

# 2023 – 2024 AFFIRMATIVE ACTION PLAN

## 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 on the webpages of the [Baruch College Office of Diversity Compliance and Equity Initiatives = Strategic Initiatives](#)

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COLLEGE

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UNIVERSITY  
OF  
NEW YORK

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## EXECUTIVE SUMMARY

During the 2021-22 academic year, Baruch College established an annual process to set College-Focused Goals. The seven College-Focused Goals for the 2022–23 academic year, all of which are fundamentally about investing in people, were as follows:

1. Continue multifaceted institutional transformation to elevate and enhance diversity, equity, and inclusion
2. Enhance the student experience and student success: increase student engagement, academic momentum, degree completion, and post graduation success
3. Envision and enhance the future of work and community well-being
4. Promote faculty research, scholarship, and creative activities toward an intellectually stimulating learning environment
5. Stimulate pedagogical innovation via creative mixture of learning modalities while maximizing experiential learning
6. Continue multi-year effort toward an incentive-based budget model: align institutional priorities and resource allocation; create incentive for collaboration and entrepreneurial program innovation
7. Expand visibility and philanthropy while strengthening and building external partnerships

At the beginning of the 2022-23 academic year, Baruch College launched of its new five-year Baruch College strategic plan, *Baruch 2028: Unstoppable*. The five College-Focused Goals for the 2023-24 academic year, are as follows:

- Goal #1: Maximize Students’ Potential to Succeed - Increase access to excellence and empower all students to succeed
- Goal #2: Promote Excellence in Research and Impactful Teaching - Foster teaching and research symbiotically to achieve local and global impact - Goal #3: Strengthen Our Collaborative and Engaged Community - Cultivate a thriving campus community where students, staff, and faculty feel a sense of belonging and experience opportunities for connection and growth
- Goal #4: Optimize Operations and Infrastructure - Enhance operational and fiscal effectiveness, while improving physical and information infrastructure to meet the growing needs of the community

Baruch College's Affirmative Action Plans are aligned with the aforementioned annual College-Focused Goals and the five-year Strategic Plan.

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

This report is an annual update of the Affirmative Action Plan (AAP) for federal contractors. The U.S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) oversees affirmative action requirements for federal contractors. This plan reflects requirements for implementing: Presidential Executive Order (EO) 11246, addressing gender and federally protected racial/ethnic groups; the Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA), as amended, for protected veterans, and Section 503 of the Rehabilitation Act of 1973, as amended, for individuals with disabilities. Some aspects of this plan also reflect state and local regulations, guidelines for public entities, CUNY trustees' resolutions, and CUNY policy.

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

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

### **Overview of the College**

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 nearly 100 PC workstations.

In addition, Baruch College is home to a number of centers and institutes including the Lawrence N. Field Center for Entrepreneurship, the Robert Zicklin Center for Corporate Integrity, the Wasserman Trading Floor/Subotnick Financial Services Center, the 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 is a place of opportunity and exploration where students, faculty, and staff transform their futures, their professions, and their communities. In the heart of New York City, our diverse and inclusive community is driven by learning, innovative knowledge creation, and intellectual discovery for local and global impact.

## **Vision**

Baruch College will be a national model for access and excellence, where ambitions are realized. Leveraging the dynamism of New York City and our steadfast commitment to innovative teaching, research, and collaboration, we will create life-changing experiences for our students, faculty, and staff to make transformative impact on our world.

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.

**Appendix A** displays an organization chart.

## **Policies**

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

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

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

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

## **Responsibilities**

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

## **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 October 24, 2023.

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

- Campus and Workplace Violence Policy - Baruch College Workplace Violence Prevention Program
- Domestic Violence and the Workplace Policy - Domestic Violence and the Workplace
- Procedures for Implementing Reasonable Accommodations and Academic Adjustments - Reasonable Accommodations and Academic Adjustments

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

## **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, Ph.D., 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 personnel have authority, staff and other resources to fulfill their responsibilities.

The President communicates commitment to equal employment opportunity, including an annual reaffirmation, and issues required reports, including this affirmative action plan. Appendix B contains the annual reaffirmation letter issued by the President.

### **Chief Diversity Officer**

The President has designated Elliott Dawes, J.D., LL.M., as Chief Diversity Officer (CDO) and Responsible Official who:

- Provides confidential consultation for, investigates, and resolved 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 on June 29, 2023.

#### 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

Committee(s) on Diversity and Inclusion University Management University Management

There is a standing committee on diversity, equity and inclusion (DEI) in each of the three schools at Baruch College:

- Marx School Diversity, Equity, and Inclusion (DEI) Committee
- Weissman Diversity, Equity and Inclusion (DEI) Alliance
  - Weissman School of Arts and Sciences (WSAS) - Diversity Strategic Plan
- Zicklin School of Business Diversity, Equity and Inclusion (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.

## PART TWO: DATA AND ANALYSIS

### Collecting Employee Data

In early July 2023, we extracted data on full-time employees active as of June 1, 2023 from CUNY's system of record, CUNYfirst. We include personnel on most paid leaves, including medical leave and fellowship/sabbatical leave. We do not include personnel on terminal leaves such as retirement leave, student workers (including Graduate Assistants) or people employed separately by CUNY's Research Foundation. 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 11 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.

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. [REDACTED]

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.

### Self-Identification Categories

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

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

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

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

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

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

### **Analyzing Data**

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

- Workforce Analysis (evaluating employment within organizational units/departments)
- Job Group Analysis (analysis of job groups and academic disciplines)
- Utilization Analysis (comparisons with labor market benchmarks)
- Transaction Analysis (reviews of recruiting and hiring, personnel actions, and compensation).

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

### **Workforce Analysis**

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

Due to length, Workforce Analysis charts are not included here. The next two charts summarize: (1) Workplace by Job Group (Workplace by Job Group) and Tenure Status

This report presents a unit-wide census and includes both full-time and part-time employees as of June 1, 2023. Part-time appointments of full-time employees in the same department are excluded. Multiples of part-time appointments in the same department and the same title are excluded.

Baruch College has 2,725 full-time and part-time employees - See Table 1 below - Workplace by Job Group  
1,399 or 51.33% of employees (staff and faculty) self-identify as women and 1,315 or 48.26% self-identify men. (See Table 1 below - Workplace by Job Group)

- 52.5% of Baruch College employees (faculty and staff) self-identify as men, women or not known gender who belong to one of the “minority” groups (also identified by Baruch College ODCEI as Asian/Asian American, Hawaiian/Other, Pacific Islander; Black/African American;

Hispanic/Latino; and Other or Not Known Gender),

- Of the aforementioned employees who self-identify as women, 829, or 59.29% identify themselves as belonging to one of the “minority” groups (also identified by Baruch College ODCEI as Asian/Asian American, Hawaiian/Other, Pacific Islander; Black/African American; Hispanic/Latino; and Other or Not Known Gender). Women who self-identify as belonging to one or more of the aforementioned “minority” groups make up 30.42% (829) of the overall Baruch College workforce.
  - Of the above employees who self-identify as men, 602, or 47.78% identify themselves as belonging to one of the “minority” groups (also identified by Baruch College ODCEI as Asian/Asian American, Hawaiian/Other, Pacific Islander; Black/African American; Hispanic/Latino; and Other). Men who self-identify as belonging to one or more of the aforementioned “minority” groups make up 22.09% (602) of the overall Baruch College workforce.
  - 91, or 3.39% of the overall Baruch College workforce (faculty and staff) self-identify as Italian American; 40, or 43.97% of those in this group self-identify as women, and 51, or 56.04% self-identify as men.
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- **Table 1 - Workplace by Job Group - Workforce by Job Group and Category (excludes Chief Executive)**
  - **Table 2: Tenure Status - Full-Time Reappointments with tenure, early tenure or Certificate of Continuous Employment (CCE) effective 9/1/2023 (Processed on October 4, 2023)**
  - **Table 3: Baruch College: Distinguished Professors Appointed or Continued**

**Table 1 - Workplace by Job Group -****June 1, 2023****Workforce by Job Group and Category (excludes Chief Executive) Baruch College****Total Appointments: 2,724****Executive/Administrative/Managerial**

<b>Job Group</b>	<b>Ttl Empls</b>	<b>Female #</b>	<b>Female %</b>	<b>Minority #</b>	<b>Minority %</b>
Admin 1: Executive	31	18	58.1%	11	35.5%
Admin 2: Managerial	163	114	69.9%	79	48.5%
Admin 2: Managerial Adjunct	168	107	63.7%	80	47.6%
Managerial: Facilities	1	0	0.0%	0	0.0%
Managerial: Info Tech	3	0	0.0%	3	100.0%
Managerial: Security	4	2	50.0%	4	100.0%

**Professional Faculty**

<b>Job Group</b>	<b>Ttl Empls</b>	<b>Female #</b>	<b>Female %</b>	<b>Minority #</b>	<b>Minority %</b>
Faculty: Professoriate	403	158	39.2%	137	34.0%
Faculty: Librarian	20	9	45.0%	11	55.0%
Faculty: Librarian Adjunct	1	1	100.0%	1	100.0%
Faculty: Lecturer	77	28	36.4%	25	32.5%
Faculty: Lecturer Adjunct	554	237	42.8%	213	38.4%
Faculty: Professoriate Adjunct	292	122	41.8%	80	27.4%
Faculty: Continuing Education	3	2	66.7%	1	33.3%

**Professional Non-Faculty**

<b>Job Group</b>	<b>Ttl Empls</b>	<b>Female #</b>	<b>Female %</b>	<b>Minority #</b>	<b>Minority %</b>
Accountant: Professional	5	5	100.0%	4	80.0%
Admin 3: Professional	206	154	74.8%	151	73.3%
Disability Accommodation Specl Adjunct	2	1	50.0%	2	100.0%
Info Tech: Professional	29	7	24.1%	26	89.7%
Info Tech: Professional Adjunct	15	7	46.7%	5	33.3%

**Administrative Support Workers**

<b>Job Group</b>	<b>Ttl Empls</b>	<b>Female #</b>	<b>Female %</b>	<b>Minority #</b>	<b>Minority %</b>
Accountant: Assistant	7	6	85.7%	7	100.0%
Administrative Assistant	13	11	84.6%	10	76.9%
Office Assistant	39	33	84.6%	30	76.9%
Office Assistant Adjunct	503	322	64.0%	397	78.9%
Mail Services Worker	3	0	0.0%	3	100.0%

**Technicians**

<b>Job Group</b>	<b>Ttl Empls</b>	<b>Female #</b>	<b>Female %</b>	<b>Minority #</b>	<b>Minority %</b>
Admin 4: College Lab Technician	7	5	71.4%	2	28.6%
Admin 4: College Lab Technician Adjunct	2	0	0.0%	1	50.0%
Broadcast-Media	3	1	33.3%	3	100.0%

**Craft Workers**

<b>Job Group</b>	<b>Ttl Empls</b>	<b>Female #</b>	<b>Female %</b>	<b>Minority #</b>	<b>Minority %</b>
Skilled Trades: Supervisory	6	0	0.0%	1	16.7%
Skilled Trades: Not Supervisory	17	0	0.0%	7	41.2%
Laborers and Helpers	1	0	0.0%	1	100.0%
Basic Crafts-Buildings and Grounds	7	0	0.0%	5	71.4%

## Service Workers

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %
Campus Public Safety Sergeant	11	4	36.4%	10	90.9%
Campus Peace Officer	32	9	28.1%	32	100.0%
Campus Security Assistant	24	9	37.5%	22	91.7%
Custodial: Supervisory	8	2	25.0%	7	87.5%
Custodial: Assistant	64	25	39.1%	59	92.2%

**Table 2: Tenure Status - Full-Time Reappointments with tenure, early tenure or CCE effective 9/1/2023 (Processed on October 4, 2023)**

<b>Baruch College: Full-Time Reappointments with tenure, early tenure or Certificate of Continuous Employment (CCE) effective 9/1/2023 (Processed on October 4, 2023)</b>				
<b>DeptID Description</b>	<b>School</b>	<b>Action Type</b>	<b>Title</b>	<b>Effective Date</b>
Management	ZBUS	Reappointment with Tenure	Asst Prof	9/1/2023
Accountancy	ZBUS	Reappointment with Tenure	Assoc Prof	9/1/2023
Natural Sciences	WSAS	Reappointment with Tenure	College Laboratory Tech	9/1/2023
Communication Studies	WSAS	Reappointment with Tenure	Asst Prof	9/1/2023
Journalism	WSAS	Reappointment with Tenure	Asst Prof	9/1/2023
Mathematics	WSAS	Reappointment with Early Tenure	Assoc Prof	9/1/2023
Public Affairs	MSPIA	Reappointment with Early Tenure	Asst Prof	9/1/2023

Total of Reappointments with tenure, early tenure, or CCE effective 9/1/2023	7
Total of Reappointments with Tenure as Assistant Professor effective 9/1/2023	3
Total of Reappointments with Tenure as Associate Professor effective 9/1/2023	1
Total of Reappointments with Tenure as CLT effective 9/1/2023	1
Total of Reappointments with Early Tenure effective 9/1/2023	2
Total of Reappointments with Tenure eff. 9/1/23, Female	3
Total of Reappointments with tenure of underrepresented/minority groups effective 9/1/23	4

**Table 3: Baruch College: Distinguished Professors Appointed or Continued**

<b>DeptID Description</b>	<b>School</b>	<b>Action Type</b>	<b>Title</b>	<b>Current Appointment Term</b>
Mathematics	WSAS	Reappointment	Distinguished Professor	9/1/2024- 8/31/2029
Fine & Performing Arts	WSAS	Continued	Distinguished Professor	9/1/2021-8/31/2026

**Table 2: Tenure Status**

Communication Studies	WSAS	Continued	Distinguished Professor	1/1/2020-8/31/2025
Natural Sciences	WSAS	Continued	Distinguished Professor	4/1/2022 -8/31/2022 & 9/1/2022 – 8/31/2027
Economics/Finance	ZBUS	Reappointment	Distinguished Professor	9/1/2024- 8/31/2029

Total # of Distinguished Professors effective AY 2023-2024	5
Total # of Distinguished Professors, Female	2

## Job Group Analysis

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

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

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

## Utilization Analysis

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

### Labor Market Source Data

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

- For external candidates except some faculty, we utilized the US Census American Community Survey (ACS), 5-year estimate, 2017-2021 (final), extracted from University of Minnesota's Integrated Public Use Microdata Sample (IPUMS). Data is extracted based on a combination of geography, labor force participation, occupation, and educational attainment, depending on job group.
- For internal candidates, we utilized lists of CUNY-wide appointments over the 2017-2022 time period and consulted with CUNY's Director of Civil Service Operations. Internal demographics are based on the last plan census date (June 1, 2022).
- For faculty discipline-based estimates, we utilized the US Department of Education's National Center for Education Statistics' Integrated Post-Secondary Education Data System (IPEDS) completion data, 2020-2021 (final). We use the Classification of Instructional Programs (CIP) to identify disciplines.

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

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

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

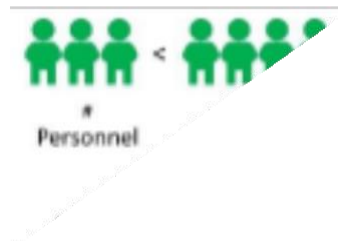
We report underutilization where the percent of personnel belonging to a protected group is less than 80% below the labor market estimate, and the difference is equal to at least one full-time equivalent employee. The following illustration may help explain this calculation:

**Illustration: Utilization and Underutilization**

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

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

Comparison is based on 80% of the Labor Market; in this case, four or more females in the group would avoid underutilization.



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

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

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

**Table 3: Summary of Underutilization and Goals**

Baruch College

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

This summary reports underutilization as follows:

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

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

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

**Executive/Administrative/Managerial**

Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/AfricanAm	Hispanic/Latino
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Admin 1: Executive

2023	31		2		
2022	31		1		1
2021	30				
2020	33				

Admin 2: Managerial

2023	163				
2022	150				
2021	153			6	
2020	152				

Managerial: Security

2022	5				
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**Professional Non-Faculty**

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

Accountant: Professional

2023	5				
2022	5			2	
2021	5			2	
2020	5			2	

Admin 3: Professional

2023	206				
2022	205				
2021	203				
2020	207				

Info Tech: Professional

2023	29	4			
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**Professional Non-Faculty**

Info Tech: Professional

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ AfricanAm	Hispanic/ Latino
2023	28	6				
2021	26	4				
2020	26	4				

**Administrative Support Workers**

Accountant: Assistant

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ AfricanAm	Hispanic/ Latino
2023	7					
2022	6					
2021	5					
2020	6					

Administrative Assistant

2023	13					
2022	18					
2021	20					
2020	20					

Office Assistant

2023	39			3		
2022	41					
2021	38					
2020	44					

**Technicians**

Admin 4: College Lab Technician

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ AfricanAm	Hispanic/ Latino
<i>College Lab Tech: Science, Tech, Eng.</i>						
2023	5		1	1		
2020	5					1

**Craft Workers**

Basic Crafts-Buildings and Grounds

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ AfricanAm	Hispanic/ Latino
2023	7	1		1		
2022	9	1		1		
2021	10	2		1		
2020	10	2		1		

Skilled Trades: Not Supervisory

2023	17				2	
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**Craft Workers**

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/AfricanAm	Hispanic/Latino
Skilled Trades: Not Supervisory						
2022	21				2	
2021	15		4		2	2
2020	18		5		2	3
Skilled Trades: Supervisory						
2023	6		1		1	

**Service Workers**

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/AfricanAm	Hispanic/Latino
Campus Peace Officer						
2023	32			2		
2022	32					
2021	34			2		
2020	36			2		
Campus Public Safety Sergeant						
2023	11					
2022	9					
2021	11			1		
2020	11			1		
Campus Security Assistant						
2023	24					
2022	25					
2021	28					
2020	29					
Custodial: Assistant						
2023	64					
2022	67					
2021	69					
2020	72					
Custodial: Supervisory						
2023	8	1		1		
2022	11	2		1		
2021	12	2		1		
2020	12	2		1		

Baruch College

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

This summary reports underutilization as follows:

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

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

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

**Faculty: Professoriate**

Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino
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Biological and Biomedical Sciences AND Physical Sciences

2023	25	3	1		1
2022	23	3	2	1	1
2021	24	3	2	1	
2020	24	3	3	1	1

Business, Management, Marketing and Support

2023	121	17			27	3
2022	118	11			23	2
2021	121	11			24	3
2020	127	13			25	3

Communications, Journalism, and Related

2023	24					
2022	23		1			1
2021	26					1
2020	26		2			1

English Language and Literature/Letters

2023	31					
2022	31	5				
2021	33	5				
2020	35					

Foreign Languages, Literatures, and Linguistics

2023	12	4				
2022	13	5				
2021	15	4				
2020	15	3				

History

**Faculty: Professoriate**

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino
<b>History</b>						
2023	14					1
2022	13					
2021	13					
2020	13					
<b>Legal Professions and Studies</b>						
2023	12		4	1	1	2
2022	13		4	1	1	1
2021	13		4	1	1	1
2020	13		4	1	1	1
<b>Mathematics and Computer Science</b>						
2023	33					2
<b>Mathematics and Statistics</b>						
2023	26	2	3		1	1
2022	56					2
2021	57					
2020	58				1	
<b>Philosophy and Religious Studies</b>						
2023	7	1	1			1
2022	7	2				
2021	7	2				
2020	6	2				
<b>Psychology</b>						
2023	18	4	2		1	2
2022	21	6				2
2021	22	7			1	1
2020	22	7	1		1	1
<b>Public Administration</b>						
2023	41	14	4		10	
2022	40	12			6	
2021	42	11			7	
2020	41	12			6	
<b>Social Sciences</b>						
2023	23	2				
2022	23					
2021	24	2				
2020	26					1
<b>Visual and Performing Arts</b>						

**Faculty: Professoriate**

Visual and Performing Arts

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino
2023	13		2			1
2022	15				1	1
2021	16				1	1
2020	15				1	1

**Faculty: Librarian**

Library (Librarians/Non-Teaching)

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino
2023	19	7				
2022	20	8				
2021	18	8				
2020	21	8				

**Faculty: Lecturer**

Business, Management, Marketing and Support

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino
2023	27	5	4		1	2
2022	20		2	1		1
2021	21		3	2		1
2020	22		3	1		1

Communications, Journalism, and Related

2023	7	1				1
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English Language and Literature/Letters

2023	10	5				1
2022	5	3				1
2021	5	3				1
2020	5	4				1

Mathematics and Statistics

2023	10	1	3	1	1	1
2022	9	2	3	2	1	1
2021	9	2	3	2	1	1
2020	12	2	4	2	1	1

Public Administration

2023	7		3		1	1
2022	8		3	1	1	1
2021	8		3	1	1	1
2020	8		3	1	1	1

**Table 4: Tenure Summary - Baruch College: Full-Time Reappointments with tenure, early tenure or CCE effective 9/1/2023 (processed on October 4, 2022)**

Total of Reappointments with Tenure as Assistant Professor effective 9/1/2023	3
Total of Reappointments with Tenure as Associate Professor effective 9/1/2023	1
Total of Reappointments with Tenure as CLT effective 9/1/2023	1
Total of Reappointments with Early Tenure effective 9/1/2023	2
Total of Reappointments with Tenure eff. 9/1/23, Women	3
Total of Reappointments with tenure of underrepresented/minority groups effective 9/1/23	0

**Table 4 (continued): Baruch College: Distinguished Professors Appointed or Continued (2023-24)**

Total # of Distinguished Professors effective AY 2023-2024	5
Total # of Distinguished Professors, Female	2

Five faculty were either appointed or continued in the rank of Distinguished Professor, an award of merit recognizing extraordinary academic achievement. Two Distinguished Professors are women.

## 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

### Summary of Campus Programs, 2022-2023

Table 6: Summary of Campus Programs, 2022-23

Program	Impact/Action/Job Group
<p><u>Marxe School Diversity, Equity, and Inclusion (DEI) Committee</u></p>	
<p><u>Weissman Diversity, Equity and Inclusion (DEI) Alliance</u></p> <ul style="list-style-type: none"> <li>• <u>Weissman School of Arts and Sciences (WSAS) - Diversity Strategic Plan</u></li> </ul>	<p>Three specific areas during the 2022-23 academic year.</p> <ul style="list-style-type: none"> <li>• Faculty Hiring (building on past work)</li> <li>• Faculty Retention &amp; Culture (building on past work)</li> <li>• Student Success (new programmatic area)</li> </ul> <p>In March 2023, WSAS launched a DEI webpage/blog: <a href="https://blogs.baruch.cuny.edu/weissmandeialliance/">https://blogs.baruch.cuny.edu/weissmandeialliance/</a> (WSAS)</p> <p>WSAS Curriculum Two new courses in WSAS that connect to diversity and disability studies—American Sign Language 1</p>

	and 2 were approved by the faculty this spring 2023 and will be on offered next year in the department of Modern Languages and Comparative Literature. (WSAS)
<u>Zicklin School of Business Diversity, Equity and Inclusion (DEI) Task Force</u>	
<p>President Wu set updated College Focus Goals for the current 2022-23 academic year.</p> <p>College-Focused Goals for AY2022–23</p> <p>The seven goals are as follows:</p> <ol style="list-style-type: none"> <li>1. Continue multifaceted institutional transformation to elevate and enhance diversity, equity, and inclusion</li> <li>2. Enhance the student experience and student success: increase student engagement, academic momentum, degree completion, and postgraduation success</li> <li>3. Envision and enhance the future of work and community well-being</li> <li>4. Promote faculty research, scholarship, and creative activities toward an intellectually stimulating learning environment</li> <li>5. Stimulate pedagogical innovation via creative mixture of learning modalities while maximizing experiential learning</li> <li>6. Continue multiyear effort toward an incentive-based budget model: align institutional priorities and resource allocation; create incentive for collaboration and entrepreneurial program innovation</li> <li>7. Expand visibility and philanthropy while strengthening and building external partnerships</li> </ol> <p>College Focus Goal #1 for AY2022-23 is:</p> <p>Continue multifaceted institutional transformation to elevate and enhance diversity, equity and inclusion</p>	
Sub-goal #1 - Shape college-wide messaging around DEI initiatives and develop framework of consistent, customized communications for the college community	On August 3, 2022, President Wu issued a Reaffirmation Statement on Baruch College’s Commitment to Diversity, Inclusion, Equal Opportunity, and Affirmative Action (Office of the President and OCMPA)

	<p>Throughout the 2022-23 academic year, OCMPA issued statements to the Baruch College community via email and social media recognizing Latinx Heritage Month (September 15 to October 15 2022), LGBTQIA+ History Month (October 2022), Black History Month (February 2023), Women’s History Month (March 2023) and Asian Pacific Islander Desi American Heritage Month (April 2023) (OCMPA)</p>
	<p>On December 7, 2022, President Wu issued a statement entitled Diversity, Inclusion, and Belonging: Central Tenets of the Baruch Experience after two incidents of antisemitism were reported to Baruch College administrators.</p>
	<p>During summer 2022 and throughout the 2022-23 academic year, OCMPA issued numerous Baruch College Strategic Planning Announcements encouraging Baruch College community members (staff, students and faculty) to participate in college-wide strategic planning events, particularly the: Baruch College Appreciative Inquiry Strategic Planning Summit, September 22 from Noon to 5PM and September 23 from 9AM to 5PM, NVC14-220</p> <ul style="list-style-type: none"> <li>• Town Hall to review and provide input on draft elements of the strategic plan, Monday, Feb. 27, 2023 10 am to Noon, NVC 14-220 (OCMPA and Baruch Community Strategic Planning Committee)</li> </ul>
	<p>On January 29, 2023, President Wu issued a statement “In Sympathy and Solidarity” addressed to Baruch College Students, Faculty, and Staff in the aftermath of the killing of Tyre Nichols by police officers in Memphis, Tennessee. CUNY Chancellor also issued a statement on January 27, 2023.</p>

	<p>Throughout the 2022-23 academic year, OCMPA issued numerous announcements to the Baruch College community to support CUNY BRESI projects at Baruch College including but not limited to Marxe School DEI Fridays organized by Dr. Anna D'Souza, Associate Professor &amp; Provost Innovation Fellow in Inclusive Pedagogy (2021-22) and Baruch College ODCEI's Collaboration with the New York African Diaspora Film Festival (OCMPA, Marxe DEI Committee/D'Souza and ODCEI)</p>
	<p>On February 23, 2023, OCMPA issued a Campus Facilities Update on the Single-Occupancy, All-Gender Restroom Initiative to all Baruch College Community (Staff, Students and Faculty). This college-wide announcement stated that The Office of Campus Facilities and Operations—in coordination with Public Safety and the Office of Diversity, Compliance, and Equity Initiatives—has made plans to add and/or convert existing restrooms across campus to single-occupancy, all-gender restrooms. This initiative reflects Baruch College's commitment to provide options for students, faculty, and staff and to create a welcoming and equitable campus. Campus Facilities Update authored by Larry Manganello, Assistant Vice President, Campus Facilities and Operations. (OCMPA, Office of Campus Facilities, Public Safety, Labor Relations/Legal, and ODCEI)</p>
	<p>During summer 2022 and throughout the 2022-23 academic year, OCMPA issued numerous Baruch College Strategic Planning Announcements encouraging Baruch College community members (staff, students and faculty) to participate in college-wide strategic planning events, particularly the:</p> <p>Baruch College Appreciative Inquiry Strategic Planning Summit, September 22 from Noon to 5PM and September 23 from 9AM to 5PM, NVC14-220</p> <ul style="list-style-type: none"> <li>• Town Hall to review and provide input on draft elements of the strategic plan, Monday, Feb. 27, 2023 10 am to Noon, NVC 14-220 (OCMPA</li> </ul>

	and Baruch Community Strategic Planning Committee)
Sub-goal #2 - Strengthen campus culture of respect, diversity, equity and inclusion	During the 2022-23 academic year, Baruch College administrators prepared several proposals to secure funding for our Baruch College Campus Climate work during the 2022-23 academic year generally and during the spring 2023 and summer 2023 terms.
	Baruch College administrators participated in a professional development seminar series throughout the 2022-23 academic year (at least 15 sessions) sponsored by Hillel International as well as the Academic Engagement Network (AEN) (at least
	April 2023 – OCMPA and ODCEI issued a statement recognizing <a href="#">National Sexual Assault Awareness Month (SAAM) encouraging Baruch College community members to participate in a week (April 24th and 28th) of virtual programs sponsored by the New York City Alliance Against Sexual Assault</a> (OCMPA and ODCEI)
	April 2023 – OCMPA issued a Baruch College Announcement on behalf of the Baruch College Sexual Harassment & Assault Prevention Committee (SHAP led by Joy Allison, Associate Director, Office of Health & Wellness & Brandy Peer, Associate Director for Community Standards); Division of Student Affairs; and the Office of Diversity, Compliance, and Equity Initiatives (ODCEI) recognizing August 26, 2023. Denim Day statement authored by Kimara Patton, Esq., Deputy Chief Diversity Officer and Title IX/EEO Coordinator. (SHAP, Student Affairs, ODCEI)
	Baruch College became an Institutional Member of the National Association of Diversity Officers in Higher Education (NADOHE) during the 2021-22 academic year which gives Baruch College community members access to the many DEI webinars and resources that NADOHE provides to its members. Membership was renewed for the

	<p>2022-23 academic year. (Office of the President and ODCEI)</p> <p><a href="#">ODCEI was designated as the NCAA Athletics Diversity and Inclusion Designee (ADID) at Baruch College.</a> Baruch College Athletics administrators and all three ODCEI administrators attend regularly scheduled meetings and professional development sessions sponsored by the NCAA Office of Inclusion and the CUNY Athletics Conference, particularly the 2022 NCAA Inclusion Forum. (Baruch College Athletics and ODCEI)</p>
<p>Sub-goal #3 - Strengthen college-wide faculty diversity hiring and retention policies/practices</p>	<p>Baruch College Office of Diversity, Compliance, and Equity administrators conducted well over 50 DEI charge meetings for both administrative and faculty search committees since August 2021. DEI charge meetings for both faculty and administrative search committees were recorded in January 2023 to support future recruitment activity.</p>
	<p>Baruch College Office of Diversity, Compliance, and Equity Initiatives (ODCEI) offered a number of Diversity, Equity, and Inclusion (DEI) Professional Development Sessions and DEI Trainings during the 2021-22 and 2022-23 academic years. Additionally, ODCEI worked closely with DEI consultant, <a href="#">The Academic Network</a>.</p>
	<p>Membership in National Center for Faculty Development and Diversity (NCFDD), supporting the professional development of all faculty with a focus on faculty from historically underrepresented groups. (Academic Affairs)</p>
	<p>ODCEI administrators, particularly Kimara Patton, Esq., Deputy Chief Diversity and Title IX/EEO Coordinator, conducted Title IX trainings and professional development sessions for staff, students, and faculty) throughout the 2023-23 academic year:</p> <ul style="list-style-type: none"> <li>• Title IX Training for Exchange Students – August 24, 2022 (Patton)</li> <li>• Title IX Training for PhD Students organized Ph.D. Program in Business - August 24, 2022 (Dawes)</li> </ul>

	<ul style="list-style-type: none"> <li>• Title IX Training for Undergraduate Admissions Welcome Center Staff – October 4, 2022 (Patton)</li> <li>• CUNY Athletic Conference Staff Title IX Sexual Assault Training – September 30th 2022 (Patton)</li> <li>• CUNY Athletic Conference Staff Title IX Sexual Assault Training – October 5, 2022 (Patton)</li> <li>• Title IX Training for STARR Career Development Center – January 17, 2023 (Patton)</li> <li>• Title IX Training for Exchange Students – January 23, 2023 (Patton)</li> <li>• Title IX Training for WBMB (radio station) – February 23, 2023 (Patton)</li> <li>• Title IX Professional Development Session for Zicklin administrators and faculty in advance of international study tour for Executive Program student leaving on Friday, March 24, 2023 (Dawes)</li> <li>• Title IX Professional Development Session with Baruch College Athletics Administrators - Wednesday, March 29, 2023 (Dawes)</li> </ul> <p>(ODCEI)</p>
	<p>Campus Climate Initiative - Educational Programming - CUNY BRESI Events - DEI Fridays (spring 2023 events) organized by Dr. Anna D'Souza, Associate Professor &amp; Provost Innovation Fellow in Inclusive Pedagogy (2021-22)</p> <ul style="list-style-type: none"> <li>• Stuck: Why Asian Americans Don't Reach the Top of the Corporate Ladder - February 17, 2023 at 12:00-1:00pm</li> <li>• LGBTQ+ Safe Zone Training - March 3, 2023 at 12:00-1:00pm</li> <li>• Navigating and Resisting White Institutional Spaces - March 10, 2023 at 12:00-1:00pm</li> <li>• Land Acknowledgements and Beyond: A Conversation on Centering</li> </ul>

	<p>Indigenous Perspectives - March 17, 2023, 12:00-1:30pm</p> <ul style="list-style-type: none"> <li>• Celebrating Women’s Rights - Wednesday, March 29, 2023 at 12:00-1:00pm</li> <li>• The Courage to Teach and Research Racism: How Can Baruch Uplift and Protect Faculty and Staff from Targeted Attacks? - April 21, 2023 at 12:00-2:00pm</li> <li>• Teach-In on Anti-Racist Pedagogy - Wednesday, April 26, 2023 at 4-5:30pm</li> <li>• What Does it Mean to Be “Asian”? Understanding and Supporting the Asian and AAPI community at Baruch - May 5, 2023 at 12:00-1:00pm</li> </ul> <p>(Marxe DEI Committee and funded by CUNY BRESI)</p>
	<p>Campus Climate Initiative - Educational Programming - ODCEI CUNY BRESI Events - 2022-23 academic year</p> <p>With the generous support of the <a href="#">CUNY Black, Race and Ethnic Studies Initiative (BRESI)</a> and the <a href="#">Andrew W. Mellon Foundation</a>, ODCEI used CUNY BRESI funds to foster a collaboration with the <a href="#">New York African Diaspora International Film Festival (NYADIFF)</a> to host virtual and in-person film screenings from the extensive cinema libraries of <a href="#">NYADIFF</a> and <a href="#">ArtMattan Films</a>. Each screening also features a conversation with the filmmakers with the intention of deepening Baruch College community members’ understanding of justice and equality.</p> <ul style="list-style-type: none"> <li>• <a href="#">BLACK MEXICANS/LA NEGRADA - Wednesday, November 16, 2023 @ 5:15PM</a></li> <li>• <a href="#">BADDDD SONIA SANCHEZ - Wednesday, 11/30/2022 @ 7PM @ BPAC - Twitter</a></li> <li>• <a href="#">FIGHTING FOR RESPECT, and a panel discussion on Tuesday, February 28, 2023, 5PM to 7PM - Twitter</a></li> </ul>

	<ul style="list-style-type: none"> <li>• <a href="#">MAMA AFRICA: MIRIAM MAKEBA &amp; discussion on Monday, March 27, 2023 at 5PM, BPAC - Twitter</a></li> <li>• <a href="#">DENYING BRAZIL (2000) on Tuesday, April 25, 2023 from 5PM to 7:30PM - Twitter</a></li> </ul> <p>(ODCEI and funded by CUNY BRESI)</p>
	<p>Campus Climate Initiative - Educational Programming - Faith, Conflicts, and Coalition Series</p> <ul style="list-style-type: none"> <li>• Reflections on Faith Diversity: A Conversation with Faculty Experts Presented by Office of the Provost and WSAS at Sandra Kahn Wasserman Jewish Studies Center, with Carla Bellamy, Professor, Sociology and Anthropology; Hagop Sarkissian, Department Chair and Professor Philosophy; Jamel Hudson, Lecturer, Communication Studies; Kenneth J. Guest, Professor, Sociology and Anthropology; Linda Weiser Friedman, Professor, Paul Chook Department of Information Systems and Statistics; and Jessica Lang, Moderator, Dean Weissman School of Arts and Sciences - Tuesday, October 25, 2022, 4:30 PM - 6:00 PM</li> <li>• On Thursday, Nov. 17 at 4:30PM, “silent” screening of a short film “Sevap/Mitzvah,” shown in BPAC The screening was followed by a discussion with the director of the film, Sabina Vajraca, and Dr. Laura Cohen. Sabina Vajraca, the film’s director, who is currently based in the US, was a refugee of the Bosnian war. Dr. Laura Cohen, director of the Kupferberg Holocaust Center at Queensborough Community College, has done research on genocide more broadly and the Srebrenica genocide more specifically.</li> <li>• On February 7, 2023, the Wasserman Center hosted Antisemitism/Anti-Judaism: a conversation between Professor David Nirenberg, Tenth Director and Leon Levy Professor at the Institute for Advanced Study in Princeton, NJ, and Professor Magda Teter, Professor of History and the Shvidler Chair of</li> </ul>

	<p>Judaic Studies at Fordham University as part of the Interfaith Initiative on Zoom</p> <ul style="list-style-type: none"> <li>• On April 17, 2023 at 5:30 p.m., the Interfaith Initiative presented Sander Gilman and Zhou Xun, who discussed Gilman’s latest work, “I Know Who Caused COVID-19”: Pandemics and Xenophobia.”</li> <li>• Yom HaShoah Remembrance and Poetry Reading - April 18, 2023 at 2:30 p.m. at the BPAC Engleman Recital Hall</li> </ul> <p>(Academic Affairs and WSAS)</p>
	<p>During spring 2022, summer 2022 and fall 2022, The Academic Network conducted DEI Professional Development Sessions/Workshops with Baruch College administrators, academic chairs and select faculty members</p> <ul style="list-style-type: none"> <li>• Cabinet/Senior Leadership Diversity Engagement and Development Training (3-hours plus Q&amp;A) (in-person format) – Monday, March 28, 2022</li> <li>• Academic Departments - Faculty Selection Committee Diversity Training Workshop (3-hours plus Q&amp;A) - Pilot Project with at least one Baruch College Academic Department – Wednesday, May 25, 2022</li> <li>• Department chair implicit bias training (Academic Affairs and ODCEI)</li> <li>• Academic Chairs - Faculty Selection Committee Diversity Training Workshop (3-hours plus Q&amp;A) – Tuesday, September 13, 2022 (Office of the President and ODCEI)</li> </ul>
	<p>PhD Project-Baruch College Research Symposium – Pipeline to the Professoriate</p> <ul style="list-style-type: none"> <li>• Thursday and Friday, April 28 and 29, 2022</li> <li>• Thursday and Friday, April 27 and 28, 2023 (Zicklin – Dr. Davis-Friday and Dr. Karl Lang)</li> </ul>
	<p>Zicklin DEI Task Force</p> <ul style="list-style-type: none"> <li>• Full-time faculty recruiting and Research Symposium update <ul style="list-style-type: none"> <li>• 2023-24 Projection: At least 2 of 20 new faculty are people from historically underrepresented groups</li> </ul> </li> <li>• Graduate Student Partnerships</li> </ul>

- |  |  |
|--|--|
|  | <ul style="list-style-type: none"><li>• Assessed the demographics of CUNY/SUNY undergraduate alumni</li><li>• Identified the percentage of CUNY/SUNY undergraduates in graduate student population (Graduate Admissions)</li><li>• Identified Historically Black College and University (HBCU) and Hispanic Serving Institution (HSI) partners; focus on CUNY and SUNY</li><li>• Create a pathway/pipeline program for graduate school</li></ul> |
|--|--|

(Zicklin DEI Task Force)

## 2022-2023 PLANNED PROGRAMS

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

### Planned Campus Programs, 2022-2023

<b>Program</b>	<b>Expected Impact/Job Group</b>
<b>AEN Seminar Series 2022 - 2023</b>	Students, Faculty, Staff and Administrators
<b>Hillel International Campus Climate Initiative (CCI)</b>	Students, Faculty, Staff and Administrators
<b>CUNY Black, Race and Ethnic Studies Initiative (BRESI)</b>	Students, Faculty, Staff, and Administrators
<b>Baruch College became an institutional member of the National Association of Diversity Officers in Higher Education (NADOHE) in spring 2022.</b>	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). Additionally, The Academic Network built a Baruch College Library of DEI Training Module videos for the exclusive use of Baruch College community members. There are thirteen DEI Professional Development/Training videos in the Academic Network/Baruch College Library that covered 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. The Academic Network's exclusive page for Baruch College ODCEI was available to the Baruch College community up until August 2023.

- The Academic Network, led by Dr. Sonel Shropshire, conducted following DEI Professional Development sessions:
- 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

#### 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 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
6. 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.

## 2023-2024 Planned Programs

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

**Table 7: 2023-2024 Planned Programs**

<p>Bringing Our Strategic Plan to Life: College-Focused Goals for AY2023–24          The four College-Focused Goals for the 2023-24 academic year, which mirror the four strategic priorities identified in the Baruch College Strategic Plan 2023–28.          The goals for 2023-24 are as follows:</p> <p>Goal #1: Maximize Students’ Potential to Succeed          Increase access to excellence and empower all students to succeed</p> <p>Goal #2: Promote Excellence in Research and Impactful Teaching          Foster teaching and research symbiotically to achieve local and global impact</p> <p>Goal #3: Strengthen Our Collaborative and Engaged Community          Cultivate a thriving campus community where students, staff, and faculty feel a sense of belonging and experience opportunities for connection and growth</p> <p>Goal #4: Optimize Operations and Infrastructure          Enhance operational and fiscal effectiveness, while improving physical and information infrastructure to meet the growing needs of the community</p>	
Program	Expected Impact/Job Group
<p><u>Marxe School Diversity, Equity, and Inclusion (DEI) Committee</u></p>	<p>The Marxe DEI Committee identified four priority areas for the 2023-24 academic year:</p> <ul style="list-style-type: none"> <li>• To increase tenure track faculty and staff diversity at the Marxe School, with a focus on recruiting and retaining faculty from historically underrepresented groups;</li> <li>• To remove barriers to entry for students of color, so we can truly prepare the next generation of change agents;</li> <li>• To develop and implement curricula grounded in principles of racial equity;</li> <li>• To actively work with marginalized and historically underrepresented groups, in New York City and beyond, to achieve social justice and equal justice under the law.</li> </ul>

<p><u>Weissman Diversity, Equity and Inclusion (DEI) Alliance</u></p>	<p>WSAS DEI Alliance - Looking forward</p> <ul style="list-style-type: none"> <li>• Join forces with Marxe DEI Committee</li> <li>• Encourage new WSAS faculty to participate in the WSAS Diversity Alliance</li> <li>• Need for broader conversations, for example, about the trans and queer issues that are happening in other parts of the country or how people at Baruch College feel about All Gender restrooms at Baruch College.</li> </ul>
<p><u>Zicklin School of Business Diversity, Equity and Inclusion (DEI) Task Force</u></p>	<p>DEI Climate</p> <ul style="list-style-type: none"> <li>• Engage consultants to conduct climate surveys for faculty, staff and students at regular intervals</li> <li>• Expand Inclusive Pedagogy seminars to more faculty and PhD students</li> <li>• Update policies and bylaws to be more inclusive (content and language)</li> <li>• Provide DEI education and training for faculty and staff <ul style="list-style-type: none"> <li>• CUNY I/O Practitioners are a potential resource</li> </ul> </li> <li>• Communicate DEI activities to faculty and staff <ul style="list-style-type: none"> <li>• Progress report at the monthly staff meetings</li> <li>• Create a section on the Zicklin website to publish DEI mission, goals and activities</li> </ul> </li> </ul>
	<p>Faculty</p> <ul style="list-style-type: none"> <li>• Partner with the Office of the Executive CDO to conduct more inclusive searches</li> <li>• Utilize Business Consulting team’s database to recruit faculty</li> <li>• Expand adjunct hiring efforts through the Dean’s Advisory Council</li> <li>• Promote more inclusive research seminar series with regard to presenters and subject matter</li> </ul>

	<ul style="list-style-type: none"> <li>Continued work on support for Adjunct faculty</li> <li>Continued work on Full-time faculty recruiting including the PhD Project/Baruch College Research Symposium</li> </ul>
<p>Virtual Screening  <a href="#">Marisol Gómez-Mouakad's ANGELICA - Wednesday, October 11, 2023 at 5PM</a></p>	<p>Last year, with the generous support of the <a href="#">CUNY Black, Race and Ethnic Studies Initiative (BRESI)</a> and the <a href="#">Andrew W. Mellon Foundation</a>, the Baruch College Office of Diversity, Compliance, and Equity Initiatives (ODCEI) hosted virtual and in-person film screenings and panel discussions with the cooperation of the <a href="#">New York African Diaspora International Film Festival (NYADIFF)</a>. Collaboration with NYADIFF continued during the 2023–24 academic year.</p> <p>Angelica: Virtual Screenings and Special Event - In celebration of <a href="#">National Hispanic Heritage Month</a>/Latinx Heritage Month, the sixth event was a virtual screening of the feature film <a href="#">Angelica (2016)</a>, a drama in English and Spanish with English subtitles directed by independent filmmaker Marisol Gómez-Mouakad, on Wednesday, Oct. 11, 2023.</p> <p>A Week of Free Virtual Screenings: The film will be available to the Baruch community for free on a special platform from Monday, Oct. 9, 2023 through Sunday, Oct. 15, 2023</p>
<p>Dynamics of Change Management  Wednesday, Jan. 10, 2024 2-3 pm (Virtual)</p>	<p>Change is stressful, and learning how to manage and cope with it is crucial to our well-being in this ever-changing world. discussed, along with effective stress management strategies.</p>
<p>Dealing with the Elephant in the Room  Thursday, Jan. 11, 2024, 3-4 pm</p>	<p>Dealing with the Elephant in the Room" is a communications development seminar in which participants learn the skills to talk to anyone about anything.</p>

<p>Dealing with Challenging People Friday, Jan. 12, 2024 - 2-3 pm (Virtual)</p>	<p>Two choices: 1) learn how to effectively deal with the "difficult" person, or 2) remove the possibility of interaction with them. In this seminar, we will learn how to deal with difficulty.</p>
<p>Mental Health Wellness Week (MHAW) (March 4, 2024 to March 8, 2024)</p>	
<p>2024 Employee Recognition Ceremony March 20, 2024</p>	
<p>Increasing Domestic Violence (DV) awareness and education on campus</p>	

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

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

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

### **EQUAL OPPORTUNITY AND NON-DISCRIMINATION POLICY**

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

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

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

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

The City University of New York is committed to a policy of equal employment and equal access in its educational programs and other activities. Diversity, inclusion, and an environment free from discrimination are central to CUNY's mission. CUNY posts its policies on non-discrimination, sexual misconduct, and affirmative action on its website. We have posted these policies on the internet.

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

## **REVIEW OF PERSONNEL PROCESSES**

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

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

We invite employees to self-identify through an online self-service system. We invite applicants to self-identify through CUNY's online applicant tracking system.

CUNY maintains appropriate security measures for confidentiality of personal data.

We last conducted a self-identification campaign in 2018.

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

We ensure physical and mental qualifications are job-related and consistent with business necessity and safety. We periodically review physical and mental qualifications as they relate to employment, training, and promotion.

We review position requirements before listing a job vacancy. We review any new job qualifications or conditions to ensure they would not screen out qualified individuals with disabilities or protected veterans.

CUNY's Civil Service unit reviews job requirements prior to issuing new or revised Civil Service job descriptions. The university also provides a checklist for planning a recruiting effort with a sign-off on job requirements.

## REASONABLE ACCOMMODATIONS

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

Name: Lakisha Skrine

Title: Executive Director

Phone: 646-660-6590

Email: [Human.Resources@baruch.cuny.edu](mailto:Human.Resources@baruch.cuny.edu)

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

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

Information for applicants for employment is provided on the Employment Page of the CUNY Website and <https://hr.baruch.cuny.edu/employment/>. There is also a link at the bottom of each job posting on <https://cuny.jobs>, which directs the candidate to our accessibility page. Applicants may also contact the Office of Recruitment and Diversity at [jobs@cuny.edu](mailto:jobs@cuny.edu).

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

While recognizing requests may be resolved through dialogue, this year we documented ## employee accommodation requests, successfully concluded # times and appealed 1 time. At this time there is 1 outstanding appeal. We responded to 0 job applicant accommodation requests.

We also upgraded campus facilities to improve access in:

### **Student Disabilities Services**

#### Purchases and Upgrades

- Purchased two new height-adjustable tables to accommodate wheelchair users
- Upgraded our security camera system that is used to proctor exams taken by students with disabilities
- Upgraded and purchased new Roger microphones & receivers used by students who are hard of hearing
- Our Glean (note-taking software) licenses were renewed
- Our Read & Write software licenses were also renewed. This software assists students with cognitive and learning disabilities.
- The CommonLook software suite was renewed. This software assists with document

remediation

## HARASSMENT PREVENTION

CUNY has developed anti-harassment policies and procedures concerning individuals with disabilities and protected veterans. The 504/ADA Coordinator reviews personnel practices to ensure access and non-discrimination for individuals with disabilities. The Chief Diversity Officer reviews practices for veterans.

## EXTERNAL POLICY DISSEMINATION

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

As noted above, CUNY posts its Non-Discrimination Policy on its employment website.

CUNY's Office of Labor Relations provides an annual notice of our policies to labor unions. Our establishment (or the university, as appropriate) sends written notice of the affirmative action policies to subcontractors, vendors, and suppliers, requesting compliance.

## OUTREACH AND POSITIVE RECRUITING

### Table 8 - Summary of Prior-Year Outreach

This past year, we made the following outreach efforts to veterans and individuals with disabilities:

<b>Program / Effort</b>	<b>Impact/Discussion</b>
Search committees are made aware of local, state, and federal laws to protect veterans in the search process.	Students, Faculty, Staff, and Administrators

### Table 9 - Planned Outreach for 2023-2024 We

will continue the following:

<b>Program / Effort</b>	<b>Goals/Expected Impact</b>
The City Support Our Veterans CityTalk Panel – Tuesday, 11/22/2022 3:00 PM - 4:30 PM (webinar)	Networking with New York City Department of Citywide Administrative Services (NYC DCAS)

Program / Effort	Goals/Expected Impact
Citywide Disability-Inclusive Recruitment and Retention Training – Friday, 10/28/2022 11:30 AM - 1:00 PM (webinar)	Networking with New York City Department of Citywide Administrative Services (NYC DCAS)
City Talk Panel Discussion: NYC Government Careers for Justice-Impacted Individuals – Tuesday, 10/25/2022 4:00 PM - 5:00 PM (webinar)	Networking with New York City Department of Citywide Administrative Services (NYC DCAS)
NYC Unity Project LGBTQ+ Latinx Equity CityTalk Panel – Friday, 10/21/2022 1:00 PM - 2:00 PM (webinar)	Networking with New York City Department of Citywide Administrative Services (NYC DCAS)

Ongoing efforts include:

- Disseminating information concerning employment opportunities to outlets reaching protected veterans (including disabled veterans) and individuals with disabilities
- Advertising job openings with a variety of external resources, including required reporting to the New York State Labor Department and related agencies
- Filing the annual federal VETS-4212 report
- Assisting veterans with a passing score on a competitive Civil Service examination to apply for additional points based on veteran or disabled veteran status as per NY State statute
- Assisting qualified individuals with disabilities with appointment to classified competitive Civil Service titles without an examination (55(a) Program).

## **INTERNAL POLICY DISSEMINATION**

To foster positive support for affirmative action programs for protected veterans and individuals with disabilities, we have:

- Included policies in manuals and other publications
- Explained policies and individual responsibilities to senior management and supervisors
- Conducted training for employees involved in recruitment, selection, and promotion decision-making
- Discussed policies in employee orientation and management training programs

- Included information on the accomplishments of veterans (including disabled veterans) and other individuals with disabilities in unit communications
- Posted CUNY Procedures for Implementing Reasonable Accommodation and Academic Adjustments on bulletin boards, along with the CUNY Policy on Non-Discrimination (which also covers protection from harassment on the basis of disability)
- Featured persons who are individuals with disabilities in handbooks or similar publications

## **IMPLEMENTATION RESPONSIBILITY**

As part of its efforts to ensure equal employment opportunity to veterans (including disabled veterans) and other individuals with disabilities, we have designated specific responsibilities.

### **The President**

The President, S. David W, oversees affirmative action and compliance programs. The President appoints a 504/ADA Coordinator to oversee compliance and provides support and resources for affirmative action and compliance. The 504/ADA Coordinator and the Chief Diversity Officer report issues uncovered in interview reviews to the President who oversees appropriate responses.

### **504/ADA Coordinator**

As 504/ADA Coordinator, Elliott Dawes, Executive Chief Diversity Officer:

- Reviews and resolve issues such as disputed accommodation decisions
- Maintains records of accommodation requests and outcomes
- Ensures records are stored securely and confidentiality is maintained
- Provides training as needed on issues related to individuals with disabilities.

## Other Officials

Other college officials support the implementation of affirmative action in areas which include accommodations, accessibility improvements, and recent developments including gender and gender identity inclusion. (i.e., New York State Gender Expression Non-Discrimination Act-GENDA).

## University Management

CUNY's Office of Recruitment and Diversity manages systems that capture self-identification data and provides data support to the campuses. The Office also administers CUNY's 55(a) program to provide opportunities in Civil Service positions to individuals with disabilities.

## TRAINING

We provide orientation on relevant regulations and policies, including affirmative action programs, to individuals involved with recruitment, selection, promotion, disciplinary actions, and similar personnel activities. ODCEI administrators attended the following professional development sessions:

- The PhD Project and The Equity Equation professional development session - "The Future of Inclusive Leadership: Recruiting and Retaining Diverse Leaders," scheduled for Thursday, April 21, 2022, from 5:00 – 6:00 pm
- National Association of Diversity Officers in Higher Education (NADOHE) - Part One - Challenges to Race in Higher Education Admissions: Understanding the Issues before the SCOTUS and Institutional Readiness - Thursday, 10/20/2022 1:00 PM - 2:30 PM
- National Association of Diversity Officers in Higher Education (NADOHE) - Part Two - Challenges to Race in Higher Education Admissions: Understanding the Issues before the SCOTUS and Institutional Readiness, Monday, 11/21/2022 11:30 AM - 1:00 PM
- National Association of Diversity Officers in Higher Education (NADOHE) - Intentional Partnerships Yielding Greater Results: A Panel Discussion with the American Counseling Association (ACA) and NADOHE - Wednesday, 8/17/2022 1:00 PM - 2:30 PM
- National Collegiate Athletic Association (NCAA) NCAA Diversity and Inclusion Forum, Monday, 5/9/2022 to Thursday, 6/16/2022
- National Collegiate Athletic Association (NCAA) - Athletics Diversity and Inclusion Designees (ADID) Focus Group Information Session Confirmation, Tuesday, 9/13/2022, 3:00

PM - 4:00 PM

- National Collegiate Athletic Association (NCAA) Office of Inclusion - Division III October Webinar: Diversity Grants Overview - Tuesday, 10/4/2022, 1:30 PM - 2:00 PM

## AUDIT AND REPORTING SYSTEM

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

The 504/ADA Coordinator oversees audit and reporting in support of individuals with disabilities. He/she identifies and addresses barriers to access and evaluates remedial actions.

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

## BENCHMARK COMPARISONS

### Staffing

**Appendix H** provides counts individuals with disabilities by job group. The US Department of Labor suggests a benchmark of 7.0% for each job group. There is no requirement to calculate underutilization or set placement goals.

There is no federal benchmark for veteran utilization.

### Hiring Rates

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

In March 2022, the federal government set the benchmark Hiring Rate for veterans at 5.5%, representing the prevalence of veterans in the United States workforce. There is no federal hiring rate benchmark for individuals with disabilities.

## **Recruiting Activity**

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

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

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

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

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

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

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

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

### **Table 5: Search Waivers/Exceptions**

Of 3 total waivers, 2 were awarded to females and 3 were awarded to members of protected ethnicities. XX waivers represented initial hires. 1 waivers represented advancements of current personnel. 1 waivers represented transfers of funding, transfers from other CUNY colleges, and other reasons.

## Civil Service Hiring

Baruch College participated in 10 hiring pools between June 1, 2022 and May 31, 2023 and of that hired 8 employees for Classified Civil Service vacancies. Applicants who are pre-qualified based on an examination score indicate their interest in working at one or more units, and each establishment interviews and hires according to Civil Service regulations. We report applicants expressing an interest in our unit at the hiring pools. CUNY's Office of Human Resources Management administers and validates Civil Service examinations and maintains records of applicants and exam scores.

Hiring Pool - 2022-2023	Date	Number of _____
Campus Security (CSA) Hiring	8/16/2022	1
Campus Peace Officer Hiring	9/23/2022	1
CUNY Office Assistant Hiring	9/28 – 29*/202	0
CUNY Office Assistant Hiring	11/1* & 3/202	0
Information Technology Support	1/19/2023	1
Campus Security (CSA) Hiring	4/20/2023	1
Senior Stationary Engineer Pool	4/21/2023	1
Carpenter Hiring	5/11/2023	2
Business Data	5/12/2023	1
CUNY Office Assistant Hiring Pool	5/22/2023	0

### Hiring Pool

Race/Ethnicity and Gender – Hires from Hiring Pools – 1 African American Woman/Black, 3 Asian/Asian American Men, 1 Hispanic or Latina/o Woman, 1 White Man

### Compensation

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

The Chief Diversity Officer reviews overall practices such as:

- Setting of starting salaries
- Performance-based pay
- Pay increases upon promotion
- Tracking of compensation decisions
- Document retention
- Assignment of overtime/additional appointments.

The HEO Screening Committee discusses compensation best practices and areas of risk with management during regularly.

Baruch College

Category: Service Workers

Job Group: Custodial: Supervisory

Description: Custodial-Supervisors (all titles)

Appointments: 8

Weight Availability Factors

0.00% Internal Only-Promotional Title

100.00% Employees in title Custodial Assistant and are not temporary as of 6/1/2022.

**Titles held by employees in this group**

- 80560 Custodial Asst Principal Supv
- 80561 Custodial Principal Supv
- 80535 Custodial Sr Supervisor
- 04862 Custodial Supervisor

<b>Utilization Report</b>					
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	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
<b>Number of Employees</b>	2	7	0	4	3
<b>Underutilized (Y = Yes)</b>	Y		Y		
<b>Number Underutilized</b>	1		1		
<b>Actual Utilization</b>	25.0%	87.5%	0.0%	50.0%	37.5%
<b>Labor Market Availability</b>	36.5%	90.8%	6.5%	42.8%	41.3%

with disabilities, women, and protected minorities. The office maintains accounts for university-wide job posting and outreach, including the Higher Education Recruitment Consortium. It also provides training to Chief Diversity Officers and campus Human Resources personnel.

CUNY has a mandatory on-line training program for faculty and staff on sexual harassment prevention and workplace violence prevention; we regularly review training records and follow-up with non-participants.

### **Internal Audit and Reporting**

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

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

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

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

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

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

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

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

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

**Table 10: Veterans' Hiring Rate Benchmark**

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

<b>Factor</b>	<b>2022-2023</b>	<b>2021-2022</b>	<b>2020-2021</b>
A. Number of applicants who self-identified as Veterans before an offer of employment is made	120	41	8
B. Total number of job openings	173	47	10
C. Total number of jobs filled		36	10
D. Total number of applicants for all jobs	3,085	2,693	594
E. Number of veteran applicants hired	0	1	1
F. Total number of applicants hired	102	47	10
<b>Hiring Rate (E divided by F)</b>	0	2.13%	10%
<b>Federal Benchmark</b>	5.4%	5.5%	5.6%
<b>Benchmark Met (Yes/No)</b>	No	No	Yes

As comparison, as per the May, 2023 Employment Situation Report from the Bureau of Labor Statistics, the unemployment rate for Veterans was 2.5% and the rate for Non-Veterans was 3.4%.

<https://www.bls.gov/news.release/pdf/empsit.pdf>

**Table 11: Hiring Rate for Individuals with Disabilities**

There is no recommended hiring benchmark for Individuals with Disabilities.

<b>Factor</b>	<b>2022-2023</b>	<b>2021-2022</b>	<b>2020-2021</b>
A. Number of applicants who self-identify as Individuals with Disabilities before an offer of employment is made	807	186	37
B. Total number of job openings	173	47	10
C. Total number of jobs filled		36	10
D. Total number of applicants for all jobs	3,085	2,693	594
E. Number of individuals with disabilities hired	7	3	0
F. Total number of applicants hired	102	47	10
<b>Hiring Rate (E Divided by F)</b>	6.86%	6.38%	0%

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

## **APPENDICES**

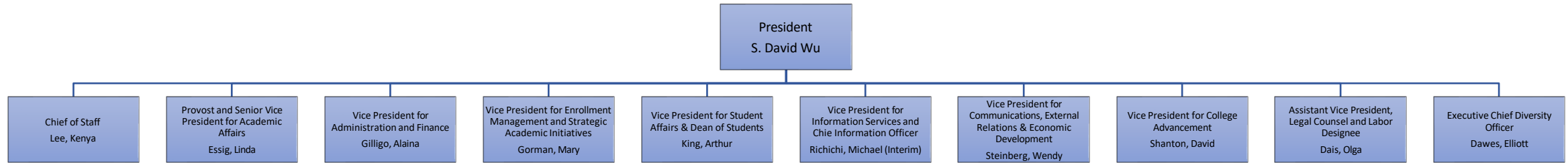
- A. Summary Organization Chart
- B. Reaffirmation Letter
- C. Policies
- D. Utilization Analysis
- E. Summary of Personnel Activities
- F. Summary of Recruitment Activities
- G. Utilization of Individuals with Disabilities

Appendices for the 2023 - 2024 Affirmative Action Plan

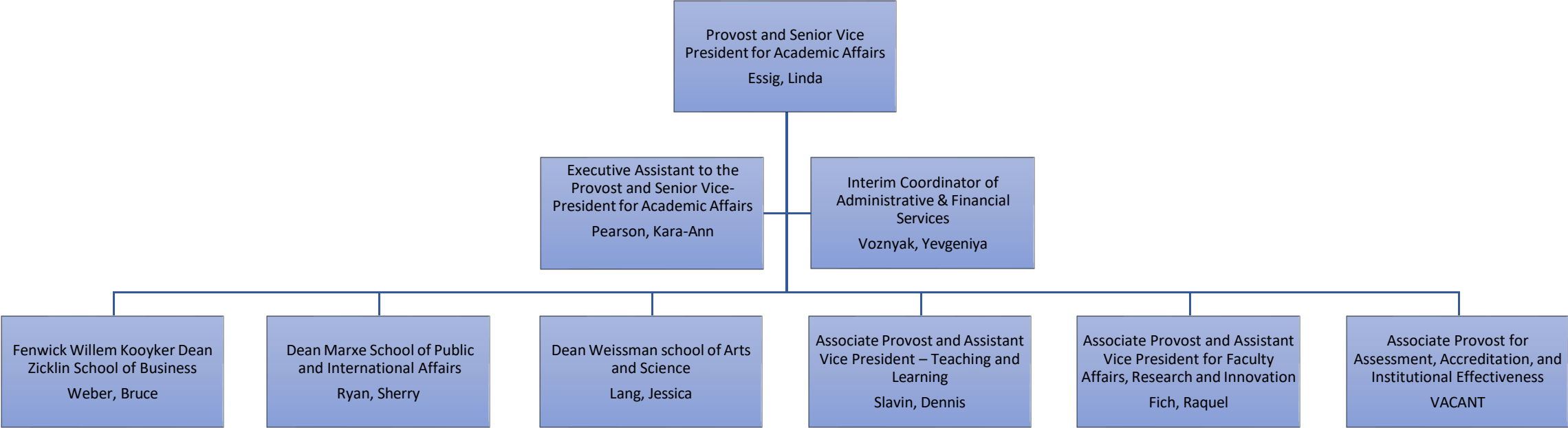
## **Appendix A                      Organization Chart**

This Appendix contains a summary organization chart.

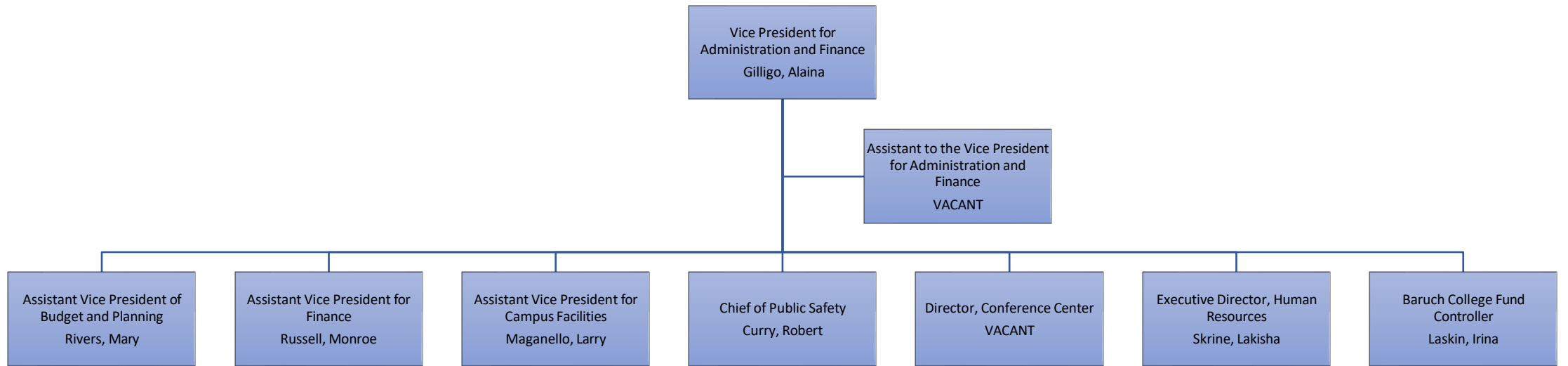
# President's Direct Reports – 2023-2024



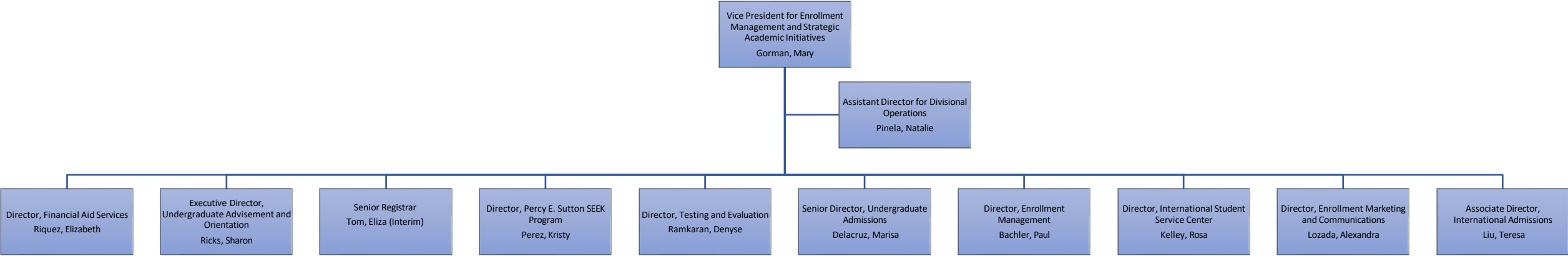
# Provost Direct Reports – 2023-2024



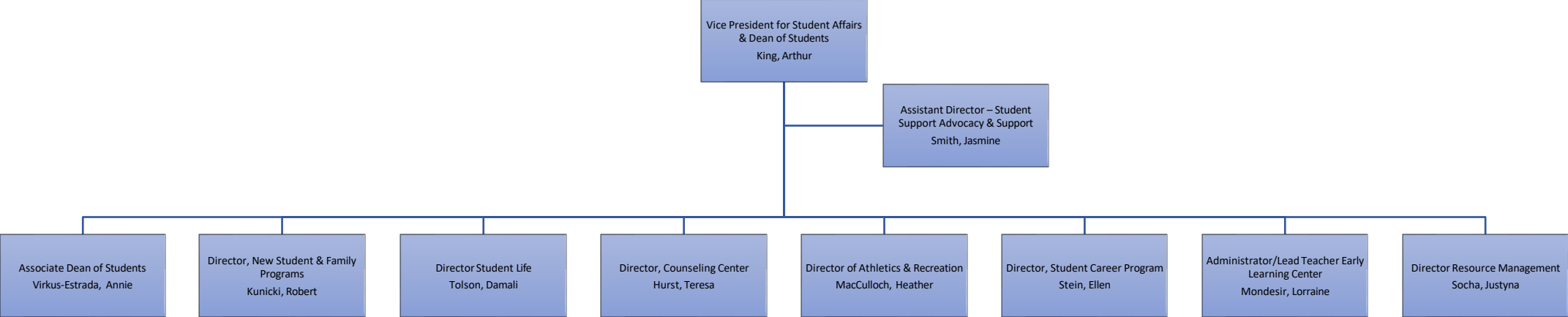
# Administration and Finance Direct Reports – 2023-2024



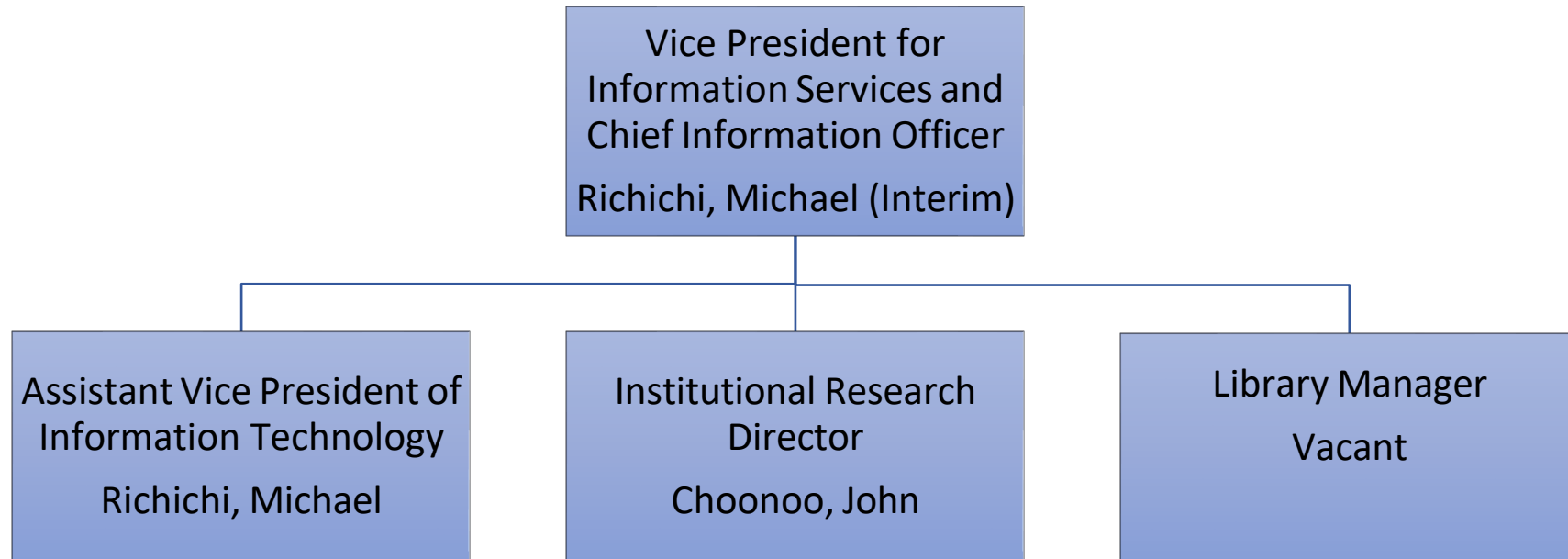
# Enrollment Management Direct Reports – 2023-2024



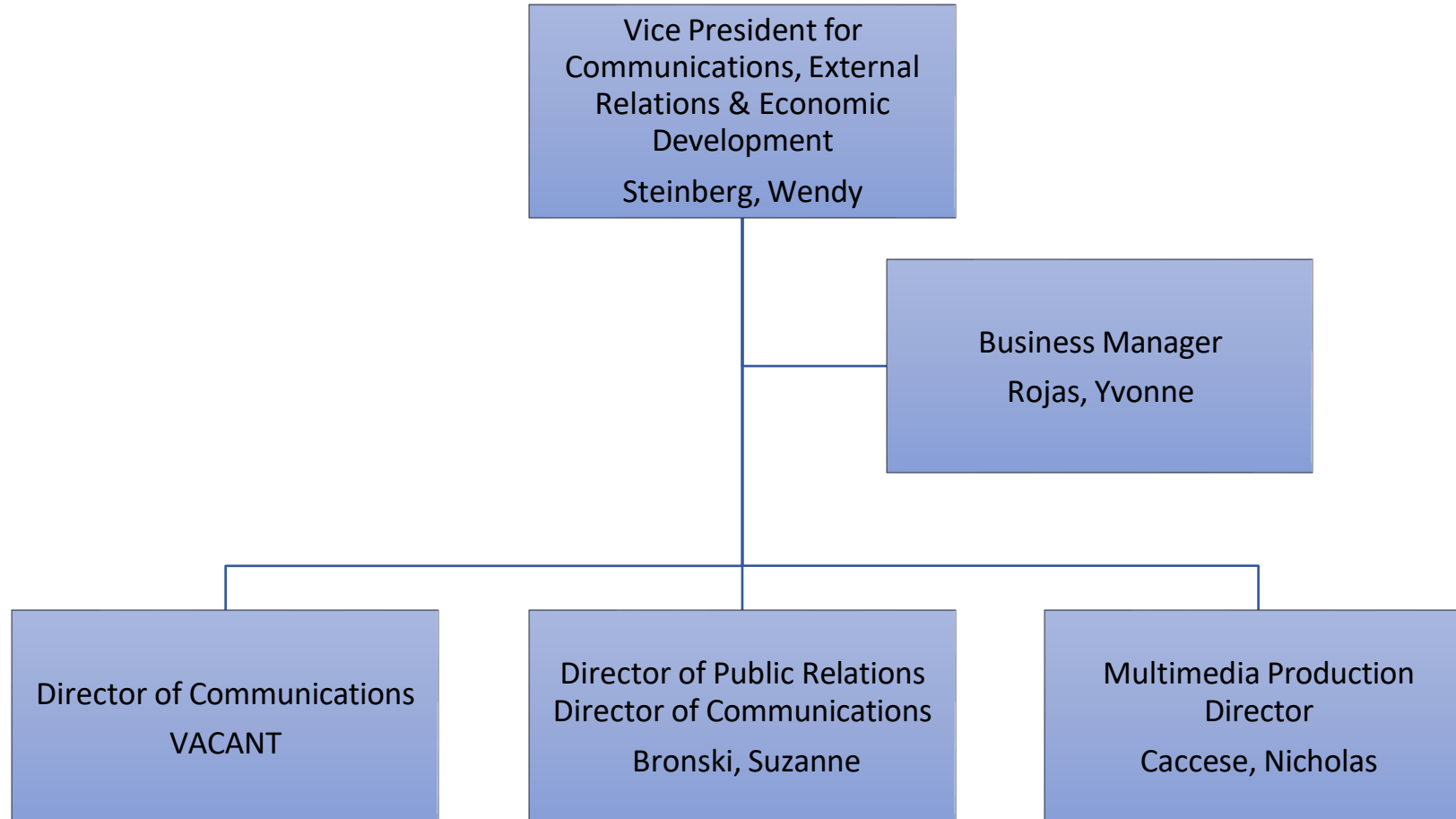
# Student Affairs Direct Reports – 2023-2024



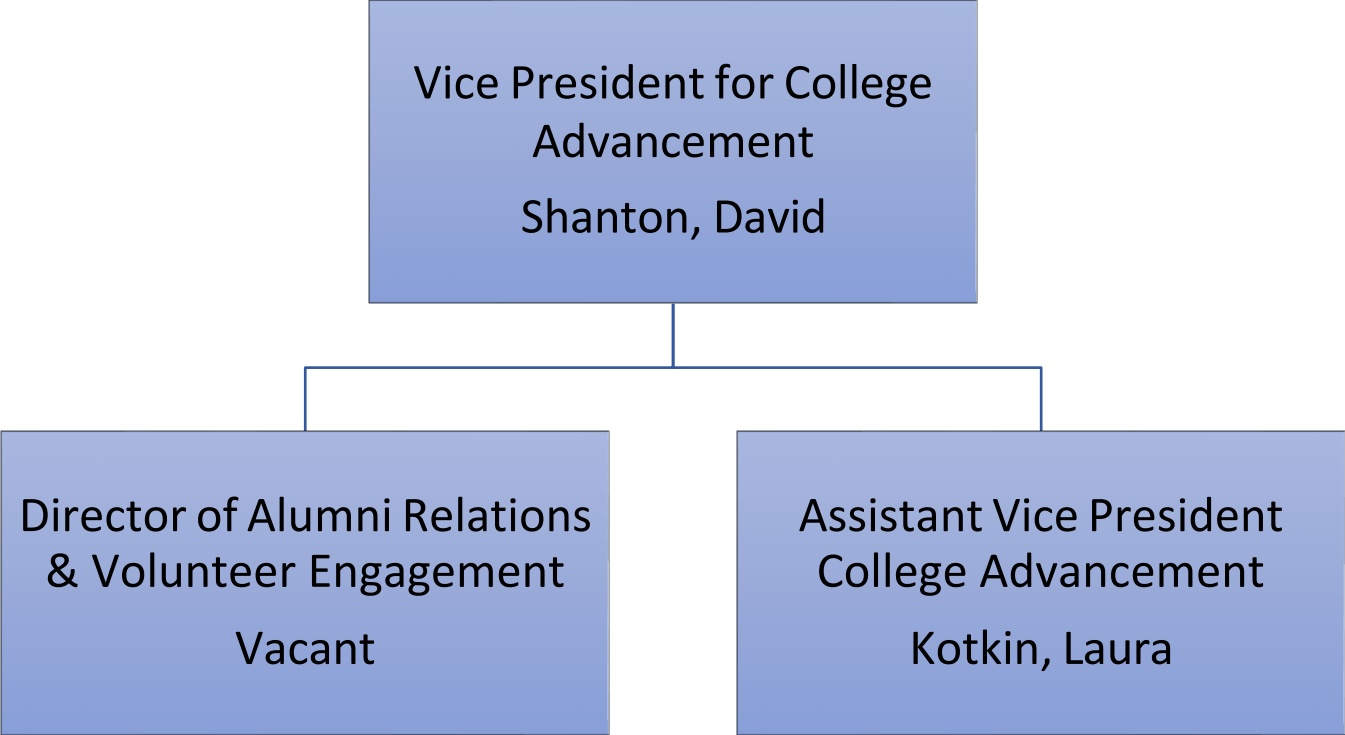
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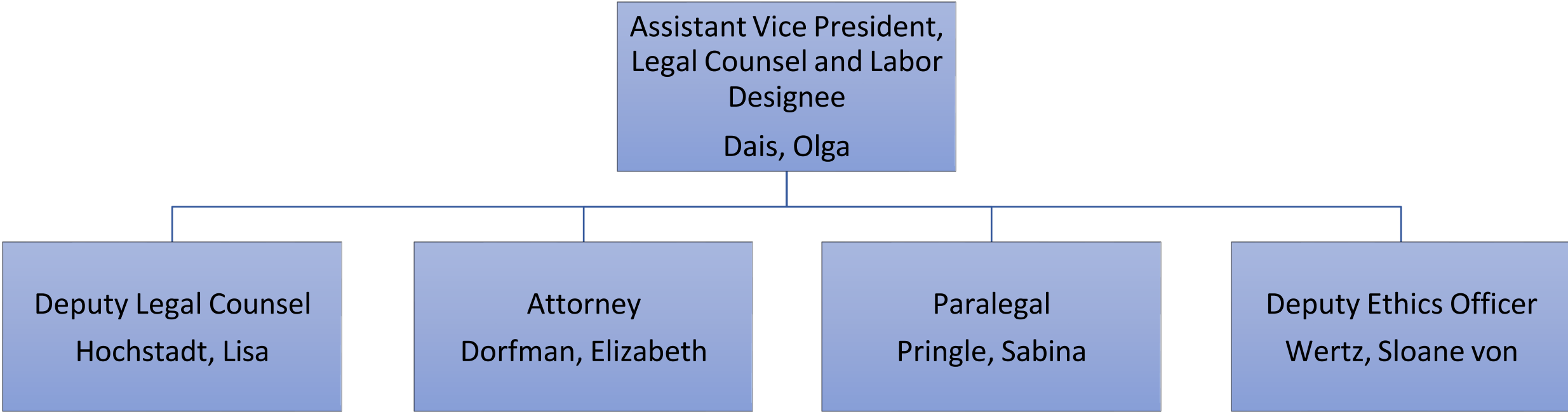
# Communication's & Marketing Direct Reports – 2023-24



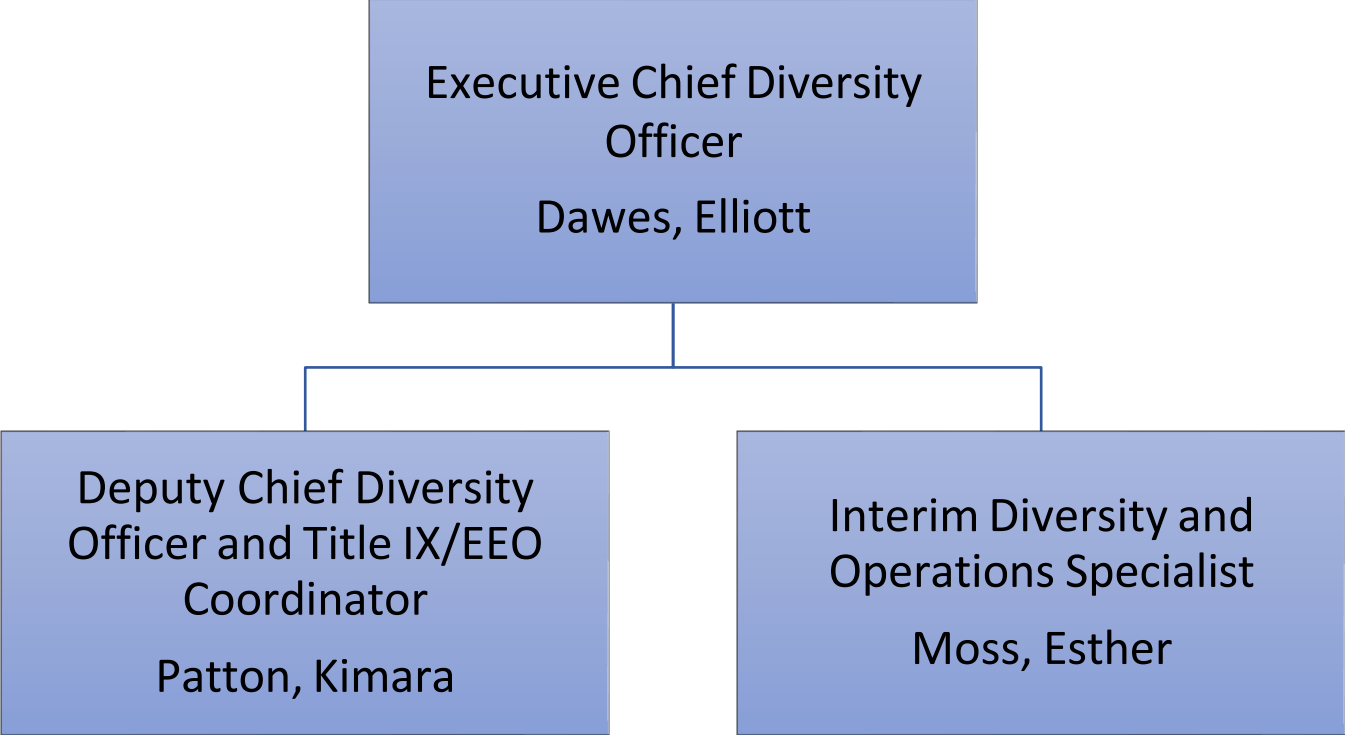
College Advancement Direct Reports – 2023-2024



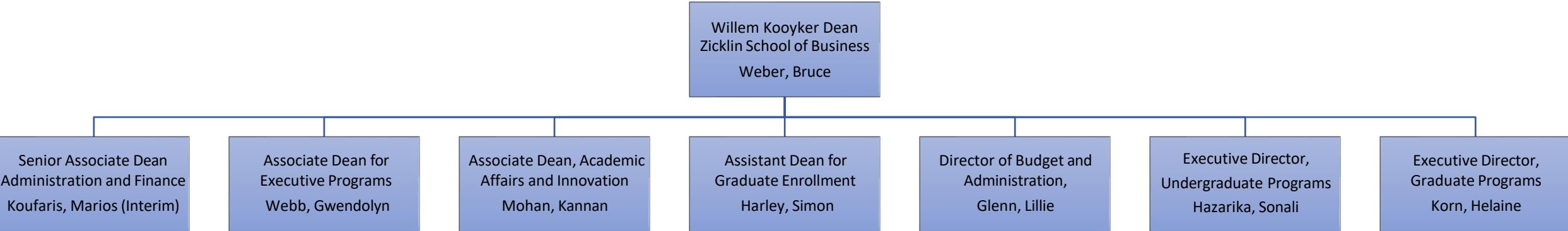
Office of Legal Affairs and Labor Relations – 2023-2024



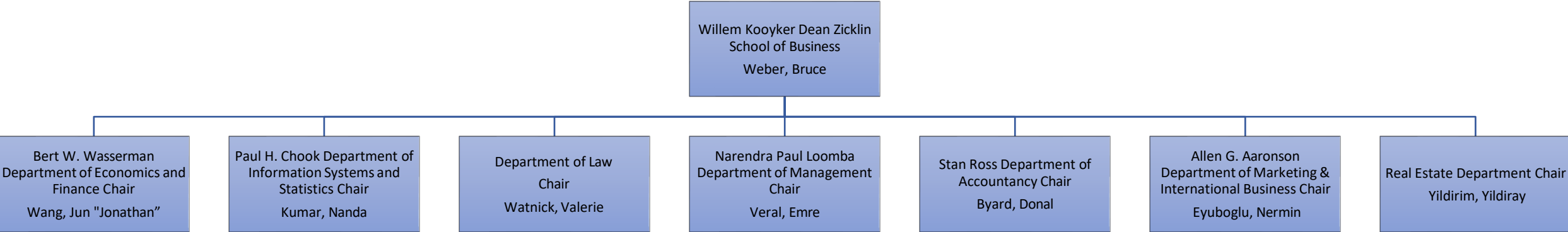
Office of Diversity, Compliance, and Equity Initiatives – 2023-2024



Zicklin School of Business Direct Reports Continued – 2023-2024



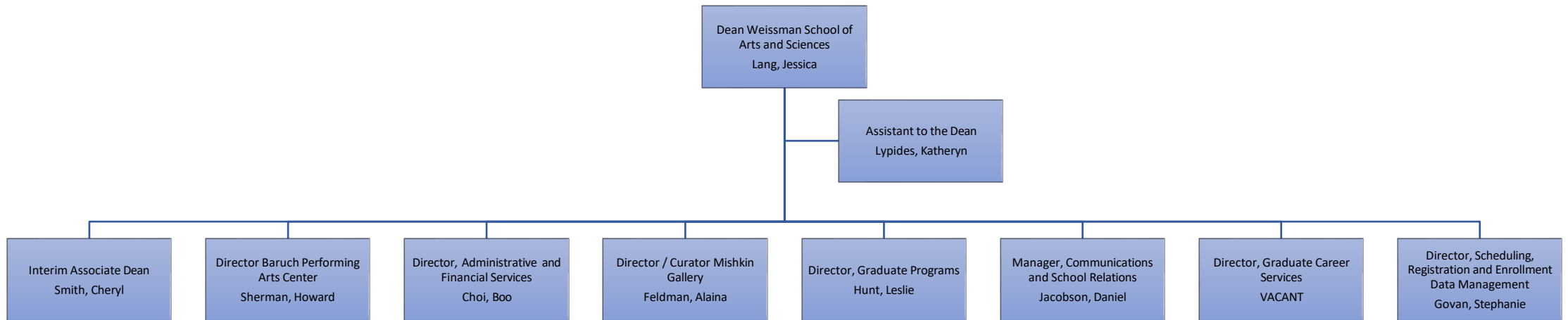
# Zicklin School of Business Direct Reports – 2023-2024



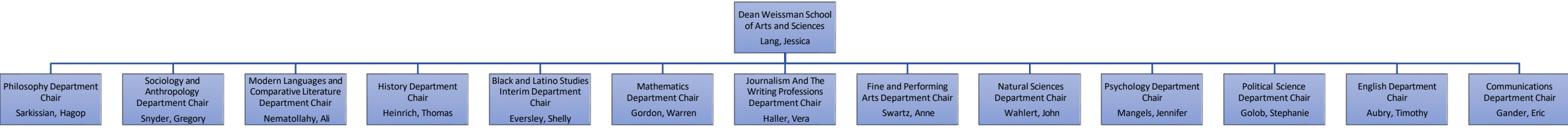
Marxe School of Public and International Affairs Direct Reports  
– 2023-2024



# Weissman School of Arts & Sciences Direct Reports – 2023-2024



# Weissman School of Arts & Sciences Direct Reports Continued – 2023-2024



**Appendix B                      Reaffirmation Letter**

This Appendix contains the most recent Reaffirmation Letter.

**From:** Baruch President's Message <PresidentsMessage@baruch.cuny.edu>

**Sent:** Wednesday, October 4, 2023 4:54 PM

**To:** Baruch College Communications <BaruchCollege.Communications@baruch.cuny.edu>

**Subject:** Reaffirmation of Baruch College's Commitment to Employment Diversity, Equal Opportunity, and Affirmative Action



October 4, 2023

## **Reaffirmation of Baruch College's Commitment to Employment Diversity, 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 the free exchange of ideas and perspectives as well as the production of knowledge in a multicultural society where differing values are heard and respected. Our institutional commitment to cultivating a culture of care and respect is reaffirmed in our [new strategic plan](#). Ensuring diversity of the faculty, staff, and student body requires active efforts in recruitment and retention and promoting a climate of inclusion and respect. Accordingly, I continue to be committed to our compliance with CUNY's [Policy on Equal Opportunity and Non-Discrimination](#) and its [Policy on Sexual Misconduct](#). I encourage you review these policies in their entirety as well as the policies on [Reasonable Accommodations and Academic Adjustments](#) and [Reporting of Alleged 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, or any other legally prohibited basis in accordance with federal, state, and city laws. Additionally, as a federal contractor, CUNY engages in affirmative action for women, underrepresented groups, individuals with disabilities, and veterans consistent with federal requirements for employees in all title groups. Italian Americans are included among CUNY's protected groups.

**From:** Baruch President's Message <PresidentsMessage@baruch.cuny.edu>

**Sent:** Wednesday, October 4, 2023 4:54 PM

**To:** Baruch College Communications <BaruchCollege.Communications@baruch.cuny.edu>

**Subject:** Reaffirmation of Baruch College's Commitment to Employment Diversity, Equal Opportunity, and Affirmative Action

CUNY's executives and administrators are responsible for maintaining a work environment free from discrimination and harassment and for promoting diversity and inclusion in their units. Elliott Dawes, Executive Chief Diversity Officer, and Kimara Patton, Deputy Chief Diversity Officer and Title IX/EEO Coordinator, are assigned the responsibility of implementation and monitoring of Baruch's compliance program. I encourage managers and directors to contact them to discuss diversity and inclusion strategies that would advance their respective unit goals. 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](mailto:Diversity@baruch.cuny.edu) or at 646-312-4540 and visit the [Office of Diversity, Compliance, and Equity Initiatives website](#) for more information. They may also utilize the University-wide [HR Discrimination and Retaliation Reporting Portal](#) on the CUNY website. 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, Baruch College

**Baruch**COLLEGE | **CU**  
**NY**

*president.baruch.cuny.edu*

## **Appendix C**                      **CUNY Policies**

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

### **EQUAL OPPORTUNITY AND NON-DISCRIMINATION POLICY**

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

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

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

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

### **AFFIRMATIVE ACTION POLICY**

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

### **ARTICLE V FACULTY, STAFF AND ADMINISTRATION**

Policy 5.04 - Affirmative Action:

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

### **SEXUAL MISCONDUCT POLICY**

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

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

harassment and sexual violence). Accordingly, CUNY is committed to:

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

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

#### OTHER POLICIES

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

Management reaffirms its non-discrimination policies annually.

Other important policies available on CUNY’s “Policies and Resources” webpage include:

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

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

## **Appendix D-1                      Utilization Analysis - Staff Job Groups**

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

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

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

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

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

Baruch College

Category: Executive/Administrative/Managerial

Job Group: Admin 1: Executive

Description: Executive Compensation Plan (Other Than Chief Executive)

Appointments: 31

**Weight Availability Factors**

50.00% ACS 2017-2021 National workforce with a minimum of Bachelor's degree plus eight years of experience (proxy age of 29 and higher) in selected occupations (0010, 0020, 0060, 0101, 0102, 0110, 0120, 0136, 0230, 0565, 2100).

50.00% Employees in titles Professor or Higher Education Officer as of 6/1/22; tenure or permanency not required.

**Titles held by employees in this group**

- 04315 Administrator
- 04321 Assc Administrator
- 04320 Assc Dean
- 04723 Asst Administrator
- 04722 Asst Dean
- 04316 Asst Vice President
- 04314 Dean
- 04701 Sr Vice President
- 04318 Univ Assc Administrator
- 04702 Vice President

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	18	11	1	7	3
Underutilized (Y = Yes)			Y		
Number Underutilized			2		
Actual Utilization	58.1%	35.5%	3.2%	22.6%	9.7%
Labor Market Availability	45.6%	29.6%	10.0%	8.9%	8.8%

Baruch College

Category: Executive/Administrative/Managerial

Job Group: Admin 2: Managerial

Description: HE Officer series administrators-senior level

Appointments: 163

**Weight Availability Factors**

55.00% ACS 2017-2021 NY/NJ MSA workforce with a minimum of Bachelor's degree plus six years or experience (proxy age of 27 or higher) in selected occupations (0020, 0060, 0101, 0102, 0110, 0120, 0136, 0230, 0565, 9800).

45.00% Employees in title Higher Education Assistant of of 6/1/22; tenure or permanency not required.

**Titles held by employees in this group**

04075 HE Associate

04097 HE Officer

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	114	79	22	30	26
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	69.9%	48.5%	13.5%	18.4%	16.0%
Labor Market Availability	57.7%	51.7%	14.2%	17.4%	17.8%

Baruch College

Category: Executive/Administrative/Managerial

Job Group: Admin 2: Managerial Adjunct

Description: Adjunct HE Officer series administrators (all levels)

Appointments: 168

**Weight Availability Factors**

55.00% Identical to Administration 2 Group (Full Time).

45.00% Identical to Administration 2 Group (Full Time).

**Titles held by employees in this group**

- 04689 Non-Teaching Adjunct 1
- 04688 Non-Teaching Adjunct 2
- 04687 Non-Teaching Adjunct 3
- 04686 Non-Teaching Adjunct 4
- 04685 Non-Teaching Adjunct 5

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	107	80	34	19	21
Underutilized (Y = Yes)				Y	Y
Number Underutilized				10	9
Actual Utilization	63.7%	47.6%	20.2%	11.3%	12.5%
Labor Market Availability	57.7%	51.7%	14.2%	17.4%	17.8%

Baruch College

Category: Professional Non-Faculty

Job Group: Accountant: Professional

Description: Accounting-Professionals

Appointments: 5

**Weight Availability Factors**

50.00% ACS 2017-2021 NY/NJ MSA workforce with Bachelor's degree of higher in selected occupations (0530, 0800, 0820, 0830).

50.00% Employees with Civil Service permanency in titles of Accounting Assistant, Purchasing Agent Assistant or EOC Accounting Assistant, who have earned a BA degree or higher, as of 6/1/2022.

**Titles held by employees in this group**

04801 Finance Accountant

12121 Purchasing Agent

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	5	4	3	0	1
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	100.0%	80.0%	60.0%	0.0%	20.0%
Labor Market Availability	61.9%	51.7%	29.4%	9.6%	11.5%

Baruch College

Category: Professional Non-Faculty

Job Group: Admin 3: Professional

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

Appointments: 206

**Weight Availability Factors**

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

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

**Titles held by employees in this group**

- 04017 Asst to HEO
- 04099 HE Assistant
- 04134 Research Assc

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	154	151	45	50	54
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	74.8%	73.3%	21.8%	24.3%	26.2%
Labor Market Availability	59.3%	39.5%	16.5%	9.6%	10.4%

Baruch College

Category: Professional Non-Faculty

Job Group: Info Tech: Professional

Description: Information Technology-Professionals

Appointments: 29

**Weight Availability Factors**

75.00% ACS 2017-2021 NY/NJ MSA with minimum of a High School Diploma and four years of experience (proxy age of 21 or higher) in selected occupations (1006, 1007, 1010, 1021, 1022, 1065, 1105, 1106, 1108).

25.00% Employees in titles IT Support Assistant and CUNY Office Assistant, permanency not required, as of 6/1/2022.

**Titles held by employees in this group**

- 04877 IT Associate
- 04875 IT Asst
- 04029 IT Bus Data Rep Analyst
- 04880 IT Sr Associate

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	7	26	10	7	9
Underutilized (Y = Yes)	Y				
Number Underutilized	4				
Actual Utilization	24.1%	89.7%	34.5%	24.1%	31.0%
Labor Market Availability	38.1%	59.4%	30.2%	13.0%	13.9%

Baruch College

Category: Professional Non-Faculty

Job Group: Info Tech: Professional Adjunct

Description: Hourly Information Technology-Professionals

Appointments: 15

**Weight Availability Factors**

75.00% Identical to IT Professional Group (Full Time).

25.00% Identical to IT Professional Group (Full Time).

**Titles held by employees in this group**

04875 IT Asst

04880 IT Sr Associate

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	7	5	0	2	3
Underutilized (Y = Yes)		Y	Y		
Number Underutilized		4	5		
Actual Utilization	46.7%	33.3%	0.0%	13.3%	20.0%
Labor Market Availability	38.1%	59.4%	30.2%	13.0%	13.9%

Baruch College

Category: Administrative Support Workers

Job Group: Accountant: Assistant

Description: Accounting-Support staff

Appointments: 7

Weight Availability Factors

70.00% ACS 2017-2021 NY/NJ MSA workforce with minimum of High School Diploma in selected occupations (5110 - 5160).

30.00% Employees in titles CUNY Office Assistant or EOC Office Assistant, Civil Service permanency not required; as of 6/1/2022.

Titles held by employees in this group

04800 Finance Accountant Asst

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	6	7	2	4	1
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	85.7%	100.0%	28.6%	57.1%	14.3%
Labor Market Availability	79.6%	53.3%	12.2%	18.1%	20.2%

Baruch College

Category: Administrative Support Workers

Job Group: Administrative Assistant

Description: Administrative Assistants-Senior level

Appointments: 13

Weight Availability Factors

0.00% Internal Only - Promotional Title

100.00% Employees in the CUNY Office Assistant title with Civil Service permanency and having achieved levels 3, 3A, or 4 as of 6/1/2022.

Titles held by employees in this group

04804 CUNY Admin Asst

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	11	10	1	5	4
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	84.6%	76.9%	7.7%	38.5%	30.8%
Labor Market Availability	89.4%	77.7%	10.0%	36.6%	29.3%

Baruch College

Category: Administrative Support Workers

Job Group: Office Assistant

Description: Administrative Office Assistants-Entry level

Appointments: 39

Weight Availability Factors

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

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

Titles held by employees in this group

04802 CUNY Office Assistant

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	33	30	3	13	14
Underutilized (Y = Yes)			Y		
Number Underutilized			3		
Actual Utilization	84.6%	76.9%	7.7%	33.3%	35.9%
Labor Market Availability	71.8%	58.9%	15.0%	17.6%	23.5%

Baruch College

Category: Administrative Support Workers

Job Group: Office Assistant Adjunct

Description: Hourly Administrative Office Assistants-Entry level

Appointments: 503

Weight Availability Factors

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

0.00% NA

Titles held by employees in this group

10102 College Assistant

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	322	397	196	64	129
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	64.0%	78.9%	39.0%	12.7%	25.6%
Labor Market Availability	76.3%	49.8%	11.5%	15.0%	20.5%

Baruch College

Category: Craft Workers

Job Group: Skilled Trades: Supervisory

Description: Skilled Trades-Supervisors

Appointments: 6

Weight Availability Factors

0.00% Internal Only-Promotional Title

100.00% Employees with Civil Service permanency in Skilled Trade job group titles corresponding to the supervisory titles as of 6/1/2022.

Titles held by employees in this group

- 92071 Carpenter Supervisor
- 91769 Electrician Supervisor
- 91873 Painter Supervisor
- 91972 Plumber Supervisor
- 04916 Stationary Engineer Sr

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	0	1	0	0	1
Underutilized (Y = Yes)		Y		Y	
Number Underutilized		1		1	
Actual Utilization	0.0%	16.7%	0.0%	0.0%	16.7%
Labor Market Availability	1.5%	31.9%	4.9%	11.6%	14.6%

Baruch College

Category: Craft Workers

Job Group: Skilled Trades: Not Supervisory

Description: Skilled Trades-Not supervisory

Appointments: 17

Weight Availability Factors

90.00% ACS 2017-2021 NY/NJ MSA in selected occupations (6230, 6250, 6355, 6410, 6440, 6460, 6515, 6700, 7300, 7350, 7540, 8030, 8500, 8600, 8610, 8630).

10.00% Employees in titles Maintenance Worker or any of the Skilled Trade Helper titles, permanency not required, as of 6/1/2022.

Titles held by employees in this group

- 04899 Carpenter
- 91650 High Pressure Plant Tender
- 04891 Oiler
- 91830 Painter
- 91915 Plumber
- 04915 Stationary Engineer

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	0	7	2	0	5
Underutilized (Y = Yes)				Y	
Number Underutilized				2	
Actual Utilization	0.0%	41.2%	11.8%	0.0%	29.4%
Labor Market Availability	2.6%	46.2%	4.7%	10.6%	27.9%

Baruch College

Category: Craft Workers

Job Group: Basic Crafts-Buildings and Grounds

Description: Buildings and Grounds Workers

Appointments: 7

**Weight Availability Factors**

90.00% ACS 2017-2021 NY/NJ MSA in selected occupations (4210, 4251, 7200, 7340, 9120, 9141).

10.00% Employees in titles Custodial Assistant, Mail Message Services Worker and Skill Trades Helper Titles, permanency not required, as of 6/1/2022.

**Titles held by employees in this group**

90698 Maintenance Worker

91212 Motor Vehicle Operator

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	0	5	0	2	3
Underutilized (Y = Yes)	Y		Y		
Number Underutilized	1		1		
Actual Utilization	0.0%	71.4%	0.0%	28.6%	42.9%
Labor Market Availability	7.7%	57.6%	8.1%	13.8%	32.7%

Baruch College

Category: Service Workers

Job Group: Campus Public Safety Sergeant

Description: Campus Security-Supervisors and Specialists

Appointments: 11

**Weight Availability Factors**

0.00% Internal Only-Promotional Title

100.00% CUNY employees in the title of Campus Peace Officer with Civil Service permanency and two years of permanent service as of 6/1/2022.

**Titles held by employees in this group**

04846 Campus Pub Safety Sergeant

04845 Campus Security Specialist

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	4	10	0	5	5
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	36.4%	90.9%	0.0%	45.5%	45.5%
Labor Market Availability	24.0%	86.3%	4.5%	49.2%	30.7%

Baruch College

Category: Service Workers

Job Group: Campus Peace Officer

Description: Campus Security-Mid level staff

Appointments: 32

Weight Availability Factors

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

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

Titles held by employees in this group

04844 Campus Peace Officer

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	9	32	2	23	7
Underutilized (Y = Yes)			Y		
Number Underutilized			2		
Actual Utilization	28.1%	100.0%	6.3%	71.9%	21.9%
Labor Market Availability	30.1%	77.9%	13.7%	42.4%	19.7%

Baruch College

Category: Service Workers

Job Group: Campus Security Assistant

Description: Campus Security-Entry level staff

Appointments: 24

**Weight Availability Factors**

90.00% ACS 2017-2021 NY/NJ MSA with minimum of High School Diploma, New York State residency and minimum age of 18 in selected occupations (3930, 3940, 3945, 3946, 3960).

10.00% Employees in title Campus Security Assistant (Hourly), permanency not required, as of 6/1/2022.

**Titles held by employees in this group**

04841 Campus Security Asst

**Utilization Report**

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	9	22	2	12	8
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	37.5%	91.7%	8.3%	50.0%	33.3%
Labor Market Availability	30.6%	71.1%	8.2%	36.4%	23.6%

Baruch College

Category: Service Workers

Job Group: Custodial: Assistant

Description: Custodial-Entry level

Appointments: 64

Weight Availability Factors

65.00% ACS 2017-2021 NY/NJ MSA in occupation 4220.

35.00% CUNY employees in title Custodial Assistant (Hourly) as of 6/1/2022.

Titles held by employees in this group

04861 Custodial Assistant

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
<b>Number of Employees</b>	25	59	10	17	32
<b>Underutilized (Y = Yes)</b>					
<b>Number Underutilized</b>					
<b>Actual Utilization</b>	39.1%	92.2%	15.6%	26.6%	50.0%
<b>Labor Market Availability</b>	33.4%	77.6%	5.0%	29.2%	41.2%

## **Appendix D-2                      Utilization Analysis - College Laboratory Technicians**

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

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

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

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

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

Baruch College

**Admin 4: College Lab Technician**

**Weight Availability Factors**

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

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

Appointments: 5

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

- 70054 Library
- 10208 Natural Sciences

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Oth Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	4	1	0	1	0
Underutilized (Y = Yes)		Y	Y		
Number Underutilized		1	1		
Actual Utilization	80.0%	20.0%	0.0%	20.0%	0.0%
Labor Market Availability	47.1%	31.3%	17.5%	4.9%	6.0%

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

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

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

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

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

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

**Biological and Biomedical Sciences AND Physical Sciences**

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

10208 Natural Sciences

**Job Group Faculty: Lecturer Adjunct**

**Weight Availability Factors**

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

Total Appointments: 31

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	17	14	2	2	8
Underutilized (Y = Yes)			Y	Y	
Number Underutilized			4	1	
Actual Utilization	54.8%	45.2%	6.5%	6.5%	25.8%
Labor Market Availability	59.4%	44.5%	18.4%	9.4%	13.3%

**Job Group Faculty: Professoriate**

**Weight Availability Factors**

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

Total Appointments: 25

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	9	5	3	1	1
Underutilized (Y = Yes)	Y	Y			Y
Number Underutilized	3	1			1
Actual Utilization	36.0%	20.0%	12.0%	4.0%	4.0%
Labor Market Availability	46.6%	25.5%	10.1%	3.7%	7.8%

**Job Group Faculty: Professoriate Adjunct**

**Weight Availability Factors**

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

Total Appointments: 14

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	7	2	1	0	1
Underutilized (Y = Yes)		Y		Y	
Number Underutilized		2		1	
Actual Utilization	50.0%	14.3%	7.1%	0.0%	7.1%
Labor Market Availability	46.6%	25.5%	10.1%	3.7%	7.8%

Baruch College

**Business, Management, Marketing and Support**

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

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

**Job Group Faculty: Lecturer**

**Weight Availability Factors**

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

Total Appointments: 27

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	8	8	4	2	2
Underutilized (Y = Yes)	Y	Y		Y	Y
Number Underutilized	5	4		1	2
Actual Utilization	29.6%	29.6%	14.8%	7.4%	7.4%
Labor Market Availability	46.7%	43.2%	13.9%	10.7%	16.0%

**Job Group Faculty: Lecturer Adjunct**

**Weight Availability Factors**

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

Total Appointments: 192

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	65	87	52	21	13
Underutilized (Y = Yes)	Y				Y
Number Underutilized	25				18
Actual Utilization	33.9%	45.3%	27.1%	10.9%	6.8%
Labor Market Availability	46.7%	43.2%	13.9%	10.7%	16.0%

**Job Group Faculty: Professoriate**

**Weight Availability Factors**

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

Total Appointments: 121

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	41	59	48	3	6
Underutilized (Y = Yes)	Y			Y	Y
Number Underutilized	17			27	3
Actual Utilization	33.9%	48.8%	39.7%	2.5%	5.0%
Labor Market Availability	47.7%	40.7%	5.6%	25.1%	7.0%

**Job Group Faculty: Professoriate Adjunct**

**Weight Availability Factors**

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

Total Appointments: 66

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	19	26	18	5	3
Underutilized (Y = Yes)	Y			Y	Y
Number Underutilized	12			12	2
Actual Utilization	28.8%	39.4%	27.3%	7.6%	4.5%
Labor Market Availability	47.7%	40.7%	5.6%	25.1%	7.0%

Baruch College

**Communications, Journalism, and Related**

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

- 10060 Communication Studies
- 10172 Journalism & Writing Profess

**Job Group Faculty: Lecturer**

**Weight Availability Factors**

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

Total Appointments: 7

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	3	3	1	2	0
Underutilized (Y = Yes)	Y				Y
Number Underutilized	1				1
Actual Utilization	42.9%	42.9%	14.3%	28.6%	0.0%
Labor Market Availability	63.8%	39.4%	5.8%	12.7%	17.1%

**Job Group Faculty: Lecturer Adjunct**

**Weight Availability Factors**

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

Total Appointments: 46

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	32	8	1	5	2
Underutilized (Y = Yes)		Y	Y		Y
Number Underutilized		10	2		6
Actual Utilization	69.6%	17.4%	2.2%	10.9%	4.3%
Labor Market Availability	63.8%	39.4%	5.8%	12.7%	17.1%

**Job Group Faculty: Professoriate**

**Weight Availability Factors**

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

Total Appointments: 24

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	16	5	2	2	1
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	66.7%	20.8%	8.3%	8.3%	4.2%
Labor Market Availability	59.9%	23.8%	5.6%	8.6%	5.8%

**Job Group Faculty: Professoriate Adjunct**

**Weight Availability Factors**

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

Total Appointments: 26

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	9	3	0	0	2
Underutilized (Y = Yes)	Y	Y	Y	Y	
Number Underutilized	7	3	1	2	
Actual Utilization	34.6%	11.5%	0.0%	0.0%	7.7%
Labor Market Availability	59.9%	23.8%	5.6%	8.6%	5.8%

Baruch College

**Education - Developmental**

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

- 65017 College Now Program
- 15004 Continuing & Prof'l Studies
- 65100 SEEK
- 10071 Student Development/Counseling

**Job Group Faculty: Lecturer Adjunct**

**Weight Availability Factors**

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

Total Appointments: 12

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	7	6	3	2	1
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	58.3%	50.0%	25.0%	16.7%	8.3%
Labor Market Availability	64.5%	30.7%	10.7%	9.2%	8.9%

**Job Group Faculty: Professoriate Adjunct**

**Weight Availability Factors**

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

Total Appointments: 5

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	2	1	0	0	1
Underutilized (Y = Yes)	Y	Y	Y		
Number Underutilized	1	1	1		
Actual Utilization	40.0%	20.0%	0.0%	0.0%	20.0%
Labor Market Availability	64.5%	30.7%	10.7%	9.2%	8.9%

**English Language and Literature/Letters**

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

10105 English

**Job Group Faculty: Lecturer**

**Weight Availability Factors**

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

Total Appointments: 10

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	2	6	2	2	1
Underutilized (Y = Yes)	Y				Y
Number Underutilized	5				1
Actual Utilization	20.0%	60.0%	20.0%	20.0%	10.0%
Labor Market Availability	71.9%	37.9%	6.7%	9.2%	18.3%

**Job Group Faculty: Lecturer Adjunct**

**Weight Availability Factors**

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

Total Appointments: 59

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	28	11	4	5	2
Underutilized (Y = Yes)	Y	Y			Y
Number Underutilized	14	11			9
Actual Utilization	47.5%	18.6%	6.8%	8.5%	3.4%
Labor Market Availability	71.9%	37.9%	6.7%	9.2%	18.3%

**Job Group Faculty: Professoriate**

**Weight Availability Factors**

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

Total Appointments: 31	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	15	7	1	3	3
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	48.4%	22.6%	3.2%	9.7%	9.7%
Labor Market Availability	59.4%	20.2%	3.7%	5.8%	6.9%

**Job Group Faculty: Professoriate Adjunct**

**Weight Availability Factors**

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

Total Appointments: 31	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	14	6	2	3	1
Underutilized (Y = Yes)	Y				Y
Number Underutilized	4				1
Actual Utilization	45.2%	19.4%	6.5%	9.7%	3.2%
Labor Market Availability	59.4%	20.2%	3.7%	5.8%	6.9%

Baruch College

**Foreign Languages, Literatures, and Linguistics**

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

10204 Modern Languages & Comp Lit

**Job Group Faculty: Lecturer Adjunct**

**Weight Availability Factors**

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

Total Appointments: 29

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	17	12	8	0	3
Underutilized (Y = Yes)				Y	Y
Number Underutilized				1	5
Actual Utilization	58.6%	41.4%	27.6%	0.0%	10.3%
Labor Market Availability	69.4%	43.9%	9.6%	4.6%	26.5%

**Job Group Faculty: Professoriate**

**Weight Availability Factors**

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

Total Appointments: 12

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	3	8	3	1	4
Underutilized (Y = Yes)	Y				
Number Underutilized	4				
Actual Utilization	25.0%	66.7%	25.0%	8.3%	33.3%
Labor Market Availability	55.4%	27.3%	6.2%	2.0%	16.9%

**Job Group Faculty: Professoriate Adjunct**

**Weight Availability Factors**

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

Total Appointments: 21

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	12	10	5	1	4
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	57.1%	47.6%	23.8%	4.8%	19.0%
Labor Market Availability	55.4%	27.3%	6.2%	2.0%	16.9%

Baruch College

**History**

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

10148 History

**Job Group Faculty: Lecturer Adjunct**

**Weight Availability Factors**

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

Total Appointments: 7

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	4	1	1	0	0
Underutilized (Y = Yes)		Y			Y
Number Underutilized		1			1
Actual Utilization	57.1%	14.3%	14.3%	0.0%	0.0%
Labor Market Availability	43.4%	28.5%	5.9%	5.1%	14.0%

**Job Group Faculty: Professoriate**

**Weight Availability Factors**

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

Total Appointments: 14

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	7	3	1	1	1
Underutilized (Y = Yes)					Y
Number Underutilized					1
Actual Utilization	50.0%	21.4%	7.1%	7.1%	7.1%

APPENDIX D-3 - FULL-TIME FACULTY UTILIZATION BY DISCIPLINE/PROGRAM

2023 - 2024

Baruch College

Labor Market Availability

39.7%

21.6%

2.8%

4.1%

11.4%

Baruch College

**Legal Professions and Studies**

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

10181 Law

**Job Group Faculty: Professoriate**

**Weight Availability Factors**

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

Total Appointments: 12

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	6	0	0	0	0
Underutilized (Y = Yes)		Y	Y	Y	Y
Number Underutilized		4	1	1	2
Actual Utilization	50.0%	0.0%	0.0%	0.0%	0.0%
Labor Market Availability	53.4%	32.5%	6.4%	9.1%	13.1%

**Job Group Faculty: Professoriate Adjunct**

**Weight Availability Factors**

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

Total Appointments: 20

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	4	7	2	1	4
Underutilized (Y = Yes)	Y			Y	
Number Underutilized	7			1	
Actual Utilization	20.0%	35.0%	10.0%	5.0%	20.0%

APPENDIX D-3 - FULL-TIME FACULTY UTILIZATION BY DISCIPLINE/PROGRAM

2023 - 2024

Baruch College

Labor Market Availability

53.4%

32.5%

6.4%

9.1%

13.1%

Baruch College

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

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

70054            Library

**Job Group    Faculty: Librarian**

**Weight    Availability Factors**

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

Total Appointments: 19

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
<b>Number of Faculty</b>	8	11	7	3	1
<b>Underutilized (Y = Yes)</b>	Y				
<b>Number Underutilized</b>	7				
<b>Actual Utilization</b>	42.1%	57.9%	36.8%	15.8%	5.3%
<b>Labor Market Availability</b>	81.3%	15.5%	3.6%	4.5%	4.8%

Baruch College

**Mathematics and Computer Science**

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

10291 Paul Chook Dept InfoSys & Stat

**Job Group Faculty: Lecturer Adjunct**

**Weight Availability Factors**

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

Total Appointments: 56

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	10	30	18	6	4
Underutilized (Y = Yes)	Y				Y
Number Underutilized	6				3
Actual Utilization	17.9%	53.6%	32.1%	10.7%	7.1%
Labor Market Availability	28.6%	51.6%	26.9%	8.5%	12.8%

**Job Group Faculty: Professoriate**

**Weight Availability Factors**

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

Total Appointments: 33

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	11	18	16	2	0
Underutilized (Y = Yes)					Y
Number Underutilized					2
Actual Utilization	33.3%	54.5%	48.5%	6.1%	0.0%
Labor Market Availability	26.3%	28.7%	12.9%	6.3%	5.5%

**Job Group Faculty: Professoriate Adjunct**

**Weight Availability Factors**

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

Total Appointments: 10

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	3	5	4	1	0
Underutilized (Y = Yes)					Y
Number Underutilized					1
Actual Utilization	30.0%	50.0%	40.0%	10.0%	0.0%
Labor Market Availability	26.3%	28.7%	12.9%	6.3%	5.5%

Baruch College

**Mathematics and Statistics**

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

10195 Mathematics

**Job Group Faculty: Lecturer**

**Weight Availability Factors**

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

Total Appointments: 10

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	3	1	1	0	0
Underutilized (Y = Yes)	Y	Y	Y	Y	Y
Number Underutilized	1	3	1	1	1
Actual Utilization	30.0%	10.0%	10.0%	0.0%	0.0%
Labor Market Availability	40.3%	40.7%	21.3%	5.1%	11.4%

**Job Group Faculty: Lecturer Adjunct**

**Weight Availability Factors**

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

Total Appointments: 34

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	15	18	8	5	3
Underutilized (Y = Yes)					Y
Number Underutilized					1
Actual Utilization	44.1%	52.9%	23.5%	14.7%	8.8%
Labor Market Availability	40.3%	40.7%	21.3%	5.1%	11.4%

**Job Group Faculty: Professoriate**

**Weight Availability Factors**

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

Total Appointments: 26

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	5	4	3	0	1
Underutilized (Y = Yes)	Y	Y		Y	Y
Number Underutilized	2	3		1	1
Actual Utilization	19.2%	15.4%	11.5%	0.0%	3.8%
Labor Market Availability	26.7%	25.4%	12.5%	3.3%	6.2%

**Job Group Faculty: Professoriate Adjunct**

**Weight Availability Factors**

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

Total Appointments: 9

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	4	1	0	0	1
Underutilized (Y = Yes)		Y	Y		
Number Underutilized		1	1		
Actual Utilization	44.4%	11.1%	0.0%	0.0%	11.1%
Labor Market Availability	26.7%	25.4%	12.5%	3.3%	6.2%

**Philosophy and Religious Studies**

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

10221 Philosophy

**Job Group Faculty: Lecturer Adjunct**

**Weight Availability Factors**

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

Total Appointments: 11

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	4	5	1	0	2
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	36.4%	45.5%	9.1%	0.0%	18.2%
Labor Market Availability	14.3%	11.8%	2.9%	2.5%	5.0%

**Job Group Faculty: Professoriate**

**Weight Availability Factors**

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

Total Appointments: 7

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

**Job Group Faculty: Professoriate Adjunct**

**Weight Availability Factors**

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

Total Appointments: 10

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	3	0	0	0	0
Underutilized (Y = Yes)		Y		Y	Y
Number Underutilized		2		1	1
Actual Utilization	30.0%	0.0%	0.0%	0.0%	0.0%
Labor Market Availability	31.2%	22.0%	4.6%	5.4%	9.5%

Baruch College

**Psychology**

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

10245 Psychology

**Job Group Faculty: Lecturer Adjunct**

**Weight Availability Factors**

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

Total Appointments: 23

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	14	7	3	0	2
Underutilized (Y = Yes)	Y	Y		Y	Y
Number Underutilized	4	4		3	3
Actual Utilization	60.9%	30.4%	13.0%	0.0%	8.7%
Labor Market Availability	79.5%	47.8%	9.7%	12.7%	22.3%

**Job Group Faculty: Professoriate**

**Weight Availability Factors**

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

Total Appointments: 18

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	10	4	3	1	0
Underutilized (Y = Yes)	Y	Y		Y	Y
Number Underutilized	4	2		1	2
Actual Utilization	55.6%	22.2%	16.7%	5.6%	0.0%
Labor Market Availability	75.5%	31.0%	5.8%	9.3%	12.1%

**Job Group Faculty: Professoriate Adjunct**

**Weight Availability Factors**

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

Total Appointments: 21

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	11	5	1	2	2
Underutilized (Y = Yes)	Y	Y			Y
Number Underutilized	5	2			1
Actual Utilization	52.4%	23.8%	4.8%	9.5%	9.5%
Labor Market Availability	75.5%	31.0%	5.8%	9.3%	12.1%

Baruch College

**Public Administration**

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

10250 Public Affairs

**Job Group Faculty: Lecturer**

**Weight Availability Factors**

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

Total Appointments: 7

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	5	1	0	1	0
Underutilized (Y = Yes)		Y		Y	Y
Number Underutilized		3		1	1
Actual Utilization	71.4%	14.3%	0.0%	14.3%	0.0%
Labor Market Availability	76.5%	52.6%	6.6%	22.7%	20.8%

**Job Group Faculty: Lecturer Adjunct**

**Weight Availability Factors**

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

Total Appointments: 11

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	3	2	1	1	0
Underutilized (Y = Yes)	Y	Y		Y	Y
Number Underutilized	5	4		1	2
Actual Utilization	27.3%	18.2%	9.1%	9.1%	0.0%
Labor Market Availability	76.5%	52.6%	6.6%	22.7%	20.8%

**Job Group Faculty: Professoriate**

**Weight Availability Factors**

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

Total Appointments: 41

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	14	14	7	2	5
Underutilized (Y = Yes)	Y	Y		Y	
Number Underutilized	14	4		10	
Actual Utilization	34.1%	34.1%	17.1%	4.9%	12.2%
Labor Market Availability	67.5%	44.7%	4.6%	28.1%	8.9%

**Job Group Faculty: Professoriate Adjunct**

**Weight Availability Factors**

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

Total Appointments: 8

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	6	3	0	2	0
Underutilized (Y = Yes)					Y
Number Underutilized					1
Actual Utilization	75.0%	37.5%	0.0%	25.0%	0.0%
Labor Market Availability	67.5%	44.7%	4.6%	28.1%	8.9%

Baruch College

**Social Sciences**

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

- 10236 Political Science
- 10014 Sociology and Anthropology

**Job Group Faculty: Lecturer Adjunct**

**Weight Availability Factors**

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

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Total Appointments: 18					
Number of Faculty	7	7	2	1	4
Underutilized (Y = Yes)	Y			Y	
Number Underutilized	3			1	
Actual Utilization	38.9%	38.9%	11.1%	5.6%	22.2%
Labor Market Availability	55.7%	47.0%	11.7%	12.6%	19.3%

**Job Group Faculty: Professoriate**

**Weight Availability Factors**

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

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Total Appointments: 23					
Number of Faculty	9	5	2	1	2
Underutilized (Y = Yes)	Y				
Number Underutilized	2				
Actual Utilization	39.1%	21.7%	8.7%	4.3%	8.7%
Labor Market Availability	49.7%	25.4%	7.7%	6.2%	8.1%

**Job Group Faculty: Professoriate Adjunct**

**Weight Availability Factors**

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

Total Appointments: 18

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	8	3	1	1	0
Underutilized (Y = Yes)		Y			Y
Number Underutilized		2			1
Actual Utilization	44.4%	16.7%	5.6%	5.6%	0.0%
Labor Market Availability	49.7%	25.4%	7.7%	6.2%	8.1%

Baruch College

**Visual and Performing Arts**

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

10115 Fine & Performing Arts

**Job Group Faculty: Lecturer Adjunct**

**Weight Availability Factors**

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

Total Appointments: 21

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	11	3	2	0	1
Underutilized (Y = Yes)		Y		Y	Y
Number Underutilized		5		2	2
Actual Utilization	52.4%	14.3%	9.5%	0.0%	4.8%
Labor Market Availability	63.2%	38.5%	9.0%	8.7%	16.2%

**Job Group Faculty: Professoriate**

**Weight Availability Factors**

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

Total Appointments: 13

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	10	1	1	0	0
Underutilized (Y = Yes)		Y			Y
Number Underutilized		2			1
Actual Utilization	76.9%	7.7%	7.7%	0.0%	0.0%
Labor Market Availability	48.7%	23.1%	9.9%	3.3%	6.9%

**Job Group Faculty: Professoriate Adjunct**

**Weight Availability Factors**

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

Total Appointments: 27

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	17	6	0	2	2
Underutilized (Y = Yes)			Y		
Number Underutilized			3		
Actual Utilization	63.0%	22.2%	0.0%	7.4%	7.4%
Labor Market Availability	48.7%	23.1%	9.9%	3.3%	6.9%

## **Appendix E                      Personnel Activity**

This Appendix details personnel activities.

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

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

## **Appendix F                      Summary of Recruiting Activities**

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

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

## **Appendix G                      Utilization of Individuals with Disabilities by Job Group**

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

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

Baruch College

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

Total Individual(s) with Disabilities: 50      Percent of total reported employees: 1.8%

Category: Executive/Administrative/Managerial	Staff	Indiv. with Disabilities	Rate
Admin 1: Executive	31	0	0.0%
Admin 2: Managerial	163	5	3.1%
Admin 2: Managerial Adjunct	168	5	3.0%
Managerial: Facilities	1	0	0.0%
Managerial: Info Tech	3	0	0.0%
Managerial: Security	4	0	0.0%
Category: Professional Faculty	Staff	Indiv. with Disabilities	Rate
Faculty: Professoriate	403	8	2.0%
Faculty: Librarian	20	0	0.0%
Faculty: Librarian Adjunct	1	0	0.0%
Faculty: Lecturer	77	1	1.3%
Faculty: Lecturer Adjunct	554	5	0.9%
Faculty: Professoriate Adjunct	292	3	1.0%
Faculty: Continuing Education	3	1	33.3%
Category: Professional Non-Faculty	Staff	Indiv. with Disabilities	Rate
Accountant: Professional	5	0	0.0%
Admin 3: Professional	206	13	6.3%
Disability Accommodation Specl Adjunct	2	1	50.0%
Info Tech: Professional	29	1	3.4%
Info Tech: Professional Adjunct	15	0	0.0%
Category: Administrative Support Workers	Staff	Indiv. with Disabilities	Rate
Accountant: Assistant	7	0	0.0%
Administrative Assistant	13	2	15.4%
Office Assistant	39	3	7.7%
Office Assistant Adjunct	503	0	0.0%
Mail Services Worker	3	0	0.0%
Category: Technicians	Staff	Indiv. with Disabilities	Rate
Admin 4: College Lab Technician	7	0	0.0%
Admin 4: College Lab Technician Adjunct	2	1	50.0%
Broadcast-Media	3	0	0.0%
Category: Craft Workers	Staff	Indiv. with Disabilities	Rate
Skilled Trades: Supervisory	6	0	0.0%
Skilled Trades: Not Supervisory	17	0	0.0%
Laborers and Helpers	1	0	0.0%
Basic Crafts-Buildings and Grounds	7	0	0.0%
Category: Service Workers	Staff	Indiv. with Disabilities	Rate
Campus Public Safety Sergeant	11	0	0.0%
Campus Peace Officer	32	1	3.1%
Campus Security Assistant	24	0	0.0%
Custodial: Supervisory	8	0	0.0%
Custodial: Assistant	64	0	0.0%

**Executive/Administrative/Managerial**

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %
Admin 1: Executive	31	18	58.1%	11	35.5%
Admin 2: Managerial	163	114	69.9%	79	48.5%
Admin 2: Managerial Adjunct	168	107	63.7%	80	47.6%
Managerial: Facilities	1	0	0.0%	0	0.0%
Managerial: Info Tech	3	0	0.0%	3	100.0%
Managerial: Security	4	2	50.0%	4	100.0%

**Professional Faculty**

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %
Faculty: Professoriate	403	158	39.2%	137	34.0%
Faculty: Librarian	20	9	45.0%	11	55.0%
Faculty: Librarian Adjunct	1	1	100.0%	1	100.0%
Faculty: Lecturer	77	28	36.4%	25	32.5%
Faculty: Lecturer Adjunct	554	237	42.8%	213	38.4%
Faculty: Professoriate Adjunct	292	122	41.8%	80	27.4%
Faculty: Continuing Education	3	2	66.7%	1	33.3%

**Professional Non-Faculty**

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %
Accountant: Professional	5	5	100.0%	4	80.0%
Admin 3: Professional	206	154	74.8%	151	73.3%
Disability Accommodation Specl Adjunct	2	1	50.0%	2	100.0%
Info Tech: Professional	29	7	24.1%	26	89.7%
Info Tech: Professional Adjunct	15	7	46.7%	5	33.3%

**Administrative Support Workers**

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %
Accountant: Assistant	7	6	85.7%	7	100.0%
Administrative Assistant	13	11	84.6%	10	76.9%
Office Assistant	39	33	84.6%	30	76.9%
Office Assistant Adjunct	503	322	64.0%	397	78.9%
Mail Services Worker	3	0	0.0%	3	100.0%

**Technicians**

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %
Admin 4: College Lab Technician	7	5	71.4%	2	28.6%
Admin 4: College Lab Technician Adjunct	2	0	0.0%	1	50.0%
Broadcast-Media	3	1	33.3%	3	100.0%

**Craft Workers**

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %
Skilled Trades: Supervisory	6	0	0.0%	1	16.7%
Skilled Trades: Not Supervisory	17	0	0.0%	7	41.2%
Laborers and Helpers	1	0	0.0%	1	100.0%
Basic Crafts-Buildings and Grounds	7	0	0.0%	5	71.4%

## Service Workers

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %
Campus Public Safety Sergeant	11	4	36.4%	10	90.9%
Campus Peace Officer	32	9	28.1%	32	100.0%
Campus Security Assistant	24	9	37.5%	22	91.7%
Custodial: Supervisory	8	2	25.0%	7	87.5%
Custodial: Assistant	64	25	39.1%	59	92.2%

## Full-Time Faculty by Title and Tenure Status

June 1, 2023

### Baruch College

Total Faculty: 500

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

Title	Ttl Empls	Female #	Female %	Minority #	Minority %
<b>Faculty: Lecturer</b>					
Distinguished Lecturer	8	2	25.0%	1	12.5%
Instructors and others PSC	8	2	25.0%	1	12.5%
Lecturer	32	13	40.6%	9	28.1%
CCE Certificate Continuous Emp	13	6	46.2%	3	23.1%
Lecturer track CCE	12	5	41.7%	4	33.3%
Substitute >=6 Mo Or Prior Ben	7	2	28.6%	2	28.6%
Lecturer Doc Sch	36	12	33.3%	15	41.7%
CCE Certificate Continuous Emp	11	4	36.4%	3	27.3%
Lecturer track CCE	21	6	28.6%	9	42.9%
Substitute >=6 Mo Or Prior Ben	4	2	50.0%	3	75.0%
Clinical Professor	1	1	100.0%	0	0.0%
Instructors and others PSC	1	1	100.0%	0	0.0%
<b>Faculty: Librarian</b>					
Dist Lecturer-Librarian	1	0	0.0%	0	0.0%
Instructors and others PSC	1	0	0.0%	0	0.0%
Lecturer-Librarian	1	1	100.0%	1	100.0%
Substitute >=6 Mo Or Prior Ben	1	1	100.0%	1	100.0%
Asst Professor-Librarian	3	2	66.7%	2	66.7%
Track Tenure	3	2	66.7%	2	66.7%
Assc Professor-Librarian	12	5	41.7%	5	41.7%
Tenured	12	5	41.7%	5	41.7%
Professor-Librarian	3	1	33.3%	3	100.0%
Tenured	3	1	33.3%	3	100.0%
<b>Faculty: Professoriate</b>					
Asst Professor	112	49	43.8%	64	57.1%
Substitute >=6 Mo Or Prior Ben	2	1	50.0%	1	50.0%
Tenured	5	0	0.0%	2	40.0%
Track Tenure	105	48	45.7%	61	58.1%
Assc Professor	135	53	39.3%	49	36.3%
Tenured	127	51	40.2%	46	36.2%
Track Tenure	8	2	25.0%	3	37.5%
Visiting Professor	1	0	0.0%	1	100.0%
Visiting > = 50%	1	0	0.0%	1	100.0%
Professor	150	54	36.0%	23	15.3%

**Full-Time Faculty by Title and Tenure Status****June 1, 2023****Baruch College****Total Faculty: 500**

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

<b>Title</b>	<b>Ttl Empls</b>	<b>Female #</b>	<b>Female %</b>	<b>Minority #</b>	<b>Minority %</b>
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**Faculty: Professoriate**

Professor	150	54	36.0%	23	15.3%
Tenured	150	54	36.0%	23	15.3%
Distinguished Professor	5	2	40.0%	0	0.0%
Instructors and others PSC	5	2	40.0%	0	0.0%

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