

2024-2025 AFFIRMATIVE ACTION PLANS

York College

Covering Minorities and Women (Executive Order 11246), Individuals with Disabilities (Section 503) and Protected Veterans (VEVRAA)

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This plan is available for review at: The Academic Core Bldg. Room 2H04 94-20 Guy R Brewer Blvd Jamaica NY 11451 from 9am to 5pm



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PART ONE: INTRODUCTION AND BACKGROUND

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

The employee census date is June 1, 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 of the College

York College, founded in 1966, is a center of academic excellence in the heart of Jamaica, Queens. One of the eleven senior colleges in The City University of New York, the College’s mission is to enrich students’ lives by fostering an environment where they will grow into passionate and engaged learners. York’s academic programs are housed in three schools: The School of Arts & Sciences, The School of Business and Information Systems, and The School of Health Sciences and Professional Programs. Over sixty baccalaureate programs from across a variety of disciplines, including accounting, aviation management, business, computer science, journalism, social work, teacher education, a dual BS/MS degree in Occupational Therapy, and one of the top-ranked nursing programs in New York State, provide students with opportunities to study liberal arts, sciences, and professional programs. The College also offers five graduate programs: Aviation Management, Clinical Trials Management, Pharmaceutical Science and Business, Physician Assistant, and Social Work.

Located in Queens, the most ethnically diverse county in New York State, the College enrolls 7,000 students from over 95 nations. Nine out of ten students are members of a racial/ethnic minority group, and more than half of undergraduates are the first in their families to pursue higher education. The College’s 50-acre campus encompasses seven buildings, including science and computer labs, music and television studios, a Performing Arts Center, and a Health and Physical Education Center. The College recently completed seven major construction projects, with more scheduled for the future. In addition, its neighborhood is at the center of a renaissance fueled by economic revitalization.

York College is committed to fostering integrity, diversity, intellectual discovery, and civic engagement to benefit its students, the community, and the world.

York College enriches lives and enables students to grow as passionate, engaged learners with the confidence to realize their intellectual and human potential as individuals and global citizens. York College’s hallmark academic programs in liberal arts and sciences will be recognized as centers of excellence within CUNY, attracting and graduating some of the best and most highly motivated

students from New York City and the greater New York area. We will be the first choice for prospective CUNY students interested in the health professions, allied health sciences, and business, including aviation management. York College will also establish itself as a model for enabling first-generation college students to earn an undergraduate degree and will fulfill students' individual academic goals while preparing them for graduate education and the competitive marketplace. Students are at the center of their own learning at York College.

We offer multiple opportunities for student engagement, inquiry and research-based scholarship, and experiential learning. York maintains a vibrant campus where students actively participate in extra-curricular programs and collaborate with faculty and academic peers whose backgrounds are distinctly different from their own.

The College has a dynamic student life with athletic and visual/performing arts programs, special interest clubs, and social organizations where students develop enduring relationships and refine interpersonal skills.

The College will enable faculty and students to pursue their highest goals and foster their development as individuals and professionals. York College will be an attractive place to work, which will draw highly qualified candidates for its academic, executive, professional, and administrative positions. The multicultural nature of our sustainable academic and social environments enriches the collegiate experience for all students, faculty, and staff.

York College will be a magnetizing institution within the Queens community where students and graduates are mobilized as advocates/participants in continuous civic engagement. Our strong alumni network supports our programs, serves as ambassadors, and donates time, talent, and capital to advance our mission. Our Continuing and Professional Education function attracts students, graduates, individuals, and professionals in pursuit of continued personal and professional development. Our business outreach activities engage the business community to strengthen our town-gown relationships.

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.

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

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

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. Claudia Schrader, 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 Arlene Peterson as Chief Diversity Officer (CDO) and Responsible Official who:

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

The Chief Diversity Officer completed the OFCCP's annual on-line certification of compliance with affirmative action program requirements.

College 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.

The group met during the Fall 2023 semester to discuss the college's most pressing DEI issues as identified by faculty and staff and prioritize which to examine first. Committee members in this past year were the following:

- 1) Arlene Peterson, Interim Chief Diversity Officer/ Title IX & 504/ADA Coordinator
- 2) Charlene Dertinger, Director of Child and Family Center, Center
- 3) Charmaine Townsell, Director of Student Disability Services
- 4) Dana Trimboli, Chief of Staff
- 5) Deborah Majerovitz, Professor of Psychology & HRPP Coordinator
- 6) Ebonie Jackson, Director of the Women's Center
- 7) George White, Dean of Arts and Social Sciences
- 8) Heather Robinson, Professor of English
- 9) Jeannette Allen McCombs, Assistant Professor in the Department of Social Work

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 February 15, 2023. We also invite job applicants to self-identify on the job application portal.

Out of 1,316 employees, all identified their gender. Four employees did not specify a race/ethnicity category. A total of 395 employees did not disclose their veteran status, while 896 were marked as not being veterans. Additionally, 1,142 employees remained unknown regarding disability status, and 128 identified as not having a disability. 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 Minorities (all federally protected groups other than White, reported as a single category)
- Asian (consolidates Asian, Hawaiian, and Other Pacific Islander)
- Black/African American
- Hispanic/Latino
- White (not a federally protected group).

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 Minorities 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 next two charts summarize the workforce by job group, and faculty workforce by tenure status.

In reviewing the college's demographic composition for this reporting year, there were 1,316 total employees. Of these, 962 employees, or 73.1% of all job groups (staff and faculty), self-identified as belonging to protected ethnicities, and 723 employees, or 55%, self-identified as female. Compared to last year's workforce composition, these numbers indicate a slight increase in employees who identify as individuals within protected categories.

Table 1: Workforce by Job Group

Table 2: Faculty Tenure Status

Executive/Administrative/Managerial

Job Group	Ttl Empls	Female #	Female %	Pro. Eth #	Pro. Eth %
Admin 1: Executive	17	8	47.1%	12	70.6%
Admin 2: Managerial	65	43	66.2%	56	86.2%
Admin 2: Managerial Adjunct	82	50	61.0%	59	72.0%
Managerial: Facilities	1	0	0.0%	1	100.0%
Managerial: Info Tech	1	0	0.0%	1	100.0%
Managerial: Security	3	1	33.3%	2	66.7%

Professional Faculty

Job Group	Ttl Empls	Female #	Female %	Pro. Eth #	Pro. Eth %
Faculty: Professoriate	156	80	51.3%	74	47.4%
Faculty: Librarian	8	4	50.0%	3	37.5%
Faculty: Lecturer	45	27	60.0%	28	62.2%
Faculty: Lecturer Adjunct	225	119	52.9%	146	64.9%
Faculty: Professoriate Adjunct	141	88	62.4%	83	58.9%
Faculty: Developmental	6	3	50.0%	5	83.3%
Faculty: Continuing Education	10	6	60.0%	8	80.0%

Professional Non-Faculty

Job Group	Ttl Empls	Female #	Female %	Pro. Eth #	Pro. Eth %
Accountant: Professional	4	4	100.0%	3	75.0%
Admin 3: Professional	78	53	67.9%	69	88.5%
Admin 5: Engineer-Architect	1	0	0.0%	0	0.0%
Disability Accommodation Spec	3	2	66.7%	2	66.7%
Info Tech: Professional	24	5	20.8%	22	91.7%
Info Tech: Professional Adjunct	5	0	0.0%	4	80.0%
Nurse Adjunct	1	1	100.0%	1	100.0%

Administrative Support Workers

Job Group	Ttl Empls	Female #	Female %	Pro. Eth #	Pro. Eth %
Accountant: Assistant	2	2	100.0%	2	100.0%
Administrative Assistant	6	6	100.0%	5	83.3%
Office Assistant	43	32	74.4%	39	90.7%
Office Assistant Adjunct	188	116	61.7%	176	93.6%
Mail Services Worker	1	1	100.0%	1	100.0%

Technicians

Job Group	Ttl Empls	Female #	Female %	Pro. Eth #	Pro. Eth %
Admin 4: College Lab Technician	20	7	35.0%	16	80.0%
Admin 4: College Lab Technician Adjunct	11	9	81.8%	10	90.9%
Broadcast-Media Adjunct	1	0	0.0%	1	100.0%
Info Tech: Technician	2	1	50.0%	2	100.0%
Info Tech: Technician Adjunct	4	0	0.0%	4	100.0%
Print Media Technician	2	0	0.0%	2	100.0%

Craft Workers

Job Group	Ttl Empls	Female #	Female %	Pro. Eth #	Pro. Eth %
Skilled Trades: Supervisory	2	0	0.0%	1	50.0%
Skilled Trades: Not Supervisory	17	0	0.0%	4	23.5%
Laborers and Helpers	7	0	0.0%	7	100.0%

Service Workers

Job Group	Ttl Empls	Female #	Female %	Pro. Eth #	Pro. Eth %
Campus Public Safety Sergeant	7	1	14.3%	7	100.0%
Campus Peace Officer	13	2	15.4%	13	100.0%
Campus Security Assistant	19	8	42.1%	19	100.0%
Campus Security Assistant Adjunct	3	0	0.0%	3	100.0%
Custodial: Supervisory	3	2	66.7%	3	100.0%
Custodial: Assistant	13	4	30.8%	12	92.3%
Custodial: Assistant Adjunct	4	1	25.0%	4	100.0%

Full-Time Faculty by Title and Tenure Status

2024-2025

York College

Total Faculty: 215

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)

Group/Title/Status	Ttl Empls	Female #	Female %	Pro. Eth #	Pro. Eth%
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Faculty: Developmental

CLIP Instructor	2	0	0.0%	1	50.0%
Instructors and others PSC	2	0	0.0%	1	50.0%
EOC Lecturer	4	3	75.0%	4	100.0%
CCE Certificate Continuous Emp	4	3	75.0%	4	100.0%

Faculty: Lecturer

Lecturer-Counselor	1	1	100.0%	1	100.0%
CCE Certificate Continuous Emp	1	1	100.0%	1	100.0%
Lecturer	20	10	50.0%	11	55.0%
CCE Certificate Continuous Emp	9	4	44.4%	4	44.4%
Lecturer track CCE	11	6	54.5%	7	63.6%
Lecturer Doc Sch	18	11	61.1%	12	66.7%
CCE Certificate Continuous Emp	5	3	60.0%	3	60.0%
Lecturer track CCE	13	8	61.5%	9	69.2%
Clinical Professor	6	5	83.3%	4	66.7%
Instructors and others PSC	6	5	83.3%	4	66.7%

Faculty: Librarian

Asst Professor-Librarian	4	2	50.0%	2	50.0%
Tenured	1	0	0.0%	0	0.0%
Track Tenure	3	2	66.7%	2	66.7%
Assc Professor-Librarian	1	1	100.0%	0	0.0%
Tenured	1	1	100.0%	0	0.0%
Professor-Librarian	3	1	33.3%	1	33.3%
Tenured	3	1	33.3%	1	33.3%

Full-Time Faculty by Title and Tenure Status

2024-2025

York College

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Group/Title/Status	Ttl Empls	Female #	Female %	Pro. Eth #	Pro. Eth%
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Faculty: Professoriate

Asst Professor	51	30	58.8%	27	52.9%
Substitute >=6 Mo Or Prior Ben	1	1	100.0%	1	100.0%
Tenured	6	1	16.7%	2	33.3%
Track Tenure	44	28	63.6%	24	54.5%
Assc Professor	50	25	50.0%	24	48.0%
Tenured	46	21	45.7%	22	47.8%
Track Tenure	4	4	100.0%	2	50.0%
Professor	55	25	45.5%	23	41.8%
Tenured	55	25	45.5%	23	41.8%

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 detail 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 Minorities).

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.



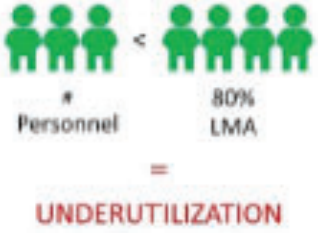
Calculating Underutilization

A hypothetical workplace without bias should have employees who identify in protected groups in the approximate proportion that people identifying in each group appear in the 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.

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

Table 3: Summary of Underutilization and Goals

York College

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
Biological and Biomedical Sciences						
2024	12					
2023	13					
Business, Management, Marketing and Support						
2024	14	3				1
2023	15	2				1
English Language and Literature/Letters						
2024	8		1			1
2023	11					1
Foreign Languages, Literatures, and Linguistics						
2024	6					
2023	5	1				
Health Professions and Related Programs						
2024	48					
2023	47			2		
History						
2024	8					1
2023	10					
Physical Sciences						
2024	9					1
2023	11					1
Psychology						
2024	16	4				

Faculty: Professoriate Adjunct

	Total Faculty	Female	Total Pro. Eth.	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino
Psychology						
2023	17	5		1		
Visual and Performing Arts						
2024	11			1		1
2023	16			2		1

Faculty: Professoriate

	Total Faculty	Female	Total Pro. Eth.	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino
Biological and Biomedical Sciences						
2024	12		1		1	
2023	11		1		1	
2022	11		1			
2021	11		1			
Business, Management, Marketing and Support						
2024	15					
2023	12					
2022	12					
2021	12					
English Language and Literature/Letters						
2024	14	2			1	
2023	14					
2022	15					
2021	17					
Foreign Languages, Literatures, and Linguistics						
2024	11			1		
2023	12			1		
2022	11					
2021	11					
Health Professions and Related Programs						
2024	23			1		1
2023	24			1		1
2022	24			1		
2021	25			2		1
Mathematics and Computer Science						
2024	14					
2023	14					
2022	14					
2021	15					

Faculty: Professoriate

	Total Faculty	Female	Total Pro. Eth.	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino
Natural Resources and Conservation						
2024	6	2				
2023	5	2				
2022	6	2				
2021	6	2				
Parks, Recreation, Leisure and Fitness Studies						
2024	9					1
2023	7		1			
2022	6		1			1
2021	7					1
Physical Sciences						
2024	12	1				1
2023	11	2				1
2022	11	2				1
2021	11	2				1
Psychology						
2024	17	4				1
2023	17	3				1
2022	18	4				
2021	18	4				
Social Work						
2024	7		1			1
2023	6		1			1
2022	8			1		
2021	8		1	1		1
Visual and Performing Arts						
2024	9					
2023	9	1				
2022	8	1				
2021	9					

Faculty: Librarian

	Total Faculty	Female	Total Pro. Eth.	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino
Library (Librarians/Non-Teaching)						
2024	8	3				
2023	8	4				
2022	8	4				
2021	8	4				

Faculty: Lecturer Adjunct

	Total Faculty	Female	Total Pro. Eth.	Asian/Nat Haw./OPI	Black/African Am.	Hispanic/Latino
Biological and Biomedical Sciences						
2024	9	3				1
2023	10	2				1
Business, Management, Marketing and Support						
2024	27	5				3
2023	37	5				5
Education						
2024	13			1		2
2023	20					3
Education - Developmental						
2024	51					
2023	20					
English Language and Literature/Letters						
2024	12					
2023	19					1
Foreign Languages, Literatures, and Linguistics						
2024	17				1	
2023	20				1	
Health Professions and Related Programs						
2024	11					
2023	14					1
History						
2024	10				1	
2023	17					1
Mathematics and Computer Science						
2024	15					
2023	15					
Natural Resources and Conservation						
2024	11	3				
2023	13	2				
Parks, Recreation, Leisure and Fitness Studies						
2024	19					
2023	21					
Physical Sciences						
2023	11				1	

Faculty: Lecturer Adjunct

	Total Faculty	Female	Total Pro. Eth.	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino
Psychology						
2024	16	3		1		
2023	24	5				1
Visual and Performing Arts						
2024	9	3		1		
2023	15	4		1		

Faculty: Lecturer

	Total Faculty	Female	Total Pro. Eth.	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino
Business, Management, Marketing and Support						
2024	7	3				1
2023	7	3				1
2022	7	3				
2021	6	3				
English Language and Literature/Letters						
2024	7					1
2023	5					1
2022	5					1
2021	5					1
Health Professions and Related Programs						
2024	6					
History						
2024	5					
Social Work						
2023	5					1

Faculty: Developmental

	Total Faculty	Female	Total Pro. Eth.	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino
Foreign Languages, Literatures, and Linguistics						
2021	5	2	1			

Faculty: Continuing Education

	Total Faculty	Female	Total Pro. Eth.	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino
Education - Developmental						
2024	10					1
2023	14	4				

York 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	17		2		
2023	18		2		
2022	16		2		
2021	16		2		

Admin 2: Managerial

2024	65				
2023	65				
2022	57				
2021	55				

Admin 2: Managerial Adjunct

2024	82		4		4
2023	130				

Professional Non-Faculty

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

2023	6				
2022	5			1	
2021	5			1	

Admin 3: Professional

2024	78				
2023	83				
2022	69				
2021	68				

Info Tech: Professional

2024	24	4		1	
2023	25	5		1	
2022	25	6			
2021	25	6			

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Professional Non-Faculty

Info Tech: Professional Adjunct

	Total Staff	Female	Total Pro. Ethnicity	Asian/Nat Haw./OPI	Black/ AfricanAm	Hispanic/ Latino
2024	5	2				1
2023	6	1			1	

Administrative Support Workers

Administrative Assistant

	Total Staff	Female	Total Pro. Ethnicity	Asian/Nat Haw./OPI	Black/ AfricanAm	Hispanic/ Latino
2024	6			1		2
2023	7			1		2
2022	9			1		1
2021	10			1		1

Office Assistant

2024	43					6
2023	43					6
2022	45					2
2021	50					2

Office Assistant Adjunct

2024	188					
2023	220					

Technicians

Admin 4: College Lab Technician

College Lab Tech: Other

2024	8	5				
2023	7	4				
2022	6			1		
2021	7			2		

Admin 4: College Lab Technician

College Lab Tech: Science, Tech, Eng.

2024	12				1	
2023	12	2			1	
2022	10				1	
2021	12				1	

Admin 4: College Lab Technician Adjunct

College Lab Tech: Science, Tech, Eng.

2024	9					1
2023	9					

Info Tech: Technician Adjunct

2023	6					1
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Craft Workers

Laborers and Helpers

	Total Staff	Female	Total Pro. Ethnicity	Asian/Nat Haw./OPI	Black/ AfricanAm	Hispanic/ Latino
2024	7	1				2
2023	8	2		1		2
2022	9	2		1		3
2021	9	2		1		3

Skilled Trades: Not Supervisory

2024	17		4		2	2
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York College

Craft Workers

Skilled Trades: Not Supervisory

	Total Staff	Female	Total Pro. Ethnicity	Asian/Nat Haw./OPI	Black/ AfricanAm	Hispanic/ Latino
2023	13					2
2022	13		2		1	2
2021	16		2			3

Service Workers

Campus Peace Officer

	Total Staff	Female	Total Pro. Ethnicity	Asian/Nat Haw./OPI	Black/ AfricanAm	Hispanic/ Latino
2024	13	2				1
2023	12	2				1
2022	12	1				
2021	15	1				1

Campus Public Safety Sergeant

2024	7	1				
2023	8				1	
2022	7	1				
2021	6					2

Campus Security Assistant

2024	19					3
2023	20					4
2022	19					4
2021	18					4

Custodial: Assistant

2024	13					1
2023	13					1
2022	18					2
2021	19					2

Custodial: Assistant Adjunct

2023	6					
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Utilization, Underutilization, and Placement Goals

The following is a breakdown of the historical progress of underutilization changes from 2023 to 2024. It lists which Affirmative Action Units and/or Job Groups decreased, increased, or remained the same in underutilization of total minorities, women, and other protected groups. Overall, we were happy to see that underutilization was reduced or eliminated in many Affirmative Action Units and job groups. The AAU units in which we see an increase in underutilization below, is due to the timing of this report as compared to when we completed the hiring for positions that fall under those AAUs or job groups.

Underutilization Decreased or Eliminated

1. **Craft Workers: Laborers and Helpers** - Decreased in underutilization from two to one in the Female group and eliminated in the Asian/Nat Haw. /OPI group.
2. **Campus Public Safety Sergeant: Service Workers** - Underutilization was eliminated in the Black/African American group.
3. **Campus Security Assistant** - Decreased in underutilization from four to three in the Hispanic/Latino group.
4. **Admin 4: College Lab Technician: Science, Tech, Eng.** - Underutilization was eliminated in the Female group.
5. **Faculty Professoriate: Education** - Underutilization was eliminated in the Female group.
6. **Faculty Professoriate: Health Professions and Related Programs - Underutilization** was eliminated in the Asian/Nat Haw. /OPI group.
7. **Library (Librarians/Non-Teaching)** - Decreased in underutilization from four to three in the Female group.
8. **Faculty Professoriate: Chemistry** - Underutilization was eliminated in the Female group.
9. **Faculty Professoriate: Performing & Fine Arts** - Underutilization was eliminated in the Female group.

Underutilization Increased

1. **Craft Workers: Skilled Trades Not Supervisory** - Underutilization was increased by two in the Black/African American group.
2. **Campus Public Safety Sergeant: Service Workers** - Developed an underutilization of one in the Female group.
3. **Admin 4: College Lab Tech Other** - Underutilization Increased from four to five in the Female group.
4. **Faculty Professoriate: English** - Developed an underutilization of one in the Black/African American group and two in the Female group.
5. **Faculty Professoriate: Business and Economics** - Developed an underutilization of one in the Female group.
6. **Faculty Professoriate: Education** - Developed an underutilization of one in the Hispanic/Latino group.
7. **Faculty Professoriate: History** - Developed an underutilization of one in the Hispanic/Latino group.
8. **Faculty Professoriate: Health & Human Performance** - Developed an underutilization of one in the Hispanic/Latino group.
9. **Faculty Professoriate: Health Professions and Related Programs** - Developed an underutilization of two in the Female group.
10. **Faculty Professoriate: Psychology** - Underutilization Increased from three to four in the Female group.

No Change

1. **Admin 1: Executive/Administrative/Managerial** - 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. **Admin 3: Professional** - Remained the same with no underutilization.
4. **Info Tech: Professional Nonfaculty** - Remained the same with underutilization of one in the Black/African American group.
5. **Administrative Assistant: Senior Level** - Remained the same with underutilization of one in the Asian/Nat Haw. /OPI group and two in the Hispanic/Latino group.
6. **Office Assistant: Administrative Support Workers** - Remained the same with underutilization of six in the Hispanic/ Latino group.
7. **Campus Peace Officer: Service Workers** - Remained the same with underutilization of one in the Hispanic/ Latino group and two in the Female group.
8. **Custodial: Assistant Service Workers** - Remained the same with underutilization of one in the Hispanic/ Latino group.
9. **Faculty Professoriate: Math and Computer Science** - Remained the same with no underutilization.
10. **Faculty Professoriate: Earth and Physical Sciences** - Remained the same with underutilization of two in the Female group.
11. **Faculty Professoriate: Social Work** - Remained the same with underutilization of one in the Hispanic/ Latino group.
12. **Faculty Professoriate: Foreign Languages, Literatures, and Linguistics** - Remained the same with underutilization of one in the Black/African American 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.

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.

Promotions and Upgrades

During the AAP period, there were 16 advancements across EEO categories including 12 minorities and 8 women across groups.

Here is the breakdown of advancements by EEO category:

There were 2 who moved to a higher group in the Executive/ Administrative/Managerial group

including 1 woman and 2 minorities.

- There were 8 who moved to a higher group in the Professional Faculty group including 6 women and 4 minorities.
- There was a total of 2 who advanced in the Technicians group including 1 woman and 2 minorities.
- There was a total of 2 who advanced in the Professional Non-Faculty group including 4 women and 4 minorities.

This year, there were no advancements in the Administrative Support Workers, Craft workers, and service workers. There were 53 Separations in total during the report period, out of that total, 36 were minorities and 29 were women.

The separations broke down into the following EEO Categories:

- Executive/ Administrative/Managerial - 16 in total; 10 were female and 10 were Minorities.
- Professional Faculty - 15 in total; 7 were female and 6 were minorities.
- Professional/Non-Faculty - 9 in total; 9 were female and 8 were minorities
- Administrative Support Workers – 1 in total; 1 female and 1 minority
- Technicians – 1 in total; 1 minority
- Craft Workers – 5 in total; 4 were minorities
- Service workers – 6 in total; 2 female and 6 were minorities

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 4: Tenure Summary

Faculty Group	Total Tenure Awards	Tenure Awards to Females	Tenure Awards to Protected Ethnicities	Tenure Awards Denied
Professors	5	0	3	0
Associate Professors	1	0	1	0
Assistant Professors	2	2	2	0
Lecturers	1	1	1	0

Out of the total tenure awards given, 30% were awarded to females (3 out of 10), and 70% were awarded to individuals from protected ethnicities (7 out of 10). No tenure awards were denied.

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.

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

As per federal guidelines, an “applicant” is someone who applies to a specific opening, has the minimum qualifications, the college 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.

Recruiting Data

This year we had 57 successful completed job searches, attracted 2,652 qualified applicants, and conducted 75 interviews.

Breakdown of applicants:

- A total of 1,096 applicants were male, 1,445 were female, and 1875 minorities.

Interview breakdown:

- A total of 30 interviewees were male, 41 were female, and 50 minorities.

Out of those interviews held, there were a total of 70 offers and 70 hires across EEO Categories; more specifically we hired in the Administration 2 (Managers) and Administration 3 (Professional) EEO Categories. The 57 searches yielded a diverse applicant pool, comprising of 70% minorities, and 54% women. Out of the interviews, we invited 55% women and 67% minorities for interviews, mostly via Zoom and in person. In conclusion we hired 70 candidates, 46 of which were minorities, and 38 were women.

The college made two exception 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 grant exceptions for positions representing a transfer of funding (where an employee has been serving in the job for a significant period of time).

For the two search exceptions, we awarded one female and one male from protected ethnicities. These exceptions applied solely to initial hires and did not involve advancements of current personnel, funding transfers, or other similar reasons.

Table 5: Exceptions to the Search Process

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

Civil Service Hiring (omit if not applicable)

We selected 5 individuals for 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.

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 Chief Diversity Officer and Human Resources Director discussed compensation best practices and concerns with management on September 21, 2023.

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 6: Summary of Campus Programs, 2023-2024

Program	Impact/Job Group
<p>On September 7, 2023, entitled Exploring Your Career Options was held. It was a program designed to help individuals assess their skills, interests, and values to identify potential career paths.</p>	<p>This workshop helped participants distinguish between a job and a career, assess their career interests through a career inventory assessment, and explore various career fields by researching essential information like salaries, required skills, duties, educational needs, and employment outlook. It was held in collaboration with First-Year Experience & Mentoring, providing foundational support to guide students in their career development journey.</p>
<p>On September 15, 2023 One York Brotherhood: The EQ Advantage. One York Brotherhood is a community and safe space for students to discuss academic, socio-emotional and cultural topics that are relevant to their educational growth and personal development. All were welcome and men of color were highly encouraged to attend.</p>	<p>This session equipped participants with an understanding of the five components of emotional intelligence (EQ) and their applications in achieving academic, personal, and career goals. By enhancing their ability to manage emotions, empathize, make responsible decisions, and build healthy relationships, participants gained essential skills to support long-term success in multiple areas of life.</p>
<p>On October 5, 2023 Hispanic Heritage Month Celebration. An event to celebrate LatinX Women.</p>	<p>This event helped students, staff, and faculty to broaden their understanding of cultural diversity within the Hispanic culture.</p>
<p>On December 12, 2023 A pre-Kwanzaa Celebration York College Africana Studies Center, in collaboration with: The Music Program, Black Studies Program, and the Social Justice Teaching</p>	<p>This event celebrated and promoted inclusion and diversity by exploring the intersections of music, Black studies, and social justice.</p>

Program	Impact/Job Group
<p>On March 14, 2024 Women's Salary Negotiation Workshop A program designed to equip women with the skills and confidence needed to negotiate their salaries effectively.</p>	<p>The event addressed the gender pay gap while focusing on empowering women nationwide with skills to effectively negotiate their salaries and benefits, enabling them to become agents of change in their communities. Participants learned to research target salaries, highlight accomplishments, and confidently negotiate for better benefits and pay.</p>
<p>On March 26, 2024 Managing Emotions Under Pressure with Pryor Learning A workshop aimed at helping individuals develop skills to handle stress and maintain emotional well-being in challenging situations.</p>	<p>During this workshop, participants gained improved self-awareness and practical strategies to manage their emotions and stress effectively. They learned to break bad habits, master self-discipline, and make significant behavioral and performance improvements in a short time. The seminar equipped them with proven techniques to control their emotional reactions and communicate better under pressure. As a result, they were better prepared to lead happier, more productive, and less stressful personal and professional lives.</p>
<p>On April 8, 2024 From Microaggressions to Microaffirmations with DCAS A workshop that addresses the impact of microaggressions subtle, often unintentional comments or behaviors that convey bias while promoting the importance of microaffirmations.</p>	<p>The outcome of the workshop includes increased awareness of the negative impact that subtle or unintentional comments or actions can have on individuals from marginalized groups. Participants learned to recognize and address these behaviors to foster a more inclusive, respectful, and engaging workplace. The training involved case scenarios, behaviors, and interactive assessments, equipping employees with practical tools to mitigate unconscious biases and their harmful effects. As a result, employees are better prepared to contribute to a healthier and more supportive work environment.</p>
<p>On April 9, 2024 York Multicultural Celebration An event that honors and showcases the diverse cultures within a community through music, dance, art, and cuisine.</p>	<p>The event embraced diversity and highlighted the rich cultural tapestry of the community. It provided an opportunity for individuals to learn about and appreciate different cultural traditions, fostering unity, inclusivity, and cross-cultural understanding.</p>

Program	Impact/Job Group
<p>On April 23, 2024 Career Workshop. A series on how to build resumes, ace an interview, and available jobs on campus.</p>	<p>This event helped to equip students with skills that aid in success and growth in emotional intelligence of all involved.</p>
<p>On April 23, 2024 Health Fair. The health fair was an educational and interactive event designed to provide valuable information relating to health, nutrition, insurance, child care, mental health counseling, eye donation, physical conditioning, women and men's health issues, personal health experiences and much more.</p>	<p>This program allowed students to broaden their understanding of the different resources available in regards to health. Promoting self-care while enhancing networking and communication skills.</p>
<p>On May 1, 2024 Day excursion to Museum of Jewish Heritage An educational trip offering participants the chance to explore the history, culture, and experiences of the Jewish people.</p>	<p>The museum tour on Jewish history brought participants together through a shared experiential learning experience and educated current and future generations about the consequences of unchecked prejudice, racism, and stereotyping.</p>
<p>On May 5, 2024 Leadership and Influence with DCAS A program focused on developing the skills necessary to lead effectively and inspire others.</p>	<p>This workshop helped participants understand and value cultural diversity in the workplace. They learned to appreciate and include contributions from people of different backgrounds, improving teamwork and problem-solving. Through interactive activities, participants gained insights into their own cultural perspectives and those of others. They identified ways to work better in diverse environments, fostering a more inclusive and effective workplace.</p>
<p>On May 13, 2024 Improving Your Effectiveness in a Multicultural Workplace A program designed to help individuals navigate and succeed in diverse work environments.</p>	<p>Through an interactive mix of theory, sharing, individual reflection and action planning, participants understood their own cultural perspectives and how to value the perspectives of others, and identified areas in which they as individuals or their team/unit can improve their effectiveness in working in intercultural settings.</p>

Program	Impact/Job Group
A series on how to build resumes, ace an interview, and available jobs on campus.	skills that aid in success and growth in emotional intelligence of all involved.
On April 23, 2024 Health Fair. The health fair was an educational and interactive event designed to provide valuable information relating to health, nutrition, insurance, child care, mental health counseling, eye donation, physical conditioning, women and men's health issues, personal health experiences and much more.	This program allowed students to broaden their understanding of the different resources available in regards to health. Promoting self-care while enhancing networking and communication skills.
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On May 13, 2024 Improving Your Effectiveness in a Multicultural Workplace A program designed to help individuals navigate and succeed in diverse work environments.	Through an interactive mix of theory, sharing, individual reflection and action planning, participants understood their own cultural perspectives and how to value the perspectives of others, and identified areas in which they as individuals or their team/unit can improve their effectiveness in working in intercultural settings.

2024-2025: Planned Programs

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

Table 7: Planned Programs, 2024-2025

Program	Expected Impact/Job Group
Managing Emotions Under Pressure (Pryor Learning)- Employees will learn proven techniques promise to increase self-awareness and provide tools to handle emotions positively.	The expectation is that employees will gain the ability to control how emotions manifest instead of allowing the emotions to take center stage and dictate behavior.
Effective Communication Skills: Navigating Conflict (DCAS)	This workshop is ideal for employees in management, leadership, or team-based roles, where collaboration is key. By improving conflict resolution and communication skills, participants can enhance team productivity, strengthen working relationships, and contribute to a more harmonious and efficient workplace.
Improving Your Effectiveness in a Multicultural Workplace (DCAS)	We expect to protect and educate employees about creating a climate of diversity and equity while also preventing harassment.
Self-Management: The Essence of Accountability	We expect students to explore the fundamentals of accountability and understand its importance on both academic and personal levels. Through a series of exercises, discussions, and hands-on activities, participants will gain insights into how accountability affects their decision-making and growth.
Resources for Resolution Workshop	This workshop is geared toward students seeking guidance on resolving academic or conduct-related issues. By participating, students will gain the knowledge and confidence to effectively utilize university resources, ensuring they are better equipped to handle academic challenges and uphold standards of conduct.

Ongoing Activities

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 campus Human Resources personnel.

CUNY has mandatory on-line 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.

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 college publications and websites.

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

The college last conducted a canvas for self-identification on February 15, 2023.

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.

Reasonable Accommodations

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

The contact for accommodation requests is:

Name: Virginia Rodriguez

Title: HR Manager, Office of Human Resources

Phone: 718-262-2719

Email: vrodriguez10@york.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 York's Employment (cuny.edu). 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 or 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 22 employee accommodation requests this year, successfully concluded 21 times and appealed 1 time. At this time there are no outstanding appeals. There were no job applicant accommodation requests to be provided this year.

We have made several improvements in campus technology, acquiring new equipment and upgrading educational facilities. Some projects are still in progress for this academic year. Additionally, we have enhanced campus accessibility in the following areas:

Facilities Improvements

1. AC Core Domestic Cold-Water Piping Replacement and System - \$4.2M/ Construction in progress. Anticipated Completion: Fall 2025
2. Academic Core - LED Lighting - \$5.5M/ Completed March 2024
3. Academic Core Building Roof Replacement - \$24M/ 42% completed. Anticipated completion: September 2024
4. Academic Core Bathroom Upgrade - \$19M/ Construction in progress. Anticipated Completion: Fall 2025
5. Groundwater Sump Pumps - \$1M/ Completed January 2024
6. PAC- Interior Upgrades -\$23M/ Construction in progress. Anticipated completion: March 2025
7. PAC HVAC Upgrades - \$17M/ Construction in progress. Anticipated completion: July 2024

8. Science Building Emergency Cooling and Roof Top Unit Replacement - \$11.9M/ Construction just started. Anticipated Completion: July 2025
9. Track & Field Upgrade – 11.8M/ Completed June 2024

Technology Improvements

1. Development of Business Intelligence Dashboards for Enrollment Management, Improved Collection, Health Services, and the Office of the Registrar
2. Expansion of WiFi footprint and signal strength across campus
3. Enhanced Cyber Security monitoring and increased access restrictions
4. Comprehensive Computer Refresh for Students, Faculty, and Staff
5. Implementation of Tutor.com services
6. Implementation of Multifactor Authentication
7. Increase in the number of Smart Rooms by 10%
8. Initiation of an Artificial Intelligence project for integration with the Data Warehouse
9. Reorganization and relocation of the Service Delivery Unit to improve services and efficiency

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. Our college (or the university, as appropriate) sends written notice of EEO policies to subcontractors, vendors, and suppliers.

Outreach and Positive Recruiting

Table 8: Summary of Prior Year Outreach, 2023-2024

Program / Effort	Impact/Discussion
Outreach to national organization (Asian American Professional Association, National Organization of Italian American Women)	The successful implementation of increased collaboration and efforts to attract applicants from diverse backgrounds led to a reduction in underutilization.
To increase outreach significantly with local Associations and organizations that serve Veterans, and Individuals with Disabilities, such as the Veterans Support Organization and American Association of People with Disabilities	We worked to recruit more veterans and individuals with disabilities. This effort increased outreach and set the stage for continued progress in diversifying our candidate pool and creating a more inclusive workforce.

We will continue and strengthen our outreach efforts because they are effective and have led to improvements in our recruitment. By building on our current strategies, we aim to enhance our applicant pool and diversity in the upcoming academic year.

Table 9: Planned Outreach, 2024-2025

Program / Effort	Goals/Expected Impact
More outreach with local Association that serve Veterans and Individuals with Disabilities such as the Veterans Support Organization and American Association of People with Disabilities	To increase recruitment of veterans and individuals with disabilities.
Outreach to HBCU	To attract more candidates who are recent college graduates to increase generational diversity & opportunities for women and minorities

Other efforts 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
- Other: Policies are posted in high-traffic areas of the campus, namely near the Office of Human Resources, Registrar's Office, Office of Students with Disabilities, Office of Student Life, and library

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. Claudia Schrader, 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 ADA Committee report issues uncovered in the reviews to the President who oversees appropriate responses.

504/ADA Coordinator

As 504/ADA Coordinator, Arlene Peterson:

- 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 the college stores its records securely and maintains 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.

Members are:

- Arlene Peterson, Interim 504/ ADA Coordinator
- Charmaine Townsell, Director of Student Disability Services
- James Assmann, Director of Campus Public Safety
- James Salnave, Chief Student Affairs Officer/ Assistant Dean of Student Development
- Michael Candio, Director of Facilities Projects and Operations
- Noel Gamboa, Director of Space Planning
- Virginia Rodriguez, HR Manager

Other Officials

Other college 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 the campuses. The Office also administers CUNY's 55(a) program to provide opportunities in Civil Service positions to individuals with disabilities.

Training

We provide orientation on relevant regulations and policies, including affirmative action programs, to personnel responsible for recruitment, selection, promotion, disciplinary actions, and similar activities. The following training courses and workshops were provided to employees throughout the academic year:

1. **SPARC (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.
2. **Title X Training to the following:**
 - Cohort 13 Nursing Students 8/25/2023
 - MSW Program 8/31/2023
 - Athletics Department 3/12/2024
 - Students interning in Athens, Greece 6/18/2024
3. **DEI Workshops:**
 - **From Microaggressions to Microaffirmations**
 - This workshop focused on creating awareness of the negative impact that subtle or unintentional comments or actions towards members of marginalized groups can have on these individuals and others and the workplace. This was part of a comprehensive approach to behavior-based Diversity, Equity & Inclusion (DE&I) training, this course featured examples of case scenarios, behaviors and interactive assessments that promotes a more inclusive, respectful, and engaging workplace.
 - **Improving Your Effectiveness in a Multicultural Workplace**
 - Through an interactive mix of theory, sharing, individual reflection and action planning participants understood their own cultural perspectives and how to value the perspectives of others, and identified areas in which they as individuals or their team/ unit can improve their effectiveness in working in intercultural

settings.

- **Leadership and Influence**
 - This workshop was designed to help participants understand their roles as leaders or change agents, distinct from managerial roles, and what is required to inspire colleagues and promote change. It covered navigating conflict to foster collaboration, using the three levers of influence—Head, Heart, and Hands—and integrating these approaches to increase impact. The objectives include distinguishing between managing and leading, exploring influence and persuasion approaches, identifying preferred negotiation styles, and applying these tools to current challenges to inspire positive change.
- **Managing the Multi-Generational Workforce: Leveraging the Talents of 5 Generations**
 - This workshop addressed the challenges and benefits of having five generations working side by side, focusing on the distinct skills and expectations each generation brought. It explored how remote work during the pandemic required greater agility and new methods for accountability. The course evaluated how the multi-generational workforce adapted to these changes and how they could leverage each other's talents. Additionally, it provided leadership guidance on maximizing productivity across different generations.
- **Jewish Ally Zone**
 - This workshop invites participants to explore the diversity of Jewish identity and practice, learn about the history of Anti-Semitism and its manifestations today, and reflect on the impact of Anti-Semitism on the Jewish experience in the higher education.
- **Managing Emotions Under Pressure with Pryor Learning**
 - This 3-hour interactive seminar offered practical tools from modern psychology to enhance personal growth and relationships. Participants learned how to manage tough situations calmly, improve productivity under pressure, and break bad habits through effective strategies. The seminar focused on understanding emotions, developing strategies to handle them effectively, and improving communication during emotional moments. It emphasized gaining control over emotional responses, increasing self-awareness, and utilizing proven stress-management techniques to live a happier, more productive life both personally and professionally.
- **Faculty Workshop on Reasonable Accommodations and Academic Adjustments**
 - The 3-part workshop series was specifically tailored to address the needs of our esteemed faculty regarding ADA accommodations. Each session offered an opportunity for faculty members to enrich their understanding of ADA accommodations and engage in open discussion with our team and pose questions.

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.

Benchmark Comparisons

Staffing of Individuals with Disabilities

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.

CUNY reports veteran representation annually through the federal VETS-4212 report.

Hiring Rates for Veterans and Individuals with Disabilities

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

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

There is no federal hiring rate benchmark for individuals with disabilities. While we did not quite meet the goals for the IWD and Veterans hiring benchmarks this reporting year, we plan to improve our outreach efforts to attract more candidates and make continued progress in these areas. However, we did attract 6% more individuals with disabilities than we did last year, reflecting our commitment to inclusivity.

Exhibit: Benchmark Comparisons for Veterans and Individuals with Disabilities

Table 10: 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	24	28	17
B. Total number of job openings	57	62	11
C. Total number of jobs filled	70	65	4
D. Total number of applicants for all jobs	2,652	2,353	441
E. Number of veteran applicants hired	1	1	0
F. Total number of applicants hired	70	65	4
Hiring Rate (E divided by F)	1.4%	1.5%	0%
Federal Hiring Rate Benchmark	5.2%	5.4%	5.5%
Benchmark Met (Yes/No)	No	No	No

As per the March 2024: “Employment Situation of Veterans – 2023” report from the US Bureau of Labor Statistics (<https://www.bls.gov/news.release/pdf/vet.pdf>), Veterans account for about 7% of the population. 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%.

Table 11: 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	222	189	27
B. Total number of job openings	57	62	11
C. Total number of jobs filled	70	65	4
D. Total number of applicants for all jobs	2,652	2,353	441
E. Number of individuals with disabilities hired	6	0	0

Factor	2023-2024	2022-2023	2021-2022
F. Total number of applicants hired	70	65	4
Hiring Rate (E Divided by F)	8.6%	0%	0%

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): 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.



Academic Affairs Division

Derrick Brazill
Provost and Vice President
Academic Affairs Division

Erzulie Mars
Academic Affairs
Manager

Maribel Donado
Faculty
Workload
Coordinator

Maureen Becker
Interim Dean
School of Business &
Information Systems

Maureen Becker
Dean
School of Health
Sciences &
Professional Programs

George White
Interim Dean
School of Arts &
Sciences

Greet Van Belle
Director
Center For
Teaching, Learning
& Educational
Technologies

Carolette
McDonald
Manager
Collaborative
Learning Center

Vacant
Director
College Now &
Coordinated
Undergraduate
Education

Jong-ill Lee
Director
Honors Program

Njoki Kinyatti
Chief Librarian
Library

Sharon Davidson
Registrar
Office of the
Registrar

Dawn Hewitt
Director
Research &
Sponsored
Programs

Lindsay Demsen
Interim
Coordinator
Student Academic
Services

Chris Hsu
Chair
Accounting and
Finance

Fenio
Annansingh
Jamieson
Chair
Business
& Economics

Fenio
Annansingh
Jamieson
Director
CUNY Aviation
Institute

Jonathan Rojas
Director
ACE Program

Reginald Madden
Academic Affairs
Manager
Liaison to York
Early College
Academy (YECA)

Ruel Desamero
Director
Undergraduate
Research Program

Shawn Williams
Chair
Health
Professions

Nicholas
Grosskopf
Chair
Health & Human
Performance

Renee Wright
Chair
Nursing

Donald
Auriemma
Chair
Occupational
Therapy

Selena Rodgers
Chair
Social Work

Leslie Keiler
Chair
Teacher
Education

Michele Gregory
Interim Chair
Behavioral
Sciences

Ivica Arsov
Chair
Biology

Emmanuel Chang
Chair
Chemistry

Timothy Paglione
Chair
Earth and
Physical Sciences

Jonathan Hall
Chair
English

Heather
Robinson
Director
Writing Program

Margaret
Macneil
Interim Chair
History-
Philosophy-
Anthropology

Thomas Marion
Chair
Performing &
Fine Arts

Radoslaw
Wojciechowski
Chair
Math &
Computer
Science

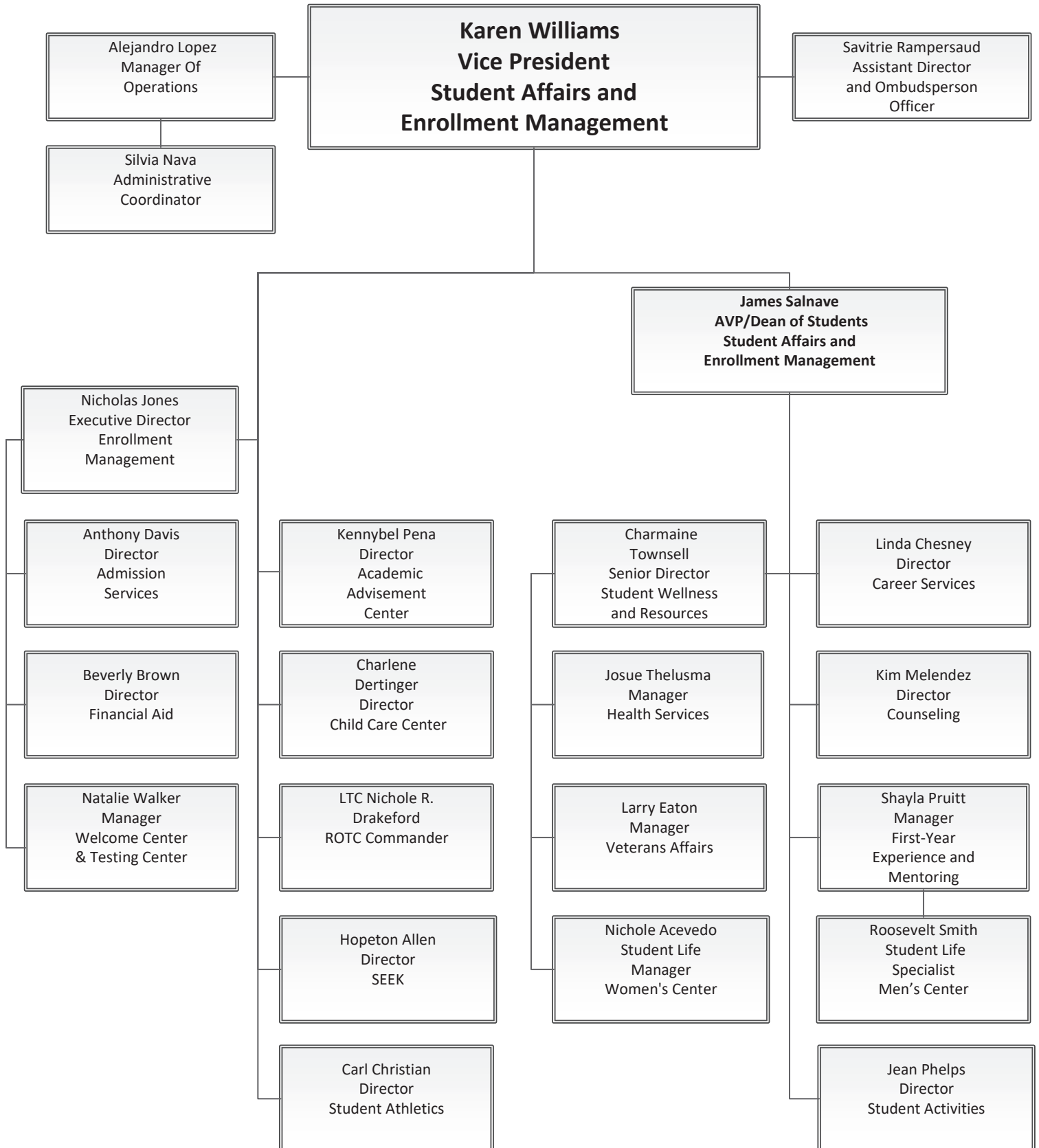
Vacant
Director
Math Learning
Center

Fabiola Salek
Aseff
Chair
World Lang, Lit
and Humanities

Abdelhamid
Kherief
Director
CUNY Language
Immersion
Program

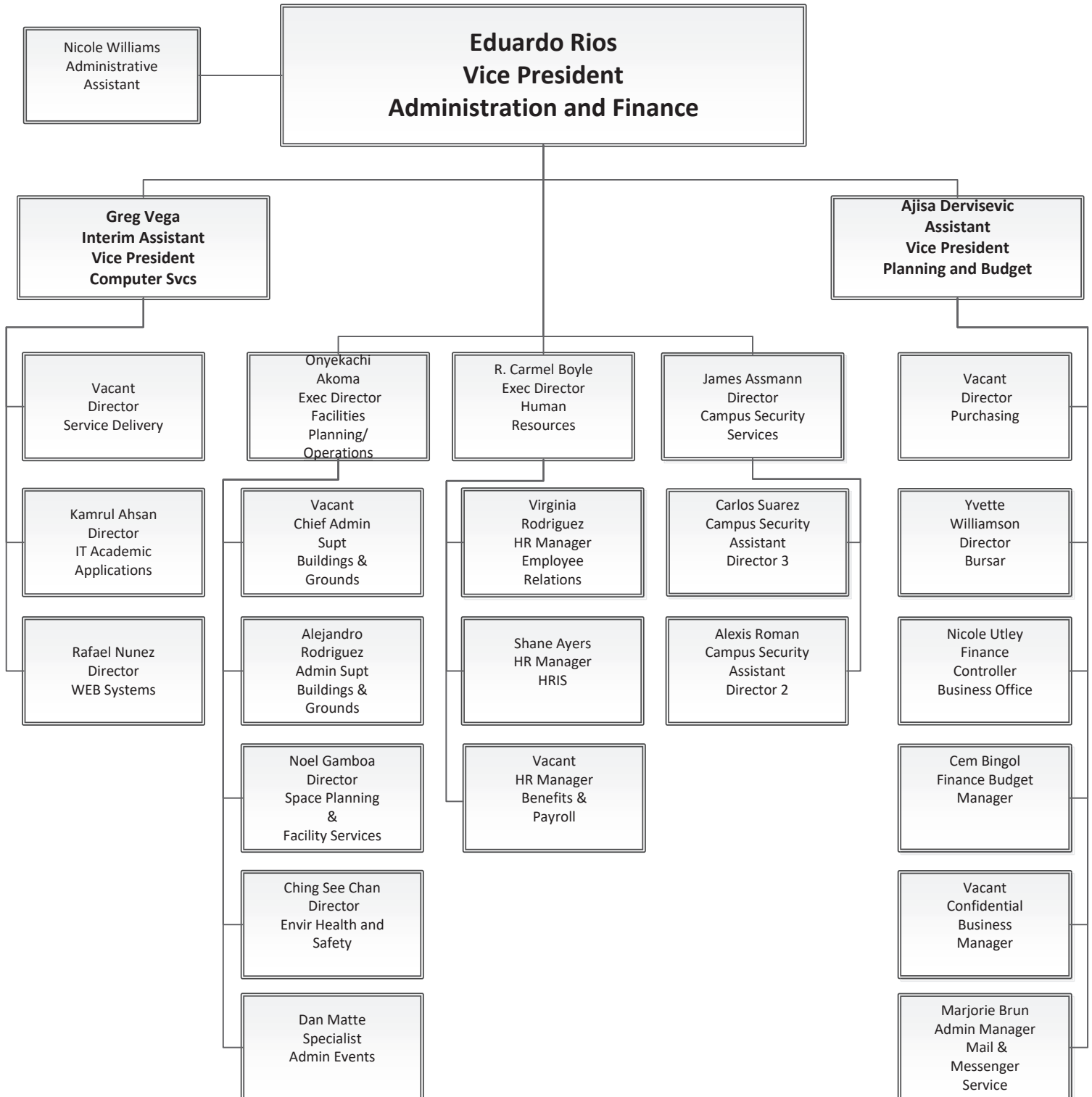


Student Affairs and Enrollment Management



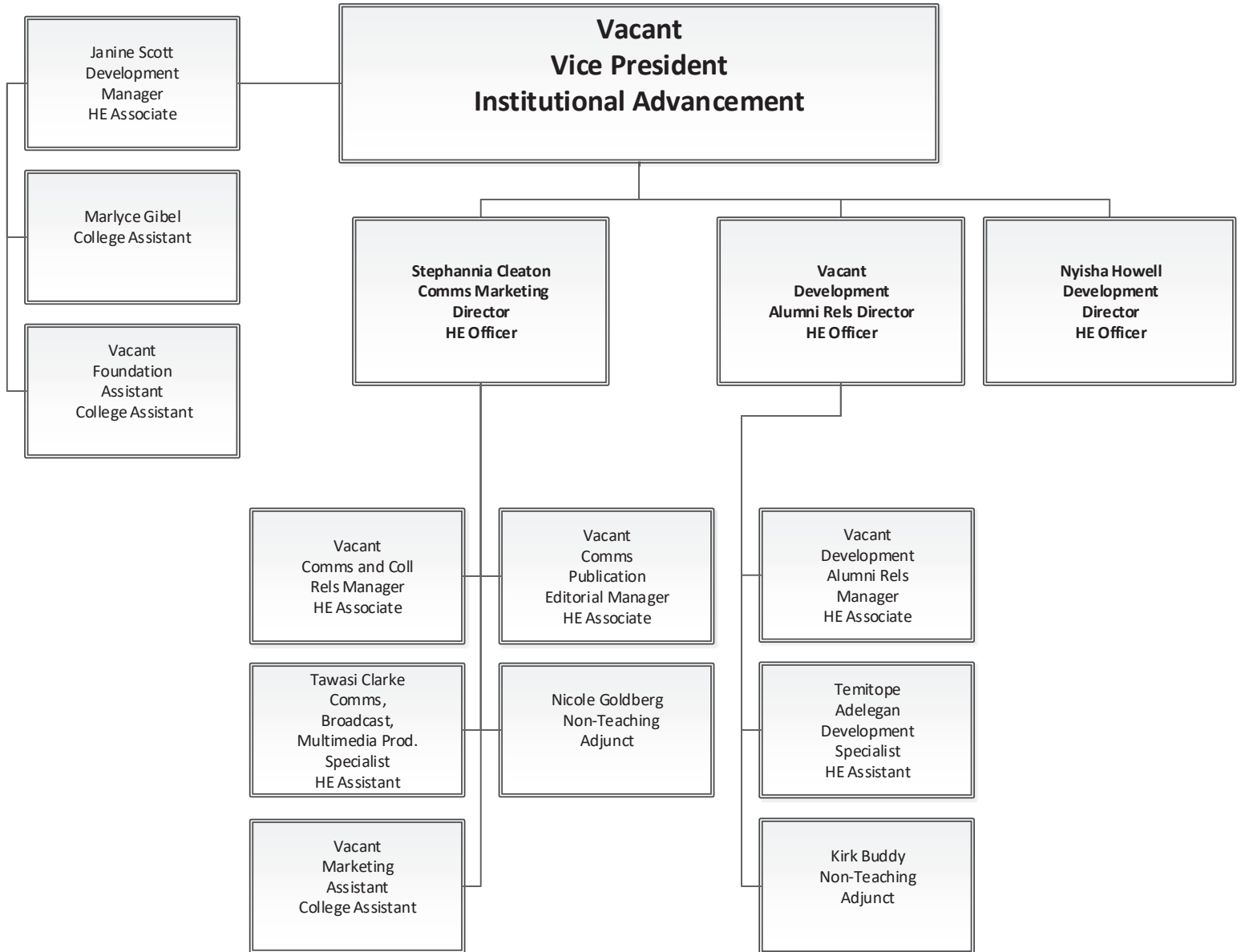


Finance and Administration



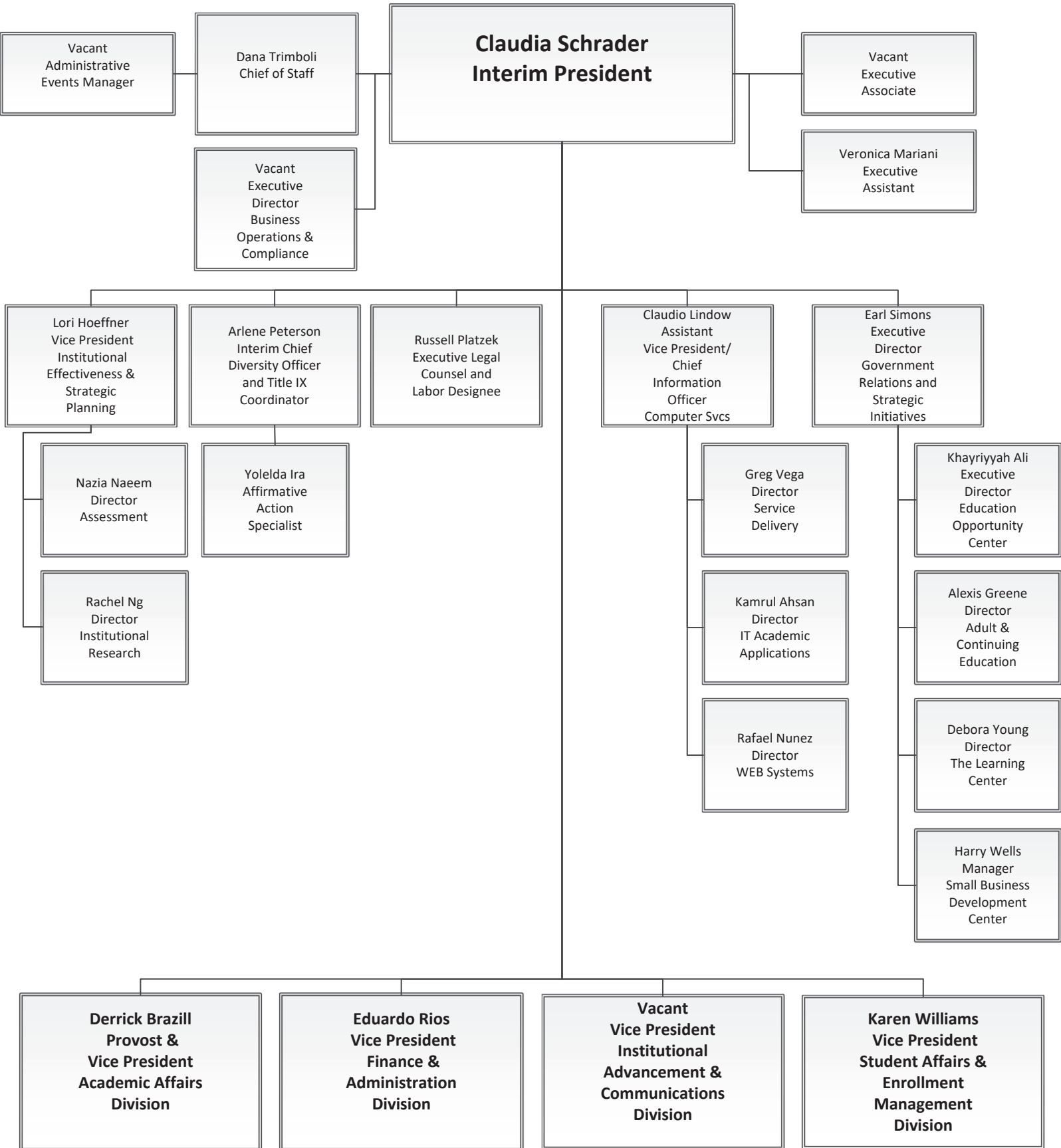


Institutional Advancement and Communications





President's Division



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 (list name of office and/or website).

Appendix C Reaffirmation Letter

This Appendix contains the most recent Reaffirmation Letter.



Date: September 24, 2024

To: York College Family/ Faculty & Staff

From: Claudia Schrader, Interim President

Re: Commitment to Diversity, Equal Opportunity, and Affirmative Action in Employment

York College and the City University of New York (CUNY) have a long-standing commitment to diversity and equal opportunity in all aspects of employment. Senior management at York fully supports policies and practices to foster non-discrimination, affirmative action, diversity and inclusion, in the workplace and our community overall. York College/ 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 on 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](#) and especially the next Policy on Sexual Misconduct (PSM) [Sexual-Misconduct-Policy.pdf \(cuny.edu\)](#) in its entirety. Please revisit our policies on [Reasonable Accommodations and Academic Adjustments](#) and [Reporting of Alleged Misconduct](#) as well. York College offers several services through the Counseling Center and the Office of Students with Disabilities promoting emotional health, mental health, and assisting students with setting up reasonable accommodation in the classroom. Please feel free to contact the York Counseling Center directly at 718-262-2272 or counseling@york.cuny.edu and see a list of their resources here - [Counseling Center - York College \(cuny.edu\)](#). The Center for Students with Disabilities can be contacted at csd@york.cuny.edu and (718) 262-2191, and you may visit a list of their campus services or refer your students to the list here: [Services - Center for Students with Disabilities - York College \(cuny.edu\)](#).

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. Arlene Peterson, Interim Chief Diversity Officer is the responsible official charged with assuring Equal Employment Opportunity compliance. I encourage all managers to contact them to discuss diversity and inclusion strategies that would advance unit goals. Additionally, any individual who believes they have experienced employment discrimination should contact Arlene Peterson, Interim Chief Diversity Officer, Title IX Coordinator, and 504/ ADA Coordinator at 718-262-2141/ ext. 2137 or apeterson1@york.cuny.edu. They may also utilize the University-wide [HR Discrimination and Retaliation Report Portal](#) on the CUNY website.

I ask for your continued support to ensure equal opportunity, affirmative action, diversity and inclusion in all our employment practices.



Claudia Schrader
Interim President

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.

York College

Category: Executive/Administrative/Managerial

Job Group: Admin 1: Executive

Description: Executive Compensation Plan (Other Than Chief Executive)

Appointments: 17

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
- 04723 Asst Administrator
- 04316 Asst Vice President
- 04314 Dean
- 04702 Vice President

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	8	12	0	8	3
Underutilized (Y = Yes)			Y		
Number Underutilized			2		
Actual Utilization	47.1%	70.6%	0.0%	47.1%	17.6%
Labor Market Availability	45.6%	29.6%	10.0%	8.9%	8.8%

York College

Category: Executive/Administrative/Managerial

Job Group: Admin 2: Managerial

Description: HE Officer series administrators-senior level

Appointments: 65

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

- 04074 EOC HE Officer
- 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	43	56	9	32	13
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	66.2%	86.2%	13.8%	49.2%	20.0%
Labor Market Availability	57.7%	51.7%	14.2%	17.4%	17.8%

York College

Category: Executive/Administrative/Managerial

Job Group: Admin 2: Managerial Adjunct

Description: Adjunct HE Officer series administrators (all levels)

Appointments: 82

Weight Availability Factors

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

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

Titles held by employees in this group

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

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	50	59	8	38	11
Underutilized (Y = Yes)			Y		Y
Number Underutilized			4		4
Actual Utilization	61.0%	72.0%	9.8%	46.3%	13.4%
Labor Market Availability	57.7%	51.7%	14.2%	17.4%	17.8%

York College

Category: Professional Non-Faculty

Job Group: Admin 3: Professional

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

Appointments: 78

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
- 04071 EOC Assistant to HEO
- 04072 EOC HE Assistant
- 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	53	69	12	43	12
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	67.9%	88.5%	15.4%	55.1%	15.4%
Labor Market Availability	59.3%	39.5%	16.5%	9.6%	10.4%

York College

Category: Professional Non-Faculty

Job Group: Info Tech: Professional

Description: Information Technology-Professionals

Appointments: 24

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	5	22	14	2	6
Underutilized (Y = Yes)	Y			Y	
Number Underutilized	4			1	
Actual Utilization	20.8%	91.7%	58.3%	8.3%	25.0%
Labor Market Availability	38.1%	59.4%	30.2%	13.0%	13.9%

York College

Category: Professional Non-Faculty

Job Group: Info Tech: Professional Adjunct

Description: Hourly Information Technology-Professionals

Appointments: 5

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

04877 IT Associate

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	0	4	3	1	0
Underutilized (Y = Yes)	Y				Y
Number Underutilized	2				1
Actual Utilization	0.0%	80.0%	60.0%	20.0%	0.0%
Labor Market Availability	38.1%	59.4%	30.2%	13.0%	13.9%

York College

Category: Administrative Support Workers

Job Group: Administrative Assistant

Description: Administrative Assistants-Senior level

Appointments: 6

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

04871 EOC Admin Asst

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	6	5	0	5	0
Underutilized (Y = Yes)			Y		Y
Number Underutilized			1		2
Actual Utilization	100.0%	83.3%	0.0%	83.3%	0.0%
Labor Market Availability	89.4%	77.7%	10.0%	36.6%	29.3%

York College

Category: Administrative Support Workers

Job Group: Office Assistant

Description: Administrative Office Assistants-Entry level

Appointments: 43

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

04870 EOC Office Assistant

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	32	39	7	26	4
Underutilized (Y = Yes)					Y
Number Underutilized					6
Actual Utilization	74.4%	90.7%	16.3%	60.5%	9.3%
Labor Market Availability	71.8%	58.9%	15.0%	17.6%	23.5%

York College

Category: Administrative Support Workers

Job Group: Office Assistant Adjunct

Description: Hourly Administrative Office Assistants-Entry level

Appointments: 188

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

04882 EOC Assistant

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	116	176	40	89	44
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	61.7%	93.6%	21.3%	47.3%	23.4%
Labor Market Availability	76.3%	49.8%	11.5%	15.0%	20.5%

York College

Category: Craft Workers

Job Group: Skilled Trades: Not Supervisory

Description: Skilled Trades-Not supervisory

Appointments: 17

Weight Availability Factors

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

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

Titles held by employees in this group

- 04899 Carpenter
- 91717 Electrician
- 04905 Locksmith
- 04891 Oiler
- 91830 Painter
- 91915 Plumber
- 04915 Stationary Engineer
- 91940 Thermostat Repairer

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	0	4	1	0	3
Underutilized (Y = Yes)		Y		Y	Y
Number Underutilized		4		2	2
Actual Utilization	0.0%	23.5%	5.9%	0.0%	17.6%
Labor Market Availability	2.6%	46.2%	4.7%	10.6%	27.9%

York College

Category: Craft Workers

Job Group: Laborers and Helpers

Description: Entry-Level Craft Workers

Appointments: 7

Weight Availability Factors

55.00% ACS 2017-2021 NY/NJ MSA in selected occupations (6260, 6600, 6730, 7610, 8810, 8950, 9620, 9760, 9760).

45.00% CUNY employees in the Custodial Assistant and Custodial Supervisor titles, permanency not required, as of 6/1/2022.

Titles held by employees in this group

90702 Laborer

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	0	7	1	5	1
Underutilized (Y = Yes)	Y				Y
Number Underutilized	1				2
Actual Utilization	0.0%	100.0%	14.3%	71.4%	14.3%
Labor Market Availability	19.9%	73.8%	6.8%	24.3%	40.5%

York College

Category: Service Workers

Job Group: Campus Public Safety Sergeant

Description: Campus Security-Supervisors and Specialists

Appointments: 7

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	1	7	1	4	2
Underutilized (Y = Yes)	Y				
Number Underutilized	1				
Actual Utilization	14.3%	100.0%	14.3%	57.1%	28.6%
Labor Market Availability	24.0%	86.3%	4.5%	49.2%	30.7%

York College

Category: Service Workers

Job Group: Campus Peace Officer

Description: Campus Security-Mid level staff

Appointments: 13

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	2	13	2	8	2
Underutilized (Y = Yes)	Y				Y
Number Underutilized	2				1
Actual Utilization	15.4%	100.0%	15.4%	61.5%	15.4%
Labor Market Availability	30.1%	77.9%	13.7%	42.4%	19.7%

York College

Category: Service Workers

Job Group: Campus Security Assistant

Description: Campus Security-Entry level staff

Appointments: 19

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	8	19	5	12	1
Underutilized (Y = Yes)					Y
Number Underutilized					3
Actual Utilization	42.1%	100.0%	26.3%	63.2%	5.3%
Labor Market Availability	30.6%	71.1%	8.2%	36.4%	23.6%

York College

Category: Service Workers

Job Group: Custodial: Assistant

Description: Custodial-Entry level

Appointments: 13

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

04863 EOC Custodial Asst

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	4	12	1	6	4
Underutilized (Y = Yes)					Y
Number Underutilized					1
Actual Utilization	30.8%	92.3%	7.7%	46.2%	30.8%
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.

York 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: 12

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

- 10033 Biology
- 10051 Chemistry
- 10085 Earth and Physical Sciences
- 10135 Health Professions
- 70054 Library
- 10142 Occupational Therapy

Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Oth Pac. Isl.	Black/African American	Hispanic/Latino
Number of Employees	5	10	7	0	2
Underutilized (Y = Yes)				Y	
Number Underutilized				1	
Actual Utilization	41.7%	83.3%	58.3%	0.0%	16.7%
Labor Market Availability	47.1%	31.3%	17.5%	4.9%	6.0%

York 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: Other

Appointments: 8

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

- 10028 Behavioral Sciences
- 10134 Health & Human Performance
- 75012 Intercollegiate Athletics
- 10115 Performing & Fine Arts
- 60201 Queens EOC
- 10117 World Lang, Lit and Humanities

Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Oth Pac. Isl.	Black/African American	Hispanic/Latino
Number of Employees	2	6	2	2	2
Underutilized (Y = Yes)	Y				
Number Underutilized	5				
Actual Utilization	25.0%	75.0%	25.0%	25.0%	25.0%
Labor Market Availability	83.8%	42.8%	8.7%	13.3%	18.3%

York College

Job Group: Admin 4: College Lab Technician Adjunct

Description: Adjunct College Laboratory Technicians (all levels)

Weight Availability Factors

100.00% Identical to Administration 4 Group (Full Time).

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

Appointments: 9

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

- 10033 Biology
- 10051 Chemistry
- 10085 Earth and Physical Sciences
- 10135 Health Professions
- 70054 Library
- 10142 Occupational Therapy

Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Oth Pac. Isl.	Black/African American	Hispanic/Latino
Number of Employees	7	8	6	1	0
Underutilized (Y = Yes)					Y
Number Underutilized					1
Actual Utilization	77.8%	88.9%	66.7%	11.1%	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.

York College

Biological and Biomedical Sciences

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

10033 Biology

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: 9					
Number of Faculty	3	5	3	2	0
Underutilized (Y = Yes)	Y				Y
Number Underutilized	3				1
Actual Utilization	33.3%	55.6%	33.3%	22.2%	0.0%
Labor Market Availability	64.2%	47.2%	19.5%	10.4%	13.8%

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: 12					
Number of Faculty	7	2	1	0	1
Underutilized (Y = Yes)		Y		Y	
Number Underutilized		1		1	
Actual Utilization	58.3%	16.7%	8.3%	0.0%	8.3%
Labor Market Availability	53.6%	28.5%	11.4%	4.6%	8.6%

York College

Biological and Biomedical Sciences

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

10033 Biology

Job Group Faculty: Professoriate Adjunct

Weight Availability Factors

100.00% Identical to Faculty Professoriate 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	7	6	4	1	1
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	58.3%	50.0%	33.3%	8.3%	8.3%
Labor Market Availability	53.6%	28.5%	11.4%	4.6%	8.6%

York College

Business, Management, Marketing and Support

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

- 10005 Accounting and Finance
- 10042 Business and Economics

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	0	5	1	4	0
Underutilized (Y = Yes)	Y				Y
Number Underutilized	3				1
Actual Utilization	0.0%	71.4%	14.3%	57.1%	0.0%
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).

Total Appointments: 27

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	8	22	6	14	1
Underutilized (Y = Yes)	Y				Y
Number Underutilized	5				3
Actual Utilization	29.6%	81.5%	22.2%	51.9%	3.7%
Labor Market Availability	46.7%	43.2%	13.9%	10.7%	16.0%

York College

Business, Management, Marketing and Support

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

- 10005 Accounting and Finance
- 10042 Business and Economics

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	6	11	5	4	2
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	40.0%	73.3%	33.3%	26.7%	13.3%
Labor Market Availability	47.7%	40.7%	5.6%	25.1%	7.0%

Job Group Faculty: Professoriate Adjunct

Weight Availability Factors

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

Total Appointments: 14

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	4	10	3	7	0
Underutilized (Y = Yes)	Y				Y
Number Underutilized	3				1
Actual Utilization	28.6%	71.4%	21.4%	50.0%	0.0%
Labor Market Availability	47.7%	40.7%	5.6%	25.1%	7.0%

York College

Education

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

10090 Teacher Education

Job Group Faculty: Lecturer Adjunct

Weight Availability Factors

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

Total Appointments: 13

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	10	4	0	4	0
Underutilized (Y = Yes)			Y		Y
Number Underutilized			1		2
Actual Utilization	76.9%	30.8%	0.0%	30.8%	0.0%
Labor Market Availability	78.2%	33.7%	5.1%	11.0%	15.2%

York College

Education - Developmental

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

- 15004 Adult & Continuing Education
- 65017 College Now
- 60201 Queens EOC
- 65100 SEEK

Job Group Faculty: Continuing Education

Weight Availability Factors

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

Total Appointments: 10

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	6	8	5	3	0
Underutilized (Y = Yes)					Y
Number Underutilized					1
Actual Utilization	60.0%	80.0%	50.0%	30.0%	0.0%
Labor Market Availability	64.5%	30.7%	10.7%	9.2%	8.9%

Job Group Faculty: Lecturer Adjunct

Weight Availability Factors

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

Total Appointments: 51

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	30	40	9	19	12
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	58.8%	78.4%	17.6%	37.3%	23.5%
Labor Market Availability	64.5%	30.7%	10.7%	9.2%	8.9%

York College

English Language and Literature/Letters

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

10102 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: 7

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	5	5	2	3	0
Underutilized (Y = Yes)					Y
Number Underutilized					1
Actual Utilization	71.4%	71.4%	28.6%	42.9%	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: 12

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	7	6	2	2	2
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	58.3%	50.0%	16.7%	16.7%	16.7%
Labor Market Availability	71.9%	37.9%	6.7%	9.2%	18.3%

York College

English Language and Literature/Letters

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

10102 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: 14

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	6	5	3	0	2
Underutilized (Y = Yes)	Y			Y	
Number Underutilized	2			1	
Actual Utilization	42.9%	35.7%	21.4%	0.0%	14.3%
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: 8

	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			Y
Number Underutilized		1			1
Actual Utilization	50.0%	12.5%	12.5%	0.0%	0.0%
Labor Market Availability	59.4%	20.2%	3.7%	5.8%	6.9%

York College

Foreign Languages, Literatures, and Linguistics

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

10117 World Lang, Lit and Humanities

Job Group Faculty: Lecturer Adjunct

Weight Availability Factors

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

Total Appointments: 17

Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	14	11	2	0	9
Underutilized (Y = Yes)				Y	
Number Underutilized				1	
Actual Utilization	82.4%	64.7%	11.8%	0.0%	52.9%
Labor Market Availability	69.4%	43.9%	9.6%	4.6%	26.5%

Job Group Faculty: Professoriate

Weight Availability Factors

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

Total Appointments: 11

Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	8	7	0	1	6
Underutilized (Y = Yes)				Y	
Number Underutilized				1	
Actual Utilization	72.7%	63.6%	0.0%	9.1%	54.5%
Labor Market Availability	55.4%	27.3%	6.2%	2.0%	16.9%

York College

Foreign Languages, Literatures, and Linguistics

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

10117 World Lang, Lit and Humanities

Job Group Faculty: Professoriate Adjunct

Weight Availability Factors

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

Total Appointments: 6

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	3	4	1	2	1
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	50.0%	66.7%	16.7%	33.3%	16.7%
Labor Market Availability	55.4%	27.3%	6.2%	2.0%	16.9%

York College

Health Professions and Related Programs

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

- 10135 Health Professions
- 10211 Nursing
- 10142 Occupational Therapy

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	5	4	1	2	1
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	83.3%	66.7%	16.7%	33.3%	16.7%
Labor Market Availability	78.0%	43.4%	15.6%	12.4%	13.0%

Job Group Faculty: Lecturer Adjunct

Weight Availability Factors

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

Total Appointments: 11

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	7	10	5	4	1
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	63.6%	90.9%	45.5%	36.4%	9.1%
Labor Market Availability	78.0%	43.4%	15.6%	12.4%	13.0%

York College

Health Professions and Related Programs

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

- 10135 Health Professions
- 10211 Nursing
- 10142 Occupational Therapy

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	17	12	3	8	1
Underutilized (Y = Yes)			Y		Y
Number Underutilized			1		1
Actual Utilization	73.9%	52.2%	13.0%	34.8%	4.3%
Labor Market Availability	60.7%	36.5%	17.9%	7.5%	7.7%

Job Group Faculty: Professoriate Adjunct

Weight Availability Factors

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

Total Appointments: 48

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	39	35	9	17	7
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	81.3%	72.9%	18.8%	35.4%	14.6%
Labor Market Availability	60.7%	36.5%	17.9%	7.5%	7.7%

York College

History

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

10149 History-Philosophy-Anthropolog

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	4	5	2	2	1
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	80.0%	100.0%	40.0%	40.0%	20.0%
Labor Market Availability	43.4%	28.5%	5.9%	5.1%	14.0%

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	8	3	1	0	1
Underutilized (Y = Yes)				Y	
Number Underutilized				1	
Actual Utilization	80.0%	30.0%	10.0%	0.0%	10.0%
Labor Market Availability	43.4%	28.5%	5.9%	5.1%	14.0%

York College

History

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

10149 History-Philosophy-Anthropolog

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
Number of Faculty	5	3	0	3	0
Underutilized (Y = Yes)					Y
Number Underutilized					1
Actual Utilization	62.5%	37.5%	0.0%	37.5%	0.0%
Labor Market Availability	39.7%	21.6%	2.8%	4.1%	11.4%

York 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: 8

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	4	3	1	1	0
Underutilized (Y = Yes)	Y				
Number Underutilized	3				
Actual Utilization	50.0%	37.5%	12.5%	12.5%	0.0%
Labor Market Availability	81.3%	15.5%	3.6%	4.5%	4.8%

York College

Mathematics and Computer Science

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

10195 Math & Computer Science

Job Group Faculty: Lecturer Adjunct

Weight Availability Factors

100.00% Identical to Faculty Lecturer 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	6	12	4	6	2
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	40.0%	80.0%	26.7%	40.0%	13.3%
Labor Market Availability	28.6%	51.6%	26.9%	8.5%	12.8%

Job Group Faculty: Professoriate

Weight Availability Factors

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

Total Appointments: 14

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	5	9	5	3	1
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	35.7%	64.3%	35.7%	21.4%	7.1%
Labor Market Availability	26.3%	28.7%	12.9%	6.3%	5.5%

York College

Natural Resources and Conservation

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

10085 Earth and Physical Sciences

Job Group Faculty: Lecturer Adjunct

Weight Availability Factors

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

Total Appointments: 11

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	3	6	3	2	1
Underutilized (Y = Yes)	Y				
Number Underutilized	3				
Actual Utilization	27.3%	54.5%	27.3%	18.2%	9.1%
Labor Market Availability	54.1%	25.3%	6.3%	4.7%	10.8%

Job Group Faculty: Professoriate

Weight Availability Factors

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

Total Appointments: 6

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	1	3	2	1	0
Underutilized (Y = Yes)	Y				
Number Underutilized	2				
Actual Utilization	16.7%	50.0%	33.3%	16.7%	0.0%
Labor Market Availability	52.9%	20.7%	4.5%	4.1%	7.2%

York College

Parks, Recreation, Leisure and Fitness Studies

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

10134 Health & Human Performance

Job Group Faculty: Lecturer Adjunct

Weight Availability Factors

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

Total Appointments: 19

Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	7	9	2	2	5
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	36.8%	47.4%	10.5%	10.5%	26.3%
Labor Market Availability	39.1%	34.8%	6.5%	11.2%	14.3%

Job Group Faculty: Professoriate

Weight Availability Factors

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

Total Appointments: 9

Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	6	3	1	2	0
Underutilized (Y = Yes)					Y
Number Underutilized					1
Actual Utilization	66.7%	33.3%	11.1%	22.2%	0.0%
Labor Market Availability	49.0%	22.1%	2.7%	7.4%	7.0%

York College

Physical Sciences

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

10051 Chemistry

Job Group Faculty: Professoriate

Weight Availability Factors

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

Total Appointments: 12

Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	3	8	6	2	0
Underutilized (Y = Yes)	Y				Y
Number Underutilized	1				1
Actual Utilization	25.0%	66.7%	50.0%	16.7%	0.0%
Labor Market Availability	34.8%	20.5%	8.0%	2.1%	6.6%

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	5	7	7	0	0
Underutilized (Y = Yes)					Y
Number Underutilized					1
Actual Utilization	55.6%	77.8%	77.8%	0.0%	0.0%
Labor Market Availability	34.8%	20.5%	8.0%	2.1%	6.6%

York College

Psychology

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

10028 Behavioral Sciences

Job Group Faculty: Lecturer Adjunct

Weight Availability Factors

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

Total Appointments: 16

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	10	10	1	5	4
Underutilized (Y = Yes)	Y		Y		
Number Underutilized	3		1		
Actual Utilization	62.5%	62.5%	6.3%	31.3%	25.0%
Labor Market Availability	79.5%	47.8%	9.7%	12.7%	22.3%

Job Group Faculty: Professoriate

Weight Availability Factors

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

Total Appointments: 17

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	9	5	2	2	1
Underutilized (Y = Yes)	Y				Y
Number Underutilized	4				1
Actual Utilization	52.9%	29.4%	11.8%	11.8%	5.9%
Labor Market Availability	75.5%	31.0%	5.8%	9.3%	12.1%

York College

Psychology

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

10028 Behavioral Sciences

Job Group Faculty: Professoriate Adjunct

Weight Availability Factors

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

Total Appointments: 16

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	8	7	1	4	2
Underutilized (Y = Yes)	Y				
Number Underutilized	4				
Actual Utilization	50.0%	43.8%	6.3%	25.0%	12.5%
Labor Market Availability	75.5%	31.0%	5.8%	9.3%	12.1%

York College

Social Work

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

10281 Social Work

Job Group Faculty: Professoriate

Weight Availability Factors

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

Total Appointments: 7

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	5	2	0	2	0
Underutilized (Y = Yes)		Y			Y
Number Underutilized		1			1
Actual Utilization	71.4%	28.6%	0.0%	28.6%	0.0%
Labor Market Availability	80.2%	42.0%	4.5%	24.3%	10.4%

York College

Visual and Performing Arts

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

10115 Performing & Fine Arts

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: 9					
Number of Faculty	3	5	0	4	1
Underutilized (Y = Yes)	Y		Y		
Number Underutilized	3		1		
Actual Utilization	33.3%	55.6%	0.0%	44.4%	11.1%
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).

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Total Appointments: 9					
Number of Faculty	4	4	1	2	1
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	44.4%	44.4%	11.1%	22.2%	11.1%
Labor Market Availability	48.7%	23.1%	9.9%	3.3%	6.9%

York College

Visual and Performing Arts

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

10115 Performing & Fine Arts

Job Group Faculty: Professoriate Adjunct

Weight Availability Factors

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

Total Appointments: 11

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	8	3	0	2	0
Underutilized (Y = Yes)			Y		Y
Number Underutilized			1		1
Actual Utilization	72.7%	27.3%	0.0%	18.2%	0.0%
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.

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				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)			
	Net Group Changes	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	(2)	15	4	27%	11	73%	1	4	6	6	6	(17)	(17)	(17)	29%	(3)	100%	(2)	(2)	(2)	(2)	2	100%					
Male	(1)	16	2	13%	4	25%	1	4	3	3	3	(7)	(7)	(7)	29%	(3)	100%	(2)	(2)	(2)	(2)	1	50%					
Female	(1)	9	2	22%	7	78%	1	3	3	3	3	(10)	(10)	(10)	71%	(1)	10%	(1)	(1)	(1)	(1)	1	50%					
Other Gender	(1)	0	0	0%	0	0%	0	0	0	0	0	0	0	0	0%	0	0%	0	0	0	0	0	0%					
Unknown Gender	(1)	0	0	0%	0	0%	0	0	0	0	0	0	0	0	0%	0	0%	0	0	0	0	0	0%					
Race, Protected Ethnicity	(1)	0	3	75%	7	64%	0	3	4	4	4	(11)	(11)	(11)	73%	(3)	100%	(2)	(2)	(2)	(2)	2	100%					
Asian/Pacific Islander/OP	(1)	1	0	0%	1	100%	0	0	1	1	1	(1)	(1)	(1)	0%	(1)	100%	(1)	(1)	(1)	(1)	1	100%					
Black/African American	(1)	1	0	0%	1	100%	0	0	1	1	1	(1)	(1)	(1)	0%	(1)	100%	(1)	(1)	(1)	(1)	1	100%					
Hispanic/Latino American	(1)	3	2	67%	2	67%	0	1	1	1	1	(3)	(3)	(3)	0%	(3)	100%	(1)	(1)	(1)	(1)	2	100%					
Hispanic/Latino American - Other	(1)	1	0	0%	1	100%	0	1	1	1	1	(1)	(1)	(1)	0%	(1)	100%	(1)	(1)	(1)	(1)	1	100%					
Other Protected Ethnicity	(1)	1	1	100%	0	0%	0	1	1	1	1	(1)	(1)	(1)	0%	(1)	100%	(1)	(1)	(1)	(1)	1	100%					
White	(1)	5	1	20%	4	80%	0	1	2	2	2	(6)	(6)	(6)	43%	(4)	67%	(1)	(1)	(1)	(1)	0	0%					
Unknown Ethnicity	(1)	0	0	0%	0	0%	0	0	0	0	0	0	0	0	0%	0	0%	0	0	0	0	0	0%					
Italian-American*	(1)	0	0	0%	0	0%	0	0	0	0	0	(1)	(1)	(1)	0%	(1)	100%	(1)	(1)	(1)	(1)	0	0%					
Veterans	(1)	0	0	0%	0	0%	0	0	0	0	0	0	0	0	0%	0	0%	0	0	0	0	0	0%					
Indiv. w/ Disabilities	(1)	1	1	100%	0	0%	0	0	0	0	0	(1)	(1)	(1)	0%	(1)	100%	(1)	(1)	(1)	(1)	0	0%					

*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)		
	Net Group Changes	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	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	10	16	16	100%	10	63%	2	2	1	2	16	16	100%	2	12%	14	14	88%	1	6%	8	80%	2	20%		
Male	7	10	10	100%	7	70%	2	2	1	2	10	10	100%	2	20%	8	80%	1	13%	7	70%	2	29%			
Female	3	6	6	100%	3	50%	0	0	0	0	6	6	100%	0	0%	6	100%	0	0%	0	0%	0	0%			
Other Gender	0	0	0	0%	0	0%	0	0	0	0	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%			
Unknown Gender	0	0	0	0%	0	0%	0	0	0	0	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%			
Race, Protected Ethnicity	6	7	7	100%	6	86%	1	1	0	1	7	7	100%	1	14%	6	86%	1	14%	0	0%	4	57%			
Asian/Pacific Islander/Other	2	2	2	100%	2	100%	0	0	0	0	2	2	100%	0	0%	2	100%	0	0%	0	0%	2	100%			
Hispanic/Latino/Latina	3	4	4	100%	3	75%	1	1	0	1	4	4	100%	1	25%	3	75%	0	0%	0	0%	3	100%			
Black/African American	0	2	2	100%	0	0%	2	2	0	0	2	2	100%	0	0%	2	100%	0	0%	0	0%	2	100%			
Hispanic/Latino/Latina	0	1	1	100%	0	0%	1	1	0	0	1	1	100%	0	0%	1	100%	0	0%	0	0%	1	100%			
Other Protected Ethnicity	1	1	1	100%	1	100%	0	0	0	0	1	1	100%	0	0%	1	100%	0	0%	0	0%	1	100%			
White	2	9	9	45%	2	22%	1	1	1	1	9	9	100%	0	0%	8	89%	1	11%	0	0%	4	50%			
Unknown Ethnicity	0	0	0	0%	0	0%	0	0	0	0	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%			
Italian-American*	1	1	1	100%	1	100%	0	0	0	0	1	1	100%	0	0%	1	100%	0	0%	0	0%	1	100%			
Veterans	0	0	0	0%	0	0%	0	0	0	0	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%			
Indiv. w/ Disabilities	0	0	0	0%	0	0%	0	0	0	0	0	0	0%	0	0%	0	0%	0	0%	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
 Professional Non-Faculty

(Select Group from Drop-Down List Above)

Net Group Changes	NET HIRES			Hires by Type				NET EXITS				Exits by Type				Detail, Internal Hires by Type				Detail, Internal Exits by Type				Changes within Job Group (not counted in totals)			
	Net Group Changes	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	0	9	4	44%	5	56%	2	2	1	2	2	17	7	0%	10	59%	2	2	6	3	3	4	0%	0			
Male	0	6	3	50%	3	50%	1	1	1	2	1	5	3	0%	5	100%	0	0	1	1	1	4	0%	0			
Female	0	3	1	33%	2	67%	1	1	0	0	1	2	2	0%	0	0%	2	2	1	1	1	0	0%	0			
Other Gender	0	0	0	0%	0	0%	0	0	0	0	0	0	0	0%	0	0%	0	0	0	0	0	0	0%	0			
Unknown Gender	0	0	0	0%	0	0%	0	0	0	0	0	0	0	0%	0	0%	0	0	0	0	0	0	0%	0			
Race, Protected Ethnicity	0	0	0	0%	0	0%	0	0	0	0	0	0	0	0%	0	0%	0	0	0	0	0	0	0%	0			
Asian/Pacific Islander/OP	0	0	0	0%	0	0%	0	0	0	0	0	0	0	0%	0	0%	0	0	0	0	0	0	0%	0			
Black/African American/OP	0	0	0	0%	0	0%	0	0	0	0	0	0	0	0%	0	0%	0	0	0	0	0	0	0%	0			
Hispanic/Latino American	0	0	0	0%	0	0%	0	0	0	0	0	0	0	0%	0	0%	0	0	0	0	0	0	0%	0			
Native American/Alaskan	0	0	0	0%	0	0%	0	0	0	0	0	0	0	0%	0	0%	0	0	0	0	0	0	0%	0			
Other Protected Ethnicity	0	0	0	0%	0	0%	0	0	0	0	0	0	0	0%	0	0%	0	0	0	0	0	0	0%	0			
White	0	0	0	0%	0	0%	0	0	0	0	0	0	0	0%	0	0%	0	0	0	0	0	0	0%	0			
Unknown Ethnicity	0	0	0	0%	0	0%	0	0	0	0	0	0	0	0%	0	0%	0	0	0	0	0	0	0%	0			
Italian-American*	0	0	0	0%	0	0%	0	0	0	0	0	0	0	0%	0	0%	0	0	0	0	0	0	0%	0			
Veterans	0	0	0	0%	0	0%	0	0	0	0	0	0	0	0%	0	0%	0	0	0	0	0	0	0%	0			
Indiv. w/ Disabilities	0	0	0	0%	0	0%	0	0	0	0	0	0	0	0%	0	0%	0	0	0	0	0	0	0%	0			

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

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.

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				NET EXITS				Exits by Type				Detail, Internal Hires by Type				Detail, Internal Exits by Type				Changes within Job Group (not counted in totals)		
	Net Group Changes	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	
	0	6	3	100%	3	67%	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Male	0	3	3	100%	3	67%	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Female	0	3	0	0%	0	0%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Other Gender	0	0	0	0%	0	0%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Unknown Gender	0	0	0	0%	0	0%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Race, Protected Ethnicity	0	0	0	0%	0	0%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Asian/Pacific Islander/OP	0	0	0	0%	0	0%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Black/African American	0	0	0	0%	0	0%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Hispanic/Latino	0	0	0	0%	0	0%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Hispanic/Latino/OP	0	0	0	0%	0	0%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Other Protected Ethnicity	0	0	0	0%	0	0%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
White	0	0	0	0%	0	0%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Unknown Ethnicity	0	0	0	0%	0	0%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Italian-American*	0	0	0	0%	0	0%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Veterans	0	0	0	0%	0	0%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Indiv. w/ Disabilities	0	0	0	0%	0	0%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	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 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	5	100%	2	100%	1	1	1	1	1	1	5	0%	0%	0%	0%	0	0%	0%	0%	0	0%	0%	0%
Male	7	5	100%	2	100%	1	1	1	1	1	1	5	0%	0%	0%	0%	0	0%	0%	0%	0	0%	0%	0%
Female	0	0	0%	0	0%	0	0	0	0	0	0	0	0%	0%	0%	0%	0	0%	0%	0%	0	0%	0%	0%
Other Gender	0	0	0%	0	0%	0	0	0	0	0	0	0	0%	0%	0%	0%	0	0%	0%	0%	0	0%	0%	0%
Unknown Gender	0	0	0%	0	0%	0	0	0	0	0	0	0	0%	0%	0%	0%	0	0%	0%	0%	0	0%	0%	0%
Race, Protected Ethnicity	2	1	20%	1	50%	1	1	1	1	1	1	4	0%	0%	0%	0%	0	0%	0%	0%	0	0%	0%	0%
Asian/Pacific Islander/OP	1	0	0%	0	0%	0	0	0	0	0	0	1	0%	0%	0%	0%	0	0%	0%	0%	0	0%	0%	0%
Hispanic/Latino/Latina	0	0	0%	0	0%	0	0	0	0	0	0	0	0%	0%	0%	0%	0	0%	0%	0%	0	0%	0%	0%
Black/African American	1	1	20%	0	0%	0	0	0	0	0	0	1	0%	0%	0%	0%	0	0%	0%	0%	0	0%	0%	0%
Other 7, Protected, OP	0	0	0%	0	0%	0	0	0	0	0	0	0	0%	0%	0%	0%	0	0%	0%	0%	0	0%	0%	0%
White	5	4	80%	1	50%	1	1	1	1	1	1	4	0%	0%	0%	0%	0	0%	0%	0%	0	0%	0%	0%
Unknown Ethnicity	0	0	0%	0	0%	0	0	0	0	0	0	0	0%	0%	0%	0%	0	0%	0%	0%	0	0%	0%	0%
Italian-American*	1	1	20%	0	0%	0	0	0	0	0	0	1	0%	0%	0%	0%	0	0%	0%	0%	0	0%	0%	0%
Veterans	0	0	0%	0	0%	0	0	0	0	0	0	0	0%	0%	0%	0%	0	0%	0%	0%	0	0%	0%	0%
Indiv. w/ Disabilities	0	0	0%	0	0%	0	0	0	0	0	0	0	0%	0%	0%	0%	0	0%	0%	0%	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
 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	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	2	2	100%	2	100%	1	1	1	1	1	1	1	100%	1	100%	1	1	1	1	1	2	100%	1	50%
Male	1	1	100%	1	100%	1	1	1	1	1	1	1	100%	1	100%	1	1	1	1	1	2	100%	1	50%
Female	1	1	100%	1	100%	1	1	1	1	1	1	1	100%	1	100%	1	1	1	1	1	1	50%	1	50%
Other Gender	1	1	100%	1	100%	1	1	1	1	1	1	1	100%	1	100%	1	1	1	1	1	1	50%	1	50%
Unknown Gender	1	1	100%	1	100%	1	1	1	1	1	1	1	100%	1	100%	1	1	1	1	1	1	50%	1	50%
Race, Protected Ethnicity	2	2	100%	2	100%	1	1	1	1	1	1	1	100%	1	100%	1	1	1	1	1	2	100%	1	50%
Asian/Pacific Islander/OP	1	1	100%	1	100%	1	1	1	1	1	1	1	100%	1	100%	1	1	1	1	1	1	100%	1	100%
Black/African American	1	1	100%	1	100%	1	1	1	1	1	1	1	100%	1	100%	1	1	1	1	1	1	100%	1	100%
Hispanic/Latino/Latina	1	1	100%	1	100%	1	1	1	1	1	1	1	100%	1	100%	1	1	1	1	1	1	100%	1	100%
Native Hawaiian/Other Pacific Islander	1	1	100%	1	100%	1	1	1	1	1	1	1	100%	1	100%	1	1	1	1	1	1	100%	1	100%
Other 7, Protected EOP	1	1	100%	1	100%	1	1	1	1	1	1	1	100%	1	100%	1	1	1	1	1	1	100%	1	100%
White	1	1	100%	1	100%	1	1	1	1	1	1	1	100%	1	100%	1	1	1	1	1	1	100%	1	100%
Unknown Ethnicity	1	1	100%	1	100%	1	1	1	1	1	1	1	100%	1	100%	1	1	1	1	1	1	100%	1	100%
Italian-American*	1	1	100%	1	100%	1	1	1	1	1	1	1	100%	1	100%	1	1	1	1	1	1	100%	1	100%
Veterans	1	1	100%	1	100%	1	1	1	1	1	1	1	100%	1	100%	1	1	1	1	1	1	100%	1	100%
Indiv. w/ Disabilities	1	1	100%	1	100%	1	1	1	1	1	1	1	100%	1	100%	1	1	1	1	1	1	100%	1	100%

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				NET EXITS				Exits by Type				Detail, Internal Hires by Type				Detail, Internal Exits by Type				Changes within Job Group (not counted in totals)		
	Net Group Changes	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 College of CUNY	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	
	2	2	0%	0%	2	100%	1	1	1	0%	0%	0%	3	0	0%	2	0%	1	1	1	0%	0	0%	0		
Male	1	1	0%	0%	1	100%	1	1	1	0%	0%	0%	1	0	0%	1	0%	1	1	1	0%	0	0%	0		
Female	1	1	0%	0%	1	100%	0	0	0	0%	0%	0%	2	0	0%	1	0%	0	0	0	0%	0	0%	0		
Other Gender	0	0	0%	0%	0	0%	0	0	0	0%	0%	0	0	0	0%	0	0%	0	0	0	0%	0	0%	0		
Unknown Gender	0	0	0%	0%	0	0%	0	0	0	0%	0%	0	0	0	0%	0	0%	0	0	0	0%	0	0%	0		
Race	2	2	0%	0%	2	100%	1	1	1	0%	0%	0%	3	0	0%	2	0%	1	1	1	0%	0	0%	0		
White	1	1	0%	0%	1	100%	1	1	1	0%	0%	0%	1	0	0%	1	0%	1	1	1	0%	0	0%	0		
Black	1	1	0%	0%	1	100%	0	0	0	0%	0%	0	0	0	0%	0	0%	0	0	0	0%	0	0%	0		
Hispanic/Latino	0	0	0%	0%	0	0%	0	0	0	0%	0%	0	0	0	0%	0	0%	0	0	0	0%	0	0%	0		
Asian	0	0	0%	0%	0	0%	0	0	0	0%	0%	0	0	0	0%	0	0%	0	0	0	0%	0	0%	0		
Other 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46, 47, 48, 49, 50, 51, 52, 53, 54, 55, 56, 57, 58, 59, 60, 61, 62, 63, 64, 65, 66, 67, 68, 69, 70, 71, 72, 73, 74, 75, 76, 77, 78, 79, 80, 81, 82, 83, 84, 85, 86, 87, 88, 89, 90, 91, 92, 93, 94, 95, 96, 97, 98, 99, 100	0	0	0%	0%	0	0%	0	0	0	0%	0%	0	0	0	0%	0	0%	0	0	0	0%	0	0%	0		
Unknown Ethnicity	0	0	0%	0%	0	0%	0	0	0	0%	0%	0	0	0	0%	0	0%	0	0	0	0%	0	0%	0		
Italian-American*	0	0	0%	0%	0	0%	0	0	0	0%	0%	0	0	0	0%	0	0%	0	0	0	0%	0	0%	0		
Veterans	0	0	0%	0%	0	0%	0	0	0	0%	0%	0	0	0	0%	0	0%	0	0	0	0%	0	0%	0		
Indiv. w/ Disabilities	0	0	0%	0%	0	0%	0	0	0	0%	0%	0	0	0	0%	0	0%	0	0	0	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

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: 71

	Records	Applicants	App%	Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
Total + Total Selection Rate	3,205	3,156	98%	74	2.3%	70	2.2%	70	2.2%
Male	1,236	1,213	38%	30	2.5%	29	2.4%	29	2.4%
Female	1,850	1,824	58%	41	2.2%	38	2.1%	38	2.1%
Other	4	4	0%	-	0.0%	-	0.0%	-	0.0%
Unknown	115	114	4%	3	2.6%	3	2.6%	3	2.6%
Total Not Female	1,355	1,331	42%	33	2.5%	32	2.4%	32	2.4%
Total Minorities	2,330	2,288	72%	50	2.2%	46	2.0%	46	2.0%
Asian	664	652	21%	10	1.5%	8	1.2%	8	1.2%
Black	993	971	31%	28	2.9%	26	2.7%	26	2.7%
Hispanic	568	561	18%	9	1.6%	9	1.6%	9	1.6%
Other inc 2 or more	105	104	3%	3	2.9%	3	2.9%	3	2.9%
Italian-American	79	77	2%	4	5.2%	4	5.2%	4	5.2%
White	621	615	19%	17	2.8%	17	2.8%	17	2.8%
Unknown Ethnicity	193	192	6%	4	2.1%	4	2.1%	4	2.1%
White+Unknown	814	807	26%	21	2.6%	21	2.6%	21	2.6%
Veterans	27	27	1%	1	3.7%	1	3.7%	1	3.7%
Indiv. w Disabilities	247	242	8%	9	3.7%	6	2.5%	6	2.5%

	Percent	Least Selected: Female Ttl Minorities	OK Sel OK Sel	Least Selected: Female Ttl Minorities	OK Sel Adverse	Least Selected: Female Ttl Minorities	OK Sel Adverse
Percent Female	58%		55.4%		54.3%		54.3%
Percent Total Minorities	72%		67.6%		65.7%		65.7%
Percentage Veterans	1%		1.4%		1.4%		1.4%
Percentage w Disabil.	8%		12.2%		8.6%		8.6%

Campus Level

EEO Category Summary
Administrative Support Workers

	Records	Applicants	Appl%	Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
Total + Total Selection Rate	328	323	98.5%	2	0.6%	2	0.6%	2	0.6%
Male	91	86	26.6%	-	0.0%	-	0.0%	-	0.0%
Female	228	228	70.6%	2	0.9%	2	0.9%	2	0.9%
Other	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
Unknown	9	9	2.8%	-	0.0%	-	0.0%	-	0.0%
Total Not Female	100	95	29.4%	-	0.0%	-	0.0%	-	0.0%
Total Min	277	272	84.2%	2	0.7%	2	0.7%	2	0.7%
Asian	110	110	34.1%	-	0.0%	-	0.0%	-	0.0%
Black	101	96	29.7%	2	2.1%	2	2.1%	2	2.1%
Hispanic	55	55	17.0%	-	0.0%	-	0.0%	-	0.0%
Other inc 2 or more	11	11	3.4%	-	0.0%	-	0.0%	-	0.0%
Italian-American	5	5	1.5%	-	0.0%	-	0.0%	-	0.0%
White	26	26	8.0%	-	0.0%	-	0.0%	-	0.0%
Unknown Ethnicity	22	22	6.8%	-	0.0%	-	0.0%	-	0.0%
White+Unknown	48	48	14.9%	-	0.0%	-	0.0%	-	0.0%
Veterans	1	1	0.3%	-	0.0%	-	0.0%	-	0.0%
Indiv. w Disabilities	18	15	4.6%	-	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		70.6%		100.0%		100.0%
Percent Total Minorities		84.2%		100.0%		100.0%
Percentage Veterans		0.3%		0.0%		0.0%
Percentage w Disabil.		4.6%		0.0%		0.0%

Campus Level

EEO Category Summary

Technicians

	Records	Applicants	Appl%		Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
Total + Total Selection Rate	77	75	97.4%		2	2.7%	2	2.7%	2	2.7%
Male	34	33	44.0%		1	3.0%	1	3.0%	1	3.0%
Female	41	40	53.3%		1	2.5%	1	2.5%	1	2.5%
Other	-	-	0.0%		-	0.0%	-	0.0%	-	0.0%
Unknown	2	2	2.7%		-	0.0%	-	0.0%	-	0.0%
Total Not Female	36	35	46.7%		1	2.9%	1	2.9%	1	2.9%
Total Min	54	53	70.7%		2	3.8%	2	3.8%	2	3.8%
Asian	27	27	36.0%		2	7.4%	2	7.4%	2	7.4%
Black	14	13	17.3%		-	0.0%	-	0.0%	-	0.0%
Hispanic	12	12	16.0%		-	0.0%	-	0.0%	-	0.0%
Other inc 2 or more	1	1	1.3%		-	0.0%	-	0.0%	-	0.0%
Italian-American	1	-	0.0%		-	0.0%	-	0.0%	-	0.0%
White	16	16	21.3%		-	0.0%	-	0.0%	-	0.0%
Unknown Ethnicity	6	6	8.0%		-	0.0%	-	0.0%	-	0.0%
White+Unknown	22	22	29.3%		-	0.0%	-	0.0%	-	0.0%
Veterans	1	1	1.3%		-	0.0%	-	0.0%	-	0.0%
Indiv. w Disabilities	1	1	1.3%		-	0.0%	-	0.0%	-	0.0%

	Least Selected: Female White+Unk	OK Sel Adverse	Least Selected: Female White+Unk	OK Sel Adverse	Least Selected: Female White+Unk	OK Sel Adverse
Percent Female	53.3%	50.0%	50.0%	50.0%	50.0%	50.0%
Percent Total Minorities	70.7%	100.0%	100.0%	100.0%	100.0%	100.0%
Percentage Veterans	1.3%	0.0%	0.0%	0.0%	0.0%	0.0%
Percentage w Disabil.	1.3%	0.0%	0.0%	0.0%	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 %
Total + Total Selection Rate	164	162	98.8%	7	4.3%	7	4.3%	7	4.3%
Male	116	115	71.0%	3	2.6%	3	2.6%	3	2.6%
Female	45	44	27.2%	3	6.8%	3	6.8%	3	6.8%
Other	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
Unknown	3	3	1.9%	1	33.3%	1	33.3%	1	33.3%
Total Not Female	119	118	72.8%	4	3.4%	4	3.4%	4	3.4%
Total Min	150	148	91.4%	6	4.1%	6	4.1%	6	4.1%
Asian	11	11	6.8%	-	0.0%	-	0.0%	-	0.0%
Black	94	93	57.4%	4	4.3%	4	4.3%	4	4.3%
Hispanic	41	40	24.7%	1	2.5%	1	2.5%	1	2.5%
Other inc 2 or more	4	4	2.5%	1	25.0%	1	25.0%	1	25.0%
Italian-American	1	1	0.6%	-	0.0%	-	0.0%	-	0.0%
White	11	11	6.8%	-	0.0%	-	0.0%	-	0.0%
Unknown Ethnicity	3	3	1.9%	1	33.3%	1	33.3%	1	33.3%
White+Unknown	14	14	8.6%	1	7.1%	1	7.1%	1	7.1%
Veterans	2	2	1.2%	-	0.0%	-	0.0%	-	0.0%
Indiv. w Disabilities	10	10	6.2%	-	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		27.2%		42.9%		42.9%
Percent Total Minorities		91.4%		85.7%		85.7%
Percentage Veterans		1.2%		0.0%		0.0%
Percentage w Disabil.		6.2%		0.0%		0.0%

Campus Level

EEO Category Summary
Professional Non-Faculty

	Records	Applicants	Appl%	Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
Total + Total Selection Rate	994	981	98.7%	12	1.2%	10	1.0%	10	1.0%
Male	313	306	31.2%	7	2.3%	6	2.0%	6	2.0%
Female	645	639	65.1%	5	0.8%	4	0.6%	4	0.6%
Other	1	1	0.1%	-	0.0%	-	0.0%	-	0.0%
Unknown	35	35	3.6%	-	0.0%	-	0.0%	-	0.0%
Total Not Female	349	342	34.9%	7	2.0%	6	1.8%	6	1.8%
Total Min	811	798	81.3%	12	1.5%	10	1.3%	10	1.3%
Asian	233	229	23.3%	2	0.9%	1	0.4%	1	0.4%
Black	321	318	32.4%	6	1.9%	5	1.6%	5	1.6%
Hispanic	208	203	20.7%	3	1.5%	3	1.5%	3	1.5%
Other inc 2 or more	49	48	4.9%	1	2.1%	1	2.1%	1	2.1%
Italian-American	22	21	2.1%	-	0.0%	-	0.0%	-	0.0%
White	115	115	11.7%	-	0.0%	-	0.0%	-	0.0%
Unknown Ethnicity	53	53	5.4%	-	0.0%	-	0.0%	-	0.0%
White+Unknown	168	168	17.1%	-	0.0%	-	0.0%	-	0.0%
Veterans	9	9	0.9%	1	11.1%	1	11.1%	1	11.1%
Indiv. w Disabilities	79	77	7.8%	4	5.2%	2	2.6%	2	2.6%

	Least Selected: Female White+Unk	Adverse Adverse	Least Selected: Female White+Unk	Adverse Adverse	Least Selected: Female White+Unk	Adverse Adverse
Percent Female	65.1%	41.7%	40.0%	40.0%	40.0%	40.0%
Percent Total Minorities	81.3%	100.0%	100.0%	100.0%	100.0%	100.0%
Percentage Veterans	0.9%	8.3%	10.0%	10.0%	10.0%	10.0%
Percentage w Disabil.	7.8%	33.3%	20.0%	20.0%	20.0%	20.0%

Campus Level

EEO Category Summary
Professional Faculty

	Records	Applicants	Appl%	Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
Total + Total Selection Rate	693	678	97.8%	29	4.3%	27	4.0%	27	4.0%
Male	309	302	44.5%	9	3.0%	9	3.0%	9	3.0%
Female	352	344	50.7%	19	5.5%	17	4.9%	17	4.9%
Other	1	1	0.1%	-	0.0%	-	0.0%	-	0.0%
Unknown	31	31	4.6%	1	3.2%	1	3.2%	1	3.2%
Total Not Female	341	334	49.3%	10	3.0%	10	3.0%	10	3.0%
Total Min	362	352	51.9%	15	4.3%	13	3.7%	13	3.7%
Asian	154	147	21.7%	5	3.4%	4	2.7%	4	2.7%
Black	121	119	17.6%	6	5.0%	5	4.2%	5	4.2%
Hispanic	73	72	10.6%	3	4.2%	3	4.2%	3	4.2%
Other inc 2 or more	14	14	2.1%	1	7.1%	1	7.1%	1	7.1%
Italian-American	20	20	2.9%	1	5.0%	1	5.0%	1	5.0%
White	263	258	38.1%	11	4.3%	11	4.3%	11	4.3%
Unknown Ethnicity	53	53	7.8%	2	3.8%	2	3.8%	2	3.8%
White+Unknown	316	311	45.9%	13	4.2%	13	4.2%	13	4.2%
Veterans	2	2	0.3%	-	0.0%	-	0.0%	-	0.0%
Indiv. w Disabilities	69	69	10.2%	3	4.3%	2	2.9%	2	2.9%

	Least Selected: Male+Oth Ttl Minorities	Adverse OK Sel	Least Selected: Male+Oth Ttl Minorities	Adverse OK Sel	Least Selected: Male+Oth Ttl Minorities	Adverse OK Sel
Percent Female	50.7%	65.5%	63.0%	63.0%	63.0%	63.0%
Percent Total Minorities	51.9%	51.7%	48.1%	48.1%	48.1%	48.1%
Percentage Veterans	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%
Percentage w Disabil.	10.2%	10.3%	7.4%	7.4%	7.4%	7.4%

Campus Level

EEO Category Summary
Executive/Administrative/Managerial

	Records	Applicants	Appl%	Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
Total + Total Selection Rate	844	831	98.5%	15	1.8%	15	1.8%	15	1.8%
Male	272	270	32.5%	4	1.5%	4	1.5%	4	1.5%
Female	538	528	63.5%	11	2.1%	11	2.1%	11	2.1%
Other	2	2	0.2%	-	0.0%	-	0.0%	-	0.0%
Unknown	32	31	3.7%	-	0.0%	-	0.0%	-	0.0%
Total Not Female	306	303	36.5%	4	1.3%	4	1.3%	4	1.3%
Total Min	624	613	73.8%	11	1.8%	11	1.8%	11	1.8%
Asian	115	114	13.7%	-	0.0%	-	0.0%	-	0.0%
Black	325	315	37.9%	10	3.2%	10	3.2%	10	3.2%
Hispanic	159	159	19.1%	1	0.6%	1	0.6%	1	0.6%
Other inc 2 or more	25	25	3.0%	-	0.0%	-	0.0%	-	0.0%
Italian-American	26	26	3.1%	1	3.8%	1	3.8%	1	3.8%
White	146	145	17.4%	2	1.4%	2	1.4%	2	1.4%
Unknown Ethnicity	49	48	5.8%	1	2.1%	1	2.1%	1	2.1%
White+Unknown	195	193	23.2%	3	1.6%	3	1.6%	3	1.6%
Veterans	7	7	0.8%	-	0.0%	-	0.0%	-	0.0%
Indiv. w Disabilities	67	67	8.1%	2	3.0%	2	3.0%	2	3.0%

	Least Selected: Male+Oth White+Unk	Adverse OK Sel	Least Selected: Male+Oth White+Unk	Adverse OK Sel	Least Selected: Male+Oth White+Unk	Adverse OK Sel
Percent Female		63.5%		73.3%		73.3%
Percent Total Minorities		73.8%		73.3%		73.3%
Percentage Veterans		0.8%		0.0%		0.0%
Percentage w Disabil.		8.1%		13.3%		13.3%

Campus Level

EEO Category Summary
Craft Workers

	Records	Applicants	Appl%	Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
Total + Total Selection Rate	105	105	100.0%	7	6.7%	7	6.7%	7	6.7%
Male	101	101	96.2%	6	5.9%	6	5.9%	6	5.9%
Female	1	1	1.0%	-	0.0%	-	0.0%	-	0.0%
Other	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
Unknown	3	3	2.9%	1	33.3%	1	33.3%	1	33.3%
Total Not Female	104	104	99.0%	7	6.7%	7	6.7%	7	6.7%
Total Min	52	52	49.5%	2	3.8%	2	3.8%	2	3.8%
Asian	14	14	13.3%	1	7.1%	1	7.1%	1	7.1%
Black	17	17	16.2%	-	0.0%	-	0.0%	-	0.0%
Hispanic	20	20	19.0%	1	5.0%	1	5.0%	1	5.0%
Other inc 2 or more	1	1	1.0%	-	0.0%	-	0.0%	-	0.0%
Italian-American	4	4	3.8%	2	50.0%	2	50.0%	2	50.0%
White	44	44	41.9%	4	9.1%	4	9.1%	4	9.1%
Unknown Ethnicity	7	7	6.7%	-	0.0%	-	0.0%	-	0.0%
White+Unknown	51	51	48.6%	4	7.8%	4	7.8%	4	7.8%
Veterans	5	5	4.8%	-	0.0%	-	0.0%	-	0.0%
Indiv. w Disabilities	3	3	2.9%	-	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	1.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Percent Total Minorities	49.5%	28.6%	28.6%	28.6%	28.6%	28.6%
Percentage Veterans	4.8%	0.0%	0.0%	0.0%	0.0%	0.0%
Percentage w Disabil.	2.9%	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

York College

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

Total Individual(s) with Disabilities: 42

Percent of total reported employees: 3.4%

Category:	Executive/Administrative/Managerial	Total Staff	Indiv. with Disabilities	Rate
	Admin 1: Executive	17	1	5.9%
	Admin 2: Managerial	65	7	10.8%
	Admin 2: Managerial Adjunct	82	4	4.9%
	Managerial: Facilities	1	0	0.0%
	Managerial: Info Tech	1	0	0.0%
	Managerial: Security	3	0	0.0%
Category:	Professional Faculty	Total Staff	Indiv. with Disabilities	Rate
	Faculty: Professoriate	156	4	2.6%
	Faculty: Librarian	8	2	25.0%
	Faculty: Lecturer	45	2	4.4%
	Faculty: Lecturer Adjunct	225	5	2.2%
	Faculty: Professoriate Adjunct	141	4	2.8%
	Faculty: Developmental	6	0	0.0%
	Faculty: Continuing Education	10	0	0.0%
Category:	Professional Non-Faculty	Total Staff	Indiv. with Disabilities	Rate
	Accountant: Professional	4	0	0.0%
	Admin 3: Professional	78	5	6.4%
	Admin 5: Engineer-Architect	1	0	0.0%
	Disability Accommodation Spec	3	0	0.0%
	Info Tech: Professional	24	1	4.2%
	Info Tech: Professional Adjunct	5	0	0.0%
	Nurse Adjunct	1	0	0.0%
Category:	Administrative Support Workers	Total Staff	Indiv. with Disabilities	Rate
	Accountant: Assistant	2	0	0.0%
	Administrative Assistant	6	0	0.0%
	Office Assistant	43	3	7.0%
	Office Assistant Adjunct	188	3	1.6%
	Mail Services Worker	1	0	0.0%
Category:	Technicians	Total Staff	Indiv. with Disabilities	Rate
	Admin 4: College Lab Technician	20	0	0.0%
	Admin 4: College Lab Technician Adjunct	11	0	0.0%
	Broadcast-Media Adjunct	1	0	0.0%
	Info Tech: Technician	2	1	50.0%
	Info Tech: Technician Adjunct	4	0	0.0%
	Print Media Technician	2	0	0.0%
Category:	Craft Workers	Total Staff	Indiv. with Disabilities	Rate
	Skilled Trades: Supervisory	2	0	0.0%
	Skilled Trades: Not Supervisory	17	0	0.0%
	Laborers and Helpers	7	0	0.0%
Category:	Service Workers	Total Staff	Indiv. with Disabilities	Rate
	Campus Public Safety Sergeant	7	0	0.0%

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Category: Service Workers	Total Staff	Indiv. with Disabilities	Rate
Campus Peace Officer	13	0	0.0%
Campus Security Assistant	19	0	0.0%
Campus Security Assistant Adjunct	3	0	0.0%
Custodial: Supervisory	3	0	0.0%
Custodial: Assistant	13	0	0.0%
Custodial: Assistant Adjunct	4	0	0.0%