-	0%			
Total Min	(1)	3	50%	3	-	-	-	-	(4)	57%	(4)	-	-	-	-	1	100%			
Asian	(1)	-	0%	-	-	-	-	-	(1)	14%	(1)	-	-	-	-	-	0%			
Black	(2)	1	17%	1	-	-	-	-	(3)	43%	(3)	-	-	-	-	-	0%			
Hispanic	2	2	33%	2	-	-	-	-	-	0%	-	-	-	-	1	100%				
Other Minority	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%			
Italian-American	-	1	17%	-	-	1	-	-	(1)	14%	-	(1)	-	-	-	-	0%			
White (Not Ital)	-	2	33%	2	-	-	-	-	(2)	29%	(2)	-	-	-	-	-	0%			
All White	-	3	50%	2	-	1	-	-	(3)	43%	(2)	(1)	-	-	-	-	0%			
Unknown	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%			
Veterans	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%			
Individuals w/Disabilities	-	-	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 %			
Total	1	2		1	-	1	-	(1)		(1)	-	-	-	-	-	-	-	-		
Male	1	2	100%	1	-	1	-	(1)	100%	(1)	-	-	-	-	-	-	-	0%		
Female	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	0%		
Other/Unknown	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	0%		
Total Min	-	1	50%	1	-	-	-	(1)	100%	(1)	-	-	-	-	-	-	-	0%		
Asian	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	0%		
Black	(1)	-	0%	-	-	-	-	(1)	100%	(1)	-	-	-	-	-	-	-	0%		
Hispanic	1	1	50%	1	-	-	-	-	0%	-	-	-	-	-	-	-	-	0%		
Other Minority	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	0%		
Italian-American	1	1	50%	-	-	1	-	-	0%	-	-	-	-	-	-	-	-	0%		
White (Not Ital)	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	0%		
All White	1	1	50%	-	-	1	-	-	0%	-	-	-	-	-	-	-	-	0%		
Unknown	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	0%		
Veterans	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	0%		
Individuals w/Disabilities	-	-	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 %			
Total	(1)	1		1	-	-	-	(2)		(1)	(1)	-	-	-	-	-	-			
Male	(1)	1	100%	1	-	-	-	(2)	100%	(1)	(1)	-	-	-	-	-	0%			
Female			0%						0%								0%			
Other/Unknown			0%						0%								0%			
Total Min		1	100%	1	-	-	-	(1)	50%	(1)	-	-	-	-	-	-	0%			
Asian			0%						0%								0%			
Black		1	100%	1	-	-	-	(1)	50%	(1)	-	-	-	-	-	-	0%			
Hispanic			0%						0%								0%			
Other Minority			0%						0%								0%			
Italian-American	(1)		0%					(1)	50%		(1)						0%			
White (Not Ital)			0%						0%								0%			
All White	(1)		0%					(1)	50%		(1)						0%			
Unknown			0%						0%								0%			
Veterans			0%						0%								0%			
Individuals w/Disabilities			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 %
Total	(1)	3		3	-	-	-	-	(4)		(4)	-	-	-	-	1	
Male	(2)	2	67%	2	-	-	-	-	(4)	100%	(4)	-	-	-	-	1	100%
Female	1	1	33%	1	-	-	-	-	-	0%	-	-	-	-	-	-	0%
Other/Unknown	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
Total Min	(1)	1	33%	1	-	-	-	-	(2)	50%	(2)	-	-	-	-	-	100%
Asian	(1)	-	0%	-	-	-	-	-	(1)	25%	(1)	-	-	-	-	-	0%
Black	(1)	-	0%	-	-	-	-	-	(1)	25%	(1)	-	-	-	-	-	0%
Hispanic	1	1	33%	1	-	-	-	-	-	0%	-	-	-	-	-	-	100%
Other Minority	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
Italian-American	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
White (Not Ital)	-	2	67%	2	-	-	-	-	(2)	50%	(2)	-	-	-	-	-	0%
All White	-	2	67%	2	-	-	-	-	(2)	50%	(2)	-	-	-	-	-	0%
Unknown	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
Veterans	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%
Individuals w/Disabilities	-	-	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 %			
Total	(3)	-	0%	-	-	-	-	(3)	0%	(3)	-	-	-	-	-	-				
Male	(1)	-	0%	-	-	-	-	(1)	33%	(1)	-	-	-	-	-	0%				
Female	(2)	-	0%	-	-	-	-	(2)	67%	(2)	-	-	-	-	-	0%				
Other/Unknown	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	0%				
Total Min	(3)	-	0%	-	-	-	-	(3)	100%	(3)	-	-	-	-	-	0%				
Asian	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	0%				
Black	(3)	-	0%	-	-	-	-	(3)	100%	(3)	-	-	-	-	-	0%				
Hispanic	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	0%				
Other Minority	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	0%				
Italian-American	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	0%				
White (Not Ital)	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	0%				
All White	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	0%				
Unknown	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	0%				
Veterans	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	0%				
Individuals w/Disabilities	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	0%				

Job Group Summary
Administration 4 (College Lab Tech)

	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 %			
Total	(1)	-	0%	-	-	-	-	(1)	100%	(1)	-	-	-	-	-	-				
Male	(1)	-	0%	-	-	-	-	(1)	100%	(1)	-	-	-	-	-	0%				
Female	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	0%				
Other/Unknown	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	0%				
Total Min	(1)	-	0%	-	-	-	-	(1)	100%	(1)	-	-	-	-	-	0%				
Asian	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	0%				
Black	(1)	-	0%	-	-	-	-	(1)	100%	(1)	-	-	-	-	-	0%				
Hispanic	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	0%				
Other Minority	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	0%				
Italian-American	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	0%				
White (Not Ital)	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	0%				
All White	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	0%				
Unknown	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	0%				
Veterans	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	0%				
Individuals w/Disabilities	-	-	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 %			
Total	(2)	-	0%	-	-	-	-	(2)	100%	(2)	-	-	-	-	-	-				
Male	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	0%				
Female	(2)	-	0%	-	-	-	-	(2)	100%	(2)	-	-	-	-	-	0%				
Other/Unknown	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	0%				
Total Min	(2)	-	0%	-	-	-	-	(2)	100%	(2)	-	-	-	-	-	0%				
Asian	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	0%				
Black	(2)	-	0%	-	-	-	-	(2)	100%	(2)	-	-	-	-	-	0%				
Hispanic	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	0%				
Other Minority	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	0%				
Italian-American	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	0%				
White (Not Ital)	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	0%				
All White	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	0%				
Unknown	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	0%				
Veterans	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	0%				
Individuals w/Disabilities	-	-	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 %			
Total	(14)	10		8	-	1	1	-	(24)		(22)	(2)	-	-	-	2				
Male	(15)	6	60%	5	-	1	-	-	(21)	88%	(20)	(1)	-	-	-	2	100%			
Female	1	4	40%	3	-	-	1	-	(3)	13%	(2)	(1)	-	-	-	-	0%			
Other/Unknown	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%			
Total Min	(16)	8	80%	6	-	1	1	-	(24)	100%	(22)	(2)	-	-	-	2	100%			
Asian	-	2	20%	2	-	-	-	-	(2)	8%	(2)	-	-	-	-	-	0%			
Black	(9)	2	20%	2	-	-	-	-	(11)	46%	(10)	(1)	-	-	-	1	50%			
Hispanic	(7)	4	40%	2	-	1	1	-	(11)	46%	(10)	(1)	-	-	-	1	50%			
Other Minority	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%			
Italian-American	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%			
White (Not Ital)	2	2	20%	2	-	-	-	-	-	0%	-	-	-	-	-	-	0%			
All White	2	2	20%	2	-	-	-	-	-	0%	-	-	-	-	-	-	0%			
Unknown	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%			
Veterans	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0%			
Individuals w/Disabilities	-	-	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 %			
Total	-	1				1			(1)			(1)								
Male	1	1	100%			1				0%									0%	
Female	(1)		0%						(1)	100%		(1)							0%	
Other/Unknown	-		0%							0%									0%	
Total Min	-	1	100%			1			(1)	100%		(1)							0%	
Asian	-		0%							0%									0%	
Black	(1)		0%						(1)	100%		(1)							0%	
Hispanic	1	1	100%			1				0%									0%	
Other Minority	-		0%							0%									0%	
Italian-American	-		0%							0%									0%	
White (Not Ital)	-		0%							0%									0%	
All White	-		0%							0%									0%	
Unknown	-		0%							0%									0%	
Veterans	-		0%							0%									0%	
Individuals w/Disabilities	-		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 %			
Total	(10)	5		5	-	-	-	-	(15)		(15)	-	-	-	-	-	-	-		
Male	(11)	2	40%	2	-	-	-	-	(13)	87%	(13)	-	-	-	-	-	-	0%		
Female	1	3	60%	3	-	-	-	-	(2)	13%	(2)	-	-	-	-	-	-	0%		
Other/Unknown	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	0%		
Total Min	(11)	4	80%	4	-	-	-	-	(15)	100%	(15)	-	-	-	-	-	-	0%		
Asian	-	2	40%	2	-	-	-	-	(2)	13%	(2)	-	-	-	-	-	-	0%		
Black	(6)	1	20%	1	-	-	-	-	(7)	47%	(7)	-	-	-	-	-	-	0%		
Hispanic	(5)	1	20%	1	-	-	-	-	(6)	40%	(6)	-	-	-	-	-	-	0%		
Other Minority	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	0%		
Italian-American	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	0%		
White (Not Ital)	1	1	20%	1	-	-	-	-	-	0%	-	-	-	-	-	-	-	0%		
All White	1	1	20%	1	-	-	-	-	-	0%	-	-	-	-	-	-	-	0%		
Unknown	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	0%		
Veterans	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	0%		
Individuals w/Disabilities	-	-	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 %			
Total	(2)	1		1	-	-	-	(3)		(3)	-	-	-	-	2					
Male	(2)	1	100%	1	-	-	-	(3)	100%	(3)	-	-	-	-	2	100%				
Female	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	0%				
Other/Unknown	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	0%				
Total Min	(3)	-	0%	-	-	-	-	(3)	100%	(3)	-	-	-	-	2	100%				
Asian	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	0%				
Black	(2)	-	0%	-	-	-	-	(2)	57%	(2)	-	-	-	-	-	50%				
Hispanic	(1)	-	0%	-	-	-	-	(1)	33%	(1)	-	-	-	-	-	50%				
Other Minority	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	0%				
Italian-American	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	0%				
White (Not Ital)	1	1	100%	1	-	-	-	-	0%	-	-	-	-	-	-	0%				
All White	1	1	100%	1	-	-	-	-	0%	-	-	-	-	-	-	0%				
Unknown	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	0%				
Veterans	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	0%				
Individuals w/Disabilities	-	-	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 %			
Total	(1)	3		2	-	-	1	-	(4)		(4)	-	-	-	-	-	-	-		
Male	(2)	2	67%	2	-	-	-	-	(4)	100%	(4)	-	-	-	-	-	-	0%		
Female	1	1	33%	-	-	-	1	-	-	0%	-	-	-	-	-	-	-	0%		
Other/Unknown	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	0%		
Total Min	(1)	3	100%	2	-	-	1	-	(4)	100%	(4)	-	-	-	-	-	-	0%		
Asian	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	0%		
Black	-	1	33%	1	-	-	-	-	(1)	25%	(1)	-	-	-	-	-	-	0%		
Hispanic	(1)	2	67%	1	-	-	1	-	(3)	75%	(3)	-	-	-	-	-	-	0%		
Other Minority	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	0%		
Italian-American	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	0%		
White (Not Ital)	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	0%		
All White	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	0%		
Unknown	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	0%		
Veterans	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	0%		
Individuals w/Disabilities	-	-	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 %			
Total	(1)	-	0%	-	-	-	-	(1)	100%	-	(1)	-	-	-	-	-	-			
Male	(1)	-	0%	-	-	-	-	(1)	100%	-	(1)	-	-	-	-	-	0%			
Female	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	-	0%			
Other/Unknown	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	-	0%			
Total Min	(1)	-	0%	-	-	-	-	(1)	100%	-	(1)	-	-	-	-	-	0%			
Asian	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	-	0%			
Black	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	-	0%			
Hispanic	(1)	-	0%	-	-	-	-	(1)	100%	-	(1)	-	-	-	-	-	0%			
Other Minority	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	-	0%			
Italian-American	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	-	0%			
White (Not Ital)	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	-	0%			
All White	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	-	0%			
Unknown	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	-	0%			
Veterans	-	-	0%	-	-	-	-	-	0%	-	-	-	-	-	-	-	0%			
Individuals w/Disabilities	-	-	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. Special
ENG-TECH	Engineering Technician
FAC-DEV	Faculty-Developmental
FAC-INST	Faculty-Instructor
FAC-K-12	Faculty-K-12 (Non-Collegiate)
FAC-LECT	Faculty-Lecturer
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 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).

Summary of Applicants by Job Group

Count of ID EEO	Group	Applied Applicant	Not Applicant	Grand Total
Craft Workers	SKLTRD	210	98	308
	SKLTRD-SUPV	13		13
Executive/Administrative/Managerial	ADMIN1-EXEC	293		293
	ADMIN2	1,720	173	1,893
	FCLY-MGR	13	3	16
	IT-MGR	62		62
	SEC-MGR	40		40
Professional Faculty	FAC-INST	93		93
	FAC-LECT	646		646
	FAC-PROF	5,174	828	6,002
Professional Non-Faculty	ACCT-PRFL	128		128
	ADMIN3	6,998	447	7,445
	ADMIN5	63	16	79
	IT-PRFL	632		632
Service Workers and Others	CPSS	9		9
	CUST	921	2	923
	CUST-SUPV	93	37	130
Administrative Support Workers	CAA	309		309
Grand Total		17,417	1,604	19,021

Summary of Searches by Job Group

Count of ID Group	Job Opening	Posting Title	Applied Applicant	Not Applicant	Grand Total	
ACCT-PRFL	14938	Finance Purchasing Agent, Level 2 (Provisional) - Purchasing and Auxiliary Services	50		50	
	16519	Finance Purchasing Agent, Level 1 (Provisional)	78		78	
ACCT-PRFL Total			128		128	
ADMIN1-EXEC	16818	Executive Director of New Business Development and Corporate Outreach	66		66	
	18504	Executive Director of New Business Development and Corporate Outreach	30		30	
	16234	Assistant Provost for Assessment, Accreditation, and Institutional Effectiveness	55		55	
	14926	Assistant Dean for Graduate Enrollment	62		62	
	16334	Associate Provost for Academic Administration and Faculty Development	80		80	
ADMIN1-EXEC Total			293		293	
ADMIN2	15718	F/T Student Life Mgr	165		165	
	16569	Communications and School Relations Manager - Weissman School of Arts and Sciences	79		79	
	13608	Director, CUNY Center for Student Entrepreneurship	70		70	
	18134	Director, CUNY Startups	133		133	
	16625	Director of External Relations - New York Confucius Institute for Global Finance (NYCIGF)	23	10	33	
	16639	Administrative Director - Lawrence N. Field Programs in Entrepreneurship	57		57	
	16764	Deputy Director of Leadership Giving	31		31	
	18376	Deputy Director of Leadership Giving	22	5	27	
	16179	Finance Manager - Athletics	96	23	119	
	17136	Associate Director of Finance and Administration - Steven L. Newman Real Estate Institute	48	17	65	
	14633	Deputy Director of Marketing and Communications - School of Public Affairs	70		70	
	15784	Associate Director of Outreach and Partnerships	106		106	
	16368	Associate Director of Programming - CUNY Center for Student Entrepreneurship	72		72	
	18420	Associate Director of Programming - CUNY Startups	98		98	
	16390	Director - Graduate Programs	76		76	
	17045	Associate Director of Industry Relations - Engineering MS Program	19		19	
	18495	Associate Director of Industry Relations - Engineering MS Program	18		18	
	16401	Associate Director for Counseling Center	116		116	
	15171	Director for Disability Services	50		50	
	15111	Student Psychological Counselor	94		94	
	17440	Student Psychological Counselor	83	67	150	
	18414	Multimedia Communications Manager	2		2	
	16284	Associate Director of Institutional Research	57		57	
	14761	Director of College Assessment and Accreditation	46		46	
	17068	Marketing Manager	89	51	140	
	ADMIN2 Total			1,720	173	1,893
	ADMIN3	18272	Marketing Coordinator (Publications Design Coordinator)	160	9	169
16473		Academic Programs Assistant	196		196	
15800		Assistant to the Director - Zicklin Undergraduate Honors Program	82		82	
16988		Academic Program Coordinator - Marx School of Public and International Affairs	117	3	120	
18446		Enrollment Coordinator	197	8	205	
17196		Enrollment Research Analyst	115	6	121	
17249		Facilities Property Coordinator	60	4	64	
16624		Administrative Coordinator - Bernard L. Schwartz Communication Institute	222		222	
16763		Honors Program Coordinator	239		239	
16965		Administrative Coordinator - Zicklin School of Business	244		244	
16817		Administrative Coordinator - Buildings and Grounds	115	11	126	
17976		Administrative Coordinator	238	11	249	
18447		Administrative Coordinator	230	14	244	
17140		Assistant Director - Graduate Programs	78	28	106	
13301		Assistant to the Associate Dean - Zicklin School of Business	145		145	
16149		Human Resources Coordinator - Compensation	411		411	
16340		Human Resources Coordinator	360		360	
17438		Assistant Manager of Marketing and Communications	93	37	130	
16439		Finance Coordinator	131	7	138	
17675		Institutional Research Specialist - Enrollment	46		46	
17229		Assistant Director for International Programs - Zicklin School of Business	102		102	
17455		International Programs Specialist	113	68	181	
17137		Public Relations Specialist	67	62	129	
17121		IT Academic Technology Coordinator	38	4	42	
17774		IT Academic Technology Coordinator - SEEK	46	4	50	
16623		Assistant Director for Employer Relations - Graduate Career Management Center (Zicklin School of Business)	74	37	111	
17284		CUNY LEADS Support Specialist / Disabled Veterans Job Developer	43	18	61	
16339		Assistant Director for Writing in Public and International Affairs	72		72	
18444		Assistant Director for Zicklin Undergraduate Programs	87	19	106	
16618		Financial Aid Services Advisor (Multiple Positions)	206		206	
14818		Financial Aid Specialist - Special Programs and SEEK	99		99	
16640		Assistant Director for MBA Admissions and Recruitment	126		126	
18643		Admissions Senior Advisor	55	15	70	
16619	Undergraduate Admissions Coordinator	355		355		
17158	Admissions and Student Services Coordinator - Executive Programs (Zicklin School of Business)	290		290		
15439	Academic SEEK Student Support Specialist (Multiple Positions)	479		479		
17960	Assistant Registrar (Registrar Specialist)	106	74	180		
16391	Registrar Coordinator	224		224		
16394	Registrar Coordinator	179		179		
18374	Enrollment Registrar Coordinator	228		228		
16816	Degree Audit Coordinator (Multiple Positions)	138	2	140		
17326	Registrar Coordinator	206		206		
18178	Enrollment Bursar Coordinator	186	6	192		
ADMIN3 Total			6,998	447	7,445	
ADMIN5	17100	University Engineer (All Levels - Provisional)		16	16	
	16525	Construction Project Manager (All Levels - Provisional)	63		63	
ADMIN5 Total			63	16	79	
CAA	14877	CUNY Administrative Assistant, Level 1A (Provisional) - Management	309		309	
CAA Total			309		309	
CPSS	18499	Campus Public Safety Sergeant (Provisional) - Public Safety	9		9	
CPSS Total			9		9	
CUST	16371	Custodial Assistant (Non-competitive)	431		431	
	17101	Custodial Assistant	298	2	300	
	18344	CUNY Custodial Assistant - Conference Center	192		192	
CUST Total			921	2	923	
CUST-SUPV	16369	Senior Custodial Supervisor (Provisional)	45		45	

Summary of Searches by Job Group

Count of ID		Applied		
CUST-SUPV	18343	Custodial Supervisor (Provisional) - Conference Center	48	48
	18141	Assistant Principal Custodial Supervisor (Provisional) - Buildings and Grounds		37
CUST-SUPV Total			93	37
FAC-INST	15255	Assistant Professor - Psychology	67	67
	17441	Austin W. Marx Chair in International Economics and Governance (Associate or Full Professor)	26	26
FAC-INST Total			93	93
FAC-LECT	15473	Lecturer (Doctoral Schedule) - Research and Analysis/Community Development	24	24
	15727	Lecturer (Doctoral Schedule) - Mathematics	99	99
	17142	Lecturer (Doctoral Schedule) - Global Governance and Public Affairs	18	18
	16250	Distinguished Lecturer - Business Consulting (Management)	58	58
	17434	Distinguished Lecturer - Arts Administration	27	27
	17674	Distinguished Lecturer - Actuarial Science (Mathematics)	21	21
	14740	Director - Business Communication Program (Lecturer)	59	59
	15729	Lecturer - English	140	140
	15835	Lecturer - Communication Studies (Director of the Basic Course)	89	89
	15470	Assistant Professor - Public Budgeting and Financial Management	17	17
	16178	Lecturer in Strategy - Narendra Loomba Department of Management	55	55
	17221	Assistant Professor - Psychology	39	39
FAC-LECT Total			646	646
FAC-PROF	15739	Associate or Full Professor - Marketing Analytics	21	21
	15602	Assistant, Associate or Full Professor - Accountancy	119	119
	17123	Associate or Full Professor - Marketing and International Business	99	99
	17130	Assistant or Associate Professor - Law	163	163
	17212	Endowed Chair - Lawrence N. Field Family Chair in Entrepreneurship		16
	17442	Assistant or Associate Professor - Public and Nonprofit Management	98	98
	17471	Assistant or Associate Professor - Counseling Psychology	34	34
	18552	Assistant or Associate Professor - Operations Management	76	8
	14083	Data Services Librarian (Assistant or Associate Professor) - Business	27	27
	19001	Scholarly Communication Librarian (Instructor or Assistant Professor)	13	13
	13877	Associate or Full Professor - Lawrence N. Field in Entrepreneurship (Management)	40	40
	13817	Assistant, Associate or Full Professor - Marketing Analytics	34	34
	13919	Endowed Chair (Professor or Associate Professor) - Accountancy	5	5
	15422	Associate or Full Professor - The Lawrence N. Field Chair in Entrepreneurship (Management)	40	40
	15837	Associate or Full Professor - Endowed Chair in Western Hemispheric Studies	25	25
	17381	Assistant, Associate or Full Professor - Real Estate (Multiple Positions)	6	165
	17583	Assistant or Associate Professor - Mathematics	4	191
	17594	Assistant or Associate Professor - Mathematics	7	270
	13565	Assistant or Associate Professor - Nonprofit Management (School of Public Affairs)	68	68
	15732	Assistant or Associate Professor - Real Estate (Multiple Positions)	174	174
	15737	Assistant Professor - Communication Studies (Global Corporate Communication)	27	27
	15836	Associate or Full Professor - Nonprofit Management (SPIA)	41	41
	17291	Assistant or Associate Professor - Stan Ross Department of Accountancy (Multiple Positions)	125	125
	17292	Assistant or Associate Professor - Finance (Multiple Positions)	208	208
	17293	Assistant or Associate Professor - Economics (Multiple Positions)	632	632
	17780	Assistant or Associate Professor - Statistics (Multiple Positions)	60	60
	18247	Assistant or Associate Professor - Biology	66	66
	13811	Assistant Professor - Economics and Finance (Multiple Positions)	197	197
	14665	Assistant Professor - Digital Marketing	110	110
	15254	Assistant Professor - Political Science	383	383
	15697	Asst Professor	119	119
	15698	Assistant Professor - Seventeenth Century British Literature (English)	140	140
	15738	Assistant Professor - Communication Studies (Global Advocacy and Digital Media)	73	73
	15782	Assistant Professor - Organic Chemistry	49	49
	15834	Assistant Professor - Psychology	91	91
	17690	Assistant or Associate Professor - Higher Education Administration	85	85
	13812	Assistant or Associate Professor - Real Estate	86	86
	15747	Assistant Professor - Information Systems	58	58
	15838	Assistant Professor - Environmental Sustainability (SPIA)	121	121
	16815	Assistant Professor - Consumer Behavior (Marketing) - Multiple positions	155	155
	17197	Assistant Professor - Strategic Management	123	123
	17198	Assistant Professor - Human Resource Management	84	84
	17213	Assistant Professor - Islamic World (History)	2	178
	17222	Assistant Professor - Political Science	173	173
	17472	Assistant Professor - Creative Writing / Poetry (English)	165	165
	17473	Assistant Professor - 19th Century African-American Literature and Culture (English)	63	63
	17518	Assistant Professor - Audio Journalism	13	13
	17520	Assistant or Associate Professor - Urban Studies	77	77
	17673	Assistant Professor - Translation and Interpreting Studies (English)	80	80
	17872	Assistant or Associate Professor - Biology/Environmental Studies	119	119
	18473	Assistant Professor - Research Methods and International Affairs	63	63
	15650	Assistant or Associate Professor - Mathematics	333	333
FAC-PROF Total			5,174	828
FCLY-MGR	16824	Chief Administrative Superintendent of Building & Grounds, Level 4 (Provisional)	13	3
FCLY-MGR Total			13	3
IT-MGR	16462	Director - Enterprise Systems and Services (IT Computer Systems Manager, Level 3 - Provisional)	62	62
IT-MGR Total			62	62
IT-PRFL	14382	IT Associate, Levels 1-3 (Provisional) - Web Development & Programming	90	90
	16344	IT Associate 3	112	112
	16253	IT Assistant, Level 2 (Provisional) - Desktop Support	340	340
	14413	IT Associate, Levels 1-3 (Provisional) - System Administration for Web and Database Services	90	90
IT-PRFL Total			632	632
SEC-MGR	16524	Campus Security Assistant Director, Level 2 (Provisional)	40	40
SEC-MGR Total			40	40
SKLTRD	17143	Stationary Engineer (Temporary)		18
	17477	Stationary Engineer (Temporary) - Buildings and Grounds		21
	17995	Stationary Engineer (Temporary) - Buildings and Grounds	9	9
	13651	Electrician (Temporary)	40	40
	17282	Electrician (Provisional) - Buildings and Grounds	68	68
	16867	Plumber (Provisional)	62	62
	17836	Plumber (Provisional) - Buildings and Grounds	2	59
	14990	Painter (Temporary - Multiple Positions)	29	29
SKLTRD Total			210	98

Summary of Searches by Job Group

Count of ID		Applied		
SKLTRD-SUPV	15213 Senior Stationary Engineer (Provisional)	13		13
SKLTRD-SUPV Total		13		13
Grand Total		17,417	1,604	19,021

Category Summary

Executive-Administrative-Manual

Executive/Administrative/Managerial

	Records	Applicant	Appl%	Interview	Int%	Offer	Off%	Hire	Hire%
Total	2,304	2,129		147		25		24	
Male	903	850	40%	50	34%	10	40%	9	38%
Female	1,119	1,028	48%	80	54%	13	52%	13	54%
Other	281	250	12%	16	11%	2	8%	2	8%
Total Min	1,168	1,071	50%	62	42%	7	28%	7	29%
Asian	251	230	11%	20	14%	1	4%	1	4%
Black	510	466	22%	21	14%	2	8%	2	8%
Hispanic/Latino	333	305	14%	18	12%	4	16%	4	17%
Two or More	67	64	3%	3	2%	-	0%	-	0%
Italian American	96	92	4%	7	5%	1	4%	1	4%
White (Not Ital)	906	842	40%	71	48%	16	64%	15	63%
Unknown	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%
Total	293	293		18		4		4	
Male	132	132	45%	9	50%	2	50%	2	50%
Female	117	117	40%	7	39%	2	50%	2	50%
Other	44	44	15%	2	11%	-	0%	-	0%
Total Min	128	128	44%	1	6%	-	0%	-	0%
Asian	27	27	9%	-	0%	-	0%	-	0%
Black	60	60	20%	1	6%	-	0%	-	0%
Hispanic/Latino	32	32	11%	-	0%	-	0%	-	0%
Two or More	9	9	3%	-	0%	-	0%	-	0%
Italian American	20	20	7%	3	17%	-	0%	-	0%
White (Not Ital)	129	129	44%	13	72%	4	100%	4	100%
								-	
Unknown	16	16	5%	1	6%	-	0%	-	0%

Job Group Summary

Administration 2 (Managers)

ADMIN2

	Records	Applicant	Appl%	Interview	Int%	Offer	Off%	Hire	Hire%
Total	1,893	1,721		119		17		17	
Male	679	627	36%	34	29%	5	29%	5	29%
Female	989	900	52%	71	60%	10	59%	10	59%
Other	224	193	11%	13	11%	2	12%	2	12%
Total Min	978	883	51%	55	46%	5	29%	5	29%
Asian	207	187	11%	19	16%	1	6%	1	6%
Black	428	384	22%	18	15%	1	6%	1	6%
Hispanic/Latino	281	254	15%	15	13%	3	18%	3	18%
Two or More	55	52	3%	3	3%	-	0%	-	0%
Italian American	73	69	4%	4	3%	1	6%	1	6%
White (Not Ital)	730	667	39%	54	45%	10	59%	10	59%
								-	
Unknown	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%
Total	16	13		4		1		1	
Male	11	10	77%	3	75%	1	100%	1	100%
Female	2	-	0%	-	0%	-	0%	-	0%
Other	3	3	23%	1	25%	-	0%	-	0%
Total Min	8	6	46%	3	75%	-	0%	-	0%
Asian	1	-	0%	-	0%	-	0%	-	0%
Black	2	2	15%	1	25%	-	0%	-	0%
Hispanic/Latino	4	3	23%	2	50%	-	0%	-	0%
Two or More	1	1	8%	-	0%	-	0%	-	0%
Italian American	1	1	8%	-	0%	-	0%	-	0%
White (Not Ital)	7	6	46%	1	25%	1	100%	1	100%
								-	
Unknown	-	-	0%	-	0%	-	0%	-	0%

Job Group Summary

IT Manager

IT-MGR

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

Job Group Summary

Security Manager

SEC-MGR

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

Category Summary

Professional Faculty

Professional Faculty

	Records	Applicant	Appl%	Interview	Int%	Offer	Off%	Hire	Hire%
Total	6,741	5,927		400		84		65	
Male	3,266	2,792	47%	180	45%	42	50%	34	52%
Female	2,114	1,958	33%	133	33%	25	30%	20	31%
Other	1,360	1,176	20%	87	22%	17	20%	11	17%
Total Min	3,077	2,744	46%	177	44%	40	48%	33	51%
Asian	1,915	1,659	28%	97	24%	16	19%	14	22%
Black	491	472	8%	23	6%	9	11%	7	11%
Hispanic/Latino	548	503	8%	47	12%	14	17%	12	18%
Two or More	116	103	2%	10	3%	1	1%	-	0%
Italian American	131	120	2%	10	3%	1	1%	1	2%
White (Not Ital)	3,133	2,706	46%	191	48%	40	48%	29	45%
Unknown	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%
Total	6,002	5,188		332		72		54	
Male	2,937	2,463	47%	147	44%	35	49%	28	52%
Female	1,810	1,654	32%	105	32%	20	28%	15	28%
Other	1,255	1,071	21%	80	24%	17	24%	11	20%
Total Min	2,743	2,410	46%	147	44%	37	51%	30	56%
Asian	1,781	1,525	29%	81	24%	14	19%	12	22%
Black	386	367	7%	19	6%	8	11%	6	11%
Hispanic/Latino	467	422	8%	39	12%	14	19%	12	22%
Two or More	103	90	2%	8	2%	1	1%	-	0%
Italian American	107	96	2%	7	2%	-	0%	-	0%
White (Not Ital)	2,798	2,371	46%	162	49%	34	47%	24	44%
								-	
Unknown	354	311	6%	16	5%	1	1%	-	0%

Job Group Summary

Faculty-Instructor

FAC-INST

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

Job Group Summary

Faculty-Lecturer

FAC-LECT

	Records	Applicant	Appl%	Interview	Int%	Offer	Off%	Hire	Hire%
Total	646	646		61		10		10	
Male	290	290	45%	29	48%	6	60%	6	60%
Female	267	267	41%	27	44%	4	40%	4	40%
Other	88	88	14%	5	8%	-	0%	-	0%
Total Min	303	303	47%	27	44%	3	30%	3	30%
Asian	118	118	18%	14	23%	2	20%	2	20%
Black	96	96	15%	4	7%	1	10%	1	10%
Hispanic/Latino	77	77	12%	8	13%	-	0%	-	0%
Two or More	11	11	2%	1	2%	-	0%	-	0%
Italian American	21	21	3%	3	5%	1	10%	1	10%
White (Not Ital)	280	280	43%	25	41%	4	40%	4	40%
								-	
Unknown	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%
Total	8,284	7,822		277		46		45	
Male	2,591	2,455	31%	91	33%	15	33%	15	33%
Female	4,877	4,607	59%	173	62%	29	63%	28	62%
Other	815	759	10%	13	5%	2	4%	2	4%
Total Min	5,672	5,356	68%	181	65%	35	76%	34	76%
Asian	1,435	1,331	17%	53	19%	14	30%	14	31%
Black	2,160	2,046	26%	62	22%	11	24%	11	24%
Hispanic/Latino	1,808	1,722	22%	60	22%	9	20%	9	20%
Two or More	242	233	3%	5	2%	1	2%	-	0%
Italian American	212	197	3%	15	5%	1	2%	1	2%
White (Not Ital)	1,919	1,804	23%	66	24%	8	17%	8	18%
Unknown	481	465	6%	15	5%	2	4%	2	4%

Job Group Summary

Acct-PRFL

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

Job Group Summary

Administration 3 (Professional)

ADMIN3

	Records	Applicant	Appl%	Interview	Int%	Offer	Off%	Hire	Hire%
Total	7,445	6,999		266		40		39	
Male	2,010	1,885	27%	86	32%	12	30%	12	31%
Female	4,716	4,449	64%	168	63%	27	68%	26	67%
Other	718	664	9%	12	5%	1	3%	1	3%
Total Min	5,060	4,754	68%	172	65%	30	75%	29	74%
Asian	1,216	1,116	16%	50	19%	11	28%	11	28%
Black	1,980	1,870	27%	58	22%	9	23%	9	23%
Hispanic/Latino	1,621	1,537	22%	58	22%	9	23%	9	23%
Two or More	220	211	3%	5	2%	1	3%	-	0%
Italian American	198	183	3%	15	6%	1	3%	1	3%
White (Not Ital)	1,745	1,636	23%	64	24%	7	18%	7	18%
Unknown	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%
Total	79	63		-		-		-	
Male	52	41	65%	-	0%	-	0%	-	0%
Female	14	11	17%	-	0%	-	0%	-	0%
Other	13	11	17%	-	0%	-	0%	-	0%
Total Min	41	31	49%	-	0%	-	0%	-	0%
Asian	15	11	17%	-	0%	-	0%	-	0%
Black	14	10	16%	-	0%	-	0%	-	0%
Hispanic/Latino	11	9	14%	-	0%	-	0%	-	0%
Two or More	1	1	2%	-	0%	-	0%	-	0%
Italian American	2	2	3%	-	0%	-	0%	-	0%
White (Not Ital)	30	24	38%	-	0%	-	0%	-	0%
Unknown	6	6	10%	-	0%	-	0%	-	0%

Job Group Summary

IT Computer Professional

IT-PRFL

	Records	Applicant	Appl%	Interview	Int%	Offer	Off%	Hire	Hire%
Total	632	632		4		4		4	
Male	473	473	75%	2	50%	2	50%	2	50%
Female	88	88	14%	1	25%	1	25%	1	25%
Other	71	71	11%	1	25%	1	25%	1	25%
Total Min	471	471	75%	3	75%	3	75%	3	75%
Asian	169	169	27%	2	50%	2	50%	2	50%
Black	131	131	21%	1	25%	1	25%	1	25%
Hispanic/Latino	148	148	23%	-	0%	-	0%	-	0%
Two or More	19	19	3%	-	0%	-	0%	-	0%
Italian American	10	10	2%	-	0%	-	0%	-	0%
White (Not Ital)	121	121	19%	1	25%	1	25%	1	25%
Unknown	30	30	5%	-	0%	-	0%	-	0%

Category Summary

Administrative Support

Administrative Support Workers

	Records	Applicant	Appl%	Interview	Int%	Offer	Off%	Hire	Hire%
Total	309	309		1		1		1	
Male	63	63	20%	-	0%	-	0%	-	0%
Female	212	212	69%	1	100%	1	100%	1	100%
Other	34	34	11%	-	0%	-	0%	-	0%
Total Min	233	233	75%	1	100%	1	100%	1	100%
Asian	47	47	15%	-	0%	-	0%	-	0%
Black	109	109	35%	1	100%	1	100%	1	100%
Hispanic/Latino	71	71	23%	-	0%	-	0%	-	0%
Two or More	4	4	1%	-	0%	-	0%	-	0%
Italian American	6	6	2%	-	0%	-	0%	-	0%
White (Not Ital)	54	54	17%	-	0%	-	0%	-	0%
Unknown	16	16	5%	-	0%	-	0%	-	0%

Job Group Summary
CUNY Admin Assistant

CAA

	Records	Applicant	Appl%	Interview	Int%	Offer	Off%	Hire	Hire%
Total	309	309		1		1		1	
Male	63	63	20%	-	0%	-	0%	-	0%
Female	212	212	69%	1	100%	1	100%	1	100%
Other	34	34	11%	-	0%	-	0%	-	0%
Total Min	233	233	75%	1	100%	1	100%	1	100%
Asian	47	47	15%	-	0%	-	0%	-	0%
Black	109	109	35%	1	100%	1	100%	1	100%
Hispanic/Latino	71	71	23%	-	0%	-	0%	-	0%
Two or More	4	4	1%	-	0%	-	0%	-	0%
Italian American	6	6	2%	-	0%	-	0%	-	0%
White (Not Ital)	54	54	17%	-	0%	-	0%	-	0%
								-	
Unknown	16	16	5%	-	0%	-	0%	-	0%

Category Summary

Craft Workers

Craft Workers

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

Job Group Summary

Skilled Trades

SKLTRD

	Records	Applicant	Appl%	Interview	Int%	Offer	Off%	Hire	Hire%
Total	308	219		30		8		6	
Male	241	164	75%	27	90%	6	75%	4	67%
Female	13	9	4%	1	3%	1	13%	1	17%
Other	54	46	21%	2	7%	1	13%	1	17%
Total Min	146	98	45%	9	30%	2	25%	1	17%
Asian	15	12	5%	-	0%	-	0%	-	0%
Black	68	47	21%	4	13%	-	0%	-	0%
Hispanic/Latino	55	33	15%	4	13%	2	25%	1	17%
Two or More	7	6	3%	1	3%	-	0%	-	0%
Italian American	12	7	3%	1	3%	1	13%	-	0%
White (Not Ital)	137	103	47%	17	57%	4	50%	4	67%
								-	
Unknown	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%
Total	13	13		1		1		1	
Male	9	9	69%	1	100%	1	100%	1	100%
Female	2	2	15%	-	0%	-	0%	-	0%
Other	2	2	15%	-	0%	-	0%	-	0%
Total Min	6	6	46%	-	0%	-	0%	-	0%
Asian	-	-	0%	-	0%	-	0%	-	0%
Black	1	1	8%	-	0%	-	0%	-	0%
Hispanic/Latino	5	5	38%	-	0%	-	0%	-	0%
Two or More	-	-	0%	-	0%	-	0%	-	0%
Italian American	2	2	15%	-	0%	-	0%	-	0%
White (Not Ital)	5	5	38%	1	100%	1	100%	1	100%
								-	
Unknown	-	-	0%	-	0%	-	0%	-	0%

Category Summary

Technicians

Technicians

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

Category Summary

Service Workers and Others

Service Workers and Others

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

Job Group Summary

Campus Peace Officer-Sergeant

CPSS

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

Job Group Summary

Custodial

CUST

	Records	Applicant	Appl%	Interview	Int%	Offer	Off%	Hire	Hire%
Total	923	921		13		9		6	
Male	610	609	66%	6	46%	4	44%	2	33%
Female	164	164	18%	4	31%	4	44%	3	50%
Other	149	148	16%	3	23%	1	11%	1	17%
Total Min	816	814	88%	10	77%	7	78%	5	83%
Asian	33	33	4%	1	8%	1	11%	1	17%
Black	450	450	49%	4	31%	3	33%	1	17%
Hispanic/Latino	311	309	34%	5	38%	3	33%	3	50%
Two or More	19	19	2%	-	0%	-	0%	-	0%
Italian American	5	5	1%	-	0%	-	0%	-	0%
White (Not Ital)	52	52	6%	1	8%	1	11%	-	0%
								-	
Unknown	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%
Total	130	93		13		3		3	
Male	100	70	75%	10	77%	2	67%	2	67%
Female	14	12	13%	1	8%	-	0%	-	0%
Other	16	11	12%	2	15%	1	33%	1	33%
Total Min	101	70	75%	12	92%	3	100%	3	100%
Asian	3	2	2%	-	0%	-	0%	-	0%
Black	42	28	30%	3	23%	-	0%	-	0%
Hispanic/Latino	51	35	38%	8	62%	2	67%	2	67%
Two or More	5	5	5%	1	8%	1	33%	1	33%
Italian American	3	1	1%	-	0%	-	0%	-	0%
White (Not Ital)	15	12	13%	-	0%	-	0%	-	0%
Unknown	11	10	11%	1	8%	-	0%	-	0%