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

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:

- 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:

- o Monitoring search, hiring and selection process
- o Investigating complaints of discrimination and harassment pursuant to non-discrimination policies and procedures
- o 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.
- o Liaison between the College, CUNY, enforcement agencies and interest groups

The Office of Compliance & Diversity:

- o Furthers the College's commitment to promote inclusiveness and diversity in the College community
- o Ensures that employment practices are proper and non-discriminatory
- o 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 CUNY first 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:

Number of Employees	EEO-6 Categories
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

ADMINISTRATIVE OFFICERS

1A Administration I

1 B Administration II

President, Senior Vice President, Vice President, Dean,

Associate Dean, Assistant Dean, Administrator

Higher Education Officer & Higher Education Associate

1 C. Administrative Superintendent

Administrative Superintendent of Buildings and

Grounds

1 D. Security Director

Assistant College Security Director

College Security Director

2. FACULTY

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

AFFIRMATIVE ACTION UNITS

CONSTITUENT ACADEMIC DEPARTMENTS/Units

2 A.1 Area Studies

Africana Studies

Latin American/Latino(a) Studies

2A. 3 Education

Counseling/Psychology

2A.4 English Language & Literature/Letters

English

2A .5Foreign Languages, Literature

And Linguistics

Modern Languages

2 A .7Library

2A. 8 Mathematics

Library

Mathematics

Physical Education

2A. 9 Physical Sciences

Physical Sciences

2A.10 Public Administration & Social Service Professions

Behavioral Sciences

Para legal/Public Administration

Social Sciences

2A. 11 Visual & Performing Arts

Visual & Performing Arts

3. Professional/non-faculty

Administration III

Higher Education Assistant

Accountants

Assistant to HEO Purchasing agent

Computer Specialists:

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 nonminority 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/reclassification 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
 - o 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.
 - o All recommendations for pay increases for Executives are reviewed by University management.
 - O 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

- O 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.
- O 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.
- O 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:
- O 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.
- o 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.
- O Stock: As a government employer, CUNY does not offer stock or equity to any employee.
- o 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.
- O 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.
- o 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
 - o English AAU: Underutilization in the female category remains a rate of four (4).
 - o History
 - o Law Enforcement
 - o Math
 - o Psychology
 - o Public Administration
 - o Print Shop titles
 - o Skilled Trades/Crafts
 - o Campus Public Safety Sergeant
 - o Custodial Supervisor
- pertaining to Total Minorities
 - o Administration II
 - o Administrative Superintendent of Buildings & Grounds
 - o Library
 - o Psychology
 - o Public Administration
 - o Law and Police Science (Lecturer titles)
 - o Security, Fire emergency Mgmt (Lecturer titles)
 - o 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 underrepresented. 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 Incumberaty 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 Acadmic Programs (Academic Program Manager)
Public Safety	Campus Public Safety Sergeant (Provisional)
Marketing and Development Bursar	IT Associate Level 2 (Provisional) Web Developer
Human Resources	Enrollment Bursar Coordinator HR Coordinator
Admissions	Apple Corps Student Success Specialist (Academic Program Specialist)
	Enrollment Bursar Specialist
	Career Engagement Educator
Student Life	John Jay College Service Corps Manger(Student Life Manager)
Facilities	Laborer - 2 Positions
Facilities Facilities	Custodial Assistant (Multiple Positions) 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 Admissions	Apple Corps - Internship Counselor 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 Development Specialist
Marketing and Development 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 Associate Provost and Dean of Research	John Jay Online Instructional Designer 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 Init	Director - of John Jay Online
Health Services	Nurse Practitioner, Level 1
International Studies & Programs Associate Provost for Research	Study Abroad Coordinator Research Compilance 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 Public Safety	IT Assistant, Level 1 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 involvement and Leadership Specialist
Security, Fire and Emergency Manager	Administrative Specialist Academic Program Coordinator (2 positions)
Public Management Public Safety	Environmental Health and Safety Coordinator
Marketing & Development	Broadcast Associate Level 1 (Provisional)
Campus Office Services & Records Ma	Print Shop Assc Levels 1 and 2 (Prov.) (2)
Finance & Business Services	Purchasing Agent Assistant (Provsional)
Finance & Business Services	Stock Worker Level 1 (Provisional)
Undergraduate Studies Sociology	Associate Provost/Dean of Undergraduate Studies Administrative Specialist
Human Resources	HR Coordinator- Time & Leave
Theater	Broadcast Assc 3
Admissions	Apple Corps Program Coordinator (Academic Program Manager)
Student Academic Success Programs (5	
International Studies & Programs	Deputy Director of International Studies and Programs (Study Abroad Program Man
Student Academic Success Broggams //	Women's Center Services Manager Academic Program Manager (Accodate Director)
Student Academic Success Programs (S Accessibility Services	Academic Program Manager (Associate Director) 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 CUNY first 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 smootheadtham.org giguy.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 goad 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.

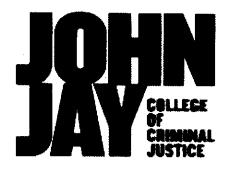
Additionally, in civil service examinations, Veterans may apply for additional "points" added to their exam scores based on either Veteran or Disabled Veteran Status as defined by State of New York statute. Points are granted only where the Veteran has received a minimum passing score on the examination.

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

Haaren Hall 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.



Administration

	UTILIZ	ATION ANAI	LYSIS WOR	KSHEET			
·		14018610		JOHN JAY COLL	EGE		
			Semester/Year;		ALL, 2015		
AFFIRMATIVE ACTION UNIT:		Constituent Depar	rtments:				
ADMINISTRATION I							
EEO CATEGORY: Executive/Senior Level Official and Managers		Job Titles: E	XECUTIVE COMP	ENSATION PLAN TIT	LES		
JOB GROUP:		President Senior Vice President Assistant Vice Dean Associate Dea Administrator Associate Adm	President In	1 2 3 3 3 2 1 6			
ADMINISTRATION (
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.: 21	0.50			J. 2.2			
No. Ma/e:11 No. Female:10		Females	**Total Minority	Asian or Nat. Haw, or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# 10	# 5	#1	# 2	#1	# 0
		%47.6	% 23.8	%4.8	% <u>9.5</u>	%4.8	% <u>0.0</u>
OVERALL AVAILABILITY:		% 49.5	%28.6	%8.2	%10.9	%8.6	%7.0
UNDERUTILIZATION:		% 1.9 # 0.4 UU 0	% 4.8 # 1.0 UU 1	% 3.4 # 0.7 UU 1	% 1.4 # 0.3 UU 0	% 3.8 # 0.8 UU 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.

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

FACTORS Factor 1	SOURCES Earned Degrees Conferred (Groups.	EDC) US	- PHD, MA, E	BA 2011-12*	for Federal Pro	etected	WEIGHT 0.4		
Factor 2	Promotable, Transferable, Tr Survey - selected titles, serv				•	ı CUNY	0.6		
	*Note: Use of US Dept of Ed updated biannually.	ucation's	Postseconda	ry Studies D	Division's Eamed	l Degrees Co	nferred is		
Factor 1:	multiply by weight -	0.4	Female 58.2 23.3	**Total <u>Minority</u> 28.4 11.4	Asian or Nat. Haw. or Other Pac. Isl. 7.5 3.0	Black or African American 11.2 4.5	Hispanic or Latino 7.8 3.1		
Factor 2:	HEO		<u>Female</u> 442	**Total <u>Minority</u> 335	Asian or Nat. Haw. or Other Pac. Isl. 69	Black or African American 148	Hispanic or Latino 116	<u>Total</u> 795	
	Professor multiply by weight -	0.6	780 1,222 43.6 26.2	468 803 28.7 17.2	174 243 8.7 5.2	148 296 10.6 6.4	141 257 9.2 5.5	2,007 2,802	
c	OVERALL AVAILABILITY	•••	49.5	28.6	8.2	10.9	8.6		Individuals with Disabilites 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 **FALL, 2015** Semester/Year: AFFIRMATIVE ACTION UNIT: Constituent Departments: **ADMINISTRATION II** EEO CATEGORY: Job Titles: First/Mid Level Officials and Managers Higher Education Officer (HEO) Higher Education Associate (HEA) *NOTE: Research Associate is to be placed in Administration II or III depending on salary level. JOB GROUP: ADMINISTRATION II Asian or Nat. "Total Haw. or Other Black or Hispanic FACTORS: Females Weighting Minority Pac. Isl. African American or Latino 1. % availability of Minorities/Females with 0.40 22.9 3.3 3.9 requisite skills in immediate labor areas. 11.6 3.7 2. % of Minorities/Females promotable, transferable, or trainable 35.2 29.2 8.0 0.60 6.6 14.5 GROUP TOTAL NO.: 141 No. Male: 43 No. Female: 98 Asian or Nat. "Total Haw. or Other Black or Hispanic Individuals with Females Minority Pac. Isl. African American or Latino Disabilites **CURRENT UTILIZATION:** 98 80 10 33 28 0 69.5 56.7 7.1 23.4 19.9 0.0 OVERALL AVAILABILITY: 40.8 7.0 58.1 9.9 18.4 11.7 UNDERUTILIZATION: NONE NONE 2.8 NONE NONE 0.0 0.0 3.9 0.0 0.0 0 0 0 4 UU UU

^{**}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

14.5

18.4

6.6

9.9

8.0

11.7

WEIGHT

0.4

Individuals

<u>with</u> Disabilites

7.0

First/Mid Level Officials and Managers ADMINISTRATION II

FACTORS

Factor 1

Factor 2

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

for Federal Protected Groups.

SOURCES

0.6

multiply by weight

OVERALL

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

4STATE - Earned Degrees Conferred (EDC) - Bachelors 2011-12*

Promotable, Transferable, Trainable employees within contractors organization. -

	CUNY Survey - selected titles, service requirement and criteria -Source Spring 2014.							
			e of US Dept o Conferred is up		Postsecondary Stud ally.	dies Division's E	arned	
Factor 1:			<u>Female</u>	<u>**Total</u> Minority	Asian or Nat. Haw. or Other Pac. Isl.	<u>Black or</u> <u>African</u> American	<u>Hispanic</u> or Latino	
			57.3	28.9	8.3	9.8	9.2	
	multiply by weight	0.4	22.9	11.6	3.3	3.9	3.7	
Factor 2:			<u>Female</u>	<u>**Total</u> <u>Minority</u>	Asian or Nat. Haw. or Other Pac. Isl.	<u>Black or</u> <u>African</u> <u>American</u>	<u>Hispanic</u> or Latino	<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	

35.2

58.1

29.2

40.8

^{**}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.

College: Joh	n Jay College	
Semester/Year:	FALL, 2015	

AFFIRMATIVE ACTION UNIT:		Constituent Depar	rtments:				
SECURITY DIRECTOR:							
EEO CATEGORY:		Job Titles:					
Executive/Administrative/Managerial							
		-	curity Director	Dire			
		Jampas 30	outry resistant				
JOB GROUP:	_	,					
SECURITY DIRECTOR:							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	
% availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	28.4	66.7	7.1	28.1	29.3	
% of Minorities/Females promotable, transferable, or trainable							ļ
a. As on minoritation of thereto promotestic, unanormane, or uniform							
GROUP TOTAL NO.: 2	If Group T	otal is 4 or tess	, then Job Gro	up is too small	to analyze		
No. Male: 2 No. Fernale: 0		Females	**Total Minority	Asian or Nat. Haw, or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		#0	#1	#0	#0	#1	#0
		%0.0	%50.0	%0.0	% <u>0.0</u>	%50.0	%0.0
OVERALL AVAILABILITY:							
		%28.4	% <u>66.7</u>	% <u>7.1</u>	% <u>28.1</u>	% <u>29.3</u>	% <u>7.0</u>
UNDERUTILIZATION:		%28.4	% <u>16.7</u>	% <u>7.1</u>	% <u>28.1</u>	% NONE	
		#0.57	#0.33	#0.14	#0.56_	#0.00	
		บบ <u>1</u>	υυ0	υυ0	ω1	w <u> </u>	

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

MANAGERIAL: SECURITY DIRECTOR

Executive/Administrative/Managerial

MANAGERIAL: SECURITY DIRECTOR:

Factor 1:

Campus Security Director
Campus Security Assistant Director

SOURCE

2007 - 2011 U.S. Census- American Community Survey (ACS) - Residence Geography,

New York City - Police and Sheriffs Patrol Officer (3850)

WEIGHTING

1.0

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

College:	John Jay College
Semester/Y	ear: FALL, 2015

									•				
AFFIRMATIVE ACTION UNIT:		Con	stituent Depar	rtme	nts:								
COMPUTER MANAGER:													
EEO CATEGORY: Executive/Administrative/Managerial		Job	Titles: Computer \$	Syst	ems Manag	er							
JOB GROUP: COMPUTER MANAGER:		-		•									
					**Total		Asian or Nat. law. or Other		Black or		Hispanic or		
FACTORS: 1. % availability of Minorities/Females with	Weighting		Females		Minority		Pac. Isl.	Afr	ican American	1	Latino		
requisite skills in immediate labor areas.	1.00		28.5		26.6		15.7		4.3		5.2		
% of Minorities/Females promotable, transferable, or trainable	1.00		20.0		20.0		10.1		1.0		0.2		
GROUP TOTAL NO.: 3	If Group Total	is 4	or less, the	en J	ob Group i	s to	o small to a	nal	yze				
No. Male: No. Female:1			Females		**Total Minority		Asian or Nat. Iaw. or Other Pac. Isl.	Afr	Black or ican American		Hispanic or Latino		dividuals 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		
						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.

MANAGERIAL: COMPUTER MANAGER

Executive/Administrative/Managerial

MANAGERIAL:

Computer Systems Manager **COMPUTER MANAGER:**

SOURCE **WEIGHTING** 1.0

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

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

^{**}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.

College:	John Jay College	
Semester/Yea	ar: FALL, 2015	

			ocinicatori todi.	<u>'</u>	722, 2010				
AFFIRMATIVE ACTION UNIT:		Constituent Depart	tments:						
Chief Administrative Supt. of Buildings and Gr	rounds		·						
EEO CATEGORY:		Job Titles:							
Executive/Administrative/Managerial		Chief Administrative Superintendent of Buildings and Grounds							
JOB GROUP:									
Chief Administrative Supt. of Buildings and Gr	rounds								
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino			
% availability of Minorities/Females with requisite skills in immediate labor areas.									
2. % of Minorities/Females promotable, transferable, or trainable	ie								
	1.00	11.1	22.2	0.0	0.0	22.2			
GROUP TOTAL NO.:	lf Group	Total is 4 or less	, then Job Group	is too small to a	1alyze				
No. Male: 1 No. Female: 0		Females	**Total Minority	Asian or Nat. Haw, or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities		
CURRENT UTILIZATION:		# 0	# 0	# 0	# 0	# 0	# 0		
		% 0.0	%0.0	%0.0	%	%0.0	%0.0		
OVERALL AVAILABILITY:									
		% <u>11.1</u>	%22.2	%0.0	%0.0	%22.2	%7.0		
, UNDERUTILIZATION:		%11.1	%22.2	% 0.0	%0.0	%22.2			
		#0.11	#0.22	#0.00	#0.00	# 0.22			
		υυ <u>0</u>	υυ <u> </u>	UU <u>0</u>	บย0	υυ0			

^{**}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: CHIEF ADMINISTRATIVE SUPERINTENDENT OF BUILDINGS AND GROUNDS

Executive/Administrative/Managerial

<u>CHIEF ADMINISTRATIVE SUPERINTENDENT OF</u> Chief Administrative Supt. of Buildings and Grounds <u>BUILDINGS AND GROUNDS</u>

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

^{**}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.

College:	John Jay College
Semester/Ye	r: FALL, 2015

AFFIRMATIVE ACTION UNIT:		Cons	tituent Depart	men	ts:								
Administrative Supt. of Buildings and Grounds													
EEO CATEGORY: Executive/Administrative/Managerial		F	Titles: Administrativ	ve S	Superintenden	t of I	Buildings and	Gro	ounds				
JOB GROUP: Administrative Supt. of Buildings and Grounds													
FACTORS:	Weighting		Females		** Total Minority		Asian or Nat. Iaw. or Other Pac. Isl.	Afi	Black or rican American	Н	lispanic or Latino		
 % 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.: 6 No. Male: 4 No. Fernale: 2			Females		** Total Minority		Asian or Nat. Iaw. or Other Pac. isi,	Afi	Black or fican American	ŀ	lispanic or Latino		iduale with
CURRENT UTILIZATION:		# .	2	#	3	#	1	#	2	#	0	#_	0
		% .	33.3	%	50.0	%	16.7	%	33.3	%_	0.0	% _	0.0
OVERALL AVAILABILITY:	-	% _	29.0	%	40.0	%	2.4	%	13.8	% _	22.1	% _	7.0
UNDERUTILIZATION:		% _ # . UU .	0.00	% # UU	0.00 0	% # UU	0.00 0	% # UU	0.00 0	% <u>.</u> # <u>.</u> UU _	22.1 1.33 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.

MANAGERIAL: ADMINISTRATIVE SUPERINTENDENT OF BUILDINGS AND GROUNDS

Executive/Administrative/Managerial

ADMINISTRATIVE SUPERINTENDENT OF **BUILDINGS AND GROUNDS**

Administrative Supt. of Buildings and Grounds

SOURCE **WEIGHTING**

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)

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

^{**}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 John Jay College College: **FALL, 2015** Semester/Year: AFFIRMATIVE ACTION UNIT: Constituent Departments: **ADMINISTRATION III** EEO CATEGORY: Job Titles: Higher Education assistant (HEa) Professional Non-Faculty 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** Asian or Nat. "Total Haw. or Other Black or Hispaniç FACTORS: African American Weighting **Females** Minority Pac. Isl. or Latino 1. % availability of Minorities/Females with 40.1 20.2 6.9 0.70 5.8 6.4 requisite skills in immediate labor areas. 2. % of Minorities/Females promotable, transferable, or trainable 0.30 22.1 18.5 3.9 8.8 5.6 GROUP TOTAL NO.: 142 No. Male: 37 No. Female: 105 Asian or Nat. **Total Hispanic Individuals with Haw, or Other Black or or Latino Disabilites Minority African American Pac. Isl. Females **CURRENT UTILIZATION:** 105 94 37 47 0 4 2.8 0.0 73.9 66.2 26.1 33.1 OVERALL AVAILABILITY: 12.0 7.0 62.2 38.7 9.7 15.7 UNDERUTILIZATION: NONE NONE 6.9 NONE NONE 0.0 0.0 9.8 0.0 0.0 0 0 10 UU 0 0 luu UU UU lυυ

^{**}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	s Conferred (E	DC) - Bachelors 201	1-12* for Fede	ral Protected Gro	oups.	0.7		
Factor 2	Promotable, Transferable, titles, service requirement a			ctors organizati	on, - CUNY Surv	rey - selected	0.3		
	*Note: Use of US Dept updated biannually.	t of Educatio	on's Postseconda	ary Studies D	livision's Earn	ed Degrees Con	nferred is		
Factor 1		0.7	<u>Female</u> 57.3	**Total Minority 28.9	Asian or Nat. Haw. or Other Pac. Isl. 8.3	Black or African American 9.8	Hispanic or Latino 9.2		·
	multiply by weight -	0.7	40.1	20.2	5.8	6.9	6.4		
Factor 2	2:		<u>Female</u>	**Total <u>Minority</u>	Asian or Nat. Haw, or Other Pac. Isl.	<u>Black or</u> African American	<u>Hispanic</u> or Latino	<u>TOTAL</u>	
Coll only)	ege Asst. (holding BA degree or	higher in title	415	363	104	149	107	662	
	esons (holding BA degree or higher	r 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		
				· ·					Individuala
									<u>with</u> Disabilites
	OVERALL AVAILABI	LITY	62.2	38.7	9.7	15.7	12.0		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.

	UTIL		LYSIS WORK	SHEET			
NOTE: Please weight depending on the number of employed	es in fields.	190 190		IOHN JAY COL	LEGE		
			Semester/Year:		FALL, 2015		
AFFIRMATIVE ACTION UNIT:		Constituent Departme	ents				
ADMINISTRATION IV	SCIENCE						
EEO CATEGORY:		Job Titles:					
Technical/Peraprofessional		S	B TECHNICIANS (C Chief College Lab To Senior College Lab T College Lab Tech.	ech.			
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	See Factors worksheet						
requisite skills in immediate labor areas. 2. % of Minorities/Females promotable, transferable, or trainable.	WUNGIRE	44.7	27.4	10.4	7.2	6.3	,
GROUP TOTAL NO.: 12			<u> </u>			L	
No. Male: 3 No. Female: 9		Female	"Total Minority	Asian or Nat. Haw, or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with
CURRENT UTILIZATION:		# 9	#	#2	# 1	# 4	#0
		%75.0	%58.3	% <u>16.7</u>	%8.3	%33.3	%0.0
OVERALL AVAILABILITY:		% <u>44.7</u>	%27.4	%10.4	%7.2	%6.3	%0.7
UNDERUTILIZATION:		% NONE	% NONE	% NONE	% NONE	% NONE	
		#0.0	# 0.00	# 0.00	#0.00	#0.00	
		υυ <u> </u>	υυ <u> </u>	υυ0	υυ <u> </u>	υυ <u> 0</u>	

[&]quot;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.
- AA 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 cells 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 cells N29, Q29, T29, W29, Z29, AC29, and AF29 enter Workforce numbers by Gender and Ethnicity. Cells 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. # of TOTAL % of Asian or Nat technicians in # of technicians in **Tola African Hispanic or Haw, or Other area/field Technicians area/field AREA/FIELD Pinetiii. * * Health 12 0% ъ * ** Engineering 0% 12 * * * Science 72 12 100% * ^^ Computers 0% 12 12 0% * ^^ Broadcasting/Communications * ^^ Bus.& Mngmnt / Serv. Occupations 12 0% **TOTAL Number of CLTs** Asian or Nat. Black or **Total Haw, or Other African Hispanic or OVERALL AVAILABILITY: (from TAB - ADM 4 Factors AD F2010.) Minority Pac. Isl. American Latino 7.4 14.7 7.5 59.2 31.3 16.3 25.3 5.9 8.8 9.0 Engineering 6.3 44.7 27.4 10.4 7.2 22.9 22.6 36.8 7.0 5.7 7.3 16.0 34.4 34.4 9.4 Broadcasting/Communications 24.4 4.8 5.8 13.3 Bus.& Mngmnt / Serv. Occupations 38.7

This section computes the weighted Overell 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.

TOTAL OVER	tall availability (OA)		44 .7	27.4	10.4	7.2	6.3	0.7
Bus.& Mingmint / Sen	v. Occupations	0%	0.0	0.0	0.0	0.0	0.0	Hillis, is
Broadcasting/Comm	unications .	0%	0.0	0.0	0.0	0.0	0.0	
Computers	UU is automatically computed.	0%	0.0	0.0	0.0	0.0	0.0	
Science	OA is populated on the UAW sheet and the	100%	44.7	27.4	10.4	7.2	6.3	
Engineering	weight and the Occupation. The TOTAL	0%	0.0	0.0	0.0	0.0	0.0	
Health	Numbers in this area are computed with the	0%	0.0	0.0	0.0	0.0	0.0	
eighted Overall Ava		technicians in area/field	Female	**Total Minority	Haw. or Other Pac. isl.	<u>African</u> <u>American</u>	Hispanic or Latino	Individuals with <u>Disabilities</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: Jo	hn Jay Colleg	ıe		
			Semester/Year:		ALL, 2015		
AFFIRMATIVE ACTION UNIT:		Constituent Departme	ents:		•		
ADMINISTRATION V							
EEO CATEGORY:		Job Titles:					
Executive/Senior Level Official and Managers		Interior Design	er				
P.W1							
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/Fernales with			04.0	44.0		7.0	
requisite skills in immediate labor areas. 2. % of Minorities/Femalee promotable, transferable, or trainable	1.00	22.6	24.9	11.6	4.1	7.8	
GROUP TOTAL NO.:	If Group	Total is 4 or less,	then Job Group		nalyze		
No. Male: 0 No. Female: 1		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilites
CURRENT UTILIZATION:		# 1	#1	# 0	# 1	# 0	# <u>0</u>
		% 100.0	% 100.0	% 0.0	% 100.0	% 0.0	% 0.0
OVERALL AVAILABILITY:					<u> </u>		
		% <u>22.6</u>	% <u>24.9</u>	% <u>11.6</u>	% <u>4.1</u>	% 7.8	%7.0
UNDERUTILIZATION:		% NONE	% NONE	%11.6	% NONE	% 7.8	
		#0.0	# 0.00	# 0.12	# 0.00	#0.08	
		UU <u>O</u>	nn <u>ö</u>	υυ <u>0</u>	υυ <u>ο</u>	υυο	

^{**}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

WEIGHT

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

1.0

		Asian or Nat.	Black or		<u>Individuals</u>
	**Total	Haw. or Other	<u>African</u>	<u>Hispanic</u>	<u>with</u>
<u>Female</u>	<u>Minority</u>	Pac. Isl.	<u>American</u>	or Latino	<u>Disabilites</u>
		44.5			
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

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

				ollicator rear.		•	_	, 2010				
AFFIRMATIVE ACTION UNIT:		Constituent Depa	rtme	nts:								
ACCOUNTANTS - ACCOUNTANT												
EEO CATEGORY: Professional/Non Faculty - Technical/Paraprofessional	onal	Job Titles: Finance Ac Purchasing										
JOB GROUP:												
Accountant												
FACTORS:	Weighting	Females		**Total Minority		Asian or Nat. Haw. or Other Pac. Isl.	A	Black or		Hispanic or Latino		
% availability of Minorities/Females with requisite skills in immediate labor areas.												
% of Minorities/Females promotable, transferable, or trainable.	1.00	82.4	1	70.6		29.4		26.5		11.8		
GROUP TOTAL NO.:	lf Graup To	tal is 4 or less.	ther	i Job Group is t	00	≰mall to anatys	8					
No. Male:1		Females		**Total Minority		Asian or Nat. Haw. or Other Pac. isi.	A	Black or frican American		Hispanic or Latino	Ir	ndividuals with Disabilities
CURRENT UTILIZATION:		#	<u> </u>	4	#	1	#	2	#	<u> </u>	#	0
		% <u>75.</u> 0) 9	6100.0	%	25.0	%	50.0	%	25.0	%	0.0
OVERALL AVAILABILITY:		% 82.4	<u>.</u> 9	70.6	%	29.4	%	26.5	%	11.8	%	7.0
UNDERUTILIZATION:		%7.4	1 %	NONE	%	4.4	%	NONE	%	NONE		
		#0.30	2 #	0.00	#	0.18	#	0.00	#	0.00		
		νυ(<u> </u>	U0	U	U <u>0</u>	UU	0	ļu	<u> </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

ACCOUNTANTS - ACCOUNTANT

Professional/Non Faculty - Technical/Paraprofessional

ACCOUNTANT Accountant

Finance Accountant **Purchasing Agent**

SOU	<u>RCE</u>		WEIGHTING
Factor 1:	N/A		0.0
Factor 2:	CUNY Survey Fall 2011, Permanent College Accounting Assi College Accounting Assistants received an opportunity for pro- educational qualifications.		1.0
	Asian or Nat.	Black or	<u>Individuals</u>

Haw. or Other

Pac. Isl.

29.4

<u>African</u>

26.5

American

Hispanic or

<u>Latino</u>

<u>11.8</u>

<u>with</u>

<u>7.0</u>

Disabilities

**Total

Minority

70.6

Female

82.4

^{**}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.

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

			Selliestel/Teal:	•	ALL, 2019		
AFFIRMATIVE ACTION UNIT:		Constituent Departme	enta:				
ACCOUNTANTS - ACCOUNTANT ASSISTANT							
EEO CATEGORY:		Job Titles:	ıntant Assistant				
Technical/Paraprofessional		Assistant Purc					
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	
% availability of Minorities/Fernales 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.:	If Group To	otal is 4 or less, th	en Job Group is to:	small to analyze			
No. Male: No. Female:		Females	**Total Minority	Asian or Nat. Haw. or Other Pac, Isl.	Black or African American	Hispanic or Latino	individuals with Disabilities
CURRENT UTILIZATION:		#2	#2	#0	#1	#1	#0
		%100.0	%100.0	%0.0	%50.0	%50.0	%0.0
OVERALL AVAILABILITY:		%50.8	%26.7	%11.8	%7.8	%5.9	%7.0
UNDERUTILIZATION:		% NONE	% NONE	%11.8	% NONE	% NONE	
		#0.00	#0.00	#0.24	#0.00	#0.00	
		UU <u>0</u>	uu <u>0</u>	UU <u> </u>	υυ <u> </u>	υυ 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.

FALL, 2015

ACCOUNTANTS - ACCOUNTANT ASSISTANT

Technical/Paraprofessional

ACCOUNTANT:

ACCOUNTING ASSISTANT:

Finance Accountant Assistant Assistant Purchasing Agent

<u>SOURCE</u> <u>WEIGHTING</u>

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

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

College:	YAL NHOL	COLLEGE	
Semester/	Year:	FALL, 2015	

	•		Semester/ rear:	F	MLL, ZUIS		
AFFIRMATIVE ACTION UNIT:		Constituent Depart	ments:				
BROADCASTING / MEDIA TITLES							
EEO CATEGORY:		Job Titles:					
Technical/Paraprofessional		Broadcast A	ssociate				
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. 2. % of Minorities/Fernales promotable, transferable, or trainable	1.00	12.9	23.8	2.7	11.3	8.1	
2. в от многивеа газнаев роспозаце, па вказация, от пащале							
GROUP TOTAL NO.: 8							
No. Male: 6 No. Female: 2		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	individuals with Disabilities
CURRENT UTILIZATION:		#2	#4	#1	#1	#2	#0
		% 25.0	% <u>50.0</u>	% <u>12.5</u>	% 12.5	% 25.0	%0.0_
OVERALL AVAILABILITY:				:			
		% <u>12.9</u>	% <u>23.8</u>	%2.7	% <u>11.3</u>	% <u>8.1</u>	% 7.0
UNDERUTILIZATION:		% NONE	% NONE	% NONE	% NONE	% NONE	
		#0.00_	#0.00_	#0.00_	#0.00	#0.00	
		υυ <u> </u>	υυ <u> </u>	w <u> </u>	uu0	υυ <u> </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.

1.0

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)

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

^{**}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.

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

			—									
AFFIRMATIVE ACTION UNIT:		Constituent Departm	neni	te:								
COMPUTER SPECIALISTS												
EEO CATEGORY:		Job Titles:										
Technical/Paraprofessional		IT Senior Associ IT Associate IT Assistant IT Support Assis										
JOB GROUP:												
COMPUTER SPECIALISTS												
FACTORS:	Weighting	Females		"Total Minority		Asian or Nat. Haw. or Other Pac. ist.		Black or		Hispanic or Latino		
	Maidunud	remales	┿	MINORITY	-	Fac. Iat.	⊢	rican American		Launo		
wavaliability of Minorities/Females with requisite skills in immediate labor areas.	1.00	26.4		33.6		19.7		7.1	7.1 5.4			
2. % of Minorities/Females promotable, transferable, or trainable												
GROUP TOTAL NO.: 34												
No. Male: 21 No. Female: 13		Females	İ	**Total Minority		Asian or Nat. Haw. or Other Pac. isl.	A	Black or frican American		Hispanic or Latino		dividuals with Disabilities
CURRENT UTILIZATION:		# 13	#	30	#	6	#	15	#	9	#	0
		% 38.2	%	88.2	%	17.6	%	44.1	%	26.5	% .	0,0
OVERALL AVAILABILITY:			T		Γ		Γ					
		%26.4	%	33.6	%	19.7	%	7.1	%	5.4	% .	7.0
UNDERUTILIZATION:		% <u>NONE</u>	%	NONE	%	2.1	%	NONE	%	NONE		
		#0.00	#	0.00	#	0.70	#	0.00	#	0.00		
		υυ <u> </u>	UU	0	υυ	1	uu	0	นม	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.

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).

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

College:	John Jay College
Semester/Ye	ar: FALL, 2015

AFFIRMATIVE ACTION UNIT:	Constituent Depa	rtments:						
ENGINEERS - TECHNICIANS								
EEO CATEGORY:		Job Titles:						
Technical/Paraprofessional		Facilities Co	oordinator					
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	6.6	5.9	9.0	9.1	
2. % of Minorities/Females promotable, transferable, or trainable								
GROUP TOTAL NO.:	If Group To	tal is 4 or less,	then Job	Group	is too small t	o analyze		l I
No. Male: No. Female:1		Females	**Total Minorit		Asian or Nat. Haw, or Other Pac. isl.	Black or African American	Hispanic or Latino	individuals with Disabilities
CURRENT UTILIZATION:		# 1	#	1 #	; O	# 0	# 1	# 0
		% <u>100.0</u>	% 100	0.0	% 0.0	% 0.0	% 100.0	% 0.0
OVERALL AVAILABILITY:		% 17.0	% <u>25</u>	5.6	% <u>5.9</u>	%9.0	% <u>9.1</u>	%7.0
UNDERUTILIZATION:		% NONE	% <u>NON</u>	VE ,	% <u>5.9</u>	% 9.0	% NONE	
		# 0.00	#0.	00 #	0.06	# 0.09	# 0.00	
		w <u> </u>	υ υ	<u>0</u>	. <u>0</u>	ω <u> </u>	υυ <u> </u>	
1		1	1			I	1	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.

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

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

College:	JOHN JAY COLLEGE
Semester/Ye	ar: FALL, 2015

AFFIRMATIVE ACTION UNIT:		Constituent Departm	ients:				
MEDIA SERVICES / PRINT SHOP TITLES			•				
EEO CATEGORY:	-	Job Titles:					
Technical/Paraprofessional							
		Print Shop Assoc Print Shop Assist Graphic Designer	ant				
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	
frequisite skills in immediate labor areas. Minorities/Females promotable, transferable, or trainable	1.00	20.9	33.9	0.5	9.0	10.0	
2. % of will continue are mailes promotable, transfer able, or transfer							
GROUP TOTAL NO.: 6							
No. Male: 5 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:		# <u>1</u>	#4	#0	#1	#3	#0
		% <u>16.7</u>	% <u>66.7</u>	%0.0	%16.7	% <u>50.0</u>	%0.0
OVERALL AVAILABILITY:]	
		% <u>28.9</u>	% <u>33.9</u>	% <u>6.5</u>	%9.0	% <u>16.6</u>	%7.0
UNDERUTILIZATION:		% <u>12.2</u>	% NONE	% <u>6.5</u>	% NONE	% NONE	
		#0.73	#0.00	#0.39	#0.00_	#0.00	
		1	υυ 0	uu 0	uu 0	υυ 0	
		<u> </u>	l‴ 	<u> </u>	<u> </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

SOURCE

WEIGHTING

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

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

College:	John Jay College
Semester/Yea	r: FALL, 2015

					miooton roun				,				
AFFIRMATIVE ACTION UNIT:		Con	stituent Departn	nen	ts:								
CUNY ADMINISTRATIVE ASSISTANT													
EEO CATEGORY: Secretarial and Clerical		1	Titles: CUNY Admini	stra	ative Assistants								
JOB GROUP: CUNY ADMINISTRATIVE ASSISTANT													
FACTORS:	Weighting		Females		**Total Minority		Asian or Nat. Haw. or Other Pac. Isl.	Af	Black or rican American		Hispanic or Latino		
% 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.: 9													
No. Male: 0 No. Female: 9			Females		**Total Minority		Asian or Nat. Haw, or Other Pac. Isl.	Af	Black or rican American		Hispanic or Latino		dividuals with Disabilities
CURRENT UTILIZATION:		#	9	#	9	#	0	#	2	#	7	#	0
		%	100.0	%	100.0	%	0.0	%	22.2	%	77.8	%	0.0
OVERALL AVAILABILITY:		%	91.1	%	72.2	%	6.7	%	39.0	%	26.0	%	7.0
UNDERUTILIZATION:		%	NONE	%	NONE	%	6.7	%	16.8	%	NONE		
		#	0.00	#	0.00	#	0.60	#	1.51	#	0.00		
		UU	0	υŧ	<u> </u>	UU	1	υu	2	ŲĻ	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.

1.0

CUNY ADMINISTRATIVE ASSISTANT

Secretarial and Clerical

CUNY ADMINISTRATIVE ASSISTANT

CUNY Administrative Assistants

 SOURCE
 WEIGHTING

 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.

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

College:	John Jay College
Semester/Yea	r: FALL, 2015

AFFIRMATIVE ACTION UNIT:	Constituent Departments:													
CUNY OFFICE/SECRETARIAL ASSISTANT:														
EEO CATEGORY:		Job Titles: CUNY Office/Secretarial Assistant (all levels)												
Secretarial and Clerical		CONT CHICOCCCCATION AND AND AND AND AND AND AND AND AND AN												
JOB GROUP:														
CUNY OFFICE/SECRETARIAL ASSISTANT														
FACTORS: Wei	ghting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino								
1. % availability of Minorities/Females with														
· ·	1.00	89.9	26.5	3.7	11.6	9.8								
2. % of Minorities/Females promotable, transferable, or trainable														
GROUP TOTAL NO.: 40														
No. Male:5 No. Female:35		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuale with Disabilities							
CURRENT UTILIZATION:		#35	#37	#2	#19	# 14	#0							
		% <u>87.5</u>	% 92.5	% <u>5.0</u>	<u>47.5</u>	% <u>35.0</u>	% <u>0.0</u>							
OVERALL AVAILABILITY:					11.0		7.0							
		% <u>89.9</u>	% <u>26.5</u>	%3.7	% <u>11.6</u>	%9.8	% <u>7.0</u>							
UNDERUTILIZATION:		%2.4	% NONE	% NONE	-	% NONE								
		#0.96	#0.00	#0.00	#0.00	#0.00								
		υυ <u>1</u>	ω0	υυ	<u></u>	υυ <u> </u>								

[&]quot;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.

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

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

			<u> </u>				
AFFIRMATIVE ACTION UNIT:		Constituent Depa	artments:				
MAIL / MESSAGE SERVICES WORKER							
EEO CATEGORY:		Job Titles:					
Secretarial/Clerical		Mail Messa	ge Services W	or			
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	4.00	44.5	40.7	4.0	40.0	40.0	
requisite skills in immediate labor areas. 2. % of Minorities/Females promotable, transferable, or trainable	1.00	41.5	42.7	4.9	19.2	16.9	
GROUP TOTAL NO.: 6							
No. Male: 6 No. Female: 0		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# 0	# 4	# 0	# 1	# 3	# 0
		%0.0	% 66.7	% <u>0.0</u>	% 16.7	% 50.0	%
OVERALL AVAILABILITY:		% 41.5	% 42.7	% 4.9	% 19.2	% 16.9	% 7.0
			70	70 4.3	% <u>19.2</u>	70 10.3	7.0
UNDERUTILIZATION:		% 41.5	% NONE	% 4.9	%2.5	% NONE	
		# 2.49	#0.00	#0.29	#0.15	#0.00	
		ω3	ω0	ω 0	υυ0	uu <u> </u>	
					1		<u> </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.

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

Individuals with	<u>Hişpanic</u>	Black or African	Asian or Nat. Haw. or Other	**Total	
Disabilities 7.0	or Latino 16.9	<u>American</u> 19.2	Pac. Isl. 4.9	Minority 42.7	Female 41.5
<u>1.0</u>	<u>10.5</u>	<u>13.4</u>	<u>4.5</u>	<u>42.1</u>	41.5

^{**}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.

College: J	IOHN JAY	COLLEGE	
Semester/Year	;	FALL, 2015	•

				_									
AFFIRMATIVE ACTION UNIT:		Co	nstituent Depar	tme	nts:								
SKILLED TRADES/ CRAFTS													
EEO CATEGORY:		Jo	b Titles:										
Skilled Crafts													
			Supervisor	(M	aintenance	an	d Laborer)						
JOB GROUP:]											
SKILLED TRADES/CRAFTS SUPERVISORY TITLES													
		L								_			
FACTORS:	Weighting		Females		**Total Minority		Asian or Nat. Haw. or Other Pac. Isl.	A-f-i	Black or can American		Hispanic or Latino		
1. % availability of Minorities/Females with	vveignang		remares		miliority	Г	rac. m.	AIII	Call Allerican		Latino		
requisite skills in Immediate labor areas. 2. % of Minorities/Fernales promotable, transferable, or trainable		┢				H				_			
	1.00		0.6		24.1	L	2.8		8.8		12.0		
GROUP TOTAL NO.: 1 No. Male: 1 No. Female: 0	# Group To	34.65	is 4 or less.	th	en Job Grou	Г	s too small t Asian or Nat.	On (86)	natyze				
TO. Haile.			Females		™Total Minority		Haw. or Other Pac. Isl.	Afri	Black or can American		Hispanic or Latino		lividuals with Disabilities
CURRENT UTILIZATION:		#	0	#	1	#	0	#	1	#	0	#	0
		%	0.0	%	100.0	%	0.0	%	100.0	%	0.0	%	0.0
OVERALL AVAILABILITY:		1		T		T	,						
		%	0.6	%	24.1	%	2.8	%	8.8	%	12.0	%	7.0
UNDÉRUTILIZATION:		%	0.6	%	NONE	%	2.8	%	NONE	%	12.0	120	7.13
		#	0.01	#	0.00	#	0.03	#	0.00	#	0.12	*	9.97
	•	บบ	0	UU	0	υu	0	υυ	0	บบ	0		G

^{**}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>sou</u>	RCE	WEIGHTING
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>	**Total <u>Minority</u>	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or <u>Latino</u>	Individuals with Disabilities
0.6	24.1	2.8	8.8	12.0	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.

College:	YAL NHOL	COLLEGE	
Semester/Y	'ear:	FALL, 2015	

AFFIRMATIVE ACTION UNIT:		Con	stituent Depart	mer	nts:								
SKILLED TRADES/CRAFTS													
EEO CATEGORY:		Job	Titles:							-			
Skilled Crafts			Carpenter		c	iler							
			Laborer		Р	ainte	er e						
			Electrician		Р	lumb	oer						
·			Locksmith		s	tatio	nary Engineer						
			Maintenance Wo	ork or			, .						
			Maintenance III	UI KOI	·								
JOB GROUP:													
SKILLED TRADES/CRAFTS													
FACTORS:	Weighting		Females	Γ	**Total Minority		Asian or Nat. Haw. or Other Pac. Isl.	Afi	Black or rican American		Hispanic or Latino		
1. % availability of Minorities/Females with				Γ									-
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.: 33	If Group To	tel i	s 4 or less,	the	n Job Group	is	too small to	am	dyze				
No. Male: 33 No. Female: 0			Females		**Total Minority		Asian or Nat. Haw. or Other Pac. Isl.	Afi	Black or rican American		Hispanic or Latino		dividuals with Disabilities
CURRENT UTILIZATION:		#	0	#	16	#	0	#	9	#	7	#	0
		%	0.0	%	48.5	%	0.0	%	27.3	%	21.2	%	0.0
CATEGORIA ANNO CONTES		-		_		L		L		L		_	
OVERALL AVAILABILITY:		%	2.5	%	29.7	%	2.6	%	7.0	%	18.7	%	7.0
UNDERUTILIZATION:		%	2.5	%	NONE	%	2.6	%	NONE	%	NONE		
		#	0.83	#	0.00	#	0.86	#	0.00	#	0.00		
		υυ	1	บบ	0	υυ	1	uu	0	ЫU	0		
		ı										Į.	

^{**}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

Maintenance Worker

Oiler

Laborer

Painter

Electrician

Plumber

Stationary Engineer

Locksmith

SOURCE

WEIGHTING

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).

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

	JOHN JAY		
Semester/Ye	ar: Fall,	2015	

	Constituent Departm	nents:				
EEO CATEGORY: Service/Maintenance JOB GROUP: CAMPUS PUBLIC SAFETY SERGEANT						
Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	
1.00	23.7	87.6	7.4	55.8	24.1	
		**Total	Asian or Nat. Haw. or Other	Black or African American	Hispanic or	individuals with
	#0	#6	#1	#2	#3	#0
	% <u>0.0</u>	% <u>85.7</u>	% <u>14.3</u>	% <u>28.6</u>	%42.9	%0.0
	%23.7	% <u>87.6</u>	%7.4	%55.8	% <u>24.1</u>	%7.0
	% 23.7 # 1.66	% 1.9 # 0.13	% NONE # 0.00	% <u>27.2</u> # <u>1.91</u>	% <u>NONE</u> # <u>0.00</u>	
	Weighting 1.00	Job Titles:	Campus Public Safety Sergea Campus Security Specialist Weighting Females Minority 1.00 23.7 87.6 Females Minority # 0 # 6 % 0.0 % 85.7 % 23.7 % 87.6 % 23.7 % 1.9 # 1.66 # 0.13	Job Titles: Campus Public Safety Sergeant	Job Titles: Campus Public Safety Sergeant	Job Titles: Campus Public Safety Sergeant Campus Security Specialist

^{**}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 Mora 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

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

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

AFFIRMATIVE ACTION UNIT:		Constituent Departm	ents;				
CAMPUS PEACE/SECURITY OFFICER LEVEL 1							
EEO CATEGORY:		Job Titles:					
Service/Maintenance		Campus Peace Campus Secu	e/Security Officer L rity Assistant	evel 1			
JOB GROUP:							
CAMPUS PEACE/SECURITY OFFICER LEVEL 1			•				
FACTORS:	Weighting	1 Females	**Total Minority	Asisn or Net. Hew. or Other Pec. lel.	Black or African American	Hispanic or Letino	
% availability of Minorities/Fernales 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.: 43							
No. Male: 24 No. Female: 19		Females	**Total Minority	Asian or Net. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# 1 9	# 38	# 1	# 20	# 14	# 0
		% 44.2	% 88.4	%2.3	% 46.5	% 32.6	% 0.0
OVERALL AVAILABILITY:		% 28.4	%66.7	%7.1	%28.1	% 29.3	% <u>7.0</u>
UNDERUTILIZATION:		% NONE	% NONE	%4.8	% NONE	% NONE	
		#0.00	#0.00	#2.05	#0.00	#0.00	
		w <u> </u>	υ <u> </u>	ω <u>2</u>	ou0	ω <u> </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

SOURCE

WEIGHTING

Factor 1:

2007 - 2011 U.S. Census- American Community Survey (ACS) - Residence Geography, New York City - Police and Sheriffs Patrol Officer (3850)

1.0

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

College:	OHN JAY COLLEGE
Semester/Year	FALL, 2015

AFFIRMATIVE ACTION UNIT:		Constituent Depart	tments:									
BASIC CRAFTS							·					
EEO CATEGORY:		Job Titles:										
Service/Maintenance				Stock Worker S	upervisor							
		٠		Clock Tromor C	aportiso.							
·												
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						
% 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.: 1	lf Group To	tal is 4 or less,	hen Job Group	is too small to	analyze							
No. Maie: 1 No. Female: 0		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	individuals with Disabilities					
CURRENT UTILIZATION:		#0	#1	#0	#0	#1	#0					
		%0.0	% <u>100.0</u>	%0.0	%0.0	% <u>100.0</u>	% <u>0.0</u>					
OVERALL AVAILABILITY:					40.0		70					
		%20.0	% <u>42.4</u>	%2.3	% <u>12.6</u>	%26.0	%					
UNDERUTILIZATION:		%20.0	% NONE	%2.3	%12.6	% NONE						
		#0.20	#0.00	# 0.02	#0.13	#0.00						
		υυ <u> </u>	υ <u> </u>	w <u> </u>	υυΟ	uu <u> </u>						

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

7.0

26.0

BASIC CRAFTS: BUILDINGS AND GROUNDS

Service/Maintenance

BASIC CRAFTS
BUILDINGS AND GROUNDS

Stock Worker Supervisor

SOL Factor 1:	JRCE 2007 - 2011 U.S. Census- An Maintenance" (4250), "Janito and Material Movers Hand" (9	rs and Buildings	and Grounds" (422	0), "Laborers and		WEIGHTING 1.0
	<u>Female</u>	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities

<u>2.3</u>

<u>12.6</u>

<u>42.4</u>

<u> 20.0</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.

College:	JOHN JAY COLLEGE
Semester/Yea	r. FALL, 2015

AFFIRMATIVE ACTION UNIT:	•	Constituent Depart	tments:				
CUSTODIAL SUPERVISORY							
EEO CATEGORY:		Job Titles:					
Service/Maintenance							
		Custodial Su	pervisor				
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.: 5							
No. Male: 4 No. Female: 1		Females	"Total Minority	Asian or Nat. Haw, or Other Pac. Isi.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		#1	#5	#0	#3	# <u>2</u>	#0
		%20.0	%100.0	%0.0	%60.0	%40.0	% 0.0
OVERALL AVAILABILITY:		%29.0	%40.0	%2.4	%13.8	%22.1	%7.0
UNDERUTILIZATION:		%9.0	% NONE	% 2.4	% NONE	% NONE	
		# 0.45	# 0.00	#0.12	# 0.00	# 0.00	
		νυ1	ω <u>Ο</u>	UUO	υν <u> </u>	vu <u> </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.

CUSTODIAL SUPERVISORY

Service/Maintenance

CUSTODIAL SUPERVISORY:

Custodial Supervisor

SOL	RCE	WEIGHTING
ctor 1:	2007 - 2011 U.S. Census- American Community Survey (ACS) - NY, NJ, CT, PA - "First Line	1.0

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

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

College:	JOHN JAY COLLEGE	
Semester/Ye	ar: FALL, 2015	

AFFIRMATIVE ACTION UNIT:		Constituent Depart	tments:									
CUSTODIAL ASSISTANT												
EEO CATEGORY:		Job Titles: Custodial As	eletant									
Service/Maintenance		Oustodial As	33360111									
JOB GROUP:												4
CUSTODIAL ASSISTANT												
FACTORS:	Weighting	Fémáles		*Total inority		Asian or Nat. Haw. or Other Pac. isl.	Af	Black or rican American		Hispanic or Latino		
% 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.: 36												
No. Male: 18 No. Female: 18		Females		* Total linority		Asian or Nat. Haw. or Other Pac. Isl.	Af	Black or rican American		Hispanic or Latino	In	dividuals with Disabilities
CURRENT UTILIZATION:		#18	#	34	#		#	13	#	20	#	0
		%50.0	% —	94.4	%	2.8	%	36.1	%	55.6	%	0.0
OVERALL AVAILABILITY:		%27.3	%	48.9	%	2.8	%	15.6	%	28.8	%	7.0
UNDERUTILIZATION:		% NONE	%	NONE	%		%	NONE	%		Ţ <u>-</u>	
		#0.00	# _	0.00	#	0.01	#	0.00	#	0.00		
		ω <u> </u>	טט	0	טט	0	บบ	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.

1.0

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)

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

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

AFFIRMATIVE ACTION UNIT:	_ -	CONSTITUENT DE	PARTE										
				LES BY DEPAR	RTM	ENT							
FACULTY				LEG DT DEI M	. V 1 141	Litti							
EEO CATEGORY:		Job Titles:											
		Distinguis	bod (Drof									
		Distinguished Professor Professor											
PROFESSIONAL: PROFESSORIAL		Associate Professor Assistant Professor											
			Research Professor										
JOB GROUP:		-											
PROFESSORIAL													
				™Total		Asian or Nat. Haw, or Other		Black or African		Hispanic	ladi	iduals with	
FACTORS:	Weighting	Females		Minority	_	Pac. isi.	_	American	ļ	or Latino		sabilities	
 % availability of Minorities/Females with requisite skills in immediate labor areas. 	1.00	54.9		25.7	ŀ	8.4		9.8		6.0			
% of Minorities/Females promotable, transferable, or trainable													
GROUP TOTAL NO.: 373													
No. Male: 195178	-	Females		~Total Minority		Asian or Nat. Haw. or Other Pac, Isl.		Black or African American		Hispanic or Latino		riduals with sabilities	
CURRENT UTILIZATION:		# 178	#	112	#	32	#	38	#	41	#	0	
		% <u>47.7</u>	%	30.0	%	8.6	%	10.2	%	11.0	%	0.0	
		L	+		\dagger		\vdash						
OVERALL AVAILABILITY:													
OVERALL AVAILABILITY:		% <u>54.9</u>	%	25.7	%	8.4	%	9.8	%	6.0	%	7,0	
OVERALL AVAILABILITY: UNDERUTILIZATION:		% <u>54.9</u> % <u>7.2</u>	%	25.7 NONE	%	NONE	% %	9.8 NONE	% %	6.0 NONE	%	7.0	
					Ļ		ļ		ļ		%	7,0	

^{**}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.

FACTOR / SOURCE SHEET - PROFESSIONAL: PROFESSORIAL

FALL, 2015

WEIGHT

1.0

Affirmative Action Unit:

ALL FACULTY TITLES

Constituent Departments:

ALL FACULTY TITLES BY DEPARTMENT

Job Group:

Professorial

Job Titles:

Distinguished Professor

Professor

Associate Professor Assistant Professor

FACTORS SOURCES

Factor 1

EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and

US Non-4ST.

* 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

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

College:	JOHN JAY COLLEGE	
Semester/Yer	ar: FALL, 2015	

AFFIRMATIVE ACTION UNIT:		CONSTITUENT DEP	ARTMENTS:										
Area, Ethnic, Cultural, Gender, and Group Studies		Latin American & Latina/o Studies Africana Studies											
EEG CATEGORY:		Job Titles:											
PROFESSIONAL: PROFESSORIAL	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						
% availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	66.1	45.4	12.4	17.3	11.2							
% of Minorities/Females promotable, transferable, or trainable													
GROUP TOTAL NO.: 15													
No. Male: <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:	3.1.1.1.1.1.1.1.1.1.1.1.1.1.1.1.1.1.1.1	#8	# 12	# 0	# 3	# 9	# 0						
		% 53.3	% 80.0	% 0.0	% 20.0	% 60.0	% 0.0						
OVERALL AVAILABILITY:													
		% <u>66.1</u>	% <u>45.4</u>	% <u>12.4</u>	%17.3	%11.2	% 7.0						
UNDERUTILIZATION:		% 12.7	% NONE	% 12.4	% NONE	% NONE							
		#1.9	#0.0	#1.9	#0.0	#0.0							
		υυ <u>2</u>	υυ0	UU <u>2</u>	UU <u>0</u>	vv <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

WEIGHT

1.0

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

FACTORS SOURCES

Factor 1

EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and

US Non-4ST.

* 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

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

^{**}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%

College:	JOHN JAY COLLEGE
Semester/Ye	er: FALL, 2015

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

^{**}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 Grou

Constituent Departments:

Africana Studies

Job Group:

Professorial

Job Titles:

Professor

Associate Professor Assistant Professor

FACTORS SOURCES

WEIGHT

Factor 1

EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and

US Non-4ST.

* 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

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

^{**}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%

College:	JOHN JA	Y COLLEGE	
Semeste	r/Year:	FALL, 2015	

FFIRMATIVE ACTION UNIT:		CONSTITUENT DEP					·			1		
Area, Ethnic, Cultural, Gender, and Group	Studies	Latin America	n & Latin	a/o St								
EEO CATEGORY:		Job Titles:							•			
PROFESSIONAL: PROFESSORIAL		Professor Associate (Assistant F										
JOB GROUP: PROFESSORIAL												
FACTORS:	Weighting	Females		**Total		Asian or Nat. Haw, or Other Pac. Isl.		Black or African American		Hispanic or Latino		iusis with
% availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	66.1		45.4		12.4		17.3		11.2		
% of Minorities/Fernales promotable, transferable, or trainable						• "						
GROUP TOTAL NO.: 9												
No. Male: <u>5</u>		Females		"Total Unority		Asian or Nat. Haw, or Other Pac, lel.		Black or African American		Hispanic or Latino		duals with
CURRENT UTILIZATION:		# 4	#	9	#	0	#	0	#	9	#	0
		% <u>44.4</u>	%	100.0	%	0.0	%	0.0	%	100.0	% _	0.0
OVERALL AVAILABILITY:			 						T			
		%66.1	% _	45.4	%	12.4	%	17.3	%	11.2	% -	7.0
UNDERUTILIZATION:		%21.6	% _	NONE	%	12.4	%	17.3	%	NONE		
		#1.9	#		#	1.1	#	1.6	#	0.0		
		υυ <u>2</u>	טט	0	UU	1	UU	2	υυ	0		

[&]quot;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

WEIGHT

1.0

Affirmative Action Unit:

Area, Ethnic, Cultural, Gender, and Grou

Constituent Departments:

Latin American & Latina/o St

Job Group:

Professorial

Job Titles:

Professor

Associate Professor Assistant Professor

FACTORS SOURCES

Factor 1 EDC- Ph.D

EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and

US Non-4ST.

* 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

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

^{**}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%

College:	JOHN JAY COLLEGE
Semester/Ye	ar: FALL, 2015

AFFIRMATIVE ACTION UNIT:	***	CONSTITUENT DEPA	ARTMENTS:				
		COUNSELING	i				
Education		SEEK					
		Provost Area					
EEO CATEGORY:		Job Titles:					
PROFESSIONAL: PROFESSORIAL	Associate F Assistant P Research F	rofessor					
JOB GROUP: PROFESSORIAL					T		
FACTORS:	Weighting	Females	"Total Minority	Asien or Nat. Haw. or Other Pac. tel.	Black or African American	Hispanio or Latino	individuals with Disabilities
% availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	67.9	31.7	4.0	19,4	6.8	
% of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: 12							
No. Male: 4 8		Females	Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# 8	# 7	# 0	# 3	# 4	# 0
		% 66.7	% 58.3	% 0.0	% 25.0	% 33.3	% 0.0
OVERALL AVAILABILITY:							
		% <u>67.9</u>	%31.7	% <u>4.0</u>	% <u>19.4</u>	%6.8	%7.0
UNDERUTILIZATION:		%1.2	% NONE	% 4.0	% NONE	% NONE	
		# 0.1	#0.0	# 0.5	#0.0	#0.0	
		vu 0	uu O	υυ 1	υυ 0	uu 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.

FACTOR / SOURCE SHEET - PROFESSIONAL: PROFESSORIAL

FALL, 2015

Affirmative Action Unit:

Education

Counseling

Constituent Departments:

SEEK

Provost Area

Job Group:

Professorial

Job Titles:

Associate Professor Assistant Professor

Research Professor

FACTORS SOURCES

WEIGHT

Factor 1

EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and

1.0

US Non-4ST.

* 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

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

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

College:	JOHN JAY COLLEGE	
Semester/Year	FALL,	2015

AFFIRMATIVE ACTION UNIT:		CONSTITUEN	T DEP	RTM	ENTS:								
Education		Counsel	ing										·
EEO CATEGORY:		Job Titles:											
PROFESSIONAL: PROFESSORIAL	Profes Assoc Assist	iate F								۰			
JOB GROUP: PROFESSORIAL													
; FACTORS:	Welghting	Female		~Total Minority		Asian or Nat. Haw. or Other Pac. Isl.		Black or African American		Hispanic or Latino		individuala with Disabilities	
% availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	6	7.9		31.7	·		19.4		6.8			
% of Minorities/Females promotable, transferable, or trainable													
GROUP TOTAL NO.: 6													
No. Mate: 2 4		Female			Total Minority		Asian or Nat. Hew. or Other Pac. Iel.		Black or African American		Hispanic or Latino		riduals with eabilities
CURRENT UTILIZATION:		#	4	#	3	#	0	#	1	#	2	#	0
		% <u>6</u>	6.7	%	50.0	%	0.0	%	16.7	%	33.3	%	0.0
OVERALL AVAILABILITY:		%6	7.9	%	31.7	%	4.0	%	19.4	%	6.8	%	7.0
UNDERUTILIZATION:		%	1.2	%	NONE	%	4.0	%	2.7	%	NONE		
			0.1	#	0.0	#	0.2	#	0.2	#	0.0		
		υυ <u> </u>	0	UU	0	U	U0	υυ	0	υU	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.

FALL, 2015

Affirmative Action Unit:

Education

Constituent Departments:

Counseling

Job Group:

Professorial

Job Titles:

Professor

Associate Professor Assistant Professor

FACTORS

SOURCES

WEIGHT

1.0

Factor 1

EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and

US Non-4ST.

* 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

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

^{**}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%

College:	JOHN JAY COLLEGE
Semester/Ye	ar: FALL, 2015

AFFIRMATIVE ACTION UNIT:		CON	STITUENT DEPA	URTM	ENTS:								
Education			SEEK										
EEO CATEGORY;		Job	Tities;										
PROFESSIONAL: PROFESS O RIAL			Associate F Assistant P										
JOB GROUP; PROFESSORIAL													
FACTORS:	Wis labelle		Famalaa		Total		Asian or Net. Haw. or Other		Black or African		Hispanic		viduals with
racions:	Weighting	⊢	Females		Minority	┝	Pac. Isl.	-	American	⊢	or Latino	10	isabilities
% availability of Minorities/Females with requisite skills in immediate labor areas.	1.00		67.9		31.7		4.0		19.4		6.8		
% of Minorities/Females promotable, transferable, or trainable													
GROUP TOTAL NO.:	lf Group	Tota	il is 4 or less	ı, th	en Job Gro	υp	is too small t	o a	nalyze				
No. Male: 0			Females		≃Total Minorky		Asian or Nat. Haw. or Other Pac. Isl.		Black or African American		Hispanic or Latino		viduals with
CURRENT UTILIZATION:	•	#	4	#	4	#	0	#	2	#	2	#	0
		%	100.0	%	100.0	%	0.0	%	50.0	%	50.0	%	0.0
OVERALL AVAILABILITY:		T				\vdash		T		T		T	
		%	67.9	%	31.7	%	4.0	%	19.4	%	6.8	%	7.0
UNDERUTILIZATION:		%	NONE	%	NONE	%	4.0	%	NONE	%	NONE		
		#	0.0	#	0.0	#	0.2	#	0.0	#	0.0		
		UU	0	UU	0	UL		υU		UU			

^{**}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.

FALL, 2015

WEIGHT

1.0

Affirmative Action Unit: Education

Constituent Departments: SEEK

Job Group: Professorial

<u>Job Titles:</u>
Associate Professor
Assistant Professor

FACTORS SOURCES

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

US Non-4ST.

* 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

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

College:	JOHN JAY COLLEGE	
Semester/Yes	r: FALL, 20 4	15

AFFIRMATIVE ACTION UNIT:			TUENT DEP		MENTS:								
Education		P	rovost Ai	rea									
EEO CATEGORY:		Job Title	es:										
PROFESSIONAL: PROFESSORIAL		Re	esearch l	Prof	essors								
JOB GROUP; PROFESSORIAL													
FACTORS:	Weighting	Fe	males		*Total Minority		Asian or Nat. Haw, or Other Pac. Isl.		Black or African American		Hispanic or Latino		viduals with
% availability of Minorities/Females with requisite skills in immediate labor areas.	1.00		67.9		31.7		4.0		19.4		6,8		
% of Minorities/Females promotable, transferable, or trainable					***								
GROUP TOTAL NO.: 2	If Group	Total is	4 or les	s, ti	ian Job Gro	up	is too small i	o a					
No. Male: 2		Fe	males		"Total Minority		Asian or Nat. Haw, or Other Pao, Isl.		Black or African American		Hispanic or Latino		riduals with
CURRENT UTILIZATION:		#	0	#	0	#	0	#	0	#	0	#	0
		 %	0.0	%	0.0	%	0.0	%	0.0	%	0.0	%	0.0
OVERALL AVAILABILITY:													
		% —	67.9	%	31.7	%	4.0	%	19.4	%	6.8	%	7.0
UNDERUTILIZATION:		%	67.9	%	31.7	%	4.0	%	19.4	%	6.8		
		# —	1.4	#	0.6	#.	0.1	#	0.4	#	0.1		
		^{υυ} —	1	UU	1	UU	0	UU	0	υu	0		

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

FALL, 2015

WEIGHT

1.0

Affirmative Action Unit:

Faculty

Constituent Departments:

Provost Area

Job Group:

Professorial

Job Titles:

Research Professor

FACTORS SOURCES

Factor 1

EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and

US Non-4ST.

* 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

 Asian or Nat.
 Black or African Individuals

 **Total
 Haw. or Other African African Hispanic with

 Female
 Minority
 Pac. Isl.
 American or Latino Disabilities

 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%

College:	JOHN JAY COLLEGE
Semester/Year	FALL, 2015

AFFIRMATIVE ACTION UNIT:		CONSTITUENT DEP	ARTMENTS:					·										
English Language and Literature/Lett	English Language and Literature/Letters				English													
EEO CATEGORY:	-	Job Titles;																
PROFESSIONAL: PROFESSORIAL	Dist Profes Professor Associate Assistant F	Professo																
JOB GROUP: PROFESSORIAL																		
FACTORS:	Weighting	Females	**To			Aeian or Nat. Haw, or Other Pac. lel.		Black or African American		Hispanio or Latino		duals with						
% availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	61.1		15.9		3.8		5.0		5.5								
% of Minorities/Females promotable, transferable, or trainable																		
GROUP TOTAL NO.: 41																		
No. Male: 20 21	-	Females	∸T∢ Minc			Asian or Nat. Haw, or Other Pac, let.		Black or African American		Hispanic or Latino		duals with abilities						
CURRENT UTILIZATION:		# 21	#	7	#	2	#	3	#	2	#	0						
		%51.2	%	17.1	%	4.9	%	7.3	%	4.9	% _	0.0						
OVERALL AVAILABILITY:									T									
		%61.1	%	15.9	%	3.8	%	5.0	%	5.5	% -	7.0						
UNDERUTILIZATION:		% 9.9	% N	ONE	%	NONE	%	NONE	%	0.6								
		#4.1	#		#	0.0	#	0.0	#	0.3								
		ไปป 4		0		0		0	lυυ	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.

FALL, 2015

WEIGHT

1.0

Affirmative Action Unit:

English Language and Literature/Letters

Constituent Departments:

English

Job Group:

Professorial

Job Titles:

Dist Professor Professor

Associate Professor Assistant Professor

FACTORS SOURCES

Factor 1

EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and

US Non-4ST.

* 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

Asian or Nat. Black or Individuals **Total Haw. or Other <u>African</u> <u>Hispanic</u> <u>with</u> <u>Female</u> Minonty Pac. Isl. <u>American</u> or Latino **Disabilities** 61.1% 15.9% 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 Reces. *Amer/Indian .5%

College:	JOHN JAY COLLEGE	_
Semester/Yea	r: FALL, 2015	

AFFIRMATIVE ACTION UNIT:		CON	STITUENT DEP	ARTI	IENTS:											
Foreign Languages, Literatures, and Linguistics			Modem Languages & Literatures													
EEO CATEGORY:		Job '	řitles:								,					
PROFESSIONAL: PROFESSORIAL			Professor Associate I Assistant F													
JOB GROUP: PROFESSORIAL																
FACTORS:	Weighting		Females		Total Minority		Asian or Nat. Haw. or Other Pac. Isl.		Black or African American		Hispanic or Latino		duals with			
% availability of Minorities/Females with requisite skills in immediate labor areas.	1.00		61.0		24.6		7.2		2.0		13.7					
% of Minorities/Fernales promotable, transferable, or trainable																
GROUP TOTAL NO.: 5																
No. Male: <u>1</u> <u>4</u>			Females		"Total Minority"		Asien or Nat. Haw. or Other Pac. Inl.		Black or African American		Hispanic or Latino		duals with			
CURRENT UTILIZATION:		#	4	#	4	#	0	#	0	#	4	#	0			
		% _	80.0	%	0.08	%	0.0	%	0.0	%	80.0	 %_	0.0			
OVERALL AVAILABILITY:				T		T				T						
		 %	61.0	%	24.6	%	7.2	%	2.0	%	13.7	% -	7.0			
UNDERUTILIZATION:		% _	NONE	%	NONE	%	7.2	%	2.0	%	NONE					
		# -	0.0	#	0.0	#	0.4	#	0.1	#	0.0					
		υυ -	0	UU	0	UU	0	υU	0	υu	0					
						_				_	-					

[&]quot;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)

FALL, 2015

Foreign Languages, Literatures, and

Affirmative Action Unit:

Linguistics

Constituent Departments:

Modern Languages

Job Group:

Professorial

Job Titles:

Professor

Associate Professor Assistant Professor

Factor 1

FACTORS SOURCES

EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and

US Non-4ST.

WEIGHT 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

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

^{**}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%

College:	JOHN JAY COLLEGE
Semester/Ye	ar: FALL, 2015

r													
AFFIRMATIVE ACTION UNIT:		CON	STTTUENT DEPA	RTN	IENT8:								·
History			History										
EEO CATEGORY:		Job	Titles:										
PROFESSIONAL: PROFESSORIAL			Dist Profes Professor Associate F Assistant P	rof									
JOB GROUP: PROFESSORIAL													
						Γ	Asian or Nat.		Black or			Ī	
FACTORS:	Weighting		Females		"Total Minority""		Haw. or Other Pac. isl.		African American		Hispanic or Latino		viduels with isabilities
% availability of Minorities/Females with requisite skills in immediate labor areas.	1.00		45.3		17.8		3.7	7.7		5.0			
% of Minorities/Females promotable, transferable, or trainable													
GROUP TOTAL NO.: 22													
No. Male: 14 8			Females		"Total Minority		Asian or Net. Haw. or Other Pac. Isl.		Black or African American		Hispanic or Latino		viduals with
CURRENT UTILIZATION:		#	8	#	4	#	1	#	1	#	1	#	0
		%	36.4	%	18.2	%	4.5	%	4.5	%	4.5	%	0.0
OVERALL AVAILABILITY:						H		╁		┝		H	
		%	45.3	%	17.8	%	3.7	%	7.7	%	5.0	%	7.0
UNDERUTILIZATION:		%	8.9	%	NONE	%	NONE	%	3.1	%	0.5		
		#	2.0	# -	0.0		0.0	#	0.7	#	0.1		
		ייט	2	יי טט	0	l' luu		" UU	1	luu Uu			
		<u> </u>		٢		Ľ			<u> </u>			<u> </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.

FALL, 2015

Affirmative Action Unit:

History

Constituent Departments:

History

Job Group:

Professorial

Job Titles:

Dist Professor Professor

Associate Professor Assistant Professor

FACTORS S

SOURCES

WEIGHT

1.0

Factor 1

EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and

0 N - 40T

US Non-4ST.

* 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

Asian or Nat. Black or <u>Individuals</u> **Total Haw. or Other <u>Afriçan</u> <u>Hispanic</u> with **Minority** Pac. Isl. <u>American</u> Disabilities Female or Latino 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.

College:	JOHN JAY COLLEGE
Semester/Ye	ar: FALL, 2015.

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

FALL, 2015

WEIGHT

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

FACTORS SOURCES

Factor 1

EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and

US Non-4ST.

* 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.

 Female 46.2%
 Minority 18.1%
 Pac. Isl. 27.2%
 American 27.8%
 American 37.8%
 Individuals 20.1%
 with 27.2%
 Mispanic 27.8%
 with 27.2%
 with 27.2%
 Minority 27.2%
 Pac. Isl. 27.2%
 American 27.2%
 Or Latino 27.2%
 Disabilities 27.2%

^{**}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.

College: J	OHN JAY COLLEGE	
Semester/Year:	FALL, 2015	

AFFIRMATIVE ACTION UNIT:		CONSTITUENT DEP	ARTMENTS:	 			,
Homeland Security, Law Enforcement, Firefighting, etc.		Criminal Justi	ice and Ph.D. Prog	yram			
EEO CATEGORY:		Job Titles:		<u>.</u>			
PROFESSIONAL: PROFESSORIAL	Professor Associate F Assistant P			·			
JOB GROUP; PROFESSORIAL	117 %					•	
FACTORS:	Weighting	Famales	**Total Minority	Asian or Nat. Haw. or Other Pac. tel.	Black or African American	Hispanic or Latino	Individuals with Disabilities
% availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	46.2	18.1	1.2	7.8	6.5	
% of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: 21							
No. Male: 13 8		Females	**Total Minority***	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# 8	# 6	# 4	#1	#1	# 0
		%38.1	% <u>28.6</u>	% <u>19.0</u>	% 4.8	% 4.8	% 0.0
OVERALL AVAILABILITY:							
		% <u>46.2</u>	% <u>18.1</u>	% <u>1.2</u>	%7.8	%6.5	% <u>7.0</u>
UNDERUTILIZATION:		% 8.2	% NONE	% NONE	%3.0	%1.8	
		#1.7	#0.0	#0.0	#	#0.4	
		υυ2	υυ <u> </u>	uv <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.

FALL, 2015

WEIGHT

1.0

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

FACTORS SOURCES

Factor 1

EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and

US Non-4ST.

* 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.

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

^{**}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.

College:	JOHN JAY COLLEGE
Semester/Yea	FALL, 2015

Monelland Security, Law Enforcement, Fireflighting, etc. Law and Police								
Enforcement, Fireflighting, etc. Law and Police	AFFIRMATIVE ACTION UNIT:		CONSTITUENT DEP	ARTMENTS:				
Professor Assistant Professor Assistan			Law and Pol	ice				
Associate Professor Assistant Professor Assist	EEO CATEGORY:		Job Titles:					
PROFESSORIAL **ACTORS:	PROFESSIONAL: PROFESSORIAL	Associate						
Factors: Weighting Females Minority Hew. or Other Hew. or Other African Analmor Net. Hispanic Individuals with Disabilities	JOB GROUP:							
Factor F	PROFESSORIAL							
Tequisite skills in immediate labor areas. 1.00 46.2 18.1 1.2 7.8 6.5	FACTORS:	Weighting	Females		Haw. or Other	African		
CURRENT UTILIZATION:	% availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	46.2	18.1	1.2	7.8	6.5	
No. Maile: 15 9	% of Minorities/Females promotable, transferable, or trainable							
No. Male: 15 9 Haw. or Other Pac. Isl. Isl. Isl. Haw. or Other Pac. Isl. Isl. Isl. Haw. or Other Pac. Isl.	GROUP TOTAL NO.: 24							
W 37.5 % 33.3 % 4.2 % 16.7 % 12.5 % 0.0 OVERALL AVAILABILITY: % 46.2 % 18.1 % 1.2 % 7.8 % 6.5 % 7.0 UNDERUTILIZATION: % 8.7 % NONE % NONE % NONE % NONE % NONE % 0.0 #	No. Male: 15 9		Females		Haw. or Other	African		
OVERALL AVAILABILITY: % 46.2 % 18.1 % 1.2 % 7.8 % 6.5 % 7.0 UNDERUTILIZATION: % 8.7 % NONE % NONE % NONE % NONE # 2.1 # 0.0 # 0.0 # 0.0 # 0.0	CURRENT UTILIZATION:		#9	#8	#1	#4	#3	# 0
% 46.2 % 18.1 % 1.2 % 7.8 % 6.5 % 7.0 UNDERUTILIZATION: % 8.7 % NONE % NONE % NONE % NONE # 2.1 # 0.0 # 0.0 # 0.0 # 0.0			% 37.5	%33.3	%4.2	% <u>16.7</u>	% 12.5	%0.0
UNDERUTILIZATION:	OVERALL AVAILABILITY:							
# <u>2.1</u> # <u>0.0</u> # <u>0.0</u> # <u>0.0</u> # <u>0.0</u>			% <u>46.2</u>	%18.1	%1.2	% <u>7.8</u>	%6.5	% <u>7.0</u>
	UNDERUTILIZATION:			% NONE	% NONE	% NONE	% NONE	
l 6 E 6 L 6 L 6 L				! ——	l ——			
			υυ <u>2</u>	uu <u>0</u>	UU <u>. 0</u>	uu <u> </u>	VU0	

^{**}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.

FALL, 2015

WEIGHT

1.0

Affirmative Action Unit:

Homeland Security, Law Enforcement, F

Constituent Departments:

Law and Police

Job Group:

Professorial

Job Titles:

Professor

Associate Professor Assistant Professor

FACTORS

Factor 1

SOURCES

EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and

US Non-4ST.

* 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.

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

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

College:	JOHN JAY COLLEGE
Semester/Yea	r: FALL, 2015

AFFIRMATIVE ACTION UNIT:		CONSTITUENT DEPA	ARTMENTS:				
Homeland Security, Law Enforcement, Firefighting, etc.		Security,Fire	& Emergency				
EEO CATEGORY:		Job Titles:					
PROFESSIONAL: PROFESSORIAL		Professor Associate F	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
% availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	46.2	18.1	1.2	7.8	6.5	
% of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.:							
No. Male: <u>5</u>		Females	**Total Minority***	Asian or Nat. Haw, or Other Pac, lei.	Black or African American	Hispanic or Latino	individuals with Disabilities
CURRENT UTILIZATION:		#1	#1	# 0	# 1	# 0	# 0
		% <u>16.7</u>	% <u>16.7</u>	%0.0	% <u>16.7</u>	%0.0	%0.0
OVERALL AVAILABILITY:							
		%46.2	% <u>18.1</u>	%1.2	% 7.8	%6.5	% <u>7.0</u>
UNDERUTILIZATION:	-	%29.6	%1.4	%1.2	% NONE	%6.5	1
		# <u>1.8</u>	#0.1	#0.1	#0.0	#0.4	
		UV <u>2</u>	υυ <u>0</u>	VV <u>0</u>	UU <u>0</u>	VU0	

^{**}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.

FALL, 2015

WEIGHT

1.0

Affirmative Action Unit:

Homeland Security, Law Enforcement, F

Constituent Departments:

Security, Fire & Emergency

Job Group:

Professorial

Job Titles:

Professor

Associate Professor

FACTORS SOURCES

Factor 1

EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and

U\$ Non-4ST.

* 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, Fireflighting, etc.

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

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

College:	JOHN JA	AY COLLEGE	
Semester/Y	'ear:	Fall 2015	

			_									
AFFIRMATIVE ACTION UNIT:	-	Constituent Depar	rtment	is:								
LIBRARY												
EEO CATEGORY:		Job Titles:										
PROFESSIONAL		Professor Associate Assistant	Pro									
JOB GROUP:												
PROFESSIONAL: Professorial; Non-ProfessoriaL Instructor and Lecturer	-											
FACTORS:	Weighting	Females		**Total Minority		leisn or Nat. aw. or Other Pac. Isl.		Black or African American		Hispanic or Latino		lividuals with rabilities
1. % availability of Minorities/Females with						,			Г			
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.:13	# Group To	tal is 4 or less.	then	Job Group	ıs	too small to	an	alyze				
No. Male: 2 No. Female: 11		Females		**Totel Minority		telan or Nat. aw. or Other Pac. Isl.		Black or African American		Hispanic or Latino	l	lividuals with sabilities
CURRENT UTILIZATION:		#11	#	1	#	<u> </u>	#	0	#	0	#_	0
		% 84.6	%_	7.7	%	7.7	%	0.0	%	0.0	 %	0.0
OVERALL AVAILABILITY:			1			· · · · · · · · · · · ·	_		t			
		% <u>68.3</u>	% _	18.5	%	9.6	%	2.3	%	4.4	% _	7.0
UNDERUTILIZATION:		% NONE	%	10.8	%	1.9	%	2.3	%	4.4		
		# 0.00	#	1.40	#	0.25	#	0.30	#	0.57		
		uu <u>0</u>	טט _	1	uu	0	UU	0	uu	1		
	-	L	<u> </u>		<u> </u>		_		<u> </u>		Ь.	

^{**}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

WEIGHTING

1.0

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.

* 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.

				Asian or Nat.	Black or	
•			**Total	Haw. or Other	<u>African</u>	<u>Hispanic</u>
		<u>Female</u>	<u>Minority</u>	Pac. Isl.	<u>American</u>	<u>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.

				Asian or Nat.	Black or		
			**Total	Haw. or Other	<u>African</u>	<u>Hispanic</u>	
		<u>Female</u>	<u>Minority</u>	Pac. Isl.	<u>American</u>	or Latino	
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 ar	nd	14.3	4.1	2.2	0.5	1.4	
							Individuals with
USN4ST	_	<u>54.0</u>	<u>14.4</u>	<u>7.4</u>	<u>1.8</u>	<u>3.0</u>	<u>Disabilities</u>
		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).

College:	JOHN JAY COLLEGE	
Semester/Ye	er: FALL,	2015

AFFIRMATIVE ACTION UNIT:		CONSTITUENT DEP	ARTMENTS:				.
Mathematics and Statistics	Mathematics	and Computer Sci	ence				
EEO CATEGORY:		Job Titles;				•	
PROFESSIONAL: PROFESSORIAL	Professor Associate f Assistant P						
JOB GROUP: PROFESSORIAL							
FACTOR8:	Weighting	Females	**Total Minority	Asian or Nat. Haw, or Other Pac. Isl.	Black or Africen American	Hispanic or Latino	individuals with Disabilities
wavailability of Minorities/Females with requisite skills in immediate labor areas.	1.00	26.8	18.1	9.4	2.7	4.9	
% of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: 18							
No. Mele: 15 3		Females	"Total Minority"	Asian or Nat. Haw. or Other Pac. isl.	Biack or African American	Hispanio or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# 3	# 8	# 7	# 1	# 0	# 0
		% 16.7	% <u>44.4</u>	% 38.9	% 5.6	% 0.0	% 0.0
OVERALL AVAILABILITY:							
		%26.8	%18.1	%9.4	%2.7	% <u>4.9</u>	%7.0
UNDERUTILIZATION:		% <u>10.1</u>	% NONE	% NONE	% NONE	%4.9	
		#1.8	#0.0	#0.0	#0.0	#0.9	
		υυ2	υυ <u>0</u>	UU <u>0</u>	uu <u>0</u>	υυ1	

^{**}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.

FALL, 2015

WEIGHT

1.0

Affirmative Action Unit:

Mathematics and Statistics

Constituent Departments:

Mathematics and Computer Science

Job Group:

Professorial

Job Titles:

Professor

Associate Professor Assistant Professor

FACTORS

SOURCES Factor 1

EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and

US Non-4ST.

* 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

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

^{**}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.

College:	JOHN JAY COLLEGE	
Semester/Yea	r: FALL, 2015	

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

FALL, 2015

WEIGHT

1.0

Affirmative Action Unit:

Philosophy and Religious Studies

Constituent Departments:

Philosophy

Job Group:

Professorial

Job Titles:

Professor

Associate Professor Assistant Professor

FACTORS Factor 1 **SOURCES**

EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and

S Non 4ST

US Non-4ST.

* 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

 Female
 Minority
 Pac. Isl.
 American American
 Hispanic Or Latino
 Minority
 Disabilities

 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.

College:	JOHN JAY COLLEGE
Semester/Ye	ear: FALL, 2015

AFFIRMATIVE ACTION UNIT:		CONSTITUENT DEPA	RTMENTS:								
Parks, Recreation, Leisure and Fitness Studies	Physical Education										
EEO CATEGORY:		Job Titles:									
PROFESSIONAL: PROFESSORIAL		Professor Associate Professor Assistant Professor									
JOB GROUP: PROFESSORIAL											
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pag. Isl.	Black or African American	Hispania or Latino	individuals with Dissbilkles				
% availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	43.8	16.9	3.2	8.3	4.2					
% of Minorities/Females promotable, transferable, or trainable											
GROUP TOTAL NO.: 3	lf Group	fotal is 4 or less	, then Job Gro	up is too sma	l to analyze						
No. Male: 1		Females	**Total Minority***	Asien or Nat. Hew. or Other Pac. lel.	Black or African American	Hispanio or Latino	individuals with Disabilities				
CURRENT UTILIZATION:		# 2	# 1	# 0	# 1	# 0	# 0				
		% 66.7	% 33.3	% 0.0	% 33.3	% 0.0	% 0.0				
OVERALL AVAILABILITY:	·	42.0	46.0	2.0	. 02	. 42	7.0				
		% <u>43.8</u>	% <u>16.9</u>	%3.2	8.3	%4.2	% <u>7.0</u>				
UNDERUTILIZATION:		% NONE	% NONE	%3.2	.	% 4.2					
		# <u>0.0</u>	# <u>0.0</u>	# <u>0.1</u>	. # <u>0.0</u>	# <u>0.1</u>					
		uu <u>0</u>	OU <u>O</u>	00 . 0	. 00 0	<u> </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.

FALL, 2015

WEIGHT

1.0

Affirmative Action Unit:

Parks, Recreation, Leisure and Fitness!

Constituent Departments:

Physical Education

Job Group:

Professorial

Job Titles:

Professor

Associate Professor Assistant Professor

FACTORS :

Factor 1

<u>SOURCES</u>

EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and

US Non-4ST.

* 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

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

College:	JOHN JAY COLLEGE
Semester/Year	FALL, 2015

AFFIRMATIVE ACTION UNIT;		CONSTITUENT DEP	ARTMENTS;								
Physical Sciences		Sciences									
EEO CATEGORY:		Job Titles:									
PROFESSIONAL: PROFESSORIAL	Professor Associate Professor Assistant Professor										
JOB GROUP: PROFESSORIAL											
FACTORS:	Weighting	"Total		Asian or Nat. Haw. or Other Pac. ini.	Black or African American	Hiepanic or Latino	individuals with Disabilities				
% availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	29.7	16.4	5.1	5.4	4.1					
% of Minorities/Females promotable, transferable, or trainable											
GROUP TOTAL NO.: 22											
No. Male: 12 10		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities				
CURRENT UTILIZATION:	_	#10	#8	#4	#2	#2	#0				
		% <u>45.5</u>	%36.4	18.2	%9.1	% <u>9.1</u>	%0.0				
OVERALL AVAILABILITY:											
		%29.7	% <u>16.4</u>	% <u>5.1</u>	%5.4	%4.1	%7.0				
UNDERUTILIZATION:		% NONE	% NONE	% NONE	% NONE	% NONE					
		#0.0	#0.0	#0.0	#0.0	#					
		υυ <u> </u>	υυ <u> </u>	UU0	υυ <u> </u>	UU0					

^{**}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

FALL, 2015

Affirmative Action Unit:

Physical Sciences

Constituent Departments:

Sciences

Job Group:

Professorial

Job Titles:

Professor

Associate Professor Assistant Professor

FACTORS SOURCES

WEIGHT

1.0

Factor 1

EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and

US Non-4ST.

* 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

Asian or Nat. Black or Individuals **Total <u>Hispanic</u> <u>African</u> <u>with</u> Haw. or Other <u>Disabilities</u> Female 1 4 1 Minority Pac. Isl. <u>American</u> or Latino 29.7% 16.4%

^{**}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 Reces.

College:	JOHN JAY COLLEGE
Semester/Ye	er: FALL, 2015

AFFRMATIVE ACTION UNIT:		CONSTITUENT DEP	ARTMENTS:									
Psychology		Psychology										
EEO CATEGORY:		Job Titles:										
PROFESSIONAL: PROFESSORIAL		Dist Professor Professor Associate Professor Assistant Professor										
JOB GROUP: PROFESSORIAL				i								
FACTORS:	Weighting	Females	**Total Minority	Asian or Hat. Haw. or Other Pac. lai.	Black or African American	Hispanio or Latino	individuals with Disabilities					
% availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	73.1	24.0	6.6	7.5	8.1						
% of Minorities/Females promotable, transferable, or trainable												
GROUP TOTAL NO.: 43												
No. Mele: 19		Females	**Total Minority***	Asian or Net. Hew. or Other Pec. isl.	Black or African American	Hispenic or Letino	individuals with Disabilities					
CURRENT UTILIZATION:		# 24	# 9	#3	#4	#2	# 0					
		% <u>55.8</u>	%20.9	%7.0	% 9.3	% <u>4.7</u>	%0.0					
OVERALL AVAILABILITY:												
		%73.1	%24.0	%6.6	% <u>7.5</u>	%8.1	%7.0					
UNDERUTILIZATION:		%17.3	%3.1	% NONE	% NONE	%3.4						
		#7.4	#1.3	#0.0	#0.0	#1.5						
		υυ <u>7</u>	vu <u>1</u>	UU <u>0</u>	υυ <u> </u>	υυ <u>2</u>						

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

FALL, 2015

WEIGHT

1.0

Affirmative Action Unit:

Psychology

Constituent Departments:

Psychology

Job Group:

Professorial

Job Titles:

Dist Professor Professor

Associate Professor Assistant Professor

FACTORS Factor 1

SOURCES

EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and

US Non-4ST.

* 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

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

^{**}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.

Two Factor Availability

College:	JOHN JAY COLLEGE
Semester/Ye	ear: FALL, 2015

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

[&]quot;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.

OHRM/jc - F.12014-2015 Affirmation Action Reports and Material/2015 FEDERAL UW FACULTY Prof - Public Admin / Prof UAW FED F2015

FALL, 2015

WEIGHT

1.0

Affirmative Action Unit:

Public Administration and Social Servic

Constituent Departments:

Public Management

Job Group:

Professorial

Job Titles:

Professor

Associate Professor Assistant Professor

FACTORS SOURCES

EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and

US Non-4ST.

Non-451.

* 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*

Factor 1

Public Administration and Social Service Professions

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

College:	JOHN JAY COLLEGE
Semester/Year	FALL, 2015

AFFIRMATIVE ACTION UNIT:		CONSTITUENT DEPA	ARTMENTS:	•									
Social Sciences	Anthropology, Economics, Political Science, Sociology												
EEO CATEGORY:		Job Titles:											
PROFESSIONAL: PROFESSORIAL		Professor Associate f Assistant P											
JOB GROUP: PROFESSORIAL													
FACTORS:	Weighting	Females	"Total Minority		Asian or Nat. Iaw. or Other Pac. Inl.		Black or African American		Hispanic or Latino		uals with bilities		
8 availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	50.9	21.8		7.3		6.0		6.9				
% of Minorities/Females promotable, transferable, or trainable													
GROUP TOTAL NO.: 69													
No. Maie: <u>34</u> <u>35</u>		Femeles	**Total		Asian or Nat. law. or Other Pac. isl.		Black or African American		Hispanio or Latino		uale with bilities		
CURRENT UTILIZATION:	•	# 35	# 16	#	6	#	5	#	5	#	0		
		%50.7	% 23.2	%	8.7	%	7.2	%	7.2	% _	0.0		
OVERALL AVAILABILITY:						<u> </u>							
		%50.9	%21.8	%	7.3	%	6.0	%	6.9	* -	7.0		
UNDERUTILIZATION:		%0.2	% NONE	%	NONE	%	NONE	%	NONE				
		#0.1	# 0.0	#	0.0	#	0.0	#	0.0				
		uu <u>0</u>	UU <u>0</u>	υυ	0	UU	0	UU	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.

FALL, 2015

WEIGHT

1.0

Affirmative Action Unit:

Social Sciences

Constituent Departments:

Anthropology, Economics, Political Science, Sociology

Job Group:

Professorial

Job Titles:

Professor

Associate Professor Assistant Professor

FACTORS SOURCES

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

US Non-4ST.

* 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

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

College:	JOHN JAY COLLEGE
Semester/Yea	r: FALL, 2015

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

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

FACTORS S

SOURCES

WEIGHT

Factor 1

EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and

US Non-4ST.

* 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

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

^{**}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%

College:	JOHN JAY COLLEGE	
Semester/Ye	ear: FALL, 2015	

AFFIRMATIVE ACTION UNIT:		CONSTITUENT DEPARTMENTS:													
Social Sciences			Economics												
EEO CATEGORY:		Jol	b Titles;												
PROFESSIONAL: PROFESSORIAL	•		Professor Associate F Assistant P						·						
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			
% availability of Minorities/Females with requisite skills in immediate labor areas.	1.00		50.9		21.8	7.3		6.0			6.9				
% of Minorities/Females promotable, transferable, or trainable													• •		
GROUP TOTAL NO.: 9															
No. Male: <u>5</u> <u>4</u>			Females		"Total Minority	i	Asian or Nat. Haw. or Other Pac. Isl.		Black or African American		Hispanio or Latino		riduals with		
CURRENT UTILIZATION:	•	#	4	#	2	#	0	#	1	#	1	#	0		
		%	44.4	%	22.2	%	0.0	%	11.1	%	11.1	%	0.0		
OVERALL AVAILABILITY:		%	50.9	%	21.8	%	7.3	%	6.0	%	6.9	%	7.0		
UNDERUTILIZATION:		%	6.4	%	NONE	%	7.3	%	NONE	%	NONE				
		#	0.6	#	0.0	#	0.7	#	0.0	#	0.0				
		UU	1	טט	0	UL	1	UU	0	υu	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.

FACTOR / SOURCE SHEET - PROFESSIONAL: PROFESSORIAL

FALL, 2015

WEIGHT

1.0

Affirmative Action Unit:

Social Sciences

Constituent Departments:

Economics

Job Group:

Professorial

Job Titles:

Professor

Associate Professor Assistant Professor

FACTORS

Factor 1

SOURCES

EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and

US Non-4ST.

* 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

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

^{**}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%

Co	ilege: -	JOHN JAY COLLEGE	
Se	mester/Year:	FALL, 2015	

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

FACTOR / SOURCE SHEET - PROFESSIONAL: PROFESSORIAL

FALL, 2015

Affirmative Action Unit:

Social Sciences

Constituent Departments:

Government/Polical Science

Job Group:

Professorial

Job Titles:

Professor

Associate Professor Assistant Professor

<u>FACTORS</u>

SOURCES

WEIGHT

Factor 1

EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and

1.0

US Non-4ST.

* 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

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

^{**}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%

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

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

^{**}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

FACTORS

SOURCES

US Non-4ST.

WEIGHT

Factor 1

EDC-Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and

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

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

^{**}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%

College: JOH	IN JAY COLLEGE	
Semester/Year:	FALL, 2015	

AFFIRMATIVE ACTION UNIT:		CONSTITUENT DEP	ARTMENTS:										
Visual and Performing Arts	Communication and Theater Arts and Art/Music												
EEO CATEGORY:		Job Titles:											
PROFESSIONAL: PROFESSORIAL	Professor Associate I Assistant F												
JOB GROUP: PROFESSORIAL													
FACTORS:	Weighting	Females	**Total Minority	Asien or Nat. Haw, or Other Pac. tsl.	Black or African American	Hispanic or Latino	individuals with Disabilities						
% availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	49.3	16.6	7.7	3.2	4.8							
% of Minorities/Females promotable, transferable, or trainable						·							
GROUP TOTAL NO.: 19													
No. Male: 9 10		Females	~Total Minority***	Asian or Nat. Haw. or Other Pac. Ini.	Black or African American	Hispanic or Latino	individuals with Disabilities						
CURRENT UTILIZATION:	F.7.1.1.1.1.1.1	# 10	# 6	# C	# 3	# 3	# 0						
		% 52.6	% 31.6	% 0.0	% 15.8	% 15.8	% 0.0						
OVERALL AVAILABILITY:						<u> </u>							
		%49.3	% 16.6	% <u>7.7</u>	%3.2	%4.8	%7.0						
UNDERUTILIZATION:		% NONE	% NONE	%7.7	% NONE	% NONE							
		#0.0	#0.0	#1.5	#0.0	#0.0							
		uu <u>0</u>	υυ0	υυ 2	υυ <u>0</u>	UU0							

^{**}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

FACTORS SOURCES

WEIGHT

1.0

Factor 1

EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and

US Non-4ST.

* 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

Asian or Nat. Black or Individuals **Total Haw. or Other <u>African</u> <u>Hispanic</u> with. Female: **Minority** Pac. Isl. <u>American</u> or Latino Disabilities 49.3% 16.6% 7.7% 3.2% 4.0%

^{**}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.

College:	JOHN JAY COLLEGE
Semester/Ye	ar: FALL, 2015

AFFIRMATIVE ACTION UNIT:	AFFIRMATIVE ACTION UNIT:			URTM	ENT9:				-				
Visual and Performing Arts			Art/Music										
EEO CATEGORY:		Job	Titles:										
PROFESSIONAL: PROFESSORIAL			Professor Associate F Assistant P	-									
JOB GROUP: PROFESSORIAL												٠	
FACTORS:	Weighting		Females		~Total Minority		Asian or Nat. Haw. or Other Pac. Isl.		Black or African American		Hispanic or Latino		riduals with
% availability of Minorities/Females with requisite skills in immediate labor areas.	1.00		49.3	16.6		7.7		3.2		4.8			
% of Minorities/Females promotable, transferable, or trainable													
GROUP TOTAL NO.: 9													
No. Maie: <u>5</u> <u>4</u>			Females		"Total Minority""		Asian or Nat. Haw, or Other Pac. isi.		Black or African American		Hispanic or Latino		viduals with eabliities
CURRENT UTILIZATION:		#	4	#	4	#	0	#	2	#	2	#	0
		%	44.4	%	44.4	%	0.0	%	22.2	%	22.2	%	0.0
OVERALL AVAILABILITY:				Ī		T		T		T			
		%	49.3	%	16.6	%	7.7	%	3.2	%	4.8	%	7.0
UNDERUTILIZATION:		%	4.8	%	NONE	%	7.7	%	NONE	%	NONE		
		#	0.4	#	0.0	#	0.7	#	0.0	#	0.0		
		UU	0	υu	0	U	<u> </u>	UU	0	UU	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.

FACTOR / SOURCE SHEET - PROFESSIONAL: PROFESSORIAL

FALL, 2015

WEIGHT

1.0

Affirmative Action Unit:

Visual and Performing Arts

Constituent Departments:

Art/Music

Job Group:

Professorial

Job Titles:

Professor

Associate Professor Assistant Professor

FACTORS Factor 1

SOURCES

EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and

US Non-4ST.

* 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

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

College:	JOHN JAY COLLEGE
Semester/Yea	r: FALL, 2015

AFFIRMATIVE ACTION UNIT:		CONST	ITUENT DEPA	RTM	IENTS:								
Visual and Performing Arts		C	ommunicatio	on a	nd Theater Art	3							
EEO CATEGORY:		Job TN	lles:	-									
PROFESSIONAL: PROFESSORIAL		t	ssociate F ssistant P					-	·				
JOB GROUP: PROFESSORIAL													
FACTORS:	Weighting	Females		~Total Minority		Asian or Nat. Haw, or Other Pac. Isl.		Black or African American		Hispanio or Latino			riduals with
wailability of Minorities/Females with requisite skills in immediate labor areas.	1.00		49.3	16.6		7.7		3.2		4.8			
% of Minorities/Fernales promotable, transferable, or trainable													
GROUP TOTAL NO.: 10													
No. Male: 4		,	- emales		"Total Minority"		Asian or Nat. Haw, or Other Pac, fel.		Black or African American		Hispanic or Latino		riduals with
CURRENT UTILIZATION:		#	6	#	2	#	0	#	1	#	1	#	0
		%	60.0	%	20.0	%	0.0	%	10.0	%	10.0	%	0.0
OVERALL AVAILABILITY:						T				1			
		% –	49.3	%	16.6	%	7.7	%	3.2	%	4.8	%	7.0
UNDERUTILIZATION:		% _	NONE	%	NONE	%	7.7	%	NONE	%	NONE	Г	
		# _	0.0	#	0.0	#	8.0	#	0.0	#	0.0		
		υυ –	0	Uυ	0	UL	1	UU	0	ļυυ			

^{**}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

WEIGHT

1.0

Affirmative Action Unit:

Visual and Performing Arts

Constituent Departments:

Communication and Theater Arts

Job Group:

Professorial

Job Titles:

Associate Professor Assistant Professor

FACTORS SOURCES

Factor 1

EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and

US Non-4ST.

* 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

Asian or Nat. Black or Individuals **Total <u>Hispanic</u> with Haw. or Other <u>African</u> <u>Female</u> Minority Pac. Isl. <u>American</u> or Latino **Disabilities** 49.3% 16.6% 4.0%

^{**}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.

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

AFFIRMATIVE ACTION UNIT:		CONSTITUENT DE	PARTMENTS:										
Lecturer		ALL LECTURER TITLES BY DEPT											
EEO CATEGORY; PROFESSIONAL: NON-PROFESSORIA LECTURER	Job Titles: Distinguishe Lecturer	ed Lecturer				·							
JOB GROUP: NON-PROFESSORIAL - LECTURER			**Total	Asian or Nat.	Black or African	Hiapanic	individuels with						
FACTORS:	Weighting	Females	Minority	Pac. isl.	American	or Latino	Disabilities						
% availability of Minorities/Females with requisite skills in immediate labor areas. % of Minorities/Females promotable, transferable, or trainable	1.00	57.5	29.5	7.7	10.3	9.6							
GROUP TOTAL NO.: 42													
No. Male: 22 No. Female: 20		Females	**Total Minority	Asian or Nat, Haw, or Other Pac, Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities						
CURRENT UTILIZATION:		# 20	# 17	# 3	# 7	# 7	# 0						
		% <u>47.6</u>	% 40.5	% 7.1	% 16.7	% <u>16.7</u>	% 0.0						
OVERALL AVAILABILITY:		% 57.5	% 29.5	% 7.7	% 10.3	% 9.6	% 7.0						
						- 3.0	" - 						
UNDERUTILIZATION:		% 9.9	% NONE	%0.6	% NONE	% NONE							
		# 4.2	#0.0	#0.2	#0.0	#0.0							
		υυ 4	uu <u>0</u>	υυ 0	υυ 0	υυ 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.

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

FACTORS SOURCES

WEIGHTING

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.

TOTAL ALL FIELDS

^{**}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.

College:	John Jay College
Semester/Yea	r: FALL, 2015

AFFIRMATIVE ACTION UNIT:		CONSTITUE											
APPIRMATIVE ACTION UNIT:		SEEK	11 DEP	ARI	MEN13:								
[[]		3550											
Education													
EEO CATEGORY:		Job Titles;			B O-b								
		Lectur	er, Le	Ctu	rer Doc Sch								
PROFESSIONAL: NON-PROFESSORIA	L -												
LECTURER													
JOB GROUP:													
NON-PROFESSORIAL - LECTURER													
	T	 				T .	sian or Nat.	_	Black or	Τ-			
					-*Total		w. or Other		African	1	Hispanic		iduals with
FACTORS:	Weighting	Female	-	╀	Minarity		Pac. Isl.	-	American	┼	or Latino	Di Di	sabilities
1. % availability of Minorities/Females with													
requisite skills in immediate labor areas.	1.00	79	9.6		16.3		2.2		6.1		6.6		
2. % of Minorities/Females promotable, transferable,													
or trainable	8000000			1		1		<u> </u> 		<u> </u>		100	biomiomio
GROUP TOTAL NO.:	If Group	Total is 4 c	ar les	s , t	hen Job Gr	T		l to					
No. Male: 0 No. Female: 2					**Total		sian or Nat. nv. or Other		Black or African		Hispanic	 Indix	riduals with
		Female		ļ.,	Minority		Pac. Isl.		American		or Latino		sabilities
CURRENT UTILIZATION:		#	2	#	2	#	0	#	0	#	2	#	0
		100	0.0	%	100.0	_% -	0.0	%	0.0	%	100.0	_%	0.0
			_			-							
OVERALL AVAILABILITY:		<u> </u>								T			
		% 79	9.6	%	16.3	%	2.2	%	6.1	%	6.6	 %	7.0
				-		" -		-		~		-	
UNDERUTILIZATION:		% NOI	NE.	%	NONE	%	2.2	%	6.1	%	NONE		
		l —	0.0		0.0				0.1				
		l —		#		# -		# .		#	0.0		
		UU	0	υυ	0	UU_	0	UU.	0	UU	0		
		1		1				l		1		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.

Affirmative Action Unit:

Education

Constituent Departments:

SEEK

Job Group:

LECTURER

Job Titles:

Lecturer, Lecturer Doc Sch

FACTORS SOURCES

WEIGHTING

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

Black or <u>Individuals</u> Asian or Nat. **Total Haw. or Other African <u>Hispanic</u> <u>Minority</u> or Latino <u>Disabilities</u> <u>Female</u> Pac. Iș1. <u>American</u> 79.6% 16.3% 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.

College:	John Jay College
Semester/Yea	r: FALL, 2015

[1					
AFFIRMATIVE ACTION UNIT:		CONSTITUENT DEF	ARTMENTS:				
		English					
English Language and Literature/Letters		1					
		Ì					
EEO CATEGORY:		Job Titles: Lecturer					
		Lecturer					
PROFESSIONAL: NON-PROFESSORIAL							
LECTURER							
		1					
		1					
JOB GROUP: NON-PROFESSORIAL - LECTURER							
NON-PROFESSORIAL - LECTURER							
	· · · ·		1		·	r 	· · · · · · · · · · · · · · · · · · ·
			**Total	Asien or Net. Haw, or Other	Black or African	Hispanic	individuals with
FACTOR8:	Weighting	Females	Minority	Pac, isi,	American	or Latino	Disabilities
1. % availability of Minorities/Females with	1			l	l	l .	
requisite skills in immediate labor areas.	1.00	69.4	24.2	4.7	8.0	9.1	
% of Minorities/Females promotable, transferable, or trainable							
	interiorista de la companya della companya della companya de la companya della co	<u> </u> 	 		l delejektelejektelejektelejek	l Polistokski platetetekski plate	1910191919191919191919191
GROUP TOTAL NO.: 12							
No. Male: 4 No. Female: 8				Asian or Nat.	Black or		
10.13/100		Females	"Total"" Minority	Haw. or Other Pac. Isl.	African American	Hispanic or Latino	Individuals with Disabilities
	<u> </u>	1		 			
CURRENT UTILIZATION:		#8	#3	#2	#1	#0	#0
		% 66.7	% 25.0	% 16.7	% 8.3	% 0.0	% 0.0
OVERALL AVAILABILITY:							
1		% 69.4	% 24.2	% 4.7	% 8.0	% 9.1	% 7.0
		% <u>69.4</u>	% <u>24.2</u>	% <u>4.1</u>	% <u>0.0</u>	% <u>9.1</u>	% <u>/.U</u>
			ļ				
UNDERUTILIZATION:		% 2 .7	% NONE	% NONE	% NONE	 % 9.1	
		# 0.3	# 0.0	# 0.0	# 0.0	# 1.1	
				l ——		<u> </u>	
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]	<u> </u>	<u> </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.

Affirmative Action Unit:

English Language and Literature/Letters

Constituent Departments:

English

Job Group:

LECTURER

Job Titles:

Lecturer

FACTORS SOURCES

WEIGHTING

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

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

College:	ohn Jay College
Semester/Yea	FALL, 2015

		,										
AFFIRMATIVE ACTION UNIT:		CONSTITUENT DI	EPARTM	tENTS:								
		History										
History												
EEO CATEGORY:		1										
EEO CATEGORY:		Job Titles: Lecturer										
		Lactara										
PROFESSIONAL: NON-PROFESSORIA	L-											
LECTURER												
JOB GROUP:												
NON-PROFESSORIAL - LECTURER												
		1				lan or Nat.	П	Black or			T	
FACTORS:	Weighting	Females		**Total Minority		w. or Other Pec. Isl.	l	African American		Hispanic or Letino		viduals with sabilities
	**************************************	T Ginales	+	willonty	+-	7 do. 151.	├	Allendan	╈	Of Cathlo	۲	iodiniii.
1. % availability of Minorities/Females with							l					
requisite skills in immediate labor areas.	1.00	41.1		18.5		3.6		4.8		8.0		
2. % of Minorities/Females promotable, transferable,					T							
or trainable	20101010101010101				1		Ĺ.,		ļ.,		11.1.1	
GROUP TOTAL NO.:	if Group	Total is 4 or le	ss, th	en Job Gr	oup i	s too sma	ll te	ahelyze				
No. Mala: 0 No. Female: 1						ian or Nat.	Г	Black or	Г			
10. Fellow. 1		Females	1	^*Total Minority		w. or Other Pac. isl.	l	African American		Hispanic or Latino		viduals with isobilities
CURRENT UTILIZATION:	DISTRIBUTED .	# 1	٦,	0		0	<u> </u>		1	0	<u>.</u>	
CORRENT OTILIZATION:			# -		* -		#	0	#		# .	0
		%100.0	% _	0.0	% _	0.0	%	0.0	%	0.0	%	0.0
OVERALL AVAILABILITY:							П					
		% 41.1	%	18.5	_%	3.6	"	4.8	 %	8.0	%	7.0
		l. —	" -		" -]"		~		~	
LINIDEDITII ITATIONI.		. NONE	۱	10 F	<u> </u>	2.5	<u> </u>	4.0	1	0.0		
UNDERUTILIZATION:		% NONE	% -	18.5	 % _	3.6	%	4.8	1%	8.0		
		#0.0	#	0.2	#	0.0	#	0.0	#	0.1		
		UU 0	luu -	0	טט –	0	lυυ		lυυ			
		· · · · ·	"-		"-	`	"		آ			
L		1	_L		1		1		1		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.

Affirmative Action Unit:

History

Constituent Departments:

History

Job Group:

LECTURER

Job Titles:

Lecturer

FACTORS SOURCES

WEIGHTING

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.

History

^{**}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.

College:	John Jay College	
Semester/Yea	r: FALL, 2015	

AFFIRMATIVE ACTION UNIT:			ISTITUENT DEF										
Area, Ethnic, Cultural, Gender, and Group Studies			Latin America	n &	Latina/O St								
EEO CATEGORY:		Job	Titles: Distinguish	eď	Lecturer								i
PROFESSIONAL: NON-PROFESSORIAL LECTURER	-		J						·				
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		lividuels with Disabilities
wavallability of Minorities/Females with requisite skills in immediate labor areas.	1.00		69.9		47.6		11.4		15.5		16.1		
% of Minorities/Females promotable, transfereble, or trainable									÷				
GROUP TOTAL NO.:	If Group	Tota	il is 4 or les	\$	then Job Gr	οu	o is too smal	ı I tc	analyze				
No, Male; 0 No. Femele: 1			Females		"Total Minority	Γ	Asien or Nat. Haw. or Other Pac. Isl.		Black or African American		Hispanic or Latino		lividuals with Disabilities
CURRENT UTILIZATION:		#	1	#	1	#	0	#	0	#	1	#	0
		% .	100.0	%	100.0	%	0.0	%	0.0	%	100.0	%	0.0
OVERALL AVAILABILITY:		% _	69.9	%	47.6	%	11.4	%	15.5	%	16.1	%	7.0
UNDERUTILIZATION:		% # 	0.0 0	% # UI	0.0	% # UU	0.1	% # UU	15.5 0.2 0	% # UU	0.0 0.0		

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

Affirmative Action Unit:

Area, Ethnic, Cultural, Gender, and Group Stu

Constituent Departments:

Latin American & Latina/O St

Job Group:

LECTURER

Job Titles:

Distinguished Lecturer

FACTORS SOURCES

WEIGHTING

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

Black or Asian or Nat. Individuala -Total Haw, or Other African Hispanic with Minority Pac. Isl. or Latino 16.1% Female <u>American</u> Disabilities 69.9% 47.6% 11 4% 15.5% 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.

College:	John Jay College	
Semester/Ye	ar: FALL, 2015	

AFFIRMATIVE ACTION UNIT:		CONSTITU	IENT DES	PARTI	MENTS:								
Homeland Security, Law Enforcement, Firefighting, etc.					eents: Crim Justice Ad	dm							
EEO CATEGORY:		Job Titles											
PROFESSIONAL: NON-PROFESSORIA LECTURER	L-	Lect	urei										
JOB GROUP: NON-PROFESSORIAL - LECTURER													
FACTORS:	Weighting	Fem	ales		**Total Minority	Ha	len or Nat. w. or Other Pec. Isl.		Black or African American		Hispanic or Latino		viduals with
% availability of Minorities/Females with requisite skills in immediate labor areas.	1.00		46.3		39.2		3.0		18.5		15.7		
% of Minorities/Females promotable, transferable, or trainable													
GROUP TOTAL NO.:	If Group	Total la	for let	s, t	hen Job Gr	oup I	s too sma	ll to	analyze				
No. Male; 4 No. Female: 0		Fem	ėles		**Total Minority		ian or Nat. w. or Other Pac. Isl.		Black or African American		Hispanic or Latino		viduals with
CURRENT UTILIZATION:		#	0	# _	0	# _	0	# .	0	#	0	#	0
		%	0.0	% .	0.0	 % _	0.0	% .	0.0	%	0.0	%	0.0
OVERALL AVAILABILITY:								T		T			
		% —	46.3	% .	39.2	% -	3.0	% .	18.5	%	15:7	%	7.0
UNDERUTILIZATION:		%	46.3	% .	39.2	% _	3.0	% .	18.5	%	15.7		
1		#	1.9	# .	1.6	# _	0.1	# .	0.7	#	0.6		
		νυ	2	W.	2	_ ^{ا۷۷}	0	W.	1	UU	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.

Affirmative Action Unit:

Homeland Security, Law Enforcement, Firefig

Constituent Departments:

Law, Police Sci & Crim Justice Adm

Job Group:

LECTURER

Job Titles:

Lecturer

FACTORS SOURCES

WEIGHTING

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

Asian or Nat. <u>Individuals</u> "Total <u>African</u> <u>Hispanic</u> Disabilities Minority Pac. Isl. <u>American</u> <u>or Latino</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.

College: John Ja	y College	
Semester/Year:	FALL, 2015	

		_											
AFFIRMATIVE ACTION UNIT:		co	NSTITUENT DEF										
Mathematics and Statistics			Mathematics &	L Co	omputer Science	е							
EEO CATEGORY;	•	Jo	b Titles;			_							
PROFESSIONAL: NON-PROFESSORIA LECTURER	NL -		Lecturer										
JOB GROUP: NON-PROFESSORIAL - LECTURER													
FACTORS:	Weighting		Females		**Total Minority	ľ	Asien or Net. Haw, or Other Pac. lel.		Black or African American		Hispanic or Latino		lividuals with Disabilities
% availability of Minorities/Females with requisite skills in immediate labor areas.	1.00		44.6		24.8		11.0		5.3		7.0		·
% of Minorities/Females promotable, transferable, or trainable						T							
GROUP TOTAL NO.: 7													
No. Méle: <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		lividuala with Disabilities
CURRENT UTILIZATION:		#	2	#	6	#	1	#	3	#	2	#	0
		%	28.6	%	85.7	%	14.3	%	42.9	%	28.6	%	0.0
OVERALL AVAILABILITY:		T	,	T		T		T		T			
		%	44.6	%	24.8	%	11.0	%	5.3	%	7.0	%	7.0
UNDERUTILIZATION:		%	16.0	%	NONE	%	NONE	%	NONE	%	NONE		
		*	<u>1.1</u>	#	0.0	#	0.0	#	0.0	#	0.0		
		υu	1	υu	0	U	<u> </u>	UU	0	ŲΨ	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,

Affirmative Action Unit:

Mathematics and Statistics

Constituent Departments:

Mathematics & Computer Science

Job Group:

LECTURER

Job Titles:

Lecturer

FACTORS SOURCES

WEIGHTING

Factor

EDC - BA. 2011-12* - 4State (CT, NJ, NY, PA) weighted at 50% and US Non-4ST weighted at 50%.

1.0

weighted at 00% and 00 Hell 401 Weighted at 00%.

* 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

Asian or Nat. Black or Individuals -Total Haw. or Other <u>African</u> <u>Hisoanic</u> with. <u>Disabilities</u> Minority Pac. 1s1. <u>American</u> <u>or Latino</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.

College:	John Jay College	
Semester/Yea	ar: FALL, 2015	

AFFIRMATIVE ACTION UNIT:		COI	STITUENT DEF	ART	TMENTS:								
Foreign Languagas, Literatures, and Linguistics			Modern Langu	age	s & Literatures								
EEO CATEGORY:		Jok	Titles: Lecturer										
PROFESSIONAL: NON-PROFESSORIA LECTURER	L -												
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		lividuals with Disabilities
% availability of Minorities/Females with requisite skills in immediate labor areas.	1.00		71.7		31.7		5.6		4.6		19.3		
% of Minorities/Females promotable, transferable, or trainable													
GROUP TOTAL NO.:	H Group	Tot	al is 4 or les	8, 1	then Job Gr	out	s la too amal	ll tr	analyze				
No. Male: 1 No. Female: 0			Females		**Total Minority		Asian or Nat. Haw, or Other Pac. isl.		Black or African American		Hispanic or Latino		lividuals with Disabilities
CURRENT UTILIZATION:		#	0	#	1	#	0	#	0	#	1	#	0
		%	0.0	%	100.0	%	0.0	%	0.0	%	100.0	%	0.0
OVERALL AVAILABILITY:		%	71.7	%	31.7	%	5.6	%	4.6	%	19.3	%	7.0
UNDERUTILIZATION:		% # UU	71.7 0.7 1	% # UU	0.0 0	% # UU	5.6 0.1 0	% # UU	<u>4.6</u> <u>0.0</u> 0	% # UL	NONE 0.0 0		
		1										l	

^{**}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.

Affirmative Action Unit:

Foreign Languages, Literatures, and Linguist

Constituent Departments:

Modern Languages & Literatures

Job Group:

LECTURER

Job Titles:

Lecturer

FACTORS SOURCES

Factor

EDC - BA. 2011-12* - 4State (CT, NJ, NY, PA) weighted at 50% and US Non-4ST weighted at 50%.

WEIGHTING

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>Individuals</u> **Total Haw. or Other <u>African</u> Hispanic Minority Pac. Isl. <u>American</u> or Latino Disabilities 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.

College:	John Jay College
Semester/Yea	r: FALL, 2015

AFFIRMATIVE ACTION UNIT;		CON	STITUENT DEP	ART	MENTS:								
			Health & Physi	çal	Education .								
Parks, Recreation, Leisure and Fitness													
Studies													
EEO CATEGORY:		١		_		_							
EEO CAIEGORY:		100	Titles: Lecturer										
			Coctaioi										
PROFESSIONAL: NON-PROFESSORIAL	-												
LECTURER													
JOB GROUP:													
NON-PROFESSORIAL - LECTURER													
						Г	Asien or Net.		Black or				
FACTORS:	Weighting		Females		"Total Minority	l	Haw, or Other Pac, isl.		African American		Hispanic :		riduale with sabilities
		Т				┪				Т			
1. % availability of Minorities/Females with				ŀ		l							
requisite skills in immediate labor areas.	1.00		43.6	_	20.2	L	3.5		8.5	L	6.6		
2. % of Minorities/Females promotable, transferable,						l				l			
or trainable	101011101010101		120401010401010401	3333	16404144444444	L		1111	100000000000000000000000000000000000000	<u> </u>		(1)	
GROUP TOTAL NO.;	If Group	Tota	l is 4 or les	s , I	then Job Gr	ou	p is too smal	itt	enelyze				
No. Male: 1 No. Famale: 0						l	Asian or Nat.		Black or			١	dduals with
			Females		**Total*** Minority		Haw, or Other Pac. isl.		African American		Hispanic or Latino		abilities
CURRENT UTILIZATION:		#	0	#	0	#	0	#	0	#	0	#	0
			0.0	Ĭ.	0.0		0.0		0.0	<u>.</u>	0.0		0.0
		% .	0.0	1%	0.0	*	0.0	%	0.0	%	0.0	%	0.0
OUTDAIL AVAILABULTY.		-		L		H		L		┡			
OVERALL AVAILABILITY:						l				1			
		%	43.6	%	20.2	%	3.5	%	8.5	%	6.6	%	7.0
						L							
UNDERUTILIZATION:		%	43.6	%	20.2	%	3.5	%	8.5	%	6.6		
		Γ.	0.4	Ľ	0.2	٦	0.0	_	0.1	#	0.1		
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		UU.	0	UU	0	U	υ <u> </u>	υυ	0	υu	0		
		1		ļ.		1		l		l			

^{**}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.

Affirmative Action Unit:

Parks, Recreation, Leisure and Fitness Studie

Constituent Departments:

Health & Physical Education

Job Group:

LECTURER

Job Titles:

Lecturer

FACTORS SOURCES

WEIGHTING

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

Black or <u>Individuals</u> **Total Haw. or Other African <u>Hisoanic</u> Minority Female Pac. Is1. <u>American</u> <u>or Latino</u> <u>Disabilities</u> 43.6% 20.2% 3.5% 8.5% 6.6% 0.0

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

College:	John	Jay College		
Semester/Y	ear:	FALL,	2015	

AFFIRMATIVE ACTION UNIT:		CONS	STITUENT DEI	PART	MENTS;								
		P	olitical Scien	ce									
Social Sciences													
EEO CATEGORY:		+											
EED CATEGORT:			rities: .ecturer										
		'	.ecturer										
PROFESSIONAL: NON-PROFESSORIA	NL -	1											
LECTURER		1											
		1											
JOB GROUP:													
NON-PROFESSORIAL - LECTURER													
		1									,		
		1					Aslan or Nat.		Black or	Т		Г	
FACTORS:	Weighting		Females		"Total Minority	"	lew, or Other Pac. Iel.		African American		Hispanic or Latino		viduals with Isabilities
	Treighting	1		\vdash	Millority	┿	r au. 101.	_	Allendan	╈	OF EATHIO	 	isaointies
1. % availability of Minorities/Females with				1									
requisite skills in immediate labor areas.	1.00		51.9		34.7	<u> </u>	8.7		11.8		11.9		
2. % of Minorities/Females promotable, transferable,				Π						Π			
or trainable	***********			<u>Ļ.,</u>		<u> </u>		Ļ,		Ļ,			
GROUP TOTAL NO.:	# Group	Total	is 4 or les	i s , t	hen Job Gr	oup	is too sma	ll to	analyze				
No. Male: 1 No. Female: 0				Т		1	Asien or Net.	Γ.	Black or				
No. Pelilais.			Females	1	^^Total Minority	۱ ۱	iaw. or Other Pac. Isl.	ĺ	African American		Hispanic or Latino		viduale with isobilities
AUDOCUT LITURATION	<u> </u>	·		 		+-				+		۳	
CURRENT UTILIZATION:		#	0	#	1	# .	0	#	0	#	1	#	0
		%	0.0	%	100.0	%	0.0	%	0.0	%	100.0	%	0.0
		-]		'		l					
OVERALL AVAILABILITY:				П		T		Г		Т			
		%	51.9	%	34.7	ļ _%	8.7	 %	11.8	_%	11.9	%	7.0
		~ -	01.0	"		~ :		 ~	11.0	~		~	7.0
LINIOS DI TILITATIONI.			E1.0	 	NONE	 	0.7	<u> </u>	11.0	t	NONE	 	
UNDERUTILIZATION:		% _	51.9	%	NONE	 % .	8.7	%	11.8	%	NONE		
		#	0.5	#	0.0	#	0.1	#	0.1	#	0.0		
		υυ	1	UU		luu'		lυυ		luu	0		
		-	<u> </u>			٦٠٠	<u>_</u>	٦	<u>`</u>	٦			
L										1			

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

Affirmative Action Unit:

Social Sciences

Constituent Departments:

Political Science

Job Group:

LECTURER

Job Titles:

Lecturer

FACTORS SOURCES

Factor

EDC - BA. 2011-12* - 4State (CT, NJ, NY, PA) weighted at 50% and US Non-4ST weighted at 50%.

WEIGHTING

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

Asian or Nat. Black or <u>Individuals</u> "Total <u>with</u> Disabilities Haw. or Other <u>African</u> Hispanic <u>Minority</u> American <u>Female</u> Pac, Isl, <u>or Latino</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.

College:	John Jay College
Semester/Yea	r: FALL, 2015

AFFIRMATIVE ACTION UNIT:		CONSTITUENT DEF	PARTMENTS:				
Public Administration and Social Service Professions		Public Manage	ement				
EEO CATEGORY:		Job Titles;					
PROFESSIONAL: NON-PROFESSORIA LECTURER	L -	Distinuguis	hed Lecturer, L	ecturer,			
JOB GROUP: NON-PROFESSORIAL - LECTURER							
FACTOR8:	Weighting	Females	**Total Minority	Asien or Net. Haw, or Other Pac. isi,	Black or African American	Hispanic or Latino	Individuals with Disabilities
% availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	82.6	43.0	3.6	23.5	13.7	
% of Minorities/Females promotable, transferable, or trainable							
OROUP TOTAL NO.:	if Group	Total la 4 or les	s, then Job Gr	oup is too sma	l to analyze		
No. Male: 2 No. Female: 2		Females	"Total"" Minority	Asian or Nat. Haw. or Other Pac. lei.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# 2	# 2	# 0	# 2	# 0	# 0
		% 50.0	% 50.0	%	% 50.0	% 0.0	% 0.0
OVERALL AVAILABILITY:		%82.6	%43.0	%3.6	%23.5	%13.7	%7.0
UNDERUTILIZATION:		% 32.6	% NONE	% 3.6	% NONE	% <u>13.7</u>	
		# <u>1.3</u>	#0.0	#0.1	# <u>0.0</u>	# <u>0.5</u> uu <u>1</u>	
		1.		1			1

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

Affirmative Action Unit:

Public Administration and Social Service Prof

Constituent Departments:

Public Management

Job Group:

LECTURER

Job Titles:

Distinuguished Lecturer, Lecturer,

FACTORS SOURCES

Factor

EDC - BA. 2011-12* - 4State (CT, NJ, NY, PA)

weighted at 50% and US Non-4ST weighted at 50%.

1.0

WEIGHTING

* 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

		Asian or Nat.	Black or		Individuals
	**Total	Haw. or Other	African	Hispanic	with
Female	Minority	Pac. lal.	American	or Latino	Disabilities
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.

College:	John Jay College]
Semester/Yes	r: FALL, 2015	1

AFFIRMATIVE ACTION UNIT:			ISTITUENT DEP	ART	MENTS:									
			Sciences											
Physical Sciences														
EEO CATEGORY:			Job Titles:											
			Lecturer, Le	ctu	rer Doc Sch									
PROFESSIONAL: NON-PROFESSORIAL - LECTURER					-									
												•		
JOB GROUP:														
NON-PROFESSORIAL - LECTURER														
			**Total			Asian or Nat. Haw, or Other		Black or African		Hispanic		Individuals with		
FACTORS:	Weighting	<u> </u>	Females	┖	Minority	L	Pec. isl.	L	American	L	or Latino		isabilities	
N availability of Minorities/Females with requisite skills in immediate labor areas.			40.1		24.4		10.8		5.6		6.0			
% of Minorities/Females promotable, transferable, or trainable														
GROUP TOTAL NO.: 4 If Group		Tota	i is 4 or les	s , 1	then Job Gr	ρu	p is too smal	l tr	analyze					
No. Male: 2 No. Female: 2		Females		~*Total Minority		Asian or Nat. Hew, or Other Pac, Isl.		Black or African American		Hispanic or Latino		Individuals with Disabilities		
CURRENT UTILIZATION:		#	2	#	1	#	0	#	0	#	1	#	0	
·		%	50.0	%	25.0	_%	0.0	%	0.0	%	25.0	%	0.0	
		} -				l								
OVERALL AVAILABILITY:														
			40.1	%	24.4	%	10.8	%	5.6	%	6.0	%	7.0	
UNDERUTILIZATION:		%	NONE	%	NONE	%	10.8	%	5.6	%	NONE			
		# _	0.0	#	0.0	#	0.4	#	0.2	#	0.0	1		
		uu	0	υυ	0	Ju	. 0	w	0	υu	0			
		-			-			l						

^{**}Total Minority includes Asian or Nat. Haw. or Other Pac. Ial., 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

FACTORS SOURCES

WEIGHTING

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

^{**}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/Ye	ar: FALL, 2015	

AFFIRMATIVE ACTION UNIT:		CONSTITUENT DEF	DADTHENYO.			"	
			and Emergency				
Homeland Security, Law Enforcement, Firefighting, etc.		,					
EEO CATEGORY:		Job Titles:					
PROFESSIONAL: NON-PROFESSORIA LECTURER	L-	Lecturer, Le	ecturer 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
wavailability of Minorities/Females with requisite skills in immediate labor areas.	1.00	46.3	39.2	3.0	18.5	15.7	
% of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.:	If Group	Total is 4 or les	ss, then Job Gr	oup is too sma	i to analyze		
No. Male: 1 No. Female: 0		Females	~Total Minority	Asian or Nat, Haw, or Other Pac, Isl.	Black or African American	Hispanic or Latino	individuals with Disabilities
CURRENT UTILIZATION:		#0	* 0	# 0	# 0	# 0	# 0
		% 0.0	% 0.0	% 0.0	% 0.0	% 0.0	% 0.0
OVERALL AVAILABILITY:							
		% <u>46.3</u>	%39.2	%3.0	% <u>18.5</u>	% <u>15.7</u>	% 7.0
UNDERUTILIZATION:		% 46.3	%39.2	%3.0	%18.5	%15.7	
		#0.5	#0.4	#0.0	#0.2	#0.2	
		Juu1	υυ <u> </u>	uu0	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:

Homeland Security, Law Enforcement, Firefig

Constituent Departments:

Security, Fire and Emergency

Job Group:

LECTURER

Job Titles:

Lecturer, Lecturer Doc Sch

FACTORS SOURCES

WEIGHTING

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

^{**}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/Ye	ar: FALL, 2	015

AFFIRMATIVE ACTION UNIT:		T											
AFFIRMATIVE ACTION UNIT:			STITUENT DEF	ART	MENTS:								
		'	Anthropology										
Social Sciences													
EEO CATEGORY;		Job	Titles:										
			Distinguishe	ed L	.ecturer								
PROFESSIONAL: NON-PROFESSORIA			-										
LECTURER	AL -												
LECTORER													
		_											
JOS GROUP:													
NON-PROFESSORIAL - LECTURER													
		<u> </u>											
					"Total		Asien or Net. law, or Other		Black or African		Hispanic		iduals with
FACTORS:	Weighting		Females		Minority	'	Pac. isl.		Arrican		or Latino		sabilities
	"												
1. % availability of Minorities/Females with						l							
requisite skills in immediate labor areas.	1.00	1	51.9	_	34.7	┖	8.7	<u> </u>	11.8	L	11.9		
2. % of Minorities/Fernales promotable, transferable,						l							
or trainable	58665666	i de la composición dela composición de la composición de la composición dela composición de la composición de la composición dela composición dela composición de la composic		1		L	सम्बद्धाः सम्बद्धाः			<u>.</u>		19194	10101010101010101010
GROUP TOTAL NO.: 1	# Group	Tota	l is 4 or les	\$,1	lhen Job Gr	oup	is too smal	l to	analyze				
No. Male: 0 No. Female: 1		1					Asian or Net.		Black or				
			Females		"Total"" Minority	١'	law. or Other Pac. Isl.		African American		Hispanic or Latino		riduals with sabilities
CURRENT UTILIZATION:		#	1		0	<u> </u>	0		0		0		0
CORRENT OTILIZATION.		-		"		"		 " .		*			
ł		%	100.0	%	0.0	%	0.0	%	0.0	%	0.0	% .	0.0
		<u> </u>											
OVERALL AVAILABILITY:													
		%	51.9	%	34.7	%	8.7	%	11.8	%	11.9	%	7.0
		-		ı		Ι΄		'		ŀ			
UNDERUTILIZATION:		%	NONE	%	34.7	%	8.7	%	11.8	%	11.9	T	
ONDEROVILLEATION.		-		⁷⁶		"		 *		70			
		# _	0.0	#	0.3	#	0.1	# .	0.1	#	0.1		
'		uu	0	טט	0	lυυ	0	υu	0	ļυυ	0	1	
		-		1									
		L		1						1		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 Reces.

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

Affirmative Action Unit:

Social Sciences

Constituent Departments:

Anthropology

Job Group:

LECTURER

Job Titles:

Distinguished Lecturer

FACTORS SOURCES

WEIGHTING

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

 Female
 Minority
 Pac. lsl.
 American
 Hispanic vity
 Octabilities

 51.9%
 34.7%
 8.7%
 11.8%
 11.9%
 11.9%

^{**}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/Ye	ar: FALL, 2015	

		Ī											
AFFIRMATIVE ACTION UNIT:		1	ISTITUENT DEF										
Visual and Performing Arts			Communicatio	n Ar	nd Theater Arts								
EEO CATEGORY:		Job	Titles;										
			Lecturer										
PROFESSIONAL: NON-PROFESSORIA LECTURER	L -												
		┨											
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		viduals with
		1	. Callance	T		۲	1 444 1511		12.10.102.11	۲		Ť	
% availability of Minorities/Females with requisite skills in immediate labor areas.	1.00		61.7		24.9		6.6		6.6		9.3		
% of Minorities/Females promotable, transferable, or trainable													
GROUP TOTAL NO.: 2	lf Gnousp	Tota	ıl is 4 or les	s, t	hen Job Gr	Oμ	ip is too smal	l to	analyze				
No, Male: 1 No, Female: 1			Females		^^Total Minority		Asian or Nat. Haw. or Other Pac. isl.		Black or African American		Hispanic or Latino		viduals with
CURRENT UTILIZATION:		#	1	#	1	#	0	#	1	#	0	#	0
		%	50.0	%	50.0	ļ.,	0.0	% ·	50.0	_%	0.0	%	0.0
		~ `		~		ľ	, — <u> </u>	~		~		~	0.0
OVERALL AVAILABILITY:		t		T		t				T			
		%	61.7	%	24.9	*	6.6	%	6.6	%	9.3	%	7.0
UNDERUTILIZATION:		%	11.7	%	NONE	%	6.6	%	NONE	%	9.3		
		#	0.2	#	0.0	#	0.1	#	0.0	#	0.2		
		UU.	0	ļυυ	0	l _u	u 0	luu	0	lυι			
		-								[

^{**}Total Minority includes Asian or Net. 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

FACTORS SOURCES

WEIGHTING

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>Individuals</u> **Total with Disabilities Haw. or Other African <u>Hispanic</u> <u>Minority</u> <u>Female</u> Pac. Isl. American or Latino 61.7% 24.9% 6.6% 8.8% 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/Yea	

AFFIRMATIVE ACTION UNIT:		CONSTITUENT DEF	PARTMENTS	•			
Law Enforcement		Security, Fire a	and Emergency				
EEO CATEGORY:		Job Titles:				<u> </u>	
PROFESSIONAL: NON-PROFESSORIA INSTRUCTOR	AL -						
JOB GROUP: NON-PROFESSORIAL - INSTRUCTOR							
FACTORS:	Weighting	Fernates	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	individuals with Disabilities
% availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	59.0	29.5	3.3	14.1	11.4	
% of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.:	lf Group	Total is 4 or les	ss, then Job Gr	oup is too smal	to analyze		
No. Maie: 1 No. Female: 0		Females	**Total Minority	Asian or Nat. Haw, or Other Pag, Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# 0	# 1	# 0	# 1	# 0	# 0
		% 0.0	% 100.0	%0.0	% 100.0	% 0.0	%
OVERALL AVAILABILITY:		% 59.0	%29.5	%3.3_	%14.1	% <u>11.4</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>59.0</u>	% NONE	· —	% NONE	% <u>11.4</u>	
		#0.6	#0.0	#0.0	#0.0	#0.1	
		υυ <u>1</u>	υυ <u> </u>	UU <u>0</u>	υυ <u> </u>	uu0	
		1	1	I .	1	I	1

^{**}Total Minority includes Asian or Nat. Haw. or Other Pac. Ist., 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

FACTOR SOURCES

WEIGHTING

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.

		Asian or Nat.	Black or		<u>Individuals</u>
	**Total	Haw. or Other	<u>African</u>	<u>Hispaniç</u>	with
<u>Fernale</u>	Minority	Pac. Isl.	<u>American</u>	or Latino	Disabilities
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/Y	ear:	Fall 2015	

						·	
AFFIRMATIVE ACTION UNIT:		Constituent Depar	tments:				
LIBRARY							
EEO CATEGORY:		Job Titles:					
PROFESSIONAL		Instructor					
JOB GROUP: PROFESSIONAL: Professorial; Non-ProfessoriaL- Instructor and Lecturer							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw, or Other Psc. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
% 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.: 1 No. Male: 0 No. Female: 1	If Group To	iai is 4 or less,	then:Job Group	is too small to	analyza		
To Tollide.		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	individuals with Disabilities
CURRENT UTILIZATION:	·-	#1	#0	#0	#0	#0	#0
		% <u>10</u> 0.0	%0.0	%0.0	%0.0	%0.0	%0.0
OVERALL AVAILABILITY:		%68.3	% <u>18.5</u>	% <u>9.6</u>	%2.3	% <u>4.4</u>	% <u>7.0</u>
UNDERUTILIZATION:		% NONE	% <u>18.5</u>	% <u>9.6</u>	% 2.3	% <u>4.4</u>	
		#0.00	# 0.19	#	# 0.02	# 0.04	
		ω0	w <u> </u>	w <u> </u>	nn <u> </u>	w <u>0</u>	

^{**}Total Minority includes Asian or Nat. Haw. or Other Pac. Ist., Am. Ind./Al. Natives, Black or African American, Hispenic or Latino, and Two or More Races.

LIBRARY

PROFESSIONAL: Professorial; Non-ProfessoriaL-Instructor and Lecturer

JOB GROUP:

Instructor

FACULTY

SOURCE

WEIGHTING

1.0

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.

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

		<u>Female</u>	**Total <u>Minority</u>	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino
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>	**Total <u>Minority</u>	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	<u>Hispanic</u> or Latino	.*
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	14.3	4.1	2.2	0.5	1.4	Individuals with
USN4ST	<u>54.0</u>	<u>14.4</u>	<u>7.4</u>	<u>1.8</u>	<u>3.0</u>	Disabilities
	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.

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

^{***}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

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. REVISED 9/21/2015 2015 Results of Utilization Analysis and Annual Placement Goals

Coal Actions Marrie (Na or No.) This section to be completed in Falt 2016 using 7/1/2015 - 6/30/2016 Resuits Total Allnority Premotions (# of Total) Total Information of the Control of 18.5% TM(2), H(1) 33.4% TM(1), B(1) 39.2% TM(2), B(1), H(1) partie group % (# 24% TM(1), H(2) 28.6% TM(1), API (1), H(1) 66.7 % B(1) 39.2% Yes Š Š 8 훘 Š Š 39.2% 28.6% 66.7% 18.5% 24.0% 33.4% 39.2% 50.0% 20.9% 28.6% 23.8% 7.1% %0.0 9.0 (Yes or No) This section to be completed in Fall 2016 using 7/1/2015 - 5/30/2016 Results 45.3% (2) 51.9%(1) 82.6%(1) 28.9%(1) 26.8%(2) 46.3%(2) 28.4 (1) 46.2%(6) 64.9% (6) 46.3% (1) 41.5%(3) 66.1%(4) 61.1% (4) 69.4% 44.6%(1) 71.7%(1) 89.9%(1) 49.50% 73.1%(7) 59% (1) Xes Yes \$ Yes Ϋ́ Yes Š 28.9% 89.3% 49.5% 28.4% 61.1% 26.8% 73.1% 64.9% 59.0% 69.4% 46.3% 44.6% 71.7% 51.9% 82.6% 46.3% 41.5% 66.1% 45.3% 46.2% 16.7% 87.5% 36.4% 55.8% 66.7% 28.6% 50.0% 47.6% 0.0% 53.3% 51.2% 34.0% 16.7% 42.9% 0.0% %0.0 %0.0 0.0% %0:0 0.0% Mathematics and Computer Science security, Fire and Emergency Mgmt Campus Security Director/Asst Dir Security, Fire and Emergency CUNY Office/Secretarial Asst inglish Language/Literature Aodern Foreign Languages Visual and Performing Arts Mail/Messenger Services Government/Pol Science aw and Police Science ublic Administration 'ublic Management aw Enforcement Print Shop titles thnic Studies **Nathematics** sychology dmin History ibrary nglish

		201	5 Resu	Its of Ut	ilization	2015 Results of Utilization Analysis ar	s and An	nnual Pla	nd Annual Placement Goals	Soaks		REVI	REVISED 9/21/2015	Ť.				
*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.	U for a spec spanic; API	cific protect l=Asian or I	ted minor	ity group, or Other !	indicate t Pac. Isl	he ethnic c Enter as	ategory an many lines	nd number s as needec	in parenthe 1 or delete l	isis. Ines as unwa -	inted. () = n	umber of p	erson(s) needer	d to eliminate u	nder-utilizatk	on.		
					This	This section to be using 7/1/2015	ье сотр 015 - 6/30/	completed in Fall 2016 - 6/30/2016 Results	all 2016 ults					This se usi	ection to be on 7/1/2015 -	This section to be completed in Fall 2016 using 7/1/2015 - 6/30/2016 Results	Fall 2016 sults	
	ij		131		115	Fernits Erickian 17 vs. Coal Fernits Fernits Fernits Available, Coal Control No. Teacher Spectrum, No. 19, print took (# of room) (# of room)	ijį.	A Section	Southbroad Frank (Ym.o. No)				Fire, Coal for Total Macrosom. Coalf Yorks (19, 10, 10) and the Coalf Yorks (19, 10) and the Coalf York		Cold Minority Total Minority Total Minority Maintenance Opportunity (f.cf.com) (f.cf.com) (f.cf.com)	6	* Τ &	
Carpenter, Electrician, Laborer Maintenance Worker, Oiler, Painter, Stationary Eng.	0:00 %co	2.5%	Yes	2.5%(1)	vitoria ulpiali	ecius Ecias		diport times				opina 1946 Jean Dongoli 1846			Control	1000 100 100 100 100 100 100 100 100 10	Adjetiv	
																	iliality I	
Campus Public Safety Sergeant	0.0%	23.7%	Yes	23.7%(2)						85.7%	87.6%	Yes	87.6% B(2)					
Custodial Supervisor	20.0%	29.0%	Yes	29%(1)										12,000.00				

D. PROGRESS REPORT-HISTORICAL UNDERUTILIZATION 2011 – 2015

Administration

AAU: Administrati	inn I		IOTAL #	WON	<u>VEN</u> UU	(Incl. Stack, H ALInd /Al Nat.	AIINORITY iso, As Paciel and Two or More 588) UU	BLA #	<u>СК</u>	HISPA #	ANIC UU	ASIAN/ PAC.ISL. # uu
JOB GROUP:	Administration I	2011	17	9	ैंग	5	0	3	0	1	0	1 0
Constituent Dept.	President, Senior Vice President	2012	19	9	0	7	0	4	0	2	0	1 0
· _	Assistant Vice President, Dean	2013	20	12	0	5	0	3	0	2	0	0 2
_	Associate Dean, Administrator	2014	19	10	0	5	0	2	0	3	0	0 2
	Associate Administrator	2015	21	10	0	5	1	2	0	1	1	1 1
AAU: Administral	ion II		<u>TOTAL</u> #	WO!	MEN UU	(Incl. Black, F Al.Ind/Al.Nat	MINORITY lisp, As Pacial and Two or More loss)	BLA #	<u>СК</u> ии	HISP/	ANIC uu	ASIAN/ PAC.ISL. # uu
JOB GROUP:	Administration II	2011	112	77	0	61	0	26	0	25	0	10 1
Constituent Dept.	HEO	2012	116	80	0	61	0	23	0	26	0	12 0
_	HEA	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: Administra	tion III		TOTAL #	<u>woi</u>	MEN 	(incl. Black.) Al.Ind./Al.Nat.	VINORITY lisp, As (Pac la). and Two or More aces)	<u>BLA</u>	<u>CK</u>	HISP	ANIC UU	ASIAN/ PAC.ISL. # UU
AAU: Administrati	Administration III	2011	96	73	0	60	ँग	26	0	28	0	6 3
Constituent Dept.	Hea	2012	97	75	0	59	ol	28	ō	25	0	5 4
	aHEO	2013	120	91	0	69	0	32	0	32	0	5 6
	Research Associate	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: Administra JOB GROUP: Constituent Dept	tion IV Administration IV	2011 2012 2013	5 9	# 2 7 9	•	# 2 6	MINORITY Hiso As Pec Isl. and Two or More assa) UU 1 0 0	# 1 1	0 1	# 1 2 2	0 0 0	ASIAN/ PAC.ISL. # uu 0 1 3 0 3 0
_		2014	11	9		6		1	1	3	0	2 0
AAU: Adminstra	tion V - New Ttile	2015	10TAL	9 wo	MEN OU	(incl. Black, Al. Ind./Al.Net	MINORITY Heap, Ass Precise. , and Two or More] 1	ACK UU	HISP	O ANIC	2 0 ASIAN/ PAC.ISL. # uu
JOB GROUP:	. Interior Designer	2011		1								
Constituent Dept.		2012				<u> </u>						
_		2013	\vdash	-			\vdash			 		1 1
		2014	1	1	0	+	-	1	0	0	0	0 0
-						TOTAL (inol. Black, Al.Ind/Al.Net	MINORITY Histo As IPec Isl. Land Two or More	-			.	ASIAN/
AAU:			TOTAL #	#	UU UU	# !	(aces) UU	BL	ACK uu	HIŞF #	PANIÇ UU	# uu
JOB GROUP:		2011				1				1		
Constituent Dept.		2012										
<u></u>		2013								L		
_		2014										
_		2015		1								<u> </u>
_												
# = Total number	r of individuals within unit AAU = Affirmative Action ation Constituent Departments		l Departr	nents in	AAU.					•		

JOB GROUP = Professorial; Non-Professorial-Instructor; Non-Professorial-Lecturer; Administration Groups; and Classified Groups

			<u>TOTAL</u>		MEN			so. As./Pec	<u>.lel.</u>	BLA	<u>ÇK</u>		<u>HISPA</u>			ASIA PAC.I	<u>SL.</u>
	rative Superintendent of B&G	2011	# 4	# <u>*</u> 2	0	\dashv	#	0	\dashv	# 2	00	+	# 0	1	+	1	0
JOB GROUP:	Administrative Superintendent of B&G	2011	5	1 2	_	\dashv	2	0	\dashv	1	0	+	0	2	+	1	
Constituent Dept.	Administrative Superintendent of Bass	2012	6	1 2	0	+	3	<u></u>	+	2	0	+	0	2	+	1	0
		2014	5	$+\frac{7}{2}$	-	\forall	2	ð	十	1	0	\vdash	0	1	+	1	0
•		2015	6	1 2	+	\forall	3	0	寸	2	0	\top	ō	1	十	1	0
•			L1			_		1									
AAU: Chief Ad	Iministrative Superintendent - Too small to count in prior years. Chief Administrative Superintendent of 8&G	2011	TOTAL #	<u>wc</u> #	MEN uu		TOTAL N (incl. Black, H Alled (Al Net. s Re #	iso. As /Pec	.lsi.	BLA #	CK uu		HISPA #	ANIC uu		ASIA PAC.I #	
Constituent Dept.		2012				\perp						_			\bot		
		2013													┷		
		2014				\dashv			_			4			_		
•	<u></u>	2015	1	0 0	0		0	0		0	0		0	0	丄	0	0
AAU: Comput	er Manager - Too small to count in prior years.		TOTAL	<u>w</u> (MEN		TOTAL N (Incl. Black, H Allind /Al. Nat. : Ref #	iso. As/Pe	c.isi.	BL#	ACK UU		HISP/	ANIC UU		ASIA PAC.I	
JOB GROUP:	Computer Manager	2011			1	Ц						11			4	_	
Constituent Dept.	Computer Systems Manager	2012	_	\bot		Ц									4		
		2013	\vdash			\vdash			\dashv			╁┼			+	_	
		2014	-	 	 	Н			-			╀	_		+	<u> </u>	
		2015	3] :	. 0	Ш	2	0		1	0	1	1	0		0	0
AAU: Security	v Director - Too small to count in prior years.		TOTAL	<u>w</u>	OMEN UU		TOTAL I (incl. Black) Al. Ind /Al.Nut. Bu	Hap, An./Pa	c.lsl.	<u>BL/</u> #	\CK ∪∪		<u>HISP.</u> #	ANIÇ.		ASI/ PAC.	
JOB GROUP:	Security Director	2011	\vdash	-	<u> </u>	Ц						H			┝╾╋╸		
Constituent Dept.	Campus Security Director Campus Security Asst. Director	2012	\vdash		↓	\mathbb{H}			H			H			+		
	Campus Security Assi. Director	2013			+	Н		\vdash	Н		ļ	╁┼			\vdash	\dashv	
		2014 2015	2) 1	Н	1	0	Н	0	1	\forall	1	0	┍┽	0	
		2013	TOTAL		OMEN		TOTAL I (Incl. Black.) Al.Incl./Ai.Nat.	MINOR Hiso, As/Pa	ITY c.ist.		ACK		HISP		+	ASI/	 <u>AN/</u>
AAU:			#	#	uu		#	uu		#	uu		#	นน		#	uu
JOB GROUP:		2011		<u> </u>		L			Ш		<u> </u>	Ш			Ц		
Constituent Dept.		2012	Ŀ			L						Ш			\sqcup		
	<u> </u>	2013	\vdash		+	╀-		<u> </u>			-	\sqcup			Н	_	\dashv
		2014	-	-	+-	╀		 				╀┼			$\vdash \vdash$	\dashv	\dashv
		2015		i .l	. l	Т_	<u> </u>		L		<u> </u>	1 1			Ш	l	
AAU:			TOTAL #	. <u>w</u>	<u>OMEN</u> uu		TOTAL (incl. Black, Al. ind./Al.Net	Hiso, As/P	ec isl	<u>BL</u> #	ACK uu		<u>HISF</u>	'ANIC uu		ASI PAC #	
JOB GROUP:		2011	-	"	uu		"			"	uu	j	ır	Ju			
Constituent Dept.		2012		1			<u> </u>					\dashv			\top		
		2013													十		
		2014															
		2015															
												I					

Constituent Departments = List all Departments in AAU.

JOB GROUP = Professorial; Non-Professorial-Instructor; Non-Professorial-Lecturer; Administration Groups; and Classified Groups

UU = Underutilization

Faculty

	V		TOTAL	WOM	<u>EN</u>	TOTAL M (incl. Black, His Al Ind /Al Not. a) Rec	ep. As./Pec.lel nd Two or More	BLA	CK	HISPA	<u>NIC</u>	ASIAN PAC.IS	
AAU: Area ai	nd Ethnic Studies		#	#	uu	#	UU	#	uu	#	uu	#	uu
JOB GROUP:	Professorial	2011	¹⁵ _	8	1_	14	٥	5	٥_	9	٥_	0	1
Constituent Dept.	Africana Studies	2012	15	8	1	14	0	5	0	9	0	0	_1
	Latin American Studies	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
AALS AMO O	nd Ethnic Studies		TOTAL	WOM		(Incl. Black, His Alind /Al.Nat. ar Rec	nd Two or More zeni	BLA:		HISPA		ASIAN PAC.IS	<u>SL.</u>
AAU: <u>Area ar</u> Jos group:	Professorial	2011	# 6	#	սս 1	# 5	0	# 5	00 O	* ₀	0	# 0	υυ 0
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Constituent Dept,	Allicalia Studies	2012		 			-			_			
		2013	5	3	9	5	0	5	0	0	0	0	
	·	2014	6	4	0	5	0	5	0	0	0	0	
		2015	6	4	2	3	0	0	1	0	1	0	_1
AAU: <u>Area a</u>	nd Ethnic Studies		TOTAL #	<u>wom</u> #_	นน	finol Black He Al Ind /Al Net. a Rac	nd Two or More 2893 UU	<u>BLA</u> #	uu	HISPA #	uu		<u>SL.</u> uu
JOB GROUP:	Professorial	2011	9	5	1	9	0	0	2_] 9	٥_	0	1
Constituent Dept.	Latin American Studies	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: JOB GROUP:		2011	TOTAL #	<u>wow</u> #	IEN uu	(incl. Black, Hi Al.Ind./Al.Nat. a	NORITY so, As Paciel nd Two oc More, ces) uu	BLA #	<u>СК</u> ии	HISPA #	<u>Nic</u> uu	ASIAI PAC.IS	
		2012											
Constituent Dept.				 		1				 			—
		2013		<u> </u>						-			—
		2014		 		<u> </u>				-			
		2015		<u> </u>						}		L	
AAU:			TOTAL #	<u>wow</u> #	<u>IEN</u> uu	(incl. Black, Hi Al. Ind./Al.Net. a	MINORITY. SE AN/PROSE and Two or More. OSES	BLA #	<u>CK</u> uu	HISPA #	NIC uu	ASIAI PAC.IS	
JOB GROUP:		2011											
Constituent Dept.		2012											
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AAU:			TOTAL #	<u>won</u> #	<u>ÆN</u>	Allind/AllNet. r	iso. As Pacini and Two or More ces)	BLA #	uu CK	HISPA	NIC uu	ASIA PAC.II #	
JOB GROUP:		2011		ļ				<u> </u>		↓			—
Constituent Dept.		2012								1		<u> </u>	
		2013				<u></u>				<u>L</u>			
		2014											
		2015		1						1			
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# = Total number	of individuals within unit	

AAU = Affirmative Action Unit

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Constituent Departments = List all Departments in AAU.

JOB GROUP = Professorial; Non-Professorial-Instructor; Non-Professorial-Lecturer, Administration Groups; and Classified Groups

AAU: Educati	on ·		TOTAL #	<u>w</u> ом #	EN uu	inci Black His Allos/Al Nat. an Race	o, As, (Pac.) sl. d Two or More	BLA	CK UU	HISPA #	NIC VU	ASIA PAC.II	
JOB GROUP:	Professorial	2011	10	8	0	71	0	3	0	3	0	0	0
Constituent Dept.	Counseling	2012	10	8	0	7	0	3	0	3	0	0	0
	SEEK	2013	7	6	1	6	0	2	0	4	0	4	0
	Provost Area	2014	7	6	0	5	0	2	0	3	0	0	0
		2015	10	8	0	7	0	3	0	4	0	0	0
51			TOTAL	WOM		TOTAL M find, Black, His Allind, Al Not, an Rec	o. As./Pecisi. nd Two or More es)	BLA		HISPA		ASIA PAC.I	SL.
AAU: Educat		2011	# 6	4	uu 0	# 3	uu 0	# 1	ии О	# 2	υυ 0	# 0	υυ 0
JOB GROUP:	Liolegaoriai	2011	6-	4-	0	3	0	1		2	0	0	-
Constituent Dept.	Counseling	2012	4	3	0	3	0	1	0	2	-0	0	$\frac{0}{0}$
		2013	3	2	0	1	0	0	1	1	0	0	$\frac{0}{0}$
		2014 2015		4	0	3	0	1	0	2	0	0	-0
		2013				J	U				-		_
AAU: Educal	ion		TOTAL #	WOM #	<u>(EN</u> uu	TOTAL M (Incl. Bleck. Hit Al Incl. fAl. Net. at Rec	so. As /Pec.tst. nd Two or More	BLA	CK uu	HISP#	NIC GU	ASIA PACJ	
JOB GROUP:	Professorial	2011	4	4	0	4	0	2	0	2	0	o	0
Constituent Dept.	SEEK	2012	4	4	0	4	0	2	0	2	0	0	0
		2013	3	3	0	3	0	1	0	2	0	0	0
		2014	4	4	0	4	0	2	0	2	0	0	0
	· · · · · · · · · · · · · · · · · · ·	2015	4	4	0	4	0	2	0	2	0	0	0
AAU: Educa	tion		TOTAL #	<u>won</u> #	<u>AEN</u> UU	(incl. Black, H) Al.Ind./Al.Net. a		<u>BLA</u> #	CK uu	HISP/	A <u>NIC</u> úu	ASIA PAC.I	
JOB GROUP:	Professorial - Research Professor	2011										İ	
Constituent Dept.	Provost Area	2012											
		2013											
		2014								Ţ			
		2015	2	0	0	0	0	0	0	0	0	0	0
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AAU: Joe group:		2011	TOTAL #	<u>WON</u> #	<u>ÆN</u> UU	finci. Black, H Al.Ind./Al.Net.	MINORITY THE AS PECIAL FOR TWO OF MOTE THE STATE OF THE STATE THE STATE OF	<u>BLA</u> #	ACK UU	HISP/ #	ANIC Uu	ASIA PAC. #	
Constituent Dept.		2012						1					
		2013											
		2014								<u> </u>			
		2015						<u> </u>				<u> </u>	
AAU: JOB GROUP:		_ 	TOTAL #	<u>wor</u> #	MEN uu	(incl. Black, if Al.ind./Al.Nat.	MINORITY iso, As Peolisi send Two or More cass) uu	<u>BL/</u> #	AÇK uu	HISP.	ANIC uu	ASI/ PAC.	
Constituent Dept.		2012		+		1		ļ		<u> </u>		<u> </u>	
		2013		1	٠	1		-				 	
		2014		-		1				 		1	
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sall. Sino Ar	pplied Arts & Media		TOTAL #	<u>wом</u> #	<u>EN</u> UU	(incl. Black, H Al.Ind./Al.Net.	IINORITY iso. As Pac Isl. ind Two or More ces)	BLA #	<u>CK</u> uu	HISPAI	NIC UU	ASIAN/ PAC.ISL: # uu
VAU: <u>Fine Ap</u> IOB GROUP:	Professorial	2011	23	14	<u></u>	7	ैं।	4	ैंग	3	0	0 2
Constiluent Dept.	Art & Music	2012	23	13	0	7	0	4	0	3	o	0 2
	Communication & Theater Arts	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
				l		1						
			<u>TOTAL</u>	<u>wom</u>	<u>EN</u>	finct Black, H Al.Ind/Al.Nat.	AINORITY. Hap. As Pac let. and Two or More cust	<u>B</u> LA	<u>ICK</u>	HISPA	<u>NIÇ</u>	ASIAN/ PAC.ISL.
AAU: Fine A	pplied Arts & Media		#	# _1	00	#	uu	#	uu	#	บบ	# 40
IOB GROUP:	Professorial	2011	9	5	0	4	0	2	0	2	0	0 1
Constituent Dept.	Art & Music	2012	9	4	0	4	0	2	0	2	0	0 1
	-	2013	8	3	0	3	0	2 1	0	2	0	0 1
		2014 2015	9	4	0	4	0	2		2	0	0 1
		2015	31	<u> </u>	U U	-	<u> </u>			<u> </u>	-0	<u> </u>
			TOTAL	WOM	IEN	(incl. Black.) Al.Ind/Al.Nat. Re	MINORITY lisp, As.Pec ls!. and I wo or More. sces!	BLA	ACK	HISPA	<u>NIC</u>	ASIAN/ PAC.ISL.
	pplied Arts & Media Professorial		14	#	ام	#	uu ol	# 2	UU 0	#	uu	# uu
JOB GROUP:	Communication & Theater Arts		14	9	0	3	0	2	0	1	0	0 1
Constituent Dept.	Communication a modulo mo		13	8	0	2	0	1	0	1	0	0 1
			8	5	0	2	0	1	0	1	0	0 1
			10	6	0	2	0	1	0	1	0	0 1
			TOTAL			(incl. Black, I Al.Incl./Al.Nat.	MINORITY ingo, As /Pec (s), and Tage or More			Luca		ASIAN/ PAC.ISL.
AAU:			TOTAL #	WOM #	<u>uu</u> uu	# 5	uu uu	#	<u>VCK</u>	HISPA #	uu uu	# uu
JOB GROUP:												
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						incl. Black.	MINORITY iiso, As /Pecisi, end Two or Mane					ASIAN/
AAU:		•	TOTAL #	WON #	<u>4EN</u> uu		uu uu	<u>B</u> L∕ #	UU UU	HISPA #		PAC.ISL. # uu
JOB GROUP:		2011	*	"	uu	"	00	"	Ju	"	uu	# 00
Constituent Dept.		2012		 		†		 		1		
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		2015				İ				† · · · · · ·		<u> </u>
			TOTAL	WO	4EM	(Incl. Black, Al. Ind JA! Nat	MINORITY Hap, As /Pac.lal. and Two or More		ACK.	Luce.	NIC	ASIAN/ PAC.ISL
AAU:			<u>TOTAL</u> #	# #	<u>467</u>	# 5	aces) UU	# #	<u>ACK</u> uu	HISPA	uu uu	# uu
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		2015										
# = Total num	ber of individuals within unit AAU = Affirmative Action		Denartm	onte in i	ΔΔΗ					į		

JOB GROUP = Professorial; Non-Professorial-Instructor, Non-Professorial-Lecturer; Administration Groups; and Classified Groups

AAU: History	- New AA Unit - Was under Social Science.		TOTAL #	<u>w</u> .	<u>DMEN</u> uu		TOTAL M (gret Black, h Al.Ind /Al.Nat, Bu #	iso, As JP to	اط	<u>BL</u> 4	<u>IÇK</u>		HISP/ #	A <u>NIC</u> uu		ASI/ PAC. #	
JOB GROUP:	Professorial	2011				I			\Box			Ц			\perp		
Constituent Dept.	History	2012	20			3	3	1	_	1	0	\sqcup	1	0	1	1	1
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		2014	17	$\overline{}$		0	3	0	\dashv	1	0	H	1	0	+	1	0
		2015	22		8 :	2	4	0		1	1		1	0		1	0
AAU:			TOTAL #	<u>w</u>	OMEN uu		TOTAL I (incl. Black, I Al. Incl./Al. Nak	iso. As Po	c.iai.	<u>BL</u> #	ACK uu		HISP/	ANIC uu		ASI/ PAC.	
JOB GROUP:		2011	Π	T	ΤĒ							П			T	<u> </u>	
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			<u>TÖTAL</u>		<u>omen</u>			iido, As Pa and Two or acus)	c.hsi.		<u>AÇK</u>		HISP.			ASI PAC	.ISL.
JOB GROUP:	 	2011	"	#	uu	Т	#	uu	H	#	uu	П	#	บบ	+	" 1	uu
Constituent Dept.		2012		+	+	十	† · · · · · · ·				<u> </u>	H			\top		
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		2014 2015		<u> </u>									L				
AAU; JOB GROUP:		. 2011	TOTAL #	. \	<u>OMEN</u> ut		TOTAL (Incl. Black, A) Ind /A) Net #	Hisp, As,/Pa	ac.ist	<u>8</u> L	ACK uu		HISP #	'ANIC uu		ASI PAC #	IAN/ LISL. UU
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= 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

			<u>TOTAL</u>	<u>wow</u>	<u>4EN</u>	(incl. Black. Hi Al Incl./Al Net. a Rac	nd Two or More	BLAG	<u>ck</u>	<u>HISPAN</u>		ASIA PAC.I	SL.
	nforcement	2011	# 42	# 12	12	# 121	<u>111</u>	# 6	<u>uu</u>	3	ᄱ	# 3	טט
JOB GROUP:	Professorial Criminal Justice	2011	43	13	13	12 12	0	- 6	1	3		3	
Constituent Dept.	Law & Police Science	2012	43	14	7	14	0	6	0	4		4	尚
		2013	44	15	7	15	0	5	0	5		5	-
	Security, Fire & Emergency Mgt.		50	17	6	15	0	6	0	4		5	尚
		2015		1/	υ	1.7	<u> </u>	٧	<u> </u>	<u> </u>	<u> </u>	- 7	
			TOTAL	WOM	<u>Men</u>	(Incl. Black, Hi Al Ind./Al.Net, a	IINORITY 10. As Pacisi nd Two or More 288)	BLA	<u>ck</u>	HISPAN	NIC.	ASIA PAC.IS	
	nforcement		#	#	uu	#	UU	#	uu		UU al	#	UU _
JOB GROUP:	Professorial	2011	8	2	3	2	0	1	0	0	0	1	0
Constituent Dept.	Criminal Justice	2012	8	2	3	2	0	1	0	0	0	1	0
		2013	15	4	3	5	0	1	0	1 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
			TOTAL	 won	/EN	(incl. Black, Hi At Ind /Al Nat. e	IINORITY to. As.Pec.Isl. and Two or More seal	BLA	ск	HISPAI	NIC	ASIA PAC.II	
AAU: <u>Law E</u>	nforcement		#	#	uu	#	uv	#	uu		uu	#	UU
JOB GROUP:	Professorial	2011	29	11	6	9	1	4	1	3	9	2	0
Constituent Dept.	Law & Police Science	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: <u>Law E</u>	inforcement		TOTAL #	<u>won</u> #	MEN uu	finel, Black, H Al.Ind./Al.Net.	MINORITY be Authoriti, and Two or More ten)	<u>Bl</u> A	<u>CK</u> UU	HISPA!	NIC UU	ASIA PAC.I	
AAU: <u>Law E</u> Joe group:	Professorial	2011	# 6			(incl. Black, H Allind/Al.Nat. I Ba	ino. As Fee tol. and Two or More syn)					PACJ	SL.
		2011 2012	# 6 7	#	vu	incl Black, H Alind/Al.Net. Ba #	iso. As/Pec.id. and Two or More sen) UU	#	UU	#	uu	PAC.I	SL. VU
JOB GROUP:	Professorial		# 6 7 7	# 0 0	4 4 4	(incl. Bleck, H All Incl./Al.Net. u Be # 1 1	no As/Pechi no Two or More cru) uu 1	# 1 1	υυ . Ο	# 0	սս 0	PAC.! # 0	SL. uu O
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JOB GROUP: AAU: JOB GROUP: Consituent Dept.	Professorial	2012 2013 2014 2015 2011 2012 2013 2014 2015 2011 2011	# 6 7 7 7 6 6 6 TOTAL # TOTAL	# 0 0 0 1 1 1 1 wow #	4 4 4 2 2 2 2	fined Blanks H. Allors / Allor	AINORITY AIRORITY AIRORI	# 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	# 0 0 0 0 0 0 0 HISPA #	0 0 0 0 0 0	PAC.I # 0 0 0 0 0 ASIA PAC.I #	0 0 0 1 1 1 0

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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

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UU = Underu		hin unit AAU = Affirmative Action Constituent Departments Professorial-Instructor; Non-Professori	= List a					ps; and Cl	assifie	d Gro	ups						

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= Total number of individuals within unit

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= Total number of individuals within unit

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JOB GROUP = Professorial; Non-Professorial-Instructor; Non-Professorial-Lecturer; Administration Groups; and Classified Groups

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JOB GROUP:	Professorial	2011	90	36	11	13	4	5	1	5	0	3	5
Constituent Dept.	Anthropology	2012	88	36	10	21	0	8	0	4	1		0
	Economics	2013	76	32	6	21	0	8	0	4	1	8	0
	Political Science	2014	70	32	3	13	2	4	1	4	1	5	1
	Sociology	2015	69	35	0	16	0	5	0	5	0	6	0
			TOTAL	WOM		TOTAL M (incl. Black, Min Allind /Al. Nat. or Rec	ny, As (Pac.ls). nd Two or More eq)	BLA		HISPA		ASIAN/ PAC.ISL	-
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JOB GROUP:	Professorial	2011	14	6	1	3	0	1	0	1	0	1	0
Constituent Dept.	Anthropology	2012	14	6	1	3	0	_ 1	0	1	0	1	0
		2013	12	6	0	3	0	1	0	1	0	1	0
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= Total number of individuals within unit

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TOTAL MINORITY

AAU: Lecturer			TOTAL	<u> </u>	WON			(incl. Black.) Al Ind /Al Net. Es	liso, As./Pr end Two o ices) UU	r More	<u>B</u> 나	ACK uu		HISPA #	NIC uu	- 1	ASIAN PAC.IS # u	
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·	Latin Studies, Law and Police Science, Mathematics,	2013		H			П			П			Ħ					
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			<u>TOTAL</u>		WON	<u>IEN</u>		iso. As/Peo	.isi.	BLA			HISPA		<u>P</u>	ASIAN/ AC.ISL.
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JOB GROUP:	Anthropology, Comm. and Theater Arts, English, History,	2011		\vdash	\dashv	-	 	-	\dashv			H			+-	+-
Constituent Dept.	Latin Studies, Law and Police Science, Mathematics,	2013			┪		1		_			H			+	
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UU = Underu	ber of individuals within unit AAU = Affirmative Action tillization Constituent Departments = Professorial; Non-Professorial-Instructor; Non-Professoria	= List al					ins: and	Clas	sified	Gro	ups							

	PROGRESS REPORT - HIST	TORICAL	LUNDE	RUI	TILI Z A	TION	-	FALL 20	11-201	5							
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JOB GROUP:		2011														ļ	
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AAU:			<u>1014</u> #	Ļ	# #	MEN UU		#	ПП (ecès)		<u>B</u> L #	<u>ACK</u> UU		# #	PANIC uu		PAC.ISL.
JOB GROUP:	· · ·	2011									"			"			
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# = Total numbe	er of individuals within unit AAU = Affirmative Action	Unit															

= 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

Classified Staff

PROGRESS REPORT - HISTORICAL UNDERUTILIZATION - FALL 2011-2015 TOTAL MINORITY (incl. Black, Hisp, As/Pac.is). Al.Ind./Al.Net. and Two or More ASIAN/ PAC.ISL. **HISPANIC** TOTAL WOMEN **BLACK** (laces) uu # นน AAU: Computer Specialists uu uu 0 8 0 6 IT Senior Associate 2011 24 8 0 21 0 0 JOB GROUP: 0 7 0 7 1T Associate 2012 28 9 0 25 0 11 0 IT Assistant 29 9 0 26 0 13 0 7 0 6 0 2013 0 11 6 0 12 0 0 0 32 11 29 IT Support Assistant 2014 15 0 9 0 34 0 30 2015 TOTAL MINORITY (incl. Black, Hiso, AsJPec.Is). Allind/Al Nat, and Two or More. ASIAN/ PACJISL. WOMEN <u>BLACK</u> **HISPANIC** TOTAL # # υU AAU: 2011 JOB GROUP: 2012 2013 2014 2015 TOTAL MINORITY ASIAN/ Alled (Al Nat and Two or More TOTAL **WOMEN BLACK HISPANIC** PACJISL. uυ ųυ AAU: uu uυ 2011 JOB GROUP: 2012 2013 2014 2015 TOTAL MINORITY (Inc.) Black, Hiso, As /Pec.(st., Al.Ind./Al.Net, and Two or More ASIAN/ TOTAL **WOMEN** BLACK HISPANIC PAC.ISL. Races) # uи # นน υu AAU: uu 2011 2012 Constituent Dept 2013 2014 2015 TOTAL MINORITY (incl. Black, Histo, As./Pec.(sl., Al.Ind./Al.Nat, and Two or More. ASIAN/ **HISPANIC** PACJSL. TOTAL WOMEN BLACK Reces) AAU: uu # บบ 2011 JOB GROUP: 2012 2013 2014 2015 TOTAL MINORITY (incl. Black, Hisp. As,/Pac.tel. ASIAN/ Al.Ind./Al.Net. and Two or More Reces) **TOTAL WOMEN** BLACK **HISPANIC** PAC.ISL.

# = Total number of individuals within unit	AAU = Affirmative Action Unit
บบ = Underutilization	Constituent Departments = List all Departments in AAU.
IOB GROUP = Professorial: Non-Professorial-	Instructor: Non-Professorial-Lecturer: Administration Groups: and Classified Groups

2011

AAU:

JOB GROUP:

TOTAL MINORITY

AAU: Accountants - Accountant - Too small to count in prior years.			TOTAL	-	WON	<u>IEN</u> uu	(incl Black Al.Ind./Al.Nat. E	Hisp, As /Pa and Two or essel) UU	c.isi More	<u>BL/</u>	AÇK UU	<u> </u>	SPA	NIC UU		SIAN/ AC.ISL. uu
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Finance Asset		2012	4	H	3	ot	4	0		2	0	+	1	0	+ -	1 1
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·			<u>TOTAL</u>		WON		1	Hisp. As/Pe and Two or (eces)	c.ist.		ACK			NIC	PA	SIAN/ AC.ISL.
AAU: Accounts - Account Assistant - Too small to count in prior ye	ears.	2011	#	+	#	uu T	#	uu	H	#	uu	#	Т	uu	#	
JOB GROUP: Considerent Dept. Finance Accountant A:	aciatont	2011		₩	\dashv	-			Н		<u> </u>	 	+		+	+
Constituent Dept. Finance Accountant A: Purchsing Agent A:		2012		\vdash	\dashv		+		H		 		┰			+
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AAU:			TOTAI	<u> </u>	<u>wor</u> #	<u>MEN</u> uu	TOTAL (mcl. Black, Al Ind JAI Net	Hisp, Au/P	c.lui	<u>B</u> L.	ACK uu	H H		ANIC uu		.SIAN/ AC.ISL. uu
JOB GROUP:		2011		П		Ţ	+ "	Τ-	П		"	\Box	T		+ "	\Box
Constituent Dept.		2012		11												
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		2014		П												
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AAU: JOB GROUP: Constituent Dept.	· · · · · · · · · · · · · · · · · · ·	2011 2012 2013 2014	TOTA #	<u> </u>	<u>wo</u>	M <u>EN</u> UU	TOTAL finel Black Al Ind JAI No	Hiso. As./F:	c.lsl.	<u>BL</u> #	ACK uu	–	ISP/	ANIC uu		ASIAN/ AC.ISL. UU
		2015					TOTAL	Hisp. As/P	ac al						 	ASIAN/
AAU:			TOTA #	<u>.</u>	<u>wo</u> #	MEN uu		Races)		<u>BL</u> #	AÇK uu		ISP.	ANIC UU	₽/ #	AC.ISL.
JOB GROUP:		2011			-	44	"	00		"	uu		π	00	"	00
Constituent Dept.		2012														
-		2013					+								1	
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AAU:			<u>1014</u> #	YL	<u>wo</u> #	MEN uu	(incl. Blac) ALind/ALN	MINOF Histo As F st. and Two Reces) GU	ac al.	<u>BL</u> #	<u>ACK</u> uu		<u>IISP</u> #	ANIC uu		ASIAN/ AC.ISL.
JOB GROUP:		2011		_								\perp			_	
Constituent Dept.		2012		_						ļ		_			\bot	
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		2015					_									
														i.		
# = Total number of individuals within unit AAU = Affirmative UU = Underutilization Constituent Depa JOB GROUP = Professorial; Non-Professorial-Instructor; Non-P	irtments	= List a					ps; and Cl	assified	d Gro	ups						

AAU: Broadcas	st/Media Titles - Too small to count in prior years.		TOTAL		<u>WON</u> #	<u>ÆN</u> uu	TOTAL (incl. Bleck. Al. ind/Al Net	Hlao, Asu/Pa	c.ist.	BLACK # uu			HISP #	ANIC uu	l E	ASIAN/ PAC.ISL.		
JOB GROUP:	Broadcast/Media Titles	2011													I			
Constituent Dept.	Broadcast Associate	2012	4	Ц	1	0	1	0		0	1	Ш	1	0	┷	0 0		
		2013	7	-	3	이	1 1	0	\sqcup	0	1	Ļ	1	0	4	0 0		
		2014	9	-	_2	이	3	-		0	1	Ц	2	0	┷	1 0		
		2015	8	Ш	2	이	4	0		1	0	Ц	2	0	Щ.	1 0		
AAU:			TOTAL	<u> </u>	<u>wor</u> #	MEN.	TOTAL (not) Black, Al loal/Al Nati	Histo, As,/Ps	c. s _	<u>BL/</u>	ACK UU		HISP · #	ANIC uu] <u>E</u>	ASIAN/ PAC.ISL. # uu		
JOB GROUP:		2011		Ц				<u> </u>	Ш			L						
Constituent Dept.		2012		Ц			1	<u> </u>	Щ			L						
		2013		Ц		_	ļ		Ш					\longrightarrow	\bot			
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AAU:			<u> </u>	-	<u>woi</u> #	MEN UU	TOTAL (Incl. Black A) Incl./A) Net	Hisp. As/Pa	c.lsi.	ВL/ #	ACK uu		HISP #	'ANIC uu	E	ASIAN/ PAC.ISL. # UU		
JOB GROUP:		2011		П		[] .										
Constituent Dept.		2012		\prod														
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AAU:		2011 2012 2013 2014 2015	TOTA #	L !	WQI #	MEN UU	TOTAL (incl. Black, Al Ind /Al No	Hisp. As./P	ec.lsi.	BLACK # uu					HISF #	PANIC UU	1 5	ASIAN/ PAC.ISL. # UU
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		2014		-	\vdash	<u> </u>							 		+			
		2013	-		L								<u> </u>					
AAU: Joe group:		2011	IOTA #	4	<u>wo</u> #	MEN บบ	Al.Ind./Al.No	Hiso, As /F	ac.hd.	BL #	ACK uu		HISF #	P <u>ANIC</u> uu		ASIAN/ PAC.ISL. # ou		
Constituent Dept.	-	2012			<u> </u>								<u> </u>		\perp			
		2013											ļ		\perp			
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# = Total numb	er of individuals within unit AALL = Affirmative Action	l Init												1				

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Constituent Departments = List all Departments in AAU.

JOB GROUP = Professorial; Non-Professorial-Instructor; Non-Professorial-Lecturer; Administration Groups; and Classifled Groups

UU ≃ Underutilization

AAU: CUNY Office Assistant IDE GROUP: CUNY Office Assistant Consultruent Dept.	2011 2012 2013 2014 2015	35 39 34 38 40	30 31 26 36 35	3 5 6 0	(enct. Blanck, H. Allind /All.Net. Re	AINORITY ISO AND PROCESS O O O O O MINORITY ISO AND PROCESS AND PROCESS AND PROCESS AND THE MINORITY ISO AND PROCESS AND THE MINORITY ISO AND PROCESS AND THE MINORITY ISO AND PROCESS AND THE MINORITY ISO AND PROCESS AND THE MINORITY ISO AND PROCESS AND THE MINORITY ISO AND PROCESS AND THE MINORITY ISO AND PROCESS AND THE MINORITY ISO AND THE MINO	# 16 19 17 19	0 0 0 0 0	HISPA # 14 14 12 14 14 14	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	# uu 0 1 0 0 1 0 2 0 2 0 ASIAN/ PACISL
AAU: CUNY Administrative Assistant		#	#	UU	#	นน	#	uu	#	uu	# uu
UOB GROUP: CUNY Administrative Assistant Cansuluent Dept.	2011 2012 2013 2014 2015	9 8 8 9 9	9 8 8 9	0 0 0 0	9 8 8 9	0 0 0	2 1 2 2	1 1 2 2 2	7 6 7 7	0 0 0 0	0 1 0 1 0 1 0 1 0 1
AAU: Mail /Message Services Worker		TOTAL #	<u>wor</u>	uu	(Incl. Black, I Al.Ind./Al.Net. B	MINORITY Hoe, As /Pec/sl. and Two or More sces)	#	ACK uu	HISP/	บบ	ASIAN/ PAC.ISL. # uu
JOB GROUP: Mail /Message Services Worker Constituent Dept.	2011 2012 2013 2014 2015	3 2 3 4 6	0 0 0 0	0 1 1 2 3	2 1 2 3 4	0 0 0	1 0 1 1	0 0 0 0	1 1 1 2 3	0 0 0 0	0 0 0 0 0 0 0 0
AAU; JOB GROUP: Constituent Dept.	- 2011 2012	TOTAL #	<u>wol</u> #	MEN uu	(Incl. Black, Al Incl./Al Nat.	MINORITY Histo, As, Pac. Isl. and Two or More. accept UU	<u>BL∕</u> #	ACK Uu	HISP.	ANIÇ UU	ASIAN/ PAC.ISL. # uu
	2013 2014 2015										
AAU: JOB GROUP: Consiliuent Dept.	2011	TOTAL #	<u>wo</u> #	MEN uu	(incl. Black Alind /Al, Net	MINORITY Hiso As Pacifis, and Two or More (sees)	<u>B</u> L	ACK uu	HISP. #	ANIC uu	ASIAN/ PAC.ISL. # uu
·	2013 2014		+-		1				-		
	2014										
AAU: JOB GROUP:	- - 2011	TOTAL #	<u>wo</u> #	MEN uu	(incl Black Al Ind /Al Na	MINORITY Hiso As Precise Land Two or More Reces) UU	 BL #	ACK uu	HISP #	'ANIC UU	ASIAN/ PAC.ISL. # UU
Constituent Dept.	2012										
	2013								ļ		
	2014						<u> </u>		 		<u> </u>
	- 2015				<u> </u>		<u></u>		<u> </u>		
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# = 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

			<u>TOTAL</u>	1 —	<u>OMEN</u>		1	tiso. As #9 and Two or soss)	c.isi.		BLACK					ASIAN/ PAC.ISL.		
-	ices/Print Shop Titles - Too small to count in prior years.	2011	"	#	T	т	#	uu	\dashv	#	uu	+	# 1	uu T	+	# uu		
JOB GROUP:	Media Services/Print Shop Titles	2011		٠,		+-			\vdash	1	-	╁	2	0	+	0 0		
Constituent Dept.	Broadcast Associate Print Shop Coordinator	2012	5		_	1 1	3	0	- +	1	0	-		0	+			
_		2013	5			1	3	0	${}$	1	0	-	2	0	+	0 0		
_	Print Shop Associate	2014	6	$\overline{}$		-	4	0	\leftarrow	1	0	-	3	0	+	0 0		
_	Graphic Designer	2015			<u>. 1</u>	-	-	U	ш			1_1	3	<u>'</u>		0 0		
			TOTAL		OMEN		ı	ing. As./Pr and Two o aces)	g.lal.	<u>BL/</u> #	ACK		HISP.			ASIAN/ PAC-ISL. # uu		
JOB GROUP:		2011		#	T	Т	#	uu	Н	#	นน	\Box	#	uu	+	# 44		
Constituent Dupt.		2012	\vdash	+	+	+	 		Н			╁┤			+			
Consument Dapt.		2013		+	+	╅	 		H			\Box						
		2014		╅	╅	+			H			† †			十			
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_												1 -1						
AAU:			TOTAL #	<u>w</u>	OMEN uu		TOTAL (incl. Black, Al. Incl./Al.Nat #	Hisp. AsJP	ac.ist.	<u>BL</u> #	ACK uu		HISP #	ANIC uu		ASIAN/ PAC.ISL. # uu		
JOB GROUP:		2011												Ĺ	\Box			
Constituent Dept.		2012													Ц			
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_		2014			<u> </u>		ļ	L	Ш			Ш		<u> </u>	Н			
_		2015					<u> </u>	<u> </u>	<u> </u>						Ц			
AAU: JOB GROUP: Consilauent Dept.		2011 2012 2013	TOTAL #	#	QMEN uu		TOTAL (incl. Black ALInd/ALNet #	Hisp. As,/P	ac.isi	<u>BL</u> #	BLACK # uu				<u>HISP</u> #	PANIC UU		ASIAN/ PAC.ISL. # UU
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AAU:			TOTAL	<u> </u>	OMEN UL		TOTAL (Inct. Black ALlost/ALNs	Hiso As./	ec.isl.	<u>8</u> 1,	ACK uu	ļ	<u>HISF</u> #	PANIC UU		ASIAN/ PAC.ISL. # UU		
JOB GROUP:		2011		-			1											
Constituent Dept.		2012		+			 								\dashv			
_		2013		+			+							•	4			
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_	· · · · · · · · · · · · · · · · · · ·	2015											<u> </u>					
AAU:			TOTAL #	. <u>v</u>	/ <u>OMEN</u>		TOTAL (Incl. Black Alled /Al. No #	Hiso, As /	ec.ist.	<u>Bl</u> #	<u>ACK</u> uu		HISF #	PANIÇ uu		ASIAN/ PAC.ISL. # uu		
JOB GROUP:		2011													\perp			
Constituent Dept.		2012					-								_			
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_		2015											<u> </u>					
UU = Underutiliza	of individuals within unit AAU = Affirmative Action Constituent Departments rofessorial; Non-Professorial-Instructor; Non-Professorial	= List a					s; and Cla	assifie	d Gro	ups								

AAU: Engineers - Technicians - Too small to count in prior years. Joe GROUP: Facilities Coordinate	 or 2011	TOTAL #	<u>WOMEN</u> # uu	TOTAL MINORITY (Incl. Black, Map. Ast, Pinc. Isl. Allord / All Nord. and Typo op More. Reces) # UU	BLACK # uu	HISPANIC # UU	ASIAN/ PAC.ISL. # uu
Consilituent Dept.	2012						
	2013						
	- ²⁰¹⁴ 2015	1	1 0	1 0	0 0	1 0	0 0
	_ 2013			1			1
AAU; JOB GROUP:		TOTAL #	WOMEN # uu	TOTAL MINORITY find, Black, Hisp, As /Paclel, Asland/Asl Assi and Two or More, Recess) # UU	BLACK # uu	HIŞPANIC # uu	ASIAN/ PAC.ISL. # uu
Constituent Dept.	- ²⁰¹²						
	_ ²⁰¹³						
	2015						
	_				-		
AAU:	<u> </u>	TOTAL #	WOMEN # uu	TOTAL MINORITY (incl. Bisck, Hise, As,Pac.lal. Al Ind /Al Nat. and Two or More. Receal # UU	BLACK # uu	HISPANIC # uu	AŞIAN/ PAC.ISL. # uu
JoB GROUP:	- ²⁰¹¹ 2012		<u> </u>	1			
Constituent Dept.	- 2012 2013				<u> </u>		
	2014				•••		
	_ 2015				** 1		
AAU: Joe group:	_ _ ₂₀₁₁	TOTAL #	<u>WOMEN</u> # uu	TOTAL MINORITY (incl. Black Histo. Ast. Pac. Isl. All Ind /Al Not. and Timo or More. Reces) # uu	BLACK #. uu	HISPANIC # uu	ASIAN/ PAC.ISL. # uu
Constituent Dept.	2012						
	2013						
· · · · · · · · · · · · · · · · · · ·	_ 2014		<u> </u>	<u> </u>			
· · · · · · · · · · · · · · · · · · ·	_ 2015		<u> </u>				
AAU:	 	TOTAL #	WOMEN # uu	TOTAL MINORITY (incl. Black, Hiso, As Pac.lel. Aling/Alinet, and Two or More Reces) # UU	BLACK # uu	HISPANIC # uu	ASIAN/ PAC.ISL. # uu
JOB GROUP: Constituent Dept.	2011 2012		+	 			1
	_ 2013						
	2014						
	2015		1	<u> </u>			<u> </u>
AAU:		<u>101al</u> #	WOMEN # uu	TOTAL MINORITY (not.) Black, Hisp. As Pac isl. Al.Ind./Al.Net. and Two or More Record) # ULI	BLACK # uu	HISPANIC # uu	ASIAN/ PAC.ISL. # UU
JOB GROUP: Considerent Dept.	²⁰¹¹ 2012		+			1.	
	2013						
	2014						
 	2015		<u> </u>	1			<u></u>
# = Total number of individuals within unit AAU = Affirmative Action UU = Underutilization Constituent Departmen JOB GROUP = Professorial; Non-Professorial-Instructor; Non-Professorial	ıts = List a			is: and Classified Gr	uns		

AAU; Skilled Trades			TOTAL #	<u>w</u>	<u>۱عسد</u> نا	_	TOTAL N (incl. Bleck, H Allind/All Net : Ba	isp. AsJPec	itat.	<u>BL</u> 4	.CK uu		HISP.	ANIC UU		ASIA PAC. #	
IOB GROUP:	Skilled Trades	2011	20	1		1	11	0		8	0		3	1		0	1
Constituent Dept.	Carpenter, Laborer, Electrician	2012	29	-		1	10	1		4	0		6	0		0	1
	Maintenance Worker, Oiler	2013	26			1	8	1		3	0		5	0		0	1
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# = Total number of individual UU.= Underutilization	als within unit AAU = Affirmative Action Constituent Departments ; Non-Professorial-Instructor; Non-Professorial-	= List a					d Cla										

AAU: Campus Public Safety Sergeant		:	TOTAL #	<u>w</u>	MEN UU		TOTAL N (incl. Black, I Al Incl /Al Nat. Rs	iso, As/Pe	-lat-	<u>BL</u> 4	<u>«CK</u> uu		HISP/	NIC UU	1 1	ASIAN/ PAC.ISL. # uu
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	AAU = Affirmative Action Unit Constituent Departments = Li		Depar	tments	in AA	U.]		

F\2014-2015 Affirmation Action Reports and Material 2015 Progress Report Historical Underutization Syr - Campus Public Safety Sergeant / dept.consistent 2011-2015

JOB GROUP = Professorial; Non-Professorial-Instructor; Non-Professorial-Lecturer; Administration Groups; and Classified Groups

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# = 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

2015 PERSONNEL ACTIVITY TABLE (page 1 of 2)

Period Covered: 7/1/14 to 6/30/15

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REMINDER:				*	Mines	min is the cum	of Black or Af	African Am. Hist	anic or Lati	Hispanic or Latino, Asian or Nat. Haw, or Other	at. Haw. or O	ther Pacific I	slander, Am	Pacific Islander, American Indian/Alaska Native and Two or More Races.	ka Native and	Two or Mo	ore Races.		

EMINDER:

**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.

COLLEGE JOHN JAY COLLEGE OF CRIMINAL JUSTICE

Period Covered: 7/1/14 to 6/30/15

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Applicants @	626	1201	1827	35	89	164	376	99	101	13 1	11 0	0	268	556	824	308	527	50	118	308	527	835
Interviews	49	49	113	0	0	0	0	0	0	0	0 0	0 (0	0	0	0	0	49	49	0	0	0
Offers	17	23	40	П	0	4	3	0	0	0	0 0	0	5	3	8	3	6	6	11	3	6	12
TOTAL WORKFORCE Eth.& Gender Report	63	112	175	11	28	7	24	3	6	0	0 5	5	26	99	92	37	46	0	0	37	46	83
FACULTY																						
Applicants @	46	99	112	П	1	7	6	7	4	1	1 0	0	16	15	31	27	44	3	7	27	44	71
Interviews	3	6	12	0	0	0	0	0	0	0	0 0	0	0	0	0	2	0	1	6	2	0	2
Offers	4	0	4	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	417	21	25	23	24	13	22	0	0 1	0	28	71	129	160	128	0	0	160	128	288
PROFESSIONAL/NON-FACULTY																						
Applicants @	1338	2338	3676	52	100	384	829	156	257	21 2	20 02	0	613	1206	1819	633	940	92	192	633	940	1573
Interviews	92	100	165	0	1	0	2	0	0	0	0 0	0	0	3	3	0	3	9	94	0	3	3
Offers	∞	20	78	3	∞	3	9	1	1	0	0 1	0	∞	15	23	0	5	0	0	0	5	w
TOTAL WORKFORCE Eth.& Gender Report	59	121	180	19	35	15	42	9	5	0	0 5	1	45	83	128	14	38	0	0	14	38	52
SECRETARIAL/CLERICAL																						
Applicants @	225	96	321	1	0	110	54	12	6	3	0 0	0	126	63	189	88	29	11	4	88	29	117
Interviews	6	3	12	0	0	0	0	0	0	0	0 0	0	0	0	0	0	0	6	3	0	0	0
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Interviews	49	14	28	0	0	0	0	0	0	0	0 0	0	0	0	0	0	0	49	14	0	0	0
Offers	9	4	10	2	1	2	2	1	1	0	0 0	0	5	4	6	-	0	0	0	1	0	1
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Interviews	15	8	23	2	5	12	1	1	1	0	0 0	0	15	7	22	0	1	0	0	0	1	1
Offers	2	0	2	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	34	10	0	7	0	0	0	0	0 0	0	17	0	17	17	0	0	0	17	0	17
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Offers	5	1	9	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	92	19	19	28	12	1	2	0	0 1	2	49	35	84	5	3	0	0	S	3	8
TOTAL																						
Applicants @	4207	4228	8435	293	253	1291	1422	429	443	63	42 0	0	2076	5 2160	4236	1782	1670	349	398	1782	1670	3452
Interviews	251	210	461	5	6	18	4	3	3	0	0 0	0	76	16	42	3	4	222	190	3	4	7
Offers	4	48	92	6	10	12	11	2	2	0	0 1	0	22	23	47	11	14	6	11	11	14	25
TOTAL WORKFORCE Eth.& Gender Report	453	529	982	83	130	16	126	56	40	0	0 12	2 10	212	306	518	241	223	0	0	241	223	464
REMINDER:					***Total	Minority is	the sum o	f Black or	African A	m., Hispai	nic or Latinc	, Asian o	Nat. Haw.	***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	ic Islander, ≠	American In	dian/Alask	a Native an	d Two or N	fore Races.		

^{**}Total Non-Minority is equal to White including Italian American.

^{****}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

COLLEGE NAME:

AND MINORITIES FEMALES

PART A

HIRES ANALYSIS

JOHN JAY COLLEGE

November 24, 2015

												•				
JOB			MINO	MINORITY					¥ E E	FEMALE HIRES			1	PERCENTAC	PERCENTAGE OF HIRES	į
AREAS		MIN NOW			12	TOTAL	¥	MALE		FEMALE	TOTAL	'AL	% of non-min	% of min hires	% of male hires	% of female
CAIEGORI		NIE CHI	POON	23017	Iddy	HIRFS	APPL	HIRES	APPL	HIRES	APPL	HIRES	hires		_	nires
			7036	2	16097	Į g	4207	7	3564	30	7688	69	0.7%	1.1%	7.7%	%B.0
TOTAL	3452	5.3	4630		200	3		;							180	800
Profile (Month)	835	00	824	ທ	1659	13	626	4	1033	6	1659	13	1.0%	9.0	0.6%	6.5.0 8.5.0
EXECTABILITY	3 2	α	34	c	102	1	917	7	29	₹	102	11	11.3%	9.7%	15.2%	7.1%
Z Facuity	- [, ,	1010	45	3302	22	1338	9	2054	16	3392	22	0.4%	%6.0	0.4%	0.8%
3 Professional/Non-Fac.	75/3	٥	600	ا	3000	1						,	,000	,01.0	à	700. 1
A Secretarial/Clarical	117	0	189	_	306	-	225	0	81	_	306	_	%0.0	0.0%	800	0 7·
Secretal lan citation	5		75.1	 -	159	_	851	_	340	0	1191	1	%0.0	0.1%	0.1%	0.0%
5 Techn./Paraprofessional	2 6	,	2/8	_	475	-	503	-	Error	Emor	475	-	%0.0	0.4%	0.2%	Error
6 Skilled Trades	707	,	376	. 0	583	20	818	12	Error	Error	563	20	0.5%	5.1%	1.9%	Error
7 Service/Maintenance	è		200	2			2007	,	2550	90	7600	oy.	70.5	1%	1%	1%
TOTAL	3452	23	4236	46	7688	69	4207	3.1	3254	30	0007	3		2	2	

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3 Professional/Non-Fac. MALE 0.4%	FEMALE	K0'5	1							ľ	124 Apr 127 178					
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5 Techn./Paraprofessional FEMALE 0.0%	MALE	0.1%	000	0.1% %	2	7	1	6.63								j
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t		1				ľ								_		
7 Service/Maintenance MALE 1.9%	PEMALE	Ептог			1	1	ļ	1								
TOTAL					9	4	2									j

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PROMOTION ANALYSIS November 24, 2015

JOHN JAY COLLEGE

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BOL			MINORITY	ŘIT≺					FEMALE	ALE						
ARFASI			PROMOTION	NOITO					PROMOTION	NOLLC				PERCENTAGE (PERCENTAGE OF PROMOTION	
CATEGORY	Š	NIM NON	N	Z	TOTAL	₽	¥	MALE	FEMALE	ALE	TOTAL	AL.	% of non-min	% of min	% OF MEN	% OF FEMALE
	INCUMBENT	PROMOTED	INCOMBENT	PROMOTED	INSRMONI	PROMOTED	INCUMBENT	PROMOTED	INCUMBENT	GELOWORD	WCUMBENT	несиотер	PROMOTED	promoted	pomoted	promoted
TOTAL	464	28	518	20	982	48	453	20	529	28	982	48	%9	4%	4%	5%
Even /Adm /Month	e e	-	6	ဖ	175	7	63	2	112	5	175	7	%1	7%	3%	4%
Caec. Admir miles.	3,88	ž	179		417	32	218	81	139	14	417	32	%6	5%	8%	%/
racuity For	3 2	,	2,5	. "	68	8	59		121	80	180	8	4%	5%	%0	7%
3 Professionalinon-rac.	χ, υ	ء د	3 5	,	5	,	1	0	4	-	55	-	%0	2%	%0	5%
Total Destroy	2 =	> 0	2 2	c	8 8	0	14	0	15	0	29	0	%0	%0	%0	%D
Stilled Trades		, .	1,		স্ত	0	ষ্	0	0	0	34	0	%0	%0	%0	%0
Service/Maintenance	8	0	48	0	95	0	22	0	38	0	92	0	%0	%	%0	%
TOTAL	464	28	518	20	982	817	453	20	529	28	982	48	%9	84	4%	2%

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IIN VS MII	
IRA WORKSHEET FOR NON-MIN VS MIN % OF PROMOTION	
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Ľ	Const (Adm Month	3	1 20%	APROPRIA	8258								25,70						t
1'	CASC. Adm./milgin.			190	7686	130	7.67%		_	2	1,15	•	1501	YW.				ļ	
<u>'L</u>	2 Faculty	MENCHOLT	R24:0	National Park									100	2.5					
.,	Professional/Non-Fac.	MON-MIN	3.85%	MINORITY	4.63%								0						
4	Secretarial/Clerical	HON-HIN	0.00%	MINORITY	2.00%				Ì				810						
Ľ	Techn /Paranrofessional	ΥN		Ą) A	Z2 3 - 60					
9	Chillod Trades	8/68		¥.									sic.					ŗ	
1	7 Service/Maintenance	*		N/A									(O)1.						
Ł	TOTAL							6	7	2									į
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IRA WORKSHEET FOR MALE VS FEMALE % OF PROMOTION

November 24, 2015												ļ						
JOB	PATE EOB	9	aus siva	aci		OVER	õ	ONLY IF IRA UNDER 0.8	UNDER 0		IRA LESS THAN 0.6 AND (IF >=1 PERSON	0.6 AND			FIS	FISHER TEST		
CATEGORY			E AV	EAV GROUP	RA	ALL	EXPECT	ACTL	븀	STO DEV	"IRA LESS THAN 0.8 AND STD DEV-2	O.S. AND	FISHER'S VALUE	male incum	mate prrnt	female Incum	female prmt	PISHER TEST RESULT NOTE
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THE PROPERTY OF THE PROPERTY O					0.882													
2 Faculty	FEMALE	X6')	MALE	Reco	1000													
3 Professional/Non-Fac.	MALE	0.0%	FEMALE	8.6%					†			Ť	0.0000000000000000000000000000000000000	ļ				
4 Secretarial/Clerical	MALE	%0°0	FEMALE	2.3%														
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2 Technily and professional	¥2												TO SERVICE STATE OF THE SERVIC					
6 Skilled Trades	AW.		2	Ì														
7 Service/Maintenance	NA		NA						1									
TOTAL							0	0	0									ŀ
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JOHN JAY COLLEGE

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TERMINATION ANALYSIS

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JOB			MINC	MINORITY						FEMALE TERMINATION						
VATEGORY	Ş	NIM NON	*	NIN NIN	TOTAL	¥	MALE		FEM	FEMALE	TOTAL	AL.	Δ.	PERCENTAGE OF TERMINATION	F TERMINATION	7
	неви	TERMINATED	INCUMBENT	TERMINATED	INCUMBENT	TERSHIMATED	ноливент	TERMINATED	нсимент	TERMINATED	HOUMBENT	TERMINATED	% of non-min TERMINATED	% of min TERMINATED	% OF MEN TERMINATED	% OF FEMALE TERMINATED
* TOTAL	464	16	518	27	982	43	453	20	529	23	982	43	3%	%9	4%	4%
Evec (Adr	8		92	4	175	7	63	3	112	4	175	7	4%	4%	5%	4%
5 Faculty	288	4	129	0	417	4	218	2	199	2	417	4	1%	%0	1%	1%
Drofoceional Mon Fac	દ	4	128	_	180	Ξ	59	8	121	80	180	Ħ	8%	5%	5%	7%
Socretarial (Plenical	, r.		5.	4	55	4	=	0	4	4	55	4	%0	8%	%0	%6
Tochn (Paraprofessional	-	2	18	2	29	4	14	က	15	ı	29	4	18%	11%	21%	7%
Skilled Trades	12	0	1	-	¥	-	8	-	0	0	34	-	%0	%9	3%	%0
7 Service/Maintenance	80	9	8	6	92	12	ঠ	8	38	4	95	12	38%	11%	15%	11%
TOTAL	464	16	518	27	296	63	453	20	529	23	362	43	3%	%9	4%	*

			<u>"</u>	IRA WORKSHEE	SHEET	FOR NO	N-MIN <	S MIN &	OF TER	ET FOR NON-MIN VS MIN % OF TERMINATION					
															!
DATE EOP		BATE FOR		OVER	Ö	YIFIRAL	ONLY IF IRA UNDER 0.8		· IRA LESS THAN 08 AND DIF >=1 PERSON			FISH	FISHER TEST		
INCAN COOLD		EAV GROUP	EA	ALL	EXPECT	ACTL	昌	[]	** IRA LESS THAN 0.8 AND STD DEY**2	FISHERS	min incumb	min incumb min terminated non-min incumb	пов-тіп іпсить	non-min terminated	FISHER TEST RESULT NOTE
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-	\ \\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\	3.6%	0.831												
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+	+		000	7.3%		4	-	990		Teher's Valu	20	4	9	0	VALUE IN
Marketon 18	+	+	\vdash				-			100 to 10				ļ	
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		MINORITY 10.7%					+								
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IRA WORKSHEET FOR MALE VS FEMALE % OF TERMINATION

Apple to address the																		
MOVEMBER 24, 2013										ŕ	"IRA LESS THAN 0.8 AND	ONV.						
308	BATE EOR	80	RATE FOR	- A C -		OVER	NO	ONLY IF IRA UNDER 0.8	UNDER 0.		DF >=1 PERSON				FISI	FISHER TEST		
CATEGORY	UNFAY.	UNFAY, GROUP	FAV. GROUP	Roup	2	ALL	EXPECT	ACTL	脂	er i	* IRA LESS THAN 0.8 AND	B AND	FISHER'S	female incumb	female terminated	male incumb	male incumb male terminated	FISHER TEST RESULT NOTE
					2	RATE				<u>.</u>	-	†	VALUE	,	2	٥	•	
*	8	-	٥		٩	<u> </u>	-	, 9	1	1	†	1						
, C.c. (A.d., 180.00)	9111	4 8%	EFUALE	3.6%								A						ļ
- Executation of the second		200	3 14 1	30	0.913													
Z Paculty	TENDE	2				1	- -	,	,	3			N/M					
3 Professional/Non-Fac.	FEMALE	6.6%	MALE	5.1%	0.769	6.1%	`	æ	-	0.401	+							
4 Secretarial/Clerical	FEMALE	9.1%	MALE	0.0%	0.000	7.3%	e	4	1	1.038	•		sher's Valu	4	4	=	0	KEY IN FISHER
s Tachn (Baranrofessional	No.	21.4%	FEMALE	\$ 1.5°														
o Stilled Tander		2 0 0 %	S CERM E	ž														
7 Conjusting	MALE	14 8%	FEMALE	26.05 XC														
TOTAL							5	12	2								3	

paste the 4 data here	total # in group 1	# of hire/ prmt/ termnt	total # in group 2	# of fav, hirs/ pcmt/ termnt	VS	
	8		9	0		
This is the FISHER'S value	0.6753	753		Not sho	Not show significant difference	

paste the 4 data here	total # in group 1	# of hire/ prmt termnt	total # in group 2	# of fav, hire/ prmt/ termnt	NS	
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VS		Not show significant difference		
total # in # of fav, group 2 termnt	0	Not sho		
# of hire/ tota prmv gro		0.3980		
total # in group 1	****	0.3		
paste the 4 data here	1	This is the FISHER'S value		

G. TENURE ELIGIBILITY SURVEY

TENURE ELIGIBILITY SURVEY

COLLEGE: John Jay College of Criminal Justice

(その) E II E G E T (の) TAMS: 38 Granted Tenure

Eligible for Tenure, Effective:September 1, 2014

TWO OR MORE PUERTO RICAN HISPANIC € $\widehat{\Xi}$ 2 1(1) BLACK AM. IND./ ALSK. NAT. 2 ASIAN! NAT. HAW! OTHER PAC. ISL. 1 2(3) 3 ITALIAN 3(2) 9(3) Ξ ¥HTE 1(1) 5(4) 9(5) 12(8) 4(5) 14(1) Sub-Total Gender 2 13(5) 1(1) 7(4) 25(13) TOTAL 11(9) 1(3) 2(1) Associate Prof. Lecturer (CCE) Assistant Prof. TOTAL Professor CLT's

NOTE: Please record Early Tenure in Parenthesis: example ()

유

September 1, 2014

Number Recommended for Tenure, Effective:

		Sub.	Sub-Total Gender	\$	WHITE	AMERI	ITALIAN	ASIAN/ N/ OTHER P	ASIAN/ NAT. HAW!	AM. IND./ ALSK. NAT.	NAT.	BLA	BLACK	HISP	HISPANIC	PUERTO	PUERTO RICAN	TWO OR MORE	MORE:ES
	TOTAL	2	F	*		3	4	3	<u>-</u>	3	<u>.</u>	2	4	3	u.	3	Ŀ	3	IL.
Professor	1(3)	1(1)	(2)	1(1)	(1)								<u>E</u>						
Associate Prof.	11(9)	7(4)	4(5)	5(4)	3(2)			+	(3)			1	** ***						
Assistant Prof.	5(3)		4(3)	-	4(1)										£)		(1)		
1			4	2	2				2			1							
CLT's	-																		
TOTAL	25(15) 13(5) 12(10) 9(5)	13(5)	12(10)		9(4)			-	2(3)			2	2 (1)		<u>E</u>		Œ		

PUERTO RICAN

HISPANIC

	,				<u> </u>		Eligible for	- Eligible for Tenure, Effective:	ective:		September 1, 2014	1, 2014	
		dug.	Sub-Yotal Gender	¥	WHITE	ITALIAN		ASIAN NAT. HAW.	ASIAN/NAT. HAW./ OTHER PAC. ISL.	AM. IND.	ND./ NAT.	18	BLACK
	TOTAL	3	.	¥	L	3	u.	3	i.	Z	4	3	ш
Professor	(1)		(1)										£
Associate Prof.				,									
Assistant Prof.													
Lecturer (CCE)													
CLTs													
TOTAL	(£)		(1)	2		,						.	Ξ

NOTE: Please record Early Tenure in Perembeses: example ()

Number Recommended for Tenure, Effective:

September 1, 2014

TWO OR MORE RACES PUERTO RICAN HISPANIC BLACK ALSK. NAT. ASIAN/ NAT. HAW./ OTHER PAC. ISL. Sub-Total Gender TOTAL € Lecturer (CCE) Associate Prof. Assistant Prof. Professor TOTAL CLTs

COLLEGE

Art and Music

September 1, 2014

Eligible for Tenure, Effective: John Jay College of Criminal Justice

		Sub-Total	otal			TALIAN	NA	ASIAN NAT. HAW!	T. HAW	AM. IN	7		-					TWO OR MOR	Š
		Gender		WHITE	<u> </u>	AMERICAN	CAN	OTHER P.	OTHER PAC. ISL.	ALSK. NAT.	AT.	BLACK	×	HISPANIC	Sec.	PUERTO RICAN	RICAN	RACES	8
	TOTAL	3	_	3		2	_	3	<u>.</u>	=	u	<u>*</u>	L	3	ш	I	4	2	۲
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TOTAL	(1)	[1]																	

Number Recommended for Tenure, Effective:

NOTE: Please record Early Tenure in Parenthesis: example ()

September 1, 2014

		Sub-Total	Total		-	ITALIAN	IAN .	ASIAN/ NA	ASIANI NAT. HAW!	AM. IND.	/Q	DI ACK	3	CANAGOLIA	S	PHERTO	PHERTO RICAN	TWO C
		Gender	der	*	WHILE	AMERICAN	2	CINER	AC. 13L.	ALON		ב ב	4		2			2
2	TOTAL	2	L	3	F	2	4	3	ıL.	2	ь	¥	.	3		=	_	z
Professor																		
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Lecturer (CCE)																		
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CLI S																		
TOTAL (1)	<u> </u>	7		3								· · · · · ·						

Anthropology September 1, 2014 Eligible for Tenure, Effective: TWO OR MORE RACES ¥ PUERTO RICAN HISPANIC 2 BLACK AM. IND./ ALSK. NAT. M F ASIAN/ NAT. HAWJ
OTHER PAC. ISL. ITALIAN AMERICAN $\widehat{\Xi}$ \in WHITE Sub-Total Gender Ξ (1) TOTAL Ξ Ξ Lecturer (CCE) Associate Prof. Assistant Prof. TOTAL Professor CLT's

Number Recommended for Tenure, Effective:

September 1, 2014

NOTE: Please record Early Tenure in Parenthesis: example ()

	!	Set.	Sub-Total Gender	\$	WHITE	ITAL	ITALIAN	ASIAN/ NA	ASIAN/ NAT. HAW./ AM. IND./ OTHER PAC. ISL. ALSK. NAT.	AM. I	ND./ NAT.	BLACK	. ¥	HISP,	HISPANIC	PUERTO	PUERTO RICAN	RACES	MORE
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Professor	Ξ		Ξ		Ξ												į		
Associate Prof.																			
Assistant Prof.		•																	
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Lecturer (CCE)									1	1	1								
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COLLEGE: John Jay College of Criminal Justice

Criminal Justice

Eligible for Tenure, Effective: September 1, 2014

		-dus	Sub-Total Gender	\$	WHITE	ITALIAN	_	ASIAN/ NAT. HAW! AM. IND.! OTHER PAC. ISL. ALSK, NAT.	T. HAW./	ALSK. N	D./ IAT.	BLACK	×	HISPANIC	NIC	PUERTO RICAN		TWO OR MORE	MORE
	TOTAL	3	L	3	L	2	Γ	3	L	*	٤	3	ı.	3	u.	3	ш	2	L
Professor																			
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Associate FLOI.	5		(2)		3														
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Number Recommended for Tenure, Effective: NOTE: Please record Early Tenure in Parenthesis: example ()

September 1, 2014

		gng	Sub-Total			ITAL	ITALIAN	ASIAN/ NAT. HAW./	T. HAW.	AM. IND./	í							TWO OR MORE	MORE
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Economic

Eligible for Tenure, Effective: September 1, 2014

		Sub	Sub-Total Gooder	(HAN)	WHITE	ITALIAN		ASIAN/ NAT. HAW!	T. HAW./	AM. IND./	/Q/	BLACK	*	HISPANIC	ZIZ.	PUERTO RICAN	RICAN	TWO OR MORE	MORE
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Professor																			
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TOTAL	C																		

Number Recommended for Tenure, Effective:

September 1, 2014

NOTE: Please record Early Tenure in Parenthesis: example ()

		4ns	Sub-Total			ITAL	ITALIAN	ASIAN' N	ASIAN/ NAT. HAW!	AM. IND./	1D./	ACK IO	1	SINVOSIT	PHERTO RICAN	NVOIG	TWO OR MORE	MORE
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Professor																		
Associate Prof.																		
Assistant Prof	ξ		ξ		5													
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CI T's																		
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English September 1, 2014 Eligible for Tenure, Effective:

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Professor												•		•						
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Lecturer (CCE)	2	<u></u>	4		-	2	-			2										
CLT's																-				
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NOTE: Please record Early Tenure in Parenthesis: example ()

Number Recommended for Tenure, Effective:

12

September 1, 2014

		gng	Sub-Total		MAUTE		ITALIAN		ASIAN/ NA	ASIAN/ NAT. HAW./	AM. IND./	D./	BLACK	CK	HISH	HISPANIC	PUERTO	PUERTO RICAN	TWO OR MORE RACES	R MORE
	TOTAL	3	T.	3	F F	\prod		Ш	×	£	Z	_	3	L	3	ш	2	L	3	
Professor																				
Associate Prof.	4	2	2		2	2														
Assistant Prof.	3	-	2		-	-										1				
Lecturer (CCE)	5	_	4		-	2				2										
O.T.s						_														
TOTAL	12	4			4	2	_			2						1				

John Jay College of Criminal Justice

History September 1, 2014 Eligible for Tenure, Effective:

		Sub	Sub-Total Gender	\$	WHITE	TA	ITALIAN	ASIAN/ N	ASIAN/ NAT. HAW./ OTHER PAC. ISL.	AM. IND./ ALSK. NAT.	ID./	BLACK	×	HISP	HISPANIC	PUERTO	PUERTO RICAN	TWO OF	TWO OR MORE RACES
	TOTAL	=	_	3		*	L	3	<u>"</u>	2	-		L	3	L.	3	ı	×	3
Professor																			
Associate Prof.	(3)	(1)	(2)	(1)	(£)				(1)										
Assistant Prof																			
Lochinar (CCE)																			
Cl Te																			
TOTAL	(3)	\ E	(2)	Ξ	Ξ				(3)					!					

NOTE: Please record Early Tenure in Parenthesis: example ()

3

September 1, 2014

Number Recommended for Tenure, Effective:

TWO OR MORE
RACES PUERTO RICAN HISPANIC BLACK AM. IND./ ALSK. NAT. M F ASIAN/ NAT. HAW./
OTHER PAC. ISL. (1) $\widehat{\Xi}$ ITALIAN AMERICAN (1) (1) (1) (1) Sub-Total Gender 2 2 2 Ξ Ξ TOTAL (3) 3 Lecturer (CCE) Associate Prof. Assistant Prof. TOTAL Professor CLT's

COLLEGE:

September 1, 2014 Eligible for Tenure, Effective:

		415	Total				ITALIAN	ASIAN/ NA	T. HAW./	AM. IN	<u> </u>							TWO OR MORE	MORE
		3	Sander	Š	WHITE	AME	MERICAN	OTHER P	OTHER PAC. ISL.	ALSK. NAT.	.¥T	BLACK	×	HISP	HISPANIC	PUERTO RICAN	RICAN	RACES	ES
	TOTAL	2	L	3	<u>.</u>	3		3	2	3	Ŀ	3	ш	×	L	2	u.	3	۳.
Drofaceor																			
Decapor							-												
Associate Prof.	Ξ	3		Ξ															
Assistant Prof.	Ţ-		_		,	_													
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Number Recommended for Tenure, Effective:

September 1, 2014

NOTE: Please record Early Tenure in Perenthesis: example ()

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	TOTAL	3	ı.	3	L	3	_	2	¥	2	L	3		=	_	3	_	2	-
Piolessol									+	†		T	ı						
Associate Prof	(1)	Ξ		(1)									•						
					Ī														
Assistant Prof.			-							+	1								
l ecturer (CCE)	,	1		1								=							
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SLI S								1	1	+	1	T	l						
TOTAL	2(1)	1(1)	-	1(1)	_														

Library

September 1, 2014 Eligible for Tenure, Effective:

		Sub	Sub-Total Gender	<u> </u>	WHITE	ITAL	ITALIAN AMERICAN	ASIAN/ N/	ASIAN/ NAT. HAW./	AM. IND./ ALSK. NAT.	£ [5.	BLACK		HSP	HISPANIC	PUERTO RICAN	SICAN	TWO OR MORE	MORE
	TOTAL	3	u	3	L	=	_	3	L.	M	4	2	-	3	4	3	L.	3	L
Professor																			
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Assistant Prof.																			
Lecturer (CCE)																			
CI T's										<u> </u>									
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Number Recommended for Tenure, Effective: NOTE: Please record Early Tenure in Parenthesis: example ()

September 1, 2014

			Sub	Sub-Total			ITAL		ASIAN/ NA	ASIAN/ NAT. HAW./	AM. IND./	70	A V I I	<u> </u>		DINBONIC	PLIFFTO	PLIERTO RICAN	TWO OR MORE	NORE SES
sor (1) (1) (1) (1) (1) (1) (1) (1) (1) (1)			ē	Jaer		1	AME	Ì	י אם :	٠ ١ ١	ALON.	<u>;</u>	ָּבְּי	5	,	2				-
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TOTAL (1) (1) (1)	CLTs																			
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Mathematics

September 1, 2014 Eligible for Tenure, Effective:

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Lecturer (CCE)	+											-							
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TOTAL	2	2										•							

NOTE: Please record Early Tenure in Parenthesis: example ()

September 1, 2014

Number Recommended for Tenure, Effective:

		Sub-	Sub-Total Gender	WHITE	ITE	ITALIAN	AN	ASIAN/ NA OTHER P.	ASIAN/ NAT. HAW./ OTHER PAC. ISL.	AM. IND./ ALSK. NAT.	ID./ NAT.	3	BLACK	/dSIH	HISPANIC	PUERTO RICAN	RICAN	TWO OR MORE	MORE
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Professor	-			-															
Associate Prof.																			
Assistant Prof.																			
Lecturer (CCE)	1	1										1							
CLTs																			
TOTAL	2	2		1								1							i

Philosophy September 1, 2014 Eligible for Tenure, Effective:

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Professor																	Ī		
Associate Prof	L	1										-							
200000																			
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Lecturer (CCE)											1								İ
L C																			
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TOTAL	_	_										=							

Number Recommended for Tenure, Effective:

September 1, 2014

N

NOTE: Please record Early Tenure in Parenthesis: example ()

TWO OR MORE RACES PUERTO RICAN HISPANIC BLACK AM. IND./ ALSK. NAT. M F ASIAN/ NAT. HAW./ OTHER PAC. ISL M F ITALIAN AMERICAN WHITE Sub-Total Gender

TOTAL Lecturer (CCE) Associate Prof. Assistant Prof. Professor CLTs

TOTAL

Eligible for Tenure, Effective: September 1, 2014

		Sub	Sub-Total Gender	\$	WHITE	IT/A	ITALIAN AMERICAN	ASIAN/ N.	ASIAN/ NAT. HAW./ OTHER PAC. ISL.	AM. IND./ ALSK. NAT.	ID./ NAT.	BLACK	CK	HISP/	HISPANIC	PUERTO RICAN	RICAN	TWO OR MORE RACES	O OR MORE
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Professor																			ļ
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Assistant Prof.																			
l echirer (CCE)																			
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Number Recommended for Tenure, Effective:

September 1, 2014

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NOTE: Please record Early Tenure in Perenthesis: example ()

		gns	Sub-Total	3	WHITE	ATI	ITALIAN	ASIAN/ N.	ASIAN/ NAT. HAW./	AM. IND./ ALSK. NAT.	ND./ MAT.	3	BLACK	HISPANIC	SNIC	PUERTO RICAN	RICAN	TWO OR MORE RACES	EORE ES
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Professor																			
Associate Prof. 2(1)	2(1)	2	2 (1)	,,					(1)										
Assistant Prof.					-														
Lecturer (CCE)											1								
CLTs													;						
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John Jay College of Criminal Justice

COLLEGE:

September 1, 2014 Eligible for Tenure, Effective:

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Assistant Prof.																			
Lacturer (CCE)																			
CLT's																			
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Number Recommended for Tenure, Effective:

September 1, 2014

NOTE: Please record Early Tenure in Parenthesis: example ()

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Professor																	1		
Associate Prof.	3	2	-		, -			-											
Annietoni Drof																			
Assistant Tig.						-											 		
Lecturer (CCE)																			
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September 1, 2014 Eligible for Tenure, Effective:

		Sub	Sub-Total Gender	\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\	WHITE	AMER	ITALIAN	ASIAN/ N.	ASIAN/ NAT. HAW./ AM. IND./ OTHER PAC. (SL. ALSK. NAT.	AM. IN ALSK. I	ID./	BLACK	×	HISP	HISPANIC	PUERTO RICAN	RICAN	TWO OR MORE RACES	MORE
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Associate Prof														•					
Assistant Prof																			:
Lecturer (CCF)																			
CLT's																			
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Number Recommended for Tenure, Effective:

September 1, 2014

NOTE: Please record Early Tenure in Parenthesis: example ()

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		5	Gender	₹	WHITE	AME	AMERICAN	OTHER F	OTHER PAC. ISL.	ALSK. NAT.	NAT.	BLACK	×	HSH	HISPANIC	PUERTO	PUERTO RICAN	R	<u>S</u>
	TOTAL	3	L.	3	LL.	3	L	3	F	2	_	2	<u>.</u>	3	٠	3	_	3	۱.
Professor	Ξ	3		Ξ															
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Associate Prof.																			
Assistant Prof.																			
Lacturer (CCE)	!																		
L C. T.s.																			
TOTAL	$ \varepsilon $	€		Ξ															

Science

Eligible for Tenure, Effective: September 1, 2014

		Sub-	Sub-Total Gender	_ ×	WHITE		ITALIAN	ASIAN	ASIAN NAT. HAW!	AM. IND./ ALSK. NAT.	ID./	BLACK	¥	HSP	HISPANIC	PUERTO RICAN	RICAN	TWO OR MORE RACES	MORE
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Professor																			
Associate Prof.																			
Assistant Prof.	-		-			-								_					
Lecturer (CCE)																			
CLTs	-													1					
TOTAL	2		_			-							-	-					

NOTE: Please record Early Tenure in Parenthesis: example ()

7

September 1, 2014

Number Recommended for Tenure, Effective:

TWO OR MORE RACES PUERTO RICAN HISPANIC AM. IND./ ALSK. NAT. M F ASIAN/ NAT. HAW/
OTHER PAC. ISL.
M F ITALIAN AMERICAN M MAILE MAILE Sub-Total Gender M F TOTAL Lecturer (CCE) Associate Prof. Assistant Prof. TOTAL Professor CLTs

Sociology

September 1, 2014 Eligible for Tenure, Effective:

		Sub	Sub-Total		WUITE	ITAL	ITALIAN	ASIAN/ NA	ASIAN/ NAT. HAW./	AM. IND./ ALSK. NAT.	D./	BLACK	¥	HISPANIC	NIC	PUERTO RICAN		TWO OR MORE RACES	MORE
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Professor																			
Associate Prof 1(2)	1(2)	5	1(1)	(1)	(1)		_				-		1						
9000		_			_														
Assistant Prof.																			
Lecturer (CCE)										1		+	†				T	-	
O T's																			
TOTAL	1(2)	ε	1(1)	ε	ε								-						

NOTE: Please record Early Tenure in Parenthesis: example ()

September 1, 2014

Number Recommended for Tenure, Effective:

		Sark	Sub-Total	3	WHITE	AMP.	ITALIAN	ASIAN/ N	ASIAN/ NAT. HAW!	AM. IND./ ALSK. NAT.	£D./ ΚΑΤ.	78	BLACK	HSPANIC	NIC	PUERTO RICAN	RICAN	TWO OR MORE	MORE
	TOTAL	×	F	2	L	3	Ŀ	2	L		L	Σ	F	3	u.	¥	4	3	L
Professor																			
Associate Prof. 1(2)	1(2)	(1)	1(1)	(1)	(1)								7						
Accietant Drof												,		•					
Assistant Follows	-																		
Lecturer (CCE)						-						,							
CLT's						-										1			
TOTAL	1(2)	(1)	1(4)	(1)	Ξ								1						

H. FALL 2015 UNDERUTILIZATION SUMMARY

REVISED 9/21/2015 Fall 2015 Underutilization Summary: Results of Utilization Analysis by Affirmative Action Unit Comparison of Incumbents to Availability Data (Professorial* Only)

	COLLEGE:				John	Jay Cc	ollege of	John Jay College of Criminal Justice	ustice					Total # Professoriate: 373	oriate:	373	ļ
						_	PART A:										
	Departments/ Affirmative Action Unit (AAU) with Underutilization	Total		FEMALES	S	Total	Minoritie Al.Ind./Al.Nat. and	Total Minorities (incl. Black, Hisp. As/Pac.Isl. Al.Ind/Al.Nat. and Two or More Races)	Asi	Asian/Pacific Islanders	Islanders		Blacks	S	Hisp	Hispanics/ Latinos (as)	tinos (as)
	(nn)	Incumbents in AAU	#un	% Overall Availability	NR (No Representation)	nn#	% Overall Availability	NR (No Representation)	nn#	% Overall Availability	NR (No Representation)	nn#	% Overall Availability	NR (No Representation)	#UU	% Overall Availability	NR (No Representation)
L .	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	8.9	
.,,	English Language/Literature	41	4	61.1		0	15.9		0	3.8		0	5		0	5.5	
7	4 Foreign Language & Literature	5	0	61		0	24.6		0	7.2	NR	0	2	NR	0	13.7	
_,	5 History	22	2	45.3		0	17.8		0	3.7		1	7.7		0	5	
,	6 Law Enforcement	51	9	46.2		0	18.1		0	1.2		0	7.8		0	6.5	
	, Library	13	0	68.3		2	18.5		0	9.6		0	2.3	NR	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
3,	9 Philosophy	12	0	29.7		0	16.4		0	5.1		0	5.4		0	4.1	
1(10 Physical Education	3	0	43.8		0	16.9		0	3.2	NR	0	8.3		0	4.2	NR
1:	11 Physical Science	22	0	29.7		0	16.4		0	5.1		0	5.4		0	4.1	
1,	12 Psychology	43	7	73.1		1	24		0	6.6		0	7.5		2	8.1	
ij	13 Public Administration	28	6	64.9		1	33.4		0	6.1		1	19.1		0	7	
1,	14 Social Science	69	0	50.9		0	21.8		0	7.3		0	9		1	6.9	
1!	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			2			7			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.

гВ:	Total # of AAUs	15	
PART B:	# of UU AAUs	10	

I.	Utilization Analysis: Hiring Benchmark Goal for Vete	rans

Protected Veterans Utilization Analysis

Hiring Benchmark and Utilization Goal July 1 2014 - June 30 2015 For Protected Veterans

National Benchmark

isinda juli bakan

Total # of Employees:

Total # of Veterans:

982 23

2.3%

7%

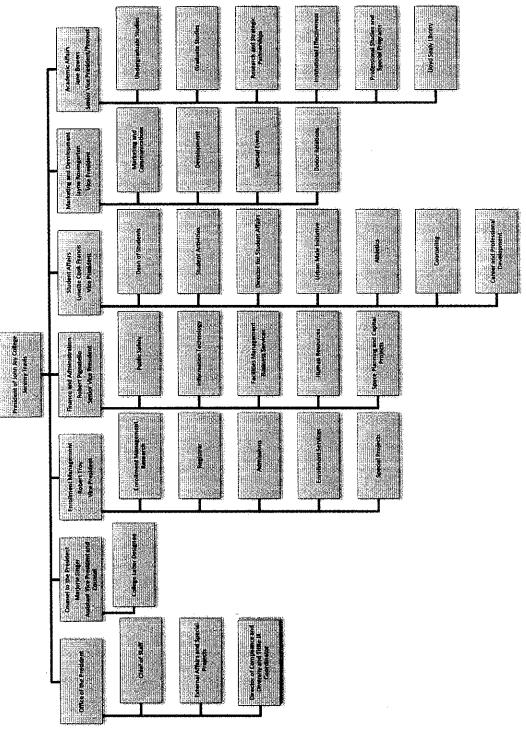
Enter number in cell E/F 16 and E/F17 to calcuation the percentage representation of veterans within your workforce

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

Student Affairs
Lynette Card. Francis
Viza Frankfert John Jay College of Criminal Justice College Organizational Chart President of John Jay College Jeremy Trade Finance and Administration Robert Paparatel Sector Vice Emulant



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: 648-664-2962

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,

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

EXECUTIVE/SENIOR LEVEL OFFICIALS AND

MANAGERS FIRST/MID LEVEL OFFICIALS AND MANAGERS

PROFESSIONALS

SALES WORKERS

ADMINISTRATIVE

CRAFT WORKERS

OPERATIVES

TOTAL

SUPPORT WORKERS

LABORERS/HELPERS

SERVICE WORKERS

TECHNICIANS

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) In care of: Department of Labor National Contact Center (DOL-NCC) (Suite 200) 14120 Newbrook Drive Chantilly, VA 20151

TYPE OF FORM (Check only one)

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TYPE OF REPORTING ORGANIZATION (Check one or both,

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