

2023 – 2024 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.

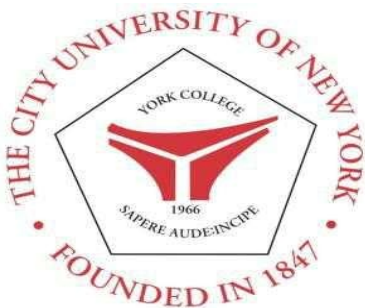


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PART ONE: INTRODUCTION AND BACKGROUND

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 affirmative action requirements for federal contractors. This plan reflects requirements for implementing: Presidential Executive Order (EO) 11246, addressing gender and federally protected racial/ethnic groups; the Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA), as amended, for protected veterans, and Section 503 of the Rehabilitation Act of 1973, as amended, for individuals with disabilities. Some aspects of this plan also reflect state and local regulations, guidelines for public entities, CUNY trustees' resolutions, and CUNY policy.

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

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

Overview of the College

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 an organization chart.

Policies

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

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

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

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

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

Responsibilities

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

The President

The President, Dr. Berenecea Eanes, oversees affirmative action and diversity programs to assure compliance with federal, state, and city laws, rules and regulations and university policies. The President designates personnel to manage affirmative action, compliance and diversity programs. Personnel include the Chief Diversity Officer (CDO), 504/Americans with Disabilities Act (ADA) Coordinator and Title IX Coordinator. The President ensures they have authority, staffing, and other resources to fulfill their assigned responsibilities. The President communicates commitment to equal employment opportunity, including an annual reaffirmation, and issues required reports, including this affirmative action plan. Appendix B contains the annual reaffirmation letter issued by the President.

Chief Diversity Officer

The President has designated 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, Arlene Peterson, completed the OFCCP's on-line certification of compliance with affirmative action program requirements prior to June 30, 2023.

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 2022 semester to discuss the college's most pressing DEI issues as identified by faculty and staff and prioritize which we 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 the University Human Resources unit establishes job groups and report parameters, and reports summary statistics. ORD sponsors university-wide diversity programs described in this plan and maintains systems for data collection (including self-identification) and job postings.

PART TWO: DATA AND ANALYSIS

Collecting Employee Data

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

We invite employees to self-identify gender, race/ethnicity, veteran status, and disability status. Employees may update selections at any time on an Employee Self-Service portal. The most recent canvas of employees for self-ID took place in September 2023. We also invite job applicants to self-identify on the job application portal.

Of 557 full-time employees, 2 employees did not identify a gender and no employees chose not to identify a valid race/ethnicity category. Anyone who did not specify a gender and/or ethnicity is included in the Workforce Analysis but not assigned to a protected group. There were 543 employees who did not identify a veteran status and 540 did not identify a disability status.

Self-Identification Categories

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

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

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

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

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

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

Analyzing Data

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

- Workforce Analysis (Evaluating employment within organizational units/departments)

- Job Group Analysis (Analysis of job groups and academic disciplines)
- Utilization Analysis (Comparisons with labor market availability measures)
- Transaction Analysis (Reviews of 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), in particular, the *Educational Institutions Technical Assistance Guide (2019)*.

Workforce Analysis

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

Due to length, Workforce Analysis charts are not included here. The next two charts summarize the composition of the workforce by job group and by tenure status (for faculty). In reviewing the demographic composition of the college, there were 1,377 total employees, 73.1% (n=1007) of all staff and faculty identify as minorities and 55.9% (n=770) of employees identify as women, which was similar to last year’s workforce composition. We also found it interesting that the total number of female and male minorities was close in number. Therefore, the college overall attracts a workforce that is representative of its students. College management is working to reorganize to save resources and manage work across all divisions of the college more efficiently.

Table 1: Workforce by Job Group

Table 2: Tenure Status

Workforce by Job Group and Category (excludes Chief Executive)**June 1, 2023****York College****Total Appointments: 1,377****Executive/Administrative/Managerial**

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %
Admin 1: Executive	18	8	44.4%	12	66.7%
Admin 2: Managerial	65	44	67.7%	56	86.2%
Admin 2: Managerial Adjunct	130	89	68.5%	102	78.5%
Managerial: Facilities	2	0	0.0%	2	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 %	Minority #	Minority %
Faculty: Professoriate	148	74	50.0%	69	46.6%
Faculty: Librarian	8	3	37.5%	3	37.5%
Faculty: Lecturer	42	25	59.5%	25	59.5%
Faculty: Lecturer Adjunct	259	140	54.1%	166	64.1%
Faculty: Professoriate Adjunct	155	90	58.1%	86	55.5%
Faculty: Developmental	7	3	42.9%	5	71.4%
Faculty: Continuing Education	14	5	35.7%	9	64.3%

Professional Non-Faculty

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %
Accountant: Professional	6	6	100.0%	5	83.3%
Admin 3: Professional	83	60	72.3%	71	85.5%
Admin 5: Engineer-Architect	1	0	0.0%	0	0.0%
Disability Accommodation Spec	3	2	66.7%	2	66.7%
Info Tech: Professional	25	5	20.0%	23	92.0%
Info Tech: Professional Adjunct	6	1	16.7%	5	83.3%

Administrative Support Workers

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %
Accountant: Assistant	2	2	100.0%	2	100.0%
Administrative Assistant	7	7	100.0%	6	85.7%
Office Assistant	43	32	74.4%	39	90.7%
Office Assistant Adjunct	220	136	61.8%	203	92.3%
Mail Services Worker	1	1	100.0%	1	100.0%

Technicians

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %
Admin 4: College Lab Technician	19	6	31.6%	15	78.9%
Admin 4: College Lab Technician Adjunct	9	7	77.8%	7	77.8%
Broadcast-Media Adjunct	1	0	0.0%	1	100.0%
Info Tech: Technician	2	1	50.0%	2	100.0%
Info Tech: Technician Adjunct	6	1	16.7%	6	100.0%
Print Media Technician	2	0	0.0%	2	100.0%

Craft Workers

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %
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Craft Workers

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %
Skilled Trades: Supervisory	2	0	0.0%	1	50.0%
Skilled Trades: Not Supervisory	13	0	0.0%	5	38.5%
Laborers and Helpers	8	0	0.0%	8	100.0%
Basic Crafts-Buildings and Grounds	1	0	0.0%	0	0.0%

Service Workers

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %
Campus Public Safety Sergeant	8	2	25.0%	8	100.0%
Campus Peace Officer	12	2	16.7%	12	100.0%
Campus Security Assistant	20	8	40.0%	20	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	6	2	33.3%	6	100.0%

Full-Time Faculty by Title and Tenure Status

June 1, 2023

York College

Total Faculty: 205

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

Title	Ttl Empls	Female #	Female %	Minority #	Minority %
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Faculty: Developmental

CLIP Instructor	3	0	0.0%	1	33.3%
Instructors and others PSC	3	0	0.0%	1	33.3%
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	21	10	47.6%	11	52.4%
CCE Certificate Continuous Emp	9	3	33.3%	3	33.3%
Lecturer track CCE	10	6	60.0%	6	60.0%
Substitute <6 Mo no prior svc	1	0	0.0%	1	100.0%
Substitute >=6 Mo Or Prior Ben	1	1	100.0%	1	100.0%
Lecturer Doc Sch	16	11	68.8%	11	68.8%
CCE Certificate Continuous Emp	5	3	60.0%	2	40.0%
Lecturer track CCE	10	7	70.0%	8	80.0%
Substitute <6 Mo no prior svc	1	1	100.0%	1	100.0%
Clinical Professor	4	3	75.0%	2	50.0%
Instructors and others PSC	4	3	75.0%	2	50.0%

Faculty: Librarian

Asst Professor-Librarian	4	2	50.0%	1	25.0%
Tenured	1	0	0.0%	0	0.0%
Track Tenure	3	2	66.7%	1	33.3%
Professor-Librarian	4	1	25.0%	2	50.0%
Tenured	4	1	25.0%	2	50.0%

Faculty: Professoriate

Asst Professor	41	25	61.0%	21	51.2%
Tenured	6	1	16.7%	2	33.3%
Track Tenure	35	24	68.6%	19	54.3%
Assc Professor	54	26	48.1%	28	51.9%
Tenured	50	24	48.0%	25	50.0%
Track Tenure	4	2	50.0%	3	75.0%
Professor	53	23	43.4%	20	37.7%
Tenured	53	23	43.4%	20	37.7%

Job Group Analysis

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

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

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

Utilization Analysis

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

Labor Market Source Data

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

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

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

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

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

We report underutilization where the percent of personnel belonging to a protected group is less than 80%

below the labor market estimate, and the difference is equal to at least one full-time equivalent employee. The following illustration may help explain this calculation:

Illustration: Utilization and Underutilization

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



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



Underutilization is based on females represented at 80% of the job group or more; in this case, four or more.



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

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

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

Table 3: Summary of Underutilization and Goals

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

This summary reports underutilization as follows:

2020 - 2021 Plan (as of 6/1/2020)

2021 - 2022 Plan (as of 6/1/2021)

2022 - 2023 Plan (as of 6/1/2022)

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

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

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

Executive/Administrative/Managerial

Admin 1: Executive

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ AfricanAm	Hispanic/ Latino
2023	18			2		
2022	16			2		
2021	16			2		
2020	13			1		

Admin 2: Managerial

2023	65					
2022	57					
2021	55					
2020	55					

Professional Non-Faculty

Accountant: Professional

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ AfricanAm	Hispanic/ Latino
2023	6					
2022	5				1	
2021	5				1	
2020	5				1	

Admin 3: Professional

2023	83					
2022	69					
2021	68					
2020	72					

Info Tech: Professional

2023	25	5			1	
2022	25	6				
2021	25	6				
2020	26	5				

Administrative Support Workers

Administrative Assistant

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

Office Assistant

2023	43					6
2022	45					2
2021	50					2
2020	52					3

Technicians

Admin 4: College Lab Technician

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ AfricanAm	Hispanic/ Latino
College Lab Tech: Other						
2023	7	4				
2022	6			1		
2021	7			2		
2020	7			2		

Admin 4: College Lab Technician

College Lab Tech: Science, Tech, Eng.						
2023	12	2			1	
2022	10				1	
2021	12				1	
2020	12					1

Craft Workers

Laborers and Helpers

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ AfricanAm	Hispanic/ Latino
2023	8	2		1		2
2022	9	2		1		3
2021	9	2		1		3
2020	9	2		1		3

Skilled Trades: Not Supervisory

2023	13					2
2022	13		2		1	2
2021	16		2			3
2020	17		3			3

Service Workers

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

Campus Peace Officer

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ AfricanAm	Hispanic/ Latino
2023	12	2				1
2022	12	1				
2021	15	1				1
2020	17					

Campus Public Safety Sergeant

2023	8				1	
2022	7	1				
2021	6					2
2020	5					1

Campus Security Assistant

2023	20					4
2022	19					4
2021	18					4
2020	19					4

Custodial: Assistant

2023	13					1
2022	18					2
2021	19					2
2020	21					3

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

This summary reports underutilization as follows:

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

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

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

Faculty: Professoriate

		Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino
Biological and Biomedical Sciences							
	2023	11		1		1	
	2022	11		1			
	2021	11		1			
	2020	12		1		1	
Business, Management, Marketing and Support							
	2023	12					
	2022	12					
	2021	12					
	2020	15	1				
Education							
	2020	5					
English Language and Literature/Letters							
	2023	14					
	2022	15					
	2021	17					
	2020	17					
Foreign Languages, Literatures, and Linguistics							
	2023	12			1		
	2022	11					
	2021	11					
	2020	11					
Health Professions and Related Programs							
	2023	24			1		1
	2022	24			1		
	2021	25			2		1

Faculty: Professoriate

Health Professions and Related Programs

2020	20			1		
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History

2020	5	2				
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Mathematics and Computer Science

2023	14					
2022	14					
2021	15					
2020	15					

Natural Resources and Conservation

2023	5	2				
2022	6	2				
2021	6	2				
2020	6	2				

Parks, Recreation, Leisure and Fitness Studies

2023	7		1			
2022	6		1			1
2021	7					1
2020	6		1			1

Physical Sciences

2023	11	2				1
2022	11	2				1
2021	11	2				1
2020	11	2				1

Psychology

2023	17	3				1
2022	18	4				
2021	18	4				
2020	17	4				

Social Work

2023	6		1			1
2022	8			1		
2021	8		1	1		1
2020	8		1	1		1

Visual and Performing Arts

2023	9	1				
2022	8	1				
2021	9					

Faculty: Professoriate

Visual and Performing Arts

2020	10	1				
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Faculty: Librarian

Library (Librarians/Non-Teaching)

2023	8	4				
2022	8	4				
2021	8	4				
2020	8	4				

Faculty: Lecturer

Business, Management, Marketing and Support

2023	7	3				1
2022	7	3				
2021	6	3				

English Language and Literature/Letters

2023	5					1
2022	5					1
2021	5					1
2020	5					1

Social Work

2023	5					1
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Faculty: Developmental

Foreign Languages, Literatures, and Linguistics

2021	5	2	1			
2020	5	2	1			

Utilization, Underutilization, and Placement Goals

The following is a breakdown of the historical progress of underutilization changes from 2022 to 2023. 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. Accountant: Professional - Underutilization was eliminated in the Black/African Am.
2. Info Tech: Professional Nonfaculty - Decreased in underutilization from six to five in the Female group
3. Craft Workers: Laborers and Helpers - Decreased in underutilization from three to two in the Hispanic/Latino group
4. Custodial: Assistant Service Workers - Underutilization was eliminated in the Hispanic/Latino group
5. Parks, Recreation, Leisure and Fitness Studies - Underutilization was eliminated in the Hispanic/Latino group
6. Campus Public Safety Sergeant - Underutilization was eliminated in the Female group
7. Faculty Professoriate: Psychology - Decreased in underutilization from four to three in the Female group
8. Faculty Professoriate: Social Work - Underutilization was eliminated in the Asian/Nat Haw. /OPI group
9. Admin 4: College Lab Tech Other - Underutilization was eliminated in the Asian/Nat Haw. /OPI group

Underutilization Increased

1. Info Tech: Professional Nonfaculty - Developed an underutilization of one in the Black/African American group
2. Craft Workers: Skilled Trades Not Supervisory - Underutilization was increased by two in the Hispanic/Latino Group
3. Campus Public Safety Sergeant: Service Workers – Developed an underutilization of one in the Black/African American group
4. Campus Peace Officer: Service Workers - Developed an underutilization of one in the Hispanic/Latino group and underutilization was increased by one in the Female group
5. Admin 4: College Lab Technician: Science, Tech, Eng. - Underutilization was increased by two in the Female Group
6. Office Assistant: Administrative Support Workers - Underutilization Increased from two to six in the Hispanic/ Latino group
7. Admin 4: College Lab Tech Other - Developed an underutilization of four in the Female group
8. Faculty Professoriate Biological and Biomedical Sciences - Developed an underutilization of one in the Black/African American group
9. Faculty Professoriate: Foreign Languages, Literatures, and Linguistics- Developed an underutilization of one in the Black/African American group
10. Faculty Professoriate: Health Professions and Related Programs- Developed an underutilization of one in the Hispanic/Latino Group

11. Faculty Professoriate: Psychology - Developed an underutilization of one in the Hispanic/Latino group
12. Faculty Professoriate: Social Work – Developed an underutilization of one in Hispanic/Latino group and one in Minority 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. 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
5. Campus Security Assistant- Remained the same with underutilization of one in the Hispanic/Latino group
6. Library (Librarians/Non-Teaching)- Remained the same with underutilization of four in Female group
7. Faculty Professoriate: Physical Sciences – Remained the same with underutilization of two in the Female group and one in the Hispanic/Latino group
8. Faculty Professoriate: Visual and Performing Arts - Remained the same with underutilization of one in female group

Transaction-Based Analyses

Personnel Activity

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

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

Given system limitations, we produce an estimate of net changes by job group. We compare employee title changes between two reference dates (June 1, 2022 and June 1, 2023). This method produces a reasonable estimate but may leave out some actions, such as an employee changing job groups more than once over the year. We note hires, moves to a higher or lower job group, moves within a job group, and separations. Employees who change job groups and/or transfer between CUNY units are reported as separated from the first job and appointed to the second job. Federal guidelines state 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.

The following is a summary of appointment data and tenure actions that occurred throughout the reporting period.

Transfers – we had approximately 4 transfers, who were all minorities, during the reporting period.

Promotions and Upgrades

During the AAP period, there were **12 advancements** across EEO categories including 10 minorities and 7 women across groups. This year, there were no advancements in the Administrative Support Workers, Technicians, Craft workers, and service workers.

Here is the breakdown of advancements by EEO category:

- There were 4 who moved to a higher group in the Executive/ Administrative/Managerial group including 2 women and 4 minorities
- There were 4 who moved to a higher group in the Professional Faculty group including 3 women and 2 minorities
- There was a total of 4 who advanced in the Professional Non-Faculty group including 2 women and 4 minorities

There were 72 Separations in total during the report period, out of that total, 6 of them left for another CUNY College, 55 were minorities and 36 were women. The separations broke down into the following EEO Categories:

- Executive/ Administrative/Managerial - 8 in total; 4 were female and 7 were minorities
- Professional Faculty - 19 in total; 12 were female and 12 were minorities
- Professional/Non-Faculty - 13 in total; 9 were female and 8 were minorities
- Administrative Support Workers – 11 in total; 8 were female and 10 were minorities
- Technicians – 3 in total; 2 were female and 2 were minorities
- Craft Workers – 5 in total; 3 were minorities
- Service workers – 13 in total; 1 female and 13 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 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	4	2	2	0
Associate Professors	1	0	1	0
Assistant Professors	4	3	2	0
Lecturers	0	0	0	0

Additionally, York College Faculty were either appointed or continued in the rank of Distinguished Professor, an award of merit recognizing extraordinary academic achievement. Two (2) Distinguished Professors are

female and two (2) Distinguished Professors are members of protected ethnicities.

Recruiting Activity

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

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

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

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

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

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

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

Recruiting Data

This year we had 62 successfully completed job searches, attracted 2,353 qualified applicants and conducted 109 interviews. Out of those interviews held, there were a total of 65 offers and 65 hires across EEO Categories; more specifically we hired in the Administration 2 (Managers – HEOs & HEAs) and Administration 3 (Professional – HEa & aHEOs) EEO Categories.

The 62 searches yielded diverse applicant pools, comprising of 74% minorities and 53% women. Out of the interviews, we invited 56% women and 78% minorities for interviews, mostly via Zoom and some in-person. In conclusion we hired 65 candidates, 55 of which were minorities and 41 were women.

Over the course of the year, the college made 3 exceptions to the search process, known as a search waiver. The waiver process involves a review by the Chief Diversity Officer and a second review at CUNY’s System Office. A waiver may be granted in situations where it is highly unlikely, we could fill the position competitively (such as unique qualification requirements). We also grant waivers for positions representing a transfer of funding sources.

Of **3 total waivers**, 1 was awarded to a female employee and **3** were awarded to members of protected ethnicities. One **(1)** waiver represented initial hires. **Two (2)** waivers represented advancements of current personnel. No waivers represented transfers of funding and other reasons.

Table 5: Search Waivers/Exceptions

Employee Group	Total Waivers	Waivers to Females	Waivers to Protected Ethnicities
Executives (Admin 1 Job Group)	2	1	2
Higher Education Officer Series (Admin 2 and Admin 3 Job Groups)			1
Faculty (Professorial and Lecturer Group Groups)	1		1
Other (Describe)			

Civil Service Hiring

We participated in some university-wide hiring pools for Classified Civil Service vacancies, but the Office of Human Resources had difficulty obtaining demographic information of applicants and interviewees from onsite recruiters and the Central Office. Applicants who are pre-qualified based on an examination score indicate their interest in working at one or more units, and each establishment interviews and hires according to Civil Service regulations. We report applicants expressing an interest in our unit at the hiring pools. CUNY's Office of Human Resources Management administers and validates Civil Service examinations and maintains records of applicants and exam scores. We do not have any information for the demographics or total applicants in the civil service pools held.

Compensation

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

The Chief Diversity Officer reviews overall practices such as:

- Setting of Starting Salaries
- Performance-Based Pay
- Pay Increases Upon Promotion
- Tracking of Compensation Decisions
- Document Retention
- Assignment of Overtime/Additional Assignments.

The Chief Diversity Officer and Human Resources Director discussed compensation best practices and areas of risk with management on September 30th, 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.

2022-2023 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, 2022-2023

Program	Impact/Job Group
On September 13, 2022, a discussion entitled Girl Talk: Managing A Successful Transition to College was held on campus.	This was a roundtable discussion on how to successfully transition to college. Students received tips and shortcuts from current students to ease their way into college and be successful. Students also received online support to help manage the stress of starting their first semester.
On September 13, 2022, Occupational Therapy Information Sessions were held. The sessions introduced all interested students to the program while giving students the opportunity to speak directly with faculty members to learn more about the Occupational Therapy Program and its career.	During this event, students were able to get more insights and broaden their understanding on different career options.
On September 15, 2022, the Cardinal Club and Resource Fair was held. Many clubs were on display for students to learn about including the different resources available on campus.	This was a resource fair that gave support to students while providing guidance and empowerment for continuous success.
On September 23, 2022, Hispanic Heritage Month Celebration was held; it was an event to celebrate the culture and accomplishments of LatinX people.	This event helped students, staff, and faculty to broaden their understanding of cultural diversity within the Hispanic culture.
On October 4, 2022, a workshop entitled Building Safer Relationships and Community was held; it addressed sexual assault and domestic violence.	This workshop heightened awareness against domestic violence through forms of hands-on education.
On October 4-25 th , "Safer Relationships and Community" was held; it was a four-part workshop series that addressed sexual assault, domestic violence, and responding with care.	The workshops gave participants an opportunity to engage in their relationships with intentionality, to discuss affirmative consent, and unpack cultural norms/stereotypes. Participants also

Program	Impact/Job Group
	discussed different forms of oppression that contribute to violence while exploring strategies for preventing violence in the communities.
On October 12, 2022, a Health Fair was held on campus, which was an educational and interactive event designed to provide valuable information relating to health, nutrition, insurance, childcare, 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 health resources available. The event promoted self-care while enhancing networking and communication skills.
On October 18, 2022, Paint with a Twist. For returning military with mental health conditions, art therapy provides emotional relief by encouraging the expression of feelings and concerns	This was an event to demonstrate how Art making can help relieve depression and anxiety as well as to improve reality orientation.
On October 27, 2022, a Career Workshop was held by The Center for Students with Disabilities, which conducted a series on how to build resumes, ace an interview, and available jobs on campus.	This event helped to equip students with skills that aid in success and growth in emotional intelligence of all involved.
On November 2, 2022, One York Brotherhood: The EQ Advantage was held. 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.	This session covered the five components of emotional intelligence and discussed how they can be applied towards academic, personal, and career goals. Emotional intelligence (EQ) is the ability to effectively manage emotions in positive ways to empathize with others, make responsible decisions, maintain healthy relationships and ultimately, be successful.
On November 18, 2022, Transgender Day of Remembrance 2022 was held. It is an annual observance on November 20 that honored the memory of the transgender people whose lives were lost in acts of anti-transgender violence.	This event helped bring awareness to the violence in the LGBTQI+ community.
On February 2, 2023, the Women Center held an Open House	This was an information session that resulted in students being aware of the different resources that are available to them from the Women's center, promoting inclusivity.
On February 3, 2023, Wear Red for Women Day	This event was to help raise awareness of women's No. 1 killer cardiovascular disease, too many women, particularly our

Program	Impact/Job Group
	youngest most diverse women, remain unaware
On February 16, 2023, LGBTQIA+ SafeZone Training took place; it is a Program that was geared towards providing support to members of the LGBTQIA+ community	This training taught participants how to become an ally of the community, eliminate myths, misconceptions, and stereotypes about the LGBTQIA+ community and honor the diversity of all students.
On March 8, 2023, International Women's Day, was an event to focus on gender equity and to help others understand the difference between equity and equality.	The goal of this celebration was to highlight women's achievements; as a result, the event raised awareness of actions to take against bias and in favor of equality.
On March 21, 2023, a Defending Human Rights: Empowerment Workshop was held. This event was an opportunity for students to learn more about Human Rights Law, Anti-Black Racism, and other forms of discrimination based on race and color.	This was an information session that promoted cultural understanding of the adversities that people of color face.
Building an Inclusive Culture: Understanding Unconscious Bias	This training examined the importance of understanding the unconscious or hidden biases that inform behaviors and decisions at work. Participants learned the difference between conscious (explicit) and unconscious/hidden (implicit) bias, understand the various levels of bias, and how we interpret and make decisions using our individual lenses, layers and legacies.
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.

2023-2024 Planned Programs

In this section, we affirm placement goals and key initiatives. The Office of Compliance & Diversity has applied for the CUNY Antibias \$24K grant on behalf of the Division of Academic Affairs and Division of Student Affairs, and we hope to secure this funding to carryout all of the planned programs around themes of diversity, equity, and inclusion, teambuilding, and trust-building for students, faculty, and staff at York College.

Table 7: 2023-2024 Planned Programs

Program	Expected Impact/Job Group
Disability Etiquette for a Better Campus Culture	Cultivate a culture of understanding, inclusion, and support for individuals with disabilities
Jewish Ally Zone workshop	Increase awareness of Jewish culture and religion and prevent antisemitism
Faculty Workshop on Reasonable Accommodations and Academic Adjustments	This workshop will help faculty understand laws, policies, and procedures around granting reasonable accommodations to decrease misunderstandings between students and faculty.
Deliberative Dialogue training through AASCU'S "The American Democracy Project" – faculty and students will develop civic skills of active listening, critical thinking, and dialogue, particularly with those who hold opposing views and perspectives.	We expect that students will be equipped with the knowledge and skills to flourish professionally and in the public areas of their lives, preparing the next generation of informed, engaged citizens for our democracy.
AARI Film Series Asian American / Asian Research Institute	We expect to amplify the stories of Asian Americans that will educate the college community and promoted a racially just and equitable environment.
From Microaggressions to Microaffirmations (DCAS) - This training will examine the importance of understanding the unconscious or hidden biases that inform our behaviors and decisions at work. Participants will learn the difference between conscious (explicit) and unconscious/hidden (implicit) bias, etc.	We seek to cultivate a safe work environment for all ethnicities and genders by learning best practices, state and federal standards.
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.
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.
Day excursion to Museum of Jewish Heritage	We expect that learning Jewish history via the museum tour will bring our college community together with a shared experiential learning experience.
LGBTQIA+ Walking Tour	Learning history of the leaders and activities of the LGBTQIA community.

Program	Expected Impact/Job Group
Stop The Hate and Violence Film Festival	We expect to promote a safe, inclusive environment for LGBTQIA and other groups to learn from historical events and strategies for inclusion through the film series.

Ongoing Activities

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

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

Internal Audit and Reporting

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

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

- Monitoring personnel actions, including new hires, transfers, promotions, and terminations
- Monitoring employee self-identification programs
- Reviewing recruiting outreach and advertising
- Monitoring complaints/incident reports for underlying trends
- 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.

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

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

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

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

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

PART FOUR: INDIVIDUALS WITH DISABILITIES AND PROTECTED VETERANS

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

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

Equal Opportunity and Non-Discrimination Policy

CUNY's Equal Opportunity and Non-Discrimination Policy is provided in **Appendix C**.

Review of Personnel Practices

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

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

We invite employees to self-identify through an online self-service system. We invite applicants to self-identify through CUNY's online applicant tracking system. CUNY maintains appropriate security measures for confidentiality of personal data. The College last conducted a canvas for self-identification in September 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. As a routine practice, the Chief Diversity Officer reviews position requirements before listing a job vacancy. They review any new job qualifications or conditions to ensure they would not screen out qualified individuals with disabilities or protected veterans.

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

Reasonable Accommodations

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

The contact for accommodation requests is:

Name: Virginia Rodriguez
Title: HR Manager, Office of Human Resources
Phone: 718-262-2719
Email: vrodiguez10@york.cuny.edu

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

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

We provide reasonable 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.

Recognizing requests may be resolved through dialogue, this year we documented 9 employee accommodation requests, successfully concluded 5 times and appealed 0 times. At this time there are no outstanding appeals. There were no job applicant accommodation requests to be provided this year.

We endeavored to make other improvements in technology on campus and acquired equipment and upgraded facilities educational facilities. Some projects are still in progress for this academic year. We also upgraded campus facilities to improve access in the following areas:

Facilities Improvements

1. Academic Core Building Entrance Door Restoration - \$1.100 Million/ 90% Completion
2. Academic Core Roof Replacement - \$19.485 Million/ 25% Completion
3. Emergency Hot and Chilled Water Piping Replacement at HPEC & AC Core - \$2.800 Million/ 99% Completion
4. Emergency HVAC Work - \$1.650 Million/ 99% Completion
5. Fuel Oil Tank - \$1.900 Million/ 90% Completion
6. Groundwater Sump Pumps - \$750 Thousand/ 100% Completion
7. PAC- Interior Upgrades - \$20.871 Million/ Construction just started
8. Track & Field Upgrade - \$8.137 Million/ Construction just started

9. Jamaica 159th Street Under Pass - \$2.000 Million/ About to go to bid
10. AC Core Domestic Cold-Water Piping Replacement and System Upgrade - \$4.240 Million/ Bid Documents production
11. Academic Core Bathroom Upgrade - \$18.200 Million/ About to go to bid
12. HPE Bathroom Upgrade - \$7.631 Million/ About to go to bid
13. LED Lighting - \$5.564 Million/ Construction just began
14. Science Building Emergency Cooling and RTU Replacement - \$9.000 Million/ Temporary units in place main project in design

Technology improvements

Service Delivery

- Reorganized the Service Delivery Department, which resulted in improved technology support for Campus Events, Equipment Rooms, and Classrooms Support
- Improved Classroom Technology support (reduced waiting time for Smart Support) by double Staffing available to answer phone calls from Smart Classrooms
- Equipment Room, Computer Lab Operation, and TV Studio Operation are now part of the Division of Information Technology Services.
- Implemented Qless – a queue management system and appointment scheduling tool that helps Student and Academic Services to manage customer flow through an easy-to-use digital solution and eliminate waiting time
- Smart Classrooms – 8 New Classrooms were retrofitted with Hyflex Education Technology.
- Data Center and Networking - Successful Faculty and Staff Email Migration – 12 YConnect tickets with issues were reported.
- Leveraged CIS Data Storage Infrastructure as Back-Up location for York College Data Center. This represents a \$32K saving in OPTS budget spent on Annual Off-Site Back Up)
- Business Intelligence - Developed Data Visualization BI for Admission, Enrollment Management, and Advancement, and President's Cabinet to support decision-making and resource reallocation for improving enrollment strategies and targets
- Cyber Security - Improved York Cyber Security posture by instituting weekly Cyber Security Mitigation Meetings where risks are assessed, and mitigation is applied.
- Implemented Regroup Mass Communication for various purposes, such as emergency notifications, weather-related closures or delays, event reminders, and other important announcements.
- Implemented York College Digital ID – the Digital ID allows students, Faculty, and Staff to access their Digital Id from their Mobile Phones via the Cardinal App without having to reach out or wait in line to obtain an Id from Public Safety.

Harassment Prevention

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

External Policy Dissemination

Each job vacancy announcement includes a summary of CUNY's policy. As noted above, CUNY posts its Non-Discrimination Policy on its employment website. CUNY's Office of Labor Relations provides an annual notice of our policies to labor unions. Our establishment (or the university, as appropriate) sends written notice of the affirmative action policies to subcontractors, vendors, and suppliers, requesting compliance.

Outreach and Positive Recruiting

Table 8: Summary of Prior Year Outreach

Program / Effort	Impact/Discussion
DirectEmployers - a not-for-profit consortium of large employers. The site provides accessibility for individuals with disabilities and presents the job postings in a well-designed format for mobile devices. It provides user-friendly browsing by campus & keywords. This service expanded our outreach to Veteran Organizations.	Attracted more candidates who are recent college graduates to increase generational diversity & opportunities for women and minorities.
HERC (Higher Education Recruiting Consortium)	Overall, we attracted more Veteran candidates and applicants with disabilities.
Our CDO engaged in LinkedIn outreach by listing our job postings in interest-specific groups & AA Specialist increased outreach to local NYC organizations.	Increased collaboration with departments on Academic organizations & Associations, of which they have membership.
We utilized the National Association of Collegiate Employers (NACE) which allowed us to attract more candidates who are recent college graduates.	Overall, we attracted more Veteran candidates and applicants with disabilities. This also allowed us to increase generational diversity and opportunities for women and minorities.

Our recruitment outreach efforts have been more diversified as we endeavored to gain more feedback last year from faculty on which organizations and job boards to use when recruiting. Many of the organizations were national. As a result, we increased the number of applicants per search and our overall demographic diversity, which were two of our goals. Therefore, the outreach efforts seem to be effective, and we will continue using it this AY 2023 to 2024 year.

Table 9: Planned Outreach, 2023-2024

Program / Effort	Goals/Expected Impact
Outreach to national organization (Asian American Professional Association, National Organization of Italian American Women)	To increase collaboration with local organization leaders and attract applicants of diverse backgrounds to reduce or eliminate underutilization
We will 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	Increase recruitment of veterans and individuals with disabilities.
We will continue to field the Academic Chairs	We expect to attract top faculty talent

Program / Effort	Goals/Expected Impact
for their recommendations of professional organizations/ associations of their disciplines.	who are also diverse and have a greater understanding of our student population.

Ongoing efforts include:

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

Internal Policy Dissemination

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

- Included policies in manuals and other publications
- Explained policies and 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, in the Bookstore Breezeway and Cluster Breezeway, Office of Student Life bulletin board outside Room C123, Library Breezeway bulletin boards

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. Berenecea Eanes, 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 reports issues uncovered in the review process 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 records are stored securely and confidentiality is maintained
- 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 support the implementation of affirmative action specific to individuals with disabilities and veterans. We have a 504/ADA Committee whose responsibilities are outlined in this document.

University Management

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

Training

We provide orientation on relevant regulations and policies, including affirmative action programs, to personnel responsible for recruitment, selection, promotion, disciplinary actions, and similar personnel activities. This year we conducted a series of training sessions including Person of Interest (POI) training. Additionally, 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 that is offered during employee orientation and is available throughout the academic year; Executives also completed this course.
2. Title IX Training to the following: YC summer research program - 7/12/2022, Cohort 12 Nursing Students - 8/26/2022, M.S.W. Program - 11/4/2022, and Athletics Department Monthly Meeting - 9/21/2022

3. DCAS Trainings:

· Building an Inclusive Culture: Understanding Unconscious Bias

- This training examined the importance of understanding the unconscious or hidden biases that inform behaviors and decisions at work. Participants learned the difference between conscious (explicit) and unconscious/hidden (implicit) bias, understand the various levels of bias, and how we interpret and make decisions using our individual lenses, layers and legacies.

· 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.

· Disability Etiquette: Inclusive Workplace Strategies for People with Disabilities

- This training reviewed strategies and best practices for creating an inclusive environment for people with disabilities. Participants were educated on myths or misconceptions about the community of people with disabilities and developed competencies in interacting with persons with various types of disabilities.

· Stop the Hate: Safer Space Training

- This two-hour training provided an understanding of LGBTQ history, the importance of a Safe Space, LGBTQ identities and terminology, and how to create Safe Space for inclusion for LGBTQ people.

· Stop the Hate Crime Prevention Workshop

- This was a two-hour training that provided an understanding of bias incidents and hate crimes, a review of hate crime laws and first amendment speech protections, and the impact of hate on victims. The goal of this online training was to equip individuals with the information needed to be better advocate for preventing the escalation of hate crimes and promoting social change.

Audit and Reporting System

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

The 504/ADA Coordinator oversees audit and reporting in support of individuals with disabilities. He/she identifies and addresses barriers to access and evaluates remedial actions. Both individuals report findings to the President and/or designee. The CDO also conducted internal audits of academic handbooks for compliance with equal opportunity, Title IX, and nondiscrimination policies and procedures. Additionally, Ms. Peterson conducted an internal 504/ ADA audit as prescribed by the OFCCP.

Benchmark Comparisons

Staffing

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

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

Hiring Rates

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

In March 2023, the federal government set the benchmark Hiring Rate for veterans at 5.4%, 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, the CDO plans to introduce 55a program to Cabinet Leadership to introduce faster ways to hire, as well as recruit and employ highly skilled individuals with disabilities while increasing representation.

Exhibit: Benchmark Comparisons for Veterans and Individuals with Disabilities

Table 10: Veterans' Hiring Rate Benchmark

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

Factor	2022-2023	2021-2022	2020-2021
A. Number of applicants who self-identified as Veterans before an offer of employment is made	28	17	15
B. Total number of job openings	62	11	16
C. Total number of jobs filled	65	4	16
D. Total number of applicants for all jobs	2353	441	850
E. Number of veteran applicants hired	1	0	0
F. Total number of applicants hired	65	4	16
Hiring Rate (E divided by F)	1.5%	0%	0%
Federal Benchmark	5.4%	5.5%	5.6%
Benchmark Met (Yes/No)	No	No	No

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

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

Table 11: Hiring Rate for Individuals with Disabilities

There is no recommended hiring benchmark for Individuals with Disabilities.

Factor	2022-2023	2021-2022	2020-2021
A. Number of applicants who self-identify as Individuals with Disabilities before an offer of employment is made	189	27	52
B. Total number of job openings	62	11	16
C. Total number of jobs filled	65	4	16
D. Total number of applicants for all jobs	2353	441	850
E. Number of individuals with disabilities hired	0	0	0
F. Total number of applicants hired	65	4	16
Hiring Rate (E Divided by F)	0%	0%	0%

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

APPENDICES

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

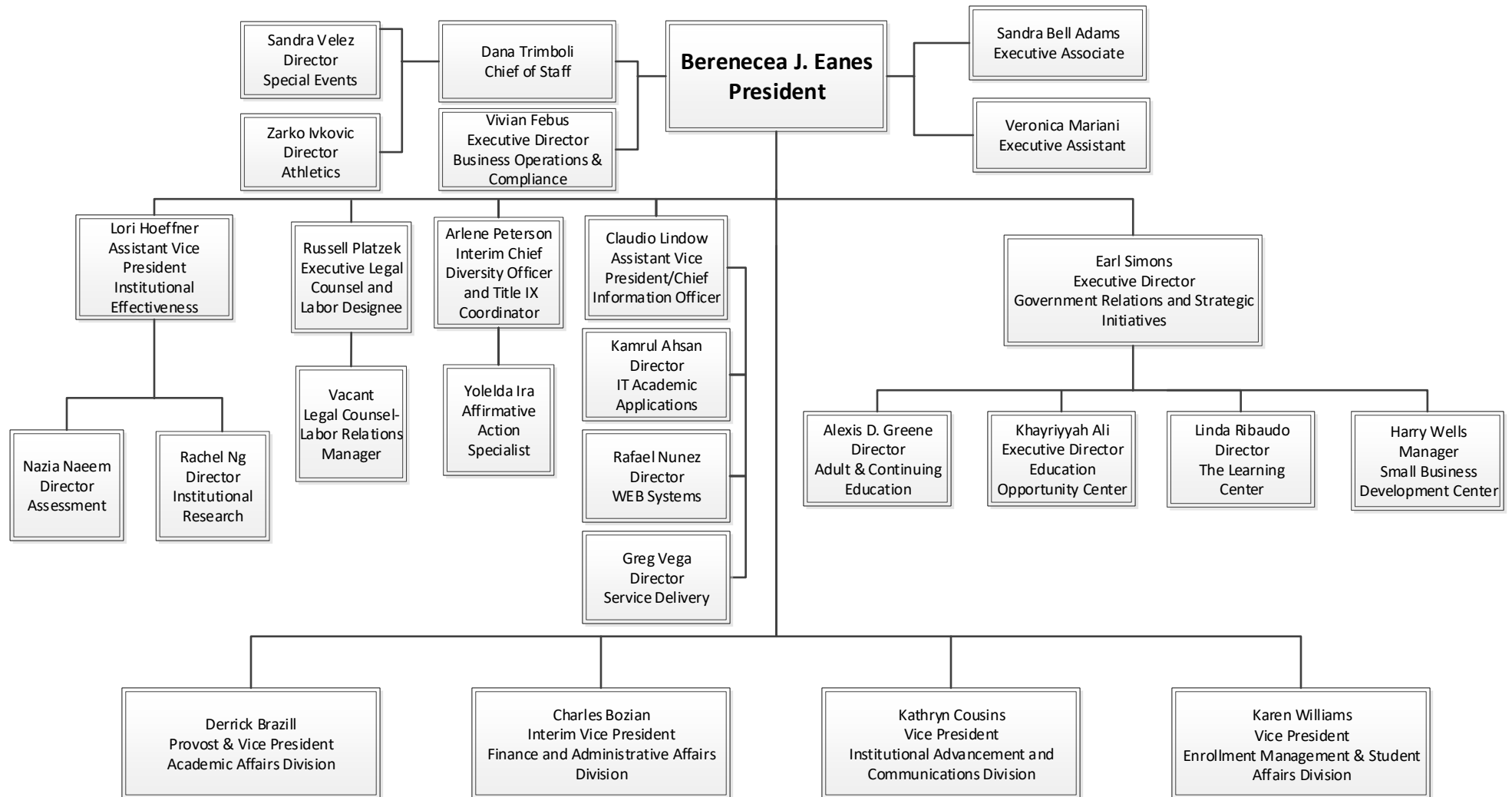
Appendices for the 2023 - 2024 Affirmative Action Plan

Appendix A Organization Chart

This Appendix contains a summary organization chart.



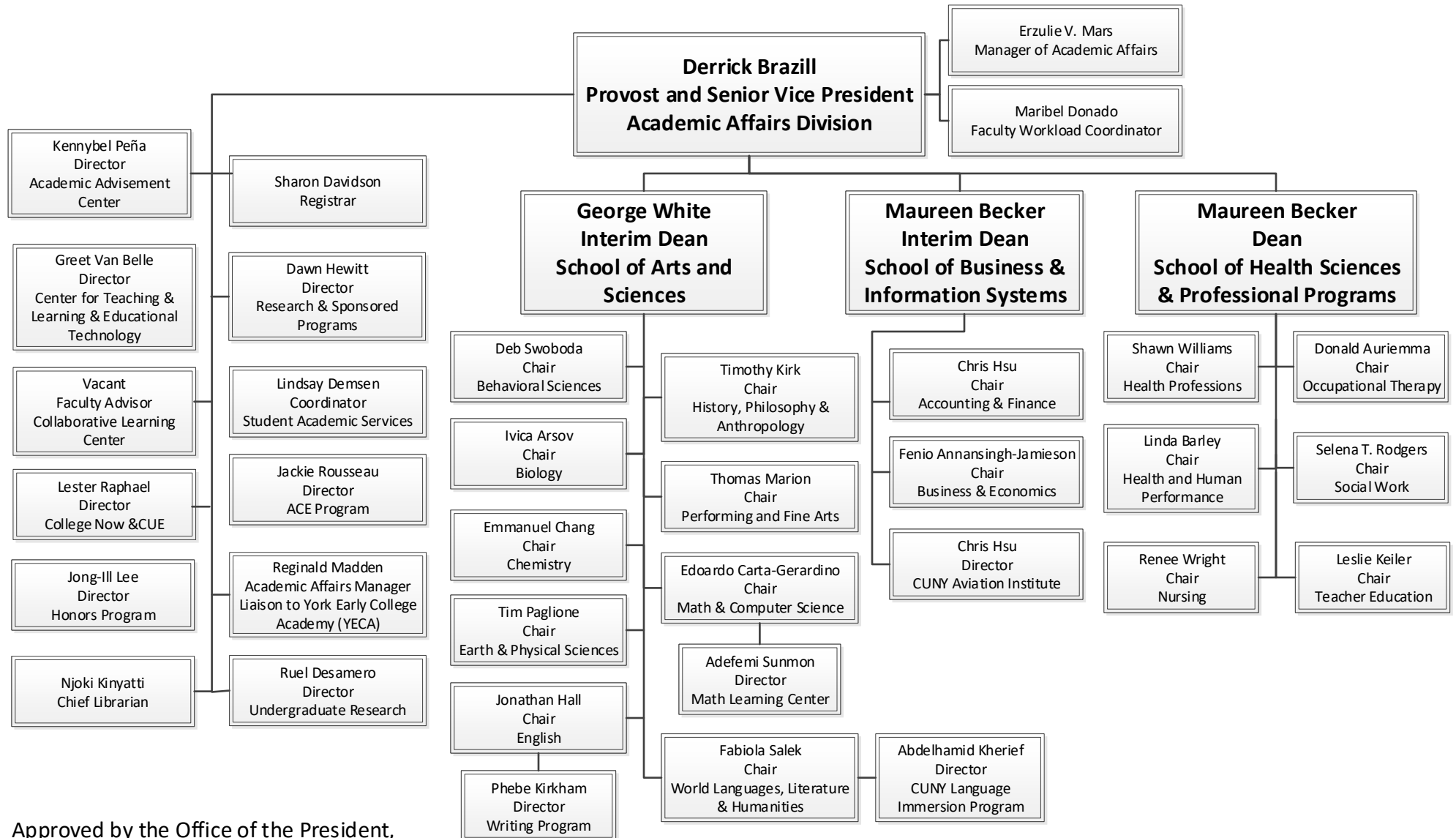
President's Division



Approved by the Office of the President,
Updated April 2023

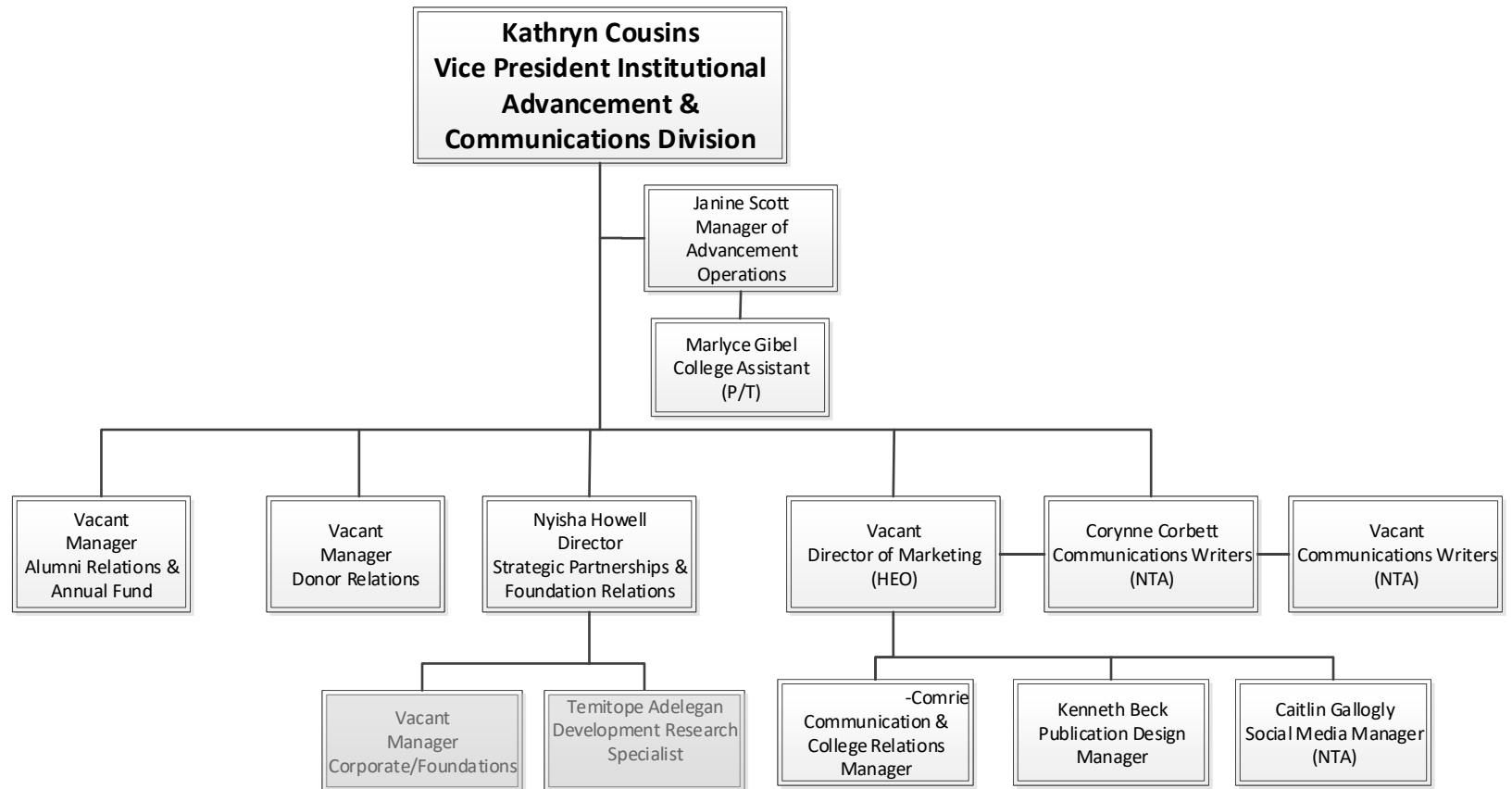


Academic Affairs Division



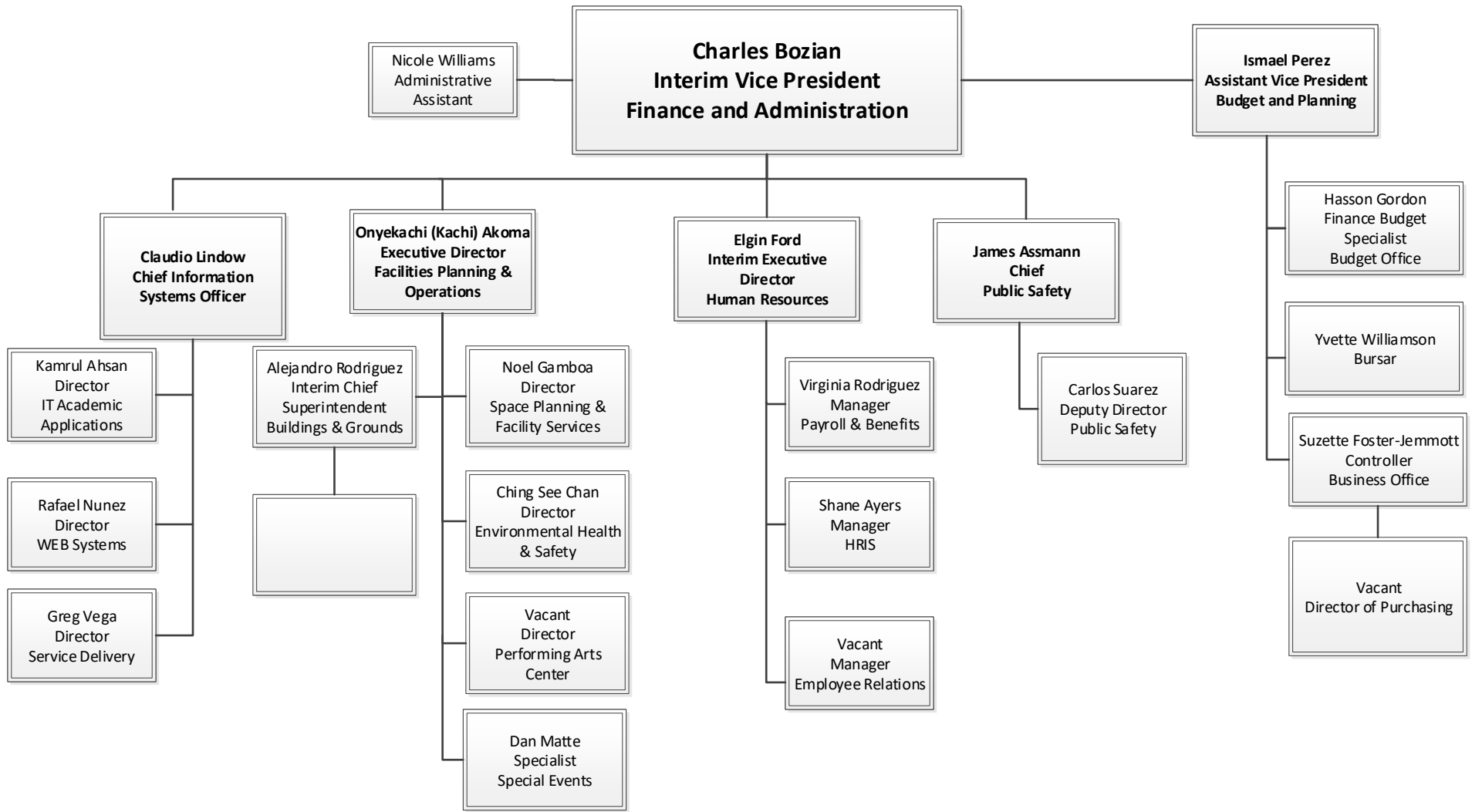


Institutional Advancement & Communications Division



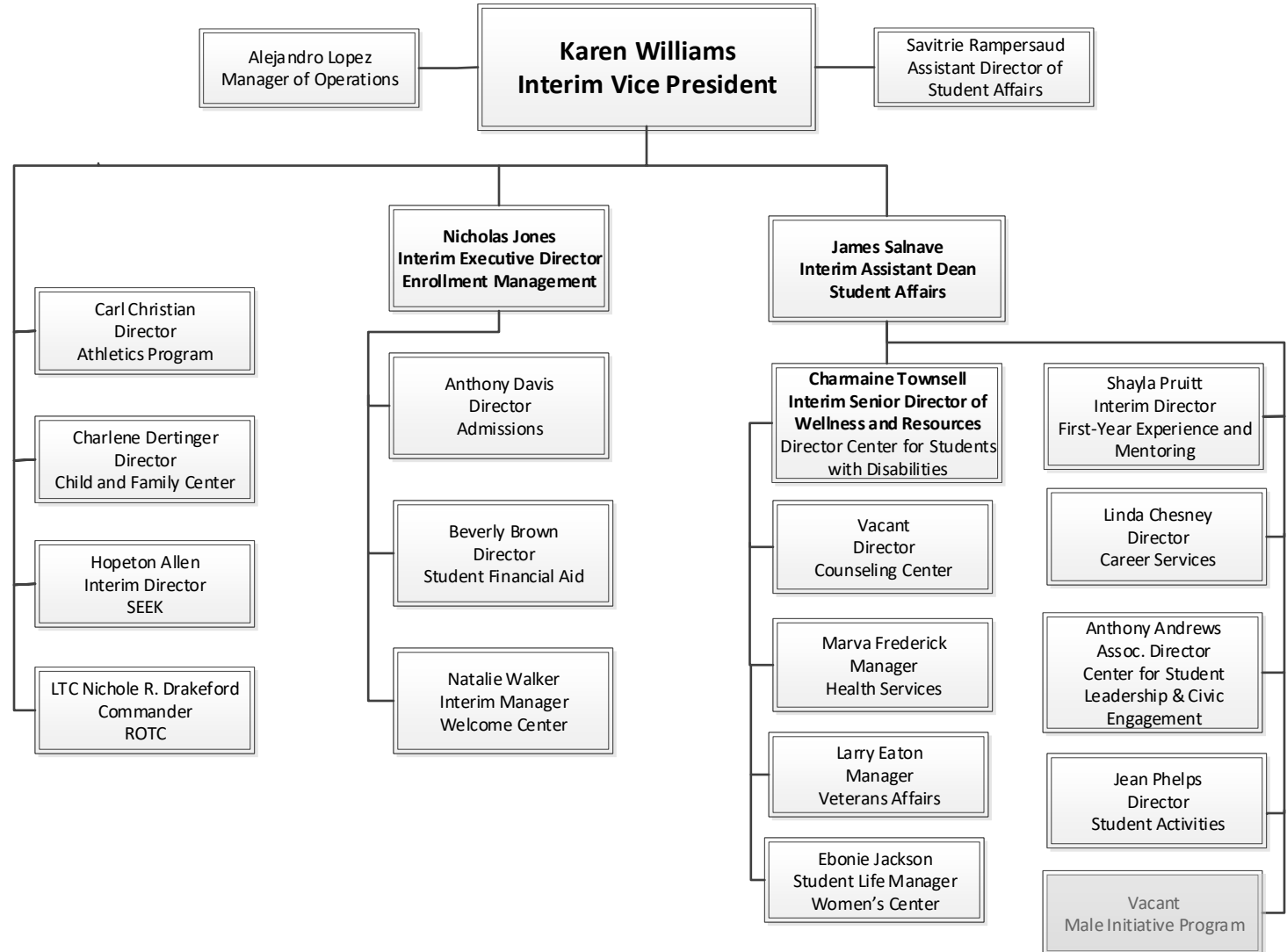


Finance and Administrative Affairs Division





Division of Enrollment Management & Student Affairs



Approved by the Office of the President,
Effective June 2022

Appendix B Reaffirmation Letter

This Appendix contains the most recent Reaffirmation Letter.

From: president@york.cuny.edu <president@york.cuny.edu>

Sent: Friday, October 6, 2023 10:29 AM

To: Arlene Peterson <apeterson1@york.cuny.edu>

Subject: Reaffirmation of Commitment to Employment Diversity/Equal Opportunity/Affirmative Action



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 practices. Our senior management team fully supports our policies and practices to foster non-discrimination, affirmative action, and diversity and inclusion in the workplace. 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, as a federal contractor, CUNY engages in affirmative action for women, minorities, individuals with disabilities, and veterans consistent with federal requirements for employees in all title groups. Italian Americans are included among CUNY's

protected groups.

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

York College'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, Title IX Coordinator, & 504/ADA Coordinator is the responsible official charged with implementing affirmative action regulations. I encourage all managers to contact the Office of Diversity & Compliance to discuss diversity and inclusion strategies that would advance unit goals. Additionally, any individual who believes they have experienced employment discrimination should immediately contact Arlene Peterson at 718-262-2141 or apeterson1@york.cuny.edu. Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion, or discrimination due to exercising any rights provided for in equal employment opportunity regulations.

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

Respectfully,

Dr. Berenecea Johnson Eanes

President, York College

Appendix C CUNY Policies

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

EQUAL OPPORTUNITY AND NON-DISCRIMINATION POLICY

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

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

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

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

AFFIRMATIVE ACTION POLICY

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

ARTICLE V FACULTY, STAFF AND ADMINISTRATION Policy 5.04 - Affirmative Action:

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

SEXUAL MISCONDUCT POLICY

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

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

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

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

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

OTHER POLICIES

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

Management reaffirms its non-discrimination policies annually.

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

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

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

Appendix D-1 Utilization Analysis - Staff Job Groups

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

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

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

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

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

Category: Executive/Administrative/Managerial

Job Group: Admin 1: Executive
Description: Executive Compensation Plan (Other Than Chief Executive)
Appointments: 18

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
- 04722 Asst Dean
- 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	44.4%	66.7%	0.0%	44.4%	16.7%
Labor Market Availability	45.6%	29.6%	10.0%	8.9%	8.8%

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	44	56	8	36	11
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	67.7%	86.2%	12.3%	55.4%	16.9%
Labor Market Availability	57.7%	51.7%	14.2%	17.4%	17.8%

Category: Executive/Administrative/Managerial

Job Group: Admin 2: Managerial Adjunct
Description: Adjunct HE Officer series administrators (all levels)
Appointments: 130

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	89	102	21	55	21
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	68.5%	78.5%	16.2%	42.3%	16.2%
Labor Market Availability	57.7%	51.7%	14.2%	17.4%	17.8%

Category: Professional Non-Faculty

Job Group: Accountant: Professional
Description: Accounting-Professionals
Appointments: 6

Weight Availability Factors

- 50.00% ACS 2017-2021 NY/NJ MSA workforce with Bachelor's degree of higher in selected occupations (0530, 0800, 0820, 0830).
- 50.00% Employees with Civil Service permanency in titles of Accounting Assistant, Purchasing Agent Assistant or EOC Accounting Assistant, who have earned a BA degree or higher, as of 6/1/2022.

Titles held by employees in this group

- 04801 Finance Accountant
- 12121 Purchasing Agent

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	6	5	2	2	1
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	100.0%	83.3%	33.3%	33.3%	16.7%
Labor Market Availability	61.9%	51.7%	29.4%	9.6%	11.5%

Category: Professional Non-Faculty

Job Group: Admin 3: Professional
Description: HE Officer Series: Entry and mid-level administrators
Appointments: 83

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

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	60	71	11	42	16
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	72.3%	85.5%	13.3%	50.6%	19.3%
Labor Market Availability	59.3%	39.5%	16.5%	9.6%	10.4%

Category: Professional Non-Faculty

Job Group: Info Tech: Professional
Description: Information Technology-Professionals
Appointments: 25

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	23	15	2	6
Underutilized (Y = Yes)	Y			Y	
Number Underutilized	5			1	
Actual Utilization	20.0%	92.0%	60.0%	8.0%	24.0%
Labor Market Availability	38.1%	59.4%	30.2%	13.0%	13.9%

Category: Professional Non-Faculty

Job Group: Info Tech: Professional Adjunct
Description: Hourly Information Technology-Professionals
Appointments: 6

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	1	5	4	0	1
Underutilized (Y = Yes)	Y			Y	
Number Underutilized	1			1	
Actual Utilization	16.7%	83.3%	66.7%	0.0%	16.7%
Labor Market Availability	38.1%	59.4%	30.2%	13.0%	13.9%

Category: Administrative Support Workers

Job Group: Administrative Assistant
Description: Administrative Assistants-Senior level
Appointments: 7

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	7	6	0	6	0
Underutilized (Y = Yes)			Y		Y
Number Underutilized			1		2
Actual Utilization	100.0%	85.7%	0.0%	85.7%	0.0%
Labor Market Availability	89.4%	77.7%	10.0%	36.6%	29.3%

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%

Category: Administrative Support Workers

Job Group: Office Assistant Adjunct
Description: Hourly Administrative Office Assistants-Entry level
Appointments: 220

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	136	203	41	105	51
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	61.8%	92.3%	18.6%	47.7%	23.2%
Labor Market Availability	76.3%	49.8%	11.5%	15.0%	20.5%

Category: Technicians

Job Group: Info Tech: Technician Adjunct
Description: Hourly Information Technology-Tech Support
Appointments: 6

Weight Availability Factors

100.00% Identical to IT Technician Group (Full Time) except that availability is 100% external.
0.00% NA

Titles held by employees in this group

04865 IT Support Asst

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	1	6	3	3	0
Underutilized (Y = Yes)					Y
Number Underutilized					1
Actual Utilization	16.7%	100.0%	50.0%	50.0%	0.0%
Labor Market Availability	21.9%	52.9%	24.8%	10.9%	14.6%

Category: Craft Workers

Job Group: Skilled Trades: Not Supervisory
Description: Skilled Trades-Not supervisory
Appointments: 13

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

- 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	5	2	1	2
Underutilized (Y = Yes)					Y
Number Underutilized					2
Actual Utilization	0.0%	38.5%	15.4%	7.7%	15.4%
Labor Market Availability	2.6%	46.2%	4.7%	10.6%	27.9%

Category: Craft Workers

Job Group: Laborers and Helpers
Description: Entry-Level Craft Workers
Appointments: 8

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	8	0	7	1
Underutilized (Y = Yes)	Y		Y		Y
Number Underutilized	2		1		2
Actual Utilization	0.0%	100.0%	0.0%	87.5%	12.5%
Labor Market Availability	19.9%	73.8%	6.8%	24.3%	40.5%

Category: Service Workers

Job Group: Campus Public Safety Sergeant
Description: Campus Security-Supervisors and Specialists
Appointments: 8

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	2	8	2	3	3
Underutilized (Y = Yes)				Y	
Number Underutilized				1	
Actual Utilization	25.0%	100.0%	25.0%	37.5%	37.5%
Labor Market Availability	24.0%	86.3%	4.5%	49.2%	30.7%

Category: Service Workers

Job Group: Campus Peace Officer
Description: Campus Security-Mid level staff
Appointments: 12

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	12	3	7	1
Underutilized (Y = Yes)	Y				Y
Number Underutilized	2				1
Actual Utilization	16.7%	100.0%	25.0%	58.3%	8.3%
Labor Market Availability	30.1%	77.9%	13.7%	42.4%	19.7%

Category: Service Workers

Job Group: Campus Security Assistant
Description: Campus Security-Entry level staff
Appointments: 20

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	20	5	13	1
Underutilized (Y = Yes)					Y
Number Underutilized					4
Actual Utilization	40.0%	100.0%	25.0%	65.0%	5.0%
Labor Market Availability	30.6%	71.1%	8.2%	36.4%	23.6%

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%

Category: Service Workers

Job Group: Custodial: Assistant Adjunct

Description: Hourly Custodial-Entry level

Appointments: 6

Weight Availability Factors

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

0.00% NA

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	2	6	0	3	3
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	33.3%	100.0%	0.0%	50.0%	50.0%
Labor Market Availability	29.3%	71.6%	5.8%	18.6%	44.6%

Appendix D-2 Utilization Analysis - College Laboratory Technicians

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

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

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

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

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

Admin 4: College Lab Technician

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

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

Appointments: 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 Minority	Asian/Nat. Haw./Oth Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	4	10	7	0	2
Underutilized (Y = Yes)	Y			Y	
Number Underutilized	2			1	
Actual Utilization	33.3%	83.3%	58.3%	0.0%	16.7%
Labor Market Availability	47.1%	31.3%	17.5%	4.9%	6.0%

Admin 4: College Lab Technician

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

Grouping: College Lab Tech: Other

Appointments: 7

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

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

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Oth Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	2	5	1	2	2
Underutilized (Y = Yes)	Y				
Number Underutilized	4				
Actual Utilization	28.6%	71.4%	14.3%	28.6%	28.6%
Labor Market Availability	83.8%	42.8%	8.7%	13.3%	18.3%

Admin 4: College Lab Technician Adjunct

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 Minority	Asian/Nat. Haw./Oth Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	7	7	4	2	1
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	77.8%	77.8%	44.4%	22.2%	11.1%
Labor Market Availability	47.1%	31.3%	17.5%	4.9%	6.0%

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

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

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

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

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

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

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).

Total Appointments: 10

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	4	6	4	2	0
Underutilized (Y = Yes)	Y				Y
Number Underutilized	2				1
Actual Utilization	40.0%	60.0%	40.0%	20.0%	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).

Total Appointments: 11

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	6	2	1	0	1
Underutilized (Y = Yes)		Y		Y	
Number Underutilized		1		1	
Actual Utilization	54.5%	18.2%	9.1%	0.0%	9.1%
Labor Market Availability	53.6%	28.5%	11.4%	4.6%	8.6%

Job Group Faculty: Professoriate Adjunct

Weight Availability Factors

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

Total Appointments: 13		Utilization Report				
	Female	Total Minority	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	53.8%	46.2%	30.8%	7.7%	7.7%	
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 Minority	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: 37

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	12	30	9	19	1
Underutilized (Y = Yes)	Y				Y
Number Underutilized	5				5
Actual Utilization	32.4%	81.1%	24.3%	51.4%	2.7%
Labor Market Availability	46.7%	43.2%	13.9%	10.7%	16.0%

York College

Job Group Faculty: Professoriate**Weight** Availability Factors

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

Total Appointments: 12

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	5	8	3	3	2
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	41.7%	66.7%	25.0%	25.0%	16.7%
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: 15

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	5	12	5	7	0
Underutilized (Y = Yes)	Y				Y
Number Underutilized	2				1
Actual Utilization	33.3%	80.0%	33.3%	46.7%	0.0%
Labor Market Availability	47.7%	40.7%	5.6%	25.1%	7.0%

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: 20	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	17	11	2	8	0
Underutilized (Y = Yes)					Y
Number Underutilized					3
Actual Utilization	85.0%	55.0%	10.0%	40.0%	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: 14

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	5	9	4	2	3
Underutilized (Y = Yes)	Y				
Number Underutilized	4				
Actual Utilization	35.7%	64.3%	28.6%	14.3%	21.4%
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: 20

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	12	19	5	9	5
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	60.0%	95.0%	25.0%	45.0%	25.0%
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: 5

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	3	2	0	2	0
Underutilized (Y = Yes)					Y
Number Underutilized					1
Actual Utilization	60.0%	40.0%	0.0%	40.0%	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: 19

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	11	9	4	3	2
Underutilized (Y = Yes)					Y
Number Underutilized					1
Actual Utilization	57.9%	47.4%	21.1%	15.8%	10.5%
Labor Market Availability	71.9%	37.9%	6.7%	9.2%	18.3%

York College

Job Group Faculty: Professoriate**Weight** Availability Factors

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

Total Appointments: 14

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	7	6	3	1	2
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	50.0%	42.9%	21.4%	7.1%	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: 11

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	9	6	3	3	0
Underutilized (Y = Yes)					Y
Number Underutilized					1
Actual Utilization	81.8%	54.5%	27.3%	27.3%	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: 20

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	15	14	3	0	11
Underutilized (Y = Yes)				Y	
Number Underutilized				1	
Actual Utilization	75.0%	70.0%	15.0%	0.0%	55.0%
Labor Market Availability	69.4%	43.9%	9.6%	4.6%	26.5%

Job Group Faculty: Professoriate

Weight Availability Factors

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

Total Appointments: 12

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	8	7	0	1	6
Underutilized (Y = Yes)			Y		
Number Underutilized			1		
Actual Utilization	66.7%	58.3%	0.0%	8.3%	50.0%
Labor Market Availability	55.4%	27.3%	6.2%	2.0%	16.9%

Job Group Faculty: Professoriate Adjunct

Weight Availability Factors

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

Total Appointments: 5		Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino	
Number of Faculty	2	3	1	1	1	
Underutilized (Y = Yes)	Y					
Number Underutilized	1					
Actual Utilization	40.0%	60.0%	20.0%	20.0%	20.0%	
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 Adjunct

Weight Availability Factors

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

Total Appointments: 14

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	10	10	5	4	1
Underutilized (Y = Yes)					Y
Number Underutilized					1
Actual Utilization	71.4%	71.4%	35.7%	28.6%	7.1%
Labor Market Availability	78.0%	43.4%	15.6%	12.4%	13.0%

Job Group Faculty: Professoriate

Weight Availability Factors

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

Total Appointments: 24

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	17	11	3	7	1
Underutilized (Y = Yes)			Y		Y
Number Underutilized			1		1
Actual Utilization	70.8%	45.8%	12.5%	29.2%	4.2%
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: 47		Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino	
Number of Faculty	33	31	6	16	7	
Underutilized (Y = Yes)			Y			
Number Underutilized			2			
Actual Utilization	70.2%	66.0%	12.8%	34.0%	14.9%	
Labor Market Availability	60.7%	36.5%	17.9%	7.5%	7.7%	

History

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

10149 History-Philosophy-Anthropolog

Job Group Faculty: Lecturer Adjunct

Weight Availability Factors

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

Total Appointments: 17	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	10	8	3	3	1
Underutilized (Y = Yes)					Y
Number Underutilized					1
Actual Utilization	58.8%	47.1%	17.6%	17.6%	5.9%
Labor Market Availability	43.4%	28.5%	5.9%	5.1%	14.0%

Job Group Faculty: Professoriate Adjunct

Weight Availability Factors

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

Total Appointments: 10	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	6	4	0	3	1
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	60.0%	40.0%	0.0%	30.0%	10.0%
Labor Market Availability	39.7%	21.6%	2.8%	4.1%	11.4%

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 Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	3	3	2	1	0
Underutilized (Y = Yes)	Y				
Number Underutilized	4				
Actual Utilization	37.5%	37.5%	25.0%	12.5%	0.0%
Labor Market Availability	81.3%	15.5%	3.6%	4.5%	4.8%

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 Minority	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	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 Minority	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%

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: 13	Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino	
	Number of Faculty	5	7	4	2	1
	Underutilized (Y = Yes)	Y				
	Number Underutilized	2				
	Actual Utilization	38.5%	53.8%	30.8%	15.4%	7.7%
	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: 5	Utilization Report					
	Female	Total Minority	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	20.0%	60.0%	40.0%	20.0%	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: 21

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	9	9	1	3	4
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	42.9%	42.9%	4.8%	14.3%	19.0%
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: 7

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	3	1	0	1	0
Underutilized (Y = Yes)		Y			
Number Underutilized		1			
Actual Utilization	42.9%	14.3%	0.0%	14.3%	0.0%
Labor Market Availability	49.0%	22.1%	2.7%	7.4%	7.0%

Physical Sciences

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

10051 Chemistry

Job Group Faculty: Lecturer Adjunct

Weight Availability Factors

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

Total Appointments: 11	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	7	7	6	0	1
Underutilized (Y = Yes)				Y	
Number Underutilized				1	
Actual Utilization	63.6%	63.6%	54.5%	0.0%	9.1%
Labor Market Availability	41.8%	34.2%	13.6%	5.7%	11.2%

Job Group Faculty: Professoriate

Weight Availability Factors

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

Total Appointments: 11	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	2	7	5	2	0
Underutilized (Y = Yes)	Y				Y
Number Underutilized	2				1
Actual Utilization	18.2%	63.6%	45.5%	18.2%	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: 11		Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino	
Number of Faculty	5	7	6	0	0	
Underutilized (Y = Yes)					Y	
Number Underutilized					1	
Actual Utilization	45.5%	63.6%	54.5%	0.0%	0.0%	
Labor Market Availability	34.8%	20.5%	8.0%	2.1%	6.6%	

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: 24	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	14	14	2	8	4
Underutilized (Y = Yes)	Y				Y
Number Underutilized	5				1
Actual Utilization	58.3%	58.3%	8.3%	33.3%	16.7%
Labor Market Availability	79.5%	47.8%	9.7%	12.7%	22.3%

Job Group Faculty: Professoriate

Weight Availability Factors

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

Total Appointments: 17	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	10	5	2	2	1
Underutilized (Y = Yes)	Y				Y
Number Underutilized	3				1
Actual Utilization	58.8%	29.4%	11.8%	11.8%	5.9%
Labor Market Availability	75.5%	31.0%	5.8%	9.3%	12.1%

Job Group Faculty: Professoriate Adjunct

Weight Availability Factors

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

Total Appointments: 17		Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino	
Number of Faculty	<input type="text" value="8"/>	<input type="text" value="6"/>	<input type="text" value="0"/>	<input type="text" value="3"/>	<input type="text" value="3"/>	
Underutilized (Y = Yes)	<input type="text" value="Y"/>	<input type="text"/>	<input type="text" value="Y"/>	<input type="text"/>	<input type="text"/>	
Number Underutilized	<input type="text" value="5"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	
Actual Utilization	<input type="text" value="47.1%"/>	<input type="text" value="35.3%"/>	<input type="text" value="0.0%"/>	<input type="text" value="17.6%"/>	<input type="text" value="17.6%"/>	
Labor Market Availability	<input type="text" value="75.5%"/>	<input type="text" value="31.0%"/>	<input type="text" value="5.8%"/>	<input type="text" value="9.3%"/>	<input type="text" value="12.1%"/>	

York College

Social Work

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

10281 Social Work

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 Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	4	4	0	4	0
Underutilized (Y = Yes)					Y
Number Underutilized					1
Actual Utilization	80.0%	80.0%	0.0%	80.0%	0.0%
Labor Market Availability	87.3%	48.4%	4.1%	19.6%	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: 6

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Faculty	4	2	0	2	0
Underutilized (Y = Yes)		Y			Y
Number Underutilized		1			1
Actual Utilization	66.7%	33.3%	0.0%	33.3%	0.0%
Labor Market Availability	80.2%	42.0%	4.5%	24.3%	10.4%

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).

Total Appointments: 15	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	5	8	0	5	2
Underutilized (Y = Yes)	Y		Y		
Number Underutilized	4		1		
Actual Utilization	33.3%	53.3%	0.0%	33.3%	13.3%
Labor Market Availability	63.2%	38.5%	9.0%	8.7%	16.2%

Job Group Faculty: Professoriate

Weight Availability Factors

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

Total Appointments: 9	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	3	5	2	2	1
Underutilized (Y = Yes)	Y				
Number Underutilized	1				
Actual Utilization	33.3%	55.6%	22.2%	22.2%	11.1%
Labor Market Availability	48.7%	23.1%	9.9%	3.3%	6.9%

Job Group Faculty: Professoriate Adjunct

Weight Availability Factors

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

Total Appointments: 16		Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino	
Number of Faculty	9	3	0	3	0	
Underutilized (Y = Yes)			Y		Y	
Number Underutilized			2		1	
Actual Utilization	56.3%	18.8%	0.0%	18.8%	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 spreadsheets provide detail on personnel activity by job group and by EEO Category.

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

Job Group Summary
Net Personnel Activity, 6/1/22 - 6/1/23
Executive/Administrative/Managerial
(Select Group from Drop-Down List Above)

		NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
	Net Group Changes	Addition #	Additions %	Outside Hires	Internal Hires into New Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
Total	11	19		9	10	1	5		4	-	-	(8)		(6)	(2)	(1)	-	(1)	-	-	3	3
Male	2	6	32%	1	5	-	3	-	2	-	-	(4)	50%	(2)	(2)	(1)	-	(1)	-	-	-	2
Female	9	13	68%	8	5	1	2	-	2	-	-	(4)	50%	(4)	-	-	-	-	-	-	3	1
Other Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
All Protected Race/Eth Grps	8	15	79%	6	9	1	4	-	4	-	-	(7)	88%	(6)	(1)	-	-	(1)	-	-	2	2
Asian	2	2	11%	-	2	-	1	-	1	-	-	-	0%	-	-	-	-	-	-	-	2	-
Black	2	8	42%	3	5	1	2	-	2	-	-	(6)	75%	(6)	-	-	-	-	-	-	-	1
Hispanic	4	5	26%	3	2	-	1	-	1	-	-	(1)	13%	-	(1)	-	-	(1)	-	-	-	1
Other Protected Grp	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Italian-American	1	1	5%	1	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	1
White	2	3	16%	2	1	-	1	-	-	-	-	(1)	13%	-	(1)	(1)	-	-	-	-	1	-
Unknown Ethnicity	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Veterans	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Individuals w/Disabilities	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-

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

Job Group Summary
Net Personnel Activity, 6/1/22 - 6/1/23
Professional Faculty
(Select Group from Drop-Down List Above)

		NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
	Net Group Changes	Addition #	Additions %	Outside Hires	Internal Hires into New Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance- ments	Other Changes
Total	3	22		5	17	11	1	1	4	-	-	(19)		(15)	(4)	-	(1)	(3)	-	-	10	-
Male	1	8	36%	4	4	2	-	1	1	-	-	(7)	37%	(5)	(2)	-	(1)	(1)	-	-	6	-
Female	2	14	64%	1	13	9	1	-	3	-	-	(12)	63%	(10)	(2)	-	-	(2)	-	-	4	-
Other Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
All Protected Race/Eth Grps	3	15	68%	2	13	9	1	1	2	-	-	(12)	63%	(9)	(3)	-	(1)	(2)	-	-	6	-
Asian	-	5	23%	-	5	3	-	1	1	-	-	(5)	26%	(3)	(2)	-	(1)	(1)	-	-	2	-
Black	2	6	27%	2	4	4	-	-	-	-	-	(4)	21%	(4)	-	-	-	-	-	-	3	-
Hispanic	1	4	18%	-	4	2	1	-	1	-	-	(3)	16%	(2)	(1)	-	-	(1)	-	-	1	-
Other Protected Grp	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Italian-American	-	1	5%	-	1	-	-	-	1	-	-	(1)	5%	-	(1)	-	-	(1)	-	-	-	-
White	-	7	32%	3	4	2	-	-	2	-	-	(7)	37%	(6)	(1)	-	-	(1)	-	-	4	-
Unknown Ethnicity	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Veterans	(2)	-	0%	-	-	-	-	-	-	-	-	(2)	11%	(2)	-	-	-	-	-	-	-	-
Individuals w/Disabilities	-	1	5%	-	1	1	-	-	-	-	-	(1)	5%	(1)	-	-	-	-	-	-	-	-

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).

Job Group Summary
Net Personnel Activity, 6/1/22 - 6/1/23
Professional Non-Faculty
(Select Group from Drop-Down List Above)

		NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
	Net Group Changes	Addition #	Additions %	Outside Hires	Internal Hires into New Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
Total	15	28		9	19	6	9		4	-	-	(13)		(7)	(6)	(2)	-	(4)	-	-	4	-
Male	3	7	25%	1	6	1	3		2	-	-	(4)	31%	(3)	(1)	-	-	(1)	-	-	2	-
Female	12	21	75%	8	13	5	6		2	-	-	(9)	69%	(4)	(5)	(2)	-	(3)	-	-	2	-
Other Gender	-	-	0%	-	-	-	-		-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Gender	-	-	0%	-	-	-	-		-	-	-	-	0%	-	-	-	-	-	-	-	-	-
All Protected Race/Eth Grps	18	26	93%	7	19	6	9		4	-	-	(8)	62%	(4)	(4)	(1)	-	(3)	-	-	4	-
Asian	1	3	11%	1	2	1	-		1	-	-	(2)	15%	(1)	(1)	-	-	(1)	-	-	1	-
Black	7	13	46%	5	8	2	5		1	-	-	(6)	46%	(3)	(3)	(1)	-	(2)	-	-	3	-
Hispanic	9	9	32%	1	8	3	3		2	-	-	-	0%	-	-	-	-	-	-	-	-	-
Other Protected Grp	1	1	4%	-	1	-	1		-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Italian-American	-	-	0%	-	-	-	-		-	-	-	-	0%	-	-	-	-	-	-	-	-	-
White	(3)	2	7%	2	-	-	-		-	-	-	(5)	38%	(3)	(2)	(1)	-	(1)	-	-	-	-
Unknown Ethnicity	-	-	0%	-	-	-	-		-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Veterans	-	-	0%	-	-	-	-		-	-	-	-	0%	-	-	-	-	-	-	-	1	-
Individuals w/Disabilities	2	2	7%	-	2	2	-		-	-	-	-	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).

Job Group Summary
Net Personnel Activity, 6/1/22 - 6/1/23
Service Workers
(Select Group from Drop-Down List Above)

		NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
	Net Group Changes	Addition #	Additions %	Outside Hires	Internal Hires into New Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance- ments	Other Changes
Total	(3)	10		1	9	1	7	1	-	-	-	(13)		(12)	(1)	-	(1)	-	-	-	-	1
Male	(7)	5	50%	-	5	1	3	1	-	-	-	(12)	92%	(11)	(1)	-	(1)	-	-	-	-	1
Female	4	5	50%	1	4	-	4	-	-	-	-	(1)	8%	(1)	-	-	-	-	-	-	-	-
Other Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Gender		-	0%		-	-						-	0%									
All Protected Race/Eth Grps	(3)	10	100%	1	9	1	7	1	-	-	-	(13)	100%	(12)	(1)	-	(1)	-	-	-	-	1
Asian	-	2	20%	-	2	-	2	-	-	-	-	(2)	15%	(2)	-	-	-	-	-	-	-	-
Black	(4)	5	50%	1	4	1	2	1	-			(9)	69%	(8)	(1)	-	(1)	-	-	-	-	1
Hispanic	-	2	20%	-	2	-	2	-	-	-	-	(2)	15%	(2)	-	-	-	-	-	-	-	-
Other Protected Grp	1	1	10%		1	-	1	-	-			-	0%		-	-	-	-	-	-	-	-
Italian-American	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
White	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Ethnicity	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Veterans	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Individuals w/Disabilities	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-

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

Job Group Summary
Net Personnel Activity, 6/1/22 - 6/1/23
Technicians
(Select Group from Drop-Down List Above)

		NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
	Net Group Changes	Addition #	Additions %	Outside Hires	Internal Hires into New Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
Total	1	4		1	3	3	-	-	-	-	-	(3)		(2)	(1)	-	-	(1)	-	-	1	-
Male	2	3	75%	1	2	2	-	-	-	-	-	(1)	33%	(1)	-	-	-	-	-	-	1	-
Female	(1)	1	25%	-	1	1	-	-	-	-	-	(2)	67%	(1)	(1)	-	-	(1)	-	-	-	-
Other Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
All Protected Race/Eth Grps	2	4	100%	1	3	3	-	-	-	-	-	(2)	67%	(1)	(1)	-	-	(1)	-	-	-	-
Asian	1	3	75%	1	2	2	-	-	-	-	-	(2)	67%	(1)	(1)	-	-	(1)	-	-	-	-
Black	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Hispanic	1	1	25%	-	1	1	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Other Protected Grp	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Italian-American	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
White	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	33%	(1)	-	-	-	-	-	-	1	-
Unknown Ethnicity	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Veterans	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Individuals w/Disabilities	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-

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

Job Group Summary
Net Personnel Activity, 6/1/22 - 6/1/23
Craft Workers
(Select Group from Drop-Down List Above)

	Net Group Changes	NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
		Addition #	Additions %	Outside Hires	Internal Hires into New Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
Total	(2)	3			3		3		-	-	-	(5)		(4)	(1)	(1)	-	-	-	-	-	-
Male	(2)	3	100%	-	3		3		-	-	-	(5)	100%	(4)	(1)	(1)	-	-	-	-	-	-
Female	-	-	0%	-	-		-		-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Other Gender	-	-	0%	-	-		-		-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Gender	-	-	0%	-	-		-		-	-	-	-	0%	-	-	-	-	-	-	-	-	-
All Protected Race/Eth Grps	(2)	1	33%	-	1		1		-	-	-	(3)	60%	(2)	(1)	(1)	-	-	-	-	-	-
Asian	-	-	0%	-	-		-		-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Black	(2)	-	0%	-	-		-		-	-	-	(2)	40%	(2)	-	-	-	-	-	-	-	-
Hispanic	-	1	33%	-	1		1		-	-	-	(1)	20%	-	(1)	(1)	-	-	-	-	-	-
Other Protected Grp	-	-	0%	-	-		-		-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Italian-American	1	1	33%	-	1		1		-	-	-	-	0%	-	-	-	-	-	-	-	-	-
White	(1)	1	33%	-	1		1		-	-	-	(2)	40%	(2)	-	-	-	-	-	-	-	-
Unknown Ethnicity	-	-	0%	-	-		-		-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Veterans	-	-	0%	-	-		-		-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Individuals w/Disabilities	-	-	0%	-	-		-		-	-	-	-	0%	-	-	-	-	-	-	-	-	-

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

Job Group Summary

Net Personnel Activity, 6/1/22 - 6/1/23

Administrative Support Workers

(Select Group from Drop-Down List Above)

		NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
	Net Group Changes	Addition #	Additions %	Outside Hires	Internal Hires into New Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance- ments	Other Changes
Total	(5)	6		4	2	2	-	-	-	-	-	(11)		(6)	(5)	(2)	-	(3)	-	-	-	-
Male	-	3	50%	1	2	2	-	-	-	-	-	(3)	27%	(1)	(2)	-	-	(2)	-	-	-	-
Female	(5)	3	50%	3	-	-	-	-	-	-	-	(8)	73%	(5)	(3)	(2)	-	(1)	-	-	-	-
Other Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Gender		-	0%			-						-	0%									
All Protected Race/Eth Grps	(5)	5	83%	3	2	2	-	-	-	-	-	(10)	91%	(5)	(5)	(2)	-	(3)	-	-	-	-
Asian	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	9%	(1)	-	-	-	-	-	-	-	-
Black	(1)	3	50%	1	2	2	-	-	-	-	-	(4)	36%	(2)	(2)	(1)	-	(1)	-	-	-	-
Hispanic	(4)	1	17%	1	-	-	-	-	-	-	-	(5)	45%	(2)	(3)	(1)	-	(2)	-	-	-	-
Other Protected Grp	1	1	17%	1	-	-	-	-	-	-	-	-	0%									
Italian-American	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
White	-	1	17%	1	-	-	-	-	-	-	-	(1)	9%	(1)	-	-	-	-	-	-	-	-
Unknown Ethnicity	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Veterans	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Individuals w/Disabilities	3	3	50%	3	-	-	-	-	-	-	-	-	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).

Appendix F Summary of Recruiting Activities

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

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

York College

Summary - All Searches

Total: 62

	Records	Applicants	Appl%	Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
Total + Total Selection Rate	2,488	2,353	95%	109	4.6%	65	2.8%	65	2.8%
Male	1,036	983	42%	42	4.3%	23	2.3%	23	2.3%
Female	1,320	1,244	53%	61	4.9%	41	3.3%	41	3.3%
Other	7	6	0%	-	0.0%	-	0.0%	-	0.0%
Unknown	125	119	5%	6	5.0%	1	0.8%	1	0.8%
Total Not Female	1,168	1,108	47%	48	4.3%	24	2.2%	24	2.2%
Total Minorities	1,839	1,741	74%	85	4.9%	55	3.2%	55	3.2%
Asian	475	439	19%	17	3.9%	12	2.7%	12	2.7%
Black	866	825	35%	44	5.3%	27	3.3%	27	3.3%
Hispanic	414	395	17%	22	5.6%	14	3.5%	14	3.5%
Other inc 2 or more	84	82	3%	2	2.4%	2	2.4%	2	2.4%
Italian-American	60	56	2%	2	3.6%	-	0.0%	-	0.0%
White	520	493	21%	20	4.1%	8	1.6%	8	1.6%
Unknown Ethnicity	129	118	5%	4	3.4%	2	1.7%	2	1.7%
White+Unknown	649	611	26%	24	3.9%	10	1.6%	10	1.6%
Veterans	48	48	2%	3	6.3%	1	2.1%	1	2.1%
Indiv. w Disabilities	175	170	7%	2	1.2%	-	0.0%	-	0.0%

	Least Selected: Male+Oth White+Unk	OK Sel OK Sel	Least Selected: Male+Oth White+Unk	Adverse Adverse	Least Selected: Male+Oth White+Unk	Adverse Adverse
Percent Female	53%	56.0%		63.1%	63.1%	
Percent Total Minorities	74%	78.0%		84.6%	84.6%	
Percentage Veterans	2%	2.8%		1.5%	1.5%	
Percentage w Disabil.	7%	1.8%		0.0%	0.0%	

York College

EEO Category Summary

Executive/Administrative/Managerial

	Records	Applicants	App%		Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
Total + Total Selection Rate	833	793	95.2%		25	3.2%	19	2.4%	19	2.4%
Male	322	309	39.0%		9	2.9%	5	1.6%	5	1.6%
Female	458	433	54.6%		14	3.2%	13	3.0%	13	3.0%
Other	2	1	0.1%		-	0.0%	-	0.0%	-	0.0%
Unknown	51	50	6.3%		2	4.0%	1	2.0%	1	2.0%
Total Not Female	375	360	45.4%		11	3.1%	6	1.7%	6	1.7%
Total Min	624	593	74.8%		24	4.0%	18	3.0%	18	3.0%
Asian	91	86	10.8%		1	1.2%	1	1.2%	1	1.2%
Black	339	321	40.5%		11	3.4%	10	3.1%	10	3.1%
Hispanic	170	163	20.6%		12	7.4%	7	4.3%	7	4.3%
Other inc 2 or more	24	23	2.9%		-	0.0%	-	0.0%	-	0.0%
Italian-American	21	19	2.4%		-	0.0%	-	0.0%	-	0.0%
White	168	161	20.3%		1	0.6%	1	0.6%	1	0.6%
Unknown Ethnicity	41	39	4.9%		-	0.0%	-	0.0%	-	0.0%
White+Unknown	209	200	25.2%		1	0.5%	1	0.5%	1	0.5%
Veterans	19	19	2.4%		1	5.3%	-	0.0%	-	0.0%
Indiv. w Disabilities	52	50	6.3%		-	0.0%	-	0.0%	-	0.0%

	Least Selected: Male+Oth White+Unk	OK Sel Adverse	Least Selected: Male+Oth White+Unk	Adverse	Least Selected: Male+Oth White+Unk	Adverse
Percent Female	54.6%	56.0%	68.4%	68.4%		
Percent Total Minorities	74.8%	96.0%	94.7%	94.7%		
Percentage Veterans	2.4%	4.0%	0.0%	0.0%		
Percentage w Disabil.	6.3%	0.0%	0.0%	0.0%		

York College

EEO Category Summary
Professional Faculty

	Records	Applicants	Appl%		Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
Total + Total Selection Rate	601	558	92.8%		40	7.2%	21	3.8%	21	3.8%
Male	297	275	49.3%		14	5.1%	8	2.9%	8	2.9%
Female	270	253	45.3%		22	8.7%	13	5.1%	13	5.1%
Other	-	-	0.0%		-	0.0%	-	0.0%	-	0.0%
Unknown	34	30	5.4%		4	13.3%	-	0.0%	-	0.0%
Total Not Female	331	305	54.7%		18	5.9%	8	2.6%	8	2.6%
Total Min	342	316	56.6%		22	7.0%	14	4.4%	14	4.4%
Asian	127	111	19.9%		10	9.0%	7	6.3%	7	6.3%
Black	138	134	24.0%		11	8.2%	6	4.5%	6	4.5%
Hispanic	60	54	9.7%		1	1.9%	1	1.9%	1	1.9%
Other inc 2 or more	17	17	3.0%		-	0.0%	-	0.0%	-	0.0%
Italian-American	22	22	3.9%		2	9.1%	-	0.0%	-	0.0%
White	240	223	40.0%		17	7.6%	7	3.1%	7	3.1%
Unknown Ethnicity	19	19	3.4%		1	5.3%	-	0.0%	-	0.0%
White+Unknown	259	242	43.4%		18	7.4%	7	2.9%	7	2.9%
Veterans	7	7	1.3%		1	14.3%	1	14.3%	1	14.3%
Indiv. w Disabilities	35	34	6.1%		2	5.9%	-	0.0%	-	0.0%

	Least Selected: Male+Oth Ttl Minorities	Adverse OK Sel	Least Selected: Male+Oth White+Unk	Adverse	Least Selected: Male+Oth White+Unk	Adverse
Percent Female	45.3%	55.0%	61.9%	61.9%		
Percent Total Minorities	56.6%	55.0%	66.7%	66.7%		
Percentage Veterans	1.3%	2.5%	4.8%	4.8%		
Percentage w Disabil.	6.1%	5.0%	0.0%	0.0%		

York College

EEO Category Summary

Professional Non-Faculty

	Records	Applicants	App%		Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
Total + Total Selection Rate	891	852	95.6%		36	4.2%	21	2.5%	21	2.5%
Male	307	300	35.2%		12	4.0%	6	2.0%	6	2.0%
Female	548	517	60.7%		24	4.6%	15	2.9%	15	2.9%
Other	3	3	0.4%		-	0.0%	-	0.0%	-	0.0%
Unknown	33	32	3.8%		-	0.0%	-	0.0%	-	0.0%
Total Not Female	343	335	39.3%		12	3.6%	6	1.8%	6	1.8%
Total Min	743	712	83.6%		32	4.5%	19	2.7%	19	2.7%
Asian	237	222	26.1%		4	1.8%	2	0.9%	2	0.9%
Black	315	305	35.8%		19	6.2%	10	3.3%	10	3.3%
Hispanic	153	148	17.4%		7	4.7%	5	3.4%	5	3.4%
Other inc 2 or more	38	37	4.3%		2	5.4%	2	5.4%	2	5.4%
Italian-American	15	13	1.5%		-	0.0%	-	0.0%	-	0.0%
White	83	83	9.7%		1	1.2%	-	0.0%	-	0.0%
Unknown Ethnicity	65	57	6.7%		3	5.3%	2	3.5%	2	3.5%
White+Unknown	148	140	16.4%		4	2.9%	2	1.4%	2	1.4%
Veterans	17	17	2.0%		1	5.9%	-	0.0%	-	0.0%
Indiv. w Disabilities	79	77	9.0%		-	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	60.7%	66.7%	71.4%	71.4%		
Percent Total Minorities	83.6%	88.9%	90.5%	90.5%		
Percentage Veterans	2.0%	2.8%	0.0%	0.0%		
Percentage w Disabil.	9.0%	0.0%	0.0%	0.0%		

York College

EEO Category Summary
Administrative Support

	Records	Applicants	Appl%		Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
Total + Total Selection Rate	-	-	0.0%		-	0.0%	-	0.0%	-	0.0%
Male	-	-	0.0%		-	0.0%	-	0.0%	-	0.0%
Female	-	-	0.0%		-	0.0%	-	0.0%	-	0.0%
Other	-	-	0.0%		-	0.0%	-	0.0%	-	0.0%
Unknown	-	-	0.0%		-	0.0%	-	0.0%	-	0.0%
Total Not Female	-	-	0.0%		-	0.0%	-	0.0%	-	0.0%
Total Min	-	-	0.0%		-	0.0%	-	0.0%	-	0.0%
Asian	-	-	0.0%		-	0.0%	-	0.0%	-	0.0%
Black	-	-	0.0%		-	0.0%	-	0.0%	-	0.0%
Hispanic	-	-	0.0%		-	0.0%	-	0.0%	-	0.0%
Other inc 2 or more	-	-	0.0%		-	0.0%	-	0.0%	-	0.0%
Italian-American	-	-	0.0%		-	0.0%	-	0.0%	-	0.0%
White	-	-	0.0%		-	0.0%	-	0.0%	-	0.0%
Unknown Ethnicity	-	-	0.0%		-	0.0%	-	0.0%	-	0.0%
White+Unknown	-	-	0.0%		-	0.0%	-	0.0%	-	0.0%
Veterans	-	-	0.0%		-	0.0%	-	0.0%	-	0.0%
Indiv. w Disabilities	-	-	0.0%		-	0.0%	-	0.0%	-	0.0%

Least Selected:	Least Selected:	Least Selected:
Male+Oth	Male+Oth	Male+Oth
White+Unk	White+Unk	White+Unk
OK Sel	OK Sel	OK Sel
OK Sel	OK Sel	OK Sel

Percent Female	0.0%	#DIV/0!	#DIV/0!	#DIV/0!
Percent Total Minorities	0.0%	#DIV/0!	#DIV/0!	#DIV/0!
Percentage Veterans	0.0%	#DIV/0!	#DIV/0!	#DIV/0!
Percentage w Disabil.	0.0%	#DIV/0!	#DIV/0!	#DIV/0!

York College

EEO Category Summary
Service Workers and Others

	Records	Applicants	Appl%		Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
Total + Total Selection Rate	100	91	91.0%		5	5.5%	1	1.1%	1	1.1%
Male	76	68	74.7%		4	5.9%	1	1.5%	1	1.5%
Female	16	15	16.5%		1	6.7%	-	0.0%	-	0.0%
Other	1	1	1.1%		-	0.0%	-	0.0%	-	0.0%
Unknown	7	7	7.7%		-	0.0%	-	0.0%	-	0.0%
Total Not Female	84	76	83.5%		4	5.3%	1	1.3%	1	1.3%
Total Min	86	78	85.7%		4	5.1%	1	1.3%	1	1.3%
Asian	5	5	5.5%		-	0.0%	-	0.0%	-	0.0%
Black	59	52	57.1%		3	5.8%	1	1.9%	1	1.9%
Hispanic	19	18	19.8%		1	5.6%	-	0.0%	-	0.0%
Other inc 2 or more	3	3	3.3%		-	0.0%	-	0.0%	-	0.0%
Italian-American	-	-	0.0%		-	0.0%	-	0.0%	-	0.0%
White	12	12	13.2%		1	8.3%	-	0.0%	-	0.0%
Unknown Ethnicity	2	1	1.1%		-	0.0%	-	0.0%	-	0.0%
White+Unknown	14	13	14.3%		1	7.7%	-	0.0%	-	0.0%
Veterans	5	5	5.5%		-	0.0%	-	0.0%	-	0.0%
Indiv. w Disabilities	4	4	4.4%		-	0.0%	-	0.0%	-	0.0%

	Least Selected: Male+Oth Ttl Minorities	Adverse	Least Selected: Female White+Unk	Adverse	Least Selected: Female White+Unk	Adverse
Percent Female	16.5%	20.0%	0.0%	0.0%	0.0%	0.0%
Percent Total Minorities	85.7%	80.0%	100.0%	100.0%	100.0%	100.0%
Percentage Veterans	5.5%	0.0%	0.0%	0.0%	0.0%	0.0%
Percentage w Disabil.	4.4%	0.0%	0.0%	0.0%	0.0%	0.0%

York College

EEO Category Summary

Technicians

	Records	Applicants	Appl%		Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
Total + Total Selection Rate	57	52	91.2%		2	3.8%	2	3.8%	2	3.8%
Male	28	25	48.1%		2	8.0%	2	8.0%	2	8.0%
Female	28	26	50.0%		-	0.0%	-	0.0%	-	0.0%
Other	1	1	1.9%		-	0.0%	-	0.0%	-	0.0%
Unknown	-	-	0.0%		-	0.0%	-	0.0%	-	0.0%
Total Not Female	29	26	50.0%		2	7.7%	2	7.7%	2	7.7%
Total Min	41	39	75.0%		2	5.1%	2	5.1%	2	5.1%
Asian	14	14	26.9%		2	14.3%	2	14.3%	2	14.3%
Black	14	12	23.1%		-	0.0%	-	0.0%	-	0.0%
Hispanic	11	11	21.2%		-	0.0%	-	0.0%	-	0.0%
Other inc 2 or more	2	2	3.8%		-	0.0%	-	0.0%	-	0.0%
Italian-American	2	2	3.8%		-	0.0%	-	0.0%	-	0.0%
White	15	12	23.1%		-	0.0%	-	0.0%	-	0.0%
Unknown Ethnicity	1	1	1.9%		-	0.0%	-	0.0%	-	0.0%
White+Unknown	16	13	25.0%		-	0.0%	-	0.0%	-	0.0%
Veterans	-	-	0.0%		-	0.0%	-	0.0%	-	0.0%
Indiv. w Disabilities	5	5	9.6%		-	0.0%	-	0.0%	-	0.0%

	Least Selected:		Least Selected:		Least Selected:	
	Female	Adverse	Female	Adverse	Female	Adverse
Percent Female	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Percent Total Minorities	75.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Percentage Veterans	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Percentage w Disabil.	9.6%	0.0%	0.0%	0.0%	0.0%	0.0%

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EEO Category Summary

Craft Workers

	Records	Applicants	Appl%		Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
Total + Total Selection Rate	6	6	100.0%		1	16.7%	1	16.7%	1	16.7%
Male	6	6	100.0%		1	16.7%	1	16.7%	1	16.7%
Female	-	-	0.0%		-	0.0%	-	0.0%	-	0.0%
Other	-	-	0.0%		-	0.0%	-	0.0%	-	0.0%
Unknown	-	-	0.0%		-	0.0%	-	0.0%	-	0.0%
Total Not Female	6	6	100.0%		1	16.7%	1	16.7%	1	16.7%
Total Min	3	3	50.0%		1	33.3%	1	33.3%	1	33.3%
Asian	1	1	16.7%		-	0.0%	-	0.0%	-	0.0%
Black	1	1	16.7%		-	0.0%	-	0.0%	-	0.0%
Hispanic	1	1	16.7%		1	100.0%	1	100.0%	1	100.0%
Other inc 2 or more	-	-	0.0%		-	0.0%	-	0.0%	-	0.0%
Italian-American	-	-	0.0%		-	0.0%	-	0.0%	-	0.0%
White	2	2	33.3%		-	0.0%	-	0.0%	-	0.0%
Unknown Ethnicity	1	1	16.7%		-	0.0%	-	0.0%	-	0.0%
White+Unknown	3	3	50.0%		-	0.0%	-	0.0%	-	0.0%
Veterans	-	-	0.0%		-	0.0%	-	0.0%	-	0.0%
Indiv. w Disabilities	-	-	0.0%		-	0.0%	-	0.0%	-	0.0%

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

Appendix G Utilization of Individuals with Disabilities by Job Group

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

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

APPENDIX G - Utilization of Individuals with Disabilities by Job Group

2023-2024

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

Total Individual(s) with Disabilities: 37 Percent of total reported employees: 2.7%

Category:	Executive/Administrative/Managerial	Staff	Indiv. with Disabilities	Rate
	Admin 1: Executive	18	1	5.6%
	Admin 2: Managerial	65	6	9.2%
	Admin 2: Managerial Adjunct	130	2	1.5%
	Managerial: Facilities	2	0	0.0%
	Managerial: Info Tech	1	0	0.0%
	Managerial: Security	3	0	0.0%
Category:	Professional Faculty	Staff	Indiv. with Disabilities	Rate
	Faculty: Professoriate	148	3	2.0%
	Faculty: Librarian	8	2	25.0%
	Faculty: Lecturer	42	3	7.1%
	Faculty: Lecturer Adjunct	259	5	1.9%
	Faculty: Professoriate Adjunct	155	4	2.6%
	Faculty: Developmental	7	0	0.0%
	Faculty: Continuing Education	14	0	0.0%
Category:	Professional Non-Faculty	Staff	Indiv. with Disabilities	Rate
	Accountant: Professional	6	0	0.0%
	Admin 3: Professional	83	2	2.4%
	Admin 5: Engineer-Architect	1	0	0.0%
	Disability Accommodation Spec	3	0	0.0%
	Info Tech: Professional	25	1	4.0%
	Info Tech: Professional Adjunct	6	0	0.0%
Category:	Administrative Support Workers	Staff	Indiv. with Disabilities	Rate
	Accountant: Assistant	2	0	0.0%
	Administrative Assistant	7	0	0.0%
	Office Assistant	43	3	7.0%
	Office Assistant Adjunct	220	4	1.8%
	Mail Services Worker	1	0	0.0%
Category:	Technicians	Staff	Indiv. with Disabilities	Rate
	Admin 4: College Lab Technician	19	0	0.0%
	Admin 4: College Lab Technician Adjunct	9	0	0.0%
	Broadcast-Media Adjunct	1	0	0.0%
	Info Tech: Technician	2	1	50.0%
	Info Tech: Technician Adjunct	6	0	0.0%
	Print Media Technician	2	0	0.0%
Category:	Craft Workers	Staff	Indiv. with Disabilities	Rate
	Skilled Trades: Supervisory	2	0	0.0%
	Skilled Trades: Not Supervisory	13	0	0.0%
	Laborers and Helpers	8	0	0.0%
	Basic Crafts-Buildings and Grounds	1	0	0.0%
Category:	Service Workers	Staff	Indiv. with Disabilities	Rate
	Campus Public Safety Sergeant	8	0	0.0%

Category: Service Workers	Staff	Indiv. with Disabilities	Rate
Campus Peace Officer	12	0	0.0%
Campus Security Assistant	20	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	6	0	0.0%