

# 2024-2025 AFFIRMATIVE ACTION PLANS

## Baruch College

### Covering Protected Ethnicities and Women (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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## EXECUTIVE SUMMARY

Baruch College, a senior college of the City University of New York (CUNY), is committed to fostering a diverse and inclusive environment that reflects the community of diverse people it serves. This period's *Affirmative Action Plan* (AAP) outlines Baruch's ongoing efforts to promote diversity within its workforce, address areas of underutilization, and implement strategic recruitment initiatives aimed at enhancing representation across all departments.

### Historical Context

Founded in 1919, Baruch College has a long-standing tradition of providing access to higher education for students from diverse socioeconomic, racial, and ethnic backgrounds. Few know that Baruch was one of the first public colleges in New York City to actively pursue policies of inclusivity, even before the modern civil rights movement. These early efforts laid the foundation for today's commitment to equality and diversity, both among the student body and the workforce. Baruch College's model was praised as an "Upward-Mobility Machine" in a report on diversity in higher education in a *New York Times* article from April 2024 (*New York Times*, 2024). This is a testament to the devotion of our faculty and staff to the learning and development of Baruch students. Many of Baruch's diverse alumni are employed at top business and financial companies including JP Morgan Chase, KPMG, Deloitte and many more, and alumni reportedly earn *3.4 times* the median income of a Baruch student's entire household (CUNY News Website, 2023). Additionally, Baruch was recently named among the 2025 Top 10 Best Regional Colleges in the North in *US World News & Reports* ([Baruch College, an Upward-Mobility Machine - The New York Times](#)) and praised as #1 for Value in the Nation in the Wall Street Journal ([Baruch College Ranks #1 for Value in Nation: Wall Street Journal - News Center](#)). This ultimately increases the economic diversity of the community at large and racial diversity of those in the middle class in this nation.

Baruch College is located in the heart of Manhattan, New York and draws diverse professionals who are seeking upward mobility. Currently, there are 2,839 total employees (full-time and part-time), 53.4% of all job groups comprising of staff and faculty self-identified as protected ethnicities; 51.3% self-identified as female. Baruch College has been recruiting and hiring continually throughout the report period because of sound fiscal management and the commitment of college officials to work together to raise funds and secure funding.

## Current Diversity of Employees

This report presents a unit-wide census and includes both full-time and part-time employees as of June 1, 2024. Part-time appointments for full-time employees in the same department are excluded. There were multiple part-time appointments in the same department with employees having the same title, and as a result, they were excluded. Baruch College had 2,839 full-time and part-time employees during the report period in the category of reportable appointments. We found that 1,457 of employees (staff and faculty) are women and 1,369 are men.

- *Of the total of reportable appointments, 48.2% identify as men and 51.3% women; 53.4% of Baruch College employees (faculty and staff) are persons from protected groups,*
- *Of the employee in Female by Ethnicity group, 862 or 59.2% belong to one of the protected 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 above employees in Male/Other by Ethnicity group, 654, or 47.8% belong to one of the protected groups (also identified by Baruch College ODCEI as Asian/Asian American, Hawaiian/Other, Pacific Islander; Black/African American; Hispanic/Latino; and Other).*

The diverse body of 2,839 current faculty and staff employed by Baruch shows underrepresentation in certain departments throughout in specific protected categories, particularly in terms of race, ethnicity, and gender. The most recent underutilization analysis revealed gaps in leadership roles and faculty positions, particularly for women and minority groups across EEO categories. Our review of the underutilization sheets also revealed several areas of no representation of protected groups (total minorities in various job groups). Underutilized areas have been identified in this AAP as priorities for improvement and are listed on pages 18 to 21. The Interim Executive Chief Diversity Officer will meet with the Provost and Deans to discuss issues of *no representation* for *Asian/Asian American, Hawaiian/Other, Pacific Islander, Black/African American, and Hispanic/Latino employees (protected groups)* among various departments and develop strategies to address them. The Black/ African American protected group had the highest rate of *no representation* across faculty departments and job groups among the EEO categories as compared to all other protected groups. These

Departments in Academic Affairs and in other Divisions will need to increase recruitment efforts for professionals of color in specific disciplines and/or industries over the next AAP period.

### ***Areas of Improvement***

There were also areas of marked improvement which are highlighted below.

In response to last year's AAP findings, Baruch implemented several recruitment and hiring initiatives designed to increase diversity among its workforce. These efforts include targeted recruitment, partnerships with organizations that support underrepresented groups, and the development of internal programs aimed at fostering leadership among minority staff. Due to these combined outreach efforts, over 25 job groups reduced or eliminated underutilization of protected groups this year. Another point of achievement is that we had 12 advancements this year as opposed to last year and 6 faculty (half were women and half were from protected groups) in the professoriate gained Tenure status.

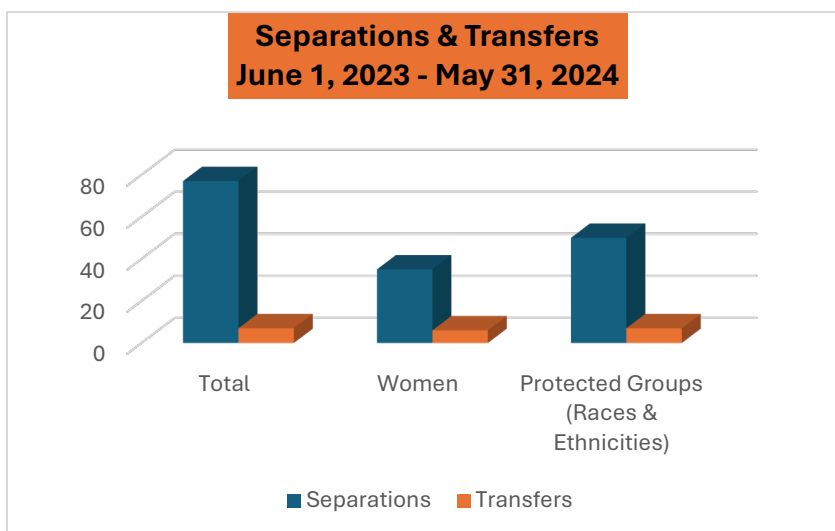
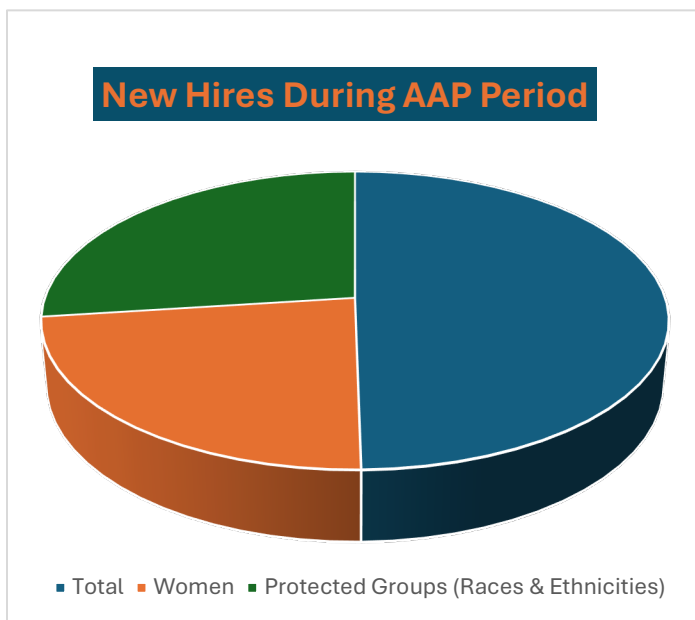
Looking ahead, Baruch is committed to continuing its efforts to close the gaps identified in its workforce and to enhance its strategies for recruiting and retaining diverse talent. The college aims to build on its strong foundation of inclusivity by implementing new initiatives that focus on mentorship, professional development, and support for historically underrepresented employees.

Baruch College leadership remains steadfast in its commitment to diversity and inclusion, and this Affirmative Action Plan represents a critical step in ensuring that its workforce reflects the rich diversity of its student population and the broader New York City community. As we move forward, we reaffirm our dedication to creating an equitable and inclusive environment for all employees, and we call upon every college leader and member of the Baruch community to contribute to these efforts.

## Recruitment and Hiring Initiatives

Baruch engaged in many programs and activities to encourage faculty diversity and development, outlined in-depth on pages 28 to 49. This year, Baruch engaged in fruitful recruitment efforts that helped our marketing to potential employees and increased our diversity in hires across various job groups and EEO categories. After the pandemic, many colleges were experiencing widespread financial constraints; however, Baruch was fortunate enough to maintain fiscal health. We had 92 hires across EEO Categories and over half of the hires (54%) were from federally protected groups and 43 (47%) were women. Similarly, there

were 12 advancements across EEO Categories except for Administrative Support Workers, Technicians, Craft workers, 10 of which were from protected categories and 6 were women. In contrast, there were 77 separations; 50 of these separations were from protected groups, and 35 were women.



## Current Goals and Strategies

Two of Baruch College's four Focus Goals for the past year that are associated with equity, diversity, inclusion, and belonging are the following:

**Goal #3:** Strengthen Our Collaborative and Engaged Community by cultivating a thriving campus community where students, staff, and faculty feel a sense of belonging and experience opportunities for connection and growth.

The following campus offices engaged the campus community and fostered a more inclusive campus climate through dance, film, music exploring various racial and ethnic identities, such as Asian American, African American, and Jewish identities:

Office of Diversity, Compliance, Equity, and Inclusion

Office of the Provost

Legal Affairs

Special Programs

Student Affairs

Human Resources

In addition, these offices provided a variety of workshops and training sessions (over 50 collectively) that promoted cultural and social awareness detailed on pgs. 28-40 of this Affirmative Action Plan. The sessions focused on educating students, faculty, and staff on social justice, and how to implement concepts of racial equity in curricula.

**Goal #4:** Optimize Operations and Infrastructure by enhancing operational and fiscal effectiveness, while improving physical and information infrastructure to meet the growing needs of the community

We optimized our college operations and infrastructure by improving technology, equipment, and facilities and for students, staff, and faculty alike. Some of the major improvements to both facilities and technology included the ITB Elevator Modernization Project, the 17 Lex Fire Alarm system, ADA and gender-neutral restroom project, and completion of the ELC children's space, Wi-Fi upgrades, VPN updates, and new laptop docking stations.

The following *Affirmative Action Plan* puts forth the recruitment and retention efforts in greater detail that we examine each year, understanding the necessity of reviewing these efforts to improve.

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

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

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

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

### **Overview**

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 Newman 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, an online bookstore, and a student lounge.

### **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 impacts 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 a high-level organization chart.

## **Policies**

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

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

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

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

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

## **Responsibilities**

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

### **The President**

The President, Dr. S. David Wu, oversees affirmative action and diversity programs to assure compliance with federal, state, and city laws, rules and regulations and university policies. The President designates personnel to manage affirmative action, compliance, and diversity programs, including the Chief Diversity Officer (CDO), 504/Americans with Disabilities Act (ADA) Coordinator, and Title IX Coordinator. The President ensures designated personnel have authority, staffing, and other resources to fulfill their assigned roles. The President

communicates commitment to equal employment opportunity (including an annual reaffirmation), and issues required reports, including this affirmative action plan.

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

### **Chief Diversity Officer**

The President has designated Elliott Dawes (until date June 22, 2024) Executive Chief Diversity Officer (CDO) and Kendelle R. Argretté, Interim Chief Diversity Officer (effective August 28, 2024) as Interim Executive Chief Diversity Officer (CDO) and Responsible Official who:

- Provides confidential consultation for, investigates, and resolves discrimination/harassment complaints
- Distributes new and revised policies and notices, integrating them into training programs, search committee orientations, websites, and other communications
- Evaluates affirmative action programs and initiatives
- Prepares and communicates affirmative action plan reports
- Consults with hiring teams and managers on recruitment and selection, overseeing recruitment plans and effective recruitment/selection strategies
- Participates in CUNY initiatives promoting diversity and inclusion.

The Office of Diversity, Compliance and Equity Initiatives (ODCEI) completed the OFCCP's annual online certification of compliance with affirmative action program requirements on August 8, 2024.

### **Other Officials**

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

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

A standing committee advises the President on diversity and affirmative action, reviews the impact of policies on the governance plan, develops and implements strategic diversity plans, and promotes programs to reflect pluralistic values and goals. In the committee's advice to the President, they seek to implement strategic plans that ensure quality services and accommodations, while mitigating issues. The Campus committee also has the responsibility to promote training programs that help employees incorporate inclusive values and goals into everyday college operations. In the past report period, there were no Committee members, however since understanding the importance of addressing and responding to the changing campus climate as a microcosm of the nation's recent events and

advancing the College's goals with diversity, inclusion, equity and belonging initiatives, it is a priority to Baruch's leadership, this committee will be reconstituted the next academic year. The newly assembled committee will consist of leadership from staff, faculty and students.

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

- [Marxe 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 University Human Resources establishes job groups and report parameters, and reports summary statistics. ORD sponsors university-wide diversity programs and maintains data collection and self-identification systems. It also maintains job posting and applicant tracking systems.

## **PART TWO: DATA AND ANALYSIS**

### **Collecting Employee Data**

We extracted data on active employees as of June 1, 2024, from CUNY's system of record, CUNYfirst. We include personnel on most paid leaves, including medical and fellowship/sabbatical leave. We exclude personnel on terminal leaves such as retirement leave, student workers (including Graduate Assistants) and people employed separately by CUNY's Research Foundation.

We invite employees to self-identify gender, race/ethnicity, veteran status, and disability status. Employees may update selections at any time on an Employee Self-Service portal. We conducted the last self-identification canvas on May 8, 2024. Further, on July 1, 2024 Doriane K. Gloria, Senior Vice Chancellor, University Human Resources sent a CUNY wide announcement requesting information via a short survey on employee Disability Status' in accordance with the New York State Governor's Office initiative Executive Order 31 (New York State as a Model Employer for People with Disabilities. We also invite job applicants to self-identify on the job application portal.

Baruch noted 2,956 employees, of which 1 employee did not identify gender. There were 4 employees who did not identify race/ethnicity category and 1,292 employees who did not identify veteran status. Additionally, there were 2,559 who did not identify disability status. We assign employees who do not identify a status to the "unknown" category for that characteristic

and categorize them in the majority/unprotected group for that characteristic (i.e., male, or white) as per regulations.

## **Self-Identification Categories**

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

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

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

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

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

CUNY provides for six categories of gender identification but uses the federally mandated categories for this plan. For federal reporting, we include only persons specifically identifying as female in the federally protected gender category.

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

## **Analyzing Data**

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

- Workforce Analysis (evaluating employment within organizational units/departments)
- Job Group Analysis (analysis of job groups and academic disciplines)
- Utilization Analysis (comparisons with labor market availability measures)
- Personnel and Recruiting Activity (personnel actions, recruitment and hiring, and compensation).

We rely on methods provided by the US Department of Labor's Office of Contract Compliance Programs (OFCCP) such as the *Educational Institutions Technical Assistance Guide (2019)*.

## **Workforce Analysis**

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

Due to length, we do not publish the Workforce Analysis charts in this report. The following two charts summarize the composition of the workforce by job group and by tenure status (for our faculty). Reviewing the demographic composition of the college this reporting year, there were 2,838 total employees, 1,515 or 53.4% of all job groups comprising of staff and faculty self-identified as protected ethnicities; while 1, 457 or 51.3% self-identified as female. These numbers were like last year’s workforce composition; however, we did note a slight increase in our employees who identified as individuals in the protected categories.

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

## **Job Group Analysis**

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

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

CUNY organizes data about College Laboratory Technicians by assigning the employees’ departments to one of two categories: Scientific/Engineering/Technical or a General (non-scientific) category.

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

## **Utilization Analysis**

We compare CUNY’s job groups with an estimated labor market availability by job group. We evaluate utilization for females and federal ethnicity categories (Asian, Black/African American, and Hispanic/Latino and Total Protected Ethnicities).

## **Labor Market Source Data**

Labor market availability is a benchmark calculated by job group. It is an estimate of the ratio of females and federally protected ethnicities available for employment. This

information is based on both an external labor market in a reasonable geographic area, and an internal labor market of CUNY personnel eligible for advancement. We last calculated labor market availability in 2023.

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

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

For external labor market calculations other than faculty, we utilized the US Census American Community Survey (ACS), 5-year estimate, 2017-2021 (final), extracted from University of Minnesota's Integrated Public User Microdata Sample (IPUMS). We selected data based on geography, labor force participation, occupation, and educational attainment.

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

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



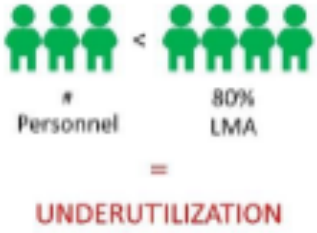
### **Calculating Underutilization**

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

We calculate underutilization for groups with a minimum of five incumbents, with the caveat that analyzing groups of less than 30 employees may generate less reliable results. We do not report on the President's position, as it reports outside of our unit.

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

**Illustration: Utilization and Underutilization**

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

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

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

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

**Illustrative Tables**

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

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

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

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

**Executive/Administrative/Managerial**

Job Group	Ttl Empls	Female #	Female %	Pro. Eth #	Pro. Eth %
Admin 1: Executive	31	16	51.6%	10	32.3%
Admin 2: Managerial	169	115	68.0%	83	49.1%
Admin 2: Managerial Adjunct	150	99	66.0%	84	56.0%
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 %	Pro. Eth #	Pro. Eth %
Faculty: Professoriate	434	181	41.7%	161	37.1%
Faculty: Librarian	19	7	36.8%	9	47.4%
Faculty: Lecturer	97	39	40.2%	29	29.9%
Faculty: Lecturer Adjunct	614	279	45.4%	250	40.7%
Faculty: Professoriate Adjunct	297	122	41.1%	85	28.6%

**Professional Non-Faculty**

Job Group	Ttl Empls	Female #	Female %	Pro. Eth #	Pro. Eth %
Accountant: Professional	5	5	100.0%	4	80.0%
Admin 3: Professional	207	152	73.4%	151	72.9%
Admin 5: Engineer-Architect	1	1	100.0%	1	100.0%
Disability Accommodation Specl Adjunct	2	1	50.0%	2	100.0%
Info Tech: Professional	28	7	25.0%	25	89.3%
Info Tech: Professional Adjunct	12	6	50.0%	7	58.3%

**Administrative Support Workers**

Job Group	Ttl Empls	Female #	Female %	Pro. Eth #	Pro. Eth %
Accountant: Assistant	6	5	83.3%	6	100.0%
Administrative Assistant	13	11	84.6%	10	76.9%
Office Assistant	37	30	81.1%	26	70.3%
Office Assistant Adjunct	513	321	62.6%	409	79.7%
Mail Services Worker	3	0	0.0%	3	100.0%

**Technicians**

Job Group	Ttl Empls	Female #	Female %	Pro. Eth #	Pro. Eth %
Admin 4: College Lab Technician	7	5	71.4%	2	28.6%
Admin 4: College Lab Technician Adjunct	3	1	33.3%	1	33.3%
Broadcast-Media	3	1	33.3%	3	100.0%
Info Tech: Technician Adjunct	12	5	41.7%	12	100.0%

**Craft Workers**

Job Group	Ttl Empls	Female #	Female %	Pro. Eth #	Pro. Eth %
Skilled Trades: Supervisory	3	0	0.0%	1	33.3%
Skilled Trades: Not Supervisory	25	0	0.0%	8	32.0%
Laborers and Helpers	1	0	0.0%	1	100.0%

**Craft Workers**

Job Group	Ttl Empls	Female #	Female %	Pro. Eth #	Pro. Eth %
Basic Crafts-Buildings and Grounds	6	0	0.0%	2	33.3%

**Service Workers**

Job Group	Ttl Empls	Female #	Female %	Pro. Eth #	Pro. Eth %
Campus Public Safety Sergeant	12	3	25.0%	11	91.7%
Campus Peace Officer	24	7	29.2%	24	100.0%
Campus Security Assistant	25	10	40.0%	23	92.0%
Custodial: Supervisory	8	2	25.0%	7	87.5%
Custodial: Assistant	63	24	38.1%	58	92.1%

**Full-Time Faculty by Title and Tenure Status**

**2024-2025**

**Baruch College**

**Total Faculty: 550**

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

<b>Group/Title/Status</b>	<b>Ttl Empls</b>	<b>Female #</b>	<b>Female %</b>	<b>Pro. Eth #</b>	<b>Pro. Eth%</b>
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**Faculty: Lecturer**

<b>Distinguished Lecturer</b>	<b>8</b>	<b>2</b>	<b>25.0%</b>	<b>1</b>	<b>12.5%</b>
Instructors and others PSC	8	2	25.0%	1	12.5%
<b>Lecturer</b>	<b>36</b>	<b>17</b>	<b>47.2%</b>	<b>10</b>	<b>27.8%</b>
CCE Certificate Continuous Emp	12	6	50.0%	3	25.0%
Lecturer track CCE	24	11	45.8%	7	29.2%
<b>Lecturer Doc Sch</b>	<b>52</b>	<b>19</b>	<b>36.5%</b>	<b>18</b>	<b>34.6%</b>
CCE Certificate Continuous Emp	11	4	36.4%	3	27.3%
Lecturer track CCE	39	15	38.5%	14	35.9%
Substitute >=6 Mo Or Prior Ben	2	0	0.0%	1	50.0%
<b>Clinical Professor</b>	<b>1</b>	<b>1</b>	<b>100.0%</b>	<b>0</b>	<b>0.0%</b>
Instructors and others PSC	1	1	100.0%	0	0.0%

**Faculty: Librarian**

<b>Dist Lecturer-Librarian</b>	<b>1</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>
Instructors and others PSC	1	0	0.0%	0	0.0%
<b>Lecturer-Librarian</b>	<b>3</b>	<b>1</b>	<b>33.3%</b>	<b>1</b>	<b>33.3%</b>
Lecturer track CCE	3	1	33.3%	1	33.3%
<b>Asst Professor-Librarian</b>	<b>3</b>	<b>2</b>	<b>66.7%</b>	<b>2</b>	<b>66.7%</b>
Track Tenure	3	2	66.7%	2	66.7%
<b>Assc Professor-Librarian</b>	<b>9</b>	<b>3</b>	<b>33.3%</b>	<b>3</b>	<b>33.3%</b>
Tenured	9	3	33.3%	3	33.3%
<b>Professor-Librarian</b>	<b>3</b>	<b>1</b>	<b>33.3%</b>	<b>3</b>	<b>100.0%</b>
Tenured	3	1	33.3%	3	100.0%

**Faculty: Professoriate**

**Full-Time Faculty by Title and Tenure Status**

**2024-2025**

**Baruch College**

**Total Faculty: 550**

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

<b>Group/Title/Status</b>	<b>Ttl Empls</b>	<b>Female #</b>	<b>Female %</b>	<b>Pro. Eth #</b>	<b>Pro. Eth%</b>
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**Faculty: Professoriate**

<b>Asst Professor</b>	<b>141</b>	<b>64</b>	<b>45.4%</b>	<b>84</b>	<b>59.6%</b>
Substitute >=6 Mo Or Prior Ben	1	0	0.0%	1	100.0%
Tenured	5	0	0.0%	2	40.0%
Track Tenure	135	64	47.4%	81	60.0%
<b>Assc Professor</b>	<b>132</b>	<b>56</b>	<b>42.4%</b>	<b>50</b>	<b>37.9%</b>
Substitute >=6 Mo Or Prior Ben	1	0	0.0%	0	0.0%
Tenured	121	52	43.0%	46	38.0%
Track Tenure	10	4	40.0%	4	40.0%
<b>Visiting Professor</b>	<b>1</b>	<b>1</b>	<b>100.0%</b>	<b>1</b>	<b>100.0%</b>
Visiting > = 50%	1	1	100.0%	1	100.0%
<b>Professor</b>	<b>155</b>	<b>58</b>	<b>37.4%</b>	<b>26</b>	<b>16.8%</b>
Tenured	155	58	37.4%	26	16.8%
<b>Distinguished Professor</b>	<b>5</b>	<b>2</b>	<b>40.0%</b>	<b>0</b>	<b>0.0%</b>
Instructors and others PSC	5	2	40.0%	0	0.0%

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

This summary reports underutilization in:

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

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

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

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

**Faculty: Professoriate Adjunct**

	Total Faculty	Female	Total Pro. Eth.	Asian/Nat Haw./OPI	Black/African Am.	Hispanic/Latino
<b>Biological and Biomedical Sciences AND Physical Sciences</b>						
2024	15				1	
2023	14		2		1	
<b>Business, Management, Marketing and Support</b>						
2024	65	17			11	2
2023	66	12			12	2
<b>Communications, Journalism, and Related</b>						
2024	25		3	1	1	
2023	26	7	3	1	2	
<b>Education - Developmental</b>						
2024	5	1	1	1		
2023	5	1	1	1		
<b>English Language and Literature/Letters</b>						
2024	35	6				
2023	31	4				1
<b>Foreign Languages, Literatures, and Linguistics</b>						
2024	21					
2023	21					
<b>Legal Professions and Studies</b>						
2024	21	7			1	
2023	20	7			1	
<b>Mathematics and Computer Science</b>						
2024	9					

**Faculty: Professoriate Adjunct**

	Total Faculty	Female	Total Pro. Eth.	Asian/Nat Haw./OPI	Black/African Am.	Hispanic/Latino
Mathematics and Computer Science						
2023	10					1
Mathematics and Statistics						
2024	15		1	1		
2023	9		1	1		
Philosophy and Religious Studies						
2024	8		1			1
2023	10		2		1	1
Psychology						
2024	16					
2023	21	5	2			1
Public Administration						
2024	7		1		1	1
2023	8					1
Social Sciences						
2024	20		2	1		2
2023	18		2			1
Visual and Performing Arts						
2024	29			1		1
2023	27			3		

**Faculty: Professoriate**

	Total Faculty	Female	Total Pro. Eth.	Asian/Nat Haw./OPI	Black/African Am.	Hispanic/Latino
Biological and Biomedical Sciences AND Physical Sciences						
2024	26					
2023	25	3	1			1
2022	23	3	2	1		1
2021	24	3	2	1		
Business, Management, Marketing and Support						
2024	133	13			28	3
2023	121	17			27	3
2022	118	11			23	2
2021	121	11			24	3
Communications, Journalism, and Related						
2024	26				1	
2023	24					
2022	23		1			1

**Faculty: Professoriate**

	Total Faculty	Female	Total Pro. Eth.	Asian/Nat Haw./OPI	Black/African Am.	Hispanic/Latino
Communications, Journalism, and Related						
2021	26					1
English Language and Literature/Letters						
2024	30					
2023	31					
2022	31	5				
2021	33	5				
Foreign Languages, Literatures, and Linguistics						
2024	13	3				
2023	12	4				
2022	13	5				
2021	15	4				
History						
2024	14					1
2023	14					1
2022	13					
2021	13					
Legal Professions and Studies						
2024	13		3	1		2
2023	12		4	1	1	2
2022	13		4	1	1	1
2021	13		4	1	1	1
Mathematics and Computer Science						
2024	34					2
2023	33					2
Mathematics and Statistics						
2024	28	2	2		1	1
2023	26	2	3		1	1
2022	56					2
2021	57					
Philosophy and Religious Studies						
2024	9					1
2023	7	1	1			1
2022	7	2				
2021	7	2				
Psychology						
2024	22	6	4		2	2

**Faculty: Professoriate**

	Total Faculty	Female	Total Pro. Eth.	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino
<b>Psychology</b>						
2023	18	4	2		1	2
2022	21	6				2
2021	22	7			1	1
<b>Public Administration</b>						
2024	44	15			9	
2023	41	14	4		10	
2022	40	12			6	
2021	42	11			7	
<b>Social Sciences</b>						
2024	23	2				
2023	23	2				
2022	23					
2021	24	2				
<b>Visual and Performing Arts</b>						
2024	15		1			
2023	13		2			1
2022	15				1	1
2021	16				1	1

**Faculty: Librarian**

	Total Faculty	Female	Total Pro. Eth.	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino
<b>Library (Librarians/Non-Teaching)</b>						
2024	19	8				1
2023	19	7				
2022	20	8				
2021	18	8				

**Faculty: Lecturer Adjunct**

	Total Faculty	Female	Total Pro. Eth.	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino
<b>Biological and Biomedical Sciences AND Physical Sciences</b>						
2024	35					
2023	31			4	1	
<b>Business, Management, Marketing and Support</b>						
2024	208	22				22
2023	192	25				18
<b>Communications, Journalism, and Related</b>						
2024	55		9	1		4

**Faculty: Lecturer Adjunct**

	Total Faculty	Female	Total Pro. Eth.	Asian/Nat Haw./OPI	Black/African Am.	Hispanic/Latino
Communications, Journalism, and Related						
2023	46		10	2		6
Education - Developmental						
2024	10					
2023	12					
English Language and Literature/Letters						
2024	71	13	10		3	8
2023	59	14	11			9
Foreign Languages, Literatures, and Linguistics						
2024	29				1	
2023	29				1	5
History						
2024	5					1
2023	7		1			1
Mathematics and Computer Science						
2024	55	5				4
2023	56	6				3
Mathematics and Statistics						
2024	41					
2023	34					1
Philosophy and Religious Studies						
2024	11					
2023	11					
Psychology						
2024	23	4	4		3	1
2023	23	4	4		3	3
Public Administration						
2024	12	3	4	1	2	1
2023	11	5	4		1	2
Social Sciences						
2024	31	6		2	2	
2023	18	3			1	
Visual and Performing Arts						
2024	22		4	1	2	
2023	21		5		2	2

**Faculty: Lecturer**

Business, Management, Marketing and Support

	Total Faculty	Female	Total Pro. Eth.	Asian/Nat Haw./OPI	Black/African Am.	Hispanic/Latino
2024	30	4	5	1	1	2
2023	27	5	4		1	2
2022	20		2	1		1
2021	21		3	2		1

Communications, Journalism, and Related

2024	9					2
2023	7	1				1

English Language and Literature/Letters

2024	11	3				2
2023	10	5				1
2022	5	3				1
2021	5	3				1

Mathematics and Computer Science

2024	5		3	1		1
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Mathematics and Statistics

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

Psychology

2024	6	3	2	1	1	
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Public Administration

2024	7		3		1	1
2023	7		3		1	1
2022	8		3	1	1	1
2021	8		3	1	1	1

Baruch College

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

This summary reports underutilization in:

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

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

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

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

**Executive/Administrative/Managerial**

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

2024	31		2		
2023	31		2		
2022	31		1		1
2021	30				

Admin 2: Managerial

2024	169				
2023	163				
2022	150				
2021	153			6	

Admin 2: Managerial Adjunct

2024	150				8
2023	168			10	9

Managerial: Security

2022	5				
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**Professional Non-Faculty**

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

2024	5				
2023	5				
2022	5			2	
2021	5			2	

Admin 3: Professional

2024	207				
2023	206				
2022	205				
2021	203				

Info Tech: Professional

2024	28	4			
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Baruch College

**Professional Non-Faculty**

	Total Staff	Female	Total Pro. Ethnicity	Asian/Nat Haw./OPI	Black/AfricanAm	Hispanic/Latino
Info Tech: Professional						
2023	29	4				
2022	28	6				
2021	26	4				
Info Tech: Professional Adjunct						
2024	12			3		
2023	15		4	5		

**Administrative Support Workers**

	Total Staff	Female	Total Pro. Ethnicity	Asian/Nat Haw./OPI	Black/AfricanAm	Hispanic/Latino
Accountant: Assistant						
2024	6					
2023	7					
2022	6					
2021	5					
Administrative Assistant						
2024	13					
2023	13					
2022	18					
2021	20					
Office Assistant						
2024	37			3		
2023	39			3		
2022	41					
2021	38					
Office Assistant Adjunct						
2024	513					
2023	503					

**Technicians**

	Total Staff	Female	Total Pro. Ethnicity	Asian/Nat Haw./OPI	Black/AfricanAm	Hispanic/Latino
Admin 4: College Lab Technician						
<i>College Lab Tech: Science, Tech, Eng.</i>						
2024	5		1	1		
2023	5		1	1		
Info Tech: Technician Adjunct						
2024	12					

**Craft Workers**

	Total Staff	Female	Total Pro. Ethnicity	Asian/Nat Haw./OPI	Black/AfricanAm	Hispanic/Latino
Basic Crafts-Buildings and Grounds						
2024	6		1			1
2023	7	1		1		
2022	9	1		1		
2021	10	2		1		
Skilled Trades: Not Supervisory						
2024	25	1	4		3	
2023	17				2	

Baruch College

**Craft Workers**

Skilled Trades: Not Supervisory

	Total Staff	Female	Total Pro. Ethnicity	Asian/Nat Haw./OPI	Black/AfricanAm	Hispanic/Latino
2022	21				2	
2021	15		4		2	2

Skilled Trades: Supervisory

2023	6		1		1	
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**Service Workers**

Campus Peace Officer

	Total Staff	Female	Total Pro. Ethnicity	Asian/Nat Haw./OPI	Black/AfricanAm	Hispanic/Latino
2024	24			2		
2023	32			2		
2022	32					
2021	34			2		

Campus Public Safety Sergeant

2024	12			1		
2023	11					
2022	9					
2021	11			1		

Campus Security Assistant

2024	25					
2023	24					
2022	25					
2021	28					

Custodial: Assistant

2024	63					
2023	64					
2022	67					
2021	69					

Custodial: Supervisory

2024	8	1		1		1
2023	8	1		1		
2022	11	2		1		
2021	12	2		1		

## **Utilization, Underutilization, and Placement Goals**

### **Underutilization Decreased or Eliminated**

1. Faculty Professoriate Adjunct: Business, Management, Marketing and Support – decreased underutilization from 12 to 11 in the Black/African Am. group
2. Faculty Professoriate Adjunct: Communications, Journalism and Related – underutilization was eliminated in the Female group and underutilization was decreased from two to one in the Black/African Am. Group
3. Faculty Professoriate Adjunct: English language and Literature/Letter - underutilization was eliminated in the Hispanic/Latino group
4. Faculty Professoriate Adjunct: Mathematics and Computer Science – underutilization was eliminated in the Hispanic/Latino group
5. Faculty Professoriate Adjunct: Philosophy and Religious Studies – underutilization was eliminated in the Black/African Am. Group
6. Faculty Professoriate Adjunct: Psychology – underutilization was eliminated the Female group and in the Hispanic/Latino group
7. Faculty Professoriate Adjunct: Visual and Performing Arts – decreased underutilization from three to one in the Asian/Nat Haw./OPI group
8. Faculty Professoriate: Biological and Biomedical Sciences AND Physical Sciences – underutilization was eliminated in the Female group and in the Hispanic/Latino group
9. Faculty Professoriate: Business, Management, Marketing and Support – decreased underutilization from 17 to 13 in the Female group
10. Faculty Professoriate: Foreign Languages, Literature, and Linguistics – decreased underutilization from four to three in the Female group
11. Faculty Professoriate: Legal Professions and Studies – decreased underutilization from four to three in the Female group and underutilization was eliminated in the Black/African Am. group
12. Faculty Professoriate: Philosophy and Religious Studies - underutilization was eliminated in the Female group
13. Faculty Professoriate: Public Administration – decreased underutilization from ten to nine in the Black/African Am. group
14. Faculty Professoriate: Visual and Performing Arts – underutilization was eliminated in the Hispanic/Latino group
15. Faculty Lecturer Adjunct: Biology and Biomedical Sciences AND Physical Sciences - underutilization was eliminated from the Asian/Nat Haw./OPI group and Black/African Am. group
16. Faculty Lecturer Adjunct: Business, Management, Marketing and Support – decreased underutilization from 25 to 22 in the Female group
17. Faculty Lecturer Adjunct: Communications, Journalism and Related – decreased underutilization from two to one in the Asian/Nat Haw./OPI group and decreased underutilization from six to four in the Hispanic/Latino group

18. Faculty Lecturer Adjunct: English Language and Literature/Letters - decreased underutilization from 14 to 13 in the Female group and decreased underutilization from nine to eight in the Hispanic/Latino group
19. Faculty Lecturer Adjunct: Foreign Languages, Literatures and Linguistics – underutilization was eliminated in the Hispanic/Latino group
20. Faculty Lecturer Adjunct: Mathematics and Computer Science – decreased underutilization from six to five in the Female group
21. Faculty Lecturer Adjunct: Mathematics and Statistics – underutilization was eliminated in the Hispanic/Latino group
22. Faculty Lecturer Adjunct: Psychology – decreased underutilization from three to one in the Hispanic/Latino group
23. Faculty Lecturer Adjunct: Public Administration – decreased underutilization from five to three in the Female group, decreased underutilization from two to one in the Hispanic/Latino group
24. Faculty Lecturer Adjunct: Visual and Performing Arts – underutilization was eliminated in the Hispanic/Latino group
25. Faculty Lecturer: Communication, Journalism, and Related – underutilization was eliminated in the Female group
26. Faculty Lecturer: English Language and Literature/Letters - decreased underutilization from five to three in the Female group
27. Faculty Lecturer: Mathematics and Statistics – underutilization was eliminated in the Hispanic/Latino group
28. Professional Non-Faculty: Information Technology Professional Adjunct – decreased underutilization from five to three in the Asian/Nat Haw./OPI group

### **Underutilization Increased**

1. Basic Crafts-Buildings and Ground – developed an underutilization of one in the Hispanic/Latino group
2. Skilled Trades: Not Supervisory – developed an underutilization of one in the Female group and underutilization increased by one in the Black/African Am. group
3. Campus Public Safety Sergeant – developed an underutilization of one in the Asian/Nat Haw./OPI group
4. Custodial: Supervisor – developed an underutilization of one in the Hispanic/Latino group
5. Faculty Professoriate Adjunct: Business, Management, Marketing and Support – underutilization increased from 12 to 17 in the Female group
6. Faculty Professoriate Adjunct: English Language and Literature/Letter - underutilization increased from four to six in the Female group
7. Faculty Professoriate Adjunct: Public Administration – developed an underutilization of one in the Black/African Am. group
8. Faculty Professoriate Adjunct: Social Sciences – developed an underutilization of one

- in the Asian/Nat Haw./OPI group and underutilization increased by one in the Hispanic/Latino group
9. Faculty Professoriate Adjunct: Visual and Performing Arts – developed an underutilization of one in the Hispanic/Latino group
  10. Faculty Professoriate: Business, Management, Marketing and Support – underutilization increased from 27 to 28 in the Black/African Am. group
  11. Faculty Professoriate: Communications – developed an underutilization of one in the Black/African Am. group
  12. Faculty Professoriate: Psychology – underutilization increased from four to six in the Female group
  13. Faculty Professoriate: Public Administration – underutilization increased from 14 to 15 in the Female group
  14. Faculty Librarian: Librarian/Non-Teaching – underutilization increased from 7 to 8 in the Female group and developed an underutilization of one in the Hispanic/Latino group
  15. Faculty Lecturer Adjunct: Business, Management, Marketing and Support – underutilization increased from 18 to 22 in the Hispanic/Latino group
  16. Faculty Lecturer Adjunct: English Language and Literature/Letters - developed an underutilization of three in the Black/African Am. group
  17. Faculty Lecturer Adjunct: Mathematics and Computer Science – underutilization increased from three to four in the Hispanic/Latino group
  18. Faculty Lecturer Adjunct: Public Administration – developed an underutilization of one in the Asian/Nat Haw./OPI group and developed an underutilization of one in the Black/African Am. group
  19. Faculty Lecturer Adjunct: Social Science – underutilization increased from one three to six in the Female group, developed an underutilization of two in the Asian/Nat Haw./OPI group and developed an underutilization of one in the Black/African Am. group
  20. Faculty Lecturer Adjunct: Visual and Performing Arts – developed an underutilization of one in the Asian/Nat Haw./OPI group
  21. Faculty Lecturer: Business, Management, Marketing and Support – increase underutilization from four to five in the Female group and developed an underutilization of one in the Asian/Nat Haw./OPI group
  22. Faculty Lecturer: Communication, Journalism and related – increased underutilization from one to two in the Hispanic/Latino group
  23. Faculty Lecturer: English Language and Literature/Letters - increased underutilization from one to two in the Hispanic/Latino group
  24. Faculty Lecturer: Mathematics and Statistics – increased underutilization from one to two in the Female group and increased underutilization from one to two in the Asian/Nat Haw./OPI group

## **No Change**

1. Admin 1: Executives - remained the same with underutilization of two in the Asian/Nat Haw./OPI group
2. Admin 2: Managerial – remained the same with no underutilization
3. Accountant Professional – remained the same with no underutilization
4. Admin 3: Professional – remained the same with no underutilization
5. Information Tech: Professional – remained the same with underutilization of four in the Female group
6. Accountant Assistant – remained the same with no underutilization
7. Administrative Assistant – remained the same with no underutilization
8. Office Assistant – remained the same with underutilization of three in the Asian/Nat Haw./OPI group
9. Office Assistant Adjunct – remained the same with no underutilization
10. Administration 4: College Lab Technicians (Science, Tech, English) - remained the same with one underutilization in the Asian/Nat Haw./OPI group
11. Campus Peace Officer – remained the same with underutilization of two in the Asian/Nat Haw./OPI group
12. Campus Security Assistant – remains the same with no underutilization
13. Custodial: Assistant – remains the same with no underutilization
14. Faculty Professoriate Adjunct: Education – remained the same with underutilization of one in the Female group and one in the Asian/Nat Haw./OPI group
15. Faculty Professoriate Adjunct: Foreign Languages, Literatures, and Linguistics – remained the same with no underutilization
16. Faculty Professoriate Adjunct: Legal Professions and Studies – remained the same with underutilization of seven in the Female group and one in the Black/African Am. group
17. Faculty Professoriate Adjunct: Mathematics and Statistics – remained the same remained the same with one underutilization in the Asian/Nat Haw./OPI group
18. Faculty Professoriate: English Language and Literature/Letters - remained the same with no underutilization
19. Faculty Professoriate: History remained the same with underutilization of one in the Hispanic/Latino group
20. Faculty Professoriate: Mathematics and Computer Science – remained the same with underutilization of two in the Hispanic/Latino group
21. Faculty Professoriate: Social Science remained the same with underutilization of two in the Female group
22. Faculty Lecturer Adjunct: Education – Development – remained the same with no underutilization
23. Faculty Lecturer Adjunct: Philosophy and Religious Studies – remained the same no underutilization
24. Faculty Lecturer: Public Administration – remained the same with underutilization of

one in the Black/African Am group and one in the Hispanic/Latino group

## **Personnel and Recruiting Activity**

### **Personnel Activity**

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

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

### **Transfers**

During the reporting period, we had 7 transfers, 7 were from the Female group and 6 were from the federally protected ethnicity groups.

### **PROMOTIONS AND UPGRADES**

During the AAP period, there were **12 advancements** from the EEO categories including 10 from protected categories and 6 women. This year, there were no advancements in the Administrative Support Workers, Technicians, Craft workers.

Below is the breakdown of advancements into new Job Groups by EEO categories:

- There were 7 who moved to a higher title group in the Executive/Administrative/Managerial group including 4 women and 6 protected categories
- There were 1 who moved to a higher title group in the Professional Faculty group including 1 woman and 0 protected categories.
- There was a total of 4 who advanced in the Service Worker group including 1 woman and 4 protected categories.

There were 77 separations, from which 35 were women and 50 were from protected categories.

- From the Executive/Administrative/Managerial groups, there were 14 separations, 10 were women and 6 were from protected categories
- From the Professional Faculty group, there were 25 separations, 6 were woman and 10 were from protected categories.
- From the Professional Non-Faculty group, there were 14 separations, 8 were women and 12 were from protected categories.
- From the Administrative Support Worker group, there were 7 separations, 6 were women and 6 were from protected categories.
- From the Craft Workers group, there were 3 separations, none were women and 3 were from protected categories.

- From the Service Workers group, there were 14 separations, 5 were women and 13 were from protected categories.

We compared employee titles on June 1, 2024 to titles they held on June 1, 2023. This method is necessary given system limitations but may exclude some actions, such as an employee changing job groups more than once over the year. We count hires, moves to a higher or lower job group, moves within a job group, and separations. We report employees who change job groups and/or transfer between CUNY units as having separated from the former job group and appointed to the new group (two actions). Adverse selection may occur when any one group (protected or not) has a rate of hire, advancement, or separation less than 80% of the rate of the most-selected group for that particular action.

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

**Table 5: Tenure Summary**

<b>Faculty Group</b>	<b>Total Tenure Awards</b>	<b>Tenure Awards to Females</b>	<b>Tenure Awards to Protected Ethnicities</b>	<b>Tenure Awards Denied</b>
Professors	0	0	0	0
Associate Professors	6	3	3	0
Assistant Professors	0	0	0	0
Lecturers	0	0	0	0

Baruch College awarded 6 Associate Professors tenure during this reporting period. All 6 were from federally protected categories.

Baruch College had 5 faculty who were either appointed or continued in the rank of Distinguished Professor, a status recognizing extraordinary scholarship. Of our Distinguished Professors 2 are female and 2 Distinguished Professors are members of federally protected ethnicities.

**Recruiting Activity**

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

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

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

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

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

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

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

### **Recruitment Data**

We successfully completed 116 job searches, attracted 8,361 qualified applicants and conducted 152 interviews. Of those applicants, 5,010 were from federally protected groups. Of those interviews held, we made 93 offers and had 92 hires across EEO Categories. Further breaking down the applicants we interviewed, we made 51 offers and 50 hires from federally protected races/ethnicities. This year 436 applicants elected to not specify their Ethnicity at the time of applying.

The 116 searches yielded diverse applicant pools, consisting of 60% federally protected groups and 42% women. With our first-round interviews being conducted via Zoom, of those interviewed, 1.6% were from federally protected groups and 2.1% women. In summation, we hired 92 candidates, of which 50 were from federally protected groups and 43 were women.

Baruch College made 3 exceptions open posting and search requirements. The Chief Diversity Officer and University Human Resources review exception requests. We may grant search exceptions when it is highly unlikely that we could fill the position competitively (such as a job having unique qualification requirements). We also granted exceptions for positions representing a transfer of employees originally hired by a separate entity.

There were 3 exceptions, we awarded 2 to females and 2 to members of federally protected ethnicities. Of the 3 exceptions, they were for initial hires. None represented advancements of current personnel. None represented transfers of funding and other reasons.

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

<b>Employee Group</b>	<b>Total Exceptions</b>	<b>Exceptions-Females</b>	<b>Exceptions-Protected Ethnicities</b>
Executives (Admin 1 Group)	0	0	0
Higher Education Officers (Admin 2/ Admin 3 Groups)	0	0	0
Faculty	3	2	2
Other (Describe)	0	0	0

### **Civil Service Hiring**

We selected 19 individuals for 14 Classified Civil Service positions from ranked lists based on examination scores, according to CUNY’s Civil Service regulations. CUNY’s University Human Resources unit administers and validates Civil Service examinations and maintains applicant and examination records.

<b>Hiring Pool</b>	<b>Total College Hires</b>	<b>Number of Hires by Demographic Group</b>
Carpenter (June 5, 2023)	1	1 Wte/M
CUNY Office Assistant (August 2, 2023)	1	1 Wte/M
Maintenance Worker (August 9, 2023)	1	1 Wte/M
Campus Security Assistant (September 7, 2023)	1	1 Blk/F

Electrician (September 29, 2023)	1	1 Wte/M
CUNY Office Assistant (October 3, 2023)	2	1 As/F; 1 Wte/F
Campus Security Assistant (November 1, 2023)	1	1 As/M
Public Safety Sargeant (November 22, 2023)	4	1 Blk/F; 2 Hisp/M; 1 Hisp/F
Electrician (November 29, 2023)	1	1 Wte/M
Media Service Technician (November 30, 2023)	1	1 Blk/F
CUNY Office Assistant (January 23, 2024)	2	1 Oth min/M; 1 Blk/F
IT Assistant (March 1, 2024)	1	1 Blk/M
Campus Security Assistant (April 30, 2024)	1	1 Hisp/F
Public Safety Sargeant (May 24, 2024)	1	1 Blk/M

### **Compensation**

CUNY develops university-wide pay schedules based on bargaining unit contracts, Civil Service regulations, government wage determinations, and university policies. Outside of executives, CUNY pays employees according to the terms of the bargaining unit contract applicable to their job title, even for individuals excluded from representation. Pay plans include the Executive Compensation Plan (ECP), Faculty and Non-Teaching Instructional Staff Pay Plan, Classified Civil Service Plans for Managerial and Non-Managerial Personnel, and New York City Prevailing Wage schedules for Skilled Trades.

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

The Chief Diversity Officer reviews overall practices such as:

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

The University Vacancy Review Board was established in January of 2023 and soon thereafter the campus level Vacancy Review Committee was assembled for the purpose of reviewing requests to fill vacancies and ensure fiscal responsibility where salaries are concerned. The committee is comprised of senior administrators in the areas of Administration and Planning, Budget and Finance, Academic Affairs, The President's Office and the Office of Human Resources. Additionally, the HEO Screening Committee continues to be a staple in Baruch's review and approval of all personnel actions (ex. new hires, reclassifications,

waivers) and further discuss compensation before final approval is sent to the President. This committee is comprised of senior administrators from the President's Office, Legal Counsel, Chief Diversity Officer, and the Office of Human Resources.

The Chief Diversity Officer and Human Resources Director discussed compensation best practices and concerns with management on (**September 19, 2024**).

**PART THREE: ACTION-ORIENTED PROGRAMS**

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

**2023-2024: Prior Year Programs**

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

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

Program	Job Group/Impact
<p><b><u>Faculty Fellowship Publication Program</u></b>            Notable accomplishments among our Baruch Faculty group who participate in the Faculty Fellowship Publication Program (FFPP). Baruch College proudly highlights the publication of eight (8) participants for 2023/24:</p> <ul style="list-style-type: none"> <li>• Alexander Manevitz, Assistant Professor, Department of History <i>“The Rise and Fall of Seneca Village: Remaking Race and Space in the Nineteenth Century New York City”</i></li> <li>• Victor Sierra Matute, Assistant Professor, Department of Modern Languages &amp; Comparative Literature <i>“Spiritual Mediumship and the Soundscape of Purgatory in Úrsula de Jesús’s Diario espiritual (1647-1661)”</i></li> <li>• Stephanie Vella, Assistant Professor, Department of English <i>“Primitivism, Embodiment, Performance: A Genealogy of Performance Studies Research</i></li> </ul>	<p>This Faculty Fellowship Publication Program is sponsored by the Office of Recruitment and Diversity and established as a University-wide initiative to assist full-time CUNY faculty who are on a tenure-track line towards progression to tenure. Junior faculty are partnered with senior faculty to help become better writers and develop and promote their scholarly works that lead to tenure eligibility.</p>

Program	Job Group/Impact
<p><i>Methodologies”</i></p> <ul style="list-style-type: none"> <li>• Keisha Simone Allan, Assistant Professor, Department of Black and Latino Studies <i>“Verbal Marronage as Linguistic Resistance in Nalo Hopkinson’s Midnight Robber”</i></li> <li>• Michael Richter, Assistant Professor, Department of Economics <i>“The Occupational Gender Gap”</i></li> <li>• Carolyn Abott, Assistant Professor, Department of Political Science <i>“The Politics of Public Pensions: How Strong Parties and Cooperative Politics Can Save State Government”</i></li> <li>• William Boland, Assistant Professor, Marxe School of Public and International Affairs <i>“Reducing Inequality in College Outcomes for Latinx Students”</i></li> <li>• Manpreet Kaur Kohli, Department of Natural Sciences <i>“Novel Genomes of Arctic Dragonflies”</i></li> </ul>	
<p><b><u>Office of Student Life/Student Affairs</u></b></p> <ul style="list-style-type: none"> <li>• Party En La Plaza (August 31, 2023)</li> <li>• UndocuVision (September 12, 2023)</li> <li>• Bearcats Who Vote: National Voter Registration Day (September 19, 2023)</li> <li>• Alumni Relations: Latinos In the Workplace (September 19, 2023)</li> </ul>	<p>The Office of Student Life/Student Affairs hosted programs coinciding with annual cultural and social awareness events (Black History Month, Latinx Heritage Month, Asian Pacific Islander Desi American Heritage Month, Caribbean Week, Native America Heritage, Women’s History and LGBTQIA+ History Month. Bringing students, staff, faculty, and administrators together in</p>

Program	Job Group/Impact
<ul style="list-style-type: none"> <li>• Kahoot! Ka-Que? Latinx Trivia Night</li> <li>• Baila Salsa: Dancing Lessons (September 28, 2023)</li> <li>• ALPFA: Embracing Diversity Together (September 29, 2023)</li> <li>• Drag Brunch: LGBTQIA+ History Month Opening Celebration (October 26, 2023)</li> <li>• The Greenwich Village Gay Rights Walking Tour (November 3, 2023)</li> <li>• Crafting Pride, Colors of Legacy (November 9, 2023)</li> <li>• Mental Health Through LGBTQ+ Lens (November 14, 2023)</li> <li>• Safe Haven: Active Attack Training (November 16, 2023)</li> <li>• Out in Office: Celebrating LGBTQIA+ Elected Officials, Past and Present (November 20, 2023)</li> <li>• Black History Month Opening Ceremony (February 1, 2024)</li> <li>• Spotlight on Excellence: Poise and Presentation with Stacey Sargeant (February 6, 2024)</li> <li>• Black Entrepreneurs at Baruch (February 8, 2024)</li> <li>• Empower Heritage: Celebrating Black Fashion and Style (February 13, 2024)</li> <li>• Black Resistance: A History of the NAACP (February 15, 2024)</li> <li>• Boys to Men Workshop Series: Cultural Identity and Men of Color (February 20, 2024)</li> <li>• The Five Demands: Film Screening and Discussion (February 20, 2024)</li> </ul>	<p>celebration of the diversity of our campus community through food, music, dance, film, training, workshops and walking tours. Impact group includes students, faculty, staff, and administrators. All of the programs helped foster a climate of inclusion and help inform the campus community about racial justice, advocacy and fairness issues.</p>

Program	Job Group/Impact
<ul style="list-style-type: none"> <li>• CelebrateHer: Women’s History Month Opening Ceremony (March 5, 2024)</li> <li>• Women’s Power Lunch (March 7, 2024)</li> <li>• Brushes &amp; Threads (March 7,2024)</li> <li>• Pink and Denim Day (March 12, 2024)</li> <li>• Women in Tech (March 14, 2024)</li> <li>• There All Along: Film Screening and Discussion (March 19, 2024)</li> <li>• VOL Workshop Part 1: Becoming More Fully Human (March 21, 2024)</li> <li>• Empowered Women Empower Women (March 26, 2024)</li> <li>• Celebrating Her: Women’s Appreciation Brunch (March 28, 2024)</li> <li>• Iftar Grab and Go Meals (April 1 – April 3, 2024)</li> <li>• Mr. Asia (April 3, 2024)</li> <li>• APIDA Opening Ceremony (April 4, 2024)</li> <li>• Grand Iftar Celebration (April 4, 2024)</li> <li>• VOL Workshop Part 2: Solutions From Beyond What We Think We Are (April 11, 2024)</li> <li>• Eid Banquet (April 15, 2024)</li> <li>• Turban Day Celebration (April 16, 2024)</li> <li>• Miss Asia (April 16, 2024)</li> <li>• 2024 Black Graduation Celebration (May 21, 2024)</li> <li>• 2024 Lavender Graduation Luncheon Celebration (May 24, 2024)</li> </ul>	

Program	Job Group/Impact
<p><b><u>Office of the Provost</u></b></p> <ul style="list-style-type: none"> <li>• DEI Friday’s (*see Marxe School of Public and International Affairs for event details).</li> <li>• Inclusive Pedagogy (January 17 – May 17, 2024)</li> <li>• National Center for Faculty Development and Diversity (NCFDD) Workshop (January 30, 2024)</li> <li>• African American Representation on the Boards of Banks and Mortgage Loan Rejection Rates (February 2, 2024)</li> <li>• Racial and Gender Biases in customer Satisfaction Surveys: Evidence from a Restaurant Chain (February 15, 2024)</li> <li>• Title VII and Religious Accommodation: The Impact of <i>Groff v. DeJoy</i> on <i>Religious Minorities</i> (February 15, 2024)</li> <li>• Overcoming Liability of Gender? Inventor Networks and Disruptive Innovation (February 20, 2024)</li> <li>• First Year Equity Minded Teaching (February 26, 2024)</li> <li>• Teaching the Whole Student Series, Session 1: Creating Classroom Community (March 5, 2024)</li> <li>• Teaching the Whole Student Series, Session 2: Trauma-Informed Pedagogy (April 2, 2024)</li> <li>• The dialogic Classroom (April 4, 2024)</li> <li>• Developing Accessible Teaching Practices (April 11, 2024)</li> <li>• Teaching the Whole Student Series, Session 3: supporting Students in Distress (April 18, 2024)</li> </ul>	<p>The Office of the Provost hosted programs surrounding DEIB that targeted Faculty, Staff and Students.</p> <p>Opportunities for professional development focused on faculty and efforts to improve their pedagogy while ensuring a safe classroom setting for all students, while providing them with the tools necessary to first understand and then respond to the unique needs of our students.</p> <p>This was facilitated through workshops, seminars, trainings and an independent resource like the NCFDD to support professional development, training and mentoring.</p>
<p><b><u>Student Veteran Support</u></b></p> <ul style="list-style-type: none"> <li>• Insomnia Cookie Giveaway (November 7, 2023)</li> <li>• SVA Tabling &amp; Mini Flag Giveaway</li> </ul>	<p>The Student Veterans Support Office events are targeted to military including (reservist, active duty, national guard, ROTC and dependents, and veteran</p>

<b>Program</b>	<b>Job Group/Impact</b>
<p>(November 9, 2023)</p> <ul style="list-style-type: none"> <li>• Veterans Day Parade Meet Up (November 11, 2023)</li> <li>• Breakfast Buffet with President Wu (November 14, 2023)</li> <li>• Student Service Member/Veteran (SSMV) Survey (March – May 2024)</li> <li>• SSMV Commencement Photo Op (May 28, 2024)</li> </ul>	<p>students; but also non-affiliated students are also welcomed. They sought to bring the veteran population together to promote and nurture health and wellness, networking and support, academic success, outreach and facilitation of employment opportunities. Impact groups include military (active/inactive status) and the broader Baruch College Community.</p>
<p><b><u>Student Disability Services</u></b></p> <ul style="list-style-type: none"> <li>• Assistive Technology-Student Trainings (June 1, 2023 – May 31, 2024)</li> <li>• Communicating about Accommodations and Accessibility (October 6, 2023; February 9, 2024 &amp; April 5, 2024)</li> <li>• CUNY LEADS Advancing Access and Equity (October 19, 2023)</li> <li>• Panel on Diversity, Inclusion and Belonging - BUS 8022 (March 14, 2024)</li> <li>• CUNY LEAD Alumni &amp; Networking Event: Sharing Paths to Success (April 16, 2024)</li> </ul>	<p>The Student Disability Services Office programs and training engaged individuals with disabilities, bringing awareness to the specific accommodation and accessibility needs of this group along with bringing the conversation to the forefront. Additionally, programs created a community for networking and opportunities to connect with Alumni who have blazed the trail and can share their success stories navigating their careers and the world as disabled persons. Impact group includes students, faculty, staff and administrators.</p>
<p><b><u>Zicklin School of Business</u></b></p> <ul style="list-style-type: none"> <li>• Entrepreneurial Lunch and Learn <ul style="list-style-type: none"> <li>○ From Immigrant to Ice-Cream- A Story of a Sweet American Dream (Fall 2023)</li> <li>○ From Incarcerated to Entrepreneur (Fall 2023)</li> </ul> </li> <li>• PitchPREP (Fall 2023)</li> <li>• Workshop on Entrepreneurship for Persons with Disabilities (July and October 2023)</li> <li>• Loomba Department of Management Research seminar:</li> </ul>	<p>The Zicklin School of Business hosted workshops, programming around a variety of topics including immigration, incarcerated individuals and persons with disabilities bringing awareness to success stories of diverse entrepreneurs. Additional programs sought to bring awareness to issues that still exist in the federally protected groups (women and gender gap). Impact group includes students, faculty, staff and administrators.</p>

Program	Job Group/Impact
<p>“Now, Women Do Ask: A Call to Update Beliefs about the Gender Pay Gap” presented by Jessica A. Kennedy, Associate Professor, Vanderbilt University (October 5, 2023)</p> <ul style="list-style-type: none"> <li>• Black, Race, Ethnic Studies Initiative (BRESI) Culminating Event Panel (October 26, 2023)</li> <li>• Inclusive Pedagogy Workshop for Adjunct Faculty (March 8, 2024)</li> <li>• Loomba Department of Management Research seminar (April 2, 2024)</li> <li>• Panel on the legal, ethical and fairness implications of trans inclusion in sports (April 11, 2024)</li> <li>• PhD Project - Baruch College Research Symposium (April 18 – 19, 2024)</li> </ul>	
<p><b><u>Weissman School of Arts and Sciences</u></b></p> <ul style="list-style-type: none"> <li>• “We didn’t ask permission, we just did it...” (August 31- December 8, 2023)</li> <li>• Weissman DEI Alliance, (September 2023-May 2024)</li> <li>• Weissman Student Ambassador Program, (September 2023- May 2024)</li> <li>• Weissman Faculty Mentorship Pods, (September 2023- May 2024)</li> <li>• SUNY/CUNY Southeast Asian Studies Network Grant, (September 2023)</li> <li>• Fourth Annual Primer Cafecito at Baruch, (September 14,</li> </ul>	<p>The Weissman School of Arts and Sciences hosted programs, workshops, training, novel discussion, films, webinars designed to bridge cultures together to promote community engagement. Programming aided in the cultivation of student leaders through ambassadorships and a faculty mentorship, where first year faculty are connected with senior faculty within the Weissman departments, but also across the college where they can build collegial relationship for collaboration throughout their tenures.</p>

Program	Job Group/Impact
<p>2023)</p> <ul style="list-style-type: none"> <li>• Antisemitism in the Arab World, Wasserman Jewish Studies Center, (September 21, 2023)</li> <li>• DEI Fridays with the Wasserman Jewish Studies Center, (October 20, 2023)</li> <li>• The Texture of (Un)Remembrance: Shoah Legacy and Immigrant Writing in the Twenty-First Century, Wasserman Jewish Studies Center, (October 26, 2023)</li> <li>• Workshop with Jorge Gonzalez Santos, (October 31, 2023)</li> <li>• Weissman Wellness Brownbag Lunch, (October 31, 2023)</li> <li>• Israel-Gaza: Past, Present, Future, (October 31, 2023)</li> <li>• Latin-American Jewish Women Writers series, (October - November 2023)</li> <li>• Blacks and Jews: Together and Apart, (October 2023- March 2024)</li> <li>• Fleeing Cuba and Becoming an Artist. A Luncheon and Workshop with Edel Rodríguez, (November 3, 2023)</li> <li>• Kristallnacht concert with pianist Carolyn Enger, (November 14, 2023)</li> <li>• Lluvia de Piedras – Tributo Póstumo a Lourdes Gil, (November 16, 2023)</li> <li>• The Thread Collectors, (November 28, 2023)</li> </ul>	

Program	Job Group/Impact
<ul style="list-style-type: none"> <li>• The Right to the City: Public Space on Film, (January 21-March 1, 2024)</li> <li>• Workshop on Career Development, (January 30, 2024)</li> <li>• Chromic Duo concerts, (March 5, 2024)</li> <li>• Workshop: Teaching Controversial Topics, (March 15, 2024)</li> <li>• Representa Tu Bandera, (April 16, 2024)</li> <li>• Wasserman Jewish Studies Center Annual Conference, (April 16-17, 2024)</li> <li>• “El Paso del Norte” Mural Project and Installation, (May 2024)</li> <li>• Yom HaShoah Student Poetry event, (May 6, 2024)</li> <li>• End-of-Year Celebration, (May 7, 2024)</li> <li>• Webinar: Grants for HSIs, (May 15, 2024)</li> </ul>	
<p><b><u>Marxes School of Public and International Affairs</u></b></p> <ul style="list-style-type: none"> <li>• <u>DEI Friday’s</u> <ul style="list-style-type: none"> <li>○ (Disability Justice) Co-sponsored by the Office of Disability Services Lucy Triesmann, Legal Fellow, Disability Rights Program, ACLU (September 29, 2023)</li> <li>○ Understanding Antisemitism, Jewish History, and the Jewish Experience), Co-sponsored</li> </ul> </li> </ul>	<p>The Marxes School of Public and International Affairs collaborating with various partners and stakeholders on and off campus, the Marxe School of Public and International Affairs premier programming is DEI Friday’s, which originated out the Marxe DEI Committee and sponsored by the Office of the Provost aimed to build community, reflect and learn with the intentional goal of improving the campus climate around equity, inclusion belonging and justice.</p>

Program	Job Group/Impact
<p>by the Wasserman Jewish Studies Center  April Powers, Director of DEI, Project Shema  (October 20, 2023)</p> <ul style="list-style-type: none"> <li>○ (Critical Language Awareness) Co-sponsored by the Writing Center and Tools for Clear Speech  Shawna Shapiro, Associate Professor, Writing &amp; Rhetoric/ Linguistics, Middlebury College  (November 17, 2023)</li> <li>○ Combatting Islamophobia and Supporting Muslim Students in Higher Education, Sponsored by the Office of the Provost and the Office of Diversity, Compliance and Equity Initiatives, Dr. Debbie Almontaser, Founder and CEO of Bridging Cultures Group in conversation with Dr. Michelle Fine, CUNY Graduate Center (February 9, 2024)</li> <li>○ Navigating out Path as a Hispanic Serving Institution (HSI), Sponsored by the Office of the Provost, Dr. Rob Kunicki, director of New Student &amp; Family Programs, Baruch College (March 1, 2024)</li> <li>○ Teaching Controversial Topics While Maintaining an Inclusive Environment: The N-Word in the College</li> </ul>	

Program	Job Group/Impact
Classroom, Sponsored by the Office of the Provost and the Weissman DEI Alliance, Dr. Elizabeth Pryor, Associate Professor of History, Smith College (March 15, 2024)	
<b>AEN Seminar Series 2023-2024</b>	Students, Faculty, Staff and Administrators. To mobilize networks of university faculty and administrators to promote academic freedom and advance education about Israel while countering antisemitism and oppose the denigration of Jewish and Zionist identities.

### 2024-2025: Planned Programs

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

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

Program	Job Group/Expected Impact
<b>National Association of Diversity Officers in Higher Education (NADOHE)</b>	Faculty, Staff and Administrators. This organization focuses on promoting DEI in higher education and shapes national/international conversations on topics surrounding DEI.
<b>Hillel International Campus Climate Initiative (CCI) - Cohort 5</b>	Students, Faculty, Staff and Administrators. This program provides strategies to help college and university presidents and administrators counter antisemitism, while building a campus climate in which Jewish students feel comfortable expressing their identity.
<b>Weissman Diversity, Equity and Inclusion (DEI) Alliance</b>	Plans to: <ul style="list-style-type: none"> <li>• Collaborate with Marxe DEI Committee</li> </ul>

Program	Job Group/Expected Impact
	<ul style="list-style-type: none"> <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><b>Marxe School Diversity, Equity, and Inclusion (DEI) Committee</b></p>	<p>The Marxe DEI Committee identified four priority areas for the 2023-24 academic year and will continue:</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><b>Zicklin School of Business Diversity, Equity and Inclusion (DEI) Task Force</b></p>	<p>Will continue to:</p> <ul style="list-style-type: none"> <li>• Engage consultants to conduct climate surveys for faculty, staff and students</li> </ul>

Program	Job Group/Expected Impact
	<p>at regular intervals</p> <ul style="list-style-type: none"> <li>• Expand Inclusive Pedagogy seminars</li> </ul> <p>to more faculty and PhD students</p> <ul style="list-style-type: none"> <li>• Update policies and bylaws to be more inclusive (content and language)</li> <li>• Provide DEI education and training for faculty and staff</li> </ul> <ul style="list-style-type: none"> <li>• CUNY I/O Practitioners are a potential resource</li> <li>• Communicate DEI activities to faculty and staff</li> <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> <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> <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>

## Ongoing Activities

The Office of the Provost in ensuring searches for our faculty reach a broad audience and has continued to mandate all faculty vacancy announcements be posted on the following platforms in addition to The Chronicle of Higher Education:

- Diverse Issues in Higher Education
- The Hispanic Outlook
- The Journal of Blacks in Higher Education
- Tribal College: The Journal of American Indian Higher Education
- HERC – Higher Education Recruitment Consortium
- The PhD Project

Finally, all ECP, HEO and Faculty search committee members receive notification about the following DEI recruitment outlets and platforms during our mandatory DEI Charge Orientation meetings as follows:

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

CUNY's University Human Resources office lists job vacancies with state workforce agencies and veterans' centers and maintains consolidated advertising programs posting with job boards serving individuals identifying as veterans, individuals with disabilities, women, and underrepresented ethnicities. The office maintains accounts for university-wide job posting and outreach, including the Higher Education Recruitment Consortium and the DirectEmployers Association. It provides training to Chief Diversity Officers and Human Resources personnel.

CUNY has mandatory online training programs for faculty and staff on sexual harassment prevention and workplace violence prevention; we regularly review training records and

follow-up with non-participants.

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. During the report period, with employees still in transition due to the Covid pandemic, we have been able to offer training via a hybrid module and have also conducted in-person and fully remote opportunities to accommodate our employees.

The following training courses and workshops were provided to employees throughout the academic year:

- ESPARC (Sexual and Interpersonal Violence Prevention and Response Course), an online training is offered at employee orientation and available throughout the academic year, which Executives also completed. There were 2,393 (86%) employees who completed ESPARC training;
- The Workplace Violence Prevention (WVP) course was discussed and disseminated during orientation and all employees receive reminders throughout the semester to take the course. There were 2,393 (86%) employees who completed WVP training; and
- The Gender-Based Violence (GBV) an online training offered to a subset of employees including those who are Domestic Violence Agency Liaisons, employees in Human Resources position and all employees who are supervisors must participate in this annual training provided by New York State Office for the Prevention of Domestic Violence. There were 250 (95%) employees who completed GBV training.
- The former ECDO, Elliott Dawes, attended ongoing Title IX training and CDO meetings provided by CUNY's Central Office, and around Recruitment & Diversity topics.
- The former Title IX Coordinator/EEO Coordinator, Kimara Patton, also attended ongoing Title IX trainings and CDO meetings and lead all Title IX trainings on campus, both in-person and online to faculty, staff and students.

### **Internal Audit and Reporting**

The Chief Diversity Officer posts and distributes notices of policies, new/revised regulations, and similar information. They integrate compliance information into faculty, student, and staff training. Chief Diversity Officers communicate elements of the Affirmative Action Plan and make it available for public inspection.

The Chief Diversity Officer's internal control responsibilities include:

- Monitoring personnel actions, including new hires, transfers, promotions, and terminations
- Conducting periodic employee self-identification canvassing

- Reviewing recruiting outreach and advertising
- Monitoring complaints/incident reports
- Reviewing personnel practices and the affirmative action programs with management
- Advising management of program effectiveness and providing recommendations for improvement
- Working with Human Resources staff to assure employment records are complete, accurate, and current
- Completing the annual Affirmative Action certification in the US Department of Labor Contractor Portal.

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

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

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

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

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

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

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

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

### **Equal Opportunity and Non-Discrimination Policy**

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

### **Review of Personnel Practices**

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

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

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

We last conducted a canvas for self-identification on May 8, 2024.

### **Review of Physical and Mental Qualifications**

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

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

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

## **Disability Accommodations**

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

The contact for accommodation requests is:

Name: Lakisha Skrine  
Title: Executive Director, Human Resources  
Phone: 646-660-6596  
Email: [Lakisha.skrine@baruch.cuny.edu](mailto:Lakisha.skrine@baruch.cuny.edu)

We have posted the Procedures for Implementing Reasonable Accommodation and Academic Adjustments online at: <http://www.cuny.edu/about/administration/offices/legal-affairs/policies-resources/reasonable-accommodations-and-academic-adjustments/>

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

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

Employees and managers may resolve requests through cooperative, interactive dialogue. Additionally, we documented 41 employee accommodation requests this year, successfully concluded 41 times and appealed 3 times. There were no outstanding appeals at the time of this report. We did not receive any job applicant accommodation requests.

We also upgraded our facilities to improve access to equipment and technology. We

upgraded campus facilities to improve access throughout our campuses as follows:

- The ITB Elevator Modernization Project. This DASNY project upgraded all the components in all of the elevators within the ITB. This provides reliability and safety for all staff and students.
- The 17 Lex Fire Alarm system. After many years of construction, the 17 Lex Field building has a modern functioning fire alarm system.
- The ADA Restroom project. This provided several single use bathrooms and upgraded all for the public restrooms located by the elevator lobbies.
- The completion of the Early Learning Center (ELC) space which is finally ready to receive children. Located at 444 2nd avenue it is our newest space.
- Increased number of ADA and gender-neutral restrooms including signage.

Some of our technology updates included:

- External monitors that aid with low vision individuals.
- Wi-Fi upgrades improve speed and performance of the Wi-Fi network.
- VPN updates to allow for a more secure connection to campus systems.
- Distribution of new laptop docking station to all administrators, faculty and staff.

Additionally, our Director of Student Disability Services meets with Public Safety regularly to ensure the college is up to date with access and safety for individuals with disabilities.

### **Harassment Prevention**

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

### **External Policy Dissemination**

Each job vacancy announcement includes a summary of CUNY's policy. As noted above, CUNY posts its Non-Discrimination Policy on its employment website and job postings. CUNY's Office of Labor Relations provides an annual notice of our policies to labor unions. Either our unit or the university, as appropriate, notifies subcontractors, vendors, and suppliers of our EEO policies.

## Outreach and Positive Recruiting

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

Program / Effort	Impact/Discussion
Search committees are made aware of local, state, and federal laws to protect veterans in the search process.	Students, Faculty, Staff, and Administrators
Greystone	Faculty, Staff and Administrators
Direct Employers Association	Faculty, Staff and Administrators
Provost Authorization to Recruit Memorandum	<p>Beginning in Spring 2022, Baruch College’s Provost sent the Authorization to Recruit Memo to the Deans of each school, establishing the expectation of broadly posting faculty position vacancies across diverse venues to encourage applicants from the various Federally Protected Groups. Deans were and continue to be encouraged to broadly advertise vacancies in discipline-specific publications and post in the following venues:</p> <ul style="list-style-type: none"> <li>• Chronicle for Higher Education</li> <li>• Diverse Issues in Higher Education</li> <li>• Journals of Blacks in Higher Education</li> <li>• Hispanic Outlook</li> <li>• Tribal College Journal</li> </ul> <p>This authorization memo is delivered for each search requested.</p>

Additional efforts by the Provost, included a follow-up Memorandum also in 2022 to the Deans establishing the need to conduct telephone reference checks of candidates for faculty positions. Both the Authorization to Recruit and Reference Check memos have become staples in the efforts coming out of the Office of the Provost & Senior Vice President for Academic Affairs to promote diversity and fairness in our search practices, yielding more

positive recruitment.

Our Student Disability Services Office runs a unique program LEADS (Linking Employment, Academics Disability Services) which is designed to prepare CUNY students with disabilities to make realistic academic and career choices and develop the skills that will result in successful career outcomes. The program provides services for eligible students including:

- CCSD -CUNY Coalition for Students with Disabilities
- COSDI -CUNY Council on Student Disability Issues

Our Student Veteran Support Office engages all military, including reservists, active duty, national guard, ROTC & dependent and veteran students. When employment opportunities arise, they are run by the Student Veterans Association, vetted and shared on their e-board and social media; creating a direct line to employment opportunities for this group.

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

Program / Effort	Goals/Expected Impact
Local NYC associations and organizations	Increase awareness of the local college’s opportunities while increasing community engagement and strengthening professional relationships on behalf of the college
DirectEmployers.com <ul style="list-style-type: none"> <li>▪ <i>Direct Employers, a not-for-profit consortium of large employers. The site provides accessibility for individuals with disabilities and presents the job postings in a well-designed format for mobile devices.</i></li> </ul>	<i>It provides user-friendly browsing by campus &amp; keywords that helps fulfill the college’s obligations to post locally and statewide. This service also expanded our outreach to Veteran and IWD-serving Organizations.</i>
The CUNY and LinkedIn Jobs sites are used as well as the Hiring Manager’s efforts to list job postings in discipline/ industry-specific listservs.	These websites and listservs have helped to diversify and increase the applicant pool. As a result, we will continue to utilize these measures to recruit more applicants as well as a diverse pool.
National Association of Collegiate Employers (NACE)	Attract more candidates who are recent college graduates to increase

Program / Effort	Goals/Expected Impact
	generational diversity & opportunities for women and minorities

Other outreach activities include:

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

### Internal Policy Dissemination

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

- Included policies in manuals and other publications
- Explained policies and responsibilities to senior management and supervisors
- Conducted training for employees involved in recruitment, selection, and promotion decision-making
- Discussed policies in employee orientation and management training programs
- Included information on the accomplishments of veterans (including disabled veterans) and other individuals with disabilities in unit communications
- Posted CUNY Procedures for Implementing Reasonable Accommodation and Academic Adjustments on bulletin boards, along with the CUNY Policy on Non-Discrimination (addressing protection from harassment on the basis of disability)
- Featured persons who are individuals with disabilities in handbooks or similar publications

Policy Information is posted outside of various departments throughout the campus including, the bulletin board, e-boards, and web pages for the Office of Human Resources, in Student Affairs/Student Life, their bulletin board and the Bearcats Newsletter and outside of the Students with Disabilities and Student Veteran Offices. The Students with Disabilities Office are especially committed to ensuring this information is available to our deaf and hard of hearing

individuals, as well as students with mobility challenges.

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

### **504/ADA Coordinator**

As 504/ADA Coordinator, Elliott Dawes, Executive Chief Diversity Officer, until June 22, 2024/ Kendelle Argretté, Interim Executive Chief Diversity Officer, effective August 28, 2024:

- Chairs 504/ADA Committee
- Monitors 504/ADA compliance
- Reviews and resolve issues such as disputed accommodation decisions
- Maintains records of accommodation requests and outcomes
- Ensures they store records securely and maintain confidentiality
- Provides training as needed on issues related to individuals with disabilities.

### **504/ADA Committee**

The 504/ADA Committee advises the 504/ADA Coordinator. It includes representatives from various departments, and programs, including programs for veterans and individuals with disabilities. A standing committee has the responsibility of advising the President on 504/ADA Compliance issues and reviews the impact of policies on the entire college community including students, develops and implements strategic plans to ensure quality services and accommodations are provided, and to mitigate issues. In the past report period, there were no Committee members, however in understanding the importance of addressing and responding to the changing 504/ADA accommodations policies and procedures at CUNY and advancing the College's mission to comply with the Title II employment provisions of the ADA and related laws, President, Dr. S. David Wu will be reconstituting the 504/ADA Committee this academic year. The newly assembled committee will consist of leadership from staff, faculty and students.

## **Other Officials**

Other officials promote employment and advancement of individuals with disabilities and veterans.

## **University Management**

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

## **Training**

We provide orientation on relevant regulations and policies, including affirmative action programs, to personnel responsible for recruitment, selection, promotion, disciplinary actions, and similar activities.

The Baruch College Office of Legal Affairs and Labor Relations in collaboration with the Office of Diversity, Compliance and Equity Initiatives and the Office of Human Resources recognized the need for intentional training with managers and staff surrounding Diversity, Equity, Inclusion and Belonging. Under the leadership of Olga Dais, Assistant Vice President, Legal and Labor Counsel, a series of six workshops, which were part of a week and half long Professional Development series on the subjects, were held to build awareness in building community on the campus as we work together and for the students. The trainings were as follows:

- Customer Service and De-Escalation: Managing Difficult Situations (January 3, 2024, repeated on January 8, 9, 11 and 12)
- Cultural Sensitivity Workshop (January 8, 2024)
- Dynamics of Change Management (January 10, 2024)
- Learn.Make.Play.MakerHub (January 11, 2024)
- Dealing with the Elephant in the Room (January 11, 2024)
- Dealing with Challenging People (January 12, 2024)

Baruch College's Senior Leaders, staff and faculty across all departments participated in several trainings throughout this reporting year as follows:

- NYC Commission on Human Rights bringing awareness to new laws enacted to protect employee rights, series
- Hate Crimes Trainings, hosted by the Manhattan District Attorney's Office (two offerings)
- Hillel CCI (Campus Climate Initiative) – in the reporting year Cohort 4 and ongoing with Cohort 5.
- Ethics and Allyship Training at CUNY Law, one-time

- Title VI and Antisemitism/Anti-Arab harassment: A conversation with Catherine Lhamon, one-time
- Leveraging Cultural Strengths Workshop, one-time
- Human Rights, Law, Racism, and Other Forms of Discrimination Based on Race and Color, one-time

Baruch plans to continue to promote training offered through DCAS and the NYC Commission on Human Rights.

## **Audit and Reporting System**

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

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

Both individuals report findings to the President and/or designee. Next year ODCEI plans to conduct an internal audit of our college's compliance with 503/VEVRAA using the *503/VEVRAA self-audit* materials.

## **Benchmark Comparisons**

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

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

Veterans represent 0.84% % of our entire (part-time and full-time) workforce. CUNY reports veteran representation annually through the federal VETS-4212 report. There is no requirement to report veteran representation in the Affirmative Action Plan.

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

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

In March 2024, the federal government set the benchmark Hiring Rate for veterans at 5.2%, based on the prevalence of veterans in the United States workforce.

There is no federal hiring rate benchmark for individuals with disabilities.

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

**Table 11: Veterans' Hiring Rate Benchmark**

The benchmark hiring rate, established by the US Department of Labor, is 5.2% as of March 2024.

<https://www.dol.gov/agencies/ofccp/vevraa/hiring-benchmark>

Factor	2023-2024	2022-2023	2021-2022
A. Number of applicants who self-identified as Veterans before an offer of employment	120	120	41
B. Total number of job openings	116	173	47
C. Total number of jobs filled	108	36	10
D. Total number of applicants for all jobs	8,631	3,085	2,693
E. Number of veteran applicants hired	1	0	1
F. Total number of applicants hired	92	102	47
<b>Hiring Rate (E divided by F)</b>	1.09%	0	2.13%
<b>Federal Hiring Rate Benchmark</b>	5.2%	5.4%	5.5%
<b>Benchmark Met (Yes/No)</b>	No	No	No

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

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

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

Factor	2023-2024	2022-2023	2021-2022
A. Number of applicants who self-identify as Individuals with Disabilities before an offer of employment	709	807	186
B. Total number of job openings	116	173	47
C. Total number of jobs filled	108	36	10
D. Total number of applicants for all jobs	8,631	3,085	2,693
E. Number of individuals with disabilities hired	5	7	3
F. Total number of applicants hired	92	102	47
<b>Hiring Rate (E Divided by F)</b>	5.43%	6.86%	6.38%

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

## **APPENDICES**

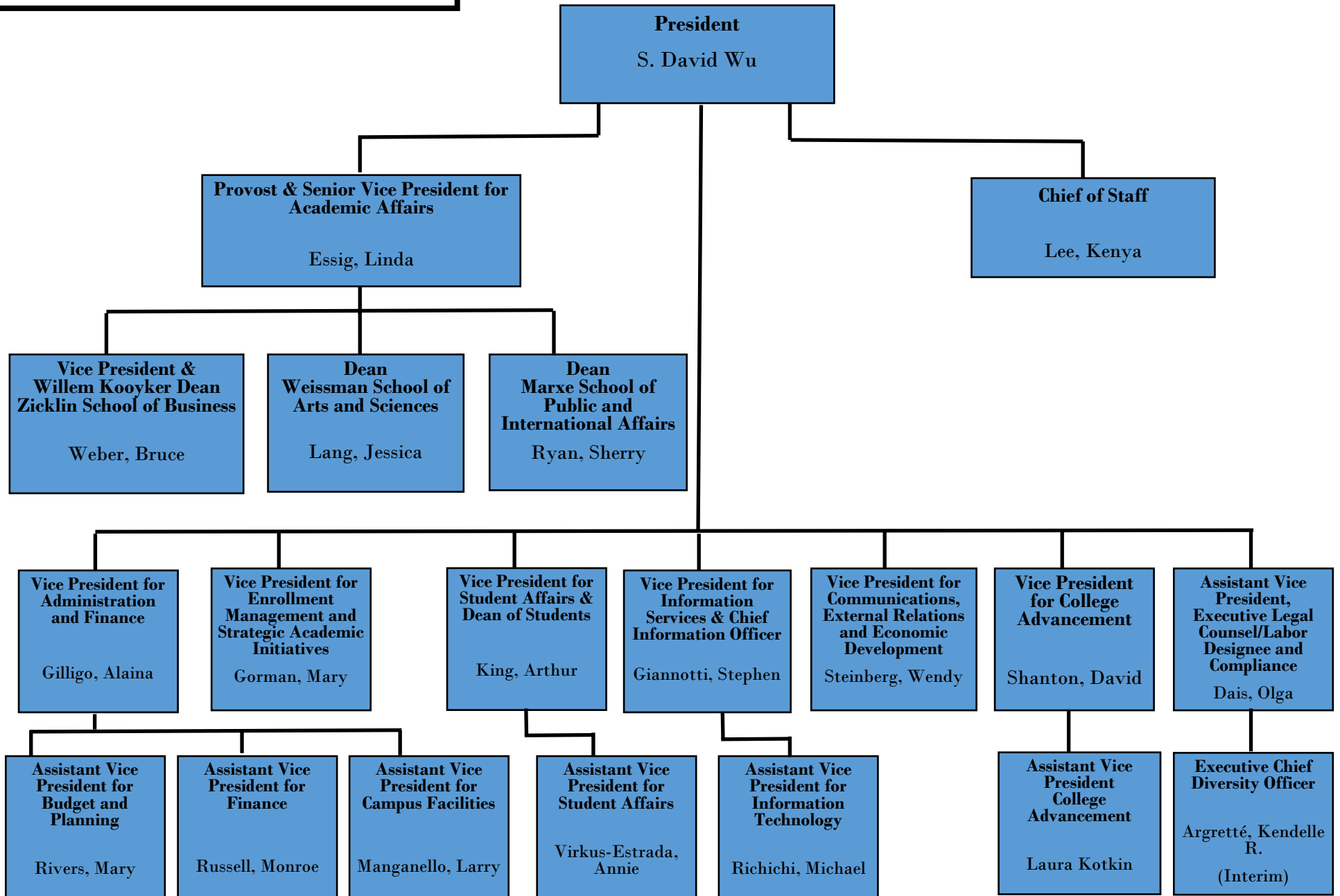
- A. Summary Organization Chart
- B. CUNY Policies
- C. Reaffirmation Letter
- D. Utilization Analysis
- E. Personnel Activity
- F. Recruiting Activity
- G. Individuals with Disabilities by Job Group

Appendices for the 2024-2025 Affirmative Action Plan

## **Appendix A                      Organization Chart**

This Appendix contains a summary organization chart.

# High-Level Organization Chart 2024-2025



**Appendix C                      Reaffirmation Letter**

This Appendix contains the most recent Reaffirmation Letter.

# Office of the President

October 9, 2024

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

Dear Baruch Faculty and Staff:

Baruch College, as part of The City University of New York (CUNY), has a long-standing commitment to diversity and equal opportunity in all aspects of employment. Senior management fully supports policies and practices to foster non-discrimination, affirmative action, and diversity and inclusion in the workplace and our community overall. CUNY is enriched by the strengths of the people and perspectives in our institution. Accordingly, I continue to be committed to our compliance with the CUNY Policies and Procedures on Equal Opportunity, Non-Discrimination, and Sexual Misconduct.

[The Equal Opportunity and Non-Discrimination Policy](#) states CUNY's commitment to recruit, employ, retain, promote, and provide benefits to employees without regard to race, color, creed, national origin, ethnicity, ancestry, religion, age, sex (including pregnancy, childbirth, and related conditions), sexual orientation, gender, gender identity, marital status, partnership status, disability, genetic information, alienage, citizenship, military or veteran status, unemployment status, status as a victim of domestic violence/stalking/sex offenses, or any other legally prohibited basis in accordance with federal, state, and city laws. Additionally, CUNY practices affirmative action for women, protected ethnicities, individuals with disabilities, and veterans consistent with federal requirements for employees in all title groups. Italian Americans are included among CUNY's protected groups.

Further, CUNY does not tolerate acts of hate or bigotry of any kind. This includes discrimination or harassment based on national origin or heritage—including shared Jewish, Israeli, Palestinian, Arab, Muslim, or South Asian ancestry—and/or the association with these national origins and ancestries. The University will promptly take all necessary and appropriate actions to address any such discrimination and

remedy its effects. We encourage students and employees who believe they have been subjected to such discrimination, or who have information about an incident or situation, to report it to the University. Anyone who believes they have been a victim of harassment, discrimination, or retaliation should use the [University-wide Discrimination and Retaliation Reporting Portal](#).

CUNY desires to expand its inclusivity and accessibility to both students and employees with disabilities. As per Governor Hochul's [Executive Order 31](#), CUNY is developing a Strategic Plan to enhance recruitment, advancement, and support of individuals with disabilities. Any CUNY employee requiring one or more accommodations to perform their job duties should contact Human Resources as per our policy on [Reasonable Accommodations and Academic Adjustments](#).

I invite you to visit the CUNY website to view the [Non-Discrimination Policy](#) in its entirety as well as the policies on [Reasonable Accommodations and Academic Adjustments](#) and [Reporting of Alleged Misconduct](#).

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. Kendelle R. Argretté, Baruch's Interim Chief Diversity Officer, is the official responsible for ensuring Equal Employment Opportunity compliance. I encourage all managers to contact her to discuss diversity and inclusion strategies that would advance unit goals. Additionally, any individual who believes they have experienced employment discrimination should 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 use the University-wide [HR Discrimination and Retaliation Report 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, inclusion, and belonging at Baruch College.

Sincerely,

S. David Wu  
President, Baruch College

## **Appendix B**                      **CUNY Policies**

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

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

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

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

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

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

### **AFFIRMATIVE ACTION POLICY**

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

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

#### **Policy 5.04 - Affirmative Action:**

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

### **SEXUAL MISCONDUCT POLICY**

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

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

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

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

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

#### OTHER POLICIES

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

Management reaffirms its non-discrimination policies annually.

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

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

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

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

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

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

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

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

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

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
- 04702 Vice President

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	16	10	1	5	4
Underutilized (Y = Yes)			Y		
Number Underutilized			2		
Actual Utilization	51.6%	32.3%	3.2%	16.1%	12.9%
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: 169

**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	115	83	23	30	29
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	68.0%	49.1%	13.6%	17.8%	17.2%
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: 150

**Weight Availability Factors**

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

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

**Titles held by employees in this group**

- 04343 Non-Teaching Adj Doct 1
- 04689 Non-Teaching Adjunct 1
- 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	99	84	38	22	19
Underutilized (Y = Yes)					Y
Number Underutilized					8
Actual Utilization	66.0%	56.0%	25.3%	14.7%	12.7%
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: 207

**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	152	151	39	52	57
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	73.4%	72.9%	18.8%	25.1%	27.5%
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: 28

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	25	10	6	9
Underutilized (Y = Yes)	Y				
Number Underutilized	4				
Actual Utilization	25.0%	89.3%	35.7%	21.4%	32.1%
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: 12

**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	6	7	1	3	2
Underutilized (Y = Yes)			Y		
Number Underutilized			3		
Actual Utilization	50.0%	58.3%	8.3%	25.0%	16.7%
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: 6

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	5	6	2	3	1
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	83.3%	100.0%	33.3%	50.0%	16.7%
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: 37

**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	30	26	3	12	10
Underutilized (Y = Yes)			Y		
Number Underutilized			3		
Actual Utilization	81.1%	70.3%	8.1%	32.4%	27.0%
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: 513

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	321	409	201	78	123
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	62.6%	79.7%	39.2%	15.2%	24.0%
Labor Market Availability	76.3%	49.8%	11.5%	15.0%	20.5%

Baruch College

Category: Technicians

**Job Group:** Info Tech: Technician Adjunct

**Description:** Hourly Information Technology-Tech Support

**Appointments:** 12

**Weight Availability Factors**

100.00% Identical to IT Technician Group (Full Time) except that availability is 100% external.

0.00% NA

**Titles held by employees in this group**

04865 IT Support Asst

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	5	12	6	1	5
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	41.7%	100.0%	50.0%	8.3%	41.7%
Labor Market Availability	21.9%	52.9%	24.8%	10.9%	14.6%

Baruch College

Category: Craft Workers

Job Group: Skilled Trades: Not Supervisory

Description: Skilled Trades-Not supervisory

Appointments: 25

Weight Availability Factors

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

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

Titles held by employees in this group

- 04899 Carpenter
- 91717 Electrician
- 91650 High Pressure Plant Tender
- 04905 Locksmith
- 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	8	2	0	6
Underutilized (Y = Yes)	Y	Y		Y	
Number Underutilized	1	4		3	
Actual Utilization	0.0%	32.0%	8.0%	0.0%	24.0%
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: 6

**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	2	0	1	1
Underutilized (Y = Yes)		Y			Y
Number Underutilized		1			1
Actual Utilization	0.0%	33.3%	0.0%	16.7%	16.7%
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: 12

**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	3	11	0	5	6
Underutilized (Y = Yes)			Y		
Number Underutilized			1		
Actual Utilization	25.0%	91.7%	0.0%	41.7%	50.0%
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: 24

**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	7	24	1	18	5
Underutilized (Y = Yes)			Y		
Number Underutilized			2		
Actual Utilization	29.2%	100.0%	4.2%	75.0%	20.8%
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: 25

**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	10	23	3	12	8
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	40.0%	92.0%	12.0%	48.0%	32.0%
Labor Market Availability	30.6%	71.1%	8.2%	36.4%	23.6%

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

80561 Custodial Principal Supv

04862 Custodial Supervisor

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	2	7	0	5	2
Underutilized (Y = Yes)	Y		Y		Y
Number Underutilized	1		1		1
Actual Utilization	25.0%	87.5%	0.0%	62.5%	25.0%
Labor Market Availability	36.5%	90.8%	6.5%	42.8%	41.3%

Baruch College

Category: Service Workers

Job Group: Custodial: Assistant

Description: Custodial-Entry level

Appointments: 63

**Weight Availability Factors**

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

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

**Titles held by employees in this group**

04861 Custodial Assistant

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	24	58	11	16	31
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	38.1%	92.1%	17.5%	25.4%	49.2%
Labor Market Availability	33.4%	77.6%	5.0%	29.2%	41.2%

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

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

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

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

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

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

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

Baruch College

**Job Group:** Admin 4: College Lab Technician

**Description:** College Laboratory Technicians (all levels)

**Weight Availability Factors**

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

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

Appointments: 5

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

- 70054 Library
- 10208 Natural Sciences

Utilization Report					
	Female	Total Protected Ethnicity	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.

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

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

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

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

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

Baruch College

**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).

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Total Appointments: 35					
Number of Faculty	22	16	6	3	5
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	62.9%	45.7%	17.1%	8.6%	14.3%
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).

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Total Appointments: 26					
Number of Faculty	10	6	3	1	2
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	38.5%	23.1%	11.5%	3.8%	7.7%
Labor Market Availability	46.6%	25.5%	10.1%	3.7%	7.8%

Baruch College

**Biological and Biomedical Sciences AND Physical Sciences**

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

10208 Natural Sciences

**Job Group Faculty: Professoriate Adjunct**

**Weight Availability Factors**

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

Total Appointments: 15

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	9	4	3	0	1
Underutilized (Y = Yes)				Y	
Number Underutilized				1	
Actual Utilization	60.0%	26.7%	20.0%	0.0%	6.7%
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
- 10471 Entrepreneurship & Innovation
- 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: 30

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	10	8	3	2	3
Underutilized (Y = Yes)	Y	Y	Y	Y	Y
Number Underutilized	4	5	1	1	2
Actual Utilization	33.3%	26.7%	10.0%	6.7%	10.0%
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).

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
- 10471 Entrepreneurship & Innovation
- 10190 N P Loomba Dept of Mgt
- 10005 Stan Ross Dept Accountancy
- 10256 W. Newman Dept of Real Estate

**Job Group Faculty: Lecturer Adjunct**

**Weight Availability Factors**

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

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	75	99	66	21	11
Underutilized (Y = Yes)	Y				Y
Number Underutilized	22				22
Actual Utilization	36.1%	47.6%	31.7%	10.1%	5.3%
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).

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	50	69	56	5	6
Underutilized (Y = Yes)	Y			Y	Y
Number Underutilized	13			28	3
Actual Utilization	37.6%	51.9%	42.1%	3.8%	4.5%
Labor Market Availability	47.7%	40.7%	5.6%	25.1%	7.0%

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
- 10471 Entrepreneurship & Innovation
- 10190 N P Loomba Dept of Mgt
- 10005 Stan Ross Dept Accountancy
- 10256 W. Newman Dept of Real Estate

**Job Group Faculty: Professoriate Adjunct**

**Weight Availability Factors**

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

Total Appointments: 65

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
<b>Number of Faculty</b>	14	22	13	5	3
<b>Underutilized (Y = Yes)</b>	Y			Y	Y
<b>Number Underutilized</b>	17			11	2
<b>Actual Utilization</b>	21.5%	33.8%	20.0%	7.7%	4.6%
<b>Labor Market Availability</b>	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: 9

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	5	4	1	3	0
Underutilized (Y = Yes)					Y
Number Underutilized					2
Actual Utilization	55.6%	44.4%	11.1%	33.3%	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: 55

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	34	13	2	6	5
Underutilized (Y = Yes)		Y	Y		Y
Number Underutilized		9	1		4
Actual Utilization	61.8%	23.6%	3.6%	10.9%	9.1%
Labor Market Availability	63.8%	39.4%	5.8%	12.7%	17.1%

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: Professoriate**

**Weight    Availability Factors**

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

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	19	7	4	1	2
Underutilized (Y = Yes)				Y	
Number Underutilized				1	
Actual Utilization	73.1%	26.9%	15.4%	3.8%	7.7%
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).

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	13	3	0	1	1
Underutilized (Y = Yes)		Y	Y	Y	
Number Underutilized		3	1	1	
Actual Utilization	52.0%	12.0%	0.0%	4.0%	4.0%
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
- 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: 10

Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	7	7	3	1	3
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	70.0%	70.0%	30.0%	10.0%	30.0%
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 Protected Ethnicity	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%

Baruch College

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: 11

Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	5	5	1	3	0
Underutilized (Y = Yes)	Y				Y
Number Underutilized	3				2
Actual Utilization	45.5%	45.5%	9.1%	27.3%	0.0%
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: 71

Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	38	17	6	4	5
Underutilized (Y = Yes)	Y	Y		Y	Y
Number Underutilized	13	10		3	8
Actual Utilization	53.5%	23.9%	8.5%	5.6%	7.0%
Labor Market Availability	71.9%	37.9%	6.7%	9.2%	18.3%

Baruch College

English Language and Literature/Letters

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

10105 English

**Job Group Faculty: Professoriate**

**Weight Availability Factors**

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

Total Appointments: 30

Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	16	9	3	3	3
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	53.3%	30.0%	10.0%	10.0%	10.0%
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: 35

Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	15	8	2	3	3
Underutilized (Y = Yes)	Y				
Number Underutilized	6				
Actual Utilization	42.9%	22.9%	5.7%	8.6%	8.6%
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).

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Total Appointments: 29					
Number of Faculty	18	13	6	0	7
Underutilized (Y = Yes)				Y	
Number Underutilized				1	
Actual Utilization	62.1%	44.8%	20.7%	0.0%	24.1%
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).

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Total Appointments: 13					
Number of Faculty	4	9	3	1	5
Underutilized (Y = Yes)	Y				
Number Underutilized	3				
Actual Utilization	30.8%	69.2%	23.1%	7.7%	38.5%
Labor Market Availability	55.4%	27.3%	6.2%	2.0%	16.9%

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: Professoriate Adjunct**

**Weight Availability Factors**

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

Total Appointments: 21

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	12	9	5	1	3
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	57.1%	42.9%	23.8%	4.8%	14.3%
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: 5	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	4	1	1	0	0
Underutilized (Y = Yes)					Y
Number Underutilized					1
Actual Utilization	80.0%	20.0%	20.0%	0.0%	0.0%
Labor Market Availability	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 Protected Ethnicity	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%
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: 13

Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	7	1	0	1	0
Underutilized (Y = Yes)		Y	Y		Y
Number Underutilized		3	1		2
Actual Utilization	53.8%	7.7%	0.0%	7.7%	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: 21

Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	4	6	2	1	3
Underutilized (Y = Yes)	Y			Y	
Number Underutilized	7			1	
Actual Utilization	19.0%	28.6%	9.5%	4.8%	14.3%
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

	<b>Utilization Report</b>				
	<b>Female</b>	<b>Total Protected Ethnicity</b>	<b>Asian/Nat. Haw./Other Pac. Isl.</b>	<b>Black/African American</b>	<b>Hispanic/ Latino</b>
<b>Number of Faculty</b>	7	9	7	2	0
<b>Underutilized (Y = Yes)</b>	Y				Y
<b>Number Underutilized</b>	8				1
<b>Actual Utilization</b>	36.8%	47.4%	36.8%	10.5%	0.0%
<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**

**Weight Availability Factors**

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

Total Appointments: 5

Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	1	0	0	0	0
Underutilized (Y = Yes)		Y	Y		Y
Number Underutilized		3	1		1
Actual Utilization	20.0%	0.0%	0.0%	0.0%	0.0%
Labor Market Availability	28.6%	51.6%	26.9%	8.5%	12.8%

**Job Group Faculty: Lecturer Adjunct**

**Weight Availability Factors**

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

Total Appointments: 55

Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	11	28	18	5	3
Underutilized (Y = Yes)	Y				Y
Number Underutilized	5				4
Actual Utilization	20.0%	50.9%	32.7%	9.1%	5.5%
Labor Market Availability	28.6%	51.6%	26.9%	8.5%	12.8%

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: Professoriate**

**Weight Availability Factors**

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

Total Appointments: 34

Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	12	19	17	2	0
Underutilized (Y = Yes)					Y
Number Underutilized					2
Actual Utilization	35.3%	55.9%	50.0%	5.9%	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: 9

Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	3	6	5	1	0
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	33.3%	66.7%	55.6%	11.1%	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: 11

Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	2	2	0	0	1
Underutilized (Y = Yes)	Y	Y	Y	Y	
Number Underutilized	2	2	2	1	
Actual Utilization	18.2%	18.2%	0.0%	0.0%	9.1%
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: 41

Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	17	23	13	6	4
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	41.5%	56.1%	31.7%	14.6%	9.8%
Labor Market Availability	40.3%	40.7%	21.3%	5.1%	11.4%

Baruch College

**Mathematics and Statistics**

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

10195 Mathematics

**Job Group Faculty: Professoriate**

**Weight Availability Factors**

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

Total Appointments: 28

Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	5	5	4	0	1
Underutilized (Y = Yes)	Y	Y		Y	Y
Number Underutilized	2	2		1	1
Actual Utilization	17.9%	17.9%	14.3%	0.0%	3.6%
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: 15

Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	5	3	1	0	2
Underutilized (Y = Yes)		Y	Y		
Number Underutilized		1	1		
Actual Utilization	33.3%	20.0%	6.7%	0.0%	13.3%
Labor Market Availability	26.7%	25.4%	12.5%	3.3%	6.2%

Baruch College

**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).

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
<b>Number of Faculty</b>	6	5	1	1	1
<b>Underutilized (Y = Yes)</b>					
<b>Number Underutilized</b>					
<b>Actual Utilization</b>	54.5%	45.5%	9.1%	9.1%	9.1%
<b>Labor Market Availability</b>	14.3%	11.8%	2.9%	2.5%	5.0%

**Job Group Faculty: Professoriate**

**Weight Availability Factors**

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

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
<b>Number of Faculty</b>	3	3	3	0	0
<b>Underutilized (Y = Yes)</b>					Y
<b>Number Underutilized</b>					1
<b>Actual Utilization</b>	33.3%	33.3%	33.3%	0.0%	0.0%
<b>Labor Market Availability</b>	31.2%	22.0%	4.6%	5.4%	9.5%

Baruch College

**Philosophy and Religious Studies**

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

10221          Philosophy

**Job Group    Faculty: Professoriate Adjunct**

**Weight    Availability Factors**

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

Total Appointments: 8

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

**Weight Availability Factors**

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

Total Appointments: 6

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	2	1	0	0	1
Underutilized (Y = Yes)	Y	Y	Y	Y	
Number Underutilized	3	2	1	1	
Actual Utilization	33.3%	16.7%	0.0%	0.0%	16.7%
Labor Market Availability	79.5%	47.8%	9.7%	12.7%	22.3%

**Job Group Faculty: Lecturer Adjunct**

**Weight Availability Factors**

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

Total Appointments: 23

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	14	7	3	0	4
Underutilized (Y = Yes)	Y	Y		Y	Y
Number Underutilized	4	4		3	1
Actual Utilization	60.9%	30.4%	13.0%	0.0%	17.4%
Labor Market Availability	79.5%	47.8%	9.7%	12.7%	22.3%

Baruch College

Psychology

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

10245 Psychology

**Job Group Faculty: Professoriate**

**Weight Availability Factors**

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

	Utilization Report				
	Female	Total Protected Ethnicity	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	Y
Number Underutilized	6	4		2	2
Actual Utilization	50.0%	13.6%	9.1%	0.0%	4.5%
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).

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	10	5	1	2	2
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	62.5%	31.3%	6.3%	12.5%	12.5%
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 Protected Ethnicity	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: 12

Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	6	2	0	1	1
Underutilized (Y = Yes)	Y	Y	Y	Y	Y
Number Underutilized	3	4	1	2	1
Actual Utilization	50.0%	16.7%	0.0%	8.3%	8.3%
Labor Market Availability	76.5%	52.6%	6.6%	22.7%	20.8%

Baruch College

**Public Administration**

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

10250 Public Affairs

**Job Group Faculty: Professoriate**

**Weight Availability Factors**

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

Total Appointments: 44

Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	15	16	8	3	5
Underutilized (Y = Yes)	Y			Y	
Number Underutilized	15			9	
Actual Utilization	34.1%	36.4%	18.2%	6.8%	11.4%
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: 7

Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	5	2	0	1	0
Underutilized (Y = Yes)		Y		Y	Y
Number Underutilized		1		1	1
Actual Utilization	71.4%	28.6%	0.0%	14.3%	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).

Total Appointments: 31

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	11	12	2	2	8
Underutilized (Y = Yes)	Y		Y	Y	
Number Underutilized	6		2	2	
Actual Utilization	35.5%	38.7%	6.5%	6.5%	25.8%
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).

Total Appointments: 23

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
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%

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: Professoriate Adjunct**

**Weight Availability Factors**

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

Total Appointments: 20

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	9	3	1	1	0
Underutilized (Y = Yes)		Y	Y		Y
Number Underutilized		2	1		2
Actual Utilization	45.0%	15.0%	5.0%	5.0%	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: 22

Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	13	4	1	0	3
Underutilized (Y = Yes)		Y	Y	Y	
Number Underutilized		4	1	2	
Actual Utilization	59.1%	18.2%	4.5%	0.0%	13.6%
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: 15

Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	11	2	1	0	1
Underutilized (Y = Yes)		Y			
Number Underutilized		1			
Actual Utilization	73.3%	13.3%	6.7%	0.0%	6.7%
Labor Market Availability	48.7%	23.1%	9.9%	3.3%	6.9%

Baruch College

Visual and Performing Arts

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

10115 Fine & Performing Arts

**Job Group Faculty: Professoriate Adjunct**

**Weight Availability Factors**

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

Total Appointments: 29

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	17	8	2	2	1
Underutilized (Y = Yes)			Y		Y
Number Underutilized			1		1
Actual Utilization	58.6%	27.6%	6.9%	6.9%	3.4%
Labor Market Availability	48.7%	23.1%	9.9%	3.3%	6.9%

## Appendix E Personnel Activity

This Appendix details personnel activities.

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

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

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

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

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

Personnel Actions, 6/1/23 - 6/1/24  
All Job Groups

	Net Group Changes	NET HIRES					Detail, Internal Hires by Type						NET EXITS					Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)		
		Hires by Type					Hired from Part Time	Hired from Other College	Demoted into New Job Group	Advanced into New Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advancements within Job Group	Advancements %	Other Changes within Job Group
<b>Total</b>	51	246	90	56	28	28	10	4	22	2	(95)	(70)	(25)	(7)	(4)	(12)	(2)	31	2						
Male	28	78	50	56%	28	13	5	4	6	2	(50)	(41)	59%	(10)	40%	(6)	(6)	17	55%	1					
Female	23	66	38	42%	28	15	5	4	6	2	(43)	(28)	40%	(15)	60%	(7)	(6)	14	45%	1					
Other Gender	1	2	2	2%	0%	(1)	(1)	1%	0%	0%	(1)	(1)	1%	0%	0%	(1)	(1)	0%	0%	0%					
Unknown Gender	-	-	-	0%	0%	-	-	-	-	-	-	-	0%	0%	-	-	-	-	0%	-					
<b>Fed. Protected Ethnicity</b>	16	76	45	50%	33	12	8	10	10	1	(60)	(44)	63%	(17)	68%	(6)	(10)	15	48%	1					
Asian/Hawaiian/OPI	12	27	22	24%	5	2	1	2	2	1	(15)	(11)	16%	(4)	16%	(2)	(2)	6	19%	-					
Black/African Amer.	(7)	18	6	7%	12	5	2	4	2	1	(25)	(19)	27%	(6)	24%	(1)	(4)	5	16%	-					
Hispanic/Latino	8	29	16	18%	13	4	5	4	4	-	(21)	(14)	20%	(7)	28%	(3)	(4)	4	13%	1					
Other Protected Grp	2	2	1	1%	3	1	-	-	-	-	-	-	0%	0%	-	-	-	-	0%	-					
White	35	69	44	49%	25	16	2	4	2	1	(34)	(26)	37%	(8)	32%	(1)	(4)	(2)	(1)	16	52%	1			
Unknown Ethnicity	1	1	1	1%	0%	1	-	-	-	-	-	-	0%	0%	-	-	-	-	0%	-					
Italian-American*	9	9	7	8%	2	2	-	-	-	-	-	-	0%	0%	-	-	-	1	3%	1					
Veterans	0	1	1	1%	0%	(1)	(1)	1%	0%	0%	(1)	(1)	1%	0%	0%	(1)	(1)	0%	0%	0%					
Indiv. w/Disabilities	2	4	3	3%	2%	1	-	-	-	-	(2)	(1)	1%	(1)	4%	(1)	-	2	6%	-					

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

EEO Category Summary  
 Personnel Actions, 6/1/23 - 6/1/24  
 Executive/Administrative/Managerial  
 (Select Group from Drop-Down List Above)

	Net Group Changes	NET HIRES					Detail, Internal Hires by Type						NET EXITS					Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)		
		Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into new Job Group	Advanced into new Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advancements within Job Group	Advancements %	Other Changes within Job Group
<b>Total</b>	6	22	11		11	4	7					(16)	(13)		(3)		(1)				(2)	6		2	
Male	7	11	5	45%	6	3	3					(4)	(4)	31%		0%					(2)	2	33%	1	
Female	(1)	11	6	55%	5	1	4					(12)	(9)	69%	(3)	100%					(2)	4	67%	1	
Other Gender				0%										0%		0%							0%		
Unknown Gender				0%										0%		0%							0%		
<b>Fed. Protected Ethnicity</b>	3	10	2	18%	8	2	6					(7)	(6)	46%	(1)	33%					(1)	2	33%	1	
Asian/Hawaiian/OPI	1	3	1	3%	2		2					(2)	(2)	15%		0%						1	17%		
Black/African Amer.	(3)	1		0%	1		1					(4)	(3)	23%	(1)	33%					(1)	1	17%		
Hispanic/Latino	5	6	1	3%	5	2	3					(1)	(1)	8%		0%							0%	1	
Other Protected Grp				0%										0%		0%							0%		
White	3	12	9	82%	3	2	1					(9)	(7)	54%	(2)	67%					(1)	4	67%	1	
Unknown Ethnicity				0%										0%		0%							0%		
Italian-American*	2	2	2	18%										0%		0%							0%	1	
Veterans				0%										0%		0%							0%		
Indiv. w/Disabilities	(1)			0%								(1)	(1)	8%		0%							0%		

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

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

EEO Category Summary  
 Personnel Actions, 6/1/23 - 6/1/24  
 Professional Faculty

(Select Group from Drop-Down List Above)

	Net Group Changes	NET HIRES		Hires by Type		Detail, Internal Hires by Type						NET EXITS		Exits by Type					Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)		
		Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into new Job Group	Advanced into new Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advancements within Job Group	Advancements %	Other Changes within Job Group	
<b>Total</b>	50	77	52		25	21	1		1		2	(27)	(25)		(2)				(2)			19				
Male	17	37	26	50%	11	11						(20)	(18)	72%	(2)	100%						12	63%			
Female	32	38	24	46%	14	10	1		1		2	(6)	(6)	24%		0%						7	37%			
Other Gender	1	2	2	4%								(1)	(1)	4%		0%							0%			
Unknown Gender				0%												0%							0%			
<b>Fed. Protected Ethnicity</b>	26	37	27	52%	10	8	1				1	(11)	(10)	40%	(1)	50%			(1)			7	37%			
Asian/Pacific Islander	15	20	18	33%	2	2						(5)	(5)	20%		0%						3	16%			
Black/African American	2	6	2	4%	4	2	1				1	(4)	(4)	16%		0%						1	5%			
Hispanic/Latino	8	10	7	13%	3	3						(2)	(3)	4%	(1)	50%			(1)			3	16%			
Other Protected Grp	1	1		0%	1	1										0%							0%			
White	24	40	25	48%	15	13					1	(16)	(15)	60%	(1)	50%			(1)			12	63%			
Unknown Ethnicity				0%												0%							0%			
Italian-American*	6	6	4	8%	2	2										0%						1	5%			
Veterans				0%												0%							0%			
Indiv. w/Disabilities	3	3	2	4%	1	1										0%						1	5%			

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

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

EEO Category Summary  
 Personnel Actions, 6/1/23 - 6/1/24  
 Professional Non-Faculty

(Select Group from Drop-Down List Above)

	Net Group Changes	NET HIRES		Hires by Type		Detail, Internal Hires by Type						NET EXITS		Exits by Type					Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)		
		Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into new Job Group	Advanced into new Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advancements within Job Group	Advancements %	Other Changes within Job Group	
<b>Total</b>	1	20	11		9	4	5					(19)	(9)		(10)		(5)		(5)			5				
Male	2	9	5	45%	4	2	2					(7)	(6)	67%	(1)	10%			(1)			2	40%			
Female	(1)	11	6	55%	5	2	3					(12)	(3)	33%	(9)	90%			(4)			3	60%			
Other Gender				0%										0%		0%							0%			
Unknown Gender				0%										0%		0%							0%			
<b>Fed. Protected Ethnicity</b>	(1)	16	8	73%	8	3	5					(17)	(7)	78%	(10)	100%	(5)		(5)			5	100%			
Asian/Pacific Islander	(5)	1		0%	1		1					(6)	(2)	22%	(4)	40%	(2)		(2)			2	40%			
Black/African Amer.	1	5	2	18%	3	2	1					(4)	(2)	22%	(2)	20%	(1)		(1)			2	40%			
Hispanic/Latino	3	10	6	55%	4	1	3					(7)	(3)	33%	(4)	40%	(2)		(2)			1	20%			
Other Protected Grp				0%										0%		0%							0%			
<b>White</b>	2	4	3	27%	1	1						(2)	(2)	22%		0%							0%			
Unknown Ethnicity				0%										0%		0%							0%			
Italian-American*	1	1	1	9%										0%		0%							0%			
Veterans	1	1	1	9%										0%		0%							0%			
Indiv. w/Disabilities		1	1	9%								(1)		0%	(1)	10%	(1)					1	20%			

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

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

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

(Select Group from Drop-Down List Above)

	Net Group Changes	NET HIRES		Hires by Type		Detail, Internal Hires by Type						NET EXITS		Exits by Type					Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)		
		Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into new Job Group	Advanced into new Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advancements within Job Group	Advancements %	Other Changes within Job Group	
Total	(3)	4	2	50%	2	2	-	-	-	-	-	(7)	(7)	100%	-	-	-	-	-	-	-	-	-	-	-	
Male	1	2	2	100%	-	-	-	-	-	-	-	(1)	(1)	14%	-	-	-	-	-	-	-	-	-	-		
Female	(4)	2	-	0%	2	2	-	-	-	-	-	(6)	(6)	86%	-	-	-	-	-	-	-	-	-	-		
Other Gender	-	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-		
Unknown Gender	-	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-		
Fed. Protected Ethnicity	(4)	2	1	50%	1	1	-	-	-	-	-	(6)	(6)	86%	-	-	-	-	-	-	-	-	-	-		
Asian/Hawaiian/OPF	-	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-		
Black/African Amer.	(1)	1	-	0%	1	1	-	-	-	-	-	(2)	(2)	29%	-	-	-	-	-	-	-	-	-	-		
Hispanic/Latino	(4)	-	-	0%	-	-	-	-	-	-	-	(4)	(4)	57%	-	-	-	-	-	-	-	-	-	-		
Other Protected Grp	1	1	1	50%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-		
White	1	2	1	50%	1	1	-	-	-	-	-	(1)	(1)	14%	-	-	-	-	-	-	-	-	-	-		
Unknown Ethnicity	-	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-		
Italian-American*	-	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-		
Veterans	-	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-		
Indiv. w/Disabilities	-	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-		

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

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

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

(Select Group from Drop-Down List Above)

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

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

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

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

(Select Group from Drop-Down List Above)

	Net Group Changes	NET HIRES					Detail, Internal Hires by Type						NET EXITS					Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)		
		Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into new Job Group	Advanced into new Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advancements within Job Group	Advancements %	Other Changes within Job Group
<b>Total</b>	4	11	7		4			4				(7)	(3)		(4)			(4)							
Male	4	11	7	100%	4			4				(7)	(3)	100%	(4)	100%		(4)							
Female				0%										0%		0%									
Other Gender				0%										0%		0%									
Unknown Gender				0%										0%		0%									
<b>Fed. Protected Ethnicity</b>	(2)	1	1	14%								(3)	(3)	100%		0%									
Asian/Pacific Islander				0%										0%		0%									
Black/African Amer.	(1)			0%								(1)	(1)	33%		0%									
Hispanic/Latino	(1)	1	1	14%								(2)	(2)	67%		0%									
Other Protected Grp				0%										0%		0%									
<b>White</b>	6	10	6	86%	4			4				(4)		0%	(4)	100%		(4)							
Unknown Ethnicity				0%										0%		0%									
Italian-American*				0%										0%		0%									
Veterans	(1)			0%								(1)	(1)	33%		0%									
Indiv. w/Disabilities				0%										0%		0%									

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

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

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

(Select Group from Drop-Down List Above)

	Net Group Changes	NET HIRES		Hires by Type		Detail, Internal Hires by Type						NET EXITS		Exits by Type		Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)				
		Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into new Job Group	Advanced into new Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advancements within Job Group	Advancements %	Other Changes within Job Group
Total	(7)	11	7		4				4			(18)	(13)		(5)		(1)		(4)				1		
Male	(4)	8	5	71%	3				3			(12)	(9)	69%	(3)	60%			(3)				1	100%	
Female	(3)	3	2	29%	1				1			(6)	(4)	31%	(2)	40%			(1)						
Other Gender				0%										0%		0%									
Unknown Gender				0%										0%		0%									
Fed. Protected Ethnicity	(7)	10	6	86%	4				4			(17)	(12)	92%	(5)	100%	(1)		(4)				1	100%	
Asian/Pacific Islander	1	3	3	43%								(2)	(2)	15%		0%									
Black/African Amer.	(5)	5	2	29%	3				3			(10)	(7)	54%	(3)	60%			(3)				1	100%	
Hispanic/Latino	(3)	2	1	14%	1				1			(5)	(3)	23%	(2)	40%	(1)		(1)						
Other Protected Grp				0%										0%		0%									
White	(1)			0%								(1)	(1)	8%		0%									
Unknown Ethnicity	1	1	1	14%										0%		0%									
Italian-American*				0%										0%		0%									
Veterans				0%										0%		0%									
Indiv. w/Disabilities				0%										0%		0%									

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

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

## **Appendix F                      Recruiting Activity**

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

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

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

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

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

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

Campus Level

Summary - All Searches

Total: 116

	Records	Applicants	App%	Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
<b>Total + Total Selection Rate</b>	8,420	8,361	99%	152	1.8%	93	1.1%	92	1.1%
<b>Male</b>	4,494	4,462	53%	76	1.7%	50	1.1%	49	1.1%
<b>Female</b>	3,513	3,486	42%	74	2.1%	43	1.2%	43	1.2%
<b>Other</b>	23	23	0%	-	0.0%	-	0.0%	-	0.0%
<b>Unknown</b>	390	389	5%	2	0.5%	-	0.0%	-	0.0%
<b>Total Not Female</b>	4,907	4,874	58%	78	1.6%	50	1.0%	49	1.0%
<b>Total Minorities</b>	5,053	5,010	60%	78	1.6%	51	1.0%	50	1.0%
<b>Asian</b>	2,106	2,098	25%	29	1.4%	22	1.0%	21	1.0%
<b>Black</b>	1,241	1,225	15%	17	1.4%	9	0.7%	9	0.7%
<b>Hispanic</b>	1,489	1,471	18%	29	2.0%	20	1.4%	20	1.4%
<b>Other inc 2 or more</b>	217	216	3%	3	1.4%	-	0.0%	-	0.0%
<b>Italian-American</b>	257	255	3%	4	1.6%	4	1.6%	4	1.6%
<b>White</b>	2,733	2,719	33%	65	2.4%	36	1.3%	36	1.3%
<b>Unknown Ethnicity</b>	438	436	5%	5	1.1%	2	0.5%	2	0.5%
<b>White+Unknown</b>	3,171	3,155	38%	70	2.2%	38	1.2%	38	1.2%
<b>Veterans</b>	121	120	1%	1	0.8%	1	0.8%	1	0.8%
<b>Indiv. w Disabilities</b>	713	709	8%	8	1.1%	5	0.7%	5	0.7%

	Least Selected: Male+Oth Ttl Minorities	Adverse Adverse	Least Selected: Male+Oth Ttl Minorities	OK Sel OK Sel	Least Selected: Male+Oth Ttl Minorities	OK Sel OK Sel
Percent Female	42%	48.7%		46.2%	46.7%	
Percent Total Minorities	60%	51.3%		54.8%	54.3%	
Percentage Veterans	1%	0.7%		1.1%	1.1%	
Percentage w Disabil.	8%	5.3%		5.4%	5.4%	

Campus Level

EEO Category Summary

Executive/Administrative/Managerial

	Records	Applicants	Appl%	Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
<b>Total + Total Selection Rate</b>	1,837	1,824	99.3%	39	2.1%	20	1.1%	20	1.1%
<b>Male</b>	940	935	51.3%	19	2.0%	9	1.0%	9	1.0%
<b>Female</b>	838	830	45.5%	20	2.4%	11	1.3%	11	1.3%
<b>Other</b>	1	1	0.1%	-	0.0%	-	0.0%	-	0.0%
<b>Unknown</b>	58	58	3.2%	-	0.0%	-	0.0%	-	0.0%
<b>Total Not Female</b>	999	994	54.5%	19	1.9%	9	0.9%	9	0.9%
<b>Total Min</b>	1,067	1,058	58.0%	19	1.8%	9	0.9%	9	0.9%
<b>Asian</b>	256	255	14.0%	4	1.6%	3	1.2%	3	1.2%
<b>Black</b>	417	416	22.8%	5	1.2%	1	0.2%	1	0.2%
<b>Hispanic</b>	358	351	19.2%	9	2.6%	5	1.4%	5	1.4%
<b>Other inc 2 or more</b>	36	36	2.0%	1	2.8%	-	0.0%	-	0.0%
<b>Italian-American</b>	82	82	4.5%	1	1.2%	1	1.2%	1	1.2%
<b>White</b>	609	606	33.2%	17	2.8%	9	1.5%	9	1.5%
<b>Unknown Ethnicity</b>	95	94	5.2%	2	2.1%	1	1.1%	1	1.1%
<b>White+Unknown</b>	704	700	38.4%	19	2.7%	10	1.4%	10	1.4%
<b>Veterans</b>	39	39	2.1%	-	0.0%	-	0.0%	-	0.0%
<b>Indiv. w Disabilities</b>	158	157	8.6%	2	1.3%	1	0.6%	1	0.6%

	Least Selected: Male+Oth Ttl Minorities	Adverse Adverse	Least Selected: Male+Oth Ttl Minorities	Adverse Adverse	Least Selected: Male+Oth Ttl Minorities	Adverse Adverse
Percent Female	45.5%	51.3%	55.0%	55.0%	55.0%	55.0%
Percent Total Minorities	58.0%	48.7%	45.0%	45.0%	45.0%	45.0%
Percentage Veterans	2.1%	0.0%	0.0%	0.0%	0.0%	0.0%
Percentage w Disabil.	8.6%	5.1%	5.0%	5.0%	5.0%	5.0%

Campus Level

EEO Category Summary

Professional Faculty

	Records	Applicants	Appl%	Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
<b>Total + Total Selection Rate</b>	4,096	4,074	99.5%	78	1.9%	51	1.3%	50	1.2%
<b>Male</b>	2,252	2,240	55.0%	34	1.5%	27	1.2%	26	1.2%
<b>Female</b>	1,564	1,555	38.2%	42	2.7%	24	1.5%	24	1.5%
<b>Other</b>	22	22	0.5%	-	0.0%	-	0.0%	-	0.0%
<b>Unknown</b>	258	257	6.3%	2	0.8%	-	0.0%	-	0.0%
<b>Total Not Female</b>	2,532	2,519	61.8%	36	1.4%	27	1.1%	26	1.0%
<b>Total Min</b>	2,117	2,105	51.7%	34	1.6%	26	1.2%	25	1.2%
<b>Asian</b>	1,322	1,316	32.3%	21	1.6%	17	1.3%	16	1.2%
<b>Black</b>	240	235	5.8%	3	1.3%	2	0.9%	2	0.9%
<b>Hispanic</b>	462	461	11.3%	8	1.7%	7	1.5%	7	1.5%
<b>Other inc 2 or more</b>	93	93	2.3%	2	2.2%	-	0.0%	-	0.0%
<b>Italian-American</b>	132	131	3.2%	3	2.3%	3	2.3%	3	2.3%
<b>White</b>	1,673	1,665	40.9%	38	2.3%	21	1.3%	21	1.3%
<b>Unknown Ethnicity</b>	205	204	5.0%	3	1.5%	1	0.5%	1	0.5%
<b>White+Unknown</b>	1,878	1,869	45.9%	41	2.2%	22	1.2%	22	1.2%
<b>Veterans</b>	30	30	0.7%	-	0.0%	-	0.0%	-	0.0%
<b>Indiv. w Disabilities</b>	347	347	8.5%	6	1.7%	4	1.2%	4	1.2%

	Least Selected: Male+Oth Ttl Minorities	Adverse Adverse	Least Selected: Male+Oth Ttl Minorities	Adverse OK Sel	Least Selected: Male+Oth Ttl Minorities	Adverse OK Sel
Percent Female	38.2%	53.8%	47.1%	48.0%		
Percent Total Minorities	51.7%	43.6%	51.0%	50.0%		
Percentage Veterans	0.7%	0.0%	0.0%	0.0%		
Percentage w Disabil.	8.5%	7.7%	7.8%	8.0%		

Campus Level

EEO Category Summary  
Professional Non-Faculty

	Records	Applicants	Appl%	Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
<b>Total + Total Selection Rate</b>	1,482	1,468	99.1%	21	1.4%	14	1.0%	14	1.0%
<b>Male</b>	700	693	47.2%	12	1.7%	8	1.2%	8	1.2%
<b>Female</b>	729	722	49.2%	9	1.2%	6	0.8%	6	0.8%
<b>Other</b>	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
<b>Unknown</b>	53	53	3.6%	-	0.0%	-	0.0%	-	0.0%
<b>Total Not Female</b>	753	746	50.8%	12	1.6%	8	1.1%	8	1.1%
<b>Total Min</b>	1,068	1,056	71.9%	17	1.6%	12	1.1%	12	1.1%
<b>Asian</b>	328	327	22.3%	4	1.2%	2	0.6%	2	0.6%
<b>Black</b>	315	309	21.0%	9	2.9%	6	1.9%	6	1.9%
<b>Hispanic</b>	366	361	24.6%	4	1.1%	4	1.1%	4	1.1%
<b>Other inc 2 or more</b>	59	59	4.0%	-	0.0%	-	0.0%	-	0.0%
<b>Italian-American</b>	24	24	1.6%	-	0.0%	-	0.0%	-	0.0%
<b>White</b>	315	313	21.3%	4	1.3%	2	0.6%	2	0.6%
<b>Unknown Ethnicity</b>	82	82	5.6%	-	0.0%	-	0.0%	-	0.0%
<b>White+Unknown</b>	397	395	26.9%	4	1.0%	2	0.5%	2	0.5%
<b>Veterans</b>	28	27	1.8%	-	0.0%	-	0.0%	-	0.0%
<b>Indiv. w Disabilities</b>	130	130	8.9%	-	0.0%	-	0.0%	-	0.0%

	Least Selected: Female White+Unk	Adverse Adverse	Least Selected: Female White+Unk	Adverse Adverse	Least Selected: Female White+Unk	Adverse Adverse
Percent Female	49.2%	42.9%	42.9%	42.9%	42.9%	42.9%
Percent Total Minorities	71.9%	81.0%	85.7%	85.7%	85.7%	85.7%
Percentage Veterans	1.8%	0.0%	0.0%	0.0%	0.0%	0.0%
Percentage w Disabil.	8.9%	0.0%	0.0%	0.0%	0.0%	0.0%

Campus Level

EEO Category Summary

Administrative Support Workers

	Records	Applicants	Appl%	Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
<b>Total + Total Selection Rate</b>	482	476	98.8%	2	0.4%	2	0.4%	2	0.4%
<b>Male</b>	167	163	34.2%	1	0.6%	1	0.6%	1	0.6%
<b>Female</b>	300	298	62.6%	1	0.3%	1	0.3%	1	0.3%
<b>Other</b>	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
<b>Unknown</b>	15	15	3.2%	-	0.0%	-	0.0%	-	0.0%
<b>Total Not Female</b>	182	178	37.4%	1	0.6%	1	0.6%	1	0.6%
<b>Total Min</b>	389	384	80.7%	2	0.5%	2	0.5%	2	0.5%
<b>Asian</b>	161	161	33.8%	-	0.0%	-	0.0%	-	0.0%
<b>Black</b>	85	81	17.0%	-	0.0%	-	0.0%	-	0.0%
<b>Hispanic</b>	130	129	27.1%	2	1.6%	2	1.6%	2	1.6%
<b>Other inc 2 or more</b>	13	13	2.7%	-	0.0%	-	0.0%	-	0.0%
<b>Italian-American</b>	7	7	1.5%	-	0.0%	-	0.0%	-	0.0%
<b>White</b>	61	60	12.6%	-	0.0%	-	0.0%	-	0.0%
<b>Unknown Ethnicity</b>	28	28	5.9%	-	0.0%	-	0.0%	-	0.0%
<b>White+Unknown</b>	89	88	18.5%	-	0.0%	-	0.0%	-	0.0%
<b>Veterans</b>	4	4	0.8%	-	0.0%	-	0.0%	-	0.0%
<b>Indiv. w Disabilities</b>	40	38	8.0%	-	0.0%	-	0.0%	-	0.0%

	Least Selected: Female White+Unk	Adverse Adverse	Least Selected: Female White+Unk	Adverse Adverse	Least Selected: Female White+Unk	Adverse Adverse
Percent Female		62.6%		50.0%		50.0%
Percent Total Minorities		80.7%		100.0%		100.0%
Percentage Veterans		0.8%		0.0%		0.0%
Percentage w Disabil.		8.0%		0.0%		0.0%

Campus Level

EEO Category Summary  
Service Workers and Others

	Records	Applicants	Appl%	Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
<b>Total + Total Selection Rate</b>	336	333	99.1%	3	0.9%	1	0.3%	1	0.3%
<b>Male</b>	260	258	77.5%	1	0.4%	-	0.0%	-	0.0%
<b>Female</b>	72	71	21.3%	2	2.8%	1	1.4%	1	1.4%
<b>Other</b>	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
<b>Unknown</b>	4	4	1.2%	-	0.0%	-	0.0%	-	0.0%
<b>Total Not Female</b>	264	262	78.7%	1	0.4%	-	0.0%	-	0.0%
<b>Total Min</b>	299	296	88.9%	3	1.0%	1	0.3%	1	0.3%
<b>Asian</b>	19	19	5.7%	-	0.0%	-	0.0%	-	0.0%
<b>Black</b>	161	161	48.3%	-	0.0%	-	0.0%	-	0.0%
<b>Hispanic</b>	111	108	32.4%	3	2.8%	1	0.9%	1	0.9%
<b>Other inc 2 or more</b>	8	8	2.4%	-	0.0%	-	0.0%	-	0.0%
<b>Italian-American</b>	3	2	0.6%	-	0.0%	-	0.0%	-	0.0%
<b>White</b>	18	18	5.4%	-	0.0%	-	0.0%	-	0.0%
<b>Unknown Ethnicity</b>	18	18	5.4%	-	0.0%	-	0.0%	-	0.0%
<b>White+Unknown</b>	36	36	10.8%	-	0.0%	-	0.0%	-	0.0%
<b>Veterans</b>	5	5	1.5%	-	0.0%	-	0.0%	-	0.0%
<b>Indiv. w Disabilities</b>	28	27	8.1%	-	0.0%	-	0.0%	-	0.0%

	Least Selected: Male+Oth White+Unk	Adverse Adverse	Least Selected: Male+Oth White+Unk	Adverse Adverse	Least Selected: Male+Oth White+Unk	Adverse Adverse
Percent Female		21.3%		66.7%		100.0%
Percent Total Minorities		88.9%		100.0%		100.0%
Percentage Veterans		1.5%		0.0%		0.0%
Percentage w Disabil.		8.1%		0.0%		0.0%

Campus Level

EEO Category Summary

Technicians

	Records	Applicants	Appl%	Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
<b>Total + Total Selection Rate</b>	29	29	100.0%	-	0.0%	-	0.0%	-	0.0%
<b>Male</b>	20	20	69.0%	-	0.0%	-	0.0%	-	0.0%
<b>Female</b>	9	9	31.0%	-	0.0%	-	0.0%	-	0.0%
<b>Other</b>	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
<b>Unknown</b>	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
<b>Total Not Female</b>	20	20	69.0%	-	0.0%	-	0.0%	-	0.0%
<b>Total Min</b>	24	24	82.8%	-	0.0%	-	0.0%	-	0.0%
<b>Asian</b>	7	7	24.1%	-	0.0%	-	0.0%	-	0.0%
<b>Black</b>	5	5	17.2%	-	0.0%	-	0.0%	-	0.0%
<b>Hispanic</b>	11	11	37.9%	-	0.0%	-	0.0%	-	0.0%
<b>Other inc 2 or more</b>	1	1	3.4%	-	0.0%	-	0.0%	-	0.0%
<b>Italian-American</b>	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
<b>White</b>	3	3	10.3%	-	0.0%	-	0.0%	-	0.0%
<b>Unknown Ethnicity</b>	2	2	6.9%	-	0.0%	-	0.0%	-	0.0%
<b>White+Unknown</b>	5	5	17.2%	-	0.0%	-	0.0%	-	0.0%
<b>Veterans</b>	1	1	3.4%	-	0.0%	-	0.0%	-	0.0%
<b>Indiv. w Disabilities</b>	1	1	3.4%	-	0.0%	-	0.0%	-	0.0%

<b>Least Selected:</b>	<i>OK Sel</i>	<b>Least Selected:</b>	<i>OK Sel</i>	<b>Least Selected:</b>	<i>OK Sel</i>
Male+Oth	<i>OK Sel</i>	Male+Oth	<i>OK Sel</i>	Male+Oth	<i>OK Sel</i>
White+Unk	<i>OK Sel</i>	White+Unk	<i>OK Sel</i>	White+Unk	<i>OK Sel</i>

Percent Female	31.0%	#DIV/0!	#DIV/0!	#DIV/0!
Percent Total Minorities	82.8%	#DIV/0!	#DIV/0!	#DIV/0!
Percentage Veterans	3.4%	#DIV/0!	#DIV/0!	#DIV/0!
Percentage w Disabil.	3.4%	#DIV/0!	#DIV/0!	#DIV/0!

Campus Level

EEO Category Summary

Craft Workers

	Records	Applicants	Appl%	Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
<b>Total + Total Selection Rate</b>	158	156	98.7%	9	5.8%	5	3.2%	5	3.2%
<b>Male</b>	155	153	98.1%	9	5.9%	5	3.3%	5	3.3%
<b>Female</b>	1	1	0.6%	-	0.0%	-	0.0%	-	0.0%
<b>Other</b>	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
<b>Unknown</b>	2	2	1.3%	-	0.0%	-	0.0%	-	0.0%
<b>Total Not Female</b>	157	155	99.4%	9	5.8%	5	3.2%	5	3.2%
<b>Total Min</b>	89	87	55.8%	3	3.4%	1	1.1%	1	1.1%
<b>Asian</b>	13	13	8.3%	-	0.0%	-	0.0%	-	0.0%
<b>Black</b>	18	18	11.5%	-	0.0%	-	0.0%	-	0.0%
<b>Hispanic</b>	51	50	32.1%	3	6.0%	1	2.0%	1	2.0%
<b>Other inc 2 or more</b>	7	6	3.8%	-	0.0%	-	0.0%	-	0.0%
<b>Italian-American</b>	9	9	5.8%	-	0.0%	-	0.0%	-	0.0%
<b>White</b>	54	54	34.6%	6	11.1%	4	7.4%	4	7.4%
<b>Unknown Ethnicity</b>	8	8	5.1%	-	0.0%	-	0.0%	-	0.0%
<b>White+Unknown</b>	62	62	39.7%	6	9.7%	4	6.5%	4	6.5%
<b>Veterans</b>	14	14	9.0%	1	7.1%	1	7.1%	1	7.1%
<b>Indiv. w Disabilities</b>	9	9	5.8%	-	0.0%	-	0.0%	-	0.0%

	Least Selected: Female Ttl Minorities	Adverse Adverse	Least Selected: Female Ttl Minorities	Adverse Adverse	Least Selected: Female Ttl Minorities	Adverse Adverse
Percent Female	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%
Percent Total Minorities	55.8%	33.3%	20.0%	20.0%	20.0%	20.0%
Percentage Veterans	9.0%	11.1%	20.0%	20.0%	20.0%	20.0%
Percentage w Disabil.	5.8%	0.0%	0.0%	0.0%	0.0%	0.0%

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

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

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

**APPENDIX G - Utilization of Individuals with Disabilities by Job Group**

**2024-2025**

**Baruch College**

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

Total Individual(s) with Disabilities: 65

Percent of total reported employees: 2.3%

Category:	Executive/Administrative/Managerial	Total Staff	Indiv. with Disabilities	Rate
	Admin 1: Executive	31	0	0.0%
	Admin 2: Managerial	169	5	3.0%
	Admin 2: Managerial Adjunct	150	6	4.0%
	Managerial: Facilities	1	1	100.0%
	Managerial: Info Tech	3	0	0.0%
	Managerial: Security	4	0	0.0%
Category:	Professional Faculty	Total Staff	Indiv. with Disabilities	Rate
	Faculty: Professoriate	434	10	2.3%
	Faculty: Librarian	19	1	5.3%
	Faculty: Lecturer	97	2	2.1%
	Faculty: Lecturer Adjunct	614	8	1.3%
	Faculty: Professoriate Adjunct	297	4	1.3%
Category:	Professional Non-Faculty	Total Staff	Indiv. with Disabilities	Rate
	Accountant: Professional	5	0	0.0%
	Admin 3: Professional	207	14	6.8%
	Admin 5: Engineer-Architect	1	0	0.0%
	Disability Accommodation Specl Adjunct	2	1	50.0%
	Info Tech: Professional	28	1	3.6%
	Info Tech: Professional Adjunct	12	0	0.0%
Category:	Administrative Support Workers	Total Staff	Indiv. with Disabilities	Rate
	Accountant: Assistant	6	0	0.0%
	Administrative Assistant	13	2	15.4%
	Office Assistant	37	3	8.1%
	Office Assistant Adjunct	513	5	1.0%
	Mail Services Worker	3	0	0.0%
Category:	Technicians	Total Staff	Indiv. with Disabilities	Rate
	Admin 4: College Lab Technician	7	0	0.0%
	Admin 4: College Lab Technician Adjunct	3	0	0.0%
	Broadcast-Media	3	0	0.0%
	Info Tech: Technician Adjunct	12	0	0.0%
Category:	Craft Workers	Total Staff	Indiv. with Disabilities	Rate
	Skilled Trades: Supervisory	3	0	0.0%
	Skilled Trades: Not Supervisory	25	0	0.0%
	Laborers and Helpers	1	0	0.0%
	Basic Crafts-Buildings and Grounds	6	0	0.0%
Category:	Service Workers	Total Staff	Indiv. with Disabilities	Rate
	Campus Public Safety Sergeant	12	1	8.3%
	Campus Peace Officer	24	1	4.2%
	Campus Security Assistant	25	0	0.0%
	Custodial: Supervisory	8	0	0.0%
	Custodial: Assistant	63	0	0.0%