

EXECUTIVE ORDER 11246 AFFIRMATIVE ACTION PLAN (AAP)

For

**John Jay College of Criminal Justice
New York, New York**

**Affirmative Action Program
September 1, 2015 – August 31, 2016**

Reporting year: July 1, 2014 – June 30, 2015

PARTS I-V: AAP FOR MINORITIES AND WOMEN

**PART VI: AAP FOR INDIVIDUALS WITH DISABILITIES AND PROTECTED
VETERANS**

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NARRATIVE

I. INTRODUCTION

This report is the annual update of the Affirmative Action Plan (AAP) required by federal regulations for women and federally designated racial/ethnic groups and covered veterans and persons with disabilities and covers the time periods:

Reporting year: July 1, 2014 – June 30, 2015 and

Program year: September 1, 2015 – August 31, 2016

A. DESCRIPTION OF COLLEGE

John Jay College of Criminal Justice is an internationally recognized leader in educating for justice, committed to the advancement of justice and just societies with a specialized mission in criminal justice, forensic studies, public service and related areas. Our institution has also evolved into a liberal arts college that enriches the entire learning experience by highlighting themes of justice across the arts, sciences, humanities, and social sciences and has expanded its curricular offerings through bachelors and masters degrees and doctoral programs of the Graduate School of the City University of New York.

The College offers baccalaureate degrees, the Bachelor of Arts and the Bachelor of Science, which include new liberal arts majors: English, Economics, Global History, Gender Studies, Philosophy, Law & Society, and continues to offer majors in international criminal justice, police studies, correctional studies, criminal justice administration, criminology, deviant behavior, government, judicial studies, public administration, legal studies, fire science, forensic psychology, forensic science, security management, and computer information systems applied to these fields. Certificate Programs in Dispute Resolution and in Alcohol and Substance Abuse Studies are also offered.

In addition to its majors, the College offers a variety of programs that permit students to concentrate on particular aspects of a field of study, among which are African-American Studies, Latin American & Latina/o Studies and Women and Gender Studies. An extensive internship program combines classroom instruction with supervised practical experience in government agencies and private organizations.

John Jay College also offers masters level degrees in Criminal Justice, Public Administration, Forensic Psychology, Forensic Science, Forensic Computing, Forensic Mental Health Counseling, International Crime and Justice and Protection Management. These masters programs complement baccalaureate degree study and often lead to doctoral study.

The City University of New York Ph.D. Program in Criminal Justice prepares students for teaching, research and policy development careers. The program is located at John Jay College and is administered by the Graduate School and University Center. Required courses and an array of electives are taught by John Jay faculty and faculty from other senior colleges of The City University of New York. The program is unique, encouraging the development of scholarship and theory and their application in a variety of settings, which reflect the institutional, political, and

social contexts of criminal justice. The City University of New York also offers a Ph.D. in Forensic Psychology. This doctoral program is housed and administered at John Jay College. There are two subprograms, a clinical forensic subprogram and an experimental subprogram. The program educates students both to provide professional psychological services to and within the law enforcement field and the criminal and civil justice systems and to contribute to the development of knowledge in the field. Upon completion, students are eligible to apply for state licensure as psychologists.

John Jay College also offers programs that reach well beyond its campus and local environs to foster the exchange of ideas and mutual cooperation with practitioners, educators, researchers and policy makers from around the world.

John Jay College is accredited by the Middle States Association of Colleges and Secondary Schools and is a member of the Council of Graduate Schools in the United States. The College is an institutional member of the National Association of Schools of Public Affairs and Administration (NASPAA). Additionally, John Jay programs are registered with the New York State Education Department.

B. HISTORY

In the mid 1950s, civic leaders and the New York City Police Department became increasingly aware of the growing complexity of police work, not only in the internal administration and operation of the department, but also in the ongoing relations between police and the community. In response to these concerns, a Police Science Program was established in 1954 at the then Baruch School of Business and Public Administration of City College. This program emphasized a strong liberal arts curriculum as the basis of a sound police education.

Over the next decade, the program grew substantially attracting larger and larger numbers of students. By 1964, a special committee convened by the Board of Higher Education recommended the establishment of an independent degree granting school of police science. The College of Police Science of The City University of New York (CUNY) was thus established and in September 1965 it admitted its first class of students.

Within a year, it became clear that the name assigned to the College did not adequately represent the mission of the College. In recognition of its broad education objectives in the process of criminal justice, development of leadership and emphasis on professional achievement in public service, the college was renamed John Jay College of Criminal Justice, in honor of the first Chief Justice of the U.S. Supreme Court.

Today, a thriving, urban, multicultural institution and a senior college of CUNY, John Jay attracts motivated students of proven achievement who have the intellectual acuity, commitment to public service and social justice in order to confront the challenges of crime, justice, and public safety in a free society. Their ability and drive, along with the superb, professional education for which John Jay is known, have established the College's national and international reputation for excellence in criminal justice and public service education.

C. MISSION

John Jay College of Criminal Justice of the City University of New York is a liberal arts college dedicated to education, research, and service in the fields of criminal justice, fire science, and related areas of public safety and public service. It strives to endow students with the skills of critical thinking and effective communication; the perspective and moral judgment that result from liberal studies; the capacity for personal and social growth and creative problem solving that results from the ability to acquire and evaluate information; the ability to navigate advanced technological systems; and the awareness of the diverse cultural, historical, economic, and political forces that shape our society.

The College is dedicated to fostering an academic environment, to promoting the highest quality of undergraduate and graduate study, to promoting and protecting academic freedom, to promoting scholarship and encouraging research, especially in areas related to criminal justice and public service. The breadth and diversity of scholarship at the College reflect our continuing commitment to innovative analyses, interdisciplinary approaches, and global perspectives. The College offers its students a curriculum that balances the arts, sciences, and humanities with professional studies. It serves the community by developing graduates who have the intellectual acuity, moral commitment, and professional competence to confront the challenges of crime, justice, and public safety in a free society. It seeks to inspire students, faculty, and staff to the highest ideals of citizenship and public service.

II. NON-DISCRIMINATION AND AFFIRMATIVE ACTION POLICIES*

It is the policy of John Jay College of Criminal Justice 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.

Sexual harassment, a form of sex discrimination, is prohibited under the University's *Policy on Sexual Misconduct*.

As a part of The City University of New York, a public university system, John Jay College of Criminal Justice adheres to federal, state, and city laws and regulations regarding non-discrimination and affirmative action including among others, 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 and the Age Discrimination Act of 1975, the New York State Human Rights Law and the New York City Human Rights Law. The "protected classes," delineated in Executive Order 11246 include American Indian or Alaska Native, Asian, Black or African American, Hispanic or Latino, Native Hawaiian or Other Pacific Islander, and Women. Updated federal guidelines further expanded these protected classes to include two or more races.

*For the complete *Policies and Procedures on Non-Discrimination and Sexual Misconduct and*

the Affirmative Action Policy please visit:

[HTTP://WWW.CUNY.EDU/ABOUT/ADMINISTRATION/OFFICES/OHRM/POLICIES-PROCEDURES.HTML](http://www.cuny.edu/about/administration/offices/ohrm/policies-procedures.html)

III. DESIGNATION OF RESPONSIBILITY FOR IMPLEMENTATION

To ensure effective implementation of this Affirmative Action Plan, the College has designated specific responsibilities to various personnel. The president, chief diversity officer, executive officers (provost, vice presidents, deans, and administrators), directors, academic department chairpersons as well as managers and supervisors of administrative offices have undertaken the responsibilities described below.

A. THE PRESIDENT

The college president has the primary responsibility to provide leadership and oversee the implementation of the college's affirmative action policies, procedures and diversity programs as well as assuring compliance with all related federal, state, and city laws, rules and regulations as well as the policies of The City University of New York. This role includes, but is not limited to, the following duties:

1. Designate appropriate personnel with the responsibility for overseeing, administering, implementing, and monitoring the College's AAP, specifically, appointing a Chief Diversity Officer (CDO), Sexual Harassment Coordinator, 504/ADA Coordinator and a Title IX Coordinator.
2. Ensure personnel responsible for all AAP components are given the necessary authority, top management support, and staffing to successfully implement their assigned responsibilities.
3. Communicate his/her total involvement and commitment to equal employment opportunity programs including the issuance of an Annual Re-Affirmation Letter supporting affirmative action, diversity and equal opportunity. (See copy of President's Re-Affirmation Letter in VII. Appendix A.)
4. Submit to the CUNY Office of Recruitment and Diversity the *Annual Report of Investigated Discrimination and Sexual Misconduct Complaints*.

B. CHIEF DIVERSITY OFFICER

The President has designated Silvia Montalban, Esq., the Director of Compliance & Diversity to serve in the capacities of the CDO, Sexual Harassment Coordinator, 504/ADA Coordinator and a Title IX Coordinator. The office is located at:

John Jay College of Criminal Justice
524 West 59th Street
Harren Hall, Rm. 622T

New York, NY 10019
Office: (646) 557-4409
Fax: (212) 237-8128

The CDO is responsible, as the college president's designee, for the following:

1. Providing confidential consultation, investigation and resolution of all internal complaints of discrimination/harassment.
2. Disseminating annually to all employees the following: a) *Policy on Equal Opportunity, Non-Discrimination, and on Sexual Misconduct*; b) *Affirmative Action Policy*; and c) contact information of the CDO, Sexual Harassment Coordinator, Title IX Coordinator and the 504/ADA Coordinator.
3. Publicizing the policies widely and ensuring they are incorporated into the training curriculum for managers and supervisors and search committees.

The Director of Compliance & Diversity as CDO is responsible for:

- Monitoring search, hiring and selection process
- Investigating complaints of discrimination and harassment pursuant to non-discrimination policies and procedures
- Conducting outreach and trainings-Serve as a resource to the College community in interpreting laws, CUNY and EEO policies and regulations
- Accountability and self-analysis- Prepare AA Plan, reports, data, compliance assurance, audit responses, etc.
- Liaison between the College, CUNY, enforcement agencies and interest groups

The Office of Compliance & Diversity:

- Furthers the College's commitment to promote inclusiveness and diversity in the College community
- Ensures that employment practices are proper and non-discriminatory
- Promotes educational and training efforts that engender respect for all members of our community.

Such objectives are implemented through three areas:

(1) Compliance:

- Enforcement of legal requirements
- Monitoring of recruitment and hiring practices
- Recordkeeping

(2) Investigations:

- Fact-finding in discrimination complaints
- Ensuring due process

(3) Education:

- Outreach, training, awareness in coordination with other college

departments

C. EXECUTIVE OFFICERS, ACADEMIC CHAIRPERSONS, MANAGERS AND SUPERVISORY PERSONNEL

All executive officers, academic chairpersons, managers, and other supervisory personnel are crucial to the success of the equal employment/affirmative action program. These officials ensure compliance with the college's affirmative action policy and help foster an inclusive environment.

Their specific responsibilities include:

1. Adhering to the College's Non-Discrimination Policy and Affirmative Action Policy.
2. Assisting the president and CDO in developing, maintaining, and successfully implementing the AAP.
3. Fostering an inclusive environment within their sphere of influence.

D. DIVERSITY COMMITTEE

The Diversity Committee is responsible for:

1. Advising the president of the College in formulating and implementing affirmative action policy on campus.
2. Reviewing proposed amendments to the College governance plan to assure compliance with the University's non-discrimination and affirmative action policies and procedures.
3. Developing and implementing strategic diversity plans.
4. Promoting educational programs to reflect pluralistic values and goals.
5. Submitting to the president a summary of its activities at the end of each academic year.

This committee membership and objectives were revitalized in Fall 2014. The members of the Diversity Committee effective Fall, 2014 through Spring 2016 are:

Faculty:

Maureen Allwood, Associate Professor, Psychology

Mucahit Bilici, Assistant Professor, Sociology

Avram Bornstein, Associate Professor, Anthropology

Roddrick Colvin, Associate Professor, Public Management (sabbatical)

Daniel DiPrenda, Adjunct Lecturer, Law Police Science

Cheryl Franks, PhD, LMSW, SEEK Dept.

Delores Jones-Brown, Professor, Law Police Science

Susan Kang, Assistant Professor, Political Science

Silvia Mazzula, Assistant Professor, Psychology

Kevin Nadal, Associate Professor Psychology

Jodie Roure, Associate Professor Latin American and Latino/a Studies

Carmen Kynard, Associate Professor, English

Staff:

Rulisa Galloway-Perry, Chief of Staff, Office of the President
Kevin Hauss, Executive Director of Human Resources
Kenneth Holmes, Assistant Vice President and Dean of Students (Chair)
Sylvia Crespo-Lopez, Director of Financial Aid
Silvia Montalban, Director of Compliance & Diversity
Kevin Nesbitt, Director of Faculty Affairs, Office of the Provost
Mayra Nieves, Senior International Officer
Danielle Officer, Director of the Center for Student Involvement and Leadership

Students:

Sam Ascencio*
Dor Dourandi*
Heesoo Jung*
Brian Monsanto

*New Members for 2015-2016

IV. RESULTS OF STATISTICAL ANALYSES/AREAS OF CONCERN

The College monitors each phase of its selection process (i.e., hires, reclassifications, promotions, and terminations) by conducting several statistical analyses. The CDO takes the following steps: a) compiles and examines information about the placement of incumbents; b) conducts a utilization analysis using data the University Office of Recruitment and Diversity derives to compare incumbency to availability; and c) completes the impact ratio analyses.

The data used in the preparation of the Affirmative Action Plan is collected from the CUNYfirst *Ethnicity and Gender Report*. Only full-time employees are included in the analyses discussed below. Unlike in the prior annual Affirmative Action Plan, per CUNY directive, this Plan now includes employees on paid leave as well as substitute and visiting appointments. Therefore, the difference between the total number of employees listed in 2015 and in 2014 reflects the inclusion of employees in these temporary titles in 2015 that previously were not counted.

A. WORKFORCE ANALYSIS

The workforce analysis provides an overview of the representation of women and minorities in the College's organizational units/departments. The analysis identifies the number of employees by gender and race/ethnicity in each job title within the organizational unit as reported on the CUNYfirst *Ethnicity and Gender Report* run on **June 30, 2015**. All job titles, including unit supervisor, are listed from the lowest to highest paid within each department/unit. The *Workforce Analysis Report* is available, upon request, in the Compliance and Diversity Office.

In keeping with its commitment to its equal employment opportunity and affirmative action policies, John Jay College continues to be exemplary in the employment, promotion, and retention of a diverse, multi-cultural, multi-ethnic work force. Women and minorities represent a significant percentage of its employees. **As of June 30, 2015, the College had a full-time, workforce of 982 employees.** This is a net increase of 99, an 8.9 % increase from the 883

reported from the data of June 30, 2014 employee snapshot reported in the previous Affirmative Action Plan. Women represent 54% of the full-time workforce; the total number of women is 529, an increase from 463 reported from the June 30, 2014. Minorities represent 53% of the full-time workforce; the total number of protected ethnic/racial group members is 518, an increase from 461 reported from June 30, 2014.

Female Representation:

Women are represented in many organizational units/departments. The organizational units/departments with five or more employees are discussed below:

1. A review of the results of the workforce analysis, which depicts staffing patterns within the college, indicates that the largest representation of women exists in the Higher Education Officer and Higher Education Associate (Administration II) job group; specifically 98 of 141 total staff are women in those titles. Women are also concentrated in the Higher Education Assistant and Assistant to Higher Education Officer (Administration III) job titles; specifically 105 of 142 total staff are women in those titles. Women are in a representative majority under the secretarial/clerical job group that is represented in various organizational units/ administrative offices throughout the College. Specifically, women represent all of the nine staff in the CUNY Administrative Assistant title and 35 of the 40 staff in CUNY Office/Secretarial Assistant titles.
2. There is no representation of Females in the AAUs of Campus Public Safety Sergeant, Skilled Trades and Mail/Message Services Worker.

Protected Racial Groups:

A review of the results of the workforce analysis, which depicts staffing patterns within the college, indicates that minorities/protected racial groups are represented in all organizational units/departments per staff self-identification in racial/ethnic categories. The organizational units/departments with five or more employees are discussed below:

However, specific protected racial groups are not represented in the following AAUs/job groups:

1. There is no representation of staff who self-identify in the Hispanic/Latino/a category in the AAUs Administrative Superintendent of Buildings & Grounds.
2. There is no representation of staff who self-identify in the Asian/Pacific Islander category in the following AAUs: Campus Security Assistant Director, Media Services' Print Shop titles, CUNY Administrative Assistants, Skilled Trade titles, Custodial Supervisors and Mail/Message Services Worker.

The lack of representation of women and Asian/Pacific Islanders in the aforementioned AAUs can be attributed to local labor market conditions due to a low availability of such groups compared to other groups. With regard to selecting employees in this category, the College is limited to a list of candidates provided by the Civil Service Commission. The University posts all notices of classified staff examinations and also distributes notices to various ethnic and women's organizations. In addition, in order to increase outreach to potential job applicants of Asian/Pacific

Islanders, the College has added two posting resources, naaap.org (Assoc. for Asian American Studies) and aaastudies.org (National Association of Asian American Professionals), to the standard posting sources.

Representation Among Faculty:

Women are represented among the faculty in all the AAU's, a total of **199** in the female category. Specifically, there are 178 women in the Professorial titles, 20 in the Lecturer title series and one (1) in the Instructor title (out of two Instructors).

There are 129 total minorities among the faculty. Specifically, there are 111 total minorities in the professorial titles, 17 in the Lecturer title series and one (1) in the Instructor title (out of two Instructors).

There are AAU's consisting of five or more incumbents that have no representation of a protected ethnic/racial group, as outlined below:

1. There are no faculty members who self-identified as Asian/Hawaiian/Pacific Islander in:

- The Area and Ethnic Studies AAU (consisting of Africana Studies and Latino/a Studies)
- The Education AAU/job group (consisting of Counseling, SEEK, Provost Area)
- The Foreign Languages and Literature AAU
- The Visual and Performing Arts AAU (specifically the Art & Music Department and the Communication & Theater Arts Department).

It should be noted that representation improved in the following AAUs: Law Enforcement, Philosophy and Social Sciences.

2. No faculty member who has self-identified as Black/African American is in:

- The Foreign Languages and Literature AAU
- The Library AAU

It should be noted that representation improved in the following AAUs: Area and Ethnic Studies and Social Sciences.

3. No faculty member who has self-identified as Hispanic/Latino/a is in:

- The Library AAU
- The Mathematics and Statistics AAU

It should be noted that representation improved in the following AAUs: Area and Ethnic Studies, Law Enforcement and Social Sciences.

The lack of representation in these areas reflects local market conditions. John Jay College has made continuous good faith efforts to recruit women and minorities by advertising all positions on the John Jay College website and CUNY-wide. In addition, faculty and staff positions are posted

with the New York state Department of Labor, ChronicleCareers.com, HigherEdjobs.com, Diversejobs.net, naaap.org (Assoc for Asian American Studies) and aaastudies.org (National Association of Asian American Professionals).

CUNY also does collective advertisement for the colleges and posts the positions through the Chronicle in print, Indeed.com, Simplyhired.com, Hercjobs.org, InsidehigherEd.com.

B. JOB GROUPS

The **982** full-time employees are included in the Utilization Analysis (as of the CUNYFirst data run on June 30, 2014) and they are also categorized below by EEO-6 categories:

<u>Number of Employees</u>	<u>EEO-6 Categories</u>
175	Executive/Administrative/Managerial (Admin. I & II, V Security, IT/Computer Managers and Admin. Superintendent/B&G managers)
417	Faculty (373 in Professorial titles, 42 in Lecturer titles, 2 Instructors)
180	Professional/Non faculty (Admin III: 142; Accountants: 4; IT/Comp: 34)
55	Secretarial/Clerical (COA, CAA, Mail/Mess)
29	Technical/Paraprofessional (Admin. IV-CLTs, IT, Account. Asst.)
34	Skilled Trades/Crafts
92	Service/Maintenance (Security titles, Custodial titles, Basic Crafts)

982	

The College's **982** full-time employees are grouped into categories using the relevant EEO Codes. These categories are divided into smaller subgroups called affirmative action units (AAUs), based on the duties as well as educational qualifications and skills required for job titles within the job categories. Each AAU has an individual **utilization analysis worksheet (UAW)**, listing the job titles included in the subdivision. The UAW depicts the total group number as well as the numerical and percentage representation of employees who self-identify in the categories of ***Female, Asian/Pacific Islander, Black/African-American, Hispanic/Latino(a) and individuals with disabilities.*** *It should be noted that the "Total Minority" sum includes employees who self-identified as having "two or more races;" they are not counted by a primary ethnic/race category.* (See Appendix B for the UAWs depicting each AAU.) AAUs of four (4) or less are too small to be analyzed here.

The UAW provided for each job group or AAU lists the job titles included, the EEO [6] reporting category, the employee headcounts and the overall percentages by gender and race/ethnicity. There are a total of **42** job groups that comprise job titles used at John Jay College:

- Classified/Civil Service titles fall within **16** job groups/AAUs.
- **26** Instructional AAUs, consisting of nine (9) in Administration, including Executive and Managerial level titles and 17 for all faculty, including members of the professoriate, tenured or on tenure track, Lecturer and Instructor titles. These faculty UAWs report the headcount under academic disciplines or fields of specialization.

The division of the workforce into affirmative action units is outlined below and corresponds with the UAWs in *Appendix B*:

AFFIRMATIVE ACTION UNITS/ JOB GROUPS

1. EXECUTIVE/ADMINISTRATION/MANAGERIAL

AFFIRMATIVE ACTION UNITS

1A Administration I
1 B Administration II
1 C. Administrative Superintendent
1 D. Security Director
Assistant College Security Director

ADMINISTRATIVE OFFICERS

President, Senior Vice President, Vice President, Dean,
Associate Dean, Assistant Dean, Administrator
Higher Education Officer & Higher Education
Associate
Administrative Superintendent of Buildings and
Grounds
College Security Director

2. FACULTY

2 A. PROFESSORIAL AND 2B INSTRUCTOR/ 2 C. LECTURER TITLES

AFFIRMATIVE ACTION UNITS

2 A.1 Area Studies

2A. 3 Education

2A.4 English Language & Literature/Letters

**2A .5Foreign Languages, Literature
And Linguistics**

2 A .7Library

2A. 8 Mathematics

2A. 9 Physical Sciences

**2A.10 Public Administration &
Social Service Professions**

2A. 11 Visual & Performing Arts

**CONSTITUENT ACADEMIC
DEPARTMENTS/Units**

Africana Studies
Latin American/Latino(a) Studies

Counseling/Psychology

English

Modern Languages

Library

Mathematics
Physical Education

Physical Sciences

Behavioral Sciences
Para legal/Public Administration
Social Sciences

Visual & Performing Arts

3. Professional/non-faculty

Administration III
Accountants
Computer Specialists:

Higher Education Assistant
Assistant to HEO
Purchasing agent
IT Associate, Assistant,
IT Support Assistant

4. Clerical/Secretarial

CUNY Administrative Assistant	Administrative Assistant Level 1 &2
CUNY Office/Secretarial Assistant	Office/Secretarial Assistant Level1, 2, 3,3A, & 4
Mail/Message Service Worker	Mail/Message Service Worker

5. Technical/paraprofessional

Accounting assistant	Purchasing agent College Accounting Assistant
Administration IV Computer Specialists:	College Lab Technicians IT Associate, Assistant, IT Support Assistant

6. Service/Maintenance

Basic Crafts:	Stock worker
Campus Peace Officer Level I Campus Security Assistant	Campus Peace/Security Officer L I
Campus Public Safety Sergeant	Campus Public Safety Sergeant
Custodial Assistant Senior Custodial Supervisor	Custodial Assistant Principal Custodial Supervisor Assist. principal Custodial Supervisor Senior Custodial Supervisor Custodial Supervisor
Skilled Trades/Crafts	Carpenter; Labor; Electrician;
Electrician helper; High pressure plant tender; Locksmith; Maintenance worker; Oiler; Painter; Thermostat repairer; Stationery engineer; steam fitter	

C. DETERMINING AVAILABILITY

"Availability" is an estimate of the proportion of each gender and racial/ethnic group available for employment at the College for a given job group in the relevant labor market during the AAP year. Availability indicates the approximate level at which each gender and racial/ethnic group could reasonably be expected to be represented in a job group.

In adherence to the federal regulations, the College used recent and discrete statistical information to derive availability figures. Because of the University's educational requirements, the availability data is calculated according to information about earned degrees conferred from the U.S. Department of Education and the American Community Survey (2007-2011).

Internal recruitment sources indicated on the *CUNY Survey for Selected Titles* are used and weighted for titles with promotable and transferrable (feeder) titles. The sources and process to determine the availability data for the two-factor analysis is detailed in the *Factor/Source Sheet* section of the UAW (see Appendix B).

D. UTILIZATION ANALYSIS/COMPARISON OF INCUMBENCY TO AVAILABILITY

The utilization analysis compares the percentages of employees by gender and race/ethnicity with the overall availability data for each AAU. The UAW of each AAU indicates the current utilization of incumbents by gender and race/ethnicity. The analysis disaggregates Asians, Blacks, and Hispanics from Total Minorities to identify the percentage representation of these protected racial/racial groups. American Indian or Alaska Native employees comprise less than two percent of the University workforce and local population, thus are not identified as a discrete group in the analysis, but are included in the Total Minority category. Persons of two or more races are counted within the Total Minority.

The utilization analysis determines if any disparity between incumbency and availability exists for any of the protected groups. This disparity or *underutilization* is defined as any AAU in which fewer minorities or women are employed than would reasonably be expected given their availability in the relevant job market. The percentage difference between incumbency and availability is recorded in terms of whole persons, indicating how many women and members of protected racial/ethnic groups are underutilized. A placement goal is set when underutilization in any job group is one person or more.

The underutilization of females and total minorities is calculated in the UAW and is displayed in the chart *Results of Utilization Analysis and Annual Placement Goals* in Appendix C. If an AAU has underutilization for a specific protected minority group the number is indicated in parenthesis.

E. HISTORICAL PROGRESS REPORT: 2014 AND 2015 UTILIZATION ANALYSES RESULTS

A comparison of the 2014 and 2015 utilization analyses identified changes in the numeric disparity in the AAUs by EEO Categories. The *Progress Report - Historical Underutilization* in Appendix D displays underutilization from 2011 to 2015.

Within the EEO categories, the difference in underutilization of racial/ethnic groups and women by AAU/job group is:

A comparison of the results of the 2014 and 2015 utilization analyses indicates any changes in the numeric disparity within the AAUs by EEO-6 Categories since the last AAP. The comparison indicates the attainment of 2014 goals by the reduction or elimination of underutilization or identifies lack of progress in achieving placement goals. Persistent underutilization in affirmative action units from the prior to the present year is also noted below. The elimination or reduction of underutilization indicates the effectiveness of the College's good faith efforts to achieve the set recruitment goals. The *Progress Report - Historical Underutilization* in Appendix D displays underutilization from 2011 to 2015. The findings for 2014 and 2015 are as follows:

Within the EEO-6 categories, the difference in underutilization of racial/ethnic groups and women by AAU/job group is presented below. Job groups of four or less are too small to analyze. Therefore, the organizational units/departments with five or more employees are discussed below:

Executive/Administrative/Managerial

- Administration I: There is no underutilization in the category of women. Underutilization decreased to a rate of one (1) in the Asian/Nat. Hawaiian/Pacific Islander category (from two). An underutilization rate of one (1) arose in Hispanic/Latino(a) category due to attrition.
- Administration II: Underutilization arose in the Asian/Nat. Hawaiian/Pacific Islander category to a rate of four (4) due to attrition.
- Administrative Superintendent of Buildings & Grounds: The underutilization rate of one in the Hispanic/Latino(a) category remains.

Faculty

- Area and Ethnic Studies AAU (consists of Africana Studies and Latin American and Latino/a Studies): Underutilization rate of females increased from one (1) to two (2). Asian/Pacific Islander underutilization increased from three to two (2).
- Education AAU consists of Counseling/SEEK and the Provost area: Underutilization arose in the Asian/Nat. Hawaiian/Pacific Islander category to a rate of one (1) due to attrition.
- English AAU: Underutilization in the female category remains a rate of four (4). Underutilization was eliminated in the Asian/Nat. Hawaiian/Pacific Islander category.
- Foreign Language continues with no underutilization.
- History is no longer part of the Social Sciences and its own Affirmative Action Unit. It has a female underutilization of two (2) and Black/African American underutilization of one(1).
- Law Enforcement AAU consists of Criminal Justice, Law & Police Science and Security, Fire and Emergency Management: Underutilization decreased from six (6) to seven (7) in the female category. There is no underutilization in all minority categories.
- Library AAU: The underutilization rate of one (1) in the Black/African American category has been eliminated and the underutilization rate of one (1) Hispanic remains the same.
- Mathematics AAU: Underutilization rate in the female category remains two (2). The underutilization rate of one (1) in the Hispanic/Latino(a) category remains the same.
- Philosophy AAU: The underutilization in the Asian/Nat. Hawaiian/Pacific Islander category has been eliminated.
- Physical Education AAU remains the same with no underutilization.
- Physical Science AAU: The underutilization in the female category has been eliminated.
- Psychology AAU: Underutilization decreased to seven (7) in the female category. Underutilization arose in the Hispanic/Latino(a) category as a rate of two.
- Public Administration/Management AAU: Underutilization increased to six (6) in the female category. The underutilization rate of one (1) in the Black/African American category remains.
- Social Sciences AAU consist of Anthropology, Economics, Government/Political Science and Sociology. The underutilization has been eliminated in all categories.

- Visual and Performing Arts AAU (consists of Art & Music and Communication & Theater Arts): Underutilization rate of two (2) for Asian Pacific Islander remains.

Professional/Non-Faculty

- Administration III: The underutilization rate increased from five to 10 in the Asian/Nat. Hawaiian/Pacific Islander category due to attrition and the fact that the market availability percentage increased.
- Computer Specialist Titles: Underutilization arose in the Asian/Nat. Hawaiian/Pacific Islander category to a rate of one (1) due to attrition.

Secretarial/Clerical

- CUNY Administrative Assistant job group continues to have an underutilization rate of one (1) in the Asian/Pacific Islander category and two (2) in the Black/African American category.
- CUNY Office Assistant: Underutilization arose to a rate of one (1) in the female category due to attrition.
- Mail Message Services Worker underutilization rate increased from two (2) to three (3) in the female category.

Technical/Paraprofessional

- Administration IV: There continues to be no underutilization.
- Broadcasting/Media Titles: The underutilization rate of one (1) in the Black/African American category has been eliminated.
- Media Services/Print Shop Titles: There underutilization rate of one (1) in the Female category remains despite the fact that now there is representation by one female hire.

Skilled Trades/Crafts

- The underutilization rate of one (1) remains the same in the Asian/Pacific Islander category and the female category.

Service/Maintenance

- Campus Public Safety Sergeant: The underutilization rate of two (2) remains the same in the female category. The underutilization rate of four (4) decreased to two (2) in the Black/African American category. The underutilization rate of two in the Total Minority section has been eliminated. This may be owed to the fact that there was another minority hired (Hispanic).
- Campus Security Officer: Underutilization in the female category was eliminated due to nine more female hires. The rate of one (1) increased to two (2) in the Asian/Pacific Islander category due to attrition.
- Custodial Supervisor: An underutilization rate of one (1) arose in the female category due to attrition.
- Custodial Assistant: There continues to be no underutilization.

F. DETERMINING ADVERSE IMPACT

The Impact Ratio Analysis is based on the information presented in the Personnel Activity Table and Applicant Data Recruitment Documentation. The Impact Ratio Analysis, an evaluation of personnel transactions in each EEO category, determines any disparities or adverse impact in the personnel actions. The personnel transactional data for minorities and non-minorities and for men and women is examined. The analysis indicates if an employment practice results in a negative consequence more often for members of protected groups than for other employees or applicants. In addition to CUNY first reports, a variety of sources provide information for the analysis, including the Offices of Human Resources, Academic Affairs, and Compliance and Diversity.

The Impact Ratio Analysis is divided into three areas:

Part One: The Hires Analysis reviews the hiring practices by comparing the number of hires to applicants

Part Two: The Promotion Analysis examines the promotion, upgrades/re-classification and transfers by comparing the number of employees promoted to incumbents;

Part Three: The Termination Analysis calculates the attrition rate by comparing the number of terminations to incumbents.

The actions completed during the previous 12 months are summarized in the following documents:

1. Analysis of Personnel Activity Table

a. New Hires

The College hired **69** new full time employees; of these **38** were women and **46** were of racial/ethnic federally monitored minority groups.

The New Hires Analysis showed no major concerns for any of the job groups.

b. Promotions/Upgrades

There were a total of 48 upgrades/promotions consisting of: (i) 32 faculty received an upgrade in rank, out of the 36 faculty members who applied for promotion.

(ii) There were 16 other employee upgrades due to reclassifications: In the Admin. II job group, seven (7) employees were upgraded into the top two levels of the Higher Education Officer series; eight (8) were upgraded into Admin III, the two lower levels of the HEO series; and one (1) was upgraded within the secretarial job group.

The Promotions Analysis showed no major concerns for any of the job groups.

c. Terminations/Separations

The number of employees separated from the workforce was 43, including 23 women and 16 minorities.

The Termination Analysis showed no major concerns for any of the job groups.

d. Transfers

The number of employees who transferred out of the college was 8, including 5 women and 2 minorities.

2. Analysis of Applicant Data-Recruitment Documentation

There were **8,435** total job applications, a decrease from the **17,057** reported in 2013-2014. The decrease in applicants as well as a decrease in total hires, 69 compared to 136 in the prior year, can be attributed to a hiring pause due to budgetary constraints. **4,228** were from female applicants and the total of racial/ethnic minority applicants was **4,236**, which consisted of submissions by the following self-identified applicants: 546 Black/African Americans, 2,713 Hispanics/Latino(a)s, 872 Asians/Pacific Islanders and 105 American Indian/Alaskan Natives. In addition to the overall total 7,688 applicants, 747 applicants were of unknown ethnic and racial identity because they elected not to self-identify, thus comprising the total sum of applicants as 8,435.

Most job applications were for Professional/Non-Faculty positions, a total of **3,676**. Females and minorities applied as follows: 2,338 females, 1,819 minorities. 284 applicants were of unknown ethnicity.

The second largest number of applications submitted was for Executive Administrative/Managerial positions, **1,827** total. Females and minorities applied as follows: 1,201 females, 824 minorities. 168 applicants were of unknown ethnicity.

The third largest number of applications submitted was **1,370**, for Technical/Paraprofessional job opportunities.

The representation of minorities and women in the applicant pool reveals that the outreach efforts have been productive for most categories. There are no disparities apparent in the number of offers made to female and minority candidates.

See Appendix E for *Personnel Activity Table/Applicant Data-Recruitment Documentation*.

3. Impact Ratio Analysis

The Impact Ratio Analysis was conducted based on the information presented in the Personnel Activity Table and Applicant Data Recruitment Documentation. The Impact Ratio Analysis, an evaluation of personnel transactions in each EEO-6 category, determined any disparities or adverse impact in the personnel actions. The data for minorities and non minorities and for men and women was examined. The Impact Ratio Analysis was divided into three areas:

- **Part One: The Hires Analysis** revealed no significant difference between non-minority hires and minority hires and between male and female hires. The analysis indicated no adverse impact in any of the categories.

- **Part Two: The Promotion Analysis** examined the promotion, upgrades/re-classification and transfers by comparing the number of employees promoted to incumbents.

There was not a significant difference between non-minority and minority promotions. The analysis indicated no adverse impact in any of the categories.

- **Part Three: The Termination Analysis** calculated the attrition rate by comparing number of separations from the College to the number of incumbents.

There was not a significant difference between non-minority and minority separations from the College as well as between male and female separations from the College.

The analyses of the personnel activities did not indicate any disparate or adverse impact in the appointment, promotion or termination of employees.

The College hired **69** persons into permanent full-time positions. Forty-six (46) of the new employees were minorities; they comprised **67%** of the new hires. Thirty-eight (38) women were hired; they comprised **55%** of the new hires.

See Appendix F for the *Impact Ratio Analysis*.

G. TENURE ELIGIBILITY SURVEY

A review of the tenure decisions compares employees eligible for tenure to those granted tenure or certificates of continuous employment. Members of the professoriate, college laboratory technicians (CLTs), and lecturers receive tenure or certificates of continuous employment (CCE), respectively, if recommended by Departmental and College-wide Personnel and Budget (P&B) Committees. The president presents the candidate for tenure or CCE to the Board of Trustees (BOT). If the BOT approves, the tenure status becomes effective on the first of September following approval. In some cases, faculty members may receive consideration for early tenure. See Appendix G for the *Tenure Eligibility Survey*.

A review of the tenure decisions effective September 1, 2014 reveals the following:

Forty (40) members of the professoriate applied for tenure. Thirty-eight (38) were granted tenure. Specifically, 30 are in professorial titles, seven (7) are in Lecturer titles and one (1) is a College Lab Technician.

- Four (4) Professors applied/were recommended for tenure, two males and two females. Three (3) were early tenure applications consisting of one male and two females, one of which is African American/Black. All were awarded tenure.
- Twenty (20) Associate Professors applied/were recommended for tenure, of which four (4) were early tenure applications. All were awarded tenure. The tenure recipients included nine females. Also among the recipients were two African American/Black, one male one female, and four (4) Asian/Pacific Islanders, of which one is a male and three (3) are female.

- Eight (8) Assistant Professors applied/were recommended for tenure of which three (3) were early tenure applications. Two of the early tenure applications were denied. Thus, six (6) Assistant Professors were granted tenure. The tenure recipients included five females, among which one is an Hispanic/Latina awarded early tenure.
- Seven (7) Lecturers applied for fifth year Certificate of Continuous Employment (CCE) and received it. Recipient included four females of which identified in the Asian/Pacific Islander category. Another recipient was an African American/Black male.

This process adhered to the policies of the Board of Trustees and in accordance to the contractual obligations with the union.

H. ANALYSIS OF SYSTEMIC COMPENSATION

The University (CUNY) manages a number of pay plans with different features: Executive Compensation Plan (ECP), Faculty and Non-Teaching Instructional Staff, and Classified Civil Service (plans for managers and staff).

CUNY conducted an annual review of employee compensation at the College. The results of this review were reviewed with senior management on May 19, 2015. At this review, the Chief Diversity Officer and Human Resources Director discussed specific findings as well as compensation best practices with members of the President's Cabinet.

CUNY reviewed salary organized by Affirmative Action Unit (AAU) within EEO-1 category. Categories are broken down further into Title (Administrators) or Title and Discipline (Faculty). Generally, any area in which there is a pay discrepancy on the basis of race or gender exceeding 5% is flagged for review of the pay of individual incumbents. **(See Appendix K.)**

The College has developed and documented the following policies and guidelines for effective compensation management.

1. Performance Appraisal/Setting of Merit Increases and Pay Increases upon Promotion
 - Guidelines for performance appraisal and recommendations of discretionary pay increases are established by University management, subject to requirements established by civil service regulations, government mandates and bargaining unit agreements. These vary according to title and job function.
 - All recommendations for pay increases for Executives are reviewed by University management.
 - Recommendations for pay increases for faculty and administrative staff: Faculty pay increases are vetted by the Provost who makes the determination to submit a proposal to the college President. Recommendations for staff pay increases are vetted through the HEO Screening Committee. This includes all reclassifications. The division Vice Presidents present their proposed actions to the HEO Screening Committee, comprised of the Vice Presidents, one Higher

Education Officer and the non-voting members consisting of the Human Resources Director, the Labor Designee and the Chief Diversity Officer.

- Recommendations for discretionary pay increases for classified civil service staff are limited due to Civil Service regulations and bargaining unit agreements. In those cases where discretionary pay increases are permitted, recommendations go through the HEO Screening Committee.

2. Setting of Starting Salaries

- Guidelines for starting salary recommendations are established by University management, subject to requirements established by civil service regulation, government mandates, budget sufficiency, and bargaining unit agreements. These vary according to employee titles and job functions.
- Starting salaries for Executives are subject to guidelines established by the University and approved by the New York State legislature. Executive starting salaries are limited to a pre-established pay range and are reviewed by University Management. Exceptions to policy require additional justification.
- Faculty and administrators' starting salaries are set within pre-established ranges in bargaining unit agreements. There is also a prescribed practice for justifying any exceptions to starting salary policies, which includes a committee review. We do not often seek to go beyond the pre-established ranges for staff. If we do we would seek the President's review and then the convening of the Salary Above Base Committee. We then communicate back to the College President the results of the committee's decision. If the college President approves the action, the College then sends the request to CUNY OHRM for approval from the Vice Chancellor's Office.
- Classified civil service starting salaries are strictly limited due to regulation; in most cases the requirement is that all individuals starting in a civil service title are paid the minimum in the range, or the minimum step for that title. When there are exceptions to this practice The reasoning is reviewed within Human Resources at the Director level. Going above the minimum salary is not common.

3. Tracking and Evaluation of compensation decisions to assure compliance Human Resources reviews job posting salary ranges to ensuring they remain within the CUNY salary ranges. Budgetary approval is required before posting a position and is also required before Human Resources extends a salary offer to a selected job applicant. Posting, recruitment and selection is also vetted through the Office of the Chief Diversity Officer.

4. Document Retention. Document Retention is government by the CUNY Records Retention and Disposition Schedule (2007). Section 1(310) requires summary personnel records to be retained indefinitely and detailed records, including items such as performance appraisals, be retained for six years following employee

resignation/termination. Section 32(333) requires that job classification decisions related to individual employees be retained for ten years.

5. The College has adopted the following policies and guidelines for managing additional elements of pay:
 - **Bonuses:** Bonuses are generally limited to Executives and members of the Classified Managerial service. There is a prescribed procedure for each group developed by the University, in which all eligible incumbents are considered for bonuses at the same point in time. All bonus awards must be justified in a completed performance appraisal. For this program year, the College did not pay bonuses to employees under these plans.
 - **Perquisites:** Perquisites offered to Executives other than the College President are outlined in the University's Executive Compensation Plan. All executives at a given title or level are offered equivalent perquisites.
 - **Stock:** As a government employer, CUNY does not offer stock or equity to any employee.
 - **Overtime and Additional Assignments.**
 - For those job titles where overtime is assigned, all overtime must be approved in advance by the manager of the employee's department. Overtime forms are filled out by the department, department management signs off on the overtime, and the forms are submitted to HR. Due to necessary fiscal controls, overtime assignments are discouraged and rarely used.
 - CUNY has established rules for multiple appointments (assignments) which are outlined in CUNY's "Multiple Position Policy" and apply equally to all incumbents in a given title.
 - **Differentials.** All differentials are available to all incumbents in a given title and are based on factors such as time in service, specific work schedules (such as nights or weekends), specific assignments (such as K-9 patrol for security guards), and degrees/certifications. These conditions are detailed in individual bargaining unit agreements and apply to all incumbents in the respective titles or units.
 - **Honors and Awards:** BRAVO provides gift cards to award recipients including years of service and Employee of the Year.
6. **Payments upon Severance or Retirement.**
 - Executives receive payments upon severance or retirement based on years of service in the Executive ranks, which are applied to all Executive titles. Severance provisions are documented in the Executive Compensation Plan developed by the University and described above.

- o Faculty, Instructional Staff, and some Classified staff receive terminal payments upon retirement based on a combination of age, overall years of CUNY service, years of service in the title from which the employee retires, and/or the amount of unused accrued sick leave. These rules are established in bargaining unit agreements and Civil Service Policy Bulletins and apply equally to all incumbents in respective titles.

V. Action-Oriented Programs

The Action-Oriented Programs designed to address the underutilization of women and minorities and any adverse impact of the employment practices are discussed below. These Programs are carried-out throughout the AAP year. The College tailored its action-oriented programs to ensure these initiatives are specific to the problem (s) identified.

A. IMPLEMENTATION OF ACTION PROGRAM 2014 – 2015

The results-oriented activities to address underutilization during the past year (2014 – 2015) include:

1. Goal Attainment 2014 – 2015: Addressing Underutilization

The College hired 69 employees into full time positions between July 1, 2014 and June 30, 2015 as depicted in the *Personnel Activity Table*. The impact of these appointments is included in the 2014 Results of the Utilization Analysis and Annual Placement Goals, which identifies the extent to which disparities between incumbency and availability in AAUs were eliminated, reduced or remained unchanged. See Appendix C1.

Among the activities to promote diversity the College held /conducted the following: In order to more adequately display goal attainment for AAUs that have underutilization rates, a new chart has been developed to illustrate prior year goals and current year activity at-a-glance. See the 2014 *Comparing Incumbency to Availability and Annual Placement Goals* in Appendix C for this reporting year. The chart is based on the specific data for each AAU that is contained in the UAWs found in Appendix B.

The *2015 Results of Utilization Analysis*, a new chart also in Appendix C, is a review of AAUs in which opportunities for new hires in this reporting period led to attainment of goals that were established in the last AAP's reporting period (2013-2014 academic year) for women and racial/ethnic minorities.

Placement goals are recruitment goals and form a guide for outreach activities throughout the affirmative action program year. The college sets annual percentage goals equal to availability for all underutilized job groups and makes good faith efforts to recruit a broad and inclusive pool of qualified applicants. The placement goals are attempts to achieve gender and ethnic representation equal to availability in all job groups and demonstrate the college's effort to encourage good faith practices to meet its commitment to affirmative action.

The 2014 Results of Utilization Analysis and Annual Placement Goals Chart indicates whether placement goals for job groups which had underutilization in 2014 were achieved when opportunities for hire and promotions occurred.

The College hired 69 new full time employees Forty-six (46) of the new employees were minorities; they comprised 67% of the new hires. Thirty-eight (38) women were hired; they comprised 55% of the new hires. (See also page 19-21, above.)

John Jay College has staff within 32 job groups/AAUs. The placement goals pertaining to females were attained in nine job groups. The placement goals pertaining to Total Minorities were partially attained in 24 job groups.

Goals were not attained in the following job groups:

- pertaining to females
 - English AAU: Underutilization in the female category remains a rate of four (4).
 - History
 - Law Enforcement
 - Math
 - Psychology
 - Public Administration
 - Print Shop titles
 - Skilled Trades/Crafts
 - Campus Public Safety Sergeant
 - Custodial Supervisor

- pertaining to Total Minorities
 - Administration II
 - Administrative Superintendent of Buildings & Grounds
 - Library
 - Psychology
 - Public Administration
 - Law and Police Science (Lecturer titles)
 - Security, Fire emergency Mgmt (Lecturer titles)
 - Campus Public Safety Sergeant

Efforts to address the persistent underutilization will be reviewed and modified as appropriate.

2. Initiatives and Activities

(a) The following programs and initiatives support faculty and staff retention and advancement:

- The 2015 update to the five year Faculty Diversity Strategic Plan (2013-2018) reveals specific initiatives and accomplishment toward the goals of recruitment retention and improving climate. That report is available on the college website and at the Office of the CDO.

- The Faculty Fellowship Publication Program and the Diversity Projects Development Fund support faculty retention and advancement. The Faculty Fellowship Publication Program aims at advancing the University goal of a diverse professoriate. Faculty is offered the

opportunity to submit for grants through the CUNY Diversity Projects Development Fund which assists in educational activities for or about populations that traditionally under-represented. Both programs support faculty retention and advancement. The CUNY Diversity Projects Development Fund (DPDF) was established to support educational projects, scholarly research, creative activities and other programmatic initiatives that promote multiculturalism, diversity and inclusion, affirmative action and non-discrimination for the benefit of the University Community.

- The Office of the Provost will continue to disseminate to all full-time faculty information about the John Jay College Latino Faculty Initiative (by the Office of Academic Affairs), the CUNY Diversity Projects Development Fund (DPDF), the Faculty Fellowship Publication Program and other opportunities that become available.
- The CUNY Office of Recruitment and Diversity appointed John Jay Professor Kevin Nadal to the University Advisory Council on Diversity in 2013 and has since renewed his membership in 2015.
- There is a training budget administered in Human Resources ("HR") for HEO series staff. HR identifies, promotes and enrolls staff in various professional development workshops to enhance managerial or supervisory skills as well as substantive skills. These programs are usually offered by DCAS and the CUNY Office of Professional Development.
- The Bravo! Employee Recognition Program is designed to recognize and reward individuals and groups for excellence in service and contributions to the College, at a departmental, divisional and college-wide level. The initiative continues in the Employee Summer Institute, which is a full day of professional and personal development designed to enhance employee relations and engagement at the College. The College in an effort to foster professional development of its employees hosted the annual Bravo! Summer Employee Institute. It is a two-day program consisting of both personal and professional development workshops on customer service, effective supervision, management and leadership skills, as well as some recreation and social networking activities. The Institute culminates with recognition of the "Outstanding Employee of the Year" and Divisional awards.
- Human Resources has designated May the Managers and Supervisors Month for the CUNY Professional Development Program, geared toward enhancing management and supervisory skills.

(b) Among the activities to promote education in diversity matters the College held/ conducted the following:

- Respectful Workplaces Training was created in order to enhance employee skills in fostering a professional and respectful workplace environment in their respective

operations. The workshop deals with many aspects of diversity in the workplace including discrimination and sexual harassment prevention and was held on February 2015. The workshop is offered to John Jay by CUNY's OHRM Professional Development Office.

- Safe Zone Initiative trainings continue and are designed to raise sensitivity and awareness of LGBTQ issues.
- The existing employee online trainings for Sexual Harassment will be continued through a new vendor, Everfi, and will commence the new online program in the Fall 2015.
- CDO/Title IX Coordinator has conducted in 2014-2015 myriad trainings in person to explain the CUNY anti-discrimination Policy and the Policy Against Sexual Misconduct. Most of the in person trainings have first been focused on employee populations who have front-line interaction and service the college community. This included training the entire Student Affairs staff, approximately 300, the entire Public Safety staff (approx. 100), all Athletics staff (full and part-time) and some academic affairs staff.
- On example of how students benefit is through the training Prof. Maria Volpe provides regarding the University's Sexual Misconduct Policy at the beginning of the Fall, Spring and Summer sessions to students preparing to enter internships.
- Trainings and presentations are ongoing, such as at various Public Safety college-wide events and at Town Hall forums at the college.
- The Title IX Webpage was launched: <http://www1.cuny.edu/sites/title-ix/campus/john-jay-college-of-criminal-justice/>
- A *Know Your Rights* workshop sponsored event by the Women's Center.
- The College's Bravo Professional Development Program organized by Human Resources two per year includes sessions on diversity, cultural competence and anti-discrimination, which was the theme this June 2015: "Cultural Competency: Understanding Yourself and Others"
- Faculty and staff are invited to attend many student-oriented diversity activities and initiatives throughout the year.
- Among Culture and Heritage Month Celebrations was an October 28, 2015 *Symposium: Crisscrossing Cultural Borders: Reciprocal Influences Among African Americans and Italian Americans*.
- The College will continue to disseminate information to faculty and invite speakers to discuss information about CUNY resources that support and advance diversity (e.g. the Center for Lesbian and Gay Studies; the Asian American/Asian Research Institute; the John D. Calandra Italian American Institute; the Center for Puerto Rican Studies; the Dominican Studies Institute; CUNY's Women's Centers; and the Office of Veterans

Affairs) as well as those that enhance the quality of work life (e.g. Wellness Center Services, the Employee Assistance Program-CUNY Work Life). Intended to familiarize faculty with diversity resources in order to foster a broader sense of community and inclusiveness through cross-campus interactive events.

3. Dissemination of Non-Discrimination Policy and Program

The Non-Discrimination Policy is available on the College's website and the president's annual Re-Affirmation Letter is disseminated to all employees via an "Important Announcements" message via email. The AAP is posted on the College's website through various links and also the internal employee compendium and it is available in the library.

B. RESPONSE TO 2015 UNDERUTILIZATION

The College has established a placement goal whenever minority or female representation within an AAU was less than would reasonably be expected given the availability data. Corrective actions were developed only when the underutilization equaled at least one whole person.

1. Results of Utilization Analysis and Annual Placement Goals for 2015-16

Placement goals to address female and minority underutilization are established by AAU equal to the current availability data for the job group. As the UAWs display, the utilization analysis disaggregates the groups within total minorities to identify underutilization of protected ethnic/racial classes. The College establishes placement goals for women, total minority and each racial/ethnic group underutilized. The goals match the availability data and are displayed in the chart *RESULTS OF UTILIZATION ANALYSIS AND ANNUAL PLACEMENT GOALS (APPENDIX C2)*.

Placement goals help guide recruitment activities and the College will observe good faith efforts to recruit a broad and inclusive pool of qualified applicants.

Placement goals to address female and minority underutilization are established by AAU equal to the current availability data for the job group. As the UAWs display, the utilization analysis disaggregates the groups within total minorities to identify underutilization of protected ethnic/racial classes. The College establishes placement goals for women, total minority and each racial/ethnic group underutilized. The goals match the availability data and are displayed in the chart *COMPARING INCUMBENCY TO AVAILABILITY AND ANNUAL PLACEMENT GOALS (APPENDIX C)*.

Placement goals help guide recruitment activities and the College will observe good faith efforts to recruit a broad and inclusive pool of qualified applicants.

Personnel actions in 2012-2013 brought about the aforementioned changes that occurred in the status of underutilization rates pertaining to the 2013-2014 academic year. Approximately 73 recruitment searches were conducted during 2014-2015. The following exemplifies the College's ongoing recruitment efforts:

Academic Programs	APPLE Corps Student Success Specialist-Academic Program Coordinator
Academic Programs	Associate Director - Transfer Academic Programs (Academic Program Manager)
Public Safety	Campus Public Safety Sergeant (Provisional)
Marketing and Development	IT Associate Level 2 (Provisional) Web Developer
Bursar	Enrollment Bursar Coordinator
Human Resources	HR Coordinator
Admissions	Apple Corps Student Success Specialist (Academic Program Specialist)
	Enrollment Bursar Specialist
	Career Engagement Educator
Student Life	John Jay College Service Corps Manager(Student Life Manager)
Facilities	Laborer - 2 Positions
Facilities	Custodial Assistant (Multiple Positions)
Facilities	Custodial Supervisor (Provisional) - Facilities Management
Facilities	Assistant Principal Custodial Supervisor (Provisional)
SEEK	Administrative Coordinator- SEEK Coordinator
Marketing and Development	Social Media Manager
Admissions	Service - Learning Counselor, APPLE Corps
Admissions	Academic Advisor, APPLE Corps
Admissions	Apple Corps - Internship Counselor
Admissions	Apple Corps - Admissions Specialist
Security	Campus Security Specialist Lvl 2, Provisional
Security, Fire, Emergency Mgmt	Distinguished Lecturer
College Now	Academic Program Coordinator
Security, Fire, Emergency Mgmt	Professor - Tenure Track
Human Resources	HRIS Specialist
Jay Express	Associate Director, Enrollment Management
Marketing and Development	Development Specialist
Human Resources	HR Coordinator
Anthropology	Assistant Professor/ISP
John Jay Online	Administrative Manager (Compliance Officer)
Marketing and Development	Development Manager - Donor Relations and Leadership Gifts
Marketing and Development	Development Manager - Foundations and Scholarships
Marketing and Development	Development Manager - Corporations and Sponsorships
John Jay Online	John Jay Online Instructional Designer
Associate Provost and Dean of Research	Research Compliance Senior Analyst (Research Programs Manager)
Student Affairs	Assistant to the Dean of Students
Academic Affairs	Academic Operations Specialist (Administrative Specialist)
Provost Office	Administrative Coordinator of Special Projects
Associate Provost of Strategic Initiatives	Director - of John Jay Online
Health Services	Nurse Practitioner, Level 1
International Studies & Programs	Study Abroad Coordinator
Associate Provost for Research	Research Compliance Program Development Mgr
Financial Aid Office	Financial Aid Advisor
Counseling Department	Student Wellness/Intake Specialist
Information Technology	IT Support Assistant, Level 1 (Provisional)
Academic Advisement Center	Transfer Senior Academic Advisor - CUNY Justice Academy
Information Technology	Director of Application Development - Computer System Manager, L3
Public Safety	Administrative Coordinator - multiple openings
Information Technology	IT Assistant, Level 1
Public Safety	Campus Public Safety Sergeant (Prov.)
Human Resources	Employment Services Specialist
Modern Languages & Literatures	Assistant Prof. of Spanish/Specialist In Translation & Interpreting
Registrar	Deputy Registrar Manager
Registrar	Registrar Specialist
Student Affairs - Center for Student Involvement	Student Involvement and Leadership Specialist
Security, Fire and Emergency Management	Administrative Specialist
Public Management	Academic Program Coordinator (2 positions)
Public Safety	Environmental Health and Safety Coordinator
Marketing & Development	Broadcast Associate Level 1 (Provisional)
Campus Office Services & Records Management	Print Shop Assoc. - Levels 1 and 2 (Prov.) (2)
Finance & Business Services	Purchasing Agent Assistant (Provisional)
Finance & Business Services	Stock Worker Level 1 (Provisional)
Undergraduate Studies	Associate Provost/Dean of Undergraduate Studies
Sociology	Administrative Specialist
Human Resources	HR Coordinator- Time & Leave
Theater	Broadcast Assoc 3
Admissions	Apple Corps Program Coordinator (Academic Program Manager)
Student Academic Success Programs (S)	Associate Director, Sophomore Academic Programs (Academic Program Manager)
International Studies & Programs	Deputy Director of International Studies and Programs (Study Abroad Program Manager)
Student Life	Women's Center Services Manager
Student Academic Success Programs (S)	Academic Program Manager (Associate Director)
Accessibility Services	Student Accessibility Services Specialist
Office of Space Planning	Director of Space Planning and Capital Projects

2. Employment Practices: Recruitment, Selection, and Advancement

Placement goals to eliminate underutilization are addressed through advertising and recruiting efforts that broaden the applicant pool, as well as other results-oriented campus initiatives. The College's employment practices conform to the bylaws of the Board of Trustees of The City University of New York, applicable collective bargaining agreements as well as Federal, State, and Local laws and regulations.

The College's workforce consists of different employee groups. Executive employment is governed by the contents of the Executive Compensation Plan which is developed by the University and approved by the New York State legislature. Additional guidelines for recruiting are provided by the University's Vice Chancellor for Human Resources Management.

Faculty and Administrative Staff are considered "Instructional Employees" (Teaching and Non-Teaching). Their employment is governed by bargaining unit agreements, supplemented by the University's Standards of Practice and other guidelines issued by the University Office of Recruitment and Diversity, including a University-wide Search Committee Guide.

Classified Civil Service Staff employment is governed by Rules and Regulations developed by the University and overseen by an independent Civil Service Commission under the oversight of the New York State Department of Civil Service. Application and selection practices for Classified Civil Service employees apply equally to all candidates for a given title or level.

As part of the University's affirmative action program, procedures and services to assist campuses in recruitment have been developed. These include:

- Required posting of open positions and of Civil Service Notices of Exam (NOE). Normally faculty vacancies are posted for 60 days and administrative vacancies are posting for 30 days.
- Forwarding of all of the University's job vacancies to the New York State Department of Labor (for posting with the Workforce Centers) as well as to a network of job boards which include job boards dedicated to Individuals with Disabilities, Veterans, Minorities, and Females.
- Maintenance of a job posting site with accessibility features for Individuals with Disabilities.
- Maintenance of a job posting site for veterans featuring a crosswalk between CUNY vacancies and military titles and job codes.
- Collection of all applications into a single system where pre-established screening practices relevant to the specific function may be applied.

- A job application process where all candidates are invited to self-identify race/ethnicity, gender, veteran status, or disability status. This information is kept confidentially and used to analyze the composition of applicant pools by vacancy and overall.
 - A committee recruiting process by which a diverse team evaluates candidates according to consistent guidelines and interview questions.
 - Educational materials for hiring managers and members of recruiting committees, including compliance guidelines such as prohibited questions.
 - A shared on-line site with resources on candidate sourcing (such as internet job board listings for outreach) and other recruitment issues.
 - Regular education programs for managers and staff in Human Resources and Diversity on best practices in effective recruiting.
 - An annual survey program for new hires to identify potential areas of concern in how the College communicates with its candidates.
- The Compliance and Diversity and Human Resources Offices monitor the recruitment and selection practices of all employees. Specifically, the Chief Diversity Officer (CDO) is responsible for ensuring that the following initiatives are undertaken or continue to be implemented:
- a. Broadening recruitment efforts to reduce or eliminate underutilization.
 - b. Charging search committees to familiarize them with recruitment protocols.
 - c. Attending joint meetings between CDOs and the University Advisory Council on Diversity (UACD) to discuss issues of concern.
 - d. Attending informational sessions and training provided at monthly meetings of the Council of Chief Diversity Officers (CCDO) and meetings of a University-wide Recruiting Network which meets three times a year. Among other topics, training sessions in this past year covered recruiting and retaining Individuals with Disabilities (January 23, 2015) and recruiting and retaining Veterans (April 20, 2015).
 - e. Demonstrating compliance with University policy and procedures.

- f. Encouraging employees to participate in University-sponsored professional development programs.
- g. Ensuring that all interviews, offers of employment and/or wage commitments are consistent with College policy.

The College President has ultimate authority to recommend new hires for approval by the CUNY Board of Trustees.

Employee advancement is governed by University policy, bargaining unit contracts, and Civil Service regulations. The College President has ultimate authority to recommend employee advancements for approval by the CUNY Board of Trustees.

- Promotions into and within the Executive grouping are individually reviewed by the University Office of the Vice Chancellor of Human Resources Management and require detailed job descriptions and substantial written documentation.
- Promotions and tenure decisions within the Faculty ranks are governed by an extensive committee review process, again requiring substantiation and written justification.
- Promotions and other advancements within the Administrative staff are managed through a “reclassification” process that is reviewed by the University Office of Human Resources Management, requiring justification that the new position represents a substantial increase in duties as well as detailed job descriptions and organization charts.
- Promotions and advancements in the Classified Civil Service are achieved either through automatic level advancements detailed in bargaining unit agreements, generally based on years of service, through promotional examinations, or through an evaluation of job duties for various levels of a title, which are detailed in the written Civil Service specifications for that title. The Director of Human Resources as the “Appointing Officer” monitors civil service appointment and promotion processes.
(Include any additional responsibilities of the CDO and any specific corrective actions the College will undertake).

C. Internal Audit and Reporting

The internal audit and reporting system is used as the basis for evaluating results-oriented programs and affirmative action efforts. The records are maintained in the CUNYfirst system to provide information for updating the Affirmative Action Plan. The president has designated responsibility for implementing the audit and reporting system of the AAP to the CDO who will:

1. Monitor the records of personnel activities, including new hires, transfers, promotions, and terminations.
2. Review personnel activities and the AAP with senior level officers.
3. Advise senior management of program effectiveness and provide recommendations to improve areas of concern.

VI. Individuals with Disabilities AND PROTECTED VETERANS

A. Review of Personnel Processes

To ensure that all personnel activities are conducted in a job-related manner that provides and promotes equal employment opportunity for all known employees and applicants with disabilities and protected veterans, reviews are periodically made of the College's examination and selection methods to identify barriers to employment, training, and promotion and to ensure that all personnel activities are conducted in a manner which provides and promotes equal opportunity.

The College asserts that its personnel processes do not stereotype individuals with disabilities or protected veterans or otherwise limits their access to jobs for which they are qualified and that they are featured in college publications.

B. Review of Physical and Mental Job Qualifications

To ensure that all physical and mental qualifications and requirements are job-related and consistent with business necessity and promote equal employment opportunity for all employees and applicants with disabilities and protected veterans, reviews are periodically made of the College's physical and mental qualifications and requirements as they relate to employment, training, and promotion.

Any previously reviewed classification of positions will be reviewed again if there is a change in working conditions, which affects the job's physical or mental requirements (e.g. new requirements or equipment). As new job qualifications are established, the College will review the physical and mental job qualification to ensure that the qualifications do not screen out or tend to screen out qualified disabled individuals or protected veterans and that the qualifications are job related and consistent with business necessity and the safe performance of the job.

To the extent that physical or mental job qualification requirements screen out or tend to screen out qualified disabled individuals or protected veterans in the selection of current employees or applicants for employment or other changes in employment status such as promotion or training, the College assures that the requirements are related to the specific job(s) for which the individual is being considered. Both the Human Resources and Compliance and Diversity review job descriptions for vacant positions. Moreover, the University's Office of Human Relations Management conducts periodic analyses of the description of positions for which recruitment will be undertaken. This review compares the position vacancy notice with the established criteria. Any disparity with the essential functions of the job and the qualifications are brought to the

attention of the college's Office of Human Resources.

C. Reasonable Accommodation to Physical and Mental Limitations

The College provides reasonable accommodations to physical and mental limitations of applicants and employees with disabilities or disabled veterans. The College makes reasonable accommodations under this condition to those individuals who have requested a reasonable accommodation. Under the University's Reasonable Accommodation Policy, the Human Resources Director is responsible for making arrangements to provide reasonable accommodations to applicants for employment, current employees and visitors. Anyone may request an accommodation by contacting the Human Resources Office.

To formally request an accommodation, individuals with disabilities should contact:

Name: Carrie Dehls
Title: Benefits Manager
Phone: (212) 237-8504
Email: cdehls@jjay.cuny.edu

Procedures for requesting an accommodation are detailed in *Procedures for Implementing Reasonable Accommodation at The City University of New York*, available at: <http://www.cuny.edu/about/administration/offices/ohrm/policies-procedures/reasonable-accommodation.html>.

The College also accommodates employees who serve in the armed forces with its liberal military leave policy, which includes granting leaves of absence to employees who participate in honor guards at the funeral of veterans.

D. Harassment Prevention Procedures

The University has developed procedures to ensure that individuals with disabilities or protected veterans are not harassed. (See II. *Non-Discrimination and Affirmative Action Policies*). As specified in the University policy, the 504/ADA Coordinator, Silvia Montalban, Esq., is responsible for coordinating efforts to ensure access and non-discrimination for individuals with disabilities. To file a complaint, individuals should contact the Title IX and 504/ADA Coordinator at (646) 557-4409 or at smontalban@jjay.cuny.edu.

Training initiatives are mentioned above, under V. Action-Oriented Programs (pages 25-28, herein).

E. External Dissemination of EEO Policy, Outreach and Positive Recruitment

Efforts to disseminate the Non-Discrimination Policy and conduct outreach and positive recruitment include the following:

1. Publishing the Non-Discrimination Policy in the *New York Times* by ORD.

2. Initiating and maintaining communication with organizations having special interests in the recruitment of and job accommodations for disabled veterans, other protected veterans, and individuals with disabilities.
3. Including workers with disabilities when employees are pictured in educational, promotional, or job advertisements.
4. Disseminating information concerning employment opportunities to media that reach disabled veterans, other protected veterans, and individuals with disabilities.
5. Informing recruiting sources, in writing and orally, of the Affirmative Action policy for disabled veterans, other protected veterans, and individuals with disabilities.
6. Advertising job openings with a variety of external resources. This is an on-going activity. A listing of job opportunities reported to the State Employment Offices.
7. Sending written notification of the affirmative action policy to all subcontractors, vendors, unions and suppliers requesting their compliance with our policy. This includes their obligation to annually file their EEO Reporting form and VETS-100/100A form and, for employers with 50 or more employees and contracts of \$50,000 or more, their obligation to develop a written affirmative action plan.
8. Participating in programs that employ protected veterans and individuals with disabilities.

F. Internal Dissemination of EEO Policy, Outreach and Positive Recruitment

To foster positive support for the affirmative action program for protected veterans and individuals with disabilities, the College will implement or continue to implement the following internal dissemination of its policy and procedures:

1. Including the policies in the College's policy manual and other in-house publications.
2. Conducting special meetings with senior staff and other supervisory personnel to explain the intent of the policy and individual responsibility for effective implementation.
3. Scheduling training sessions for employees involved in recruitment, selection, promotion. Discussing the policies thoroughly in both employee orientation and management training programs.
4. Informing union officials of the College's policies, and requesting their cooperation.
5. Including non-discrimination clauses in all union agreements, and reviewing all contractual provisions to ensure they are not discriminatory.
6. Including articles on accomplishments of disabled veterans, other veterans, and

workers with disabilities in College publications.

7. Posting the Reasonable Accommodation's policy on College bulletin boards, along with CUNY's Non-Discrimination Policy, which includes protection from harassment on the basis of disability.
8. Featuring persons with disabilities in handbooks or similar publications for employees.

G. Utilization Analysis Review: Benchmark Recruitment Goal

In accordance with Section 503 Rule of the Rehabilitation Act, a hiring benchmark goal of 7% for the employment of individuals with disabilities in each job category has been established. Further, the Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA) has established a benchmark of 7% for the employment of protected veterans by workforce.

Efforts to achieve these objectives are outlined below.

The recruitment, application and appointment processes are monitored to encourage the representation of protected veterans as well as employees and applicants with disabilities.

Data for employees known to have disabilities could not be acquired with reasonable certainty. However, the college will institute procedures by which to acquire such information, such as through invitation to self-identify. The campus will begin to track data for the utilization analysis for Individuals with Disabilities (IWD) by job group and will conduct a utilization analysis for IWD beginning in 2016.

A preliminary review of the extent to which the college meets hiring benches for protected veterans is displayed in Appendix I.

At the end of the 2015 plan year, and every year thereafter, the college will assess the effectiveness of its efforts to achieve equal employment opportunity for protected veterans by comparing the recruitment, hiring, and total employment results against the established hiring benchmark goal for protected veterans.

H. Audit and Reporting System

The 504/ADA Coordinator is responsible for the College's audit and reporting system that addresses the following:

1. Measures the effectiveness of the College's overall Affirmative Action Program and whether the College is in compliance with specific obligations.
2. Indicates the need for remedial action.
3. Measures the degree to which the College's objectives are being met.

4. Determines whether there are any undue hurdles for individuals with disabilities and protected veterans regarding campus sponsored educational, training, recreational, and social activities.

In addition, the 504/ADA Coordinator works with the UACD if audits uncover issues. The campus Coordinators also receive regular guidance concerning reporting systems at the monthly CCDO meetings and the periodic 504/ADA Coordinators meeting.

I. Responsibility for AAP Implementation

As part of its efforts to ensure equal employment opportunity to disabled veterans, other veterans, and individuals with disabilities, the College has designated specific responsibilities to various staff.

1. The President

The president is responsible for the implementation of the program and appoints the 504/ADA Coordinator to oversee that the College is in compliance.

2. The 504/ADA Coordinator

The president assigned the duties of the 504/ADA Coordinator to Silvia Montalban, Esq. The responsibilities of the 504/ADA Coordinator include:

- Monitoring the college for 504/ADA compliance
- Resolving issues before they become potential grievances
- Making, at an appeals level, and informing applicants of a final decision regarding disputed accommodations
- Collecting and maintaining information on number of accommodations requested and provided
- Ensuring pertinent records are stored securely and protected from damage or loss
- Ensuring medical documentation is kept confidential, used to evaluate accommodation requests, and shared only on a need- to- know basis.
- Providing training, if appropriate, to those who interact with individuals with disabilities

3. 504/ADA Committee (now the Fire Safety and Accessibility Committee)

The 504/ADA Committee serves as an advisory committee to the Coordinator.

The Committee is comprised of representatives from various divisions, departments, and programs, including individuals with disabilities. The committee has not convened because the matters of reasonable accommodations are handled privately by employees through Human Resources. However, in Fall 2015, the Fire Safety and Accessibility Committee, a new committee to address accessibility issues, will be formed and will convene. The Committee considers and reviews policies and practices that address concerns for differently-abled individuals in accessing areas of the campus, especially as they impact on fire safety. The 504/ADA Coordinator, Public Safety, Human Resources, the Office of Accessibility Services (for students), faculty, managerial

staff and students will comprise the membership. A Public Safety Department manager will chair the Fire Safety and Accessibility Committee.

4. College Officials

In their direct day-to-day contact with college employees, college officials assume certain responsibilities to help the College comply with disability regulations, including working with the Office of Human Resources to identify reasonable accommodations.

J. Training to Ensure AA Implementation

Employees involved with the recruitment, selection, promotion, disciplinary actions, training, and related processes of individuals with disabilities or veterans are acquainted with the College's Affirmative Action Program. The University Office of Recruitment and Diversity and Office of Professional Development and Learning Management provide training opportunities to help employees maximize their personal and workplace effectiveness, including Diversity Training courses.

The College also provides opportunities for employees to attend pertinent conferences to enhance their knowledge of disability issues.

K. Compensation

When offering employment or promotion to Individuals with Disabilities and Covered Veterans, the amount of compensation offered is not reduced because of any disability income, pension or other benefit that the applicant or employee receives from another source.

L. Invitation to Self-Identify

CUNY's Applicant Tracking System guides applicants through a standard process including invitations to self-identify gender, race and ethnicity, veteran status, and disability status. Each applicant moves through these screens before being able to submit his/her application. Details are kept confidentially and used by the Chief Diversity Officer to analyze the composition of applicant pools, by vacancy and overall.

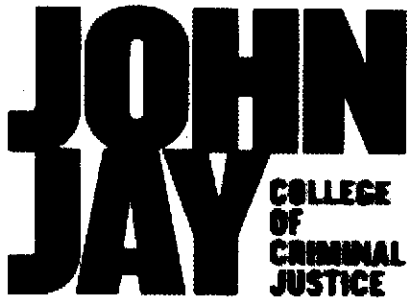
Additionally, in civil service examinations, Veterans may apply for additional "points" added to their exam scores based on either Veteran or Disabled Veteran Status as defined by State of New York statute. Points are granted only where the Veteran has received a minimum passing score on the examination.

Individuals with Disabilities may request reasonable accommodations in the recruiting and interviewing process. The procedure is outlined as following on the Employment Page of the CUNY Website and on the John Jay Website. The text of the University's statement is provided below:

Any applicant who requires an accommodation for a disability in order to apply for a position or proceed with the job search process should contact the College's Human Resources office, or the University's Office of Recruitment and Diversity at jobs@cuny.edu, 205 East 42nd Street, 10th Floor, New York, New York 10017.

Incumbent employees are invited to self-identify through a system available in CUNY's Employee Self Service Portal. This information is maintained confidentially in our Enterprise System (CUNYFirst) and forms the basis for the analyses in this report.

VII. APPENDICES



*Jeremy Travis
President*

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524 West 59th Street, Room 625
New York City, NY 10019
T. 212.237.8600
F. 212.237.8607
jtravis@jjay.cuny.edu*

Memorandum

To: The John Jay College Community

From: President Jeremy Travis

Date: September 18, 2015

Re: Reaffirmation of Commitment to Diversity/Equal Opportunity/Affirmative Action

The City University of New York (CUNY) has a long-standing commitment to diversity and equal opportunity in all aspects of employment practices. At John Jay College of Criminal Justice, I fully support the policies and practices that we have implemented to foster non-discrimination, affirmative action, and diversity and inclusion in the workplace. It is my personal belief that CUNY is enriched by the strengths of the people and perspectives represented here.

Accordingly, I am committed to oversee John Jay College of Criminal Justice, in 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 regardless of race, color, creed, national origin, ethnicity, ancestry, religion, age, sex, sexual orientation, gender, gender identity, marital status, partnership status, disability, genetic information, alienage, citizenship, military or veteran status, unemployment status, pregnancy, or status as a victim of domestic violence/stalking/sex offenses, or any other legally prohibited basis in accordance with federal, state and city laws. I remind you that Italian Americans are included among CUNY's protected groups. Additionally, as a federal contractor, CUNY engages in affirmative action consistent with federal requirements. I invite you to visit our website, www.jjay.cuny.edu or www.cuny.edu, to view the Equal Opportunity Policy in its entirety, including the complaint procedures and prohibition against retaliation.

I have assigned the responsibility for the implementation and monitoring of our compliance program to the Chief Diversity Officer, Silvia Montalban, Esq. She is the Director of Compliance & Diversity who will also serve as the 504/ADA Coordinator and Title IX Coordinator. The vice presidents, deans, directors, managers and supervisors also share responsibility for ensuring our compliance with these policies and laws. Complaints of discrimination on the basis of all the protected categories described above should be directed to Ms. Montalban, who is located in Haaren Hall, Room 622T. Her telephone number is 646-557-4409.

I ask for your continued support to ensure equal opportunity, affirmative action, and diversity and inclusion in all employment practices at the John Jay College of Criminal Justice.



B. UTILIZATION ANALYSIS WORKSHEETS

Administration

UTILIZATION ANALYSIS WORKSHEET
Two Factor Availability

College: **JOHN JAY COLLEGE**
Semester/Year: **FALL, 2015**

AFFIRMATIVE ACTION UNIT: ADMINISTRATION I	Constituent Departments:
EEO CATEGORY: Executive/Senior Level Official and Managers	Job Titles: EXECUTIVE COMPENSATION PLAN TITLES President 1 Senior Vice President 2 Vice President 3 Assistant Vice President 3 Dean 3 Associate Dean 2 Administrator 1 Associate Administrator 6
JOB GROUP: ADMINISTRATION I	

FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino		
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	0.40	23.3	11.4	3.0	4.5	3.1		
2. % of Minorities/Females promotable, transferable, or trainable	0.60	26.2	17.2	5.2	6.4	5.5		
GROUP TOTAL NO.: <u>21</u>								
No. Male: <u>11</u> No. Female: <u>10</u>								
		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities	
CURRENT UTILIZATION:		# <u>10</u> % <u>47.6</u>	# <u>5</u> % <u>23.8</u>	# <u>1</u> % <u>4.8</u>	# <u>2</u> % <u>9.5</u>	# <u>1</u> % <u>4.8</u>	# <u>0</u> % <u>0.0</u>	
OVERALL AVAILABILITY:		% <u>49.5</u>	% <u>28.6</u>	% <u>8.2</u>	% <u>10.9</u>	% <u>8.6</u>	% <u>7.0</u>	
UNDERUTILIZATION:		% <u>1.9</u> # <u>0.4</u> UU <u>0</u>	% <u>4.8</u> # <u>1.0</u> UU <u>1</u>	% <u>3.4</u> # <u>0.7</u> UU <u>1</u>	% <u>1.4</u> # <u>0.3</u> UU <u>0</u>	% <u>3.8</u> # <u>0.8</u> UU <u>1</u>		

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

FACTOR / SOURCE SHEET

FALL, 2015

Executive/Senior Level Official and Managers

ADMINISTRATION I:

Executive Compensation
 PlanTitles
 President
 Senior Vice President / Vice President / Assistant Vice President
 Dean
 Administrator
 Associate Dean / Associate Administrator
 Assistant Dean / Assistant Administrator

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHT</u>
Factor 1	Earned Degrees Conferred (EDC) US - PHD, MA, BA 2011-12* for Federal Protected Groups.	0.4
Factor 2	Promotable, Transferable, Trainable employees within contractors organization. - CUNY Survey - selected titles, service requirement and criteria -Source Spring 2013.	0.6

*Note: Use of US Dept of Education's Postsecondary Studies Division's Earned Degrees Conferred is updated biannually.

Factor 1:	Female	**Total Minority	Asian or Nat.	Black or	Hispanic	Total
			Haw. or Other Pac. Isl.	African American	or Latino	
	58.2	28.4	7.5	11.2	7.8	
multiply by weight -	0.4	23.3	11.4	3.0	4.5	3.1
Factor 2:	Female	**Total Minority	Asian or Nat.	Black or	Hispanic or	Total
			Haw. or Other Pac. Isl.	African American	Latino	
HEO	442	335	69	148	116	795
Professor	780	468	174	148	141	2,007
	1,222	803	243	296	257	2,802
	43.6	28.7	8.7	10.6	9.2	
multiply by weight -	0.6	26.2	17.2	5.2	6.4	5.5
OVERALL AVAILABILITY	49.5	28.6	8.2	10.9	8.6	7.0

Individuals with Disabilities

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

UTILIZATION ANALYSIS WORKSHEET

Two Factor Availability

College: **JOHN JAY COLLEGE**

Semester/Year: **FALL, 2015**

AFFIRMATIVE ACTION UNIT: ADMINISTRATION II	Constituent Departments:
EEO CATEGORY: First/Mid Level Officials and Managers	Job Titles: Higher Education Officer (HEO) Higher Education Associate (HEA)
JOB GROUP: ADMINISTRATION II	*NOTE: Research Associate is to be placed in Administration II or III depending on salary level.

FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	0.40	22.9	11.6	3.3	3.9	3.7	
2. % of Minorities/Females promotable, transferable, or trainable	0.60	35.2	29.2	6.6	14.5	8.0	
GROUP TOTAL NO.: 141							
No. Male: <u>43</u> No. Female: <u>98</u>		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>98</u> % <u>69.5</u>	# <u>80</u> % <u>56.7</u>	# <u>10</u> % <u>7.1</u>	# <u>33</u> % <u>23.4</u>	# <u>28</u> % <u>19.9</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>58.1</u>	% <u>40.8</u>	% <u>9.9</u>	% <u>18.4</u>	% <u>11.7</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>2.8</u> # <u>3.9</u> UU <u>4</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

FACTOR / SOURCE SHEET

FALL, 2015

**First/Mid Level Officials and Managers
ADMINISTRATION II**

**Higher Education Officer (HEO)
Higher Education Associate (HEA)**

***NOTE: Research Associate is to be placed in Administration II or III depending on salary level.**

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHT</u>
Factor 1	4STATE - Earned Degrees Conferred (EDC) - Bachelors 2011-12* for Federal Protected Groups.	0.4
Factor 2	Promotable, Transferable, Trainable employees within contractors organization. - CUNY Survey - selected titles, service requirement and criteria -Source Spring 2014.	0.6

*Note: Use of US Dept of Education's Postsecondary Studies Division's Earned Degrees Conferred is updated biannually.

Factor 1:	<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	
	57.3	28.9	8.3	9.8	9.2	
multiply by weight	0.4	22.9	3.3	3.9	3.7	
Factor 2:	<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Total</u>
HE asst.	296	281	30	156	93	461
Asst. Prof.	334	243	88	103	50	615
TOTAL	630	524	118	259	143	1,076
	58.6	48.7	11.0	24.1	13.3	
multiply by weight	0.6	35.2	29.2	6.6	14.5	8.0
OVERALL	58.1	40.8	9.9	18.4	11.7	7.0

Individuals
with
Disabilities

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

UTILIZATION ANALYSIS WORKSHEET
Two Factor Availability

College: John Jay College
Semester/Year: FALL, 2015

AFFIRMATIVE ACTION UNIT: SECURITY DIRECTOR:		Constituent Departments:					
EEO CATEGORY: Executive/Administrative/Managerial		Job Titles: Campus Security Director Campus Security Assistant Dire					
JOB GROUP: SECURITY DIRECTOR:							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	28.4	66.7	7.1	28.1	29.3	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>2</u> No. Male: <u>2</u> No. Female: <u>0</u>		If Group Total is 4 or less, then Job Group is too small to analyze.					
		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>0</u> % <u>0.0</u>	# <u>1</u> % <u>50.0</u>	# <u>0</u> % <u>0.0</u>	# <u>0</u> % <u>0.0</u>	# <u>1</u> % <u>50.0</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>28.4</u>	% <u>66.7</u>	% <u>7.1</u>	% <u>28.1</u>	% <u>29.3</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>28.4</u> # <u>0.57</u> UU <u>1</u>	% <u>16.7</u> # <u>0.33</u> UU <u>0</u>	% <u>7.1</u> # <u>0.14</u> UU <u>0</u>	% <u>28.1</u> # <u>0.56</u> UU <u>1</u>	% <u>NONE</u> # <u>0.00</u> UU <u>0</u>	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

FALL, 2015

MANAGERIAL: SECURITY DIRECTOR
Executive/Administrative/Managerial

MANAGERIAL:
SECURITY DIRECTOR:

Campus Security Director
Campus Security Assistant Director

<u>SOURCE</u>	<u>WEIGHTING</u>
Factor 1: 2007 - 2011 U.S. Census- American Community Survey (ACS) - Residence Geography, New York City - Police and Sheriffs Patrol Officer (3850)	1.0

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
<u>28.4</u>	<u>66.7</u>	<u>7.1</u>	<u>28.1</u>	<u>29.3</u>	<u>7.0</u>

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

UTILIZATION ANALYSIS WORKSHEET

Two Factor Availability

College: John Jay College
Semester/Year: FALL, 2015

AFFIRMATIVE ACTION UNIT: COMPUTER MANAGER:		Constituent Departments:					
EEO CATEGORY: Executive/Administrative/Managerial		Job Titles: Computer Systems Manager					
JOB GROUP: COMPUTER MANAGER:							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	28.5	26.6	15.7	4.3	5.2	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: 3		If Group Total is 4 or less, then Job Group is too small to analyze					
No. Male: 2 No. Female: 1		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# 1	# 2	# 0	# 1	# 1	# 0
		% 33.3	% 66.7	% 0.0	% 33.3	% 33.3	% 0.0
OVERALL AVAILABILITY:		% 28.5	% 26.6	% 15.7	% 4.3	% 5.2	% 7.0
UNDERUTILIZATION:		% NONE	% NONE	% 15.7	% NONE	% NONE	
		# 0.00	# 0.00	# 0.47	# 0.00	# 0.00	
		UU 0	UU 0	UU 1	UU 0	UU 0	

***Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.*

MANAGERIAL: COMPUTER MANAGER

Executive/Administrative/Managerial

MANAGERIAL:
COMPUTER MANAGER: Computer Systems Manager

<u>SOURCE</u>	<u>WEIGHTING</u>
Factor 1: 2007 - 2011 U.S. Census- American Community Survey (ACS) - NY, NJ, CT, PA - "Computer and Information Systems Managers" (1110)	1.0

	<u>**Total</u>	<u>Asian or Nat.</u>	<u>Black or</u>	<u>Hispanic or</u>	<u>Individuals</u>
<u>Female</u>	<u>Minority</u>	<u>Haw. or Other</u>	<u>African</u>	<u>Latino</u>	<u>with</u>
		<u>Pac. Isl.</u>	<u>American</u>		<u>Disabilities</u>
<u>28.5</u>	<u>26.6</u>	<u>15.7</u>	<u>4.3</u>	<u>5.2</u>	<u>7.0</u>

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

UTILIZATION ANALYSIS WORKSHEET

Two Factor Availability

College: John Jay College
Semester/Year: FALL, 2015

AFFIRMATIVE ACTION UNIT: Chief Administrative Supt. of Buildings and Grounds		Constituent Departments:					
EEO CATEGORY: Executive/Administrative/Managerial		Job Titles: Chief Administrative Superintendent of Buildings and Grounds					
JOB GROUP: Chief Administrative Supt. of Buildings and Grounds							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	
1. % availability of Minorities/Females with requisite skills in immediate labor areas.							
2. % of Minorities/Females promotable, transferable, or trainable	1.00	11.1	22.2	0.0	0.0	22.2	
GROUP TOTAL NO.: <u>1</u>		If Group Total is 4 or less, then Job Group is too small to analyze:					
No. Male: <u>1</u> No. Female: <u>0</u>		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>0</u> % <u>0.0</u>	# <u>0</u> % <u>0.0</u>	# <u>0</u> % <u>0.0</u>	# <u>0</u> % <u>0.0</u>	# <u>0</u> % <u>0.0</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>11.1</u>	% <u>22.2</u>	% <u>0.0</u>	% <u>0.0</u>	% <u>22.2</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>11.1</u> # <u>0.11</u> UU <u>0</u>	% <u>22.2</u> # <u>0.22</u> UU <u>0</u>	% <u>0.0</u> # <u>0.00</u> UU <u>0</u>	% <u>0.0</u> # <u>0.00</u> UU <u>0</u>	% <u>22.2</u> # <u>0.22</u> UU <u>0</u>	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

FALL, 2015

**MANAGERIAL: CHIEF ADMINISTRATIVE
SUPERINTENDENT OF BUILDINGS AND GROUNDS**

Executive/Administrative/Managerial

CHIEF ADMINISTRATIVE SUPERINTENDENT OF BUILDINGS AND GROUNDS Chief Administrative Supt. of Buildings and Grounds

<u>SOURCE</u>	<u>WEIGHTING</u>
Factor 1: N/A	0.0
Factor 2: CUNY Survey Spring 2011, Permanent Administrative Superintendent of Buildings and Grounds. The Chief Administrative Superintendent of Buildings and Grounds is strictly promotional from the Permanent Administrative Superintendent of Buildings and Grounds title with years of service requirement.	1.0

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
<u>11.1</u>	<u>22.2</u>	<u>0.0</u>	<u>0.0</u>	<u>22.2</u>	<u>7.0</u>

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

UTILIZATION ANALYSIS WORKSHEET

Two Factor Availability

College: John Jay College
Semester/Year: FALL, 2015

AFFIRMATIVE ACTION UNIT: Administrative Supt. of Buildings and Grounds	Constituent Departments:						
EEO CATEGORY: Executive/Administrative/Managerial	Job Titles: Administrative Superintendent of Buildings and Grounds						
JOB GROUP: Administrative Supt. of Buildings and Grounds							
FACTORS:	Weighting	Females	** Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	29.0	40.0	2.4	13.8	22.1	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>6</u>							
No. Male: <u>4</u> No. Female: <u>2</u>							
	Females	** Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities	
CURRENT UTILIZATION:	# <u>2</u> % <u>33.3</u>	# <u>3</u> % <u>50.0</u>	# <u>1</u> % <u>16.7</u>	# <u>2</u> % <u>33.3</u>	# <u>0</u> % <u>0.0</u>	# <u>0</u> % <u>0.0</u>	
OVERALL AVAILABILITY:	% <u>29.0</u>	% <u>40.0</u>	% <u>2.4</u>	% <u>13.8</u>	% <u>22.1</u>	% <u>7.0</u>	
UNDERUTILIZATION:	% <u>NONE</u> # <u>0.00</u> UU <u>0</u>	% <u>NONE</u> # <u>0.00</u> UU <u>0</u>	% <u>NONE</u> # <u>0.00</u> UU <u>0</u>	% <u>NONE</u> # <u>0.00</u> UU <u>0</u>	% <u>22.1</u> # <u>1.33</u> UU <u>1</u>		

****Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.**

FALL, 2015

MANAGERIAL: ADMINISTRATIVE
SUPERINTENDENT OF BUILDINGS AND GROUNDS

Executive/Administrative/Managerial

ADMINISTRATIVE SUPERINTENDENT OF
BUILDINGS AND GROUNDS

Administrative Supt. of Buildings and Grounds

<u>SOURCE</u>						<u>WEIGHTING</u>	
Factor 1:	2007 - 2011 U.S. Census- American Community Survey (ACS) - NY, NJ, CT, PA - First Line Supervisor/Managers of Housekeeping and Janitorial Workers (4200)					1.0	
		<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
		<u>29.0</u>	<u>40.0</u>	<u>2.4</u>	<u>13.8</u>	<u>22.1</u>	<u>7.0</u>

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

UTILIZATION ANALYSIS WORKSHEET

Two Factor Availability

College: **John Jay College**

Semester/Year: **FALL, 2015**

AFFIRMATIVE ACTION UNIT:

ADMINISTRATION III

Constituent Departments:

EEO CATEGORY:

Professional Non-Faculty

Job Titles:

Higher Education assistant (HEa)
Assistant to Higher Education Officer (aHEO)

Research Assistant (Ra)

*NOTE: Research Associate is to be placed in Administration II or III depending on salary level.

JOB GROUP:

ADMINISTRATION III

FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	0.70	40.1	20.2	5.8	6.9	6.4	
2. % of Minorities/Females promotable, transferable, or trainable	0.30	22.1	18.5	3.9	8.8	5.6	
GROUP TOTAL NO.: <u>142</u>							
No. Male: <u>37</u> No. Female: <u>105</u>							
		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>105</u> % <u>73.9</u>	# <u>94</u> % <u>66.2</u>	# <u>4</u> % <u>2.8</u>	# <u>37</u> % <u>26.1</u>	# <u>47</u> % <u>33.1</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>62.2</u>	% <u>38.7</u>	% <u>9.7</u>	% <u>15.7</u>	% <u>12.0</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>6.9</u> # <u>9.8</u> UU <u>10</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

FACTOR / SOURCE SHEET

FALL, 2015

**Professional Non-Faculty
ADMINISTRATION III:**

Higher Education assistant (HEa)
Assistant to Higher Education Officer (aHEO)

Research Assistant (Ra)

***NOTE: Research Associate is to be placed in Administration II or III depending on salary level.**

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHT</u>
Factor 1	4STATES Earned Degrees Conferred (EDC) - Bachelors 2011-12* for Federal Protected Groups.	0.7
Factor 2	Promotable, Transferable, Trainable employees within contractors organization. - CUNY Survey - selected titles, service requirement and criteria -Source Spring 2014.	0.3

*Note: Use of US Dept of Education's Postsecondary Studies Division's Earned Degrees Conferred is updated biannually.

Factor 1:	<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	
	57.3	28.9	8.3	9.8	9.2	
multiply by weight - 0.7	40.1	20.2	5.8	6.9	6.4	
Factor 2:	<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>TOTAL</u>
College Asst. (holding BA degree or higher in title only)	415	363	104	149	107	662
Gttitlesons (holding BA degree or higher in title only)	425	342	44	187	107	480
	840	705	148	336	214	1,142
	73.6	61.7	13.0	29.4	18.7	
multiply by weight - 0.3	22.1	18.5	3.9	8.8	5.6	
OVERALL AVAILABILITY	62.2	38.7	9.7	15.7	12.0	7.0

Individuals
with
Disabilities

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

UTILIZATION ANALYSIS WORKSHEET
Two Factor Availability

NOTE: Please weight depending on the number of employees in fields.

College: **JOHN JAY COLLEGE**
Semester/Year: **FALL, 2015**

AFFIRMATIVE ACTION UNIT: ADMINISTRATION IV		Constituent Departments SCIENCE					
EEO CATEGORY: Technical/Paraprofessional		Job Titles: COLLEGE LAB TECHNICIANS (CLTs) Chief College Lab Tech. Senior College Lab Tech. College Lab Tech.					
JOB GROUP: ADMINISTRATION IV							
FACTORS:	Weighting	Female	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	See Factors worksheet	44.7	27.4	10.4	7.2	6.3	
2. % of Minorities/Females promotable, transferable, or trainable.							
GROUP TOTAL NO.: <u>12</u> No. Male: <u>3</u> No. Female: <u>9</u>							
		Female	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>9</u> % <u>75.0</u>	# <u>7</u> % <u>58.3</u>	# <u>2</u> % <u>16.7</u>	# <u>1</u> % <u>8.3</u>	# <u>4</u> % <u>33.3</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>44.7</u>	% <u>27.4</u>	% <u>10.4</u>	% <u>7.2</u>	% <u>6.3</u>	% <u>0.7</u>
UNDERUTILIZATION:		% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.00</u> UU <u>0</u>	% <u>NONE</u> # <u>0.00</u> UU <u>0</u>	% <u>NONE</u> # <u>0.00</u> UU <u>0</u>	% <u>NONE</u> # <u>0.00</u> UU <u>0</u>	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

FALL, 2015

ADMINISTRATION IV: College Laboratory Technician Series

ADMINISTRATION IV: (titles listed below)

ONLY list titles that apply to College and delete this line

- Chief College Laboratory Technician (Chief CLT)
- Senior College Laboratory Technician (Sr. CLT)
- College Laboratory Technician (CLT)

Overall Availability Data for the following main areas/fields are provided in the TAB: "IA ADM 4 Factors AD F2015"

- a. *^^ Health Technologist & Technicians
- b. *^^ Engineering & Related Technologists & Technicians
- c. *^^ Science Technicians
- d. *^^ Computer Technicians
- e. *^^ Broadcasting Equipment / Communications Technicians
- f. *^^ Business & Management / Service Occupations

* The overall availability data must be weighted by the number of employees in the area/field.

^^ Allocation of employees in the area/field are based on the type of work that is done. Example: A CLT who sets up the lab for the Chemistry class would be allocated to the area of Science. A CLT setting up the VCRs or stage is allocated to the area of Broadcasting/Communications.

This section requires numbers to be entered onto the calls which indicate "ENTER". If there are NO employees, please enter the number zero (0). The workforce numbers entered here will automatically be populated on the TAB: "IA ADM 4 UAW F2015" worksheet. Assessment of the type of work/area the CLT works in is required. (ex. CLT who sets up the audio visual equipment should be counted in Broadcasting/Communications; CLT who sets up the tools/cooking equipment in the kitchen for the culinary students should be counted in Business & Management/Serv. Occupations) Please Input Workforce numbers (# of technicians in area/field) in cells H23,H24,H25,H26,H27,H28. In calls N29, Q29, T29, W29, Z29, AC29, and AF29 enter Workforce numbers by Gender and Ethnicity. Calls N29 and Q29 will be highlighted in RED if total does not equal cell H29.

Dotted bordered cells require a number entry to compute % of technicians in area/field.

AREA/FIELD	# of technicians in area/field	TOTAL # of Technicians	% of technicians in area/field	**Total	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
*^^ Health	0	12	0%					
*^^ Engineering	0	12	0%					
*^^ Science	12	12	100%					
*^^ Computers	0	12	0%					
*^^ Broadcasting/Communications	0	12	0%					
*^^ Bus. & Mngmnt / Serv. Occupations	0	12	0%					
TOTAL Number of CLTs	12							

OVERALL AVAILABILITY: (from TAB - ADM 4 Factors AD F2010.)

	Female	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino
Health	59.2	31.3	7.4	14.7	7.5
Engineering	16.3	25.3	5.9	8.8	9.0
Science	44.7	27.4	10.4	7.2	6.3
Computers	22.9	36.8	22.6	7.0	5.7
Broadcasting/Communications	34.4	34.4	7.3	9.4	16.0
Bus. & Mngmnt / Serv. Occupations	38.7	24.4	4.8	5.8	13.3

This section computes the weighted Overall Availability (OA) for each area with the percentage of employees and totals the OA for all areas/fields. The information in the cells of the dotted bordered box will automatically be used for calculating the underutilization on IA ADM 4 UAW F2015 worksheet.

Weighted Overall Availability of the areas by % of employees	% of technicians in area/field	Female	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
Health Numbers in this area are computed with the weight and the Occupation. The TOTAL OA is populated on the UAW sheet and the UU is automatically computed.	0%	0.0	0.0	0.0	0.0	0.0	
Engineering	0%	0.0	0.0	0.0	0.0	0.0	
Science	100%	44.7	27.4	10.4	7.2	6.3	
Computers	0%	0.0	0.0	0.0	0.0	0.0	
Broadcasting/Communications	0%	0.0	0.0	0.0	0.0	0.0	
Bus. & Mngmnt / Serv. Occupations	0%	0.0	0.0	0.0	0.0	0.0	
TOTAL OVERALL AVAILABILITY (OA)		44.7	27.4	10.4	7.2	6.3	0.7

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

UTILIZATION ANALYSIS WORKSHEET
Two Factor Availability

College: **John Jay College**

Semester/Year: **FALL, 2015**

AFFIRMATIVE ACTION UNIT: ADMINISTRATION V		Constituent Departments:					
EEO CATEGORY: Executive/Senior Level Official and Managers		Job Titles: Interior Designer					
JOB GROUP: ADMINISTRATION V							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	
	1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	22.6	24.9	11.6	4.1	7.8
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>1</u>		If Group Total is 4 or less, then Job Group is too small to analyze					
No. Male: <u>0</u> No. Female: <u>1</u>		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>1</u> % <u>100.0</u>	# <u>1</u> % <u>100.0</u>	# <u>0</u> % <u>0.0</u>	# <u>1</u> % <u>100.0</u>	# <u>0</u> % <u>0.0</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>22.6</u>	% <u>24.9</u>	% <u>11.6</u>	% <u>4.1</u>	% <u>7.8</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.00</u> UU <u>0</u>	% <u>11.6</u> # <u>0.12</u> UU <u>0</u>	% <u>NONE</u> # <u>0.00</u> UU <u>0</u>	% <u>7.8</u> # <u>0.08</u> UU <u>0</u>	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

FACTOR / SOURCE SHEET

FALL, 2015

Executive/Senior Level Official and Managers

ADMINISTRATION V:

Interior Designer

FACTORS SOURCES

Factor 1 2007-2011 American Community Survey (ACS) - NY State Occupation Census:
Engineering Managers (300) and Architects, Except Naval (1300)

WEIGHT

1.0

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
22.6	24.9	11.6	4.1	7.8	7.0

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

Classified Staff

UTILIZATION ANALYSIS WORKSHEET

Two Factor Availability

College:	JOHN JAY COLLEGE
Semester/Year:	FALL, 2015

AFFIRMATIVE ACTION UNIT: ACCOUNTANTS - ACCOUNTANT		Constituent Departments:					
EEO CATEGORY: Professional/Non Faculty - Technical/Paraprofessional		Job Titles: Finance Accountant Purchasing Agent					
JOB GROUP: Accountant							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	
1. % availability of Minorities/Females with requisite skills in immediate labor areas.							
2. % of Minorities/Females promotable, transferable, or trainable.	1.00	82.4	70.6	29.4	26.5	11.8	
GROUP TOTAL NO.: <u>4</u>		If Group Total is 4 or less, then Job Group is too small to analyze					
No. Male: <u>1</u> No. Female: <u>3</u>		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>3</u> % <u>75.0</u>	# <u>4</u> % <u>100.0</u>	# <u>1</u> % <u>25.0</u>	# <u>2</u> % <u>50.0</u>	# <u>1</u> % <u>25.0</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>82.4</u>	% <u>70.6</u>	% <u>29.4</u>	% <u>26.5</u>	% <u>11.8</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>7.4</u> # <u>0.30</u> UU <u>0</u>	% <u>NONE</u> # <u>0.00</u> UU <u>0</u>	% <u>4.4</u> # <u>0.18</u> UU <u>0</u>	% <u>NONE</u> # <u>0.00</u> UU <u>0</u>	% <u>NONE</u> # <u>0.00</u> UU <u>0</u>	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Ra

FALL, 2015

ACCOUNTANTS - ACCOUNTANT

Professional/Non Faculty - Technical/Paraprofessional

ACCOUNTANT

Accountant

Finance Accountant
Purchasing Agent

<u>SOURCE</u>	<u>WEIGHTING</u>
Factor 1: N/A	0.0
Factor 2: CUNY Survey Fall 2011, Permanent College Accounting Assistants. On September 19, 2013 College Accounting Assistants received an opportunity for promotion based on service and educational qualifications.	1.0

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
<u>82.4</u>	<u>70.6</u>	<u>29.4</u>	<u>26.5</u>	<u>11.8</u>	<u>7.0</u>

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

UTILIZATION ANALYSIS WORKSHEET
Two Factor Availability

College:	JOHN JAY COLLEGE
Semester/Year:	FALL, 2015

AFFIRMATIVE ACTION UNIT: ACCOUNTANTS - ACCOUNTANT ASSISTANT		Constituent Departments:					
EEO CATEGORY: Technical/Paraprofessional		Job Titles: Finance Accountant Assistant Assistant Purchasing Agent					
JOB GROUP: Finance Accountant Assistant							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	50.8	26.7	11.8	7.8	5.9	
2. % of Minorities/Females promotable, transferable, or trainable.							
GROUP TOTAL NO.: <u>2</u>	If Group Total is 4 or less, then Job Group is too small to analyze						
No. Male: <u>0</u> No. Female: <u>2</u>		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:	# <u>2</u>	# <u>2</u>	# <u>0</u>	# <u>1</u>	# <u>1</u>	# <u>0</u>	# <u>0</u>
	% <u>100.0</u>	% <u>100.0</u>	% <u>0.0</u>	% <u>50.0</u>	% <u>50.0</u>	% <u>0.0</u>	% <u>0.0</u>
OVERALL AVAILABILITY:	% <u>50.8</u>	% <u>26.7</u>	% <u>11.8</u>	% <u>7.8</u>	% <u>5.9</u>	% <u>7.0</u>	
UNDERUTILIZATION:	% <u>NONE</u>	% <u>NONE</u>	% <u>11.8</u>	% <u>NONE</u>	% <u>NONE</u>		
	# <u>0.00</u>	# <u>0.00</u>	# <u>0.24</u>	# <u>0.00</u>	# <u>0.00</u>		
	UU <u>0</u>	UU <u>0</u>	UU <u>0</u>	UU <u>0</u>	UU <u>0</u>		

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

FALL, 2015

ACCOUNTANTS - ACCOUNTANT ASSISTANT

Technical/Paraprofessional

ACCOUNTANT:

ACCOUNTING ASSISTANT:

Finance Accountant Assistant
Assistant Purchasing Agent

SOURCE

WEIGHTING

Factor 1: 2007 - 2011 U.S. Census- American Community Survey (ACS) - NY, NJ, CT, PA - "Accountants and Auditors (code 800) and Purchasing Managers (150) 1.0

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
<u>50.8</u>	<u>26.7</u>	<u>11.8</u>	<u>7.8</u>	<u>5.9</u>	<u>7.0</u>

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

UTILIZATION ANALYSIS WORKSHEET
Two Factor Availability

College: JOHN JAY COLLEGE
Semester/Year: FALL, 2015

AFFIRMATIVE ACTION UNIT: BROADCASTING / MEDIA TITLES		Constituent Departments:					
EEO CATEGORY: Technical/Paraprofessional		Job Titles: Broadcast Associate					
JOB GROUP: BROADCASTING / MEDIA TITLES							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	12.9	23.8	2.7	11.3	8.1	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>8</u>							
No. Male: <u>6</u> No. Female: <u>2</u>							
		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>2</u> % <u>25.0</u>	# <u>4</u> % <u>50.0</u>	# <u>1</u> % <u>12.5</u>	# <u>1</u> % <u>12.5</u>	# <u>2</u> % <u>25.0</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>12.9</u>	% <u>23.8</u>	% <u>2.7</u>	% <u>11.3</u>	% <u>8.1</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>NONE</u> # <u>0.00</u> uu <u>0</u>	% <u>NONE</u> # <u>0.00</u> uu <u>0</u>	% <u>NONE</u> # <u>0.00</u> uu <u>0</u>	% <u>NONE</u> # <u>0.00</u> uu <u>0</u>	% <u>NONE</u> # <u>0.00</u> uu <u>0</u>	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

FALL, 2015

BROADCASTING / MEDIA TITLES
Technical/Paraprofessional

Broadcasting / Media Titles

Broadcast Associate

<u>SOURCE</u>	<u>WEIGHTING</u>
Factor 1: 2007 - 2011 U.S. Census- American Community Survey (ACS) - NY, NJ, CT, PA - Broadcast and Sound Engineer Technicians and Radio Operators and Other Media and Communications Equipment Workers (2900)	1.0

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
<u>12.9</u>	<u>23.8</u>	<u>2.7</u>	<u>11.3</u>	<u>8.1</u>	<u>7.0</u>

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

UTILIZATION ANALYSIS WORKSHEET
Two Factor Availability

College:	John Jay College
Semester/Year:	FALL, 2015

AFFIRMATIVE ACTION UNIT: COMPUTER SPECIALISTS		Constituent Departments:					
EEO CATEGORY: Technical/Paraprofessional		Job Titles: IT Senior Associate IT Associate IT Assistant IT Support Assistant					
JOB GROUP: COMPUTER SPECIALISTS							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	26.4	33.6	19.7	7.1	5.4	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>34</u>							
No. Male: <u>21</u> No. Female: <u>13</u>							
		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>13</u> % <u>38.2</u>	# <u>30</u> % <u>88.2</u>	# <u>6</u> % <u>17.6</u>	# <u>15</u> % <u>44.1</u>	# <u>9</u> % <u>26.5</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>26.4</u>	% <u>33.6</u>	% <u>19.7</u>	% <u>7.1</u>	% <u>5.4</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>NONE</u> # <u>0.00</u> UU <u>0</u>	% <u>NONE</u> # <u>0.00</u> UU <u>0</u>	% <u>2.1</u> # <u>0.70</u> UU <u>1</u>	% <u>NONE</u> # <u>0.00</u> UU <u>0</u>	% <u>NONE</u> # <u>0.00</u> UU <u>0</u>	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

COMPUTER SPECIALISTS
 Technical/Paraprofessional

COMPUTER SPECIALIST:

- IT Senior Associate
- IT Associate
- IT Assistant
- IT Support Assistant

SOURCE

WEIGHTING

Factor 1: 2007 - 2011 U.S. Census- American Community Survey (ACS) - NY, NJ, CT, PA - Computer Scientist Systems Analyst (1000); Computer Programmer (1010); Computer Software Engineers (1020); Computer Support Specialists (1050); Database Administrator (1060); Network Systems & Data Communication Analysts (1110); Computer Hardware Engineers (1400); Computer Operators (5800); and Computer Control Programmers and Operators (7900).

1.0

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
<u>26.4</u>	<u>33.6</u>	<u>19.7</u>	<u>7.1</u>	<u>5.4</u>	<u>7.0</u>

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

UTILIZATION ANALYSIS WORKSHEET
Two Factor Availability

College: John Jay College
Semester/Year: FALL, 2015

AFFIRMATIVE ACTION UNIT: ENGINEERS - TECHNICIANS		Constituent Departments:					
EEO CATEGORY: Technical/Paraprofessional		Job Titles: Facilities Coordinator					
JOB GROUP: ENGINEERS - TECHNICIANS							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	17.0	25.6	5.9	9.0	9.1	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>1</u>	If Group Total is 4 or less, then Job Group is too small to analyze						
No. Male: <u>0</u> No. Female: <u>1</u>		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>1</u> % <u>100.0</u>	# <u>1</u> % <u>100.0</u>	# <u>0</u> % <u>0.0</u>	# <u>0</u> % <u>0.0</u>	# <u>1</u> % <u>100.0</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>17.0</u>	% <u>25.6</u>	% <u>5.9</u>	% <u>9.0</u>	% <u>9.1</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>NONE</u> # <u>0.00</u> UU <u>0</u>	% <u>NONE</u> # <u>0.00</u> UU <u>0</u>	% <u>5.9</u> # <u>0.06</u> UU <u>0</u>	% <u>9.0</u> # <u>0.09</u> UU <u>0</u>	% <u>NONE</u> # <u>0.00</u> UU <u>0</u>	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

ENGINEERS - TECHNICIANS

Technical/Paraprofessional

ENGINEERS - TECHNICIANS:

Facilities Coordinator

SOURCE

Factor 1: 2007 - 2011 U.S. Census- American Community Survey (ACS) - NY, NJ, CT, PA - "Engineering Technicians" (1550)

WEIGHTING

1.0

	<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
	<u>17.0</u>	<u>25.6</u>	<u>5.9</u>	<u>9.0</u>	<u>9.1</u>	<u>7.0</u>

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

UTILIZATION ANALYSIS WORKSHEET
Two Factor Availability

College:	JOHN JAY COLLEGE
Semester/Year:	FALL, 2015

AFFIRMATIVE ACTION UNIT: MEDIA SERVICES / PRINT SHOP TITLES		Constituent Departments:					
EEO CATEGORY: Technical/Paraprofessional		Job Titles: Print Shop Associate Print Shop Assistant Graphic Designer					
JOB GROUP: MEDIA SERVICES / PRINT SHOP TITLES							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	28.9	33.9	6.5	9.0	16.6	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>6</u>							
No. Male: <u>5</u> No. Female: <u>1</u>							
		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>1</u> % <u>16.7</u>	# <u>4</u> % <u>66.7</u>	# <u>0</u> % <u>0.0</u>	# <u>1</u> % <u>16.7</u>	# <u>3</u> % <u>50.0</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>28.9</u>	% <u>33.9</u>	% <u>6.5</u>	% <u>9.0</u>	% <u>16.6</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>12.2</u> # <u>0.73</u> UU <u>1</u>	% <u>NONE</u> # <u>0.00</u> UU <u>0</u>	% <u>6.5</u> # <u>0.39</u> UU <u>0</u>	% <u>NONE</u> # <u>0.00</u> UU <u>0</u>	% <u>NONE</u> # <u>0.00</u> UU <u>0</u>	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

FALL, 2015

MEDIA SERVICES / PRINT SHOP TITLES

Technical/Paraprofessional

**MEDIA SERVICES/
PRINT SHOP TITLES**

Print Shop Associate
Print Shop Assistant
Graphic Designer

<u>SOURCE</u>	<u>WEIGHTING</u>
Factor 1: 2007 - 2011 U.S. Census- American Community Survey (ACS) - NY, NJ, CT, PA - "Miscellaneous Media & Communication Workers (2860) and Printing Machine Operators (8255).	1.0

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
<u>28.9</u>	<u>33.9</u>	<u>6.5</u>	<u>9.0</u>	<u>16.6</u>	<u>7.0</u>

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

UTILIZATION ANALYSIS WORKSHEET
Two Factor Availability

College:	John Jay College
Semester/Year:	FALL, 2015

AFFIRMATIVE ACTION UNIT: CUNY ADMINISTRATIVE ASSISTANT		Constituent Departments:					
EEO CATEGORY: Secretarial and Clerical		Job Titles: CUNY Administrative Assistants					
JOB GROUP: CUNY ADMINISTRATIVE ASSISTANT							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	
1. % availability of Minorities/Females with requisite skills in immediate labor areas.							
2. % of Minorities/Females promotable, transferable, or trainable.	1.00	91.1	72.2	6.7	39.0	26.0	
GROUP TOTAL NO.: <u>9</u>							
No. Male: <u>0</u> No. Female: <u>9</u>							
		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>9</u> % <u>100.0</u>	# <u>9</u> % <u>100.0</u>	# <u>0</u> % <u>0.0</u>	# <u>2</u> % <u>22.2</u>	# <u>7</u> % <u>77.8</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>91.1</u>	% <u>72.2</u>	% <u>6.7</u>	% <u>39.0</u>	% <u>26.0</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>NONE</u> # <u>0.00</u> UU <u>0</u>	% <u>NONE</u> # <u>0.00</u> UU <u>0</u>	% <u>6.7</u> # <u>0.60</u> UU <u>1</u>	% <u>16.8</u> # <u>1.51</u> UU <u>2</u>	% <u>NONE</u> # <u>0.00</u> UU <u>0</u>	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

FALL, 2015

CUNY ADMINISTRATIVE ASSISTANT

Secretarial and Clerical

CUNY ADMINISTRATIVE ASSISTANT

CUNY Administrative Assistants

<u>SOURCE</u>	<u>WEIGHTING</u>
Factor 1: N/A	0.0
Factor 2: CUNY Survey Spring 2011 - Permanent CUNY Office Assistant (level 3 or above) and Mail Message Services Worker titles. The CUNY Administrative Assistant title is strictly promotional from the Permanent CUNY Office Assistant (level 3 or above) and Mail Message Services Worker titles with years of service requirement.	1.0

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
<u>91.1</u>	<u>72.2</u>	<u>6.7</u>	<u>39.0</u>	<u>26.0</u>	<u>7.0</u>

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

UTILIZATION ANALYSIS WORKSHEET

Two Factor Availability

College:	John Jay College
Semester/Year:	FALL, 2015

AFFIRMATIVE ACTION UNIT: CUNY OFFICE/SECRETARIAL ASSISTANT:		Constituent Departments:					
EEO CATEGORY: Secretarial and Clerical		Job Titles: CUNY Office/Secretarial Assistant (all levels)					
JOB GROUP: CUNY OFFICE/SECRETARIAL ASSISTANT							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	89.9	26.5	3.7	11.6	9.8	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>40</u>							
No. Male: <u>5</u> No. Female: <u>35</u>							
		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>35</u> % <u>87.5</u>	# <u>37</u> % <u>92.5</u>	# <u>2</u> % <u>5.0</u>	# <u>19</u> % <u>47.5</u>	# <u>14</u> % <u>35.0</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>89.9</u>	% <u>26.5</u>	% <u>3.7</u>	% <u>11.6</u>	% <u>9.8</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>2.4</u> # <u>0.96</u> UU <u>1</u>	% <u>NONE</u> # <u>0.00</u> UU <u>0</u>	% <u>NONE</u> # <u>0.00</u> UU <u>0</u>	% <u>NONE</u> # <u>0.00</u> UU <u>0</u>	% <u>NONE</u> # <u>0.00</u> UU <u>0</u>	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

FALL, 2015

CUNY OFFICE/SECRETARIAL ASSISTANT
Secretarial and Clerical

CUNY OFFICE/
SECRETARIAL ASSISTANT:

CUNY Office/Secretarial Assistant (all levels)

<u>SOURCE</u>	<u>WEIGHTING</u>
Factor 1: 2007 - 2011 U.S. Census- American Community Survey (ACS) - NY, NJ, CT, PA - Secretaries, and Administrative Assistants (5700); Word Processors and Typists (5820); and Office Administrative Support Workers, all other (5940), Office Clerks, General (5860).	1.0

<u>Female</u>	<u>**Total</u> <u>Minority</u>	<u>Asian or Nat.</u> <u>Haw. or Other</u> <u>Pac. Isl.</u>	<u>Black or</u> <u>African</u> <u>American</u>	<u>Hispanic or</u> <u>Latino</u>	<u>Individuals</u> <u>with</u> <u>Disabilities</u>
<u>89.9</u>	<u>26.5</u>	<u>3.7</u>	<u>11.6</u>	<u>9.8</u>	<u>7.0</u>

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

UTILIZATION ANALYSIS WORKSHEET
Two Factor Availability

College:	JOHN JAY COLLEGE
Semester/Year:	FALL, 2015

AFFIRMATIVE ACTION UNIT: MAIL / MESSAGE SERVICES WORKER		Constituent Departments:					
EEO CATEGORY: Secretarial/Clerical		Job Titles: Mail Message Services Wor					
JOB GROUP: MAIL / MESSAGE SERVICES WORKER							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	41.5	42.7	4.9	19.2	16.9	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>6</u>							
No. Male: <u>6</u> No. Female: <u>0</u>							
		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>0</u>	# <u>4</u>	# <u>0</u>	# <u>1</u>	# <u>3</u>	# <u>0</u>
		% <u>0.0</u>	% <u>66.7</u>	% <u>0.0</u>	% <u>16.7</u>	% <u>50.0</u>	% <u>0.0</u>
OVERALL AVAILABILITY:		% <u>41.5</u>	% <u>42.7</u>	% <u>4.9</u>	% <u>19.2</u>	% <u>16.9</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>41.5</u>	% <u>NONE</u>	% <u>4.9</u>	% <u>2.5</u>	% <u>NONE</u>	
		# <u>2.49</u>	# <u>0.00</u>	# <u>0.29</u>	# <u>0.15</u>	# <u>0.00</u>	
		UU <u>3</u>	UU <u>0</u>	UU <u>0</u>	UU <u>0</u>	UU <u>0</u>	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

FALL, 2015

MAIL / MESSAGE SERVICES WORKER

Secretarial/Clerical

**MAIL / MESSAGE
SERVICES WORKER**

Mail Message Services Worker

<u>SOURCE</u>	<u>WEIGHTING</u>
Factor 1: 2007 - 2011 U.S. Census- American Community Survey (ACS) - NY, NJ, CT, PA - Mail Clerks/Mail Machine Operators, Except Postal Service (5850).	1.0

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
<u>41.5</u>	<u>42.7</u>	<u>4.9</u>	<u>19.2</u>	<u>16.9</u>	<u>7.0</u>

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

UTILIZATION ANALYSIS WORKSHEET

Two Factor Availability

College: JOHN JAY COLLEGE
Semester/Year: FALL, 2015

AFFIRMATIVE ACTION UNIT: SKILLED TRADES/ CRAFTS	Constituent Departments:						
EEO CATEGORY: Skilled Crafts	Job Titles: Supervisor (Maintenance and Laborer)						
JOB GROUP: SKILLED TRADES/CRAFTS SUPERVISORY TITLES							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	
1. % availability of Minorities/Females with requisite skills in immediate labor areas.							
2. % of Minorities/Females promotable, transferable, or trainable	1.00	0.6	24.1	2.8	8.8	12.0	
GROUP TOTAL NO.: <u>1</u>	If Group Total is 4 or less, then Job Group is too small to analyze						
No. Male: <u>1</u> No. Female: <u>0</u>							
		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>0</u> % <u>0.0</u>	# <u>1</u> % <u>100.0</u>	# <u>0</u> % <u>0.0</u>	# <u>1</u> % <u>100.0</u>	# <u>0</u> % <u>0.0</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>0.6</u>	% <u>24.1</u>	% <u>2.8</u>	% <u>8.8</u>	% <u>12.0</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>0.6</u> # <u>0.01</u> uu <u>0</u>	% <u>NONE</u> # <u>0.00</u> uu <u>0</u>	% <u>2.8</u> # <u>0.03</u> uu <u>0</u>	% <u>NONE</u> # <u>0.00</u> uu <u>0</u>	% <u>12.0</u> # <u>0.12</u> uu <u>0</u>	% <u>7.0</u> # <u>0.07</u> uu <u>0</u>

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

FALL, 2015

SKILLED TRADES/CRAFTS SUPERVISORY TITLES

Skilled Crafts

**SKILLED TRADES/
CRAFTS
SUPERVISORY**

Supervisor (Maintenance and Laborer)

<u>SOURCE</u>	<u>WEIGHTING</u>
Factor 1: N / A	0.0
Factor 2: CUNY Survey Spring 2011, Skilled Trades - selected titles with permanency and appointment to title with years of service requirement.	1.0

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
<u>0.6</u>	<u>24.1</u>	<u>2.8</u>	<u>8.8</u>	<u>12.0</u>	<u>7.0</u>

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

UTILIZATION ANALYSIS WORKSHEET

Two Factor Availability

College: JOHN JAY COLLEGE
Semester/Year: FALL, 2015

AFFIRMATIVE ACTION UNIT: SKILLED TRADES/CRAFTS	Constituent Departments:						
EEO CATEGORY: Skilled Crafts	Job Titles: Carpenter Oiler Laborer Painter Electrician Plumber Locksmith Stationary Engineer Maintenance Worker						
JOB GROUP: SKILLED TRADES/CRAFTS							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	2.5	29.7	2.6	7.0	18.7	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>33</u>	If Group Total is 4 or less, then Job Group is too small to analyze						
No. Male: <u>33</u> No. Female: <u>0</u>		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:	# <u>0</u>	# <u>16</u>	# <u>0</u>	# <u>9</u>	# <u>7</u>	# <u>0</u>	
	% <u>0.0</u>	% <u>48.5</u>	% <u>0.0</u>	% <u>27.3</u>	% <u>21.2</u>	% <u>0.0</u>	
OVERALL AVAILABILITY:	% <u>2.5</u>	% <u>29.7</u>	% <u>2.6</u>	% <u>7.0</u>	% <u>18.7</u>	% <u>7.0</u>	
UNDERUTILIZATION:	% <u>2.5</u>	% <u>NONE</u>	% <u>2.6</u>	% <u>NONE</u>	% <u>NONE</u>		
	# <u>0.83</u>	# <u>0.00</u>	# <u>0.86</u>	# <u>0.00</u>	# <u>0.00</u>		
	uu <u>1</u>	uu <u>0</u>	uu <u>1</u>	uu <u>0</u>	uu <u>0</u>		

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

SKILLED TRADES/CRAFTS

Skilled Crafts

SKILLED TRADES/CRAFTS:

- Carpenter
- Laborer
- Electrician
- Locksmith
- Maintenance Worker
- Oiler
- Painter
- Plumber
- Stationary Engineer

SOURCE

Factor 1: 2007 - 2011 U.S. Census- American Community Survey (ACS) - NY, NJ, CT, PA - "Stationary Engineer & Boiler Operator" (8610), "Carpenters" (6230), "Electricians" (6355), "Painters, Construction Maintenance" (6420), "Pipelayers, Plumbers, Pipefitters" (6440), "Machinist" (8030), "Construction Manager" (220), Automotive Service Technicians & Mechanics" (7200), "Elevator Installer & Repairer" (6700), "Roofer" (6515), "Cement Mason, Concrete Finishers & Terrazzo Worker" (6250), "Locksmith and Safe Repairers" (7540), "Plasters and Stucco Mason" (6460), "Construction Laborers" (6260), "Maintenance and Repairer Workers, General" (7340), and "Maintenance Workers, Machinery" (7350).

WEIGHTING

1.0

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
<u>2.5</u>	<u>29.7</u>	<u>2.6</u>	<u>7.0</u>	<u>18.7</u>	<u>7.0</u>

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

UTILIZATION ANALYSIS WORKSHEET
Two Factor Availability

College: **JOHN JAY COLLEGE**
Semester/Year: **Fall, 2015**

AFFIRMATIVE ACTION UNIT: CAMPUS PUBLIC SAFETY SERGEANT		Constituent Departments:					
EEO CATEGORY: Service/Maintenance		Job Titles: Campus Public Safety Sergeant Campus Security Specialist					
JOB GROUP: CAMPUS PUBLIC SAFETY SERGEANT							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	
1. % availability of Minorities/Females with requisite skills in immediate labor areas.							
2. % of Minorities/Females promotable, transferable, or trainable	1.00	23.7	87.6	7.4	55.8	24.1	
GROUP TOTAL NO.: <u>7</u> No. Male: <u>7</u> No. Female: <u>0</u>							
		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>0</u> % <u>0.0</u>	# <u>6</u> % <u>85.7</u>	# <u>1</u> % <u>14.3</u>	# <u>2</u> % <u>28.6</u>	# <u>3</u> % <u>42.9</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>23.7</u>	% <u>87.6</u>	% <u>7.4</u>	% <u>55.8</u>	% <u>24.1</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>23.7</u> # <u>1.66</u> UU <u>2</u>	% <u>1.9</u> # <u>0.13</u> UU <u>0</u>	% <u>NONE</u> # <u>0.00</u> UU <u>0</u>	% <u>27.2</u> # <u>1.91</u> UU <u>2</u>	% <u>NONE</u> # <u>0.00</u> UU <u>0</u>	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

Fall, 2015

CAMPUS PUBLIC SAFETY SERGEANT
formerly - Campus Peace/Security Officer Level 3
Service/Maintenance

CAMPUS PUBLIC SAFETY SERGEANT Campus Public Safety Sergeant

Campus Security Specialist

<u>SOURCE</u>	<u>WEIGHTING</u>
Factor 1: N/A	0.0
Factor 2: CUNY Permanent Campus Peace Officer Level 1 and 2	1.0

Factor 2: CUNY Survey Spring 2011 - Permanent Campus Peace Officer Level 1 and 2s with years of service requirement.

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
<u>23.7</u>	<u>87.6</u>	<u>7.4</u>	<u>55.8</u>	<u>24.1</u>	<u>7.0</u>

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

UTILIZATION ANALYSIS WORKSHEET
Two Factor Availability

College:	JOHN JAY COLLEGE
Semester/Year:	FALL, 2015

AFFIRMATIVE ACTION UNIT: CAMPUS PEACE/SECURITY OFFICER LEVEL 1		Constituent Departments:					
EEO CATEGORY: Service/Maintenance		Job Titles: Campus Peace/Security Officer Level 1 Campus Security Assistant					
JOB GROUP: CAMPUS PEACE/SECURITY OFFICER LEVEL 1							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	28.4	66.7	7.1	28.1	29.3	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>43</u> No. Male: <u>24</u> No. Female: <u>19</u>							
		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>19</u> % <u>44.2</u>	# <u>38</u> % <u>88.4</u>	# <u>1</u> % <u>2.3</u>	# <u>20</u> % <u>46.5</u>	# <u>14</u> % <u>32.6</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>28.4</u>	% <u>66.7</u>	% <u>7.1</u>	% <u>28.1</u>	% <u>29.3</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>NONE</u> # <u>0.00</u> UU <u>0</u>	% <u>NONE</u> # <u>0.00</u> UU <u>0</u>	% <u>4.8</u> # <u>2.05</u> UU <u>2</u>	% <u>NONE</u> # <u>0.00</u> UU <u>0</u>	% <u>NONE</u> # <u>0.00</u> UU <u>0</u>	

**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.

CAMPUS PEACE/SECURITY OFFICER LEVEL 1

Service/Maintenance

**CAMPUS PEACE/
SECURITY OFFICER LEVEL 1:**

Campus Peace/Security Officer Level 1
Campus Security Assistant

<u>SOURCE</u>	<u>WEIGHTING</u>
Factor 1: 2007 - 2011 U.S. Census- American Community Survey (ACS) - Residence Geography, New York City - Police and Sheriffs Patrol Officer (3850)	1.0

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
<u>28.4</u>	<u>86.7</u>	<u>7.1</u>	<u>28.1</u>	<u>29.3</u>	<u>7.0</u>

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

UTILIZATION ANALYSIS WORKSHEET

Two Factor Availability

College:	JOHN JAY COLLEGE
Semester/Year:	FALL, 2015

AFFIRMATIVE ACTION UNIT: BASIC CRAFTS	Constituent Departments: _____ _____ _____						
EEO CATEGORY: Service/Maintenance	Job Titles: Stock Worker Supervisor						
JOB GROUP: BUILDINGS AND GROUNDS							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	20.0	42.4	2.3	12.6	26.0	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u> 1 </u> No. Male: <u> 1 </u> No. Female: <u> 0 </u>	If Group Total is 4 or less, then Job Group is too small to analyze						
CURRENT UTILIZATION:	# <u> 0 </u> % <u> 0.0 </u>	# <u> 1 </u> % <u> 100.0 </u>	# <u> 0 </u> % <u> 0.0 </u>	# <u> 0 </u> % <u> 0.0 </u>	# <u> 1 </u> % <u> 100.0 </u>	# <u> 0 </u> % <u> 0.0 </u>	
OVERALL AVAILABILITY:	% <u> 20.0 </u>	% <u> 42.4 </u>	% <u> 2.3 </u>	% <u> 12.6 </u>	% <u> 26.0 </u>	% <u> 7.0 </u>	
UNDERUTILIZATION:	% <u> 20.0 </u> # <u> 0.20 </u> uu <u> 0 </u>	% <u> NONE </u> # <u> 0.00 </u> uu <u> 0 </u>	% <u> 2.3 </u> # <u> 0.02 </u> uu <u> 0 </u>	% <u> 12.6 </u> # <u> 0.13 </u> uu <u> 0 </u>	% <u> NONE </u> # <u> 0.00 </u> uu <u> 0 </u>		

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

FALL, 2015

BASIC CRAFTS: BUILDINGS AND GROUNDS

Service/Maintenance

BASIC CRAFTS
BUILDINGS AND GROUNDS

Stock Worker Supervisor

<u>SOURCE</u>	<u>WEIGHTING</u>
Factor 1: 2007 - 2011 U.S. Census- American Community Survey (ACS) - NY, NJ, CT, PA - "Grounds Maintenance" (4250), "Janitors and Buildings and Grounds" (4220), "Laborers and Freight, Stock and Material Movers Hand" (9620), "Motor Vehicle Operator" (9150)	1.0

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
<u>20.0</u>	<u>42.4</u>	<u>2.3</u>	<u>12.6</u>	<u>26.0</u>	<u>7.0</u>

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

UTILIZATION ANALYSIS WORKSHEET

Two Factor Availability

College:	JOHN JAY COLLEGE
Semester/Year:	FALL, 2015

AFFIRMATIVE ACTION UNIT: CUSTODIAL SUPERVISORY		Constituent Departments:					
EEO CATEGORY: Service/Maintenance		Job Titles: Custodial Supervisor					
JOB GROUP: CUSTODIAL SUPERVISORY							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	29.0	40.0	2.4	13.8	22.1	
2. % of Minorities/Females promotable, transferable, or trainable.							
GROUP TOTAL NO.: <u>5</u> No. Male: <u>4</u> No. Female: <u>1</u>							
		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>1</u> % <u>20.0</u>	# <u>5</u> % <u>100.0</u>	# <u>0</u> % <u>0.0</u>	# <u>3</u> % <u>60.0</u>	# <u>2</u> % <u>40.0</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>29.0</u>	% <u>40.0</u>	% <u>2.4</u>	% <u>13.8</u>	% <u>22.1</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>9.0</u> # <u>0.45</u> uu <u>1</u>	% <u>NONE</u> # <u>0.00</u> uu <u>0</u>	% <u>2.4</u> # <u>0.12</u> uu <u>0</u>	% <u>NONE</u> # <u>0.00</u> uu <u>0</u>	% <u>NONE</u> # <u>0.00</u> uu <u>0</u>	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

FALL, 2015

CUSTODIAL SUPERVISORY

Service/Maintenance

CUSTODIAL SUPERVISORY:

Custodial Supervisor

<u>SOURCE</u>	<u>WEIGHTING</u>
Factor 1: 2007 - 2011 U.S. Census- American Community Survey (ACS) - NY, NJ, CT, PA - "First Line Supervisors/Managers of Housekeeping/Janitorial Workers (4200)	1.0

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
<u>29.0</u>	<u>40.0</u>	<u>2.4</u>	<u>13.8</u>	<u>22.1</u>	<u>7.0</u>

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

UTILIZATION ANALYSIS WORKSHEET

Two Factor Availability

College:	JOHN JAY COLLEGE
Semester/Year:	FALL, 2015

AFFIRMATIVE ACTION UNIT: CUSTODIAL ASSISTANT		Constituent Departments:					
EEO CATEGORY: Service/Maintenance		Job Titles: Custodial Assistant					
JOB GROUP: CUSTODIAL ASSISTANT							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	27.3	48.9	2.8	15.6	28.8	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>36</u>							
No. Male: <u>18</u> No. Female: <u>18</u>							
		Females	** Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>18</u> % <u>50.0</u>	# <u>34</u> % <u>94.4</u>	# <u>1</u> % <u>2.8</u>	# <u>13</u> % <u>36.1</u>	# <u>20</u> % <u>55.6</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>27.3</u>	% <u>48.9</u>	% <u>2.8</u>	% <u>15.6</u>	% <u>28.8</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>NONE</u> # <u>0.00</u> uu <u>0</u>	% <u>NONE</u> # <u>0.00</u> uu <u>0</u>	% <u>0.0</u> # <u>0.01</u> uu <u>0</u>	% <u>NONE</u> # <u>0.00</u> uu <u>0</u>	% <u>NONE</u> # <u>0.00</u> uu <u>0</u>	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

FALL, 2015

CUSTODIAL ASSISTANT

Service/Maintenance

CUSTODIAL ASSISTANT:

Custodial Assistant

<u>SOURCE</u>	<u>WEIGHTING</u>
Factor 1: 2007 - 2011 U.S. Census- American Community Survey (ACS) - NY, NJ, CT, PA - "Janitors and Building Cleaners" (4220)	1.0

<u>Female</u>	<u>** Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
<u>27.3</u>	<u>48.9</u>	<u>2.8</u>	<u>15.6</u>	<u>28.8</u>	<u>7.0</u>

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

Faculty

UTILIZATION ANALYSIS WORKSHEET
Two Factor Availability

College:	JOHN JAY COLLEGE
Semester/Year:	FALL, 2015

AFFIRMATIVE ACTION UNIT: FACULTY		CONSTITUENT DEPARTMENTS: ALL FACULTY TITLES BY DEPARTMENT					
EEO CATEGORY: PROFESSIONAL: PROFESSORIAL		Job Titles: Distinguished Professor Professor Associate Professor Assistant Professor Research Professor					
JOB GROUP: PROFESSORIAL							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	54.9	25.7	8.4	9.8	6.0	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>373</u>							
No. Male: <u>195</u> <u>178</u>							
		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>178</u> % <u>47.7</u>	# <u>112</u> % <u>30.0</u>	# <u>32</u> % <u>8.6</u>	# <u>38</u> % <u>10.2</u>	# <u>41</u> % <u>11.0</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>54.9</u>	% <u>25.7</u>	% <u>8.4</u>	% <u>9.8</u>	% <u>6.0</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>7.2</u> # <u>26.7</u> UU <u>27</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

FACTOR / SOURCE SHEET - PROFESSIONAL: PROFESSORIAL

FALL, 2015

Affirmative Action Unit: ALL FACULTY TITLES

Constituent Departments: ALL FACULTY TITLES BY DEPARTMENT

Job Group: Professional

Job Titles:
 Distinguished Professor
 Professor
 Associate Professor
 Assistant Professor

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHT</u>
Factor 1	EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and US Non-4ST.	1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 7/15/2014.

Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2011 - 12*

ALL FACULTY TITLES

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
54.9%	25.7%	8.4%	9.8%	6.0%	7.0

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races. *Amer/Indian .5%

UTILIZATION ANALYSIS WORKSHEET
Two Factor Availability

College:	JOHN JAY COLLEGE
Semester/Year:	FALL, 2015

AFFIRMATIVE ACTION UNIT: Area, Ethnic, Cultural, Gender, and Group Studies		CONSTITUENT DEPARTMENTS: Latin American & Latina/o Studies Africana Studies					
EEO CATEGORY: PROFESSIONAL: PROFESSORIAL		Job Titles: Professor Associate Professor Assistant Professor					
JOB GROUP: PROFESSIONAL							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	66.1	45.4	12.4	17.3	11.2	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>15</u>							
No. Male: <u>7</u> <u>8</u>							
		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>8</u>	# <u>12</u>	# <u>0</u>	# <u>3</u>	# <u>9</u>	# <u>0</u>
		% <u>53.3</u>	% <u>80.0</u>	% <u>0.0</u>	% <u>20.0</u>	% <u>60.0</u>	% <u>0.0</u>
OVERALL AVAILABILITY:		% <u>66.1</u>	% <u>45.4</u>	% <u>12.4</u>	% <u>17.3</u>	% <u>11.2</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>12.7</u>	% <u>NONE</u>	% <u>12.4</u>	% <u>NONE</u>	% <u>NONE</u>	
		# <u>1.9</u>	# <u>0.0</u>	# <u>1.9</u>	# <u>0.0</u>	# <u>0.0</u>	
		UU <u>2</u>	UU <u>0</u>	UU <u>2</u>	UU <u>0</u>	UU <u>0</u>	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

FACTOR / SOURCE SHEET - PROFESSIONAL: PROFESSORIAL

FALL, 2015

Affirmative Action Unit: **Area, Ethnic, Cultural, Gender, and Group Studies**

Constituent Departments:
 Latin American & Latina/o Studies
 Africana Studies

Job Group: **Professorial**

Job Titles:
 Professor
 Associate Professor
 Assistant Professor

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHT</u>
Factor 1	EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and US Non-4ST.	1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 7/15/2014.

Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2011 - 12*

Area, Ethnic, Cultural, Gender, and Group Studies

		<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
<u>Female</u>	<u>**Total Minority</u>	12.4%	17.3%	11.2%	
66.1%	45.4%				

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races. *Amer/Indian .5%

UTILIZATION ANALYSIS WORKSHEET

Two Factor Availability

College:	JOHN JAY COLLEGE
Semester/Year:	FALL, 2015

AFFIRMATIVE ACTION UNIT: Area, Ethnic, Cultural, Gender, and Group Studies		CONSTITUENT DEPARTMENTS: Africana Studies					
EEO CATEGORY: PROFESSIONAL: PROFESSORIAL		Job Titles: Professor Associate Professor Assistant Professor					
JOB GROUP: PROFESSIONAL							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	66.1	45.4	12.4	17.3	11.2	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>6</u>							
No. Male: <u>2</u> <u>4</u>							
		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>4</u> % <u>66.7</u>	# <u>3</u> % <u>50.0</u>	# <u>0</u> % <u>0.0</u>	# <u>3</u> % <u>50.0</u>	# <u>0</u> % <u>0.0</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>66.1</u>	% <u>45.4</u>	% <u>12.4</u>	% <u>17.3</u>	% <u>11.2</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>12.4</u> # <u>0.7</u> UU <u>1</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>11.2</u> # <u>0.7</u> UU <u>1</u>	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

FACTOR / SOURCE SHEET - PROFESSIONAL: PROFESSORIAL

FALL, 2015

Affirmative Action Unit: Area, Ethnic, Cultural, Gender, and Group Studies

Constituent Departments: Africana Studies

Job Group: Professorial

Job Titles:
 Professor
 Associate Professor
 Assistant Professor

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHT</u>
Factor 1	EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and US Non-4ST.	1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 7/15/2014.

Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2011 - 12*

Area, Ethnic, Cultural, Gender, and Group Studies

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
66.1%	45.4%	12.4%	17.3%	11.2%	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races. *Amer/Indian .5%

UTILIZATION ANALYSIS WORKSHEET
Two Factor Availability

College:	JOHN JAY COLLEGE
Semester/Year:	FALL, 2015

AFFIRMATIVE ACTION UNIT: Area, Ethnic, Cultural, Gender, and Group Studies		CONSTITUENT DEPARTMENTS: Latin American & Latina/o St					
EEO CATEGORY: PROFESSIONAL: PROFESSORIAL		Job Titles: Professor Associate Professor Assistant Professor					
JOB GROUP: PROFESSORIAL							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	66.1	45.4	12.4	17.3	11.2	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>9</u>							
No. Male: <u>5</u> <u>4</u>							
		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>4</u> % <u>44.4</u>	# <u>9</u> % <u>100.0</u>	# <u>0</u> % <u>0.0</u>	# <u>0</u> % <u>0.0</u>	# <u>9</u> % <u>100.0</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>66.1</u>	% <u>45.4</u>	% <u>12.4</u>	% <u>17.3</u>	% <u>11.2</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>21.6</u> # <u>1.9</u> UU <u>2</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>12.4</u> # <u>1.1</u> UU <u>1</u>	% <u>17.3</u> # <u>1.6</u> UU <u>2</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

FACTOR / SOURCE SHEET - PROFESSIONAL: PROFESSORIAL

FALL, 2015

Affirmative Action Unit: Area, Ethnic, Cultural, Gender, and Group Studies

Constituent Departments: Latin American & Latina/o Studies

Job Group: Professorial

Job Titles:
 Professor
 Associate Professor
 Assistant Professor

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHT</u>
Factor 1	EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and US Non-4ST.	1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 7/15/2014.

Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2011 - 12*

Area, Ethnic, Cultural, Gender, and Group Studies

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
66.1%	45.4%	12.4%	17.3%	11.2%	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races. *Amer/Indian .5%

UTILIZATION ANALYSIS WORKSHEET
Two Factor Availability

College:	JOHN JAY COLLEGE
Semester/Year:	FALL, 2015

AFFIRMATIVE ACTION UNIT: Education		CONSTITUENT DEPARTMENTS: COUNSELING SEEK Provost Area					
EEO CATEGORY: PROFESSIONAL: PROFESSORIAL		Job Titles: Associate Professor Assistant Professor Research Professor					
JOB GROUP: PROFESSORIAL							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	67.9	31.7	4.0	19.4	6.8	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>12</u>							
No. Male: <u>4</u> <u>8</u>							
		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>8</u> % <u>66.7</u>	# <u>7</u> % <u>58.3</u>	# <u>0</u> % <u>0.0</u>	# <u>3</u> % <u>25.0</u>	# <u>4</u> % <u>33.3</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>67.9</u>	% <u>31.7</u>	% <u>4.0</u>	% <u>19.4</u>	% <u>6.8</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>1.2</u> # <u>0.1</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>4.0</u> # <u>0.5</u> UU <u>1</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

FACTOR / SOURCE SHEET - PROFESSIONAL: PROFESSORIAL

FALL, 2015

Affirmative Action Unit: **Education**

Constituent Departments: **Counseling**
 SEEK
 Provost Area

Job Group: **Professorial**

Job Titles: **Associate Professor**
 Assistant Professor
 Research Professor

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHT</u>
Factor 1	EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and US Non-4ST.	1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 7/15/2014.

Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2011 - 12*

Education

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
67.9%	31.7%	4.0%	19.4%	6.8%	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races. *Amer/Indian .5%

UTILIZATION ANALYSIS WORKSHEET

Two Factor Availability

College: JOHN JAY COLLEGE
Semester/Year: FALL, 2015

AFFIRMATIVE ACTION UNIT: Education		CONSTITUENT DEPARTMENTS: Counseling					
EEO CATEGORY: PROFESSIONAL: PROFESSORIAL		Job Titles: Professor Associate Professor Assistant Professor					
JOB GROUP: PROFESSIONAL							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	67.9	31.7	4.0	19.4	6.8	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>6</u>							
No. Male: <u>2</u> <u>4</u>							
		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>4</u> % <u>66.7</u>	# <u>3</u> % <u>50.0</u>	# <u>0</u> % <u>0.0</u>	# <u>1</u> % <u>16.7</u>	# <u>2</u> % <u>33.3</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>67.9</u>	% <u>31.7</u>	% <u>4.0</u>	% <u>19.4</u>	% <u>6.8</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>1.2</u> # <u>0.1</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>4.0</u> # <u>0.2</u> UU <u>0</u>	% <u>2.7</u> # <u>0.2</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

FACTOR / SOURCE SHEET - PROFESSIONAL: PROFESSORIAL

FALL, 2015

Affirmative Action Unit: **Education**

Constituent Departments: **Counseling**

Job Group: **Professorial**

Job Titles:
 Professor
 Associate Professor
 Assistant Professor

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHT</u>
Factor 1	EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and US Non-4ST.	1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 7/15/2014.

Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2011 - 12*

Education

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
67.9%	31.7%	4.0%	19.4%	6.8%	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races. *Amer/Indian .5%

UTILIZATION ANALYSIS WORKSHEET
Two Factor Availability

College:	JOHN JAY COLLEGE
Semester/Year:	FALL, 2015

AFFIRMATIVE ACTION UNIT: Education		CONSTITUENT DEPARTMENTS: SEEK					
EEO CATEGORY: PROFESSIONAL: PROFESSORIAL		Job Titles: Associate Professor Assistant Professor					
JOB GROUP: PROFESSORIAL							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	67.9	31.7	4.0	19.4	6.8	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>4</u>		If Group Total is 4 or less, then Job Group is too small to analyze					
No. Male: <u>0</u> <u>4</u>		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>4</u> % <u>100.0</u>	# <u>4</u> % <u>100.0</u>	# <u>0</u> % <u>0.0</u>	# <u>2</u> % <u>50.0</u>	# <u>2</u> % <u>50.0</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>67.9</u>	% <u>31.7</u>	% <u>4.0</u>	% <u>19.4</u>	% <u>6.8</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>4.0</u> # <u>0.2</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

FACTOR / SOURCE SHEET - PROFESSIONAL: PROFESSORIAL

FALL, 2015

Affirmative Action Unit: **Education**

Constituent Departments: **SEEK**

Job Group: **Professorial**

Job Titles:

Associate Professor
Assistant Professor

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHT</u>
Factor 1	EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and US Non-4ST.	1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 7/15/2014.

Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2011 - 12*

Education

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
67.9%	31.7%	4.0%	19.4%	6.8%	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races. *Amer/Indian .5%

UTILIZATION ANALYSIS WORKSHEET
Two Factor Availability

College:	JOHN JAY COLLEGE
Semester/Year:	FALL, 2015

AFFIRMATIVE ACTION UNIT: Education		CONSTITUENT DEPARTMENTS: Provost Area					
EEO CATEGORY: PROFESSIONAL: PROFESSORIAL		Job Titles: Research Professors					
JOB GROUP: PROFESSORIAL							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	67.9	31.7	4.0	19.4	6.8	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>2</u>	If Group Total is 4 or less, than Job Group is too small to analyze						
No. Male: <u>2</u>	<u>0</u>						
		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>0</u> % <u>0.0</u>	# <u>0</u> % <u>0.0</u>	# <u>0</u> % <u>0.0</u>	# <u>0</u> % <u>0.0</u>	# <u>0</u> % <u>0.0</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>67.9</u>	% <u>31.7</u>	% <u>4.0</u>	% <u>19.4</u>	% <u>6.8</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>67.9</u> # <u>1.4</u> UU <u>1</u>	% <u>31.7</u> # <u>0.6</u> UU <u>1</u>	% <u>4.0</u> # <u>0.1</u> UU <u>0</u>	% <u>19.4</u> # <u>0.4</u> UU <u>0</u>	% <u>6.8</u> # <u>0.1</u> UU <u>0</u>	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

FACTOR / SOURCE SHEET - PROFESSIONAL: PROFESSORIAL

FALL, 2015

Affirmative Action Unit: Faculty

Constituent Departments: Provost Area

Job Group: Professorial

Job Titles: Research Professor

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHT</u>
Factor 1	EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and US Non-4ST.	1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 7/15/2014.

Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2011 - 12*

Education

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
67.9%	31.7%	4.0%	19.4%	6.8%	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races. *Amer/Indian .5%

UTILIZATION ANALYSIS WORKSHEET
Two Factor Availability

College:	JOHN JAY COLLEGE
Semester/Year:	FALL, 2015

AFFIRMATIVE ACTION UNIT: English Language and Literature/Letters		CONSTITUENT DEPARTMENTS: English					
EEO CATEGORY: PROFESSIONAL: PROFESSORIAL		Job Titles: Dist Professor Professor Associate Professor Assistant Professor					
JOB GROUP: PROFESSIONAL							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	61.1	15.9	3.8	5.0	5.5	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>41</u>							
No. Male: <u>20</u> <u>21</u>							
		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>21</u> % <u>51.2</u>	# <u>7</u> % <u>17.1</u>	# <u>2</u> % <u>4.9</u>	# <u>3</u> % <u>7.3</u>	# <u>2</u> % <u>4.9</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>61.1</u>	% <u>15.9</u>	% <u>3.8</u>	% <u>5.0</u>	% <u>5.5</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>9.9</u> # <u>4.1</u> UU <u>4</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>0.6</u> # <u>0.3</u> UU <u>0</u>	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

FACTOR / SOURCE SHEET - PROFESSIONAL: PROFESSORIAL

FALL, 2015

Affirmative Action Unit: English Language and Literature/Letters

Constituent Departments: English

Job Group: Professional

Job Titles:
 Dist Professor
 Professor
 Associate Professor
 Assistant Professor

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHT</u>
Factor 1	EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and US Non-4ST.	1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 7/15/2014.

Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2011 - 12*

English Language and Literature/Letters

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
61.1%	15.9%	3.8%	5.0%	5.5%	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races. *Amer/Indian .5%

UTILIZATION ANALYSIS WORKSHEET
Two Factor Availability

College:	JOHN JAY COLLEGE
Semester/Year:	FALL, 2015

AFFIRMATIVE ACTION UNIT: Foreign Languages, Literatures, and Linguistics		CONSTITUENT DEPARTMENTS: Modern Languages & Literatures					
EEO CATEGORY: PROFESSIONAL: PROFESSORIAL		Job Titles: Professor Associate Professor Assistant Professor					
JOB GROUP: PROFESSORIAL							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	61.0	24.6	7.2	2.0	13.7	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>5</u>							
No. Male: <u>1</u> <u>4</u>							
		Females	**Total Minority**	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>4</u> % <u>80.0</u>	# <u>4</u> % <u>80.0</u>	# <u>0</u> % <u>0.0</u>	# <u>0</u> % <u>0.0</u>	# <u>4</u> % <u>80.0</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>61.0</u>	% <u>24.6</u>	% <u>7.2</u>	% <u>2.0</u>	% <u>13.7</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>7.2</u> # <u>0.4</u> UU <u>0</u>	% <u>2.0</u> # <u>0.1</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	

Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races. (Two or More = 1)

FACTOR / SOURCE SHEET - PROFESSIONAL: PROFESSORIAL

FALL, 2015

Affirmative Action Unit: Foreign Languages, Literatures, and Linguistics

Constituent Departments: Modern Languages

Job Group: Professorial

Job Titles:
 Professor
 Associate Professor
 Assistant Professor

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHT</u>
Factor 1	EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and US Non-4ST.	1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 7/15/2014.

Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2011 - 12*

Foreign Languages, Literatures, and Linguistics

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
61.0%	24.6%	7.2%	2.0%	13.7%	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races. *Amer/Indian .5%

UTILIZATION ANALYSIS WORKSHEET
Two Factor Availability

College:	JOHN JAY COLLEGE
Semester/Year:	FALL, 2015

AFFIRMATIVE ACTION UNIT: History		CONSTITUENT DEPARTMENTS: History					
EEO CATEGORY: PROFESSIONAL: PROFESSORIAL		Job Titles: Dist Professor Professor Associate Professor Assistant Professor					
JOB GROUP: PROFESSORIAL							
FACTORS:	Weighting	Females	**Total Minority**	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	45.3	17.8	3.7	7.7	5.0	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>22</u>							
No. Male: <u>14</u> <u>8</u>							
		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals w/ Disabilities
CURRENT UTILIZATION:		# <u>8</u> % <u>36.4</u>	# <u>4</u> % <u>18.2</u>	# <u>1</u> % <u>4.5</u>	# <u>1</u> % <u>4.5</u>	# <u>1</u> % <u>4.5</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>45.3</u>	% <u>17.8</u>	% <u>3.7</u>	% <u>7.7</u>	% <u>5.0</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>8.9</u> # <u>2.0</u> UU <u>2</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>3.1</u> # <u>0.7</u> UU <u>1</u>	% <u>0.5</u> # <u>0.1</u> UU <u>0</u>	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

FACTOR / SOURCE SHEET - PROFESSIONAL: PROFESSORIAL

FALL, 2015

Affirmative Action Unit: **History**

Constituent Departments: **History**

Job Group: **Professorial**

Job Titles: **Dist Professor
Professor
Associate Professor
Assistant Professor**

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHT</u>
Factor 1	EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and US Non-4ST.	1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 7/15/2014.

Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2011 - 12*

History

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
45.3%	17.8%	3.7%	7.7%	5.0%	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

UTILIZATION ANALYSIS WORKSHEET
Two Factor Availability

College:	JOHN JAY COLLEGE
Semester/Year:	FALL, 2015

AFFIRMATIVE ACTION UNIT: Homeland Security, Law Enforcement, Firefighting, etc.		CONSTITUENT DEPARTMENTS: Law Enforcement: Criminal Justice, Law, Police Science Ph.D and Criminal Justice Adm, Security & Fire and Emergency Mgmt					
EEO CATEGORY: PROFESSIONAL: PROFESSORIAL		Job Titles: Professor Associate Professor Assistant Professor					
JOB GROUP: PROFESSIONAL							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	46.2	18.1	1.2	7.8	6.5	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>51</u>							
No. Male: <u>33</u> <u>18</u>							
		Females	**Total Minority**	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>18</u> % <u>35.3</u>	# <u>15</u> % <u>29.4</u>	# <u>5</u> % <u>9.8</u>	# <u>6</u> % <u>11.8</u>	# <u>4</u> % <u>7.8</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>46.2</u>	% <u>18.1</u>	% <u>1.2</u>	% <u>7.8</u>	% <u>6.5</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>11.0</u> # <u>5.6</u> UU <u>6</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

FACTOR / SOURCE SHEET - PROFESSIONAL: PROFESSORIAL

FALL, 2015

Affirmative Action Unit: Homeland Security, Law Enforcement, Firefighting, etc.

Constituent Departments: Law Enforcement: Criminal Justice, Law, Police Science & Criminal Justice Adm, Security & Fire & Emergency Mgmt

Job Group: Professorial

Job Titles: Professor
Associate Professor

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHT</u>
Factor 1	EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and US Non-4ST.	1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 7/15/2014.

Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2011 - 12*

Homeland Security, Law Enforcement, Firefighting, etc.

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
46.2%	18.1%	1.2%	7.8%	6.5%	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

UTILIZATION ANALYSIS WORKSHEET
Two Factor Availability

College:	JOHN JAY COLLEGE
Semester/Year:	FALL, 2015

AFFIRMATIVE ACTION UNIT: Homeland Security, Law Enforcement, Firefighting, etc.		CONSTITUENT DEPARTMENTS: Criminal Justice and Ph.D. Program					
EEO CATEGORY: PROFESSIONAL: PROFESSORIAL		Job Titles: Professor Associate Professor Assistant Professor					
JOB GROUP: PROFESSIONAL							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	46.2	18.1	1.2	7.8	6.5	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>21</u>							
No. Male: <u>13</u> <u>8</u>							
		Females	**Total Minority**	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>8</u>	# <u>6</u>	# <u>4</u>	# <u>1</u>	# <u>1</u>	# <u>0</u>
		% <u>38.1</u>	% <u>28.6</u>	% <u>19.0</u>	% <u>4.8</u>	% <u>4.8</u>	% <u>0.0</u>
OVERALL AVAILABILITY:		% <u>46.2</u>	% <u>18.1</u>	% <u>1.2</u>	% <u>7.8</u>	% <u>6.5</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>8.2</u>	% <u>NONE</u>	% <u>NONE</u>	% <u>3.0</u>	% <u>1.8</u>	
		# <u>1.7</u>	# <u>0.0</u>	# <u>0.0</u>	# <u>0.6</u>	# <u>0.4</u>	
		UU <u>2</u>	UU <u>0</u>	UU <u>0</u>	UU <u>1</u>	UU <u>0</u>	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./At. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

FACTOR / SOURCE SHEET - PROFESSIONAL: PROFESSORIAL

FALL, 2015

Affirmative Action Unit: Homeland Security, Law Enforcement, Firefighting, etc.

Constituent Departments: Law Enforcement: Criminal Justice, Law, Police Science & Criminal Justice Adm, Security, Fire and Emergency Mgmt

Job Group: Professorial

Job Titles: Professor
Associate Professor

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHT</u>
Factor 1	EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and US Non-4ST.	1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 7/15/2014.

Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2011 - 12*

Homeland Security, Law Enforcement, Firefighting, etc.

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
46.2%	18.1%	1.2%	7.8%	6.5%	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

UTILIZATION ANALYSIS WORKSHEET
Two Factor Availability

College:	JOHN JAY COLLEGE
Semester/Year:	FALL, 2015

AFFIRMATIVE ACTION UNIT: Homeland Security, Law Enforcement, Firefighting, etc.		CONSTITUENT DEPARTMENTS: Law and Police					
EEO CATEGORY: PROFESSIONAL: PROFESSORIAL		Job Titles: Professor Associate Professor Assistant Professor					
JOB GROUP: PROFESSIONAL							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	46.2	18.1	1.2	7.8	6.5	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>24</u>							
No. Male: <u>15</u> <u>9</u>							
		Females	**Total Minority**	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>9</u> % <u>37.5</u>	# <u>8</u> % <u>33.3</u>	# <u>1</u> % <u>4.2</u>	# <u>4</u> % <u>16.7</u>	# <u>3</u> % <u>12.5</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>46.2</u>	% <u>18.1</u>	% <u>1.2</u>	% <u>7.8</u>	% <u>6.5</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>8.7</u> # <u>2.1</u> UU <u>2</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

FACTOR / SOURCE SHEET - PROFESSIONAL: PROFESSORIAL

FALL, 2015

Affirmative Action Unit: Homeland Security, Law Enforcement, f

Constituent Departments: Law and Police

Job Group: Professional

Job Titles:
 Professor
 Associate Professor
 Assistant Professor

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHT</u>
Factor 1	EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and US Non-4ST.	1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 7/15/2014.

Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2011 - 12*

Homeland Security, Law Enforcement, Firefighting, etc.

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
46.2%	18.1%	1.2%	7.8%	6.5%	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

UTILIZATION ANALYSIS WORKSHEET
Two Factor Availability

College:	JOHN JAY COLLEGE
Semester/Year:	FALL, 2015

AFFIRMATIVE ACTION UNIT: Homeland Security, Law Enforcement, Firefighting, etc.		CONSTITUENT DEPARTMENTS: Security, Fire & Emergency					
EEO CATEGORY: PROFESSIONAL: PROFESSORIAL		Job Titles: Professor Associate Professor					
JOB GROUP: PROFESSIONAL							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	46.2	18.1	1.2	7.8	6.5	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>6</u>							
No. Male: <u>5</u> <u>1</u>							
		Females	**Total Minority**	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>1</u> % <u>16.7</u>	# <u>1</u> % <u>16.7</u>	# <u>0</u> % <u>0.0</u>	# <u>1</u> % <u>16.7</u>	# <u>0</u> % <u>0.0</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>46.2</u>	% <u>18.1</u>	% <u>1.2</u>	% <u>7.8</u>	% <u>6.5</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>29.6</u> # <u>1.8</u> UU <u>2</u>	% <u>1.4</u> # <u>0.1</u> UU <u>0</u>	% <u>1.2</u> # <u>0.1</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>6.5</u> # <u>0.4</u> UU <u>0</u>	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

FACTOR / SOURCE SHEET - PROFESSIONAL: PROFESSORIAL

FALL, 2015

Affirmative Action Unit: Homeland Security, Law Enforcement, F

Constituent Departments: Security, Fire & Emergency

Job Group: Professorial

Job Titles:
 Professor
 Associate Professor

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHT</u>
Factor 1	EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and US Non-4ST.	1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 7/15/2014.

Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2011 - 12*

Homeland Security, Law Enforcement, Firefighting, etc.

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
46.2%	18.1%	1.2%	7.8%	6.5%	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

UTILIZATION ANALYSIS WORKSHEET

Two Factor Availability

College: **JOHN JAY COLLEGE**

Semester/Year: **Fall 2015**

AFFIRMATIVE ACTION UNIT: LIBRARY		Constituent Departments:					
EEO CATEGORY: PROFESSIONAL		Job Titles: Professor Associate Professor Assistant Professor					
JOB GROUP: PROFESSIONAL: Professorial; Non-Professorial- Instructor and Lecturer							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	0.00	68.3	18.5	9.6	2.3	4.4	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>13</u> No. Male: <u>2</u> No. Female: <u>11</u>		# Group Total is 4 or less, then Job Group is too small to analyze					
		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>11</u> % <u>84.6</u>	# <u>1</u> % <u>7.7</u>	# <u>1</u> % <u>7.7</u>	# <u>0</u> % <u>0.0</u>	# <u>0</u> % <u>0.0</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>68.3</u>	% <u>18.5</u>	% <u>9.6</u>	% <u>2.3</u>	% <u>4.4</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>NONE</u> # <u>0.00</u> uu <u>0</u>	% <u>10.8</u> # <u>1.40</u> uu <u>1</u>	% <u>1.9</u> # <u>0.25</u> uu <u>0</u>	% <u>2.3</u> # <u>0.30</u> uu <u>0</u>	% <u>4.4</u> # <u>0.57</u> uu <u>1</u>	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

LIBRARY
PROFESSIONAL: Professorial; Non-Professorial-Instructor and Lecturer

JOB GROUP:

FACULTY

Professor
 Associate Professor
 Assistant Professor

SOURCE

Factor 1: 4State Earned Degree Conferred (EDC) - M.A. and Ph.D. 2011-12* weighted at 50% and National - USN4ST EDC M.A. and Ph.D. 2011-12* weighted at 50%.
 Derived from NCES-Postsecondary Studies Division.

WEIGHTING

1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 07/15/2014.

Factor 1: **4State - Earned Degree Conferred (EDC) - M.A. and Ph.D. 2009-10* - Library Science.**

		<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>
Ph.D.		63.6	27.3	18.2	0.0	9.1
50% weight	0.5	(31.8)	(13.7)	(9.1)	(0.0)	(4.6)
M.A.		79.0	13.5	3.4	4.5	4.7
50% weight	0.5	(39.5)	(6.8)	(1.7)	(2.3)	(2.4)
TOTAL		71.3	20.5	10.8	2.3	7.0
weight at .20		14.3	4.1	2.2	0.5	1.4

National - USN4ST (EDC) - M.A. and Ph.D. 2009-10* - Library Science.

		<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>
Ph.D.		53.6	17.9	14.3	0.0	0.0
50% weight	0.5	(26.8)	(9.0)	(7.2)	(0.0)	(0.0)
M.A.		81.4	18.0	4.0	4.5	7.4
50% weight	0.5	(40.7)	(9.0)	(2.0)	(2.3)	(3.7)
TOTAL		67.5	18.0	9.2	2.3	3.7
weight at .80		54.0	14.4	7.4	1.8	3.0

Sum of 4State and USN4ST		14.3	4.1	2.2	0.5	1.4	<u>Individuals with Disabilities</u>
		54.0	14.4	7.4	1.8	3.0	
		68.3	18.5	9.6	2.3	4.4	7.0

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

***Action taken to combine all faculty titles in this job group is based on the review of the internal population. (e.g. 89% of persons in the Instructor rank and 94% of persons in the Lecturer rank hold the MA degree).

UTILIZATION ANALYSIS WORKSHEET

Two Factor Availability

College:	JOHN JAY COLLEGE
Semester/Year:	FALL, 2015

AFFIRMATIVE ACTION UNIT: Mathematics and Statistics		CONSTITUENT DEPARTMENTS: Mathematics and Computer Science					
EEO CATEGORY: PROFESSIONAL: PROFESSORIAL		Job Titles: Professor Associate Professor Assistant Professor					
JOB GROUP: PROFESSIONAL							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	26.8	18.1	9.4	2.7	4.9	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>18</u>							
No. Male: <u>15</u> <u>3</u>							
		Females	**Total Minority**	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>3</u> % <u>16.7</u>	# <u>8</u> % <u>44.4</u>	# <u>7</u> % <u>38.9</u>	# <u>1</u> % <u>5.6</u>	# <u>0</u> % <u>0.0</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>26.8</u>	% <u>18.1</u>	% <u>9.4</u>	% <u>2.7</u>	% <u>4.9</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>10.1</u> # <u>1.8</u> UU <u>2</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>4.9</u> # <u>0.9</u> UU <u>1</u>	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

FACTOR / SOURCE SHEET - PROFESSIONAL: PROFESSORIAL

FALL, 2015

Affirmative Action Unit: **Mathematics and Statistics**

Constituent Departments: **Mathematics and Computer Science**

Job Group: **Professorial**

Job Titles: **Professor**
 Associate Professor
 Assistant Professor

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHT</u>
Factor 1	EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and US Non-4ST.	1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 7/15/2014.

Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2011 - 12*
Mathematics and Statistics

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
26.8%	18.1%	9.4%	2.7%	4.9%	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

UTILIZATION ANALYSIS WORKSHEET
Two Factor Availability

College:	JOHN JAY COLLEGE
Semester/Year:	FALL, 2015

AFFIRMATIVE ACTION UNIT: Philosophy and Religious Studies		CONSTITUENT DEPARTMENTS: Philosophy					
EEO CATEGORY: PROFESSIONAL: PROFESSORIAL		Job Titles: Professor Associate Professor Assistant Professor					
JOB GROUP: PROFESSORIAL							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	29.7	16.4	5.1	5.4	4.1	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>12</u>							
No. Male: <u>8</u> <u>4</u>							
		Females	**Total Minority**	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>4</u> % <u>33.3</u>	# <u>5</u> % <u>41.7</u>	# <u>1</u> % <u>8.3</u>	# <u>2</u> % <u>16.7</u>	# <u>2</u> % <u>16.7</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>29.7</u>	% <u>16.4</u>	% <u>5.1</u>	% <u>5.4</u>	% <u>4.1</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

FACTOR / SOURCE SHEET - PROFESSIONAL: PROFESSORIAL

FALL, 2015

Affirmative Action Unit: **Philosophy and Religious Studies**

Constituent Departments: **Philosophy**

Job Group: **Professorial**

Job Titles: **Professor
Associate Professor
Assistant Professor**

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHT</u>
Factor 1	EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and US Non-4ST.	1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 7/15/2014.

Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2011 - 12*

Philosophy and Religious Studies

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
29.7%	16.4%	5.1%	5.4%	4.1%	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

UTILIZATION ANALYSIS WORKSHEET

Two Factor Availability

College:	JOHN JAY COLLEGE
Semester/Year:	FALL, 2015

AFFIRMATIVE ACTION UNIT: Parks, Recreation, Leisure and Fitness Studies		CONSTITUENT DEPARTMENTS: Physical Education					
EEO CATEGORY: PROFESSIONAL: PROFESSORIAL		Job Titles: Professor Associate Professor Assistant Professor					
JOB GROUP: PROFESSORIAL							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	43.8	16.9	3.2	8.3	4.2	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>3</u>	If Group Total is 4 or less, then Job Group is too small to analyze						
No. Male: <u>1</u> <u>2</u>		Females	**Total Minority**	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>2</u> % <u>66.7</u>	# <u>1</u> % <u>33.3</u>	# <u>0</u> % <u>0.0</u>	# <u>1</u> % <u>33.3</u>	# <u>0</u> % <u>0.0</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>43.8</u>	% <u>16.9</u>	% <u>3.2</u>	% <u>8.3</u>	% <u>4.2</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>3.2</u> # <u>0.1</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>4.2</u> # <u>0.1</u> UU <u>0</u>	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

FACTOR / SOURCE SHEET - PROFESSIONAL: PROFESSORIAL

FALL, 2015

Affirmative Action Unit: **Parks, Recreation, Leisure and Fitness :**

Constituent Departments: **Physical Education**

Job Group: **Professorial**

Job Titles: **Professor**
 Associate Professor
 Assistant Professor

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHT</u>
Factor 1	EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and US Non-4ST.	1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 7/15/2014.

Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2011 - 12*

Parks, Recreation, Leisure and Fitness Studies

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
43.8%	16.9%	3.2%	8.3%	4.2%	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races. *Amer/Indian .5%

UTILIZATION ANALYSIS WORKSHEET
Two Factor Availability

College:	JOHN JAY COLLEGE
Semester/Year:	FALL, 2015

AFFIRMATIVE ACTION UNIT: Physical Sciences		CONSTITUENT DEPARTMENTS: Sciences					
EEO CATEGORY: PROFESSIONAL: PROFESSORIAL		Job Titles: Professor Associate Professor Assistant Professor					
JOB GROUP: PROFESSORIAL							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	29.7	16.4	5.1	5.4	4.1	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>22</u>							
No. Male: <u>12</u> <u>10</u>							
		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>10</u> % <u>45.5</u>	# <u>8</u> % <u>36.4</u>	# <u>4</u> % <u>18.2</u>	# <u>2</u> % <u>9.1</u>	# <u>2</u> % <u>9.1</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>29.7</u>	% <u>16.4</u>	% <u>5.1</u>	% <u>5.4</u>	% <u>4.1</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races

FACTOR / SOURCE SHEET - PROFESSIONAL: PROFESSORIAL

FALL, 2015

Affirmative Action Unit: **Physical Sciences**

Constituent Departments: **Sciences**

Job Group: **Professorial**

Job Titles: **Professor**
 Associate Professor
 Assistant Professor

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHT</u>
Factor 1	EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and US Non-4ST.	1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 7/15/2014.

Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2011 - 12*

Physical Sciences

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
29.7%	16.4%	5.1%	5.4%	4.1%	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

UTILIZATION ANALYSIS WORKSHEET
Two Factor Availability

College:	JOHN JAY COLLEGE
Semester/Year:	FALL, 2015

AFFIRMATIVE ACTION UNIT: Psychology		CONSTITUENT DEPARTMENTS: Psychology					
EEO CATEGORY: PROFESSIONAL: PROFESSORIAL		Job Titles: Dist Professor Professor Associate Professor Assistant Professor					
JOB GROUP: PROFESSIONAL							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	73.1	24.0	6.6	7.5	8.1	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>43</u>							
No. Male: <u>19</u> <u>24</u>							
		Females	**Total Minority**	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>24</u> % <u>55.8</u>	# <u>9</u> % <u>20.9</u>	# <u>3</u> % <u>7.0</u>	# <u>4</u> % <u>9.3</u>	# <u>2</u> % <u>4.7</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>73.1</u>	% <u>24.0</u>	% <u>6.6</u>	% <u>7.5</u>	% <u>8.1</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>17.3</u> # <u>7.4</u> UU <u>7</u>	% <u>3.1</u> # <u>1.3</u> UU <u>1</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>3.4</u> # <u>1.5</u> UU <u>2</u>	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

FACTOR / SOURCE SHEET - PROFESSIONAL: PROFESSORIAL

FALL, 2015

Affirmative Action Unit: **Psychology**

Constituent Departments: **Psychology**

Job Group: **Professorial**

Job Titles: **Dist Professor
Professor
Associate Professor
Assistant Professor**

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHT</u>
Factor 1	EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and US Non-4ST.	1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 7/15/2014.

Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2011 - 12*

Psychology

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
73.1%	24.0%	6.6%	7.5%	8.1%	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

UTILIZATION ANALYSIS WORKSHEET

Two Factor Availability

College:	JOHN JAY COLLEGE
Semester/Year:	FALL, 2015

AFFIRMATIVE ACTION UNIT: Public Administration and Social Service Professions		CONSTITUENT DEPARTMENTS: Public Management					
EEO CATEGORY: PROFESSIONAL: PROFESSORIAL		Job Titles: Professor Associate Professor Assistant Professor					
JOB GROUP: PROFESSIONAL							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	64.9	33.4	6.1	19.1	7.0	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>28</u>							
No. Male: <u>16</u> <u>12</u>							
		Females	**Total Minority**	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>12</u> % <u>42.9</u>	# <u>8</u> % <u>28.6</u>	# <u>2</u> % <u>7.1</u>	# <u>4</u> % <u>14.3</u>	# <u>2</u> % <u>7.1</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>64.9</u>	% <u>33.4</u>	% <u>6.1</u>	% <u>19.1</u>	% <u>7.0</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>22.0</u> # <u>6.2</u> UU <u>6</u>	% <u>4.8</u> # <u>1.3</u> UU <u>1</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>4.8</u> # <u>1.4</u> UU <u>1</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

FACTOR / SOURCE SHEET - PROFESSIONAL: PROFESSORIAL

FALL, 2015

Affirmative Action Unit: **Public Administration and Social Servic**

Constituent Departments: **Public Management**

Job Group: **Professorial**

Job Titles: **Professor**
 Associate Professor
 Assistant Professor

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHT</u>
Factor 1	EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and US Non-4ST.	1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 7/15/2014.

Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2011 - 12*

Public Administration and Social Service Professions

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
64.9%	33.4%	6.1%	19.1%	7.0%	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

UTILIZATION ANALYSIS WORKSHEET

Two Factor Availability

College:	JOHN JAY COLLEGE
Semester/Year:	FALL, 2015

AFFIRMATIVE ACTION UNIT: Social Sciences		CONSTITUENT DEPARTMENTS: Anthropology, Economics, Political Science, Sociology					
EEO CATEGORY: PROFESSIONAL: PROFESSORIAL		Job Titles: Professor Associate Professor Assistant Professor					
JOB GROUP: PROFESSORIAL							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	50.9	21.8	7.3	6.0	6.9	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>69</u>							
No. Male: <u>34</u> <u>35</u>							
		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>35</u> % <u>50.7</u>	# <u>16</u> % <u>23.2</u>	# <u>6</u> % <u>8.7</u>	# <u>5</u> % <u>7.2</u>	# <u>5</u> % <u>7.2</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>50.9</u>	% <u>21.8</u>	% <u>7.3</u>	% <u>6.0</u>	% <u>6.9</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>0.2</u> # <u>0.1</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

FACTOR / SOURCE SHEET - PROFESSIONAL: PROFESSORIAL

FALL, 2015

Affirmative Action Unit: **Social Sciences**

Constituent Departments: **Anthropology, Economics, Political Science, Sociology**

Job Group: **Professorial**

Job Titles: **Professor
Associate Professor
Assistant Professor**

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHT</u>
Factor 1	EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and US Non-4ST.	1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 7/15/2014.

Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2011 - 12*

Social Sciences

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
50.9%	21.8%	7.3%	6.0%	6.9%	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races. *Amer/Indian .5%

UTILIZATION ANALYSIS WORKSHEET

Two Factor Availability

College:	JOHN JAY COLLEGE
Semester/Year:	FALL, 2015

AFFIRMATIVE ACTION UNIT: Social Sciences		CONSTITUENT DEPARTMENTS: Anthropology and Interdisciplinary Studies					
EEO CATEGORY: PROFESSIONAL: PROFESSORIAL		Job Titles: Professor Associate Professor Assistant Professor					
JOB GROUP: PROFESSIONAL							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	50.9	21.8	7.3	6.0	6.9	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>11</u>							
No. Male: <u>4</u> <u>7</u>							
		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>7</u> % <u>63.6</u>	# <u>2</u> % <u>18.2</u>	# <u>1</u> % <u>9.1</u>	# <u>0</u> % <u>0.0</u>	# <u>1</u> % <u>9.1</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>50.9</u>	% <u>21.8</u>	% <u>7.3</u>	% <u>6.0</u>	% <u>6.9</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>3.7</u> # <u>0.4</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>6.0</u> # <u>0.7</u> UU <u>1</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

FACTOR / SOURCE SHEET - PROFESSIONAL: PROFESSORIAL

FALL, 2015

Affirmative Action Unit: **Social Sciences**

Constituent Departments: **Anthropology**

Job Group: **Professorial**

Job Titles: **Professor
Associate Professor
Assistant Professor**

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHT</u>
Factor 1	EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and US Non-4ST.	1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 7/15/2014.

Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2011 - 12*

Social Sciences

	Female	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
	50.9%	21.8%	7.3%	6.0%	6.9%	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races. *Amer/Indian .5%

UTILIZATION ANALYSIS WORKSHEET

Two Factor Availability

College:	JOHN JAY COLLEGE
Semester/Year:	FALL, 2015

AFFIRMATIVE ACTION UNIT: Social Sciences		CONSTITUENT DEPARTMENTS: Economics					
EEO CATEGORY: PROFESSIONAL: PROFESSORIAL		Job Titles: Professor Associate Professor Assistant Professor					
JOB GROUP: PROFESSORIAL							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	50.9	21.8	7.3	6.0	6.9	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>9</u>							
No. Male: <u>5</u> <u>4</u>		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>4</u> % <u>44.4</u>	# <u>2</u> % <u>22.2</u>	# <u>0</u> % <u>0.0</u>	# <u>1</u> % <u>11.1</u>	# <u>1</u> % <u>11.1</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>50.9</u>	% <u>21.8</u>	% <u>7.3</u>	% <u>6.0</u>	% <u>6.9</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>6.4</u> # <u>0.6</u> UU <u>1</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>7.3</u> # <u>0.7</u> UU <u>1</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

FACTOR / SOURCE SHEET - PROFESSIONAL: PROFESSORIAL

FALL, 2015

Affirmative Action Unit: **Social Sciences**

Constituent Departments: **Economics**

Job Group: **Professorial**

Job Titles: **Professor**
 Associate Professor
 Assistant Professor

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHT</u>
Factor 1	EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and US Non-4ST.	1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 7/15/2014.

Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2011 - 12*

Social Sciences

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
50.9%	21.8%	7.3%	6.0%	6.9%	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races. *Amer/Indian .5%

UTILIZATION ANALYSIS WORKSHEET

Two Factor Availability

College:	JOHN JAY COLLEGE
Semester/Year:	FALL, 2015

AFFIRMATIVE ACTION UNIT: Social Sciences		CONSTITUENT DEPARTMENTS: Gov/Political Science					
EEO CATEGORY: PROFESSIONAL: PROFESSORIAL		Job Titles: Professor Associate Professor Assistant Professor					
JOB GROUP: PROFESSORIAL							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	50.9	21.8	7.3	6.0	6.9	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>20</u>							
No. Male: <u>11</u> <u>9</u>							
		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>9</u>	# <u>6</u>	# <u>2</u>	# <u>2</u>	# <u>2</u>	# <u>0</u>
		% <u>45.0</u>	% <u>30.0</u>	% <u>10.0</u>	% <u>10.0</u>	% <u>10.0</u>	% <u>0.0</u>
OVERALL AVAILABILITY:		% <u>50.9</u>	% <u>21.8</u>	% <u>7.3</u>	% <u>6.0</u>	% <u>6.9</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>5.9</u>	% <u>NONE</u>	% <u>NONE</u>	% <u>NONE</u>	% <u>NONE</u>	
		# <u>1.2</u>	# <u>0.0</u>	# <u>0.0</u>	# <u>0.0</u>	# <u>0.0</u>	
		UU <u>1</u>	UU <u>0</u>	UU <u>0</u>	UU <u>0</u>	UU <u>0</u>	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

FACTOR / SOURCE SHEET - PROFESSIONAL: PROFESSORIAL

FALL, 2015

Affirmative Action Unit: **Social Sciences**

Constituent Departments: **Government/Political Science**

Job Group: **Professorial**

Job Titles: **Professor
Associate Professor
Assistant Professor**

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHT</u>
Factor 1	EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and US Non-4ST.	1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 7/15/2014.

Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2011 - 12*

Social Sciences

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
50.9%	21.8%	7.3%	6.0%	6.9%	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races. *Amer/Indian .5%

UTILIZATION ANALYSIS WORKSHEET
Two Factor Availability

College:	JOHN JAY COLLEGE
Semester/Year:	FALL, 2015

AFFIRMATIVE ACTION UNIT: Social Sciences		CONSTITUENT DEPARTMENTS: Sociology					
EEO CATEGORY: PROFESSIONAL: PROFESSORIAL		Job Titles: Professor Associate Professor Assistant Professor					
JOB GROUP: PROFESSORIAL							
FACTORS:	Weighting	Females	Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	50.9	21.8	7.3	6.0	6.9	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>29</u>							
No. Male: <u>14</u> <u>15</u>							
		Females	Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>15</u> % <u>51.7</u>	# <u>6</u> % <u>20.7</u>	# <u>3</u> % <u>10.3</u>	# <u>2</u> % <u>6.9</u>	# <u>1</u> % <u>3.4</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>50.9</u>	% <u>21.8</u>	% <u>7.3</u>	% <u>6.0</u>	% <u>6.9</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>1.2</u> # <u>0.3</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>3.5</u> # <u>1.0</u> UU <u>1</u>	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

FACTOR / SOURCE SHEET - PROFESSIONAL: PROFESSORIAL

FALL, 2015

Affirmative Action Unit: **Social Sciences**

Constituent Departments: **Sociology**

Job Group: **Professorial**

Job Titles: **Professor**
 Associate Professor
 Assistant Professor

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHT</u>
Factor 1	EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and US Non-4ST.	1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 7/15/2014.

Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2011 - 12*

Social Sciences

	Female	**Total Minority	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
	50.9%	21.8%	7.3%	6.0%	6.9%	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races. *Amer/Indian .5%

UTILIZATION ANALYSIS WORKSHEET
Two Factor Availability

College:	JOHN JAY COLLEGE
Semester/Year:	FALL, 2015

AFFIRMATIVE ACTION UNIT: Visual and Performing Arts		CONSTITUENT DEPARTMENTS: Communication and Theater Arts and Art/Music					
EEO CATEGORY: PROFESSIONAL: PROFESSORIAL		Job Titles: Professor Associate Professor Assistant Professor					
JOB GROUP: PROFESSIONAL							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	49.3	16.6	7.7	3.2	4.8	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>19</u>							
No. Male: <u>9</u> <u>10</u>							
		Females	**Total Minority**	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>10</u>	# <u>6</u>	# <u>0</u>	# <u>3</u>	# <u>3</u>	# <u>0</u>
		% <u>52.6</u>	% <u>31.6</u>	% <u>0.0</u>	% <u>15.8</u>	% <u>15.8</u>	% <u>0.0</u>
OVERALL AVAILABILITY:		% <u>49.3</u>	% <u>16.6</u>	% <u>7.7</u>	% <u>3.2</u>	% <u>4.8</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>NONE</u>	% <u>NONE</u>	% <u>7.7</u>	% <u>NONE</u>	% <u>NONE</u>	
		# <u>0.0</u>	# <u>0.0</u>	# <u>1.5</u>	# <u>0.0</u>	# <u>0.0</u>	
		UU <u>0</u>	UU <u>0</u>	UU <u>2</u>	UU <u>0</u>	UU <u>0</u>	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

FACTOR / SOURCE SHEET - PROFESSIONAL: PROFESSORIAL

FALL, 2015

Affirmative Action Unit: **Visual and Performing Arts**

Constituent Departments: **Communication and Theater Arts
Art and Music**

Job Group: **Professorial**

Job Titles: **Professor
Associate Professor
Assistant Professor**

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHT</u>
Factor 1	EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and US Non-4ST.	1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 7/15/2014.

Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2011 - 12*

Visual and Performing Arts

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
49.3%	16.6%	7.7%	3.2%	4.8%	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

UTILIZATION ANALYSIS WORKSHEET
Two Factor Availability

College:	JOHN JAY COLLEGE
Semester/Year:	FALL, 2015

AFFIRMATIVE ACTION UNIT: Visual and Performing Arts		CONSTITUENT DEPARTMENTS: Art/Music					
EEO CATEGORY: PROFESSIONAL: PROFESSORIAL		Job Titles: Professor Associate Professor Assistant Professor					
JOB GROUP: PROFESSIONAL							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	49.3	16.6	7.7	3.2	4.8	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>9</u>							
No. Male: <u>5</u> <u>4</u>							
		Females	**Total Minority**	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>4</u> % <u>44.4</u>	# <u>4</u> % <u>44.4</u>	# <u>0</u> % <u>0.0</u>	# <u>2</u> % <u>22.2</u>	# <u>2</u> % <u>22.2</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>49.3</u>	% <u>16.6</u>	% <u>7.7</u>	% <u>3.2</u>	% <u>4.8</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>4.8</u> # <u>0.4</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>7.7</u> # <u>0.7</u> UU <u>1</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

FACTOR / SOURCE SHEET - PROFESSIONAL: PROFESSORIAL

FALL, 2015

Affirmative Action Unit: **Visual and Performing Arts**

Constituent Departments: **Art/Music**

Job Group: **Professorial**

Job Titles: **Professor**
 Associate Professor
 Assistant Professor

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHT</u>
Factor 1	EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and US Non-4ST.	1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 7/15/2014.

Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2011 - 12*

Visual and Performing Arts

	**Total	<u>Asian or Nat.</u>	<u>Black or</u>	<u>Hispanic</u>	<u>Individuals</u>
	Minority	<u>Haw. or Other</u>	<u>African</u>	<u>or Latino</u>	<u>with</u>
<u>Female</u>	16.6%	<u>Pac. Isl.</u>	<u>American</u>	<u>4.8%</u>	<u>Disabilities</u>
49.3%		7.7%	3.2%		

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

UTILIZATION ANALYSIS WORKSHEET
Two Factor Availability

College:	JOHN JAY COLLEGE
Semester/Year:	FALL, 2015

AFFIRMATIVE ACTION UNIT: Visual and Performing Arts		CONSTITUENT DEPARTMENTS: Communication and Theater Arts					
EEO CATEGORY: PROFESSIONAL: PROFESSORIAL		Job Titles: Associate Professor Assistant Professor					
JOB GROUP: PROFESSIONAL							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	49.3	16.6	7.7	3.2	4.8	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>10</u>							
No. Male: <u>4</u> <u>6</u>							
		Females	**Total Minority**	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>6</u> % <u>60.0</u>	# <u>2</u> % <u>20.0</u>	# <u>0</u> % <u>0.0</u>	# <u>1</u> % <u>10.0</u>	# <u>1</u> % <u>10.0</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>49.3</u>	% <u>16.6</u>	% <u>7.7</u>	% <u>3.2</u>	% <u>4.8</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>7.7</u> # <u>0.8</u> UU <u>1</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

FACTOR / SOURCE SHEET - PROFESSIONAL: PROFESSORIAL

FALL, 2015

Affirmative Action Unit: **Visual and Performing Arts**

Constituent Departments: **Communication and Theater Arts**

Job Group: **Professorial**

Job Titles: **Associate Professor
Assistant Professor**

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHT</u>
Factor 1	EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and US Non-4ST.	1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 7/15/2014.

Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2011 - 12*
Visual and Performing Arts

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
49.3%	16.6%	7.7%	3.2%	4.8%	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

UTILIZATION ANALYSIS WORKSHEET
Two Factor Availability

College:	John Jay College
Semester/Year:	FALL, 2015

AFFIRMATIVE ACTION UNIT: Lecturer		CONSTITUENT DEPARTMENTS: ALL LECTURER TITLES BY DEPT					
EEO CATEGORY: PROFESSIONAL: NON-PROFESSORIAL - LECTURER		Job Titles: Distinguished Lecturer Lecturer					
JOB GROUP: NON-PROFESSORIAL - LECTURER							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	57.5	29.5	7.7	10.3	9.6	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>42</u>							
No. Male: <u>22</u> No. Female: <u>20</u>							
		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>20</u> % <u>47.6</u>	# <u>17</u> % <u>40.5</u>	# <u>3</u> % <u>7.1</u>	# <u>7</u> % <u>16.7</u>	# <u>7</u> % <u>16.7</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>57.5</u>	% <u>29.5</u>	% <u>7.7</u>	% <u>10.3</u>	% <u>9.6</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>9.9</u> # <u>4.2</u> UU <u>4</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>0.6</u> # <u>0.2</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

FACTOR / SOURCE SHEET - PROFESSIONAL: NON-PROFESSORIAL-LECTURER

FALL, 2015

Affirmative Action Unit: **Lecturer**

Constituent Departments: Anthro, Comm & Theater Arts, English
 Health Ed, His, Latin Amer Studies, Law & Pol Sce
 Math, Mod Lang, Pol Science, Pub Mgmt
 Sciences, Security & Fire & Em, SEEK

Job Group: **LECTURER**

Job Titles: **Distinguished Lecturer
 Lecturer**

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHTING</u>
Factor	EDC - BA. 2011-12* - 4States (CT, NJ, NY, PA) weighted at 50% and US Non-4ST weighted at 50%.	1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 7/15/2014.

Factor 1: EDC - BA. 2011 - 12* 4States (CT,NJ,NY,PA) and US Non-4ST.

TOTAL ALL FIELDS

	<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
	57.5%	29.5%	7.7%	10.3%	8.6%	7.0

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

UTILIZATION ANALYSIS WORKSHEET
Two Factor Availability

College:	John Jay College
Semester/Year:	FALL, 2015

AFFIRMATIVE ACTION UNIT: Education		CONSTITUENT DEPARTMENTS: SEEK					
EEO CATEGORY: PROFESSIONAL: NON-PROFESSORIAL - LECTURER		Job Titles: Lecturer, Lecturer Doc Sch					
JOB GROUP: NON-PROFESSORIAL - LECTURER							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	79.6	16.3	2.2	6.1	6.6	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>2</u>	If Group Total is 4 or less, then Job Group is too small to analyze						
No. Male: <u>0</u>	No. Female: <u>2</u>	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>2</u>	# <u>2</u>	# <u>0</u>	# <u>0</u>	# <u>2</u>	# <u>0</u>
		% <u>100.0</u>	% <u>100.0</u>	% <u>0.0</u>	% <u>0.0</u>	% <u>100.0</u>	% <u>0.0</u>
OVERALL AVAILABILITY:		% <u>79.6</u>	% <u>16.3</u>	% <u>2.2</u>	% <u>6.1</u>	% <u>6.6</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>NONE</u>	% <u>NONE</u>	% <u>2.2</u>	% <u>6.1</u>	% <u>NONE</u>	
		# <u>0.0</u>	# <u>0.0</u>	# <u>0.0</u>	# <u>0.1</u>	# <u>0.0</u>	
		UU <u>0</u>	UU <u>0</u>	UU <u>0</u>	UU <u>0</u>	UU <u>0</u>	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

FACTOR / SOURCE SHEET - PROFESSIONAL: NON-PROFESSORIAL-LECTURER
FALL, 2015

Affirmative Action Unit: Education

Constituent Departments: SEEK

Job Group: LECTURER

Job Titles: Lecturer, Lecturer Doc Sch

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHTING</u>
Factor	EDC - BA. 2011-12* - 4State (CT, NJ, NY, PA) weighted at 50% and US Non-4ST weighted at 50%.	1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 7/15/2014.

Factor 1: EDC - BA. 2011 - 12* 4States (CT,NJ,NY,PA) and US Non-4ST.

Education

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
79.6%	18.3%	2.2%	6.1%	6.6%	7.0

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

UTILIZATION ANALYSIS WORKSHEET
Two Factor Availability

College: John Jay College
Semester/Year: FALL, 2015

AFFIRMATIVE ACTION UNIT: English Language and Literature/Letters		CONSTITUENT DEPARTMENTS: English					
EEO CATEGORY: PROFESSIONAL: NON-PROFESSORIAL - LECTURER		Job Title: Lecturer					
JOB GROUP: NON-PROFESSORIAL - LECTURER							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	69.4	24.2	4.7	8.0	9.1	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>12</u>							
No. Male: <u>4</u> No. Female: <u>8</u>							
		Females	**Total** Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>8</u> % <u>66.7</u>	# <u>3</u> % <u>25.0</u>	# <u>2</u> % <u>16.7</u>	# <u>1</u> % <u>8.3</u>	# <u>0</u> % <u>0.0</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>69.4</u>	% <u>24.2</u>	% <u>4.7</u>	% <u>8.0</u>	% <u>9.1</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>2.7</u> # <u>0.3</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>9.1</u> # <u>1.1</u> UU <u>1</u>	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./AL Natives, Black or African American, Hispanic or Latino, and Two or More Races.

FACTOR / SOURCE SHEET - PROFESSIONAL: NON-PROFESSORIAL-LECTURER
FALL, 2015

Affirmative Action Unit: English Language and Literature/Letters

Constituent Departments: English

Job Group: LECTURER

Job Titles: Lecturer

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHTING</u>
Factor	EDC - BA. 2011-12* - 4State (CT, NJ, NY, PA) weighted at 50% and US Non-4ST weighted at 50%.	1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 7/15/2014.

Factor 1: EDC - BA. 2011 - 12* 4States (CT,NJ,NY,PA) and US Non-4ST.

English Language and Literature/Letters

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
69.4%	24.2%	4.7%	8.0%	9.1%	7.0

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

UTILIZATION ANALYSIS WORKSHEET
Two Factor Availability

College:	John Jay College
Semester/Year:	FALL, 2015

AFFIRMATIVE ACTION UNIT: History		CONSTITUENT DEPARTMENTS: History					
EEO CATEGORY: PROFESSIONAL: NON-PROFESSORIAL - LECTURER		Job Titles: Lecturer					
JOB GROUP: NON-PROFESSORIAL - LECTURER							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	41.1	18.5	3.6	4.8	8.0	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>1</u>		If Group Total is 4 or less, then Job Group is too small to analyze					
No. Male: <u>0</u> No. Female: <u>1</u>		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>1</u> % <u>100.0</u>	# <u>0</u> % <u>0.0</u>	# <u>0</u> % <u>0.0</u>	# <u>0</u> % <u>0.0</u>	# <u>0</u> % <u>0.0</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>41.1</u>	% <u>18.5</u>	% <u>3.6</u>	% <u>4.8</u>	% <u>8.0</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>18.5</u> # <u>0.2</u> UU <u>0</u>	% <u>3.6</u> # <u>0.0</u> UU <u>0</u>	% <u>4.8</u> # <u>0.0</u> UU <u>0</u>	% <u>8.0</u> # <u>0.1</u> UU <u>0</u>	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

FACTOR / SOURCE SHEET - PROFESSIONAL: NON-PROFESSORIAL-LECTURER

FALL, 2015

Affirmative Action Unit: History

Constituent Departments: History

Job Group: LECTURER

Job Titles: Lecturer

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHTING</u>
Factor	EDC - BA. 2011-12* - 4States (CT, NJ, NY, PA) weighted at 50% and US Non-4ST weighted at 50%.	1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 7/15/2014.

Factor 1: EDC - BA. 2011 - 12* 4States (CT,NJ,NY,PA) and US Non-4ST.

History

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
41.1%	18.5%	3.6%	4.8%	8.0%	7.0

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

UTILIZATION ANALYSIS WORKSHEET
Two Factor Availability

College:	John Jay College
Semester/Year:	FALL, 2015

AFFIRMATIVE ACTION UNIT: Area, Ethnic, Cultural, Gender, and Group Studies		CONSTITUENT DEPARTMENTS: Latin American & Latina/O St					
EEO CATEGORY: PROFESSIONAL: NON-PROFESSORIAL - LECTURER		Job Titles: Distinguished Lecturer					
JOB GROUP: NON-PROFESSORIAL - LECTURER							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	69.9	47.6	11.4	15.5	16.1	
2. % of Minorities/Females promotable, transfereble, or trainable							
GROUP TOTAL NO.: <u>1</u>		If Group Total is 4 or less, then Job Group is too small to analyze					
No. Male: <u>0</u> No. Female: <u>1</u>		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>1</u> % <u>100.0</u>	# <u>1</u> % <u>100.0</u>	# <u>0</u> % <u>0.0</u>	# <u>0</u> % <u>0.0</u>	# <u>1</u> % <u>100.0</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>69.9</u>	% <u>47.6</u>	% <u>11.4</u>	% <u>15.5</u>	% <u>16.1</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>11.4</u> # <u>0.1</u> UU <u>0</u>	% <u>15.5</u> # <u>0.2</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

FACTOR / SOURCE SHEET - PROFESSIONAL: NON-PROFESSORIAL-LECTURER
FALL, 2015

Affirmative Action Unit: Area, Ethnic, Cultural, Gender, and Group Stu

Constituent Departments: Latin American & Latina/O St

Job Group: LECTURER

Job Titles: Distinguished Lecturer

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHTING</u>
Factor	EDC - BA. 2011-12* - 4State (CT, NJ, NY, PA) weighted at 50% and US Non-4ST weighted at 50%.	1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 7/15/2014.

Factor 1: EDC - BA. 2011 - 12* 4States (CT,NJ,NY,PA) and US Non-4ST.

Area, Ethnic, Cultural, Gender, and Group Studies

<u>Female</u>	<u>Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
69.9%	47.6%	11.4%	15.5%	16.1%	7.0

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

UTILIZATION ANALYSIS WORKSHEET

Two Factor Availability

College: John Jay College
Semester/Year: FALL, 2015

AFFIRMATIVE ACTION UNIT: Homeland Security, Law Enforcement, Firefighting, etc.		CONSTITUENT DEPARTMENTS: Law, Police Sci & Crim Justice Adm					
EEO CATEGORY: PROFESSIONAL: NON-PROFESSORIAL - LECTURER		Job Titles: Lecturer					
JOB GROUP: NON-PROFESSORIAL - LECTURER							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	46.3	39.2	3.0	18.5	15.7	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>4</u>		If Group Total is 4 or less, then Job Group is too small to analyze.					
No. Male: <u>4</u> No. Female: <u>0</u>		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>0</u> % <u>0.0</u>	# <u>0</u> % <u>0.0</u>	# <u>0</u> % <u>0.0</u>	# <u>0</u> % <u>0.0</u>	# <u>0</u> % <u>0.0</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>46.3</u>	% <u>39.2</u>	% <u>3.0</u>	% <u>18.5</u>	% <u>15.7</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>46.3</u> # <u>1.9</u> UU <u>2</u>	% <u>39.2</u> # <u>1.6</u> UU <u>2</u>	% <u>3.0</u> # <u>0.1</u> UU <u>0</u>	% <u>18.5</u> # <u>0.7</u> UU <u>1</u>	% <u>15.7</u> # <u>0.6</u> UU <u>1</u>	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

FACTOR / SOURCE SHEET - PROFESSIONAL: NON-PROFESSORIAL-LECTURER
FALL, 2015

Affirmative Action Unit: Homeland Security, Law Enforcement, Firefig

Constituent Departments: Law, Police Sci & Crim Justice Adm

Job Group: LECTURER

Job Titles: Lecturer

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHTING</u>
Factor	EDC - BA. 2011-12* - 4State (CT, NJ, NY, PA) weighted at 50% and US Non-4ST weighted at 50%.	1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 7/15/2014.

Factor 1: EDC - BA. 2011 - 12* 4States (CT,NJ,NY,PA) and US Non-4ST.

Homeland Security, Law Enforcement, Firefighting, et

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
46.3%	39.2%	3.0%	18.5%	15.7%	7.0

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

UTILIZATION ANALYSIS WORKSHEET

Two Factor Availability

College: John Jay College
Semester/Year: FALL, 2015

AFFIRMATIVE ACTION UNIT: Mathematics and Statistics		CONSTITUENT DEPARTMENTS: Mathematics & Computer Science					
EEO CATEGORY: PROFESSIONAL: NON-PROFESSORIAL - LECTURER		Job Titles: Lecturer					
JOB GROUP: NON-PROFESSORIAL - LECTURER							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	44.6	24.8	11.0	5.3	7.0	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>7</u>							
No. Male: <u>5</u> No. Female: <u>2</u>							
		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>2</u> % <u>28.6</u>	# <u>6</u> % <u>85.7</u>	# <u>1</u> % <u>14.3</u>	# <u>3</u> % <u>42.9</u>	# <u>2</u> % <u>28.6</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>44.6</u>	% <u>24.8</u>	% <u>11.0</u>	% <u>5.3</u>	% <u>7.0</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>16.0</u> # <u>1.1</u> UU <u>1</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

FACTOR / SOURCE SHEET - PROFESSIONAL: NON-PROFESSORIAL-LECTURER
FALL, 2015

Affirmative Action Unit: **Mathematics and Statistics**

Constituent Departments: **Mathematics & Computer Science**

Job Group: **LECTURER**

Job Titles: **Lecturer**

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHTING</u>
Factor	EDC - BA. 2011-12* - 4State (CT, NJ, NY, PA) weighted at 50% and US Non-4ST weighted at 50%.	1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 7/15/2014.

Factor 1: EDC - BA. 2011 - 12* 4States (CT,NJ,NY,PA) and US Non-4ST.

Mathematics and Statistics

	<u>**Total</u>	<u>Asian or Nat.</u>	<u>Black or</u>		<u>Individuals</u>
	<u>Minority</u>	<u>Haw. or Other</u>	<u>African</u>		<u>with</u>
<u>Female</u>		<u>Pac. Isl.</u>	<u>American</u>	<u>Hispanic</u>	<u>Disabilities</u>
44.6%	24.8%	11.0%	5.3%	7.0%	7.0

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

UTILIZATION ANALYSIS WORKSHEET

Two Factor Availability

College: John Jay College
Semester/Year: FALL, 2015

AFFIRMATIVE ACTION UNIT: Foreign Languages, Literatures, and Linguistics		CONSTITUENT DEPARTMENTS: Modern Languages & Literatures					
EEO CATEGORY: PROFESSIONAL: NON-PROFESSORIAL - LECTURER		Job Titles: Lecturer					
JOB GROUP: NON-PROFESSORIAL - LECTURER							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	71.7	31.7	5.6	4.6	19.3	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>1</u>		If Group Total is 4 or less, then Job Group is too small to analyze					
No. Male: <u>1</u> No. Female: <u>0</u>							
		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>0</u> % <u>0.0</u>	# <u>1</u> % <u>100.0</u>	# <u>0</u> % <u>0.0</u>	# <u>0</u> % <u>0.0</u>	# <u>1</u> % <u>100.0</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>71.7</u>	% <u>31.7</u>	% <u>5.6</u>	% <u>4.6</u>	% <u>19.3</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>71.7</u> # <u>0.7</u> UU <u>1</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>5.6</u> # <u>0.1</u> UU <u>0</u>	% <u>4.6</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

FACTOR / SOURCE SHEET - PROFESSIONAL: NON-PROFESSORIAL-LECTURER
FALL, 2015

Affirmative Action Unit: Foreign Languages, Literatures, and Linguist

Constituent Departments: Modern Languages & Literatures

Job Group: LECTURER

Job Titles: Lecturer

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHTING</u>
Factor	EDC - BA. 2011-12* - 4State (CT, NJ, NY, PA) weighted at 50% and US Non-4ST weighted at 50%.	1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 7/15/2014.

Factor 1: EDC - BA. 2011 - 12* 4States (CT,NJ,NY,PA) and US Non-4ST.

Foreign Languages, Literatures, and Linguistics

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
71.7%	31.7%	5.6%	4.6%	19.3%	7.0

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

UTILIZATION ANALYSIS WORKSHEET

Two Factor Availability

College: John Jay College
Semester/Year: FALL, 2015

AFFIRMATIVE ACTION UNIT: Parks, Recreation, Leisure and Fitness Studies		CONSTITUENT DEPARTMENTS: Health & Physical Education					
EEO CATEGORY: PROFESSIONAL: NON-PROFESSORIAL - LECTURER		Job Titles: Lecturer					
JOB GROUP: NON-PROFESSORIAL - LECTURER							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	43.6	20.2	3.5	8.5	6.6	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>1</u>		If Group Total is 4 or less, then Job Group is too small to analyze.					
No. Male: <u>1</u> No. Female: <u>0</u>		Females	**Total** Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>0</u> % <u>0.0</u>	# <u>0</u> % <u>0.0</u>	# <u>0</u> % <u>0.0</u>	# <u>0</u> % <u>0.0</u>	# <u>0</u> % <u>0.0</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>43.6</u>	% <u>20.2</u>	% <u>3.5</u>	% <u>8.5</u>	% <u>6.6</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>43.6</u> # <u>0.4</u> UU <u>0</u>	% <u>20.2</u> # <u>0.2</u> UU <u>0</u>	% <u>3.5</u> # <u>0.0</u> UU <u>0</u>	% <u>8.5</u> # <u>0.1</u> UU <u>0</u>	% <u>6.6</u> # <u>0.1</u> UU <u>0</u>	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

FACTOR / SOURCE SHEET - PROFESSIONAL: NON-PROFESSORIAL-LECTURER
FALL, 2015

Affirmative Action Unit: Parks, Recreation, Leisure and Fitness Studie

Constituent Departments: Health & Physical Education

Job Group: LECTURER

Job Titles: Lecturer

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHTING</u>
Factor	EDC - BA. 2011-12* - 4State (CT, NJ, NY, PA) weighted at 50% and US Non-4ST weighted at 50%.	1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 7/15/2014.

Factor 1: EDC - BA. 2011 - 12* 4States (CT,NJ,NY,PA) and US Non-4ST.

Parks, Recreation, Leisure and Fitness Studies

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
43.6%	20.2%	3.5%	8.5%	6.6%	0.0

**Total Minority Includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

UTILIZATION ANALYSIS WORKSHEET

Two Factor Availability

College:	John Jay College
Semester/Year:	FALL, 2015

AFFIRMATIVE ACTION UNIT: Social Sciences		CONSTITUENT DEPARTMENTS: Political Science					
EEO CATEGORY: PROFESSIONAL: NON-PROFESSORIAL - LECTURER		Job Titles: Lecturer					
JOB GROUP: NON-PROFESSORIAL - LECTURER							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	51.9	34.7	8.7	11.8	11.9	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>1</u>		If Group Total is 4 or less, then Job Group is too small to analyze					
No. Male: <u>1</u> No. Female: <u>0</u>							
		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>0</u> % <u>0.0</u>	# <u>1</u> % <u>100.0</u>	# <u>0</u> % <u>0.0</u>	# <u>0</u> % <u>0.0</u>	# <u>1</u> % <u>100.0</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>51.9</u>	% <u>34.7</u>	% <u>8.7</u>	% <u>11.8</u>	% <u>11.9</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>51.9</u> # <u>0.5</u> UU <u>1</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>8.7</u> # <u>0.1</u> UU <u>0</u>	% <u>11.8</u> # <u>0.1</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

FACTOR / SOURCE SHEET - PROFESSIONAL: NON-PROFESSORIAL-LECTURER

FALL, 2015

Affirmative Action Unit: Social Sciences

Constituent Departments: Political Science

Job Group: LECTURER

Job Titles: Lecturer

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHTING</u>
Factor	EDC - BA. 2011-12* - 4State (CT, NJ, NY, PA) weighted at 50% and US Non-4ST weighted at 50%.	1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 7/15/2014.

Factor 1: EDC - BA. 2011 - 12* 4States (CT,NJ,NY,PA) and US Non-4ST.

Social Sciences

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
51.9%	34.7%	8.7%	11.8%	11.9%	7.0

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

UTILIZATION ANALYSIS WORKSHEET

Two Factor Availability

College: John Jay College
Semester/Year: FALL, 2015

AFFIRMATIVE ACTION UNIT: Public Administration and Social Service Professions		CONSTITUENT DEPARTMENTS: Public Management					
EEO CATEGORY: PROFESSIONAL: NON-PROFESSORIAL - LECTURER		Job Titles: Distinguished Lecturer, Lecturer,					
JOB GROUP: NON-PROFESSORIAL - LECTURER							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	82.6	43.0	3.6	23.5	13.7	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>4</u>		If Group Total is 4 or less, then Job Group is too small to analyze					
No. Male: <u>2</u> No. Female: <u>2</u>		Females	**Total** Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>2</u> % <u>50.0</u>	# <u>2</u> % <u>50.0</u>	# <u>0</u> % <u>0.0</u>	# <u>2</u> % <u>50.0</u>	# <u>0</u> % <u>0.0</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>82.6</u>	% <u>43.0</u>	% <u>3.6</u>	% <u>23.5</u>	% <u>13.7</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>32.6</u> # <u>1.3</u> UU <u>1</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>3.6</u> # <u>0.1</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>13.7</u> # <u>0.5</u> UU <u>1</u>	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

FACTOR / SOURCE SHEET - PROFESSIONAL: NON-PROFESSORIAL-LECTURER
FALL, 2015

Affirmative Action Unit: Public Administration and Social Service Prof

Constituent Departments: Public Management

Job Group: LECTURER

Job Titles: Distinguished Lecturer, Lecturer,

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHTING</u>
Factor	EDC - BA. 2011-12* - 4State (CT, NJ, NY, PA) weighted at 50% and US Non-4ST weighted at 50%.	1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 7/15/2014.

Factor 1: EDC - BA. 2011 - 12* 4States (CT,NJ,NY,PA) and US Non-4ST.

Public Administration and Social Service Professions

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
82.6%	43.0%	3.6%	23.5%	13.7%	7.0

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

UTILIZATION ANALYSIS WORKSHEET

Two Factor Availability

College: John Jay College
Semester/Year: FALL, 2015

AFFIRMATIVE ACTION UNIT: Physical Sciences		CONSTITUENT DEPARTMENTS: Sciences					
BEO CATEGORY: PROFESSIONAL: NON-PROFESSORIAL - LECTURER		Job Titles: Lecturer, Lecturer Doc Sch					
JOB GROUP: NON-PROFESSORIAL - LECTURER							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	40.1	24.4	10.8	5.6	6.0	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>4</u>		If Group Total is 4 or less, then Job Group is too small to analyze.					
No. Male: <u>2</u> No. Female: <u>2</u>		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>2</u> % <u>50.0</u>	# <u>1</u> % <u>25.0</u>	# <u>0</u> % <u>0.0</u>	# <u>0</u> % <u>0.0</u>	# <u>1</u> % <u>25.0</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>40.1</u>	% <u>24.4</u>	% <u>10.8</u>	% <u>5.6</u>	% <u>6.0</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>10.8</u> # <u>0.4</u> UU <u>0</u>	% <u>5.6</u> # <u>0.2</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

FACTOR / SOURCE SHEET - PROFESSIONAL: NON-PROFESSORIAL-LECTURER
FALL, 2015

Affirmative Action Unit: Physical Sciences

Constituent Departments: Sciences

Job Group: LECTURER

Job Titles: Lecturer, Lecturer Doc Sch

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHTING</u>
Factor	EDC - BA. 2011-12* - 4State (CT, NJ, NY, PA) weighted at 50% and US Non-4ST weighted at 50%.	1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 7/15/2014.

Factor 1: EDC - BA. 2011 - 12* 4States (CT,NJ,NY,PA) and US Non-4ST.
Physical Sciences

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
40.1%	24.4%	10.8%	5.6%	6.0%	7.0

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

UTILIZATION ANALYSIS WORKSHEET

Two Factor Availability

College: John Jay College
Semester/Year: FALL, 2015

AFFIRMATIVE ACTION UNIT: Homeland Security, Law Enforcement, Firefighting, etc.		CONSTITUENT DEPARTMENTS: Security, Fire and Emergency					
EEO CATEGORY: PROFESSIONAL: NON-PROFESSORIAL - LECTURER		Job Titles: Lecturer, Lecturer Doc Sch					
JOB GROUP: NON-PROFESSORIAL - LECTURER							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	46.3	39.2	3.0	18.5	15.7	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>1</u>		If Group Total is 4 or less, then Job Group is too small to analyze					
No. Male: <u>1</u> No. Female: <u>0</u>		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>0</u> % <u>0.0</u>	# <u>0</u> % <u>0.0</u>	# <u>0</u> % <u>0.0</u>	# <u>0</u> % <u>0.0</u>	# <u>0</u> % <u>0.0</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>46.3</u>	% <u>39.2</u>	% <u>3.0</u>	% <u>18.5</u>	% <u>15.7</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>46.3</u> # <u>0.5</u> UU <u>1</u>	% <u>39.2</u> # <u>0.4</u> UU <u>0</u>	% <u>3.0</u> # <u>0.0</u> UU <u>0</u>	% <u>18.5</u> # <u>0.2</u> UU <u>0</u>	% <u>15.7</u> # <u>0.2</u> UU <u>0</u>	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

FACTOR / SOURCE SHEET - PROFESSIONAL: NON-PROFESSORIAL-LECTURER
FALL, 2015

Affirmative Action Unit: Homeland Security, Law Enforcement, Firefig

Constituent Departments: Security, Fire and Emergency

Job Group: LECTURER

Job Titles: Lecturer, Lecturer Doc Sch

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHTING</u>
Factor	EDC - BA. 2011-12* - 4State (CT, NJ, NY, PA) weighted at 50% and US Non-4ST weighted at 50%.	1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 7/15/2014.

Factor 1: EDC - BA. 2011 - 12* 4States (CT,NJ,NY,PA) and US Non-4ST.

Homeland Security, Law Enforcement, Firefighting, et

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
46.3%	39.2%	3.0%	18.5%	15.7%	7.0

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

UTILIZATION ANALYSIS WORKSHEET
Two Factor Availability

College:	John Jay College
Semester/Year:	FALL, 2015

AFFIRMATIVE ACTION UNIT: Social Sciences		CONSTITUENT DEPARTMENTS: Anthropology					
EEO CATEGORY: PROFESSIONAL: NON-PROFESSORIAL - LECTURER		Job Titles: Distinguished Lecturer					
JOB GROUP: NON-PROFESSORIAL - LECTURER							
FACTOR8:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	51.9	34.7	8.7	11.8	11.9	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>1</u>	* Group Total is 4 or less, then Job Group is too small to analyze						
No. Male: <u>0</u>	No. Female: <u>1</u>	Females	**Total** Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>1</u> % <u>100.0</u>	# <u>0</u> % <u>0.0</u>	# <u>0</u> % <u>0.0</u>	# <u>0</u> % <u>0.0</u>	# <u>0</u> % <u>0.0</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>51.9</u>	% <u>34.7</u>	% <u>8.7</u>	% <u>11.8</u>	% <u>11.9</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>34.7</u> # <u>0.3</u> UU <u>0</u>	% <u>8.7</u> # <u>0.1</u> UU <u>0</u>	% <u>11.8</u> # <u>0.1</u> UU <u>0</u>	% <u>11.9</u> # <u>0.1</u> UU <u>0</u>	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

FACTOR / SOURCE SHEET - PROFESSIONAL: NON-PROFESSORIAL-LECTURER
FALL, 2015

Affirmative Action Unit: Social Sciences

Constituent Departments: Anthropology

Job Group: LECTURER

Job Titles: Distinguished Lecturer

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHTING</u>
Factor	EDC - BA. 2011-12* - 4State (CT, NJ, NY, PA) weighted at 50% and US Non-4ST weighted at 50%.	1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 7/15/2014.

Factor 1: EDC - BA. 2011 - 12* 4States (CT,NJ,NY,PA) and US Non-4ST.
Social Sciences

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
51.9%	34.7%	8.7%	11.8%	11.3%	7.0

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

UTILIZATION ANALYSIS WORKSHEET

Two Factor Availability

College: John Jay College
Semester/Year: FALL, 2015

AFFIRMATIVE ACTION UNIT: Visual and Performing Arts		CONSTITUENT DEPARTMENTS: Communication And Theater Arts					
EEO CATEGORY: PROFESSIONAL: NON-PROFESSORIAL - LECTURER		Job Titles: Lecturer					
JOB GROUP: NON-PROFESSORIAL - LECTURER							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	61.7	24.9	6.6	6.6	9.3	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>2</u>		If Group Total is 4 or less, then Job Group is too small to analyze					
No. Male: <u>1</u> No. Female: <u>1</u>		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>1</u> % <u>50.0</u>	# <u>1</u> % <u>50.0</u>	# <u>0</u> % <u>0.0</u>	# <u>1</u> % <u>50.0</u>	# <u>0</u> % <u>0.0</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>61.7</u>	% <u>24.9</u>	% <u>6.6</u>	% <u>6.6</u>	% <u>9.3</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>11.7</u> # <u>0.2</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>6.6</u> # <u>0.1</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>9.3</u> # <u>0.2</u> UU <u>0</u>	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

FACTOR / SOURCE SHEET - PROFESSIONAL: NON-PROFESSORIAL-LECTURER
FALL, 2015

Affirmative Action Unit: Visual and Performing Arts

Constituent Departments: Communication And Theater Arts

Job Group: LECTURER

Job Titles: Lecturer

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHTING</u>
Factor	EDC - BA. 2011-12* - 4State (CT, NJ, NY, PA) weighted at 50% and US Non-4ST weighted at 50%.	1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 7/15/2014.

Factor 1: EDC - BA. 2011 - 12* 4States (CT,NJ,NY,PA) and US Non-4ST.

Visual and Performing Arts

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
61.7%	24.9%	6.6%	6.6%	9.3%	7.0

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

UTILIZATION ANALYSIS WORKSHEET
Two Factor Availability

College:	JOHN JAY COLLEGE
Semester/Year:	FALL 2015

AFFIRMATIVE ACTION UNIT: Law Enforcement		CONSTITUENT DEPARTMENTS Security, Fire and Emergency					
EEO CATEGORY: PROFESSIONAL: NON-PROFESSORIAL - INSTRUCTOR		Job Titles: Instructor					
JOB GROUP: NON-PROFESSORIAL - INSTRUCTOR							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	59.0	29.5	3.3	14.1	11.4	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>1</u>	If Group Total is 4 or less, then Job Group is too small to analyze.						
No. Male: <u>1</u> No. Female: <u>0</u>		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>0</u> % <u>0.0</u>	# <u>1</u> % <u>100.0</u>	# <u>0</u> % <u>0.0</u>	# <u>1</u> % <u>100.0</u>	# <u>0</u> % <u>0.0</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>59.0</u>	% <u>29.5</u>	% <u>3.3</u>	% <u>14.1</u>	% <u>11.4</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>59.0</u> # <u>0.6</u> UU <u>1</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>3.3</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>11.4</u> # <u>0.1</u> UU <u>0</u>	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

FACTOR / SOURCE SHEET - PROFESSIONAL: NON-PROFESSORIAL-INSTRUCTOR
FALL 2015

Affirmative Action Unit: Law Enforcement

Constituent Departments: Security, Fire and Emergency

Job Group: NON-PROFESSORIAL - INSTRUCTOR

Job Titles: Instructor

<u>FACTOR SOURCES</u>	<u>WEIGHTING</u>
Factor 1 EDC - MA. 2011 - 12* - 4States (CT, NJ, NY, PA)	1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 7/15/2014.

Factor 1: 4States EDC - MA. 2011 - 12*

Homeland Security, Law Enforcement, Firefighting, etc.

		<u>Asian or Nat. Haw. or Other</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
<u>Female</u>	<u>**Total Minority</u>	<u>Pac. Isl.</u>	<u>American</u>	<u>or Latino</u>	<u>Disabilities</u>
59.0%	29.5%	3.3%	14.1%	11.4%	0.0

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

UTILIZATION ANALYSIS WORKSHEET

Two Factor Availability

College:	JOHN JAY COLLEGE
Semester/Year:	Fall 2015

AFFIRMATIVE ACTION UNIT: LIBRARY		Constituent Departments:					
EEO CATEGORY: PROFESSIONAL		Job Titles: Instructor					
JOB GROUP: PROFESSIONAL: Professorial; Non-Professorial- Instructor and Lecturer							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	0.00	68.3	18.5	9.6	2.3	4.4	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>1</u> No. Male: <u>0</u> No. Female: <u>1</u>		# Group Total is 4 or less, then Job Group is too small to analyze					
		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>1</u> % <u>100.0</u>	# <u>0</u> % <u>0.0</u>	# <u>0</u> % <u>0.0</u>	# <u>0</u> % <u>0.0</u>	# <u>0</u> % <u>0.0</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>68.3</u>	% <u>18.5</u>	% <u>9.6</u>	% <u>2.3</u>	% <u>4.4</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>NONE</u> # <u>0.00</u> uu <u>0</u>	% <u>18.5</u> # <u>0.19</u> uu <u>0</u>	% <u>9.6</u> # <u>0.10</u> uu <u>0</u>	% <u>2.3</u> # <u>0.02</u> uu <u>0</u>	% <u>4.4</u> # <u>0.04</u> uu <u>0</u>	

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

LIBRARY

PROFESSIONAL: Professorial; Non-Professorial-Instructor and Lecturer

JOB GROUP: Instructor
FACULTY

SOURCE

Factor 1: 4State Earned Degree Conferred (EDC) - M.A. and Ph.D. 2011-12* weighted at 50% and National - USN4ST EDC M.A. and Ph.D. 2011-12* weighted at 50%.
Derived from NCES-Postsecondary Studies Division.

WEIGHTING

1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 07/15/2014.

Factor 1: **4State - Eamed Degree Conferred (EDC) - M.A. and Ph.D. 2009-10* - Library Science.**

		<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>
Ph.D.		63.6	27.3	18.2	0.0	9.1
50% weight	0.5	(31.8)	(13.7)	(9.1)	(0.0)	(4.6)
M.A.		79.0	13.5	3.4	4.5	4.7
50% weight	0.5	(39.5)	(6.8)	(1.7)	(2.3)	(2.4)
TOTAL		71.3	20.5	10.8	2.3	7.0
weight at .20		14.3	4.1	2.2	0.5	1.4

National - USN4ST (EDC) - M.A. and Ph.D. 2009-10* - Library Science.

		<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>
Ph.D.		53.6	17.9	14.3	0.0	0.0
50% weight	0.5	(26.8)	(9.0)	(7.2)	(0.0)	(0.0)
M.A.		81.4	18.0	4.0	4.5	7.4
50% weight	0.5	(40.7)	(9.0)	(2.0)	(2.3)	(3.7)
TOTAL		67.5	18.0	9.2	2.3	3.7
weight at .80		54.0	14.4	7.4	1.8	3.0

Sum of 4State and USN4ST		14.3	4.1	2.2	0.5	1.4	<u>Individuals with Disabilities</u>
		54.0	14.4	7.4	1.8	3.0	
		68.3	18.5	9.6	2.3	4.4	7.0

**Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./AI. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

***Action taken to combine all faculty titles in this job group is based on the review of the internal population. (e.g. 89% of persons in the Instructor rank and 94% of persons in the Lecturer rank hold the MA degree).

**C. RESULTS OF UTILIZATION ANALYSIS AND
ANNUAL PLACEMENT GOALS**

2015 Results of Utilization Analysis and Annual Placement Goals

*Note - If the AAU / Job Group has UU for a specific protected minority group, indicate the ethnic category and number in parenthesis. TM=Total Minority; B=Black; H=Hispanic; API=Asian or Nat. Haw. or Other Pac. Isl. - Enter as many lines as needed or delete lines as unwanted. () = number of person(s) needed to eliminate under-utilization.

Department / Job Group	This section to be completed in Fall 2016 using 7/1/2015 - 6/30/2016 Results						This section to be completed in Fall 2016 using 7/1/2015 - 6/30/2016 Results								
	Female Incumbency %	Female Availability %	Establish Goal? Yes/No	If Yes, Goal for Female % (F)	Female Promotions (# of Total)	Female New Hires (# of Total)	Female Incumbency %	Female Availability %	Establish Goal? Yes/No	If Yes, Goal for Total Minorities TM % (F) and include if there is UU in a specific group % (F)	Total Minority Promotions (# of Total)	Total Minority New Hires (# of Total)	Total Minority Opportunity (# of Total)	% of Minority Opportunity	Goal Achieved - Female (Yes or No)
EXECUTIVE / ADMINISTRATIVE / MANAGERIAL															
Admin 1	47.6%	49.5%	Yes	49.50%			23.8%	28.6%	Yes	28.6% TM(1), API (1), H(1)					
Campus Security Director/Asst Dir	0.0%	28.4%	Yes	28.4 (1)			50.0%	66.7%	Yes	66.7 % B(1)					
TECHNICAL PROFESSIONAL, INSTRUCTION AND LIBRARY															
TECHNICAL PROFESSIONAL															
Ethnic Studies	53.3%	66.1%	Yes	66.1%(4)											
English Language/Literature	51.2%	61.1%	Yes	61.1% (4)											
History	36.4%	45.3%	Yes	45.3% (2)											
Law Enforcement	34.0%	46.2%	Yes	46.2%(6)											
Library							7.1%	18.5%	Yes	18.5% TM(2), H(1)					
Mathematics and Computer Science	16.7%	26.8%	Yes	26.8%(2)											
Psychology	55.8%	73.1%	Yes	73.1%(7)			20.9%	24.0%	Yes	24% TM(1), H(2)					
Public Administration	42.9%	64.9%	Yes	64.9%(6)			28.6%	33.4%	Yes	33.4% TM(1), B(1)					
Visual and Performing Arts															
TECHNICAL INSTRUCTOR															
Security, Fire and Emergency	0.0%	59.0%	Yes	59% (1)											
TECHNICAL LECTURER															
English	66.7%	69.4%	Yes	69.4%											
Law and Police Science	0.0%	46.3%	Yes	46.3%(2)			0.0%	39.2%	Yes	39.2% TM(2), B(1), H(1)					
Mathematics	28.6%	44.6%	Yes	44.6%(1)											
Modern Foreign Languages	0.0%	71.7%	Yes	71.7%(1)											
Government/Pol Science	0.0%	51.9%	Yes	51.9%(1)											
Public Management	50.0%	82.6%	Yes	82.6%(1)											
Security, Fire and Emergency Mgmt	0.0%	46.3%	Yes	46.3% (1)			0.0%	39.2%	Yes	39.2%					
PROFESSIONAL / NON-ACADEMIC															
NON-ACADEMIC PERSONNEL															
CUNY Office/Secretarial Asst	87.5%	89.9%	Yes	89.9%(1)											
Mail/Messenger Services	0.0%	41.5%	Yes	41.5%(3)											
Print Shop titles	16.7%	28.9%	Yes	28.9%(1)											

2015 Results of Utilization Analysis and Annual Placement Goals

*Note - If the AAU / Job Group has UU for a specific protected minority group, indicate the ethnic category and number in parenthesis.
 TM=Total Minority; B=Black; H=Hispanic; API=Asian or Nat. Haw. or Other Pac. Isl. - Enter as many lines as needed or delete lines as unwanted. () = number of person(s) needed to eliminate under-utilization.

	This section to be completed in Fall 2016 using 7/1/2015 - 6/30/2016 Results										This section to be completed in Fall 2016 using 7/1/2015 - 6/30/2016 Results						
	Female Incumbency %	Female Availability %	Establish Goal? Yes/No	If Yes, Goal for Female % (F)	Female New Hire (F) (F of Total)	Female Promotions (F of Total)	Female Opportunity (F of Total)	% of Female Opportunity	Goal Achieved - Female (Yes or No)	Total Minority Incumbency %	Total Minority Availability %	Establish Goal? Yes/No	If Yes, Goal for Total Minority TM % (T) and include if there is UU in a specific group % (H)	Total Minority New Hire (T) (T of Total)	Total Minority Promotions (T of Total)	Total Minority Opportunity (T of Total)	% of Minority Opportunity

2015 UNDERUTILIZATION

Carpenter, Electrician, Laborer Maintenance Worker, Oiler, Painter, Stationary Eng.	0.0%	2.5%	Yes	2.5%(1)														
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2015 OVERUTILIZATION

Campus Public Safety Sergeant	0.0%	23.7%	Yes	23.7%(2)					85.7%	87.6%	Yes	87.6% B(2)						
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2015 UNDERUTILIZATION

Custodial Supervisor	20.0%	29.0%	Yes	29%(1)														
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**D. PROGRESS REPORT-
HISTORICAL UNDERUTILIZATION 2011 – 2015**

Administration

PROGRESS REPORT - HISTORICAL UNDERUTILIZATION - FALL 2011-2015

AAU: Administration I

JOB GROUP:	Administration I
Constituent Dept.	President, Senior Vice President
	Assistant Vice President, Dean
	Associate Dean, Administrator
	Associate Administrator

TOTAL	WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, AI Ind/AI Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC.ISL	
	#	# uu	#	uu	#	uu	#	uu	#	uu
2011	17	9 0	5	0	3	0	1	0	1	0
2012	19	9 0	7	0	4	0	2	0	1	0
2013	20	12 0	5	0	3	0	2	0	0	2
2014	19	10 0	5	0	2	0	3	0	0	2
2015	21	10 0	5	1	2	0	1	1	1	1

AAU: Administration II

JOB GROUP:	Administration II
Constituent Dept.	HEO
	HEA

TOTAL	WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, AI Ind/AI Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC.ISL	
	#	# uu	#	uu	#	uu	#	uu	#	uu
2011	112	77 0	61	0	26	0	25	0	10	1
2012	116	80 0	61	0	23	0	26	0	12	0
2013	125	90 0	66	0	27	0	23	0	16	0
2014	124	82 0	64	0	29	0	21	0	14	0
2015	141	98 0	80	0	33	0	28	0	10	4

AAU: Administration III

JOB GROUP:	Administration III
Constituent Dept.	Hea
	aHEO
	Research Associate

TOTAL	WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, AI Ind/AI Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC.ISL	
	#	# uu	#	uu	#	uu	#	uu	#	uu
2011	96	73 0	60	0	26	0	28	0	6	3
2012	97	75 0	59	0	28	0	25	0	5	4
2013	120	91 0	69	0	32	0	32	0	5	6
2014	137	104 0	83	0	37	0	38	0	8	5
2015	143	106 0	96	0	37	0	47	0	4	10

AAU: Administration IV

JOB GROUP:	Administration IV
Constituent Dept.	

TOTAL	WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, AI Ind/AI Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC.ISL	
	#	# uu	#	uu	#	uu	#	uu	#	uu
2011	5	2 0	2	1	1	0	1	0	0	1
2012	9	7 0	6	0	1	1	2	0	3	0
2013	12	9 0	6	0	1	1	2	0	3	0
2014	11	9 0	6	0	1	1	3	0	2	0
2015	12	9 0	7	0	1	0	4	0	2	0

AAU: Administration V - New Title

JOB GROUP:	Interior Designer
Constituent Dept.	

TOTAL	WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, AI Ind/AI Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC.ISL	
	#	# uu	#	uu	#	uu	#	uu	#	uu
2011										
2012										
2013										
2014										
2015	1	1 0	0	0	1	0	0	0	0	0

AAU:

JOB GROUP:	
Constituent Dept.	

TOTAL	WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, AI Ind/AI Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC.ISL	
	#	# uu	#	uu	#	uu	#	uu	#	uu
2011										
2012										
2013										
2014										
2015										

= Total number of individuals within unit AAU = Affirmative Action Unit
 UU = Underutilization Constituent Departments = List all Departments in AAU.
 JOB GROUP = Professorial; Non-Professorial-Instructor; Non-Professorial-Lecturer; Administration Groups; and Classified Groups

PROGRESS REPORT - HISTORICAL UNDERUTILIZATION - FALL 2011-2015

AAU: Administrative Superintendent of B&G
 JOB GROUP: _____
 Constituent Dept. Administrative Superintendent of B&G

TOTAL #	WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, AI Ind/AI Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL	
	#	uu	#	uu	#	uu	#	uu	#	uu
2011	4	2 0	3	0	2	0	0	1	1	0
2012	5	2 0	2	0	1	0	0	2	1	0
2013	6	2 0	3	0	2	0	0	2	1	0
2014	5	2 0	2	0	1	0	0	1	1	0
2015	6	2 0	3	0	2	0	0	1	1	0

AAU: Chief Administrative Superintendent - Too small to count in prior years.
 JOB GROUP: Chief Administrative Superintendent of B&G
 Constituent Dept. _____

TOTAL #	WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, AI Ind/AI Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL	
	#	uu	#	uu	#	uu	#	uu	#	uu
2011										
2012										
2013										
2014										
2015	1	0 0	0	0	0	0	0	0	0	0

AAU: Computer Manager - Too small to count in prior years.
 JOB GROUP: Computer Manager
 Constituent Dept. Computer Systems Manager

TOTAL #	WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, AI Ind/AI Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL	
	#	uu	#	uu	#	uu	#	uu	#	uu
2011										
2012										
2013										
2014										
2015	3	1 0	2	0	1	0	1	0	0	0

AAU: Security Director - Too small to count in prior years.
 JOB GROUP: Security Director
 Constituent Dept. Campus Security Director
Campus Security Asst. Director

TOTAL #	WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, AI Ind/AI Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL	
	#	uu	#	uu	#	uu	#	uu	#	uu
2011										
2012										
2013										
2014										
2015	2	0 1	1	0	0	1	1	0	0	0

AAU: _____
 JOB GROUP: _____
 Constituent Dept. _____

TOTAL #	WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, AI Ind/AI Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL	
	#	uu	#	uu	#	uu	#	uu	#	uu
2011										
2012										
2013										
2014										
2015										

AAU: _____
 JOB GROUP: _____
 Constituent Dept. _____

TOTAL #	WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, AI Ind/AI Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL	
	#	uu	#	uu	#	uu	#	uu	#	uu
2011										
2012										
2013										
2014										
2015										

= Total number of individuals within unit AAU = Affirmative Action Unit
 UU = Underutilization Constituent Departments = List all Departments in AAU.
 JOB GROUP = Professorial; Non-Professorial-Instructor; Non-Professorial-Lecturer; Administration Groups; and Classified Groups

Faculty

PROGRESS REPORT - HISTORICAL UNDERUTILIZATION - FALL 2011-2015

AAU: <u>Area and Ethnic Studies</u>		TOTAL #	WOMEN		TOTAL MINORITY (incl. Black, Hisp, As/Pac Isl, All Ind./All Nat. and Two or More Races)		BLACK		HISPANIC		ASIAN/ PAC.ISL.		
JOB GROUP:	Professional		#	uu	#	uu	#	uu	#	uu	#	uu	
Constituent Dept.	Africana Studies	2011	15	8	1	14	0	5	0	9	0	0	1
	Latin American Studies	2012	15	8	1	14	0	5	0	9	0	0	1
		2013	12	6	1	12	0	5	0	7	0	0	2
		2014	15	8	1	12	0	3	0	9	0	0	3
		2015	15	8	2	12	0	3	0	9	0	0	2

AAU: <u>Area and Ethnic Studies</u>		TOTAL #	WOMEN		TOTAL MINORITY (incl. Black, Hisp, As/Pac Isl, All Ind./All Nat. and Two or More Races)		BLACK		HISPANIC		ASIAN/ PAC.ISL.		
JOB GROUP:	Professional		#	uu	#	uu	#	uu	#	uu	#	uu	
Constituent Dept.	Africana Studies	2011	6	3	1	5	0	5	0	0	0	0	0
		2012	6	3	1	5	0	5	0	0	0	0	0
		2013	5	3	9	5	0	5	0	0	0	0	1
		2014	6	4	0	5	0	5	0	0	0	0	1
		2015	6	4	2	3	0	0	1	0	1	0	1

AAU: <u>Area and Ethnic Studies</u>		TOTAL #	WOMEN		TOTAL MINORITY (incl. Black, Hisp, As/Pac Isl, All Ind./All Nat. and Two or More Races)		BLACK		HISPANIC		ASIAN/ PAC.ISL.		
JOB GROUP:	Professional		#	uu	#	uu	#	uu	#	uu	#	uu	
Constituent Dept.	Latin American Studies	2011	9	5	1	9	0	0	2	9	0	0	1
		2012	9	5	1	9	0	0	2	9	0	0	1
		2013	7	3	1	7	0	0	1	7	0	0	1
		2014	9	4	1	9	0	0	2	9	0	0	2
		2015	9	4	2	9	0	0	2	9	0	0	1

AAU:		TOTAL #	WOMEN		TOTAL MINORITY (incl. Black, Hisp, As/Pac Isl, All Ind./All Nat. and Two or More Races)		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
JOB GROUP:			#	uu	#	uu	#	uu	#	uu	#	uu
Constituent Dept.		2011										
		2012										
		2013										
		2014										
		2015										

AAU:		TOTAL #	WOMEN		TOTAL MINORITY (incl. Black, Hisp, As/Pac Isl, All Ind./All Nat. and Two or More Races)		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
JOB GROUP:			#	uu	#	uu	#	uu	#	uu	#	uu
Constituent Dept.		2011										
		2012										
		2013										
		2014										
		2015										

AAU:		TOTAL #	WOMEN		TOTAL MINORITY (incl. Black, Hisp, As/Pac Isl, All Ind./All Nat. and Two or More Races)		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
JOB GROUP:			#	uu	#	uu	#	uu	#	uu	#	uu
Constituent Dept.		2011										
		2012										
		2013										
		2014										
		2015										

= Total number of individuals within unit AAU = Affirmative Action Unit
 UU = Underutilization Constituent Departments = List all Departments in AAU.
 JOB GROUP = Professorial; Non-Professorial-Instructor; Non-Professorial-Lecturer; Administration Groups; and Classified Groups

PROGRESS REPORT - HISTORICAL UNDERUTILIZATION - FALL 2011-2015

AAU: Education	JOB GROUP: Professorial	Constituent Dept.		2011	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, All Ind/Al Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL	
					#	uu	#	uu	#	uu	#	uu	#	uu	#	uu
			Counseling	2011	10	0	8	0	7	0	3	0	3	0	0	0
			SEEK	2012	10	0	8	0	7	0	3	0	3	0	0	0
			Provost Area	2013	7	1	6	1	6	0	2	0	4	0	4	0
				2014	7	0	6	0	5	0	2	0	3	0	0	0
				2015	10	0	8	0	7	0	3	0	4	0	0	0

AAU: Education	JOB GROUP: Professorial	Constituent Dept.		2011	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, All Ind/Al Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL	
					#	uu	#	uu	#	uu	#	uu	#	uu	#	uu
			Counseling	2011	6	0	4	0	3	0	1	0	2	0	0	0
				2012	6	0	4	0	3	0	1	0	2	0	0	0
				2013	4	0	3	0	3	0	1	0	2	0	0	0
				2014	3	0	2	0	1	0	0	1	1	0	0	0
				2015	6	0	4	0	3	0	1	0	2	0	0	0

AAU: Education	JOB GROUP: Professorial	Constituent Dept.		2011	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, All Ind/Al Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL	
					#	uu	#	uu	#	uu	#	uu	#	uu	#	uu
			SEEK	2011	4	0	4	0	4	0	2	0	2	0	0	0
				2012	4	0	4	0	4	0	2	0	2	0	0	0
				2013	3	0	3	0	3	0	1	0	2	0	0	0
				2014	4	0	4	0	4	0	2	0	2	0	0	0
				2015	4	0	4	0	4	0	2	0	2	0	0	0

AAU: Education	JOB GROUP: Professorial - Research Professor	Constituent Dept.		2011	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, All Ind/Al Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL	
					#	uu	#	uu	#	uu	#	uu	#	uu	#	uu
			Provost Area	2011												
				2012												
				2013												
				2014												
				2015	2	0	0	0	0	0	0	0	0	0	0	0

AAU:	JOB GROUP:	Constituent Dept.		2011	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, All Ind/Al Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL	
					#	uu	#	uu	#	uu	#	uu	#	uu	#	uu
				2011												
				2012												
				2013												
				2014												
				2015												

AAU:	JOB GROUP:	Constituent Dept.		2011	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, All Ind/Al Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL	
					#	uu	#	uu	#	uu	#	uu	#	uu	#	uu
				2011												
				2012												
				2013												
				2014												
				2015												

= Total number of individuals within unit AAU = Affirmative Action Unit
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PROGRESS REPORT - HISTORICAL UNDERUTILIZATION - FALL 2011-2015

AAU: <u>Fine Applied Arts & Media</u>	JOB GROUP: <u>Professorial</u>	Constituent Dept. <u>Art & Music</u> <u>Communication & Theater Arts</u>	TOTAL	WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, AI/Ind/AI/Ind, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL		
				#	#	uu	#	uu	#	uu	#	uu	#	uu
			2011	23	14	0	7	0	4	0	3	0	0	2
			2012	23	13	0	7	0	4	0	3	0	0	2
			2013	21	12	0	6	0	3	0	3	0	0	2
			2014	16	8	0	5	0	2	0	3	0	0	2
			2015	19	10	0	6	0	3	0	3	0	0	2

AAU: <u>Fine Applied Arts & Media</u>	JOB GROUP: <u>Professorial</u>	Constituent Dept. <u>Art & Music</u>	TOTAL	WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, AI/Ind/AI/Ind, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL		
				#	#	uu	#	uu	#	uu	#	uu	#	uu
			2011	9	5	0	4	0	2	0	2	0	0	1
			2012	9	4	0	4	0	2	0	2	0	0	1
			2013	8	4	0	4	0	2	0	2	0	0	1
			2014	8	3	1	3	0	1	0	2	0	0	1
			2015	9	4	0	4	0	2	0	2	0	0	1

AAU: <u>Fine Applied Arts & Media</u>	JOB GROUP: <u>Professorial</u>	Constituent Dept. <u>Communication & Theater Arts</u>	TOTAL	WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, AI/Ind/AI/Ind, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL		
				#	#	uu	#	uu	#	uu	#	uu	#	uu
			2011	14	9	0	3	0	2	0	1	0	0	1
			2012	14	9	0	3	0	2	0	1	0	0	1
			2013	13	8	0	2	0	1	0	1	0	0	1
			2014	8	5	0	2	0	1	0	1	0	0	1
			2015	10	6	0	2	0	1	0	1	0	0	1

AAU:	JOB GROUP:	Constituent Dept.	TOTAL	WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, AI/Ind/AI/Ind, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL	
			#	#	uu	#	uu	#	uu	#	uu	#	uu

AAU:	JOB GROUP:	Constituent Dept.	TOTAL	WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, AI/Ind/AI/Ind, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL	
			#	#	uu	#	uu	#	uu	#	uu	#	uu
			2011										
			2012										
			2013										
			2014										
			2015										

AAU:	JOB GROUP:	Constituent Dept.	TOTAL	WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, AI/Ind/AI/Ind, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL	
			#	#	uu	#	uu	#	uu	#	uu	#	uu
			2011										
			2012										
			2013										
			2014										
			2015										

= Total number of individuals within unit AAU = Affirmative Action Unit
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PROGRESS REPORT - HISTORICAL UNDERUTILIZATION - FALL 2011-2015

AAU: History - New AA Unit - Was under Social Science.
 JOB GROUP: Professorial
 Constituent Dept. History

	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, AI Ind/AI Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL.	
	#	uu	#	uu	#	uu	#	uu	#	uu	#	uu
2011												
2012	20		7	3	3	1	1	0	1	0	1	1
2013	17		5	4	4	0	1	0	1	0	2	0
2014	17		7	0	3	0	1	0	1	0	1	0
2015	22		8	2	4	0	1	1	1	0	1	0

AAU: _____
 JOB GROUP: _____
 Constituent Dept. _____

	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, AI Ind/AI Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL.	
	#	uu	#	uu	#	uu	#	uu	#	uu	#	uu
2011												
2012												
2013												
2014												
2015												

AAU: _____
 JOB GROUP: _____
 Constituent Dept. _____

	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, AI Ind/AI Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL.	
	#	uu	#	uu	#	uu	#	uu	#	uu	#	uu
2011												
2012												
2013												
2014												
2015												

AAU: _____
 JOB GROUP: _____
 Constituent Dept. _____

	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, AI Ind/AI Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL.	
	#	uu	#	uu	#	uu	#	uu	#	uu	#	uu
2011												
2012												
2013												
2014												
2015												

AAU: _____
 JOB GROUP: _____
 Constituent Dept. _____

	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, AI Ind/AI Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL.	
	#	uu	#	uu	#	uu	#	uu	#	uu	#	uu
2011												
2012												
2013												
2014												
2015												

AAU: _____
 JOB GROUP: _____
 Constituent Dept. _____

	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, AI Ind/AI Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL.	
	#	uu	#	uu	#	uu	#	uu	#	uu	#	uu
2011												
2012												
2013												
2014												
2015												

= Total number of individuals within unit AAU = Affirmative Action Unit
 UU = Underutilization Constituent Departments = List all Departments in AAU.
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PROGRESS REPORT - HISTORICAL UNDERUTILIZATION - FALL 2011-2015

AAU: Law Enforcement

JOB GROUP:	Professorial
Constituent Dept.	Criminal Justice
	Law & Police Science
	Security, Fire & Emergency Mgt.

	TOTAL #	WOMEN		TOTAL MINORITY (incl. Black, Hisp, As/Pac Isl, All Ind/Al/Nat, and Two or More Races)		BLACK		HISPANIC		ASIAN/ PAC ISL	
		#	uu	#	uu	#	uu	#	uu	#	uu
2011	43	13	12	12	0	6	1	3	0	3	0
2012	43	12	13	12	0	6	1	3	0	3	0
2013	43	14	7	14	0	6	0	4	0	4	0
2014	44	15	7	15	0	5	0	5	0	5	0
2015	50	17	6	15	0	6	0	4	0	5	0

AAU: Law Enforcement

JOB GROUP:	Professorial
Constituent Dept.	Criminal Justice

	TOTAL #	WOMEN		TOTAL MINORITY (incl. Black, Hisp, As/Pac Isl, All Ind/Al/Nat, and Two or More Races)		BLACK		HISPANIC		ASIAN/ PAC ISL	
		#	uu	#	uu	#	uu	#	uu	#	uu
2011	8	2	3	2	0	1	0	0	0	1	0
2012	8	2	3	2	0	1	0	0	0	1	0
2013	15	4	3	5	0	1	0	1	0	3	0
2014	16	5	3	6	0	1	0	1	0	4	0
2015	21	8	2	6	0	1	1	1	0	4	0

AAU: Law Enforcement

JOB GROUP:	Professorial
Constituent Dept.	Law & Police Science

	TOTAL #	WOMEN		TOTAL MINORITY (incl. Black, Hisp, As/Pac Isl, All Ind/Al/Nat, and Two or More Races)		BLACK		HISPANIC		ASIAN/ PAC ISL	
		#	uu	#	uu	#	uu	#	uu	#	uu
2011	29	11	6	9	1	4	1	3	9	2	0
2012	28	10	7	9	0	4	0	3	0	2	0
2013	21	10	0	8	0	4	0	3	0	1	1
2014	22	9	2	8	0	3	0	4	0	1	1
2015	24	9	2	8	0	4	0	3	0	1	0

AAU: Law Enforcement

JOB GROUP:	Professorial
Constituent Dept.	Security, Fire & Emergency Mgt.

	TOTAL #	WOMEN		TOTAL MINORITY (incl. Black, Hisp, As/Pac Isl, All Ind/Al/Nat, and Two or More Races)		BLACK		HISPANIC		ASIAN/ PAC ISL	
		#	uu	#	uu	#	uu	#	uu	#	uu
2011	6	0	4	1	1	1	0	0	0	0	0
2012	7	0	4	1	1	1	0	0	0	0	0
2013	7	0	4	1	0	1	0	0	0	0	1
2014	6	1	2	1	0	1	0	0	0	0	1
2015	6	1	2	1	0	1	0	0	0	0	0

AAU:

JOB GROUP:	
Constituent Dept.	

	TOTAL #	WOMEN		TOTAL MINORITY (incl. Black, Hisp, As/Pac Isl, All Ind/Al/Nat, and Two or More Races)		BLACK		HISPANIC		ASIAN/ PAC ISL	
		#	uu	#	uu	#	uu	#	uu	#	uu
2011											
2012											
2013											
2014											
2015											

AAU:

JOB GROUP:	
Constituent Dept.	

	TOTAL #	WOMEN		TOTAL MINORITY (incl. Black, Hisp, As/Pac Isl, All Ind/Al/Nat, and Two or More Races)		BLACK		HISPANIC		ASIAN/ PAC ISL	
		#	uu	#	uu	#	uu	#	uu	#	uu
2011											
2012											
2013											
2014											
2015											

= Total number of individuals within unit AAU = Affirmative Action Unit
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PROGRESS REPORT - HISTORICAL UNDERUTILIZATION - FALL 2011-2015

AAU: <u>Library</u>	JOB GROUP: <u>Professional</u>	Constituent Dept: <u>Library</u>	2011	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, All Ind/Al Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL	
				#	UU	#	UU	#	UU	#	UU	#	UU	#	UU
			2011	12		11	0	1	1	0	1	0	1	1	0
			2012	12		11	0	1	1	0	1	0	1	1	0
			2013	10		9	0	1	1	0	1	0	1	1	0
			2014	9		9	0	1	1	0	1	0	1	1	0
			2015	14		12	0	1	2	0	0	0	1	1	0

AAU: _____	JOB GROUP: _____	Constituent Dept: _____	2011	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, All Ind/Al Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL	
			2011												
			2012												
			2013												
			2014												
			2015												

AAU: _____	JOB GROUP: _____	Constituent Dept: _____	2011	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, All Ind/Al Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL	
			2011												
			2012												
			2013												
			2014												
			2015												

AAU: _____	JOB GROUP: _____	Constituent Dept: _____	2011	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, All Ind/Al Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL	
			2011												
			2012												
			2013												
			2014												
			2015												

AAU: _____	JOB GROUP: _____	Constituent Dept: _____	2011	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, All Ind/Al Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL	
			2011												
			2012												
			2013												
			2014												
			2015												

AAU: _____	JOB GROUP: _____	Constituent Dept: _____	2011	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, All Ind/Al Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL	
			2011												
			2012												
			2013												
			2014												
			2015												

= Total number of individuals within unit AAU = Affirmative Action Unit
 UU = Underutilization Constituent Departments = List all Departments in AAU.
 JOB GROUP = Professional; Non-Professional-Instructor; Non-Professional-Lecturer; Administration Groups; and Classified Groups

PROGRESS REPORT - HISTORICAL UNDERUTILIZATION - FALL 2011-2015

AAU: Mathematics & Statistics (John Jay has Computer Science with Math
 JOB GROUP: Professorial
 Constituent Dept. Mathematics and Computer Science

	TOTAL		WOMEN		TOTAL MINORITY <small>(Incl. Black, Hisp, As/Pac Isl, All Ind/Al Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL.	
	#	UU	#	UU	#	UU	#	UU	#	UU	#	UU
2011	21		4	3	10	0	2	0	0	1	8	0
2012	21		4	3	10	0	2	0	0	1	8	0
2013	17		3	2	10	0	3	0	0	1	7	0
2014	14		1	3	6	0	2	0	0	1	4	0
2015	18		3	2	8	0	1	0	0	1	7	0

AAU: _____
 JOB GROUP: _____
 Constituent Dept. _____

	TOTAL		WOMEN		TOTAL MINORITY <small>(Incl. Black, Hisp, As/Pac Isl, All Ind/Al Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL.	
	#	UU	#	UU	#	UU	#	UU	#	UU	#	UU
2011												
2012												
2013												
2014												
2015												

AAU: _____
 JOB GROUP: _____
 Constituent Dept. _____

	TOTAL		WOMEN		TOTAL MINORITY <small>(Incl. Black, Hisp, As/Pac Isl, All Ind/Al Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL.	
	#	UU	#	UU	#	UU	#	UU	#	UU	#	UU

AAU: _____
 JOB GROUP: _____
 Constituent Dept. _____

	TOTAL		WOMEN		TOTAL MINORITY <small>(Incl. Black, Hisp, As/Pac Isl, All Ind/Al Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL.	
	#	UU	#	UU	#	UU	#	UU	#	UU	#	UU

AAU: _____
 JOB GROUP: _____
 Constituent Dept. _____

	TOTAL		WOMEN		TOTAL MINORITY <small>(Incl. Black, Hisp, As/Pac Isl, All Ind/Al Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL.	
	#	UU	#	UU	#	UU	#	UU	#	UU	#	UU
2011												
2012												
2013												
2014												
2015												

AAU: _____
 JOB GROUP: _____
 Constituent Dept. _____

	TOTAL		WOMEN		TOTAL MINORITY <small>(Incl. Black, Hisp, As/Pac Isl, All Ind/Al Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL.	
	#	UU	#	UU	#	UU	#	UU	#	UU	#	UU
2011												
2012												
2013												
2014												
2015												

= Total number of individuals within unit AAU = Affirmative Action Unit
 UU = Underutilization Constituent Departments = List all Departments in AAU.
 JOB GROUP = Professorial; Non-Professorial-Instructor; Non-Professorial-Lecturer; Administration Groups; and Classified Groups

PROGRESS REPORT - HISTORICAL UNDERUTILIZATION - FALL 2011-2015

AAU: Philosophy and Religious Studies - No Longer under Humanities
 JOB GROUP: Professorial
 Constituent Dept. Philosophy

	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, All Ind/Al Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL.	
	#	uu	#	uu	#	uu	#	uu	#	uu	#	uu
2011	13		6	0	6	0	2	0	3	0	1	0
2012	13		6	0	6	0	2	0	3	0	1	0
2013	12		5	0	6	0	2	0	3	0	1	0
2014	10		3	0	5	0	2	0	3	0	0	1
2015	12		4	0	4	0	2	0	2	0	1	0

AAU: _____
 JOB GROUP: _____
 Constituent Dept. _____

	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, All Ind/Al Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL.	
	#	uu	#	uu	#	uu	#	uu	#	uu	#	uu
2011												
2012												
2013												
2014												
2015												

AAU: _____
 JOB GROUP: _____
 Constituent Dept. _____

	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, All Ind/Al Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL.	
	#	uu	#	uu	#	uu	#	uu	#	uu	#	uu

AAU: _____
 JOB GROUP: _____
 Constituent Dept. _____

	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, All Ind/Al Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL.	
	#	uu	#	uu	#	uu	#	uu	#	uu	#	uu

AAU: _____
 JOB GROUP: _____
 Constituent Dept. _____

	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, All Ind/Al Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL.	
	#	uu	#	uu	#	uu	#	uu	#	uu	#	uu
2011												
2012												
2013												
2014												
2015												

AAU: _____
 JOB GROUP: _____
 Constituent Dept. _____

	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, All Ind/Al Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL.	
	#	uu	#	uu	#	uu	#	uu	#	uu	#	uu
2011												
2012												
2013												
2014												
2015												

= Total number of individuals within unit AAU = Affirmative Action Unit
 UU = Underutilization Constituent Departments = List all Departments in AAU.
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PROGRESS REPORT - HISTORICAL UNDERUTILIZATION - FALL 2011-2015

AAU: Physical Science	JOB GROUP: Professorial	Constituent Dept. Sciences	YEAR	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, All Ind./All Nat. and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
				#	UU	#	UU	#	UU	#	UU	#	UU	#	UU
			2011	18		7	0	5	0	2	0	0	1	3	0
			2012	17		7	0	5	0	2	0	0	1	3	0
			2013	13		5	0	4	0	2	0	0	1	2	0
			2014	19		6	1	7	0	2	0	1	0	4	0
			2015	22		10	0	8	0	2	0	2	0	4	0

AAU:	JOB GROUP:	Constituent Dept.	YEAR	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, All Ind./All Nat. and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
				#	UU	#	UU	#	UU	#	UU	#	UU	#	UU
			2011												
			2012												
			2013												
			2014												
			2015												

AAU:	JOB GROUP:	Constituent Dept.	YEAR	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, All Ind./All Nat. and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
				#	UU	#	UU	#	UU	#	UU	#	UU	#	UU

AAU:	JOB GROUP:	Constituent Dept.	YEAR	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, All Ind./All Nat. and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
				#	UU	#	UU	#	UU	#	UU	#	UU	#	UU

AAU:	JOB GROUP:	Constituent Dept.	YEAR	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, All Ind./All Nat. and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
				#	UU	#	UU	#	UU	#	UU	#	UU	#	UU
			2011												
			2012												
			2013												
			2014												
			2015												

AAU:	JOB GROUP:	Constituent Dept.	YEAR	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, All Ind./All Nat. and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
				#	UU	#	UU	#	UU	#	UU	#	UU	#	UU
			2011												
			2012												
			2013												
			2014												
			2015												

= Total number of individuals within unit AAU = Affirmative Action Unit
 UU = Underutilization Constituent Departments = List all Departments in AAU.
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PROGRESS REPORT - HISTORICAL UNDERUTILIZATION - FALL 2011-2015

AAU: <u>Psychology</u>	JOB GROUP: <u>Professorial</u>	Constituent Dept. <u>Psychology</u>	TOTAL #	WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, All Ind./All Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC.ISL.		
				#	UU	#	UU	#	UU	#	UU	#	UU	
			2011	43	24	7	10	0	4	0	2	1	4	0
			2012	42	23	8	9	0	4	0	2	1	3	0
			2013	37	20	7	9	0	4	0	2	0	3	0
			2014	38	20	8	9	0	4	0	2	0	3	0
			2015	43	24	7	9	1	4	0	2	2	3	0

AAU: _____	JOB GROUP: _____	Constituent Dept. _____	TOTAL #	WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, All Ind./All Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
				#	UU	#	UU	#	UU	#	UU	#	UU
			2011										
			2012										
			2013										
			2014										
			2015										

AAU: _____	JOB GROUP: _____	Constituent Dept. _____	TOTAL #	WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, All Ind./All Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
				#	UU	#	UU	#	UU	#	UU	#	UU

AAU: _____	JOB GROUP: _____	Constituent Dept. _____	TOTAL #	WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, All Ind./All Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
				#	UU	#	UU	#	UU	#	UU	#	UU

AAU: _____	JOB GROUP: _____	Constituent Dept. _____	TOTAL #	WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, All Ind./All Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
				#	UU	#	UU	#	UU	#	UU	#	UU
			2011										
			2012										
			2013										
			2014										
			2015										

AAU: _____	JOB GROUP: _____	Constituent Dept. _____	TOTAL #	WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, All Ind./All Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
				#	UU	#	UU	#	UU	#	UU	#	UU
			2011										
			2012										
			2013										
			2014										
			2015										

= Total number of individuals within unit AAU = Affirmative Action Unit
 UU = Underutilization Constituent Departments = List all Departments in AAU.
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PROGRESS REPORT - HISTORICAL UNDERUTILIZATION - FALL 2011-2015

AAU: Public Administration
 JOB GROUP: Professional
 Constituent Dept. Public Management

	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, AI Ind/AI Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL	
	#	uu	#	uu	#	uu	#	uu	#	uu	#	uu
2011	15		6	4	5	0	2	0	2	0	1	0
2012	13		5	4	4	0	2	0	1	0	1	0
2013	18		8	4	4	0	2	0	1	0	1	0
2014	22		11	3	6	1	3	1	1	0	2	0
2015	28		12	6	8	1	4	1	2	0	2	1

AAU: _____
 JOB GROUP: _____
 Constituent Dept. _____

	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, AI Ind/AI Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL	
	#	uu	#	uu	#	uu	#	uu	#	uu	#	uu
2011												
2012												
2013												
2014												
2015												

AAU: _____
 JOB GROUP: _____
 Constituent Dept. _____

	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, AI Ind/AI Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL	
	#	uu	#	uu	#	uu	#	uu	#	uu	#	uu

AAU: _____
 JOB GROUP: _____
 Constituent Dept. _____

	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, AI Ind/AI Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL	
	#	uu	#	uu	#	uu	#	uu	#	uu	#	uu

AAU: _____
 JOB GROUP: _____
 Constituent Dept. _____

	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, AI Ind/AI Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL	
	#	uu	#	uu	#	uu	#	uu	#	uu	#	uu
2011												
2012												
2013												
2014												
2015												

AAU: _____
 JOB GROUP: _____
 Constituent Dept. _____

	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, AI Ind/AI Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL	
	#	uu	#	uu	#	uu	#	uu	#	uu	#	uu
2011												
2012												
2013												
2014												
2015												

= Total number of individuals within unit AAU = Affirmative Action Unit
 UU = Underutilization Constituent Departments = List all Departments in AAU.
 JOB GROUP = Professorial; Non-Professorial-Instructor, Non-Professorial-Lecturer, Administration Groups; and Classified Groups

PROGRESS REPORT - HISTORICAL UNDERUTILIZATION - FALL 2011-2015

AAU: Social Sciences	JOB GROUP: Professorial	Constituent Dept.	Year	TOTAL		WOMEN		TOTAL MINORITY (incl. Black, Hisp, As/Pac Isl, All Ind./All Nat. and Two or More Races)		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
				#	UU	#	UU	#	UU	#	UU	#	UU	#	UU
		Anthropology	2011	90		36	11	13	4	5	1	5	0	3	5
		Economics	2012	88		36	10	21	0	8	0	4	1	8	0
		Political Science	2013	76		32	6	21	0	8	0	4	1	8	0
		Sociology	2014	70		32	3	13	2	4	1	4	1	5	1
			2015	69		35	0	16	0	5	0	5	0	6	0

AAU: Social Sciences	JOB GROUP: Professorial	Constituent Dept.	Year	TOTAL		WOMEN		TOTAL MINORITY (incl. Black, Hisp, As/Pac Isl, All Ind./All Nat. and Two or More Races)		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
				#	UU	#	UU	#	UU	#	UU	#	UU	#	UU
		Anthropology	2011	14		6	1	3	0	1	0	1	0	1	0
			2012	14		6	1	3	0	1	0	1	0	1	0
			2013	12		6	0	3	0	1	0	1	0	1	0
			2014	8		4	0	1	1	0	1	0	0	1	
			2015	11		7	0	2	0	0	1	1	0	1	0

AAU: Social Sciences	JOB GROUP: Professorial	Constituent Dept.	Year	TOTAL		WOMEN		TOTAL MINORITY (incl. Black, Hisp, As/Pac Isl, All Ind./All Nat. and Two or More Races)		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
				#	UU	#	UU	#	UU	#	UU	#	UU	#	UU
		Economics		8		2	2	1	2	1	0	0	1	0	1
				6		2	1	1	0	1	0	0	0	0	1
				6		2	1	1	0	1	0	0	0	0	1
				6		2	1	1	0	1	0	0	0	0	1
				9		4	1	2	0	1	0	1	0	0	1

AAU: Social Sciences	JOB GROUP: Professorial	Constituent Dept.	Year	TOTAL		WOMEN		TOTAL MINORITY (incl. Black, Hisp, As/Pac Isl, All Ind./All Nat. and Two or More Races)		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
				#	UU	#	UU	#	UU	#	UU	#	UU	#	UU
		Political Science		20		6	4	4	0	1	0	1	0	2	0
				20		6	4	4	0	1	0	1	0	2	0
				17		5	4	4	0	1	0	1	0	2	0
				15		6	2	3	0	1	0	0	1	2	0
				20		9	1	6	0	2	0	2	0	2	0

AAU: Social Sciences	JOB GROUP: Professorial	Constituent Dept.	Year	TOTAL		WOMEN		TOTAL MINORITY (incl. Black, Hisp, As/Pac Isl, All Ind./All Nat. and Two or More Races)		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
				#	UU	#	UU	#	UU	#	UU	#	UU	#	UU
		Sociology	2011	28		15	0	9	0	4	0	1	1	4	0
			2012	28		15	0	9	0	4	0	1	1	4	0
			2013	23		12	0	5	0	3	0	1	1	1	1
			2014	24		13	0	5	0	2	0	1	1	2	0
			2015	29		15	0	6	0	2	0	1	1	3	0

AAU:	JOB GROUP:	Constituent Dept.	Year	TOTAL		WOMEN		TOTAL MINORITY (incl. Black, Hisp, As/Pac Isl, All Ind./All Nat. and Two or More Races)		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
				#	UU	#	UU	#	UU	#	UU	#	UU	#	UU
			2011												
			2012												
			2013												
			2014												
			2015												

= Total number of individuals within unit AAU = Affirmative Action Unit
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PROGRESS REPORT - HISTORICAL UNDERUTILIZATION - FALL 2011-2015

AAU: Lecturer
 JOB GROUP: Lecturer
 Constituent Dept: Anthropology, Comm. and Theater Arts, English, History, Latin Studies, Law and Police Science, Mathematics, Modern Languages, Physical Education, Political Science & Public Management

TOTAL #	WOMEN		TOTAL MINORITY (Incl. Black, Hisp, As/Pac Isl, AI Ind./AI Nat. and Two or More Races)		BLACK		HISPANIC		ASIAN/ PAC.ISL.		
	#	uu	#	uu	#	uu	#	uu	#	uu	
2011											
2012											
2013											
2014											
2015	42	20	4	3	0	7	0	7	0	3	0

AAU: Too small to count in prior years.
 JOB GROUP: Lecturer
 Constituent Dept: Anthropology,

TOTAL #	WOMEN		TOTAL MINORITY (Incl. Black, Hisp, As/Pac Isl, AI Ind./AI Nat. and Two or More Races)		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
	#	uu	#	uu	#	uu	#	uu	#	uu
2011										
2012										
2013										
2014										
2015	1	1	0	0	0	0	0	0	0	0

AAU: Too small to count in prior years.
 JOB GROUP: Lecturer
 Constituent Dept: Communication and Theater Arts

TOTAL #	WOMEN		TOTAL MINORITY (Incl. Black, Hisp, As/Pac Isl, AI Ind./AI Nat. and Two or More Races)		BLACK		HISPANIC		ASIAN/ PAC.ISL.		
	#	uu	#	uu	#	uu	#	uu	#	uu	
2011											
2012											
2013											
2014											
2015	1	1	0	1	0	1	0	0	0	0	0

AAU: Too small to count in prior years.
 JOB GROUP: Lecturer
 Constituent Dept: English,

TOTAL #	WOMEN		TOTAL MINORITY (Incl. Black, Hisp, As/Pac Isl, AI Ind./AI Nat. and Two or More Races)		BLACK		HISPANIC		ASIAN/ PAC.ISL.		
	#	uu	#	uu	#	uu	#	uu	#	uu	
2011											
2012	8	5	1	2	0	0	1	0	1	2	0
2013	9	5	1	2	0	1	0	0	1	1	0
2014	12	8	0	3	0	1	0	0	1	2	0
2015	12	8	0	3	0	1	0	0	1	2	0

AAU: Too small to count in prior years.
 JOB GROUP: Lecturer
 Constituent Dept: History

TOTAL #	WOMEN		TOTAL MINORITY (Incl. Black, Hisp, As/Pac Isl, AI Ind./AI Nat. and Two or More Races)		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
	#	uu	#	uu	#	uu	#	uu	#	uu
2011										
2012										
2013										
2014										
2015	1	1	0	0	0	0	0	0	0	0

AAU: Too small to count in prior years.
 JOB GROUP: Lecturer
 Constituent Dept: Latina/o American Studies

TOTAL #	WOMEN		TOTAL MINORITY (Incl. Black, Hisp, As/Pac Isl, AI Ind./AI Nat. and Two or More Races)		BLACK		HISPANIC		ASIAN/ PAC.ISL.		
	#	uu	#	uu	#	uu	#	uu	#	uu	
2011											
2012											
2013											
2014											
2015	1	1	0	1	0	0	0	1	0	0	0

= Total number of individuals within unit AAU = Affirmative Action Unit
 UU = Underutilization Constituent Departments = List all Departments in AAU.
 JOB GROUP = Professorial; Non-Professorial-Instructor; Non-Professorial-Lecturer; Administration Groups; and Classified Groups

PROGRESS REPORT - HISTORICAL UNDERUTILIZATION - FALL 2011-2015

AAU: Lecturer
 JOB GROUP: Lecturer
 Constituent Dept. Anthropology, Comm. and Theater Arts, English, History, Latin Studies, Law and Police Science, Mathematics, Modern Languages, Physical Education, Political Science, Public Management, SEEK

	TOTAL		WOMEN		TOTAL MINORITY (Incl. Black, Hisp, As/Pac Isl, All Ind./All Nat. and Two or More Races)		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
	#	uu	#	uu	#	uu	#	uu	#	uu	#	uu
2011												
2012												
2013												
2014												
2015	42		20	4	3	0	7	0	7	0	3	0

AAU: Too small to count in prior years.
 JOB GROUP: Lecturer
 Constituent Dept. Law and Police Science

	TOTAL		WOMEN		TOTAL MINORITY (Incl. Black, Hisp, As/Pac Isl, All Ind./All Nat. and Two or More Races)		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
	#	uu	#	uu	#	uu	#	uu	#	uu	#	uu
2011												
2012												
2013												
2014												
2015	4		0	2	0	2	0	1	0	1	0	0

AAU: Too small to count in prior years.
 JOB GROUP: Lecturer
 Constituent Dept. Mathematics

	TOTAL		WOMEN		TOTAL MINORITY (Incl. Black, Hisp, As/Pac Isl, All Ind./All Nat. and Two or More Races)		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
	#	uu	#	uu	#	uu	#	uu	#	uu	#	uu
2011												
2012												
2013	3		1	0	2	0	2	0	0	0	0	0
2014	7		2	1	6	0	3	0	2	0	1	0
2015	7		2	1	6	0	3	0	2	0	1	0

AAU: Too small to count in prior years.
 JOB GROUP: Lecturer
 Constituent Dept. Modern Languages

	TOTAL		WOMEN		TOTAL MINORITY (Incl. Black, Hisp, As/Pac Isl, All Ind./All Nat. and Two or More Races)		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
	#	uu	#	uu	#	uu	#	uu	#	uu	#	uu
2011												
2012												
2013												
2014												
2015	1		0	1	1	0	0	0	1	0	0	0

AAU: Too small to count in prior years.
 JOB GROUP: Lecturer
 Constituent Dept. Physical Education

	TOTAL		WOMEN		TOTAL MINORITY (Incl. Black, Hisp, As/Pac Isl, All Ind./All Nat. and Two or More Races)		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
	#	uu	#	uu	#	uu	#	uu	#	uu	#	uu
2011												
2012												
2013												
2014												
2015	1		0		0	0	0	0	0	0	0	0

AAU: Too small to count in prior years.
 JOB GROUP: Lecturer
 Constituent Dept. Political Science

	TOTAL		WOMEN		TOTAL MINORITY (Incl. Black, Hisp, As/Pac Isl, All Ind./All Nat. and Two or More Races)		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
	#	uu	#	uu	#	uu	#	uu	#	uu	#	uu
2011												
2012												
2013												
2014												
2015	1		0	1	1	0	0	0	1	0	0	0

= Total number of individuals within unit AAU = Affirmative Action Unit
 UU = Underutilization Constituent Departments = List all Departments in AAU.
 JOB GROUP = Professorial; Non-Professorial-Instructor; Non-Professorial-Lecturer; Administration Groups; and Classified Groups

PROGRESS REPORT - HISTORICAL UNDERUTILIZATION - FALL 2011-2015

AAU: Lecturer
 JOB GROUP: Lecturer
 Constituent Dept: Anthropology, Comm. and Theater Arts, English, History, Latin Studies, Law and Police Science, Mathematics, Modern Languages, Physical Education, Political Science, Public Management, Sciences, Sec., Fire and Emergency, SEEK

	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, All Ind./All Nat. and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
	#	uu	#	uu	#	uu	#	uu	#	uu	#	uu
2011												
2012												
2013												
2014												
2015	42		20	4	3	0	7	0	7	0	3	0

AAU: Too small to count in prior years.
 JOB GROUP: Lecturer
 Constituent Dept: Public Management

	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, All Ind./All Nat. and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
	#	uu	#	uu	#	uu	#	uu	#	uu	#	uu
2011												
2012												
2013												
2014												
2015	4		2	1	2	0	2	0	0	1	0	0

AAU: Too small to count in prior years.
 JOB GROUP: Lecturer
 Constituent Dept: Sciences,

	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, All Ind./All Nat. and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
	#	uu	#	uu	#	uu	#	uu	#	uu	#	uu
2011												
2012												
2013												
2014												
2015	4		2	0	1	0	0	0	1	0	0	0

AAU: Too small to count in prior years.
 JOB GROUP: Lecturer
 Constituent Dept: Security, Fire and Emergency

	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, All Ind./All Nat. and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
	#	uu	#	uu	#	uu	#	uu	#	uu	#	uu
2011												
2012												
2013												
2014												
2015	1		0	1	0	0	0	0	0	0	0	0

AAU: Too small to count in prior years.
 JOB GROUP: Lecturer
 Constituent Dept: SEEK

	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, All Ind./All Nat. and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
	#	uu	#	uu	#	uu	#	uu	#	uu	#	uu
2011												
2012												
2013												
2014												
2015	2		2	0	2	0	0	0	2	0	0	0

AAU:
 JOB GROUP:
 Constituent Dept:

	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, All Ind./All Nat. and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
	#	uu	#	uu	#	uu	#	uu	#	uu	#	uu
2011												
2012												
2013												
2014												
2015												

= Total number of individuals within unit AAU = Affirmative Action Unit
 UU = Underutilization Constituent Departments = List all Departments in AAU.
 JOB GROUP = Professorial; Non-Professorial-Instructor; Non-Professorial-Lecturer; Administration Groups; and Classified Groups

PROGRESS REPORT - HISTORICAL UNDERUTILIZATION - FALL 2011-2015

AAU: Law Enforcement - New Title
 JOB GROUP: Instructor
 Constituent Dept. Security, Fire and Emergency

	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac, Isl, All Ind./All Nat. and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
	#	UU	#	UU	#	UU	#	UU	#	UU	#	UU
2011												
2012												
2013												
2014												
2015	1		0	1	1	0	1	0	0	0	0	0

AAU: _____
 JOB GROUP: _____
 Constituent Dept. _____

	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac, Isl, All Ind./All Nat. and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
	#	UU	#	UU	#	UU	#	UU	#	UU	#	UU
2011												
2012												
2013												
2014												
2015												

AAU: _____
 JOB GROUP: _____
 Constituent Dept. _____

	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac, Isl, All Ind./All Nat. and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
	#	UU	#	UU	#	UU	#	UU	#	UU	#	UU

AAU: _____
 JOB GROUP: _____
 Constituent Dept. _____

	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac, Isl, All Ind./All Nat. and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
	#	UU	#	UU	#	UU	#	UU	#	UU	#	UU

AAU: _____
 JOB GROUP: _____
 Constituent Dept. _____

	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac, Isl, All Ind./All Nat. and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
	#	UU	#	UU	#	UU	#	UU	#	UU	#	UU
2011												
2012												
2013												
2014												
2015												

AAU: _____
 JOB GROUP: _____
 Constituent Dept. _____

	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac, Isl, All Ind./All Nat. and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
	#	UU	#	UU	#	UU	#	UU	#	UU	#	UU
2011												
2012												
2013												
2014												
2015												

= Total number of individuals within unit AAU = Affirmative Action Unit
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Classified Staff

PROGRESS REPORT - HISTORICAL UNDERUTILIZATION - FALL 2011-2015

AAU: Computer Specialists	JOB GROUP:	Constituent Dept.	Year	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, AI Ind/AI Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL	
				#	UU	#	UU	#	UU	#	UU	#	UU	#	UU
	IT Senior Associate		2011	24		8	0	21	0	8	0	7	0	6	0
	IT Associate		2012	28		9	0	25	0	11	0	7	0	7	0
	IT Assistant		2013	29		9	0	26	0	13	0	7	0	6	0
	IT Support Assistant		2014	32		11	0	29	0	11	0	6	0	12	0
			2015	34		13	0	30	0	15	0	9	0	6	1

AAU:	JOB GROUP:	Constituent Dept.	Year	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, AI Ind/AI Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL	
				#	UU	#	UU	#	UU	#	UU	#	UU	#	UU
			2011												
			2012												
			2013												
			2014												
			2015												

AAU:	JOB GROUP:	Constituent Dept.	Year	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, AI Ind/AI Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL	
				#	UU	#	UU	#	UU	#	UU	#	UU	#	UU
			2011												
			2012												
			2013												
			2014												
			2015												

AAU:	JOB GROUP:	Constituent Dept.	Year	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, AI Ind/AI Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL	
				#	UU	#	UU	#	UU	#	UU	#	UU	#	UU
			2011												
			2012												
			2013												
			2014												
			2015												

AAU:	JOB GROUP:	Constituent Dept.	Year	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, AI Ind/AI Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL	
				#	UU	#	UU	#	UU	#	UU	#	UU	#	UU
			2011												
			2012												
			2013												
			2014												
			2015												

AAU:	JOB GROUP:	Constituent Dept.	Year	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, AI Ind/AI Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL	
				#	UU	#	UU	#	UU	#	UU	#	UU	#	UU
			2011												
			2012												
			2013												
			2014												
			2015												

= Total number of individuals within unit AAU = Affirmative Action Unit
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PROGRESS REPORT - HISTORICAL UNDERUTILIZATION - FALL 2011-2015

AAU: Accountants - Accountant - Too small to count in prior years.

JOB GROUP:	Accountant
Constituent Dept:	Finance Accountant
	Purchsing Agent

	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, AI Ind/AI Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
	#	UU	#	UU	#	UU	#	UU	#	UU	#	UU
2011												
2012	4		3	0	4	0	2	0	1	0	1	1
2013	5		4	0	5	0	2	0	1	0	1	0
2014	4		3	0	4	0	2	0	1	0	1	0
2015	4		3	0	4	0	2	0	1	0	1	0

AAU: Accounts - Account Assistant - Too small to count in prior years.

JOB GROUP:	
Constituent Dept:	Finance Accountant Assistant
	Purchsing Agent Assistant

	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, AI Ind/AI Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
	#	UU	#	UU	#	UU	#	UU	#	UU	#	UU
2011												
2012												
2013												
2014												
2015	2		2	0	2	0	1	0	1	0	0	0

AAU:

JOB GROUP:	
Constituent Dept:	

	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, AI Ind/AI Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
	#	UU	#	UU	#	UU	#	UU	#	UU	#	UU
2011												
2012												
2013												
2014												
2015												

AAU:

JOB GROUP:	
Constituent Dept:	

	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, AI Ind/AI Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
	#	UU	#	UU	#	UU	#	UU	#	UU	#	UU
2011												
2012												
2013												
2014												
2015												

AAU:

JOB GROUP:	
Constituent Dept:	

	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, AI Ind/AI Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
	#	UU	#	UU	#	UU	#	UU	#	UU	#	UU
2011												
2012												
2013												
2014												
2015												

AAU:

JOB GROUP:	
Constituent Dept:	

	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, AI Ind/AI Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
	#	UU	#	UU	#	UU	#	UU	#	UU	#	UU
2011												
2012												
2013												
2014												
2015												

= Total number of individuals within unit AAU = Affirmative Action Unit
 UU = Underutilization Constituent Departments = List all Departments in AAU.
 JOB GROUP = Professorial; Non-Professorial-Instructor; Non-Professorial-Lecturer; Administration Groups; and Classified Groups

PROGRESS REPORT - HISTORICAL UNDERUTILIZATION - FALL 2011-2015

AAU: Broadcast/Media Titles - Too small to count in prior years.
 JOB GROUP: Broadcast/Media Titles
 Constituent Dept. Broadcast Associate

TOTAL #	WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, AI Ind./AI Nat. and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
	#	UU	#	UU	#	UU	#	UU	#	UU
2011										
2012	4	1 0	1 0		0 1		1 0		0 0	
2013	7	3 0	1 0		0 1		1 0		0 0	
2014	9	2 0	3 0		0 1		2 0		1 0	
2015	8	2 0	4 0		1 0		2 0		1 0	

AAU: _____
 JOB GROUP: _____
 Constituent Dept. _____

TOTAL #	WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, AI Ind./AI Nat. and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
	#	UU	#	UU	#	UU	#	UU	#	UU
2011										
2012										
2013										
2014										
2015										

AAU: _____
 JOB GROUP: _____
 Constituent Dept. _____

TOTAL #	WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, AI Ind./AI Nat. and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
	#	UU	#	UU	#	UU	#	UU	#	UU
2011										
2012										
2013										
2014										
2015										

AAU: _____
 JOB GROUP: _____
 Constituent Dept. _____

TOTAL #	WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, AI Ind./AI Nat. and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
	#	UU	#	UU	#	UU	#	UU	#	UU
2011										
2012										
2013										
2014										
2015										

AAU: _____
 JOB GROUP: _____
 Constituent Dept. _____

TOTAL #	WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, AI Ind./AI Nat. and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
	#	UU	#	UU	#	UU	#	UU	#	UU
2011										
2012										
2013										
2014										
2015										

AAU: _____
 JOB GROUP: _____
 Constituent Dept. _____

TOTAL #	WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, AI Ind./AI Nat. and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
	#	UU	#	UU	#	UU	#	UU	#	UU
2011										
2012										
2013										
2014										
2015										

= Total number of individuals within unit AAU = Affirmative Action Unit
 UU = Underutilization Constituent Departments = List all Departments in AAU.
 JOB GROUP = Professorial; Non-Professorial-Instructor; Non-Professorial-Lecturer; Administration Groups; and Classified Groups

PROGRESS REPORT - HISTORICAL UNDERUTILIZATION - FALL 2011-2015

AAU: CUNY Office Assistant

JOB GROUP: CUNY Office Assistant

Constituent Dept:

	TOTAL #	WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, All Ind./All Nat. and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
		#	UU	#	UU	#	UU	#	UU	#	UU
2011	35	30	3	30	0	16	0	14	0	0	1
2012	39	31	5	31	0	19	0	14	0	0	0
2013	34	26	6	30	0	17	0	12	0	1	0
2014	38	36	0	35	0	19	0	14	0	2	0
2015	40	35	1	37	0	19	0	14	0	2	0

AAU: CUNY Administrative Assistant

JOB GROUP: CUNY Administrative Assistant

Constituent Dept:

	TOTAL #	WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, All Ind./All Nat. and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
		#	UU	#	UU	#	UU	#	UU	#	UU
2011	9	9	0	9	0	2	1	7	0	0	1
2012	8	8	0	8	0	2	1	6	0	0	1
2013	8	8	0	8	0	1	2	7	0	0	1
2014	9	9	0	9	0	2	2	7	0	0	1
2015	9	9	0	9	0	2	2	7	0	0	1

AAU: Mail /Message Services Worker

JOB GROUP: Mail /Message Services Worker

Constituent Dept:

	TOTAL #	WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, All Ind./All Nat. and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
		#	UU	#	UU	#	UU	#	UU	#	UU
2011	3	1	0	2	0	1	0	1	0	0	0
2012	2	0	1	1	0	0	0	1	0	0	0
2013	3	0	1	2	0	1	0	1	0	0	0
2014	4	0	2	3	0	1	0	2	0	0	0
2015	6	0	3	4	0	1	0	3	0	0	0

AAU:

JOB GROUP:

Constituent Dept:

	TOTAL #	WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, All Ind./All Nat. and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
		#	UU	#	UU	#	UU	#	UU	#	UU
2011											
2012											
2013											
2014											
2015											

AAU:

JOB GROUP:

Constituent Dept:

	TOTAL #	WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, All Ind./All Nat. and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
		#	UU	#	UU	#	UU	#	UU	#	UU
2011											
2012											
2013											
2014											
2015											

AAU:

JOB GROUP:

Constituent Dept:

	TOTAL #	WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, All Ind./All Nat. and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
		#	UU	#	UU	#	UU	#	UU	#	UU
2011											
2012											
2013											
2014											
2015											

= Total number of individuals within unit AAU = Affirmative Action Unit
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 JOB GROUP = Professorial; Non-Professorial-Instructor; Non-Professorial-Lecturer; Administration Groups; and Classified Groups

PROGRESS REPORT - HISTORICAL UNDERUTILIZATION - FALL 2011-2015

AAU: Media Services/Print Shop Titles - Too small to count in prior years.

JOB GROUP:	Media Services/Print Shop Titles
Constituent Dept.	Broadcast Associate
	Print Shop Coordinator
	Print Shop Associate
	Graphic Designer

TOTAL	WOMEN		TOTAL MINORITY (incl. Black, Hisp, As/Pac Isl, AI Ind/AI Nat, and Two or More Races)		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
	#	uu	#	uu	#	uu	#	uu	#	uu
2011										
2012	4	0 1	3	0	1	0	2	0	0	0
2013	5	0 1	3	0	1	0	2	0	0	0
2014	5	0 1	3	0	1	0	2	0	0	0
2015	6	1 1	4	0	1	0	3	0	0	0

AAU: _____

JOB GROUP: _____

Constituent Dept. _____

TOTAL	WOMEN		TOTAL MINORITY (incl. Black, Hisp, As/Pac Isl, AI Ind/AI Nat, and Two or More Races)		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
	#	uu	#	uu	#	uu	#	uu	#	uu
2011										
2012										
2013										
2014										
2015										

AAU: _____

JOB GROUP: _____

Constituent Dept. _____

TOTAL	WOMEN		TOTAL MINORITY (incl. Black, Hisp, As/Pac Isl, AI Ind/AI Nat, and Two or More Races)		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
	#	uu	#	uu	#	uu	#	uu	#	uu
2011										
2012										
2013										
2014										
2015										

AAU: _____

JOB GROUP: _____

Constituent Dept. _____

TOTAL	WOMEN		TOTAL MINORITY (incl. Black, Hisp, As/Pac Isl, AI Ind/AI Nat, and Two or More Races)		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
	#	uu	#	uu	#	uu	#	uu	#	uu
2011										
2012										
2013										
2014										
2015										

AAU: _____

JOB GROUP: _____

Constituent Dept. _____

TOTAL	WOMEN		TOTAL MINORITY (incl. Black, Hisp, As/Pac Isl, AI Ind/AI Nat, and Two or More Races)		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
	#	uu	#	uu	#	uu	#	uu	#	uu
2011										
2012										
2013										
2014										
2015										

AAU: _____

JOB GROUP: _____

Constituent Dept. _____

TOTAL	WOMEN		TOTAL MINORITY (incl. Black, Hisp, As/Pac Isl, AI Ind/AI Nat, and Two or More Races)		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
	#	uu	#	uu	#	uu	#	uu	#	uu
2011										
2012										
2013										
2014										
2015										

= Total number of individuals within unit AAU = Affirmative Action Unit
 UU = Underutilization Constituent Departments = List all Departments in AAU.
 JOB GROUP = Professorial; Non-Professorial-Instructor; Non-Professorial-Lecturer; Administration Groups; and Classified Groups

PROGRESS REPORT - HISTORICAL UNDERUTILIZATION - FALL 2011-2015

AAU: Engineers - Technicians - Too small to count in prior years.

TOTAL	WOMEN		TOTAL MINORITY		BLACK	HISPANIC	ASIAN/ PAC.ISL.		
	#	# uu	#	uu			#	uu	#
JOB GROUP: <u>Facilities Coordinator</u>									
Constituent Dept:									
2011									
2012									
2013									
2014									
2015	1	1 0	1	0	0 0	1 0	0 0		

AAU: _____

TOTAL	WOMEN		TOTAL MINORITY		BLACK	HISPANIC	ASIAN/ PAC.ISL.		
	#	# uu	#	uu			#	uu	#
JOB GROUP: _____									
Constituent Dept: _____									
2011									
2012									
2013									
2014									
2015									

AAU: _____

TOTAL	WOMEN		TOTAL MINORITY		BLACK	HISPANIC	ASIAN/ PAC.ISL.		
	#	# uu	#	uu			#	uu	#
JOB GROUP: _____									
Constituent Dept: _____									
2011									
2012									
2013									
2014									
2015									

AAU: _____

TOTAL	WOMEN		TOTAL MINORITY		BLACK	HISPANIC	ASIAN/ PAC.ISL.		
	#	# uu	#	uu			#	uu	#
JOB GROUP: _____									
Constituent Dept: _____									
2011									
2012									
2013									
2014									
2015									

AAU: _____

TOTAL	WOMEN		TOTAL MINORITY		BLACK	HISPANIC	ASIAN/ PAC.ISL.		
	#	# uu	#	uu			#	uu	#
JOB GROUP: _____									
Constituent Dept: _____									
2011									
2012									
2013									
2014									
2015									

AAU: _____

TOTAL	WOMEN		TOTAL MINORITY		BLACK	HISPANIC	ASIAN/ PAC.ISL.		
	#	# uu	#	uu			#	uu	#
JOB GROUP: _____									
Constituent Dept: _____									
2011									
2012									
2013									
2014									
2015									

= Total number of individuals within unit AAU = Affirmative Action Unit
 UU = Underutilization Constituent Departments = List all Departments in AAU.
 JOB GROUP = Professorial; Non-Professorial-Instructor; Non-Professorial-Lecturer; Administration Groups; and Classified Groups

PROGRESS REPORT - HISTORICAL UNDERUTILIZATION - FALL 2011-2015

AAU: Skilled Trades
 JOB GROUP: Skilled Trades
 Constituent Dept: Carpenter, Laborer, Electrician
Maintenance Worker, Oiler
Painter, Plumber, Stationary Eng.

TOTAL	WOMEN		TOTAL MINORITY <small>(Incl. Black, Hisp, As/Pac Isl, AI Ind/AI Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL	
	#	UU	#	UU	#	UU	#	UU	#	UU
20	0	1	11	0	8	0	3	1	0	1
29	0	1	10	1	4	0	6	0	0	1
26	0	1	8	1	3	0	5	0	0	1
34	0	1	18	0	10	0	8	0	0	1
33	0	1	16	0	9	0	7	0	0	1

AAU: Skilled Trades -Too small to count in prior years.
 JOB GROUP: Supervisor (Maint and Laborer)
 Constituent Dept:

TOTAL	WOMEN		TOTAL MINORITY <small>(Incl. Black, Hisp, As/Pac Isl, AI Ind/AI Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL	
	#	UU	#	UU	#	UU	#	UU	#	UU
1	0	1	1	0	1	0	0	0	0	0

AAU:
 JOB GROUP:
 Constituent Dept:

TOTAL	WOMEN		TOTAL MINORITY <small>(Incl. Black, Hisp, As/Pac Isl, AI Ind/AI Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL	
	#	UU	#	UU	#	UU	#	UU	#	UU

AAU:
 JOB GROUP:
 Constituent Dept:

TOTAL	WOMEN		TOTAL MINORITY <small>(Incl. Black, Hisp, As/Pac Isl, AI Ind/AI Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL	
	#	UU	#	UU	#	UU	#	UU	#	UU

AAU:
 JOB GROUP:
 Constituent Dept:

TOTAL	WOMEN		TOTAL MINORITY <small>(Incl. Black, Hisp, As/Pac Isl, AI Ind/AI Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL	
	#	UU	#	UU	#	UU	#	UU	#	UU

AAU:
 JOB GROUP:
 Constituent Dept:

TOTAL	WOMEN		TOTAL MINORITY <small>(Incl. Black, Hisp, As/Pac Isl, AI Ind/AI Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL	
	#	UU	#	UU	#	UU	#	UU	#	UU

= Total number of individuals within unit AAU = Affirmative Action Unit
 UU = Underutilization Constituent Departments = List all Departments in AAU.
 JOB GROUP = Professorial; Non-Professorial-Instructor; Non-Professorial-Lecturer; Administration Groups; and Classified Groups

PROGRESS REPORT - HISTORICAL UNDERUTILIZATION - FALL 2011-2015

AAU: Campus Public Safety Sergeant
 JOB GROUP: Campus Public Safety Sergeant
 Constituent Dept. _____

	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, All Ind/Al Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL	
	#	uu	#	uu	#	uu	#	uu	#	uu	#	uu
2011	3		0	1	1	0	0	0	1	0	0	0
2012	12		1	2	9	2	3	4	5	0	1	0
2013	12		0	3	9	2	3	4	5	0	1	0
2014	10		0	2	7	2	2	4	4	0	1	0
2015	7		0	2	6	0	2	2	3	0	1	0

AAU: _____
 JOB GROUP: _____
 Constituent Dept. _____

	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, All Ind/Al Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL	
	#	uu	#	uu	#	uu	#	uu	#	uu	#	uu
2011												
2012												
2013												
2014												
2015												

AAU: _____
 JOB GROUP: _____
 Constituent Dept. _____

	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, All Ind/Al Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL	
	#	uu	#	uu	#	uu	#	uu	#	uu	#	uu
2011												
2012												
2013												
2014												
2015												

AAU: _____
 JOB GROUP: _____
 Constituent Dept. _____

	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, All Ind/Al Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL	
	#	uu	#	uu	#	uu	#	uu	#	uu	#	uu
2011												
2012												
2013												
2014												
2015												

AAU: _____
 JOB GROUP: _____
 Constituent Dept. _____

	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, All Ind/Al Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL	
	#	uu	#	uu	#	uu	#	uu	#	uu	#	uu
2011												
2012												
2013												
2014												
2015												

AAU: _____
 JOB GROUP: _____
 Constituent Dept. _____

	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, All Ind/Al Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL	
	#	uu	#	uu	#	uu	#	uu	#	uu	#	uu
2011												
2012												
2013												
2014												
2015												

= Total number of individuals within unit AAU = Affirmative Action Unit
 UU = Underutilization Constituent Departments = List all Departments in AAU.
 JOB GROUP = Professorial; Non-Professorial-Instructor; Non-Professorial-Lecturer; Administration Groups; and Classified Groups

PROGRESS REPORT - HISTORICAL UNDERUTILIZATION - FALL 2011-2015

AAU: Campus Peace Officer
 JOB GROUP: Campus Peace Officer
 Constituent Dept. _____

	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, AI Ind/AI Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL	
	#	uu	#	uu	#	uu	#	uu	#	uu	#	uu
2011	7	1	1	5	0	2	1	4	0	0	0	
2012	23	5	1	16	0	7	2	9	0	0	1	
2013	29	8	0	19	0	12	0	7	0	0	1	
2014	39	10	1	31	0	18	0	7	0	0	1	
2015	43	19	0	20	0	20	0	14	0	1	2	

AAU: _____
 JOB GROUP: _____
 Constituent Dept. _____

	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, AI Ind/AI Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL	
	#	uu	#	uu	#	uu	#	uu	#	uu	#	uu
2011												
2012												
2013												
2014												
2015												

AAU: _____
 JOB GROUP: _____
 Constituent Dept. _____

	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, AI Ind/AI Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL	
	#	uu	#	uu	#	uu	#	uu	#	uu	#	uu
2011												
2012												
2013												
2014												
2015												

AAU: _____
 JOB GROUP: _____
 Constituent Dept. _____

	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, AI Ind/AI Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL	
	#	uu	#	uu	#	uu	#	uu	#	uu	#	uu
2011												
2012												
2013												
2014												
2015												

AAU: _____
 JOB GROUP: _____
 Constituent Dept. _____

	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, AI Ind/AI Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL	
	#	uu	#	uu	#	uu	#	uu	#	uu	#	uu
2011												
2012												
2013												
2014												
2015												

AAU: _____
 JOB GROUP: _____
 Constituent Dept. _____

	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, AI Ind/AI Nat, and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC ISL	
	#	uu	#	uu	#	uu	#	uu	#	uu	#	uu
2011												
2012												
2013												
2014												
2015												

= Total number of individuals within unit AAU = Affirmative Action Unit
 UU = Underutilization Constituent Departments = List all Departments in AAU.
 JOB GROUP = Professorial; Non-Professorial-Instructor; Non-Professorial-Lecturer; Administration Groups; and Classified Groups

**E. PERSONNEL ACTIVITY TABLE/APPLICANT DATA-
RECRUITMENT DOCUMENTATION**

COLLEGE JOHN JAY COLLEGE OF CRIMINAL JUSTICE

	TOTAL****		BLACK OR AFRICAN AM.		HISPANIC OR LATINO		ASIAN OR NAT. HAW. OR OTHER PAC. ISL.		AMER. IND./ALASK. NAT.		TWO OR MORE RACES		TOTAL MINORITY***		WHITE (including Ital. Am.)		UNKNOWN*		TOTAL NON-MINORITY**			
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE		
EXEC/ADMIN/MANAGERIAL																						
New Hires	4	9	1	1	1	2	0	0	0	0	0	0	2	3	5	2	6	0	0	2	6	8
Terminations	3	4	0	1	0	2	0	1	0	0	0	0	0	4	4	3	0	0	0	3	0	3
Upgrades	2	5	1	2	0	1	0	2	0	0	0	0	1	5	6	1	0	0	0	1	0	1
Transfers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FACULTY																						
New Hires	7	4	0	0	2	1	0	0	0	0	0	0	2	1	3	5	3	0	0	5	3	8
Terminations	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	0	2	2	4
Upgrades	18	14	1	1	0	1	1	3	0	0	0	0	2	5	7	16	9	0	0	16	9	25
Transfers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL/NON-FACULTY																						
New Hires	6	16	3	4	2	7	0	0	0	0	0	0	5	11	16	1	5	0	0	1	5	6
Terminations	3	8	0	2	2	2	0	1	0	0	0	0	2	5	7	1	3	0	0	1	3	4
Upgrades	0	8	0	1	0	5	0	0	0	0	0	0	0	6	6	0	2	0	0	0	2	2
Transfers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SECRETARIAL/CLERICAL																						
New Hires	0	1	0	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
Terminations	0	4	0	1	0	2	0	1	0	0	0	0	0	4	4	0	0	0	0	0	0	0
Upgrades	0	1	0	0	0	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
Transfers	0	5	0	4	0	1	0	0	0	0	0	0	0	5	5	0	0	0	0	0	0	0
TECHNICAL/PA/PROFESSIONAL																						
New Hires	1	0	0	0	1	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0
Terminations	3	1	1	0	1	0	0	0	0	0	0	0	2	0	2	1	1	0	0	1	1	2
Upgrades	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Transfers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED TRADES																						
New Hires	1	0	0	0	1	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0
Terminations	1	0	0	0	1	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0
Upgrades	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Transfers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE MAINTENANCE																						
New Hires	12	8	2	5	10	1	0	1	0	0	0	0	12	7	19	0	1	0	0	0	1	1
Terminations	8	4	2	3	3	1	0	0	0	0	0	0	5	4	9	3	0	0	0	3	0	3
Upgrades	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Transfers	3	0	0	0	1	0	0	0	0	0	0	0	1	0	1	2	0	0	0	2	0	2
TOTAL																						
New Hires	31	38	6	11	17	11	0	1	0	0	0	0	23	23	46	8	15	0	0	8	15	23
Terminations	20	23	3	7	7	7	0	3	0	0	0	0	10	17	27	10	6	0	0	10	6	16
Upgrades	20	28	2	4	0	8	1	5	0	0	0	0	3	17	20	17	11	0	0	17	11	28
Transfers	3	5	0	4	1	1	0	0	0	0	0	0	1	5	6	2	0	0	2	0	0	2

REMEMBER:

**Total Non-Minority is equal to White including Italian American.

***Total Minority is the sum of Black or African Am., Hispanic or Latino, Asian or Nat. Haw. or Other Pacific Islander, American Indian/Alaska Native and Two or More Races.

****TOTAL is the sum of Total Minority and Total Non-Minority.

Period Covered: 7/1/14 to 6/30/15

COLLEGE: JOHN JAY COLLEGE OF CRIMINAL JUSTICE

	TOTAL**		BLACK OR AFRICAN AM.		HISPANIC OR LATINO		ASIAN OR NAT. HAW. OR OTHER PAC. ISL.		AMER. IND./ALASK. NAT.		TWO OR MORE RACES		TOTAL MINORITY***		WHITE (incl. Italian Am.)		UNKNOWN**		TOTAL NON-MINORITY**			
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE		
EXEC/ADMIN/MANAGERIAL																						
Applicants @	626	1201	35	68	164	376	56	101	13	11	0	0	268	556	824	308	527	50	118	308	527	835
Interviews	49	64	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	49	64	0	0	0
Offers	17	23	1	0	4	3	0	0	0	0	0	0	5	3	8	3	9	9	11	3	9	12
TOTAL WORKFORCE Eth & Gender Report	63	112	11	28	7	24	3	9	0	0	5	5	26	66	92	37	46	0	0	37	46	83
FACULTY																						
Applicants @	46	66	1	1	7	9	7	4	1	1	0	0	16	15	31	27	44	3	7	27	44	71
Interviews	3	9	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	1	9	2	0	2
Offers	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4	0	0	0	4	0	4
TOTAL WORKFORCE Eth & Gender Report	218	199	21	25	23	24	13	22	0	0	1	0	58	71	129	160	128	0	0	160	128	288
PROFESSIONAL/NON-FACULTY																						
Applicants @	1338	2338	52	100	384	829	156	257	21	20	0	0	613	1206	1819	633	940	92	192	633	940	1573
Interviews	65	100	0	1	0	2	0	0	0	0	0	0	0	3	3	0	3	65	94	0	3	3
Offers	8	20	3	8	3	6	1	1	0	0	1	0	8	15	23	0	5	0	0	0	5	5
TOTAL WORKFORCE Eth & Gender Report	59	121	19	35	15	42	6	5	0	0	5	1	45	83	128	14	38	0	0	14	38	52
SECRETARIAL/CERICAL																						
Applicants @	225	96	1	0	110	54	12	9	3	0	0	0	126	63	189	88	29	11	4	88	29	117
Interviews	9	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	9	3	0	0	0
Offers	2	0	0	0	1	0	0	0	0	0	0	0	1	0	1	1	0	0	0	1	0	1
TOTAL WORKFORCE Eth & Gender Report	11	44	2	20	5	19	2	0	0	0	0	2	9	41	50	2	3	0	0	2	3	5
TECHNICAL/PARA-PROFESSIONAL																						
Applicants @	851	519	84	79	203	153	138	71	13	10	0	0	438	313	751	311	129	102	77	311	129	440
Interviews	64	14	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	64	14	0	0	0
Offers	6	4	2	1	2	2	1	1	0	0	0	0	5	4	9	1	0	0	0	1	0	1
TOTAL WORKFORCE Eth & Gender Report	14	15	2	3	6	5	1	2	0	0	0	0	8	10	18	6	5	0	0	6	5	11
SKILLED TRADES																						
Applicants @	503	0	8	0	213	0	20	0	5	0	0	0	246	0	246	229	0	28	0	229	0	229
Interviews	15	8	2	5	12	1	1	1	0	0	0	0	15	7	22	0	1	0	0	0	1	1
Offers	2	0	0	0	2	0	0	0	0	0	0	0	2	0	2	0	0	0	0	0	0	0
TOTAL WORKFORCE Eth & Gender Report	34	0	10	0	7	0	0	0	0	0	0	0	17	0	17	17	0	0	0	17	0	17
SERVICE/MAINTENANCE																						
Applicants @	618	8	112	5	210	1	40	1	7	0	0	0	369	7	376	186	1	63	0	186	1	187
Interviews	46	12	3	3	6	1	2	2	0	0	0	0	11	6	17	1	0	34	6	1	0	1
Offers	5	1	3	1	0	0	0	0	0	0	0	0	3	1	4	2	0	0	0	2	0	2
TOTAL WORKFORCE Eth & Gender Report	54	38	19	19	28	12	1	2	0	0	1	2	49	35	84	5	3	0	0	5	3	8
TOTAL																						
Applicants @	4207	4228	293	253	1291	1422	429	443	63	42	0	0	2076	2160	4236	1782	1670	349	398	1782	1670	3452
Interviews	251	210	5	9	18	4	3	3	0	0	0	0	26	16	42	3	4	222	190	3	4	7
Offers	44	48	9	10	12	11	2	2	0	0	1	0	24	23	47	11	14	9	11	11	14	25
TOTAL WORKFORCE Eth & Gender Report	453	529	83	130	91	126	26	40	0	0	12	10	212	306	518	241	223	0	0	241	223	464

REMEMBER: ***Total Minority is the sum of Black or African Am., Hispanic or Latino, Asian or Nat. Haw. or Other Pacific Islander, American Indian/Alaska Native and Two or More Races. ***TOTAL is the sum of Total Minority and Total Non-Minority. @ APPLICANTS are those who apply and meet the minimum qualifications for a specific position.

F. IMPACT RATIO ANALYSIS WORKSHEETS

IMPACT ANALYSIS WORKSHEETS

JOHN JAY COLLEGE

FEMALES AND MINORITIES

PART A

HIRES ANALYSIS

November 24, 2015

JOHN JAY COLLEGE

JOB AREAS/ CATEGORY	MINORITY HIRES				FEMALE HIRES				PERCENTAGE OF HIRES					
	NON MIN		MIN		MALE		FEMALE		% of min hires		% of male hires		% of female hires	
	APPL	HIRES	APPL	HIRES	APPL	HIRES	APPL	HIRES						
TOTAL	3452	23	4236	46	7688	69	3564	30	7688	0.7%	1.1%	0.7%	0.8%	
1 Exec./Adm./Mngtr.	835	8	824	5	1659	13	1033	9	1669	1.0%	0.6%	0.6%	0.9%	
2 Faculty	71	8	31	3	102	11	56	4	102	11.3%	9.7%	15.2%	7.1%	
3 Professional/Non-Fac.	1573	6	1819	16	3392	22	2054	16	3392	0.4%	0.9%	0.4%	0.8%	
4 Secretarial/Clerical	117	0	189	1	306	1	81	1	306	0.0%	0.5%	0.0%	1.2%	
5 Techn./Paraprofessional	440	0	751	1	1191	1	340	0	1191	0.0%	0.1%	0.1%	0.0%	
6 Skilled Trades	229	0	246	1	503	1	Error	Error	475	0.0%	0.4%	0.2%	Error	
7 Service/Maintenance	187	1	376	19	563	20	618	12	563	0.5%	5.1%	1.9%	Error	
TOTAL	3452	23	4236	46	7688	69	3564	30	7688	1%	1%	1%	1%	

IRA WORKSHEET FOR NON-MIN VS MIN % OF HIRES

JOB AREAS/ CATEGORY	RATE FOR UNFAV. GROUP		RATE FOR FAV. GROUP		ONLY IF IRA UNDER 0.8		OVER ALL RATE		IRA		FISHER'S TEST		FISHER TEST RESULT NOTE	
	B		C		F		E		D		L			
	MINORITY	NON-MIN	MINORITY	NON-MIN	EXPECT	ACTL	DFI	STD DEV	IRALS THAN 0.8 AND DIF >=1 PERSON	IRALS THAN 0.8 AND STD DEV >=2	NON-MIN APPLICANTS	NON-MIN HIRED		MIN APPLICANTS
1 Exec./Adm./Mngtr.	0.6%	1.0%	0.63	0.8	6	5	1	0.81						
2 Faculty	9.7%	11.3%	0.86											
3 Professional/Non-Fac.	0.4%	0.9%												
4 Secretarial/Clerical	0.0%	0.5%												
5 Techn./Paraprofessional	0.0%	0.1%												
6 Skilled Trades	0.0%	0.4%												
7 Service/Maintenance	0.5%	5.1%												
TOTAL					6	5	1							

IRA WORKSHEET FOR MALE VS FEMALE % OF HIRES

JOB AREAS/ CATEGORY	RATE FOR UNFAV. GROUP		RATE FOR FAV. GROUP		ONLY IF IRA UNDER 0.8		OVER ALL RATE		IRA		FISHER'S TEST		FISHER TEST RESULT NOTE	
	B		C		F		E		D		L			
	MALE	FEMALE	MALE	FEMALE	EXPECT	ACTL	DFI	STD DEV	IRALS THAN 0.8 AND DIF >=1 PERSON	IRALS THAN 0.8 AND STD DEV >=2	MALE APP	MALE HIRED		FEMALE APP
1 Exec./Adm./Mngtr.	0.6%	0.9%	0.47	0.9	6	4	2	1.31						
2 Faculty	7.1%	15.2%												
3 Professional/Non-Fac.	0.4%	0.8%												
4 Secretarial/Clerical	0.0%	1.2%												
5 Techn./Paraprofessional	0.0%	0.1%												
6 Skilled Trades	0.2%	Error												
7 Service/Maintenance	1.9%	Error												
TOTAL					6	4	2							

PROMOTION ANALYSIS

November 24, 2015

JOB AREAS/ CATEGORY	MINORITY PROMOTION				FEMALE PROMOTION				PERCENTAGE OF PROMOTION				
	NON MIN		MIN		MALE		FEMALE		% of non-min PROMOTED	% of min promoted	% OF MEN promoted	% OF FEMALE promoted	
	INCUMBENT	PROMOTED	INCUMBENT	PROMOTED	INCUMBENT	PROMOTED	INCUMBENT	PROMOTED					
TOTAL	464	28	518	20	453	20	28	982	48	6%	4%	4%	5%
1 Exec./Adm./Mgrt.	83	1	92	6	63	2	112	5	175	1%	7%	3%	4%
2 Faculty	288	25	129	7	218	18	199	14	417	9%	5%	8%	7%
3 Professional/Non-Fac.	52	2	128	6	59	0	121	8	180	4%	5%	0%	7%
4 Secretarial/Clerical	5	0	50	1	11	0	44	1	55	0%	2%	0%	2%
5 Techn./Paraprofessional	11	0	18	0	14	0	15	0	29	0%	0%	0%	0%
6 Skilled Trades	17	0	17	0	34	0	0	0	34	0%	0%	0%	0%
7 Service/Maintenance	8	0	84	0	54	0	38	0	92	0%	0%	0%	0%
TOTAL	464	28	518	20	453	20	28	982	48	6%	4%	4%	5%

IRA WORKSHEET FOR NON-MIN VS MIN % OF PROMOTION

November 24, 2015

JOB AREAS/ CATEGORY	RATE FOR UNFAV. GROUP		RATE FOR FAV. GROUP		IRA	OVER ALL RATE	ONLY IF IRA UNDER 0.8				FISHER'S VALUE	FISHER TEST					
	NON-MIN	MINORITY	NON-MIN	MINORITY			EXPECT	ACTL	DIF	STD DEV		NON-MIN INCUM	NON-MIN PRMT	MIN INCUM	MIN PRMT		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
1 Exec./Adm./Mgrt.	1.20%	6.52%	5.43%	6.52%	0.63	7.67%	9	7	2	1.15							
2 Faculty	3.85%	4.65%	3.85%	4.65%													
3 Professional/Non-Fac.	0.00%	2.00%	N/A	2.00%													
4 Secretarial/Clerical	N/A	N/A	N/A	N/A													
5 Techn./Paraprofessional	N/A	N/A	N/A	N/A													
6 Skilled Trades	N/A	N/A	N/A	N/A													
7 Service/Maintenance	N/A	N/A	N/A	N/A			9	7	2								
TOTAL																	

IRA WORKSHEET FOR MALE VS FEMALE % OF PROMOTION

November 24, 2015

JOB AREAS/ CATEGORY	RATE FOR UNFAV. GROUP		RATE FOR FAV. GROUP		IRA	OVER ALL RATE	ONLY IF IRA UNDER 0.8				FISHER'S VALUE	FISHER TEST					
	MALE	FEMALE	MALE	FEMALE			EXPECT	ACTL	DIF	STD DEV		male incum	male prmt	female incum	female prmt		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
1 Exec./Adm./Mgrt.	3.2%	4.5%	7.0%	8.3%	0.852												
2 Faculty	0.0%	6.6%	0.0%	6.6%													
3 Professional/Non-Fac.	0.0%	2.3%	N/A	2.3%													
4 Secretarial/Clerical	N/A	N/A	N/A	N/A													
5 Techn./Paraprofessional	N/A	N/A	N/A	N/A													
6 Skilled Trades	N/A	N/A	N/A	N/A													
7 Service/Maintenance	N/A	N/A	N/A	N/A			0	0	0								
TOTAL																	

JOHN JAY COLLEGE

TERMINATION ANALYSIS

November 24, 2015

JOB AREAS/ CATEGORY	MINORITY TERMINATION				FEMALE TERMINATION				PERCENTAGE OF TERMINATION			
	NON MIN		MIN		MALE		FEMALE		% of non-min TERMINATED	% of min TERMINATED	% OF MEN TERMINATED	% OF FEMALE TERMINATED
	INCUMBENT	TERMINATED	INCUMBENT	TERMINATED	INCUMBENT	TERMINATED	INCUMBENT	TERMINATED				
TOTAL	464	16	518	27	982	43	23	982	43	5%	4%	4%
1 Exec./Adm./Mngt.	83	3	92	4	175	7	4	175	7	4%	5%	4%
2 Faculty	288	4	129	0	417	4	2	417	4	0%	1%	1%
3 Professional/Non-Fac.	52	4	128	7	180	11	8	180	11	8%	5%	7%
4 Secretarial/Clerical	5	0	50	4	55	4	4	55	4	0%	0%	9%
5 Techn./Paraprofessional	11	2	18	2	29	4	1	29	4	11%	21%	7%
6 Skilled Trades	17	0	17	1	34	1	0	34	1	0%	3%	0%
7 Service/Maintenance	8	3	84	9	92	12	4	92	12	11%	15%	11%
TOTAL	464	16	518	27	982	43	23	982	43	5%	4%	4%

IRA WORKSHEET FOR NON-MIN VS MIN % OF TERMINATION

November 24, 2015

JOB AREAS/ CATEGORY	RATE FOR UNFAV. GROUP		RATE FOR FAV. GROUP		OVER ALL RATE		ONLY IF IRA UNDER 0.8				FISHER TEST						
	B		C		E		EXPECT	ACTL	DIF	STD DEV	IR	STDEV	IR	STDEV	IR	STDEV	
	MINORITY	NON-MIN	MINORITY	NON-MIN	MINORITY	NON-MIN	F	G	H	I	J	K	L	M	N	O	P
1 Exec./Adm./Mngt.	4.3%	3.6%	NON-MIN	3.6%	0.831												
2 Faculty	1.4%	0.0%	MINORITY	0.0%													
3 Professional/Non-Fac.	7.7%	5.5%	MINORITY	5.5%													
4 Secretarial/Clerical	8.0%	0.0%	NON-MIN	0.0%	0.000	3	4	1	0.66	*			50	4	5	0	
5 Techn./Paraprofessional	18.2%	11.1%	MINORITY	11.1%													
6 Skilled Trades	5.9%	0.0%	NON-MIN	0.0%	0.000	0	1	1	1.02	*			17	1	17	0	
7 Service/Maintenance	37.5%	10.7%	MINORITY	10.7%													
TOTAL						3	5	2									

IRA WORKSHEET FOR MALE VS FEMALE % OF TERMINATION

November 24, 2015

JOB AREAS/ CATEGORY	RATE FOR UNFAV. GROUP		RATE FOR FAV. GROUP		OVER ALL RATE		ONLY IF IRA UNDER 0.8				FISHER TEST						
	B		C		E		EXPECT	ACTL	DIF	STD DEV	IR	STDEV	IR	STDEV	IR	STDEV	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	F	G	H	I	J	K	L	M	N	O	P
1 Exec./Adm./Mngt.	4.8%	3.6%	MALE	3.6%	0.913												
2 Faculty	1.0%	0.9%	MALE	0.9%													
3 Professional/Non-Fac.	6.6%	5.1%	MALE	5.1%	0.769	7	8	1	0.401	*							
4 Secretarial/Clerical	9.1%	0.0%	MALE	0.0%	0.000	3	4	1	1.038	*			44	4	11	0	
5 Techn./Paraprofessional	21.4%	5.7%	MALE	5.7%													
6 Skilled Trades	2.9%	0.0%	FEMALE	0.0%													
7 Service/Maintenance	14.8%	10.5%	FEMALE	10.5%													
TOTAL						10	12	2									

---- VS ----

	total # in group 1	# of hire/ perm/ term	total # in group 2	# of fav, hire/ perm/ term
	50	4	5	0

paste the 4 data here
↑

Not show significant difference

0.6753

This is the FISHER'S value

---- VS ----

	# of fav, hire/ pmnt/ termnt	total # in group 2	# of hire/ pmnt/ termnt	total # in group 1
	0	17	1	17

Not show significant difference

paste the 4 data here
↑

0.5000

This is the FISHER'S value

---- VS ----

	total # in group 1	# of hire/ prmt/ termnt	total # in group 2	# of fav, hire/ prmt/ termnt
	44	4	11	0

paste the 4 data here



This is the FISHER'S value

0.3980

Not show significant difference

G. TENURE ELIGIBILITY SURVEY

TENURE ELIGIBILITY SURVEY

COLLEGE: John Jay College of Criminal Justice

COLLEGE TOTALS: 38 Granted Tenure

Eligible for Tenure, Effective: September 1, 2014

	TOTAL	Sub-Total Gender		WHITE		ITALIAN AMERICAN		ASIAN/ NAT. HAW./ OTHER PAC. ISL.		AM. IND./ ALSK. NAT.		BLACK		HISPANIC		PUERTO RICAN		TWO OR MORE RACES	
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Professor	1(3)	1	(2)	1	(1)														
Associate Prof.	11(9)	7	4	5	3	1	3					1	1						
Assistant Prof.	5(1)	1	4	1	4										1				
Lecturer (COE)	7	3	4	2	2				2			1							
CLT's	1	1												1					
TOTAL	25(13)	13(5)	12(8)	9(5)	9(3)			1	2			2	1						1

Number Recommended for Tenure, Effective: September 1, 2014

40

NOTE: Please record Early Tenure in Parenthesis: example ()

	TOTAL	Sub-Total Gender		WHITE		ITALIAN AMERICAN		ASIAN/ NAT. HAW./ OTHER PAC. ISL.		AM. IND./ ALSK. NAT.		BLACK		HISPANIC		PUERTO RICAN		TWO OR MORE RACES	
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Professor	1(3)	1	(2)	1	(1)														
Associate Prof.	11(9)	7	4	5	3	1	3					1	1						
Assistant Prof.	5(3)	1	4	1	4										1				
Lecturer (COE)	7	3	4	2	2				2			1							
CLT's	1	1												1					
TOTAL	25(15)	13(5)	12(10)	9(5)	9(4)			1	2			2	1						1

Eligible for Tenure, Effective: September 1, 2014

	Sub-Total Gender		WHITE		ITALIAN AMERICAN		ASIAN/NAT. HAW./OTHER PAC. ISL.		AM. IND./ALASK. NAT.		BLACK		HISPANIC		PUERTO RICAN		TWO OR MORE RACES		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
TOTAL																			
Professor		(1)										(1)							
Associate Prof.																			
Assistant Prof.																			
Lecturer (CCE)																			
CLT's																			
TOTAL		(1)										(1)							

Number Recommended for Tenure, Effective: September 1, 2014

NOTE: Please record Early Tenure in Parenthesis: example ()

	Sub-Total Gender		WHITE		ITALIAN AMERICAN		ASIAN/NAT. HAW./OTHER PAC. ISL.		AM. IND./ALASK. NAT.		BLACK		HISPANIC		PUERTO RICAN		TWO OR MORE RACES		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
TOTAL																			
Professor		(1)										(1)							
Associate Prof.																			
Assistant Prof.																			
Lecturer (CCE)																			
CLT's																			
TOTAL		(1)										(1)							

Eligible for Tenure, Effective: September 1, 2014

	Sub-Total Gender		WHITE		ITALIAN AMERICAN		ASIAN/NAT. HAW./ OTHER PAC. ISL.		AM. IND./ ALSK. NAT.		BLACK		HISPANIC		PUERTO RICAN		TWO OR MORE RACES		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
TOTAL																			
Professor		(1)		(1)															
Associate Prof.																			
Assistant Prof.																			
Lecturer (CCE)																			
CLT's																			
TOTAL		(1)		(1)															

Number Recommended for Tenure, Effective: September 1, 2014

NOTE: Please record Early Tenure in Parenthesis: example ()

	Sub-Total Gender		WHITE		ITALIAN AMERICAN		ASIAN/NAT. HAW./ OTHER PAC. ISL.		AM. IND./ ALSK. NAT.		BLACK		HISPANIC		PUERTO RICAN		TWO OR MORE RACES		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
TOTAL																			
Professor		(1)		(1)															
Associate Prof.																			
Assistant Prof.																			
Lecturer (CCE)																			
CLT's																			
TOTAL		(1)		(1)															

Eligible for Tenure, Effective: September 1, 2014

	Sub-Total Gender		WHITE		ITALIAN AMERICAN		ASIAN/ NAT. HAW./ OTHER PAC. ISL.		AM. IND./ ALSK. NAT.		BLACK		HISPANIC		PUERTO RICAN		TWO OR MORE RACES		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Professor																			
Associate Prof.																			
Assistant Prof.																			
Lecturer (CCE)																			
CLT's																			
TOTAL																			

0

Number Recommended for Tenure, Effective: September 1, 2014 1

NOTE: Please record Early Tenure in Parenthesis: example ()

	Sub-Total Gender		WHITE		ITALIAN AMERICAN		ASIAN/ NAT. HAW./ OTHER PAC. ISL.		AM. IND./ ALSK. NAT.		BLACK		HISPANIC		PUERTO RICAN		TWO OR MORE RACES		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Professor																			
Associate Prof.																			
Assistant Prof.		(1)		(1)															
Lecturer (CCE)																			
CLT's																			
TOTAL		(1)		(1)															

(1)

Eligible for Tenure, Effective: September 1, 2014

	Sub-Total Gender		WHITE		ITALIAN AMERICAN		ASIAN/NAT. HAW/ OTHER PAC. ISL.		AM. IND./ ALSK. NAT.		BLACK		HISPANIC		PUERTO RICAN		TWO OR MORE RACES		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Professor																			
Associate Prof.	4	2	2	2															
Assistant Prof.	3	1	2	1										1					
Lecturer (CCE)	5	1	4	1				2											
CLT's																			
TOTAL	12	4	8	4	5		2							1					

Number Recommended for Tenure, Effective: September 1, 2014

NOTE: Please record Early Tenure in Parenthesis: example ()

	Sub-Total Gender		WHITE		ITALIAN AMERICAN		ASIAN/NAT. HAW/ OTHER PAC. ISL.		AM. IND./ ALSK. NAT.		BLACK		HISPANIC		PUERTO RICAN		TWO OR MORE RACES		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Professor																			
Associate Prof.	4	2	2	2															
Assistant Prof.	3	1	2	1										1					
Lecturer (CCE)	5	1	4	1				2											
CLT's																			
TOTAL	12	4	8	4	5		2							1					

Eligible for Tenure, Effective: September 1, 2014

	TOTAL	Sub-Total Gender		WHITE		ITALIAN AMERICAN		ASIAN/NAT. HAW./ OTHER PAC. ISL.		AM. IND./ ALSK. NAT.		BLACK		HISPANIC		PUERTO RICAN		TWO OR MORE RACES	
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Professor	1		1		1														
Associate Prof.																			
Assistant Prof.																			
Lecturer (CCE)	1		1									1							
CLT's																			
TOTAL	2		2		1							1							

Number Recommended for Tenure, Effective: September 1, 2014

NOTE: Please record Early Tenure in Parenthesis: example ()

	TOTAL	Sub-Total Gender		WHITE		ITALIAN AMERICAN		ASIAN/NAT. HAW./ OTHER PAC. ISL.		AM. IND./ ALSK. NAT.		BLACK		HISPANIC		PUERTO RICAN		TWO OR MORE RACES	
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Professor	1		1		1														
Associate Prof.																			
Assistant Prof.																			
Lecturer (CCE)	1		1									1							
CLT's																			
TOTAL	2		2		1							1							

COLLEGE: John Jay College of Criminal Justice

Philosophy

1

Eligible for Tenure, Effective: September 1, 2014

	Sub-Total Gender		WHITE		ITALIAN AMERICAN		ASIAN/ NAT. HAW/ OTHER PAC. ISL.		AM. IND./ ALSK. NAT.		BLACK		HISPANIC		PUERTO RICAN		TWO OR MORE RACES		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Professor																			
Associate Prof.		1									1								
Assistant Prof.																			
Lecturer (CCE)																			
CLT's																			
TOTAL		1									1								

Number Recommended for Tenure, Effective: September 1, 2014

2

NOTE: Please record Early Tenure in Parenthesis: example ()

	Sub-Total Gender		WHITE		ITALIAN AMERICAN		ASIAN/ NAT. HAW/ OTHER PAC. ISL.		AM. IND./ ALSK. NAT.		BLACK		HISPANIC		PUERTO RICAN		TWO OR MORE RACES		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Professor																			
Associate Prof.		1									1								
Assistant Prof.		1												1					
Lecturer (CCE)																			
CLT's																			
TOTAL		2									1			1					

Eligible for Tenure, Effective: September 1, 2014

	Sub-Total Gender		WHITE		ITALIAN AMERICAN		ASIAN/ NAT. HAW/ OTHER PAC. ISL.		AM. IND./ ALSK. NAT.		BLACK		HISPANIC		PUERTO RICAN		TWO OR MORE RACES		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Professor																			
Associate Prof.																			
Assistant Prof.		1		1															
Lecturer (CCE)																			
CLT's	1													1					
TOTAL	2	1		1										1					

Number Recommended for Tenure, Effective: September 1, 2014

NOTE: Please record Early Tenure in Parenthesis: example ()

	Sub-Total Gender		WHITE		ITALIAN AMERICAN		ASIAN/ NAT. HAW/ OTHER PAC. ISL.		AM. IND./ ALSK. NAT.		BLACK		HISPANIC		PUERTO RICAN		TWO OR MORE RACES		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Professor																			
Associate Prof.																			
Assistant Prof.		1		1															
Lecturer (CCE)																			
CLT's	1													1					
TOTAL	2	1		1										1					

H. FALL 2015 UNDERUTILIZATION SUMMARY

Fall 2015 Underutilization Summary: Results of Utilization Analysis by Affirmative Action Unit REVISED 9/21/2015
 Comparison of Incumbents to Availability Data (Professorial* Only)

COLLEGE:

John Jay College of Criminal Justice

Total # Professoriate: 373

PART A:

Departments/ Affirmative Action Unit (AAU) with Underutilization (UU)	Total Incumbents in AAU	FEMALES			Total Minorities <small>(incl. Black, Hisp. As./Pac./Isl. AI/Ind./AI/Nat. and Two or More Races)</small>			Asian/Pacific Islanders			Blacks			Hispanics/ Latinos (as)		
		#UU	% Overall Availability	NR (No Representation)	#UU	% Overall Availability	NR (No Representation)	#UU	% Overall Availability	NR (No Representation)	#UU	% Overall Availability	NR (No Representation)	#UU	% Overall Availability	NR (No Representation)
1 Area and Ethnic Studies	15	2	66.1		0	45.4		2	12.4	NR	0	17.3	0	11.2		
2 Education	12	0	67.9		0	31.7		1	4.9	NR	0	19.4	0	6.8		
3 English Language/Literature	41	4	61.1		0	15.9		0	3.8		0	5	0	5.5		
4 Foreign Language & Literature	5	0	61		0	24.6		0	7.2	NR	0	2	0	13.7		
5 History	22	2	45.3		0	17.8		0	3.7		1	7.7	0	5		
6 Law Enforcement	51	6	46.2		0	18.1		0	1.2		0	7.8	0	6.5		
7 Library	13	0	68.3		2	18.5		0	9.6		0	2.3	1	4.4	NR	
8 Mathematics and Computer Science	18	2	26.8		0	18.1		0	9.4		0	2.7	1	4.9	NR	
9 Philosophy	12	0	29.7		0	16.4		0	5.1		0	5.4	0	4.1		
10 Physical Education	3	0	43.8		0	16.9		0	3.2	NR	0	8.3	0	4.2	NR	
11 Physical Science	22	0	29.7		0	16.4		0	5.1		0	5.4	0	4.1		
12 Psychology	43	7	73.1		1	24		0	6.6		0	7.5	2	8.1		
13 Public Administration	28	6	64.9		1	33.4		0	6.1		1	19.1	0	7		
14 Social Science	69	0	50.9		0	21.8		0	7.3		0	6	1	6.9		
15 Visual and Performing Arts	19	0	49.3		0	16.6		2	7.7	NR	0	3.2	0	4.8		
TOTAL **	373	29			4			5			2		5			

*Professorial = Einstein Professor, Distinguished Professor, Professor, Associate Professor, and Assistant Professor (including all EOC titles as appropriate).

No Representation is noted even if AAU is less than five and even if no UU.

**Total increased (from 306) because Substitute, Visiting Appointments and paid leaves status are counted.

PART B:	
# of UU AAUs	Total # of AAUs
10	15

I. Utilization Analysis: Hiring Benchmark Goal for Veterans

Protected Veterans Utilization Analysis

Hiring Benchmark and Utilization Goal

July 1 2014 - June 30 2015

For Protected Veterans

Total # of Employees:	<u>982</u>	=	2.3%	<u>National Benchmark</u>	7%
Total # of Veterans:	<u>23</u>				



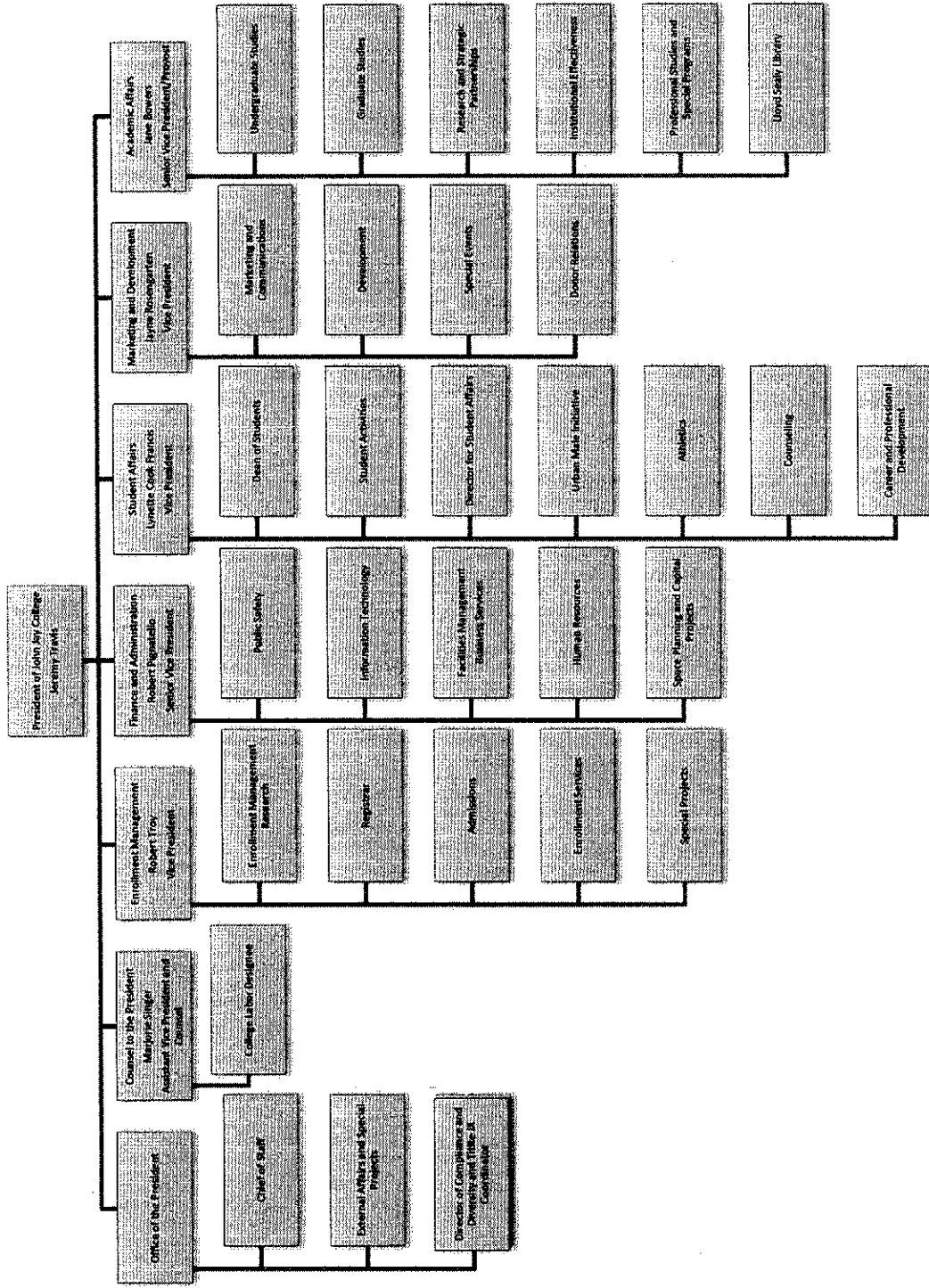
Enter number in cell E/F 16 and E/F17 to calculation the percentage representation of veterans within your workforce

Compare the percentage representation to the national benchmark and indicate Y or N if college meets requirement.

J. ORGANIZATIONAL CHART

Administrative Structure effective September 1, 2014

John Jay College of Criminal Justice College Organizational Chart



K. COMPENSATION REVIEW



Office of Human Resources Management
Recruitment and Diversity
205 East 42nd Street, 10th Floor
New York, NY 10017
Tel: 646-664-3307
Fax: 646-664-2962

August 11, 2015

Dear President Travis:

Thank you for hosting my staff on May 19, 2015 for a Cabinet-level discussion on CUNY's commitment to compensation equity and a review of compensation practices. I appreciate the active participation of you and your team and know that we will benefit from the comments that have come from the discussions. I also hope this effort has provided you with information and insight concerning compensation issues in general.

This review would not have been possible without the participation of your Human Resources and Diversity Offices, who are responsible for maintaining accurate employee data and for reviewing areas of potential risk. They have taken the time to go over the analysis in detail and I appreciate their commitment.

CUNY has a non-discrimination policy that covers all areas of employment, including compensation, and an annual senior management review of compensation and compensation practices is one of the expectations of Federal regulatory agencies. Moving forward, this review will be incorporated into Affirmative Action monitoring conducted by your Chief Diversity Officer with support from your Human Resources Office. CUNY's Office of Recruitment and Diversity (ORD) will keep your campus informed about regulatory developments and provide technical assistance, as we do today. We are also glad to address any questions you may have.

Again, thank you for your support of this important effort.

Sincerely,

A handwritten signature in black ink, appearing to read 'Jennifer S. Rubain', written in a cursive style.

Jennifer S. Rubain
University Dean for Recruitment and Diversity

cc:
Silvia Montalban
Kevin Hauss

L. VETS 100A REPORT
filed Fall 2014

APPENDIX A TO PART 61-300 – FEDERAL CONTRACTOR VETERANS' EMPLOYMENT
REPORT VETS-100A

FEDERAL CONTRACTOR VETERANS' EMPLOYMENT REPORT VETS-100A

(For covered contracts entered into or modified on or after December 1, 2003.)

OMB NO: 1293-0005

Expires: 09/30/2014

Persons are not required to respond to this collection of information unless it displays a valid OMB number

RETURN COMPLETED REPORT TO:

VETS-100 Submission
VETERANS' EMPLOYMENT AND TRAINING SERVICE (VETS)
Service Center
In care of: Department of Labor National Contact Center (DOL-NCC) (Suite 200)
14120 Newbrook Drive
Chantilly, VA 20151

ATTN: Human Resource/EEO Department

TYPE OF REPORTING ORGANIZATION (Check one or both, as applicable)	TYPE OF FORM (Check only one)
<input checked="" type="checkbox"/> Prime Contractor	<input type="checkbox"/> Single Establishment
<input checked="" type="checkbox"/> Subcontractor	<input type="checkbox"/> Multiple Establishment-Headquarters
	<input checked="" type="checkbox"/> Multiple Establishment-Hiring Location
	<input type="checkbox"/> Multiple Establishment-State Consolidated (specify number of locations) _____(MSC)

COMPANY IDENTIFICATION INFORMATION (Omit items preprinted above-ADD Company Contact Information Below)

COMPANY No: T131733	TWELVE MONTH PERIOD ENDING 0 8 0 1 2 0 1 4 M M D D Y Y Y Y		
NAME OF PARENT COMPANY: The City University of New York	ADDRESS (NUMBER AND STREET): 205 East 42 Street - 10th Floor		
CITY: New York	COUNTY: New York	STATE: NY	ZIP CODE: 10017
NAME OF COMPANY CONTACT: Jean Chen	TELEPHONE FOR CONTACT: 6466643301	EMAIL: Jean.Chen@mail.cuny.edu	

NAME OF HIRING LOCATION: John Jay College	ADDRESS (NUMBER AND STREET): 524 West 59 Street		
CITY: New York	COUNTY: Manhattan	STATE: NY	ZIP CODE: 10035

NAICS: 6 1 1 3 1 0	DUNS: 0 7 - 8 3 0 - 9 3 9 4	EMPLOYER ID (IRS TAX No.): 1 3 - 6 4 0 0 4 3 4
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INFORMATION ON EMPLOYEES

REPORT ALL PERMANENT FULL-TIME OR PART-TIME EMPLOYEES AND NEW HIRES WHO ARE VETERANS, AS DEFINED ON REVERSE. DATA ON NUMBER OF EMPLOYEES IS TO BE ENTERED IN COLUMN L, M, N, O, AND P, LINES 1-10. DATA ON NEW HIRES IS TO BE ENTERED IN COLUMNS Q, R, S, T, AND U. ENTRIES IN COLUMNS Q THROUGH U, LINES 1-10, AND COLUMNS L, M, N, O, AND P. ENTER THE MAXIMUM AND MINIMUM NUMBER OF EMPLOYEES. INSTRUCTIONS ARE FOUND ON THE REVERSE OF THIS FORM.

JOB CATEGORIES	NUMBER OF EMPLOYEES					NEW HIRES (PREVIOUS 12 MONTHS)				
	DISABLED VETERANS (L)	OTHER PROTECTED VETERANS (M)	ARMED FORCES SERVICE MEDAL VETERANS (N)	RECENTLY SEPARATED VETERANS (O)	TOTAL EMPLOYEES, BOTH VETERANS AND NON-VETERANS (P)	DISABLED VETERANS (Q)	OTHER PROTECTED VETERANS (R)	ARMED FORCES SERVICE MEDAL VETERANS (S)	RECENTLY SEPARATED VETERANS (T)	TOTAL NEW HIRES, BOTH VETERANS AND NON-VETERANS (U)
EXECUTIVE/SENIOR LEVEL OFFICIALS AND MANAGERS 1	0	0	0	0	19	0	0	0	0	3
FIRST/MID LEVEL OFFICIALS AND MANAGERS 2	0	1	0	0	112	0	0	0	0	7
PROFESSIONALS 3	0	0	2	5	471	0	0	0	0	1
TECHNICIANS 4	0	0	0	0	26	0	0	0	0	3
SALES WORKERS 5	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT WORKERS 6	0	1	2	0	126	0	0	0	0	35
CRAFT WORKERS 7	0	3	0	0	36	0	0	0	0	0
OPERATIVES 8	0	0	0	0	0	0	0	0	0	0
LABORERS/HELPERS 9	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS 10	0	4	2	0	93	0	2	0	0	12
TOTAL 11	0	9	6	5	883	0	2	0	0	61

Report the total maximum and minimum number of permanent employees during the period covered by this report.

Maximum Number	Minimum Number
883	814

A written copy of this Affirmative Action Plan is available for inspection by any employee or applicant for employment, during normal business hours, at John Jay College of Criminal Justice, in the Office of the Chief Diversity Officer at 524 West 59th Street Haaren Hall, Rm. 622T, New York, NY 10019. Interested persons should contact Silvia Montalban, Esq. Director-Compliance & Diversity, the Chief Diversity Officer, at 646-557-4409 or via email addressed to smontalban@jjay.cuny.edu for assistance. It is also available electronically on the John Jay College website at <http://www.jjay.cuny.edu/6731.php>