

APPENDIX C - JOB GROUPS / LABOR MARKET AVAILABILITY FACTORS

John Jay College

This report lists those CUNY job groups for which the college has employees. Labor Market Availability factors (LMA) are listed for each group. LMA Factor 1 is the external Labor Market measure. LMA Factor 2 is an internal factor for employees who could be recruited or promoted into the group based on historical data for CUNY overall).

Groups with fewer than five employees are listed here but will not be included in Utilization Analysis worksheets. Individuals in the Chief Executive role are not included in this report.

Titles added to CUNY's job system in the past year are listed at the end of this Appendix. Not all titles were utilized by the College.

Further details on Job Groups and Labor Market Availability are provided in the Narrative.

Full Time Employee Count (excludes Chief Executive): 1,047

APPENDIX C - JOB GROUPS / LABOR MARKET AVAILABILITY FACTORS

Category: Executive/Administrative/Managerial

Administration 1 (Executive)

Employee Count: 23

Executive Compensation Plan (Other Than Chief Executive)

Executive Compensation Plan; Chief Executives (Presidents, Deans of Major Schools) are excluded

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	50.00%	ACS 2013-2017 Nationwide workforce with Bachelors Degree or Higher and age of 29 or above (proxy for eight years' of post-Bachelor's experience) and in selected occupations: 0010 (Chief Executives), 0020 (General and Operations Managers), 0060 (Public Relations and Fundraising Managers), 0100 (Administrative Services Managers), 0110 (Computer and Information Systems Managers), 0120 (Financial Managers), 0136 (Human Resources Managers), and 0230 (Education Administrators).
2-Internal	50.00%	Employees in the following titles: HE Officer, Professor, Associate Professor, IT Computer Systems Manager (Levels 5 and higher), or Chief Administrative Superintendent (Levels 4 and higher) as of 6/1/2018.

Title(s)	Employee(s)
Administrator	2
Assc Administrator	5
Assc Dean	1
Asst Administrator	2
Asst Dean	2
Asst Vice President	3
Dean	3
Vice President	5

Administration 2 (Manager)

Employee Count: 164

Manager-Level Administrators

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	50.00%	ACS 2013-2017 NY/NJ MSA workforce with Bachelors Degree or Higher and age of 25 or above (proxy for four years' post-Bachelor's experience) and in selected occupations: 0020 (General and Operations Managers), 0060 (Public Relations and Fundraising Managers), 0200 (Administrative Services Managers), 0110 (Computer and Information Systems Managers), 0120 (Financial Managers), 0136 (Human Resources Managers), 0230 (Education Administrators), 0710 (Management Analysts), 2000 (Counselors), and 2100 (Lawyers).
2-Internal	50.00%	Employees in HE Assistant title as of 6/1/2018.

Title(s)	Employee(s)
HE Associate	102
HE Officer	62

Category: Executive/Administrative/Managerial

Facility Manager

Employee Count: 5

Facility Superintendents (Managerial)

In 2017, Admin Superintendent and Chief Admin Superintendent groups were combined.

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	55.00%	2013-2017 ACS, NY/NJ MSA, Bachelor's Degree or higher plus four years of Post-Bachelor's experience (proxy minimum age of 25) and in the following occupations: 0410 (Real Estate and Property Managers), 1300 (Architects), 1360 (Civil Engineers), and 8620 (Stationary Engineerings and Boiler Operators).
2-Internal	45.00%	Employees in the titles of Sr Stationary Engineer, Project Manager, Principal Park Supervisor, Principal Custodial Supervisor, or Supervisor of Laborers and Maintenance Workers, Civil Service permanency not required, as of 6/1/2018.

Title(s)	Employee(s)
Admin Supt Builds Grds	4
Chief Admin Supt - Competitive	1

IT Computer Manager

Employee Count: 3

Information Technology Managers (Managerial)

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	60.00%	2013-2017 ACS, NY/NJ MSA workforce, no degree requirement; six years' work experience (proxy minimum age of 23) and in the following occupation: 0110 (Computer and Information Systems Managers)
2-Internal	40.00%	Employees in the title IT Senior Associate, Civil Service permanency not required, as of 6/1/2018.

Title(s)	Employee(s)
IT Computer Systems Mgr	3

Security Manager

Employee Count: 1

Campus Security Managers (Managerial)

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	55.00%	2013-2017 ACS, NY/NJ MSA workforce, High School Diploma or higher with seven years' experience (proxy minimum age of 24) in the following occupations: 0425 (Emergency Management Directors) and 3710 (First-Line Supervisors of Police and Detectives).
2-Internal	45.00%	Employees with Civil Service permanency in the titles Campus Public Safety Sergeant or Campus Security Specialist as of 6/1/2018.

Title(s)	Employee(s)
Campus Security Dir	1

Category: Professional Faculty

Faculty-Lecturer

Employee Count: 55

Lecturer Faculty excluding Librarians. Lecturers are eligible for a certificate of continuous employment but not tenure. The minimum qualification for Lecturer is a Bachelor's degree in a discipline related to the subject being taught.

For utilization analysis in the Federal Plan, reviewed by academic discipline or program within job group.

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	100.00%	2016 NCES Degree Completions, Bachelor's or Masters, NY and NJ, for selected disciplines (first and second majors), not weighted.
2-Internal	0.00%	NA

Title(s)	Employee(s)
Dist Lecturer	4
Lecturer	46
Lecturer Doct Sch	4
Visiting Lecturer	1

Faculty-Librarian

Employee Count: 11

CUNY Librarians with faculty appointments

Prior to 2019, a sub-group of professorial faculty; separated as it encompasses faculty of all ranks.

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	100.00%	2016 NCAS Degree Completions, Master's level only, Nationwide, for Library Science Discipline.
2-Internal	0.00%	NA

Title(s)	Employee(s)
Assc Professor	5
Asst Professor	5
Professor	1

Faculty-Professorial

Employee Count: 346

Tenure-eligible faculty (excluding Librarians) for whom a terminal degree such as a Doctorate is a minimum qualification.

For utilization analysis in the Federal Plan, reviewed by academic discipline or program within job group.

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	100.00%	2016 NCES Degree Completions, Doctoral, Nationwide for selected disciplines (first and second majors), not weighted.
2-Internal	100.00%	NA

Title(s)	Employee(s)
Assc Professor	157
Asst Professor	91
Dist Professor	9

Category: Professional Faculty

Professor	88
Research Professor	1

Category: Professional Non-Faculty

Accountant

Employee Count: 4

Accountants (Professionals)

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	0.00%	Internal Only - Promotional Title
2-Internal	100.00%	Employees with Civil Service permanency in the following titles: Accounting Assistant, Purchasing Agent Assistant or EOC Accounting Assistant; as of 6/1/2018.

Title(s)	Employee(s)
Finance Accountant	2
Purchasing Agent	2

Administration 3 (Professional)

Employee Count: 183

Entry and Mid-Level Administrators (Professionals)

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	70.00%	ACS 2013-2017 NY/NJ MSA workforce with Bachelor's Degree or Higher and in the following occupations: 0630 (Human Resources Workers), 0740 (Business Operations Specialists), 0820 (Budget Analysts), 2000 (Counselors), 2550 (Education/Training/Library Workers), 2825 (Public Relations Specialists), 5000 (Supervisors of Office and Admin Support Workers), and 5250 (Customer Service Representatives).
2-Internal	15.00%	Employees who hold BA degrees and are in the following job groups: CUNY Office Assistant, CUNY Administrative Assistant, Accountant Technician or Accountant Professional as of 6/1/2018.

Title(s)	Employee(s)
Asst to HEO	69
HE Assistant	114

IT Computer Professional

Employee Count: 30

Information Technology Professionals

In 2017, split from IT Technicians and moved to Professionals' group

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	75.00%	2013-2017 ACS, NY/NJ MSA, High School Diploma or higher plus four years of Post-High School experience (proxy minimum age of 21) in the following occupations: 0740 (Business Operations Specialists), 1006 (Computer Systems Analysts), 1010 (Computer Programmers), 1020 (Software Developers, Applications and Systems Software), 1030 (Web Developers), 1060 (Database Administrators), and 1105 (Network and Computer Systems Administrators).
2-Internal	25.00%	Employees in the IT Support Assistant and CUNY Office Assistant titles, Civil Service permanency not required, as of 6/1/2018

Title(s)	Employee(s)
IT Associate	10

Category: Professional Non-Faculty

IT Asst	8
IT Bus Data Rep Analyst	2
IT Sr Associate	10

Category: Administrative Support Workers

Accountant Assistant

Employee Count: 3

Accounting Support Staff (Accounting and Purchasing Agent Assistants and Payroll Staff)

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	70.00%	ACS 2013-2017 NY/NJ MSA workforce with High School Diploma or Higher in the following occupations: 5140 (Payroll and Timekeeping Clerks), 5150 (Procurement Clerks), or 5120 (Bookkeeping, Accounting, and Auditing Clerks).
2-Internal	30.00%	Employees in titles CUNY Office Assistant or EOC Office Assistant, Civil Service permanency not required; as of 6/1/2018.

Title(s)	Employee(s)
Asst Purchasing Agent	1
Finance Accountant Asst	2

Administrative Assistant

Employee Count: 4

Administrative Support Staff-Senior Level

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	0.00%	Internal Only - Promotional Title
2-Internal	100.00%	Population of employees on the active CUNY Administrative Assistant Civil Service list #2055 (413 CUNY employees). CUNY Office Assistant Levels 3 or 4 with Civil Service permanency were eligible to take this examination.

Title(s)	Employee(s)
CUNY Admin Asst	4

Mail Services Worker

Employee Count: 3

Mail Services Workers

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	100.00%	2013-2017 ACS, NY/NJ MSA workforce, no degree requirement, in the following occupation: 5850 (Mail Clerks/Mail Machine Operators, Except Postal Service).
2-Internal	0.00%	NA

Title(s)	Employee(s)
Mail Message Svcs Worker	3

Category: Administrative Support Workers

Office Assistant

Employee Count: 36

Administrative Support Staff-Entry Level

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	100.00%	2013-2017 ACS, NY/NJ MSA workforce, individuals with a High School Diploma or higher and in the following occupations: 5700 (Secretaries and Administrative Assistants), 5820 (Word Processors and Typists), 5860 (Office Clerks, General), and 5940 (Office Administrative Support Workers, all other).
2-Internal	0.00%	NA

Title(s)	Employee(s)
CUNY Office Assistant	36

Category: Technicians

Administration 4 (College Lab Tech)

Employee Count: 12

College Laboratory Technicians (abbreviated as "CLT")

For utilization analyses reviewed by sub-group: Science/Technical/Engineering; Other Lab Techs.

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	100.00%	2013-2017 ACS, NY/NJ MSA workforce with High School Diploma or Higher. For the Scientific/Technical/IT specialty, in the following occupations: 1050 (Computer Support Specialists), 1965 (Other Life Physical and Social Science Technicians), 1910 (Biological Technicians), 1920 (Chemical Technicians), 1550 (Engineering Technicians), 2860 (Miscellaneous Media and Communications Workers). For the "Other" Specialty, 1050 (Computer Support Specialists), 1950 (Social Science Research Assistants), 2440 (Library Technicians), and 2860 (Miscellaneous Media and Communications Workers).
2-Internal	0.00%	NA

Title(s)	Employee(s)
Chief College Lab Tech	1
College Lab Tech	9
Sr College Lab Tech	2

Broadcast/Media

Employee Count: 6

Broadcast and Mass Media Technicians and Graphic Designers

In 2019, number of titles and scope were expanded

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	100.00%	2013-2017 ACS, NY/NJ MSA workforce, High School Diploma or higher in the following occupations: 2900 (Broadcast and Sound Engineering Technicians and Radio Operators and Other Workers), 2920 (Television, Video, and Motion Picture Camera Operators and Editors), 2710 (Producers and Directors).
2-Internal	0.00%	NA

Title(s)	Employee(s)
Broadcast Assc	6

IT Support Technician

Employee Count: 4

IT Technical Support Workers

In 2017, IT Technicians were split from the Professional IT Staff

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	100.00%	2013-2017 ACS, NY/NJ MSA workforce, High School Diploma or higher in the following occupation: 1050 (Computer Support Specialists).
2-Internal	0.00%	NA

Title(s)	Employee(s)
IT Support Asst	4

Category: Technicians

Print Shop

Employee Count: 6

Print Shop and Related Tech Workers

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	100.00%	2013-2017 ACS, NY/NJ MSA workforce, no degree requirement, in the following occupations: 5900 (Office Machine Operators except Computers), 8250 (Pre-Press Technicians), 8255 (Printing Press Operators), and 8256 (Binding and Finishing Workers). Note: 2630 (Graphic Designers) was not included given small population at CUNY and very large population in the workforce.
2-Internal	0.00%	NA

Title(s)	Employee(s)
Graphics Designer	1
Print Shop Assistant	1
Print Shop Associate	3
Print Shop Coordinator	1

Category: Craft Workers

Basic Crafts-Buildings and Grounds

Employee Count: 9

Buildings and Grounds Workers

In 2017, Maintenance Workers moved from Skilled Trades into this group. In 2019, Supervisor (Maintenance and Labor) moved from Skilled Trades into this group.

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	80.00%	2013-2017 ACS, NY/NJ MSA workforce, no degree requirement, in the following occupations: 4210 (First-Line Supervisors of Landscape/Lawn Service/Grounds Workers), 4250 (Grounds Maintenance Workers), 7200 (Automotive Service Technicians and Mechanics), 7340 (Maintenance and Repair Workers-General), 9140 (Tax Drivers and Chauffeurs), and 9120 (Bus Drivers).
2-Internal	20.00%	Employees in the Custodian and Custodial Supervisor job groups, and employees in Helper titles in the Laborers and Helpers job group, Civil Service permanency not required, as of 6/1/2018.

Title(s)	Employee(s)
Maintenance Worker	8
Supervisor (Maint&Labor)	1

Laborers and Helpers

Employee Count: 13

Entry-Level Craft Workers

In 2017, split from Skilled Trades

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	60.00%	2013-2017 ACS, NY/NJ MSA workforce, no degree requirement, in the following occupations: 6600 (Helpers-Electricians, Helpers-Pipelayers, etc.) and 9630 (Laborers and Freight, Stock and Material Movers).
2-Internal	40.00%	Employees in the Custodial Assistant and Maintenance Worker titles, Civil Service permanency not required, as of 6/1/2018.

Title(s)	Employee(s)
Laborer	11
Stock Worker Supervisor	2

Category: Craft Workers

Skilled Trades

Employee Count: 18

Skilled Tradespeople

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	75.00%	2013-2017 ACS, NY/NJ MSA workforce, no degree requirement, in the following occupations: 6230 (Carpenters), 6250 (Cement Masons/Concrete Finishers), 6335 (Electricians), 6420 (Painters and Paper Hangers), 6440 (Pipelayers, Plumbers, Pipefitters, and Steamfitters), 6460 (Plasterers and Stucco Masons), 6515 (Roofers), 6700 (Elevator Installers and Repairers), 7300 (Control and Valve Installers and Repairers), 7350 (Machinery Maintenance Workers), 7540 (Locksmiths and Safe Repairers), 8030 (Machinists), and 8610 (Stationary Engineers and Boiler Operators).
2-Internal	25.00%	Employees in the title of Maintenance Worker or in any of the Helper titles in the Laborer-Helper job group, Civil Service permanency not required, as of 6/1/2018.

Title(s)	Employee(s)
Carpenter	2
Electrician	3
Locksmith	1
Oiler	3
Painter	2
Plumber	1
Stationary Engineer	6

Skilled Trades-Supervisor

Employee Count: 1

Skilled Trades Supervisors

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	0.00%	Internal Only-Promotional Title
2-Internal	100.00%	Employees with Civil Service permanency in Skilled Trade job group titles corresponding to the supervisory titles as of 6/1/2018.

Title(s)	Employee(s)
Stationary Engineer Sr	1

Category: Service Workers and Others

Campus Peace Officer

Employee Count: 20

Campus Security-Mid Level Staff

Prior to 2019, security staff titles were divided into CPO1 (CSA and CPO Level 1) and CPO2 (CPO Level 2)

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	0.00%	2013-2017 ACS, New York State residents within the NY/NJ MSA workforce, with one year or more of College and in the occupation of 3850 (Police and Sheriffs Patrol Officers).
2-Internal	20.00%	Employees in the title of Campus Security Assistant, Civil Service permanency not required, as of 6/1/2018.

Title(s)	Employee(s)
Campus Peace Officer	20

Campus Public Safety Sergeant

Employee Count: 11

Campus Security Supervisors and Campus Security Specialists

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	0.00%	For Campus Public Safety Sergeant, Internal only (promotional title). For Campus Security Specialist, candidates on a Civil Service list as of 6/1/2018; however not calculated as demographic data was not available and a small number were hired externally.
2-Internal	100.00%	For Campus Public Safety Sergeant, employees in the title of Campus Peace Officer with Civil Service permanency and two years of permanent service as of 6/1/2018.

Title(s)	Employee(s)
Campus Pub Safety Sergeant	7
Campus Security Specialist	4

Campus Security Assistant

Employee Count: 25

Campus Security-Entry Level Staff

Prior to 2019, security staff titles were divided into CPO1 (CSA and CPO Level 1) and CPO2 (CPO Level 2)

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	100.00%	2013-2017 ACS, New York State residents within the NY/NJ MSA workforce with High School Diploma or higher and one year of work experience (using proxy of minimum age of 18) and in the occupation of 3930 (Security Guards and Gaming Surveillance Officers).
2-Internal	0.00%	NA

Title(s)	Employee(s)
Campus Security Asst	25

Category: Service Workers and Others

Custodial

Employee Count: 46

Custodians-Entry Level

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	100.00%	2013-2017 ACS, NY/NJ MSA workforce, no degree requirement, in the occupation 4220 (Janitors and Building Cleaners).
2-Internal	0.00%	NA

Title(s)	Employee(s)
Custodial Assistant	46

Custodial Supervisor

Employee Count: 5

Custodial Supervisors

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	45.00%	2013-2017 ACS, NY/NJ MSA workforce, 8th Grade education or higher and in the occupation 4200 (First-Line Supervisors/Managers of Housekeeping and Janitorial Workers).
2-Internal	55.00%	Employees in the Custodial job group who are not temporary as of 6/1/2018.

Title(s)	Employee(s)
Custodial Supervisor	5

APPENDIX C - JOB GROUPS / LABOR MARKET AVAILABILITY FACTORS

Note: In the 2018-2019 Academic Year, CUNY added the titles listed below (not all are used at the College).

Job Code and Title Name	Job Group
200537 PSch Exec Director Strategic Initiatives and Ext Rels-Pasc	ADMIN1-EXEC
200539 Assistant VP Institutional Effectiveness	ADMIN1-EXEC
200562 University Executive Director-University Benefits	ADMIN1-EXEC
200563 PSch Sr Associate Dean Strategic Initiatives	ADMIN1-EXEC
200565 PSch Chief of Staff-AstAdm	ADMIN1-EXEC
200566 PSch Assistant Dean External Affairs	ADMIN1-EXEC
200567 University Executive Director-University Payroll	ADMIN1-EXEC
200568 University Senior University Dean	ADMIN1-EXEC
200569 University Associate Vice Chancellor Legal Affairs	ADMIN1-EXEC
200570 University Executive Chief Litigation Counsel-UAstAdm	ADMIN1-EXEC
200571 PSch Executive Director Alumni Engagement	ADMIN1-EXEC
200572 University Dean Special Programs	ADMIN1-EXEC
200573 VP Campus Planning and Facilities Management	ADMIN1-EXEC
200574 PSch Assistant Dean for Institutional Effectiveness	ADMIN1-EXEC
200575 PSch Executive Counsel and Labor Designee	ADMIN1-EXEC
200576 PSch Executive Director Bar Preparation Programs	ADMIN1-EXEC
200577 Univ Executive Deputy to Vice Chancellor	ADMIN1-EXEC
200578 Univ Senior Vice Chancellor InstAffair Strat Adv & Specl Cou	ADMIN1-EXEC
200579 Executive Counsel (AstAdm)	ADMIN1-EXEC
200580 Univ Executive Director Recruitment and Diversity	ADMIN1-EXEC
200581 Univ Vice Chancellor Communications and Marketing	ADMIN1-EXEC
200582 University Assistant Vice Chancellor OHRM	ADMIN1-EXEC
200583 University Associate Vice Chancellor & Chief of Staff	ADMIN1-EXEC
200584 PSch Assistant Dean	ADMIN1-EXEC
200585 Univ Senior Director IT Business -UAscAdm	ADMIN1-EXEC
200586 University Executive Director Tax Policy	ADMIN1-EXEC
500286 Television Media Engineering and Operations Technician 1	BDCAST-TECH
500288 Television Media Engineering and Operations Technician 2	BDCAST-TECH
500292 Television Media Production Specialist 1	BDCAST-TECH
500294 Television Media Production Specialist 2	BDCAST-TECH
500296 Television Media Production Specialist 3	BDCAST-TECH
500298 Television Media Design Specialist 1	BDCAST-TECH
500300 Television Media Design Specialist 2	BDCAST-TECH

APPENDIX D - ACADEMIC DEPARTMENTS BY DISCIPLINE/PROGRAM

John Jay College

Appendix D lists faculty department assignments and disciplines to which they are assigned for utilization reporting. Department names and assignments are as recorded in the CUNYfirst system. Only those departments with assigned faculty are listed here. Disciplines listing fewer than five faculty in a job group are listed here but will not be included in the utilization analyses in Appendix E.

Labor Market Availability is normally obtained from the Earned Degrees Conferred data provided by the National Center for Education Statistics. Exceptions, including blended rates, are noted.

Total Faculty: 412

APPENDIX D - ACADEMIC DEPARTMENTS BY DISCIPLINE/PROGRAM

Area, Ethnic, Cultural, Gender, and Group Studies

Faculty Count: 16

Department ID	Department Name	Number of Faculty
10314	Africana Studies	6
10179	Latin American & Latina/O St	10

Business, Management, Marketing, Support Services

Faculty Count: 9

Department ID	Department Name	Number of Faculty
10088	Economics	9

Communications, Journalism, etc. AND Visual and Performing Arts

Faculty Count: 9

Department ID	Department Name	Number of Faculty
10060	Communication And Theater Arts	9

Education - Developmental

Faculty Count: 13

Department ID	Department Name	Number of Faculty
75023	Counseling & Human Services	6
80170	Grant & Research Admin	1
65100	SEEK - Lump Sum	6

English Language and Literature/Letters

Faculty Count: 52

Department ID	Department Name	Number of Faculty
10102	English	52

Foreign Languages, Literatures, and Linguistics

Faculty Count: 7

Department ID	Department Name	Number of Faculty
10117	Modern Languages & Literatures	7

History

Faculty Count: 18

Department ID	Department Name	Number of Faculty
10147	History	18

Homeland Security, Law Enforcement, Firefighting, etc.

Faculty Count: 57

Department ID	Department Name	Number of Faculty
10419	Criminal Justice	20

APPENDIX D - ACADEMIC DEPARTMENTS BY DISCIPLINE/PROGRAM

10234	Law,Police Sci&CrimJustice Adm	24
10116	Security, Fire and Emergency	13

Library (Librarians/Non-Teaching)

Faculty Count: 11

Department ID	Department Name	Number of Faculty
70054	Library	11

Mathematics and Computer Science

Faculty Count: 31

Department ID	Department Name	Number of Faculty
10195	Mathematics & Computer Science	31

Multi/Interdisciplinary Studies

Faculty Count: 8

Department ID	Department Name	Number of Faculty
10165	Interdisciplinary Studies	8

Parks, Recreation, Leisure and Fitness Studies

Faculty Count: 1

Department ID	Department Name	Number of Faculty
10222	Health & Physical Education	1

Philosophy and Religious Studies

Faculty Count: 11

Department ID	Department Name	Number of Faculty
10221	Philosophy	11

Physical Sciences

Faculty Count: 26

Department ID	Department Name	Number of Faculty
10225	Sciences	26

Psychology

Faculty Count: 44

Department ID	Department Name	Number of Faculty
10245	Psychology	44

Public Administration

Faculty Count: 29

Department ID	Department Name	Number of Faculty
10249	Public Management	29

APPENDIX D - ACADEMIC DEPARTMENTS BY DISCIPLINE/PROGRAM

Social Sciences

Faculty Count: 61

Department ID	Department Name	Number of Faculty
10015	Anthropology	11
10316	Political Science	21
10283	Sociology	29

Visual and Performing Arts

Faculty Count: 9

Department ID	Department Name	Number of Faculty
10022	Art And Music	9

APPENDIX D-1 - COLLEGE LAB TECHNICIAN CATEGORIES

John Jay College

Appendix D-1 lists categories assigned to College Laboratory Technicians (Administration 4 Group) based on the academic department to which they are assigned (either "Science Technology and Engineering" or "All Other").

Groups of less than five employees total will not be included in the utilization analyses in Appendix E.

Full-Time Employee Count: 12

College Lab Tech-Blended Science Engineering Technical

Employees: 12

Department ID	Department Name	Number of Technicians
10225	Sciences	12

APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP

John Jay College

Appendix E-1 presents utilization and underutilization of protected groups by job group.

A group is reported only when five or more employees are assigned to it.

Underutilization occurs where the utilization of a protected group is less than 80% of Labor Market Availability. We calculate a number approximating the number of full-time employees that would be needed to make utilization equal to the labor market. Where utilization is zero (0), underutilization exists but not to the level of one full-time equivalent employee. Blanks indicate no underutilization.

Underutilization numbers for females and total minorities represent specific placement goals as prescribed for federal Affirmative Action Plans.

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

APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP

Category: Executive/Administrative/Managerial

Job Group: Administration 1 (Executive)

Description: Executive Compensation Plan (Other Than Chief Executive)

Full-time Employees: 23

Employees in this group hold the following titles:

Title ID	Title Name
04315	Administrator
04321	Assc Administrator
04320	Assc Dean
04723	Asst Administrator
04722	Asst Dean
04316	Asst Vice President
04314	Dean
04702	Vice President

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	11	8	3	3	2
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization Percent	47.8%	34.8%	13.0%	13.0%	8.7%
Labor Market Avail. Percent	44.2%	27.7%	9.8%	8.8%	7.9%

APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP

Category: Executive/Administrative/Managerial

Job Group: Administration 2 (Manager)
Description: Manager-Level Administrators
Full-time Employees: 164

Employees in this group hold the following titles:

Title ID	Title Name
04075	HE Associate
04097	HE Officer

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	118	94	13	42	38
Underutilized (Y = Yes)			Y		
Number Underutilized			5		
Actual Utilization Percent	72.0%	57.3%	7.9%	25.6%	23.2%
Labor Market Avail. Percent	57.4%	48.1%	11.0%	19.6%	15.7%

APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP

Category: Executive/Administrative/Managerial

Job Group: Facility Manager

Description: Facility Superintendents (Managerial)

Full-time Employees: 5

Employees in this group hold the following titles:

Title ID	Title Name
04975	Admin Supt Builds Grds
04984	Chief Admin Supt - Competitive

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	2	3	2	1	0
Underutilized (Y = Yes)					Y
Number Underutilized					1
Actual Utilization Percent	40.0%	60.0%	40.0%	20.0%	0.0%
Labor Market Avail. Percent	21.3%	38.1%	13.9%	11.3%	11.3%

APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP

Category: Professional Non-Faculty

Job Group: Administration 3 (Professional)

Description: Entry and Mid-Level Administrators (Professionals)

Full-time Employees: 183

Employees in this group hold the following titles:

Title ID	Title Name
04017	Asst to HEO
04099	HE Assistant

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	134	130	12	57	56
Underutilized (Y = Yes)			Y		
Number Underutilized			10		
Actual Utilization Percent	73.2%	71.0%	6.6%	31.1%	30.6%
Labor Market Avail. Percent	69.0%	43.4%	12.3%	16.7%	12.5%

APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP

Category: Professional Non-Faculty

Job Group: IT Computer Professional
Description: Information Technology Professionals
Full-time Employees: 30

Employees in this group hold the following titles:

Title ID	Title Name
04877	IT Associate
04875	IT Asst
04029	IT Bus Data Rep Analyst
04880	IT Sr Associate

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	10	25	6	13	6
Underutilized (Y = Yes)	Y		Y		
Number Underutilized	3		2		
Actual Utilization Percent	33.3%	83.3%	20.0%	43.3%	20.0%
Labor Market Avail. Percent	42.3%	55.7%	28.0%	13.3%	12.7%

APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP

Category: Administrative Support Workers

Job Group: Office Assistant

Description: Administrative Support Staff-Entry Level

Full-time Employees: 36

Employees in this group hold the following titles:

Title ID	Title Name
04802	CUNY Office Assistant

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	32	32	5	15	11
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization Percent	88.9%	88.9%	13.9%	41.7%	30.6%
Labor Market Avail. Percent	87.9%	40.0%	7.8%	14.3%	16.2%

APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP

Category: Craft Workers

Job Group: Basic Crafts-Buildings and Grounds

Description: Buildings and Grounds Workers

Full-time Employees: 9

Employees in this group hold the following titles:

Title ID	Title Name
90698	Maintenance Worker
91310	Supervisor (Maint&Labor)

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	0	7	0	4	3
Underutilized (Y = Yes)	Y		Y		
Number Underutilized	1		1		
Actual Utilization Percent	0.0%	77.8%	0.0%	44.4%	33.3%
Labor Market Avail. Percent	16.1%	67.7%	11.7%	22.8%	31.3%

APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP

Category: Craft Workers

Job Group: Laborers and Helpers
Description: Entry-Level Craft Workers
Full-time Employees: 13

Employees in this group hold the following titles:

Title ID	Title Name
90702	Laborer
12202	Stock Worker Supervisor

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	0	12	0	5	7
Underutilized (Y = Yes)	Y		Y		
Number Underutilized	3		1		
Actual Utilization Percent	0.0%	92.3%	0.0%	38.5%	53.8%
Labor Market Avail. Percent	20.9%	72.0%	6.2%	23.7%	39.3%

APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP

Category: Craft Workers

Job Group: Skilled Trades

Description: Skilled Tradespeople

Full-time Employees: 18

Employees in this group hold the following titles:

Title ID	Title Name
04899	Carpenter
91717	Electrician
04905	Locksmith
04891	Oiler
91830	Painter
91915	Plumber
04915	Stationary Engineer

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	0	4	1	0	3
Underutilized (Y = Yes)	Y	Y		Y	Y
Number Underutilized	0	4		2	2
Actual Utilization Percent	0.0%	22.2%	5.6%	0.0%	16.7%
Labor Market Avail. Percent	2.2%	45.1%	4.3%	13.1%	25.6%

APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP

Category: Technicians

Job Group: Broadcast/Media

Description: Broadcast and Mass Media Technicians and Graphic Designers

Full-time Employees: 6

Employees in this group hold the following titles:

Title ID	Title Name
04992	Broadcast Assc

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	0	4	0	2	2
Underutilized (Y = Yes)	Y		Y		
Number Underutilized	2		0		
Actual Utilization Percent	0.0%	66.7%	0.0%	33.3%	33.3%
Labor Market Avail. Percent	32.4%	26.2%	6.1%	7.0%	10.6%

APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP

Category: Technicians

Job Group: Print Shop

Description: Print Shop and Related Tech Workers

Full-time Employees: 6

Employees in this group hold the following titles:

Title ID	Title Name
04808	Graphics Designer
04805	Print Shop Assistant
04806	Print Shop Associate
04807	Print Shop Coordinator

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	2	4	0	0	4
Underutilized (Y = Yes)			Y	Y	
Number Underutilized			1	1	
Actual Utilization Percent	33.3%	66.7%	0.0%	0.0%	66.7%
Labor Market Avail. Percent	24.5%	48.1%	8.4%	11.5%	27.1%

APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP

Category: Service Workers and Others

Job Group: Campus Public Safety Sergeant

Description: Campus Security Supervisors and Campus Security Specialists

Full-time Employees: 11

Employees in this group hold the following titles:

Title ID	Title Name
04846	Campus Pub Safety Sergeant
04845	Campus Security Specialist

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	1	8	0	4	4
Underutilized (Y = Yes)	Y		Y	Y	
Number Underutilized	1		1	2	
Actual Utilization Percent	9.1%	72.7%	0.0%	36.4%	36.4%
Labor Market Avail. Percent	21.9%	88.1%	4.9%	53.8%	27.4%

APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP

Category: Service Workers and Others

Job Group: Campus Peace Officer
Description: Campus Security-Mid Level Staff
Full-time Employees: 20

Employees in this group hold the following titles:

Title ID **Title Name**
 04844 Campus Peace Officer

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	6	19	1	9	9
Underutilized (Y = Yes)			Y		
Number Underutilized			1		
Actual Utilization Percent	30.0%	95.0%	5.0%	45.0%	45.0%
Labor Market Avail. Percent	18.6%	53.8%	7.7%	24.1%	20.2%

APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP

Category: Service Workers and Others

Job Group: Campus Security Assistant

Description: Campus Security-Entry Level Staff

Full-time Employees: 25

Employees in this group hold the following titles:

Title ID	Title Name
04841	Campus Security Asst

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	18	24	3	13	6
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization Percent	72.0%	96.0%	12.0%	52.0%	24.0%
Labor Market Avail. Percent	19.8%	71.2%	6.9%	41.4%	20.4%

APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP

Category: Service Workers and Others

Job Group: Custodial Supervisor

Description: Custodial Supervisors

Full-time Employees: 5

Employees in this group hold the following titles:

Title ID	Title Name
04862	Custodial Supervisor

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	1	5	0	3	2
Underutilized (Y = Yes)	Y		Y		
Number Underutilized	1		0		
Actual Utilization Percent	20.0%	100.0%	0.0%	60.0%	40.0%
Labor Market Avail. Percent	32.7%	74.5%	5.3%	30.5%	38.0%

APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP

Category: Service Workers and Others

Job Group: Custodial
Description: Custodians-Entry Level
Full-time Employees: 46

Employees in this group hold the following titles:

Title ID **Title Name**
 04861 Custodial Assistant

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	23	42	2	21	19
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization Percent	50.0%	91.3%	4.3%	45.7%	41.3%
Labor Market Avail. Percent	26.9%	68.0%	5.1%	19.8%	41.5%

APPENDIX E-2 COLLEGE LAB TECHNICIAN UTILIZATION BY CATEGORY

John Jay College

Appendix E-2 presents utilization and underutilization for College Laboratory Technicians, by general discipline and by protected demographic group.

A group is reported only when five or more employees are assigned to it.

Underutilization occurs where utilization of a given group is less than 80% of Labor Market Availability. We calculate a number approximating the number of full-time employees that would be needed to make utilization equal to the labor market. When this number is zero (0), underutilization exists but not to the level of one full-time equivalent employee. Blanks represent no underutilization.

Underutilization numbers for females and total minorities represent specific placement goals as prescribed for federal Affirmative Action Plans.

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

APPENDIX E-2 COLLEGE LAB TECHNICIAN UTILIZATION BY CATEGORY

College Lab Tech - Science, Tech, Eng.

Full-Time Employees: 12

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

Department ID Department Name

10225 Sciences

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Oth Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	9	7	3	0	4
Underutilized (Y = Yes)				Y	
Number Underutilized				1	
Actual Utilization Percent	75.0%	58.3%	25.0%	0.0%	33.3%
Labor Market Avail. Percent	27.8%	49.3%	22.4%	10.6%	14.2%

APPENDIX E-3 - FACULTY UTILIZATION BY DISCIPLINE/PROGRAM

John Jay College

Appendix E-3 presents utilization and underutilization, of faculty members in protected groups, by academic discipline within job group.

A group is reported only when five or more faculty are assigned to it.

Underutilization occurs where the utilization of a protected group is less than 80% of Labor Market Availability. We calculate a number approximating the number of full-time employees that would be needed to make utilization equal to the labor market. Where utilization is zero (0), underutilization exists but not to the level of one full-time equivalent employee. Blanks indicate no underutilization.

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

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

APPENDIX E-3 - FACULTY UTILIZATION BY DISCIPLINE/PROGRAM

Area, Ethnic, Cultural, Gender, and Group Studies

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

- 10314 Africana Studies
- 10179 Latin American & Latina/O St

Job Group Faculty-Professorial

Total Faculty: 15

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Faculty	8	12	0	3	9
Underutilized (Y = Yes)			Y		
Number Underutilized			1		
Actual Utilization Percent	53.3%	80.0%	0.0%	20.0%	60.0%
Labor Market Avail. Percent	61.5%	45.2%	4.8%	13.4%	22.0%

APPENDIX E-3 - FACULTY UTILIZATION BY DISCIPLINE/PROGRAM

Business, Management, Marketing, Support Services

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

10088 Economics

Job Group **Faculty-Professorial**

Total Faculty: 8

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino
Number of Faculty	2	2	0	1	1
Underutilized (Y = Yes)	Y	Y	Y	Y	
Number Underutilized	1	1	1	1	
Actual Utilization Percent	25.0%	25.0%	0.0%	12.5%	12.5%
Labor Market Avail. Percent	42.9%	37.2%	7.0%	21.6%	6.5%

APPENDIX E-3 - FACULTY UTILIZATION BY DISCIPLINE/PROGRAM

Communications, Journalism, etc. AND Visual and Performing Arts

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

10060 Communication And Theater Arts

Job Group **Faculty-Professorial**

Total Faculty: 8

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino
Number of Faculty	5	1	0	0	1
Underutilized (Y = Yes)		Y	Y	Y	
Number Underutilized		1	1	0	
Actual Utilization Percent	62.5%	12.5%	0.0%	0.0%	12.5%
Labor Market Avail. Percent	52.4%	19.4%	7.2%	4.3%	5.3%

APPENDIX E-3 - FACULTY UTILIZATION BY DISCIPLINE/PROGRAM

Education - Developmental

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

- 75023 Counseling & Human Services
- 80170 Grant & Research Admin
- 65100 SEEK - Lump Sum

Job Group Faculty-Professorial

Total Faculty: 12

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Faculty	10	9	0	3	6
Underutilized (Y = Yes)			Y		
Number Underutilized			0		
Actual Utilization Percent	83.3%	75.0%	0.0%	25.0%	50.0%
Labor Market Avail. Percent	72.1%	32.1%	2.6%	17.8%	8.5%

APPENDIX E-3 - FACULTY UTILIZATION BY DISCIPLINE/PROGRAM

English Language and Literature/Letters

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

10102 English

Job Group Faculty-Professorial

Total Faculty: 37

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino
Number of Faculty	19	7	2	3	2
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization Percent	51.4%	18.9%	5.4%	8.1%	5.4%
Labor Market Avail. Percent	63.4%	14.6%	3.6%	4.2%	4.8%

Job Group Faculty-Lecturer

Total Faculty: 15

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino
Number of Faculty	10	4	2	1	0
Underutilized (Y = Yes)		Y		Y	Y
Number Underutilized		1		0	2
Actual Utilization Percent	66.7%	26.7%	13.3%	6.7%	0.0%
Labor Market Avail. Percent	71.6%	33.6%	6.4%	9.7%	14.2%

APPENDIX E-3 - FACULTY UTILIZATION BY DISCIPLINE/PROGRAM

Foreign Languages, Literatures, and Linguistics

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

10117 Modern Languages & Literatures

Job Group Faculty-Professorial

Total Faculty: 6

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino
Number of Faculty	6	5	0	0	5
Underutilized (Y = Yes)			Y	Y	
Number Underutilized			0	0	
Actual Utilization Percent	100.0%	83.3%	0.0%	0.0%	83.3%
Labor Market Avail. Percent	59.2%	21.2%	3.9%	1.5%	13.4%

APPENDIX E-3 - FACULTY UTILIZATION BY DISCIPLINE/PROGRAM

History

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

10147 History

Job Group Faculty-Professorial

Total Faculty: 17

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino
Number of Faculty	6	4	1	1	1
Underutilized (Y = Yes)	Y				Y
Number Underutilized	2				0
Actual Utilization Percent	35.3%	23.5%	5.9%	5.9%	5.9%
Labor Market Avail. Percent	46.3%	18.4%	2.1%	6.2%	7.9%

APPENDIX E-3 - FACULTY UTILIZATION BY DISCIPLINE/PROGRAM

Homeland Security, Law Enforcement, Firefighting, etc.

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

- 10419 Criminal Justice
- 10234 Law, Police Sci & Crim Justice Adm
- 10116 Security, Fire and Emergency

Job Group Faculty-Professorial

Total Faculty: 49

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino
Number of Faculty	15	14	6	4	4
Underutilized (Y = Yes)	Y			Y	
Number Underutilized	8			5	
Actual Utilization Percent	30.6%	28.6%	12.2%	8.2%	8.2%
Labor Market Avail. Percent	47.8%	27.2%	1.1%	18.3%	6.7%

Job Group Faculty-Lecturer

Total Faculty: 8

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino
Number of Faculty	0	0	0	0	0
Underutilized (Y = Yes)	Y	Y	Y	Y	Y
Number Underutilized	4	4	0	1	2
Actual Utilization Percent	0.0%	0.0%	0.0%	0.0%	0.0%
Labor Market Avail. Percent	46.3%	49.6%	4.7%	16.5%	25.8%

APPENDIX E-3 - FACULTY UTILIZATION BY DISCIPLINE/PROGRAM

Library (Librarians/Non-Teaching)

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

70054 Library

Job Group **Faculty-Librarian**

Total Faculty: 11

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino
Number of Faculty	10	3	1	1	0
Underutilized (Y = Yes)					Y
Number Underutilized					0
Actual Utilization Percent	90.9%	27.3%	9.1%	9.1%	0.0%
Labor Market Avail. Percent	82.8%	13.6%	4.0%	4.4%	3.8%

APPENDIX E-3 - FACULTY UTILIZATION BY DISCIPLINE/PROGRAM

Mathematics and Computer Science

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

10195 Mathematics & Computer Science

Job Group Faculty-Professorial

Total Faculty: 17

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino
Number of Faculty	5	9	7	1	0
Underutilized (Y = Yes)					Y
Number Underutilized					1
Actual Utilization Percent	29.4%	52.9%	41.2%	5.9%	0.0%
Labor Market Avail. Percent	23.3%	25.8%	11.1%	6.2%	5.4%

Job Group Faculty-Lecturer

Total Faculty: 14

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino
Number of Faculty	4	10	2	4	4
Underutilized (Y = Yes)			Y		
Number Underutilized			1		
Actual Utilization Percent	28.6%	71.4%	14.3%	28.6%	28.6%
Labor Market Avail. Percent	26.7%	43.8%	20.8%	8.6%	11.7%

APPENDIX E-3 - FACULTY UTILIZATION BY DISCIPLINE/PROGRAM

Multi/Interdisciplinary Studies

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

10165 Interdisciplinary Studies

Job Group Faculty-Professorial

Total Faculty: 8

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino
Number of Faculty	5	1	0	1	0
Underutilized (Y = Yes)		Y	Y		Y
Number Underutilized		1	0		1
Actual Utilization Percent	62.5%	12.5%	0.0%	12.5%	0.0%
Labor Market Avail. Percent	54.6%	23.6%	5.3%	10.0%	6.5%

APPENDIX E-3 - FACULTY UTILIZATION BY DISCIPLINE/PROGRAM

Philosophy and Religious Studies

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

10221 Philosophy

Job Group **Faculty-Professorial**

Total Faculty: 11

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino
Number of Faculty	4	4	1	1	2
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization Percent	36.4%	36.4%	9.1%	9.1%	18.2%
Labor Market Avail. Percent	36.8%	16.7%	4.4%	5.5%	5.0%

APPENDIX E-3 - FACULTY UTILIZATION BY DISCIPLINE/PROGRAM

Physical Sciences

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

10225 Sciences

Job Group **Faculty-Professorial**

Total Faculty: 22

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino
Number of Faculty	10	8	4	2	2
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization Percent	45.5%	36.4%	18.2%	9.1%	9.1%
Labor Market Avail. Percent	33.3%	18.5%	7.8%	3.0%	5.3%

APPENDIX E-3 - FACULTY UTILIZATION BY DISCIPLINE/PROGRAM

Psychology

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

10245 Psychology

Job Group Faculty-Professorial

Total Faculty: 44

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino
Number of Faculty	24	12	4	6	2
Underutilized (Y = Yes)	Y				Y
Number Underutilized	9				3
Actual Utilization Percent	54.5%	27.3%	9.1%	13.6%	4.5%
Labor Market Avail. Percent	75.0%	29.3%	5.8%	8.8%	12.2%

APPENDIX E-3 - FACULTY UTILIZATION BY DISCIPLINE/PROGRAM

Public Administration

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

10249 Public Management

Job Group **Faculty-Professorial**

Total Faculty: 25

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino
Number of Faculty	13	6	4	2	0
Underutilized (Y = Yes)		Y		Y	Y
Number Underutilized		2		3	1
Actual Utilization Percent	52.0%	24.0%	16.0%	8.0%	0.0%
Labor Market Avail. Percent	62.7%	31.4%	7.3%	18.1%	4.9%

APPENDIX E-3 - FACULTY UTILIZATION BY DISCIPLINE/PROGRAM

Social Sciences

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

- 10015 Anthropology
- 10316 Political Science
- 10283 Sociology

Job Group Faculty-Professorial

Total Faculty: 58

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino
Number of Faculty	34	19	7	5	6
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization Percent	58.6%	32.8%	12.1%	8.6%	10.3%
Labor Market Avail. Percent	46.9%	20.7%	5.7%	5.5%	7.5%

APPENDIX E-3 - FACULTY UTILIZATION BY DISCIPLINE/PROGRAM

Visual and Performing Arts

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

10022 Art And Music

Job Group Faculty-Professorial

Total Faculty: 9

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino
Number of Faculty	4	4	0	2	2
Underutilized (Y = Yes)			Y		
Number Underutilized			1		
Actual Utilization Percent	44.4%	44.4%	0.0%	22.2%	22.2%
Labor Market Avail. Percent	50.7%	19.6%	8.0%	4.0%	4.9%

APPENDIX F-1 - SUMMARY OF PERSONNEL ACTIVITY

John Jay College

Appendix F provides tables with detail on personnel activities and faculty tenure actions by ethnicity and gender. This first section (F-1) provides detail on personnel activity in the categories noted below, evaluated by job group and by EEO Category.

Detail on selected categories/groups with material levels of activity are published here.

Personnel Action Categories

Action Type	Description
Advancement	Moved to a job title that represents career advancement, whether or not on a published career path. Can be evaluated by sub-categories (Moved to a Higher Title within Group and Moved to a Higher Job Group).
Joined Group - Hire	Employed at the college for the first time, or re-hired after a break in service; includes employees who previously worked at another CUNY College and those appointed through Civil Service Transfer Rosters.
Joined Group - Internal Move	Joined group from another job group. Can be evaluated by sub-categories (Joined from a Higher Job Group, Joined from a Lower Job Group (Advancement), Other Change of Group, or Return to Faculty from Other Title).
Left Group - Internal Move	Left group to move to another job group. Can be evaluated by sub-categories (Move to a Higher Job Group (Advancement), Move to a Lower Job Group, Other Change of Group, or Return to Faculty from Other Title).
Left Group - Separation	Left employment at the college. Includes leaving CUNY entirely (for both voluntary and involuntary reasons) or leaving to take a job at another college, including through Civil Service Transfer Rosters.

Campus Summary-All Groups

	Net Group Changes	NET ADDITIONS		Joined Group - HIRE	Joined Group-INTERNAL MOVE				NET SUBTRACTIONS		Left Group - SEPARATION	Left Group-INTERNAL MOVE				TOTAL ADVANCEMENTS	
		Addition #	Additions %	Hire (Outside CUNY and Other CUNY College)	Previously in a Higher Group	Previously in a Lower Group	Other Change	Return to Faculty	Sub. #	Sub %	Separation (Left College or Left CUNY)	Left for a Higher Group	Left for a Lower Group	Other Change	Returned to Faculty	Advancements to Higher Group or Within Group	Advance%
Total	10	104		104	6	19	1	-	(94)		(94)	(19)	(6)	(1)	-	45	
Male	(6)	36	35%	36	1	4	1	-	(42)	45%	(42)	(4)	(1)	(1)	-	12	27%
Female	16	68	65%	68	5	15	-	-	(52)	55%	(52)	(15)	(5)	-	-	33	73%
Other/Unknown	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	0	0%
Total Min	25	67	64%	67	3	12	1	-	(42)	45%	(42)	(12)	(3)	(1)	-	30	67%
Asian	9	14	13%	14	-	1	-	-	(5)	5%	(5)	(1)	-	-	-	7	16%
Black	7	24	23%	24	-	7	-	-	(17)	18%	(17)	(7)	-	-	-	13	29%
Hispanic	9	26	25%	26	3	4	1	-	(17)	18%	(17)	(4)	(3)	(1)	-	10	22%
Other Minority	-	3	3%	3	-	-	-	-	(3)	3%	(3)	-	-	-	-	0	0%
Italian-American	(5)	2	2%	2	2	-	-	-	(7)	7%	(7)	-	(2)	-	-	0	0%
White (Not Ital)	(10)	35	34%	35	1	7	-	-	(45)	48%	(45)	(7)	(1)	-	-	15	33%
All White	(15)	37	36%	37	3	7	-	-	(52)	55%	(52)	(7)	(3)	-	-	15	33%
Unknown	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	0	0%
Veterans	1	4	4%	4	-	-	-	-	(3)	3%	(3)	-	-	-	-	0	0%
Individuals w/Disabilities	1	2	2%	2	-	-	-	-	(1)	1%	(1)	-	-	-	-	0	0%

Job Group Detail
Administration 1 (Executive)

	Net Group Changes	NET ADDITIONS		Joined Group - HIRE	Joined Group-Internal	Joined Group-INTERNAL MOVE				NET SUBTRACTIONS		Left Group - SEPARATION	Left Group-Internal	Left Group-INTERNAL MOVE				TOTAL ADVANCEMENTS	
		Addition #	Additions %	Hire (Outside CUNY and Other CUNY College)	Joined Group from another Job Group	Previously in a Higher Group	Previously in a Lower Group	Other Change	Return to Faculty	Sub. #	Sub %	Separation (Left College or Left CUNY)	Left for another Job Group	Left for a Higher Group	Left for a Lower Group	Other Change	Returned to Faculty	Advancements to Higher Group or Within Group	Advance%
Total	1	3		1	2	-	2	-	-	(2)		(2)	-	-	-	-	0		
Male	-	1	33%	1	-	-	-	-	-	(1)	50%	(1)	-	-	-	-	0	0%	
Female	1	2	67%	-	2	-	2	-	-	(1)	50%	(1)	-	-	-	-	0	0%	
Other/Unknown	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	0	0%	
Total Min	2	2	67%	1	1	-	1	-	-	-	0%	-	-	-	-	-	0	0%	
Asian	1	1	33%	1	-	-	-	-	-	-	0%	-	-	-	-	-	0	0%	
Black	1	1	33%	-	1	-	1	-	-	-	0%	-	-	-	-	-	0	0%	
Hispanic	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	0	0%	
Other Minority	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	0	0%	
Italian-American	(1)	-	0%	-	-	-	-	-	-	(1)	50%	(1)	-	-	-	-	0	0%	
White (Not Ital)	-	1	33%	-	1	-	1	-	-	(1)	50%	(1)	-	-	-	-	0	0%	
All White	(1)	1	33%	-	1	-	1	-	-	(2)	100%	(2)	-	-	-	-	0	0%	
Unknown	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	0	0%	
Veterans Individuals w/Disabilities	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	0	0%	

Job Group Detail
Administration 2 (Managers)

	Net Group Changes	NET ADDITIONS		Joined Group - HIRE	Joined Group-Internal	Joined Group-INTERNAL MOVE				NET SUBTRACTIONS		Left Group - SEPARATION	Left Group-Internal	Left Group-INTERNAL MOVE				TOTAL ADVANCEMENTS	
		Addition #	Additions %	Hire (Outside CUNY and Other CUNY College)	Joined Group from another Job Group	Previously in a Higher Group	Previously in a Lower Group	Other Change	Return to Faculty	Sub. #	Sub %	Separation (Left College or Left CUNY)	Left for another Job Group	Left for a Higher Group	Left for a Lower Group	Other Change	Returned to Faculty	Advancements to Higher Group or Within Group	Advance%
Total	8	23		11	12	-	11	1	-	(15)		(12)	(3)	(2)	(1)	-	-	10	
Male	1	6	26%	3	3	-	2	1	-	(5)	33%	(5)	-	-	-	-	-	3	30%
Female	7	17	74%	8	9	-	9	-	-	(10)	67%	(7)	(3)	(2)	(1)	-	-	7	70%
Other/Unknown	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	0	0%
Total Min	5	12	52%	6	6	-	5	1	-	(7)	47%	(6)	(1)	(1)	-	-	-	7	70%
Asian	-	2	9%	2	-	-	-	-	-	(2)	13%	(2)	-	-	-	-	-	2	20%
Black	2	4	17%	1	3	-	3	-	-	(2)	13%	(1)	(1)	(1)	-	-	-	3	30%
Hispanic	3	6	26%	3	3	-	2	1	-	(3)	20%	(3)	-	-	-	-	-	2	20%
Other Minority	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	0	0%
Italian-American	(1)	-	0%	-	-	-	-	-	-	(1)	7%	-	(1)	-	(1)	-	-	0	0%
White (Not Ital)	4	11	48%	5	6	-	6	-	-	(7)	47%	(6)	(1)	(1)	-	-	-	3	30%
All White	3	11	48%	5	6	-	6	-	-	(8)	53%	(6)	(2)	(1)	(1)	-	-	3	30%
Unknown	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	0	0%
Veterans	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	0	0%
Individuals w/Disabilities	1	1	4%	1	-	-	-	-	-	-	0%	-	-	-	-	-	-	0	0%

Job Group Detail
Facility Manager

	Net Group Changes	NET ADDITIONS		Joined Group - HIRE	Joined Group-Internal	Joined Group-INTERNAL MOVE				NET SUBTRACTIONS		Left Group - SEPARATION	Left Group-Internal	Left Group-INTERNAL MOVE				TOTAL ADVANCEMENTS	
		Addition #	Additions %	Hire (Outside CUNY and Other CUNY College)	Joined Group from another Job Group	Previously in a Higher Group	Previously in a Lower Group	Other Change	Return to Faculty	Sub. #	Sub %	Separation (Left College or Left CUNY)	Left for another Job Group	Left for a Higher Group	Left for a Lower Group	Other Change	Returned to Faculty	Advancements to Higher Group or Within Group	Advance%
Total	-	1		1	-	-	-	-	-	(1)		(1)	-	-	-	-	0		
Male	-	1	100%	1	-	-	-	-	-	(1)	100%	(1)	-	-	-	-	0	0%	
Female	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	0	0%	
Other/Unknown	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	0	0%	
Total Min	-	1	100%	1	-	-	-	-	-	(1)	100%	(1)	-	-	-	-	0	0%	
Asian	1	1	100%	1	-	-	-	-	-	-	0%	-	-	-	-	-	0	0%	
Black	(1)	-	0%	-	-	-	-	-	-	(1)	100%	(1)	-	-	-	-	0	0%	
Hispanic	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	0	0%	
Other Minority	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	0	0%	
Italian-American	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	0	0%	
White (Not Ital)	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	0	0%	
All White	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	0	0%	
Unknown	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	0	0%	
Veterans	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	0	0%	
Individuals w/Disabilities	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	0	0%	

Job Group Detail
Security Manager

	Net Group Changes	NET ADDITIONS							NET SUBTRACTIONS		Left Group - INTERNAL MOVE						TOTAL ADVANCEMENTS	
		Addition #	Additions %	Hire (Outside CUNY and Other CUNY College)	Joined Group from another Job Group	Previously in a Higher Group	Previously in a Lower Group	Other Change	Return to Faculty	Sub. #	Sub %	Separation (Left College or Left CUNY)	Left for another Job Group	Left for a Higher Group	Left for a Lower Group	Other Change	Returned to Faculty	Advancements to Higher Group or Within Group
Total	(1)	-	-	-	-	-	-	-	(1)	-	-	(1)	-	-	(1)	-	0	-
Male	(1)	-	0%	-	-	-	-	-	(1)	100%	-	(1)	-	-	(1)	-	0	0%
Female	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0	0%
Other/Unknown	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0	0%
Total Min	(1)	-	0%	-	-	-	-	-	(1)	100%	-	(1)	-	-	(1)	-	0	0%
Asian	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0	0%
Black	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0	0%
Hispanic	(1)	-	0%	-	-	-	-	-	(1)	100%	-	(1)	-	-	(1)	-	0	0%
Other Minority	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0	0%
Italian-American	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0	0%
White (Not Ital)	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0	0%
All White	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0	0%
Unknown	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0	0%
Veterans	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0	0%
Individuals w/Disabilities	-	-	0%	-	-	-	-	-	-	0%	-	-	-	-	-	-	0	0%

Job Group Detail
Faculty-Professorial

	Net Group Changes	NET ADDITIONS		Joined Group - HIRE	Joined Group-Internal	Joined Group-INTERNAL MOVE				NET SUBTRACTIONS		Left Group - SEPARATION	Left Group-Internal	Left Group-INTERNAL MOVE				TOTAL ADVANCEMENTS	
		Addition #	Additions %	Hire (Outside CUNY and Other CUNY College)	Joined Group from another Job Group	Previously in a Higher Group	Previously in a Lower Group	Other Change	Return to Faculty	Sub. #	Sub %	Separation (Left College or Left CUNY)	Left for another Job Group	Left for a Higher Group	Left for a Lower Group	Other Change	Returned to Faculty	Advancements to Higher Group or Within Group	Advance%
Total	(3)	19		18	1	-	1	-	-	(22)		(21)	(1)	-	(1)	-	-	11	
Male	(4)	8	42%	8	-	-	-	-	-	(12)	55%	(11)	(1)	-	(1)	-	-	5	45%
Female	1	11	58%	10	1	-	1	-	-	(10)	45%	(10)	-	-	-	-	-	6	55%
Other/Unknown	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	0	0%
Total Min	6	10	53%	9	1	-	1	-	-	(4)	18%	(4)	-	-	-	-	-	6	55%
Asian	2	2	11%	2	-	-	-	-	-	-	0%	-	-	-	-	-	-	3	27%
Black	(1)	2	11%	2	-	(1)	-	-	-	(3)	14%	(3)	-	-	-	-	-	2	18%
Hispanic	4	5	26%	4	1	-	1	-	-	(1)	5%	(1)	-	-	-	-	-	1	9%
Other Minority	1	1	5%	1	-	-	-	-	-	-	0%	-	-	-	-	-	-	0	0%
Italian-American	-	2	11%	2	-	-	-	-	-	(2)	9%	(2)	-	-	-	-	-	0	0%
White (Not Ital)	(9)	7	37%	7	-	-	-	-	-	(16)	73%	(15)	(1)	-	(1)	-	-	5	45%
All White	(9)	9	47%	9	-	-	-	-	-	(18)	82%	(17)	(1)	-	(1)	-	-	5	45%
Unknown	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	0	0%
Veterans	-	2	11%	2	-	-	-	-	-	(2)	9%	(2)	-	-	-	-	-	0	0%
Individuals w/Disabilities	-	1	5%	1	-	-	-	-	-	(1)	5%	(1)	-	-	-	-	-	0	0%

Job Group Detail
Faculty-Lecturer

	Net Group Changes	NET ADDITIONS		Joined Group - HIRE	Joined Group-Internal	Joined Group-INTERNAL MOVE				NET SUBTRACTIONS		Left Group - SEPARATION	Left Group-Internal	Left Group-INTERNAL MOVE				TOTAL ADVANCEMENTS	
		Addition #	Additions %	Hire (Outside CUNY and Other CUNY College)	Joined Group from another Job Group	Previously in a Higher Group	Previously in a Lower Group	Other Change	Return to Faculty	Sub. #	Sub %	Separation (Left College or Left CUNY)	Left for another Job Group	Left for a Higher Group	Left for a Lower Group	Other Change	Returned to Faculty	Advancements to Higher Group or Within Group	Advance%
Total	4	13		12	1	1	-	-	-	(9)		(8)	(1)	(1)	-	-	-	1	
Male	2	9	69%	8	1	1	-	-	-	(7)	78%	(7)	-	-	-	-	-	0	0%
Female	2	4	31%	4	-	-	-	-	-	(2)	22%	(1)	(1)	(1)	-	-	-	1	100%
Other/Unknown	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	0	0%
Total Min	2	4	31%	4	-	-	-	-	-	(2)	22%	(1)	(1)	(1)	-	-	-	1	100%
Asian	1	1	8%	1	-	-	-	-	-	-	0%	-	-	-	-	-	-	0	0%
Black	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	0	0%
Hispanic	-	2	15%	2	-	-	-	-	-	(2)	22%	(1)	(1)	(1)	-	-	-	1	100%
Other Minority	1	1	8%	1	-	-	-	-	-	-	0%	-	-	-	-	-	-	0	0%
Italian-American	(1)	-	0%	-	-	-	-	-	-	(1)	11%	(1)	-	-	-	-	-	0	0%
White (Not Ital)	3	9	69%	8	1	1	-	-	-	(6)	67%	(6)	-	-	-	-	-	0	0%
All White	2	9	69%	8	1	1	-	-	-	(7)	78%	(7)	-	-	-	-	-	0	0%
Unknown	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	0	0%
Veterans Individuals w/Disabilities	2	2	15%	2	-	-	-	-	-	-	0%	-	-	-	-	-	-	0	0%
	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	0	0%

Job Group Detail
Administration 3 (Professional)

	Net Group Changes	NET ADDITIONS		Joined Group - HIRE	Joined Group-Internal	Joined Group-INTERNAL MOVE				NET SUBTRACTIONS		Left Group - SEPARATION	Left Group-Internal	Left Group-INTERNAL MOVE				TOTAL ADVANCEMENTS	
		Addition #	Additions %	Hire (Outside CUNY and Other CUNY College)	Joined Group from another Job Group	Previously in a Higher Group	Previously in a Lower Group	Other Change	Return to Faculty	Sub. #	Sub %	Separation (Left College or Left CUNY)	Left for another Job Group	Left for a Higher Group	Left for a Lower Group	Other Change	Returned to Faculty	Advancements to Higher Group or Within Group	Advance%
Total	5	45		42	3	1	2	-	-	(40)		(29)	(11)	(11)	-	-	-	16	
Male	-	10	22%	9	1	-	1	-	-	(10)	25%	(8)	(2)	(2)	-	-	-	2	13%
Female	5	35	78%	33	2	1	1	-	-	(30)	75%	(21)	(9)	(9)	-	-	-	14	88%
Other/Unknown	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	0	0%
Total Min	12	31	69%	29	2	-	2	-	-	(19)	48%	(14)	(5)	(5)	-	-	-	10	63%
Asian	2	4	9%	4	-	-	-	-	-	(2)	5%	(2)	-	-	-	-	-	0	0%
Black	7	14	31%	13	1	-	1	-	-	(7)	18%	(4)	(3)	(3)	-	-	-	5	31%
Hispanic	5	13	29%	12	1	-	1	-	-	(8)	20%	(6)	(2)	(2)	-	-	-	5	31%
Other Minority	(2)	-	0%	-	-	-	-	-	-	(2)	5%	(2)	-	-	-	-	-	0	0%
Italian-American	(1)	1	2%	-	1	1	-	-	-	(2)	5%	(2)	-	-	-	-	-	0	0%
White (Not Ital)	(6)	13	29%	13	-	-	-	-	-	(19)	48%	(13)	(6)	(6)	-	-	-	6	38%
All White	(7)	14	31%	13	1	1	-	-	-	(21)	53%	(15)	(6)	(6)	-	-	-	6	38%
Unknown	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	0	0%
Veterans Individuals w/Disabilities	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	0	0%

Job Group Detail
IT Computer Professional

	Net Group Changes	NET ADDITIONS		Joined Group - HIRE	Joined Group-Internal	Joined Group-INTERNAL MOVE				NET SUBTRACTIONS		Left Group - SEPARATION	Left Group-Internal	Left Group-INTERNAL MOVE				TOTAL ADVANCEMENTS	
		Addition #	Additions %	Hire (Outside CUNY and Other CUNY College)	Joined Group from another Job Group	Previously in a Higher Group	Previously in a Lower Group	Other Change	Return to Faculty	Sub. #	Sub %	Separation (Left College or Left CUNY)	Left for another Job Group	Left for a Higher Group	Left for a Lower Group	Other Change	Returned to Faculty	Advancements to Higher Group or Within Group	Advance%
Total	-	2		2	-	-	-	-	-	(2)		(2)	-	-	-	-	1		
Male	(1)	1	50%	1	-	-	-	-	-	(2)	100%	(2)	-	-	-	-	0	0%	
Female	1	1	50%	1	-	-	-	-	-	-	0%	-	-	-	-	-	1	100%	
Other/Unknown	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	0	0%	
Total Min	-	2	100%	2	-	-	-	-	-	(2)	100%	(2)	-	-	-	-	1	100%	
Asian	(1)	-	0%	-	-	-	-	-	-	(1)	50%	(1)	-	-	-	-	1	100%	
Black	-	1	50%	1	-	-	-	-	-	(1)	50%	(1)	-	-	-	-	0	0%	
Hispanic	1	1	50%	1	-	-	-	-	-	-	0%	-	-	-	-	-	0	0%	
Other Minority	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	0	0%	
Italian-American	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	0	0%	
White (Not Ital)	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	0	0%	
All White	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	0	0%	
Unknown	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	0	0%	
Veterans Individuals w/Disabilities	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	0	0%	

Job Group Detail
CUNY Office Assistant

	Net Group Changes	NET ADDITIONS		Joined Group - HIRE	Joined Group-Internal	Joined Group-INTERNAL MOVE				NET SUBTRACTIONS		Left Group - SEPARATION	Left Group-Internal	Left Group-INTERNAL MOVE				TOTAL ADVANCEMENTS	
		Addition #	Additions %	Hire (Outside CUNY and Other CUNY College)	Joined Group from another Job Group	Previously in a Higher Group	Previously in a Lower Group	Other Change	Return to Faculty	Sub. #	Sub %	Separation (Left College or Left CUNY)	Left for another Job Group	Left for a Higher Group	Left for a Lower Group	Other Change	Returned to Faculty	Advancements to Higher Group or Within Group	Advance%
Total	3	9		6	3	3	-	-	-	(6)		(3)	(3)	(3)	-	-	-	3	
Male	-	1	11%	1	-	-	-	-	-	(1)	17%	-	(1)	(1)	-	-	-	1	33%
Female	3	8	89%	5	3	3	-	-	-	(5)	83%	(3)	(2)	(2)	-	-	-	2	67%
Other/Unknown	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	0	0%
Total Min	3	8	89%	5	3	3	-	-	-	(5)	83%	(2)	(3)	(3)	-	-	-	3	100%
Asian	2	2	22%	2	-	-	-	-	-	-	0%	-	-	-	-	-	-	0	0%
Black	(1)	2	22%	2	-	-	-	-	-	(3)	50%	(1)	(2)	(2)	-	-	-	2	67%
Hispanic	2	4	44%	1	3	3	-	-	-	(2)	33%	(1)	(1)	(1)	-	-	-	1	33%
Other Minority	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	0	0%
Italian-American	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	0	0%
White (Not Ital)	-	1	11%	1	-	-	-	-	-	(1)	17%	(1)	-	-	-	-	-	0	0%
All White	-	1	11%	1	-	-	-	-	-	(1)	17%	(1)	-	-	-	-	-	0	0%
Unknown	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	0	0%
Veterans Individuals w/Disabilities	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	0	0%

Job Group Detail
CUNY Admin Assistant

	Net Group Changes	NET ADDITIONS		Joined Group - HIRE	Joined Group-Internal	Joined Group-INTERNAL MOVE				NET SUBTRACTIONS		Left Group - SEPARATION	Left Group-Internal	Left Group-INTERNAL MOVE				TOTAL ADVANCEMENTS	
		Addition #	Additions %	Hire (Outside CUNY and Other CUNY College)	Joined Group from another Job Group	Previously in a Higher Group	Previously in a Lower Group	Other Change	Return to Faculty	Sub. #	Sub %	Separation (Left College or Left CUNY)	Left for another Job Group	Left for a Higher Group	Left for a Lower Group	Other Change	Returned to Faculty	Advancements to Higher Group or Within Group	Advance%
Total	(2)	1		-	1	-	1	-	-	(3)		-	(3)	-	(3)	-	-	0	
Male	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	0	0%
Female	(2)	1	100%	-	1	-	1	-	-	(3)	100%	-	(3)	-	(3)	-	-	0	0%
Other/Unknown	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	0	0%
Total Min	(2)	1	100%	-	1	-	1	-	-	(3)	100%	-	(3)	-	(3)	-	-	0	0%
Asian	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	0	0%
Black	1	1	100%	-	1	-	1	-	-	-	0%	-	-	-	-	-	-	0	0%
Hispanic	(3)	-	0%	-	-	-	-	-	-	(3)	100%	-	(3)	-	(3)	-	-	0	0%
Other Minority	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	0	0%
Italian-American	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	0	0%
White (Not Ital)	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	0	0%
All White	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	0	0%
Unknown	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	0	0%
Veterans Individuals w/Disabilities	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	0	0%

Job Group Detail
Administration 4 (College Lab Tech)

	Net Group Changes	NET ADDITIONS		Joined Group - HIRE	Joined Group-Internal	Joined Group-INTERNAL MOVE				NET SUBTRACTIONS		Left Group - SEPARATION	Left Group-Internal	Left Group-INTERNAL MOVE				TOTAL ADVANCEMENTS	
		Addition #	Additions %	Hire (Outside CUNY and Other CUNY College)	Joined Group from another Job Group	Previously in a Higher Group	Previously in a Lower Group	Other Change	Return to Faculty	Sub. #	Sub %	Separation (Left College or Left CUNY)	Left for another Job Group	Left for a Higher Group	Left for a Lower Group	Other Change	Returned to Faculty	Advancements to Higher Group or Within Group	Advance%
Total	1	1		1	-	-	-	-	-	-	0%	-	-	-	-	-	0		
Male	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	0	0%	
Female	1	1	100%	1	-	-	-	-	-	-	0%	-	-	-	-	-	0	0%	
Other/Unknown	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	0	0%	
Total Min	1	1	100%	1	-	-	-	-	-	-	0%	-	-	-	-	-	0	0%	
Asian	1	1	100%	1	-	-	-	-	-	-	0%	-	-	-	-	-	0	0%	
Black	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	0	0%	
Hispanic	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	0	0%	
Other Minority	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	0	0%	
Italian-American	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	0	0%	
White (Not Ital)	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	0	0%	
All White	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	0	0%	
Unknown	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	0	0%	
Veterans	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	0	0%	
Individuals w/Disabilities	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	0	0%	

Job Group Detail
Print Shop

	Net Group Changes	NET ADDITIONS		Joined Group - HIRE	Joined Group-Internal	Joined Group-INTERNAL MOVE				NET SUBTRACTIONS		Left Group - SEPARATION	Left Group-Internal	Left Group-INTERNAL MOVE				TOTAL ADVANCEMENTS	
		Addition #	Additions %	Hire (Outside CUNY and Other CUNY College)	Joined Group from another Job Group	Previously in a Higher Group	Previously in a Lower Group	Other Change	Return to Faculty	Sub. #	Sub %	Separation (Left College or Left CUNY)	Left for another Job Group	Left for a Higher Group	Left for a Lower Group	Other Change	Returned to Faculty	Advancements to Higher Group or Within Group	Advance%
Total	(1)	-	-	-	-	-	-	-	-	(1)	100%	(1)	-	-	-	-	0	0%	
Male	(1)	-	0%	-	-	-	-	-	-	(1)	100%	(1)	-	-	-	-	0	0%	
Female	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	0	0%	
Other/Unknown	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	0	0%	
Total Min	(1)	-	0%	-	-	-	-	-	-	(1)	100%	(1)	-	-	-	-	0	0%	
Asian	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	0	0%	
Black	(1)	-	0%	-	-	-	-	-	-	(1)	100%	(1)	-	-	-	-	0	0%	
Hispanic	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	0	0%	
Other Minority	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	0	0%	
Italian-American	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	0	0%	
White (Not Ital)	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	0	0%	
All White	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	0	0%	
Unknown	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	0	0%	
Veterans	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	0	0%	
Individuals w/Disabilities	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	0	0%	

Job Group Detail
Campus Peace Officer-Sergeant

	Net Group Changes	NET ADDITIONS		Joined Group - HIRE		Joined Group-INTERNAL MOVE				NET SUBTRACTIONS		Left Group - SEPARATION		Left Group-INTERNAL MOVE				TOTAL ADVANCEMENTS	
		Addition #	Additions %	Hire (Outside CUNY and Other CUNY College)	Joined Group from another Job Group	Previously in a Higher Group	Previously in a Lower Group	Other Change	Return to Faculty	Sub. #	Sub %	Separation (Left College or Left CUNY)	Left for another Job Group	Left for a Higher Group	Left for a Lower Group	Other Change	Returned to Faculty	Advancements to Higher Group or Within Group	Advance%
Total	1	2		2	-	-	-	-	-	(1)		-	(1)	-	(1)	-	-	0	
Male	2	2	100%	2	-	-	-	-	-	-	0%	-	-	-	-	-	-	0	0%
Female	(1)	-	0%	-	-	-	-	-	-	(1)	100%	-	(1)	-	(1)	-	-	0	0%
Other/Unknown	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	0	0%
Total Min	1	1	50%	1	-	-	-	-	-	-	0%	-	-	-	-	-	-	0	0%
Asian	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	0	0%
Black	1	1	50%	1	-	-	-	-	-	-	0%	-	-	-	-	-	-	0	0%
Hispanic	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	0	0%
Other Minority	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	0	0%
Italian-American	(1)	-	0%	-	-	-	-	-	-	(1)	100%	-	(1)	-	(1)	-	-	0	0%
White (Not Ital)	1	1	50%	1	-	-	-	-	-	-	0%	-	-	-	-	-	-	0	0%
All White	-	1	50%	1	-	-	-	-	-	(1)	100%	-	(1)	-	(1)	-	-	0	0%
Unknown	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	0	0%
Veterans	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	0	0%
Individuals w/Disabilities	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	0	0%

Job Group Detail
Custodial

	Net Group Changes	NET ADDITIONS		Joined Group - HIRE	Joined Group-Internal	Joined Group-INTERNAL MOVE				NET SUBTRACTIONS		Left Group - SEPARATION	Left Group-Internal	Left Group-INTERNAL MOVE				TOTAL ADVANCEMENTS	
		Addition #	Additions %	Hire (Outside CUNY and Other CUNY College)	Joined Group from another Job Group	Previously in a Higher Group	Previously in a Lower Group	Other Change	Return to Faculty	Sub. #	Sub %	Separation (Left College or Left CUNY)	Left for another Job Group	Left for a Higher Group	Left for a Lower Group	Other Change	Returned to Faculty	Advancements to Higher Group or Within Group	Advance%
Total	-	1		1	-	-	-	-	-	(1)		(1)	-	-	-	-	0		
Male	-		0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	0	0%	
Female	-	1	100%	1	-	-	-	-	-	(1)	100%	(1)	-	-	-	-	0	0%	
Other/Unknown	-		0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	0	0%	
Total Min	-	1	100%	1	-	-	-	-	-	(1)	100%	(1)	-	-	-	-	0	0%	
Asian	-		0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	0	0%	
Black	-		0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	0	0%	
Hispanic	-	1	100%	1	-	-	-	-	-	(1)	100%	(1)	-	-	-	-	0	0%	
Other Minority	-		0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	0	0%	
Italian-American	-		0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	0	0%	
White (Not Ital)	-		0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	0	0%	
All White	-		0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	0	0%	
Unknown	-		0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	0	0%	
Veterans	-		0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	0	0%	
Individuals w/Disabilities	-		0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	0	0%	

Job Group Detail
Campus Peace Officer

	Net Group Changes	NET ADDITIONS		Joined Group - HIRE		Joined Group - Internal		Joined Group-INTERNAL MOVE				NET SUBTRACTIONS		Left Group - SEPARATION		Left Group- Internal		Left Group-INTERNAL MOVE				TOTAL ADVANCEMENTS	
		Addition #	Additions %	Hire (Outside CUNY and Other CUNY College)	Joined Group from another Job Group	Previously in a Higher Group	Previously in a Lower Group	Other Change	Return to Faculty	Sub. #	Sub %	Separation (Left College or Left CUNY)	Left for another Job Group	Left for a Higher Group	Left for a Lower Group	Other Change	Returned to Faculty	Advancements to Higher Group or Within Group	Advance%				
Total	4	4		1	3	1	2	-	-	-	-	-	-	-	-	-	-	-	-	0			
Male	2	2	50%	1	1	-	1	-	-	-	0%	-	-	-	-	-	-	-	-	0	0%		
Female	2	2	50%	-	2	1	1	-	-	-	0%	-	-	-	-	-	-	-	-	0	0%		
Other/Unknown	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	0	0%		
Total Min	3	3	75%	1	2	-	2	-	-	-	0%	-	-	-	-	-	-	-	-	0	0%		
Asian	1	1	25%	-	1	-	1	-	-	-	0%	-	-	-	-	-	-	-	-	0	0%		
Black	2	2	50%	1	1	-	1	-	-	-	0%	-	-	-	-	-	-	-	-	0	0%		
Hispanic	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	0	0%		
Other Minority	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	0	0%		
Italian-American	1	1	25%	-	1	1	-	-	-	-	0%	-	-	-	-	-	-	-	-	0	0%		
White (Not Ital)	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	0	0%		
All White	1	1	25%	-	1	1	-	-	-	-	0%	-	-	-	-	-	-	-	-	0	0%		
Unknown	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	0	0%		
Veterans Individuals w/Disabilities	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	0	0%		

APPENDIX F-2 - TENURE ACTIONS BY DEPARTMENT, JOB GROUP AND TITLE (FACULTY / CLT)

John Jay College

Appendix F-2 presents a summary of tenure actions. Tenure is a permanent status awarded on the basis of years of service and/or academic or research achievement.

Faculty in Professorial titles (other than visiting) are eligible for tenure which is awarded based on academic or research achievement and service. College Laboratory Technicians are eligible for tenure based on years of service, and Lecturers are eligible for a Certificate of Continuous Employment (CCE) based on years of service. K-12 Teachers and Counselors are also eligible for tenure.

Tenure is effective on September 1 of each academic year. Individuals listed here were awarded tenure effective September 1, 2018 (during this past plan year).

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

APPENDIX F-2 - TENURE ACTIONS BY DEPARTMENT, JOB GROUP AND TITLE (FACULTY / CLT)

Art And Music

Asst Professor	Gained Tenure	Tenured	Female	White
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English

Lecturer	Gained Tenure	CCE Certificate Continuous Emp	Female	White
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Mathematics & Computer Science

Lecturer	Gained Tenure	CCE Certificate Continuous Emp	Male	Hispanic/Latino
Lecturer	Gained Tenure	CCE Certificate Continuous Emp	Female	Asian/Nat.Haw./Other Pac. Isl.
Lecturer	Gained Tenure	CCE Certificate Continuous Emp	Male	Hispanic/Latino
Lecturer	Gained Tenure	CCE Certificate Continuous Emp	Male	Black/African Am.

Philosophy

Asst Professor	Gained Tenure	Tenured	Male	White
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Public Management

Asst Professor	Hired with Tenure	Tenured	Male	White
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Sciences

Asst Professor	Gained Tenure	Tenured	Female	White
College Lab Tech	Gained Tenure	Tenured	Female	White
College Lab Tech	Gained Tenure	Tenured	Female	White
College Lab Tech	Gained Tenure	Tenured	Female	Hispanic/Latino

SEEK - Lump Sum

Asst Professor	Gained Tenure	Tenured	Female	Hispanic/Latino
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Summary for the College

Total Staff:	Ttl Minority	Asian	Black/AfAm	Hispanic/Latino	White	Oth/Unk
8 Female	3	1	0	2	5	0
5 Male	3	0	1	2	2	0
0 Oth/Unk	0	0	0	0	0	0
13 Total	6	1	1	4	7	0

APPENDIX G - SUMMARY OF RECRUITING ACTIVITIES

John Jay College

This appendix provides detail on searches performed by job group, ethnicity, and gender. Detail is provided on applicants, interviews, and offers. The scope of this report includes searches which officially concluded by a job offer during the previous plan year (June 1, 2018 through May 31, 2019).

All Searches

	Records	Applicant	Appl%	Interview	Int%	Offer	Off%	Hire	Hire%
Total	4,799	4,231		247		48		44	
Male	1,675	1,523	36%	85	34%	15	31%	14	32%
Female	2,494	2,148	51%	135	55%	28	58%	26	59%
Other	621	554	13%	27	11%	5	10%	4	9%
Total Min	3,053	2,631	62%	151	61%	30	63%	28	64%
Asian	534	470	11%	34	14%	9	19%	8	18%
Black	1,292	1,100	26%	63	26%	8	17%	7	16%
Hispanic	1,050	906	21%	49	20%	10	21%	10	23%
Two or More	164	144	3%	5	2%	-	0%	-	0%
Italian-American	153	143	3%	5	2%	-	0%	-	0%
White (Not Ital)	1,322	1,201	28%	77	31%	18	38%	16	36%
All White	1,475	1,344	0%	82	0%	18	0%	16	0%
Unknown	271	256	6%	14	6%	-	0%	-	0%
Veterans	81	75	2%	2	1%	-	0%	-	0%
Indiv. w Disabilities	191	176	4%	9	4%	-	0%	-	0%

Category Summary

Executive-Administrative-Managerial

	Records	Applicant	Appl%	Interview	Int%	Offer	Off%	Hire	Hire%
Total	903	812		61		9		8	
Male	335	307	38%	25	41%	3	33%	3	38%
Female	462	411	51%	27	44%	5	56%	4	50%
Other	105	94	12%	9	15%	1	11%	1	13%
Total Min	548	487	60%	34	56%	5	56%	4	50%
Asian	75	66	8%	6	10%	3	33%	2	25%
Black	253	228	28%	20	33%	1	11%	1	13%
Hispanic/Latino	181	160	20%	8	13%	1	11%	1	13%
Two or More	38	32	4%	-	0%	-	0%	-	0%
Italian American	34	32	4%	1	2%	-	0%	-	0%
White (Not Ital)	275	250	31%	26	43%	4	44%	4	50%
All White	309	282	35%	27	44%	4	44%	4	50%
								-	
Unknown	46	43	5%	-	0%	-	0%	-	0%
Veterans	12	12	1%	2	3%	-	0%	-	0%
Indiv. w Disabilities	35	31	4%	4	7%	-	0%	-	0%

Job Group Summary

Administration 2 (Managers)

	Records	Applicant	Appl%	Interview	Int%	Offer	Off%	Hire	Hire%
Total	800	709		49		8		7	
Male	263	235	33%	14	29%	2	25%	2	29%
Female	449	398	56%	27	55%	5	63%	4	57%
Other	87	76	11%	8	16%	1	13%	1	14%
Total Min	492	431	61%	25	51%	4	50%	3	43%
Asian	67	58	8%	4	8%	2	25%	1	14%
Black	233	208	29%	17	35%	1	13%	1	14%
Hispanic/Latino	160	139	20%	4	8%	1	13%	1	14%
Two or More	31	25	4%	-	0%	-	0%	-	0%
Italian American	29	27	4%	1	2%	-	0%	-	0%
White (Not Ital)	236	211	30%	23	47%	4	50%	4	57%
All White	265	238	34%	24	49%	4	50%	4	57%
Unknown	43	40	6%	-	0%	-	0%	-	0%
Veterans	7	7	1%	1	2%	-	0%	-	0%
Indiv. w Disabilities	34	30	4%	4	8%	-	0%	-	0%

Job Group Summary

Facility Manager

	Records	Applicant	Appl%	Interview	Int%	Offer	Off%	Hire	Hire%
Total	103	103		12		1		1	
Male	72	72	70%	11	92%	1	100%	1	100%
Female	13	13	13%	-	0%	-	0%	-	0%
Other	18	18	17%	1	8%	-	0%	-	0%
Total Min	56	56	54%	9	75%	1	100%	1	100%
Asian	8	8	8%	2	17%	1	100%	1	100%
Black	20	20	19%	3	25%	-	0%	-	0%
Hispanic/Latino	21	21	20%	4	33%	-	0%	-	0%
Two or More	7	7	7%	-	0%	-	0%	-	0%
Italian American	5	5	5%	-	0%	-	0%	-	0%
White (Not Ital)	39	39	38%	3	25%	-	0%	-	0%
All White	44	44	43%	3	25%	-	0%	-	0%
Unknown	3	3	3%	-	0%	-	0%	-	0%
Veterans	5	5	5%	1	8%	-	0%	-	0%
Indiv. w Disabilities	1	1	1%	-	0%	-	0%	-	0%

Category Summary

Professional Faculty

	Records	Applicant	Appl%	Interview	Int%	Offer	Off%	Hire	Hire%
Total	878	878		38		10		8	
Male	321	321	37%	11	29%	4	40%	3	38%
Female	392	392	45%	22	58%	4	40%	4	50%
Other	160	160	18%	5	13%	2	20%	1	13%
Total Min	378	378	43%	19	50%	4	40%	3	38%
Asian	128	128	15%	7	18%	1	10%	1	13%
Black	101	101	12%	2	5%	1	10%	-	0%
Hispanic/Latino	122	122	14%	8	21%	2	20%	2	25%
Two or More	26	26	3%	2	5%	-	0%	-	0%
Italian American	43	43	5%	1	3%	-	0%	-	0%
White (Not Ital)	404	404	46%	17	45%	6	60%	5	63%
All White	447	447	51%	18	47%	6	60%	5	63%
Unknown	53	53	6%	1	3%	-	0%	-	0%

Veterans Indiv. w	19	19	2%	-	0%	-	0%	-	0%
Disabilities	56	56	6%	2	5%	-	0%	-	0%

Job Group Summary

Faculty-Professorial

	Records	Applicant	Appl%	Interview	Int%	Offer	Off%	Hire	Hire%
Total	779	779		32		7		5	
Male	275	275	35%	8	25%	2	29%	1	20%
Female	351	351	45%	19	59%	3	43%	3	60%
Other	149	149	19%	5	16%	2	29%	1	20%
Total Min	326	326	42%	15	47%	2	29%	1	20%
Asian	108	108	14%	4	13%	-	0%	-	0%
Black	85	85	11%	2	6%	1	14%	-	0%
Hispanic/Latino	112	112	14%	7	22%	1	14%	1	20%
Two or More	20	20	3%	2	6%	-	0%	-	0%
Italian American	37	37	5%	1	3%	-	0%	-	0%
White (Not Ital)	370	370	47%	16	50%	5	71%	4	80%
All White	407	407	52%	17	53%	5	71%	4	80%
Unknown	46	46	6%	-	0%	-	0%	-	0%

Veterans Indiv. w	18	18	2%	-	0%	-	0%	-	0%
Disabilities	48	48	6%	2	6%	-	0%	-	0%

Job Group Summary

Faculty-Lecturer

	Records	Applicant	Appl%	Interview	Int%	Offer	Off%	Hire	Hire%
Total	77	77		2		2		2	
Male	39	39	51%	1	50%	1	50%	1	50%
Female	27	27	35%	1	50%	1	50%	1	50%
Other	10	10	13%	-	0%	-	0%	-	0%
Total Min	43	43	56%	2	100%	2	100%	2	100%
Asian	16	16	21%	1	50%	1	50%	1	50%
Black	13	13	17%	-	0%	-	0%	-	0%
Hispanic/Latino	9	9	12%	1	50%	1	50%	1	50%
Two or More	5	5	6%	-	0%	-	0%	-	0%
Italian American	4	4	5%	-	0%	-	0%	-	0%
White (Not Ital)	26	26	34%	-	0%	-	0%	-	0%
All White	30	30	39%	-	0%	-	0%	-	0%
Unknown	4	4	5%	-	0%	-	0%	-	0%
Veterans	-	-	0%	-	0%	-	0%	-	0%
Indiv. w									
Disabilities	4	4	5%	-	0%	-	0%	-	0%

Category Summary

Professional Faculty

	Records	Applicant	Appl%	Interview	Int%	Offer	Off%	Hire	Hire%
Total	878	878		38		10		8	
Male	321	321	37%	11	29%	4	40%	3	38%
Female	392	392	45%	22	58%	4	40%	4	50%
Other	160	160	18%	5	13%	2	20%	1	13%
Total Min	378	378	43%	19	50%	4	40%	3	38%
Asian	128	128	15%	7	18%	1	10%	1	13%
Black	101	101	12%	2	5%	1	10%	-	0%
Hispanic/Latino	122	122	14%	8	21%	2	20%	2	25%
Two or More	26	26	3%	2	5%	-	0%	-	0%
Italian American	43	43	5%	1	3%	-	0%	-	0%
White (Not Ital)	404	404	46%	17	45%	6	60%	5	63%
All White	447	447	51%	18	47%	6	60%	5	63%
Unknown	53	53	6%	1	3%	-	0%	-	0%
Veterans	19	19	2%	-	0%	-	0%	-	0%
Indiv. w Disabilities	56	56	6%	2	5%	-	0%	-	0%

Job Group Summary

Administration 3 (Professional)

	Records	Applicant	Appl%	Interview	Int%	Offer	Off%	Hire	Hire%
Total	2,685	2,208		125		25		24	
Male	800	676	31%	38	30%	7	28%	7	29%
Female	1,580	1,285	58%	77	62%	16	64%	15	63%
Other	302	246	11%	10	8%	2	8%	2	8%
Total Min	1,887	1,526	69%	81	65%	15	60%	15	63%
Asian	274	219	10%	15	12%	4	16%	4	17%
Black	859	692	31%	36	29%	6	24%	6	25%
Hispanic/Latino	657	534	24%	28	22%	5	20%	5	21%
Two or More	88	74	3%	2	2%	-	0%	-	0%
Italian American	67	59	3%	2	2%	-	0%	-	0%
White (Not Ital)	569	473	21%	29	23%	7	28%	6	25%
All White	636	532	24%	31	25%	7	28%	6	25%
Unknown	162	150	7%	13	10%	3	12%	3	13%

Veterans Indiv. w	42	36	2%	-	0%	-	0%	-	0%
Disabilities	94	83	4%	2	2%	-	0%	-	0%

Job Group Summary

IT Computer Professional

	Records	Applicant	Appl%	Interview	Int%	Offer	Off%	Hire	Hire%
Total	85	85		9		2		2	
Male	41	41	48%	4	44%	-	0%	-	0%
Female	28	28	33%	4	44%	2	100%	2	100%
Other	16	16	19%	1	11%	-	0%	-	0%
Total Min	77	77	91%	9	100%	2	100%	2	100%
Asian	40	40	47%	5	56%	1	50%	1	50%
Black	17	17	20%	1	11%	-	0%	-	0%
Hispanic/Latino	17	17	20%	3	33%	1	50%	1	50%
Two or More	3	3	4%	-	0%	-	0%	-	0%
<i>Italian American</i>	-	-	0%	-	0%	-	0%	-	0%
<i>White (Not Ital)</i>	7	7	8%	-	0%	-	0%	-	0%
All White	7	7	8%	-	0%	-	0%	-	0%
Unknown	1	1	1%	-	0%	-	0%	-	0%
Veterans	3	3	4%	-	0%	-	0%	-	0%
Indiv. w									
Disabilities	-	-	0%	-	0%	-	0%	-	0%

Category Summary

Administrative Support Workers

	Records	Applicant	Appl%	Interview	Int%	Offer	Off%	Hire	Hire%
Total	-	-		-		-		-	
Male	-	-	0%	-	0%	-	0%	-	0%
Female	-	-	0%	-	0%	-	0%	-	0%
Other	-	-	0%	-	0%	-	0%	-	0%
Total Min	-	-	0%	-	0%	-	0%	-	0%
Asian	-	-	0%	-	0%	-	0%	-	0%
Black	-	-	0%	-	0%	-	0%	-	0%
Hispanic/Latino	-	-	0%	-	0%	-	0%	-	0%
Two or More	-	-	0%	-	0%	-	0%	-	0%
<i>Italian American</i>	-	-	0%	-	0%	-	0%	-	0%
<i>White (Not Ital)</i>	-	-	0%	-	0%	-	0%	-	0%
All White	-	-	0%	-	0%	-	0%	-	0%
								-	
Unknown	-	-	0%	-	0%	-	0%	-	0%
Veterans	-	-	0%	-	0%	-	0%	-	0%
Indiv. w Disabilities	-	-	0%	-	0%	-	0%	-	0%

Category Summary

Craft Workers

	Records	Applicant	Appl%	Interview	Int%	Offer	Off%	Hire	Hire%
Total	96	96		3		1		1	
Male	81	81	84%	3	100%	1	100%	1	100%
Female	6	6	6%	-	0%	-	0%	-	0%
Other	9	9	9%	-	0%	-	0%	-	0%
Total Min	66	66	69%	2	67%	-	0%	-	0%
Asian	4	4	4%	-	0%	-	0%	-	0%
Black	22	22	23%	2	67%	-	0%	-	0%
Hispanic/Latino	35	35	36%	-	0%	-	0%	-	0%
Two or More	5	5	5%	-	0%	-	0%	-	0%
Italian American	6	6	6%	-	0%	-	0%	-	0%
White (Not Ital)	21	21	22%	1	33%	1	100%	1	100%
All White	27	27	28%	1	33%	1	100%	1	100%
Unknown	3	3	3%	-	0%	-	0%	-	0%
Veterans	3	3	3%	-	0%	-	0%	-	0%
Indiv. w Disabilities	2	2	2%	-	0%	-	0%	-	0%

Job Group Summary

Skilled Trades

	Records	Applicant	Appl%	Interview	Int%	Offer	Off%	Hire	Hire%
Total	96	96		3		1		1	
Male	81	81	84%	3	100%	1	100%	1	100%
Female	6	6	6%	-	0%	-	0%	-	0%
Other	9	9	9%	-	0%	-	0%	-	0%
Total Min	66	66	69%	2	67%	-	0%	-	0%
Asian	4	4	4%	-	0%	-	0%	-	0%
Black	22	22	23%	2	67%	-	0%	-	0%
Hispanic/Latino	35	35	36%	-	0%	-	0%	-	0%
Two or More	5	5	5%	-	0%	-	0%	-	0%
Italian American	6	6	6%	-	0%	-	0%	-	0%
White (Not Ital)	21	21	22%	1	33%	1	100%	1	100%
All White	27	27	28%	1	33%	1	100%	1	100%
Unknown	3	3	3%	-	0%	-	0%	-	0%
Veterans	3	3	3%	-	0%	-	0%	-	0%
Indiv. w Disabilities	2	2	2%	-	0%	-	0%	-	0%

Category Summary

Technicians

	Records	Applicant	Appl%	Interview	Int%	Offer	Off%	Hire	Hire%
Total	96	96		11		1		1	
Male	55	55	57%	4	36%	-	0%	-	0%
Female	22	22	23%	5	45%	1	100%	1	100%
Other	19	19	20%	2	18%	-	0%	-	0%
Total Min	54	54	56%	6	55%	1	100%	1	100%
Asian	9	9	9%	1	9%	-	0%	-	0%
Black	23	23	24%	2	18%	-	0%	-	0%
Hispanic/Latino	19	19	20%	2	18%	1	100%	1	100%
Two or More	3	3	3%	1	9%	-	0%	-	0%
Italian American	1	1	1%	1	9%	-	0%	-	0%
White (Not Ital)	36	36	38%	4	36%	-	0%	-	0%
All White	37	37	39%	5	45%	-	0%	-	0%
Unknown	5	5	5%	-	0%	-	0%	-	0%
Veterans	1	1	1%	-	0%	-	0%	-	0%
Indiv. w Disabilities	3	3	3%	1	9%	-	0%	-	0%

Job Group Summary

Broadcast/Media

	Records	Applicant	Appl%	Interview	Int%	Offer	Off%	Hire	Hire%
Total	96	96		11		1		1	
Male	55	55	57%	4	36%	-	0%	-	0%
Female	22	22	23%	5	45%	1	100%	1	100%
Other	19	19	20%	2	18%	-	0%	-	0%
Total Min	54	54	56%	6	55%	1	100%	1	100%
Asian	9	9	9%	1	9%	-	0%	-	0%
Black	23	23	24%	2	18%	-	0%	-	0%
Hispanic/Latino	19	19	20%	2	18%	1	100%	1	100%
Two or More	3	3	3%	1	9%	-	0%	-	0%
Italian American	1	1	1%	1	9%	-	0%	-	0%
White (Not Ital)	36	36	38%	4	36%	-	0%	-	0%
All White	37	37	39%	5	45%	-	0%	-	0%
Unknown	5	5	5%	-	0%	-	0%	-	0%
Veterans	1	1	1%	-	0%	-	0%	-	0%
Indiv. w Disabilities	3	3	3%	1	9%	-	0%	-	0%

Category Summary

Service Workers and Others

	Records	Applicant	Appl%	Interview	Int%	Offer	Off%	Hire	Hire%
Total	56	56		-		-		-	
Male	42	42	75%	-	0%	-	0%	-	0%
Female	4	4	7%	-	0%	-	0%	-	0%
Other	10	10	18%	-	0%	-	0%	-	0%
Total Min	43	43	77%	-	0%	-	0%	-	0%
Asian	4	4	7%	-	0%	-	0%	-	0%
Black	17	17	30%	-	0%	-	0%	-	0%
Hispanic/Latino	19	19	34%	-	0%	-	0%	-	0%
Two or More	1	1	2%	-	0%	-	0%	-	0%
Italian American	2	2	4%	-	0%	-	0%	-	0%
White (Not Ital)	10	10	18%	-	0%	-	0%	-	0%
All White	12	12	21%	-	0%	-	0%	-	0%
Unknown	1	1	2%	-	0%	-	0%	-	0%
Veterans	1	1	2%	-	0%	-	0%	-	0%
Indiv. w									
Disabilities	1	1	2%	-	0%	-	0%	-	0%

Summary of Searches by Job Group

Total Searches: 61

Count of ID1			
No.	Group	Job Opening	Posting Title
1	ADMIN2	16888	Facilities Planning Director
2		18761	Director of Media Relations
3		18888	Academic Advising Manager - Completion Advising Manager
4		19156	Confidential Executive Associate
5		18931	Director of Outcomes Assessment, CUNY John Jay College of Criminal Justice
6		19136	Administrative Manager, Associate Director - The Ron & Kerry Moelis Social Entrepreneurship Project at John Jay College
7		19521	Director of Compliance and Risk Management
8		18118	Facilities Office Manager
9		18547	Confidential Executive Associate - Extended*
10		18878	Director of Foundation and Corporate Relations - Reopened*
11		19170	Finance Budget Director (Finance and Business Services)
12		20198	Research Programs Manager - Grant & Research Administration
13		19013	Director of Alumni Relations and Annual Giving
14		20044	Major Gifts Officer (Development Manager) - Institutional Advancement
	ADMIN2 Total		
15	ADMIN3	16745	The Center Student Involvement & Leadership Specialist (Student Life Specialist)
16		17301	Social Media Coordinator/Webmaster
17		16851	Administrative Coordinator
18		18915	Administrative Coordinator - Public Safety
19		18767	HR Benefits Coordinator
20		18889	Academic Senior Advisor - CUSP
21		19043	Student Athletics Trainer
22		18598	Human Resources Specialist
23		17945	Administrative Coordinator - Facilities
24		18963	Major Gifts Coordinator
25		19108	Graduate Program Special Funds Specialist
26		18969	Student Life Specialist – Residence Hall
27		18738	Administrative Executive Coordinator - President's Office
28		19381	NYPD and In-Service Recruiter (Senior Admissions Advisor)
29		19349	Campus Field Coordinator - CUNY Explorers Program
30		19366	Assistant Director for Admissions
31		19408	Budget and Operations Coordinator
32		19351	Financial Aid Advisor
33		19355	Student Career Program Specialist
34		19357	Enrollment Coordinator
35		19419	Career and Externship Advisor
36		19281	Assistant Technical Supervisor - Reopened*
37		19621	Student Athletics Program Coordinator
38		19686	Academic SEEK Student Support Specialist
39		19641	Excelsior Scholarship Coordinator (Financial Aid Advisor) - Revised*
40		19892	STEM Acceleration Specialist (Academic Program Specialist)
41		16598	College External Relations and Engagement Specialist - Revised
42		18392	Administrative Events Specialist - Space Reservationist
	ADMIN3 Total		
43	BDCAST-TECH	16914	Broadcast Associate Level 2 , Video Producer (Provisional) - Video Production
	BDCAST-TECH Total		
44	CUST-SUPV	18532	Custodial Supervisor (Provisional) - Facilities Management Department
	CUST-SUPV Total		
45	FAC-LECT	19663	Lecturer - Math Foundations & Quantitative Reasoning (Two Vacancies)
	FAC-LECT Total		
46	FAC-LIBR	17129	Assistant or Associate Professor - Library
	FAC-LIBR Total		
47	FAC-PROF	17336	Assistant or Associate Professor (Gender Studies) Reopened*
48		17512	Assistant Professor or Associate Professor (Multiple Positions) - Fall 2018
49		16935	Assistant Professor - Department of Sociology
50		17431	Assistant or Associate Professor - Department of Sciences (*Extended Search)
51		17024	Assistant or Associate Professor - Anthropology
52		17928	Associate Professor or Full Professor - Department Chairperson (*Extended Search)
53		17429	Full Professor – Department Chairperson (*Extended Search)
54		17120	Associate Professor or Professor/Department Chair - Modern Languages and Literature - Reopened*
55		17608	Associate Professor or Full Professor/Chair of the Department of Public Management (*Revised)
56		18517	Chairperson - Director - SEEK Department (Associate Professor or Full Professor)
	FAC-PROF Total		
57	FCLY-MGR	17492	Administrative Superintendent of Buildings & Grounds Level 4 (Provisional) - Facilities Management
58		17969	Director of Engineering, HVAC Mechanical, Facilities Management Department (Admin Superintendent of B&G Lv4 - Provisional)
	FCLY-MGR Total		
59	IT-PRFL	18921	IT Senior Associate Level 1 (Provisional) , Web Developer - Office of Marketing & Development
60		19717	Business Data and Reporting Analyst Lvl1(Provisional) - Office of Human Resources
	IT-PRFL Total		
61	SKLTRD	16970	Painter (Provisional) - Facilities Management

Summary of Searches by Job Group

Total Searches: 61

Count of ID1

SKLTRD Total

Grand Total

Job Group Summary

Custodial Supervisor

	Records	Applicant	Appl%	Interview	Int%	Offer	Off%	Hire	Hire%
Total	56	56		-		-		-	
Male	42	42	75%	-	0%	-	0%	-	0%
Female	4	4	7%	-	0%	-	0%	-	0%
Other	10	10	18%	-	0%	-	0%	-	0%
Total Min	43	43	77%	-	0%	-	0%	-	0%
Asian	4	4	7%	-	0%	-	0%	-	0%
Black	17	17	30%	-	0%	-	0%	-	0%
Hispanic/Latino	19	19	34%	-	0%	-	0%	-	0%
Two or More	1	1	2%	-	0%	-	0%	-	0%
Italian American	2	2	4%	-	0%	-	0%	-	0%
White (Not Ital)	10	10	18%	-	0%	-	0%	-	0%
All White	12	12	21%	-	0%	-	0%	-	0%
Unknown	1	1	2%	-	0%	-	0%	-	0%
Veterans	1	1	2%	-	0%	-	0%	-	0%
Indiv. w									
Disabilities	1	1	2%	-	0%	-	0%	-	0%

Job Group Summary

Not Applicable

	Records	Applicant	Appl%	Interview	Int%	Offer	Off%	Hire	Hire%
Total	-	-		-		-		-	
Male	-	-	0%	-	0%	-	0%	-	0%
Female	-	-	0%	-	0%	-	0%	-	0%
Other	-	-	0%	-	0%	-	0%	-	0%
Total Min	-	-	0%	-	0%	-	0%	-	0%
Asian	-	-	0%	-	0%	-	0%	-	0%
Black	-	-	0%	-	0%	-	0%	-	0%
Hispanic/Latino	-	-	0%	-	0%	-	0%	-	0%
Two or More	-	-	0%	-	0%	-	0%	-	0%
Italian American	-	-	0%	-	0%	-	0%	-	0%
White (Not Ital)	-	-	0%	-	0%	-	0%	-	0%
All White	-	-	0%	-	0%	-	0%	-	0%
Unknown	-	-	0%	-	0%	-	0%	-	0%
Veterans	-	-	0%	-	0%	-	0%	-	0%
Indiv. w	-	-	0%	-	0%	-	0%	-	0%
Disabilities	-	-	0%	-	0%	-	0%	-	0%

APPENDIX H - UTILIZATION OF INDIVIDUALS WITH DISABILITIES

John Jay College

Appendix H presents utilization of Individuals with Disabilities ("IWD") by job group. It presents total staff in the job group, number of Individuals with Disabilities, and percentage of Individuals with Disabilities in the job group.

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

Total Individual(s) with Disabilities: 24 Percent of total reported employees: 2.3%

APPENDIX H - UTILIZATION OF INDIVIDUALS WITH DISABILITIES

Category: Executive/Administrative/Managerial

Job Group	Staff	Indiv. with Disabilities	Rate
Administration 1 (Executive)	23	0	0.0%
Administration 2 (Manager)	164	4	2.4%
Facility Manager	5	0	0.0%
IT Computer Manager	3	0	0.0%
Security Manager	1	0	0.0%

Category: Professional Faculty

Job Group	Staff	Indiv. with Disabilities	Rate
Faculty-Professorial	346	11	3.2%
Faculty Librarians	11	0	0.0%
Faculty-Lecturer	55	1	1.8%

Category: Professional Non-Faculty

Job Group	Staff	Indiv. with Disabilities	Rate
Accountant	4	1	25.0%
Administration 3 (Professional)	183	1	0.5%
IT Computer Professional	30	0	0.0%

Category: Administrative Support Workers

Job Group	Staff	Indiv. with Disabilities	Rate
Accountant Assistant	3	0	0.0%
Administrative Assistant	4	1	25.0%
Office Assistant	36	1	2.8%
Mail Services Worker	3	0	0.0%

Category: Craft Workers

Job Group	Staff	Indiv. with Disabilities	Rate
Basic Crafts-Buildings and Grounds	9	1	11.1%
Laborers and Helpers	13	0	0.0%
Skilled Trades-Supervisor	1	0	0.0%
Skilled Trades	18	0	0.0%

Category: Technicians

Job Group	Staff	Indiv. with Disabilities	Rate
Administration 4 (College Lab Tech)	12	0	0.0%
Broadcast/Media	6	1	16.7%
IT Support Technician	4	0	0.0%
Print Shop	6	0	0.0%

Category: Service Workers and Others

Job Group	Staff	Indiv. with Disabilities	Rate
Campus Public Safety Sergeant	11	0	0.0%
Campus Peace Officer	20	1	5.0%
Campus Security Assistant	25	0	0.0%
Custodial Supervisor	5	0	0.0%
Custodial	46	1	2.2%