

2022 – 2023 AFFIRMATIVE ACTION PLANS

Baruch College

Covering Women (Gender) and Historically Underrepresented Groups (Federally Protected Racial/Ethnic Groups) (Executive Order 11246), Individuals with Disabilities (Section 503), and Protected Veterans (VEVRAA)

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This plan is available for review at: Newman Library -Baruch College 151 E 25th St, New York, NY 10010 and [on the website of the Baruch College's Office of Diversity, Compliance, and Equity Initiatives.](#)



TABLE OF CONTENTS

PART ONE: INTRODUCTION AND BACKGROUND	3
OVERVIEW	3
ORGANIZATION CHART	5
RELEVANT POLICIES	5
RESPONSIBILITY FOR IMPLEMENTATION.....	7
IMPACT OF COVID-RELATED EVENTS	9
PART TWO: DATA AND ANALYSIS	10
DATA SOURCES	10
WORKFORCE ANALYSIS.....	12
JOB GROUPS, DISCIPLINES, AND MARKET DATA	13
UTILIZATION ANALYSIS	14
OTHER ANALYSES	17
PART THREE: ACTION-ORIENTED PROGRAMS	20
PRIOR-YEAR PROGRAMS	20
2022-2023 PLANNED PROGRAMS	25
ONGOING ACTIVITIES	25
INTERNAL AUDIT AND REPORTING.....	27
APPENDICES	28

PART ONE: INTRODUCTION AND BACKGROUND

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

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

This plan reflects requirements for implementing:

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

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

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

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

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

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

OVERVIEW

Location, Degrees, Accreditation

Baruch College 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 19,000 students, who speak more than 100 languages and trace their heritage to more than 155 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 Association to Advance Collegiate Schools of Business (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 300,000 print volumes, 500,000 eBook Titles, and over two million units of microform. The Library's collection of electronic resources includes several hundred online databases, accessible from over 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 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 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. Today, Baruch College enrolls more than 19,000 students representing over 155 countries. It also has 13 varsity NCAA Division III sports teams on campus.

Mission

Baruch College provides an inclusive, transformational education in the arts and sciences, business, and public and international affairs to students from New York and around the world and creates new knowledge through scholarship and research.

A Baruch education is a financially accessible and powerful catalyst for the social, cultural, and economic mobility of students and a strong foundation for lifelong learning and community impact. Our distinguished undergraduate and graduate academic programs offer extraordinary value. Our diverse and outstanding faculty and staff are themselves lifelong learners, who continue to develop their expertise as teachers and administrators, augment their success as scholars and practitioners and exercise their talent as creators of art and facilitators of student success.

ORGANIZATION CHART

Appendix A displays an organization chart.

RELEVANT POLICIES

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

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

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

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

Equal Opportunity and Non-Discrimination Policy

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

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

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

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

Affirmative Action Policy

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

ARTICLE V FACULTY, STAFF AND ADMINISTRATION

Policy 5.04 - Affirmative Action:

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

Sexual Misconduct Policy

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

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

Defining conduct that constitutes prohibited Sexual Misconduct;

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

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

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

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

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

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

Other Policies

It is our policy to recruit, employ, retain, promote, and provide benefits to employees and to admit and provide services for students without regard to race, color, national or ethnic origin, religion, age, sex, sexual orientation, gender identity, marital status, disability, genetic predisposition or

carrier status, alienage, citizenship, military or veteran status, unemployment status or status as victim of domestic violence.

Management reaffirms its non-discrimination policies annually. **Appendix B** contains the most recent reaffirmation letter, issued on August 3, 2022.

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

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

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

RESPONSIBILITY FOR IMPLEMENTATION

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

The President

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

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

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

Chief Diversity Officer

The President has designated Elliott Dawes as Executive Chief Diversity Officer (CDO) and Responsible Official who:

- Provides confidential consultation for, investigates, and resolves discrimination/harassment complaints
- Distributes new and revised policies and notices, integrating them into training programs, search

committee orientations, websites, and other communications

- Evaluates affirmative action programs and initiatives
- Prepares and communicates affirmative action plan reports
- Consults with hiring teams and managers on recruitment and selection, overseeing recruitment plans and effective recruitment/selection strategies
- Participates in CUNY initiatives promoting diversity and inclusion.

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

Officials

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

Committee(s) on Diversity and Inclusion

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

Presidential Advisory Committee on Diversity, Equity, and Inclusion (PACDEI)

Co-Chairs

Leslie Ann Hunt, Director of Graduate Programs, Weissman School of Arts and Sciences
Sam Johnson, Professor, Psychology

Members

Cristina Balboa, Associate Professor, Marxe School of Public and International Affairs
Andrea Caviness, Executive Director of Human Resources
Paquita Davis-Friday, Senior Associate Dean, Zicklin School of Business
Elliott Dawes, Executive Chief Diversity Officer
Patricia Fleming, Director of Disability Services
Meechal Hoffman, Director of the Bernard L. Schwartz Communication Institute
Rosa Kelley, Director of International Student Services
Robert Kunicki, Assistant Director for Student Success, Assessment and Enrollment Initiatives
Kenya N. Lee, Chief of Staff

Scott Newbert, Professor of Management and Academic Director, Lawrence N. Field Center for Entrepreneurship
Kristy Perez, Director of SEEK
Damali Tolson, Director of Student Life

Marxe School DEI Committee

WSAS DEI Alliance

Zicklin DEI Task Force

University Management

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

IMPACT OF COVID-RELATED EVENTS

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

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

- Complaint intake and investigation
- Accommodations for individuals with disabilities
- Recruitment advertising and outreach
- Oversight of hiring, advancement and separation practices
- Consulting to management.
- Promoting Gender Equity and Gender Identity Inclusion (GENDA)

PART TWO: DATA AND ANALYSIS

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

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

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

DATA SOURCES

This section describes how CUNY prepares data for this report.

Employee Data

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

We invite employees to self-identify gender, race/ethnicity, veteran status, and disability status. Employees may update selections at any time on an Employee Self-Service portal. The university last conducted a system-wide self-identification canvas in 2018. In March 2018, Baruch College sent an announcement requesting that employees fill out the self-identification information on CUNYfirst.

The City University of New York is committed to equal opportunity, and personnel decisions are made on the basis of qualifications without regard to race, color, creed, national origin, ethnicity, ancestry, religion, age, sex, sexual orientation, gender, and/or gender identity, marital status, partnership status, disability, genetic information, alienage, citizenship, military or veteran status, pregnancy, or status as a victim of domestic violence, stalking, or sex offense. The University also complies with federal affirmative action regulations. In order for the University to comply with state, federal and University reporting requirements and to assess the effectiveness of our recruitment efforts, new students and employees are asked to complete a self-identification form. Completion of this form is, however, voluntary and the information collected will be used as required by law.

On November 18, 2022, CUNY updated its methods of data collection. As per recent state law, CUNY has updated its methods to collect information on student and employee Gender Identity. CUNY clarified that the choice of Non-Binary corresponds to the mandated choice of (X). Additionally, CUNY is implementing on-line capability in CUNYfirst for employees to enter or change Gender

Identity.

The CUNYfirst self-service module has a new module, “Gender Identity”. Employees can still choose only one option for any given time period. Changes in identity will be reflected in both the student and personnel systems and vice versa.

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

Self-Identification Categories

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

- Total Minorities (all groups other than White, reported as a single category). The Baruch College Office of Diversity, Compliance, and Equity Initiatives (ODCEI) also uses the terms “underrepresented groups” and “historically underrepresented groups.”
- Asian (consolidates Asian, Hawaiian, and Other Pacific Islander)
- Black/African American
- Hispanic/Latino
- White (not a protected group).

American Indian/Alaska Native and Two or More Races are included under Total Minorities but not separately reported. The Baruch College Office of Diversity, Compliance, and Equity Initiatives (ODCEI) also uses the terms “underrepresented groups” and “historically underrepresented groups.”

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

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

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

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

Of 1161 employees, 1 employee did not identify a gender and 6 employees did not identify a valid race/ethnicity category. Anyone who did not specify a gender and/or ethnicity is included in the Workforce Analysis but not assigned to a protected group; 669 employees did not identify a veteran status and 1025 did not identify a disability status. Disability and veteran status are priorities for future self-identification campaigns. Of the 1161 employees 10 have confirmed that they are veterans and 482 are not veterans. Furthermore, 24 employees have confirmed that they have a disability and 60 do not have a disability.

Labor Market Source Data

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

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

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

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

WORKFORCE ANALYSIS

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

587 or 50.559% of employees (staff and faculty) identify themselves as women and 572 or 49.267% identify themselves as men.

- a. Of the above employees who identify themselves as women, 344, or 58.603% identify themselves as belonging to one of the "minority" groups (also identified by Baruch College ODCEI as people from underrepresented groups).
- b. Of the above employees who identify themselves as men, 282, or 49.300% identify themselves as belonging to one of the "minority" groups (also identified by Baruch College ODCEI people from underrepresented groups).
- c. The total number of those who identify themselves in the "minority" group as females (also

identified by Baruch College ODCEI as women and people from underrepresented groups) exceed those who identify themselves as males in the “minority” group by 62 (also identified by Baruch College ODCEI as people from underrepresented groups)

- d. 626, or 53.919%, identify themselves as belonging to one of the “minority” groups (also identified by Baruch College ODCEI as people from underrepresented groups), and 487, or 41.946% identify themselves as being “White” (and not “Italian”). Thus, the total number of employees who identify themselves as being part of a “minority” group (also identified by Baruch College ODCEI as women and people from underrepresented groups) exceeds the number of employees who identify themselves as being “White” (and not “Italian”) by 139.
- e. 48, or 4.134 % of the staff, identify themselves as Italian American; 20, or 41.666% of those in this group, identify themselves as female, and 28, or 58.333%, as males.

JOB GROUPS, DISCIPLINES, AND MARKET DATA

Job Groups

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

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

Workforce Summary by Job Group and Category (excludes Chief Executive)

June 1, 2022

Baruch College

Total Employees: 1,160

Executive/Administrative/Managerial

Job Group	Staff	Female #	Female %	Minority #	Minority %	Italian Am. #	Italian Am. %
Admin 1: Executive	31	18	58.1%	10	32.3%	3	9.7%
Admin 2: Managerial	150	110	73.3%	72	48.0%	10	6.7%
Managerial: Facilities	1	0	0.0%	0	0.0%	0	0.0%
Managerial: Info Tech	3	0	0.0%	3	100.0%	0	0.0%
Managerial: Security	5	2	40.0%	5	100.0%	0	0.0%

Professional Faculty

Job Group	Staff	Female #	Female %	Minority #	Minority %	Italian Am. #	Italian Am. %
Faculty: Professoriate	399	152	38.1%	129	32.3%	17	4.3%
Faculty: Librarian	21	10	47.6%	12	57.1%	2	9.5%
Faculty: Lecturer	56	22	39.3%	15	26.8%	7	12.5%

Professional Non-Faculty

Job Group	Staff	Female #	Female %	Minority #	Minority %	Italian Am. #	Italian Am. %
Accountant: Professional	5	5	100.0%	4	80.0%	0	0.0%
Admin 3: Professional	205	151	73.7%	147	71.7%	4	2.0%
Admin 5: Engineer-Architect	1	0	0.0%	0	0.0%	0	0.0%
Info Tech: Professional	28	6	21.4%	25	89.3%	0	0.0%

Administrative Support Workers

Job Group	Staff	Female #	Female %	Minority #	Minority %	Italian Am. #	Italian Am. %
Accountant: Assistant	6	5	83.3%	6	100.0%	0	0.0%
Administrative Assistant	18	14	77.8%	12	66.7%	0	0.0%
Office Assistant	41	35	85.4%	30	73.2%	3	7.3%
Mail Services Worker	3	0	0.0%	3	100.0%	0	0.0%

Technicians

Job Group	Staff	Female #	Female %	Minority #	Minority %	Italian Am. #	Italian Am. %
Admin 4: College Lab Technician	6	4	66.7%	2	33.3%	0	0.0%
Broadcast-Media	2	0	0.0%	2	100.0%	0	0.0%

Craft Workers

Job Group	Staff	Female #	Female %	Minority #	Minority %	Italian Am. #	Italian Am. %
Skilled Trades: Supervisory	4	0	0.0%	1	25.0%	0	0.0%
Skilled Trades: Not Supervisory	21	0	0.0%	8	38.1%	1	4.8%
Laborers and Helpers	1	0	0.0%	1	100.0%	0	0.0%
Basic Crafts-Buildings and Grounds	9	0	0.0%	5	55.6%	1	11.1%

Service Workers

Job Group	Staff	Female #	Female %	Minority #	Minority %	Italian Am. #	Italian Am. %
Campus Public Safety Sergeant	9	3	33.3%	8	88.9%	0	0.0%
Campus Peace Officer	32	9	28.1%	32	100.0%	0	0.0%
Campus Security Assistant	25	10	40.0%	23	92.0%	0	0.0%
Custodial: Supervisory	11	2	18.2%	10	90.9%	0	0.0%
Custodial: Assistant	67	29	43.3%	60	89.6%	0	0.0%

Executive/Administrative/Managerial

Job Group	Staff	Female #	Female %	Minority #	Minority %	Italian Am. #	Italian Am. %
Admin 2: Managerial Adjunct	195	119	61.0%	83	42.6%	4	2.1%

Professional Faculty

Job Group	Staff	Female #	Female %	Minority #	Minority %	Italian Am. #	Italian Am. %
Faculty: Lecturer Adjunct	577	232	40.2%	221	38.3%	21	3.6%
Faculty: Professoriate Adjunct	343	140	40.8%	96	28.0%	13	3.8%
Faculty: Continuing Education	25	11	44.0%	10	40.0%	0	0.0%

Professional Non-Faculty

Job Group	Staff	Female #	Female %	Minority #	Minority %	Italian Am. #	Italian Am. %
Disability Accommodation Specl Adjun	1	0	0.0%	1	100.0%	0	0.0%
Info Tech: Professional Adjunct	18	9	50.0%	6	33.3%	1	5.6%

Administrative Support Workers

Job Group	Staff	Female #	Female %	Minority #	Minority %	Italian Am. #	Italian Am. %
Office Assistant Adjunct	564	362	64.2%	434	77.0%	4	0.7%

Technicians

Job Group	Staff	Female #	Female %	Minority #	Minority %	Italian Am. #	Italian Am. %
Admin 4: College Lab Technician Adjun	4	2	50.0%	2	50.0%	0	0.0%

Summary for Professorial Rank Faculty by Title and Tenure Status

June 1,2022

Baruch College

Total Professorial Faculty: 399

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

Title	Ttl Empls	Female #	Female %	Minority #	Minority %	ItalAm #	ItalAm %
Asst Professor	101	41	40.6%	55	54.5%	2	2.0%
Substitute >=6 Mo Or Prior Ben	4	2	50.0%	1	25.0%	1	25.0%
Tenured	4	0	0.0%	1	25.0%	0	0.0%
Track Tenure	93	39	41.9%	53	57.0%	1	1.1%
Assc Professor	141	55	39.0%	49	34.8%	7	5.0%
Tenured	134	53	39.6%	45	33.6%	7	5.2%
Track Tenure	7	2	28.6%	4	57.1%	0	0.0%
Visiting Professor	1	1	100.0%	0	0.0%	0	0.0%
Visiting > = 50%	1	1	100.0%	0	0.0%	0	0.0%
Professor	150	52	34.7%	25	16.7%	8	5.3%
Tenured	150	52	34.7%	25	16.7%	8	5.3%
Dist Professor	6	3	50.0%	0	0.0%	0	0.0%
Instructors and others PSC	6	3	50.0%	0	0.0%	0	0.0%

Academic Disciplines

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

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

Labor Market Availability

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

UTILIZATION ANALYSIS

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

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

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

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

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

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

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

Baruch College

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

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

2019: Underutilization reported in the 2019 - 2020 Plan (i.e., based on employee census as of 6/1/2019)

2020: Underutilization reported in the 2020 - 2021 Plan (i.e., based on employee census as of 6/1/2020)

2021: Underutilization reported in the 2021 - 2022 Plan (i.e., based on employee census as of 6/1/2021)

2022: Underutilization reported in the 2022 - 2023 Plan (i.e., this plan).

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

Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/AfricanAm.	Hispanic/Latino	Italian American
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Faculty: Professoriate

2022	399					
2021	416					
2020	424					
2019	428					

Faculty: Librarian

2022	21	7				
2021	19	8				
2020	22	8				
2019	21	7				

Faculty: Lecturer

2022	56	7		6		
2021	57	9		7		
2020	61	7	5	7		
2019	61		5	7		2

Exhibit: Summary of Historical Changes in Underutilization -Staff/College Lab Tech (Italian American Plan) 2022 -2023
Baruch College

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

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

2019: Underutilization reported in the 2019 - 2020 plan (i.e., based on employee census as of 6/1/2019)

2020: Underutilization reported in the 2020 - 2021 plan (i.e., based on employee census as of 6/1/2020)

2021: Underutilization reported in the 2021 - 2022 plan (i.e., based on employee census as of 6/1/2021)

2022: Underutilization reported in the 2022 - 2023 plan (i.e., this plan).

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

Executive/Administrative/Managerial

Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino	Italian American
-------------	--------	----------------	--------------------	--------------------	------------------	------------------

Admin 1: Executive

2022	31		1		1	
2021	30					
2020	33					
2019	33					1

Admin 2: Managerial

2022	150					5
2021	153			6		4
2020	152					4
2019	155			7		4

Managerial: Security

2022	5					1
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Professional Non-Faculty

Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino	Italian American
-------------	--------	----------------	--------------------	--------------------	------------------	------------------

Accountant: Professional

2022	5			2		
2021	5			2		
2020	5			2		
2019	6			2		

Admin 3: Professional

2022	205					22
2021	203					22
2020	207					22
2019	199					21

Info Tech: Professional

2022	28	6				2
2021	26	4				2
2020	26	4				2
2019	25	4				2

Administrative Support Workers

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino	Italian American
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Accountant: Assistant

2022	6						1
2021	5						1
2020	6						1
2019	7						1

Administrative Assistant

2022	18						1
2021	20						1
2020	20						1
2019	21					1	1

Office Assistant

2022	41						4
2021	38						4
2020	44						5
2019	53						6

Technicians

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino	Italian American
--	-------------	--------	----------------	--------------------	--------------------	------------------	------------------

Admin 4: College Lab Technician

College Lab Tech: Science, Tech, Eng.

2020	5					1	1
2019	5					1	1

Craft Workers

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino	Italian American
--	-------------	--------	----------------	--------------------	--------------------	------------------	------------------

Basic Crafts-Buildings and Grounds

2022	9	1		1			
2021	10	2		1			
2020	10	2		1			
2019	12	2		1	1		

Skilled Trades: Not Supervisory

2022	21				2		2
2021	15		4		2	2	1
2020	18		5		2	3	2
2019	23		7		3	4	1

Service Workers

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino	Italian American
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Campus Peace Officer

Service Workers

Campus Peace Officer

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino	Italian American
2022	32						5
2021	34			2			5
2020	36			2			6
2019	34			2			5

Campus Public Safety Sergeant

2022	9						
2021	11			1			
2020	11			1			
2019	10	1					

Campus Security Assistant

2022	25						2
2021	28						2
2020	29						2
2019	33						3

Custodial: Assistant

2022	67						5
2021	69						5
2020	72						5
2019	77						6

Custodial: Supervisory

2022	11	2		1			1
2021	12	2		1			1
2020	12	2		1			1
2019	10			1			1

Utilization, Underutilization, and Placement Goals

Job groups where there is no underutilization - This area includes the following gender and race/ethnicities - Asian (consolidates Asian, Hawaiian, and Other Pacific Islander) Black/African American Hispanic/Latino and Italian Americans.

Faculty	Staff
	<p>Executive/Administrative/Managerial: Managerial: Facilities Managerial: InfoTech</p> <p>Professional Non-Faculty: Admin5: Engineer-Architect</p> <p>Administrative Support Workers Mail Services Worker</p> <p>Technicians Broadcast-Media</p> <p>Craftworkers Skilled Trades: Supervisory Laborers and Helpers</p> <p>Service Workers Campus Public Safety Sergeant</p>

Reductions in underutilization (Changes from 2021 – 2022)

Faculty	Staff
<p>Business, Management, Marketing and Support (Professoriate) reduced underutilization of Black/African Am. from 24 to 23.</p> <p>Psychology (Professoriate) reduced underutilization of females from 7 to 6.</p> <p>Public Administration (Professoriate) reduced underutilization of females from 7 to 6.</p> <p>Social Sciences (Professoriate) reduced</p>	<p>Admin 2: Managerial reduced underutilization of Black/African Am. from 6 to 0.</p> <p>Basic Crafts – Building and Grounds reduced underutilization of females from 2 to 1.</p> <p>Campus Peace Officer reduced underutilization of Asian/Nat Haw. /OPI from 2 to 0.</p> <p>Campus Public Safety Sergeant reduced underutilization of Asian/Nat Haw. /OPI from 1 to 0.</p>

<p>underutilization of females from 2 to 0.</p> <p>Business, Management, Marketing and Support (Lecturer) reduced underutilization Total Minority (also identified by Baruch College ODCEI as people from underrepresented groups) from 3 to 2 and of Asian/Nat Haw. /OPI from 2 to 1.</p>	
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OTHER ANALYSES

Personnel Activity

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

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

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

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

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

Appendix F reports that 14 faculty members gained tenure effective September 1, 2020. The 14 faculty members consist of 12 associate professors, 1 lecturer, and 1 lecturer (doctoral schedule). Out of the 14 faculty members, 7 were female and 7 were male. Additionally, out of the 14 faculty members, 4 belonged to historically underrepresented groups. Among these 4, there was 1 was Black/African American, 1 Hispanic/Latino and 2 were Asian/Nat.Haw. /Other Pac.

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

Appendix F also provides details of exceptions approved through a Search Waiver process. In these cases, it would be highly unlikely we could fill the positions competitively (for example, due to the unique qualifications of the individuals hired). We also grant waivers for positions representing a transfer of funding sources. The Chief Diversity Officer and University management approve search waiver applications.

Recruiting Activity

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

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

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

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

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

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

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

There was an increase in the number of searches at Baruch. In the 2022 – 2023 play year, there

were 47 searches, while there were ten searches in the 2021 – 2022 plan year. There was an increase of 37 searches. Moreover, there was an increase in applicants. During the 2022-2023 plan year, there were 2,693 applicants, while there were 594 applicants in the 2021 – 2022 plan year. There was an increase of 2,099 applicants.

	2022-2023	2021-2022	2020-2021
Total number of job openings	47	10	60
Total number of jobs filled	36	10	59
Total number of applicants for all jobs	2,693	594	5,056
Total number of applicants hired	47	10	63

Civil Service Hiring

We participated in (1) university-wide hiring pools for Classified Civil Service vacancies. Applicants who are pre-qualified based on an examination score indicate their interest in working at one or more units, and each establishment interviews and hires according to Civil Service regulations. We report those applicants expressing an interest in our unit at the hiring pools. CUNY’s Office of Human Resources Management administers and validates Civil Service examinations and maintains records of applicants and exam results.

College Office Assistant – 2 hires (1/26/2022)

PART THREE: ACTION-ORIENTED PROGRAMS

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

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

PRIOR-YEAR PROGRAMS

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

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

Summary of Campus Programs, 2021-2022

Program	Impact/Job Group
<p>Presidential Task Force on Diversity, Equity and Inclusion (PACDEI): PACDEI acts as the consultative body and a sounding board for the President and his leadership team. To that end, PACDEI seeks to engage the campus community in various ways to conceive a long-term vision for building and strengthening a culture of diversity, inclusion, and equity at Baruch College. Council members are drawn from across the College so that they may serve as ambassadors to the community.</p>	<p>All of the listed groups and programs helped foster a climate of inclusion. Furthermore, some of the programs help inform the campus community about racial justice and fairness issues.</p>
<p>Baruch Diversity Equity and Inclusion Incubator Team: The Baruch DEI Incubator Team was convened in AY20-21 to participate in the CUNY’s DEI Incubator. Baruch College is one of the four CUNY schools selected as the first cohort of CUNY’s Diversity, Equity and Inclusion (DEI) Incubator. The CUNY Diversity, Equity and Inclusion (DEI)</p>	

Program	Impact/Job Group
<p>Incubator is run by the Center for Ethnic, Racial and Religious Understanding (CERRU) at Queens College. Created in 2019 with a \$500,000 grant from the New York City Council, the DEI Incubator develops programmatic training for CUNY staff and faculty to build skills in the areas of bias recognition and mediation as well as cross-cultural communication skills, while promoting dialogue between diverse groups on individual campuses.</p>	
<p>Marxe Diversity Committee: The Marxe School Diversity Committee developed a workplan for AY20-21 with four priorities to:</p> <ul style="list-style-type: none"> • Increase tenure track faculty and staff diversity at the Marxe School, with a focus on recruiting and retaining people from historically underrepresented communities. • Remove barriers to entry for historically underrepresented groups, so we can truly prepare the next generation of change agents; • Develop and implement curricula grounded in principles of racial equity; and • Actively work with people from marginalized and historically underrepresented communities, in New York City and beyond, to achieve social justice and equal justice under the law. 	
<p>Zicklin Diversity, Equity, and Inclusion (DEI) Task Force (Ongoing) (Zicklin School of Business): Since its formation in summer 2020, the Task Force has</p>	

Program	Impact/Job Group
<p>engaged in serious conversations about ways to combat racial inequity and improve our ability to incorporate a racially literate lens into the Zicklin community. During AY21 the Taskforce has accomplished the following:</p> <ul style="list-style-type: none"> • Faculty and staff have received professional development training from the nonprofit group Pollyanna Inc., helping enhance cultural competencies and better understand the impact of race at the Zicklin School • The faculty also completed a seminar in inclusive pedagogy, led by the Bernard L. Schwartz Communication Institute at Baruch College. The training was designed to help professors develop new teaching materials, classroom strategies, and a community of colleagues invested in creating and supporting a School-wide culture of equity, inclusion, diversity, and learning for all. • At the fall 2020 undergraduate orientation, students attended a DEI session led by Monarch Productions, a unique DEI consulting firm that uses humor to inspire, motivate, and strengthen community connections. • The Full-Time MBA student orientation included a DEI workshop that was facilitated by a seasoned chief diversity officer who is an expert in diversity recruitment and retention in both academic and professional settings. • On the doctoral level, the partnership with the PhD Project Research Symposium continues. Next spring, African American, Latinx, and Native American doctoral candidates from non-CUNY institutions will have the opportunity to receive feedback on their dissertations from Zicklin professors. This 	

Program	Impact/Job Group
<p>will also give our faculty the chance to widen their network of possible candidates to consider when hiring at the Zicklin School.</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>Black Male Initiative presents: Boys to Men. Growing Up in my Skin</p> <p>A discussion on masculinity for Black and Latinx men (Student Life Black Male Initiative, Black and Latinx Studies, the Counseling Center, SEEK, and the Urban Male Leadership Academy).</p>	
<p>Black Mental Health Matters (BMHM) Support Sessions for Baruch Students</p> <p>These support sessions aimed to foster and support the growth, networking, collaboration, success, and well-being of Black Students.</p>	
<p>Women in Vietnamese History and Healing Practices, Lady Lotuses in Bloom</p> <p>Participants were invited to learn about the contributions made by Vietnamese women.</p>	
<p>Women in the Arts</p> <p>A virtual panelist event to hear from Baruch's own women faculty about their experience in the Arts. Panelists have</p>	

Program	Impact/Job Group
<p>worked in publishing, New Media Arts, Photography, and graphic design. Panelists will display examples of their art, speak on the inspiration behind it, and how they got started as a woman in their field.</p>	
<p>Latinas in Activism</p> <p>This event highlighted the involvement and impact of Latinas in social, political, and environmental activism, in an effort to give recognition to them and inspire others to empower themselves through advocacy and activism within their own communities.</p>	
<p>How to respond to Harassment for people Experiencing Anti-Asian/American harassment</p> <p>The training discussed the types of interactions that Asian and Asian Americans are facing— from macroaggressions to violence — using a tool call the “spectrum of disrespect.” Participants learned about what to look for and the positive impact that bystander intervention has on individuals and communities.</p>	
<p>Queer Workshop: Writing is Not a Luxury</p> <p>Baruch LGBTQIA+ students came together to read, write, and create works that draw on their own queer experience.</p>	

2022-2023 PLANNED PROGRAMS

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

Planned Campus Programs, 2022-2023

Program	Expected Impact/Job Group
AEN Seminar Series 2022 - 2023	Students, Faculty, Staff and Administrators
Hillel International Campus Climate Initiative (CCI)	Students, Faculty, Staff and Administrators
CUNY Black, Race and Ethnic Studies Initiative (BRESI)	Students, Faculty, Staff, and Administrators
Baruch College became an institutional member of the National Association of Diversity Officers in Higher Education (NADOHE) in spring 2022.	Faculty, Staff and Administrators

ONGOING ACTIVITIES

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

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

The Baruch College Office of Diversity, Compliance and Equity Initiatives (ODCEI) has identified The Academic Network led by Dr. Sonel Shropshire to provide DEI Professional Development for Baruch College Leadership (Implicit Bias/Equity) and Academic Chairs (DEI and Faculty Selection)

The Academic Network, led by Dr. Sonel Shropshire, conducted following DEI Professional Development Sessions/Workshops for the Baruch College Cabinet, Academic Department Chairs, and Faculty Search Committee Members:

- Cabinet/Senior Leadership Diversity Engagement and Development Training (3-hours plus Q&A) (in-person format) – March 28, 2022
- Academic Departments - Faculty Selection Committee Diversity Training Workshop (3-hours plus Q&A) - Pilot Project with at least one Baruch College Academic Department – May 25, 2022
- Academic Chairs - Faculty Selection Committee Diversity Training Workshop (3-hours plus Q&A) – September 13, 2022

Additionally, The Academic Network built a Baruch College Library of DEI Training Module videos for the exclusive use of Baruch College community members.

At present, there are thirteen DEI Professional Development/Training videos in the Academic Network/Baruch College Library that cover a range of topics including Confronting Implicit Bias and Promoting Diversity Awareness. Organized into three general areas, links to the thirteen videos can be found below.

Selection Committee Diversity Module - Selection Committee Diversity Training

- Implementing the Diversity Goals of the Committee
- Structuring Campus Interviews to Preserve Inclusion
- The "3/3/5" Method of Candidates Evaluation

Implicit Bias & Diversity Awareness

- Seeing How Stereotypes Impact the Relationship with the Community
- Transitioning from Awareness to Active Sensitivity
- Networking with Academic and Professional Organizations

Additional Training Modules

- Creating Effective Onboarding for Diverse Employees
- Leadership and Development (Managers/Supervisors)
- Establishing Diverse Faculty, Staff and Student Support
- Methods of Diverse Faculty and Staff Retention
- Effective Ways of Marketing and Funding Diversity Initiatives
- Strategies in Recruiting Diverse Graduate Students
- Campus Police Diversity and Inclusion Training

The Academic Network's exclusive page for Baruch College ODCEI will be available to the Baruch College community until March 2023.

The Office of Provost mandated that all faculty position announcements must be distributed posted on the following platforms in addition to The Chronicle of Higher Education:

1. Diverse Issues in Higher Education
2. The Hispanic Outlook
3. The Journal of Blacks in Higher Education

4. Tribal College: The Journal of American Indian Higher Education
5. HERC or The PHD Project

Finally, all faculty and HEO series search committee members receive training about the following DEI recruitment outlets and platforms during our mandatory DEI Charge meetings:

1. [Asian Pacific Americans in Higher Education \(APAHE\)](#)
2. [Association for Women in Mathematics Job Board](#)
3. [Consortium of Higher Education LGBT Resource Professionals](#)
4. [Diverse Issues in Higher Education](#)
5. [The Hispanic Outlook on Education Magazine, formerly Hispanic Outlook on Higher Education](#)
6. [The Journal of Blacks in Higher Education \(JBHE\) - JBHE Employment Zone](#)
7. [HBCUConnect.com \(higher education website targeting HBCU graduates\)](#)
8. [HERC - Higher Education Recruitment Consortium \(hercjob.org\)](#)
9. [PROSPANICA - The Association of Hispanic MBAs & Business Professionals](#)
10. [Tribal College Journal Online Job Board](#)
11. [Veterans' Employment and Training Service](#)
12. [AHEAD - Association on Higher Education and Disability](#)

INTERNAL AUDIT AND REPORTING

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

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

- Monitoring personnel actions, including new hires, transfers, promotions, and terminations
- Monitoring employee self-identification programs
- Reviewing recruiting outreach and advertising
- Monitoring complaints/incident reports which may indicate underlying trends
- Reviewing personnel practices and the affirmative action programs with management
- Advising management of program effectiveness and providing recommendations for improvement.

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

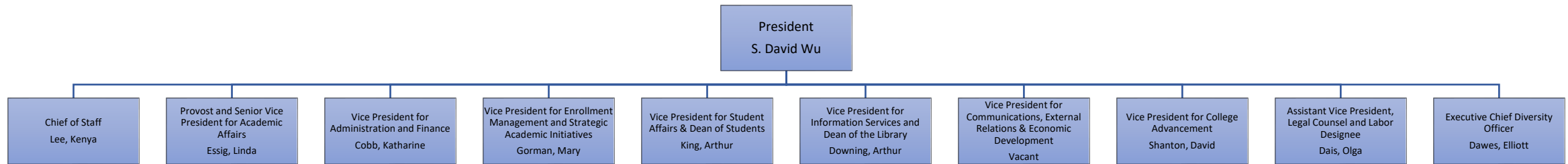
APPENDICES

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

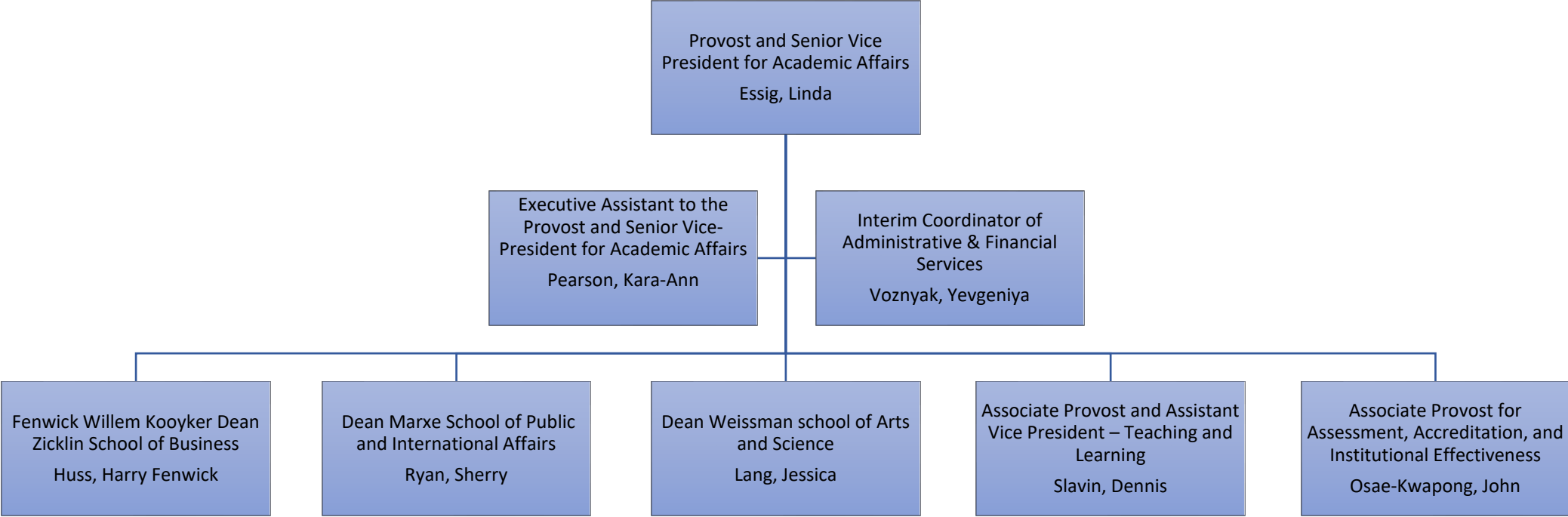
Appendix A Organization Chart

This Appendix contains a summary organization chart.

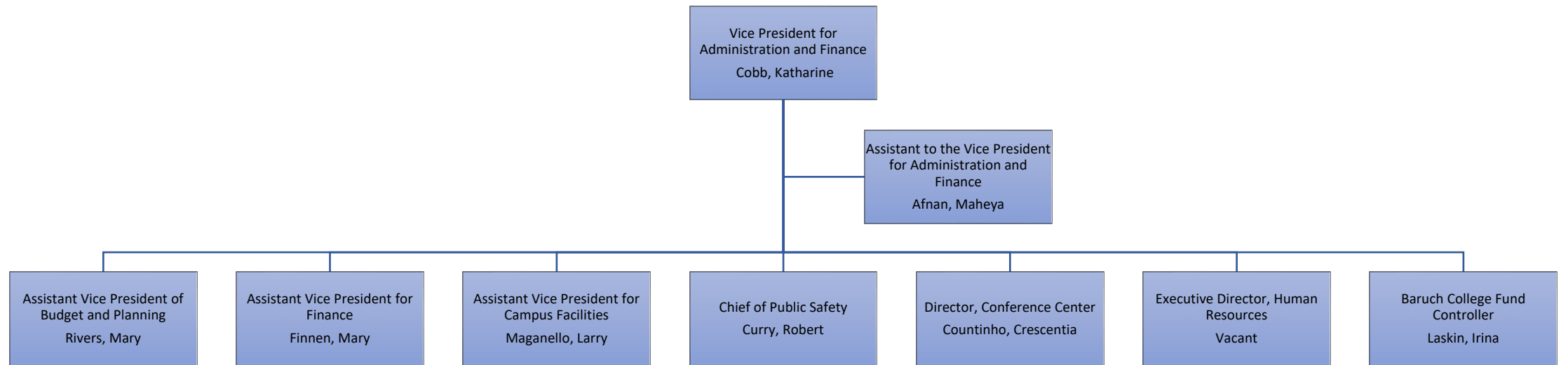
President's Direct Reports



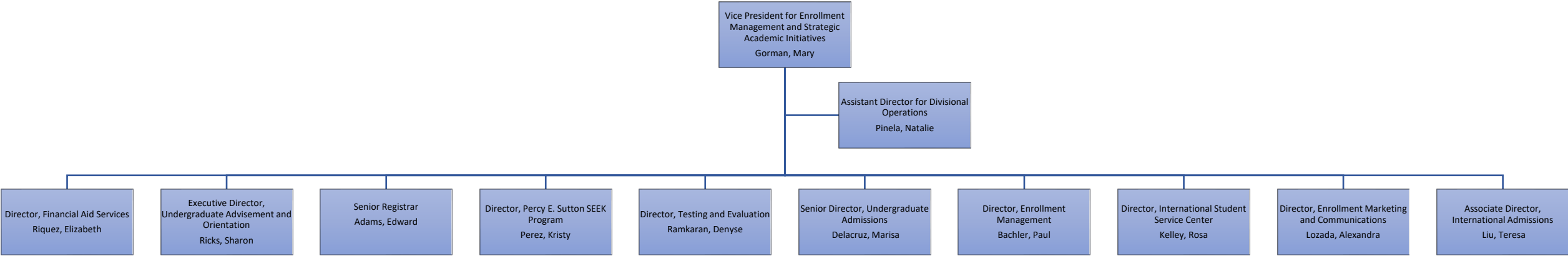
Provost Direct Reports



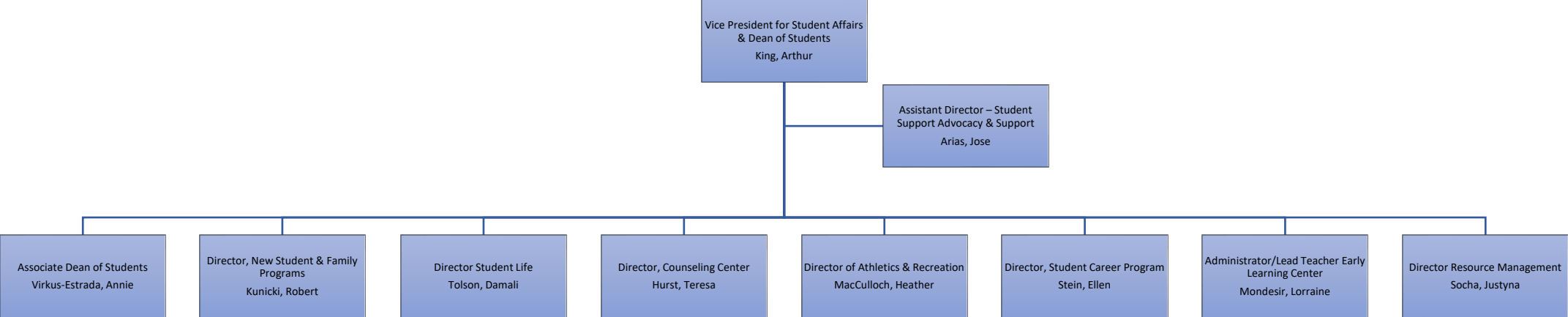
Administration and Finance Direct Reports



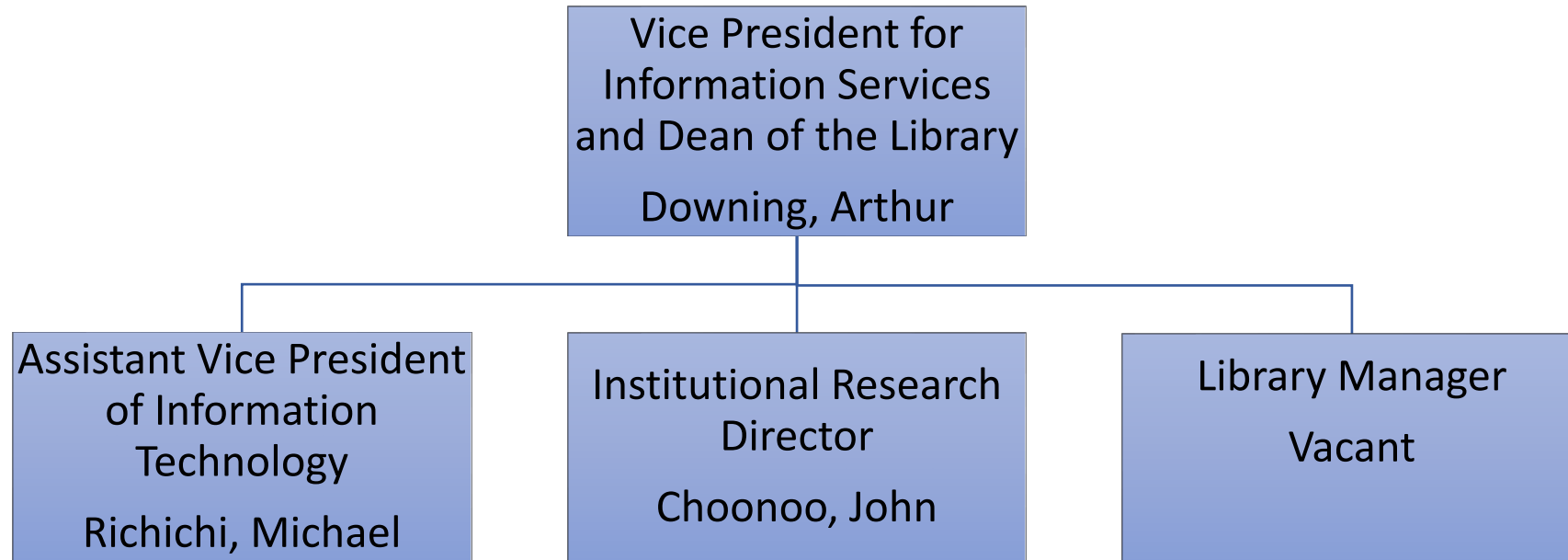
Enrollment Management Direct Reports



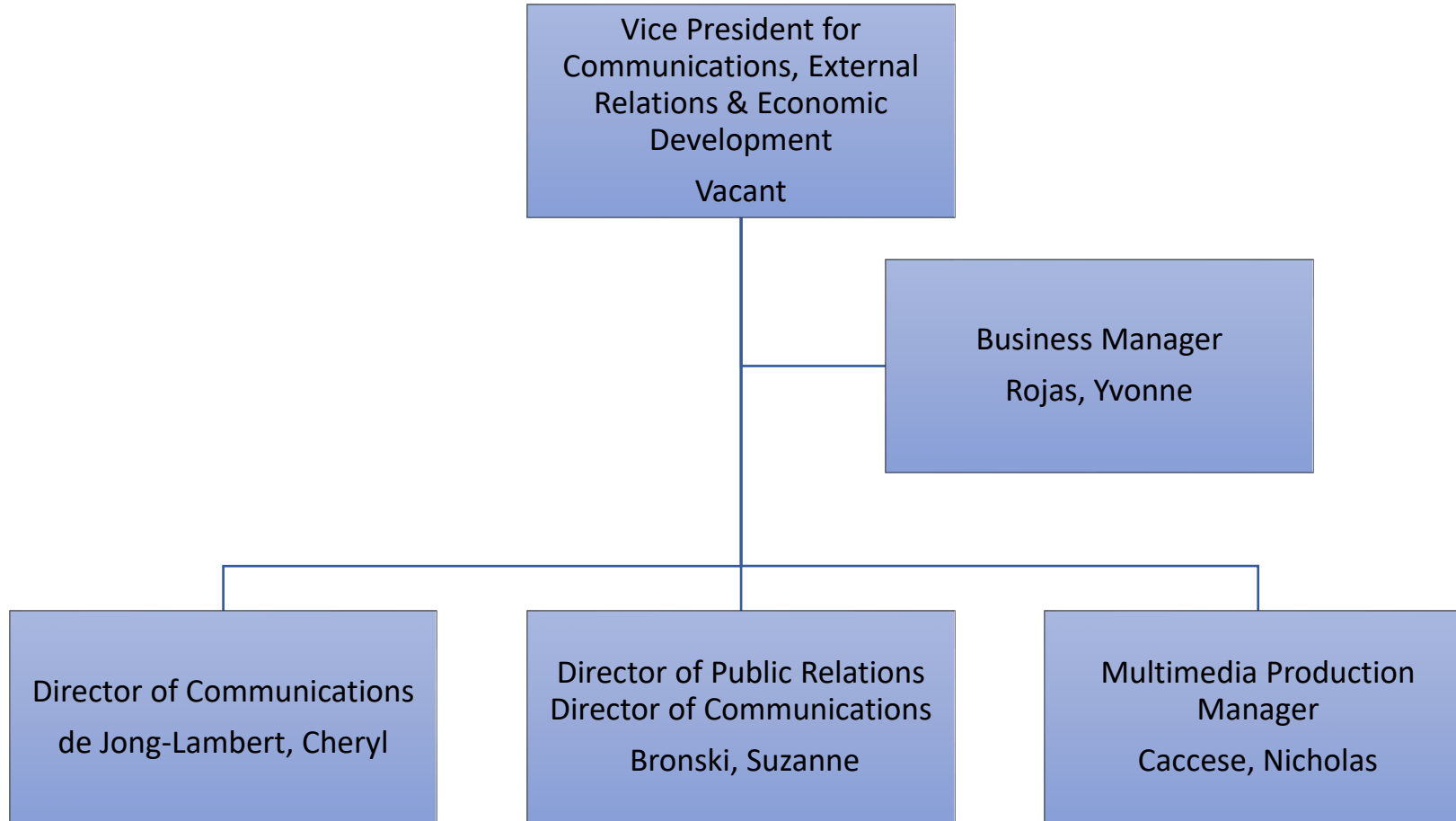
Student Affairs Direct Reports



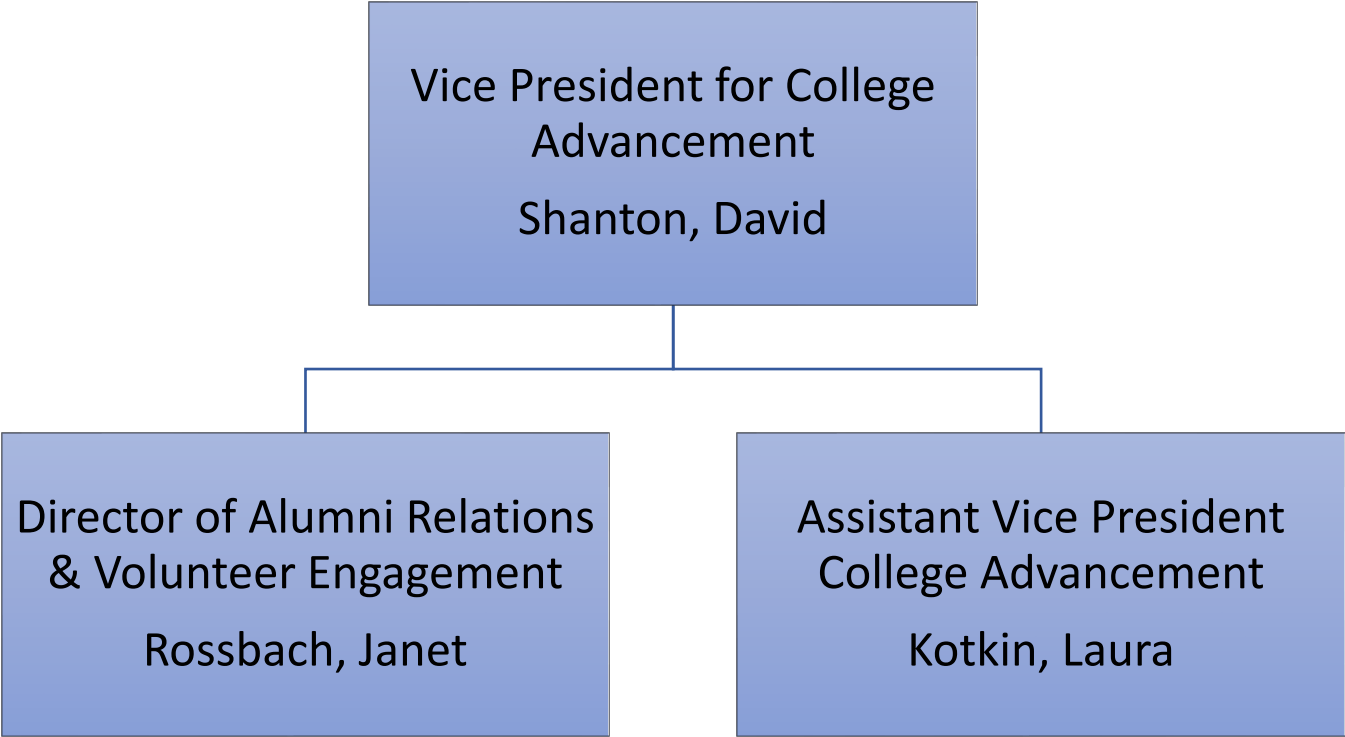
Computing & Information Services Direct Reports



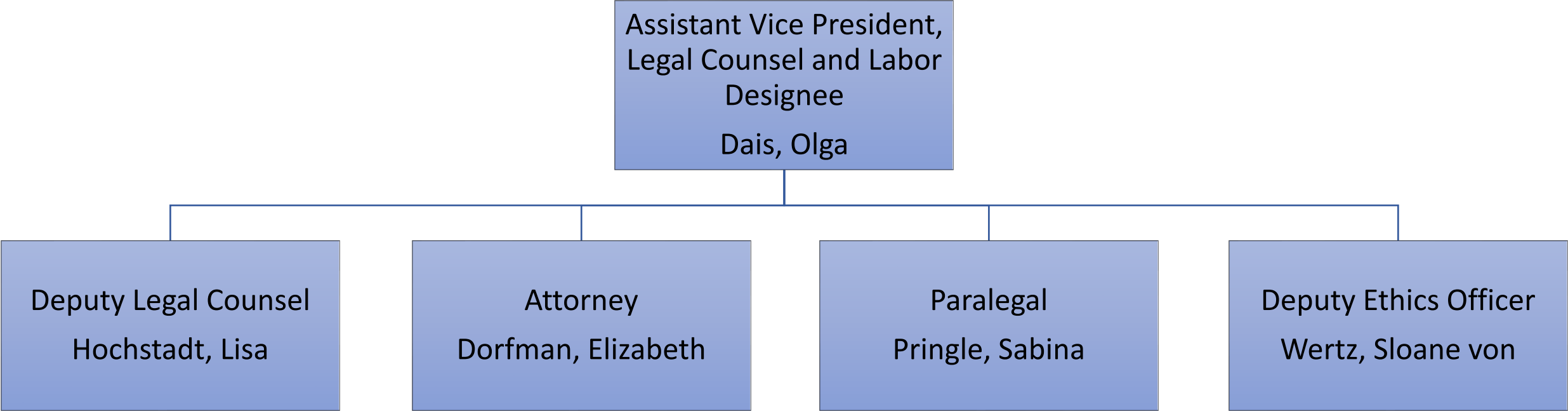
Communication's & Marketing Direct Reports



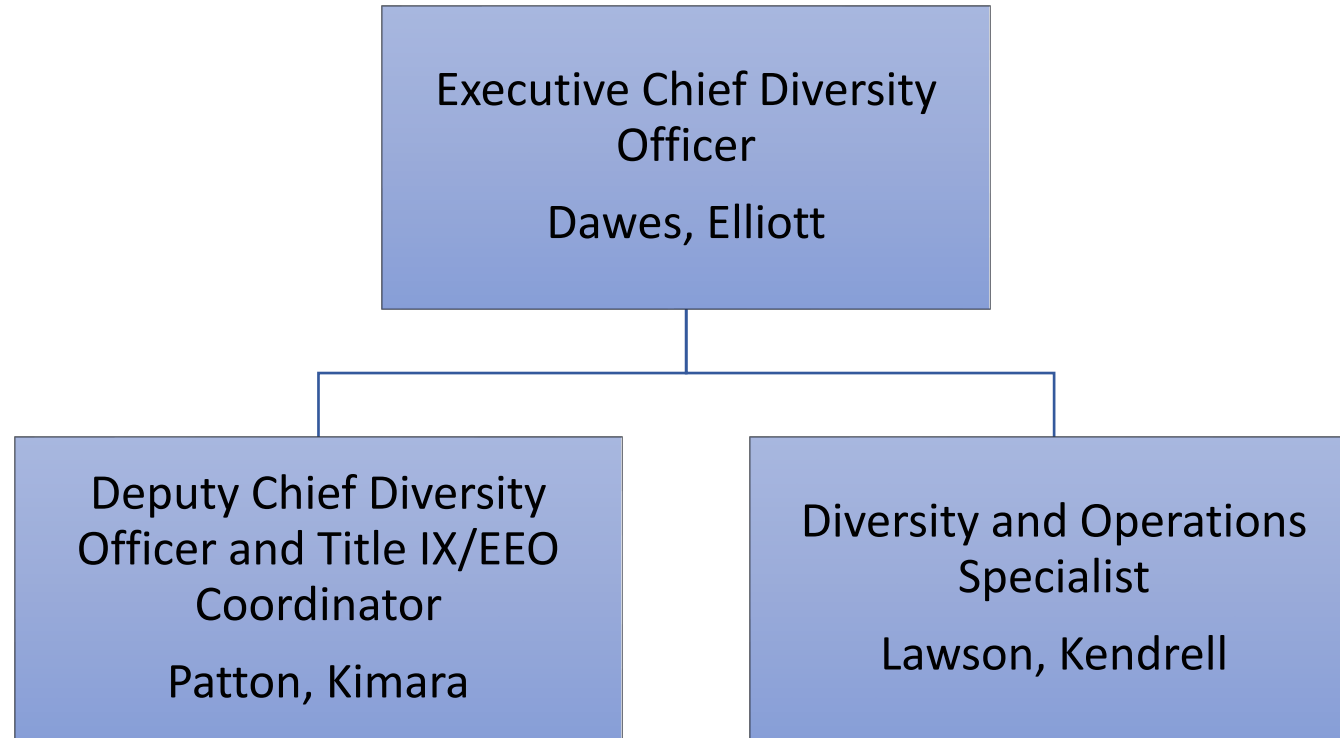
College Advancement Direct Reports



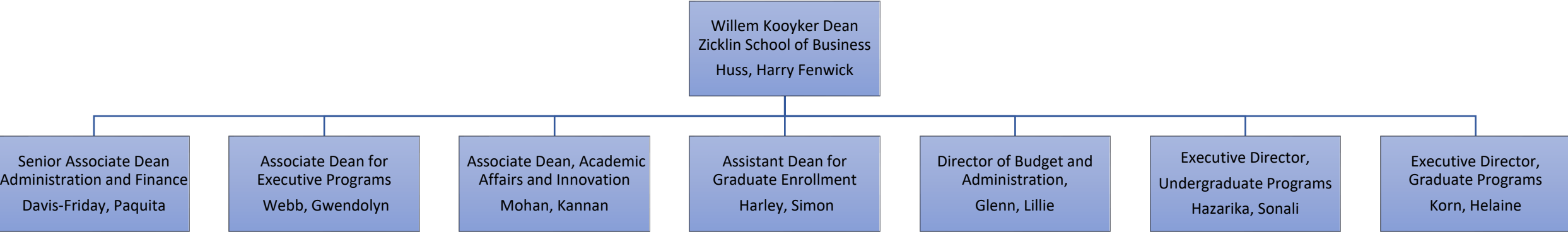
Office of Legal Affairs and Labor Relations



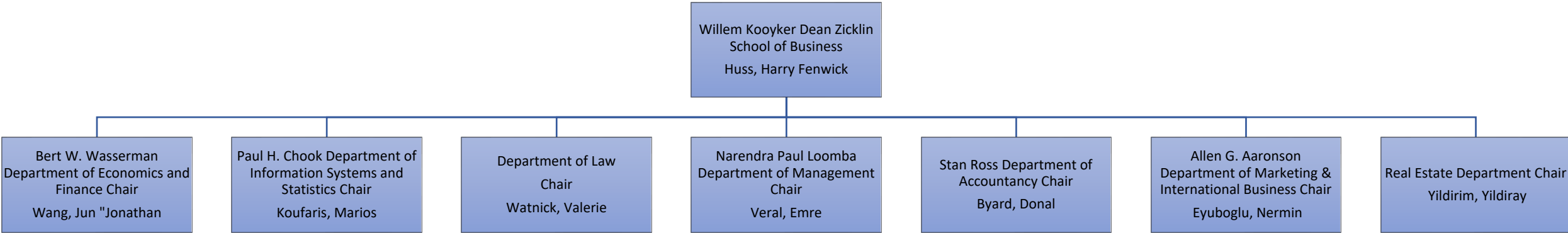
Office of Diversity, Compliance, and Equity Initiatives



Zicklin School of Business Direct Reports Continued



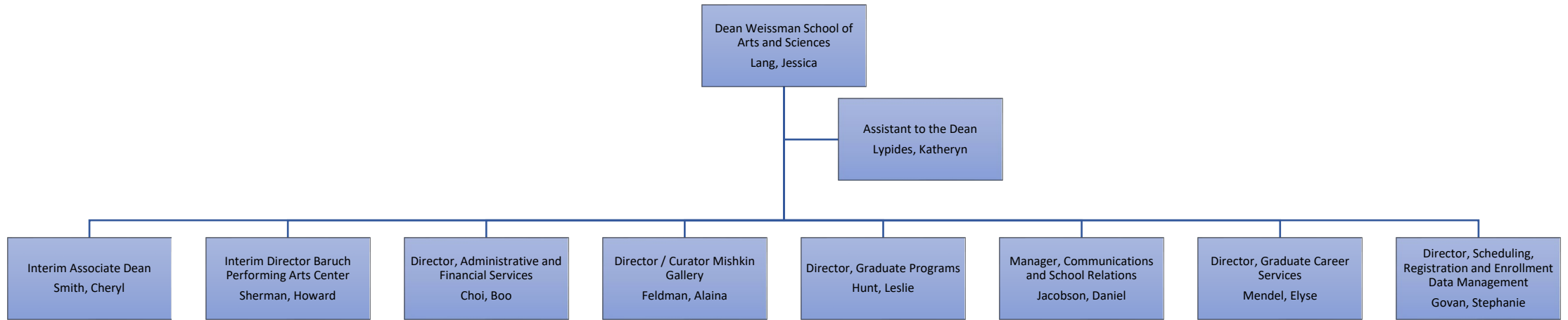
Zicklin School of Business Direct Reports



Marxe School of Public and International Affairs Direct Reports



Weissman School of Arts & Sciences Direct Reports



Weissman School of Arts & Sciences Direct Reports Continued



Appendix B Reaffirmation Letter

This Appendix contains the most recent Reaffirmation Letter.



Message from
President S. David Wu

president.baruch.cuny.edu

August 3, 2022

Reaffirmation of Baruch's Commitment to Diversity, Inclusion, Equal Opportunity, and Affirmative Action

To the Faculty and Staff,

Baruch College, as part of The City University of New York (CUNY), is committed to diversity and equal opportunity. The College leadership and the campus community are dedicated to cultivating a campus climate of diversity, equity, and inclusion. Our efforts acknowledge the need for free exchange of ideas and perspectives as well as the production of knowledge in a multicultural society where differing values are heard and respected. Ensuring diversity of the faculty, staff, and student body requires active efforts in recruitment and retention and promoting a climate of inclusion and respect. As such, I am committed to Baruch's compliance with the [CUNY Policies and Procedures on Equal Opportunity and Non-Discrimination](#) and on [Combating Sexual Misconduct](#).

The Equal Opportunity and Non-Discrimination Policy states CUNY's commitment to recruit, employ, retain, promote, and provide benefits to employees 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, unemployment status, status as a victim of domestic violence/stalking/sex offenses, caregiver or familial status, prior record of arrest or conviction, or any other legally prohibited basis in accordance with federal, state, and city laws. As a federal contractor, CUNY engages in affirmative action for women, minorities, individuals with disabilities, and veterans consistent with federal

requirements for employees in all title groups. Italian Americans are included among CUNY's protected groups.

Elliott Dawes, Baruch's Executive Chief Diversity Officer, is assigned the responsibility of implementation and monitoring of our compliance program. Any individual who believes they have experienced employment discrimination should immediately contact the Office of Diversity, Compliance, and Equity Initiatives at Diversity@baruch.cuny.edu or 646-312-4540. Please visit the Office of Diversity, Compliance, and Equity Initiatives [website](#) to view the [Equal Opportunity Policy](#) in its entirety. The College leadership shares the responsibility for ensuring compliance with these policies and laws.

Thank you for your continued support of our commitment to equal opportunity, affirmative action, and diversity, equity, and inclusion at Baruch College.

Sincerely,

S. David Wu
President

president.baruch.cuny.edu



Appendix C Job Group Summary

This Appendix contains a summary of affirmative action job groups.

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

LMA Factor 1 estimates the external labor market.

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

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

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

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

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

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

Weighting of Internal/External Labor Market

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

Geography

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

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

Factors for Staff and Non-Collegiate Faculty:

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

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

- Degree Requirements:
 - Professorial: Doctoral Degree
 - Instructor: Master’s Degree
 - Lecturer: Bachelor’s or Master’s Degree.

To identify Italian American ancestry, we utilize US Census American Community Survey data, which contains ancestry information. Respondents may provide up to two ancestries. They may identify as Italian American exclusively or in combination with another ancestry. Categories for Italian American ancestry are Italian (051) and Sicilian (068). The agreed-upon calculation is 100% of the first response (e.g., “Italian”, then “Irish” is counted at 100%) and 50% of the second response (e.g., “Irish”, then “Italian” is counted at 50%). Individuals answering as both Italian and Sicilian, or either Italian or Sicilian with no other choice, are counted at 100%.

Category: Executive/Administrative/Managerial

Admin 1: Executive

Executive Compensation Plan (Other Than Chief Executive)

Labor Market Availability Factors

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

Employees: 31

Title	Employees
Administrator	1
Assc Administrator	1
Assc Dean	5
Asst Administrator	3
Asst Dean	1
Asst Vice President	9
Dean	2
Sr Vice President	1
Univ Assc Administrator	1
Vice President	7

Admin 2: Managerial

HE Officer series administrators-senior level

Labor Market Availability Factors

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

Employees: 150

Title	Employees
HE Associate	86
HE Officer	64

Category: Executive/Administrative/Managerial

Admin 2: Managerial Adjunct

Adjunct HE Officer series administrators (all levels)

Labor Market Availability Factors

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

Employees: 190

Title	Employees
Non-Teaching Adj Doct 1	2
Non-Teaching Adjunct 1	147
Non-Teaching Adjunct 2	10
Non-Teaching Adjunct 3	28
Non-Teaching Adjunct 4	2
Non-Teaching Adjunct 5	1

Managerial: Facilities

Facility Superintendents and Managers

Labor Market Availability Factors

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

Employees: 1

Title	Employees
Chief Admin Supt - Competitive	1

Category: Executive/Administrative/Managerial

Managerial: Info Tech

Information Technology-Managers

Labor Market Availability Factors

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

Employees: 3

Title	Employees
IT Computer Systems Mgr	3

Managerial: Security

Campus Security-Managers

Labor Market Availability Factors

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

Employees: 5

Title	Employees
Campus Security Asst Dir	4
Campus Security Dir	1

Category: Professional Faculty

Faculty: Continuing Education

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

Labor Market Availability Factors

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

Employees: 25

Title	Employees
Continuing Ed Teacher-Hourly	25

Faculty: Lecturer

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

Labor Market Availability Factors

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

Employees: 56

Title	Employees
Clinical Professor	1
Dist Lecturer	9
Lecturer	24
Lecturer Doct Sch	22

Faculty: Lecturer Adjunct

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

Labor Market Availability Factors

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

Employees: 567

Title	Employees
Adj Lecturer Doctoral Student	22
Adjunct Lecturer	543
Prof Pgms Adj Lecturer	2

Category: Professional Faculty

Faculty: Librarian

CUNY Librarians with faculty appointments (any faculty title)

Labor Market Availability Factors

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

Employees: 21

Title	Employees
Ascc Professor	12
Asst Professor	4
Dist Lecturer	1
Lecturer	1
Professor	3

Faculty: Professoriate

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

Labor Market Availability Factors

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

Employees: 399

Title	Employees
Ascc Professor	141
Asst Professor	101
Dist Professor	6
Professor	150
Visiting Professor	1

Faculty: Professoriate Adjunct

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

Labor Market Availability Factors

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

Employees: 307

Title	Employees
Adjunct Assistant Professor	251

Category: Professional Faculty

Adjunct Associate Professor	31
Adjunct Professor	18
Prof Pgms Adj Asst Professor	4
Prof Pgms Adj Professor	2
Professor H	1

Category: Professional Non-Faculty

Accountant: Professional

Accounting-Professionals

Labor Market Availability Factors

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

Employees: 5

Title	Employees
Finance Accountant	2
Purchasing Agent	3

Admin 3: Professional

HE Officer Series: Entry and mid-level administrators

Labor Market Availability Factors

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

Employees: 205

Title	Employees
Asst to HEO	94
HE Assistant	110
Research Assc	1

Admin 5: Engineer-Architect

Engineers, Architects and related titles

Labor Market Availability Factors

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

Employees: 1

Title	Employees
Architect	1

Category: Professional Non-Faculty

Disability Accommodation Specl Adjunct

Hourly Disability Accommodation Specialists and Sign Language Interpreters

Labor Market Availability Factors

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

Employees: 1

Title	Employees
Disability Accommodations Spe	1

Info Tech: Professional

Information Technology-Professionals

Labor Market Availability Factors

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

Employees: 28

Title	Employees
IT Associate	8
IT Asst	12
IT Bus Data Rep Analyst	1
IT Sr Associate	7

Info Tech: Professional Adjunct

Hourly Information Technology-Professionals

Labor Market Availability Factors

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

Employees: 17

Title	Employees
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Category: Professional Non-Faculty

IT Asst	15
IT Sr Associate	2

Category: Administrative Support Workers

Accountant: Assistant

Accounting-Support staff

Labor Market Availability Factors

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

Employees: 6

Title	Employees
Finance Accountant Asst	6

Administrative Assistant

Administrative Assistants-Senior level

Labor Market Availability Factors

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

Employees: 18

Title	Employees
CUNY Admin Asst	18

Mail Services Worker

Mail Services Workers

Labor Market Availability Factors

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

Employees: 3

Title	Employees
Mail Message Svcs Worker	3

Category: Administrative Support Workers

Office Assistant

Administrative Office Assistants-Entry level

Labor Market Availability Factors

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

Employees: 41

Title	Employees
CUNY Office Assistant	41

Office Assistant Adjunct

Hourly Administrative Office Assistants-Entry level

Labor Market Availability Factors

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

Employees: 562

Title	Employees
College Assistant	562

Category: Technicians

Admin 4: College Lab Technician

College Laboratory Technicians (all levels)

Labor Market Availability Factors

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

Employees: 6

Title	Employees
College Lab Tech	2
Sr College Lab Tech	4

Admin 4: College Lab Technician Adjunct

Adjunct College Laboratory Technicians (all levels)

Labor Market Availability Factors

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

Employees: 3

Title	Employees
Adj College Lab Tech	3

Broadcast-Media

Broadcast/Media Technicians and Graphic Designers

Labor Market Availability Factors

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

Employees: 2

Title	Employees
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Category: Technicians

Media Svcs Tech	2
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Category: Craft Workers

Basic Crafts-Buildings and Grounds

Buildings and Grounds Workers

Labor Market Availability Factors

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

Employees: 9

Title	Employees
Maintenance Worker	8
Motor Vehicle Operator	1

Laborers and Helpers

Entry-Level Craft Workers

Labor Market Availability Factors

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

Employees: 1

Title	Employees
Stock Worker	1

Skilled Trades: Not Supervisory

Skilled Trades-Not supervisory

Labor Market Availability Factors

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

Employees: 21

Title	Employees
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Category: Craft Workers

Carpenter	3
Electrician	1
High Pressure Plant Tender	1
Locksmith	1
Oiler	2
Painter	3
Plumber	2
Stationary Engineer	8

Skilled Trades: Supervisory

Skilled Trades-Supervisors

Labor Market Availability Factors

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

Employees: 4

Title	Employees
Carpenter Supervisor	1
Electrician Supervisor	1
Painter Supervisor	1
Stationary Engineer Sr	1

Category: Service Workers

Campus Peace Officer

Campus Security-Mid level staff

Labor Market Availability Factors

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

Employees: 32

Title	Employees
Campus Peace Officer	32

Campus Public Safety Sergeant

Campus Security-Supervisors and Specialists

Labor Market Availability Factors

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

Employees: 9

Title	Employees
Campus Pub Safety Sergeant	7
Campus Security Specialist	2

Campus Security Assistant

Campus Security-Entry level staff

Labor Market Availability Factors

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

Employees: 25

Title	Employees
Campus Security Asst	25

Category: Service Workers

Custodial: Assistant

Custodial-Entry level

Labor Market Availability Factors

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

Employees: 67

Title	Employees
Custodial Assistant	67

Custodial: Supervisory

Custodial-Supervisors (all titles)

Labor Market Availability Factors

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

Employees: 11

Title	Employees
Custodial Asst Principal Supv	1
Custodial Principal Supv	1
Custodial Sr Supervisor	4
Custodial Supervisor	5

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

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

Appendix D College Lab Technicians Department-Discipline Assignments

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

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

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

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

Baruch College

Admin 4: College Lab Technician

Discipline: College Lab Tech: Science, Tech, Eng.**Appointments:** 4

Department	Department Name	Technicians
10208	Natural Sciences	4

Discipline: College Lab Tech: Other**Appointments:** 2

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

Admin 4: College Lab Technician Adjunct

Discipline: College Lab Tech: Science, Tech, Eng.**Appointments:** 3

Department	Department Name	Technicians
70054	Library	1
10208	Natural Sciences	2

Appendix E Utilization Analysis -Staff Job Groups

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

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

Underutilization numbers for females and total minorities represent placement goals.

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

This exhibit covers full-time employees only.

Baruch College

Category: Executive/Administrative/Managerial

Job Group: Admin 1: Executive

Description: Executive Compensation Plan (Other Than Chief Executive)

Appointments: 31

Employees in this group hold the following titles:

Title ID	Title Name
04315	Administrator
04321	Assc Administrator
04320	Assc 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	18	10	2	7	1	3
Underutilized (Y = Yes)			Y		Y	
Number Underutilized			1		1	
Actual Utilization Percent	58.1%	32.3%	6.5%	22.6%	3.2%	9.7%
Labor Market Avail. Percent	44.2%	27.7%	9.8%	8.8%	7.9%	7.2%

Baruch College

Category: Executive/Administrative/Managerial

Job Group: Admin 2: Managerial

Description: HE Officer series administrators-senior level

Appointments: 150

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	110	72	22	25	23	10
Underutilized (Y = Yes)						Y
Number Underutilized						5
Actual Utilization Percent	73.3%	48.0%	14.7%	16.7%	15.3%	6.7%
Labor Market Avail. Percent	57.4%	48.1%	11.0%	19.6%	15.7%	10.0%

Baruch College

Category: Executive/Administrative/Managerial

Job Group: Managerial: Facilities

Description: Facility Superintendents and Managers

Appointments: 1

Employees in this group hold the following titles:

Title ID	Title Name
04984	Chief Admin Supt - Competitive

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino	Italian American
Number of Employees	0	0	0	0	0	0
Underutilized (Y = Yes)						
Number Underutilized						
Actual Utilization Percent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Labor Market Avail. Percent	21.3%	38.1%	13.9%	11.3%	11.3%	11.7%

Baruch College

Category: Executive/Administrative/Managerial

Job Group: Managerial: Info Tech

Description: Information Technology-Managers

Appointments: 3

Employees in this group hold the following titles:

Title ID	Title Name
04973	IT Computer Systems Mgr

Utilization Report						
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino	Italian American
Number of Employees	0	3	0	2	1	0
Underutilized (Y = Yes)						
Number Underutilized						
Actual Utilization Percent	0.0%	100.0%	0.0%	66.7%	33.3%	0.0%
Labor Market Avail. Percent	26.5%	51.6%	24.0%	10.6%	15.4%	10.0%

Baruch College

Category: Executive/Administrative/Managerial

Job Group: Managerial: Security

Description: Campus Security-Managers

Appointments: 5

Employees in this group hold the following titles:

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

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino	Italian American
Number of Employees	2	5	0	4	1	0
Underutilized (Y = Yes)			Y			Y
Number Underutilized			0			1
Actual Utilization Percent	40.0%	100.0%	0.0%	80.0%	20.0%	0.0%
Labor Market Avail. Percent	22.0%	59.7%	5.1%	30.4%	23.3%	10.4%

Baruch College

Category: Professional Non-Faculty

Job Group: Accountant: Professional

Description: Accounting-Professionals

Appointments: 5

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	5	4	3	0	1	0
Underutilized (Y = Yes)				Y		Y
Number Underutilized				2		0
Actual Utilization Percent	100.0%	80.0%	60.0%	0.0%	20.0%	0.0%
Labor Market Avail. Percent	83.6%	72.6%	20.5%	34.2%	17.8%	4.1%

Baruch College

Category: Professional Non-Faculty

Job Group: Admin 3: Professional

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

Appointments: 205

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	151	147	45	46	55	4
Underutilized (Y = Yes)						Y
Number Underutilized						22
Actual Utilization Percent	73.7%	71.7%	22.0%	22.4%	26.8%	2.0%
Labor Market Avail. Percent	69.0%	43.4%	12.3%	16.7%	12.5%	12.8%

Baruch College

Category: Professional Non-Faculty

Job Group: Admin 5: Engineer-Architect

Description: Engineers, Architects and related titles

Appointments: 1

Employees in this group hold the following titles:

Title ID	Title Name
04815	Interior Designer
04819	Project Mgr

Utilization Report						
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino	Italian American
Number of Employees	0	0	0	0	0	0
Underutilized (Y = Yes)						
Number Underutilized						
Actual Utilization Percent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Labor Market Avail. Percent	16.1%	30.7%	13.1%	4.7%	11.1%	16.9%

Baruch College

Category: Professional Non-Faculty

Job Group: Info Tech: Professional

Description: Information Technology-Professionals

Appointments: 28

Employees in this group hold the following titles:

Title ID	Title Name
04877	IT Associate
04875	IT Asst
04029	IT Bus Data Rep Analyst
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	25	10	6	9	0
Underutilized (Y = Yes)	Y					Y
Number Underutilized	6					2
Actual Utilization Percent	21.4%	89.3%	35.7%	21.4%	32.1%	0.0%
Labor Market Avail. Percent	42.3%	55.7%	28.0%	13.3%	12.7%	8.2%

Baruch College

Category: Administrative Support Workers

Job Group: Accountant: Assistant

Description: Accounting-Support staff

Appointments: 6

Employees in this group hold the following titles:

Title ID	Title Name
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	5	6	2	3	1	0
Underutilized (Y = Yes)						Y
Number Underutilized						1
Actual Utilization Percent	83.3%	100.0%	33.3%	50.0%	16.7%	0.0%
Labor Market Avail. Percent	83.1%	49.2%	10.8%	19.3%	17.3%	14.0%

Baruch College

Category: Administrative Support Workers

Job Group: Administrative Assistant

Description: Administrative Assistants-Senior level

Appointments: 18

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	14	12	2	6	4	0
Underutilized (Y = Yes)						Y
Number Underutilized						1
Actual Utilization Percent	77.8%	66.7%	11.1%	33.3%	22.2%	0.0%
Labor Market Avail. Percent	90.3%	68.0%	7.5%	36.3%	24.0%	6.5%

Baruch College

Category: Administrative Support Workers

Job Group: Office Assistant

Description: Administrative Office Assistants-Entry level

Appointments: 41

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	35	30	3	12	15	3
Underutilized (Y = Yes)						Y
Number Underutilized						4
Actual Utilization Percent	85.4%	73.2%	7.3%	29.3%	36.6%	7.3%
Labor Market Avail. Percent	87.9%	40.0%	7.8%	14.3%	16.2%	17.4%

Baruch College

Category: Administrative Support Workers

Job Group: Mail Services Worker

Description: Mail Services Workers

Appointments: 3

Employees in this group hold the following titles:

Title ID	Title Name
04921	Mail Message Svcs Worker

Utilization Report						
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino	Italian American
Number of Employees	0	3	0	1	2	0
Underutilized (Y = Yes)						
Number Underutilized						
Actual Utilization Percent	0.0%	100.0%	0.0%	33.3%	66.7%	0.0%
Labor Market Avail. Percent	31.3%	61.3%	7.8%	27.5%	22.8%	14.1%

Baruch College

Category: Technicians

Job Group: Broadcast-Media

Description: Broadcast/Media Technicians and Graphic Designers

Appointments: 2

Employees in this group hold the following titles:

Title ID	Title Name
90622	Media Svcs Tech

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino	Italian American
Number of Employees	0	2	0	2	0	0
Underutilized (Y = Yes)						
Number Underutilized						
Actual Utilization Percent	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%
Labor Market Avail. Percent	32.4%	26.2%	6.1%	7.0%	10.6%	15.4%

Baruch College

Category: Craft Workers

Job Group: Skilled Trades: Supervisory

Description: Skilled Trades-Supervisors

Appointments: 4

Employees in this group hold the following titles:

Title ID	Title Name
92071	Carpenter Supervisor
91873	Painter Supervisor
04916	Stationary Engineer Sr

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino	Italian American
Number of Employees	0	1	0	0	1	0
Underutilized (Y = Yes)						
Number Underutilized						
Actual Utilization Percent	0.0%	25.0%	0.0%	0.0%	25.0%	0.0%
Labor Market Avail. Percent	2.3%	28.7%	3.8%	11.3%	13.0%	9.6%

Baruch College

Category: Craft Workers

Job Group: Skilled Trades: Not Supervisory

Description: Skilled Trades-Not supervisory

Appointments: 21

Employees in this group hold the following titles:

Title ID	Title Name
04899	Carpenter
91650	High Pressure Plant Tender
04905	Locksmith
04891	Oiler
91830	Painter
04915	Stationary Engineer
91940	Thermostat Repairer

Utilization Report						
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino	Italian American
Number of Employees	0	8	2	1	5	1
Underutilized (Y = Yes)	Y			Y		Y
Number Underutilized	0			2		2
Actual Utilization Percent	0.0%	38.1%	9.5%	4.8%	23.8%	4.8%
Labor Market Avail. Percent	2.2%	45.1%	4.3%	13.1%	25.6%	13.9%

Baruch College

Category: Craft Workers

Job Group: Laborers and Helpers

Description: Entry-Level Craft Workers

Appointments: 1

Employees in this group hold the following titles:

Title ID	Title Name
91916	Plumber Helper
12200	Stock Worker

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino	Italian American
Number of Employees	0	1	0	1	0	0
Underutilized (Y = Yes)						
Number Underutilized						
Actual Utilization Percent	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%
Labor Market Avail. Percent	20.9%	72.0%	6.2%	23.7%	39.3%	5.7%

Baruch College

Category: Craft Workers

Job Group: Basic Crafts-Buildings and Grounds

Description: Buildings and Grounds Workers

Appointments: 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	0	2	3	1
Underutilized (Y = Yes)	Y		Y			
Number Underutilized	1		1			
Actual Utilization Percent	0.0%	55.6%	0.0%	22.2%	33.3%	11.1%
Labor Market Avail. Percent	16.1%	67.7%	11.7%	22.8%	31.3%	7.8%

Baruch College

Category: Service Workers

Job Group: Campus Public Safety Sergeant

Description: Campus Security-Supervisors and Specialists

Appointments: 9

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	3	8	0	5	3	0
Underutilized (Y = Yes)			Y			Y
Number Underutilized			0			0
Actual Utilization Percent	33.3%	88.9%	0.0%	55.6%	33.3%	0.0%
Labor Market Avail. Percent	21.9%	88.1%	4.9%	53.8%	27.4%	0.3%

Baruch College

Category: Service Workers

Job Group: Campus Peace Officer

Description: Campus Security-Mid level staff

Appointments: 32

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	9	32	2	23	7	0
Underutilized (Y = Yes)						Y
Number Underutilized						5
Actual Utilization Percent	28.1%	100.0%	6.3%	71.9%	21.9%	0.0%
Labor Market Avail. Percent	18.6%	53.8%	7.7%	24.1%	20.2%	15.9%

Baruch College

Category: Service Workers

Job Group: Campus Security Assistant

Description: Campus Security-Entry level staff

Appointments: 25

Employees in this group hold the following titles:

Title ID	Title Name
04841	Campus Security Asst

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino	Italian American
Number of Employees	10	23	3	13	7	0
Underutilized (Y = Yes)						Y
Number Underutilized						2
Actual Utilization Percent	40.0%	92.0%	12.0%	52.0%	28.0%	0.0%
Labor Market Avail. Percent	19.8%	71.2%	6.9%	41.4%	20.4%	8.5%

Baruch College

Category: Service Workers

Job Group: Custodial: Supervisory

Description: Custodial-Supervisors (all titles)

Appointments: 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	5	5	0
Underutilized (Y = Yes)	Y		Y			Y
Number Underutilized	2		1			1
Actual Utilization Percent	18.2%	90.9%	0.0%	45.5%	45.5%	0.0%
Labor Market Avail. Percent	32.7%	74.5%	5.3%	30.5%	38.0%	5.8%

Baruch College

Category: Service Workers

Job Group: Custodial: Assistant

Description: Custodial-Entry level

Appointments: 67

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	29	60	9	18	33	0
Underutilized (Y = Yes)						Y
Number Underutilized						5
Actual Utilization Percent	43.3%	89.6%	13.4%	26.9%	49.3%	0.0%
Labor Market Avail. Percent	26.9%	68.0%	5.1%	19.8%	41.5%	7.6%

Appendix E Utilization Analysis - Faculty by Job Group

The Appendix provides a utilization analysis for each faculty job group where there are five or more employees.

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

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

Total Minority is comprised of Asian/Hawaiian/Other Pacific Islander, Black/African American, Hispanic/Latino, American Indian/Alaska Native and Two or More Races. Italian American is a reported category but not included in the federal Total Minority grouping.

This report covers full-time faculty groups only.

Job Group Faculty: Professoriate

Appointments: 399

	Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino	Italian American
Number of Faculty	152	129	83	18	26	17
Underutilized (Y = Yes)						
Number Underutilized						
Actual Utilization Percent	38.1%	32.3%	20.8%	4.5%	6.5%	4.3%
Labor Market Avail. Percent	42.5%	24.9%	14.0%	4.2%	4.8%	5.3%

Job Group Faculty: Librarian

Appointments: 21

	Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino	Italian American
Number of Faculty	10	12	7	3	2	2
Underutilized (Y = Yes)	Y					
Number Underutilized	7					
Actual Utilization Percent	47.6%	57.1%	33.3%	14.3%	9.5%	9.5%
Labor Market Avail. Percent	82.8%	13.6%	4.0%	4.4%	3.8%	5.7%

Job Group Faculty: Lecturer

Appointments: 56

	Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino	Italian American
Number of Faculty	22	15	2	7	5	7
Underutilized (Y = Yes)	Y		Y			
Number Underutilized	7		6			
Actual Utilization Percent	39.3%	26.8%	3.6%	12.5%	8.9%	12.5%
Labor Market Avail. Percent	52.4%	31.3%	14.1%	7.7%	7.6%	10.9%

Appendix F Personnel Activity

This Appendix details personnel activities.

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

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

EEO Category Summary
Executive/Administrative/Managerial

	Net Category Changes	NET ADDITIONS		Additions by Type		Detail of Transfers or Promotions into Category				NET SUBTRACTIONS		Subtractions by Type		Detail of Transfers or Promotions out of Category				CHANGES WITHIN CATEGORY (not counted in totals)	
		Addition #	Additions %	Hire from Outside or Other Campus	Promotion/Move to Current Year EEO Cat.	Demotion to Lower EEO Cat.	Advanced to a Higher EEO Cat.	Other Change	Return to Faculty	Sub. #	Sub %	Separation (Left College or Left CUNY)	Promotion/Move from Last Year EEO Cat.	Left for a Higher EEO Cat.	Left for a Lower EEO Cat.	Other Change	Returned to Faculty	Advance-ments	Other Changes
Total	-	23		13	10	-	10	-	-	(23)		(1)				(1)	2	1	
Male	(1)	11	48%	7	4	-	4	-	-	(12)	52%	(1)	(1)	-	-	-	-	1	
Female	1	12	52%	6	6	-	6	-	-	(11)	48%	(1)	-	-	-	-	2	-	
Other/Unknown	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	
Total Min	8	18	78%	11	7	-	7	-	-	(10)	43%	(9)	(1)	-	-	-	1	1	
Asian	2	4	17%	2	2	-	2	-	-	(2)	9%	(1)	(1)	-	-	-	1	1	
Black	5	8	35%	6	2	-	2	-	-	(3)	13%	(3)	-	-	-	-	-	-	
Hispanic	(1)	4	17%	1	3	-	3	-	-	(5)	22%	(5)	-	-	-	-	-	-	
Other Minority	2	2	9%	2	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	
Italian-American	(1)	-	0%	-	-	-	-	-	-	(1)	4%	(1)	-	-	-	-	-	-	
White (Not Ital)	(7)	5	22%	2	3	-	3	-	-	(12)	52%	(12)	-	-	-	-	1	-	
All White	(8)	5	22%	2	3	-	3	-	-	(13)	57%	(13)	-	-	-	-	-	-	
Unknown	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	
Veterans	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	
Individuals w/Disabilities	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	

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

EEO Category Summary
Professional Faculty

	Net Category Changes	NET ADDITIONS		Additions by Type		Detail of Transfers or Promotions into Category				NET SUBTRACTIONS		Subtractions by Type		Detail of Transfers or Promotions out of Category				CHANGES WITHIN CATEGORY (not counted in totals)	
		Addition #	Additions %	Hire from Outside or Other Campus	Promotion/Move to Current Year EEO Cat.	Demotion to Lower EEO Cat.	Advanced to a Higher EEO Cat.	Other Change	Return to Faculty	Sub. #	Sub %	Separation (Left College or Left CUNY)	Promotion/Move from Last Year EEO Cat.	Left for a Higher EEO Cat.	Left for a Lower EEO Cat.	Other Change	Returned to Faculty	Advancements	Other Changes
Total	(16)	24		23	1	-	-	-	1	(40)		(38)	(2)	(2)	-	-	-	21	1
Male	(13)	10	42%	9	1	-	-	-	1	(23)	58%	(23)	-	-	-	-	-	12	1
Female	(4)	13	54%	13	-	-	-	-	-	(17)	43%	(15)	(2)	(2)	-	-	-	9	-
Other/Unknown	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-
Total Min	1	15	63%	14	1	-	-	-	1	(14)	35%	(14)	-	-	-	-	-	4	-
Asian	5	9	38%	8	1	-	-	-	1	(4)	10%	(4)	-	-	-	-	-	2	-
Black	-	3	13%	3	-	-	-	-	-	(3)	8%	(3)	-	-	-	-	-	1	-
Hispanic	(4)	3	13%	3	-	-	-	-	-	(7)	18%	(7)	-	-	-	-	-	1	-
Other Minority	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-
Italian-American	-	2	8%	2	-	-	-	-	-	(2)	5%	(2)	-	-	-	-	-	-	-
White (Not Ital)	(17)	7	29%	7	-	-	-	-	-	(24)	60%	(22)	(2)	(2)	-	-	-	17	1
All White	(17)	9	38%	9	-	-	-	-	-	(26)	65%	(24)	(2)	(2)	-	-	-	17	1
Unknown	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-
Veterans	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-
Individuals w/Disabilities	(1)	-	0%	-	-	-	-	-	-	(1)	3%	(1)	-	-	-	-	-	-	-

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

EEO Category Summary
Professional Non-Faculty

	Net Category Changes	NET ADDITIONS		Additions by Type		Detail of Transfers or Promotions into Category				NET SUBTRACTIONS		Subtractions by Type		Detail of Transfers or Promotions out of Category				CHANGES WITHIN CATEGORY (not counted in totals)	
		Addition #	Additions %	Hire from Outside or Other Campus	Promotion/Move to Current Year EEO Cat.	Demotion to Lower EEO Cat.	Advanced to a Higher EEO Cat.	Other Change	Return to Faculty	Sub. #	Sub %	Separation (Left College or Left CUNY)	Promotion/Move from Last Year EEO Cat.	Left for a Higher EEO Cat.	Left for a Lower EEO Cat.	Other Change	Returned to Faculty	Advancements	Other Changes
Total	3	29		28	1	-	1	-	-	(26)		(8)	(8)	-	-	-	4	-	
Male	1	8	28%	8	-	-	-	-	-	(7)	27%	(4)	(4)	-	-	-	1	-	
Female	1	20	69%	19	1	-	1	-	-	(19)	73%	(4)	(4)	-	-	-	3	-	
Other/Unknown	1	1	3%	1	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	
Total Min	4	25	86%	24	1	-	1	-	-	(21)	81%	(7)	(7)	-	-	-	3	-	
Asian	4	11	38%	11	-	-	-	-	-	(7)	27%	(2)	(2)	-	-	-	1	-	
Black	(3)	3	10%	2	1	-	1	-	-	(6)	23%	(2)	(2)	-	-	-	2	-	
Hispanic	3	11	38%	11	-	-	-	-	-	(8)	31%	(3)	(3)	-	-	-	-	-	
Other Minority	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	
Italian-American	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	
White (Not Ital)	(2)	3	10%	3	-	-	-	-	-	(5)	19%	(1)	(1)	-	-	-	1	-	
All White	(2)	3	10%	3	-	-	-	-	-	(5)	19%	(1)	(1)	-	-	-	1	-	
Unknown	1	1	3%	1	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	
Veterans	1	1	3%	1	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	
Individuals w/Disabilities	2	2	7%	2	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	

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

EEO Category Summary
Administrative Support Workers

	Net Category Changes	NET ADDITIONS		Additions by Type		Detail of Transfers or Promotions into Category				NET SUBTRACTIONS		Subtractions by Type		Detail of Transfers or Promotions out of Category				CHANGES WITHIN CATEGORY (not counted in totals)	
		Addition #	Additions %	Hire from Outside or Other Campus	Promotion/Move to Current Year EEO Cat.	Demotion to Lower EEO Cat.	Advanced to a Higher EEO Cat.	Other Change	Return to Faculty	Sub. #	Sub %	Separation (Left College or Left CUNY)	Promotion/Move from Last Year EEO Cat.	Left for a Higher EEO Cat.	Left for a Lower EEO Cat.	Other Change	Returned to Faculty	Advancements	Other Changes
Total	2	7		7	-	-	-	-	-	(5)		(4)	(1)	(1)	-	-	-	-	-
Male	3	3	43%	3	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-
Female	(1)	4	57%	4	-	-	-	-	-	(5)	100%	(4)	(1)	(1)	-	-	-	-	-
Other/Unknown	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-
Total Min	-	5	71%	5	-	-	-	-	-	(5)	100%	(4)	(1)	(1)	-	-	-	-	-
Asian	-	1	14%	1	-	-	-	-	-	(1)	20%	(1)	-	-	-	-	-	-	-
Black	(2)	1	14%	1	-	-	-	-	-	(3)	60%	(2)	(1)	(1)	-	-	-	-	-
Hispanic	2	3	43%	3	-	-	-	-	-	(1)	20%	(1)	-	-	-	-	-	-	-
Other Minority	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-
Italian-American	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-
White (Not Ital)	1	1	14%	1	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-
All White	1	1	14%	1	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-
Unknown	1	1	14%	1	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-
Veterans	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-
Individuals w/Disabilities	(1)	-	0%	-	-	-	-	-	-	(1)	20%	(1)	-	-	-	-	-	-	-

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

EEO Category Summary
Technicians

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

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

EEO Category Summary
Craft Workers

	Net Category Changes	NET ADDITIONS		Additions by Type		Detail of Transfers or Promotions into Category				NET SUBTRACTIONS		Subtractions by Type		Detail of Transfers or Promotions out of Category				CHANGES WITHIN CATEGORY (not counted in totals)	
		Addition #	Additions %	Hire from Outside or Other Campus	Promotion/Move to Current Year EEO Cat.	Demotion to Lower EEO Cat.	Advanced to a Higher EEO Cat.	Other Change	Return to Faculty	Sub. #	Sub %	Separation (Left College or Left CUNY)	Promotion/Move from Last Year EEO Cat.	Left for a Higher EEO Cat.	Left for a Lower EEO Cat.	Other Change	Returned to Faculty	Advancements	Other Changes
Total	5	9		9	-	-	-	-	-	(4)		(4)	-	-	-	-	1	1	
Male	5	9	100%	9	-	-	-	-	-	(4)	100%	(4)	-	-	-	-	1	1	
Female	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	
Other/Unknown	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	
Total Min	4	4	44%	4	-	-	-	-	-	-	0%	-	-	-	-	-	1	-	
Asian	1	1	11%	1	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	
Black	1	1	11%	1	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	
Hispanic	2	2	22%	2	-	-	-	-	-	-	0%	-	-	-	-	-	1	-	
Other Minority	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	
Italian-American	(1)	-	0%	-	-	-	-	-	-	(1)	25%	(1)	-	-	-	-	-	-	
White (Not Ital)	1	4	44%	4	-	-	-	-	-	(3)	75%	(3)	-	-	-	-	-	1	
All White	-	4	44%	4	-	-	-	-	-	(4)	100%	(4)	-	-	-	-	-	1	
Unknown	1	1	11%	1	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	
Veterans	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	
Individuals w/Disabilities	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	

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

EEO Category Summary
Service Workers

	Net Category Changes	NET ADDITIONS		Additions by Type		Detail of Transfers or Promotions into Category				NET SUBTRACTIONS		Subtractions by Type		Detail of Transfers or Promotions out of Category				CHANGES WITHIN CATEGORY (not counted in totals)	
		Addition #	Additions %	Hire from Outside or Other Campus	Promotion/Move to Current Year EEO Cat.	Demotion to Lower EEO Cat.	Advanced to a Higher EEO Cat.	Other Change	Return to Faculty	Sub. #	Sub %	Separation (Left College or Left CUNY)	Promotion/Move from Last Year EEO Cat.	Left for a Higher EEO Cat.	Left for a Lower EEO Cat.	Other Change	Returned to Faculty	Advancements	Other Changes
Total	8	8		8	-	-	-	-	-	-	-	-	-	-	-	-	4	-	
Male	4	4	50%	4	-	-	-	-	-	0%	-	-	-	-	-	-	2	-	
Female	4	4	50%	4	-	-	-	-	-	0%	-	-	-	-	-	-	2	-	
Other/Unknown	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	
Total Min	5	5	63%	5	-	-	-	-	-	0%	-	-	-	-	-	-	3	-	
Asian	3	3	38%	3	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	
Black	2	2	25%	2	-	-	-	-	-	0%	-	-	-	-	-	-	3	-	
Hispanic	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	
Other Minority	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	
Italian-American	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	
White (Not Ital)	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	1	-	
All White	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	1	-	
Unknown	3	3	38%	3	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	
Veterans	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	
Individuals w/Disabilities	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	

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

Job Group Summary
Accountant Assistant

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

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

Job Group Summary
Administration 2 (Managers)

	Net Group Changes	NET ADDITIONS		Additions by Type		NET SUBTRACTIONS		Subtractions by Type		CHANGES WITHIN JOB GROUP (not counted in totals)	
		Addition #	Additions %	Hire from Outside or Other Campus	Promotion/ Move to Current Year Job Group	Sub. #	Sub %	Separation (Left College or Left CUNY)	Promotion/ Move from Last Year Job Group	Advance-ments	Other Changes
Total	(3)	15		7	8	(18)		(18)	-	2	-
Male	(2)	7	47%	3	4	(9)	50%	(9)	-	-	-
Female	(1)	8	53%	4	4	(9)	50%	(9)	-	2	-
Other/Unknown	-	-	0%	-	-	-	0%	-	-	-	-
Total Min	6	13	87%	6	7	(7)	39%	(7)	-	1	-
Asian	3	4	27%	2	2	(1)	6%	(1)	-	1	-
Black	1	4	27%	2	2	(3)	17%	(3)	-	-	-
Hispanic	-	3	20%	-	3	(3)	17%	(3)	-	-	-
Other Minority	2	2	13%	2	-	-	0%	-	-	-	-
Italian-American	(1)	-	0%	-	-	(1)	6%	(1)	-	-	-
White (Not Ital)	(8)	2	13%	1	1	(10)	56%	(10)	-	1	-
All White	(9)	2	13%	1	1	(11)	61%	(11)	-	1	-
Unknown	-	-	0%	-	-	-	0%	-	-	-	-
Veterans	-	-	0%	-	-	-	0%	-	-	-	-
Individuals w/Disabilities	-	-	0%	-	-	-	0%	-	-	-	-

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

Job Group Summary
Administration 3 (Professional)

	Net Group Changes	NET ADDITIONS		Additions by Type		NET SUBTRACTIONS		Subtractions by Type		CHANGES WITHIN JOB GROUP (not counted in totals)	
		Addition #	Additions %	Hire from Outside or Other Campus	Promotion/ Move to Current Year Job Group	Sub. #	Sub %	Separation (Left College or Left CUNY)	Promotion/ Move from Last Year Job Group	Advance-ments	Other Changes
Total	2	25		24	1	(23)		(15)	(8)	4	-
Male	-	5	20%	5	-	(5)	22%	(1)	(4)	1	-
Female	2	20	80%	19	1	(18)	78%	(14)	(4)	3	-
Other/Unknown	-	-	0%	-	-	-	0%	-	-	-	-
Total Min	4	22	88%	21	1	(18)	78%	(11)	(7)	3	-
Asian	5	10	40%	10	-	(5)	22%	(3)	(2)	1	-
Black	(4)	2	8%	1	1	(6)	26%	(4)	(2)	2	-
Hispanic	3	10	40%	10	-	(7)	30%	(4)	(3)	-	-
Other Minority	-	-	0%	-	-	-	0%	-	-	-	-
Italian-American	-	-	0%	-	-	-	0%	-	-	-	-
White (Not Ital)	(2)	3	12%	3	-	(5)	22%	(4)	(1)	1	-
All White	(2)	3	12%	3	-	(5)	22%	(4)	(1)	1	-
Unknown	-	-	0%	-	-	-	0%	-	-	-	-
Veterans	1	1	4%	1	-	-	0%	-	-	-	-
Individuals w/Disabilities	1	1	4%	1	-	-	0%	-	-	-	-

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

Job Group Summary
Administration 5 (Engineer-Architect)

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

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

Job Group Summary

Basic Crafts-Buildings and Grounds

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

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

Job Group Summary
Broadcast/Media

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

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

Job Group Summary
Campus Peace Officer

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

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

Job Group Summary
Campus Peace Officer-Sergeant

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

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

Job Group Summary
Campus Security Assistant

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

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

Job Group Summary
CUNY Admin Assistant

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

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

Job Group Summary
CUNY Office Assistant

	Net Group Changes	NET ADDITIONS		Additions by Type		NET SUBTRACTIONS		Subtractions by Type		CHANGES WITHIN JOB GROUP (not counted in totals)	
		Addition #	Additions %	Hire from Outside or Other Campus	Promotion/ Move to Current Year Job Group	Sub. #	Sub %	Separation (Left College or Left CUNY)	Promotion/ Move from Last Year Job Group	Advance-ments	Other Changes
Total	3	5		5	-	(2)		(2)	-	-	-
Male	2	2	40%	2	-	-	0%	-	-	-	-
Female	1	3	60%	3	-	(2)	100%	(2)	-	-	-
Other/Unknown	-	-	0%	-	-	-	0%	-	-	-	-
Total Min	1	3	60%	3	-	(2)	100%	(2)	-	-	-
Asian	-	-	0%	-	-	-	0%	-	-	-	-
Black	(2)	-	0%	-	-	(2)	100%	(2)	-	-	-
Hispanic	3	3	60%	3	-	-	0%	-	-	-	-
Other Minority	-	-	0%	-	-	-	0%	-	-	-	-
Italian-American	-	-	0%	-	-	-	0%	-	-	-	-
White (Not Ital)	1	1	20%	1	-	-	0%	-	-	-	-
All White	1	1	20%	1	-	-	0%	-	-	-	-
Unknown	1	1	20%	1	-	-	0%	-	-	-	-
Veterans	-	-	0%	-	-	-	0%	-	-	-	-
Individuals w/Disabilities	(1)	-	0%	-	-	(1)	50%	(1)	-	-	-

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

Job Group Summary
Custodial

	Net Group Changes	NET ADDITIONS		Additions by Type		NET SUBTRACTIONS		Subtractions by Type		CHANGES WITHIN JOB GROUP (not counted in totals)	
		Addition #	Additions %	Hire from Outside or Other Campus	Promotion/ Move to Current Year Job Group	Sub. #	Sub %	Separation (Left College or Left CUNY)	Promotion/ Move from Last Year Job Group	Advance-ments	Other Changes
Total	(2)	6		6	-	(8)		(8)	-	-	-
Male	(3)	3	50%	3	-	(6)	75%	(6)	-	-	-
Female	1	3	50%	3	-	(2)	25%	(2)	-	-	-
Other/Unknown	-	-	0%	-	-	-	0%	-	-	-	-
Total Min	(5)	3	50%	3	-	(8)	100%	(8)	-	-	-
Asian	1	1	17%	1	-	-	0%	-	-	-	-
Black	(4)	2	33%	2	-	(6)	75%	(6)	-	-	-
Hispanic	(2)	-	0%	-	-	(2)	25%	(2)	-	-	-
Other Minority	-	-	0%	-	-	-	0%	-	-	-	-
Italian-American	-	-	0%	-	-	-	0%	-	-	-	-
White (Not Ital)	-	-	0%	-	-	-	0%	-	-	-	-
All White	-	-	0%	-	-	-	0%	-	-	-	-
Unknown	3	3	50%	3	-	-	0%	-	-	-	-
Veterans	-	-	0%	-	-	-	0%	-	-	-	-
Individuals w/Disabilities	-	-	0%	-	-	-	0%	-	-	-	-

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

Job Group Summary
Custodial Supervisor

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

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

Job Group Summary
Faculty-Lecturer

	Net Group Changes	NET ADDITIONS		Additions by Type		NET SUBTRACTIONS		Subtractions by Type		CHANGES WITHIN JOB GROUP (not counted in totals)	
		Addition #	Additions %	Hire from Outside or Other Campus	Promotion/ Move to Current Year Job Group	Sub. #	Sub %	Separation (Left College or Left CUNY)	Promotion/ Move from Last Year Job Group	Advance-ments	Other Changes
Total	(1)	4		4	-	(5)		(4)	(1)	-	-
Male	(2)	2	50%	2	-	(4)	80%	(3)	(1)	-	-
Female	1	2	50%	2	-	(1)	20%	(1)	-	-	-
Other/Unknown	-	-	0%	-	-	-	0%	-	-	-	-
Total Min	-	2	50%	2	-	(2)	40%	(1)	(1)	-	-
Asian	1	1	25%	1	-	-	0%	-	-	-	-
Black	-	-	0%	-	-	-	0%	-	-	-	-
Hispanic	(1)	1	25%	1	-	(2)	40%	(1)	(1)	-	-
Other Minority	-	-	0%	-	-	-	0%	-	-	-	-
Italian-American	1	1	25%	1	-	-	0%	-	-	-	-
White (Not Ital)	(2)	1	25%	1	-	(3)	60%	(3)	-	-	-
All White	(1)	2	50%	2	-	(3)	60%	(3)	-	-	-
Unknown	-	-	0%	-	-	-	0%	-	-	-	-
Veterans	-	-	0%	-	-	-	0%	-	-	-	-
Individuals w/Disabilities	-	-	0%	-	-	-	0%	-	-	-	-

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

Job Group Summary
Faculty-Librarian

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

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

Job Group Summary
Faculty-Professorial

	Net Group Changes	NET ADDITIONS		Additions by Type		NET SUBTRACTIONS		Subtractions by Type		CHANGES WITHIN JOB GROUP (not counted in totals)	
		Addition #	Additions %	Hire from Outside or Other Campus	Promotion/ Move to Current Year Job Group	Sub. #	Sub %	Separation (Left College or Left CUNY)	Promotion/ Move from Last Year Job Group	Advance-ments	Other Changes
Total	(17)	18		16	2	(35)		(33)	(2)	20	-
Male	(11)	9	50%	7	2	(20)	57%	(20)	-	11	-
Female	(7)	8	44%	8	-	(15)	43%	(13)	(2)	9	-
Other/Unknown	-	-	0%	-	-	-	0%	-	-	-	-
Total Min	(1)	12	67%	10	2	(13)	37%	(13)	-	3	-
Asian	3	7	39%	6	1	(4)	11%	(4)	-	2	-
Black	(1)	2	11%	2	-	(3)	9%	(3)	-	1	-
Hispanic	(3)	3	17%	2	1	(6)	17%	(6)	-	-	-
Other Minority	-	-	0%	-	-	-	0%	-	-	-	-
Italian-American	(1)	1	6%	1	-	(2)	6%	(2)	-	-	-
White (Not Ital)	(15)	5	28%	5	-	(20)	57%	(18)	(2)	17	-
All White	(16)	6	33%	6	-	(22)	63%	(20)	(2)	17	-
Unknown	-	-	0%	-	-	-	0%	-	-	-	-
Veterans	-	-	0%	-	-	-	0%	-	-	-	-
Individuals w/Disabilities	(1)	-	0%	-	-	(1)	3%	(1)	-	-	-

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

Job Group Summary
IT Computer Professional

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

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

Job Group Summary
IT Support Technician

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

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

Job Group Summary
Laborers and Helpers

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

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

Job Group Summary
Security Manager

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

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

Job Group Summary
Skilled Trades

	Net Group Changes	NET ADDITIONS		Additions by Type		NET SUBTRACTIONS		Subtractions by Type		CHANGES WITHIN JOB GROUP (not counted in totals)	
		Addition #	Additions %	Hire from Outside or Other Campus	Promotion/ Move to Current Year Job Group	Sub. #	Sub %	Separation (Left College or Left CUNY)	Promotion/ Move from Last Year Job Group	Advance-ments	Other Changes
Total	6	9		8	1	(3)		(3)	-	-	1
Male	6	9	100%	8	1	(3)	100%	(3)	-	-	1
Female	-	-	0%	-	-	-	0%	-	-	-	-
Other/Unknown	-	-	0%	-	-	-	0%	-	-	-	-
Total Min	5	5	56%	4	1	-	0%	-	-	-	-
Asian	1	1	11%	1	-	-	0%	-	-	-	-
Black	1	1	11%	1	-	-	0%	-	-	-	-
Hispanic	3	3	33%	2	1	-	0%	-	-	-	-
Other Minority	-	-	0%	-	-	-	0%	-	-	-	-
Italian-American	-	-	0%	-	-	-	0%	-	-	-	-
White (Not Ital)	-	3	33%	3	-	(3)	100%	(3)	-	-	1
All White	-	3	33%	3	-	(3)	100%	(3)	-	-	1
Unknown	1	1	11%	1	-	-	0%	-	-	-	-
Veterans	-	-	0%	-	-	-	0%	-	-	-	-
Individuals w/Disabilities	-	-	0%	-	-	-	0%	-	-	-	-

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

Appendix F Tenure Actions

This Appendix summarizes tenure actions.

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

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

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

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

Tenure applies only to full-time faculty.

APPENDIX F-2 - Tenure Actions (Italian American Plan)

2022 - 2023

Baruch College

Bert Wasserman Dept Eco & Fin

Lecturer Doct Sch	Gained Tenure	CCE Certificate	Continuous Emp	Female	Black/African Am.
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English

Ascc Professor	Gained Tenure	Tenured		Female	White
Ascc Professor	Gained Tenure	Tenured		Male	White

History

Ascc Professor	Gained Tenure	Tenured		Female	Asian/Nat. Haw./Other Pac. Isl.
Ascc Professor	Gained Tenure	Tenured		Male	White

Mathematics

Ascc Professor	Gained Tenure	Tenured		Male	White
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Modern Languages & Comp Lit

Ascc Professor	Gained Tenure	Tenured		Male	White
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N P Loomba Dept of Mgt

Ascc Professor	Gained Tenure	Tenured		Female	Asian/Nat. Haw./Other Pac. Isl.
Ascc Professor	Gained Tenure	Tenured		Female	White
Lecturer	Gained Tenure	CCE Certificate	Continuous Emp	Female	Hispanic/Latino

Natural Sciences

Ascc Professor	Gained Tenure	Tenured		Male	White
Ascc Professor	Gained Tenure	Tenured		Female	White

Psychology

Ascc Professor	Gained Tenure	Tenured		Male	White
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Statistics & Computer Info

Ascc Professor	Gained Tenure	Tenured		Male	White
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Summary for the College

Total Staff:	Ttl Minority	Asian	Black/AfAm	Hispanic	Ital Amer	White Not Ital	Oth/Unk
7 Female	4	2	1	1	0	3	0
7 Male	0	0	0	0	0	7	0
0 Oth/Unk	0	0	0	0	0	0	0
14 Total	4	2	1	1	0	10	0

Appendix G Summary of Recruiting Activities

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

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

Campus Level

Category Summary

Executive-Administrative-Managerial

	Records	Applicants	Appl%		Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
Total + Total Selection Rate	575	574	100%		41	7%	11	2%	10	2%
Male	222	221	39%		24	11%	7	3%	6	3%
Female	256	256	45%		13	5%	4	2%	4	2%
Other	2	2	0%		-	0%	-	0%	-	0%
Unknown	95	95	17%		4	4%	-	0%	-	0%
Total Not Female	319	318	55%		28	9%	7	2%	6	2%
Total Min	376	375	65%		25	7%	7	2%	7	2%
Asian	76	76	13%		3	4%	-	0%	-	0%
Black	158	157	27%		15	10%	5	3%	5	3%
Hispanic	127	127	22%		6	5%	1	1%	1	1%
Other inc 2 or more	15	15	3%		1	7%	1	7%	1	7%
Italian-American	27	27	5%		-	0%	-	0%	-	0%
White (Not Ital)	139	139	24%		12	9%	3	2%	2	1%
Total White	166	166	29%		12	7%	3	2%	2	1%
Unknown Ethnicity	32	32	6%		3	9%	-	0%	-	0%
White+Unknown	198	198	34%		15	8%	3	2%	2	1%
Veterans	13	13	2%		1	8%	-	0%	-	0%
Indiv. w Disabilities	39	39	7%		3	8%	-	0%	-	0%

	Least Selected: Female Ttl Minorities	Adverse OK Sel	Least Selected: Female Not Minority	Adverse OK Sel	Least Selected: Female Not Minority	OK Sel Adverse
Percent Female	45%		31.7%		36.4%	40.0%
Percent Total Mins.	65%		61.0%		63.6%	70.0%
Percentage Veterans	2%		2.4%		0.0%	0.0%
Percentage w Disabil.	7%		7.3%		0.0%	0.0%

Campus Level

Category Summary

Professional Faculty

	Records	Applicants	Appl%		Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
Total + Total Selection Rate	545	544	100%		60	11%	14	3%	14	3%
Male	235	235	43%		17	7%	5	2%	5	2%
Female	206	205	38%		35	17%	8	4%	8	4%
Other	9	9	2%		2	22%	-	0%	-	0%
Unknown	95	95	17%		6	6%	1	1%	1	1%
Total Not Female	339	339	62%		25	7%	6	2%	6	2%
Total Min	272	272	50%		33	12%	9	3%	9	3%
Asian	150	150	28%		22	15%	4	3%	4	3%
Black	59	59	11%		5	8%	3	5%	3	5%
Hispanic	51	51	9%		3	6%	2	4%	2	4%
Other inc 2 or more	12	12	2%		3	25%	-	0%	-	0%
Italian-American	21	21	4%		1	5%	-	0%	-	0%
White (Not Ital)	220	219	40%		25	11%	5	2%	5	2%
Total White	241	240	44%		26	11%	5	2%	5	2%
Unknown Ethnicity	32	32	6%		1	3%	-	0%	-	0%
White+Unknown	273	272	50%		27	10%	5	2%	5	2%
Veterans	4	4	1%		-	0%	-	0%	-	0%
Indiv. w Disabilities	44	44	8%		4	9%	1	2%	1	2%

Least Selected:					
Not Female	Adverse	Not Female	Adverse	Not Female	Adverse
Not Minority	OK Sel	Not Minority	Adverse	Not Minority	Adverse

Percent Female	38%	58.3%	57.1%	57.1%
Percent Total Mins.	50%	55.0%	64.3%	64.3%
Percentage Veterans	1%	0.0%	0.0%	0.0%
Percentage w Disabil.	8%	6.7%	7.1%	7.1%

Campus Level

Category Summary

Professional Non-Faculty

	Records	Applicants	Appl%		Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
Total + Total Selection Rate	1,392	1,337	96%		83	6%	19	1%	19	1%
Male	350	337	25%		14	4%	3	1%	3	1%
Female	862	828	62%		60	7%	14	2%	14	2%
Other	17	16	1%		3	19%	1	6%	1	6%
Unknown	163	156	12%		6	4%	1	1%	1	1%
Total Not Female	530	509	38%		23	5%	5	1%	5	1%
Total Min	895	864	65%		48	6%	14	2%	14	2%
Asian	224	213	16%		10	5%	8	4%	8	4%
Black	303	294	22%		15	5%	1	0%	1	0%
Hispanic	327	317	24%		22	7%	5	2%	5	2%
Other inc 2 or more	41	40	3%		1	3%	-	0%	-	0%
Italian-American	39	35	3%		3	9%	-	0%	-	0%
White (Not Ital)	395	376	28%		25	7%	4	1%	4	1%
Total White	434	411	31%		28	7%	4	1%	4	1%
Unknown Ethnicity	63	62	5%		7	11%	1	2%	1	2%
White+Unknown	497	473	35%		35	7%	5	1%	5	1%
Veterans	12	12	1%		1	8%	1	8%	1	8%
Indiv. w Disabilities	94	90	7%		8	9%	2	2%	2	2%

Least Selected:					
Not Female	Adverse	Not Female	Adverse	Not Female	Adverse
Ttl Minorities	Adverse	Not Minority	Adverse	Not Minority	Adverse

Percent Female	62%	72.3%	73.7%	73.7%
Percent Total Mins.	65%	57.8%	73.7%	73.7%
Percentage Veterans	1%	1.2%	5.3%	5.3%
Percentage w Disabil.	7%	9.6%	10.5%	10.5%

Campus Level

Category Summary

Administrative Support Workers

	Records	Applicants	Appl%	Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
Total + Total Selection Rate	87	86	99%	2	2%	1	1%	1	1%
Male	31	30	35%	-	0%	-	0%	-	0%
Female	35	35	41%	1	3%	-	0%	-	0%
Other	1	1	1%	-	0%	-	0%	-	0%
Unknown	20	20	23%	1	5%	1	5%	1	5%
Total Not Female	52	51	59%	1	2%	1	2%	1	2%
Total Min	73	72	84%	2	3%	1	1%	1	1%
Asian	41	41	48%	2	5%	1	2%	1	2%
Black	14	14	16%	-	0%	-	0%	-	0%
Hispanic	17	16	19%	-	0%	-	0%	-	0%
Other inc 2 or more	1	1	1%	-	0%	-	0%	-	0%
Italian-American	1	1	1%	-	0%	-	0%	-	0%
White (Not Ital)	10	10	12%	-	0%	-	0%	-	0%
Total White	11	11	13%	-	0%	-	0%	-	0%
Unknown Ethnicity	3	3	3%	-	0%	-	0%	-	0%
White+Unknown	14	14	16%	-	0%	-	0%	-	0%
Veterans	1	1	1%	-	0%	-	0%	-	0%
Indiv. w Disabilities	3	3	3%	-	0%	-	0%	-	0%

Least Selected:		Least Selected:		Least Selected:	
Not Female	Adverse	Female	Adverse	Female	Adverse
Not Minority	Adverse	Not Minority	Adverse	Not Minority	Adverse

Percent Female	41%	50.0%	0.0%	0.0%
Percent Total Mins.	84%	100.0%	100.0%	100.0%
Percentage Veterans	1%	0.0%	0.0%	0.0%
Percentage w Disabil.	3%	0.0%	0.0%	0.0%

Campus Level

Category Summary

Craft Workers

	Records	Applicants	Appl%		Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
Total + Total Selection Rate	91	91	100%		6	7%	2	2%	2	2%
Male	77	77	85%		6	8%	2	3%	2	3%
Female	4	4	4%		-	0%	-	0%	-	0%
Other	-	-	0%		-	0%	-	0%	-	0%
Unknown	10	10	11%		-	0%	-	0%	-	0%
Total Not Female	87	87	96%		6	7%	2	2%	2	2%
Total Min	44	44	48%		4	9%	2	5%	2	5%
Asian	5	5	5%		1	20%	-	0%	-	0%
Black	15	15	16%		1	7%	1	7%	1	7%
Hispanic	19	19	21%		2	11%	1	5%	1	5%
Other inc 2 or more	5	5	5%		-	0%	-	0%	-	0%
Italian-American	4	4	4%		-	0%	-	0%	-	0%
White (Not Ital)	39	39	43%		2	5%	-	0%	-	0%
Total White	43	43	47%		2	5%	-	0%	-	0%
Unknown Ethnicity	4	4	4%		-	0%	-	0%	-	0%
White+Unknown	47	47	52%		2	4%	-	0%	-	0%
Veterans	7	7	8%		-	0%	-	0%	-	0%
Indiv. w Disabilities	4	4	4%		-	0%	-	0%	-	0%

Least Selected:		Least Selected:		Least Selected:	
Female	Adverse	Female	Adverse	Female	Adverse
Not Minority	Adverse	Not Minority	Adverse	Not Minority	Adverse

Percent Female	4%	0.0%	0.0%	0.0%
Percent Total Mins.	48%	66.7%	100.0%	100.0%
Percentage Veterans	8%	0.0%	0.0%	0.0%
Percentage w Disabil.	4%	0.0%	0.0%	0.0%

Campus Level

Category Summary

Service Workers and Others

	Records	Applicants	Appl%		Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
Total + Total Selection Rate	60	60	100%		19	32%	1	2%	1	2%
Male	35	35	58%		12	34%	-	0%	-	0%
Female	13	13	22%		6	46%	1	8%	1	8%
Other	-	-	0%		-	0%	-	0%	-	0%
Unknown	12	12	20%		1	8%	-	0%	-	0%
Total Not Female	47	47	78%		13	28%	-	0%	-	0%
Total Min	57	57	95%		19	33%	1	2%	1	2%
Asian	8	8	13%		-	0%	-	0%	-	0%
Black	28	28	47%		8	29%	1	4%	1	4%
Hispanic	17	17	28%		9	53%	-	0%	-	0%
Other inc 2 or more	4	4	7%		2	50%	-	0%	-	0%
Italian-American	1	1	2%		-	0%	-	0%	-	0%
White (Not Ital)	2	2	3%		-	0%	-	0%	-	0%
Total White	3	3	5%		-	0%	-	0%	-	0%
Unknown Ethnicity	-	-	0%		-	0%	-	0%	-	0%
White+Unknown	3	3	5%		-	0%	-	0%	-	0%
Veterans	4	4	7%		1	25%	-	0%	-	0%
Indiv. w Disabilities	2	2	3%		-	0%	-	0%	-	0%

Least Selected: Not Female *Adverse* Least Selected: Not Female *Adverse* Least Selected: Not Female *Adverse*
 Not Minority *Adverse* Not Minority *Adverse* Not Minority *Adverse*

Percent Female	22%	31.6%	100.0%	100.0%
Percent Total Mins.	95%	100.0%	100.0%	100.0%
Percentage Veterans	7%	5.3%	0.0%	0.0%
Percentage w Disabil.	3%	0.0%	0.0%	0.0%

Appendix G Exceptions to the Search Process

This Appendix lists search exceptions.

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

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

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

The waiver process applies to full-time appointments only.

Baruch College

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

Black and Latino Studies**Gender****Ethnicity****Lecturer Doct Sch**

Male

Black/African Am.

Basis Required for Operations**Asst Professor**

Male

Hispanic/Latino

Basis Required for Operations**Counseling & Psychological Svc****Gender****Ethnicity****HE Assistant**

Female

White

Basis Continuation of Grant Funding**HE Associate**

Male

Asian/Nat. Haw./Other Pac. Isl.

Basis Continuation of Grant Funding**Dean's Office - WSAS****Gender****Ethnicity****Dean**

Female

White

Basis Advancement**Dean's Office - ZSB****Gender****Ethnicity****Assc Dean**

Male

Asian/Nat. Haw./Other Pac. Isl.

Basis Substitute to Permanent Status**N P Loomba Dept of Mgt****Gender****Ethnicity****Asst Professor**

Female

Black/African Am.

Basis Extraordinary Qualifications**President's Office****Gender****Ethnicity****HE Officer**

Female

Black/African Am.

Basis Part Time to Full Time