

2023 – 2024 AFFIRMATIVE ACTION PLANS

Baruch College, The City University of New York (CUNY)

Addendum:

Covering Italian Americans, as per the designation of Italian Americans as a protected group at CUNY

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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

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

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

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

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

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

PART ONE: INTRODUCTION AND BACKGROUND

This report is an annual update CUNY's employment and advancement of Italian Americans. CUNY's Chancellor designated Italian Americans as a protected group in 1976. CUNY began tracking the experience of Italian American employees in nearly thirty years ago as a result of a number of legal settlements.

Baruch College is one of the multiple affirmative action establishments at the City University of New York (CUNY). CUNY's business rules for reporting data on Italian Americans mirror those developed for compliance with Affirmative Action regulations of the federal government. To encourage clarity, this report will not repeat content in the federal Affirmative Action Plan and serves as a supplement.

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

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

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Overview of the College

Baruch College is within easy reach of Wall Street, Midtown, and the global headquarters of major companies and non-profit and cultural organizations, giving students unparalleled internship, career, and networking opportunities. The College's more than 19,000 students, who speak more than 100 languages and trace their heritage to more than 155 countries, have been repeatedly named one of the most ethnically diverse student bodies in the United States.

The College is comprised of three Schools: (a) THE GEORGE AND MILDRED WEISSMAN SCHOOL OF ARTS AND SCIENCES. Weissman School has more than 50 areas of study that blend rigorous theory with practical experience. Degrees include the BA, BS, MA, MS, and PhD, (b) THE AUSTIN W. MARXE SCHOOL OF PUBLIC AND INTERNATIONAL AFFAIRS prepares students for careers in government and nonprofit sector, offering programs leading to BSPA, MPA, Executive MPA, MIA, and MS in Education degrees while serving as a resource for governmental and nonprofit entities at the local, state, and national levels, and (c) THE ZICKLIN SCHOOL OF BUSINESS has renowned faculty experts across the business spectrum and acclaimed Association to Advance Collegiate Schools of Business (AACSB) accredited programs leading to BBA, MBA, MS, Executive MBA and MS, and PhD degrees. Baruch College's nationally recognized, award-winning library, the William and Anita Newman Library, houses a collection that includes over 300,000 print volumes, 500,000 eBook Titles, and over two million units of microform. The Library's collection of electronic resources includes several hundred online databases, accessible from nearly 100 PC workstations.

In addition, Baruch College is home to a number of centers and institutes including the Lawrence N. Field Center for Entrepreneurship, the Robert Zicklin Center for Corporate Integrity, the Wasserman Trading Floor/Subotnick Financial Services Center, the Weissman Center for International Business, the Baruch College Survey Research Unit, the Steven L. Newman Real Estate Institute, the Bernard L. Schwartz Communication Institute, and the Baruch Performing Arts Center (BPAC). The award-winning Newman Vertical Campus features state-of-the-art classrooms, computer and research laboratories, auditoriums, a recreation and fitness center, conference rooms, faculty offices, a performing arts center, a bookstore, and a food court.

History

Tracing its routes to the founding of the Free Academy in 1847, Baruch College is part of the nation's first tuition free institution of higher education. In 1919, the School of Business and Civic Administration was established, and in 1953 the College was named in honor of Bernard M. Baruch, benefactor, statesman, financier, and alumnus of the Free Academy. In 1968 Baruch College was established as an independent senior college of the City University of New York. Today, Baruch College enrolls more than 19,000 students representing over 155 countries. It also has 13 varsity NCAA Division III sports teams on campus.

Mission

Baruch College is a place of opportunity and exploration where students, faculty, and staff transform their futures, their professions, and their communities. In the heart of New York City, our diverse and inclusive community is driven by learning, innovative knowledge creation, and intellectual discovery for local and global impact.

Vision

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

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

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

Appendix A of Baruch College's Federal Affirmative Action plan for 2023-2-024 displays an organization chart.

Policies

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

Appendix C of the federal Affirmative Action Plan provides the text of these policies.

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

CUNY periodically reaffirms its commitment to Equal Employment Opportunity, through publishing its policy in several locations and including the policy on job postings. As noted in the federal Affirmative Action Plan, the college issues an annual Reaffirmation letter, which references CUNY's policy related to Italian Americans.

Responsibilities

The entire community participates in promoting diversity and inclusion. We have assigned certain specific responsibilities, as detailed in the federal Affirmative Action Plan. The following additional information is relevant to this Plan:

Italian American Faculty and Staff Council

The college participates in the University's Italian American Faculty and Staff Council. Its representatives were

- Baruch College Campus Delegate:
 - Professor Antonietta D'Amelio, Lecturer, Department Of Modern Languages And Comparative Literature, Baruch College (appointed November 2022)
- Baruch College Alternate Campus Delegate:
 - Professor Angelo R. Dicuonzo, Doctoral Lecturer, Department Of Modern Languages And Comparative Literature (appointed January 2023)

University Management

In 2022-2023, CUNY participated in an Expert Panel Review process to evaluate the methods by which CUNY collects and reports information related to Italian American employees, including the methods by which we conduct self-identification and calculate Labor Market Availability. CUNY's University Office of Recruitment and Diversity (ORD) interacts with members of CUNY's Calandra Institute for Italian-American studies to identify ways to promote the inclusion of Italian Americans. As of the Census Date, this project had not been completed.

PART TWO: DATA AND ANALYSIS

Collecting Employee Data

On July 11, 2022 we extracted data on full-time employees active as of June 1, 2022 from CUNY's system of record, CUNYfirst. We include personnel on most paid leaves, including medical leave and fellowship/sabbatical leave. We do not include personnel on terminal leaves such as retirement leave, student workers (including Graduate Assistants) or persons 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. In March 2018, Baruch College sent an announcement requesting that employees fill out the self-identification information on CUNYfirst. We invite job applicants to self-identify on the job application portal.

Self-Identification Categories

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

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

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

Consistent with long-standing agreements, we ask employees to self-identify Italian American status. Additionally, we invite employees to optionally provide data on their ancestries from a list of approximately sixty categories.

If an employee identifies as Italian American in addition to a federally-protected race/ethnicity, the employee is counted as both Italian American and in the federally-protected group. Since the groups are not exclusive, the end result is that some employees are counted twice in the underutilization reports.

The federal government is preparing new standards for self-identification which are likely to impact future Affirmative Action plans.

Analyzing Data

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

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

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

Employees who indicate Italian American ancestry are counted in this Plan regardless of other racial or ethnic identification, similarly to counting gender separately from race and ethnicity.

Workforce Analysis

Workforce Analysis can be viewed as a “locational” review, presenting employees by the division and department to which they report. We review the data organized by job title in order of rank or salary grade.

Due to length, Workforce Analysis charts are not included here.

**Table 1: Workforce by Job Group - Workforce by Job Group and Category
(excludes Chief Executive) Baruch College**

June 1, 2023

Total Appointments: 2,724

Executive/Administrative/Managerial

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %	Ital Amer #	Ital Amer %
Admin 1: Executive	31	18	58.1%	11	35.5%	3	9.7%
Admin 2: Managerial	163	114	69.9%	79	48.5%	10	6.1%
Admin 2: Managerial Adjunct	168	107	63.7%	80	47.6%	2	1.2%
Managerial: Facilities	1	0	0.0%	0	0.0%	0	0.0%
Managerial: Info Tech	3	0	0.0%	3	100.0%	0	0.0%
Managerial: Security	4	2	50.0%	4	100.0%	0	0.0%

Professional Faculty

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %	Ital Amer #	Ital Amer %
Faculty: Professoriate	403	158	39.2%	137	34.0%	16	4.0%
Faculty: Librarian	20	9	45.0%	11	55.0%	2	10.0%
Faculty: Librarian Adjunct	1	1	100.0%	1	100.0%	0	0.0%
Faculty: Lecturer	77	28	36.4%	25	32.5%	8	10.4%
Faculty: Lecturer Adjunct	554	237	42.8%	213	38.4%	24	4.3%
Faculty: Professoriate Adjunct	292	122	41.8%	80	27.4%	14	4.8%
Faculty: Continuing Education	3	2	66.7%	1	33.3%	0	0.0%

Professional Non-Faculty

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %	Ital Amer #	Ital Amer %
Accountant: Professional	5	5	100.0%	4	80.0%	0	0.0%
Admin 3: Professional	206	154	74.8%	151	73.3%	5	2.4%
Disability Accommodation Specl Adjunct	2	1	50.0%	2	100.0%	0	0.0%
Info Tech: Professional	29	7	24.1%	26	89.7%	0	0.0%
Info Tech: Professional Adjunct	15	7	46.7%	5	33.3%	1	6.7%

Administrative Support Workers

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %	Ital Amer #	Ital Amer %
Accountant: Assistant	7	6	85.7%	7	100.0%	0	0.0%
Administrative Assistant	13	11	84.6%	10	76.9%	0	0.0%
Office Assistant	39	33	84.6%	30	76.9%	2	5.1%
Office Assistant Adjunct	503	322	64.0%	397	78.9%	4	0.8%
Mail Services Worker	3	0	0.0%	3	100.0%	0	0.0%

Technicians

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

Craft Workers

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

Service Workers

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %	Ital Amer #	Ital Amer %
Campus Public Safety Sergeant	11	4	36.4%	10	90.9%	0	0.0%
Campus Peace Officer	32	9	28.1%	32	100.0%	0	0.0%
Campus Security Assistant	24	9	37.5%	22	91.7%	0	0.0%
Custodial: Supervisory	8	2	25.0%	7	87.5%	0	0.0%
Custodial: Assistant	64	25	39.1%	59	92.2%	0	0.0%

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

June 1, 2023

Baruch College - Total Faculty: 500

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

Title	Ttl Empls	Female #	Female %	Minority #	Minority %	Ital Amer #	Ital Amer %
Faculty: Lecturer							
Distinguished Lecturer	8	2	25.0%	1	12.5%	1	12.5%
Instructors and others PSC	8	2	25.0%	1	12.5%	1	12.5%
Lecturer	32	13	40.6%	9	28.1%	4	12.5%
CCE Certificate Continuous Emp	13	6	46.2%	3	23.1%	3	23.1%
Lecturer track CCE	12	5	41.7%	4	33.3%	1	8.3%
Substitute >=6 Mo Or Prior Ben	7	2	28.6%	2	28.6%	0	0.0%
Lecturer Doc Sch	36	12	33.3%	15	41.7%	3	8.3%
CCE Certificate Continuous Emp	11	4	36.4%	3	27.3%	1	9.1%
Lecturer track CCE	21	6	28.6%	9	42.9%	2	9.5%
Substitute >=6 Mo Or Prior Ben	4	2	50.0%	3	75.0%	0	0.0%
Clinical Professor	1	1	100.0%	0	0.0%	0	0.0%
Instructors and others PSC	1	1	100.0%	0	0.0%	0	0.0%
Faculty: Librarian							
Dist Lecturer-Librarian	1	0	0.0%	0	0.0%	0	0.0%
Instructors and others PSC	1	0	0.0%	0	0.0%	0	0.0%
Lecturer-Librarian	1	1	100.0%	1	100.0%	0	0.0%
Substitute >=6 Mo Or Prior Ben	1	1	100.0%	1	100.0%	0	0.0%
Asst Professor-Librarian	3	2	66.7%	2	66.7%	0	0.0%
Track Tenure	3	2	66.7%	2	66.7%	0	0.0%
Assc Professor-Librarian	12	5	41.7%	5	41.7%	2	16.7%
Tenured	12	5	41.7%	5	41.7%	2	16.7%
Professor-Librarian	3	1	33.3%	3	100.0%	0	0.0%
Tenured	3	1	33.3%	3	100.0%	0	0.0%
Faculty: Professoriate							
Asst Professor	112	49	43.8%	64	57.1%	3	2.7%
Substitute >=6 Mo Or Prior Ben	2	1	50.0%	1	50.0%	0	0.0%
Tenured	5	0	0.0%	2	40.0%	0	0.0%
Track Tenure	105	48	45.7%	61	58.1%	3	2.9%
Assc Professor	135	53	39.3%	49	36.3%	7	5.2%

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

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

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

Baruch College: Distinguished Professors Appointed or Continued				
DeptID Description	School	Action Type	Title	Current Appointment Term
Mathematics	WSAS	Reappointment	Distinguished Professor	9/1/2024- 8/31/2029
Fine & Performing Arts	WSAS	Continued	Distinguished Professor	9/1/2021-8/31/2026

Table 2: Tenure Status

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

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

Job Group Analysis

At present, data on Italian American faculty is analyzed at the job-group level, and there is no information collected related to academic discipline as there is with faculty analyzed for the federal plan.

The Utilization Analysis (see next section) provides details about job groups.

Utilization Analysis

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

Labor Market Source Data

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

- For external candidates, we utilized the US Census American Community Survey (ACS), 5-year estimate, 2017-2021 (final), extracted from University of Minnesota's Integrated Public Use Microdata Sample (IPUMS). Data is extracted based on a combination of geography, labor force participation, occupation, and educational attainment, depending on job group.
- For internal candidates, we utilized lists of CUNY-wide appointments over the 2017-2022 time period and consulted with CUNY's Director of Civil Service Operations. Internal demographics are based on the last plan's census date (June 1, 2022).

To identify Italian American ancestry, we utilize the "Ancestry 1" and "Ancestry 2" fields from the American Community Survey. Prior to 2023, CUNY utilized a formula in which it counted the first ancestry identified at 100% and the second ancestry identified at 50%. As of 2023, we are counting any identification of Italian American ancestry at 100%.

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

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

Table 3: Summary of Underutilization and Goals - Exhibit: Summary of Historical Changes in Underutilization - Staff/College Lab Tech (Italian American Plan) Baruch College

2023-2024

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

This summary reports underutilization as follows:

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

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

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

CUNY has started calculating hourly staff underutilization on a preliminary basis, and there is not yet any history to report.

Executive/Administrative/Managerial

Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino	Italian American
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Admin 1: Executive

2023	31		2			
2022	31		1		1	
2021	30					
2020	33					

Admin 2: Managerial

2023	163					8
2022	150					5
2021	153			6		4
2020	152					4

Managerial: Security

2022	5					1
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Professional Non-Faculty

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

2023	5					
2022	5			2		
2021	5			2		
2020	5			2		

Admin 3: Professional

2023	206					23
2022	205					22
2021	203					22
2020	207					22

Info Tech: Professional

2023	29	4				2
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Professional Non-Faculty

Info Tech: Professional

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino	Italian American
2022	28	6					2
2021	26	4					2
2020	26	4					2

Administrative Support Workers

Accountant: Assistant

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino	Italian American
2023	7						1
2022	6						1
2021	5						1
2020	6						1

Administrative Assistant

2023	13						1
2022	18						1
2021	20						1
2020	20						1

Office Assistant

2023	39			3			2
2022	41						4
2021	38						4
2020	44						5

Technicians

Admin 4: College Lab Technician

College Lab Tech: Science, Tech, Eng.

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino	Italian American
2023	5		1	1			1
2020	5					1	1

Craft Workers

Basic Crafts-Buildings and Grounds

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

Skilled Trades: Not Supervisory

2023	17				2		2
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Craft Workers

Skilled Trades: Not Supervisory

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino	Italian American
2022	21				2		2
2021	15		4		2	2	1
2020	18		5		2	3	2

Skilled Trades: Supervisory

2023	6		1		1		1
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Service Workers

Campus Peace Officer

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino	Italian American
2023	32			2			2
2022	32						5
2021	34			2			5
2020	36			2			6

Campus Public Safety Sergeant

2023	11						
2022	9						
2021	11			1			
2020	11			1			

Campus Security Assistant

2023	24						2
2022	25						2
2021	28						2
2020	29						2

Custodial: Assistant

2023	64						3
2022	67						5
2021	69						5
2020	72						5

Custodial: Supervisory

2023	8	1		1			
2022	11	2		1			1
2021	12	2		1			1
2020	12	2		1			1

Baruch College

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

This summary reports underutilization as follows:

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

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

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

CUNY has started calculating adjunct underutilization on a preliminary basis, and there is not yet any history to report.

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

2023	403					10
2022	399					
2021	416					
2020	424					

Faculty: Librarian

2023	20	7				
2022	21	7				
2021	19	8				
2020	22	8				

Faculty: Lecturer

2023	77	11		3		
2022	56	7		6		
2021	57	9		7		
2020	61	7	5	7		

Utilization, Underutilization, and Placement Goals

During the 2022-23 academic year, there was an overall increase of 1,564 employees when compared to the 2021-22 academic year. Full-time employment increased by 581 and part-time employment decreased by 744.

During the 2022-23 academic year, we had a total of 91 employees who self-identified as Italian American, of which 6 were new employees (2 full-time and 4 part-time). During the same period, we saw a loss of 6 employees who self-identified as Italian American including 4 full-time employees and 2 part-time employees.

Transaction-Based Analyses

Personnel Activity

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

Appendix E summarizes job actions, including tenure, by Gender and Ethnicity.

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

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

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

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

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

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

Recruiting Activity

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

Over the course of the year, the college made 3 exceptions to the search process, known as a search wavier.

Table 5: Search Waivers/Exceptions

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

PART THREE: ACTION-ORIENTED PROGRAMS

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

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

Summary of Campus Programs, 2022-2023

Table 6: Summary of Campus Programs, 2022-23

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

2022-2023 PLANNED PROGRAMS

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

Planned Campus Programs, 2022-2023

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

ONGOING ACTIVITIES

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

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

The Baruch College Office of Diversity, Compliance and Equity Initiatives (ODCEI) has identified The Academic Network led by Dr. Sonel Shropshire to provide DEI Professional Development for Baruch College Leadership (Implicit Bias/Equity) and Academic Chairs (DEI and Faculty Selection). Additionally, The Academic Network built a Baruch College Library of DEI Training Module videos for the exclusive use of Baruch College community members. There are thirteen DEI Professional Development/Training videos in the Academic Network/Baruch College Library that covered a range of topics including Confronting Implicit Bias and Promoting Diversity Awareness. Organized into three general areas, links to the thirteen videos can be found below. The Academic Network's exclusive page for Baruch College ODCEI was available to the Baruch College community up until August 2023.

- The Academic Network, led by Dr. Sonel Shropshire, conducted following DEI Professional Development sessions:
- Cabinet/Senior Leadership Diversity Engagement and Development Training (3-hours plus Q&A) (in-person format) – March 28, 2022
- Academic Departments - Faculty Selection Committee Diversity Training Workshop (3-hours plus Q&A) - Pilot Project with at least one Baruch College Academic Department – May 25, 2022
- Academic Chairs - Faculty Selection Committee Diversity Training Workshop (3-hours plus Q&A) – September 13, 2022

Implicit Bias & Diversity Awareness

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

Additional Training Modules

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

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

1. Diverse Issues in Higher Education
2. The Hispanic Outlook
3. The Journal of Blacks in Higher Education
4. Tribal College: The Journal of American Indian Higher Education
5. HERC
6. The PHD Project

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

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

INTERNAL AUDIT AND REPORTING

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

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

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

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

2023-2024 Planned Programs

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

Table 7: 2023-2024 Planned Programs

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

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

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

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

Civil Service Hiring

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

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

Hiring Pool

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

Compensation

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

The Chief Diversity Officer reviews overall practices such as:

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

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

APPENDICES

- D. Utilization Analysis (Italian American Plan)
- E. Summary of Personnel Activities (Italian American Plan)
- F. Summary of Recruitment Activities (Italian American Plan)

Appendices for the 2023-2024 Affirmative Action Plan

Appendix D-1 Utilization Analysis - Staff Job Groups

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

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

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

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

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

Baruch College

Category: Executive/Administrative/Managerial

Job Group: Admin 1: Executive

Description: Executive Compensation Plan (Other Than Chief Executive)

Appointments: 31

Weight Availability Factors

50.00% ACS 2017-2021 National workforce with a minimum of Bachelor's degree plus eight years of experience (proxy age of 29 and higher) in selected occupations (0010, 0020, 0060, 0101, 0102, 0110, 0120, 0136, 0230, 0565, 2100) and either First or Second Ancestry of 051 (Italian) or 068 (Sicilian).

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

Titles held by employees in this group

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

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino	Italian American
Number of Employees	18	11	1	7	3	3
Underutilized (Y = Yes)			Y			
Number Underutilized			2			
Actual Utilization	58.1%	35.5%	3.2%	22.6%	9.7%	9.7%
Labor Market Availability	45.6%	29.6%	10.0%	8.9%	8.8%	7.6%

Baruch College

Category: Executive/Administrative/Managerial

Job Group: Admin 2: Managerial

Description: HE Officer series administrators-senior level

Appointments: 163

Weight Availability Factors

55.00% ACS 2017-2021 NY/NJ MSA workforce with a minimum of Bachelor's degree plus six years or experience (proxy age of 27 or higher) in selected occupations (0020, 0060, 0101, 0102, 0110, 0120, 0136, 0230, 0565, 9800) and either First or Second Ancestry of 051 (Italian) or 068 (Sicilian)

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	Italian American
Number of Employees	114	79	22	30	26	10
Underutilized (Y = Yes)						Y
Number Underutilized						8
Actual Utilization	69.9%	48.5%	13.5%	18.4%	16.0%	6.1%
Labor Market Availability	57.7%	51.7%	14.2%	17.4%	17.8%	11.2%

Baruch College

Category: Executive/Administrative/Managerial

Job Group: Admin 2: Managerial Adjunct

Description: Adjunct HE Officer series administrators (all levels)

Appointments: 168

Weight Availability Factors

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

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

Titles held by employees in this group

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

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino	Italian American
Number of Employees	107	80	34	19	21	2
Underutilized (Y = Yes)				Y	Y	Y
Number Underutilized				10	9	17
Actual Utilization	63.7%	47.6%	20.2%	11.3%	12.5%	1.2%
Labor Market Availability	57.7%	51.7%	14.2%	17.4%	17.8%	11.2%

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) and either First or Second Ancestry of 051 (Italian) or 068 (Sicilian).

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	Italian American
Number of Employees	5	4	3	0	1	0
Underutilized (Y = Yes)						
Number Underutilized						
Actual Utilization	100.0%	80.0%	60.0%	0.0%	20.0%	0.0%
Labor Market Availability	61.9%	51.7%	29.4%	9.6%	11.5%	8.1%

Baruch College

Category: Professional Non-Faculty

Job Group: Admin 3: Professional

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

Appointments: 206

Weight Availability Factors

90.00% ACS 2017-2021 NY/NJ MSA workforce with minimum of Bachelor's degree in selected occupations (0520-0750, 1006, 1031, 1032, 2002, 2145, 2825, 2830, 2840, 2850, 2865, 5710, 5920, 9810) and either First or Second Ancestry of 051 (Italian) or 068 (Sicilian).

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	Italian American
Number of Employees	154	151	45	50	54	5
Underutilized (Y = Yes)						Y
Number Underutilized						23
Actual Utilization	74.8%	73.3%	21.8%	24.3%	26.2%	2.4%
Labor Market Availability	59.3%	39.5%	16.5%	9.6%	10.4%	13.5%

Baruch College

Category: Professional Non-Faculty

Job Group: Info Tech: Professional

Description: Information Technology-Professionals

Appointments: 29

Weight Availability Factors

75.00% ACS 2017-2021 NY/NJ MSA with minimum of a High School Diploma and four years of experience (proxy age of 21 or higher) in selected occupations (1006, 1007, 1010, 1021, 1022, 1065, 1105, 1106, 1108) and either First or Second Ancestry of 051 (Italian) or 068 (Sicilian).

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	Italian American
Number of Employees	7	26	10	7	9	0
Underutilized (Y = Yes)	Y					Y
Number Underutilized	4					2
Actual Utilization	24.1%	89.7%	34.5%	24.1%	31.0%	0.0%
Labor Market Availability	38.1%	59.4%	30.2%	13.0%	13.9%	8.2%

Baruch College

Category: Professional Non-Faculty

Job Group: Info Tech: Professional Adjunct

Description: Hourly Information Technology-Professionals

Appointments: 15

Weight Availability Factors

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

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

Titles held by employees in this group

04875 IT Asst

04880 IT Sr Associate

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino	Italian American
Number of Employees	7	5	0	2	3	1
Underutilized (Y = Yes)		Y	Y			
Number Underutilized		4	5			
Actual Utilization	46.7%	33.3%	0.0%	13.3%	20.0%	6.7%
Labor Market Availability	38.1%	59.4%	30.2%	13.0%	13.9%	8.2%

Baruch College

Category: Administrative Support Workers

Job Group: Accountant: Assistant

Description: Accounting-Support staff

Appointments: 7

Weight Availability Factors

70.00% ACS 2017-2021 NY/NJ MSA workforce with minimum of High School Diploma in selected occupations (5110 - 5160) and either First or Second Ancestry of 051 (Italian) or 068 (Sicilian).

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	Italian American
Number of Employees	6	7	2	4	1	0
Underutilized (Y = Yes)						Y
Number Underutilized						1
Actual Utilization	85.7%	100.0%	28.6%	57.1%	14.3%	0.0%
Labor Market Availability	79.6%	53.3%	12.2%	18.1%	20.2%	12.8%

Baruch College

Category: Administrative Support Workers

Job Group: Administrative Assistant

Description: Administrative Assistants-Senior level

Appointments: 13

Weight Availability Factors

0.00% Internal Only

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	Italian American
Number of Employees	11	10	1	5	4	0
Underutilized (Y = Yes)						Y
Number Underutilized						1
Actual Utilization	84.6%	76.9%	7.7%	38.5%	30.8%	0.0%
Labor Market Availability	89.4%	77.7%	10.0%	36.6%	29.3%	4.9%

Baruch College

Category: Administrative Support Workers

Job Group: Office Assistant

Description: Administrative Office Assistants-Entry level

Appointments: 39

Weight Availability Factors

65.00% ACS 2017-2021 NY/NJ MSA with minimum of High School Diploma in selected occupations (4720, 4740, 5220, 5230, 5240, 5740, 5810, 5820, 5860) and either First or Second Ancestry of 051 (Italian) or 068 (Sicilian).

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	Italian American
Number of Employees	33	30	3	13	14	2
Underutilized (Y = Yes)			Y			Y
Number Underutilized			3			2
Actual Utilization	84.6%	76.9%	7.7%	33.3%	35.9%	5.1%
Labor Market Availability	71.8%	58.9%	15.0%	17.6%	23.5%	10.6%

Baruch College

Category: Administrative Support Workers

Job Group: Office Assistant Adjunct

Description: Hourly Administrative Office Assistants-Entry level

Appointments: 503

Weight Availability Factors

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

0.00% NA

Titles held by employees in this group

10102 College Assistant

Utilization Report						
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino	Italian American
Number of Employees	322	397	196	64	129	4
Underutilized (Y = Yes)						Y
Number Underutilized						74
Actual Utilization	64.0%	78.9%	39.0%	12.7%	25.6%	0.8%
Labor Market Availability	76.3%	49.8%	11.5%	15.0%	20.5%	15.5%

Baruch College

Category: Craft Workers

Job Group: Skilled Trades: Supervisory

Description: Skilled Trades-Supervisors

Appointments: 6

Weight Availability Factors

0.00% Internal Only-Promotional Title

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

Titles held by employees in this group

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

Utilization Report						
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino	Italian American
Number of Employees	0	1	0	0	1	0
Underutilized (Y = Yes)		Y		Y		Y
Number Underutilized		1		1		1
Actual Utilization	0.0%	16.7%	0.0%	0.0%	16.7%	0.0%
Labor Market Availability	1.5%	31.9%	4.9%	11.6%	14.6%	10.0%

Baruch College

Category: Craft Workers

Job Group: Skilled Trades: Not Supervisory

Description: Skilled Trades-Not supervisory

Appointments: 17

Weight Availability Factors

90.00% ACS 2017-2021 NY/NJ MSA in selected occupations (6230, 6250, 6355, 6410, 6440, 6460, 6515, 6700, 7300, 7350, 7540, 8030, 8500, 8600, 8610, 8630) and either First of Second Ancestry of 051 (Italian) or 068 (Sicilian).

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

Titles held by employees in this group

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

Utilization Report						
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino	Italian American
Number of Employees	0	7	2	0	5	0
Underutilized (Y = Yes)				Y		Y
Number Underutilized				2		2
Actual Utilization	0.0%	41.2%	11.8%	0.0%	29.4%	0.0%
Labor Market Availability	2.6%	46.2%	4.7%	10.6%	27.9%	14.0%

Baruch College

Category: Craft Workers

Job Group: Basic Crafts-Buildings and Grounds

Description: Buildings and Grounds Workers

Appointments: 7

Weight Availability Factors

90.00% ACS 2017-212 NY/NJ MSA in selected occupations (4210, 4251, 7200, 7340, 9120, 9141) and either First or Second Ancestry of 051 (Italian) or 068 (Sicilian).

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	Italian American
Number of Employees	0	5	0	2	3	0
Underutilized (Y = Yes)	Y		Y			Y
Number Underutilized	1		1			1
Actual Utilization	0.0%	71.4%	0.0%	28.6%	42.9%	0.0%
Labor Market Availability	7.7%	57.6%	8.1%	13.8%	32.7%	12.2%

Baruch College

Category: Service Workers

Job Group: Campus Public Safety Sergeant

Description: Campus Security-Supervisors and Specialists

Appointments: 11

Weight Availability Factors

0.00% Internal Only-Promotional Title

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

Titles held by employees in this group

04846 Campus Pub Safety Sergeant

04845 Campus Security Specialist

Utilization Report						
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino	Italian American
Number of Employees	4	10	0	5	5	0
Underutilized (Y = Yes)						
Number Underutilized						
Actual Utilization	36.4%	90.9%	0.0%	45.5%	45.5%	0.0%
Labor Market Availability	24.0%	86.3%	4.5%	49.2%	30.7%	1.0%

Baruch College

Category: Service Workers

Job Group: Campus Peace Officer

Description: Campus Security-Mid level staff

Appointments: 32

Weight Availability Factors

60.00% ACS 2017-2021 NY/NJ MSA with minimum of High School Diploma, New York State residency, and minimum age of 21 in selected occupations (3802, 3930, 3940, 3945, 3946, 3960) and either First or Second Ancestry of 051 (Italian) or 068 (Sicilian).

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	Italian American
Number of Employees	9	32	2	23	7	0
Underutilized (Y = Yes)			Y			Y
Number Underutilized			2			2
Actual Utilization	28.1%	100.0%	6.3%	71.9%	21.9%	0.0%
Labor Market Availability	30.1%	77.9%	13.7%	42.4%	19.7%	6.9%

Baruch College

Category: Service Workers

Job Group: Campus Security Assistant

Description: Campus Security-Entry level staff

Appointments: 24

Weight Availability Factors

90.00% ACS 2017-2021 NY/NJ MSA with minimum of High School Diploma, New York State residency and minimum age of 18 in selected occupations (3930, 3940, 3945, 3946, 3960) and either First or Second Ancestry of 051 (Italian) or 068 (Sicilian).

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	Italian American
Number of Employees	9	22	2	12	8	0
Underutilized (Y = Yes)						Y
Number Underutilized						2
Actual Utilization	37.5%	91.7%	8.3%	50.0%	33.3%	0.0%
Labor Market Availability	30.6%	71.1%	8.2%	36.4%	23.6%	9.4%

Baruch College

Category: Service Workers

Job Group: Custodial: Supervisory

Description: Custodial-Supervisors (all titles)

Appointments: 8

Weight Availability Factors

0.00% Internal Only-Promotional Title

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

Titles held by employees in this group

80560 Custodial Asst Principal Supv

80561 Custodial Principal Supv

80535 Custodial Sr Supervisor

04862 Custodial Supervisor

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino	Italian American
Number of Employees	2	7	0	4	3	0
Underutilized (Y = Yes)	Y		Y			
Number Underutilized	1		1			
Actual Utilization	25.0%	87.5%	0.0%	50.0%	37.5%	0.0%
Labor Market Availability	36.5%	90.8%	6.5%	42.8%	41.3%	0.9%

Baruch College

Category: Service Workers

Job Group: Custodial: Assistant

Description: Custodial-Entry level

Appointments: 64

Weight Availability Factors

65.00% ACS 2017-2021 NY/NJ MSA in occupation 4220 and either First or Second Ancestry of 051 (Italian) or 068 (Sicilian).

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	Italian American
Number of Employees	25	59	10	17	32	0
Underutilized (Y = Yes)						Y
Number Underutilized						3
Actual Utilization	39.1%	92.2%	15.6%	26.6%	50.0%	0.0%
Labor Market Availability	33.4%	77.6%	5.0%	29.2%	41.2%	4.6%

Appendix D-2 Utilization Analysis - College Laboratory Technicians

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

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

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

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

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

Baruch College

Admin 4: College Lab Technician

Weight Availability Factors

100.00% ACS 2017-2021 NY/NJ MSA with minimum of High School Diploma. Selected occupations for the Scientific/Technical/IT specialty (1050, 1910, 1920, 1970). Selected occupations for others (2440, 2555) and either First or Second Ancestry of 051 (Italian) or 068 (Sicilian).

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

Appointments: 5

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

- 70054 Library
- 10208 Natural Sciences

Utilization Report						
	Female	Total Minority	Asian/Nat. Haw./Oth Pac. Isl.	Black/African American	Hispanic/ Latino	Italian American
Number of Employees	4	1	0	1	0	0
Underutilized (Y = Yes)		Y	Y			Y
Number Underutilized		1	1			1
Actual Utilization	80.0%	20.0%	0.0%	20.0%	0.0%	0.0%
Labor Market Availability	47.1%	31.3%	17.5%	4.9%	6.0%	11.2%

Appendix D-3 Utilization Analysis - Faculty by Job Group

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

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

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

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

Job Group Faculty: Lecturer

Total Appointments: 77

Weight Availability Factors

100.00% ACS 2017-2021 Nationwide workforce with a minimum of a Bachelor's degree and occupation 2205 (Post-Secondary Teachers). Italian American Status determined by either First or Second Ancestry of 051 (Italian) or 068 (Sicilian).

Utilization Report						
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino	Italian American
Number of Faculty	28	25	9	10	5	8
Underutilized (Y = Yes)	Y		Y			
Number Underutilized	11		3			
Actual Utilization	36.4%	32.5%	11.7%	13.0%	6.5%	10.4%
Labor Market Availability	50.5%	33.4%	16.0%	6.5%	7.9%	12.1%

Job Group Faculty: Lecturer Adjunct

Total Appointments: 554

Weight Availability Factors

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

Utilization Report						
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino	Italian American
Number of Faculty	237	213	106	49	46	24
Underutilized (Y = Yes)						Y
Number Underutilized						43
Actual Utilization	42.8%	38.4%	19.1%	8.8%	8.3%	4.3%
Labor Market Availability	50.5%	33.4%	16.0%	6.5%	7.9%	12.1%

Job Group Faculty: Librarian

Total Appointments: 20

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). Italian American Status determined by either First or Second Ancestry of 051 (Italian) or 068 (Sicilian). One availability is calculated for all faculty in the Library group.

Utilization Report						
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino	Italian American
Number of Faculty	9	11	7	3	1	2
Underutilized (Y = Yes)	Y					
Number Underutilized	7					
Actual Utilization	45.0%	55.0%	35.0%	15.0%	5.0%	10.0%
Labor Market Availability	81.3%	15.5%	3.6%	4.5%	4.8%	7.6%

Job Group Faculty: Professoriate

Total Appointments: 403

Weight Availability Factors

100.00% ACS 2017-2021 Nationwide workforce with a Doctorate degree and occupation 2205 (Post-Secondary Teachers). Italian American Status determined by either First or Second Ancestry of 051 (Italian) or 068 (Sicilian).

Utilization Report						
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino	Italian American
Number of Faculty	158	137	91	19	25	16
Underutilized (Y = Yes)						Y
Number Underutilized						10
Actual Utilization	39.2%	34.0%	22.6%	4.7%	6.2%	4.0%
Labor Market Availability	43.3%	26.2%	14.3%	4.0%	5.1%	6.5%

Job Group Faculty: Professoriate Adjunct

Total Appointments: 292

Weight Availability Factors

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

Utilization Report						
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino	Italian American
Number of Faculty	122	80	34	19	22	14
Underutilized (Y = Yes)			Y			Y
Number Underutilized			17			19
Actual Utilization	41.8%	27.4%	11.6%	6.5%	7.5%	4.8%
Labor Market Availability	47.1%	31.3%	17.5%	4.9%	6.0%	11.2%

Appendix E Personnel Activity

This Appendix details personnel activities.

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

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

Appendix F Summary of Recruiting Activities

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

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

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

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %	Ital Amer #	Ital Amer %
Admin 1: Executive	31	18	58.1%	11	35.5%	3	9.7%
Admin 2: Managerial	163	114	69.9%	79	48.5%	10	6.1%
Admin 2: Managerial Adjunct	168	107	63.7%	80	47.6%	2	1.2%
Managerial: Facilities	1	0	0.0%	0	0.0%	0	0.0%
Managerial: Info Tech	3	0	0.0%	3	100.0%	0	0.0%
Managerial: Security	4	2	50.0%	4	100.0%	0	0.0%

Professional Faculty

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %	Ital Amer #	Ital Amer %
Faculty: Professoriate	403	158	39.2%	137	34.0%	16	4.0%
Faculty: Librarian	20	9	45.0%	11	55.0%	2	10.0%
Faculty: Librarian Adjunct	1	1	100.0%	1	100.0%	0	0.0%
Faculty: Lecturer	77	28	36.4%	25	32.5%	8	10.4%
Faculty: Lecturer Adjunct	554	237	42.8%	213	38.4%	24	4.3%
Faculty: Professoriate Adjunct	292	122	41.8%	80	27.4%	14	4.8%
Faculty: Continuing Education	3	2	66.7%	1	33.3%	0	0.0%

Professional Non-Faculty

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %	Ital Amer #	Ital Amer %
Accountant: Professional	5	5	100.0%	4	80.0%	0	0.0%
Admin 3: Professional	206	154	74.8%	151	73.3%	5	2.4%
Disability Accommodation Specl Adjunct	2	1	50.0%	2	100.0%	0	0.0%
Info Tech: Professional	29	7	24.1%	26	89.7%	0	0.0%
Info Tech: Professional Adjunct	15	7	46.7%	5	33.3%	1	6.7%

Administrative Support Workers

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %	Ital Amer #	Ital Amer %
Accountant: Assistant	7	6	85.7%	7	100.0%	0	0.0%
Administrative Assistant	13	11	84.6%	10	76.9%	0	0.0%
Office Assistant	39	33	84.6%	30	76.9%	2	5.1%
Office Assistant Adjunct	503	322	64.0%	397	78.9%	4	0.8%
Mail Services Worker	3	0	0.0%	3	100.0%	0	0.0%

Technicians

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

Craft Workers

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

Service Workers

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %	Ital Amer #	Ital Amer %
Campus Public Safety Sergeant	11	4	36.4%	10	90.9%	0	0.0%
Campus Peace Officer	32	9	28.1%	32	100.0%	0	0.0%
Campus Security Assistant	24	9	37.5%	22	91.7%	0	0.0%
Custodial: Supervisory	8	2	25.0%	7	87.5%	0	0.0%
Custodial: Assistant	64	25	39.1%	59	92.2%	0	0.0%

Full-Time Faculty by Title and Tenure Status

June 1, 2023

Baruch College

Total Faculty: 500

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

Title	Ttl Empls	Female #	Female %	Minority #	Minority %	Ital Amer #	Ital Amer %
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Faculty: Lecturer

Distinguished Lecturer	8	2	25.0%	1	12.5%	1	12.5%
Instructors and others PSC	8	2	25.0%	1	12.5%	1	12.5%
Lecturer	32	13	40.6%	9	28.1%	4	12.5%
CCE Certificate Continuous Emp	13	6	46.2%	3	23.1%	3	23.1%
Lecturer track CCE	12	5	41.7%	4	33.3%	1	8.3%
Substitute >=6 Mo Or Prior Ben	7	2	28.6%	2	28.6%	0	0.0%
Lecturer Doc Sch	36	12	33.3%	15	41.7%	3	8.3%
CCE Certificate Continuous Emp	11	4	36.4%	3	27.3%	1	9.1%
Lecturer track CCE	21	6	28.6%	9	42.9%	2	9.5%
Substitute >=6 Mo Or Prior Ben	4	2	50.0%	3	75.0%	0	0.0%
Clinical Professor	1	1	100.0%	0	0.0%	0	0.0%
Instructors and others PSC	1	1	100.0%	0	0.0%	0	0.0%

Faculty: Librarian

Dist Lecturer-Librarian	1	0	0.0%	0	0.0%	0	0.0%
Instructors and others PSC	1	0	0.0%	0	0.0%	0	0.0%
Lecturer-Librarian	1	1	100.0%	1	100.0%	0	0.0%
Substitute >=6 Mo Or Prior Ben	1	1	100.0%	1	100.0%	0	0.0%
Asst Professor-Librarian	3	2	66.7%	2	66.7%	0	0.0%
Track Tenure	3	2	66.7%	2	66.7%	0	0.0%
Assc Professor-Librarian	12	5	41.7%	5	41.7%	2	16.7%
Tenured	12	5	41.7%	5	41.7%	2	16.7%
Professor-Librarian	3	1	33.3%	3	100.0%	0	0.0%
Tenured	3	1	33.3%	3	100.0%	0	0.0%

Faculty: Professoriate

Asst Professor	112	49	43.8%	64	57.1%	3	2.7%
Substitute >=6 Mo Or Prior Ben	2	1	50.0%	1	50.0%	0	0.0%
Tenured	5	0	0.0%	2	40.0%	0	0.0%
Track Tenure	105	48	45.7%	61	58.1%	3	2.9%
Assc Professor	135	53	39.3%	49	36.3%	7	5.2%
Tenured	127	51	40.2%	46	36.2%	7	5.5%
Track Tenure	8	2	25.0%	3	37.5%	0	0.0%
Visiting Professor	1	0	0.0%	1	100.0%	0	0.0%
Visiting >= 50%	1	0	0.0%	1	100.0%	0	0.0%

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

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

Title	Ttl Empls	Female #	Female %	Minority #	Minority %	Ital Amer #	Ital Amer %
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Faculty: Professoriate

Professor	150	54	36.0%	23	15.3%	6	4.0%
Tenured	150	54	36.0%	23	15.3%	6	4.0%
Distinguished Professor	5	2	40.0%	0	0.0%	0	0.0%
Instructors and others PSC	5	2	40.0%	0	0.0%	0	0.0%

Exhibit: Summary of Historical Changes in Underutilization -Staff/College Lab Tech (Italian American Plan) 2023-2024
Baruch College

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

This summary reports underutilization as follows:

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

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

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

CUNY has started calculating hourly staff underutilization on a preliminary basis, and there is not yet any history to report.

Executive/Administrative/Managerial

Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino	Italian American
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Admin 1: Executive

2023	31		2			
2022	31		1		1	
2021	30					
2020	33					

Admin 2: Managerial

2023	163					8
2022	150					5
2021	153			6		4
2020	152					4

Managerial: Security

2022	5					1
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Professional Non-Faculty

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

2023	5					
2022	5			2		
2021	5			2		
2020	5			2		

Admin 3: Professional

2023	206					23
2022	205					22
2021	203					22
2020	207					22

Info Tech: Professional

2023	29	4				2
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Professional Non-Faculty

Info Tech: Professional

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino	Italian American
2022	28	6					2
2021	26	4					2
2020	26	4					2

Administrative Support Workers

Accountant: Assistant

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino	Italian American
2023	7						1
2022	6						1
2021	5						1
2020	6						1

Administrative Assistant

2023	13						1
2022	18						1
2021	20						1
2020	20						1

Office Assistant

2023	39			3			2
2022	41						4
2021	38						4
2020	44						5

Technicians

Admin 4: College Lab Technician

College Lab Tech: Science, Tech, Eng.

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino	Italian American
2023	5		1	1			1
2020	5					1	1

Craft Workers

Basic Crafts-Buildings and Grounds

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

Skilled Trades: Not Supervisory

2023	17				2		2
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Craft Workers

Skilled Trades: Not Supervisory

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino	Italian American
2022	21				2		2
2021	15		4		2	2	1
2020	18		5		2	3	2

Skilled Trades: Supervisory

2023	6		1		1		1
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Service Workers

Campus Peace Officer

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino	Italian American
2023	32			2			2
2022	32						5
2021	34			2			5
2020	36			2			6

Campus Public Safety Sergeant

2023	11						
2022	9						
2021	11			1			
2020	11			1			

Campus Security Assistant

2023	24						2
2022	25						2
2021	28						2
2020	29						2

Custodial: Assistant

2023	64						3
2022	67						5
2021	69						5
2020	72						5

Custodial: Supervisory

2023	8	1		1			
2022	11	2		1			1
2021	12	2		1			1
2020	12	2		1			1

Baruch College

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

This summary reports underutilization as follows:

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

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

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

CUNY has started calculating adjunct underutilization on a preliminary basis, and there is not yet any history to report.

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

2023	403					10
2022	399					
2021	416					
2020	424					

Faculty: Librarian

2023	20	7				
2022	21	7				
2021	19	8				
2020	22	8				

Faculty: Lecturer

2023	77	11		3		
2022	56	7		6		
2021	57	9		7		
2020	61	7	5	7		

Baruch

COLLEGE

CU

NY