# **EXECUTIVE ORDER 11246 AFFIRMATIVE ACTION PLAN (AAP)**

For

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

Affirmative Action Program
September 1, 2016 – August 31, 2017

Reporting year: July 1, 2015 – June 30, 2016

# PARTS I-V: AAP FOR MINORITIES AND WOMEN

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

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#### I. INTRODUCTION

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

Reporting Year (basis for data)

July 1, 2015 – June 30, 2016 and

Program Year (basis for goals/ plans)

September 1, 2016 – August 31, 2017

# A. COLLEGE OVERVIEW

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

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

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

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

The City University of New York Ph.D. Program in Criminal Justice prepares students for teaching, research and policy development careers. The program is located at John Jay College and is administered by the Graduate School and University Center. Required courses and an array of electives are taught by John Jay faculty and faculty from other senior colleges of The City University of New York. The program is unique, encouraging the development of scholarship and theory and their application in a variety of settings, which reflect the institutional, political, and social contexts of criminal justice. The City University of New York also offers a Ph.D. in Forensic Psychology. This doctoral program is housed and administered at John Jay College. There are two subprograms, a clinical forensic subprogram and an experimental subprogram. The program educates students both to provide professional psychological services to and within the law enforcement field and the criminal and civil justice systems and to contribute to the development of knowledge in the field. Upon completion, students are eligible to apply for state licensure as psychologists.

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

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

#### **B. HISTORY**

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

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

Within a year, it became clear that the name assigned to the College did not adequately represent the mission of the College. In recognition of its broad education objectives in the process of criminal justice, development of leadership and emphasis on professional achievement in public service, the college was renamed John Jay College of Criminal Justice, in honor of the first Chief Justice of the U.S. Supreme Court. Today, a thriving, urban, multicultural institution and a senior college of CUNY, John Jay attracts motivated students of proven achievement who have the intellectual acuity, commitment to public service and social justice in order to confront the challenges of crime, justice, and public safety in a free society. Their ability and drive, along with the superb, professional education for which John Jay is known, have established the College's national and international reputation for excellence in criminal justice and public service education

#### C. MISSION

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

The College is dedicated to fostering an academic environment, to promoting the highest quality of undergraduate and graduate study, to promoting and protecting academic freedom, to promoting

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

# D. ORGANIZATION CHART

A summary organization chart is provided in Appendix A.

#### II. NON-DISCRIMINATION AND AFFIRMATIVE ACTION POLICIES

Please see Appendix B for the College President's Letter of Re-affirmation of Commitment to Diversity, Equal Opportunity and Affirmative Action.

As a part of The City University of New York, a public university system, John Jay College of Criminal Justice adheres to federal, state, and city laws and regulations regarding non-discrimination and affirmative action including among others, Executive Order 11246, as amended, Titles VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Sections 503 and 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990, Section 402 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, the Equal Pay Act of 1963, the Age Discrimination in Employment Act of 1967, as amended and the Age Discrimination Act of 1975, the New York State Human Rights Law and the New York City Human Rights Law. The "protected classes," delineated in Executive Order 11246 include American Indian or Alaska Native, Asian, Black or African American, Hispanic or Latino, Native Hawaiian or Other Pacific Islander, and Women. Updated federal guidelines further expanded these protected classes to include two or more races.

Policies and procedures on non-discrimination, sexual misconduct, and affirmative action are publicly posted on the CUNY website at the following address:

Click for CUNY's Policies (www.cuny.edu/about/administration/offices/ohrm/policies-procedures.html)

#### A. THE UNIVERSITY'S POLICY ON EQUAL OPPORTUNITY AND NON-DISCRIMINATION

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

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

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

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

#### B. THE UNIVERSITY'S POLICY ON AFFIRMATIVE ACTION

The University's overall policy on Affirmative Action, dated 5/28/1985, is part of CUNY's Manual of General Policy. It reads:

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

RESOLVED, That the Board of Trustees of The City University of New York reaffirms its commitment to affirmative action and directs the Chancellery and the colleges to reemphasize the taking of the positive steps that will lead to recruiting, hiring, retaining, tenuring, and promoting increased numbers of qualified minorities and women.

(Board of Trustees Minutes, 1985, 05-28, 6, C)

#### C. THE UNIVERSITY'S POLICY ON SEXUAL MISCONDUCT

The University's Policy on Sexual Misconduct (effective 1/1/2015, amended 10/1/2015), also addresses sexual harassment, gender-based harassment and sexual violence. It states:

Every member of The City University of New York community, including students, employees and visitors, deserves the opportunity to live, learn and work free from sexual harassment, gender-based harassment and sexual violence. Accordingly, CUNY is committed to:

- 1) Defining conduct that constitutes prohibited sexual harassment, gender-based harassment and sexual violence;
- 2) Providing clear guidelines for students, employees and visitors on how to report incidents of sexual harassment, gender-based harassment and sexual violence and a commitment that any complaints will be handled respectfully;
- 3) Promptly responding to and investigating allegations of sexual harassment, gender-based harassment and sexual violence, pursuing disciplinary action when appropriate, referring the incident to local law enforcement when appropriate, and taking action to investigate and address any allegations of retaliation;
- 4) Providing ongoing assistance and support to students and employees who make allegations of sexual harassment, gender-based harassment and sexual violence;
- 5) Providing awareness and prevention information on sexual harassment, gender-based harassment and sexual violence, including widely disseminating this policy, and implementing training and educational programs on sexual harassment, gender-based harassment and sexual violence to college constituencies; and
- 6) Gathering and analyzing information and data that will be reviewed in order to improve safety, reporting, responsiveness and the resolution of incidents.

#### D. COLLEGE POLICY

It is the policy of John Jay College of Criminal Justice College to recruit, employ, retain, promote, and provide benefits to employees and to admit and provide services for students without regard to race, color, national or ethnic origin, religion, age, sex, sexual orientation, gender identity, marital status, disability, genetic predisposition or carrier status, alienage, citizenship, military or veteran status, unemployment status or status as victim of domestic violence. Our policy is reaffirmed by the President annually (see Appendix B).

#### III. RESPONSIBILITY FOR IMPLEMENTATION

To ensure effective implementation of this Affirmative Action Plan, the College has designated specific responsibilities to various personnel. The President, Chief Diversity Officer, executive officers (Provost, Vice Presidents, Deans, and Administrators), Directors, academic department Chairpersons as well as managers and supervisors of administrative offices have undertaken the responsibilities described below.

#### A. PRESIDENT

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

- Designates appropriate personnel with the responsibility for overseeing, administering, implementing, and monitoring the College's Affirmative Action Plan, specifically, appointing a Chief Diversity Officer (CDO), 504/ADA Coordinator and a Title IX Coordinator
- Ensures personnel responsible for all Affirmative Action Plan components are given the necessary authority, top management support, and staffing to successfully implement their assigned responsibilities
- Communicates his/her total involvement and commitment to equal employment opportunity
  programs including the issuance of an Annual Re-Affirmation Letter supporting affirmative action,
  diversity and equal opportunity (see copy of *President's Re-Affirmation Letter* in Appendix B.)
- Submits required reports to University offices and external parties as needed.

#### **B. CHIEF DIVERSITY OFFICER**

The President has designated Silvia Montalban, Esq., Director of Compliance and Diversity, to serve as the Chief Diversity Officer (CDO); the office is located at:

John Jay College of Criminal Justice 524 West 59<sup>th</sup> Street Harran Hall, Rm. 622T New York, NY 10019 Office: (646) 557-4409

Fax: (212) 237-8128

As the President's primary designee in this area, the CDO:

- Provides confidential consultation for, investigates and resolves internal complaints of discrimination/harassment
- Distributes the following policies annually: the Policy on Equal Opportunity, Non-Discrimination, and on Sexual Misconduct; the Affirmative Action Policy; and Contact Information for the CDO, Title IX Coordinator and the 504/ADA Coordinator

- Publicizes policies widely and ensures their inclusion into the training curriculum for managers, supervisors, and search committees
- Prepares and communicates the Affirmative Action Plan reports
- Communicates changes to University policy as well as Federal, State, and local regulations regarding affirmative action and equal employment opportunity
- Evaluates the impact of affirmative action programs in general and the effectiveness of specific initiatives

The Director of Compliance & Diversity is responsible for:

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

The Office of Compliance & Diversity:

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

Such objectives are implemented through

# Compliance:

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

#### Investigations:

- Fact-finding in discrimination complaints
- Ensuring due process

#### Education:

Outreach, training, awareness

# C. COLLEGE OFFICIALS

College Officials - executives, department chairpersons, managers, and supervisors - are crucial partners in the success of the equal employment/affirmative action program as they ensure compliance with the College's affirmative action policy and help foster an inclusive environment. These individuals:

- Assure that their unit(s) adhere to Non-Discrimination and Affirmative Action Policies
- Assist President and CDO in developing, maintaining, and implementing the Affirmative Action Plan
- Foster an inclusive environment within their sphere of influence.

#### D. DIVERSITY/AFFIRMATIVE ACTION COMMITTEE

The College has a standing Committee on Diversity and Inclusion, created in Fall 2014 which:

- Develops and implements strategic diversity plans
- Promotes educational programs to reflect pluralistic values and goals
- Submits a summary of its activities to the President each academic year
- The Committee on Diversity and Inclusion operates in support of the following objectives: (1) reinvigorate community conversations on issues of diversity on campus and create forums for such community conversations; (2) assist in executing the College's Faculty Diversity Strategic Plan (FDSP) objectives for recruitment, retention and improving climate; (3) assist in developing a similar Diversity Strategic Plan for non-faculty employees; (4) foster engagement and interest in these topics with the College community; (5) improve engagement of students; (6) develop resources for faculty and staff; (7) encourage professional development opportunities; and (8) widen the broad outreach to targeted groups in academic disciplines and administration.

The members of the Committee on Diversity and Inclusion, effective Fall, 2015, are:

# Faculty:

Maureen Allwood, Associate Professor, Psychology
Mucahit Bilici, Assistant Professor, Sociology
Avram Bornstein, Associate Professor, Anthropology
Roddrick Colvin, Associate Professor Public Management
Daniel DiPrenda, Adjunct Lecturer Law & Police Science
Cheryll Franks, Associate Professor, SEEK
Delores Jones-Brown, Professor, Law & Police Science
Susan Kang, Assistant Professor, Political Science
Carmen Kynard, Associate Professor, English
Silvia Mazzula, Assistant Professor, Psychology
Kevin Nadal, Associate Professor, Psychology
Jodie Roure, Associate Professor, Latin American/Latino/a Studies

#### Staff:

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

#### Students:

Samantha Ascencio

Dor Dourandi Heesoo Jung Brian Monsanto

<sup>\*</sup>Separated from the college during the 2015-2016 reporting period.

# IV. RESULTS OF STATISTICAL ANALYSES – AREAS OF CONCERN

The College evaluates each employee selection process (e.g., hires, reclassifications, promotions, and terminations) through statistical analyses. The CDO compiles and examines information on the outcomes of selection processes, conducts a utilization analysis using reference data to compare incumbency to labor force availability; and prepares impact ratio analyses.

The data used in the preparation of the Affirmative Action Plan is collected from the *Ethnicity and Gender Report*. This report utilizes data in the University's system of record, called "CUNYFirst" (CUNY Fully Integrated Resources and Services Tool).

#### A. WORKFORCE ANALYSIS

We initially conducted a workforce analysis to review, by unit or department and job title, the number of employees by gender and race/ethnicity. The source of this data is the CUNYFirst *Ethnicity and Gender Report* utilizing an effective date of **June 31, 2016**). The *Workforce Analysis Report* is available upon request.

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

In keeping with its commitment to its equal employment opportunity and affirmative action policies, John Jay College continues to be exemplary in the employment, promotion, and retention of a diverse, multicultural, multi-ethnic work force. Women and minorities represent a significant percentage of its employees. As of June 30, 2016, the College had a full-time, permanent workforce of 980 employees, compared 982 in the prior reporting period. Women represent 54% of the full-time workforce; the total number in the female category is 525, a decrease from 529 reported from June 30, 2015. Minorities represent 52% of the total workforce; the total number of protected ethnic/racial group members is 511, a decrease from 518 reported from June 30, 2015.

# **B. JOB GROUP SUMMARY**

The College's **980** full-time employees are grouped into categories using the relevant EEO-6 Categories. These categories are divided into smaller subgroups called affirmative action units (AAUs), based on the duties as well as educational qualifications and skills required for job titles within the job categories. Each AAU has an individual utilization analysis worksheet (UAW), listing the job titles included in the subdivision. The UAW depicts the total group number as well as the numerical and percentage representation of the following categories: *Females, Total Minority, including persons of two or more races, Asian, Black, Hispanic and Individuals with Disabilities. (See Appendix B.)* 

The workforce total of 980 is broken down by the subtotals in each EEO-6 job group, below.

Number of Employees	EEO-6 Categories
177	Executive/Administrative/Managerial (Admin. I & II, Security, IT and Admin. Superintendent B&G managers)
412	Faculty (365 Professorial, 46 Lecturer titles, 1 Instructors)
157	Professional/Non faculty (Admin III, Accountants)
57	Technical/Paraprofessional (Admin. IV, IT)
49	Secretarial/Clerical (COA, CAA, Mail/Mess)
38	Skilled Trades/Crafts
90	Service/Maintenance
980	

Job titles are assigned to Affirmative Action Units based on duties, qualifications, and other conditions of employment.

The Affirmative Action Unit Structure in Appendix C provides a listing of the Job Groups and Affirmative Action Units for faculty and staff.

We begin our review by organizing employee data according to Affirmative Action Unit and demographic category in the *Utilization Analysis Worksheets* (UAW) which are provided in Appendix D. Worksheets are not prepared for units with four or fewer employees.

To evaluate representation by race/ethnicity, we use the federally-mandated categories of Asian/Pacific Islander, Black/African American, and Hispanic/Latino(a). Employees who identify as American Indian/Alaska Native or Hawaiian/Native Pacific Islander comprise less than two percent of both CUNY's workforce and the local population; therefore, they are not analyzed as a discrete group. Individuals identifying as American Indian/Alaska Native are included in the Total Minority category, as are persons of Two or More Races. Individuals identifying as Hawaiian/Native Pacific Islander are included in the Asian category.

All full-time employees self-identified by gender and race/ethnicity. (Anyone who did not specify a gender and/or ethnicity would not be included in the detailed analyses for gender and/or ethnicity, but would be included in counts and calculations involving the total workforce.)

In Chart 1, below, Total Employee Population by EEO Job Category, the following is noteworthy:

Representation in both the female and minorities categories has excelled in two job groups:

Minorities represent 52% of the entire full-time workforce while females represent 54%.

Minorities have a noteworthy representation within the Executive/Administration/Managerial job group, at 47% and within the Professional non-faculty job group, at 69%.

With the exception of the faculty job group, where minority representation is at 31%, minority representation is in excess of 50% in all the other job groups: 91% in Service and Maintenance; 90% in Secretarial/Clerical; 75% in the Technical/Paraprofessional; 70% in the Professional Non-Faculty; and 61% in Skilled Trades/Crafts.

Females are the majority in the Executive/Administrative/Managerial job group, at 65%; in the Professional Non-Faculty job group, at 74%; and in the Secretarial/Clerical job group, at 82%

Representation of females is slightly under 50% of the workforce in the faculty job group, at 47%.

There is no representation in the female category within the Skilled Trades/Crafts.

**Chart 1: Total Employee Population by EEO Job Category** 

EEO Job Category (Group)	Total	# Female	% Female	# Minority	% Minority
Executive/Administrative/Managerial	177	115	65%	83	47%
Faculty	412	195	47%	126	31%
Professional Non-Faculty	157	116	74%	110	70%
Technical Paraprofessional	57	23	40%	43	75%
Secretarial/Clerical	49	40	82%	44	90%
Skilled Trades/Crafts	38	0	0	23	61%
Service/Maintenance	90	36	40%	82	91%
Grand Total	980	525	54%	511	52%

In Chart 2, below, containing specific job groupings by Affirmative Action Unit, within the broader job groups, the following is noteworthy:

Minorities have the highest percentage of representation in the following Affirmative Action Units, which are primarily classified title jobs in the categories of Secretarial/Clerical, Skilled Trade/Crafts and Service/Maintenance:

• CUNY Administrative Assistant at 100%; CUNY Office Assistant at 92%; Custodial Supervisory at 100%; Custodial Assistant at 94%; Campus Peace Officer at 93%; Campus Public Safety Sergeant at 94%.

There is also noteworthy representation of minorities in the following Affirmative Action Units:

• Computer Specialists at 86%; Administration III (aHEO, HEa) at 69%; Computer System Managers at 67%; Administration IV (CLTs) at 58%; Accountants at 100%; Administration II at 50% (HEO, HEA) There is low representation of minorities in Administration I, at 24%; Professorial titles, at 29%

Females have high representation in the CUNY Admin. Asst., at 100% and CUNY Office Asst., at 92%; Administration IV (CLTs) at 75%; Administration III (aHEO, HEa), at 74%; Administration II (HEO, HEA) at 70%, Administration I at 52% and Professorial at 48%.

Females have no representation within the following specific job groups; these are classified staff disciplines in which typically there is generally low female representation: Skilled Trades/Crafts and

Computer Systems Manager.

**Chart 2: Total Employee Population by Affirmative Action Unit** 

Job Group	Affirmative Action Unit	Total	# Female	% Female	# Minority	% Minority
Executive/ Administrative/ Managerial						
	Administration I	21	11	52%	5	24%
	Administration II	145	102	70%	72	50%
	Computer Systems Manager	3	0	0%	2	67%
	Chief Admin Supt of Buildings and Grounds	1	0	0%	0	0%
	Admin Supt of Buildings and Grounds	5	2	40%	3	60%
	Security Director	2	0	0%	1	50%
Faculty						
	Professorial	365	175	48%	107	29%
	Non-Professorial Lecturer	46	19	41%	18	39%
	Non-Professorial Instructor	1	1	100%	1	100%
Professional Non- Faculty						
	Administration III	153	113	74%	106	69%
	Accountant	4	3	75%	4	100%
Technical/ Paraprofessional						
	Administration IV	12	9	75%	7	58%
	Accountant Assistant	2	2	100%	2	100%
	Broadcasting/Media	9	2	22%	5	56%
	Computer Specialists	29	9	31%	25	86%
	Media/Print Shop	5	1	20%	4	80%
Secretarial/ Clerical			1_			
	CUNY Administrative Assistant	7	7	100%	7	100%
	CUNY Office Assistant	36	33	92%	33	92%
	Mail Message Services Worker	6	0	0%	4	67%
Skilled Trades/ Crafts		1		00/	1	1000/
	Skilled Trades/Crafts Supervisory	1	0	0%	1	100%
	Skilled Trades/Crafts, Non- Supervisory	37	0	0%	22	59%
Service/Maintenance						
	Campus Peace/Security Officer L1	40	18	45%	37	93%
	Campus Public Safety Sergeant	11	1	9%	8	73%
	Custodial Assistant	33	16	48%	31	94%
	Custodial Supervisory	5	1	20%	5	100%
	Basic Crafts	1	0	0%	1	100%

# C. DETERMINING AVAILABILITY

See Appendix D for the Utilization Analysis Worksheets.

Availability is an estimate of the proportion of each gender and racial/ethnic group available for employment in the labor market from which the College would be expected to recruit. Availability is calculated by Affirmative Action Unit and updated periodically.

Availability indicates the approximate percentage each gender and racial/ethnic group could reasonably be expected to be represented in each Affirmative Action Unit (job group).

As per federal regulations, the College uses recent and discrete statistical information to calculate availability. As an educational institution, most availability data is calculated using the "earned degrees conferred" information from the U.S. Department of Education and the *American Community Survey* (2011-2012). We also take into account the geographic location of the labor market from which CUNY recruits.

For titles with internal promotion paths, the composition of employees eligible for promotion in the feeder titles is also used to calculate availability.

A description of the specific sources and methods used to determine availability is attached to the Utilization Analysis Worksheet for each Affirmative Action Unit (see *Factor/Source Sheets and Degrees Conferred Charts*).

#### D. UTILIZATION ANALYSIS AND PLACEMENT GOALS

See Appendix D for the Utilization Analysis Worksheets.

See Appendix E for Results of Utilization Analysis and Annual Placement Goals.

The last step in the utilization analysis is a side-by-side comparison of the gender and race/ethnicity of employee groups and labor market availability data.

Utilization analysis assesses the differences between the composition of the workforce (incumbents) and the general labor market (availability). Underutilization is defined as any Affirmative Action Unit in which fewer minorities or women are employed than would reasonably be expected given their availability in the workforce. The difference between incumbency and availability is calculated in terms of whole persons (i.e., estimating how many women and members of protected racial/ethnic groups are underutilized).

The underutilization of females and total minorities detailed in the Utilization Analysis Worksheets, is summarized in the *Results of Utilization Analysis and Annual Placement Goals* in Appendix D. Where there is underutilization of one person or more, the College establishes a Placement Goal for the recruitment and/or promotion for that particular job group, calculated in terms of whole persons.

#### **E. HISTORICAL COMPARISONS**

See Appendix E for Results of Utilization Analysis and Annual Placement Goals.

See Appendix F for the *Progress Report of Historical Underutilization 2012 – 2016*. The *Progress Report* in Appendix F is an historical comparison for the years of 2012 through 2016.

See Appendix G for 2016 Underutilization Summary for Professorial Job Groups. (The 2015 Summary is also attached for comparison purposes.)

We compare the 2016 Utilization Analysis with prior year (2015) findings and progress toward goal attainment, whether positive (greater utilization of women and minorities) or negative (less utilization). We then review possible underlying causes. The changes in underutilization are also tracked in the chart below. Those with no underutilization are not discussed, except where a change resulted in no underutilization.

In reviewing the results of this year's utilization analysis (2016) as compared with last year's analysis (2015), we observed the following differences:

# Executive/Administrative/Managerial

Administration I: There is no underutilization in the category of Females. Underutilization was eliminated in both the Asian/ Pacific Islander category and in the Black/African American category. An underutilization rate of one (1) remains in the Hispanic/Latino(a) category.

Administration II: Underutilization declined (by 3) in the Asian/Pacific Islander category to a rate of one (1).

Administrative Superintendent: Underutilization rate of one (1) remains the same for Hispanic.

• Faculty: Underutilization detail for faculty is also provided in Appendix G, *Underutilization Summary* for Professorial Job Groups, which is based on the underutilization data in the *Utilization Analysis* Worksheets for each job group (Appendix D). The incumbency in each job group by academic discipline is compared to the market availability of that job group. If the incumbency is less than the availability, underutilization rate arises. Those details are in the Utilization Analysis Worksheet (UAW) for each job group. (Appendix D)

It should be noted that in the 2016 Underutilization Summary for Professorial Job Groups, Appendix G, at the bottom of each UU column there is a number which does not represent a sum of all the UUs in the category for female or minorities but, rather, it represents a UU rate yielded for each protected class category by a comparison of the total professoriate incumbency against an availability percentage provided in one UAW for the collective group of the full-time professoriate (regardless of the specific job group). Thus, overall, the underutilization rate in the female category for the professoriate declined by two to a rate of 25. There continues to be no underutilization in the categories of Total Minorities, Asian/Pacific Islander, Black/African American and Hispanic/Latino(a). It should be noted that the underutilization ("UU") is tracked by corresponding job group. (The 2015 Underutilization Summary for Professorial Job Groups is also provided in Appendix G for ease of comparison.)

# Professional/Non-Faculty

Administration III: The underutilization rate decreased to 8 (from 10) in the Asian/Pacific Islander category. There is no underutilization in the female category.

# Secretarial/Clerical

CUNY Administrative Assistant job group continues to have an underutilization rate of one (1) in the Asian/Pacific Islander category and two (2) in the Black/African American category.

CUNY Office Assistant: there is no underutilization due to a decrease from a rate of one (1) to zero (0) in the female category.

Mail Message Services Worker underutilization rate remains three (3) in the female category.

#### Technical/Paraprofessional

Media Services/Print Shop Titles: The underutilization rate of one (1) in the female category has been eliminated.

# Skilled Trades/Basic Crafts

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

# • Service Maintenance

Campus Public Safety Sergeant: The underutilization rate of two (2) remains the same in the female category. The underutilization rate decreased to one (1) in the Black/African American category and increased to one (1) in the Asian/Pacific Islander category.

Campus Security Officer: Underutilization rate was eliminated in the Asian/Pacific Islander category.

Custodial Supervisor: An underutilization rate of one (1) remains the same in the female category.

# Change in Underutilization by Affirmative Action Unit, 2015-2016 period compared to 2014-2015 period

The underutilization rates for the current reporting year of 2015-2016 are obtained from the *Utilization Analysis Worksheets* for each job group (Appendix D). Blanks in the chart below indicate no underutilization ("UU") in either reporting year. The sign = means "became."

Job Group	Affirmative Action Unit	Change in Underutilization of Females	Change in Underutilization of Minorities
Executive/ Administrative/			
Managerial			
	Administration I		A/PI:-1 = No UU B:-2 = No UU H: No Change UU 1
	Administration II		A/PI: -3 = UU 1
	Computer Systems Manager	+1 = UU 1	A/PI: -1 = No UU
	Chief Admin Supt of Buildings and Grounds		
	Admin Supt of Buildings and Grounds		H: UU 1 = No Change
	Security Director	No Change = UU 1	B: UU1 = No Change
Faculty			
	Professorial	-2 = UU 25	
	Non-Professorial Lecturer	+4 = UU 8	A/PI: +1 = UU 1
	Non-Professorial Instructor	-1 = No UU	
Professional Non- Faculty			
•	Accountant		
	Administration III		A/PI: -2 = UU 8
Technical/ Paraprofessional			
	Administration IV		
	Accountant Assistant		
	Broadcasting/Media titles		
	Computer Specialists		A/PI: -1 = No UU

Job Group	Affirmative Action Unit	Change in Underutilization of Females	Change in Underutilization of Minorities
	Print Shop/Media Services	-1 = No UU	
Secretarial/ Clerical			
	CUNY Administrative Assistant		A/PI: UU 1 = No change B: UU 2 = No change
	CUNY Office Assistant	-1 = No UU	
	Mail Message Services Worker	No Change = UU 3	
Skilled Trades/ Basic Crafts			
	Skilled Trades/Basic Crafts Supervisory Maintenance Labor		
	Skilled Trades/Crafts, Non- Supervisory	No Change = UU 1	A/PI: UU 1 = No change
Service/Maintenance			
	Campus Public Safety Sergeant	No Change = UU 2	A/PI: +1 = UU 1 B: -1 = UU 1
	Campus Peace/Security Officer L1		A/PI: -2 = No UU
	Custodial Assistant		
	Custodial Supervisor	No Change = UU 1	
	Basic Crafts/Stock Worker		
	Supervisor		

#### F. DETERMINING ADVERSE IMPACT

See Appendix H for *Personnel Activity Table (Employee and Applicant Data)*.

See Appendix I – Impact Ratio Analysis Worksheets.

As per the Federal *Uniform Guidelines on Employee Selection*, we analyze personnel actions for potential adverse impact. Adverse impact is defined by the Uniform Guidelines as a substantially different rate of selection in hiring, promotion or other employment decision which works to the disadvantage of members of a race, sex or ethnic group.

We collect data on personnel actions through a variety of sources, including CUNYFirst system reports and data provided by the Offices of Human Resources, Academic Affairs, and Compliance and Diversity. Data is organized by EEO Job Group/Category with detail by race/ethnicity and gender. This information is summarized in the *Personnel Activity Table* (Appendix H). The first chart in the Appendix provides data on major actions: New Hires, Terminations, Upgrades, and Transfers. The second chart provides detail on recruitment activity: Applicants, Interviews, and Offers. A detailed discussion follows.

The *Impact Ratio Analysis* (Appendix I) illustrates disparities and/or adverse impact in personnel transactions. We analyze transactional data for minorities and non-minorities and for men and women. We analyze hires by comparing the number of hires to applicants, analyze promotion, upgrades/reclassification and transfers by comparing the number of employees promoted to incumbents, and analyze terminations by calculating the attrition rate by comparing the number of terminations to incumbents.

The analysis indicates if an employment practice results in a negative consequence more often for members of protected groups than for other employees or applicants.

#### 1. Analysis of Personnel Activity Table

#### **New Hires**

This group includes individuals hired into new positions through a posting, search, and selection process (whether or not they previously worked at the College).

The College hired **56** new full time employees; of these **29** were women/females, and **34** were of racial/ethnic federally monitored minority groups. It is noteworthy for the college that females comprised **51%** of the new hires. Minorities comprised **60%** of the new hires.

The New Hires Analysis showed no major concerns for any of the job groups. Due to a hiring pause, the college did not hire as many as in the prior reporting in which there were 69 new hires, of which 38 were women and 46 were minorities.

Most hiring in this reporting period occurred in the Professional/Non-Faculty EEO-6 category with 25 hires and then in the Executive Administration/Managerial category with 15 hires.

It should be noted that while no hires appear in the Secretarial/Clerical EEO-6 grouping, yet three applicants, three interviews and two offers were reported, the two offers resulted in two hires via civil service appointments. However, these two hires could not be reported in the Hires portion of the *Personnel Activity Table* (Appendix H) because they were terminated during their probationary period. Thus, they appeared in the Separations report of CUNYFirst and not in the New Hires report of CUNYFirst.

# **Terminations/Separations**

This group includes individuals separated for both voluntary and involuntary reasons, including those scheduled for the end of a time-limited appointment.

The number of employees separated from the workforce was **57**, including **23** women/females and **33** minorities. The total of 57 can also be broken down by **24** non-minorities and 33 minorities or also by 23 females and 34 males.

The 33 minorities break down as follows: 15 in the Hispanic/Latino(a) category, 14 in the Black/African American category, three (3) in the Asian/Pacific Islander category and one (1) that has self-identified in the Two or More Races category.

The majority of the Separations occurred in the following EEO-6 groups: 13 in the Exec/Admin/Managerial group and 13 in the Professional/Non-Faculty group. Eleven (11) occurred in the Faculty group and eight (8) occurred in the Service Maintenance group. Five (5) occurred in the Secretarial/Clerical group, four (4) occurred in the Skilled Trades and three (3) occurred in the Technical/Paraprofessional grouping.

The reasons for the total separations appear coded in CUNYFirst as comprised as 39 resignations and 18 terminations.

Although the College Human Resources Department (HR) signed up to utilize the Exit Interview tool in CUNYFirst, HR is not inputting any information in that feature of CUNYFirst regarding separations from the college. Therefore, there is no data via the Exit Interview tool to assess.

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

# **Upgrades and Promotions**

This group includes faculty who received a promotion in rank, Higher Education Officer Series employees who received a reclassification of position, and Civil Service employees promoted accord to the promotional path for their titles. There were a total of **27** upgrades/promotions, which includes 15 that identify as female and 12 that identify as minorities.

Of the 22 members of the professoriate who applied for promotion, 19 received an upgrade in rank.

There were eight (8) other employee upgrades due to reclassifications. Where applicable, they are listed here by the job group held <u>prior</u> to the upgrade: One (1) in the Administrative Superintendent job group by level, a female Black/African American; one (1) in Administration II; three (3) in Administration III, consisting of a female Black/African American, a male Hispanic/Latino and one which moved to Administration II, a female Hispanic/Latina; and three (3) were upgraded by level within the Broadcast Associate job group of which one was a male Asian/Pacific Islander.

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

#### Transfers

This group primarily consists of individuals transferred between departments under the terms of bargaining unit agreements and Civil Service employees moving to new locations through the Civil Service Transfer Roster process. Transfers may be either voluntary (at the request of the employee) or involuntary (for reasons which may include reorganization).

The number of employees who transferred into the College was five (5), all in Classified titles. All five are minorities and includes two (2) women. This includes an IT Senior Associate, an IT Assistant, a Campus Peace Officer (Sergeant), a Campus Security Assistant and a CUNY Office Assistant.

# 2. Analysis of Applicant Data/Recruiting Documentation

There were **4,463** total job applications and an additional **362** from individuals who did not self-identify in both gender and ethnic racial background and are, thus, labeled "unknown." Those two figures would yield a **grand total of 4,825**, a decrease from the **8,435** reported in 2014-2015. The decrease in applicants as well as a decrease in total hires, 56 compared to 69 in the prior year, can be attributed to a hiring pause due to budgetary constraints.

It should be noted that **2,197** applications were from females while **3,184** were racial/ethnic minority applicants, which consisted of submissions by the following self-identified applicant group totals: 1,477 Black/African American, 1,057 Hispanic/Latino(a), 513 Asian/Pacific Islander and 10 American Indian/Alaskan Natives and 127 identified with two or more races.

Most job applications continue to be in the Professional/Non-Faculty positions, a total of **2,411**. Females and minorities applied as follows: 1,505 females, 1,723 minorities. 183 applicants were of unknown gender. 204 applicants were of unknown ethnicity (and are in addition to the total applicants of 2,411).

The second largest number of applications submitted was for Executive Administrative/ Managerial positions, **1,089** total. Females and minorities applied as follows: 546 females, 667 minorities. 88 applicants were of unknown gender. 97 applicants were of unknown ethnicity (and are in addition to the

total applicants of 1,089.)

The third largest number of applications submitted was **476** for Service/Maintenance jobs. Females and minorities applied as follows: 105 females, 489 minorities. 68 applicants were of unknown gender. 29 applicants were of unknown ethnicity (and are in addition to the total applicants of 476.)

The fourth largest number of applications submitted was **299** for Technical/Paraprofessional positions. Females and minorities applied as follows: 34 females, 223 minorities. 35 applicants were of unknown gender. 19 applicants were of unknown ethnicity (and are in addition to the total applicants of 299.)

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

Finally, it should be noted that the number of interviews documented within each EEO-6 job grouping are low because no data on applicant interviews was entered in CUNYFirst by the recruiters from records in which interviewees are documented manually. Therefore, in this reporting period, the CUNY colleges have each relied on the interviewee data that CUNY culled from the system of which there was minimal information.

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

#### 3. Impact Ratio Analysis

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

- Part One: The Hires Analysis revealed no significant difference between non-minority hires and minority hires and between male and female hires. The analysis indicated no adverse impact in any of the categories.
- Part Two: **The Promotion Analysis** examined the promotion, upgrades/re-classification and transfers by comparing the number of employees promoted to incumbents.

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

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

There was not a significant difference between non-minority and minority separations from the College as well as between male and female separations from the College. Therefore, the analysis indicated no adverse impact in any of the categories.

The analyses of the personnel activities did not indicate any disparate or adverse impact in the

appointment, promotion or termination of employees.

See Appendix F for the Impact Ratio Analysis.

#### G. TENURE ELIGIBILITY ANALYSIS

See Appendix J for the Tenure Eligibility Survey.

Tenure is a type of permanent employment status which applies to faculty in professorial titles and to College Laboratory Technicians. Historically, one of the intents behind granting tenure has been to help assure that the faculty has limited interference in its academic pursuits. Generally, an employee with tenure can be dismissed only as a result of a disciplinary procedure.

Faculty members with professoriate rank (Assistant Professor, Associate Professor, Professor, or equivalent titles) and College Laboratory Technicians (CLTs) are eligible for tenure. Faculty members at the Lecturer rank are eligible for a Certificate of Continuous Employment. Members of each group become eligible upon serving a specified term of service as defined in University policy statements and bargaining unit contracts. In some cases, faculty members may receive consideration for early tenure. Eligible members are recommended based on a review by Departmental and College-wide Personnel and Budget (P&B) Committees. The President presents recommended candidates for tenure or CCE to the CUNY Board of Trustees. Upon Board approval, barring special exceptions, tenure becomes effective the following September 1.

We analyze data related to tenure decisions for employees in titles eligible for tenure or a similar status, Certificate of Continuous Employment (CCE) which is awarded to faculty in the Lecturer title. A review of the tenure decisions compares employees eligible for tenure to those granted tenure or CCE.

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

A review of the tenure decisions, effective September 1, 2015, as summarized in the *Tenure Eligibility Survey* (Appendix J) by ethnicity and gender, reveals the following:

Sixteen (16) members of the professoriate applied for tenure. Fifteen (15) were granted tenure. Specifically, 15 are in professorial titles and one (1) is a College Lab Technician.

- There were no early tenure applications or recommendations.
- There were no Professors that applied/were recommended for tenure.
- Thirteen (13) Associate Professors applied/were recommended for tenure, of which twelve (12) were granted tenure. The Associate Professor recipients consisted of eight (8) females and four (4) males. Two Hispanic females and one Hispanic male, one Asian female and one Asian male and one male Italian-American.
- Two (2) Assistant Professors were recommended and became eligible for tenure; one was a Black/African American male and the other was an Italian-American male.

One female (1) College Lab Tech applied for tenure and received it.

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

#### H. ANALYSIS OF SYSTEMIC COMPENSATION

See Appendix K for Compensation Practices.

The University's employees are compensated under a number of pay plans based on title and/or bargaining unit. These include an Executive Compensation Plan (ECP), Faculty and Non-Teaching Instructional Staff Pay Schedules, and Classified Civil Service Plans for Managerial Personnel, Non-Managerial Staff, and Skilled Trades. Plans may be based on bargaining unit contracts, Civil Service regulations, New York City Comptroller's Determinations, and/or University policy.

We review the following compensation practices, described in Appendix K:

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

We also review employee salaries by compensation job groups (titles with similar duties and conditions of employment); job title; and job function (non-faculty) or discipline (faculty). Any area in which there was a pay discrepancy on the basis of race or gender exceeding 5% is flagged for review of the pay of individual incumbents.

We reviewed compensation with senior management on **May 19, 2015.** The Chief Diversity Officer and the Human Resources Director discussed compensation best practices and areas of risk with members of the President's Cabinet. A subsequent meeting was postponed due to transitions in the Cabinet.

#### V. ACTION-ORIENTED PROGRAMS

Action-Oriented Programs designed to address the underutilization of women and minorities and any adverse impact of the employment practices were carried out throughout the Affirmative Action Plan year. The College tailored its programs to ensure they address initiatives are specific to the problem(s) identified.

#### A. IMPLEMENTATION OF 2015 – 2016 AFFIRMATIVE ACTION PROGRAM

Results-oriented activities to address underutilization during the past year (2015 – 2016) include:

# 1. Goal Attainment 2015 - 2016: Addressing Underutilization

The College hired **56** employees into full time positions between July 1, 2015 and June 30, 2016 as depicted in the *Personnel Activity Table* (Appendix H). The impact of these appointments is included in the *Results of the Utilization Analysis and Annual Placement Goals* (Appendix E), which identifies the extent to which disparities between incumbency and availability in AAUs were eliminated, reduced or remained unchanged.

In order to more adequately display goal attainment for AAUs that have underutilization rates, a new chart has been developed to illustrate prior year goals and current year activity at-a-glance. See the 2016 Comparing Incumbency to Availability and Annual Placement Goals in Appendix C for this reporting year. The chart is based on the specific data for each AAU that is contained in the UAWs found in Appendix B.

The 2016 Results of Utilization Analysis, a new chart also in Appendix E, is a review of AAUs in which opportunities for new hires in this reporting period led to attainment of goals that were established in the last AAP's reporting period (2014-2015 academic year) for women and racial/ethnic minorities.

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

The 2016 Results of Utilization Analysis and Annual Placement Goals Chart, discussed below, indicates whether placement goals for job groups which had underutilization in 2015 were achieved when opportunities for hire and promotions occurred. Only job groups for which placement goals had to be established are included in this chart. Specifically, the analysis for this chart is as follows:

- Hires and promotions/upgrades for females and for total minorities is compared to the total hires and promotions/upgrades of the respective job group;
- The "Female Opportunity" column and the "Minority Opportunity" column is each comprised of the sum of the hires and promotions for Females and for Total Minorities, respectively\*;
- Then we compare the percentage of opportunity for Females and for Total Minority, respectively, to the labor market availability percentage for the particular job group;
- If the percentage of opportunity exceeds or meets the labor market availability percentage for the job group, then the goal established in 2015 was achieved; a "Yes" or a "No" will appear in the

- "Goal Achieved" column.
- It should be noted that in order to specifically analyze whether a job group placement goal was achieved, the hires and promotions/upgrades data had to be culled by job group, which is not detailed in the 2016 Personnel Activity Table (PAT)-Employee and Applicant Data Report (Appendix H); the PAT shows total hires and promotions/upgrades by the entire EEO-6 grouping, not by specific job groups that correspond to that EEO-6 grouping.

The College hired **56** new full time employees. **29** were women/females, and **34** were of racial/ethnic federally monitored minority groups. Females comprised **51%** of the new hires. Minorities comprised **60%** of the new hires.

John Jay College has employees in 43 job groups (staff in 24 Affirmative Action Units/job groups and faculty in 19 Affirmative Action Units/job groups). Only job groups for which placement goals had to be established in 2015 are included in the *Results of Utilization Analysis and Annual Placement Goals Chart* (Appendix E). Placement goals were established in 2015 within 24 Affirmative Action Units/job groups outlined in the chart.

Placement goals pertaining to females were attained in five (5) job groups. The placement goals pertaining to Total Minorities were attained in three (3) job groups. (See columns indicating "Yes.")

Goals were not attained in the following job groups:

- pertaining to females
  - Campus Security Director/Asst Director
  - Ethnic Studies(Professorial)
  - English (Professorial and Lecturer)
  - History (Professorial)
  - Law Enforcement (Professorial); Law and Police Science (Lecturer)
  - Mathematics (Lecturer)
  - Modern Foreign Languages (Lecturer)
  - Government/Political Science (Lecturer)
  - Psychology (Professorial)
  - Public Management/Administration (Professorial and Lecturer)
  - Security, Fire, Emergency Mgmt (Instructor)
  - CUNY Office Assistant
  - Mail/Messenger Services
  - Print Shop titles
  - Skilled Trades/Crafts
  - Custodial Supervisor
- pertaining to Total Minorities
  - Campus Security Director/Asst Dir
  - Library
  - Psychology
  - Public Administration
  - Law and Police Science (Lecturer titles)
  - Security, Fire Emergency Mgmt (Lecturer titles)

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

# 2. Initiatives and Activities

The College initiated a variety of programs to address underutilization and encourage an inclusive climate. The College periodically reviews the effectiveness of the programs and makes adjustments to promote greater success.

As part of the College's Faculty Diversity Strategic Plan, various multi-year initiatives have been identified in the 2013 - 2018 timeframe to support CUNY's educational mission through recruiting and retaining a diverse faculty. Efforts specifically related to that plan are so noted.

The following is a description of the most notable programs undertaken in 2015 - 2016:

- The College makes continuous good faith efforts to recruit women and minorities by advertising
  all positions on the College website and CUNY-wide. In addition, faculty and staff positions are
  posted with the New York State Department of Labor, ChronicleCareers.com, HigherEdjobs.com,
  Diversejobs.net, naaap.org (Association for Asian American Studies) and aaastudies.org (National
  Association of Asian American Professionals) to address underutilization in certain job groups.
- The College's Office for the Advancement of Research (OAR) systematically offers training resources to foster retention, professional development and mentorship for diverse faculty members. For example, OAR hosted a grant writing workshop in January 2016 that garnered more than 50 attendees, a 25% increase from the previous year's attendance.
- The College launched a first-ever named professorship, Franklin A. Thomas Professorship in Policing Equity, in March 2016. President Jeremy Travis named respected social psychologist Dr. Philip Atiba Goff, one of the nation's leading scholars on the phenomenon of implicit bias, to the new role. Creation of such professorship indicates College's strategy to establish as a research hub that would help recruit diverse faculty talent who are interested in policies for policing practices.

#### Faculty Fellowship Publication Program

Recognizing that publication of academic works is one of the key criteria for advancement, CUNY's Faculty Fellowship Publication Program (FFPP) aims at advancing the goal of a diverse professoriate through mentoring and educational programs which address preparing materials for publication.

All the of the five John Jay faculty members selected for the 2015 - 2016 FFPP were females.

# **Diversity Projects Development Fund**

CUNY's Diversity Projects Development Fund (DPDF) provides funding for College research and/or educational activities related to traditionally underrepresented groups. Three John Jay faculty successfully received the 2015-2016 DPDF for programs that promote, multiculturalist, equity and cultural competency, including:

- The Filipino American National History Society Conference at John Jay College on June 22, 2016.
- The 2016 CLAGS 25th Anniversary LGBTQ Studies Conference received DPDF funding as a result of joint collaboration between two John Jay faculty and 9 other CUNY faculty members.
- One faculty member received grant to explore Sexual Victimization of Students during the Journey to College in New York City.

# **Diversity Activities and Programs**

Each year the College promotes diversity through a program of events. Among the activities to promote diversity the College held /conducted the following:

#### The Office of the Provost

- The Office of the Provost successfully held two Faculty Development Day (FDD) events in Fall 2015 and Winter 2016. Faculty members attended interactive learning workshops that covered a wide array of diversity topics in the academic setting, including: "Undoing Structural Racism in the Classroom & Higher Education;" "One Size Doesn't Fit All: Knowing and Serving Hispanic Millennials;" "The Learning Trajectory of English as a Second Language (ESL) Students;" and "Skills and Strategies for Facilitating Challenging Dialogues on Gender, Sex, Race, Sexual Orientation and other Diversity-Related Content in the John Jay Classroom." The January FDD continued the Challenging Dialogues workshop on diversity.
- The Office of the Provost used the findings from the national Collaborative on Academic Careers in Higher Education (COACHE) survey to facilitate focus groups during the Fall 2015 Faculty Development Day (FDD) to assess climate issues for faculty. Such systematic exploration has helped the College develop recommendations to address faculty concerns, including specific issues related to Faculty of Color (FoCs). The Associate to the Provost for Faculty, a newly created role, is concurrently working to develop strategies to address diversity-focused issues among faculty.
- The Office of the Provost and the College's Committee on Diversity and Inclusion actively disseminate scholarship, mentorship and development information to all full-time faculty, including the John Jay College Latino Faculty Initiative (by the Office of Academic Affairs), DPDF, FFPP, and the CUNY Faculty Diversity and Inclusion Conference, other opportunities that become available. At least one John Jay faculty member has indicated that she will be submitting presentation in the upcoming CUNY Diversity Conference.
- John Jay Professor Kevin Nadal continues to serve in the University Advisory Council under the CUNY Office of Recruitment and Diversity. Additionally, Silvia Montalban, Director of the Office of Compliance and Diversity was appointed to serve in the Council through Spring 2017.

#### **Human Resources**

- There is a training budget administered in Human Resources ("HR") for HEO series staff. HR
  identifies, promotes and enrolls staff in various professional development workshops to enhance
  managerial or supervisory skills as well as substantive skills. These programs are usually offered by
  DCAS and the CUNY Office of Professional Development.
- The College in an effort to foster professional development of its employees hosts Bravo! Summer Employee Institute annually. Programs consist of both personal and professional development workshops on customer service, effective supervision, management and leadership skills, as well as some recreation and social networking activities. The Institute culminates with recognition of the "Outstanding Employee of the Year" and Divisional awards.
  - The 2016 Bravo Professional Development Program organized by Human Resources was held in June 2015. The theme was "Cultural Competency: Understanding Yourself and Others" and included sessions on diversity, cultural competence and anti-discrimination. For example, Dr. Nancy Velazquez-Torres, SEEK Director presented "Different But Equal: Creating A Culturally Competent And Inclusive Workplace" workshop.

- Human Resources has designated a series of celebrations to various months, including:
  - February is designated Black History month. An event is scheduled to celebrate the contributions of Black and African Americans in the workplace.
  - March is Women's History month An engagement event or workshop is scheduled to celebrate the contributions of Women in the workplace.
  - April is Administrative Employees Recognition month Employees are invited to take
     Administrative training/workshops through PDLM or other external vendors.
  - May the Managers and Supervisors Month for the CUNY Professional Development Program, geared toward enhancing management and supervisory skills.
  - October is Domestic Violence Awareness month when employees are asked to wear Purple and there are many employee and student included events and workshops on campus.
  - Among Culture and Heritage Month Celebrations was an October 28, 2015 Symposium:
     Crisscrossing Cultural Borders: Reciprocal Influences among African Americans and Italian Americans.
  - The existing employee online trainings for Sexual Harassment will be continued through existing vendor, Everfi. First round of the online program was launched in Spring 2016 and the subsequent steps continued to be disseminated through Fall 2016.

# The Office of Compliance and Diversity

- CDO/Title IX Coordinator has conducted ongoing trainings, including myriad in-person trainings in 2015-2016 to explain the CUNY Policy on Equal Opportunity and Non-discrimination and the Policy Against Sexual Misconduct. Most of the in- person trainings have first been focused on employee populations who have front-line interaction and service the college community. This included, but is not limited to, training the entire Student Affairs staff, approximately 300, the entire Public Safety staff (approx. 100), all Athletics staff (full and part-time) and some academic affairs staff. Special populations such as residence hall, international students and study abroad faculty and students have also been targeted groups for training. Overall 41 trainings were conducted within 2015-2016 with over 800 attendees/participants.
- The Office of Compliance and Diversity maintains a Title IX Webpage with current policies, including a new webpage dedicated to CUNY Accommodations Policy: http://www.jjay.cuny.edu/cuny-accommodations-policy.
- Sponsored an on-campus three-day *Undoing Racism Workshop* in partnership with the People's
  Institute in Spring 2016. Staff and faculty members were invited to attend this interactive
  experience that explored intuitional racism through historical lenses. Faculty members from the
  SEEK, Counseling and Psychology departments participated.
- Trainings on Disability Awareness and Resources in an Inclusive Workplace have been developed.

#### **Women's Center for Gender Justice**

• A Know Your Rights workshop was sponsored by the Women's Center.

- The College's LGBTQ Task Force under the Women's Center facilitated numerous training and educational workshops for students and employees. Examples of 2016 events include: "LGBTQ Rights in the Workplace," "Transgender Inclusion Training," and monthly "Queer Lunch".
- Faculty and staff are invited to attend many student-oriented diversity activities and initiatives throughout the year, including educational panel discussions with subject matter experts around issues of gender equality, LGBTQ rights, "Hateful v. Hurtful Speech," anti-bias.

#### Other

- Among the activities to promote education in diversity matters, the College held/ conducted the following:
  - Safe Zone Initiative trainings continue and are designed to raise sensitivity and awareness of LGBTQ issues.
- John Jay College launched a year-long initiative *Bridging the Divide: Re-imagining Police-Community Relations* in fall 2015 initiated by President Jeremy Travis in collaboration with the Center on Race, Crime and Justice and the Department of the African Studies. The initiative engaged a diverse group of stakeholders from various disciplines in an inclusive, constructive, public discourse on best practices for improving relations between law enforcement and the communities they serve. Spring 2016 campus-wide panel discussion included: "Gender, Sexuality and Policing;" "Policing of Religious Community Groups;" "Youth and Policing." In addition, the College hosted a one-day conference: "Multi-Stakeholder Dialogue on Bridging the Divide" including the "Power of One Racial Justice Award."
- The College will continue to disseminate information to faculty and invite speakers to discuss information about CUNY resources that support and advance diversity in order to familiarize faculty with diversity resources in order to foster a broader sense of community and inclusiveness through cross-campus interactive events. (e.g. the Center for Lesbian and Gay Studies; the Asian American/Asian Research Institute; the John D. Calandra Italian American Institute; the Center for Puerto Rican Studies; the Dominican Studies Institute; CUNY's Women's Centers: and the Office of Veterans Affairs) as well as those that enhance the quality of work life (e.g. Wellness Center Services, the Employee Assistance Program-CUNY Work Life).

# Ongoing Engagement with College Management

The Chief Diversity Officer conducts the following activities to promote management's participation in the Affirmative Action programs:

- Meets regularly with President, members of President's Cabinet to discuss compliance and diversity outreach issues
- Meets with Department Chairs, and Hiring Managers to discuss hiring issues such as diversifying applicant pools, addressing unintended bias, and meeting compliance requirements
- Designs and implements programs/remedies to promote the attainment of placement goals
- Oversees the College's recruitment and advertising programs to assure appropriate outreach to underrepresented groups.

 Reviews and approves plans to conduct searches to fill job vacancies, both faculty and administrative

There were approximately 60 recruitment searches conducted during 2015-2016 and, thus, approximately that many committees were charged. (These were slightly fewer searches from previous year due to a hiring pause due to budgetary constraints.) The topics covered include recruitment practices, maintaining proper documentation, interview questions, references, the underutilization rate of the Affirmative Action Unit and how it must inform broad recruitment outreach efforts.

#### **Recruitment Operations**

The University's Office of Recruitment and Diversity provides the following services to the College in support of outreach, goal attainment, and general compliance:

- Sends all job postings to State Workforce Agencies and Veterans' career centers
- Maintains consolidated advertising programs
  - Distributes postings to a variety of internet job boards serving Veterans, Individuals with Disabilities, women, and underrepresented groups through a consortium arrangement with Direct Employers Association
  - Distributes postings to a national network that sponsors a Higher Education job board and employment support service through a consortium arrangement with the Higher Education Recruitment Consortium (HERC)
  - Maintains on-request social media accounts for posting difficult-to-fill positions through arrangements with LinkedIn and Twitter
  - o Advertises University-sponsored Civil Service examinations in a wide range of outlets.
- Publishes a detailed guide to compliant search practices that is made available to Search Committees and a technical guide for Chief Diversity Officers
- Provides a shared online site with resources on candidate sourcing (such as internet job board listings for outreach) and other recruitment issues
- Provides education programs for managers and staff in Human Resources and Diversity on best practices in effective recruiting.

#### **Recruitment and Selection Practices**

Placement goals to eliminate underutilization are addressed through advertising and recruiting efforts that broaden the applicant pool, as well as other results-oriented campus initiatives.

Some of the general practices employed to help advance placement goals include:

Required posting of open positions and of Civil Service Notices of Exam (NOE). Normally faculty
vacancies are posted for 60 days and administrative vacancies are posting for 30 days

- Collection of all applications into a single system where pre-established screening practices relevant to the specific function may be applied
- A job application process where all candidates are invited to self-identify race/ethnicity, gender, veteran status, or disability status; information is kept confidentially and used to analyze the composition of applicant pools by vacancy and overall
- A committee recruiting process by which a diverse team evaluates candidates according to consistent criteria and job-related interview questions
- Educational materials for hiring managers and members of recruiting committees, including compliance guidelines such as prohibited questions
- It is pending for the college Human Resources to review and utilize any information from the annual survey of newly-appointed employees to identify potential areas of concern in how the College communicates with its candidates.
- Ongoing oversight by the Chief Diversity Officer including required review of Search Plans, certification of applicant pools, and review of search outcomes.

# Targeted Outreach in Response to Underutilization

- The College plans to participate in industry knowledge-sharing EEO events, such as HERC's Everything You Need to Know about Diversity and Search Committees training, CUNY Faculty Diversity Conference 2017, as well as NYC EEO, Diversity & Inclusion Colloquium to enhance and adopt proven best practice around diversity recruitment.
- The College's Faculty Personnel Committee plans to create a FPC website with resources for candidates.
- The Provost's Office, Faculty Senate and the Office of Compliance and Diversity will collaborate to develop a long-term plan to recruit Faculty of Color. As a short-term goal, the College plans to further proactively develop its identity as an Hispanic Serving Institution that will lend to more targeting recruitment.
- The College makes continuous good faith efforts to recruit women and minorities by advertising all positions on the College website and CUNY-wide. In addition, faculty and staff positions are posted with the New York State Department of Labor, ChronicleCareers.com, HigherEdjobs.com, Diversejobs.net, naaap.org (Association for Asian American Studies) and aaastudies.org (National Association of Asian American Professionals) to address underutilization in certain job groups. From time to time, in support of efforts to recruit more diverse faculty and professional staff, positions have been advertised for a fee via the Online Diversity Job Fair which AcademicCareers.com hosts periodically usually in November in the form of a large database of diverse faculty, doctoral students, and professionals, including those who specialize in Science & STEM. Using push-technology AcademicCareers.com alerts them of jobs in the Online Diversity Job Fair.
- In addition, the Office of Human Resources conducts posting outreach as outlined in the grid below.

# **POSTING SOURCES GRID**

The Grid below indicates the usual place	ement for vacancy	notices.		
-				
Placement for Vacancy Notice	CLASSIFIED	ECP	All HEO	FACULTY
	Positions	Positions	TITLES	Positions
aaastudies.org (Assoc for Asian				
American Studies)	<b>√</b>	√	<b>√</b>	<b>5</b>
Chronicle print		•	•	•
Chronicle Website	•	1	•	1
ChronicleCareers.com	4	•	•	<b>,</b>
John Jay Website	4	4	4	4
<b>CUNYfirst website</b>	4	1	•	4
Diversejobs.net	•	1	•	1
Hercjobs.org	•	1	•	1
Higher Ed Jobs.com	4	1	•	<b>,</b>
Higher Ed Jobs.com	•	<b>√</b>	<b>√</b>	<b>,</b>
Indeed.com	4	4	4	4
InsideHigherEd.com	4	<b>√</b>	<b>√</b>	1
naaap.org (National Association				
of Asian American Professionals)	4	<b>√</b>	<b>√</b>	<b>5</b>
NYS DOL	1	1	•	1
Simplyhired.com	1	4	<b>√</b>	<b>,</b>
Special requests may be made for publications and/or websites not listed above.				

# 3. Dissemination of Non-Discrimination Policy and Program

The CUNY Policy on Equal Opportunity and Non-Discrimination is available on the College's website and the President's Re-Affirmation Letter is sent to all employees.

The Affirmative Action Plan is available for public inspection and is available 24 hours at the John Jay College website at:

http://www.jjay.cuny.edu/cuny-affirmative-action-program-and-recruitment-monitoring

Originals are located during normal business hours (9:00 a.m. to 5:00 p.m.) in the Office of Compliance and Diversity at: 524 W. 59<sup>th</sup> Street, Room 622 Harran Hall.

The University posts public notices of non-discrimination policies in The New York Times as well as on CUNY web pages. EEO statements are included on individual job postings.

# **Training Programs**

The College has established training programs for managers and staff on equal employment opportunity, affirmative action and College policy. These programs have included:

- In February 2016, The College's Committee on Diversity and Inclusion hosted an on-campus three-day *Undoing Racism Workshop* in partnership with the People's Institute in Spring 2016. All members of the President's Executive Staff, Public Safety, SEEK, Counseling, Committee members which include staff and faculty members were invited to attend this interactive training workshop.
- Title IX Coordinator conducted 41 trainings in the last academic year with over 800 employee participants.
- In Spring 2016, The Committee on Diversity and Inclusion sponsored a webinar on the federal *Dear Colleague Letter* explaining the college's obligations regarding transgender students as best practices for future policies. Nearly 20 decision makers, including Department Directors and Associate Provost attended online training workshop.
- In Summer 2016, the Office of Compliance and Diversity developed new trainings on Disability
  Awareness and Resources in an Inclusive Workplace with plans to roll out interactive training in Fall
  2016.
- The College's Title IX Coordinator/ Director of Compliance and Diversity continues to present on College's policies on affirmative action and EEO compliance to multiple leadership teams, including but not limited to, the President's Executive Staff (Cabinet), the Council of Chairs and the HEO Council.

#### **B. RESPONSE TO 2016 UNDERUTILIZATION**

The College has established placement goals for each Affirmative Action Unit where minority or female representation was disproportional to labor market availability. Corrective actions are taken when underutilization equals at least one full-time equivalent employee.

Placement goals to address female and minority underutilization are established by Affirmative Action Unit as described in Section IV (Results of Statistical Analysis/Areas of Concern). Placement goals guide recruitment activities with a particular focus on recruiting a broad and inclusive pool of qualified applicants.

Below is evidence of future recruitment efforts that may serve to address the underutilization in certain job groups. These are job searches from July 2016 to October 2016 that the College advertised after this Plan's reporting period:

Apple Corps	Service-Learning Specialist	
Community Outreach	Student Life Specialist	
Marketing and Development	Development Manager - Major & Planned Gifts	
Sociology	Assistant or Associate Professor	
Theater Operations	Broadcast Associate Level 2	
Sciences	epidemiologist/computational biologist	

Public Management	Faculty Open Rank – Assistant or Associate Professor
Psychology	Assistant/Associate Professor
Modern languages	Asst/Assoc Professor of Spanish - Specialist in Translation and
Modern languages	Interpreting
International Student Services	Deputy Director of International Student Services
Department of Modern Languages	Asst/Assoc Professor of Spanish - Specialist in Translation and Interpreting
Academic Affairs	Associate Provost - Dean of Undergraduate Studies
Admissions	Graduate Admissions Counselor
Graduate Studies	Associate Director for Academic Internships
Marketing and Communications	Communications Production Specialist
Professional Studies	Curriculum Manager/Instructional Designer
Student Affairs	Wellness Center Coordinator
Marketing and Development	Development Coordinator
Professional Studies	Police Liaison Administrator- Temporary
Human Resources	Human Resource Coordinator
Professional Studies	Administrative Specialist - Temporary
Human Resources	HR Client Services Specialist
Freshman Advising	Administrative Coordinator
Student Academic Success Programs	Associate Director for DOC Partnerships (Academic Program Manager, Higher Education Associate)
Alan Siegel Writing Center	Academic Resource Center Specialist
Office of Undergraduate Studies	Academic Operations Coordinator
Senior Academic Advisor	Senior Academic Advisor - Peer Advisor Program Specialist
Law and Society	Rank Open – Law and Society
Math & Science Resource Center	Math & Science Resource Center Manager (Academic Resource Center Manager)
Admissions	Senior Academic Advisor - Peer Advisor Program Specialist
Admissions	Senior Academic Advisor - In-Service Students
Marketing and Development	Special Events Specialist
Marketing and Development	Special Events Coordinator
Marketing and Development	Development Manager - Major & Planned Gifts
Marketing and Development	Associate Director of Multimedia Production and Outreach
Student Affairs	Student Transition Programs Coordinator (Student Life Coordinator)
Facilities Management	Custodial Supervisor (Provisional)
Human Resources	Asst. Director, Employee Engagement
Facilities Management	Director of Facilities Management
Department of Public Management	Academic Program Coordinator

CUNY Justice Academy CSIS pipeline	Program Coordinator
Admissions	Associate Director for Communication and Implementation - Admissions
Psychology Graduate Programs	Career & Externship Counselor

Department of Public Management	Academic Program Coordinator
Student Affairs	Associate Vice President of Student Affairs
Information Technology	IT Assistant, L1
Psychology Graduate Programs	Career & Externship Counselor
Marketing and Development	Senior Graphics Designer - (Communications Marketing Director)
Community Outreach	Coordinator of Community Outreach (Admin Coordinator)

The following activities are planned for this next plan year. The College will continue to evaluate the effectiveness of its outreach programs and make adjustments as needed.

- The College plans to participate in industry knowledge-sharing EEO events, such as HERC's Everything You Need to Know about Diversity and Search Committees training, CUNY Faculty Diversity Conference 2017, as well as NYC EEO, Diversity & Inclusion Colloquium to enhance and adopt proven best practice around diversity recruitment.
- The College's Faculty Personnel Committee plans to create a FPC website with resources for candidates.
- The Provost's Office, Faculty Senate and the Office of Compliance and Diversity will collaborate to develop a long-term plan to recruit Faculty of Color. As a short-term goal, the College plans to further proactively develop its identity as an Hispanic Serving Institution that will lend to more targeting recruitment.
- The College plans to update its online outreach efforts and continue to disseminate faculty and staff openings through the New York State Department of Labor, ChronicleCareers.com, HigherEdjobs.com, Diversejobs.net, naaap.org (Association for Asian American Studies) and aaastudies.org (National Association of Asian American Professionals) to address underutilization in certain job groups.

#### C. INTERNAL AUDIT AND REPORTING

The internal audit and reporting system is used as the basis for evaluating results-oriented programs and affirmative action efforts. The President has designated the Chief Diversity Officer as having primary responsibility for the audit and reporting system.

Features of the audit and reporting program conducted by the Chief Diversity Officer include:

- Monitoring records of personnel activities, including new hires, transfers, promotions, and terminations
- Monitoring the status of employee self-identification programs
- Reviewing the effectiveness of recruiting outreach and advertising
- Monitoring complaints or incident reports which may indicate underlying trends
- Reviewing personnel activities and the Affirmative Action Plan with senior level officers

• Advising management of program effectiveness and provide recommendations for improvement.

Employment and personnel activity records are maintained in the central CUNYFirst system to provide data used to evaluate and update the Affirmative Action Plan.

#### VI. INDIVIDUALS WITH DISABILITIES AND PROTECTED VETERANS

#### A. POLICY STATEMENT ON EQUAL EMPLOYMENT OPPORTUNITY

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

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

It is also The University's policy to provide reasonable accommodations when appropriate to Individuals with Disabilities, individuals observing religious practices, employees who have pregnancy or childbirth-related medical conditions, or employees who are victims of domestic violence/stalking/sex offenses.

This Policy also prohibits retaliation for reporting or opposing discrimination, or cooperating with an investigation of a discrimination complaint. (Provide policy statements, including the required anti-retaliation statements, relative to Individuals with Disabilities and Veterans)

Further details on university policies are available on the web site at:

Click for CUNY's Policies (www.cuny.edu/about/administration/offices/ohrm/policies-procedures.html)

#### **B. REVIEW OF PERSONNEL PROCESSES**

Our goal is to ensure all personnel activities are conducted in a manner that provides and promotes equal employment opportunity for employees and applicants who are Individuals with Disabilities and/or Protected Veterans. To that end we periodically review our personnel processes for potential barriers to employment, training, and promotion.

The College asserts that its personnel processes do not stereotype Individuals with Disabilities or Protected Veterans or otherwise limits their access to jobs for which they are qualified and that they are featured in college publications.

Incumbent employees are invited to self-identify through a system available in CUNY's Employee Self-Service Portal. Applicants are invited to self-identify through CUNY's online recruiting system each time they submit an expression of interest in a vacancy. This information is maintained confidentially in CUNY's central information system (CUNYFirst).

#### C. REVIEW OF PHYSICAL AND MENTAL QUALIFICATIONS

Our goal is to ensure that all physical and mental qualifications and requirements are job-related and

consistent with business necessity and safe performance of the job. We periodically review the College's physical and mental qualifications and requirements as they relate to employment, training, and promotion.

A review of a given position is made when there is a change in working conditions that may impact the job's physical or mental requirements. Examples may include new work requirements or new equipment. As new job qualifications are established, the College will review them to ensure that they would not screen out qualified Individuals with Disabilities or Protected Veterans. To the extent that such a situation might occur, the College takes steps to ensure the requirements are essential functions of these particular jobs.

The University reviews Civil Service specifications for potential issues at the time that they are being either issued or revised.

#### D. REASONABLE ACCOMMODATION

The College provides reasonable accommodations to physical and mental limitations of applicants and employees who are Individuals with Disabilities or Disabled Veterans. The College makes reasonable accommodations under this condition to those individuals who have requested a reasonable accommodation. As per the *CUNY Procedures for Implementing Reasonable Accommodation and Academic Adjustments*, the Human Resources Director is responsible for making arrangements to provide reasonable accommodations to applicants for employment, current employees and visitors. Anyone may request an accommodation by contacting the Human Resources Office.

To formally request an accommodation, individuals with disabilities should contact the following individual in the John Jay College Office of Human Resources:

Name: Christina Lee
Title: Benefits Manager
Phone: (212) 237-8504
Email: clee@jjay.cuny.edu

Procedures for requesting an accommodation are detailed in *Procedures for Implementing Reasonable Accommodation at The City University of New York,* available at:

http://www.jjay.cuny.edu/cuny-accommodations-policy

The process for requesting an accommodation are detailed in *CUNY Procedures for Implementing Reasonable Accommodation and Academic Adjustments* available at:

http://www.cuny.edu/about/administration/offices/la/PolicyonEqualOpportunityandNonDiscriminationandProceduresDecember42014.pdf

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

Individuals with Disabilities may request reasonable accommodations in the recruiting and interviewing

process. The procedure is provided on the Employment Page of the CUNY Website <a href="http://www.jjay.cuny.edu/cuny-accommodations-policy">http://www.jjay.cuny.edu/cuny-accommodations-policy</a> and at the College's Office of Human Resources. The text of the statement is as follows:

Any applicant who requires an accommodation for a disability in order to apply for a position or proceed with the job search process should contact the College's Human Resources Office, specifically Christina Lee (listed above) at <a href="mailto:clee@jjay.cuny.edu">clee@jjay.cuny.edu</a> and (212) 237-8504 or the University's Office of Recruitment and Diversity at <a href="mailto:jobs@cuny.edu">jobs@cuny.edu</a>, 205 East 42nd Street, 10<sup>th</sup> Floor, New York, New York 10017.

In the 2015 - 2016 reporting year:

- While recognizing that many requests are resolved without an official request, the College responded to 7 requests for reasonable accommodations from employees, for which the interactive process was successfully concluded 6 times and appealed 0 times.
- At this time there are **no** outstanding appeals
- There were no requests for reasonable accommodation for job applicants.

As per University policy, the College also provides reasonable accommodations to individuals on the basis of religious practice.

#### **E. HARASSMENT PREVENTION PROCEDURES**

The University has developed procedures to ensure that Individuals with Disabilities or Protected Veterans are not harassed. (See Section A above, *Policy Statements on Equal Employment Opportunity*). As specified in our policy, the 504/ADA Coordinator, **Silvia Montalban,** is responsible for coordinating efforts to ensure access and non-discrimination for Individuals with Disabilities. To file a complaint, individuals should contact the 504/ADA Coordinator.

#### F. EXTERNAL DISSEMINATION OF POLICY

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

Each job vacancy announcement has a summary of CUNY's policy.

The University also its Non-Discrimination Policy in the New York Times twice each year, and on its employment web site (<u>Click for CUNY's Employment Page (www.cuny.edu/employment.html)</u>). The University's Offices of Recruitment and Diversity and Labor Relations provide an annual notice of our policies to labor unions.

The College sends written notice of the affirmative action policy to all subcontractors, vendors, and suppliers requesting their compliance with our policy.

#### G. OUTREACH AND POSITIVE RECRUITING

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

- Initiating and maintaining communication with organizations having special interests in the recruitment of and job accommodations for Disabled Veterans, other Protected Veterans, and Individuals with Disabilities
- Including Individuals with Disabilities in photographs or diagrams in educational, promotional, or job advertisement materials
- Disseminating information concerning employment opportunities to media that reach Disabled Veterans, other Protected Veterans, and Individuals with Disabilities
- Informing recruiting sources, in writing and orally, of the Affirmative Action policy for Disabled Veterans, other Protected Veterans, and Individuals with Disabilities
- Advertising job openings with a variety of external resources, including required reporting to the New York State Labor Department and related agencies
- Filing the VETS-4212 report on an annual basis
- Participating in programs that employ Protected Veterans and Individuals with Disabilities
- CUNY participates in the following efforts to recruit Veterans and Individuals with Disabilities which are supported by New York State Civil Service statutes:
- Veterans may apply for additional points added to Civil Service examination scores based on either Veteran or Disabled Veteran Status as defined by State of New York statute (points are granted only where the Veteran has received a minimum passing score on the examination)
- The University may appoint qualified disabled individuals to classified Civil Service titles without an examination.

#### H. INTERNAL DISSEMINATION OF POLICY

To foster positive support for the affirmative action program for Protected Veterans and Individuals with Disabilities, the College has, and will continue to implement the following internal dissemination of its policies and procedures:

- Including the policies in the manuals and other in-house publications
- Meeting with senior staff and other supervisors to explain the intent of the policy and individual responsibility for effective implementation
- Scheduling training sessions for employees involved in recruitment, selection, and promotion decision-making

Discussing policies thoroughly in both employee orientation and management training programs

• Including articles on accomplishments of Disabled Veterans, other Veterans, and Individuals with

Disabilities in College publications

• Posting the CUNY Procedures for Implementing Reasonable Accommodation and Academic Adjustments on College bulletin boards, along with the CUNY Policy on Non-Discrimination (which

also covers protection from harassment on the basis of disability)

• Featuring persons who are Individuals with Disabilities in handbooks or similar publications.

I. AUDIT AND REPORTING SYSTEM

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

• Measures the effectiveness of the College's overall Affirmative Action Program and whether the

College is in compliance with specific obligations

Indicates the need for remedial action

Measures the degree to which the College's objectives are being met

• Determines whether there are any undue hurdles for Individuals with Disabilities and Protected

Veterans regarding campus sponsored educational, training, recreational, and social activities.

In addition, the 504/ADA Coordinator may consult with The University Dean for Recruitment and Diversity and/or The University Advisory Council on Diversity if audits uncover issues.

• 504/ADA Coordinators also receive regular guidance concerning reporting systems at periodic

meetings sponsored by The University Office of Recruitment and Diversity.

J. RESPONSIBILITY FOR IMPLEMENTATION

As part of its efforts to ensure equal employment opportunity to Disabled Veterans, other Veterans, and

Individuals with Disabilities, the College has designated specific responsibilities to various staff.

Employee reasonable accommodation requests must be addressed to:

Christina Lee Benefits Manager

John Jay College Office of Human Resources

Phone: (212) 237-8504 Fax: (212) 237-8939

Email: clee@jjay.cuny.edu

Complaints and Appeals of resonable accommodation decisions should be addressed to:

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Silvia Montalban
Director-Compliance & Diversity
504/ADA Coordinator
Harran Hall, Rm. 622T

Office: (646) 557-4409 Fax: (212) 237-8128

Email: smontalban@jjay.cuny.edu

 The Military & Veterans Services Manager within Student Affairs is a general resource on veteran matters:

Richard Pusateri Office: 212.484.1329

Email: Rpusateri@jjay.cuny.edu

#### 1. The President

The President is responsible for the implementation of the program and appoints the 504/ADA Coordinator to oversee College compliance activities. He/she provides senior management support and resources to manage the implementation of this program.

#### 2. The 504/ADA Coordinator

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

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

#### 3. 504/ADA Committee has been replaced by the Fire Safety and Accessibility Committee.

Matters of reasonable accommodations are handled privately by employees through Human Resources. General issues concerning accessibility and which affect individuals disabilities are discussed in the Fire Safety and Accessibility Committee, a committee formed in the Fall 2015. This Committee supplanted the 504/ADA Committee. The Committee considers and reviews policies and practices that address concerns

for differently-abled individuals in accessing areas of the campus, including how they impact on fire safety. The 504/ADA Coordinator, Public Safety, Human Resources, the Director of Space Planning and Capital Projects, the Chief Student Affairs Officer, the President of Student Government, faculty and three faculty members comprise the membership. The Assistant Director of Public Safety is the chairperson the Fire Safety and Accessibility Committee.

The members of the committee are:

- David Rivera, Committee Chair and Assistant Director of Public Safety
- Grace Theresa Agalo-os, President of Student Government
- Glenn Corbett, faculty
- Marc Harary, Director of Space Planning and Capital Projects
- Karen Kaplowitz, faculty
- Silvia Montalban, 504/ADA Coordinator
- Francis Sheehan, Faculty
- Raj Singh, Assistant vice President of Administration
- Dana Trimboli, Chief Student affairs Officer

#### 4. College Officials

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

#### K. TRAINING

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

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

- In Summer 2016, the Office of Compliance and Diversity developed new trainings on Disability Awareness and Resources in an Inclusive Workplace with plans to roll out interactive training in Fall 2016.
- The College's Title IX Coordinate/ Director of Compliance and Diversity continue to present on College's policies on affirmative action and EEO to multiple leadership teams, including the HEO Council and the Council of Chairs.

#### L. COMPARISON TO BENCHMARKS

See Appendix L – Benchmark Comparisons for Veterans and Individuals with Disabilities

See Appendix M – VETS 4212 Report

The OFCCP has established a utilization goal of 7% per job group for Individuals with Disabilities, and a hiring rate benchmark for this current year of 7%.

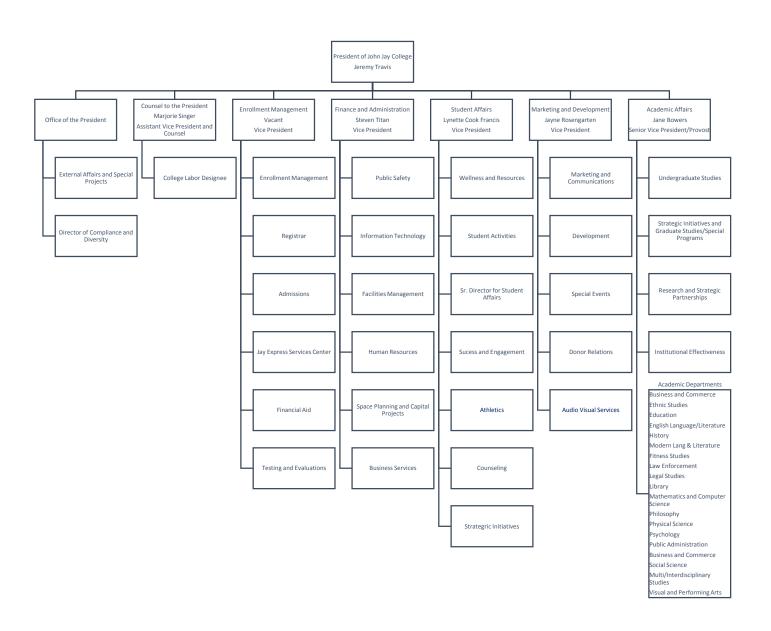
A preliminary review of the extent to which the college meets hiring benchmarks for employment of Veterans is illustrated displayed in Appendix L.

Recruitment, application and appointment processes are monitored to encourage the representation of Protected Veterans as well as employees and applicants who are Individuals with Disabilities.

The College plans to conduct a self-audit in the upcoming plan year to determine that data can be accurately and completely reported.

# **VII. APPENDICES**

### **A. ORGANIZATION CHART**



**B. PRESIDENT'S RE-AFFIRMATION LETTER** 



Jeremy Travis President

Haaren Hall 524 West 59th Street, Room 625 New York City, NY 10019 T. 212.237,8600 F. 212.237,8607 jtravis@jjay.cuny.edu

#### **Memorandum**

To: The John Jay College Community

From: President Jeremy Travis

Date: August 25, 2016

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

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

Accordingly, I am committed to oversee John Jay College of Criminal Justice, in compliance with the CUNY Policies and Procedures on Equal Opportunity, Non-Discrimination, and on Sexual Misconduct.

The Equal Opportunity and Non-discrimination Policy states CUNY's commitment to recruit, employ, retain, promote, and provide benefits to employees regardless of race, color, creed, national origin, ethnicity, ancestry, religion, age, sex, sexual orientation, gender, gender identity, marital status, partnership status, disability, genetic information, alienage, citizenship, military or veteran status, unemployment status, pregnancy, or status as a victim of domestic violence/stalking/sex offenses, or any other legally prohibited basis in accordance with federal, state and city laws. I remind you that Italian-Americans are included among CUNY's protected groups. Additionally, as a federal contractor, CUNY engages in affirmative action consistent with federal requirements. I invite you to visit our website, <a href="http://www.cuny.edu/about/administration/offices/la/Policy-on-Equal-Opportunity-and-Non-Discrimination-December42014with-procedures.pdf">http://www.cuny.edu/about/administration/offices/la/Policy-on-Equal-Opportunity-and-Non-Discrimination-December42014with-procedures.pdf</a> and <a href="https://www.cuny.edu">www.cuny.edu</a>, to view the Equal Opportunity Policy in its entirety, including the complaint procedures and prohibition against retaliation.

I have assigned the responsibility for the implementation and monitoring of our compliance program to the Chief Diversity Officer, Silvia Montalban, Esq. She is the Director of Compliance & Diversity who will also serve as the 504/ADA Coordinator and Title IX Coordinator. The vice presidents, deans, directors, managers and supervisors also share responsibility for ensuring our compliance with these policies and laws. The Office of Compliance & Diversity is located in Haaren Hall, Room 622T. Their website and resources can be accessed at <a href="http://www.jigy.cuny.edu/compliance-and-diversity">http://www.jigy.cuny.edu/compliance-and-diversity</a>. Additionally, any individual who believes that he or she has experienced employment discrimination should immediately contact Ms. Montalban at 646-557-4409 or at <a href="maintaing-minimation">smontalban@ijay.cuny.edu</a>.

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



# **C. AFFIRMATIVE ACTION UNIT STRUCTURE**

# 1. Job Groups and Affirmative Action Units

Executive/Administrative/ Managerial	Job Group	Affirmative Action Unit	Typical Job Titles
Managerial   Vice President/Assistant Vice President Dean/Associate Dean/Associate Dean/Associate Dean/Associate Administrator III   Higher Education Officer Higher Education Associate Research Associate Research Associate Research Associate Computer Systems Manager Computer Operations Manager Computer Operations Manager Chief Admin Supt of Buildings and Grounds Admin Supt of Buildings and Grounds Admin Supt of Buildings and Grounds Security Director Campus Security Director Distinguished Professor Associate Professor Associate Professor Associate Professor Assistant Professor Instructor Instructor Research Professor Assistant Professor Associate Professor, Accountant Accountant Accountant Accountant Assistant to Higher Education Officer Research Associate Sagent Professor Assistant to Higher Education Officer Research Associates as per pay level College Lab Technicians (Lab Technician, Senior Lab Technician, Chief Lab Technicians) Accountant Assistant; Assistant Purchasing Agent Broadcasting/Media Titles Broadcasting/Media Titles Broadcasting/Media Titles Broadcast Associate Theatre Technician Decialist Theatre Technician Specialist IT Senior Associate	Executive/Administrative/	Administration I	President
Administrator   Administrator   Administrator   Higher Education Officer   Higher Education Associate   Research Research Research   Research Research   Research Research   Research Research   Research Research   Research Research   Research Research   Research Research   Research Research   Research Research   Research Research   Research Res			Vice President/Assistant Vice President
Administration II Higher Education Officer Higher Education Associate Research Associate  Computer Systems Computer Systems Manager Chief Admin Supt of Buildings and Grounds Admin Supt of Buildings and Grounds Admin Supt of Buildings and Grounds Security Director Campus Security Director Campus Security Assistant Director Professorial Distinguished Professor Professor Associate Professor Non-Professorial Lecturer Lecturer Lecturer Doctoral Scholar  Professional Non-Faculty Accountant Accountant; Purchasing Agent  Administration III Higher Education Assistant Assistant to Higher Education Officer Research Assistant Some Research Associates as per pay level  Administration IV College Lab Technicians (Lab Technician, Senior Lab Technician, Chief Lab Technician Lead Theatre Technician Lead Theatre Technician Lead Theatre Technician Specialist IT Senior Associate			
Higher Education Associate   Research Associate   Research Associate   Research Associate   Computer Systems Manager   Computer Systems Manager   Computer Operations Manager   Chief Admin Supt of Buildings and Grounds   Admin Supt of Buildings and Grounds   Admin Supt of Buildings and Grounds   Administrative Superintendent of			Administrator/Associate Administrator/Assistant Administrator
Research Associate  Computer Systems Manager Computer Systems Computer Operations Manager Chief Admin Supt of Buildings and Grounds Admin Supt of Buildings and Grounds Admin Supt of Buildings and Grounds Security Director Campus Security Director Campus Security Director Campus Security Assistant Director Professor Associate Professor Associate Professor Non-Professorial Lecturer Lecturer Lecturer Doctoral Scholar  Non-Professorial Instructor Instructor; Research Professor, Accountant Accountant; Purchasing Agent Higher Education Officer Research Assistant Assistant to Higher Education Officer Research Associates as per pay level  Technical/Paraprofessional  Accountant Assistant Accountant Assistant; Assistant Dechnicians Accountant Assistant; Assistant Professor Associate Broadcasting/Media Titles Broadcasting/Media Titles Teather Technician Lead Theatre Technician Lead Theatre Technician Lead Theatre Technician Speciallist IT Senior Associate		Administration II	Higher Education Officer
Computer Systems   Computer Systems Manager   Computer Operations Manager   Chief Admin Supt of Buildings and Grounds   Admin Supt of Buildings   Administrative Superintendent of Buildings and Grounds   Security Director   Campus Security Director   Campus Security Director   Campus Security Director   Campus Security Assistant Director   Campus Security Assistant Director   Campus Security Assistant Director   Campus Security Assistant Professor   Associate Professor   Associate Professor   Associate Professor   Assistant Professor   Research Professor   Assistant Professor   Research Professor   Research Professor,   Professional Non-Faculty   Accountant   Accountant;   Purchasing Agent   Higher Education Assistant   Assistant to Higher Education Officer   Research Assistant   Some Research Associates as per pay level   College Lab Technicians (Lab Technician, Senior Lab Technician, Chief Lab Technicians)   Accountant Assistant   Accountant Assistant;   Assistant Purchasing Agent   Broadcast Associate   Theatre Technician Lead   Theatre Technician Lead   Theatre Technician Lead   Theatre Technician Specialist   IT Senior Associate   I			Higher Education Associate
Manager   Computer Operations Manager   Chief Admin Supt of Buildings and Grounds   Chief Admin Supt of Buildings and Grounds   Admin Supt of Buildings and Grounds   Admin Supt of Buildings and Grounds   Administrative Superintendent of Buildings and Grounds   Security Director   Campus Security Director   Campus Security Director   Campus Security Assistant Professor   Associate Professor   Associate Professor   Associate Professor   Associate Professor   Campus Security Director   Campus Security Director   Campus Security Director   Campus Security Assistant Professor   Associate Professor   Associate as Professor   Associate Associate Associate Associate   Administration III   Higher Education Assistant   Assistant to Higher Education Officer   Research Assistant   Assistant to Higher Education Officer   Assistant to Higher Education Assistant   Accountant Assistant			Research Associate
Chief Admin Supt of Buildings and Grounds   Administrative Superintendent of Buildings and Grounds   Security Director   Campus Security Director   Campus Security Director   Campus Security Assistant Director   Distinguished Professor   Assistant Director   Professor   Associate Professor   Associate Professor   Assistant Professor   Accountant   Purchasing Agent   Higher Education Assistant   Assistant to Higher Education Officer   Research Assistant   Some Research Associates as per pay level    Technical/Paraprofessional   Administration IV   College Lab Technicians (Lab Technician, Senior Lab Technician, Chief Lab Technicians)   Accountant Assistant   Accountant Assistant   Accountant Assistant   Accountant Assistant   Accountant Assistant   Professor   Assistant   Professor   Assistant   Professor   Assistant   Accountant Assistant   Accountant Assistant   Accountant Assistant   Accountant Assistant   Theatre Technician   Theatre Te		Computer Systems	Computer Systems Manager
Chief Admin Supt of Buildings and Grounds   Administrative Superintendent of Buildings and Grounds   Security Director   Campus Security Director   Campus Security Director   Campus Security Assistant Director   Distinguished Professor   Assistant Director   Professor   Associate Professor   Associate Professor   Assistant Professor   Accountant   Purchasing Agent   Higher Education Assistant   Assistant to Higher Education Officer   Research Assistant   Some Research Associates as per pay level    Technical/Paraprofessional   Administration IV   College Lab Technicians (Lab Technician, Senior Lab Technician, Chief Lab Technicians)   Accountant Assistant   Accountant Assistant   Accountant Assistant   Accountant Assistant   Accountant Assistant   Professor   Assistant   Professor   Assistant   Professor   Assistant   Accountant Assistant   Accountant Assistant   Accountant Assistant   Accountant Assistant   Theatre Technician   Theatre Te			Computer Operations Manager
Buildings and Grounds   Admin Supt of Buildings and Grounds   Admin Supt of Buildings and Grounds   Security Director   Campus Security Director   Campus Security Assistant Director   Campus Security Assistant Director   Campus Security Assistant Director   Campus Security Assistant Director   Distinguished Professor   Professor   Associate Professor   Associate Professor   Assistant Professor   Assistant Professor   Assistant Professor   Assistant Professor   Assistant Professor   Accountant   Instructor; Research Professor,   Accountant   Accountant;   Purchasing Agent   Higher Education Assistant   Assistant to Higher Education Officer   Research Associates as per pay level   Technical/Paraprofessional   Administration IV   College Lab Technicians (Lab Technician, Senior Lab Technician, Chief Lab Technicians)   Accountant Assistant   Accountant Assistant;   Accountant Assistant Purchasing Agent   Broadcasting/Media Titles   Broadcast Associate   Theatre Technician   Theatre Te			
Admin Supt of Buildings and Grounds  Security Director  Campus Security Director  Campus Security Director  Campus Security Assistant Director  Campus Security Assistant Director  Campus Security Assistant Director  Campus Security Assistant Director  Campus Security Director  Campus Security Director  Campus Security Assistant Dire		Buildings and Grounds	
and Grounds Security Director Campus Security Director Campus Security Assistant Director Distinguished Professor Associate Professor Associate Professor Assistant Professor Lecturer Lecturer Doctoral Scholar Instructor; Research Professor, Accountant Accountant; Purchasing Agent Higher Education Assistant Assistant to Higher Education Officer Research Associates as per pay level Technical/Paraprofessional Administration IV College Lab Technicians (Lab Technician, Senior Lab Technician, Chief Lab Technicians) Accountant Assistant; Assistant Purchasing Agent Broadcasting/Media Titles Broadcast Associate Theatre Technician Theatre Technician Lead Theatre Technician Specialist IT Senior Associate			Administrative Superintendent of Buildings and Grounds
Faculty Professorial Professorial Distinguished Professor Professor Associate Professor Associate Professor Assistant Professor Assistant Professor Assistant Professor Assistant Professor  Non-Professorial Lecturer Lecturer Lecturer Doctoral Scholar  Instructor; Research Professor, Professional Non-Faculty Accountant Accountant; Purchasing Agent Higher Education Assistant Assistant to Higher Education Officer Research Assistant Some Research Associates as per pay level  Technical/Paraprofessional Accountant Assistant Accountant Assistant; Accountant Assistant; Assistant Purchasing Agent Broadcasting/Media Titles Broadcasting/Media Titles Computer Specialists IT Senior Associate  IT Senior Associate			
Faculty Professorial Professorial Distinguished Professor Professor Associate Professor Associate Professor Assistant Professor Assistant Professor Assistant Professor Assistant Professor  Non-Professorial Lecturer Lecturer Lecturer Doctoral Scholar  Instructor; Research Professor, Professional Non-Faculty Accountant Accountant; Purchasing Agent Higher Education Assistant Assistant to Higher Education Officer Research Assistant Some Research Associates as per pay level  Technical/Paraprofessional Accountant Assistant Accountant Assistant; Accountant Assistant; Assistant Purchasing Agent Broadcasting/Media Titles Broadcasting/Media Titles Computer Specialists IT Senior Associate  IT Senior Associate		Security Director	Campus Security Director
Professorial   Distinguished Professor   Professor   Associate Professor   Associate Professor   Associate Professor   Associate Professor   Assistant Professor		,	
Professor Associate Professor Assistant Professor Assistant Professor  Non-Professorial Lecturer Lecturer Lecturer Doctoral Scholar  Non-Professorial Instructor Instructor; Research Professor, Professional Non-Faculty Accountant Accountant; Purchasing Agent Higher Education Assistant Assistant to Higher Education Officer Research Assistant Some Research Associates as per pay level  Technical/Paraprofessional Accountant Assistant Accountant Assistant; Assistant Purchasing Agent Broadcasting/Media Titles Broadcast Associate Theatre Technician Theatre Technician Specialist Computer Specialists IT Senior Associate	Faculty	Professorial	i de la companya de
Associate Professor Assistant Professor  Non-Professorial Lecturer Lecturer Lecturer Doctoral Scholar  Non-Professorial Instructor Instructor; Research Professor,  Professional Non-Faculty Accountant Accountant; Purchasing Agent Higher Education Assistant Assistant to Higher Education Officer Research Assistant Some Research Associates as per pay level  Technical/Paraprofessional Administration IV College Lab Technicians (Lab Technician, Senior Lab Technician, Chief Lab Technicians) Accountant Assistant Accountant Assistant; Assistant Purchasing Agent Broadcasting/Media Titles Broadcast Associate Theatre Technician Theatre Technician Lead Theatre Technician Specialist Computer Specialists IT Senior Associate	,,		I
Assistant Professor  Non-Professorial Lecturer Lecturer Doctoral Scholar  Non-Professorial Instructor; Research Professor, Professional Non-Faculty  Accountant Accountant; Purchasing Agent Higher Education Assistant Assistant to Higher Education Officer Research Assistant Some Research Associates as per pay level  Technical/Paraprofessional Accountant Assistant Accountant Assistant Accountant Assistant Accountant Assistant; Assistant Purchasing Agent Broadcasting/Media Titles Broadcast Associate Theatre Technician Theatre Technician Lead Theatre Technician Specialist  Computer Specialists  IT Senior Associate			
Non-Professorial Lecturer   Lecturer			
Lecturer Doctoral Scholar  Non-Professorial Instructor Research Professor,  Professional Non-Faculty  Accountant Accountant; Purchasing Agent Higher Education Assistant Assistant to Higher Education Officer Research Assistant Some Research Associates as per pay level  College Lab Technicians (Lab Technician, Senior Lab Technician, Chief Lab Technicians)  Accountant Assistant Accountant Assistant; Assistant Purchasing Agent  Broadcasting/Media Titles Broadcast Associate Theatre Technician Theatre Technician Lead Theatre Technician Specialist  Computer Specialists  IT Senior Associate		Non-Professorial Lecturer	
Non-Professorial Instructor   Instructor;   Research Professor,			
Research Professor,  Professional Non-Faculty Accountant Accountant; Purchasing Agent  Higher Education Assistant Assistant to Higher Education Officer Research Assistant Some Research Associates as per pay level  Technical/Paraprofessional Administration IV College Lab Technicians (Lab Technician, Senior Lab Technician, Chief Lab Technicians) Accountant Assistant Accountant Assistant; Assistant Purchasing Agent  Broadcasting/Media Titles Broadcast Associate Theatre Technician Theatre Technician Lead Theatre Technician Specialist  Computer Specialists IT Senior Associate			20000101201010101
Research Professor,  Professional Non-Faculty Accountant Accountant; Purchasing Agent  Higher Education Assistant Assistant to Higher Education Officer Research Assistant Some Research Associates as per pay level  Technical/Paraprofessional Administration IV College Lab Technicians (Lab Technician, Senior Lab Technician, Chief Lab Technicians) Accountant Assistant Accountant Assistant; Assistant Purchasing Agent  Broadcasting/Media Titles Broadcast Associate Theatre Technician Theatre Technician Lead Theatre Technician Specialist  Computer Specialists IT Senior Associate		Non-Professorial Instructor	Instructor:
Professional Non-Faculty  Accountant  Accountant; Purchasing Agent  Higher Education Assistant Assistant to Higher Education Officer Research Assistant Some Research Associates as per pay level  Technical/Paraprofessional  Accountant Assistant  College Lab Technicians (Lab Technician, Senior Lab Technician, Chief Lab Technicians)  Accountant Assistant  Accountant Assistant; Assistant Purchasing Agent  Broadcasting/Media Titles  Broadcast Associate Theatre Technician Theatre Technician Lead Theatre Technician Specialist  Computer Specialists  IT Senior Associate			<u> </u>
Purchasing Agent  Administration III Higher Education Assistant Assistant to Higher Education Officer Research Assistant Some Research Associates as per pay level  Technical/Paraprofessional Administration IV College Lab Technicians (Lab Technician, Senior Lab Technician, Chief Lab Technicians)  Accountant Assistant Accountant Assistant; Assistant Purchasing Agent  Broadcasting/Media Titles Broadcast Associate Theatre Technician Theatre Technician Lead Theatre Technician Specialist  Computer Specialists IT Senior Associate	Professional Non-Faculty	Accountant	†
Administration III Higher Education Assistant Assistant to Higher Education Officer Research Assistant Some Research Associates as per pay level  Technical/Paraprofessional Administration IV College Lab Technicians (Lab Technician, Senior Lab Technician, Chief Lab Technicians)  Accountant Assistant Accountant Assistant; Assistant Purchasing Agent  Broadcasting/Media Titles Broadcast Associate Theatre Technician Theatre Technician Lead Theatre Technician Specialist  Computer Specialists IT Senior Associate	,		·
Assistant to Higher Education Officer Research Assistant Some Research Associates as per pay level  Technical/Paraprofessional  Administration IV  College Lab Technicians (Lab Technician, Senior Lab Technician, Chief Lab Technicians)  Accountant Assistant  Accountant Assistant; Assistant Purchasing Agent  Broadcasting/Media Titles  Broadcast Associate Theatre Technician Theatre Technician Lead Theatre Technician Specialist  Computer Specialists  IT Senior Associate		Administration III	
Research Assistant Some Research Associates as per pay level  Technical/Paraprofessional Administration IV College Lab Technicians (Lab Technician, Senior Lab Technician, Chief Lab Technicians)  Accountant Assistant Accountant Assistant; Assistant Purchasing Agent  Broadcasting/Media Titles Broadcast Associate Theatre Technician Theatre Technician Lead Theatre Technician Specialist  Computer Specialists IT Senior Associate			
Some Research Associates as per pay level  Technical/Paraprofessional  Administration IV  College Lab Technicians (Lab Technician, Senior Lab Technician, Chief Lab Technicians)  Accountant Assistant  Accountant Assistant;  Assistant Purchasing Agent  Broadcasting/Media Titles  Broadcast Associate  Theatre Technician  Theatre Technician Lead  Theatre Technician Specialist  Computer Specialists  IT Senior Associate			
Technical/Paraprofessional  Administration IV  College Lab Technicians (Lab Technician, Senior Lab Technician, Chief Lab Technicians)  Accountant Assistant  Accountant Assistant; Assistant Purchasing Agent  Broadcasting/Media Titles  Broadcast Associate Theatre Technician Theatre Technician Lead Theatre Technician Specialist  Computer Specialists  IT Senior Associate			
Chief Lab Technicians)  Accountant Assistant Accountant Assistant; Assistant Purchasing Agent  Broadcasting/Media Titles Broadcast Associate Theatre Technician Theatre Technician Lead Theatre Technician Specialist  Computer Specialists  IT Senior Associate	Technical/Paraprofessional	Administration IV	
Assistant Purchasing Agent  Broadcasting/Media Titles Broadcast Associate Theatre Technician Theatre Technician Lead Theatre Technician Specialist  Computer Specialists IT Senior Associate	,		
Assistant Purchasing Agent  Broadcasting/Media Titles Broadcast Associate Theatre Technician Theatre Technician Lead Theatre Technician Specialist  Computer Specialists IT Senior Associate		Accountant Assistant	Accountant Assistant:
Broadcasting/Media Titles Broadcast Associate Theatre Technician Theatre Technician Lead Theatre Technician Specialist  Computer Specialists IT Senior Associate			,
Theatre Technician Theatre Technician Lead Theatre Technician Specialist  Computer Specialists  IT Senior Associate		Broadcasting/Media Titles	
Theatre Technician Lead Theatre Technician Specialist  Computer Specialists IT Senior Associate			
Theatre Technician Specialist  Computer Specialists IT Senior Associate			Theatre Technician Lead
Computer Specialists IT Senior Associate			
		Computer Specialists	
		pro-cp-or-	IT Associate
IT Assistant;			
IT Support Assistant;			
Media/Print Shop Media Services Technician		Media/Print Shop	
Print Shop Coordinator		- 2/ · · · · · · · 2ø	
Print Shop Associate			1
Print Shop Assistant			1
Graphic Designer			1
Secretarial/Clerical CUNY Admin Assistant CUNY Administrative Assistant	Secretarial/Clerical	CUNY Admin Assistant	
CUNY Office Assistant CUNY Office Assistant			
Mail Message Services Mail Message Services Worker			
Worker		_	

Job Group	Affirmative Action Unit	Typical Job Titles
Skills Trades/Crafts	Skilled Trades/Crafts	Supervisor of Maintenance and Labor
	Supervisory	
	Skilled Trades/Crafts, Non-	Carpenter
	Supervisory	Laborer
		Electrician
		Electrician Helper
		Locksmith
		Maintenance Worker
		Oiler
		Painter
		Plumber
		Plumber Helper
		Stationary Engineer
Service/Maintenance	Campus Peace/Security	Campus Peace Officer Level 1
	Officer L1	Campus Security Officer Level 1
		Campus Security Assistant
	Campus Peace/Security	Campus Peace Officer Level 2
	Officer L2	Campus Security Officer Level 2
	Campus Public Safety	Campus Public Safety Sergeant
	Sergeant	Campus Peace Officer Level 3
		Campus Security Specialist
	Custodial Assistant	Custodial Assistant;
	Custodial Supervisory	Custodial Supervisor
	Basic Crafts/Buildings and	Stock Worker
	Grounds	Stock Worker Supervisor

## 2. Faculty Affirmative Action Units by Discipline

X = indicates that an analysis was done for this job group and this unit. See also page 26, herein, for the affirmative action units that were analyzed and see also Results of *Utilization Analysis and Placement Goals Appendix E*.

Faculty Affirmative Action Unit	Professorial Titles	Non-Professorial Lecturer Titles	Non- Professorial Instructor Titles
Area and Ethnic Studies	Х		
Business and Commerce (Economics)			
Communication, Journalism, and Related Programs			
Education			
English Language and Literature	Х	Х	
Fitness Studies (Health and Physical Education)			
Foreign Languages & Literature (Modern Foreign Lang.)		X	
History	Х		
Humanities-Philosophy			
Law Enforcement (includes Law and Police Science, Security and Fire Management)	Х	х	Х
Legal Studies- Criminal Justice PhD			
Library	Х		
Mathematics, Statistics and Computer Science		Х	
Multi/Interdisciplinary Studies			
Physical Sciences (Science)			
Psychology	Х		
Public Administration/Management and Social Service Professions	Х	X	
Social Sciences (Anthropology, Government-Political Science and Sociology)		X	
Visual and Performing Arts (Arts and Music)			

# **D. UTILIZATION ANALYSIS WORKSHEETS**

# Administration

										_			
Assistant Dean										F	-ALL, 2	016	
Executive Compensation   PlanTitles   Senior Vice President   Senior Vice President   Assistant Vice President   Dean   Administrator   Assistant Dean   Administrator   Assistant Dean   Assistant Dean   Associate Administrator   Assistant Dean   Assistant Dean   Assistant Dean   Assistant Administrator   Assistant Dean   Assi				ficial and	d Manage	ers							
PlanTitles													
Senior Vice President   Vice President   Assistant Vice Vice Vice Vice Vice Vice Vice Vice			ompensation										
Dean	Pian	riues											
Administrator   Associate Dean / Associate Administrator   Associate Dean / Associate Administrator   Assistant Dean / Assistant Dean / Assistant Dean / Assistant Administrator   Assistant Dean / Assistant Administrator   Assistant Dean / Assistant Dean / Assistant Administrator   Assistant Dean / Assistant D						President/	Vice President / A	ssistant Vice Pr	esident				
Associate Dean / Associate Administrator													
Assistant Dean / Assistant Administrator													
Factor 1   Earned Degrees Conferred (EDC) US - PHD, MA, BA 2011-12* for Federal Protected Groups.   WEIGHT Groups.													
Factor 1   Earned Degrees Conferred (EDC) US - PHD, MA, BA 2011-12* for Federal Protected Groups.					Assistant De	ean / Assista	int Administrator						
Factor 1   Earned Degrees Conferred (EDC) US - PHD, MA, BA 2011-12* for Federal Protected Groups.													
Factor 1   Earned Degrees Conferred (EDC) US - PHD, MA, BA 2011-12* for Federal Protected Groups.   0.4													
Factor 1   Earned Degrees Conferred (EDC) US - PHD, MA, BA 2011-12* for Federal Protected Groups.   0.4													
Factor 1   Earned Degrees Conferred (EDC) US - PHD, MA, BA 2011-12* for Federal Protected Groups.	ΕΛC	TODS	SUIDCES								WEICHT		
Factor 2   Promotable, Transferable, Trainable employees within contractors organization CUNY Survey - selected titles, service requirement and criteria - Source Spring 2013.  *Note: Use of US Dept of Education's Postsecondary Studies Division's Earned Degrees Conferred is updated biannually.    **Total					onferred (F	EDC/116	- PHD MA R	Δ 2011-12*	for Federal Prote	ected			
- selected titles, service requirement and criteria - Source Spring 2013.  *Note: Use of US Dept of Education's Postsecondary Studies Division's Earned Degrees Conferred is updated biannually.  **Total Haw.or Other Haw.or Othe			Groups.										
- selected titles, service requirement and criteria - Source Spring 2013.  *Note: Use of US Dept of Education's Postsecondary Studies Division's Earned Degrees Conferred is updated biannually.  **Total Haw.or Other Haw.or Othe													
**Total Haw or Other Hispanic or Hispanic or Hispanic or Pactor 2:  **Total Haw or Other Haw or	Fact	tor 2	Promotable	e, Transfe	erable, Tra	inable er	nployees withi	n contractor	s organization (	CUNY Survey	0.6		
Latino   Female   Female   Minority   Female													
Latino   Female   Female   Minority   Female			- selected	titles, ser	vice requi	rement a	nd criteria -So	urce Spring	2013.				
Factor 1:    Female   Minority   Pac. Isl.   Haw. or Other   Pac. Isl.   Hispanic   Or Latino   Or Lat													
Factor 1:   Female   Minority   Haw. or Other   Pac. Isl.   American   Mispanic   Or Latino   Or Lat			*Note: Use	of US De						egrees Confe	erred is		
Factor 1:   Female   Minority   Haw. or Other   Pac. Isl.   American   Mispanic   Or Latino   Or Lat			*Note: Use	of US De						egrees Confe	erred is		
Female   Minority   Pac. Isl.   American   or Latino			*Note: Use	of US De					<i>i</i> ision's Earned D		erred is		
Second			*Note: Use	of US De				Studies Div	rision's Earned D	Black or			
Multiply by weight -	Fac	tor 1:	*Note: Use	of US De			Postsecondary	Studies Div	rision's Earned D  Asian or Nat. Haw. or Other	Black or African	Hispanic		
**Total   **To	Fac	tor 1:	*Note: Use	of US De			Postsecondary  Female	**Total	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino		
Factor 2:   Female   Minority   Haw. or Other   African   Hispanic or   Latino   Total	Fac	tor 1:	*Note: Use	of US Deannually.	ept of Edu	cation's F	Postsecondary  Female 58.2	**Total Minority 28.4	Asian or Nat. Haw. or Other Pac. Isl. 7.5	Black or African American 11.2	Hispanic or Latino 7.8		
Factor 2:   Female   Minority   Pac. Isl.   Haw. or Other   African   Hispanic or   Latino   Total	Fac	tor 1:	*Note: Use	of US Deannually.	ept of Edu	cation's F	Postsecondary  Female 58.2	**Total Minority 28.4	Asian or Nat. Haw. or Other Pac. Isl. 7.5	Black or African American 11.2	Hispanic or Latino 7.8		
Factor 2:         Female         Minority         Pac. Isl.         American         Latino         Total           HEO         442         335         69         148         116         795           Professor         780         468         174         148         141         2,007           1,222         803         243         296         257         2,802           43.6         28.7         8.7         10.6         9.2           multiply by weight -         0.6         26.2         17.2         5.2         6.4         5.5	Fac	tor 1:	*Note: Use	of US Deannually.	ept of Edu	cation's F	Postsecondary  Female 58.2	**Total Minority 28.4	Asian or Nat. Haw. or Other Pac. Isl. 7.5 3.0	African American 11.2 4.5	Hispanic or Latino 7.8		
HEO 442 335 69 148 116 795 Professor 780 468 174 148 141 2,007 1,222 803 243 296 257 2,802 43.6 28.7 8.7 10.6 9.2 multiply by weight - 0.6 26.2 17.2 5.2 6.4 5.5	Fac	tor 1:	*Note: Use	of US Deannually.	ept of Edu	cation's F	Postsecondary  Female 58.2	**Total Minority 28.4 11.4	Asian or Nat. Haw. or Other Pac. Isl. 7.5 3.0  Asian or Nat.	African American 11.2 4.5	Hispanic or Latino 7.8		
Professor 780 468 174 148 141 2,007  1,222 803 243 296 257 2,802  43.6 28.7 8.7 10.6 9.2  multiply by weight - 0.6 26.2 17.2 5.2 6.4 5.5  Individual Disates			*Note: Use	of US Deannually.	ept of Edu	cation's F	Female 58.2 23.3	**Total Minority 28.4 11.4  **Total	Asian or Nat. Haw. or Other Pac. Isl. 7.5 3.0  Asian or Nat. Haw. or Other	Black or African American 11.2 4.5 Black or African	Hispanic or Latino 7.8 3.1  Hispanic or	Total	
1,222   803   243   296   257   2,802     43.6   28.7   8.7   10.6   9.2     multiply by weight - 0.6   26.2   17.2   5.2   6.4   5.5     lndivide			*Note: Use	of US Deannually.	ept of Edu	cation's F	Female 58.2 23.3	**Total Minority 28.4 11.4 **Total Minority	Asian or Nat. Haw. or Other Pac. Isl. 7.5 3.0  Asian or Nat. Haw. or Other Pac. Isl.	Black or African American 11.2 4.5 Black or African American	Hispanic or Latino  Hispanic or Latino  Latino		
43.6   28.7   8.7   10.6   9.2			*Note: Use	of US Deannually.	ept of Edu	cation's F	Female 58.2 23.3 Female 442	**Total Minority 28.4 11.4 **Total Minority 335	Asian or Nat. Haw. or Other Pac. Isl. 7.5 3.0  Asian or Nat. Haw. or Other Pac. Isl. 69	Black or African American 11.2 4.5  Black or African American American 148	Hispanic or Latino  Hispanic or Latino  Latino  116	795	
multiply by weight -   0.6   26.2   17.2   5.2   6.4   5.5			*Note: Use	of US Deannually.	ept of Edu	cation's F	Female 58.2 23.3  Female 442 780	**Total Minority 28.4 11.4 **Total Minority 335 468	Asian or Nat. Haw. or Other Pac. Isl. 7.5 3.0  Asian or Nat. Haw. or Other Pac. Isl. 69 174	Black or African American 11.2 4.5  Black or African American 148 148	Hispanic or Latino Hispanic or Latino 116 141	795 2,007	
Individual Disal			*Note: Use	of US Deannually.	ept of Edu	cation's F	Female 58.2 23.3 Female 442 780 1,222	**Total Minority 28.4 11.4 **Total Minority 335 468 803	Asian or Nat. Haw. or Other Pac. Isl. 7.5 3.0 Asian or Nat. Haw. or Other Pac. Isl. 69 174 243	Black or African 11.2 4.5 Black or African American 148 148 296	Hispanic or Latino  Hispanic or Latino  116 141 257	795 2,007	
			*Note: Use	of US Deannually.  multiply by  HEO  Professor	ept of Edu	o.4	Female 58.2 23.3  Female 442 780 1,222 43.6	**Total Minority 28.4 11.4 **Total Minority 335 468 803 28.7	Asian or Nat. Haw. or Other Pac. Isl. 7.5 3.0 Asian or Nat. Haw. or Other Pac. Isl. 69 174 243 8.7	Black or African 11.2 4.5  Black or African American 148 148 296 10.6	Hispanic or Latino  Hispanic or Latino  116 141 257 9.2	795 2,007	
			*Note: Use	of US Deannually.  multiply by  HEO  Professor	ept of Edu	o.4	Female 58.2 23.3  Female 442 780 1,222 43.6	**Total Minority 28.4 11.4 **Total Minority 335 468 803 28.7	Asian or Nat. Haw. or Other Pac. Isl. 7.5 3.0 Asian or Nat. Haw. or Other Pac. Isl. 69 174 243 8.7	Black or African 11.2 4.5  Black or African American 148 148 296 10.6	Hispanic or Latino  Hispanic or Latino  116 141 257 9.2	795 2,007	Individu
OVERALL AVAILABILITY 49.5 28.6 8.2 10.9 8.6 7			*Note: Use	of US Deannually.  multiply by  HEO  Professor	ept of Edu	o.4	Female 58.2 23.3  Female 442 780 1,222 43.6	**Total Minority 28.4 11.4 **Total Minority 335 468 803 28.7	Asian or Nat. Haw. or Other Pac. Isl. 7.5 3.0 Asian or Nat. Haw. or Other Pac. Isl. 69 174 243 8.7	Black or African 11.2 4.5  Black or African American 148 148 296 10.6	Hispanic or Latino  Hispanic or Latino  116 141 257 9.2	795 2,007	<u>v</u>
		tor 2:	*Note: Use updated bis	of US Deannually.  multiply by  HEO  Professor	ept of Edu	o.4	Female 58.2 23.3  Female 442 780 1,222 43.6 26.2	**Total Minority 28.4 11.4  **Total Minority 335 468 803 28.7 17.2	Asian or Nat. Haw. or Other Pac. Isl. 7.5 3.0  Asian or Nat. Haw. or Other Pac. Isl. 69 174 243 8.7 5.2	Black or African 11.2 4.5  Black or African American 148 148 296 10.6 6.4	Hispanic or Latino  Hispanic or Latino  116 141 257 9.2 5.5	795 2,007	<u>v</u> Disabil

				UIILIZ	ΑΤ			SIS WORI ailability	۸SI	HEEI						
							Col	lege:	lohi	n Jay Colleg	je c	of Criminal	Jus	tice		
							Ser	mester/Year:				LL, 2016				
AFFIRMATIVE	ACTION UNIT:				Co	nstituent De	partm	ents:								
ADMINI	STRATION I															
							Ш_									
EEO CATEGO					Jo	b Titles:	EXEC	UTIVE COMPE	NSA	ATION PLAN TI	TLE	S				
Executiv	e/Senior Level C	Official and Mana	gers													
						President										
							Presid	ent / Vice Presid	dent/	Assistant Vice F	Presi	dent				
						Dean										
						Administrato		ssociate Admin	istrot	tor						
								sistant Adminis								
						, boloant Bo										
JOB GROUP:																
ADMINIS	TRATION I															
						l										
								**Total		Asian or Nat. Haw. or Other	В	lack or African		Hispanic		
FACTORS:				Weighting		Females		Minority		Pac. Isl.		American		or Latino		
1. % availability	of Minorities/Fer	males with														
	ls in immediate l			0.40		23.3		11.4		3.0		4.5		3.1		
2. % of Minoriti	es/Females prom	notable, transfera	ble, or trainable													
				0.60	100000	26.2		17.2		5.2	100000	6.4	200000	5.5		
GROUP TOTA	AL NO.:	21														
									1	Asian or Nat.	100000	Black or				
No. Male:	10	No. Female:	11					**Total	ŀ	law. or Other		African		Hispanic	Indiv	iduals w
						Females		Minority		Pac. Isl.		American		or Latino	Dis	sabilites
CURR	ENT UTILIZATI	ON:			#	11	#	5	#	2	#	2	#	1	#	0
					%	52.4	%	23.8	%	9.5	%	9.5	%	4.8	%	0.0
OVER	ALL AVAILABIL	LITY:														
					%	49.5	%	28.6	%	8.2	%	10.9	%	8.6	%	7.0
UNDE	RUTILIZATION	:			%	NONE	%	4.8	%	NONE	%	1.4	%	3.8	%	7.0
					#	0.0	#	1.0	#	0.0	#	0.3	#	0.8	#	1.
					l		T	4				0	1	1	I	
					UU	0	UU	1	UU	0	UU	0	UU		UU	2

						FALL, 20	16		
Firet/Mic	l Laval Of	ficials and	Managers			1 766, 20	,,,,		
	TRATION		Wanagers						
ADMINIC	TRATION								
			cation Officer (F cation Associat						
		mg.ioi _aa		0 (11271)					
*NOTE: R	esearch As	sociate is to	be placed in Ad	Iministration II	or III depending	g on salary level.			
	EACTODO	001100	ГС				WEIGHT		
	FACTORS Factor 1	SOURC 4STATE		ees Conferred (	EDC) - Bachelor	rs 2011-12* for	WEIGHT 0.4		
			Protected Group		-,		• • •		
	Factor 2				s within contractors				
		CUNY Su 2014.	rvey - selected title	es, service require	ment and criteria -S	Source Spring	0.6		
		2014.							
						ıdies Division's Ear	ned		
		Degrees	s Conferred is up	dated biannuall	y.				
					Asian or Nat.	Black or			
Factor 1:			<u>Female</u>	**Total Minority	Haw. or Other Pac. Isl.	<u>African</u> American	Hispanic or Latino		
. 40.0			57.3	28.9	8.3	9.8	9.2		
	multiply by weig	ght <b>0.4</b>	22.9	11.6	3.3	3.9	3.7		
				**Total	Asian or Nat. Haw. or Other	Black or African	<u>Hispanic</u>		
Factor 2:			<u>Female</u>	Minority	Pac. Isl.	American	or Latino	<u>Total</u>	
HE asst.			296	281	30	156	93	461	
Asst. Prof.			334	243	88	103	50	615	
TOTAL			630	524	118	259	143	1,076	
			58.6	48.7	11.0	24.1	13.3		
	multiply by weig	ght <b>0.6</b>	35.2	29.2	6.6	14.5	8.0		Individual
			E0 4	40.0	0.0	40.4	44.7		with Disabilites
OVERA	<b>LL</b>		58.1	40.8	9.9	18.4	11.7		7.0
**Total Minority i	ncludes Asian or N	at. Haw. or Other Pa	ac. Isl., Am. Ind./Al. Nativ	es, Black or African Am	nerican, Hispanic or Latin	no, and Two or More Races	.		

							Two Facto	or Δv	ailahility								
							IWOTACK	UI AV	anabinty								
								Col	lege:	Johi	n Jay Colle	eae (	of Crimina	ΙJu	stice		
									nester/Yea				L, 2016				
	TIVE ACTION UNIT					Con	stituent Dep	artm e	nts:								
AD	MINISTRATION	1 11										-					
								+		+		+		-			
EO CATE	GORY:					Job	Titles:										
Fin	st/Mid Level Off	icials and M	1anager	rs													
							H	Higher	Education (	Office	r (HEO)						
							H	Higher	Education A	Associ	ate (HEA)						
							*NOTE: Rese	earch A	Associate is to I	be plac	ed in Administrat	ion II c	or III depending	on sa	lary level.		
OB GRO	JP:																
AD	MINISTRATION II																
									**Total		Asian or Nat. law. or Other		Black or		Hispanic		
ACTORS	:				Weighting		Females		Minority		Pac. Isl.	Afri	ican American	1	or Latino		
. % availa	ability of Minorities/	Females with															
requisit	e skills in immediate	e labor areas.			0.40		22.9		11.6		3.3		3.9		3.7		
. % of Mir	norities/Females pr	omotable, trar	nsferable	e, or trainab													
					0.60		35.2	90505050	29.2	30.000.0	6.6		14.5		8.0	5.5.5.5.5	
GROUP 1	OTAL NO.:	145															
No. Male	: 43	No. Fer	male: 1	02	_						Asian or Nat.						
							Females		**Total Minority	Н	aw. or Other Pac. Isl.	Afri	Black or ican American	ı	Hispanic or Latino		ividuals with Disabilites
	CURRENT UTIL	IZATION:				#	102	#	71	#	13	#	33	#	25	#	2
						%	70.3	%	49.0	%	9.0	%	22.8	%	17.2	%	1.4
						,,,	. 5.0	,,,	10.0	,,,	0.0	,,,		1,0		,,,	1. 7
	OVERALL AVAI	LABILITY:															
						%	58.1	%	40.8	%	9.9	%	18.4	%	11.7	%	7.0
						/0	JU. 1	/0	40.0	/0	3.3	/0	10.4	/0	11.7	/0	7.0
	UNDERUTILIZA	TION				%	NONE	%	NONE	%	0.9	%	NONE	%	NONE	%	5.6
	∪.1 <i>∪</i> ∟!\U    L  <i>L </i>					70 #	0.0	70 #	0.0	#	1.3	70 #	0.0	% #	0.0	#	8.1
								#	U.U	I II	1.3	1#	U.U	1#	U.U	14	. 01
 						# UU	0.0	UU	0	UU	1	UU	0	UU	0	UU	8

						FALL, 2016	
	N			ITED MAN	IACED		
	<u>IY</u>		RIAL: COMP ecutive/Administrati		NAGER		
			Courte// (diffillistrati	wo, ividi lagorial			
ANAGERIAL:							
OMPUTER MANAGER:	Co	mputer Syst	ems Manager				
SOURCE 2007 11 2	0	0	.'. 0 (4.00)	AN/ AUL OT D	A 110	WEIGHTING	
Factor 1: 2007 - 2011 U.S. and Information S				- NY, NJ, C1, P	'A - "Computer	1.0	
and information o	ystems Man	ayers (1110)					
			Acian or Nat	Plack or		Individuale	
		**Total	Asian or Nat.	Black or African	Hispanic or	<u>Individuals</u>	
	<u>Female</u>	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities	
		<u>Minority</u>	Haw. or Other Pac. Isl.	African American	Latino	with Disabilities	
	<u>Female</u> 28.5		Haw. or Other	<u>African</u>		with	
		<u>Minority</u>	Haw. or Other Pac. Isl.	African American	Latino	with Disabilities	
		<u>Minority</u>	Haw. or Other Pac. Isl.	African American	Latino	with Disabilities	
Fotal Minority includes Asian or Na	28.5	<u>Minority</u> <b>26.6</b>	<u>Pac. Isl.</u> 15.7	African American 4.3	<u>Latino</u>	with Disabilities 7.0	

					Two F	actor Ava	ilabi	ity								
							Col	ege:	Joh					minal J	J	
							Ser	nester/Yea	ır:		FAI	LL, 2010	3			
FFIRMATI	IVE ACTION UNIT:				Cons	tituent Dep	artme	nts:								
CON	MPUTER MANAG	ER:														
EO CATEG	GORY:					Titles:	Sveto	ms Manage	ar							
Exe	ecutive/Administrat	ive/Manage	rial			Joinputer C	узіс	no manage	<i>)</i> 1							
OB GROUP	D.															
CON	MPUTER MANAG	ER:														
								**Total		sian or Nat. w. or Other		Black or African	١.	dia nania ar		
ACTORS:				Weighting	F	emales		Minority	Па	Pac. Isl.		American		lispanic or Latino		
	bility of Minorities/Fema			1.00		20.5		26.6		15.7		4.3		F 0		
	skills in immediate labo orities/Females promot		ble, or trainable	1.00		28.5		20.0		15.7		4.3		5.2		
				0.000.000.0000.000							000000		000000			
										emall to an	aha	'e				
GROUP TO	OTAL NO.:	3		If Group Tot	al is 4 o	r less, the	n Jol	Group is	too	ornan to an	alyz					
GROUP TO		3 No. Female	0	If Group Tot	al is 4 o	r less, the	n Jol		As	sian or Nat.	aryz	Black or		E	la di	الناب واورياداه
			. 0	If Group Tot		r less, the emales		Group is **Total Minority	As				ŀ	lispanic or Latino		riduals wit sabilities
No. Male:		No. Female	: 0	If Group Tot				**Total	As	sian or Nat. w. or Other		Black or African	F #	•		
No. Male:	3	No. Female	: 0	If Group Tot	#	emales	#	**Total Minority	As Ha	sian or Nat. w. or Other Pac. IsI.	#	Black or African American	#	Latino 0	#	0
No. Male:	3	No. Female	. 0	If Group Tot	F	emales		**Total Minority	As Ha	sian or Nat. w. or Other Pac. Isl.		Black or African American		Latino	Di	sabilities
No. Male:	3	No. Female	. 0	If Group Tot	#	emales	#	**Total Minority	As Ha	sian or Nat. w. or Other Pac. IsI.	#	Black or African American	#	Latino 0	#	sabilities 0
No. Male:	3 CURRENT UTILIZATIO	No. Female	: 0	If Group Tot	#	emales	#	**Total Minority	As Ha	sian or Nat. w. or Other Pac. IsI.	#	Black or African American	#	Latino 0	#	sabilities 0
No. Male:	3 CURRENT UTILIZATIO	No. Female	: 0	If Group Tot	# #	0.0	# %	**Total Minority 2 66.7	# %	sian or Nat. w. or Other Pac. Isl.	# %	Black or African American	# %	O 0.0	# %	0.0
No. Male:	3 CURRENT UTILIZATIO	No. Female	. 0	If Group Tot	# #	0.0	# %	**Total Minority 2 66.7	# %	sian or Nat. w. or Other Pac. Isl.	# %	Black or African American	# %	O 0.0	# %	0 0.0 7.0
No. Male:	3  CURRENT UTILIZATIO  OVERALL AVAILABIL	No. Female	. 0	If Group Tot	# # %	0.0 0.0 28.5	# % %	**Total Minority  2  66.7	#	sian or Nat. w. or Other Pac. Isl.	# %	Black or African American	# %	0 0.0 5.2	# %	0 0.0 7.0
No. Male:	3  CURRENT UTILIZATIO  OVERALL AVAILABIL	No. Female	. 0	If Group Tot	# % % % %	0.0 0.0 28.5	# % %	**Total Minority  2  66.7  26.6  NONE	# # % % % %	sian or Nat. w. or Other Pac. Isl.  1  33.3  15.7  NONE	# % %	## Black or African American    1	# % %	0 0.0 5.2	# % % %	0 0.0 7.0

								FALL,	2016
				MANAG	FRIAI · C	HIEF ADMIN	IISTRATIVE		
			SUP			F BUILDING			
						ministrative/Manaç		-	
EF AD	MINISTRA	ATIVE SUPI	ERINTENDE	NT OF	Chief Adminis	strative Supt. of E	Buildings and Gr	ounds	
	S AND G						•		
	SOL	IRCE							WEIGHTING
	actor 1:	N/A							0.0
	actor 2:	CUNY Sur	rvev Spring :	2011. Permar	nent Administra	tive Superintender	nt of Buildings and	Grounds.	1.0
	actor 2.	The Chief	Administrati	ve Superinter	ndent of Buildin	gs and Grounds is	strictly promotion	al from the	1.0
				ative Superint	endent of Buildi	ngs and Grounds	title with years of	service	
		requireme	nt.						
						Asian or Nat.			
						Haw. or	Black or		Individuals
				Famala	**Total	Other Day late	<u>African</u>	Hispanic or	witl
				<u>Female</u>	Minority	Pac. Isl.	<u>American</u>	<u>Latino</u>	<u>Disabilities</u>
				<u>11.1</u>	<u>22.2</u>	0.0	0.0	<u>22.2</u>	7.0
					ALALC DL.	or African American, I	p r p e	I.T. M	

		U	TILI	ZATION A	NA	LYSIS WO	RK	SHEET						
				Two F	act	or Availability	<u> </u>							
					Co	llege:	Jo	hn Jay Co	olle	ge of Cri	niı	nal Justic	(	
					Se	mester/Year:			FA	LL, 2016				
AFFIRMATIVE ACTION U	NIT:		Cons	stituent Depa	rtme	ents:								
Chief Administra	itive Supt. of Build	lings and Grounds												
EO CATEGORY:			Job	Titles:										
Executive/Admir	nistrative/Manager	ial		Chief Admini	strat	ive Superinten	dent	t of Buildings a	nd G	Grounds				
LXCOUTION TOTAL	iistrativo, ividiagoi			January (Grinner	J.,	то сироппион		or Buildings a		, iodina				
OB GROUP:														
Chief Administra	tive Supt. of Build	lings and Grounds												
		J.												
						**Total		Asian or Nat. Haw. or Other		Black or		Hispanic or		
ACTORS:  . % availability of Minorities	s/Females with	Weighting		Females		Minority		Pac. Isl.	Af	rican American		Latino		
requisite skills in immedia														
. % of Minorities/Females	promotable, transferal	ole, or trainable												
		1.00		11.1		22.2		0.0		0.0		22.2		
GROUP TOTAL NO.:	1	If Group	Total	is 4 or less	the	n Job Group	ist	oo small to ar	aly	ze	iiiiii T		T	
No. Male: 1	No. Female:	0		Females		**Total Minority		Asian or Nat. Haw. or Other Pac. Isl.	Af	Black or rican American		Hispanic or Latino	ln	dividuals wit Disabilities
CURRENT UTILI	ZATION:		#	0	#	0	#	0	#	0	#	0	#	(
			%	0.0	%	0.0	%	0.0	%	0.0	%	0.0	%	0.0
OVERALL AVAI	II ARII ITY:				$\vdash$		H						F	
OVERALE AVAI	EAUEIII.		%	11.1	%	22.2	%	0.0	%	0.0	%	22.2	%	7.0
UNDERUTILIZAT	TION:		%	11.1	%	22.2	%	0.0	%	0.0	%	22.2	%	7.0
			#	0.11	#	0.22	#	0.00	#	0.00	#	0.22	#	0.0
			UU	0	UU	0	UU	0	UU	0	UU	0	UU	(
Total Minority include	s Asian or Nat. Hav	w. or Other Pac. Isl., Am. I	nd./Al	. Natives, Bla	ck o	r African Americ	an,	Hispanic or Lat	ino,	and Two or Mo	re R	aces.		

						FALL, 2016	
						<u> </u>	
			MANAOFD	IAI ADMINIC	ATD ATIL /F		
		OUDE		IAL: ADMINIS			
		SUPE		OF BUILDIN ve/Administrative/Ma		OUNDS	
			EXECUII	ve/Aummistrative/ivia	пауепа		
/INISTRATI	VE SUPERINTI	ENDENT OF					
	D GROUNDS	LINDLINI OI	Administrative Su	ot. of Buildings and (	Grounds		
				-			
	<u>OURCE</u>					W	<u>EIGHTING</u>
Factor 1:				Survey (ACS) - NY, 1 anitorial Workers (42			1.
	Line Super	visoi/iviariagers or i	lousekeeping and o	ariitoriai vvoikeis (42	.00)		
				Asian or Nat.	Black or		<u>Individua</u>
			**Total	Haw. or Other	African	Hispanic or	<u>Wi</u>
		<u>Female</u>	Minority	Pac. Isl.	<u>American</u>	<u>Latino</u>	<u>Disabilitie</u>
		<u>29.0</u>	40.0	<u>2.4</u>	<u>13.8</u>	<u>22.1</u>	<u>7.</u>
				_			

			Two Factor	Avai	lability								
							n Jay Co			imi	nal Jus	t	
				Ser	nester/Year	:		AL	L, 2016				
FFIRMATIVE ACTION UNIT:		Con	stituent Depa	rtmei	nts:								
Administrative Supt. of Buildings and Grounds													
EO CATEGORY:			Titles:										
			Administrati	ive Su	iperintenden	t of E	Buildings and	Grour	nds				
Executive/Administrative/Managerial													
DB GROUP:													
Administrative Supt. of Buildings and Grounds													
					•		Asian or Nat.		·				
					** Total		Haw. or Other		Black or		lispanic or		
ACTORS:  % availability of Minorities/Females with	Weighting		Females		Minority		Pac. Isl.	ATTI	can American		Latino		
requisite skills in immediate labor areas.	1.00		29.0		40.0		2.4		13.8		22.1		
% of Minorities/Females promotable, transferable, or trainable													
GROUP TOTAL NO.: 5				iiiiiiiiiiiiiiiiiiiiiiiiiiiiiiiiiiiiii								7	
No. Male: 3 No. Female: 2			Females		** Total Minority		Asian or Nat. Haw. or Other Pac. Isl.	Afri	Black or can American		Hispanic or Latino		iduals wit abilities
CURRENT UTILIZATION:		#	2	#	3	#	1	#	2	#	0	#	0
		%	40.0	%	60.0	%	20.0	%	40.0	%	0.0	%	0.0
OVERALL AVAILABILITY:													
		%	29.0	%	40.0	%	2.4	%	13.8	%	22.1	%	7.0
						H		H		H			
		%	NONE	%	NONE	%	NONE	%	NONE	%	22.1	%	7.0
UNDERUTILIZATION:		1		1	0.00	#	0.00	#	0.00	#	1.11	#	0.35
UNDERUTILIZATION:		#	0.00	#	0.00		0.00						
UNDERUTILIZATION:		# UU	0.00	# UU	0.00	" UU		UU	0	UU		UU	0

							FALL,	2016
							ı Abbj	<b>-</b> 010
		ΜΔ	NAGERIA	AI · SECUR	ITY DIRECT	OR		
		MA		ive/Administrative		<u>Oit</u>		
NAGERIAL:	TAR							
URITY DIREC	IUK:							
			0	D'				
			npus Securit					
00	LIDOE	Car	npus Securit	y Assistant Dir	ector			\\/\C\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\
	<u>URCE</u>							WEIGHTIN
Factor 1:					ACS) - Residence	Geography,		1.
	INEW YORK	City - Police and	Snerills Patro	on Officer (3850)				
			**T - 1-1	Asian or Nat.	Dlastran	Himoria	Individuals	
		<u>Female</u>	**Total <u>Minority</u>	Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	with Disabilities	
		<u>28.4</u>	<u>66.7</u>	<u>7.1</u>	<u>28.1</u>	<u>29.3</u>	<u>7.0</u>	

			ION ANA Two Facto										
				Col	lege:	John 、	Jay Col	leg	e of Cri	min	al Justi	(	
					nester/Yea				LL, 2010				
AFFIRMATIVE ACTION UNIT:		Cor	nstituent Dep	artm	ents:								
SECURITY DIRECTOR:													
OEOOKITT BIKEOTOK.													
EO CATEGORY:		Jol	o Titles:										
Executive/Administrative/Managerial			•										
27.00d No.7 (driminor date) managena			r										
			Campus Se	ecurit	y Director								
			Campus Se	ecurit	y Assistant	Director							
IOB GROUP:													
SECURITY DIRECTOR:													
ACTORS:	Weighting		Females		**Total Minority	Haw.	n or Nat. or Other ac. Isl.		Black or African American	F	lispanic or Latino		
. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00		28.4		66.7		7.1		28.1		29.3		
	1100		20.1		00				2011		20.0		
% of Minorities/Females promotable, transferable, or trainable													
	3000000000				***********			333		33333		8000	*******
GROUP TOTAL NO.: 2	If Group T	otal	is 4 or less	, the	n Job Grou	ıp is too :	small to ar	alyz	e	T			
No. Male: 2 No. Female: 0			Females		**Total Minority	Haw.	n or Nat. or Other ac. Isl.		Black or African American	ŀ	lispanic or Latino		ividuals wit Disabilities
CURRENT UTILIZATION:		#	0	#	1	#	0	#	0	#	1	#	0
		%	0.0	%	50.0	%	0.0	%	0.0	%	50.0	%	0.0
		1						-				<u> </u>	
OVERALL AVAILABLE TV						i	_		•	-		1	
OVERALL AVAILABILITY:		0/	28.4	0/	66.7	0/	71	0/	20.1	0/	20.3	0/	7 ∩
OVERALL AVAILABILITY:		%	28.4	%	66.7	%	7.1	%	28.1	%	29.3	%	7.0
OVERALL AVAILABILITY:  UNDERUTILIZATION:		%		%	66.7	%	7.1 7.1	%		%		%	7.0
								%	28.1				

# FACULTY Professorial

							FALL, 20	016
Affirmative Action Unit:		F	ACULTY					
Constituent Departments:								
			\f					
<u>Job Group:</u>		P	Professorial					
Job Titles:			istinguished F	Professor				
<u> </u>		-	rofessor ssociate Profe	accor.				
			ssistant Profe					
				330.				
	FACTO	DRS	SOURCES					WEIGH
	Factor		EDC- Ph.D.	2011 - 12* - 49	States (CT, NY, NJ	, PA) and US		1.
			Non-4ST.					
	* Note:	US D	ept of Education	n's Postseconda	ary Studies Division	indicates		
				ble as of 7/15/2				
Factor 1: 4States (CT,NJ, NY,	PA) and	JSNor	n-4ST - EDC - F	Ph.D. 2011 - 12				
		F	ACULTY					
					Asian or Nat.	Black or		Individua
				**Total	Haw. or Other	<u>African</u>	<u>Hispanic</u>	wi
			Female		Pac. Isl.	American	or Latino	Disabilitie
			54.9	25.7	8.4	9.8	6.0	7.

										ATION AN Two Fac		vailability								
										101.00										
											Col	lege:	John	Jav Colle	ae o	f Criminal	Just	ice		
												nester/Year:				L, 2016				
FFIR	MATIVE	ACTION	UNIT:						CON	STITUENT DEP	ARTM	ENTS:								
	FAC	ULTY																		
	.====	-N							ļ.,											
EO C	ATEGO	RY:							Job	Titles:										
	PRO	FESSK	DNAL:	PROF	ESS	SORI	AL			Distinguish Professor Associate Assistant F	Prof	essor								
	ROUP:	FESSO	NDIAI																	
	PRO	ressu	IKIAL																	
ACT	ORS:							Weighting		Females		**Total Minority		asian or Nat. aw. or Other Pac. Isl.		Black or African American		Hispanic or Latino		dividuals with abilities
		y of Minorit lls in immed						1.00		54.9		25.7		8.4		9.8		6.0		
. % o		ies/Female			erable,															
		AL NO.:	3	65																
No. N	Male:	190		No. Fema	ıle:	175				Females		**Total Minority		sian or Nat. aw. or Other Pac. Isl.		Black or African American		Hispanic or Latino		dividuals with abilities
	CUI	RRENT U	TILIZA	TION:					#	175	#	107	#	32	#	36	#	38	#	2
									%	47.9	%	29.3	%	8.8	%	9.9	%	10.4	%	0.5
										-								-		
	O\/I	-RΔII Λ	VAII AP	II ITV							1									
	OVE	RALL A	VAILAB	ILITY:					0/	5/10	0/	25.7	0/	QΛ	0/	0.8	0/	6.0	0/	7 (
	OVE	ERALL A	VAILAB	ILITY:					%	54.9	%	25.7	%	8.4	%	9.8	%	6.0	%	7.0
											%									7.0 6.5
		ERALL A							%	7.0	%	NONE	%	NONE	%	NONE	%	NONE	%	6.5

							FALL, 20	016
Affirmative Action Unit:		Are	a, Ethnic, Cultural, Gender	Area, Ethnic, Cultura	I, Gender, and Group St			
Constituent Departments:		Af	ricana Studies					
		La	atin American & I	Latina/O St				
Joh Coover		D	rofessorial					
Job Group:			oressorial					
<u>Job Titles:</u>		As	rofessor ssociate Profess ssistant Professo					
	EA OTOD		20112022					WEIGH
	FACTOR Factor 1	<u>88</u>	SOURCES EDC- Ph.D. 20' Non-4ST.	11 - 12* - 4Sta	ates (CT, NY, NJ,	PA) and US		WEIGH 1
			ept of Education's test data available		Studies Division i	ndicates		
Factor 1: 4States (CT,NJ, NY	, PA) and US	Non-	-4ST - EDC - Ph.[	D. 2011 - 12*				
		Aı	rea, Ethnic, C	ultural, Ger	nder, and Grou	ıp Studies		
			<u>Female</u>	**Total Minority 45.4%	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individua W Disabiliti
			66.1	70.77	12.4	17.3	11.2	7.

			UI	ILIZ	ZATION AN			NOH	CC 1						
					Two Fac	ctor A	vailability								
						Col	lege:	Johr	1 Jay Colle	ge o	of Criminal	Just	ice		
							nester/Year:				L, 2016				
						00.	100001710011				,				
FFIRM ATIVE ACTION UN	IT:			COI	NSTITUENT DEP	ARTM	ENTS:								
					Africana Studi	ies									
Area, Ethnic, (	Cultural, Gen	der, and Gr	oup Studies		Latin America	n & La	atina/O St								
EO CATEGORY:				lal	b Titles:										
EU CATEGORT:				JOI	o rities:										
PROFESSION	VAL: PROFE	ESSORIAL			Professor Associate Assistant F										
OB GROUP: PROFESSOR	RIAL														
1110120001															
ACTORS:			Weighting		Females		**Total Minority		Asian or Nat. law. or Other Pac. Isl.		Black or African American		Hispanic or Latino		dividuals with sabilities
. % availability of Minorities requisite skills in immediat			1.00		66.1		45.4		12.4		17.3		11.2		
% of Minorities/Females p or trainable	romotable, transfer	able,													
GROUP TOTAL NO.:	15														
No. Male: 7	No. Female	e: <b>8</b>			Females		**Total Minority		Asian or Nat. law. or Other Pac. Isl.		Black or African American		Hispanic or Latino		dividuals with sabilities
CURRENT UTI	I IZATION:			#	8	#	12	#	0	#	3	#	9	#	(
JOHNEH OH				ľ	53.3	%	80.0	%	0.0	%	20.0	%	60.0	%	0.0
				%	55.5	70	00.0	70	0.0	70	20.0	70	00.0	/0	
A1 == 41 1 41 /4	AILABILITY:														
OVERALL AVA				%	66.1	%	45.4	%	12.4	%	17.3	%	11.2	%	7.0
OVERALL AVA															
OVERALL AVA				_		1		1	12.4	%	NONE	%	NONE	0/	7.0
UNDERUTILIZ	ATION:			%	12.8	%	NONE	%	14.7	/0	HONE	%	INOINE	%	
	ATION:			% #		% #	NONE 0.0	#		#	0.0	#	0.0	#	
	ATION:				1.9				1.9					-	1.1

							FALL, 20	)16
Affirmative Action Unit:		Are	a, Ethnic, Cultural, Gender	Area, Ethnic, Cultura	l, Gender, and Group St			
<b>a</b>		+-						
Constituent Departments:		At	ricana Studies					
		-						
		-						
		-						
1.1.0		- n.						
Job Group:		PI	rofessorial					
lab Titlag.		Pr	ofessor					
Job Titles:		As	ssociate Profess	or				
	FACTOR	<u>S</u>	SOURCES					WEIGH
	Factor 1		EDC- Ph.D. 201 Non-4ST.	11 - 12* - 4Sta	ates (CT, NY, NJ,	PA) and US		1.
			ept of Education's I est data available			indicates		
	PA) and US	Non-	-4ST - EDC - Ph.Γ	). 2011 - 12*				
Factor 1: 4States (CT,NJ, NY,	,				dor and Cro	un Studies		
Factor 1: 4States (CT,NJ, NY,		Aı	rea, Ethnic, C	ultural, Ger	ider, and Gro			
Factor 1: 4States (CT,NJ, NY,		Aı	rea, Ethnic, Co	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individua wi Disabilitie
Factor 1: 4States (CT,NJ, NY,		A		**Total	Asian or Nat. Haw. or Other	Black or African		wi
Factor 1: 4States (CT,NJ, NY,		Aı	<u>Female</u>	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	or Latino	<u>wi</u> Disabilitie

									Two Fac	tor A	vailability								
										Coll	lege:	John	Jay Colle	ge o	f Criminal	Just	tice		
										Sen	nester/Year:		I	FAL	L, 2016				
FFIRM	MATIVE	ACTION UN	IT:					CON	NSTITUENT DEP	ARTME	ENTS:								
									Africana Studi										
	Area, I	Ethnic, (	Cultural, C	Sende	er, and	d Group	Studies												
EO C	ATEGORY	<b>'</b> :			-			Job	Titles:										
	PROF	ESSION	IAL: PR	OFES	SSOF	RIAL			Professor Associate Assistant F										
	ROUP:																		
	PROF	ESSOR	IAL																
ACTO	DRS:						Weighting		Females		**Total Minority		Asian or Nat. aw. or Other Pac. Isl.		Black or African American		Hispanic or Latino		dividuals with sabilities
			Females with				1.00		66.1		45.4		12.4		17.3		11.2		
	f Minorities ainable	/Females p	romotable, tra	ınsferab	le,														
	JP TOTAL	. NO.:	6																
No. N	Nale: 2		No. F	emale:	4				Females		**Total Minority		Asian or Nat. aw. or Other Pac. Isl.		Black or African American		Hispanic or Latino		dividuals with sabilities
	CURF	RENT UTI	LIZATION					#	4	#	3	#	0	#	3	#	0	#	0
								%	66.7	%	50.0	%	0.0	%	50.0	%	0.0	%	0.0
_]	OVER	ALL AVA	ILABILITY	<b>'</b> :															
								%	66.1	%	45.4	%	12.4	%	17.3	%	11.2	%	7.0
		DUTU 17	ATION:		_			%	NONE	%	NONE	%	12.4	%	NONE	%	11.2	%	7.0
	HNDE		ATION:		-			% #	0.0	#	0.0	#	0.7		0.0	#	0.7	#	0.4
	UNDE	:RUTILIZ								1#	U.U	#	U.1	#	0.0	Ħ	U.1	1#	114
	UNDE	:KUTILIZ						# UU	0.0	UU	0	UU	1	UU	0	UU		UU	(

							FALL, 20	)16
		+						
Affirmative Action Unit:		Are	a, Ethnic, Cultural, Gender	Area, Ethnic, Cultura	I, Gender, and Group St			
Constituent Departments:								
		La	ıtin American & I	Latina/O St				
Job Group:		Pı	rofessorial					
Job Titles:			ofessor					
			ssociate Profess					
	FACTORS Factor 1	<u>S</u>	SOURCES	11 - 12* - 15*	ates (CT, NY, NJ,	PA) and US		WEIGH 1
	racion		Non-4ST.	11 - 12 - 436	ales (CT, NT, NJ,	PA) and US		1.
			pt of Education's est data available		Studies Division	indicates		
	PA) and US	Non-	-4ST - FDC - Ph Г	2011 - 12*				
Factor 1: 4States (CT.NJ. NY.					dor and Cra	un Studies		
Factor 1: 4States (CT,NJ, NY,	TA) and 00		rea. Ethnic. C	ultural. Ger	iuei, aliu Groi			
Factor 1: 4States (CT,NJ, NY,	TA) and 00		rea, Ethnic, C	ultural, Ger	ider, and Gro	up Gladios		
Factor 1: 4States (CT,NJ, NY,	TA) and GG		rea, Ethnic, C	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	wi
Factor 1: 4States (CT,NJ, NY,	TA) and GG		<u>Female</u>	**Total	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	or Latino	<u>wi</u> Disabilitie
Factor 1: 4States (CT,NJ, NY,	TA) and GG			**Total Minority	Asian or Nat. Haw. or Other	Black or African		<u>wi</u> Disabilitie
Factor 1: 4States (CT,NJ, NY,	TA) and GG		<u>Female</u>	**Total <u>Minority</u>	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	or Latino	Individua wi Disabilitie 7.

OVERALL AVAILABILITY:         %         66.1         %         45.4         %         12.4         %         17.3         %         11.2         %           UNDERUTILIZATION:         %         21.7         %         NONE         %         12.4         %         17.3         %         NONE         %							Two Fac	ctor A	vailability								
Semester/Year:   FALL, 2016						-		_									
### Area, Ethnic, Cultural, Gender, and Group Studies   Latin American & Latina OS								Col	lege:	John	Jay Colle	ge o	f Criminal	Just	ice	1	1
Area, Ethnic, Cultural, Gender, and Group Studies   Latin American & Latina O St								Ser	nester/Year:		l	FAL	L, 2016				
PROFESSIONAL: PROFESSORIAL   Professor   Assistant Professor   A	FFIRMA	TIVE ACTION UN	IT:			CON	NSTITUENT DEP	ARTMI	ENTS:								
PROFESSIONAL: PROFESSORIAL  Professor  Associate Professor  Assistant Pr	Α	rea, Ethnic, (	Cultural, Ger	nder, and G	iroup Studies		Latin America	ın & La	atina/O St								
PROFESSIONAL: PROFESSORIAL  Professor Associate Professor Assistant Professor Assistant Professor  Asian or Nat. Haw or Other Pac. Isl.  Meighting Females  1.00 66.1 45.4 12.4 17.3 11.2  Meighting Females F	O CAT	EGORY:				lok	Titles										
PROFESSORIAL    Weighting   Females   Minority   Haw or Other   Pac. Isl.   Black or African   Hispanic or Latino   Disabilitie   Minority   Haw or Other   Pac. Isl.   Minority   Haw or Other   Haw or Other   Hispanic   Minority   Minority   Haw or Other   Hispanic   Hispanic   Minority   Haw or Other   Hispanic   Minority   Haw or Other	P	ROFESSION	NAL: PROF	ESSORIAL	-		Associate										
Asian or Nat.   Haw. or Other   Pac. Isl.   Hispanic   Or Latino   Disabilitie   Weighting   Females   Minority   Females   Minority   Pac. Isl.   17.3   11.2			DIAI														
No. Male:   5   No. Female:   4     Females   Minority   Min	F	NOFESSOR	NAL .														
Tequisite skills in immediate labor areas.   1.00   66.1   45.4   12.4   17.3   11.2	ACTORS	S:			Weighting		Females				aw. or Other		African		-		with
SPROUP TOTAL NO.: 9   SPROUP TOTAL NO. Female: 4   SPROUP TOTAL NO.: 9   SPROUP TOTAL NO.: Pemale: 4   SPROUP TOTAL NO.: Pemale: Asian or Nat. Haw. or Other Pac. Isl. Hispanic or Latino Disabilities or Latin					1.00		66.1		45.4		12.4		17.3		11.2		
No. Male:   5   No. Female:   4			oromotable, transfe	rable,													
No. Male:   S   No. Female:   4	GROUP '	TOTAL NO.:	9														
OVERALL AVAILABILITY:       %       44.4       %       100.0       %       0.0       %       100.0       %       0.0       %       100.0       %       0.0       %       100.0       %       0.0       %       100.0       %       0.0       %       100.0       %       0.0       %       100.0       %       0.0       %       100.0       %       0.0       %       100.0       %       0.0       %       100.0       %       0.0       %       100.0       %       100.0       %       100.0       %       11.2       %       11.2       %       100.0       %       100.0       %       11.2       %       100.0 <td>No. Male</td> <td><b>5</b></td> <td>No. Fema</td> <td>ile: 4</td> <td></td> <td></td> <td>Females</td> <td></td> <td></td> <td></td> <td>aw. or Other</td> <td></td> <td>African</td> <td></td> <td></td> <td></td> <td>with</td>	No. Male	<b>5</b>	No. Fema	ile: 4			Females				aw. or Other		African				with
OVERALL AVAILABILITY:         %         66.1         %         45.4         %         12.4         %         17.3         %         11.2         %           UNDERUTILIZATION:         %         21.7         %         NONE         %         12.4         %         17.3         %         NONE         %           #         1.9         #         0.0         #         1.1         #         1.6         #         0.0         #		CURRENT UT	LIZATION:			#	4	#	9	#	0	#	0	#	9	#	0
W 66.1       %       45.4       %       12.4       %       17.3       %       11.2       %         UNDERUTILIZATION:       %       21.7       %       NONE       %       12.4       %       17.3       %       NONE       %         #       1.9       #       0.0       #       1.1       #       1.6       #       0.0       #						%	44.4	%	100.0	%	0.0	%	0.0	%	100.0	%	0.0
UNDERUTILIZATION:         %         21.7         %         NONE         %         12.4         %         17.3         %         NONE         %           #         1.9         #         0.0         #         1.1         #         1.6         #         0.0         #		OVERALL AVA	AILABILITY:														
# 1.9 # 0.0 # 1.1 # 1.6 # 0.0 #						%	66.1	%	45.4	%	12.4	%	17.3	%	11.2	%	7.0
			ATION			%	21.7	%	NONE	%	12.4	%	17.3	%	NONE	%	7.0
		UNDERUTILIZ	ATION:			1		ш	0.0	#	1.1	#	1.6	#	0.0	#	0.6
		UNDERUTILIZ	ATION:			#	1.9	#	0.0	"		"		"		"	

							FALL, 20	)16
Affirmative Action Unit:		E	Business					
Constituent Departments:		E	conomics					
Job Group:		P	Professorial					
Job Titles:		P	rofessor					
	FACTO	<u>ORS</u>	SOURCES					WEIGH
	Factor	1	EDC- Ph.D. Non-4ST.	2011 - 12* - 4S	tates (CT, NY, NJ,	PA) and US		1.
				n's Postseconda ble as of 7/15/20	y Studies Division i 14.	indicates		
Factor 1: 4States (CT,NJ, NY,	PA) and	USNor	n-4ST - EDC - F	Ph.D. 2011 - 12*				
		В	Business					
			<u>Female</u>	**Total <u>Minority</u>	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individua wi Disabilitie
			44.9	35.5	9.7	20.1	4.2	7.
**T otal Minority includes Asian or Nat. I								

						Two Fac	tor A	vailability								
										1 0 11		(0)				
										1 Jay Colle			Just	ice		
							Ser	nester/Year:		I	FAL	L, 2016				
FFIRI	MATIVE ACTION UN	IT:			CON	NSTITUENT DEP	ARTM	ENTS:								
						Economics								1		
	Business															
	ATEGORY:				1	o Titles:	-						-			
30 C	ATEGORY:				JOL	Titles:										
	PROFESSION	NAL: PROFE	ESSORIAL			Professor Associate Assistant F										
OB G	ROUP:															
	PROFESSOR	IAL														
										A - ' NI-1		No. 1				P. J. L. J.
ACTO	DRS:			Weighting		Females		**Total Minority		Asian or Nat. law. or Other Pac. Isl.		Black or African American		Hispanic or Latino		dividuals with abilities
	vailability of Minorities uisite skills in immediati			1.00		44.9		35.5		9.7		20.1		4.2		
	f Minorities/Females p rainable	romotable, transfer	able,													
GRO	JP TOTAL NO.:	8														
No. N	Male: 5	No. Female	3			Females		**Total Minority		Asian or Nat. law. or Other Pac. Isl.		Black or African American		Hispanic or Latino		dividuals with abilities
					#	3	#	2	#	0	#	1	#	1	#	0
	CURRENT UTI	LIZATION:							_							0.0
	CURRENT UTI	LIZATION:			%	37.5	%	25.0	%	0.0	%	12.5	%	12.5	%	
					ľ	37.5	%	25.0	%	0.0	%	12.5	%	12.5	%	
	OVERALL AVA				%											
					ľ	37.5	%	25.0 35.5	%	9.7	%	20.1	%	4.2	%	
	OVERALL AVA	ILABILITY:			%	44.9	%	35.5	%	9.7	%	20.1	%	4.2	%	7.0
		ILABILITY:			%	7.4	%	35.5	%	9.7	%	20.1	%	4.2 NONE		7.0
	OVERALL AVA	ILABILITY:			%	44.9	%	35.5	%	9.7	%	20.1	%	4.2	%	7.0 7.0 0.6

							FALL, 20	016
Affirmative Action Unit:		С	ommunicatio	n. Journalis	sm. and Relat			
					,			
Constituent Departments:		С	ommunications					
Joh Groups		D	rofessorial					
Job Group:		P	i Olessoi idi					
Job Titles:			ssociate Profess					
	FACTC Factor			11 - 12* - 4Sta	ates (CT, NY, NJ, F	PA) and US		WEIGH 1
			Non-4ST.  ept of Education's test data available		y Studies Division in	dicates		
Factor 1: 4States (CT,NJ, NY,	PA) and U	JSNon	n-4ST - EDC - Ph.	D. 2011 - 12*				
		С	ommunicatio	n, Journalis	sm, and Related	d Programs		
			<u>Female</u>	**Total <u>Minority</u>	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individua wi Disabilitie
			58.2	20.9	6.4	6.9	5.3	7.

		UT	ILIZ	ATION AN			KSH	<u>LET</u>						
				Two Fac	tor A	vailability								
					Col	lege:	Johr	1 Jay Colle	ge o	f Criminal	Just	ice		
			COI			ENTS:								
laumadiar	n and Dak	ata d Dragrama		Communicati	ons									
Journalist	n, and Rei	aleu Programs												
			Jol	Titles:										
				-										
L: PROFE	ESSORIAL													
				Assistant F	rote	ssor								
L														
						***				Black or		IP	In	dividuals
		Weighting		Females		Minority	H	Pac. Isl.		African		or Latino	Dis	with sabilities
		1.00		58.2		20.9		6.4		6.9		5.3		
notable, transfer	able,													
8				<u> </u>	<u> </u>			<u> </u>						
					<u> </u>		/	Asian or Nat.		Black or			ln	dividuals
No. Female	3: 3			Females		**Total Minority	Н	law. or Other Pac. Isl.		African American		Hispanic or Latino	Dis	with sabilities
ZATION:			#	5	#	1	#	0	#	0	#	1	#	1
			i								0/2			12.5
			/0	02.0	/0	12.0	/0	0.0	/0	0.0	/0	12.0	/0	12.0
ABILITY:														
			%	58.2	%	20.9	%	6.4	%	6.9	%	5.3	%	7.0
			+				+		+		+		-	
			%	NONE	%	8.4	%	6.4	%	6.9	%	NONE	%	NONE
TON:														
TON:			#	0.0	#	0.7	#	0.5	#	0.6	#	0.0	#	0.0
	Journalism  L: PROFE  Laborareas.  Motable, transfer	AL: PROFESSORIAL  Males with labor areas.  Motable, transferable,  8  No. Female: 5  ZATION:	AL: PROFESSORIAL  Weighting  emales with abor areas.  1.00  motable, transferable,  8  No. Female: 5	Journalism, and Related Programs  Jot  AL: PROFESSORIAL  Weighting  emales with abor areas.  notable, transferable,  8  No. Female: 5  ZATION: #	Associate Assistant F  Weighting Females  anales with abor areas.  notable, transferable,  8  No. Female:  5  Females  ZATION:  # 5  % 62.5  ABILITY:	CONSTITUENT DEPARTMI Communications  Job Titles:  Associate Profe Assistant Profe  Weighting Females  The sales with sales areas.  The sales areas.  The sales with sales areas.  The sales areas.	Semester/Year:  CONSTITUENT DEPARTMENTS: Communications  Job Titles:  Associate Professor Assistant Professor  Assistant Professor  Assistant Professor  Assistant Professor  I.00  58.2  20.9  Minority  Remales With Shor areas.  No. Female:  Mo. Females  Total Minority  Total Minority	CONSTITUENT DEPARTMENTS: Communications  Job Titles:  Associate Professor Assistant Professor Assistant Professor  Weighting Females Minority  Females with abor areas.  1.00 58.2 20.9  Total Minority  8  No. Female: 5  Females Minority  Females Minority  ABILITY:	CONSTITUENT DEPARTMENTS: Communications  Journalism, and Related Programs  Job Titles:  Associate Professor Assistant Professor Assistant Professor  L: PROFESSORIAL  Weighting Females  "Total Minority Haw or Other Pac. Isl.  Mobile, transferable,  8  No. Female: 5  "Total Minority Haw or Other Pac. Isl.  Asian or Nat. Haw or Other Pac. Isl.	Semester/Year:  CONSTITUENT DEPARTMENTS: Communications  Job Titles:  Associate Professor Assistant Professor Assistant Professor  Assistant Professor Assistant Professor  Associate Professor Assistant Professor Assistant Professor  Assista	Constituent Departments:   Communications   Constituent Departments:   Communications   Constituent Departments:   Communications   Communic	Semester/Year:   FALL, 2016	CONSTITUENT DEPARTMENTS:   Communications	Semester/Year:   FALL, 2016

							FALL, 20	016
Affirmative Action Unit:		E	ducation					
Constituent Departments			ounceling					
Constituent Departments:			ounseling EEK					
		P	Provo					
Job Group:		Р	rofessorial					
			ssistant Profe esearch Profe					
	FACTO	RS	SOURCES					WEIGH
	Factor 1	1	EDC- Ph.D. Non-4ST.	2011 - 12* - 4S	tates (CT, NY, NJ,	PA) and US		1.
				n's Postseconda able as of 7/15/20	ry Studies Division 014.	indicates		
Factor 1: 4States (CT,NJ, NY, I	PA) and U	SNon	n-4ST - EDC - F	Ph.D. 2011 - 12*				
		E	ducation					
			<u>Female</u>	**Total <u>Minority</u>	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individua w Disabiliti
			67.9	31.7	4.0	19.4	6.8	7.

								Two Fac	tor A	vailability								
									_		<u> </u>			<u> </u>	<u>.                                    </u>			
									Col	lege:	Johr	1 Jay Colle			Just	ice		
									Ser	nester/Year:		I	FAL	L, 2016				
FFIRM A	ATIVE ACTION U	INIT:					COL	NSTITUENT DEP	ΔRTM	ENTS:								
								Counseling										
Е	ducation							SEEK										
								Provost and G	Grant/	Research Adm	in							
EO CAT	EGORY:						lol	Titles:										
O CAI	LGOKT.						301	Titles.										
P	ROFESSIC	)NAL: F	POFES	SSORI	AL			Professor Associate Assistant F Research I	Profe	ssor								
OB GRO	ROFESSO	RIΔI																
- 1	NOI LOGO																	
ACTOR	S:					Weighting		Females		**Total Minority		Asian or Nat. law. or Other Pac. Isl.		Black or African American		Hispanic or Latino		dividuals with sabilities
	ilability of Minoritionities ite skills in immedi					1.00		67.9		31.7		4.0		19.4		6.8		
% of N or train	linorities/Females	promotable	, transferab	le,														
	TOTAL NO.:	11										<u> </u>				l		
No. Mal	e: <b>4</b>	N	o. Female:	7				Females		**Total Minority		Asian or Nat. law. or Other Pac. Isl.		Black or African American		Hispanic or Latino		dividuals with sabilities
	CURRENT U	ΓΙLIZAΤΙ	ON:				#	7	#	7	#	0	#	3	#	4	#	0
							%	63.6	%	63.6	%	0.0	%	27.3	%	36.4	%	0.0
	OVERALL AV	/AILABIL	ITY:															
							%	67.9	%	31.7	%	4.0	%	19.4	%	6.8	%	7.0
	UNDERUTILI	ZATION:					%	4.3	%	NONE	%	4.0	%	NONE	%	NONE	%	7.0
							#	0.5	#	0.0	#	0.4	#	0.0	#	0.0	#	9.0
		-																
							UU	1	UU	0	UU	0	UU	0	UU	0	UU	1

							FALL, 20	)16
Affirmative Action Unit:		E	ducation					
Constituent Departments:		C	ounseling					
Job Group:		Р	rofessorial					
<del>оол отоир.</del>		Ť	Ologgorial					
Job Titles:		- Pi	rofessor					
			ssociate Profess					
		As	ssistant Professo	or				
	FACTOR	S	SOURCES					WEIGH
	Factor 1			11 - 12* - 4Sta	ates (CT, NY, NJ,	PA) and US		1.
			Non-4ST.					
					Studies Division i	ndicates		
	2012 is th	ne lat	test data available	as of 7/15/201	14.			
Factor 1: 4States (CT,NJ, NY,	PA) and US			D. 2011 - 12*				
		E	ducation					
				**Total	Asian or Nat. Haw. or Other	Black or African	<u>Hispanic</u>	Individua wi
			Female	Minority	Pac. Isl.	<u>American</u> <u>American</u>	or Latino	<u>Disabilitie</u>
			67.9	31.7	4.0	19.4	6.8	7.
			07.10		7.13	1017	0.0	<u> </u>

									Two Fac	tor A	vailability								
					ļ														
										Col	lege:	Johr			f Criminal	Just	ice		
										Ser	nester/Year:		ĺ	FAL	L, 2016				
								-											
FFIRMA	TIVE ACT	ION UNIT:						COI	Counseling	AKIM	ENIS:								
Е	ducatio	n							J										
EO CAT	EGORY:				-			Jol	Titles:										
									-										
									Professor										
Р	ROFES	SIONAL	: PRC	FES	SOF	RIAL			Associate	Prof	essor								
									Assistant F	Profe	essor								
OD ODO	u ID.																		
OB GRO		SORIAL																	
·																			
												,	Asian or Nat.		Black or		_	Inc	dividuals
ACTOR	S:						Weighting		Females		**Total Minority	Н	law. or Other Pac. Isl.		African American		Hispanic or Latino	Dis	with sabilities
% avai	lahility of M	inorities/Fema	ales with																
		nmediate labo					1.00		67.9		31.7		4.0		19.4		6.8		
		males promo	able, trar	nsferabl	le,														
or train	nable									<u> </u>				<u> </u>					
GROUP	TOTAL NO	).:	5		-					<u> </u>		T	Naion or Not	T	Disals as	T		las	dividuala
No. Male	e: <b>2</b>		No. Fe	male:	3						**Total		Asian or Nat. law. or Other		Black or African		Hispanic		dividuals with
								8	Females		Minority	+	Pac. Isl.		American	-	or Latino	Dis	abilities
	CURREN	IT UTILIZ <i>i</i>	TION:		ļ			#	3	#	3	#	0	#	1	#	2	#	0
								%	60.0	%	60.0	%	0.0	%	20.0	%	40.0	%	0.0
	OVFRAI	L AVAILA	SII ITY:																
	JILINAL							0,	67.9		21.7	0,	4.0	0,	19.4	0,	6.0	0/	7 (
					-			%	07.9	%	31.7	%	4.0	%	19.4	%	6.8	%	7.0
	IIIIDES:							1	7.0		NONE		4.0		NONE	5:	NONE		7 (
	UNDERU	ITILIZATIO	)N:		-			%	7.9	%	NONE	%	4.0	%	NONE	%	NONE	%	7.0
					<u> </u>			#	0.4	#	0.0	#	0.2	#	0.0	#	0.0	#	0.4
								1	Λ.	I	0	1	0	UU	0	UU	0	l	
								UU	0	UU	0	UU	U	00	0	UU	U	UU	0
								UU	U	UU	- 0	UU	U	00	0	00	U	UU	

							FALL, 20	016
Affirmative Action Unit:			ducation					
Animauve Action Onic.			ducation					
Constituent Departments:		S	EEK					
Job Group:		Р	rofessorial					
<del>_</del>								
Job Titles:		A	rofessor ssociate Profess ssistant Professo					
	FACTO	RS	SOURCES SOURCES					WEIGH
	Factor 1			1 - 12* - 4Sta	tes (CT, NY, NJ, F	PA) and US		1
			ept of Education's I test data available		Studies Division in 4.	dicates		
Factor 1: 4States (CT,NJ, NY,	PA) and U	SNon	n-4ST - EDC - Ph.D	). 2011 - 12*				
		E	ducation					
			<u>Female</u>	**Total <u>Minority</u>	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individua wi Disabilitie
			67.9	31.7	4.0	19.4	6.8	7.
					erican, Hispanic or Latir			

							Two Fac	tor A	vailability								
										lohr	Nov Colle	<u> </u>	f Criminal	luef	ioo		
										JOIII	1 Jay Colle		L, 2016	Jusi	ice		
								Ser	nester/Year:			TAL	L, 2016				
FFIRMATIVE	ACTION UN	T:				COI	NSTITUENT DEPA	ARTMI	ENTS:								
							SEEK										
Educa	ation																
EO CATEGOR	ov.					lal	Titles:										
30 CATEGOR	Λ1.					301	Titles.										
							_										
BB 6-		141 554	\				Professor	<b>.</b>									
PROF	-ESSION	IAL: PRO	)FES	SORIAL	-		Associate Assistant F										
							/ toolstant I	1010	0001								
OB GROUP:		141															
PROF	ESSOR	IAL															
											Asian or Nat.		Black or			Inc	lividuals
ACTORS:					Weighting		Females		**Total Minority		law. or Other Pac. Isl.		African American		Hispanic or Latino		with abilities
% availability requisite skills					1.00		67.9		31.7		4.0		19.4		6.8		
% of Minoritie or trainable	es/Females p	omotable, trar	nsferab	le,													
GROUP TOTA	AL NO.:	4			If Group	Tot	al is 4 or les	s, th	en Job Gro	up i	s too small t	o an	alyze				
No. Male:	)	No. Fe	emale:	4	_				**Total		Asian or Nat. law. or Other		Black or African		Hispanic		lividuals with
							Females		Minority		Pac. Isl.		American		or Latino	Dis	abilities
CUR	RENT UTI	LIZATION:				#	4	#	4	#	0	#	2	#	2	#	0
						%	100.0	%	100.0	%	0.0	%	50.0	%	50.0	%	0.0
OVE	RALL AVA	ILABILITY:															
7.21		,,				0/	67.9	0/	31.7	%	4.0	%	19.4	%	6.8	%	7.0
						%	6.10	%	31.1	7/0	4.0	70	13.4	7/0	0.0	70	1.0
LIND	ERUTILIZ	ATION:				%	NONE	%	NONE	%	4.0	%	NONE	%	NONE	%	7.0
3112						ш	0.0		0.0		0.2		0.0		0.0	#	0.3
						# UU	0.0	#		#		#		#		<u>"</u>	
							- 1	UU	0	UU	0	UU	0	UU	0	UU	0

							FALL, 20	)16
Affirmative Action Unit:		E	ducation					
Constituent Departments:		P	rovost and Grant	/Research Ad	min			
Job Group:		P	rofessorial					
<u> </u>								
Job Titles:								
	FACTO Factor			1 - 12* - 4Sta	tes (CT, NY, NJ, F	PA) and US		WEIGH
			Non-4ST.					
			ept of Education's I test data available		Studies Division in 4.	dicates		
	201213							
Factor 1: 4States (CT,NJ, NY		SNor	ı-4ST - EDC - Ph.C	0. 2011 - 12*				
Factor 1: 4States (CT,NJ, NY			n-4ST - EDC - Ph.C ducation	0. 2011 - 12*				
Factor 1: 4States (CT,NJ, NY			ducation	2011 - 12*  **Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	w
Factor 1: 4States (CT,NJ, NY			ducation	**Total	Asian or Nat. Haw. or Other	African		Individua Wi Disabilitia 7.

			UT	ILIZ	ATION AN			ЛЭП	CEI						
				_	Two Fac	tor A	vailability								
						Col	lege:	Johr	Jay Colle	ge o	f Criminal	Just	tice		
							nester/Year:				L, 2016				
FIRM ATIVE ACTION UN	IT:			CON	NSTITUENT DEP										
Education					Provost and G	3rant/F	Research Adm	in							
Education															
O CATEGORY:				Job	Titles:										
					-								_		
					-										
PROFESSION	JAL: PROFE	ESSORIAL			Research	Profe	essor								
		1000111112													
D ODOUD						+									
B GROUP: PROFESSOR	JAL					+									
									Asian or Nat.		Black or			Inc	dividuals
CTORS:			Weighting		Females		**Total Minority	Н	aw. or Other Pac. Isl.		African American		Hispanic or Latino	Dis	with abilities
% availability of Minorities															
requisite skills in immediate			1.00	_	67.9	+	31.7		4.0		19.4		6.8		
% of Minorities/Females p or trainable	romotable, transfer	able,													
ROUP TOTAL NO	2		If Group	Tota	alis 4 or les	s th	en Job Gro	um is	stoo small	lo ar	alvze				
	2	0	If Group	Tota	al is 4 or les	is, th		1	Asian or Nat.	to ar	Black or			Inc	dividuals
	No. Female	a: <b>0</b>	If Group	Tota	al is 4 or les Females	is, th	en Job Gro **Total Minority	1		to ar			Hispanic or Latino		dividuals with sabilities
	No. Female	ə: <b>0</b>	If Group	Tota		ss, th	**Total	1	Asian or Nat. aw. or Other	to an	Black or African	#			with sabilities
lo. Male: 2	No. Female	e: <b>0</b>	If Group	#	Females 0	#	**Total Minority	#	Asian or Nat. aw. or Other Pac. Isl.	#	Black or African American	#	or Latino	Dis	with sabilities
CURRENT UTI	No. Female	e: <b>0</b>	If Group		Females		**Total Minority	Н	Asian or Nat. aw. or Other Pac. Isl.		Black or African American	#	or Latino	Dis	with sabilities
lo. Male: 2	No. Female	e: <b>0</b>	If Group	#	<b>O</b> 0.0	#	**Total Minority 0	# %	Asian or Nat. awv. or Other Pac. Isl. 0	# %	Black or African American 0	# %	0 0.0	Dis	with sabilities
current uti	No. Female	e: <b>0</b>	If Group	#	Females 0	#	**Total Minority	#	Asian or Nat. aw. or Other Pac. Isl.	#	Black or African American	# %	or Latino	Dis	with sabilities
current uti	No. Female	e: <b>0</b>	If Group	#	0 0.0 67.9	# %	**Total Minority  0 0.0 31.7	# %	sian or Nat. aw. or Other Pac. Isl.  0  0.0	# %	Black or African American  0 0.0	%	0 0.0 0.8	# %	with sabilities  0.1
current uti	No. Female	e: <b>0</b>	If Group	#	<b>O</b> 0.0	# %	**Total Minority 0	# %	Asian or Nat. awv. or Other Pac. Isl. 0	# %	Black or African American 0	%	0 0.0	# %	with sabilities  0.1
CURRENT UTI	No. Female	e: <b>0</b>	If Group	# %	0 0.0 67.9	# %	**Total Minority  0 0.0 31.7	# %	sian or Nat. aw. or Other Pac. Isl.  0  0.0	# %	Black or African American  0 0.0	%	0 0.0 0.8	# % %	0.0
CURRENT UTI	No. Female	9: 0	If Group	# % %	0 0.0 67.9	# % %	**Total Minority  0 0.0 31.7	# # %	sian or Nat. aw. or Other Pac. Isl.  0 0.0 4.0	# % %	Black or African American  0 0.0 19.4	%	0 0.0 0.0 6.8 0.1	# % %	with sabilities
CURRENT UTI	No. Female	e: <b>0</b>	If Group	# % %	67.9 67.9	# % %	**Total Minority  0 0.0 31.7 31.7 0.6	# % %	0 0.0 4.0 4.0	# % %	Black or African   American	% % %	0 0.0 0.0 6.8 0.1	# % % % # #	0.0

							FALL, 20	)16
Affirmative Action Unit:		E	nglish					
Constituent Departments:		Eı	nglish					
Job Group:		Р	rofessorial					
<u> </u>								
Job Titles:								
	FACTO	)RS	SOURCES					WEIGH
	Factor			2011 - 12* - 4S	tates (CT, NY, NJ,	PA) and US		1.
				n's Postseconda ble as of 7/15/20	ry Studies Division i 114.	indicates		
Factor 1: 4States (CT,NJ, NY, I	PA) and U	JSNon	-4ST - EDC - P	h.D. 2011 - 12*				
		E	nglish					
			Female	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individua wi Disabilitie
			61.1	15.9	3.8	5.0	5.5	7.
						tino, and Two or Mor		

					<u> </u>		ATION AN Two Fac		vailability								
								Col	lege:	Johr	Jay Colle	ge o	f Criminal	Just	ice		
								Ser	nester/Year:				L, 2016				
FFIRM ATI	IVE ACTION U	NIT:				COI	NSTITUENT DEP	ARTM	ENTS:								
							English										
Enç	glish																
						-											
EO CATEG	GORY:					Jol	b Titles:										
							Professor										
PR	OFESSIO	NAL: PR	OFES	SORIAL	_		Associate	Prof	essor								
							Assistant F	Profe	essor								
						-											
OB GROUP	P: OFESSO	RIΔI															
111	01 2000																
ACTORS:					Weighting		Females		**Total Minority		Asian or Nat. law. or Other Pac. Isl.		Black or African American		Hispanic or Latino		lividuals with abilities
	oility of Minoritie skills in immedia				1.00		61.1		15.9		3.8		5.0		5.5		
% of Mino or trainal	orities/Females ole	promotable, tr	ansferab	le,													
GROUP TO	OTAL NO.:	39															
No. Male:	18	No. F	emale:	21					**Total		Asian or Nat. law. or Other		Black or African		Hispanic		lividuals with
	<u> </u>				***************************************	8	Females		Minority		Pac. Isl.		American		or Latino	Dis	abilities
С	URRENT UT	ILIZATION	:			#	21	#	7	#	2	#	3	#	2	#	1
						%	53.8	%	17.9	%	5.1	%	7.7	%	5.1	%	2.6
n	VERALL AV	All ARII IT	Y:														
	TEINALL AV	VIEVAIFII					64.4	-	45.0		2.0	-	Γ 0		F F		7.0
						%	61.1	%	15.9	%	3.8	%	5.0	%	5.5	%	7.0
						+		+	\		11011-	+	NO:-	+		$\vdash$	
U	NDERUTILI	ZATION:				%	7.3	%	NONE	%	NONE	%	NONE	%	0.4	%	4.4
						#	2.8	#	0.0	#	0.0	#	0.0	#	0.1	#	1.7
						UU	3	UU	0	UU	0	UU	0	UU	0	UU	2
						1		1				1 -		1 -	<del></del>	<b>.</b>	
																-	

							FALL, 20	016
Affirmative Action Unit:		F	itness Studies					
Animative Action Onic.			liness otadies					
Constituent Departments:								
		PI	hysical Educatio	n				
		-						
Job Group:		Р	rofessorial	1				
Job Titles:			rofessor					
	FACTOR	00	SOURCES					WEIGH
	Factor 1			11 - 12* - 4Sta	ates (CT, NY, NJ, F	PA) and US		1.
			Non-4ST.		, , ,	,		
	* Note: I	S De	ant of Education's	Postsecondan	/ Studies Division in	dicates		
			test data available			dicates		
Factor 1: 4States (CT,NJ, NY	(PA) and US	SNon	-4ST - EDC - Ph.[	0. 2011 - 12*				
	, , ,		itness Studies					
				-				
					Asian or Nat.	Black or		Individua
				**Total	Haw. or Other	African	Hispanic	w
		_	Female	Minority	Pac. Isl.	American	or Latino	Disabilitie
			43.8	16.9	3.2	8.3	4.2	7.

	UT	ILIZ	ATION AN			KSH	EET						
			Two Fac	ctor A	vailability								
				Col	lege:	Johr	n Jay Colle	ae o	f Criminal	Just	rice		
					nester/Year:				L, 2016	Juon			
				00.					_,,				
FFIRMATIVE ACTION UNIT:		COI	NSTITUENT DEP	ARTMI	ENTS:								
Fitness Studies			Physical Educ	cation									
Titless olddies			i nysicai Eddi	Jauon									
O CATEGORY:		Jol	b Titles:										
DDOFFCCIONAL DDOFFCCODI	Λ.Ι.		Professor										
PROFESSIONAL: PROFESSORI	AL												
DD OPOUR													
DB GROUP: PROFESSORIAL													
ACTORS:	Weighting		Females		**Total Minority		Asian or Nat. law. or Other Pac. Isl.		Black or African American		Hispanic or Latino		dividuals with sabilities
% availability of Minorities/Females with requisite skills in immediate labor areas.	1.00		43.8		16.9		3.2		8.3		4.2		
% of Minorities/Females promotable, transferable,													
or trainable  GROUP TOTAL NO.:  3	If Group	Tot	al is 4 or les	s th	en Job Gro	nın i	s too small t	to an	alvze				
No. Male: 1 No. Female: 2							Asian or Nat.		Black or			Inc	dividuals
NO. IVEIE.			Females		**Total Minority	Н	law. or Other Pac. Is I.		African American		Hispanic or Latino	Dis	with abilities
CURRENT UTILIZATION:		#	2	#	1	#	0	#	1	#	0	#	0
		%	66.7	%	33.3	%	0.0	%	33.3	%	0.0	%	0.0
OVERALL AVAILABILITY:				-			2.0		0.0		4.0		7.0
OVERALL AVAILABILITY:		0/2	43.8	0/2	16.9	0/2	32	0/2	8.3	0/2	47	%	
OVERALL AVAILABILITY:		%	43.8	%	16.9	%	3.2	%	8.3	%	4.2	%	
OVERALL AVAILABILITY:  UNDERUTILIZATION:		%	43.8 NONE	%	16.9 NONE	%	3.2	%	NONE	%	4.2	%	
													7.0
		%	NONE 0.0	%	NONE	%	3.2	%	NONE	%	4.2	%	7.0 0.2

							FALL, 20	)16
Affirmative Action Unit:		F	oreign Langu	ages				
Constituent Departments:		M	odern Lang & Li	terature				
Job Group:		Р	rofessorial					
Job Titles:		D.	rofessor					
			ssociate Profess	or				
	EAGTOR		00110050					MEIOL
	FACTOR Factor 1	<u>(S</u>	SOURCES EDC- Ph D 20°	11 - 12* - 4Sta	ates (CT, NY, NJ,	PA) and US		WEIGH 1.
	T dotto! T		Non-4ST.		21.00 (01,111,110,	. Aly data GG		
	* Note: U	S De	ent of Education's	Postsecondary	/ Studies Division i	ndicates		
			test data available			.id.odioo		
Factor 1: 4States (CT,NJ, NY,	PA) and US							
		F	OREIGN LANG	BUAGES				
				**Total	Asian or Nat. Haw. or Other	Black or African	<u>Hispanic</u>	Individua wi
			<u>Female</u>	Minority	Pac. Isl.	American	or Latino	Disabilitie
			61.0	24.6	7.2	2.0	13.7	7.

								Two Fac	ctor A	vailability								
									Col	lege:	Johr	1 Jay Colle			Just	tice		
									Ser	nester/Year		I	FAL	L, 2016				
FFIRM	ATIVE ACT	ION UNIT:					CON	NSTITUENT DEP	ARTM	ENTS:								
								Modern Lang	& Lite	rature								
F	oreign l	_anguage	S															
EO CAT	EGORY:						Jok	Titles:										
								_										
								D (										
Б	POFFS	SIONAL	PR∩FF	-022	ΡΙΔΙ			Professor Associate	Prof	occor								
ľ	NOI LC	JOIONAL.	TIVOLL	.000	INIAL			Associate	1101	C3301								
OB GRO		SORIAL							-									
	NOI LC	JOONAL																
										**Total		Asian or Nat. law. or Other		Black or African		Hispanic		lividuals with
ACTOR	S:					Weighting		Females		Minority		Pac. Isl.		American		or Latino		abilities
		inorities/Fema mmediate labo				1.00		61.0		24.6		7.2		2.0		13.7		
		males promot	able, transfer	able,														
or trai			1			11.0	 +			I-L O-								
	TOTAL NO	).: 	4	1		ii Group	Ota	al is 4 or les	55, 111	en Job Gri	-1	S too Sinaii Asian or Nat.	io ai	Black or			Ind	lividuals
No. Ma	le: 0		No. Female	9: 4				Females		**Total Minority	Н	law. or Other Pac. Is I.		African American		Hispanic or Latino		with abilities
	CURREN	IT UTILIZA	TION:				#	4	#	3	#	0	#	0	#	3	#	0
							%	100.0	%	75.0	%	0.0	%	0.0	%	75.0	%	0.0
		L AVAILAE	BILITY:															
	OVERAI						%	61.0	%	24.6	%	7.2	%	2.0	%	13.7	%	7.0
	OVERAL						/0	01.0	/0	24.0	/0	1.4	/0	2.0	70	10.1	/0	1.0
	OVERAL														_		+	
		JTILIZATIO	N:				%	NONE	%	NONE	%	7.2	%	2.0	%	NONE	%	7.0
			N:				%	NONE 0.0	%	NONE 0.0	% #	7.2	% #	2.0	% #	NONE 0.0	% #	
			N:					0.0 0		0.0 0		7.2 0.3		2.0 0.1 0		0.0 0	-	7.0 0.3

							FALL, 20	016
Affirmative Action Unit:		Н	istory					
Constituent Departments:		Н	istory					
Job Group:		Р	rofessorial					
Job Titles:			intin avvioland D		<u> </u>			
			istinguished P rofessor	rotessor				
		A	ssociate Profe					
		A	ssistant Profes	ssor				
	FACTO	RS	SOURCES					WEIGH
	Factor	1	EDC- Ph.D. 2 Non-4ST.	2011 - 12* - 4Si	tates (CT, NY, NJ,	PA) and US		1.
	* Note:	US De	ept of Education	n's Postsecondar	ry Studies Division i	ndicates		
				ble as of 7/15/20				
	<b>-</b>		107 500 5					
Factor 1: 4States (CT,NJ, NY, I	PA) and C		listory	n.D. 2011 - 12°				
			ilotor y					
					Asian or Nat.	Black or		Individua
			Female	**Total <u>Minority</u>	Haw. or Other Pac. Isl.	African American	Hispanic or Latino	<u>wi</u> Disabilitie
			45.3	17.8	3.7	7.7	5.0	7.
							0.0	
					merican, Hispanic or La		_	

						Two Fac	ctor A	vailability								
									<u>.                                    </u>				<u>.                                    </u>			
							Col	lege:	John	Jay Colle	ge o	f Criminal .	Just	ice		
							Ser	nester/Year:			FAL	L, 2016				
FFIRI	// ATIVE ACTION U	NIT:			CON	NSTITUENT DEP	ARTM	ENTS:								
						History										
	History															
O C	ATEGORY:				Jok	Titles:										
						_										
						Distinguish	ned F	Professor				Profe	2880	r		
	PROFESSIO	NAL: PROF	ESSORIA	L		Associate						1 1010	,,,,,	•		
						Assistant F										
							-									
	ROUP: PROFESSOI	ΣΙΛΙ														
	FROI LOGOI	VIAL														
ACTO	npe.			Weighting		Females		**Total Minority		Asian or Nat. aw. or Other Pac. Isl.		Black or African American		Hispanic or Latino		dividuals with
		(C 1 14 -		weighting		remales		Willionity		rac. isi.		American		Of Latillo	Di	Sabilities
	vailability of Minoritie uisite skills in immedia			1.00		45.3		17.8		3.7		7.7		5.0		
% o	Minorities/Females		erable,													
	IP TOTAL NO.:	18							1		1					<u> </u>
No N	tale: 11	No. Fema	7							Asian or Nat.		Black or			ln	dividuals
INO. I	idle.	No. I ella	ile.			Females		**Total Minority	"	aw. or Other Pac. Is I.		African American		Hispanic or Latino	Di	with sabilities
	CURRENT UT	ILIZATION:			#	7	#	3	#	1	#	1	#	1	#	0
					%	38.9	%	16.7	%	5.6	0/2	5.6	%	5.6	%	0.0
					/0	50.5	/0	10.7	/0	0.0	/0	0.0	/0	0.0	70	0.0
	OVERALL AV	AILABILITY:														
					%	45.3	%	17.8	%	3.7	%	7.7	%	5.0	%	7.0
					%	6.4	%	1.1	%	NONE	%	2.1	%	NONE	%	7.0
	UNDERUTILIZ	ZATION:								0.0		0.4	1	0.0		
	UNDERUTILIZ	ZATION:			#	1.2	#	().2	#	U.U	#	().4	#	().()	#	1.3
	UNDERUTILIZ	ZATION:			# UU	1.2	# UU	0.2	# UU	0.0	# UU	0.4	# UU	0.0	# UU	1.3

							FALL, 20	016
Affirmative Action Unit:		L	aw Enforce	ment				
Constituent Departments:		L	aw and Police	Science				
			ecurity, Fire an					
Job Group:		P	rofessorial					
Job Titles:		A	rofessor ssociate Profe ssistant Profes					
	FACT		SOURCES					
	FACT Facto			2011 - 12* - 4St	ates (CT, NY, NJ,	PA) and US		
	* Note	r 1 : US De	EDC- Ph.D. 2 Non-4ST.		y Studies Division ir			
Factor 1: 4States (CT,NJ, NY	* Note	: US De	EDC- Ph.D. 2 Non-4ST. ept of Education test data availab	n's Postsecondar ble as of 7/15/20	y Studies Division ir			
Factor 1: 4States (CT,NJ, NY	* Note	: US Design to the la	EDC- Ph.D. 2 Non-4ST. ept of Education test data availab	n's Postsecondary ble as of 7/15/20 h.D. 2011 - 12*	y Studies Division ir			
Factor 1: 4States (CT,NJ, NY	* Note	: US Design to the la	EDC- Ph.D. 2 Non-4ST. ept of Education test data availal	n's Postsecondary ble as of 7/15/20 h.D. 2011 - 12*	y Studies Division ir		Hispanic or Latino	Individua wi
Factor 1: 4States (CT,NJ, NY	* Note	: US Design to the la	EDC- Ph.D. 2 Non-4ST. ept of Education test data availab n-4ST - EDC - P	h.D. 2011 - 12* ment  **Total	y Studies Division in 14.  Asian or Nat. Haw. or Other	Black or African		WEIGH 1.  Individua wi Disabilitie 7.

						UT	ILIZ	ATION AN	ALY	SIS WOR	KSH	EET						
								Two Fac	ctor A	vailability								
									Cal		lohi	a Jay Colley	00.0	f Criminal	luct	ico		
										lege:		1 Jay Colle		L, 2016	Jusi	lice		
									Ser	nester/ rear:			AL	L, 2010			$\vdash$	
.FFIRMATI\	/EA	CTION UNI	Т:				COI	NSTITUENT DEP	ARTMI	ENTS:								
								Law and Police	ce Sci	ence								
Law	/Er	nforceme	ent					Security, Fire	and E	mergency								
EO CATEG	ORV-						lol	Titles:									<del>                                     </del>	
LOCATEG	OK1.						301	Titles.										
PRO	OFE	ESSION	AL: PR	OFES	SSORIAL			Professor Associate Assistant F										
OB GROUP	:																	
	_	ESSORI	AL															
ACTORS:						Weighting		Females		**Total Minority		Asian or Nat. law. or Other Pac. IsI.		Black or African American		Hispanic or Latino		dividuals with sabilities
			emales with labor areas			1.00		46.2		18.1		1.2		7.8		6.5		
% of Minor		Females pro	omotable, tra	nsferab	le,													
GROUP TO	TAL	NO.:	31															
No. Male:	19			emale:	12			Females		**Total Minority		Asian or Nat. law. or Other Pac. Isl.		Black or African American		Hispanic or Latino		dividuals with sabilities
Cl	JRR	ENT UTIL	IZATION				#	12	#	9	#	1	#	5	#	3	#	1
							%	38.7	%	29.0	%	3.2	%	16.1	%	9.7	%	3.2
^\	/ED	A11 A\/A1	I ADII ITV	7.													#	
0	VEK/	ALL AVÁI	LABILITY	-				10.0		40.4		4.0		7.0		0.5		7.0
							%	46.2	%	18.1	%	1.2	%	7.8	%	6.5	%	7.0
UI	NDE	RUTILIZA	ATION:				%	7.5	%	NONE	%	NONE	%	NONE	%	NONE	%	3.8
							#	2.3	#	0.0	#	0.0	#	0.0	#	0.0	#	1.2
							UU	2	UU	0	UU	0	UU	0	UU	0	UU	1
*Total Minor	ity inc	cludes Asiar	n or Nat Ha	w. or Ot	her Pac. Isl., a	and Am. Ind./Al. Nativ	es, Bl	ack or African Am	nerican	, Hispanic or Lat	ino, ar	nd Two or More F	Races.					

								FALL, 20	)16
Affirmative Action Unit:		L	_aw Enforce	ment					
_									
Constituent Departments:		L	aw and Police	Science					
Job Group:		F	Professorial						
Job Titles:			Professor Associate Prof						
	FACTO Factor			2011 - 12* -	4State	es (CT, NY, NJ,	PA) and US		WEIGH 1
			Non-4ST.						
			ept of Educatio atest data availa			tudies Division i	ndicates		
Factor 1: 4States (CT,NJ, NY, I	PA) and	USNoi	n-4ST - EDC - F	Ph.D. 2011 - 1	2*				
· · · · · ·			aw Enforce						
			<u>Female</u>	**Tota <u>Minorit</u>		Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individua wi Disabilitie
			46.2	18.1	I	1.2	7.8	6.5	7.

							Two Fac	tor A	vailability								
								$\vdash$									
								Col	lege:	John	Jay Colle			Just	ice		
								Sen	nester/Year:		l	FAL	L, 2016				
FFIRM	MATIVE ACTION	JNIT:				CON	ISTITUENT DEP	ARTMI	ENTS:								
							Law and Police										
	Law Enforce	ment															
O C/	ATEGORY:					Job	Titles:										
	PROFESSK	DNAL: PRO	FESSC	DRIAL			Professor Associate Assistant F										
)B GF	ROUP:																
	PROFESSO	RIAL															
ACTO	PRS:				Weighting		Females		**Total Minority		Asian or Nat. aw. or Other Pac. Isl.		Black or African American		Hispanic or Latino		dividuals with sabilities
	vailability of Minoriti visite skills in immed				1.00		46.2		18.1		1.2		7.8		6.5		
% of	Minorities/Female		ferable,														
	P TOTAL NO.:	23						-									
No. IV	lale: 14	No. Fen	nale: 9				Females		**Total Minority		Asian or Nat. aw. or Other Pac. Isl.		Black or African American		Hispanic or Latino		dividuals with sabilities
	CURRENT U	TILIZATION:				#	9	#	8	#	1	#	4	#	3	#	0
		112131				%	39.1	%	34.8	%	4.3	%	17.4	%	13.0	%	0.0
						/0	00.1	/0	U-T.U	/0	-τ.υ	/0	17.7	/0	10.0	/0	0.0
	OVERALL A	VAILABILITY:															
						%	46.2	%	18.1	%	1.2	%	7.8	%	6.5	%	7.0
				$\perp$		-				$\perp$		1				-	
	UNDERUTIL	IZATION:				%	7.1	%	NONE	%	NONE	%	NONE	%	NONE	%	7.0
						#	1.6	#	0.0	#	0.0	#	0.0	#	0.0	#	1.6
										-1							
						UU	2	UU	0	UU	0	UU	0	UU	0	UU	2

							FALL, 20	)16
Affirmative Action Unit:		L	aw Enforceme	ent				
Constituent Departments:		Se	ecurity, Fire and	Emergency				
<u>Job Group:</u>		Р	rofessorial					
Lab Tidea		Pı	rofessor					
Job Titles:			ssociate Profess					
	FACTOR Factor 1	<u>s</u>	SOURCES EDC- Ph.D. 20	11 - 12* - 4Sta	ates (CT, NY, NJ,	PA) and US		WEIGH 1
	i dotoi i		Non-4ST.			. 7 ty dilid GG		
			ept of Education's test data available		Studies Division i	ndicates		
Factor 1: 4States (CT,NJ, NY,	PA) and US							
			aw Enforceme	ent				
			<u>Female</u>	**Total <u>Minority</u>	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individua wi Disabilitie
			46.2	18.1	1.2	7.8	6.5	7.

						Two Fac	ctor A	vailability								
							Col	lege:	<u>Johr</u>	1 Jay Colle	ge o	f Criminal .	Just	ice		
							Ser	nester/Year:		ı	FAL	L, 2016				
FFIRM AT	TIVE ACTION UN	JIT:			CON	NSTITUENT DEP	ARTM	ENTS:								
						Security, Fire	and E	mergency								
La	w Enforcem	nent														
EO CATE	GORY:				Job	Titles:										
						Professor										
PF	ROFESSION	NAL: PROFE	ESSORIAL			Associate Assistant F										
OB GROU	JP:															
	ROFESSOF	RIAL														
ACTORS	:			Weighting		Females		**Total Minority		Asian or Nat. Haw. or Other Pac. Isl.		Black or African American		Hispanic or Latino		dividuals with sabilities
	ability of Minorities skills in immedia			1.00		46.2		18.1		1.2		7.8		6.5		
% of Min		oromotable, transfer	able,													
GROUP T	OTAL NO.:	8														
No. Male:	5	No. Female	e: <b>3</b>			Females		**Total Minority		Asian or Nat. law. or Other Pac. Isl.		Black or African American		Hispanic or Latino		dividuals with sabilities
(	CURRENT UTI	LIZATION:			#	3	#	1	#	0	#	1	#	0	#	1
					%	37.5	%	12.5	%	0.0	%	12.5	%	0.0	%	12.5
	OVERALL AVA	ALABILITY:														
(					%	46.2	%	18.1	%	1.2	%	7.8	%	6.5	%	7.0
(														,		
					%	8.7	%	5.6	%	1.2	%	NONE	%	6.5	%	NONE
	JNDERUTILIZ	ATION:					1		1	0.4	I	0.0	1	0.5	1	0.0
	JNDERUTILIZ	ATION:			#	0.7	#	0.4	#	0.1	#	0.0	#	0.5	#	0.0
	JNDERUTILIZ	ATION:			# UU	0.7	# UU	0.4	# UU		# UU	0.0	# UU	1	# UU	0.0

							FALL, 20	)16
Affirmative Action Unit:			Legal Studie	es				
Constituent Departments:			Criminal Justic	e and PHD				
Job Group:			Professorial					
Job Titles:			Professor					
	FACT	∩ <b>p</b> e	SOURCES					WEIGH
	Factor			2011 - 12* - 4St	ates (CT, NY, NJ, I	PA) and US		1.
				n's Postsecondar able as of 7/15/20	y Studies Division ir 14.	ndicates		
Factor 1: 4States (CT,NJ, NY	, PA) and	USN	on-4ST - EDC - I	Ph.D. 2011 - 12*				
Factor 1: 4States (CT,NJ, NY	', PA) and		on-4ST - EDC - I <b>Legal Studie</b>					
Factor 1: 4States (CT,NJ, NY	(, PA) and			**Total	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individua wi Disabilitie
Factor 1: 4States (CT,NJ, NY	(, PA) and		Legal Studie	**Total Minority	Haw. or Other	African		wi

										Two Fac	ctor A	vailability								
											Col	lege:	John	Jay Colle	ge o	f Criminal	Just	ice		
												nester/Year:				L, 2016				
	M ATIV	E ACTION	LINIT.						COL	NSTITUENT DEP	A DTM	ENITO.								
FFIK	IVIATIV	EACTION	UNIT:						COI	Criminal Just		-								
	Lega	al Studi	es																	
EO C	ATEGO	DDV:							lok	Titles:										
<b>30 C</b>	ATEGO	JKT:							JOI	Titles:										
	PRC	DFESSI	ONAL:	PRO	FES	SOR	RIAL			Professor Associate Assistant F										
	ROUP:																			
		FESS	ORIAL																	
ACT	ORS:							Weighting		Females		**Total Minority		asian or Nat. aw. or Other Pac. IsI.		Black or African American		Hispanic or Latino		lividuals with abilities
		ity of Minor kills in imme						1.00		61.1		38.3		8.8		18.1		4.9		
	of Minori Trainable	ities/Female	es promota	ble, tran	sferabl	е,														
		ΓAL NO.:	1	9													<u> </u>			
	Male:	13		No. Fe	male:	6				Females		**Total Minority		asian or Nat. aw. or Other Pac. Isl.		Black or African American		Hispanic or Latino		lividuals with abilities
No. I									#	6	#	6	#	4	#	1	#	1	#	0
No.	CU	IRRENT (	JTILIZA	FION:									1 -				1			0.0
No.	CU	IRRENT (	JTILIZA	ΓΙΟΝ:					%	31.6	%	31.6	%	21.1	%	5.3	%	5.3	%	0.0
No.									%	31.6	%	31.6	%	21.1	%	5.3	%	5.3	%	0.0
No.		ERALL A																		
No.									%	31.6	%	31.6	%	8.8	%	18.1	%	4.9	%	
No.	OV		VAILAB	ILITY:																7.0
No. I	OV	ERALL A	VAILAB	ILITY:					%	61.1	%	38.3	%	8.8 NONE	%	18.1	%	4.9 NONE	%	7.0 7.0
No.	OV	ERALL A	VAILAB	ILITY:					%	61.1	%	38.3	%	8.8	%	18.1	%	4.9	%	7.0

								FALL, 20	016
Affirmative Action Unit:		Li	brary Scienc	<b>e</b>					
Constituent Departments:		Li	brary						
Job Group:		Pı	rofessorial						
<u>Job Titles:</u>			ofessor ssociate Profess	eor					
	FACTOR	<u>S</u>	SOURCES						WEIGH
	Factor 1		EDC- Ph.D. 20 Non-4ST.	)11 - 12*	- 4Sta	ites (CT, NY, NJ,	PA) and US		1.
			pt of Education's est data available			Studies Division i 4.	ndicates		
Factor 1: 4States (CT,NJ, NY, I	PA) and US	Non-	-4ST - EDC - Ph.	D. 2011 -	12*				
		Li	brary Scienc	e					
			<u>Female</u>	**To		Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individua wi Disabilitie
			55.6	19	).7	15.1	0.0	1.8	7.
			. A . I . I /A! A! C'	DII A6	: ^	erican, Hispanic or La	tine and Two an Ma	D	

						Two Fac	ctor A	vailability								
										n Jay Colle			Just	tice	1	
							Ser	nester/Year:			FAL	L, 2016				
FFIRM	ATIVE ACTION U	NIT:			CON	NSTITUENT DEP	ARTM	ENTS:								
						Library										
l	ibrary Scien	ce														
_																
EO CA	TEGORY:				Jok	Titles:										
						Professor										
		NAL DDOEE	CCODIAL			Associate	Prof	essor								
	PROFESSIO	NAL: PROFE	SSORIAL			Assistant F	Profe	essor								
OB GR																
F	PROFESSOR	RIAL														
								**Total		Asian or Nat. Haw. or Other		Black or African		Hispanic	In	dividuals with
ACTO	RS:			Weighting	<u> </u>	Females		Minority	Ļ	Pac. Isl.		American		or Latino	Di	sabilities
	ailability of Minorities site skills in immedia			1.00		55.6		19.7		15.1		0.0		1.8		
	Minorities/Females   inable	promotable, transfera	able,													
	P TOTAL NO.:	11														
	ale: 1	No. Female	10				T			Asian or Nat.		Black or			In	dividuals
INO. IVI	ale.	No. Ferrale	. 10			Females		**Total Minority	1	law. or Other Pac. Isl.		African American		Hispanic or Latino	Di	with sabilities
·	CURRENT UT	ILIZATION:			#	10	#	1	#	1	#	0	#	0	#	0
					%	90.9	%	9.1	%	9.1	%	0.0	%	0.0	%	0.0
	OVERALL AV	AILABILITY:														
					%	55.6	%	19.7	%	15.1	%	0.0	%	1.8	%	7.0
					/0	00.0	70	10.1	70	10.1	/0	0.0	70	1.0	/0	7.0
	UNDERUTILIZ	ZATION:			%	NONE	%	10.6	%	6.0	%	0.0	%	1.8	%	7.0
_					#	0.0	#	1.2	#	0.7	#	0.0	#	0.2	#	0.8
						0	UU	1	UU		UU	0	UU	0	UU	1
					UU	U	00		00		00	•	00	•	00	

							FALL, 20	)16
			1-4					
Affirmative Action Unit:		IVI	lathematics					
Constituent Departments:		M	athematics and (	Computer Sci	ence			
Job Group:		P	rofessorial					
Job Titles:		Pı	rofessor					
		A	ssistant Professo	or				
	FACTOR	RS	SOURCES					WEIGH
	Factor 1		EDC- Ph.D. 20 Non-4ST.	11 - 12* - 4Sta	ates (CT, NY, NJ, I	PA) and US		1
			ept of Education's test data available		/ Studies Division in 14.	ndicates		
Factor 1: 4States (CT,NJ, NY	PA) and US	SMon	-4ST - FDC - Ph [	2011 - 12*				
1 40.00 (0 1,10,111)	, r , r , and c		lathematics					
			Female	**Total <u>Minority</u>	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individua w Disabiliti
			26.8	18.1	9.4	2.7	4.9	7.

Weighting   Females   Weighting   Females   Weighting   Females   Weighting   Females   Weighting   Females   Weighting   Females   Minority   Pac. Isl.   American   Hispanic or Latino   Disabiliti   With Disabiliti   Weighting   Females   Minority   Pac. Isl.   Minorities   Females   Females   Pac. Isl.   Minorities   Females   Pac. Isl.   Minority   Pac. Isl.									Two Fac	ctor A	vailability								
Semester/Year:  FALL, 2016  CONSTITUST DEPARTMENTS:  Mathematics  Mathematics  Mathematics  Job Titles:  Professor Associate Professor Associate Professor Assistant P										-		<del></del>	1 0 11		(0)				
FRIMATIVE ACTION LNT:  Mathematics  Mathematics  Mathematics  Methematics and Computer Science  PROFESSIONAL: PROFESSORIAL  Professor Associate Professor Associate Professor Assistant Pr										Col	lege:	Johr				Just	ice	1	
Mathematics										Ser	nester/Year:		<u> </u>	FAL	L, 2016				
Mathematics																			
Decatesory:   Job Titles:   Professor   Associate Professor   Associate Professor   Associate Professor   Assistant Professor   As	FFIRMAT	TIVE ACTION UN	IT:					CON			-	nce							
PROFESSIONAL: PROFESSORIAL   Professor   Associate Professor   Assistant Professor   A	Ma	athematics							Matromation	una o	omputor Color	100							
Professor   Associate Professor   Associate Professor   Assistant Professor   Assistan																			
Professor   Associate Professor   Assistant Professor   Assistan																			
Associate Professor   Assistant Professor	EO CATE	GORY:						Job	Titles:										
PROFESSORIAL	PF	ROFESSION	NAL: PRO	OFES	SORIA	4L			Associate										
PROFESSORIAL																			
ACTORS:    Weighting   Females   Weighting			RIAL																
ACTORS:    Weighting   Females   "Total Minority   Haw. or Other Pac. Isl.   Haw. or Other Pac. Isl.   Hispanic or Latino   Disabilities   With Disabilities   Disabilities																			
Tequisite skills in immediate labor areas.   1.00   26.8   18.1   9.4   2.7   4.9	ACTORS:	:					Weighting		Females				law. or Other		African				dividuals with sabilities
Ortrainable   SROUP TOTAL NO.:   19							1.00		26.8		18.1		9.4		2.7		4.9		
No. Male:   16			oromotable, tra	nsferable	e,		************	******				800000				000000		800000	
No.   Male:   16	GROUP T	OTAL NO.:	19																
NONE   NONE   NONE   NONE   WORLD	No. Male:	16	No. F	emale:	3				Females				law. or Other		African				dividuals with sabilities
OVERALL AVAILABILITY:         %         26.8         %         18.1         %         9.4         %         2.7         %         4.9         %           UNDERUTILIZATION:         %         11.0         %         NONE         %         NONE         %         NONE         %         4.9         %           #         2.1         #         0.0         #         0.0         #         0.9         #	(	CURRENT UT	LIZATION:					#	3	#	8	#	7	#	1	#	0	#	0
OVERALL AVAILABILITY:         %         26.8         %         18.1         %         9.4         %         2.7         %         4.9         %           UNDERUTILIZATION:         %         11.0         %         NONE         %         NONE         %         NONE         %         4.9         %           #         2.1         #         0.0         #         0.0         #         0.0         #         0.9         #								%	15.8	%	42.1	%	36.8	%	5.3	%	0.0	%	0.0
WINDERUTILIZATION:   %   26.8   %   18.1   %   9.4   %   2.7   %   4.9   %		NEDALL AND	II ADULTY																
UNDERUTILIZATION:         %         11.0         %         NONE         %         NONE         %         NONE         %         4.9         %           #         2.1         #         0.0         #         0.0         #         0.0         #         0.9         #	(	JVEKALL AVA	VILARILI I	:		-			60.0		10.7								
# 2.1 # 0.0 # 0.0 # 0.9 #						-		%	26.8	%	18.1	%	9.4	%	2.7	%	4.9	%	7.0
# 2.1 # 0.0 # 0.0 # 0.9 #								-		+				+		1			
	l	JNDERUTILIZ	ATION:			-		%	11.0	%	NONE	%	NONE	%	NONE	%		%	7.0
								#	2.1	#	0.0	#	0.0	#	0.0	#	0.9	#	1.3
								l	2	liiii	0	1111	0		0	1111	1	1111	1

							FALL, 20	016
Affirmative Action Unit:		M	lulti/Interdisci	plinary Stu	dies			
Constituent Departments:		la la	tordicainlinery C	fudios				
Consuluent Departments:			terdisciplinary S	tudies				
Job Group:		Р	rofessorial					
<u>Job Titles:</u>		As	rofessor ssociate Profess ssistant Professo					
	FACTOR Factor 1	<u>s</u>	SOURCES	11 - 12* - 15*	ates (CT, NY, NJ, I	DA) and LIS		WEIGH 1
	racioi i		Non-4ST.	11 - 12 - 436	ales (CT, INT, INJ, I	A) and US		1
			ept of Education's test data available		/ Studies Division in	ndicates		
Factor 1: 4States (CT,NJ, NY	/, PA) and US		-4ST - EDC - Ph.[   ulti/Interdisci		dies			
						Disabas		L. P. Z.L.
			<u>Female</u>	**Total <u>Minority</u>	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individua w Disabiliti
			64.0	25.6	6.3	10.8	6.5	7.

						Two Fac	ctor A	vailability								
									<u></u>							
							Col	lege:	Johr	Jay Colle			Just	ice		1
							Ser	nester/Year:			FAL	L, 2016				
FFIRM ATI	IVE ACTION UNIT:				CON	ISTITUENT DEP	ARTM	ENTS:								
					00.	Interdisciplina		-								
Mul	lti/Interdiscipl	inary Studie	S													
EO CATEG	SORY:				Joh	Titles:										
J 0/1/120						TRIOU.										
						Distinguish	ned F	Professor								
DD	OFF0010814	I. DD055	CCODIAI			Professor	D (									
PR	OFESSIONA	IL: PROFE	SSURIAL			Associate Assistant F										
						7 toolotant 1	1010	.0001								
OB GROUP		1														
PRI	OFESSORIA	\ <b>L</b>														
ACTORS:				Weighting		Females		**Total Minority		Asian or Nat. law. or Other Pac. Isl.		Black or African American		Hispanic or Latino		dividuals with sabilities
	oility of Minorities/Fe skills in immediate la			1.00		64.0		25.6		6.3		10.8		6.5		
% of Mino	orities/Females pror ole	notable, transfera	ble,													
GROUP TO	OTAL NO.:	8														
No. Male:	4	No. Female:	4			***************************************	Ī	**Total		Asian or Nat. law. or Other		Black or African		Hispanic	ln	dividuals with
						Females		Minority	ļ.,	Pac. Isl.		American		or Latino	Di	sabilities
C	URRENT UTILI	ZATION:			#	4	#	0	#	0	#	0	#	0	#	0
					%	50.0	%	0.0	%	0.0	%	0.0	%	0.0	%	0.0
0'	VFRALL AVAII	ARII ITV			1			25.6	0,	6.3	0,	10.8	0,	6.5	0/	7.0
0'	VERALL AVAIL	ABILITY:			0/	64.0	0/			n 1	%	10.0	%	0.0	%	1.0
0	VERALL AVAIL	ABILITY:			%	64.0	%	20.0	%	0.0						
												10.8	0/2	6.5	%	7 በ
	VERALL AVAIL				%	14.0	%	25.6	%	6.3	%	10.8	%	6.5	%	
												10.8 0.9	% # UU	6.5 0.5	% # UU	7.0

							FALL, 20	)16
Affirmative Action Unit:			Philosophy					
Constituent Departments:		1	Philosophy					
Job Group:			Professorial					
Job Titles:			Professor Associate Profess					
	FACT	ORS.	<u>SOURCES</u>					WEIGH
	Factor	1	EDC- Ph.D. 20 Non-4ST.	11 - 12* - 4Sta	ates (CT, NY, NJ, F	PA) and US		1.
			Dept of Education's atest data available		Studies Division in 4.	dicates		
Factor 1: 4States (CT,NJ, NY, F	PA) and			D. 2011 - 12*				
			Philosophy					
			<u>Female</u>	**Total <u>Minority</u>	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individua wi Disabilitie
			29.7	16.4	5.1	5.4	4.1	7.
				-			'	

						Two Fac	ctor A	vailability								1
							Col	lege:	John	Jay Colle	ge o	f Criminal	Just	ice		
							Ser	nester/Year:		I	FAL	L, 2016				
FFIRM A1	TIVE ACTION UNI	 T:			CON	NSTITUENT DEP	ARTM	ENTS:								
						Philosophy		-								
Pł	nilosophy															
O CATE	GORY:				Job	Titles:										
DE	ROFESSION	IAL: PROFE	=SS∩RI∆I			Professor Associate								_		
FI	OF ESSION	AL. FROFE	-SSONIAL			Assistant F	Profe	ssor								
OB GROU	JP:															
PF	ROFESSOR	IAL														
ACTORS	:			Weighting		Females		**Total Minority		Asian or Nat. aw. or Other Pac. Isl.		Black or African American		Hispanic or Latino		dividuals with sabilities
	ability of Minorities/ e skills in immediate			1.00		29.7		16.4		5.1		5.4		4.1		
	norities/Females pr	omotable, transfer	able,													
	OTAL NO.:	12									<u> </u>					
No. Male	8	No. Female	ə: <b>4</b>			Females		**Total Minority		Asian or Nat. aw. or Other Pac. Isl.		Black or African American		Hispanic or Latino		dividuals with sabilities
(	CURRENT UTII	LIZATION:			#	4	#	4	#	1	#	2	#	1	#	1
					%	33.3	%	33.3	%	8.3	%	16.7	%	8.3	%	8.3
	OVERALL AVA	ILABILITY:					+								+	
(					%	29.7	%	16.4	%	5.1	%	5.4	%	4.1	%	7.0
(					,,	2011	/*		/0	<b>J</b> .1	,,,	J.1	,,,	111	,,,	7.0
							%	NONE	%	NONE	%	NONE	%	NONE	%	NONE
	JNDERUTILIZ <i>i</i>	ATION:			%	NONE	/0									
	JNDERUTILIZ <i>i</i>	ATION:			% #	NONE 0.0	#	0.0	#	0.0	#	0.0	#	0.0	#	0.0
	JNDERUTILIZA	ATION:						0.0	# UU	0.0	# UU	0.0	# UU	0.0	# UU	0.0

								FALL, 20	016
Affirmative Action Unit:			Ph	ysical Scien	ces				
Constituent Departments:			Sci	ence					
Job Group:			Pro	ofessorial					
- COUNT			(	J.00001101					
			D	ofessor					
				sociate Profess sistant Profess					
	FACT	OP9		SOURCES					WEIGH
	Facto				11 - 12* - 4Sta	ates (CT, NY, NJ, F	PA) and US		1.
				t of Education's st data available		y Studies Division in	dicates		
Factor 1: 4States (CT,NJ, NY,	PA) and	LISN	on-4	IST - FDC - Phi	7 2011 - 12*				
1 4001 1. 104400 (01,140,141,	, i /i dila			ysical Scien					
				Female	**Total <u>Minority</u>	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individua wi Disabilitie
				33.4	18.5	8.9	3.3	4.8	7.

						Two Fac	ctor A	vailability								
													_			
							Col	lege:	John	Jay Colle	ge o	f Criminal	Just	tice		
							Ser	nester/Year:		i	FAL	L, 2016				
FFIRMAT	TIVE ACTION UN	IT:			CON	NSTITUENT DEP	ARTM	ENTS:								
						Science										
Ph	nysical Scier	nces														
O CATE	GORY:				Job	Titles:										
															-	
-						Professor										
DE	RUEESSION	NAL: PROFES	SORIAI			Associate	Prof	essor								
I L	VOI LOOIOI	WILL I NOI EC	/JOINIAL			Assistant F	Profe	ssor								
OB GROU	JP:															
PF	ROFESSOR	RIAL														
										Asian or Nat.		Black or			In	ndividuals
ACTORS:	i:			Weighting		Females		**Total Minority	Н	aw. or Other Pac. Isl.		African American		Hispanic or Latino	Di	with isabilities
0/ 0.40:1-																
	ability of Minoritiae	/Famalac with														
	ability of Minorities e skills in immediat			1.00		33.4		18.5		8.9		3.3		4.8		
requisite	e skills in immediat		le,	1.00		33.4		18.5		8.9		3.3		4.8		
requisite	e skills in immediat norities/Females p	e labor areas.	le,	1.00	5600000	33.4	***********	18.5	50000000	8.9	0000000	3.3		4.8	********	500000000000000000000000000000000000000
requisite % of Min or traina	e skills in immediat norities/Females p	e labor areas.	le,	1.00		33.4		18.5		8.9		3.3		4.8		
requisite % of Min or traina	e skills in immediati norities/Females p able	e labor areas. romotable, transferab		1.00		33.4				Asian or Nat.		Black or			In	ndividuals
requisite % of Min or traina	e skills in immediat norities/Females p able	e labor areas. romotable, transferab	10	1.00		33.4 Females		18.5 **Total Minority						Hispanic or Latino		ndividuals with isabilities
requisite % of Min or traina GROUP T No. Male:	e skills in immediati norities/Females p able	e labor areas. romotable, transferab  21  No. Female:		1.00	#		#	**Total		Asian or Nat. aw. or Other	#	Black or African	#	Hispanic		with
requisite % of Min or traina GROUP T No. Male:	e skills in immediate norities/Females pable  TOTAL NO.:	e labor areas. romotable, transferab  21  No. Female:		1.00	# %	Females	# %	**Total Minority	Н	Asian or Nat. aw. or Other Pac. Isl.	# %	Black or African American	# %	Hispanic or Latino		with isabilities
requisite % of Min or traina GROUP T No. Male:	e skills in immediate pable  TOTAL NO.:  11  CURRENT UTI	e labor areas. romotable, transferab  21  No. Female:  LIZATION:		1.00		Females 10	-	**Total Minority	#	Asian or Nat. aw. or Other Pac. Isl.	# %	Black or African American		Hispanic or Latino	Di #	with isabilities
requisite % of Min or traina GROUP T No. Male:	e skills in immediate norities/Females pable  TOTAL NO.:	e labor areas. romotable, transferab  21  No. Female:  LIZATION:		1.00		Females 10 47.6	-	**Total Minority 8 38.1	#	Asian or Nat. aw. or Other Pac. Isl. 4	# %	Black or African American		Hispanic or Latino  2  9.5	Di #	with isabilities
requisite % of Min or traina GROUP T No. Male:	e skills in immediate pable  TOTAL NO.:  11  CURRENT UTI	e labor areas. romotable, transferab  21  No. Female:  LIZATION:		1.00		Females 10	-	**Total Minority	#	Asian or Nat. aw. or Other Pac. Isl.	# %	Black or African American		Hispanic or Latino	Di #	with isabilities
requisite % of Min or traina GROUP T No. Male:	e skills in immediate pable  TOTAL NO.:  11  CURRENT UTI	e labor areas. romotable, transferab  21  No. Female:  LIZATION:		1.00	%	Females 10 47.6	%	**Total Minority 8 38.1	# %	Asian or Nat. aw. or Other Pac. Isl. 4 19.0		Black or African American  2  9.5	%	Hispanic or Latino  2  9.5	# %	with isabilities 2 9.5
requisite % of Min or traina GROUP T No. Male:	e skills in immediate pable  TOTAL NO.:  11  CURRENT UTI	e labor areas. romotable, transferab  21  No. Female:  LIZATION:		1.00	%	Females 10 47.6	%	**Total Minority 8 38.1	# %	Asian or Nat. aw. or Other Pac. Isl. 4		Black or African American	%	Hispanic or Latino  2  9.5	# %	with isabilities 2 9.5
requisite % of Min or traina GROUP T No. Male:	e skills in immediate pable  TOTAL NO.:  11  CURRENT UTI	e labor areas. romotable, transferab  21  No. Female:  LIZATION:		1.00	%	Females 10 47.6	%	**Total Minority 8 38.1	# %	Asian or Nat. aw. or Other Pac. Isl. 4 19.0	%	Black or African American  2  9.5	%	Hispanic or Latino  2  9.5	# %	with isabilities 2 9.5 7.0 NONE
requisite % of Min or traina GROUP T No. Male:	e skills in immediate pable  TOTAL NO.:  11  CURRENT UTI	e labor areas. romotable, transferab  21  No. Female:  LIZATION:		1.00	% % %	70 47.6 33.4 NONE 0.0	% % %	**Total Minority 8 38.1 18.5 NONE 0.0	# # % % % # #	Asian or Nat. aw. or Other Pac. Isl. 4 19.0 8.9 NONE 0.0	% % #	Black or African American  2  9.5  3.3  NONE  0.0	% % %	Hispanic or Latino  2  9.5  4.8  NONE  0.0	# % % % #	9.5  NONE
requisite % of Min or traina ROUP T loo. Male:	e skills in immediate pable  TOTAL NO.:  11  CURRENT UTI	e labor areas. romotable, transferab  21  No. Female:  LIZATION:		1.00	%	70 47.6 33.4 NONE	%	**Total Minority 8 38.1 18.5 NONE	# % %	Asian or Nat. aw. or Other Pac. Isl. 4 19.0	%	Black or African American  2  9.5  3.3	%	Hispanic or Latino  2  9.5  4.8  NONE  0.0	# %	with isabilities 2 9.5 7.0 NONE

							FALL, 20	016
Affirmative Action Unit:			Psychology					
Ammauve Action omt.		-	Sychology					
Constituent Departments:		P	Psychology					
Job Group:		F	Professorial					
Job Titles:		F	Distinguished Pro Professor Associate Profess Assistant Professo	or				
	FACTO			11 - 12* - 4Sta	ates (CT, NY, NJ, F	PA) and US		WEIGH
			Non-4ST.  lept of Education's atest data available		Studies Division in	dicates		
Factor 1: 4States (CT,NJ, NY		USNo						
			<u>Female</u>	**Total <u>Minority</u>	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individua wi
			73.1	24.0	6.6	7.5	8.1	7.

					Two Fac	ctor A	vailability								
						Col	lege:	<u>Johr</u>	Jay Colle			lust	ice		
						Ser	nester/Year			FAL	L, 2016				
FEIDM A TIVE A CT	ION LINET:			001	NOTITI IENT DED	ADTM	DITO:			-					
FFIRM ATIVE ACT	JON UNIT:			COI	Psychology	AKIW	ENI 5:								
Psycholo	gy				, 0,										
EO CATEGORY:				Jol	o Titles:										
PROFES	SSIONAL: PROFI	ESSORIAL			Distinguisl Professor Associate Assistant F	Prof	essor								
OB GROUP: PROFES	SORIAL														
1.1(0.20															
ACTORS:			Weighting		Females		**Total Minority		Asian or Nat. law. or Other Pac. Isl.		Black or African American		Hispanic or Latino		lividuals with abilities
	inorities/Females with nmediate labor areas.		1.00		73.1		24.0		6.6		7.5		8.1		
% of Minorities/Fer	males promotable, transfe	rable,													
J	o.: 42														
	/.: <b>T</b> _			1				T ,	Asian or Nat.		Black or		Hispanic	Inc	lividuals with
GROUP TOTAL NO	No. Femal	le: <b>23</b>			Females		**Total Minority		law. or Other Pac. Isl.		African American		or Latino	Dis	abilities
ROUP TOTAL NO. Male:		le: <b>23</b>		#	Females 23	#				#		#		Dis	
GROUP TOTAL NO. No. Male: 19	No. Femal	le: <b>23</b>		#	23	#	Minority 9	# #	Pac. Isl.	#	American 4	#	or Latino	#	1
No. Male: 19	No. Femal	le: 23		1		- "	Minority	Н	Pac. Isl.	ľ	American		or Latino	# %	1
No. Male: 19  CURREN	No. Femal	le: <b>23</b>		%	<b>23</b> 54.8	%	9 21.4	# %	7.1	%	4 9.5	%	2 4.8	#	2.4
No. Male: 19  CURREN	No. Femal	le: 23		1	23	- "	Minority 9	# #	Pac. Isl.	ľ	American 4		or Latino	#	2.4
No. Male: 19  CURREN  OVERAL	No. Femal	le: 23		%	<b>23</b> 54.8 73.1	%	9 21.4 24.0	# % %	7.1 6.6	%	9.5 7.5	%	2 4.8 8.1	# % %	7.0
No. Male: 19  CURREN  OVERAL	No. Femal	le: 23		%	73.1 18.3	%	9 21.4 24.0 2.6	# % %	7.1 6.6 NONE	%	4 9.5 7.5 NONE	%	2 4.8 8.1	#	7.C
CURREN  OVERAL	No. Femal	le: 23		%	<b>23</b> 54.8 73.1	%	9 21.4 24.0	# % %	7.1 6.6	%	9.5 7.5	%	2 4.8 8.1	# % %	2.4

							FALL, 20	016
Affirmative Action Unit:			Public Admins	tration				
		Ţ						
Constituent Departments:		F	Public Manageme	nt				
Job Group:		F	Professorial					
		-						
Job Titles:			Professor Associate Profess					
	FACT	ORS	SOURCES					WEIGH
	Factor			11 - 12* - 4Sta	ates (CT, NY, NJ, F	PA) and US		1.
			ept of Education's atest data available		/ Studies Division in	dicates		
Factor 1: 4States (CT,NJ, NY	/, PA) and							
			Public Adminis	stration				
			<u>Female</u>	**Total <u>Minority</u>	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individua w Disabilitie
			64.9	33.4	6.1	19.1	7.0	7.

OVERALL AVAILABILITY:       %       42.9       %       25.0       %       7.1       %       10.7       %       7.1       %       0.0         UNDERUTILIZATION:       %       64.9       %       33.4       %       6.1       %       19.1       %       7.0       %       7.0         UNDERUTILIZATION:       %       22.0       %       8.4       %       NONE       %       8.4       %       NONE       %       7.0         #       6.2       #       2.4       #       0.0       #       2.3       #       0.0       #       2.0				Two Fac	ctor A	vailability								
Semester/Year:   FALL, 2016														
CONSTITUENT DEPARTMENTS:   Public Management   Public Administration   Public Administration   Public Administration   Professor   Professor   Associate					Col	lege:	lohr				Just	ice		
Public Administration					Ser	mester/Year:			FAL	L, 2016				
Public Administration														
Public Administration	FFIRM ATIVE ACTION UNIT:		COI											
### December   Professor   Professor   Professor   Professor   Associate Professor   Associate Professor   Assistant Professor   Assistant Professor   Professor   Assistant Professor   P	Public Adminstration			r ublic Mariag	CIIICII									
PROFESSIONAL: PROFESSORIAL  Professor Associate Professor Assistant Professor Assistan	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1													
PROFESSIONAL: PROFESSORIAL  Professor Associate Professor Assistant Professor Assistan														
PROFESSIONAL: PROFESSORIAL   Associate Professor   Assistant Professor   African   Hispanic or Latino   Disabilities   D	O CATEGORY:		Jol	Titles:										
PROFESSIONAL: PROFESSORIAL   Associate Professor   Assistant Professor   African   Hispanic or Latino   Disabilities   Assistant Professor   African   Hispanic or Latino   Disabilities   Assistant Professor   Hispanic or Latino   Disabilities   Dis				_										
Assistant Professor  Assistant Place of Assistan				Professor										
ASSISTANT Professor  ASSISTANT	PROFESSIONAL: PROFESSORIAL													
PROFESSORIAL				Assistant F	Profe	essor								
PROFESSORIAL														
PROFESSORIAL														
PROFESSORIAL														
Actors:    Weighting   Females   "Total   Hispanic   Hispanic   Individuals   With   Disabilities   Hispanic   Individuals   With   Disabilities   Individuals   Individua														
ACTORS:   Weighting   Females   Minority   Haw. or Other Pac. Isl.   American   African American   Hispanic or Latino   Disabilities	FROFESSORIAL													
ACTORS:    Weighting   Females   Weighting   Females   Minority   Haw. or Other Pac. Isl.   American   African American   Hispanic or Latino   Disabilities								Asian or Nat.		Black or			In	dividuals
% availability of Minorities/Females with requisite skills in immediate labor areas.         1.00         64.9         33.4         6.1         19.1         7.0           % of Minorities/Females promolable, transferable, or trainable         33.4         6.1         19.1         7.0           GROUP TOTAL NO.:         28         No. Male: 16         No. Female: 12         Females         "Total Minority         Asian or Nat. Haw, or Other Pac. Isl.         Hispanic or Latino Plashilities           CURRENT UTILIZATION:         # 12         # 7         # 2         # 3         # 2         # 0.0           OVERALL AVAILABILITY:         % 64.9         % 33.4         % 61.1         % 19.1         % 7.0         % 7.0           UNDERUTILIZATION:         % 22.0         % 8.4         NONE         % 8.4         NONE         % 7.0           UNDERUTILIZATION:         # 6.2         # 6.2         # 2.4         # 0.0         # 2.3         # 0.0         # 2.0	ACTORE	Ma imbtin m		Fameles				law. or Other		African		•		with
Tequisite skills in immediate labor areas.   1.00   64.9   33.4   6.1   19.1   7.0		weighting		remales		Millority		rac. isi.		American		or Latino	Dis	sabilitie's
Or trainable   GROUP TOTAL NO.:   28		1.00		64.9		33.4		6.1		19.1		7.0		
No. Male:   16														
No. Female:   12	GROUP TOTAL NO.: 28													
CURRENT UTILIZATION:	No. Male: 16 No. Female: 12					**Total						<b>L</b> ienanie	In	
OVERALL AVAILABILITY:       %       42.9       %       25.0       %       7.1       %       10.7       %       7.1       %       0.0         UNDERUTILIZATION:       %       64.9       %       33.4       %       6.1       %       19.1       %       7.0       %       7.0         #       6.2       #       2.4       #       0.0       #       2.3       #       0.0       #       2.0				Females									Dis	
OVERALL AVAILABILITY:         %         64.9         %         33.4         %         6.1         %         19.1         %         7.0         %         7.0           UNDERUTILIZATION:         %         22.0         %         8.4         %         NONE         %         8.4         %         NONE         %         7.0           #         6.2         #         2.4         #         0.0         #         2.3         #         0.0         #         2.0	CURRENT UTILIZATION:		#	12	#	7	#	2	#	3	#	2	#	0
OVERALL AVAILABILITY:         %         64.9         %         33.4         %         6.1         %         19.1         %         7.0         %         7.0           UNDERUTILIZATION:         %         22.0         %         8.4         %         NONE         %         8.4         %         NONE         %         7.0           #         6.2         #         2.4         #         0.0         #         2.3         #         0.0         #         2.0			%	42.9	%	25.0	%	7.1	%	10.7	%	7.1	%	0.0
WINDERUTILIZATION:       %       64.9       %       33.4       %       6.1       %       19.1       %       7.0       %       7.0         #       6.2       #       2.4       #       0.0       #       2.3       #       0.0       #       2.0	A) FRANCISCO		-				-		-		-		-	
UNDERUTILIZATION: % 22.0 % 8.4 % NONE % 8.4 % NONE % 7.0 # 6.2 # 2.4 # 0.0 # 2.3 # 0.0 # 2.0	OVERALL AVAILABILITY:													
# 6.2 # 2.4 # 0.0 # 2.3 # 0.0 # 2.0			%	64.9	%	33.4	%	6.1	%	19.1	%	7.0	%	7.0
# 6.2 # 2.4 # 0.0 # 2.3 # 0.0 # 2.0			-				-		-		-		-	
	UNDERUTILIZATION:		%	22.0	%	8.4	%	NONE	%	8.4	%	NONE	%	7.0
			#	6.2	#	2.4	#	0.0	#	2.3	#	0.0	#	2.0
			Ī.,,	6	1111	2	UU	0	UU	2	UU	0	UU	2
			00	0										

							FALL, 20	016
Affirmative Action Unit:			Social Scier	nces				
Constituent Departments:			Anthropology					
Consuluent Departments.			Gov/Political S					
			Sociology					
			D					
Job Group:			Professoria	<u> </u>				
Job Titles:			Professor Associate Pro	_				
	FACT	ORS	SOURCES					WEIGH
	Factor	· 1	EDC- Ph.D Non-4ST.	. 2011 - 12* - 4	States (CT, NY, NJ,	PA) and US		1.
				on's Postsecond lable as of 7/15/	dary Studies Division i 2014.	ndicates		
Factor 1: 4States (CT,NJ, NY, I	PA) and	USNo	n-4ST - EDC -	Ph.D. 2011 - 12	2*			
			Social Scie	nces				
			<u>Femal</u>	**Tota e <u>Minorit</u> y		Black or African American	Hispanic or Latino	Individua w Disabilitio
			50.9	21.8	7.3	6.0	6.9	7.

							Two Fac	tor A	vailability								
-																	
								Col	lege:	Johr	n Jay Colle			Just	ice		
								Sei	nester/Year		I	FAL	.L, 2016				
	4 A TIVE A OTIO	ALLIBET.		+		001	IOTITUDAT DED	A DTM	D.ITO.								
-FIKIV	MATIVE ACTIO	ON UNIT:				COF	Anthropology	AKIM	ENIS:								
	Social Sci	ences					Gov/Political S	Scienc	:e								
							Sociology										
O C/	ATEGORY:					Job	Titles:										
OB GF	PROFESS ROUP: PROFESS		PROFES	SSORIAI			Professor Associate Assistant F										
ACTO	DRS:				Weighting		Females		**Total Minority		Asian or Nat. law. or Other Pac. Isl.		Black or African American		Hispanic or Latino		dividuals with sabilities
	ailability of Minalisite skills in imr				1.00		50.9		21.8		7.3		6.0		6.9		
% of	Minorities/Femainable			ble,													
	IP TOTAL NO.:	5	9							l							
	1ale: 29		No. Female:	30			Females		**Total Minority		Asian or Nat. Haw. or Other Pac. Isl.		Black or African American		Hispanic or Latino		dividuals with sabilities
	CURRENT	UTILIZAT	ION:			#	30	#	14	#	6	#	4	#	4	#	0
						%	50.8	%	23.7	%	10.2	%	6.8	%	6.8	%	0.0
		AVAII ARI	I ITY·														
	OVFRALL						50.0	0,	24.0	٥,	7 2	0,	6.0	6,	6.0	6,	7.0
	OVERALL					%	50.9	%	21.8	%	7.3	%	6.0	%	6.9	%	7.0
	OVERALL									1			+			1	
			:			%	0.1	%	NONE	%	NONE	%	NONE	%	0.1	%	7.0
		ILIZATION	l:			%	0.1	%	NONE 0.0	%	NONE 0.0	% #	NONE 0.0	% #	0.1	% #	
			1:			% # UU	0.1	% # UU	0.0 0	% # UU	0.0	% # UU	0.0	% # UU	0.1 0.1	% # UU	7.0 4.1

							FALL, 20	016
Affirmative Action Unit:		S	ocial Science	S				
Constituent Departments:		Ar	nthropology					
lah Craus		D	rofessorial					
Job Group:		F	Olessoliai					
Job Titles:			ofessor ssociate Profess	or.				
			ssistant Profess					
	FACTOR	<u>S</u>	SOURCES					WEIGH
	Factor 1		EDC- Ph.D. 20 Non-4ST.	11 - 12* - 4Sta	ates (CT, NY, NJ,	PA) and US		1.
			11011-431.					
					Studies Division in	ndicates		
	2012 IS tr	ie iat	est data available	e as of 7/15/20°	14.			
Factor 1: 4States (CT,NJ, NY, I	PA) and US							
		S	ocial Science	<b>!S</b>				
				**Total	Asian or Nat. Haw. or Other	Black or African	Hispanic	Individua wi
			<u>Female</u>	Minority	Pac. Isl.	American	or Latino	<u>Disabiliti</u>
			50.9	21.8	7.3	6.0	6.9	7.
			00.0	21.0	7.0	0.0	0.0	1.

							IWO Fac	tor A	vailability								
											1 0 11		(0::1	1			
								Col	lege:	Johr			f Criminal	Just	ICE		
								Ser	nester/Year:			FAL	L, 2016				
FIRMAT	TIVE ACTION UN	NIT:		_		CON	NSTITUENT DEP	ARTMI	ENTS:								
							Anthropology										
Sc	cial Scienc	es															
O CATE	CORV.					lak	Titles:										
UCATE	GURT:					Jor	intes:										
							<b>5</b> (										
							Professor Associate	Prof	essor								
PF	ROFESSIOI	NAL: PRO	)FES	SORIAI	-		Assistant F										
OB GROU	JP:																
PF	ROFESSOF	≀IAL															
ACTORS					Weighting		Females		**Total Minority		Asian or Nat. law. or Other Pac. Isl.		Black or African American		Hispanic or Latino		dividuals with sabilities
% availa	ability of Minorities	/Females with							-								
	skills in immedia				1.00		50.9		21.8		7.3		6.0		6.9		
% of Mir or traina	norities/Females p able	oromotable, tran	ısferable	,													
GROUP T	OTAL NO.:	11															
No. Male:	5	No. Fr	emale:	6					***		Asian or Nat.		Black or		18	In	dividuals
							Females		**Total Minority	н	aw. or Other Pac. Isl.		African American		Hispanic or Latino	Dis	with sabilities
(	CURRENT UT	ILIZATION:				#	6	#	2	#	1	#	0	#	1	#	0
						%	54.5	%	18.2	%	9.1	%	0.0	%	9.1	%	0.0
	OVEDALL AND	All ADII ITY		_					-		-				-		
(	OVERALL AV	AILABILITY:															
						%	50.9	%	21.8	%	7.3	%	6.0	%	6.9	%	7.0
								+				+		+			
	JNDERUTILIZ	ATION:				%	NONE	%	3.6	%	NONE	%	6.0	%	NONE	%	7.0
l						#	0.0	#	0.4	#	0.0	#	0.7	#	0.0	#	8.0
l									^		0		4		0		_
l						UU	0	UU	0	UU	0	UU	1	UU	0	UU	1

							FALL, 20	)16
Affirmative Action Unit:		S	ocial Science	S				
Constituent Departments:								
		G	ov/Political Scie	nce				
Job Group:		P	rofessorial					
<u>оол Огоир.</u>			i oroggoriai					
			rofocos					
Job Titles:			rofessor ssociate Profess	or				
	FACTOR Factor 1	RS	SOURCES EDC- Ph D 20	11 - 12* - 4St:	ates (CT, NY, NJ, I	PA) and US		WEIGH
	1 actor 1		Non-4ST.	11-12-400	ntes (O1, 141, 140, 1	A) and 00		1.
			ept of Education's test data available		/ Studies Division in	ndicates		
Factor 1: 4States (CT,NJ, NY, I	PA) and US	SNon	-4ST - EDC - Ph.[	D. 2011 - 12*				
		S	ocial Science	S				
			<u>Female</u>	**Total <u>Minority</u>	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individua wi Disabilitie
			50.9	21.8	7.3	6.0	6.9	7.

								Two Fac	tor A	vailability								
_															<u> </u>			
_														f Criminal	Just	ICE		
_									Sen	nester/Year:		I	FAL	L, 2016				
FFIRM	ATIVE ACTIO	N UNIT:					CON	ISTITUENT DEP	ARTMI	ENTS:								
S	ocial Sci	ences						Gov/Political S	Scienc	e								
O CAT	EGORY:						Job	Titles:										
P	ROFESS	SIONAL: P	ROFES	SSORIA	AL			Professor Associate Assistant F										
)B GRO	OUP:																	
P	ROFESS	ORIAL																
ACTOR	S:					Weighting		Females		**Total Minority		Asian or Nat. aw. or Other Pac. Isl.		Black or African American		Hispanic or Latino		dividuals with sabilities
		orities/Females w nediate labor are				1.00		50.9		21.8		7.3		6.0		6.9		
% of N or train		ales promotable,	transferat	ole,														
ROUP	TOTAL NO.:	20																
No. Mal	le: 11	No	. Female:	9				Females		**Total Minority		Asian or Nat. aw. or Other Pac. Isl.		Black or African American		Hispanic or Latino		dividuals with sabilities
	CURRENT	UTILIZATIO	N:				#	9	#	6	#	2	#	2	#	2	#	0
							%	45.0	%	30.0	%	10.0	%	10.0	%	10.0	%	0.0
	OVERALL	AVAILABILI	TY:															
							%	50.9	%	21.8	%	7.3	%	6.0	%	6.9	%	7.0
	UNDERUT	ILIZATION:					%	5.9	%	NONE	%	NONE	%	NONE	%	NONE	%	7.0
							#	1.2	#	0.0	#	0.0	#	0.0	#	0.0	#	1.4
_							UU	1	UU	0	UU	0	UU	0	UU	0	UU	1

							FALL, 20	)16
Affirmative Action Unit:		S	ocial Science	S				
Constituent Departments:								
		S	ociology					
Job Group:		P	rofessorial					
Job Titles:			rofessor ssociate Profess	1		1		
	FACTO		SOURCES	14 40* 40*	otoo (CT NIV NII F	DA) and LIC		WEIGH
	Factor	ı	Non-4ST.	11 - 12" - 456	ates (CT, NY, NJ, F	A) and US		1.
			ept of Education's test data available		Studies Division in 4.	dicates		
Factor 1: 4States (CT,NJ, NY, F	PA) and	JSNor	n-4ST - EDC - Ph.[	D. 2011 - 12*				
		S	ocial Science	S				
			Female	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individua wi Disabilitie
			50.9	21.8	7.3	6.0	6.9	7.

AFFIRMATIVE ACTION Social Scie	UNIT:					Two Fac		vailability								
Social Scie	UNIT:						0-1		٠.							
Social Scie	UNIT:						Al	lege:	Inhi	n Jay Colle	ne n	f Criminal	luct	ice		
Social Scie	UNIT:							nester/Year:		· ·		L, 2016	Just			
Social Scie	UNIT:						-					_,				
					COI	NSTITUENT DEP	ARTM	ENTS:								
TO CATFOODY	nces					Sociology										
TO CATEGORY						Cooloidgy										
EO CATEGORY:					Joh	Titles:										
					-	-								-	+	
						Professor										
PROFESSI	ONAL: PROF	ESSO	RIAL			Associate Assistant F										
						ASSISIANT	1016	:5501								
					_											
IOB GROUP:																
PROFESSO	DRIAL														-	
			+		-							<b>.</b>				
								**Total		Asian or Nat. Haw. or Other		Black or African		Hispanic		dividuals with
ACTORS:				Weighting	╁	Females		Minority		Pac. Isl.		American	+	or Latino	Dis	abilities
. % availability of Minori requisite skills in imme				1.00		50.9		21.8		7.3		6.0		6.9		
. % of Minorities/Female	s promotable, transf	erable,														
or trainable											<u> </u>					
GROUP TOTAL NO.:	28				7		T		T	Asian or Nat.	T	Black or			la a	dividuals
No. Male: 13	No. Fem	ale: 15				Females		**Total Minority		Haw. or Other Pac. Isl.		African American		Hispanic or Latino		with abilities
CURRENT (	ITILIZATION:				#	15	#	6	#	3	#	2	#	1	#	0
					%	53.6	%	21.4	%	10.7	%	7.1	%	3.6	%	0.0
OVEDALL /	VAILABILITY:		+		_											
OVERALLA	VAILADILII I.				0,	50.9	0/	21.8	0,	7 2	0/	6.0	0/	6.9	0/	7.0
					%	50.9	%	21.0	%	7.3	%	0.0	%	0.9	%	7.0
UNDERUTII	IZATION:				%	NONE	%	0.4	%	NONE	%	NONE	%	3.3	%	7.0
ONDENOTIL	JEATIVII.				#	0.0		0.1	#	0.0	#	0.0	#	0.9	_	2.0
			+++		i		#								#	
					UU	0	UU	0	UU	0	UU	0	UU	1	UU	2

							FALL, 20	)16
Affirmative Action Unit:			/isual and Per	forming Art	S			
Constituent Departments:		,	Art and Music					
Job Group:		F	Professorial					
Job Titles:			Professor Associate Profess Assistant Profess					
	FACT Factor			11 - 12* - 4Sta	ates (CT, NY, NJ, F	PA) and US		WEIGH 1
	* Note	· LIS D	Non-4ST.	Postsecondan	Studies Division in	dicates		
			atest data available			diodios		
Factor 1: 4States (CT,NJ, NY	(PA) and	USNo	n-4ST - EDC - Ph.I	D. 2011 - 12*				
			/isual and Per		S			
			Female	**Total <u>Minority</u>	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individua wi
			49.3	16.6	7.7	3.2	4.8	7.

							Two Fac	ctor A	vailability								
											1 0 11		(0::1	<u> </u>			
								Col	lege:	Johr	Jay Colle			Just	ICE		
								Ser	nester/Year:		I	FAL	L, 2016				
FFIRM	ATIVE ACTION U	NIT:				CON	ISTITUENT DEP	ΔRTM	FNTS:								
							Art and Music		21101								
١	/isual and Pe	erforming Ar	ts														
EO CA	TEGORY:					Job	Titles:										
F	PROFESSIO	NAL: PROF	ESSOR	IAL			Professor Associate Assistant F										
OB GR	OLIP:																
	PROFESSOR	RIAL															
ACTO	₹S:				Weighting		Females		**Total Minority		Asian or Nat. law. or Other Pac. Isl.		Black or African American		Hispanic or Latino		dividuals with sabilities
	ailability of Minorities site skills in immedia				1.00		49.3		16.6		7.7		3.2		4.8		
	Minorities/Females   inable	promotable, transf	ferable,														
	P TOTAL NO.:	9															
No. Ma	ale: 5	No. Fem	ale: 4				Females		**Total Minority		Asian or Nat. law. or Other Pac. Isl.		Black or African American		Hispanic or Latino		dividuals with sabilities
	CURRENT UT	ILIZATION:				#	4	#	4	#	0	#	2	#	2	#	0
						%	44.4	%	44.4	%	0.0	%	22.2	%	22.2	%	0.0
	OVERALL AV	AII ADII ITV															
	OVERALL AV	AILADILII T					40.0		40.0				2.0		1.0		- ^
						%	49.3	%	16.6	%	7.7	%	3.2	%	4.8	%	7.0
		ZATION:				%	4.9	%	NONE	%	7.7	%	NONE	%	NONE	%	7.0
	UNDERLITII 17			$\vdash$				#	0.0	#	0.7	#	0.0	#	0.0	#	0.6
	UNDERUTILIZ					#	11 /1		UU	144	U./	1#	U.U	1#	U.U	111	
	UNDERUTILIZ					# UU	0.4	# UU	0.0	UU	1	UU	0	UU	0	" UU	1

							FALL, 20	016
Affirmative Action Unit:			FACULTY					
Constituent Departments:								
Job Group:		I	Professorial					
			│ Distinguished F	Professor				
Job Titles:			Professor	1010001				
			Associate Profe					
		/	Assistant Profe	ssor				
	FACT	ORS	SOURCES					WEIGH
	Factor			2011 - 12* - 4St	tates (CT, NY, NJ, F	PA) and US		1.
			Non-4ST.		, , ,	,		
	* Note	LICE	lant of Education	nia Daataaaandar	n Chudina Divinian in	dianton		
				n's Postsecondar able as of 7/15/20	ry Studies Division in 114.	dicates		
Factor 1: 4States (CT,NJ, NY, F	DAN and	IICNO	n 1ST EDC E	0h D 2011 12*				
Facior 1. 45 tales (C1,NJ, N1, F	A) and		FACULTY	11.0. 2011 - 12				
			ACULTY					
				**Total	Asian or Nat.	Black or	Lliononia	Individua
			Female		Haw. or Other Pac. Isl.	African American	Hispanic or Latino	wi Disabilitie
			54.9	25.7	8.4	9.8	6.0	7.

										Two Fac	ctor A	vailability								
											Col	lege:	John	Jay Colle	ge o	f Criminal	Just	ice		
											Ser	nester/Year:			FAL	L, 2016				
FFIRM	MATIVE	ACTION U	NIT:						CON	NSTITUENT DEP	ARTM	ENTS:								
	FAC	ULTY																		
:0 C	ATEGO	RY:							Jok	Titles:										
	PRO	FESSIC	NAL:	PRO	FES	SOR	IAL			Distinguish Professor Associate Assistant F	Prof	essor								
OB G	ROUP:																			
	PRO	FESSO	RIAL																	
ACTO	DRS:							Weighting	ı	Females		**Total Minority		Asian or Nat. aw. or Other Pac. Isl.		Black or African American		Hispanic or Latino		dividuals with abilities
		y of Minoritie lls in immedia						1.00		54.9		25.7		8.4		9.8		6.0		
	Minoriti ainable	es/Females	promota	ble, trans	sferabl	е,														
GROL	IP TOT	AL NO.:	30	65																
No. N	fale:	190		No. Fen	nale:	175				Females		**Total Minority		Asian or Nat. aw. or Other Pac. Isl.		Black or African American		Hispanic or Latino		dividuals with abilities
	CUF	RRENT UT	ILIZA	TION:					#	175	#	107	#	32	#	36	#	38	#	2
									%	47.9	%	29.3	%	8.8	%	9.9	%	10.4	%	0.5
	OVE	RALL AV	AILAB	ILITY:																
									%	54.9	%	25.7	%	8.4	%	9.8	%	6.0	%	7.0
	HINT	DERUTILI	ZATIO	N:					%	7.0	%	NONE	%	NONE	%	NONE	%	NONE	%	6.5
	UNL								#	25.4	#	0.0	#	0.0	#	0.0	#	0.0	#	23.6
	OIN								_		1		1						-	
	ONL								UU	25	UU	0	UU	0	UU	0	UU	0	UU	24

## **FACULTY**

## Lecturer Instructor

						FALL, 20	)16
Affirmative Action Unit:		Lecturer					
Constituent Departments:		Anthropology		History		SEEK	
		Comm and Theater	r Arts	Interdisciplinary			
		Economics		Law and Pol So	cience		
		English		Mathematics			
		Foreign Languages	3	Public Manager	ment		
		Physical Education		Science			
Job Group:		LECTURER					
Job Titles:		EDC - BA. 20	011-12* - 4State 0% and US Non-			<u>v</u>	VEIGHTING 1
			pt of Education's est data available			n indicates	
Factor 1: EDC - BA. 2011	- 12* 4Stat	tes (CT,NJ,NY,PA	) and US Non-49	ST.			
		Lecturer					
		Female	**Total <u>Minority</u>	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individua with Disabilit
		57.5	29.5	7.7	10.3	9.6	7.
		0110					

							Two Facto	r Ava	ailability								
								Col	lege:	John	Jay Colle	ege	of Crimina	al Ju	stice		
								Ser	nester/Yea	r:	ľ	FAL	L, 2016				
FIRMATI	VE ACTION UNIT	:				CON	ISTITUENT DE	PARTN	MENTS:								
							- Anthropology					His	tory			SEE	ΞK
l ec	turer						Comm and T	heate	r Arts			Inte	rdisciplinary				
	itaioi						Economics					Lav	v and Pol Scie	ence			
							English						hematics				
							Foreign Lang					-	olic Managem	ent			
							Physical Edu	cation				Sci	ence				
O CATEGO	ORY:					Joh	Titles:										
							Distinguish	ed Le	ecturer								
DD/	055001011	N. NON	DDOFFO	200141			Lecturer										
	OFESSION/ CTURER	AL: NON-	7KOFES	SURIAL													
LEC	JIUKEK																
_																	
								+		+							
OB GROUP:																	
NOI	N-PROFES	SORIAL -	LECTURE	-R													
											· N.						
									**Total		sian or Nat. w. or Other		Black or African		Hispanic	Indi	viduals with
ACTORS:					Weighting		Females		Minority		Pac. Isl.		American		or Latino	D	isabilities
	ability of Minori te skills in imm				1.00		57.5		29.5		7.7		10.3		9.6		
	norities/Female			hle	1.00		07.0		20.0				10.0		0.0		
or traina		75 promotab	io, transiore	ibio,													
SROUP TO	TAL NO	46															
			40					1	<u> </u>	A	sian or Nat.	T	Black or	1			<u> </u>
No. Male:	27	No. Fer	male: 19				Females		**Total Minority		w. or Other Pac. Isl.		African American		Hispanic or Latino		viduals with isabilities
Cl	JRRENT UTILI	ZATION:				#	19	#	18	#	3	#	8	#	7	#	0
						%	41.3	%	39.1	%	6.5	%	17.4	%	15.2	%	0.0
						/0	71.0	70	JJ.1	70	0.0	/0	17.4	/0	10.2	/0	0.0
U/	VERALL AVAIL	ΔRII ITY·										+		+		+	
	TENALE AVAIL	, WILTI 1.					E7 F		00 F		77		40.2		0.0		7.0
_						%	57.5	%	29.5	%	7.7	%	10.3	%	9.6	%	7.0
								+		+		+		-		-	
	NDERUTILIZA <sup>*</sup>	ΓΙΟΝ:				%	16.2	%	NONE	%	1.2	%	NONE	%	NONE	%	7.0
UN						#	7.5	#	0.0	#	0.5	#	0.0	#	0.0	#	3.2
UN																	
AU.						UU	8	UU	0	UU	1	UU	0	UU	0	UU	3

							FALL, 20	)16
Affirmative Action Unit:		So	cial Sciences					
Constituent Departments:			hropology ice Science					
Job Group:		LE	CTURER					
Job Titles:			tinguished Lect	curer				
	FACT	ORS	SOURCES				V	VEIGHTING
	Factor	•	EDC - BA. 201	1-12* - 4State ( % and US Non-4				1.
				t of Education's F st data available			n indicates	
	- 12* 4S	states	(CT,NJ,NY,PA)	and US Non-4S	T.			
Factor 1: EDC - BA. 2011			cial Science		'			
Factor 1: EDC - BA. 2011								
Factor 1: EDC - BA. 2011			<u>Female</u>	**Total <u>Minority</u>	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	
Factor 1: EDC - BA. 2011			<u>Female</u> 51.9		Haw. or Other	<u>African</u>		Individua with Disabiliti

							Two Facto	or Ava	ilability								
								Coll	ege:	John	Jay Colle	ege	of Crimina	al Ju	stice		
								Sen	nester/Year	r:	ĺ	FAL	.L, 2016				
FFIRMAT	IVE ACTION UNIT:						NSTITUENT DEI		IENTS:			-				-	
							Anthropology					-					
So	cial Sciences						Police Science	ce				+					
							•										
							,										
						$\perp$											
O CATE	GORY:					_	Titles:	od Lo	oturor							-	
							Distinguish Lecturer	eu Le	cturer							-	
	ROFESSIONA	L: NON-	PRO	FESSORIA	L-		LCCtarci										
LE	CTURER																
										Ш							
OB GROU																	
NC	ON-PROFESS	ORIAL -	LEC	TURER													
					l l												
									**Total		sian or Nat. w. or Other		Black or African		Hispanic	Indi	ividuals with
ACTORS:	:				Weighting		Females		**Total Minority		sian or Nat. w. or Other Pac. Isl.		African American		Hispanic or Latino		ividuals with Disabilities
	· · · · · ·				Weighting		Females				w. or Other		African		•		
% avai	lability of Minorit								Minority		w. or Other Pac. IsI.		African American		or Latino		
% avail	lability of Minorit	ediate labo	area	S.	Weighting		Females 51.9				w. or Other		African		•		
% avail	lability of Minorit site skills in immo Minorities/Female	ediate labo	area	S.					Minority		w. or Other Pac. IsI.		African American		or Latino		
% avail requis . % of M or trail	lability of Minorit site skills in imme finorities/Female nable	ediate labor s promotab	area	S.	1.00	T at	51.9		Minority 34.7	На	w. or Other Pac. Isl.	all to	African American		or Latino		
% avail requis % of M or trail	lability of Minorit site skills in immo finorities/Female nable	ediate laborate s promotate  2	r area	s. ansferable,	1.00	Tota			Minority 34.7	на	w. or Other Pac. Isl.	all to	African American		or Latino		
% avail requis . % of M or trail	lability of Minorit site skills in immo finorities/Female nable OTAL NO.:	ediate labor s promotab	r area	S.	1.00	Tota	51.9 al is 4 or le	ss, tr	34.7	Ha	w. or Other Pac. Isl.  8.7  is too small sian or Nat. w. or Other	all to	African American  11.8  analyze Black or African		or Latino  11.9  Hispanic	Indi	Disabilities
% avail requis % of M or trail GROUP To No. Male:	lability of Minorit site skills in immorities/Female nable	s promotab  2  No. Fe	r area	s. ansferable,	1.00		51.9 al is 4 or le	ss, th	34.7 men Job G **Total Minority	Ha FOUD A: Ha	w. or Other Pac. Isl.  8.7  is too small sian or Nat. w. or Other Pac. Isl.	hill to	African American  11.8  analyze Black or African American		or Latino  11.9  Hispanic or Latino	Indi	Disabilities  ividuals with
% avail requis % of M or trail GROUP To No. Male:	lability of Minorit site skills in immo finorities/Female nable	s promotab  2  No. Fe	r area	s. ansferable,	1.00	Fot:	51.9  State of lease of the state of the sta	ss, tr	34.7 men Job G **Total Minority	Ha	8.7 Sis too small sian or Nat. w. or Other Pac. Isl.	#	African American  11.8  analyze Black or African American	#	11.9 Hispanic or Latino	Indi	Disabilities  ividuals with Disabilities
% avail requis % of M or trail GROUP To No. Male:	lability of Minorit site skills in immorities/Female nable	s promotab  2  No. Fe	r area	s. ansferable,	1.00		51.9 al is 4 or le	ss, th	34.7 men Job G **Total Minority	Ha FOUD A: Ha	w. or Other Pac. Isl.  8.7  is too small sian or Nat. w. or Other Pac. Isl.	#	African American  11.8  analyze Black or African American	# %	or Latino  11.9  Hispanic or Latino	Indi	Disabilities  ividuals with
% avail requis % of M or trail GROUP To No. Male:	lability of Minorit site skills in immorities/Female nable	s promotab  2  No. Fe	r area	s. ansferable,	1.00	#	51.9  State of lease of the state of the sta	ss, th	34.7 men Job G **Total Minority	roup A Ha	8.7 Sis too small sian or Nat. w. or Other Pac. Isl.	#	African American  11.8  analyze Black or African American	-	11.9 Hispanic or Latino	Indi	Disabilities  ividuals with Disabilities
% avail requis % of M or trail No. Male:	lability of Minorit site skills in immorities/Female nable	2 No. Fe	r area	s. ansferable,	1.00	#	51.9  State of lease of the state of the sta	ss, th	34.7 men Job G **Total Minority	roup A Ha	8.7 Sis too small sian or Nat. w. or Other Pac. Isl.	#	African American  11.8  analyze Black or African American	-	11.9 Hispanic or Latino	Indi	Disabilities  ividuals with Disabilities
% avail requis % of M or trail No. Male:	lability of Minorit site skills in immedinorities/Female nable OTAL NO.:  1 CURRENT UTILIZ	2 No. Fe	r area	s. ansferable,	1.00	#	51.9  State of lease of the state of the sta	ss, th	34.7 men Job G **Total Minority	roup A Ha	8.7 Sis too small sian or Nat. w. or Other Pac. Isl.	#	African American  11.8  analyze Black or African American	-	11.9 Hispanic or Latino	Indi	Disabilities  ividuals with Disabilities
% avail requis % of M or trail No. Male:	lability of Minorit site skills in immedinorities/Female nable OTAL NO.:  1 CURRENT UTILIZ	2 No. Fe	r area	s. ansferable,	1.00	# %	51.9  al is 4 or le  Females  1  50.0	# # %	34.7  Total Minority  0 0.0	Ha Ha Ha	is too smassian or Nat. w. or Other Pac. Isl.  8.7  is too smassian or Nat. w. or Other Pac. Isl.  0  0.0	# %	African American  11.8  analyze Black or African American  0 0.0	%	Hispanic or Latino  0 0.0	Indi	ividuals with Disabilities
% avail requis % of M or trail GROUP To No. Male:	lability of Minorit site skills in immediate skills in immediate shalle state of the skills in immediate shalle state of the skills in immediate shall	2 No. Fe	r area	s. ansferable,	1.00	# %	51.9  al is 4 or le  Females  1  50.0	# % %	34.7  **Total Minority  0 0.0	Ha Ha # %	is too small sian or Nat. w. or Other Pac. Isl.	# %	African American  11.8  analyze Black or African American  0 0.0	%	Hispanic or Latino  0 0.0 11.9	India #	ividuals with Disabilities 0.0
% avail requis % of M or trail GROUP To No. Male:	lability of Minorit site skills in immedinorities/Female nable OTAL NO.:  1 CURRENT UTILIZ	2 No. Fe	r area	s. ansferable,	1.00	# % %	51.9  at is 4 or le  Females  1  50.0  51.9	# % %	34.7  Total Minority  0 0.0  34.7	Hall Hall Hall Hall Hall Hall Hall Hall	8.7  Sis too small sian or Nat. w. or Other Pac. Isl.  0 0.0 8.7	# % %	African American  11.8  analyze Black or African American  0 0.0	%	11.9 Hispanic or Latino  0 0.0 11.9	Indi # %	ividuals with Disabilities  O.C.  7.C.  7.C.
% avail requis % of M or trail GROUP To No. Male:	lability of Minorit site skills in immediate skills in immediate shalle state of the skills in immediate shalle state of the skills in immediate shall	2 No. Fe	r area	s. ansferable,	1.00	# %	51.9  al is 4 or le  Females  1  50.0	# % %	34.7  **Total Minority  0 0.0	Ha Ha # %	is too small sian or Nat. w. or Other Pac. Isl.	# %	African American  11.8  analyze Black or African American  0 0.0  11.8  11.8	%	Hispanic or Latino  0 0.0 11.9	India #	ividuals with 0.00 0.00 7.00 0.1

							FALL, 20	)16
Affirmative Action Unit:		Col	mmunication, J	Journalism, and	Related Pro			
Constituent Departments	<u>:</u>							
		Coi	mmunication and	d Theater Arts				
Job Group:		LE	CTURER					
Job Titles:		Lec	cturer					
	FACT	ORS	SOURCES				V	VEIGHTING
	Factor		EDC - BA. 20		(CT, NJ, NY, PA 4ST weighted at			1,
			* Note: US Dep		Postsecondary St	udies Divisior	nindicates	
			2012 is the late	est data available	43 01 17 13/2014.			
Factor 1: EDC - BA. 201	1 - 12* 48	states						
Factor 1: EDC - BA. 201	1 - 12* 4\$		(CT,NJ,NY,PA)	and US Non-4S		ated Prog	rams	
Factor 1: EDC - BA. 201	1 - 12* 45		(CT,NJ,NY,PA)	and US Non-4S	ST.	Black or African American	Hispanic or Latino	Individu: with Disabiliti
Factor 1: EDC - BA. 201	1 - 12* 45		(CT,NJ,NY,PA) ommunicatio	and US Non-4S on, Journali	ST.  Sm, and Relation Asian or Nat. Haw. or Other	Black or African	<u>Hispanic</u>	

								Two Facto	or Ava	ilability								
									Col	lege:	John	Jay Colle	ege	of Crimin	al Ju	stice		
									Ser	nester/Year				L, 2016				
FFIR	MATIVE ACTION (	JNIT:					CON	STITUENT DE	PARTI	MENTS:								
	0	:		a al Dal	lata d								+					
	Communication Programs	ion, Journali	sm, a	na Kei	ated			Communicat	ion an	id Theater Art	is							
	rogianio																	
	ATFOODY						1	Titles:										
EU C	ATEGORY:						300	Tilles.										
	DDOFFCCK	NIAL - NON	DDO	FFCC			+-1	Lecturer										
	PROFESSION LECTURER	JNAL: NON	-PRO	FESS	ORIAL	-												
	LLOTOILLIN						+										-	
OP 0	ROUP:										+		+					
OB G	NON-PROFI	SSORIAL -	·LFC	TURF	R													
	NOTT NOT			IOIKE														
													_	Dii				
												sian or Nat.		Black or				
ACT	ORS:					Weighting		Females		**Total Minority		w. or Other		African		Hispanic or Latino		ividuals with Disabilities
ACT	ORS:					Weighting		Females		**Total Minority						Hispanic or Latino		ividuals with Disabilities
. %	availability of Mi									Minority		w. or Other Pac. IsI.		African American		or Latino		
re	availability of Mi quisite skills in	mmediate labo	or areas	8.		Weighting		Females				w. or Other		African		•		
. % re	availability of Mi quisite skills in of Minorities/Fe	mmediate labo	or areas	8.	le,					Minority		w. or Other Pac. IsI.		African American		or Latino		
. % re 2. % or	availability of Mi quisite skills in of Minorities/Fei trainable	mmediate labo	or areas	8.	le,	1.00		63.6		Minority 26.3	На	Pac. Isl.	NI 44	African American		or Latino		
. % re 2. % or	availability of Mi quisite skills in of Minorities/Fer trainable	mmediate labo	ble, tra	s. nsferab	le,	1.00		63.6	ss, fl	Minority 26.3	гоир	A.5	all to	African American 11.1		or Latino		
. % re 2. % or GRO	availability of Mi quisite skills in of Minorities/Fei trainable	mmediate laborales promota	ble, tra	8.	le,	1.00	Tota	63.6	ss, fl	Minority 26.3	Ha	Pac. Isl.	hil to	African American		or Latino	Ind	
. % re . % or	availability of Mi quisite skills in of Minorities/Fei trainable	mmediate labo	ble, tra	s. nsferab	le,	1.00	Tota	63.6 il is 4 or le	ss, fl	26.3	Ha	is too smasian or Nat.	#	African American  11.1  analyze  Black or African	#	8.8 Hispanic	Ind	Disabilities  ividuals with
. % re 2. % or	availability of Mi quisite skills in of Minorities/Fer trainable UP TOTAL NO.:	mmediate labo	ble, tra	s. nsferab	le,	1.00	Tota	63.6 Il is 4 or le Females 0	#	26.3 men Job G "Total Minority	roup A: Ha	4.5  is too smassian or Nat. w. or Other Pac. Isl.	#	African American  11.1  analyze Black or African American	#	8.8  Hispanic or Latino	Ind E	Disabilities  ividuals with Disabilities
. % re 2. % or GRO	availability of Mi quisite skills in of Minorities/Fer trainable UP TOTAL NO.:	mmediate labo	ble, tra	s. nsferab	le,	1.00	Tota	63.6 Il is 4 or le Females		26.3  hen Job G  **Total Minority	Ha FOUD A	4.5  is too smasian or Nat. w. or Other Pac. Isl.	# %	African American  11.1  analyze  Black or African American	# %	or Latino  8.8  Hispanic or Latino	Ind E	Disabilities Disabilities Disabilities
. % re . % or	availability of Mi quisite skills in of Minorities/Fer trainable UP TOTAL NO.: wale: 1	mmediate labo	ble, tra	s. nsferab	le,	1.00	Tota	63.6 Il is 4 or le Females 0	#	26.3 men Job G "Total Minority	roup A: Ha	4.5  is too smassian or Nat. w. or Other Pac. Isl.	#	African American  11.1  analyze Black or African American	# %	8.8  Hispanic or Latino	Ind E	Disabilities  ividuals with Disabilities
. % re . % or	availability of Mi quisite skills in of Minorities/Fer trainable UP TOTAL NO.: wale: 1	mmediate labo males promota  1  No. Fi	ble, tra	s. nsferab	le,	1.00	# #	63.6  If is 4 or le  Females  0  0.0	# %	26.3 hen Job G "Total Minority  1 100.0	Ha Ha Ha	4.5  IS too small sian or Nat. w. or Other Pac. Isl.  0 0.0	# %	African American  11.1  analyze Black or African American  1 100.0		Hispanic or Latino  0 0.0	Ind#	ividuals with Disabilities
. % re 2. % or GRO	availability of Mi quisite skills in of Minorities/Fer trainable UP TOTAL NO.: wale: 1	mmediate labo males promota  1  No. Fi	ble, tra	s. nsferab	le,	1.00	Tota	63.6 Il is 4 or le Females 0	#	26.3 men Job G "Total Minority	roup A: Ha	4.5  is too smassian or Nat. w. or Other Pac. Isl.	#	African American  11.1  analyze Black or African American	# %	8.8  Hispanic or Latino	Ind E	Disabilities  ividuals with Disabilities
. % re . % or	availability of Mi quisite skills in of Minorities/Fer trainable  UP TOTAL NO.:  Alale: 1  CURRENT U	mmediate laborate nales promota  1  No. Fi  FILIZATION:  //AILABILITY:	ble, tra	s. nsferab	le,	1.00	# % %	63.6  Females  0  0.0	# % %	26.3  **Total Minority  1 100.0	Ha Ha  # %	is too smasian or Nat. w. or Other Pac. Isl.  0 0.0	# %	African American  11.1  analyze  Black or African American  1  100.0	%	Hispanic or Latino  0 0.0 8.8	Ind E	ividuals with Disabilities  0.0
. % re . % or GRO	availability of Mi quisite skills in of Minorities/Fer trainable UP TOTAL NO.: wale: 1	mmediate laborate nales promota  1  No. Fi  FILIZATION:  //AILABILITY:	ble, tra	s. nsferab	le,	1.00	# % %	63.6  Females  0  0.0  63.6	# # % % % % %	26.3  Total Minority  1 100.0  26.3  NONE	Hall Hall Hall Hall Hall Hall Hall Hall	4.5  Is too sme sian or Nat. w. or Other Pac. Isl.  0 0.0  4.5	# % %	African American  11.1  analyze Black or African American  1 100.0  11.1  NONE	%	Hispanic or Latino  0 0.0 8.8	Ind E # % %	ividuals with Disabilities  0.0  7.0
. % re . % or GRO	availability of Mi quisite skills in of Minorities/Fer trainable  UP TOTAL NO.:  Alale: 1  CURRENT U	mmediate laborate nales promota  1  No. Fi  FILIZATION:  //AILABILITY:	ble, tra	s. nsferab	le,	1.00	# % %	63.6  Females  0  0.0	# % %	26.3  **Total Minority  1 100.0	Ha Ha  # %	is too smasian or Nat. w. or Other Pac. Isl.  0 0.0	# %	African American  11.1  analyze  Black or African American  1  100.0	%	Hispanic or Latino  0 0.0 8.8	Ind E	ividuals with Disabilities  0.0

							FALL, 20	)16
Affirmative Action Unit:		Bus	siness, Managen	nent, Marketing	g, Support S			
Constituent Departments:								
		Eco	pnomics					
Job Group:		LE	CTURER					
Job Titles:		Lec	cturer					
	FACT	ORS	SOURCES				V	VEIGHTING
	Factor		EDC - BA. 2011		(CT, NJ, NY, PA) 4ST weighted at			1
			* Note: US Dept	of Education's I	Postsecondary St	udies Division	indicates	
			2012 is the lates	data available	as of 7/15/2014.			
Factor 1: EDC - BA. 2011	- 12* 4S		2012 is the lates (CT,NJ,NY,PA) a	nd US Non-4S	T.			
Factor 1: EDC - BA. 2011	- 12* 4S		2012 is the lates	nd US Non-4S	T.	upport Se	rvices	
Factor 1: EDC - BA. 2011	- 12* 4S		2012 is the lates (CT,NJ,NY,PA) a	nd US Non-4S	T.	Upport Se  Black or African American	Hispanic or Latino	Individua with Disabiliti
Factor 1: EDC - BA. 2011	- 12* 4S		2012 is the lates (CT,NJ,NY,PA) a siness, Man	agement, I	Asian or Nat	<u>Black or</u> <u>African</u>	Hispanic	

			UTIL	IZA1	TION ANA	LYS	IS WORK	SH	EET						
					Two Facto	r Av	ailability								
						Cal	llege:	loh	n lay Cal	000	of Crimina	d In	ctico		
							mester/Year				L, 2016	II Ju	Suce		
						Sei	illesiel/Teal			I AL	.L, 2010				
FIRMATIVE ACTION UN	IT:			COI	NSTITUENT DEF	PARTI	MENTS:			+					
Business, Mai	nagement, Ma	rketing, Sup	port		,										
Services					Economics					+					
					•					-					
					•										
								_							
O CATEGORY:				Jol	Titles:										
					Lecturer										
PROFESSION	NAL: NON-PR	OFESSORI	AL -												
LECTURER															
B GROUP:															
NON-PROFE	SSORIAL - LE	CTURER													
NOTE TO LE		O TOTAL TO													
									Asian or Nat.		Black or				
CTORS:			Weighting		Females		**Total Minority		Haw. or Other Pac. Isl.		African American		Hispanic or Latino		riduals with sabilities
<del></del>															
% availability of Mind			1.00		47.4		32.7		9.2		12.0		9.9		
requisite skills in im % of Minorities/Fema			1.00		47.4		32.1	+	9.2	+	12.0		9.9		
or trainable	ales promotable,	transierable,													
ROUP TOTAL NO.:	1		lf Group	Tota	al is 4 or le	ss. t	hen Job G	rou	p is too sm	all to	analyze				
	No Female	. 0				7.759.5			Asian or Nat.	T	Black or				
No. Male:	No. Female	: 0			Females		**Total Minority		Haw. or Other Pac. Isl.		African American		Hispanic or Latino		riduals with sabilities
CUDDENT LIT	LIZATION			ш	0	ш	1	ш	0	#	1	ш	0		0
CURRENT UTI	LIZATION:			#		#		#				#	<del></del>	#	
				%	0.0	%	100.0	%	0.0	%	100.0	%	0.0	%	0.0
OVERALL AVA	II ARII ITV:			+		$\vdash$		+		+		-			
OVERALL AVA	ALADILIII.			۵,	17 1	٥,	20.7		0.0		10.0		0.0	6,	7 (
				%	47.4	%	32.7	%	9.2	%	12.0	%	9.9	%	7.0
	47161:			+	47.4	$\vdash$	NONE	+	0.0	+	NONE		0.0		7.0
UNDERUTILIZ	ATION:			%	47.4	%	NONE	%		%	NONE	%	9.9	%	7.0
				#	0.5	#	0.0	#	0.1	#	0.0	#	0.1	#	0.1
				UU	1	UU	0	Ul	J0	UU	0	UU	0	UU	(
-t-1M2	a a Mat II a	D- 1/ 1	Lad /ALAU & St		61 A . 1	LP.									
otal Minority includes Asia	III OI INAL MAW. OF UT	ici rac. Isi., AM.	inu./Ai. Naives, Bla	UK OF A	uncan American,	пізра	anicoi Launo, a	anu I	wo or inote ka	JCS.					

							FALL, 20	16
Affirmative Action Unit:		En	glish Languag	e and Literature/	Letters			
Constituent Departments:								
		Enç	glish					
Job Group:		LE	ECTURER					
Job Titles:		Lec	cturer					
	FACT	ORS	SOURCES				V	VEIGHTING
	Factor		EDC - BA. 20	011-12* - 4State 0% and US Non-				1
				pt of Education's lest data available			n indicates	
Factor 1: EDC - BA. 2011	- 12* 45	States	(CT,NJ,NY,PA)	and US Non-4S	ST.			
		En	nglish Lang	uage and Li	terature/Let	ters		
			<u>Female</u>	**Total <u>Minority</u>	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individu:
			69.4	24.2	4.7	8.0	9.1	7.

College: John Jay College of Criminal Justice Semester/Year: FALL, 2016    FALL, 2016							Two Facto	or Ava	ilability								
Semester/Year: FALL, 2016  FRIMATIVE ACTION UNIT:  English Language and Literature/Letters  Lecturer  Lecturer  Lecturer  NON-PROFESSORIAL - LECTURER  Asian or Nat.  Weighting Females "Total Minority Pierro Other Pace Ist.  Actions: Weighting of Minorities/Females with requisite skills in immediate latera reases.  "% availability of Minorities/Females promotable, transferable, or trainable GROUP Forcia No. 12  No. Maie: 4 No. Females 8 Females Minority Pace Ist.  Asian or Nat.  Asian or Nat.  Black or African Pace Ist.  Minority Pace Ist.  Minority Pace Ist.  Asian or Nat.  Black or African Happanic Individual Minority Pace Ist.  Minority Pace Ist.  Asian or Nat.  Black or African Happanic Individual Minority Pace Ist.  Minority Pace Ist.  Minority Pace Ist.  Asian or Nat.  Black or African Happanic Individual Minority Pace Ist.  Minority Pace Ist.  Minority Pace Ist.  Asian or Nat.  Black or African Happanic Individual Minority Pace Ist.  Minority Pace Ist.  Minority Pace Ist.  Minority Pace Ist.  Asian or Nat.  Black or African Happanic Individual Minority Pace Ist.  Minority Pace Ist.  Minority Pace Ist.  Asian or Nat.  Black or African Happanic Individual Minority Pace Ist.  Asian or Nat.  Black or African Happanic Individual Minority Pace Ist.  No Note Ist.  No																	
English Language and Literature/Letters  De CATEGORY:  PROFESSIONAL: NON-PROFESSORIAL - LECTURER  Lecturer  Lecturer  Lecturer  Lecturer  Non-PROFESSORIAL - LECTURER  Meighting  Females  Minority  Assign or Nat. Hapanic or Latino Anerican or Latino Disabil  Requisite skills in immediate labor areas.  1.00 69.4 24.2 4.7 8.0 9.1  Second Minorities/Females promotable, uransferable, or trainable  CURRENT UTILIZATION:  8 8 9 3 8 2 8 1 9 0 8 8 0 0 0 8 0 0 0 8 0 0 0 8 0 0 0 8 0 0 0 8 0 0 0 8 0								Coll	lege:	John	Jay Colle	ege	of Crimina	al Ju	stice		
English Language and Literature/Letters  Lecturer  Lecturer  Lecturer  Lecturer  Assian or Net. Hayanic Anrican Hayanic Anrican Hayanic Pac Literature/Pac L								Sen	nester/Year	r:	ľ	FAL	L, 2016				
English Language and Literature/Letters  Lecturer  Lecturer  Lecturer  Lecturer  Assian or Net. Hayanic Anrican Hayanic Anrican Hayanic Pac Literature/Pac L																	
Description	FFIRI	MATIVE ACTION UNIT	:			CONS	TITUENT DE	PARTM	IENTS:								
### Black or Lecturer   Lecturer						<u></u>	nalish										
Declare		English Langua	ge and Lite	erature/Lette	ers		ngiisii										
PROFESSIONAL: NON-PROFESSORIAL -   Lecturer																	
PROFESSIONAL: NON-PROFESSORIAL -   Lecturer																	
PROFESSIONAL: NON-PROFESSORIAL -   Lecturer																	
PROFESSIONAL: NON-PROFESSORIAL - LECTURER    NON-PROFESSORIAL - LECTURER	EO C	ATEGORY:				Job 1	Titles:										
PROFESSIONAL: NON-PROFESSORIAL - LECTURER																	
NON-PROFESSORIAL - LECTURER		PROFESSION	AL: NON-F	PROFESSO	ORIAL -	L	ecturer										
NON-PROFESSORIAL - LECTURER		LECTURER															
NON-PROFESSORIAL - LECTURER																	
NON-PROFESSORIAL - LECTURER																	
Actions:   Weighting   Females   Total   Haw. or Other   Pac. Isl.   Asian or Nat.   Haw. or Other   Pac. Isl.   American   American   Individua   Disabil	OB G																
ACTORS:    Weighting   Females   Minority   Haw. or Other Pac. Isl.   African American   Hispanic or Latino   Disabil		NON-PROFES	SORIAL - L	LECTURER													
ACTORS:   Weighting   Females   Minority   Haw. or Other Pac. Isl.   African American   Hispanic or Latino   Disabil								$\perp$		Δ	sian or Nat		Black or				
. % availability of Minorities/Females with requisite skills in immediate labor areas.  2. % of Minorities/Females promotable, transferable, or trainable  GROUP TOTAL NO.:  12  No. Male: 4 No. Female: 8						_					w. or Other		African				iduals with
Tequisite skills in immediate labor areas.   1.00   69.4   24.2   4.7   8.0   9.1	ACTO	JRS:			weighting	1	-emales	+	Minority		Pac. ISI.		American		or Latino	Di	abilities
2. % of Minorities/Females promotable, transferable, or trainable  GROUP TOTAL NO.:  12  No. Male: 4 No. Female: 8																	
Or trainable   GROUP TOTAL NO.:   12	re						69.4	$\bot\!$	24.2		4.7		8.0	-	9.1		
No. Male:   4   No. Female:   8			es promotabl	e, transferable	<b>&gt;</b> ,												
No. Male:   4		trainable															
No.   Female:	or		12					100000		A	sian or Nat.	T	Black or		<u>:::::::::::::::::::::::::::::::::::::</u>		
CURRENT UTILIZATION:         #         8         #         3         #         2         #         1         #         0         #           %         66.7         %         25.0         %         16.7         %         8.3         %         0.0         %           OVERALL AVAILABILITY:         %         69.4         %         24.2         %         4.7         %         8.0         %         9.1         %           UNDERUTILIZATION:         %         2.7         %         NONE         %         NONE         %         9.1         %           #         0.3         #         0.0         #         0.0         #         0.0         #         1.1         #	or	JP TOTAL NO.:	12														riduals with sabilities
OVERALL AVAILABILITY:       %       66.7       %       25.0       %       16.7       %       8.3       %       0.0       %         UNDERUTILIZATION:       %       69.4       %       24.2       %       4.7       %       8.0       %       9.1       %         UNDERUTILIZATION:       %       2.7       %       NONE       %       NONE       %       NONE       %       9.1       %         #       0.3       #       0.0       #       0.0       #       0.0       #       1.1       #	or GROU	JP TOTAL NO.:		nale: 8		F	- Females			Ha					or Latino	l Di	
OVERALL AVAILABILITY:         %         69.4         %         24.2         %         4.7         %         8.0         %         9.1         %           UNDERUTILIZATION:         %         2.7         %         NONE         %         NONE         %         9.1         %           #         0.3         #         0.0         #         0.0         #         0.0         #         1.1         #	or GROU	JP TOTAL NO.:  #ale: 4	No. Fen	nale: 8					Minority		Pac. Isl.	#	American	#			0
WINDERUTILIZATION:   %   69.4   %   24.2   %   4.7   %   8.0   %   9.1   %	or GROU	JP TOTAL NO.:  #ale: 4	No. Fen	nale: 8		#	8	#	Minority 3	#	Pac. Isl.	Ť.	American 1		0	#	0.0
W       69.4       %       24.2       %       4.7       %       8.0       %       9.1       %         UNDERUTILIZATION:       %       2.7       %       NONE       %       NONE       %       NONE       %       9.1       %         #       0.3       #       0.0       #       0.0       #       0.0       #       1.1       #	or GROU	JP TOTAL NO.:  #ale: 4	No. Fen	nale: 8		#	8	#	Minority 3	#	Pac. Isl.	Ť.	American 1		0	#	
UNDERUTILIZATION:         %         2.7         %         NONE         %         NONE         %         NONE         %         9.1         %           #         0.3         #         0.0         #         0.0         #         0.0         #         1.1         #	or GROU	UP TOTAL NO.:  #ale: 4  CURRENT UTIL	No. Fen	nale: 8		#	8	#	Minority 3	#	Pac. Isl.	Ť.	American 1		0	#	
# 0.3 # 0.0 # 0.0 # 1.1 #	or GROU	UP TOTAL NO.:  #ale: 4  CURRENT UTIL	No. Fen	nale: 8		%	66.7	%	3 25.0	# %	2 16.7	%	American  1  8.3	%	0.0	# %	0.0
# 0.3 # 0.0 # 0.0 # 1.1 #	or GROU	UP TOTAL NO.:  #ale: 4  CURRENT UTIL	No. Fen	male: 8		%	66.7	%	3 25.0	# %	2 16.7	%	American  1  8.3	%	0.0	# %	0.0
	or GROU	UP TOTAL NO.:  # CURRENT UTIL  OVERALL AVAI	No. Fer	male: 8		%	8 66.7 69.4	# % %	3 25.0 24.2	# % %	Pac. Isl.  2  16.7	%	8.3 8.0	%	0 0.0 9.1	# % %	7.0
-	or GROU	UP TOTAL NO.:  # CURRENT UTIL  OVERALL AVAI	No. Fer	male: 8		# % %	8 66.7 69.4 2.7	# % %	3 25.0 24.2 NONE	# % %	2 16.7 4.7 NONE	%	8.3 8.0 NONE	%	9.1 9.1	# % %	7.C
	or GROU	UP TOTAL NO.:  # CURRENT UTIL  OVERALL AVAI	No. Fer	male: 8		# % % % #	8 66.7 69.4 2.7 0.3	# % % %	3 25.0 24.2 NONE 0.0	# % % %	2 16.7 4.7 NONE	% % %	8.3 8.0 NONE	% % %	9.1 9.1	# % % %	7.C 7.C 0.8
	or GROU	UP TOTAL NO.:  # CURRENT UTIL  OVERALL AVAI	No. Fer	male: 8		# % %	8 66.7 69.4 2.7	# % %	3 25.0 24.2 NONE	# % %	2 16.7 4.7 NONE	%	8.3 8.0 NONE	%	9.1 9.1	# % %	7.C 7.C 0.8

							FALL, 20	016
Affirmative Action Unit:		Foi	reign Languages	, Literatures, a	ınd Linguisti			
Constituent Departments:		Mo	dern Languages					
		IVIO	dem Eariguages					
Job Group:		LE	CTURER					
Job Titles:		Lec	cturer					
	FACT	OPS	SOURCES					MEICHTING
	Facto		EDC - BA. 2011		(CT, NJ, NY, PA 4ST weighted at		V	<u>VEIGHTING</u>
					Postsecondary State as of 7/15/2014.	tudies Division	n indicates	
Factor 1: EDC - BA. 2011	- 12* 45	States	(CT.NJ.NY.PA) a	and US Non-4S	ST.			
			reign Langu			Linguistic	S	
			Female	**Total <u>Minority</u>	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individua with Disabilit
			71.7	31.7	5.6	4.6	19.3	7.

FALL, 20			
_			
_			
FALL, 20			
t Plank or			
		Individ	uals with
America	n or Latino	Disa	bilities
6 4	.6 19.	3	
mall to analyz	e		
		Individ	uals with
			bilities
0 #	0 #	1 #	0
0 % 0	100 %	) %	0.0
	1301	- 1,0	
6 % 4	.6 % 19	3 %	7.0
- '	101		
3 % 4	. 6 % NON	- 0/_	7.0
			0.′
) UU	<b>0</b> UU	) UU _	(
20000			
	African America  America  America  America  America  America  Black o African America  Merican America	African American	African American

							FALL, 20	16
		Do:	de Doorsetier	Laioura and Eli	mana Cturdia			
Affirmative Action Unit:		Par	ks, Recreation,	Leisure and Fit	ness Studie			
Constituent Departments:								
		Hea	alth and Physical	Education				
Job Group:		LE	CTURER					
Job Titles:		Lec	cturer					
	FACTO	DRS.	SOURCES				V	VEIGHTING
	Factor		EDC - BA. 201		CT, NJ, NY, PA 4ST weighted at		<u>v</u>	1
					Postsecondary St as of 7/15/2014.	udies Divisior	indicates	
Factor 1: EDC - BA. 2011	- 12* 4S	tates	(CT,NJ,NY,PA)	and US Non-4S	T.			
		Pa	rks, Recrea	tion, Leisur	e and Fitnes	ss Studies		
			<u>Female</u>	**Total <u>Minority</u>	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individu with Disabilit
			43.6	20.2	3.5	8.5	6.6	7.

			UTIL	IZAT	TON ANA	LYS	IS WORK	SH	EET						
					Two Facto	r Ava	ailability								
						Col	llogo	loh	n Jay Coll	200	of Crimina	d lu	ctico	<del></del>	
							llege:			_	L, 2016	II Ju	Suce	+	
						Sei	illester/ rear	•		AL	.L, 2010			+	
FIRMATIVE ACTION (	JNIT:			CON	NSTITUENT DE	PARTI	MENTS:								
	eation, Leisure	and Fitness	3		Health and P	hysica	al Education			+					
Studies															
										+					
O CATEGORY:				Jor	Titles:										
DDOFFCCIO	NIAL - NON F	DOLLGGO	DIAL		Lecturer										
LECTURER	DNAL: NON-F	'KUFESSUI	KIAL -											Ш	
LEGIONEN														++	
B GROUP:															
	ESSORIAL - L	ECTURER													
							**Total		Asian or Nat. Haw. or Other		Black or African		Hispanic	Indiv	iduals with
CTORS:			Weighting		Females		Minority		Pac. Isl.		American		or Latino		sabilities
0/ a. a.: lab: lite. af Mi	iti/														
% availability of Mi requisite skills in i			1.00		43.6		20.2		3.5		8.5		6.6		
% of Minorities/Fer															
or trainable															
ROUP TOTAL NO.:	1		If Group	Tota	al is 4 or le	ss, t	hen Job G	rou	p is too sm	all to	analyze	T			
No. Male:	No. Fem	nale:					**Total	١,	Asian or Nat. Haw. or Other		Black or African		Hispanic	Indiv	iduals with
				000 000 000	Females		Minority		Pac. Isl.		American		or Latino	Dis	sabilities
CURRENT U	TILIZATION:			#	0	#	0	#	0	#	0	#	0	#	0
				%	0.0	%	0.0	%	0.0	%	0.0	%	0.0	%	0.0
OVERALL AV	/AILABILITY:														
				%	43.6	%	20.2	%	3.5	%	8.5	%	6.6	%	7.0
														$oxed{\Box}$	
UNDERUTIL	IZATION:			%	43.6	%	20.2	%	3.5	%	8.5	%	6.6	%	7.0
				#	0.4	#	0.2	#	0.0	#	0.1	#	0.1	#	0.1
				UU	0	UU	0	UL		UU		UU	0	UU	(
				00	U	00	U	100	, 0	100	0	00	U	00	
						$\perp$				+				+	
otal Minority includes A	sian or Nat. Haw. or	Other Pac. Isl., An	n. Ind./Al. Natives, Bla	ick or A	frican American	, Hispa	anic or Latino, a	nd T	wo or More Rac	es.					

							FALL, 20	16
Affirmative Action Unit:		Histo	ory					
Constituent Departments:								
		Histo	ory					
Job Group:		LEC	CTURER					
Job Titles:		Loot	ulkor.					
		Lect	urer					
	FACTO		SOURCES				V	VEIGHTING
	Factor				CT, NJ, NY, PA) 4ST weighted at			1
			worgined at 0070	Tana 33 Hon	TOT Worging at	0070.		
			* Note: US Dept of 2012 is the latest		Postsecondary St as of 7/15/2014.	udies Division	indicates	
Factor 4: FDO DA 0044	40* 404	-1 (	OTALLAN/ DA) -		<b>T</b>			
Factor 1: EDC - BA. 2011	- 12° 4Sta		tory	na US Non-4S	1.			
				**Total	Asian or Nat. Haw. or Other	Black or African	<u>Hispanic</u>	Individu
			<u>Female</u>	Minority	Pac. Isl.	American	or Latino	with Disabilit
			41.1	18.5	3.6	4.8	8.0	7.

FRIRMATIVE ACTION UNIT:  History  EO CATEGORY:  PROFESSIONAL: NON-PROFESSORIAL - LECTURER  DB GROUP: NON-PROFESSORIAL - LECTURER  ACTORS:  Weighting  Females  "Total Minority  History  History  History  History  History  History  History  History  Lecturer  Lecturer  Lecturer  Lecturer  Lecturer  1	in Jay College o	of Criminal			
FFIRMATIVE ACTION UNT:  History  History  History  FROFESSIONAL: NON-PROFESSORIAL - LECTURER  DB GROUP: NON-PROFESSORIAL - LECTURER  ACTORS: Weighting Females Minority  History  Lecturer  Lecturer  Lecturer  Lecturer  Lecturer  Lecturer  ACTORS: Weighting Females Minority  History  Females  Lecturer  Lecturer  Lecturer  Lecturer  Lecturer  Lecturer  Lecturer  Lecturer  Lecturer  ACTORS: Weighting Females Minority  History  Total Minority  History  Lecturer  Lect		of Criminal			
FFIRMATIVE ACTION UNT:  History  History  History  PROFESSIONAL: NON-PROFESSORIAL - LECTURER  DB GROUP: NON-PROFESSORIAL - LECTURER  ACTORS: Weighting Females Minority  History  Lecturer  Lecturer  Lecturer  Lecturer  Lecturer  Lecturer  ACTORS: Weighting Females Minority  History  Females  Lecturer  Lecturer  Lecturer  Lecturer  Lecturer  Lecturer  Lecturer  Lecturer  ACTORS: Weighting Females Minority  History  Females Minority  History  Lecturer  Le		a Cilillilla	Justice		
FIRMATIVE ACTION UNT:  History  Filistory  For Constituent Departments:  Filistory  For Constituent Departments:  Filistory  For Constituent Departments:  F		L, 2016			
History  History  History  History  History  History  History  PROFESSIONAL: NON-PROFESSORIAL - LECTURER  Lecturer  Lecturer  NON-PROFESSORIAL - LECTURER  NON-PROFESSORIAL - LECTURER  Non-Professorial History  Weighting Females Minority  History  House Females Females History  House History  House History  History  History  House History  House History  History  House History  History  House History  House History  History  House History  House History  History  House History  H					
History  FROFESSIONAL: NON-PROFESSORIAL - LECTURER  OB GROUP:  NON-PROFESSORIAL - LECTURER  ACTORS:  Weighting  Females  Minority  History  Horidan  Horidan  History  History  Horidan  Horidan  History  History  Horidan  Horidan  History  History  Horidan  Horidan  Horidan  History  Horidan  Horidan					
PROFESSIONAL: NON-PROFESSORIAL - LECTURER  IOB GROUP: NON-PROFESSORIAL - LECTURER  I. % availability of Minorities/Females with requisite skills in immediate labor areas.  2. % of Minorities/Females promotable, transferable, or trainable  GROUP TOTAL NO.:  1					
PROFESSIONAL: NON-PROFESSORIAL - LECTURER  IOB GROUP: NON-PROFESSORIAL - LECTURER  I. % availability of Minorities/Females with requisite skills in immediate labor areas. 2. % of Minorities/Females promotable, transferable, or trainable GROUP TOTAL NO:  1 # Group Total is 4 or less, then Job Group House of the Minority  CURRENT UTILIZATION:  # 1 # 0 # % 100.0 % 0.0 %  OVERALL AVAILABILITY:  % 41.1 % 18.5 %					
PROFESSIONAL: NON-PROFESSORIAL - LECTURER  OB GROUP: NON-PROFESSORIAL - LECTURER  ACTORS: Weighting Females Minority  **Total Minority  **					
PROFESSIONAL: NON-PROFESSORIAL - LECTURER  OB GROUP: NON-PROFESSORIAL - LECTURER  ACTORS: Weighting Females Minority  **Total Minority  **					
PROFESSIONAL: NON-PROFESSORIAL - LECTURER  OB GROUP: NON-PROFESSORIAL - LECTURER  ACTORS: Weighting Females Minority  Females Minority  H  ACTORS:  Of Minorities/Females with requisite skills in immediate labor areas.  % of Minorities/Females promotable, transferable, or trainable GROUP TOTAL NO.:  1 HGroup Total is 4 or less; then Job Group  **Total Minority  CURRENT UTILIZATION: # 1 # 0 # % 100.0 % 0.0 %  OVERALL AVAILABILITY: % 41.1 % 18.5 %	-				
PROFESSIONAL: NON-PROFESSORIAL - LECTURER  OB GROUP: NON-PROFESSORIAL - LECTURER  ACTORS: Weighting Females Minority  Females Minority  H  ACTORS:  Of Minorities/Females with requisite skills in immediate labor areas.  % of Minorities/Females promotable, transferable, or trainable GROUP TOTAL NO.:  1 HGroup Total is 4 or less; then Job Group  **Total Minority  CURRENT UTILIZATION: # 1 # 0 # % 100.0 % 0.0 %  OVERALL AVAILABILITY: % 41.1 % 18.5 %					
PROFESSIONAL: NON-PROFESSORIAL - LECTURER  DB GROUP: NON-PROFESSORIAL - LECTURER  ACTORS: Weighting Females Minority  **Total Minority  **					
PROFESSIONAL: NON-PROFESSORIAL - LECTURER  DB GROUP: NON-PROFESSORIAL - LECTURER  Weighting Females Minority  % availability of Minorities/Females with requisite skills in immediate labor areas.  % of Minorities/Females promotable, transferable, or trainable  GROUP TOTAL NO.:  1					
LECTURER  DB GROUP: NON-PROFESSORIAL - LECTURER  ACTORS: Weighting Females "Total Minority Hemales with requisite skills in immediate labor areas. % of Minorities/Females promotable, transferable, or trainable  GROUP TOTAL NO:  1   If Group Total is 4 or less, then Job Group Hemales					
DB GROUP:  NON-PROFESSORIAL - LECTURER  ACTORS:  Weighting Females "Total Minority Head of the property of the					
NON-PROFESSORIAL - LECTURER  Weighting Females "Total Minority Head of the property of the pro					
NON-PROFESSORIAL - LECTURER  Weighting Females **Total Minority**  **Total Minority**  **Total Minority**  **Total Minority**  **Total Minority**  1.00 41.1 18.5  **Total Minority**  **T					
NON-PROFESSORIAL - LECTURER  Weighting Females **Total Minority**  **Total Minority**  **Total Minority**  **Total Minority**  **Total Minority**  1.00 41.1 18.5  **Total Minority**  **T					
Weighting Females Minority  Weighting Females Minority  Weighting Females Minority  1.00 41.1 18.5  Weighting Minority  1.00 41.1					
% availability of Minorities/Females with requisite skills in immediate labor areas.  % of Minorities/Females promotable, transferable, or trainable  GROUP TOTAL NO.:  1   If Group Total is 4 or less, then Job Group Females   Total Minority    CURRENT UTILIZATION:  # 1 # 0 #  % 100.0 % 0.0 %  OVERALL AVAILABILITY:  % 41.1 % 18.5 %					
ACTORS: Weighting Females Minority  . % availability of Minorities/Females with requisite skills in immediate labor areas.  . % of Minorities/Females promotable, transferable, or trainable  GROUP TOTAL NO.:  1 If Group Total is 4 or less, then Job Group Honority  CURRENT UTILIZATION:  # 1 # 0 #  CURRENT UTILIZATION:  # 1 # 0 #  OVERALL AVAILABILITY:  % 41.1 % 18.5 %	Asian or Nat.	Black or			
. % availability of Minorities/Females with requisite skills in immediate labor areas.  . % of Minorities/Females promotable, transferable, or trainable  GROUP TOTAL NO.:  1	Haw. or Other	African	Hispanic		uals with
requisite skills in immediate labor areas.  1.00 41.1 18.5  1.	Pac. Isl.	American	or Latino	Disal	bilities
requisite skills in immediate labor areas.  1.00 41.1 18.5  1.% of Minorities/Females promotable, transferable, or trainable  GROUP TOTAL NO.:  1					
Or trainable  GROUP TOTAL NO.:  1	3.6	4.8	8.0		
Second Total No.:   1   If Group Total is 4 or less, then Job Group   1					
No. Male: 0 No. Female: 1 **Total Minority H  CURRENT UTILIZATION: # 1 # 0 #  % 100.0 % 0.0 %  OVERALL AVAILABILITY: % 41.1 % 18.5 %			<u> </u>		
No. Male:	p is too small to	analyze			
CURRENT UTILIZATION: # 1 # 0 #  % 100.0 % 0.0 %  OVERALL AVAILABILITY: % 41.1 % 18.5 %		Black or			
OVERALL AVAILABILITY:         %         41.1         %         18.5         %	Haw. or Other Pac. Isl.	African American	Hispanic or Latino		uals with bilities
OVERALL AVAILABILITY:         %         41.1         %         18.5         %	0 #	0	# 0	#	0
OVERALL AVAILABILITY:					
%     41.1     %     18.5     %	0.0 %	0.0	% 0.0	%	0.0
%     41.1     %     18.5     %				+	
UNDERUTILIZATION:         %         NONE         %         18.5         %	3.6 %	4.8	% 8.0	%	7.0
UNDERUTILIZATION:   %   NONE   %   18.5   %				$\perp \perp$	
	3.6	4.8	% 8.0	%	7.0
# 0.0 # 0.2 #	0.0 #	0.0	# 0.1	#	0.1
UU 0 UU 0 UU	J 0 UU	0	υυ 0	UU	0
			<del>                                     </del>	+	

							FALL, 20	16
Affirmative Action Unit:		Mu	lti/Interdisciplina	ry Studies				
Constituent Departments:								
		Inte	rdisciplinary Studi	les				
Job Group:		LE	CTURER					
Job Titles:		Lec	cturer					
	FACTO	NDC.	0010000					
	FACTO Factor	JRS			CT, NJ, NY, PA 4ST weighted at		V	VEIGHTING 1
					Postsecondary Stas of 7/15/2014.	rudies Divisior	nindicates	
Factor 1: EDC - BA. 2011 -	- 12* 4St	_	(CT,NJ,NY,PA) a ulti/Interdisci					
				piniary Otal				
			<u>Female</u>	**Total <u>Minority</u>	Asian or Nat Haw. or Other Pac. Isl.	Black or African American	<u>Hispanic</u> or Latino	Individu with Disabilit
			61.6	30.6	6.9	10.6	11.0	7.

						Two Facto	or Ava	ilability								
							Coll	ege:	John	Jay Colle	ge	of Crimina	al Ju	stice		
							Sen	nester/Year	:	ĺ	AL	L, 2016				
FFIR	MATIVE ACTION UN	IIT:			(	CONSTITUENT DE	PARTM	IENTS:								
	Multi/Interdisc	plinary Stud	lies			Interdisciplin	ary Stu	dies			,					
						•										
						r										
Ю C	ATEGORY:					Job Titles:										
						Lecturer										
	PROFESSIO	NAL: NON-	PROFESS	30RIAL -												
	LECTURER															
					$\perp \!\!\! \perp$		+									
)B G	ROUP:	0000141														
	NON-PROFE	SSORIAL -	LECTURE	:R												
					_		+		Δ,	sian or Nat.		Black or				
								**Total		w. or Other		African		Hispanic	Indiv	iduals with
ACT	ORS:			Weigh	ting	Females	+	Minority	+	Pac. Isl.	+	American	+	or Latino	Di	sabilities
%	availability of Mind	orities/Female	s with													
	quisite skills in im			1.0	00	61.6		30.6		6.9		10.6		11.0		
. %	of Minorities/Fem	ales promotab	le, transfera	ble,												
or	trainable			1 0000000			<u>.l</u>		<u> </u>		<u> </u>					
				H Gr	T auc	otal is 4 or le	ss, th	nen Job G	roup	is too sma	ill to	analyze				
GRO	UP TOTAL NO.:	1		1 200000						sian or Nat.		Black or				
		No. Fe	male: 1					**Total				African		HISDANIC	Indiv	iduais with
			male: 1			Females		**Total Minority		w. or Other Pac. Isl.		African American		Hispanic or Latino		sabilities
		No. Fe	male: 1			Females 1	#			w. or Other	#		#			sabilities
GROU No. M	Vale: 0	No. Fe	male: 1		7	# 1	#	Minority 0	Ha #	w. or Other Pac. Isl.		American 0	- i''	or Latino	#	0
	Vale: 0	No. Fe	male: 1		7			Minority	На	w. or Other Pac. IsI.	#	American	# %	or Latino	Di	sabilities
	CURRENT UTI	No. Fer	male: 1		7	# 1	#	Minority 0	Ha #	w. or Other Pac. Isl.		American 0	- i''	or Latino	#	sabilities 0
	Vale: 0	No. Fer	male: 1		#	# <b>1</b> 100.0	%	0 0.0	# %	w. or Other Pac. Isl.	%	O 0.0	%	0 0.0	# %	0.0
	CURRENT UTI	No. Fer	male: 1		#	# 1	#	Minority 0	Ha #	w. or Other Pac. Isl.		American 0	- i''	or Latino	#	0.0
	CURRENT UTI	No. Fel	male: 1		; ;	# <b>1</b> 100.0 61.6	%	0 0.0 30.6	# % %	w. or Other Pac. Isl.  0  0.0	%	0 0.0 10.6	%	0 0.0 11.0	# % %	0.0 7.0
	CURRENT UTI	No. Fel	male: 1		; ;	# 1 100.0 % 61.6 NONE	%	0 0.0 30.6	# %	0 0.0 0.0 6.9	%	0 0.0 10.6	%	0 0.0 11.0	# %	0 0.0 7.0
	CURRENT UTI	No. Fel	male: 1		4	# <b>1</b> 100.0 61.6	%	0 0.0 30.6	# % %	w. or Other Pac. Isl.  0  0.0	%	0 0.0 10.6	%	0 0.0 11.0	# % %	0.0 7.0
	CURRENT UTI	No. Fel	male: 1		; ; ; ; ; ; ; ; ; ; ; ; ; ; ; ; ; ; ;	# 1 100.0 % 61.6 NONE	# % %	0 0.0 30.6	# % % % %	0 0.0 0.0 6.9	%	0 0.0 10.6	%	0 0.0 11.0	# % % % %	sabilities 0

						FALL, 20	16
Affirmative Action Unit:	L	_aw Enforcement					
Constituent Departments:							
	L	aw and Pol Scienc	e				
	\$	Security, Fire and E	mergency				
loh Croun		_ECTURER					
Job Group:		LEGIURER					
Job Titles:	1	Distinguished Lec	turer				
	FACTOR		14.40* 40:	(OT 111 107 DA)		<u>W</u>	/EIGHTING
	Factor			(CT, NJ, NY, PA) 4ST weighted at			1
				Postsecondary Stras of 7/15/2014.	udies Division	indicates	
Factor 1: EDC - BA. 2011	- 12* 4State	2012 is the late	st data available	as of 7/15/2014.	udies Division	indicates	
Factor 1: EDC - BA. 2011		2012 is the late	st data available and US Non-4S	as of 7/15/2014.	udies Division	indicates	
Factor 1: EDC - BA. 2011		2012 is the late	st data available and US Non-4S	as of 7/15/2014. ST.		indicates	
Factor 1: EDC - BA. 2011		2012 is the late	st data available and US Non-4S	as of 7/15/2014.	Black or African American	Hispanic or Latino	
Factor 1: EDC - BA. 2011		2012 is the late es (CT,NJ,NY,PA)  Law Enforcem	and US Non-4S	Asian or Nat Haw. or Other	Black or African	Hispanic	Individua with Disabiliti

							Two Facto	or Ava	ilability								
								Col	lege:	John	Jav Colle	age	of Crimina	al Ju	stice		
									nester/Year				L, 2016				
													<u> </u>				
FFIRM	ATIVE ACTION UNIT	:				CON	ISTITUENT DE	PARTI	MENTS:								
	Law Enforceme	ent					Law and Pol	Scien	ce								
							Security, Fire	and E	mergency								
-						١,						-					
							•										
O CV.	TEGORY:					Job	Titles:										
						'	Distinguish	ed Le	ecturer								
	PROFESSION	AI · NON-	PROFFS	SORIAL	_		Lecturer										
	LECTURER	NE. HOIV	I NOI LO	00111111													
+																	
OB GR	OI ID:									+							
_	NON-PROFES	SORIAL -	I FCTUR	FR													
1	10111110120																
										A	sian or Nat.		Black or				
ACTOR	De.				Weighting		Females		**Total Minority	Ha	w. or Other Pac. Isl.		African American		Hispanic or Latino		riduals with sabilities
					g		- Cinalico				1 440.1011		7				
	vailability of Minor																
rogi			areae		1.00		46.3		39.2		3.0		18.5		15.7		
	uisite skills in imn																
. % of	f Minorities/Femal			able,													
. % of		es promotab		able,													
. % of or tr	f Minorities/Femal			able,													
or tr	f Minorities/Femal rainable P TOTAL NO.:	es promotab	le, transfera	able,					**Total		sian or Nat.		Black or African		Hispanic	Indiv	iduals with
% of or tr	f Minorities/Femal rainable P TOTAL No.:	es promotab	le, transfera	able,			Females		**Total Minority		sian or Nat. w. or Other Pac. Isl.		Black or African American		Hispanic or Latino		iduals with
% of or tr	f Minorities/Femal rainable P TOTAL No.:	8 No. Fer	le, transfera	able,		#	Females 0	#			w. or Other	#	African	#			sabilities
. % of or tr	f Minorities/Femal rainable P TOTAL No.:  8	8 No. Fer	le, transfera	able,			0		Minority 0	Ha #	w. or Other Pac. IsI.		African American	-	or Latino	Dis	sabilities ()
. % of or tr	f Minorities/Femal rainable P TOTAL No.:  8	8 No. Fer	le, transfera	able,		# %		# %	Minority	На	w. or Other Pac. Is I.	#	African American	# %	or Latino	Dis	riduals with sabilities
. % of or tr	f Minorities/Femal rainable P TOTAL NO.:  8  CURRENT UTIL	8 No. Fel	le, transfera	able,			0		Minority 0	Ha #	w. or Other Pac. IsI.		African American	-	or Latino	Dis	sabilities (
or tr	f Minorities/Femal rainable P TOTAL No.:  8	8 No. Fel	le, transfera	able,		%	0.0	%	0 0.0	# %	Pac. Isl.  0 0.0	%	African American 0 0.0	%	0 0.0	# %	sabilities 0 0.0
or tr	f Minorities/Femal rainable P TOTAL NO.:  8  CURRENT UTIL	8 No. Fel	le, transfera	able,			0		Minority 0	Ha #	w. or Other Pac. IsI.		African American	-	or Latino	Dis	sabilities 0 0.0
or tr	f Minorities/Femal rainable P TOTAL NO.:  8  CURRENT UTIL  OVERALL AVAIL	8 No. Fel	le, transfera	able,		%	0.0 0.0 46.3	%	0 0.0 39.2	# % %	0 0.0 3.0	%	African American 0 0.0	%	0 0.0 15.7	# % %	0.0 0.0
% of or tr	f Minorities/Femal rainable P TOTAL NO.:  8  CURRENT UTIL	8 No. Fel	le, transfera	able,		%	0.0 0.0 46.3	%	0 0.0 39.2	# %	0 0.0 3.0	%	African American  0  0.0  18.5	%	0 0.0 15.7	# %	7.0
or tr	f Minorities/Femal rainable P TOTAL NO.:  8  CURRENT UTIL  OVERALL AVAIL	8 No. Fel	le, transfera	able,		%	0.0 0.0 46.3	%	0 0.0 39.2	# % %	0 0.0 3.0	%	African American 0 0.0	%	0 0.0 15.7	# % %	7.0
. % of or tr	f Minorities/Femal rainable P TOTAL NO.:  8  CURRENT UTIL  OVERALL AVAIL	8 No. Fel	le, transfera	able,		% % %	0 0.0 46.3 46.3 3.7	% %	0 0.0 39.2 39.2 3.1	# % % % #	0 0.0 3.0	%	18.5 18.5	%	0 0.0 15.7	# %	sabilities (
or tr	f Minorities/Femal rainable P TOTAL NO.:  8  CURRENT UTIL  OVERALL AVAIL	8 No. Fel	le, transfera	able,		% %	0.0 0.0 46.3	% % %	0 0.0 39.2	# % % %	3.0 0.2	% % %	African American  0  0.0  18.5	% % %	0 0.0 15.7 15.7	# % % % # #	7.0 0.6

							FALL, 20	16
Affirmative Action Unit:		Ma	thematics					
Constituent Departments	e-							
Sonsutuent Department	<u>3.</u>	Ma	thematics and Con	nputer Science				
Job Group:		LE	CTURER					
Job Titles:								
		Lec	cturer					
	FACTO	ORS	SOURCES				V	VEIGHTING
	Factor		EDC - BA. 2011					1
			weighted at 50%	and US Non-	4ST weighted at	50%.		
			* Note: US Dept of 2012 is the latest			udies Divisior	indicates	
Factor 1: EDC - BA. 20	11 - 12* 4S	tates	(CT N.I NY PA) a	nd US Non-4S	Т			
40101 1. LDO BA. 20	11 12 40		athematics	110 00 11011 10	1.			
				**Total	Asian or Nat. Haw. or Other	Black or African	<u>Hispanic</u>	<u>Individu</u>
			<u>Female</u>	<u>Minority</u>	Pac. Isl.	American	or Latino	with Disabilit
			44.6	24.8	11.0	5.3	7.0	7.

								Two Facto	r Ava	ilability								
									Ш									
									Coll	ege:	John	Jay Coll	ege	of Crimina	al Ju	stice		
									Sen	nester/Year	r:	ĺ	FAL	L, 2016				
							_											
FFIRM	IATIVE	ACTION UNIT:					COI	nstituent dei	PARTM	IENTS:								
	N A a 4la a							Mathematics	and C	omputer Sci	ence							
	iviatne	ematics																
=0 C/	TEGOR	Y:					Jol	o Titles:										
	PROF	ESSIONAL	.: NON-F	PRO	FESSORIAI	L <b>-</b>		Lecturer										
	LECT	URER																
-	ROUP:														-			
	NON-I	PROFESS	ORIAL - I	_EC	TURER													
							+		+			aian ar Nat	-	Disels on				
										**Total		sian or Nat. w. or Other		Black or African		Hispanic		viduals with
ACTO	RS:					Weighting		Females		**Total Minority						Hispanic or Latino		viduals with
		ity of Minoritie	s/Females	s with		Weighting		Females				w. or Other		African		•		
. % a	vailabili	ity of Minoritie				Weighting		Females				w. or Other		African		•		
. % a	vailabili juisite s f Minor	skills in immedities/Females	diate labor	areas	3.					Minority		w. or Other Pac. Isl.		African American		or Latino		
. % a	vailabili uisite s	skills in immedities/Females	diate labor promotab	areas	3.					Minority		w. or Other Pac. Isl.		African American		or Latino		
. % a red . % d or	vailabili juisite s f Minor	skills in immedities/Females	diate labor	areas	3.					Minority	Ha	Pac. Isl.		African American		or Latino		
. % a red . % c or	vailabili juisite s of Minor trainable P TOTAL	skills in immedities/Females	diate labor promotab	areas e, tra	3.			44.6		24.8	Ha	11.0 sian or Nat.		African American 5.3 Black or African		or Latino 7.0 Hispanic	Indi	viduals with
% cor	vailabili juisite s of Minor trainabl P TOTAL	skills in immedities/Females	promotab  7  No. Fer	areas e, tra	s. nsferable,		#			Minority 24.8	Ha	nw. or Other Pac. Isl. 11.0	#	African American 5.3	#	or Latino 7.0	Indi	is abilities
. % a red . % c or	vailabili juisite s of Minor trainabl P TOTAL	skills in immediaties/Females le L NO.:	promotab  7  No. Fer	areas e, tra	s. nsferable,			44.6 Females 2	#	24.8  **Total Minority  6	A Ha	11.0 sian or Nat. w. or Other Pac. Isl.	#	African American  5.3  Black or African American	#	7.0 Hispanic or Latino	Indi D	viduals with
. % a red . % d or	vailabili juisite s of Minor trainabl P TOTAL	skills in immediaties/Females le L NO.:	promotab  7  No. Fer	areas e, tra	s. nsferable,		# %	44.6 Females		24.8  **Total Minority	Ha A Ha	11.0 sian or Nat. w. or Other	# %	African American 5.3 Black or African American	# %	or Latino 7.0 Hispanic or Latino	Indi	viduals with
. % a red . % d or	vailabili uisite s of Minor trainabl P TOTA ale:	skills in immediaties/Females le L NO.:	7 No. Fer	areas e, tra	s. nsferable,			44.6 Females 2	#	24.8  **Total Minority  6	A Ha	11.0 sian or Nat. w. or Other Pac. Isl.	# %	African American  5.3  Black or African American	# #%	7.0 Hispanic or Latino	Indi D	viduals with
. % a red . % c or	vailabili uisite s of Minor trainabl P TOTA ale:	skills in immer	7 No. Fer	areas e, tra	s. nsferable,		%	44.6  Females  2  28.6	# %	24.8  **Total Minority  6 85.7	A A Hz	sian or Nat. w. or Other Pac. Isl.  11.0  sian or Nat. w. or Other Pac. Isl.  1 14.3		African American  5.3  Black or African American  3 42.9		7.0  Hispanic or Latino  2  28.6	Indi D #	viduals with isabilities
. % a red . % c or	vailabili uisite s of Minor trainabl P TOTA ale:	skills in immer	7 No. Fer	areas e, tra	s. nsferable,			44.6 Females 2	#	24.8  **Total Minority  6	A Ha	11.0 sian or Nat. w. or Other Pac. Isl.	# %	African American  5.3  Black or African American	# %	7.0 Hispanic or Latino	Indi D	viduals with
. % a red . % d or	vailabilities of Minor of Mino	skills in immer ities/Females le L NO.:  STATE OF THE INTERIOR	7 No. Fer	areas e, tra	s. nsferable,		%	44.6 Females 2 28.6 44.6	# %	**Total Minority  6 85.7	Ha A Ha #	sian or Nat. aw. or Other Pac. Isl.  11.0  sian or Nat. aw. or Other Pac. Isl.  14.3	%	Black or African American  42.9	%	T.0  Hispanic or Latino  2  28.6	Indi D #	viduals with is abilities  0 0.0
. % a red . % c or	vailabilities of Minor of Mino	skills in immer	7 No. Fer	areas e, tra	s. nsferable,		% %	44.6 Females 2 28.6 44.6 16.0	# %	**Total Minority  6 85.7  24.8  NONE	# # % % %	sian or Nat. w. or Other Pac. Isl.  11.0  sian or Nat. w. or Other Pac. Isl.  1 14.3	%	Black or African American  3 42.9  NONE	%	7.0  Hispanic or Latino  2  28.6  7.0  NONE	# % %	viduals with is abilities  0 0.0  7.0
. % a red . % c or	vailabilities of Minor of Mino	skills in immer ities/Females le L NO.:  STATE OF THE INTERIOR	7 No. Fer	areas e, tra	s. nsferable,		%	44.6 Females 2 28.6 44.6	# %	**Total Minority  6 85.7	Ha A Ha #	sian or Nat. aw. or Other Pac. Isl.  11.0  sian or Nat. aw. or Other Pac. Isl.  14.3	%	Black or African American  42.9	%	T.0  Hispanic or Latino  2  28.6	Indi D #	viduals with isabilities

						FALL, 20	116
Affirmative Action Unit:		Public Administra	ation and Social	Service Profe			
Constituent Departments:		Public Manageme	nt				
Job Group:		LECTURER					
Job Titles:		Distinguished Le Lecturer	cturer				
	E4.0T01						
	FACTOR Factor	EDC - BA. 20	011-12* - 4State ( 0% and US Non-			V	VEIGHTING 1
			ept of Education's I test data available		udies Division	indicates	
Factor 1: EDC - BA. 2011 -	- 12* 4Sta	ates (CT,NJ,NY,PA Public Admir	•		vice Profe	ssions	
		<u>Female</u>	**Total <u>Minority</u>	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individu with Disabilit
		82.6	43.0	3.6	23.5	13.7	7.
				rican, Hispanic or Lati			

						UTIL	IZAT	ION ANA	LYS	IS WORK	SHI	EET						
								Two Facto	r Av	ailability								
											lah.			of Onlocks	1.1	-41	-	
												n Jay Colle	_		II JUS	stice		
									Se	mester/Year	r:		FAL	L, 2016			-	
FFIDM A TIVE	E ACTION UNIT:						001	ISTITUENT DEF	ADT	ADDITO:					+			
FIRWATIVE	ACTION UNIT:						CON	15111UENI DE	ARII	MENIS:								
Publi	ic Administr	ation and	Soc	ial Se	rvice			Public Manag	emei	nt								
Profe	essions																	
													+					
O CATEGOR	RY:							Titles:										
								Distinguish	ed L	ecturer								
PRO	FESSIONA	L: NON	-PRO	FESS	ORIAL			Lecturer										
LECT	TURER																	
OB GROUP:																		
NON-	-PROFESS	ORIAL -	LEC.	TURE	R													
																	-	
										**Total		Asian or Nat. law. or Other		Black or African		Hispanic	Indi	viduals with
ACTORS:						Weighting		Females		**Total Minority						Hispanic or Latino		viduals with
	ility of Minoriti	an/Fomole	ao with			Weighting		Females				law. or Other		African		•		
. % availabi	ility of Minoriti					Weighting		Females				law. or Other		African		•		
. % availabi requisite	skills in imme orities/Females	ediate labo	r areas	8.	ole,					Minority		aw. or Other Pac. IsI.		African American		or Latino		
. % availabi requisite . % of Mino or trainab	skills in imme prities/Females ble	ediate labo s promota	r areas	8.	ole,					Minority		aw. or Other Pac. IsI.		African American		or Latino		
. % availabi requisite . % of Mino or trainab	skills in imme prities/Female: ble AL NO.:	s promota	or areas	s. nsferat	ole,	1.00				Minority	H	aw. or Other Pac. Isl.		African American		or Latino		
. % availabi requisite . % of Mino or trainab	skills in imme prities/Females ble	ediate labo s promota	or areas	8.	ole,	1.00		82.6		43.0	H	aw. or Other Pac. Isl.  3.6  Asian or Nat. law. or Other		African American 23.5 Black or African		or Latino  13.7  Hispanic	Indi	isabilities
. % availabi requisite . % of Mino or trainab GROUP TOTA	skills in imme prities/Female: ole AL NO.:	s promota  5  No. Fe	or areas	s. nsferat	ole,	1.00		82.6 Females		43.0  **Total Minority	H	Asian or Nat.  aw. or Other Pac. Isl.  3.6		African American  23.5  Black or African American		or Latino  13.7  Hispanic or Latino	Indi	viduals with
. % availabi requisite . % of Mino or trainab GROUP TOTA	skills in imme prities/Female: ble AL NO.:	s promota  5  No. Fe	or areas	s. nsferat	ole,	1.00	#	82.6	#	43.0	H	aw. or Other Pac. Isl.  3.6  Asian or Nat. law. or Other	#	African American 23.5 Black or African	##	or Latino  13.7  Hispanic	Indi	isabilities
. % availabi requisite . % of Mino or trainab GROUP TOTA	skills in imme prities/Female: ole AL NO.:	s promota  5  No. Fe	or areas	s. nsferat	ole,	1.00	# # %	82.6 Females	# #	43.0  **Total Minority	H	Asian or Nat.  aw. or Other Pac. Isl.  3.6		African American  23.5  Black or African American	# #	or Latino  13.7  Hispanic or Latino	Indi	viduals with
. % availabi requisite . % of Mino or trainab GROUP TOTA No. Male:	skills in imme prities/Female: ole  AL NO.:  3  RRENT UTILIZ	s promota  5  No. Fo	or areas	s. nsferat	ole,	1.00		82.6 Females		43.0  **Total Minority	F	Asian or Nat. law. or Other Pac. Isl.  3.6  Asian or Nat. law. or Other Pac. Isl.	#	African American  23.5  Black or African American		or Latino  13.7  Hispanic or Latino	Indir D	viduals with isabilities
. % availabi requisite . % of Mino or trainab GROUP TOTA No. Male:	skills in imme prities/Female: ole AL NO.:	s promota  5  No. Fo	or areas	s. nsferat	ole,	1.00		82.6 Females		43.0  **Total Minority	F	Asian or Nat. aw. or Other Pac. Isl.  Asian or Nat. aw. or Other Pac. Isl.  0 0.0	#	African American  23.5  Black or African American		or Latino  13.7  Hispanic or Latino	Indir D	viduals with isabilities
. % availabi requisite . % of Mino or trainab GROUP TOTA No. Male:	skills in imme prities/Female: ole  AL NO.:  3  RRENT UTILIZ	s promota  5  No. Fo	or areas	s. nsferat	ole,	1.00		82.6 Females		43.0  **Total Minority	F	Asian or Nat. law. or Other Pac. Isl.  3.6  Asian or Nat. law. or Other Pac. Isl.	#	African American  23.5  Black or African American		or Latino  13.7  Hispanic or Latino	Indir D	viduals with isabilities
. % availabi requisite . % of Mino or trainab GROUP TOTA No. Male:	skills in imme prities/Female: ole  AL NO.:  3  RRENT UTILIZ	s promota  5  No. Fo	or areas	s. nsferat	ole,	1.00	%	82.6  Females  2  40.0	%	43.0  **Total Minority  3 60.0	# #	Asian or Nat. aw. or Other Pac. Isl.  Asian or Nat. aw. or Other Pac. Isl.  0 0.0	# %	African American  23.5  Black or African American  40.0	%	Hispanic or Latino  1 20.0	Indir D	viduals with isabilities  0 0.0
. % availabi requisite . % of Mino or trainab GROUP TOTA No. Male:  CUR	skills in imme prities/Female: ole  AL NO.:  3  RRENT UTILIZ	s promota  5  No. For ABILITY:	or areas	s. nsferat	ole,	1.00	%	82.6  Females  2  40.0	%	43.0  **Total Minority  3 60.0	# #	Asian or Nat. aw. or Other Pac. Isl.  Asian or Nat. aw. or Other Pac. Isl.  0 0.0	# %	African American  23.5  Black or African American  40.0	%	Hispanic or Latino  1 20.0	Indir D	viduals with isabilities  0 0.0
. % availabi requisite . % of Mino or trainab GROUP TOTA No. Male: CUR	skills in imme prities/Female: ple AL NO.:  3  RRENT UTILI2	s promota  5  No. For ABILITY:	or areas	s. nsferat	ole,	1.00	% %	82.6 Females 2 40.0 82.6	% %	**Total Minority  3 60.0  NONE	# %	Asian or Nat. law. or Other Pac. Isl.  O 0.0  3.6	# % %	African American  23.5  Black or African American  2  40.0  23.5	%	Hispanic or Latino  13.7  Hispanic or Latino  1  20.0  13.7  NONE	Indi   D	viduals with isabilities  0 0.0  7.0
. % availabi requisite . % of Mino or trainab GROUP TOTA No. Male: CUR	skills in imme prities/Female: ple AL NO.:  3  RRENT UTILI2	s promota  5  No. For ABILITY:	or areas	s. nsferat	ole,	1.00	% % % #	82.6 Females 2 40.0 82.6 42.6 2.1	% % % #	**Total Minority  3 60.0  NONE 0.0	# % % #	3.6  Asian or Nat. law. or Other Pac. Isl.  0 0.0 3.6 3.6 0.2	# % % #	African American  23.5  Black or African American  2  40.0  23.5  NONE  0.0	% % % #	13.7  Hispanic or Latino  1 20.0  13.7  NONE  0.0	Indi   D	viduals with isabilities  0 0.0  7.0  7.0  0.4
. % availabi requisite . % of Mino or trainab GROUP TOTA No. Male:  CUR	skills in imme prities/Female: ple AL NO.:  3  RRENT UTILI2	s promota  5  No. For ABILITY:	or areas	s. nsferat	ole,	1.00	% %	82.6 Females 2 40.0 82.6	% %	**Total Minority  3 60.0  NONE	# %	3.6  Asian or Nat. law. or Other Pac. Isl.  0 0.0 3.6 3.6 0.2	# % %	African American  23.5  Black or African American  2  40.0  23.5	%	Hispanic or Latino  13.7  Hispanic or Latino  1  20.0  13.7  NONE	Indi   D	viduals with isabilities  0 0.0 7.0

						FALL, 20	16
Affirmative Action Unit:		Physical Science	es				
Ammative Action omt.							
Constituent Departments:							
		Science					
Job Group:		LECTURER					
Job Titles:		Lecturer					
	FACTO	RS SOURCES				<u>v</u>	EIGHTING
	Factor		2011-12* - 4State 50% and US Non-				1
		* Note: LIS F	Dept of Education's	Postsecondary S	tudias Division	indicates	
			atest data available			maioatos	
Factor 1: EDC - BA. 2011	- 12* 4Sta	ites (CT,NJ,NY,P	A) and US Non-4S	ST.			
		Physical Sc	iences				
		<u>Femal</u>	**Total <u>e</u> <u>Minority</u>	Asian or Nat Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individua with Disabilit
		40.1	24.4	10.8	5.6	6.0	7.

FACTOR / SOURCE							FALL, 2	
Affirmative Astism Hair		Ed	ucation					
Affirmative Action Unit:								
Canadituant Danantmanta.								
Constituent Departments:		SE	EK					
Job Group:		LE	CTURER					
Job Titles:			-4	'		1		
		Lec	cturer					
	FACTO							WEIGHTING
	Factor		EDC - BA. 2011- weighted at 50%					1
			*N ( 110 D (	(= 1		I. D	. 1.	
			* Note: US Dept of 2012 is the latest			udies Divisio	n indicates	
Factor 1: EDC - BA. 2011 -	- 12* 4S	tates	(CT.NJ.NY.PA) ar	nd US Non-4S	T.			
			ducation			1		
					Asian or Nat	Black or		
				**Total <u>Minority</u>	Haw. or Other Pac. Isl.	African American	Hispanic or Latino	Individu with Disabilit
			<u>Female</u>					
			79.6	16.3	2.2	6.1	6.6	7.
				16.3	2.2	6.1	6.6	7.
				16.3	2.2	6.1	6.6	7.

				UTIL	IZAT	TON ANA			SHI	EET						
						Two Facto	r Ava	ilability								
							Col	lege:	lohi	n Jay Coll	ene	of Crimina	l Ju	stice		
								nester/Year			_	L, 2016		Stioc		
							001	nesien/rear	-							
FIRMATI	VE ACTION UN	IT:			CON	NSTITUENT DE	PARTI	MENTS:								
– Edı	ucation					SEEK					-					
						7					+					
						•										
						<u> </u>										
CATEG	ORY:				Job	Titles:										
	0550001	IAL NON D	DOFFOOOF	NA I		Lecturer										
	OFESSION CTURER	NAL: NON-P	ROFESSOF	RIAL -												
	OTOINLIN															
B GROUP	).															
		SSORIAL - L	ECTURER													
								**Total		Asian or Nat.		Black or African		Ulamania	و واله ووا	المارس مامسانا
CTORS:				Weighting		Females		Minority		law. or Other Pac. Isl.		American		Hispanic or Latino		iduals with sabilities
		orities/Females		1.00		79.6		16.3		2.2		6.1		6.6		
requisit	te skills in im	orities/Females Imediate labor a ales promotable	areas.	1.00		79.6		16.3		2.2		6.1		6.6		
requisit	te skills in im norities/Fema	mediate labor a	areas.	1.00		79.6		16.3		2.2		6.1	00000000	6.6		
requisit % of Mir or traina	te skills in im norities/Fema	mediate labor a	areas.		Tota		ss, t		rouj	2.2 o is too sm	all to			6.6		
requisit % of Mir or traina	te skills in im norities/Fema able	mediate labor a	e, transferable,		Tota		ss, t	hen Job G		o is too sm Asian or Nat.	all to	analyze Black or			Indiv	iduale with
requisit % of Mir or trains	te skills in im norities/Fema nable	mediate labor a ales promotable	e, transferable,		Tota		ss, t			o is too sm	all to	analyze		6.6  Hispanic or Latino		iduals with sabilities
requisit % of Mir or trains ROUP TO	te skills in im norities/Fema nable	ales promotable  2  No. Femi	e, transferable,		Tota #	al is 4 or le	ss, t	nen Job G		D IS 100 SM Asian or Nat. Haw. or Other	all to	analyze Black or African	#	Hispanic		abilities
requisit % of Mir or trains ROUP TO	norities/Fema able	ales promotable  2  No. Femi	e, transferable,		#	al is 4 or le Females 2	#	hen Job G **Total Minority	#	D IS 100 SM Asian or Nat. law. or Other Pac. Isl.	#	Black or African American		Hispanic or Latino	Dis	sabilities (
requisit % of Mir or traina ROUP TO	norities/Fema able	ales promotable  2  No. Femi	e, transferable,			al is 4 or le Females		hen Job G **Total Minority	ŀ	o is too sm Asian or Nat. Iaw. or Other Pac. Isl.		analyze Black or African American	# %	Hispanic or Latino	Dis	iduals with sabilities
requisit % of Mir or trains ROUP TO lo. Male:	norities/Fema able	ales promotable  2  No. Fem  LIZATION:	e, transferable,		#	al is 4 or le Females 2	#	hen Job G **Total Minority	#	D IS 100 SM Asian or Nat. law. or Other Pac. Isl.	#	Black or African American		Hispanic or Latino	Dis	sabilities (
requisit % of Mir or trains ROUP TO  o. Male:	te skills in im norities/Fema able  OTAL NO.:  O  URRENT UTI	ales promotable  2  No. Fem  LIZATION:	e, transferable,		#	al is 4 or le Females 2	#	hen Job G **Total Minority	#	p is too sm. Asian or Nat. law. or Other Pac. Isl. 0	#	Black or African American 0		Hispanic or Latino  2  100.0	Dis	oabilities ( 0.(
requisit % of Mir or trains ROUP TO  o. Male:	te skills in im norities/Fema able  OTAL NO.:  O  URRENT UTI	ales promotable  2  No. Fem  LIZATION:	e, transferable,		# %	Females 2 100.0	# %	**Total Minority 2 100.0	# %	D IS 100 SM Asian or Nat. law. or Other Pac. Isl.	#	Black or African American	%	Hispanic or Latino	# %	oabilities ( 0.(
requisit % of Mir or trains ROUP TO  D. Male:	te skills in im norities/Fema able  TAL NO.:  0  URRENT UTI	nediate labor a ales promotable  2  No. Fem  LIZATION:	e, transferable,		# %	Females 2 100.0	# % %	"Total Minority 2 100.0	# %	D is too sm Asian or Nat. law. or Other Pac. Isl. 0 0.0	# %	Black or African American  0 0.0	%	Hispanic or Latino  2  100.0	# % %	0.d
requisit % of Mir or trains ROUP TO  D. Male:	te skills in im norities/Fema able  OTAL NO.:  O  URRENT UTI	nediate labor a ales promotable  2  No. Fem  LIZATION:	e, transferable,		# % %	Females 2 100.0 79.6 NONE	# % %	**Total Minority 2 100.0 16.3	# # %	D is too smi Asian or Nat. law. or Other Pac. Isl. 0 0.0	# % %	Black or African American  0 0.0	%	Hispanic or Latino  2 100.0  6.6  NONE	# %	7.(
requisit % of Mir or trains ROUP TO lo. Male:	te skills in im norities/Fema able  TAL NO.:  0  URRENT UTI	nediate labor a ales promotable  2  No. Fem  LIZATION:	e, transferable,		# % % %	Females 2 100.0 79.6 NONE 0.0	# % %	**Total Minority  2  100.0  16.3  NONE  0.0	# % %	D is too smi Asian or Nat. law. or Other Pac. Isl. 0 0.0	# % %	Black or African American  0 0.0 6.1 6.1 0.1	% % %	Hispanic or Latino  2 100.0  6.6  NONE 0.0	% % % # # _	7.C 7.C
requisit % of Mir or trains ROUP TO  D. Male:	te skills in im norities/Fema able  TAL NO.:  0  URRENT UTI	nediate labor a ales promotable  2  No. Fem  LIZATION:	e, transferable,		# % %	Females 2 100.0 79.6 NONE	# % %	**Total Minority 2 100.0 16.3	# # %	D is too smi Asian or Nat. law. or Other Pac. Isl. 0 0.0	# % %	Black or African American  0 0.0 6.1 6.1 0.1	%	Hispanic or Latino  2 100.0  6.6  NONE	# % %	7.C

							<b>FALL 201</b>	6
Affirmative Action Unit:		Lib	rary Science					
Constituent Departments:								
Constituent Departments.		Lih	rary					
		LIDI	ary					
Job Group:		NC	N-PROFESS	SORIAL - I	NSTRUCTOR	2		
Job Titles:		Ins	tructor					
			SOURCES				<u>W</u> I	EIGHTING
	Fac	tor 1	EDC - MA. 20	)11 - 12* - 4	4States (CT, NJ	, NY, PA)		1.
			* Note: US De	ot of Education	on's Postsecond	ary Studies D	ivision	
			indicates 2012	is the latest	data available a	s of 7/15/2014	١.	
Factor 1: 4States EDC - M	A 20°	11 - 1:	2*					
Tuotor II. Totaloo EDO IVI	7 1. 20		rary Scienc	e				
					Asian or Nat.	Black or		Individua
			Female	**Total Minority	Haw. or Other Pac. Isl.	African	<u>Hispanic</u> or Latino	w Disabiliti
			remale	<u>IVIII IOI ILY</u>	Fac. ISI.	American	OI LAUITO	DISADIII
			93.3	6.7	1.1	2.2	3.3	7.0
Minority includes Asian or Nat. Haw. or Oth	or Doo I	al and/	m Ind /AL Nafivos Pla	ok or African Amor	ican Hispanio or Lafino	and Two or Moro D	2000	

								<b>/SIS WOR</b> Availability								
							Col	lege:	lohr	Jay Colle	ge c	of Criminal	Coll	ege		
							Ser	nester/Year:				L 2016				
FFIRMAT	TIVE ACTION UN	IT∙			CON	ISTITUENT DE	PARTI	/ FNTS								
	TV E AO TION ON				Ž	,	7.7.1.11	110			r					
Lib	orary Scienc	ce				Library										
EO CATE	GORY:					Titles:							-			
						Instructor										
	ROFESSION		PROFESSOR	IAL -												
OB GROU	ID.												H			
		SSORIAL - II	NSTRUCTOR	2												
								**Total		Asian or Nat. aw. or Other		Black or African		Hispanic	Ind	ividuals witl
ACTORS:	:			Weighting		Females		Minority		Pac. Isl.		American		or Latino		isabilities
requisite	bility of Minorities skills in immediat orities/Females p		rable,	Weighting		Females 93.3								•		isabilities
. % availa requisite . % of Mino or traina	bility of Minorities skills in immediat orities/Females p	e labor areas.	rable,	1.00	Tota	93.3	ess, t	Minority 6.7		Pac. Isl.	to a	American 2.2		or Latino	1	isabilities
. % availa requisite . % of Mino or traina	bility of Minorities skills in immediat orities/Females p able	e labor areas. romotable, transfe		1.00	Tota	93.3	ss, t	Minority 6.7	oup	Pac. Isl. 1.1	to a	American 2.2		or Latino	Ind	
% availal requisite % of Minor traina	bility of Minorities skills in immediat orities/Females p able	e labor areas. romotable, transfe  1  No. Fema		1.00	Tota	93.3 al is 4 or le	#	6.7	oup	Pac. Isl.  1.1  is too small	to a	2.2 analyze Black or African	#	3.3 Hispanic	Ind	ividuals witl disabilities
% availal requisite % of Minor traina GROUP To	bility of Minorities skills in immediat orities/Females p able OTAL NO.:	e labor areas. romotable, transfe  1  No. Fema		1.00		93.3 is 4 or le		6.7 hen Job Gr "Total Minority	oup ,	1.1 is too small Asian or Nat. aw. or Other Pac. Isl.		2.2  analyze  Black or African American	# # %	3.3 Hispanic or Latino	Ind C	ividuals with
. % availal requisite  % of Minor trains  GROUP TO  No. Male:	bility of Minorities skills in immediat orities/Females p able  OTAL NO.:  O  CURRENT UTI	e labor areas. romotable, transfe  1  No. Fema		1.00	#	93.3 Il is 4 or le Females	#	6.7  hen Job Gr  **Total Minority	oup H	Is too small asian or Nat. aw. or Other Pac. Isl.	#	2.2  analyze  Black or African American		3.3  Hispanic or Latino	Ind C	ividuals witl disabilities
% availal requisite % of Minor traina	bility of Minorities skills in immediat orities/Females p able OTAL NO.:	e labor areas. romotable, transfe  1  No. Fema		1.00	# %	93.3 si is:4 or le Females 1 100.0	# %	6.7  hen Job Gr  **Total Minority  1 100.0	Oup H # %	is too small Asian or Nat. law. or Other Pac. Isl.  0 0.0	# %	2.2  analyze  Black or African American  0 0.0	%	Hispanic or Latino  0 0.0	Ind C	ividuals witl disabilities (
% availal requisite % of Minor trainal GROUP To No. Male:	bility of Minorities skills in immediat orities/Females p able  OTAL NO.:  O  CURRENT UTI	e labor areas. romotable, transfe  1  No. Fema		1.00	#	93.3 Il is 4 or le Females	#	6.7  hen Job Gr  **Total Minority	oup H	Is too small asian or Nat. aw. or Other Pac. Isl.	#	2.2  analyze  Black or African American		3.3  Hispanic or Latino	Ind C	ividuals witl disabilities (
% availal requisite % of Mino or trainal GROUP TO No. Male:	bility of Minorities skills in immediat orities/Females p able  OTAL NO.:  O  CURRENT UTI	e labor areas. romotable, transfe  1  No. Ferna  LIZATION:		1.00	# %	93.3 si is:4 or le Females 1 100.0	# %	6.7  hen Job Gr  **Total Minority  1 100.0	Oup H # %	is too small Asian or Nat. law. or Other Pac. Isl.  0 0.0	# %	2.2  analyze  Black or African American  0 0.0	%	Hispanic or Latino  0 0.0	Ind C	ividuals with disabilities (
% availal requisite % of Mino or trainal GROUP TO No. Male:	bility of Minorities skills in immediat orities/Females p able  OTAL NO.:  O  CURRENT UTI	e labor areas. romotable, transfe  1  No. Ferna  LIZATION:		1.00	# %	93.3 Females 1 100.0	# % %	6.7  **Total Minority  1 100.0	# %	Pac. Isl.  1.1  is too small Asian or Nat. aw. or Other Pac. Isl.  0  0.0	# % %	American  2.2  analyze  Black or African American  0 0.0	%	Hispanic or Latino  0 0.0	# %	ividuals witl disabilities
% availal requisite % of Mino or trainal GROUP TO No. Male:	bility of Minorities skills in immediat orities/Females p able  OTAL NO.:  O  CURRENT UTI	e labor areas. romotable, transfe  1  No. Fema  LIZATION:		1.00	# % %	93.3 Females 1 100.0 93.3 NONE	# % %	6.7  **Total Minority  1 100.0  6.7	# %	Pac. Isl.  1.1  is too small Asian or Nat. aw. or Other Pac. Isl.  0  0.0	# % %	American  2.2  analyze  Black or African American  0 0.0  2.2	%	3.3  Hispanic or Latino  0  0.0  3.3	# %	ividuals with bisabilities  0.0  7.0  7.0  0.1
% availal requisite % of Mino or trainal GROUP TO No. Male:	bility of Minorities skills in immediat orities/Females p able  OTAL NO.:  O  CURRENT UTI	e labor areas. romotable, transfe  1  No. Fema  LIZATION:		1.00	# % %	93.3 Females 1 100.0 93.3 NONE 0.0	# % %	**Total Minority  1 100.0  6.7  NONE 0.0	# # % % # #	Pac. Isl.  1.1  is too small Asian or Nat. aw. or Other Pac. Isl.  0  0.0  1.1  1.1  0.0	# % %	American  2.2  analyze  Black or African American  0 0.0  2.2  2.2  0.0	% % %	3.3  Hispanic or Latino  0  0.0  3.3  3.3	# % % #	ividuals with the state of the

## Professional/Non-Faculty

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			assistan									
As	ssistant	t to High	er Educat	tion Off	icer (aHEO)							
NOTE:	: Rese	arch Ass	ociate is	to be	placed in Ad	ministration II or	III depending	g on salary lev	el.			
			-									
FACTO		SOURC		Dogroos	Conferred (ED)	C) - Bachelors 2011	-12* for Federal	Protected Groups		WEIGHT		
Factor 1	I	40 IAILO	Lanteu L	Degrees	Contened (LD)	o) - Dacrieiois 2011	-12 IOI I edelal	r rotected Groups	) <b>.</b>	0.7		
Factor 2	2	Dromotok	la Transfa	roblo Tr	rainable ample	roog within contract	oro organization	CLIMV Currov	aalaatad			
Factor 2	2					rees within contract	ors organization	CUNY Survey	- selected	0.3		
Factor 2	2	titles, ser	vice require	ement ar	nd criteria -Sou	rce Spring 2014.						
Factor 2	2	*Note: U	vice require	ement ar	nd criteria -Sou	rce Spring 2014.			- selected  Degrees Confe			
Factor 2	2	*Note: U	vice require	ement ar	nd criteria -Sou	rce Spring 2014.						
Factor 2	2	*Note: U	vice require	ement ar	nd criteria -Sou	rce Spring 2014.		rision's Earned				
Factor 2	2	*Note: U	vice require	ement ar	nd criteria -Sou	rce Spring 2014.	y Studies Div	rision's Earned	Degrees Confe	rred is		
	2 actor 1	*Note: Uupdated	vice require	ement ar	nd criteria -Sou	rce Spring 2014.		rision's Earned				
		*Note: Uupdated	vice require	ement ar	nd criteria -Sou	rce Spring 2014.	y Studies Div	rision's Earned  Asian or Nat. Haw. or Other	Degrees Confe	rred is		
		*Note: Uupdated	vice require	S Dept	nd criteria -Sou	rce Spring 2014. 's Postsecondar  Female	y Studies Div	Asian or Nat Haw. or Other Pac. Isl.	Degrees Confe	rred is  Hispanic or Latino		
		*Note: Uupdated	Jse of US	S Dept	of Education	rce Spring 2014. 's Postsecondar  Female 57.3	y Studies Div	Asian or Nat. Haw. or Other Pac. Isl. 8.3	Degrees Confe	rred is  Hispanic or Latino 9.2		
		*Note: Uupdated	Jse of US	S Dept	of Education	rce Spring 2014. 's Postsecondar  Female 57.3	y Studies Div	Asian or Nat. Haw. or Other Pac. Isl. 8.3	Degrees Confe	rred is  Hispanic or Latino 9.2		
		*Note: Uupdated	Jse of US	S Dept	of Education	rce Spring 2014. 's Postsecondar  Female 57.3	y Studies Div	Asian or Nat. Haw. or Other Pac. Isl. 8.3 5.8	Degrees Confe	rred is  Hispanic or Latino 9.2		
		*Note: Uupdated	Jse of US	S Dept	of Education	rce Spring 2014. 's Postsecondar  Female 57.3	y Studies Div	Asian or Nat. Haw. or Other Pac. Isl. 8.3 5.8	Degrees Confe	rred is  Hispanic or Latino 9.2		
Fa		*Note: Uupdated	Jse of US	S Dept	of Education	rce Spring 2014. 's Postsecondar  Female 57.3	y Studies Div	Asian or Nat. Haw. or Other Pac. Isl. 8.3 5.8	Degrees Confe  Black or African American  9.8  6.9	Hispanic or Latino 9.2 6.4	TOTAL	
Fa	actor 1 actor 2 Colle	*Note: Uupdated	Jse of US	B Dept lilly.	of Education  0.7	rce Spring 2014. 's Postsecondar  Female 57.3 40.1	**Total Minority 28.9 20.2  **Total Minority	Asian or Nat. Haw. or Other Pac. Isl. 8.3 5.8  Asian or Nat. Haw. or Other Pac. Isl.	Black or African American  Black or African American  Black or African American	Hispanic or Latino 9.2 6.4 Hispanic or Latino		
Fa	actor 1	*Note: Uupdated	vice require	B Dept lilly.	of Education  0.7	rce Spring 2014. 's Postsecondar  Female 57.3 40.1	y Studies Div	Asian or Nat. Haw. or Other Pac. Isl. 8.3 5.8  Asian or Nat. Haw. or Other	Black or African American 9.8 6.9	Hispanic or Latino 9.2 6.4	TOTAL 662	
Fa	actor 1 actor 2 Colle	*Note: Uupdated  mul	Jse of US d biannua tiply by weig	S Dept llly.	of Education  0.7  0.7	rce Spring 2014.  's Postsecondar  Female  57.3  40.1  Female  415	y Studies Div	Asian or Nat. Haw. or Other Pac. Isl.  Asian or Nat. Haw. or Other Pac. Isl.  Asian or Nat. Haw. or Other Pac. Isl.	Black or African American  Black or African American  Black or African American  149	Hispanic or Latino 9.2 6.4  Hispanic or Latino 107	662	
Fa	actor 1 actor 2 Colle	*Note: Uupdated  mul	vice require	S Dept llly.	of Education  0.7  0.7	rce Spring 2014. 's Postsecondar  Female 57.3 40.1	**Total Minority 28.9 20.2  **Total Minority	Asian or Nat. Haw. or Other Pac. Isl. 8.3 5.8  Asian or Nat. Haw. or Other Pac. Isl.	Black or African American  Black or African American  Black or African American	Hispanic or Latino 9.2 6.4 Hispanic or Latino		
Fa	actor 1 actor 2 Colle	*Note: Uupdated  mul	Jse of US d biannua tiply by weig	S Dept llly.	of Education  0.7  0.7	rce Spring 2014.  's Postsecondar  Female 57.3 40.1  Female 415 425	y Studies Div	Asian or Nat. Haw. or Other Pac. Isl.  Asian or Nat. Haw. or Other Pac. Isl.  Asian or Nat. Haw. or Other Pac. Isl.  104	Black or African American  Black or African American  Black or African American  149	Hispanic or Latino 9.2 6.4  Hispanic or Latino 107	662 480	
Fa	actor 1 actor 2 Colle	*Note: Uupdated  : mul  ege Asst. (	Jse of US d biannua tiply by weig	ement ar  6 Dept  lly.  ght  or higher	of Education  0.7  0.7	rce Spring 2014.  's Postsecondar    Female   57.3   40.1     Female   415   425   840	**Total Minority 28.9 20.2 **Total Minority 363 342 705	Asian or Nat. Haw. or Other Pac. Isl.  Asian or Nat. Haw. or Other Pac. Isl.  Asian or Nat. Haw. or Other Pac. Isl.  104 44 148	Black or African American  Black or African American  9.8  6.9  Black or African American  149  187  336	Hispanic or Latino 9.2 6.4  Hispanic or Latino 107	662 480	
Fa	actor 1 actor 2 Colle	*Note: Uupdated  : mul  ege Asst. (	Jse of US d biannua tiply by weig	ement ar  6 Dept  lly.  ght  or higher	of Education  0.7  0.7  in title only)	rce Spring 2014. 's Postsecondar    Female   57.3   40.1     Female   415     425   840   73.6	**Total Minority 28.9 20.2 **Total Minority 363 342 705 61.7	Asian or Nat. Haw. or Other Pac. Isl. 8.3 5.8  Asian or Nat. Haw. or Other Pac. Isl. 104 44 148 13.0	Black or African American  9.8  6.9  Black or African American  149  187  336  29.4	Hispanic or Latino 9.2 6.4  Hispanic or Latino 107 107 214 18.7	662 480	
Fa	actor 1 actor 2 Colle	*Note: Uupdated  : mul  ege Asst. (	Jse of US d biannua tiply by weig	ement ar  6 Dept  lly.  ght  or higher	of Education  0.7  0.7  in title only)	rce Spring 2014. 's Postsecondar    Female   57.3   40.1     Female   415     425   840   73.6	**Total Minority 28.9 20.2 **Total Minority 363 342 705 61.7	Asian or Nat. Haw. or Other Pac. Isl. 8.3 5.8  Asian or Nat. Haw. or Other Pac. Isl. 104 44 148 13.0	Black or African American  9.8  6.9  Black or African American  149  187  336  29.4	Hispanic or Latino 9.2 6.4  Hispanic or Latino 107 107 214 18.7	662 480	Individuals with Disabilites
Fa	actor 1 actor 2 Colle	*Note: Uupdated  : mul  sons (holdin mul	Jse of US d biannua tiply by weig	ement ar  6 Dept  6 Dept  1 de	of Education  0.7  0.7  in title only)	rce Spring 2014. 's Postsecondar    Female   57.3   40.1     Female   415     425   840   73.6	**Total Minority 28.9 20.2 **Total Minority 363 342 705 61.7	Asian or Nat. Haw. or Other Pac. Isl. 8.3 5.8  Asian or Nat. Haw. or Other Pac. Isl. 104 44 148 13.0	Black or African American  9.8  6.9  Black or African American  149  187  336  29.4	Hispanic or Latino 9.2 6.4  Hispanic or Latino 107 107 214 18.7	662 480	w ith

			UTILIZAT					ET							
				Two	Factor Avai	ilabi	lity				1				
						Co	llege:	Johi	n Jay Colle	ge o	of Criminal J	usti	ice		
						Se	mester/Yea	r:		FAL	L, 2016				
AFFIRMATIVE ACTION UN	IT:			Con	stituent Depart	tmen	ts:								
ADMINISTRATIO	N III														
EEO CATEGORY:				loh	Titles:										
LLO OATLOOKI.					Higher Education	n assis	stant (HEa)								
Professionals					Assistant to Highe	er Edu	ucation Officer (a	HEO)							
					*NOTE: Researd salary level.	ch Ass	sociate is to be p	olaced	in Administration	ll or III	I depending on				
					Salary level.										
JOB GROUP:															
ADMINISTRATION III															
							**Total		Asian or Nat. Haw. or Other		Black or		Hispanic		
FACTORS:	<u></u>		Weighting		Females		Minority		Pac. Isl.	Af	rican American		or Latino		
<ol> <li>% availability of Minorities requisite skills in immedia</li> </ol>			0.70		40.1		20.2		5.8		6.9		6.4		
% of Minorities/Females prom		ainable	0.70		70.1		20.2		5.0		0.5		0.4		
			0.30		22.1		18.5		3.9		8.8		5.6		
GROUP TOTAL NO.:	153														
No. Male: 40	No. Female:	113			Females		**Total Minority		Asian or Nat. Haw. or Other Pac. Isl.	Afı	Black or rican American		Hispanic or Latino		ividuals wit Disabilites
CURRENT UTI	LIZATION:			#	113	#	106	#	7	#	47	#	48	#	1
				%	73.9	%	69.3	%	4.6	%	30.7	%	31.4	%	0.7
OVERALL AVA	ILABILITY:														
				%	62.2	%	38.7	%	9.7	%	15.7	%	12.0	%	7.0
UNDERUTILIZ	ATION:			%	NONE	%	NONE	%	5.1	%	NONE	%	NONE	%	6.3
J 114 11416				#	0.0	#	0.0	#	7.8	#	0.0	#	0.0	#	9.6
				-		-		-		-		1		1 -	
				UU	0	UU	0	UU	8	UU	0	UU	0	UU	10

							FALL, 2016
		A	CCOUNTA	NTS - ACCOU	NTANT		
				rofessional/Non Facul			
CCOUNT							
countan	<u>t</u>						
			ance Accountar	it			
		Pur	chasing Agent				
<u>sc</u>	URCE_						WEIGHTING
Factor 1	N/A						0.0
Factor 2	CHNV Survey	Fall 2011 Peri	manent College	Accounting Assistant	s On Sentember	10 2013	1.0
Factor 2			_	Accounting Assistant pportunity for promotic			1.0
Factor 2		unting Assistan	_	-			1.0
Factor 2	College Accou	unting Assistan	_	-			1.0
Factor 2	College Accou	unting Assistan	_	-			1.0
Factor 2	College Accou	unting Assistan	_	-			1.0
Factor 2	College Accou	unting Assistan	ts received an o	pportunity for promotion	on based on service  Black or	e and	Individuals
Factor 2	College Accou	unting Assistan ualifications.	ts received an o	pportunity for promotic  Asian or Nat. Haw. or Other	on based on service  Black or  African	e and  Hispanic or	Individuals with
Factor 2	College Accou	unting Assistan ualifications.  Female	**Total	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	e and  Hispanic or Latino	Individuals with Disabilities
Factor 2	College Accou	unting Assistan ualifications.	ts received an o	pportunity for promotic  Asian or Nat. Haw. or Other	on based on service  Black or  African	e and  Hispanic or	Individuals with
Factor 2	College Accou	unting Assistan ualifications.  Female	**Total	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	e and  Hispanic or Latino	Individuals with Disabilities

		UTILIZATIO	NC	ANALYSIS	W	ORKSHEET	'							
				Two Fac	tor	Availability								
					Со	llege:	Jol	hn Jay Co	lle	ge of Crin	nin	al Justice	)	
					Se	mester/Year:			FA	LL, 2016				
FFIRM ATIVE ACTION UNIT:			Co	nstituent Depar	tme	nts:								
ACCOUNTANTS - ACCOUNTANT							H						H	
O CATEGORY:			Jo	b Titles:										
Professional/Non Faculty				Finance Acco							H			
Professional/Non Faculty				Pulchasing A	geni								H	
DB GROUP:									+				H	
Accountant														
						**Total		Asian or Nat. Haw. or Other		Black or		Hispanic or		
ACTORS:  % availability of Minorities/Females with		Weighting		Females	-	Minority	-	Pac. Isl.	A	rican American		Latino		
requisite skills in immediate labor areas.														
% of Minorities/Females promotable, transferable	e, or trainable.	1.00		82.4		70.6		29.4		26.5		11.8		
GROUP TOTAL NO.: 4		If Group To	otal	is 4 or less, th	en .	Job Group is t	00 8	small to analy	ze	<u>                                     </u>				
No. Male: 1 No. Female:	3		2000000000000	Females		**Total Minority		Asian or Nat. Haw. or Other Pac. Isl.	A	Black or rican American		Hispanic or Latino	lı	ndividuals with Disabilities
CURRENT UTILIZATION:			#	3	#	4	#	1	#	2	#	1	#	1
			%	75.0	%	100.0	%	25.0	%	50.0	%	25.0	%	25.0
OVERALL AVAILABILITY:			%	82.4	%	70.6	%	29.4	%	26.5	%	11.8	%	7.0
UNDERUTILIZATION:			%	7.4	%	NONE	%	4.4	%	NONE	%	NONE	%	NONE
			#	0.30	#	0.00	#	0.18	#	0.00	#	0.00	#	0.00
			UU		UU		UU		UU		UU		UL	
			100	U	00	0	00	0	00	U	00	0	00	. 0
Total Minority includes Asian or Nat. Haw. or Ot	her Pac. Isl., Am.	Ind./Al. Natives, Bla	ack or	African American	i, Hisp	panic or Latino, ar	nd Tv	vo or More Races						
			-						-				-	
			+				+		+		$\vdash$			

## Technical/ Paraprofessional

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

				Dotted bo	ordered c	ells	require a	number en	try to comp	ute % of tec	hnicians in a	area/field.	
<u>Area/Field</u>		# of technicians in area/field	↓	TOTAL # of Technicians	% of technicians in area/field		<u>Male</u>	<u>Female</u>	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African  American	<u>Hispanic or</u> <u>Latino</u>	Individuals wit
* ^^ Health	=	0	1	12	0%	Ы							
* ^^ Engineering	=	0	1	12	0%								
* ^^ Science	=	12	1	12	100%		Dott	ed bordered	l cells requi	re a number e	entry in orde	r for the "Cur	rent
* ^^ Computers	=	0	1	12	0%			Utilizaiton"	on the Tab-	IA ADM 4 UA\	N F2015 to b	e calculated.	
* ^^ Broadcasting/Communications	=	0	1	12	0%		- 1	1	1	1	1	1	
* ^^ Bus.& Mngmnt / Serv. Occupations	=	0	1	12	0%	Ш	¥	<b>*</b>	♦	₩			¥
TOTAL Number of CLTs		12					3 3	9	7	2	1 1	4	i (
	OVEF	rall availabii	LITY	<u>/:(from</u> TAB - ADI	M 4 Factors AD F2	010.)		<u>Female</u>	**Total <u>Minority</u>	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	
		Health						59.2	31.3	7.4	14.7	7.5	
		Engineering						16.3	25.3	5.9	8.8	9.0	
		Science						44.7	27.4	10.4	7.2	6.3	
		Computers						22.9	36.8	22.6	7.0	5.7	
		Broadcasting/Co	omm	nunications				34.4	34.4	7.3	9.4	16.0	
		Rus & Mnamat /	Ser	v. Occupations				38.7	24.4	4.8	5.8	13.3	

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

TOTAL OV	ÆRALL AVAILABILITY (OA)		44.7	27.4	10.4	7.2	6.3	0.7
Bus.& Mngmnt / Se	erv. Occupations	0%	0.0	0.0	0.0	0.0	0.0	
Broadcasting/Com	munications	0%	0.0	0.0	0.0	0.0	0.0	
Computers	and the UU is automatically computed.	0%	0.0	0.0	0.0	0.0	0.0	
Science	The state of the s	<sup>eet</sup> 100%	44.7	27.4	10.4	7.2	6.3	
Engineering	the weight and the Occupation. The TOTAL OA is populated on the UAW sheet	0%	0.0	0.0	0.0	0.0	0.0	
Health	Numbers in this area are computed with the weight and the Occupation. The	0%	0.0	0.0	0.0	0.0	0.0	
ighted Overall A areas by % of e		technicians in area/field	<u>Female</u>	**Total <u>Minority</u>	Haw. or Other Pac. Isl.	Black or African  American	<u>Hispanic or</u> <u>Latino</u>	Individuals v Disabili
	0.139	% of		******	Asian or Nat	District AC	100 20	Lar State

						Two Fact	or A	vailability								
OTE:	Please weight depe	ending on the num	ber of employed	es in fields.			Col	lege:	Joh	n Jay Colle	ge (	of Criminal	Jus	stice		
							Ser	mester/Year:				LL, 2016				
FFIRM	ATIVE ACTION UNI	Т:			Con	stituent Depart	men									
	ADMINISTRATIO	N IV														
	ADMINISTRATIO	NIV						SCIENCE								
EO C/	ATEGORY:				Job	Titles:										
-	Technicians					COLLEGE LAI	3 TE	CHNICIANS (C	LTs)							
								College Lab Te								
								or College Lab								
-						(	Colle	ge Lab Tech.								
OB GI	ROUP:															
_	ADMINISTRATION IV															
						1		**Total		Asian or Nat. Haw. or Other		Black or		Hispanic or		
ACTO	ORS:			Weighting		Female		Minority		Pac. Isl.	Af	rican American		Latino		
. % a\	ailability of Minorities	Females with		See Factors												
requ	uisite skills in immediat	e labor areas.		worksheet		44.7		27.4		10.4		7.2		6.3		
. % of	Minorities/Females pr	omotable, transfera	ble, or trainable.													
GROL	IP TOTAL NO.:	12							1	l			<u> </u>			
No. M	fale: 3	No. Female:	9			Female		**Total Minority		Asian or Nat. Haw. or Other Pac. Isl.	Af	Black or rican American		Hispanic or Latino		ividuals with abilities
	CURRENT UTIL	IZATION:			#	9	#	7	#	2	#	1	#	4	#	0
					%	75.0	%	58.3	%	16.7	%	8.3	%	33.3	%	0.0
	OVERALL AVA	I ARII ITY:														
	4 - 1 W 1 - 1 - 1 - 1 - 1 - 1				%	44.7	%	27.4	%	10.4	%	7.2	%	6.3	%	0.7
	UNDERUTILIZ <i>i</i>	ATION:			%	NONE	%	NONE	%	NONE	%	NONE	%	NONE	%	0.
					#	0.0	#	0.00	#	0.00	#	0.00	#	0.00	#	0.0
					UU	0	UU	0	UU	0	UU	0	UU	0	UU	

	Δ(	CCOUNTAN	NTS - ACC	OUNTANT AS	SSISTANT									
	<u> </u>	<del>5000111711</del>		araprofessional	<del>501017411</del>									
ITAN]	Γ:													
NG AS	SISTANT:													
		Asi	Sistant Fulchas	Ing Agent										
SOLI	RCF					W	/EIGHTING							
000	<u>ROL</u>					<u> </u>	LIGITINO							
or 1:							1.0							
				Asian or Nat.	Black or		Individuals							
		_	**Total	Haw. or Other	African	Hispanic or	with							
							Disabilities							
		<u>8.0C</u>	<u> 20.7</u>	11.8	<u>/.</u> 8	<u>5.9</u>	<u>7.0</u>							
	NG AS		NG ASSISTANT: Fin Ass	NG ASSISTANT:    SOURCE     or 1: 2007 - 2011 U.S. Census- American Communication     "Accountants and Auditors (code 800) and Position     **Total     Minority	Finance Accountant Assistant  Assistant Purchasing Agent  SOURCE  or 1: 2007 - 2011 U.S. Census- American Community Survey (ACS) - N  "Accountants and Auditors (code 800) and Purchasing Managers  **Total Haw. or Other Pac. Isl.	NG ASSISTANT:  Finance Accountant Assistant Assistant Purchasing Agent  SOURCE  or 1: 2007 - 2011 U.S. Census- American Community Survey (ACS) - NY, NJ, CT, PA - "Accountants and Auditors (code 800) and Purchasing Managers (150)  **Total Haw. or Other African American  Female Minority Pac. Isl. American	Finance Accountant Assistant  Assistant Purchasing Agent  SOURCE  or 1: 2007 - 2011 U.S. Census- American Community Survey (ACS) - NY, NJ, CT, PA- "Accountants and Auditors (code 800) and Purchasing Managers (150)  **Total Haw. or Other African American Hispanic or Pac. Isl.  Female Minority Pac. Isl.  Female Latino							

					Two F	Fact	tor Availability								
						Co	ollege:	Jol	hn Jay Col	leç	je of Crimir	nal	Justice		
						Se	emester/Year:				LL, 2016				
FFIRMATIVE ACTION	UNIT:			Con	nstituent Depart	mei	nts:								
ACCOUNTANT	'S - ACCOUNTAN'	T ASSISTANT													
EO CATEGORY:					Titles: Finance Accor	unta	ant Assistant								
Technical/Para	professional				Assistant Puro										
OB GROUP:															
Finance Accou	Intant Assistant														
ACTORS:			Weighting		Females		**Total Minority		Asian or Nat. Haw. or Other Pac. Isl.		Black or African American		Hispanic or Latino		
% availability of Minori requisite skills in immed			1.00		50.8		26.7		11.8		7.8		5.9		
. % of Minorities/Female	s promotable, transfera	able, or trainable.													
GROUP TOTAL NO.:	2		If Group T	otal i	s 4 or less, th	en .	Job Group is too	sm	all to analyze						
No. Male:	No. Female	2			Females		**Total Minority		Asian or Nat. Haw. or Other Pac. Isl.	ı	Black or African American		Hispanic or Latino		dividuals with Disabilities
CURRENT UTI	LIZATION:			#	2	#	2	#	0	#	1	#	1	#	0
				%	100.0	%	100.0	%	0.0	%	50.0	%	50.0	%	0.0
OVERALL AV	AILABILITY:			%	50.8	%	26.7	%	11.8	%	7.8	%	5.9	%	7.0
UNDERUTILIZ	ATION:			%	NONE	%	NONE	%	11.8	%	NONE	%	NONE	%	7.0
				#	0.00	#	0.00	#	0.24	#	0.00	#	0.00	#	0.14
				UU	0	UL	J 0	UU	0	UU	0	UU	0	UU	(
				$oldsymbol{\perp}$		L		上		L		$oxed{\bot}$		igspace	

								FALL,	2016
				BROAD(	CASTING / MI	EDIA TITLE	<u>S</u>		
					Technical/Paraprofe	ssional			
dcastir	ng / Med	a Titles							
				Broadcast Ass	ociate				
				The sales I as d 7	taratata.				
				Theatre Lead T	ecnnician				
SO	URCE						\	<u>WEIGHTING</u>	
00	<u>OROL</u>							TVEIGITII VO	
ctor 1:					ty Survey (ACS) - N			1.0	
			Technicians a ers (2900)	and Radio Operat	ors and Other Medi	a and Communica	ations		
	Lquipi	ICIIL VVOIN	.613 (2300)						
				***	Asian or Nat.	Black or	l liamania an	Individuals	
			<u>Female</u>	**Total Minority	Haw. or Other Pac. Isl.	African American	Hispanic or Latino	with Disabilities	
			<u>12.9</u>	<u>23.8</u>	<u>2.7</u>	<u>11.3</u>	<u>8.1</u>	<u>7.0</u>	
-									

					Two Facto	or Av	ailability								
						Col	lege:	Joh	n Jay Co	olle	ge of Cri	imiı	nal Just	i	
						Ser	nester/Year	:	ı	FAL	L, 2016				
AFFIRM ATIV	VE ACTION U	NIT:		Con	stituent Depa	rtmei	nts:								
BRO	ADCASTIN	G / MEDIA TITLES													
EO CATEG	ORY:			Job	Titles: Broadcast A	\ccor	iata								
Tech	nnical/Parap	rofessional			Dioducast	15500	iale								
					Theatre Lea	d Tec	chnician								
IOB GROUP	h.														
BRO	DADCASTIN	G / MEDIA TITLES													
				+		$\vdash$		Ι_Δ	sian or Nat.						
							**Total		aw. or Other		Black or	ŀ	lispanic or		
ACTORS:			Weighting	╁	Females	╁	Minority		Pac. Isl.	Afri	can American		Latino		
		es/Females with	4.00		40.0		00.0		0.7		44.0		0.4		
		iate labor areas.	1.00	╁	12.9	+	23.8		2.7		11.3		8.1		
. % OT MINORID	les/Females pro	motable, transferable, or trainable													
GROUP TO	TAL NO.:	9													
No. Male:	7	No. Female: 2					***		sian or Nat.		DI I	Ϊ.	P	Ι	
					Females		**Total Minority	Hi	aw. or Other Pac. Isl.	Afri	Black or can American		lispanic or Latino	_	ividuals wit Disabilities
		ZATION		#	2	#	5	#	1	#	2	#	2	#	1
CU	JRRENT UTILI	ZATION.		11											
CU	JRRENT UTIL	ZATION.					FF 0		444	1	00.0				11.1
CU	JRRENT UTIL	ZATION.		%	22.2	%	55.6	%	11.1	%	22.2	%	22.2	%	
	JRRENT UTIL					%	55.6	%	11.1	%	22.2	%	22.2	%	
				%	22.2										
						%	23.8	%	2.7	%	11.3	%	8.1	%	
OV	VERALL AVA	ILABILITY:		%	12.9	%	23.8	%	2.7	%	11.3	%	8.1	%	7.0
OV		ILABILITY:		%	22.2 12.9 NONE		23.8 NONE		2.7		11.3 NONE		8.1 NONE		7.0
OV	VERALL AVA	ILABILITY:		%	12.9	%	23.8	%	2.7	%	11.3	%	8.1	%	7.0

						FALL,	2016
			JTER SPE				
		lec	hnical/Paraprofe	essional			
MOUTED COL	TOTAL ICT.						
MPUTER SPE	CIALIST:						
	IT Senior Associate						
	IT Associate						
	IT Assistant						
	IT Support Assistant						
SOURCE						WEIGHTING	
Factor 1:	2007 - 2011 U.S. Census	- American Community S	urvey (ACS) - NY	, NJ, CT, PA - Comp	outer	1.0	
	Scientist Systems Analys						
	(1020); Computer Suppo						
	Data Communication An	alysts (1110); Computer I	Hardware Engine	ers (1400); Comput	er Operators		
	(5800); and Computer Co	ontrol Programmers and	Operators (7900)				
				Asian or Nat.	Black or		Individua
		Female	**Total Minority	Haw. or Other Pac. Isl.	African American	<u>Hispanic or</u> <u>Latino</u>	<u>wi</u> Disabilitie
		<u>remale</u> <u><b>26.4</b></u>			American		
			<u>33.6</u>	<u> 19.7</u>	<u>7.1</u>	<u>5.4</u>	<u>7.</u>

				$\vdash$									
					·	<u>Jo</u>				m	inal Justic		
				Se	mester/Year:			FA	LL, 2016				
FFIRMATIVE ACTION UNIT:		Coi	nstituent Depar	tmer	nts:								
COMPUTER SPECIALISTS													
EO CATEGORY:		Jol	b Titles:										
LO CATLOGRI.		30	b rides.										
Technical/Paraprofessional			IT Senior Associ	ate									
			IT Associate IT Assistant										
		_	IT Support Assis	tant									
OB GROUP:													
COMPUTER SPECIALISTS													
ACTORS:	Weighting		Females		**Total Minority		Asian or Nat. Haw. or Other Pac. Isl.	Afı	Black or rican American		Hispanic or Latino		
. % availability of Minorities/Females with								7					
requisite skills in immediate labor areas.	1.00		26.4		33.6		19.7		7.1		5.4		
% of Minorities/Females promotable, transferable, or trainable													
		2000				3333		0.000		33333			
GROUP TOTAL NO.: 29													
No. Male: 20 No. Female: 9			Females		**Total Minority		Asian or Nat. Haw. or Other Pac. Isl.	Afı	Black or rican American		Hispanic or Latino	In	dividuals with Disabilities
CURRENT UTILIZATION:		#	9	#	25	#	6	#	13	#	6	#	0
		%	31.0	%	86.2	%	20.7	%	44.8	%	20.7	%	0.0
OVERALL AVAILABILITY:				T									
		%	26.4	%	33.6	%	19.7	%	7.1	%	5.4	%	7.0
UNDERUTILIZATION:		%	NONE	%	NONE	%	NONE	%	NONE	%	NONE	%	7.0
		#	0.00	#	0.00	#	0.00	#	0.00	#	0.00	#	2.03
		UU	0	UU	0	UU	0	UU	0	UU	0	UU	2
		+				_		_				_	

					<b>FALL, 201</b>	6
	PR	INT SHOP	TITLES/ MEI	DIA SERVIC	CES	
			echnical/Paraprofessi			
DIA SERVICES/						
INT SHOP TITLES						
	Pri	nt Shop Assoc	ciate			
		nt Shop Assis				
		aphic Designe				
SOURCE	2011110		'	ADV ALL OT 5:	_	/EIGHTING
"Misce	2011 U.S. Census- A ellaneous Media & Cor tors (8255).				-	1.0
Орега	5.5 (0 <u>2</u> 05).			1		
		**To+o!	Asian or Nat.	Black or	Lliononia ar	<u>Individuals</u>
	<u>Female</u>	**Total Minority	Haw. or Other Pac. Isl.	African American	Hispanic or Latino	with Disabilities
	28.9	33.9	6.5	9.0	16.6	7.0
		2319	<u> </u>	310		- 10

								Two Facto	or Ava	ailability								
									Co	llege: J	oh	n Jay Col	leg	e of Cri	miı	nal Justi	i	
									Se	mester/Year		F	ALI	., 2016				
FFIRM	IATIVEA	CTION UNIT	:				Cor	nstituent Depa	rtmer	nts:								
	PRINT	SHOP TITL	ES/ M	EDIA SER	RVICES													
															-			
EO CA	TEGORY	:					Jok	Titles:										
-	Technic:	al/Paraprof	accion:	al														
	I COI II II C	ai/i aiapioi	5331011	ai														
_								Print Shop Asso	ociate									
								Print Shop Assi	stant									
$\dashv$								Graphic Design	er									
OB GF	ROUP:										+				+			
	PRINT	SHOP TITL	ES/ M	EDIA SER	RVICES													
АСТО	RS:					Weighting		Females		**Total Minority		Asian or Nat. Haw. or Other Pac. Isl.		Black or African American		Hispanic or Latino		
		of Minorities/F						20.0				0.5		0.0		40.0		
		in immediate				1.00		28.9		33.9		6.5		9.0		16.6		
. % Of N	linorities/Fe	emales promot	able, trans	sterable, or trai	nable													
						***************************************												
GROU	P TOTAL	NO ·	5															
					4			************	T		T	Asian or Nat.	T	Black or	T	***********	T	200000000000000000000000000000000000000
No. M	ale:	4	No	o. Female:	1			Females		**Total Minority		Haw. or Other Pac. Isl.		African American		Hispanic or Latino		ividuals wit Disabilities
	CURRE	NT UTILIZA	TION:				#	1	#	4	#	0	#	1	#	3	#	0
							%	20.0	%	80.0	%	0.0	%	20.0	%	60.0	%	0.0
	OVERA	ALL AVAILA	BILITY:	:														
							%	28.9	%	33.9	%	6.5	%	9.0	%	16.6	%	7.0
	UNDER	UTILIZATIO	N:				%	8.9	%	NONE	%	6.5	%	NONE	%	NONE	%	7.0
							#	0.45	#	0.00	#	0.33	#	0.00	#	0.00	#	0.35
							UU	0	UU	0	UU	0	UU	0	UU	0	UU	0
$\dashv$							1		1				1		1		1	

## Secretarial/ Clerical

									FALL,	2016
									<del>-,</del>	-
					CUNY		RATIVE ASSI	<u>STANT</u>		
						Secretari	al and Clerical			
NY	ADMIN	ISTR	ΔTIVE							
	TANT			CUN	Y Administrative	e Assistants				
		SOU	RCF						,	WEIGHTING
	Facto	-	N/A							0.0
	Facto	-	N/A							0.0
	Facto	r 1:	N/A CUNY Su				Assistant (level 3 o			1.0
		r 1:	N/A CUNY Su	Worker titl	es. The CUNY A	dministrative As	sistant title is strictly	promotional from	m the	
		r 1:	N/A CUNY Su	Worker titl nt CUNY (	es. The CUNY A Office Assistant (I	dministrative As		promotional from	m the	
		r 1:	N/A CUNY Su Services Permane	Worker titl nt CUNY (	es. The CUNY A Office Assistant (I	dministrative As	sistant title is strictly	promotional from	m the	
		r 1:	N/A CUNY Su Services Permane	Worker titl nt CUNY (	es. The CUNY A Office Assistant (I	dministrative As	sistant title is strictly	promotional from	m the	
		r 1:	N/A CUNY Su Services Permane	Worker titl nt CUNY (	es. The CUNY A Office Assistant (I	dministrative As	sistant title is strictly	promotional from	m the	
		r 1:	N/A CUNY Su Services Permane	Worker titl nt CUNY (	es. The CUNY A Office Assistant (I	dministrative As	sistant title is strictly	promotional from	m the	
		r 1:	N/A CUNY Su Services Permane	Worker titl nt CUNY (	es. The CUNY A Office Assistant (I	dministrative As	sistant title is strictly	r promotional from	m the	
		r 1:	N/A CUNY Su Services Permane	Worker titl nt CUNY (	es. The CUNY A Office Assistant (I uirement.	dministrative Assevel 3 or above)	sistant title is strictly and Mail Message S  Asian or Nat. Haw. or Other	y promotional from Services Worker Black or African	m the titles with	1.0
		r 1:	N/A CUNY Su Services Permane	Worker titl nt CUNY (	es. The CUNY A Office Assistant (I	dministrative Assevel 3 or above)	sistant title is strictly and Mail Message S  Asian or Nat.	y promotional from prom	m the titles with	1.C
		r 1:	N/A CUNY Su Services Permane	Worker titl nt CUNY (	es. The CUNY A Office Assistant (I uirement.	dministrative Assevel 3 or above)  **Total  Minority	Asian or Nat. Haw. or Other Pac. Isl.	promotional from the promotional from the promotional from the promotional from the promotion of the promoti	m the titles with  Hispanic or Latino	Individuals with Disabilities
		r 1:	N/A CUNY Su Services Permane	Worker titl nt CUNY (	es. The CUNY A Office Assistant (I uirement.	dministrative Assevel 3 or above)	sistant title is strictly and Mail Message S  Asian or Nat. Haw. or Other	y promotional from Services Worker Black or African	m the titles with	1.0

					Two Factor	Ava	ilability								
						Col	lege:	Jol	hn Jay C	ollo	eae of Cı	im	inal Just		
							nester/Year:				LL, 2016				
AFFIRM.	ATIVE ACTION U	NIT:		Cons	tituent Depar	tmen	ts:								
C	CUNY ADMINIS	TRATIVE ASSISTANT													
EO CA	TEGORY:				Titles:	etrat	ive Assistants							Н	
S	Secretarial and (	Clerical			JONT AUTIIII	Sual	IVE ASSISTANTS								
JOB GR	OUP-														
		TDATIVE ACCIONA													
C	CUNY ADMINIS	TRATIVE ASSISTANT													
									Asian or Nat.						
ACTOF			Weighting		Females		**Total Minority	Н	law. or Other Pac. Isl.	Afr	Black or ican American		Hispanic or Latino		
	ailability of Minorities site skills in immedia														
		promotable, transferable, or trainab	le.												
			1.00		91.1		72.2		6.7		39.0		26.0		
GROUF	TOTAL NO.:	7													
No. Ma		No. Female: 7			Females		**Total Minority		Asian or Nat. Haw. or Other Pac. Isl.	Afr	Black or ican American	1	Hispanic or Latino		lividuals wi Disabilities
	CURRENT UTILIZ	ZATION:		#	7	#	7	#	0	#	1	#	6	#	1
				%	100.0	%	100.0	%	0.0	%	14.3	%	85.7	%	14.3
	OVERALL AVAI	LABILITY:													
				%	91.1	%	72.2	%	6.7	%	39.0	%	26.0	%	7.0
	UNDERUTILIZAT	ION:		%	NONE	%	NONE	%	6.7	%	24.7	%	NONE	%	NONE
				#	0.00	#	0.00	#	0.47	#	1.73	#	0.00	#	0.00
				UU	0	UU	0	UU	1	UU	2	UU	0	UU	(

						FALL,	2016
		_			_		
		CUNY OFFI		TARIAL ASSI	<u>STANT</u>		
			Secretarial	and Clerical			
<u>( office/</u> Retarial as	CCICTANT.		LINV Offica/Sa	ecretarial Assistant	(all levels)		
CIANIAL A	DOIGTANT.		JUNI OTTICE/36	CIECAHAI ASSISTANT	(all levels)		
COLI	205					· ·	VEIOLITINO
SOUF Factor 1:		ansus- American Co	ommunity Survey	y (ACS) - NY, NJ, CT	PΔ - Secretarie	_	<u>VEIGHTING</u>
i dotoi i.				d Typists (5820); and			1.0
	Workers, all other (5	5940), Office Clerks	, General (5860)				
		5940), Office Clerks	, General (5860)				
		5940), Office Clerks	, General (5860)				
		5940), Office Clerks	, General (5860)				
		5940), Office Clerks	, General (5860)				
		5940), Office Clerks	, General (5860)	Asian or Nat.	Black or		Individuals
			**Total	Asian or Nat. Haw. or Other	<u>African</u>	Hispanic or	with
		5940), Office Clerks  Female		Asian or Nat.		Hispanic or Latino	Individuals with Disabilities
			**Total	Asian or Nat. Haw. or Other	<u>African</u>		with
		<u>Female</u>	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	African American	<u>Latino</u>	with Disabilities

		Two Fa	ctor A	vailability								
			Co	ollege:	Jo	hn Jay C	olle	ege of Cri	mi	inal Just		
			Se	emester/Yea				LL, 2016				
AFFIRMATIVE ACTION UNIT:		Constituent D	epartm	nents:								
CUNY OFFICE/SECRETARIAL ASSISTANT:												
EO CATEGORY:		Job Titles:										
			fice/Se	ecretarial Ass	ista	nt (all levels)						
Secretarial and Clerical												
JOB GROUP:												
CUNY OFFICE/SECRETARIAL ASSISTAN	IT											
FACTORS:	Weighting	Females		**Total Minority		Asian or Nat. Haw. or Other Pac. Isl.	Afi	Black or rican American		Hispanic or		
I. % availability of Minorities/Females with	weighting	remales		Willority		FdC. ISI.	All	ican American	-	Latillo		
requisite skills in immediate labor areas.	1.00	89	.9	26.5		3.7		11.6		9.8		
2. % of Minorities/Females promotable, transferable, or trainable												
GROUP TOTAL NO.: 36												
No. Male: 3 No. Female: 33		Females		**Total Minority		Asian or Nat. Haw. or Other Pac. Isl.	Afı	Black or rican American		Hispanic or Latino		viduals with
CURRENT UTILIZATION:		# 3	3 #	33	#	3	#	20	#	10	#	1
		% 91	.7 %	91.7	%	8.3	%	55.6	%	27.8	%	2.8
OVERALL AVAILABILITY:											H	
		% 89	.9 %	26.5	%	3.7	%	11.6	%	9.8	%	7.0
UNDERUTILIZATION:		% NON	E %	NONE	%	NONE	%	NONE	%	NONE	%	4.2
		# 0.0	0 #	0.00	#	0.00	#	0.00	#	0.00	#	1.52
		UU	0 υυ	0	UU	0	UU	0	UU	0	UU	2

							FALL, 20	016
							·	
			/115001	0E 0ED\//0	NEO WORK	/FB		
		MAIL /		GE SERVIC		<u>EK</u>		
			56	ecretarial/Clerical				
L / MESS	AGE_							
VICES W	ORKER							
		M	ail Message	e Services Wo	orker			
<u>SO</u>	<u>URCE</u>							WEIGHTING
Factor 1:		.S. Census- Ameri ators, Except Post			- NY, NJ, CT, P	A - Mail Clerk	ks/Mail	1.0
				Asian or Nat	Black or		Individuals	
		<u>Female</u>	**Total Minority	Haw. or Other Pac. Isl.	African American	Hispanic or Latino	with Disabilities	
		<u>41.5</u>	<u>42.7</u>	<u>4.9</u>	<u>19.2</u>	<u>16.9</u>	<u>7.0</u>	

					T	wo Factor	Ava	ilability								
							Co	llege:	Jol	hn Jav	Col	lege of (	 Cri	minal J	J	
								mester/Yea				LL, 2016				
FFIRMATIVE	E ACTION UNIT:				Cor	nstituent Dep	artm	nents:								
		SERVICES WC	RKER													
EO CATEGO	RY:				Jol	b Titles:										
Secre	tarial/Clerical					Mail Messa	ge S	Services Wor	rl							
OB GROUP:																
	/ MESSAGE	SERVICES WC	RKER													
ACTORS:				Weighting		Females		**Total Minority		Asian or Nat. aw. or Other Pac. Isl.		Black or African American		Hispanic or Latino		
	y of Minorities/Fe tills in immediate			1.00		41.5		42.7		4.9		19.2		16.9		
		ble, transferable, or tra	ninable	1.00		71.0		72.1		т.Э		13.2		10.3		
GROUP TOT	AL NO.:	6														
No. Male:	6	No. Female:	0	_		Females		**Total Minority		Asian or Nat. aw. or Other Pac. Isl.		Black or African American		Hispanic or Latino		ividuals witl Disabilities
CUR	RENT UTILIZAT	ION:			#	0	#	4	#	0	#	1	#	3	#	0
					%	0.0	%	66.7	%	0.0	%	16.7	%	50.0	%	0.0
OVE	RALL AVAILA	BILITY:														
					%	41.5	%	42.7	%	4.9	%	19.2	%	16.9	%	7.0
UND	ERUTILIZATION	l:			%	41.5	%	NONE	%	4.9	%	2.5	%	NONE	%	7.0
					#	2.49	#	0.00	#	0.29	#	0.15	#	0.00	#	0.42
					UU	3	UU	0	UU	0	UU	0	UU	0	υυ	0
													Ш.			

# Skilled trades/ Crafts

					F	ALL, 2016	
	<u> </u>	SKILLED TRA			RVISORY T	<u>ITLES</u>	
			S	killed Crafts			
LLED TRAI AFTS	DES/						
PERVISOR	_						
	Sup	ervisor (Maintena	nce and Labo	rer)			
		(1112111101110		,			
	IRCE					<u>W</u>	/EIGHTING
Factor 1:	N/A						0.0
Factor 2:		Spring 2011, Skille		•	nanency and		1.0
	appointment t	to title with years of	service require	ment.			
				Asian or Nat	Black or		Individuals
		<u>Female</u>	**Total <u>Minority</u>	Haw. or Other Pac. Isl.	African American	Hispanic or Latino	with Disabilities
+		0.6	24.1	2.8	8.8	12.0	7.0
					0.0	12.0	1.0

					UTILIZATIO	ON.	ANALYSI	S W	ORKSHE	ET							
						Two	Factor Ava	ilabi	lity								
								Со	llege:	Jo	hn Jay (	Col	lege of	Cri	minal Ju		
								Se	mester/Yea				ALL, 201				
A FEIDM A TIVE A C	TION LINIT.					Ca	natituant Dan		amta.				,				
AFFIRMATIVE AC	TION UNIT:					Co	nstituent Dep	Jartii	ients:								
SKILLED	TRADES/ CRAF	TS															
								_									
EEO CATEGORY:						Jo	b Titles:										
Skilled Cr	afts						,					H					
							Superviso	r (M	aintenance	and	d Laborer)						
											,						
							<u> </u>										
							r										
							r										
JOB GROUP:																	
0//11/50 75		DED) (100 D)								-		H					
SKILLED IF	ADES/CRAFTS SU	PERVISOR	Y IIILES														
											Asian or Nat.		Black or				
FACTORS:					Weighting		Females		**Total Minority	Н	law. or Other Pac. Isl.		African American	ŀ	lispanic or Latino		
	Minorities/Females w	rith															
requisite skills in	immediate labor are	as.															
2. % of Minorities/F	emales promotable,	transferable	e, or traina	able													
					1.00		0.6		24.1		2.8	<u> </u>	8.8		12.0	30000	
GROUP TOTAL I	NO.:	'	1		If Group T	otal	is 4 or less,	the	n Job Grouj	o is	too small to	ana	alyże				
No. Male:	1	No. F	emale:	0					**Total		Asian or Nat. Haw. or Other		Black or African	١,	lispanic or	Ind	ividuals with
							Females		Minority		Pac. Isl.		American	L	Latino		Disabilities
CURREN	T UTILIZATION:					#	0	#	1	#	0	#	1	#	0	#	1
						%	0.0	%	100.0	%	0.0	%	100.0	%	0.0	%	100.0
OVERAL	L AVAILABILITY:																
						%	0.6	%	24.1	%	2.8	%	8.8	%	12.0	%	7.0
UNDERU	TILIZATION:					%	0.6	%	NONE	%	2.8	%	NONE	%	12.0	%	NONE
						#	0.01	#	0.00	#	0.03	#	0.00	#	0.12	#	0.00
						UU	0	UU	0	UU	0	UU	0	UU	0	UU	0
						00	3	00	3	00	3	30	- 0	00	<u> </u>	00	J
**Total Minority incl	udes Asian or Nat. H	law. or Oth	er Pac. Is	I., Am. Ind./Al. N	atives, Black or	Africar	American, His	spanic	or Latino, and	Two	or More Races	S.					

								F	ALL, 2016
					SKILLE	D TRADES/CI	RAFTS		
						Skilled Crafts			
LLED	DAFTC								
ADES/C	KAFIS	<u>);</u>							
			Carpe	enter	(	Oiler			
			Electi	rician	1	Painter			
			Labor	er	1	Plumber			
			Locks			Plumber Helper			
			Main	tenance Worker	9	Stationary Engineer			
Facto	SOUR	_				ey (ACS) - NY, NJ, C			WEIGHTING 1.0
	    -  -	Boiler Ope (6420), "Pi Automotive 'Cement N 'Plasters a	rator" (86 pelayers, e Service Mason, Co and Stucc	10), "Carpenters" (6 Plumbers, Pipefitte Technicians & Mec Increte Finishers &	5230), "Electrici ers" (6440), "Ma hanics" (7200), Terrazzo Work Construction La	ans" (6355), "Painter achinist" (8030), "Con "Elevator Installer & er" (6250), "Locksmit aborers" (6260), "Mai	s, Construction Main struction Manager" Repairer" (6700), "R h and Safe Repairer	ntenance" (220), coofer" (6515), s" (7540),	
				<u>Female</u>	**Total <u>Minority</u>	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individual: wit Disabilitie:
				2.5	29.7	2.6	<u>7.0</u>	<u>18.7</u>	7.0
				===					

							_ 1	wo Factor	Avai	ilability								
										llege: mester/Yea			_	ege of C L, 2016		ninal Jus		
											i.		IAL	L, 2010				
AFFIR	MATIV	/EACTION U	NIT:				Cor	stituent Depa	artm	ents:								
	SKIL	LED TRADI	ES/CRA	FTS														
E0 C	ATEGO	npv.					lot	Titles:						1 1				
LUC	AILG	JKI.					301											
	Skille	ed Crafts						Carpenter			Oiler							
								Electrician Laborer			Paintei Plumb							
								Laborer				er er Helper						
								Maintenance W	orker			ary Engineer						
								Wallord 100 V				ary Eriginoor						
OB G	ROUP:		DA ETO															
	SKILL	ED TRADES/C	RAFIS															
										**Total		Asian or Nat. aw. or Other		Black or		Hispanic or		
	ORS:	lity of Minoritie	c/Eomalos	with		Weighting	1	Females		Minority	-	Pac. Isl.	Atri	can Americar	1	Latino		
		kills in immedia				1.00		2.5		29.7		2.6		7.0		18.7		
104	uioito oi		ito iaboi c	1000.		1.00		2.0		20.7		2.0		7.0		10.7		
. % 0	of Minor	ities/Females	promotab	e, transferable,	or trainable													
						*****************			<u>.</u>									
GRO	UP TO	TAL NO.:	37	7		If Group To	tal i	s 4 or less, 1	hen	Job Group	is to	o small to	analy	ze				
No.	Male:	37		No. Female	0			Females		**Total Minority		asian or Nat. aw. or Other Pac. Isl.		Black or can Americar		Hispanic or Latino		viduals w sabilities
	CU	RRENT UTILI	ZATION:				#	0	#	22	#	0	#	10	#	12	#	(
							%	0.0	%	59.5	%	0.0	%	27.0	%	32.4	%	0.0
	ov	ERALL AVA	LABILIT	Y:														
							%	2.5	%	29.7	%	2.6	%	7.0	%	18.7	%	7.0
	UN	DERUTILIZAT	ION:				%	2.5	%	NONE	%	2.6	%	NONE	%	NONE	%	7.0
							#	0.93	#	0.00	#	0.96	#	0.00	#	0.00	#	2.5
							UU	1	UU	0	UU	1	UU	0	UU	0	UU	;
											-		-		-		$\vdash$	

# Service/ Maintenance

						FALL, 201
	CAMPII	S DE ACE/S	SECURITY OF	EICER I EVI		
	CAMII U		ervice/Maintenance	I ICLIVELVE	<u>  </u>	
MDUG DEACE/						
MPUS PEACE/ CURITY OFFICER LEVEL	<u>. 1:</u>	Campus Pead	ce/Security Office	r Level 1		
		•	urity Assistant			
COLIDOE					WEIGHTING	
<u>SOURCE</u> Factor 1: 2007 - 2	011 U.S. Census-	American Com	munity Survey (ACS)	- Residence	1.0	
			heriffs Patrol Officer (		1.0	
			Asian or Nat.	Black or		Individuals
		**Total	Haw. or Other	<u>African</u>	Hispanic or	with
	<u>Female</u>	Minority	Pac. Isl.	<u>American</u>	<u>Latino</u>	<u>Disabilities</u>
	<u>28.4</u>	<u>66.7</u>	<u>7.1</u>	<u>28.1</u>	<b>29.3</b>	<u>7.0</u>
			_			
otal Minority includes Asian or Na	at. Haw. or Other Pac.	Isl., Am. Ind./Al. Na	tives, Black or African Am	erican, Hispanic or Lati	no, and Two or More	Races.

			Two Facto	r Av	ailability								
						اما	hn lov Co	امال	no of Crin	ı in	al luctica		
						JO	hn Jay Co			1IN	ai Justice	<u> </u>	
				Sei	mester/Year:			FAI	LL, 2016				
AFFIRMATIVE ACTION UNIT:		Cons	tituent Depar	tmen	ts:								
CAMPUS PEACE/SECURITY OFFICER LEVEL 1													
EO CATEGORY:			Titles:		000		,						
Service/Maintenance			ampus Peac ampus Secu		curity Officer L	.evei	1					H	
Service/ivialiterialice			ampus occu	IIIy 7	NSSISTALII								
OB GROUP:													
CAMPUS PEACE/SECURITY OFFICER LEVEL 1													
, , , , , , , , , , , , , , , , , , , ,													
							Asian or Nat.						
ACTORS:	Weighting		Females		**Total Minority		Haw. or Other Pac. Isl.	Af	Black or rican American		Hispanic or Latino		
. % availability of Minorities/Females with	- 3 - 3												
requisite skills in immediate labor areas.	1.00		28.4		66.7		7.1		28.1		29.3		
	able												
	2010												
								ļ					
GROUP TOTAL NO.: 40													
No. Male: <b>22</b> No. Female: <b>18</b>							Asian or Nat.						
			Females		**Total Minority		Haw. or Other Pac. Isl.	Af	Black or rican American		Hispanic or Latino	In	dividuals with Disabilities
CURRENT LITH IZATION	***************************************	#	18	#	37	#	1	#	19	#	13	#	1
CURRENT UTILIZATION:		#					4						
		%	45.0	%	92.5	%	10.0	%	47.5	%	32.5	%	2.5
OVERALL AVAILABILITY:													
OF LOCE ATALANELII.		01	20.4	0,	66.7	0,	7.4	0/	20.4	0/	20.2	01	7 ^
		%	28.4	%	66.7	%	7.1	%	28.1	%	29.3	%	7.0
		0,	NONE	C.	NONE	<u>.</u>	NIONIE	C'	NONE	6.	NONE	۵.	4.5
		%	NONE	%	NONE	%		%	NONE	%	NONE	%	
UNDERUTILIZATION:		#	0.00	#	0.00	#	0.00	#	0.00	#	0.00	#	1.80
UNDERUTILIZATION:		<del>-</del>						1		1		1	
UNDERUTILIZATION:		UU	0	UU	0	UU	0	UU	0	UU	0	UU	2
UNDERUTILIZATION:			0	UU	0	UU	0	UU	0	UU	0	UU	2

						Fall, 2016	
		CAM	PUS PUBLI	C SAFETY	SERGEANT		
		forme	erly - Campus F	Peace/Security	Officer Level 3		
			Servi	ce/Maintenance			
MPUS F	PUBLIC SAFE	TY SERGEANT	Campus Publi	c Safety Sergear	nt		
			Campus Secu	rity Specialist			
	SOURCE					V	VEIGHTING
Facto							0.0
Facto	or 2: CUNY I	Permanent Campus	Peace Officer Lev	el 1 and 2			1.0
ctor 2:	CUNY Survey	/ Spring 2011 - Perm	anent Campus Pe	eace Officer Level	1 and 2s with years	s of service	
	requirement.						
				Asian or Nat.			Individuals
		Famala	**Total	Haw. or Other	Black or	Hispanic or	with Disabilities
		<u>Female</u>	Minority	Pac. Isl.	African American	<u>Latino</u>	Disabilities
		<u>23.7</u>	<u>87.6</u>	<u>7.4</u>	<u>55.8</u>	<u>24.1</u>	<u>7.0</u>

		I WO I actor	AV	ailability								
						n Jay Co Fall, 20	lleg 01	ge of Cri	imir	nal Justi	C	
	Cor	nstituent Depa	rtme	ents:								
	Jol	b Titles:										
		Campus Pub	olic S	Safety Sergea	ant							
		Campus Sec	urity	Specialist								
				**Total				Black or				
weighting		remaies		Minority		Pac. ISI.	Atr	ican Americai	n	Latino		
									_			
1.00		23.7		87.6		7.4		55.8		24.1		
				**Total		Asian or Nat.		Black or		Hispanic or	Indi	ividuals with
		Females		Minority	-	Pac. Isl.	Afr			Latino		Disabilities
	#	1	#	8	#	0	#	5	#	3	#	0
	%	9.1	%	72.7	%	0.0	%	45.5	%	27.3	%	0.0
	%	23.7	%	87.6	%	7.4	%	55.8	%	24.1	%	7.0
	%	14.6	%	14.9	%	7.4	%	10.3	%	NONE	%	7.0
	#	1.61	#	1.64	#	0.81	#	1.14	#	0.00	#	0.77
	UU	2	UU	2	UU	1	UU	1	UU	0	UU	1
	Weighting	# # % % #	Job Titles:   Campus Pub   Campus Sec   Ca	Constituent Department  Job Titles: Campus Public S  Campus Security  Temales  # 1 #  % 9.1 %  % 23.7 %  # 14.6 %  # 1.61 #	Constituent Departments:	Semester/Year:	Semester/Year:   Fall, 26	Constituent Departments:   Job Titles:   Campus Public Safety Sergeant   Campus Security Specialist   Haw. or Other Pac. Isl.   Afr   Asian or Nat. Haw. or Ot	Semester/Year:   Fall, 2016	Semester/Year:   Fall, 2016	Semester/Year:   Fall, 2016	Semester/Year:   Fail, 2016

CUSTODIAL ASSISTANT  Service/Maintenance							FALL, 2	2016
STODIAL ASSISTANT:  Custodial Assistant  SOURCE  Factor 1: 2007 - 2011 U.S. Census- American Community Survey (ACS) - NY, NJ, CT, PA - "Janitors and Building Cleaners" (4220)  Asian or Nat. Haw. or Other African Hispanic or Latino Disabilities							<u> </u>	
STODIAL ASSISTANT:  Custodial Assistant  SOURCE  Factor 1: 2007 - 2011 U.S. Census- American Community Survey (ACS) - NY, NJ, CT, PA - "Janitors and Building Cleaners" (4220)  Asian or Nat. Black or African Hispanic or With American Latino Disabilities								
SOURCE  Factor 1: 2007 - 2011 U.S. Census- American Community Survey (ACS) - NY, NJ, CT, PA - "Janitors and Building Cleaners" (4220)  Asian or Nat. Haw. or Other African American Latino Disabilities				<u>CU</u>	STODIAL ASS	<u>SISTANT</u>		
SOURCE  Factor 1: 2007 - 2011 U.S. Census- American Community Survey (ACS) - NY, NJ, CT, PA - "Janitors and Building Cleaners" (4220)  Asian or Nat. Hispanic or African American Minority Pac. Isl. American American Latino Disabilities					Service/Maintena	ince		
SOURCE  Factor 1: 2007 - 2011 U.S. Census- American Community Survey (ACS) - NY, NJ, CT, PA - "Janitors and Building Cleaners" (4220)  Asian or Nat. Hispanic or African American Minority Pac. Isl. American American Latino Disabilities								
SOURCE  Factor 1: 2007 - 2011 U.S. Census- American Community Survey (ACS) - NY, NJ, CT, PA - "Janitors and Building Cleaners" (4220)  Asian or Nat. Hispanic or African American Minority Pac. Isl. American American Latino Disabilities								
SOURCE  Factor 1: 2007 - 2011 U.S. Census- American Community Survey (ACS) - NY, NJ, CT, PA - "Janitors and Building Cleaners" (4220)  Asian or Nat. Haw. or Other African American Minority Pac. Isl. American Latino Disabilities	USTODI	AL ASSISTANT:	Cus	stodial Assista	nt			
Factor 1: 2007 - 2011 U.S. Census- American Community Survey (ACS) - NY, NJ, CT, PA - "Janitors and Building Cleaners" (4220)  ** Total Haw. or Other African Female Minority Pac. Isl. American Latino Disabilities	001001	712 713 013 17 11 11		7.00iai 7.00iota				
Factor 1: 2007 - 2011 U.S. Census- American Community Survey (ACS) - NY, NJ, CT, PA - "Janitors and Building Cleaners" (4220)  ** Total Haw. or Other African Female Minority Pac. Isl. American Latino Disabilities								
Factor 1: 2007 - 2011 U.S. Census- American Community Survey (ACS) - NY, NJ, CT, PA - "Janitors and Building Cleaners" (4220)  ** Total Haw. or Other African Female Minority Pac. Isl. American Latino Disabilities								
Factor 1: 2007 - 2011 U.S. Census- American Community Survey (ACS) - NY, NJ, CT, PA - "Janitors and Building Cleaners" (4220)  ** Total Haw. or Other African Female Minority Pac. Isl. American Latino Disabilities		SUIDCE					V	VEIGHTING
Building Cleaners" (4220)  Asian or Nat.  Black or  Hispanic or  with  Female  Minority  Pac. Isl.  American  Latino  Disabilities		SOUNCE					<u>V</u>	VEIGITIING
Building Cleaners" (4220)  Asian or Nat.  Black or  Hispanic or  with  Female  Minority  Pac. Isl.  American  Latino  Disabilities								
** Total     Haw. or Other     African     Hispanic or     with       Female     Minority     Pac. Isl.     American     Latino     Disabilities	Fact	tor 1: 2007 - 20	11 U.S. Census- A	merican Comm	unity Survey (ACS) - I	NY, NJ, CT, PA - "	'Janitors and	1.0
** Total     Haw. or Other     African     Hispanic or     with       Female     Minority     Pac. Isl.     American     Latino     Disabilities	Fact			merican Comm	unity Survey (ACS) - I	NY, NJ, CT, PA - "	'Janitors and	1.0
** Total     Haw. or Other     African     Hispanic or     with       Female     Minority     Pac. Isl.     American     Latino     Disabilities	Fact			merican Comm	unity Survey (ACS) - I	NY, NJ, CT, PA - "	'Janitors and	1.0
** Total     Haw. or Other     African     Hispanic or     with       Female     Minority     Pac. Isl.     American     Latino     Disabilities	Fact			merican Comm	unity Survey (ACS) - I	NY, NJ, CT, PA - "	'Janitors and	1.0
** Total     Haw. or Other     African     Hispanic or     with       Female     Minority     Pac. Isl.     American     Latino     Disabilities	Fact			merican Comm	unity Survey (ACS) - I	NY, NJ, CT, PA - "	'Janitors and	1.0
** Total     Haw. or Other     African     Hispanic or     with       Female     Minority     Pac. Isl.     American     Latino     Disabilities	Fact			merican Comm	unity Survey (ACS) - I	NY, NJ, CT, PA - "	'Janitors and	1.0
** Total     Haw. or Other     African     Hispanic or     with       Female     Minority     Pac. Isl.     American     Latino     Disabilities	Fact			merican Comm	unity Survey (ACS) - I	NY, NJ, CT, PA - "	'Janitors and	1.0
Female Minority Pac. Isl. American Latino Disabilities	Fact			merican Comm			'Janitors and	
<u>27.3</u> <u>48.9</u> <u>2.8</u> <u>15.6</u> <u>28.8</u> <u>7.0</u>	Fact				Asian or Nat.	Black or		Individuals
	Fact		Cleaners" (4220)	** Total	Asian or Nat. Haw. or Other	Black or African	Hispanic or	Individuals with
	Fact		Eleaners" (4220)	** Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities

	UTILIZ	ATIC	)n anal'	/SI	S WORKS	ΗE	ET						
		T	wo Factor	Ava	ilability								
				Co	ollege:	lol	hn Jay C	ماار	ege of Cri	mi	nal .lusti	,	
					mester/Year:				LL, 2016		iai vasti		
FEDRAL TRUE A GEOLULIA II									,				
FFIRMATIVE ACTION UNIT:		Con	stituent Depa	rtm	ents:								
CUSTODIAL ASSISTANT													
EO CATEGORY:		loh	Titles:										
EO GATEGORI.			Custodial As	sist	ant								
Service/Maintenance													
						-							
				H		H							
OB GROUP:													
CUSTODIAL ASSISTANT				H		H							
							Asian or Nat.						
					**Total		law. or Other		Black or		Hispanic or		
ACTORS:	Weighting		Females		Minority		Pac. Isl.	Af	rican American		Latino		
requisite skills in immediate labor areas.	1.00		27.3		48.9		2.8		15.6		28.8		
. % of Minorities/Females promotable, transferable, or train	nable												
						l							
GROUP TOTAL NO.: 33				T		 	Asian or Nat.	T		T			
No. Male: 17 No. Female: 16			Females		** Total Minority	ŀ	law. or Other Pac. Isl.	Af	Black or rican American		Hispanic or Latino		lividuals with Disabilities
CURRENT UTILIZATION:		#	16	#	31	#	1	#	14	#	16	#	2
		%	48.5	%		%	3.0	%	42.4	%	48.5	%	6.1
			.5.5	Ĺ	33.3		5.5			Ĺ	.5.5		
OVERALL AVAILABILITY:			27.0	_	40.0		0.0		4= 0		00.0		
		%	27.3	%	48.9	%	2.8	%	15.6	%	28.8	%	7.0
INDEDITH IZATION.		%	NONE	%	NONE	%	NONE	%	NONE	%	NONE	%	0.9
UNDERUTILIZATION:			0.00				0.00		0.00		0.00		
		#		#		#		#		#		#	0.31
		UU	0	UU	0	UU	0	UU	0	UU	0	UU	0
Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. In	d./Al. Natives, Black of	or Africa	an American, H	ispar	nic or Latino, and	Two	or More Races.						

							FALL, 2016
							,
			<u>CUST</u>	ODIAL SUPER	RVISORY		
				Service/Maintenand	e		
DIAL VISORY							
VIOURI	<u>.                                    </u>						
		Custodial Supe	rvisor				
		- Castourar Supe					
	IRCE						WEIGHTING
actor 1:				unity Survey (ACS) - itorial Workers (4200		"First Line	1.0
				Asian or Nat.	Black or		Individuals
			**Total	Haw. or Other	African	Hispanic or	<u>with</u>
		<u>Female</u>	<u>Minority</u>	Pac. Isl.	<u>American</u>	<u>Latino</u>	<u>Disabilities</u>
		<u>29.0</u>	<u>40.0</u>	<u>2.4</u>	<u>13.8</u>	<u>22.1</u>	<u>7.0</u>
				=	1010	==1	

			Two Fact	or A	vailability								
				Со	llege:	Jol	nn Jay C	olle	ege of Cr	im	inal Jus	t	
				Se	mester/Year:				LL, 2016				
FFIRMATIVE ACTION UNIT:		Со	nstituent Depa	rtme	ents:								
CUSTODIAL SUPERVISORY												H	
COOTOBINE COLETANICA													
EO CATEGORY:		.lo	b Titles:										
J CATEGORY.			b rides.										
Service/Maintenance													
			Custodial Su	perv	isor								
												$\square$	
DB GROUP:													
CUSTODIAL SUPERVISORY													
												$\Box$	
							Asian or Nat.						
ACTORS:	Weighting		Females		**Total Minority	Н	law. or Other Pac. Isl.	Afri	Black or ican American		Hispanic or Latino	L,	
% availability of Minorities/Females with requisite skills in immediate labor areas.	1.00		29.0		40.0		2.4		13.8		22.1		
requisie skiis iii iiiiilediale labor areas.	1.00		23.0		40.0		2.4		13.0		22.1		
% of Minorities/Females promotable, transferable,	or trainable.												
_													
GROUP TOTAL NO.: 5	4			T		<u> </u>	Asian or Nat.	T				T	
No. Male: 4 No. Female:	1		Females		**Total Minority		law. or Other Pac. Isl.	Afri	Black or ican American		Hispanic or Latino		dividuals wit Disabilities
CURRENT UTILIZATION:		#	1	#	5	#	0	#	3	#	2	#	0
		%	20.0	%	100.0	%	0.0	%	60.0	%	40.0	%	0.0
OVERALL AVAILABILITY:												HÎ	
OTEINEL ATAILABILITI.		%	29.0	%	40.0	%	2.4	%	13.8	%	22.1	%	7.0
		,,,	25.0	,,,	10.0	/3	,	,,,	. 5.0	,,,		,,,	
UNDERUTILIZATION:		%	9.0	%	NONE	%	2.4	%	NONE	%	NONE	%	7.0
		#	0.45	#	0.00	#	0.12	#	0.00	#	0.00	#	0.35
		UU	1	UU	0	UU	0	UU	0	UU	0	UU	C

									FALL, 201
				BASI	C CRAFT	S: BUILDING	S AND GRO	<u>UNDS</u>	
						Service/Maintena	nce		
ASI	C CRAFTS								
UIL	DINGS AND	GROUN	<u>IDS</u>						
							Stock Worker Su	norvisor	
							Stock Worker Su	DELAISOL	
	SOU	RCF							WEIGHTING
	Factor 1:	2007 - 2					IY, NJ, CT, PA - "G		WEIGHTING
					_		), "Laborers and Fre	eight, Stock	1.0
		and Mat	eriai iviov	ers Hand" (962	20), "Motor ven	icle Operator" (9150	J)		
							DI I		1 1 1 1
					**Total	Asian or Nat. Haw. or Other	Black or African	Hispanic or	Individuals with
				<u>Female</u>	<u>Minority</u>	Pac. Isl.	<u>American</u>	<u>Latino</u>	<u>Disabilities</u>
				<u>20.0</u>	<u>42.4</u>	2.3	<u>12.6</u>	<u>26.0</u>	<u>7.0</u>

	1 44	TO TACIOT A			loh	n lov C	المر	oge of C	· pin	ninel lu		
										ımaı Jus	3	
			Sei	nester/Yea	r:		FAI	LL, 2016	5			
	Con	stituent Depa	artme	ents:								
	Job	Titles:										
					Sto	ck Worker S	Super	visor				
				**Total				Black or African		Hispanic or		
Weighting		Females		Minority		Pac. Isl.		American		Latino		
1.00		20.0		12.1		23		126		26.0		
1.00		20.0		72.7		2.0		12.0		20.0		
If Group T	vtal i	e A or lace	han	loh Groun	ieto	o email to	anal	V76				
n Ordup ii	1	3.4.01.1033	17611	JUD GIOUP	· · · · · ·		ana.	Black or				
		Females		**Total Minority	На	w. or Other Pac. Isl.		African American	ı	Hispanic or Latino		viduals w isabilities
	#	0	#	1	#	0	#	0	#	1	#	(
	%	0.0	%	100.0	%	0.0	%	0.0	%	100.0	%	0.0
	%	20.0	%	42.4	%	2.3	%	12.6	%	26.0	%	7.0
	-											
	%	20.0	%	NONE	%	2.3	%	12.6	%	NONE	%	7.
	l	0.20	#	0.00	#	0.02	#	0.13	#	0.00	#	0.0
	#	0.20	ľ									
	# UU	0.20	UU	0	UU	0	UU	0	UU	0	UU	(
	Weighting 1.00	Weighting 1.00  If Group Total:	Two Factor A  Constituent Depa  Job Titles:  Weighting Females  1.00 20.0  If Group Total is 4 or less, Females  # 0 % 0.0	Two Factor Availated Column Service Se	Two Factor Availability    College:     Semester/Yea	Two Factor Availability  College: Joh Semester/Year:  Constituent Departments:  Job Titles:  Store  Weighting Females **Total Minority  1.00 20.0 42.4  If Group Total is 4 or less, then Job Group is to **Total Minority Hamiltonian Ham	Two Factor Availability  College: John Jay C Semester/Year:  Constituent Departments:  Job Titles:  Stock Worker S  **Total Minority  Females Minority  Pac. Isl.  1.00 20.0 42.4 2.3  If Group Total is 4 or less, then Job Group is too small to Asian or Nat. Haw. or Other Pac. Isl.  # 0 # 1 # 0 % 0.0 % 100.0 % 0.0  % 20.0 % 42.4 % 2.3	Two Factor Availability  College: John Jay Coll Semester/Year: FAI  Constituent Departments:  Job Titles:  Stock Worker Super  "Total Minority Pac. Isl.  1.00 20.0 42.4 2.3  If Group Total is 4 or less, then Job Group is too small to anal Haw. or Other Pac. Isl.  # 0 # 1 # 0 #  % 0.0 % 100.0 % 0.0 %  % 20.0 % 42.4 % 2.3 %	College: John Jay College of Constituent Departments:   FALL, 2016	College:   John Jay College of Crin   Semester/Year:   FALL, 2016	College:   John Jay College of Criminal Just	College:   John Jay College of Criminal Jus

# E. RESULTS OF UTILIZATION ANALYSIS AND ANNUAL PLACEMENT GOALS

This appendix provides detail on how the utilization analysis was used to set placement goals where areas of underutilization were identified.

			John	Jay Col	lege 20	15 Resi	ilts of Ut	ilization	Δnalvsis	and 201	6 Annua	l Placen	nent Goals					
*Note - If the AAU / Job Group has			tected r	ninority gr	oup, indic	cate the et	hnic categ	ory and nu	mber in par	enthesis.								
TM=Total Minority; B=Black; H=  ** "Opportunity" (hires and upgrad									eeded or de	elete lines	as unwante	ed. ( ) = nu	umber of person(	s) needed t	o eliminate	under-utiliz	ation.	
					This	section to	be comp	leted in Fa							ection to b			
					u	sing 7/1/2	2015 - 6/30	/2016 Res	ults					us	ing 7/1/201	5 - 6/30/20	16 Result	S
Affirmative Action Units (within EEO6 Category)	Female Incumbency %	Female Availabilty %	Establish Goal? Yes/No	for Females	Female New Hires (# of Total)	Female Promotions (# of Total)	Female Opportunity (# of Total)	% of Female Opportunity**	Goal Achieved - Female (Yes or No)	Total Minority Incumbency %	Total Minority Availabilty %	Establish Goal? Yes/No	If Yes, Goal for Total Minorities* TM % (#) and indicate if there is UU in a specific group % (#)	Total Minority New Hires (# of Total)	Total Minority Promotions (# of Total)	Total Minority Opportunity (# of Total)	% of Minority Opportunit y**	Goal Achieved- Minority (Yes or No)
		2014 -					2015-201	6			20	)14 - 2015				2015-2016		
1. EXECUTIVE / ADMINISTI	RATIVE	/ MANAG	SERIAL	-					,						,			
Administration I	47.6%	49.5%	Yes	49.50%	1 of 2	0 of 0	1 of 2	50.0%	Yes	23.8%	28.6%	Yes	28.6% TM(1), API (1), H(1)	1 of 2	0 of 0	1 of 2	50.0%	Yes
Campus Security Director/Asst Dir	0.0%	28.4%	Yes	28.4 (1)	0	0 of 0	0	0%	No	50.0%	66.7%	Yes	66.7 % B(1)	0.0%	0 of 0%	0	0.0%	No
2. FACULTY-ALL Profesor	ial , Inst	ructor a	nd Led	cturer														
2A. FACULTY: PROFESSO	ORIAL																	
Ethnic Studies	53.3%	66.1%	Yes	66.1%(4)	0	0	0	0	No									
English Language/Literature	51.2%	61.1%	Yes	61.1% (4)	0	0	0	0	No									
History	36.4%	45.3%	Yes	45.3% (2)	0	0	0	0	No									
Law Enforcement	35.3%	46.2%	Yes	46.2%(6)	1 of 1	0	1 of 1	100%	Yes									
Library										7.7%	18.5%	Yes	18.5% TM(2), H(1)	0.0%	0.0%	0	0.0%	No
Mathematics and Computer Science	16.7%	26.8%	Yes	26.8%(2)	1 of 1	0	1 of 1	100%	Yes									
Psychology	55.8%	73.1%	Yes	73.1%(7)	0	0	0	0	No	20.9%	24.0%	Yes	24% TM(1), H(2)	0.0%	0.0%	0	0.0%	No
Public Management/ Administration	42.9%	64.9%	Yes	64.9% (6)	0	0	0	0	No	28.6%	33.4%	Yes	33.4% TM(1), B(1)	0.0%	0.0%	0	0.0%	No
2B. FACULTY: INSTRUCT	OR																	
Security, Fire and Emergency	0.0%	59.0%	Yes	59% (1)	0	0	0	0	No									
2C. FACULTY: LECTURE	₹																	
English Language/Literature	66.7%	69.4%	Yes	69.4%	0	0	0	0	No									
Law Enforcement (Law and Police Science)	0.0%	46.3%	Yes	46.3%(2)	0 of 3	0	0 of 3	0%	No	0.0%	39.2%	Yes	39.2% TM(2), B(1), H(1)	0.0%	0.0%	0	0	No
Mathematics and Computer Science	28.6%	44.6%	Yes	44.6%(1)	0	0	0	0	No				. (.)					
Modern Foreign Languages	0.0%	71.7%	Yes	71.7%(1)	0	0	0	0	No									
Government/Political Science	0.0%	51.9%	Yes	51.9%(1)	0	0	0	0	No									
Public Management/ Administration	50.0%	82.6%	Yes	82.6%(1)	0	0	0	0	No					1 of 1	0.0%	1 of 1	100%	Yes
Law Enforcement (Security, Fire and Emergency Mgmt)	0.0%	46.3%	Yes	46.3% (1)	1 of 1	0	1 of 1	100%	Yes	0.0%	39.2%	Yes	39.2%	0 of 1	0.0%	0 of 1	0%	No
3. PROFESSIONAL / NON F	ACULT	Y																
4. SECRETARIAL / CLERIC	AL																	
CUNY Office/Secretarial Assistant	87.5%	89.9%	Yes	89.9%(1)	0	0	0	0	No									
Mail/Messenger Services	0.0%	41.5%	Yes	41.5%(3)	0 of 0	0 of 0	0 to 0	0	No									
5. TECHNICAL / PARAPRO	FESSIO	NAL																
Print Shop titles	16.7%	28.9%	Yes	28.9%(1)	0	0	0	0	No									
6. SKILLED CRAFTS																		
Carpenter, Electrician, Laborer Maintenance Worker, Oiler, Painter, Stationary Eng.	0.0%	2.5%	Yes	2.5%(1)	0	0	0	0.0%	No									
7. SERVICE MAINTENANC	E																	
Campus Public Safety Sergeant	0.0%	23.7%	Yes	23.7%(2)	1 of 1	0 of 1	1 of 1	100%	Yes	85.7%	87.6%	Yes	87.6% B(2)	1 of 1	0 of 0	1 of 1	100%	Yes
Custodial Supervisor	20.0%	29.0%	Yes	29%(1)	0 of 0	0 of 0	0	0.0%	No									
		1	1															

### F. PROGRESS REPORT OF HISTORICAL UNDERUTILIZATION 2012 – 2016

The Progress Report - Historical Underutilization Form tracks underutilization and changes within Affirmative Action Units and departments over a five-year period.

Information for these worksheets is obtained from the Affirmative Action Plan's Utilization Analysis Worksheets for the Affirmative Action Units of the Faculty, Administration, and Classified Staff and the fall 2015 Progress Report.

The period of this analysis is fall 2012 – 2016 (current report).

### Legend:

# Total Number of Employees, in FTE (Full-time equivalent employees)

uu Total Number Underutilized, in FTE

### This appendix contains:

- Non-Faculty Affirmative Action Units
- Faculty Affirmative Action Units
- Report for those departments with changes in AAU assignment (generally faculty).

				PROGRESS REPO	ORT - HIST Non-Facu							.2-2016						
							TOTAL		<u>woı</u>	<u>MEN</u>	Black, Hisp Al.Ind./Al.N	NORITY (incl. o. As./Pac.lsl. at. and Two or e. Races)	<u>BL</u> /	<u>ACK</u>	HISP	<u>ANIC</u>	ASI PAC	<u>AN/</u> .ISL.
AAU:	Admir	nistration	1				#		#	uu	#	uu	#	uu	#	uu	#	uu
JOB GROU	JP:	Executi	ve/Administrative/Ma	anagerial		2012	19		9	0	7	0	4	0	2	0	1	0
Comprised	l of:			Admi	inistration I	2013	20		12	0	5	0	3	0	2	0	0	2
			F	President, Senior Vice	President	2014	19		10	0	5	0	2	0	3	0	0	2
				Assistant Vice Presid	lent, Dean	2015	21		10	0	5	1	2	0	1	1	1	1
				Associate Dean, Ad	Iministrator	2016	21		11	0	5	1	2	0	1	1	2	0
				Associate Adr	ministrator													
	A	nistration					TOTAL		<u>wor</u>	_	Black, Hisp Al.Ind./Al.N More	NORITY (incl. D. As /Pac.Isl. at. and Two or Paces)		<u>ACK</u>		<u>ANIC</u>	PAC	
AAU:						2012	116		# 80	uu	# 61	uu	#	uu O	#	uu	12	uu O
JOB GROU		Executi	ve/Administrative/Ma	anageriai	LIFO	2012	116 125		90	0	66	0	23 27	0	26 23	0	12 16	0
Comprised	l of:				HEO	2013	125		90 82	0	64	0	29	0	23	0	14	0
					HEA	2014					_			0	28	0	_	
						2015	141		98 102	0	80 71	0	33 33	0	25	0	10	4
						2016	145		102	0	/1	0	33	U	25	U	13	1
AAU:	Compi	ıter Manag	er - Too small to count in	prior years			TOTAL #		WOI	MEN uu	Black, Hist Al.Ind./Al.N	NORITY (incl. b. As./Pac.Isl. at. and Two or e Races)	<u>BL</u> /	ACK uu	HISP #	ANIC uu	ASI/ PAC	AN/ .ISL.
JOB GROU			ve/Administrative/Ma			2012						uu		uu l			-	
Comprised					r Manager	2013												
				Computer Systems		2014												
						2015	3		1	0	2	0	1	0	1	0	0	(
						2016	3		0	1	2		1		0		1	
	Chief /	Admin intratio	(a Superintendent Teac	profil to count in prior	Vooro.		TOTAL		WOI	_	Black, Hisp Al.Ind./Al.N More	NORITY (incl. o. As /Pac.Isl. at. and Two or e. Races)		<u>ACK</u>		<u>ANIC</u>	PAC	
			ve Superintendent - Too s		years.	2012	#		#	uu	#	uu	#	uu	#	uu	#	uu
JOB GROU		Executi	ve/Administrative/Ma		ant of D O			H				<del>                                     </del>		<del>                                     </del>				<u> </u>
Comprised	101:		Crilei Aumin	istrative Superintende	DITUID&G	2013		Н				<del>                                     </del>				<del>   </del>		
						2014	1	0	0	0	0	0	0	0	0	0	0	C
								0	0	0	0	0	0	0	0		0	
						2016	<u>_</u>	U	U	U	0	U	<sub>1</sub> 0	U	U	U	1 0	0
							TOTAL		woi	MEN_	Black, Hisp Al.Ind./Al.N	NORITY (incl. D. As./Pac.Isl. at. and Two or Races)	<u>BL</u>	ACK_	HISP	<u>ANIC</u>	ASI/ PAC	AN/
AAU:	Admir		Buildings and Ground				#	Щ	#	uu	#	uu	#	uu	#	uu	#	uu
JOB GROU	JP:	Executi	ve/Administrative/Ma			2012	5	-	2	0	2	0	1	<del>                                     </del>	0		1	C
Comprised	of:		Admin	istrative Superintende	ent of B&G	2013	6	_	2	0	3	0	2	0	0	2	1	(
						2014	5	+	2	0	2	0	1	0	0	<b></b>	1	(
						2015	6	-	2	0	3	0	2	0	0	1	1	(
			1			2016	5	Ш	2	0	3	0	2	0	0	1	1	C
								Ш										

				TOTAL	wo	MEN	TOTAL MINORITY (incl. Black, Hisp, As/Pac.lsl. Al.Ind./Al.Nat, and Two or More Races)	BLACK	<u>HISPANIC</u>	ASIAN/ PAC.ISL.
AAU:	Secur	ity Director - Too small to count in prior years.		#	#	uu	# uu	# uu	# uu	# uu
JOB GRO	DUP:	Executive/Administrative/Managerial	2012							
Comprise	ed of:	Campus Security Director	2013							
		Campus Security Asst. Director)	2014							
			2015	2	0	1	1 0	0 1	1 0	0 0
			2016	2	0	1	1 0	0 1	1 0	0 0
AAII.	Admir	nistration III		TOTAL #	<u>WOI</u>		TOTAL MINORITY (incl. Black Hisp. As /Pac Isl. Al.Ind /Al.Nat. and Two or More Races). # uu	BLACK # uu	HISPANIC # UU	ASIAN/ PAC.ISL. # uu
AAU:		Professional/Non-Faculty	2012	97	75	uu O	# uu 59 0	# uu 28 0	# uu 25 0	# uu 5 4
JOB GRO		Hea	2012	120	91	0	69 0	32 0	32 0	5 6
Comprise	eu 01:	aHEO	2013	137	104	0	83 0	37 0	38 0	8 5
		anto	2014	143	104	0	96 0	37 0	47 0	4 10
			2015	153	113	0	106 0	47 0	48 0	7 8
			2016	133	113	U	100 0	47 0	40 0	7 0
				TOTAL	WO	MEN	TOTAL MINORITY (incl. Black, Hisp. As /Pac Isl. Al.Ind /Al.Nat. and Two or More Races).	BLACK	HISPANIC	ASIAN/ PAC.ISL.
AAU:	Admir	nistration IV		#	#	uu	# uu	# uu	# uu	# uu
JOB GRO	OUP:	Technical/Paraprofessional	2012	9	7	0	6 0	1 1	2 0	3 0
Comprise	ed of:	College Lab Technicians (CLTs)	2013	12	9	0	6 0	1 1	2 0	3 0
		Chief CLT	2014	11	9	0	6 0	1 1	3 0	2 0
		Senior CLT	2015	12	9	0	7 0	1 0	4 0	2 0
		CLT	2016	12	9	0	7 0	1 0	4 0	2 0
AAU:	Accou	intant		TOTAL #	<u>WO</u> !	MEN uu	TOTAL MINORITY (incl. Black, Hisp, As./Pac.Isl. Al Ind /Al Nat. and Two or. More Races) # uu	BLACK # uu	HISPANIC # uu	ASIAN/ PAC.ISL. # uu
JOB GRO		Technical/Paraprofessional	2012	4	3	0	4 0	2 0	1 0	1 1
Comprise		Accountant	2013	5	4	0	5 0	2 0	1 0	1 0
Comprise	Su or.	Finance Accountant	2014	4	3	0	4 0	2 0	1 0	1 0
		Purchsing Agent	2015	4	3	0	4 0	2 0	1 0	1 0
			2016	4	3	0	4 0	2 0	1 0	1 0
			2010	7		- U	TOTAL MINORITY (incl. Black Hisp. As/Pac.lsl. Al.Ind/Al.Nat. and Two or			ASIAN/
				TOTAL	WO		More Races)	<u>BLACK</u>	<u>HISPANIC</u>	PAC.ISL.
AAU:		accounts - Account Assistant - Too small to count in prior years.		#	#	uu	# uu	# uu	# uu	# uu
JOB GRO		Technical/Paraprofessional	2012				+ + +			
Comprise	ed of:	Finance Accountant Assistant	2013				+ + +			
		Purchsing Agent Assistant	2014		_					
			2015	2	2	0	2 0	1 0	1 0	0 0
			2016	2	2	0	2 0	1 0	1 0	0 0

				TOTAL	Wo	MEN	TOTAL MINO Black, Hisp. As Al.Ind / Al.Nat. a	s/Pac.lsl. nd Two or	DI A	ACK	HISP	ANIC	ASIAN/ PAC.ISL.
AAU:	Broad	casting/Media Titles		#	#	uu		in n	#	uu	#	uu	# uu
JOB GRO	UP:	Technical/Paraprofessional	2012	4	1	0	1	0	0	1	1	0	0 0
Comprise	d of:	Broadcast/Media Titles	2013	7	3	0	1	0	0	1	1	0	0 0
		Broadcast Associate	2014	9	2	0	3	0	0	1	2	0	1 0
			2015	8	2	0	4	0	1	0	2	0	1 0
			2016	9	2	0	5	0	2	0	2	0	1 0
				TOTAL	) NAC	OMEN	TOTAL MINO Black, Hisp, As Al.Ind/Al.Nat. a	s./Pac.lsl. nd Two or	BLA	I.C.K	HISP	ANUC	ASIAN/ PAC.ISL.
AAU:	Comp	uter Specialists		#	#	uu	More Ra	uu cesi	#	uu	#	uu	# uu
JOB GRO		Technical/Paraprofessional	2012	28	9		25	0	11	0	7	0	7 0
Comprise		IT Senior Associate	2013	29	9	<del>1 - 1</del>	26	0	13	0	7	0	6 0
		IT Associate	2014	32	11	0	29	0	11	0	6	0	12 0
		IT Assistant	2015	34	13	0	30	0	15	0	9	0	6 1
		IT Support Assistant	2016	29	9	-	25	0	13	0	6	0	6 0
AAU:	Engine	ers - Technicians - Too small to count in prior years.		TOTAL #	WC #	MEN uu	TOTAL MINO Black, Hisp, As Al.Ind / Al.Nat. a More Ra	s/Pac.lsl. nd Two or	<u>BL</u> /	ACK uu	HISP #	ANIC uu	ASIAN/ PAC.ISL. # uu
JOB GRO		Technical/Paraprofessional	2012										
Comprise		Facilities Coordinator	2013										
			2014										
			2015	1	1	0	1	0	0	0	1	0	0 0
			2016	1	1	0	1	0	0	0	1	0	0 0
AAU:	Print:	Shop/Media - Too small to count in prior years.		TOTAL #	WC	MEN uu	TOTAL MINO Black Hisp. As Al.Ind/Al.Nat. a More Ra	s/Pac.lsl. nd Two or	<u>BL</u> #	ACK uu	HISP #	ANIC uu	ASIAN/ PAC.ISL.
JOB GRO	_	Technical/Paraprofessional	2012										
Comprise			2013										
			2014										
			2015										
			2016	5	1	0	4	0	1	0	3	0	0 0
AAI!:	CLIMIY	Administrative Assistant		TOTAL #		MEN_	TOTAL MINO Black, Hisp. As Allnd /Al Nat. a More Ra	s/Pac.lsl. nd Two or ces)	<u>BL</u> /		HISP		ASIAN/ PAC.ISL.
AAU:		Administrative Assistant Secretarial/Clerical	2012	#	# 8	uu O	8	ли О	# 2	uu 1	#	uu O	# uu 0 1
JOB GRO		Secretarial/Cierroa	2012	8	8	-	8	0	1	2	7	0	0 1
Comprise	u 01:		2013	9	9	1	9	0	2	2	7	0	0 1
			2014	9	9	-	9	0	2	2	7	0	0 1
			2015	7	7	-	7	0	1	2	6	0	0 1

									TOTAL MI	NORITY (incl.	ı		1		
						TOTAL	W.C	IMEN	Black, Hisp Al.Ind / Al.N	As /Pac.Isl. at. and Two or Races)	DI A	ACK_	HISP	ANIC	ASIAN/ PAC.ISL.
AAU:	CUNY	Office As	sistant			#	#	uu	#	uu	#	uu	#	uu	# uu
JOB GRO	DUP:	Secreta	rial/Clerical		2012	39	31	5	31	0	19	0	14	0	0 0
Comprise					2013	34	26	_	30	0	17	0	12	0	1 0
					2014	38	36	_	35	0	19	0	14	0	2 0
					2015	40	35		37	0	19	0	14	0	2 0
						36	33	_	33	0	20	0	10	0	3 0
					2016	30	33	U	33	U	20	U	10	U	3 0
			1						TOTAL 14	NORITY (incl.					
									Black, Hisp	. As./Pac.isl.					ASIAN/
						TOTAL	wo	MEN		at. and Two or Races)	BL/	ACK	HISP	ANIC	PAC.ISL.
AAU:	Mail	/Message	Services Worker			#	#	uu	#	uu	#	uu	#	uu	# uu
JOB GRO	DUP:	Secreta	rial/Clerical		2012	2	0	1	1	0	0	0	1	0	0 0
Comprise	ed of:				2013	3	0	1	2	0	1	0	1	0	0 0
					2014	4	0	_	3	0	1	0	2	0	0 0
					2015	6	0	_	4	0	1	0	3	0	0 0
					2016	6	0		4	0	1	0	3	0	0 0
					2016	U		٦	4	9		U		0	J 0
						TOTAL	wo	MEN	Black, Hisp Al.Ind/Al.N	NORITY (incl. b. As./Pac.Isl. at. and Two or Races)	BLA	ACK	HISP	ANIC	ASIAN/ PAC.ISL.
AAU:	Camp	pus Peace,	Security Officer Level	1		#	#	uu	#	uu	#	uu	#	uu	# uu
JOB GRO	DUP:	Service	/Maintenance		2012	23	5	1	16	0	7	2	9	0	0 1
Comprise	ed of:				2013	29	8	0	19	0	12	0	7	0	0 1
					2014	39	10	-	31	0	18	0	7	0	0 1
					2015	43	19	_	20	0	20	0	14	0	1 2
					2016	40	18	0	37	0	19	0	13	0	4 0
					2010	40	10	0	37	U U	13	0	13	0	1 4 0
						TOTAL	wo	<u>IMEN</u>	Black, Hisp Al.Ind./Al.N	NORITY (incl. b. As./Pac.Isl. at. and Two or a Races)	BLA	ACK_	HISP	<u>ANIC</u>	ASIAN/ PAC.ISL.
AAU:	Camp		Safety Sergeant			#	#	uu	#	uu	#	uu	#	uu	# uu
JOB GRO	DUP:	Service	/Maintenance		2012	12	1	_	9	2	3	4	5	0	1 0
Comprise	ed of:				2013	12	0	_	9	2	3	4	5	0	1 0
					2014	10	0		7	2	2	4	4	0	1 0
					2015	7	0	_	6	0	2	2	3	0	1 0
					2016	11	1	2	8	2	5	1	3	0	0 1
						TOTAL	wo	MEN	Black, Hisp Al.Ind / Al.N.	NORITY (incl. b. As./Pac.Isl. at. and Two or Races)		ACK	HISP	ANIC	ASIAN/ PAC.ISL.
AAU:	Custo	odial Assis	stant			#	#	uu	#	uu	#	uu	#	uu	# uu
JOB GRO	OUP:	Service	/Maintenance		2012	18	11	0	18	0	6	0	11	0	1 0
Comprise	ed of:				2013	6	3	0	6	0	2	0	4	0	0 0
					2014	38	20	0	34	0	15	0	18	0	1 0
					2015	36	18	0	34	0	13	0	20	0	1 0
					2016	33	16	_	31	0	14	0	16	0	1 0

					TOTAL		<u>MEN</u>	Black, Hisp Al.Ind./Al.N More	NORITY (incl. o. As /Pac.Isl. at. and Two or e. Races)		ACK_		<u>ANIC</u>	PAC	
AAU:	-	Service/Maintenance		2012	7	2	uu O	7	uu O	# 5	uu O	# 2	uu O	# 0	uu O
JOB GRO		Service/Marintenance		2012	4	2		4	0	3		1	0	0	-
Comprise	a or:			2013	6	2		6	0	4	<del>                                     </del>	2	0	0	-
				2014	5	1	_	5	0	3	<del>                                     </del>	2	0	0	
				2016	5	1	1	5	0	3		2	0	0	0
				2010					<u> </u>					Ū	
					TOTAL	wo	MEN_	Black, Hist Al.Ind /Al.N	NORITY (incl. b. As./Pac.Isl. at. and Two or e Races)	BL	ACK_	HISP	<u>ANIC</u>	ASI/ PAC	AN/ ISL.
			ounds - Too small to count in							#		#			
AAU: JOB GRO	prior y	Service/Maintenance		2012	#	#	uu	#	uu	#	uu	#	uu	#	uu
Comprise		Service/Marintenance	Stock Worker Supervisor	2012											
Comprise	d oi.		Olock Worker Oupervisor	2013											
				2015	1	0	0	1	0	0	0	1	0	0	0
				2016	1	0		1	0	0	<del></del>	1	0	0	
				2010	-				<u> </u>	Ū					Ŭ
	Chillad	Trades Too small to se			TOTAL		<u>MEN</u>	Black, Hisp Al.Ind./Al.N More	NORITY (incl. b. As./Pac.Isl. at. and Two or e Races)		<u>ACK</u>		<u>ANIC</u>	PAC	
AAU: JOB GRO		Skilled Trades/Crafts	ount in prior years.	2012	#	#	uu	#	uu	#	uu	#	uu	#	uu
Comprise		Skilled Hades/Claits		2012											
Comprise	d oi.			2013											
				2015	1	0	1	1	0	1	0	0	0	0	0
				2016	1	0		1	0	1	0	0	0	0	-
					TOTAL	wo	<u>MEN</u>	Black, Hisp Al.Ind./Al.N	NORITY (incl. b. As./Pac.Isl. at. and Two or a Races)	BL	ACK_	HISP	<u>ANIC</u>	ASI/ PAC	AN/
AAU:	-	Trades/Crafts, Non-Sup	pervisory		#	#	uu	#	uu	#	uu	#	uu	#	uu
JOB GRO	UP:	Service/Maintenance		2012	29	0	1	10	1	4		6	0	0	1
Comprise	d of:		Carpenter, Laborer, Electrician Maintenance Worker, Oiler	2013	26	0	<del></del>	8	1	3	<del>                                     </del>	5	0	0	1
				2014	34	0	1 - 1	18	0	10		8	0	0	1
			Painter, Plumber, Stationary Eng.	2015	33 37	0	_	16 22	0	9 10	<del>                                     </del>	7 12	0	0	1
				2016	1 27		. 11	1 77	. (1)		. (1)	1 17	. (1)		. 11

		PROGRESS REPORT - HIS								
		Facult	y Attirm	iative Act	ion Uni	ts (AAU)	-		1	
				TOTAL	wo	<u>MEN</u>	Black, Hisp. As./Pac.Isl.		<u>HISPANIC</u>	ASIAN/ PAC.ISL.
Are	ea and Ethnic Studies			#	#	uu	# uu	# uu	# uu	# uu
F	Professorial		2012	15	8	1	14 0	5 0	9 0	0 1
		Africana Studies	2013	12	6	1	12 0	5 0	7 0	0 2
		Latin American Studies	2014	15	8	1	12 0	3 0	9 0	0 3
			2015	15	8	2	12 0	3 0	9 0	0 2
			2016	15	8	2	12 0	3 0	9 0	0 2
A 110	an and Fahnia Chudian			TOTAL			More Races)	BLACK	HISPANIC	ASIAN/ PAC.ISL.
			2012		+				<del>                                     </del>	# uu
-	PTOTESSOLIST	Λ <b>£</b> :2222 Ct :-!:							<del>1 1 1</del>	0 0
-		Afficana Studies		-					<del>1 1 1</del>	0 1
-					+			+ + +	<del>                                     </del>	
-					+		+ + +	+ + +	<del>1 1 1</del>	
			2016	Ь	4	U	3 0	3 0	0  1	0 1
				TOTAL	wo	<u>MEN</u>	TOTAL MINORITY (incl Black, Hisp. As./Pac.lsl., Al.Ind./Al.Nat. and Two or More Races)	BLACK	<u>HISPANIC</u>	ASIAN/ PAC.ISL.
				#	#	uu	# uu	# uu	# uu	# uu
F	Professorial		-		_					0 1
_		Latin American Studies	2013		3	1	+ + + + + + + + + + + + + + + + + + + +	+ + +	+ + +	0 1
_			2014		4				<del>                                     </del>	0 2
			2015		4				9 0	0 1
_			2016	9	4	2	9 0	0 2	9 0	0 1
Edu	ucation			TOTAL #	<u>wo</u>	MEN uu	TOTAL MINORITY (incl Black, Hisp, As / Pac.Isl. ALInd / ALNat, and Two or More Races) # uu	BLACK uu	HISPANIC # uu	ASIAN/ PAC.ISL. # uu
ı	Professorial		2012	10	8	0	7 0	3 0	3 0	0 0
		Counseling	2013	7	6	1	6 0	2 0	4 0	4 0
		SEEK	2014	7	6	0	5 0	2 0	3 0	0 0
		Research Professor	2015	10	8	0	7 0	3 0	4 0	0 0
			2016	11	7	1	7 0	3 0	4 0	0 0
-							TOTAL MINORITY (incl			
				TOTAL	wo	MEN_	Black, Hisp. As./Pac.Isl.		<u>HISPANIC</u>	ASIAN/ PAC.ISL.
Εdι	ucation	·		#	#	uu	# uu	# uu	# uu	# uu
F	Professorial		2012	6	4	0	3 0	1 0	2 0	0 0
			2013	4	3	0	3 0	1 0	2 0	0 0
		Counseling	2013							
		Counseling	2013	3	2	0	1 0	0 1	1 0	0 0
		Counseling			2	0	1 0 3 0	0 1 1 0	1 0 2 0	0 0
	Arr	Education	Area and Ethnic Studies Professorial Africana Studies Latin American Studies Professorial Africana Studies Professorial Africana Studies Professorial Latin American Studies Professorial Counseling SEEK Research Professor	Professorial   2012	Professorial   Prof	Professorial   Africana Studies   Faculty Affirmative Action Unit   Faculty Afficana Studies   Color   Faculty Afficana Studies   Faculty Afficana Studies   Color   Faculty Afficana Studies   Colo	TOTAL   WOMEN   H   H   UU	Faculty Affirmative Action Units (AAU)	Professorial	Faculty Affirmative Action Units (AAU)

				TOTAL	wo	MEN	Black, Hist Al.Ind./Al.N	NORITY (incl. b. As./Pac.Isl. at. and Two or e Races)	BLA	ACK	HISP	ANIC	ASI PAC	
AAU:	Ec	ducation		#	#	uu	#	uu	#	uu	#	uu	#	uu
JOB GROUP:		Professorial	2012	4	4	0	4	0	2	0	2	0	0	0
Comprised of	:	SEEK	2013	3	3	0	3	0	1	0	2	0	0	0
			2014	4	4	0	4	0	2	0	2	0	0	0
	Г		2015	4	4	0	4	0	2	0	2	0	0	0
			2016	4	4	0	4	0	2	0	2	0	0	0
			2010		<u> </u>				_	Ü	_	-		
	H													
AAU:	Fo	ducation - Too small to analysis		#	#	uu	#	uu	#	uu	#	uu	#	uu
JOB GROUP:		Professorial	2012		- "	uu	- "	uu		uu	<del>  "</del>	uu	- "	uu
		Research Professor	2012											
Comprised of	:	Research Professor			+						1		+	
	H		2014		_					-	_	_	<del>                                     </del>	_
	H		2015	2	0	<del> </del>	0	0	0	0	0	0	0	0
			2016	2	0	1	0	1	0	0	0	0	0	0
AAU:	En	nglish Language & Literature/Letters		#	#	uu	#	uu	#	uu	#	uu	#	uu
		Professorial	2012	44	24		8	0	3	0	7 2	0	2	1
JOB GROUP:				_	+	<del></del>					_		_	
Comprised of	:	English	2013	39	20	<b>-</b>	7	0	2	0	3	0	2	0
			2014	35	17	4	7	0	3	0	3	0	1	1
			2015	41	21	4	7	0	3	0	2	0	2	0
			2016	39	21	3	7	0	3	0	2	0	2	0
	-				ļ						<u> </u>		- I	
		preign Languages	2042	#	#	uu	#	uu	#	uu	#	uu	#	uu
JOB GROUP:		Professorial	2012								-		+	
Comprised of	:	Modern Languages & Literture	2013								<u> </u>		_	
			2014								<u> </u>			
			2015	5	4	0	4	0	0	0	4	0	0	0
			2016	4	4	0	3	0	0	0	3	0	0	0
AAU:	Hi	istory		#	#	uu	#	uu	#	uu	#	uu	#	uu
JOB GROUP:		Professorial	2012	20	7	3	3	1	1	0	1	0	1	1
Comprised of	:	History	2013	17	5		4	0	1	0	1	0	2	0
			2014	17	7		3	0	1	0	1	0	1	0
			2015	22	8		4	0	1	1	1	0	1	0
			2016	18	7		3	0	1	0	1	0	1	0
					†			-			<u> </u>		<del>                                     </del>	
AAU:	Fi	tness Studies - To small to Analysis		#	#	uu	#	uu	#	uu	#	uu	#	uu
JOB GROUP:		Professorial	2012		†"		T "				† <i>"</i>		<del> </del> "	
		Physical Education	2012								1			
Comprised of		Pilysical Education									1			
			2014		+						+	-	-	
	H		2015		+-				$\vdash$		+-		+-	
			2016	3	2	0	1	0	1	0	0	0	0	0

JOB GROUP:	Professorial	2012	43	12	4.2							-	
Comprised of:				12	13	12	0	6	1	3	0	3	0
	Law & Police Science	2013	43	14	7	14	0	6	0	4	0	4	0
	Security, Fire & Emergency Mgt.	2014	44	15	7	15	0	5	0	5	0	5	0
		2015	50	17	6	15	0	6	0	4	0	5	0
	(Note: Criminal Justice is now under Legal Studies AAU)	2016	31	12	2	9	0	5	0	3	0	1	0
AAU: La	aw Enforcement		#	#	uu	#	uu	#	uu	#	uu	#	uu
JOB GROUP:	Professorial	2012	28	10	<b>+</b>	9	0	4	0	3	0	2	0
Comprised of:	Law & Police Science	2013	21	10		8	0	4	0	3	0	1	1
		2014	22	9		8	0	3	0	4	0	1	1
		2015	24	9		8	0	4	0	3	0	1	0
		2016	23	9	2	8	0	4	0	3	0	1	0
AAU: La	aw Enforcement		#	#	uu	#	uu	#	uu	#	uu	#	uu
JOB GROUP:	Professorial	2012	7	0		1	1	1	0	0	0	0	0
Comprised of:	Security, Fire & Emergency Mgt.	2012	7	0	<del></del>	1	0	1	0	0	0	0	1
Comprised or:	Security, Fire & Line gently Mgt.	2013	6	1	2	1	0	1	0	0	0	0	1
			6	1	2	1	0	1	0	0	0	0	0
		2015	8	3	1	1	0	1	0	0	1	0	0
		2016	0	3	1 1	1	U	1	U	U	1	U	U
AAU: Le	egal Studies		#	#	uu	#	uu	#	uu	#	uu	#	uu
JOB GROUP:	Professorial	2012	8	2	3	2	0	1	0	0	0	1	0
Comprised of:	Criminal Justice	2013	15	4	3	5	0	1	0	1	0	3	0
		2014	16	5	3	6	0	1	0	1	0	4	0
		2015	21	8	2	6	0	1	1	1	0	4	0
	(Note: Criminal Justice is now under Legal Studies AAU)	2016	19	6	6	6	1	1	2	1	0	4	0
AAU: Ma	athematics & Statistics (John Jay has Computer Science with Math		#	#	uu	#	uu	#	uu	#	uu	#	uu
JOB GROUP:	Professorial	2012	21	4	3	10	0	2	0	0	1	8	0
Comprised of:	Mathematics and Computer Science	2013	17	3	2	10	0	3	0	0	1	7	0
		2014	14	1	3	6	0	2	0	0	1	4	0
		2015	18	3	2	8	0	1	0	0	1	7	0
		2016	19	3	2	8	0	1	0	0	1	7	0
AAU: Ph	hilosophy and Relgiious Studies - No Longer under Humanities		#	#	uu	#	uu	#	uu	#	uu	#	uu
JOB GROUP:	Professorial	2012	13	6		6		2	0	3	0	1	0
Comprised of:	Philosophy	2013	12	5		6	0	2	0	3	0	1	0
	. пассорну	2014	10	3		5	0	2	0	3	0	0	1
		2015	12	4	0	4	0	2	0	2	0	1	0
		2016	12	4	0	4	0	2	0	1	0	1	0
		2010		7					<u> </u>		<u> </u>		<u> </u>
AAU: Ph	hysical Science		#	#	uu	#	uu	#	uu	#	uu	#	uu
JOB GROUP:	Professorial	2012	17	7		5	0	2	0	0	1	3	0
Constituent Dept.	. Sciences	2013	13	5	0	4	0	2	0	0	1	2	0
		2014	19	6	1	7	0	2	0	1	0	4	0
		2015	22	10	0	8	0	2	0	2	0	4	0
		2016	21	10		8	0	2	0	2	0	4	0
										. 1			-

AAU:	Psychology		#	# uu	# uu	# uu	# uu	# uu
JOB GROUP:	Professorial	2012	42	23 8	9 0	4 0	2 1	3 0
Constituent De	ept. Psychology	2013	37	20 7	9 0	4 0	2 0	3 0
	, , , ,	2014	38	20 8	9 0	4 0	2 0	3 0
		2015	43	24 7	9 1	4 0	2 2	3 0
		2016	42	23 8	9 1	4 0	2 1	3 0
	Public Administration	2012	# 12	# uu	# uu	# uu	# uu	# uu
JOB GROUP:	Professorial	2012	13	5 4	4 0	2 0	1 0	1 0
Constituent De	ppt. Public Management	2013	18	8 4	4 0	3 1	1 0	1 0
		2014	22	11 3	6 1		1 0	2 0
		2015	28	12 6	8 1		2 0	2 1
		2016	28	12 6	7 2	3 2	2 0	2 0
AAU:	Business - Used to fall under Social Sciences		#	# uu	# uu	# uu	# uu	# uu
JOB GROUP:	Professorial	2012	6	2 1	1 0	1 0	0 0	0 1
Constituent De	ept. Economics	2013	6	2 1	1 0	1 0	0 0	0 1
		2014	6	2 1	1 0	0 0	1 0	0 1
		2015	9	4 1	2 0	1 0	1 0	0 1
		2046	0	2 1	2 1	1 1	1 0	0 1
	The change AAU has caused an increase in UU.	2016	8	3 1	2 1	1 1	1 0	0 1
AAU:	Social Sciences		#	# uu	# uu	# uu	# uu	# uu
JOB GROUP:	Professorial	2012	88	36 10	21 0	8 0	4 1	8 0
Constituent De	ept. Anthropology	2013	76	32 6	15 2	6 0	4 1	5 2
	History	2014	70	32 3	13 2	4 1	4 1	5 1
	Political Science	2015	69	35 0	16 0	5 0	5 0	6 0
	Economics is no longer part of the Social Sciences, see above.	2016	59	30 0	14 0	4 0	4 0	6 0
	Social Sciences		#	# uu	# uu	# uu	# uu	# uu
JOB GROUP:	Professorial	2012	14	6 1	3 0	1 0	1 0	1 0
Constituent De	ept. Anthropology	2013	12	6 0	3 0	1 0	1 0	1 0
		2014	8	4 0	1 1	0 1	1 0	0 1
		2015	11	7 0	2 0	0 1	1 0	1 0
		2016	11	6 0	2 0	0 1	1 0	1 0
AAU:	Social Sciences		#	# uu	# uu	# uu	# uu	# uu
JOB GROUP:	Professorial	2012	20	6 4	4 0	1 0	1 0	2 0
Constituent De	ept. Political Science	2013	17	5 4	4 0	1 0	1 0	2 0
		2014	15	6 2	3 0	1 0	0 1	2 0
		2015	20	9 1	6 0	2 0	2 0	2 0
		2016	20	9 1	6 0	2 0	2 0	2 0
0.011	Coolal Colonnas							
AAU: JOB GROUP:	Social Sciences  Professorial	2012	78	# uu	# uu	# uu 4 0	# uu	# uu
ICAN CENTION	Professorial	2012	28	15 0	9 0	<del>                                     </del>	1 1	4 0
	0!-!	2013	23	12 0	5 0	3 0	1 1	1 1
Constituent De	ept. Sociology		24	12 0	F 0	2 0	4  4	م اد ا
	spt. Sociology	2014	24	13 0	5 0	2 0	1 1	<del>                                     </del>
	Sociology Sociology		24 29 28	13 0 15 0 15 0	5 0 6 0 6 0	2 0 2 0 2 0	1 1 1 1 1 1	2 0 3 0 3 0

AAU:	Multi/Interdisciplinary Studies		#	#	uu	#	uu	#	uu	#	uu	#	uu
JOB GROUP:	Interdisciplinary Studies	2012											
Comprised of	f:	2013											
		2014											
	Was under Anthropology now it has it's own AAU	2015											
		2016	8	4	1	0	2	0	1	0	1	0	1
AAU:	Fine Applied Arts & Media		#	#	uu	#	uu	#	uu	#	uu	#	uu
		2012	9	4	0	4	0	2	0	2	0	0	1
JOB GROUP:		-	8	4	0	4	0	2	0	2	0	0	1
Constituent D	Dept. ALL & IMUSIC	-	8	3	1	3	0	+ -	0	2	0		1
		2014	-	_			0	1		-		0	
	Communications and Theater Arts now has it's own AAL	-	9	4	0	4		2	0	2	0	0	1
		2016	9	4	0	4	0	2	0	2	0	0	1
AAU:	Fine Applied Arts & Media		#	#	uu	#	uu	#	uu	#	uu	#	uu
JOB GROUP:		2012	14	9	0	3	0	2	0	1	0	0	1
Constituent D	Dept. Communication & Theater Arts	2013	13	8	0	2	0	1	0	1	0	0	1
		2014	8	5	0	2	0	1	0	1	0	0	1
		2015	10	6	0	2	0	1	0	1	0	0	1
		2016	8	5	0	1	1	0	1	1	0	0	1
AAU:	Library		#	#	uu	#	uu	#	uu	#	uu	#	uu
JOB GROUP:	Professorial	2012	12	11	0	1	1	0	1	0	1	1	0
Constituent D	Dept. Library	2013	10	9	0	1	1	0	1	0	1	1	0
		2014	9	9	0	1	1	0	1	0	1	1	0
		2015	14	12	0	1	2	0	0	0	1	1	0
		2016	11	10	0	1	1	0	0	0	0	1	1

				TOTAL	WC	<u>OMEN</u>	As	(incl. Bl s./Pac.lsl.	MINORITY ack, Hisp. Al.Ind./Al.Nat. More Races)	<u>BL</u>	ACK	HISE	PA NIC		SIAN/ C.ISL.
AAU:	Le	ecturer		#	#	uu		#	uu	#	uu	#	uu	#	uu
JOB GROUP		Lecturer	2012	-	_					1		_			<del>                                     </del>
Constituent E		Anthropology, Comm. and Theater Arts, English, History,	2013		_	-	$\vdash$			-	-	-	-	+	-
	-	Interdisciplinary, Law and Police Science, Mathematics,	2014							<u> </u>					<u> </u>
		Modern Languages, Public Management & Science	2015	42	20	+	$\vdash$	3	0	7		7	<del>                                     </del>	3	
	-		2016	46	19	0		19	0	8	0	7	0	3	1
AAU:	Sc	ocial Sciences - Too small to count in prior years.		#	#	uu		#	uu	#	uu	#	uu	#	uu
JOB GROUP		Lecturer	2012	#	- "	uu		#	uu	#	uu	- "	uu		uu
Constituent E		Anthropology and Police Science	2013												
			2014												
			2015	1	1	. 0		0	0	0	0	0	0	0	0
			2016	2	1	+	-	0	1	0	_	0		0	1
AAU:	Сс	ommunication - Too small to count in prior years.		#	#	uu		#	uu	#	uu	#	uu	#	uu
JOB GROUP	:	Lecturer	2012												
Constituent E	Dept.	Communication and Theater Arts	2013												
			2014												
			2015	1	1	. 0		1	0	1	0	0	0	0	0
			2016	1		1		1	0	1	0	0	0	0	0
AAU:	Bu	usiness - Too small to count but added it		#	#	uu		#	uu	#	uu	#	uu	#	uu
JOB GROUP	:	Lecturer	2012												
Constituent E	Dept.	Economics	2013												
			2014												
			2015												
	H	Was under Social Sciences now has it's own AAU	2016	1	C	1		1	0	1	0	0	0	0	0
AAU:	En	nglish - Too small to count in prior years.		#	#	uu		#	uu	#	uu	#	uu	#	uu
JOB GROUP	:	Lecturer	2012	8	5	+		2	0	0	1 1	0	1	2	
Constituent E	Dept.	English,	2013	9	5		-	2	0	1		0	<del>                                     </del>	1	+
			2014	12	8			3	0	1		0	<del>                                     </del>	2	
			2015	12 12	8	+	-	3	0	1 1	1	0	_	2	
			2010	12		, 0		3		_			-		
AAU:	М	odern Languages - Too small to count in prior years.		#	#	uu		#	uu	#	uu	#	uu	#	uu
JOB GROUP		Lecturer	2012												
Constituent E	Dept.	Foreign Languages	2013												
			2014												<u> </u>
			2015	1	C		-	1	0	0		1	+	0	
	H		2016	1	C	1		1	0	0	0	1	0	0	0
AAU:		tness Studies - Too small to count in prior years.		#	#	uu		#	uu	#	uu	#	uu	#	uu
JOB GROUP		Lecturer	2012			-	$\vdash$			-	-	_			₩
Constituent E	Dept.	Physical Education	2013			1	$\vdash$			1	<del>                                     </del>	+	<del>                                     </del>		<del>                                     </del>
	-		2014	4						_					+
			2015	1		0	-	0	0	0		0	-	0	+
	-		2016	1		0	$\vdash$	0	0	1 0	0	0	0	0	U

AAU:	History - Too small to count in prior years.		#	#	uu	#	uu	#	uu	#	uu	#	uu
JOB GROUP:	Lecturer	2012				-				T			
Constituent D	ept. History	2013											
		2014											
		2015	1	1	0	0	0	0	0	0	0	0	0
		2016	1	1	0	0	0	0	0	0	0	0	0
	MARKET STATE OF STATE												
	Multi/Interdisciplinary Studies	2042	#	#	uu	#	uu	#	uu	#	uu	#	uu
JOB GROUP:	Lecturer Interdisciplinary Studies	2012										+	
Constituent D	ept. Interdisciplinary Studies	2013										+	
	Was under Antropology and now has it's own AAU	2015										+	
		2016	1	1	0	0	0	0	0	0	0	0	0
AAU:	Law Enforcement - Too small to count in prior years, now combined		#	#	uu	#	uu	#	uu	#	uu	#	uu
JOB GROUP:	Lecturer	2012	#	#	uu	#	uu	#	uu	#	uu	#	uu
Constituent D		2013										+	
Constituent	Security, Fire and Emergency	2014											
	Coounty, 1 to data Emergency	2015										+	
	No both under Law Enforcement together	2016	8	0	4	0	3	0	2	0	1	0	0
	Mathematics Too small to count in prior years.	2012	#	#	uu	#	uu	#	uu	#	uu	#	uu
JOB GROUP:	Lecturer Mathematics and Computer Sciences	2012	3	1	0	2	0	2	0	0	0	0	_
Constituent D	ept.	2013	7	2		_		3	0	2	0		0
		2014	7	2	_	6		3	0	2		1	0
		2015	7	2		6	0	3	0	2	<del></del>	1	0
		2010	/		1	0	U	) 3	U		0		
AAU:	Public Administration - Too small to count in prior years.		#	#	uu	#	uu	#	uu	#	uu	#	uu
JOB GROUP:	Lecturer	2012										$\perp$	
Constituent D	ept. Public Management	2013									$\vdash$	+	
		2014				_							
		2015	4	2		2	0	2	0	0		0	0
		2016	5	2	2	3	0	2	0	1	0	0	0
AAU:	Too small to count in prior years.		#	#	uu	#	uu	#	uu	#	uu	#	uu
JOB GROUP:	Lecturer	2012	#		uu	#	uu	"	uu	- "	uu		uu
Constituent D	Caianas	2013										+	
		2014											
		2015	4	2	0	1	0	0	0	1	0	0	0
		2016	4	2	_	1	0	0	0	1	0	0	0
AAU:	Too small to count in prior years.		#	#	uu	#	uu	#	uu	#	uu	#	uu
JOB GROUP:	Lecturer	2012										$\perp$	
Constituent D	ept. SEEK	2013									$\vdash$	+	
		2014								1	<u> </u>	1	
		2015	2	2		2	0	0	0	2		0	
		2016	2	2	0	2	0	0	0	2	0	0	0
A A I I:	Library		#	#	1,,,	ш		ш		#		ш.	,
AAU:  JOB GROUP:	Library  Instructor	2012	#	#	uu	#	uu	#	uu	#	uu	#	uu
Constituent D	1.9	2012						+ +		1	+	+	
JUNISHIUEH D	LIDI all y	2013						+		+	+	+	
		2015											

## G. UNDERUTILIZATION SUMMARY FOR PROFESSORIAL JOB GROUPS

The attached table provides additional detail on underutilization in the Professorial job groups. ATTACHED IS ALSO THE UAW with Professorial totals and the 2015 TABLE for comparison purposes.

													Total #			
COLLEGE:				Johi	n Jay (	College	of Criminal	Justic	ce				Professoriate:	365		
						F	PART A:									
Departments/ Affirmative Action Unit (AAU) with Underutilization (UU)	Total Incumbents in AAU	#UU	FEMALE % Overall Availability	NR (No Representation)	#UU	Total Min % Overall Availability	NR (No Representation)	#UU	Asian/Pacific  %  Overall  Availability	NR (No Representation)	#UU	% Overall Availability	NR (No Representation)	#UU	panics / La % Overall Availability	NR (No Representatio
1 Area and Ethnic Studies	15	2	66.1		0	45.4		2	12.4	NR	0	17.3		0	11.2	
	15										Ů					
2 Business - Economics	8	1 0	44.9 58.2%		1	35.5 20.9%		1	9.7 6.4%	NR NR	1	20.1 6.9%	NR	0	4.2 5.3%	
3 Communication/Journalism 4 Education	11	0	67.9		0			0		NR NR	1	19.4	INK	0	6.8	
5 English Language/Literature	39	2	61.1		0			0		INK	0	5		0	5.5	
6 Fitness Studies	39	0	43.8		0			0		NR	0	8.3		0	4.2	NR
7 Foreign Language & Literature	4	0	43.8 61		0			0		NR NR	0		NR	0	13.7	INK
8 History	18	1	45.3		0	17.8		0	3.7		0	7.7		0	5	
9 Humanities - Philosophy	12	0	29.7		0	16.4		0	5.1		0	5.4		0	4.1	
0 Law Enforcement	31	2	46.2		0	18.1		0	1.2		0	7.8		0	6.5	
1 Legal Studies - Criminal Justice	19	6	61.1		1	38.3		0	8.8		2	18.1		0	4.9	
2 Library	11	0	55.6		1	19.7		1	15.1		0	0	NR	0	1.8	NR
3 Mathematics and Computer Science	19	2	26.8		0	18.1		0	9.4		0	2.7		1	4.9	NR
4 Multi/Interdisciplinary Studies	8	1	64		2	25.6	NR	1	6.3	NR	1	10.8	NR	1	6.5	NR
5 Physical Science	21	0	33.4		0	18.5		0	8.9		0	3.3		0	4.8	
6 Psychology	42	8	73.1		1	24		0	6.6		0	7.5		1	8.1	
7 Public Administration	28	6	64.9		2	33.4		0	6.1		2	19.1		0	7	
8 Social Science	59	0	50.9		0	21.8		0	7.3		0	6		0	6.9	
9 Visual/Performing Arts - Art and Music	9	0	49.3		0	16.6		1	7.7	NR	0	3.2		0	4.8	
TOTAL	365	**25	54.9%		**0	25.7%		**0	8.4%		**0	9.8%		**0	6.0%	
*Professorial = Einstein Professor, Distingui			r, Associate	Professor, and A	ssistant	Professor (i	ncluding all EOC	itles as	appropriate).							
** See UAW Coversheet for Faculty -	Professorial															
	PART	D.														
	# of	υ.														
	AAUs with	Total # of AAUs														
	UU															
	13	19														

					Two Fac	tor A	vailability								
								I - I	I O-II-		( O - i i I	16			
											f Criminal	Justi	ce		
						Sen	nester/Year:			FAL	L, 2016				
FFIRM ATIVE AC	TION UNIT:			CON	ISTITUENT DEPA	ARTME	ENTS:								
FACULT	ΓY														
EO CATEGORY:				loh	Titles:										
O CATEGORY:				JOE	ittes:										
PROFE:	SSIONAL: PROFE	SSORIAL			Distinguish Professor Associate Assistant F	Profe	essor								
DB GROUP:	SSORIAL														
PROFE	SSORIAL														
ACTORS:			Weighting		Females		**Total Minority		asian or Nat. aw. or Other Pac. Isl.		Black or African American		Hispanic or Latino		lividuals with abilities
	//inorities/Females with immediate labor areas.		1.00		54.9		25.7		8.4		9.8		6.0		
% of Minorities/Fe or trainable	emales promotable, transfera	ıble,													
GROUP TOTAL N	ю.: 365														
No. Male: 19	No. Female	175		0	Females		**Total Minority		sian or Nat. aw. or Other Pac. Isl.		Black or African American		Hispanic or Latino		lividuals with abilities
CURRE	NT UTILIZATION:			#	175	#	107	#	32	#	36	#	38	#	2
				%	47.9	%	29.3	%	8.8	%	9.9	%	10.4	%	0.5
OVERA	LL AVAILABILITY:														
				%	54.9	%	25.7	%	8.4	%	9.8	%	6.0	%	7.0
UNDER	UTILIZATION:			%	7.0	%	NONE	%	NONE	%	NONE	%	NONE	%	6.5
				#	25.4	#	0.0	#	0.0	#	0.0	#	0.0	#	23.6
					25	UU	0	UU	0		0		0	_	24

	F	all 20°									ation Anal ( <b>Profe</b>					tion (	Jnit			
	COLLEGE:				lah		Callaga	of Crimina	Liver											
	COLLEGE:				JOH	плау	College		ART					Total # Profes	soriate_	373				
		Total		FEMAL	ES			ies (incl. Black, Al.Nat. and Two or			c Islanders		Blac	ks	Hisp	anics/ L	atinos (as)	Tw	o or Mo	ore Races
	Departments/ Affirmative Action Unit (AAU) with Underutilization (UU)	Incumbents in AAU	#UU	% Overall Availability	NR (No Representation)	#UU	% Overall Availability	NR (No Representation)	#UU	% Overall Availability	NR (No Representation)	#UU	% Overall Availability	NR (No Representation)	#UU	% Overall Availability	NR (No Representation)	#UU	% Overall Availability	NR (No Representation)
	Area and Ethnic Studies	15	4	66.1		С	45.4		2	12.4	NR (No Representation)	С	17.3		0	11.2				
2	Education	12																		
	English Language/Literature	41	4	61.1		0	15.9		0	3.8	3	0	5		0	5.5				
	Foreign Language & Literature	5																		
	History	22	2	45.3		0	17.8		0	3.7		1	7.7		0	5				
_	Library	51	6	46.2		2	18.1		0	9.6		0	7.8	NR (No Representati	1	6.5	NR (No Representati			
	Mathematics and Computer Science	18	2	26.8		O	18.1		0	9.4		O	2.7		1	4.9	NR (No Representati			
	Philosophy	12																		
	Physical Education	3																		
	Physical Science Psychology	22 43	7	73.1		1	1 24		0	6.6			7.5		2	8.1				
	Public Administration	28	- /	64.9		1	33.4		0	6.1		1	19.1		0	7				
	Social Science	69	0	50.9		0			0	7.3		0	15.1		1	6.9				
15	Visual and Performing Arts	19	0	49.3		O			2		NR (No Representation)	O	3.2		0	4.8				
	TOTAL	373	**27	54.9%		**0	25.7%		**0	8.4%		**0	9.8%		**0	6.0%				
	*Professorial = Einstein Professor, Disti	in mulah ad Df	assau Dr-f		sista Drofe		seletont D	faccar (incl	na all 5	OC sistens s	nn son sintal									
	** See UAW Coversheet for Faculty -		E33UI, PIOI	essur, ASSO	ciate Professor	, and A	ssistdiit Pro	ressur (maluar	iig dii E	oc unes as a	рргорпасеј.									
	See SAW Coversneet for Faculty	PART	В:																	
		# of UU AAUs	Total # of AAUs																	
		15	10																	

Н.	<b>PERSONNEL</b>	<b>ACTIVITY TABLE</b>	(EMPLOYEE AND	APPLICANT DATA

							2016	PERSC	NNEL	ACTIVI	TY TAE	BLE (pag	e 1 of 2	2)									
COLLEGE	John Jay	y College	of Crimin	al Justice													Period Co	vered: <b>7/</b> 1	1/2015 - 6	/30/2016			
		TOTAL**		AFRIC	CK OR AN AM.	LAT	NIC OR INO FEMALE			ALAS	R. IND./ K. NAT.	RA	R MORE CES FEMALE	M MALE	TOTAL IINORITY		(includ	HITE ding Ital. m.)		IOWN*	NI MALE	TOTAL ON-MINORIT	Y** TOTAL
EXEC./ADMIN./MANAGERIAL				::L										88									
New Hires	6	9	15	0	2	0	1	1	0	0	0	0	0	1	3	4	5	6	0	0	5	6	11
Terminations	8	5	13	2	0	1	2	2	0	0	0	0	0	5	2	7	3	3	0	0	3	3	6
	1	1	2	0	1	0	0	0	0	0	0	0	0	0	1	1	1	0	0	0	1	0	1
Upgrades							0	0							0								0
Transfers FACULTY	0	0	0	0	0	0	0 1	0	0	0	0	0	0	0	1 0	0	0	0	0	0	0	0	0
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Terminations	9	2	11	1	0	2	0	0	0	0	0	0	0	3	0	3	6	2	0	0	6	2	8
	7	12	19	0	1	1	2	1		0	0	0		2	6		5	6	0		5	6	11
Upgrades	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	8	0	0	0	0	0	0	
Transfers PROFESSIONAL/NON-FACULTY	1 0	1 0	1 0 1	LU	U	J0	U		U	L 0	1 0	I L 0	U	LU	Τ	10	l u	U	I <u>I U</u>	U	LU	1 0	0
New Hires	9	16	25	2	5	1	4	2	2	0	0	0	0	5	11	16	4	5	0	0	4	5	9
Terminations	5	8	13	1	1	2	3	0	0	0	0	1	0	4	4	8	1	4	0	0	1	4	5
Upgrades	1	2	3	0	1	1	1	0	0	0	0	0	0	1	2	3	0	0	0	0	0	0	0
Transfers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SECRETARIAL/CLERICAL									1					ı v				1	l L	v	1 <u>`</u>	1	
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Terminations	1	4	5	0	4	1	0	0	0	0	0	0	0	1	4	5	0	0	0	0	0	0	0
Upgrades	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Transfers	0	1	1	0	1	0	0	0	0	0		0	0	0	1	1	0	0	0	0	0	0	0
TECHNICAL/PARAPROFESSIONA	i .																			, ,	3		
New Hires	2	1	3	1	0	0	1	1	0	0	0	0	0	2	1	3	0	0	0	0	0	0	0
Terminations	2	1	3	1	0	1	1	0	0	0	0	0	0	2	1	3	0	0	0	0	0	0	0
Upgrades	3	0	3	0	0	0	0	1	0	0	0	0	0	1	0	1	2	0	0	0	2	0	2
Transfers	2	0	2	1	0	0	0	1	0	0	0	0	0	2	0	2	0	0	0	0	0	0	0
SKILLED TRADES		T									ı				ı	1		Ι	1			T	1
New Hires	2	0	2	0	0	1	0	0	0	0	0	0	0	1	0	1	1	0	0	0	1	0	1
Terminations	4	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	4	0	0	0	4	0	4
Upgrades	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Transfers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE MAINTENANCE		T			1				<del>                                     </del>		T			<b></b>	T	,				<b>                                     </b>		Τ	
New Hires	8	3	11	6	2	0	1	1	0	0	0	0	0	7	3	10	1	0	0	0	1	0	1
Terminations	5	3	8	2	2	2	0	0	1	0	0	0	0	4	3	7	1	0	0	0	1	0	1
Upgrades	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Transfers	1	1	2	1	1	0	0	0	0	0	0	0	0	1	1	2	0	0	0	0	. 0	0	0
TOTAL			<b>,</b>		T			T	T						I	11		T		<del>                                       </del>		I	
New Hires	27	29	56	9	9	2	7	5	2	0	0	0	0	16	18	34	11	11	0	0	11	11	22
Terminations	34	23	57	7	7	9	6	2	1	0	0	1	0	19	14	33	15	9	0	0	15	9	24
Upgrades	12	15	27	0	3	2	3	2	3	0	0	0	0	4	9	13	8	6	0	0	8	6	14
Transfers	3	2	5	2	2	0	0	1	0	0	0	0	0	3	2	5	0	0	0	0	0	0	0
REMINDER:																							
*11-1										- A III-											T \$4		

<sup>\*</sup>Unknowns are subtracted from all totals.

\*\*\*\*Total Minority is the sum of Black or African Am., Hispanic or Latino, Asian or Nat. Haw. or Other Pacific Islander, American Indian/Alaska Native and Two or More Races.

\*\*Total Non-Minority is equal to White including Italian American.

\*\*\*\*TOTAL is the sum of Total Minority and Total Mono-Minority.

14 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1									2016 A	PPLIC	ANT D	ATA - R	ECRU	ITMEN	DOCL	JMENT	TATION	l (page	2 of 2	)														
Note   1985	COLLEGE	John Jay	College	of Crimi	nal Justice														Τ΄.			Period C	Covered:	7/1/201	15 - 6/30/	2016								
Section 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1.			тота	ıL****		Al	FRICAN A	M.		LATINO		NAT. I	AW. OR	OTHER .	A	LASK. NA	AT.					TO'	TAL RITY***		(inc	WHITE	Am.)					NON-MIN	NORITY*	TOTAL
Section 1. 1	EXEC./ADMIN./MANAGERIAL																																	=
Self-ordinal content period 1	Applicants @	455	546	88	1089	123	176	24	63	120	14	58	50	11	0	0	0	11	14	3	255	360	52	667	200	186	36	30	32	35	200	186	36	422
THE CONTROLLA GRANE PAGES 1 2 3 1 5 2 5 2 5 2 5 2 5 2 5 2 5 2 5 2 5 2 5	Interviews	6	9	0	15	0	2	0	0	1	0	1	0	0	0	0	0	0	0	0	1	3	0	4	5	6	0	0	0	8	5	6	0	11
STATION NO. 1. S.	Offers	6	9	0	15	0	2	0	0	1	0	1	0	0	0	0	0	0	0	0	1	3	0	4	5	6	0	0	0	8	5	6	0	11
PARTICIPATION OF THE PARTICIPA	TOTAL WORKFORCE Eth.& Gender Report	62	115	0	177	9	29	0	7	20	0	5	12	0	0	0	0	0	1	0	21	62	0	83	41	53	0	0	0	0	41	53	0	94
Define Control of Cont	FACULTY				1 1					· · · · · · · · · · · · · · · · · · ·			· · · · · · ·						1		101				13		1 1							
Define Control (Control (Contr	Applicants @	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
THE PROPERTY CATE OF TAX AGAINST PARTY OF TAX AGAIN	Interviews	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
STATIONAL PROPERTY NET TO A STATE OF THE PROPERTY NET TO A STA	Offers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Regiscing # 973 1 105 1 11 241	TOTAL WORKFORCE Eth.& Gender Report	217	195	0	412	21	23	0	22	23	0	13	22	0	0	0	0	1	1	0	57	69	0	126	160	126	0	0	0	0	160	126	0	286
THE PRINCE OF TH	PROFESSIONAL/NON-FACULTY	<b> </b>	ı	T	, ,		· · · · · · · · · · · · · · · · · · ·			· · · · · · · · · · · · · · · · · · ·			· · · · · · · · · · · · · · · · · · ·			······				1	16	T	ı	· · · · · · · · · · · · · · · · · · ·	10	ı					4	·····		
Communication A Gender Nagor 4   1   16   0   157   15   15   17   17   18   0   17   18   0   17   18   0   17   18   0   17   18   0   17   18   0   17   18   0	Applicants @	723	1505	183	2411	194	511	55	154	402	27	104	183	15	0	4	1	25	41	7	477	1141	105	1723	246	364	78	62	101	41	246	364	78	688
THE OFFICIAL PROPERTY OF THE P	Interviews	9	16	0	25	2	5	0	1	4	0	2	2	0	0	0	0	0	0	0	5	11	0	16	4	5	0	0	0	8	4	5	0	9
CHARLAMACHICAL Supplications 0 0 3 0 3 0 3 0 0 2 0 0 0 0 0 0 0 0 0 0	Offers	9	16	0	25	2	5	0	1	4	0	2	2	0	0	0	0	0	0	0	5	11	0	16	4	5	0	0	0	8	4	5	0	
TOTAL MATERIANS NATIONAL CONTINUATION CONTIN	TOTAL WORKFORCE Eth.& Gender Report	41	116	0	157	11	38	0	11	38	0	3	5	0	0	1	0	2	1	0	27	83	0	110	14	33	0	0	0	0	14	33	0	47
THE PRINCE NOTE THAN Gender Report  O 20 2 0 2 0 0 2 0 0 0 0 0 0 0 0 0 0 0 0		0	3	0	,	0	,	0		0	0	0	_	0		0	0	0	0			,	0	,		1	0	0	0	0		1	n	1
Commercial Conference			3	0	3	0	2		0	0		0	0		0	0			0	0	0	2		2	0	1			0	0		1	0	1
CHICKLIFFARMORTSONIA:    Applicants @	Offers	0	2	0	2	0	2	0	0	0	0	0	0	0	0	0		0	0	0	0	2	0	2	0	0		0	0	0	0	0	0	0
CHICKLIFFARMORTSONIA:    Applicants @	TOTAL WORKFORCE Eth.& Gender Report		40	0	49	,	20	0	4	15	0	1	2	0	0	0	0	0	0	0	7	37	0	44	,	3	0	n	0	0	,	3	0	5
Interviews 2 1 0 0 3 1 0 0 0 1 1 1 0 0 0 0 1 1 1 0 0 0 0	TECHNICAL/PARAPROFESSIONAL																																	
Offices    2	Applicants @	230	34	35	299	53	10	14	60	5	4	53	8	2	0	0	0	9	4	1	175	27	21	223	55	7	14	16	3	0	55	7	14	76
TAL WORKFORCE ETH. & Gender Report 34 23 0 57 11 7 0 8 8 8 0 7 2 0 0 0 0 0 0 0 0 26 17 0 43 8 6 0 0 0 0 0 8 8 6 0 14  ALED TRANS Applicants @ 100 4 13 117 31 1 5 30 2 5 2 0 1 0 1 0 1 0 2 0 0 0 65 4 11 80 35 0 2 11 2 0 0 9 0 0 9 0 0 9 9 11 0 0 1 0 0 0 0 0	Interviews	2	1	0	3	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	2	1	0	3	0	0	0	0	0	0	0	0	0	0
INTERPRETABLE TRADES  Applicants @ 100 4 13 117 31 1 5 30 2 5 5 2 0 1 0 1 0 1 0 2 0 0 0 65 4 11 80 35 0 2 11 2 0 35 0 2 37 MINORING ETERA Gender Report 38 0 0 38 11 0 0 12 0 0 0 1 0 0 0 0 0 0 0 0 0 0 0	Offers	2	1	0	3	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	2	1	0	3	0	0	0	0	0	0	0	0	0	0
Applicants @ 100 4 13 117 31 1 5 30 0 2 5 2 0 0 1 0 0 1 0 0 0 0 0 0 0 0 0 0 0 0 0	TOTAL WORKFORCE Eth.& Gender Report	34	23	0	57	11	7	0	8	8	0	7	2	0	0	0	0	0	0	0	26	17	0	43	8	6	0	0	0	0	8	6	0	14
Interviews 12 0 0 12 0 0 12 0 0 0 3 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	SKILLED TRADES		Γ				I			I			I			Ι			T	1	N .	Τ		I	1	I	1 1		Γ		1			
Offices    2						-	1	5	30	2	5	2	0	1	_	1		2	_			4				_			2	<del>                                     </del>		-	2	
TAL WORKFORCE EILA Gender Report  38 0 0 38 11 0 0 12 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0			_	_				-	3		-		_		_				_		1	<u> </u>	-		1	_			-		1		_	_
RICCI MAINTENANCE  Applicants @ 371 105 68 544 181 6 136 119 29 23 19 3 4 2 1 1 1 4 5 1 325 99 65 489 46 6 3 17 6 6 6 46 6 3 55  Interviews 8 3 0 11 6 2 0 0 0 1 0 1 0 0 0 0 0 0 0 0 0 0 0 0 0					_				-	0	0	0	_			0						1			1	_			0					
Applicants @ 371 105 68 544 181 61 36 119 29 23 19 3 4 2 1 1 1 4 5 1 325 99 65 489 46 6 3 17 6 6 6 46 6 3 55 interviews  8 3 0 11 6 2 0 0 0 1 0 1 0 0 0 0 0 0 0 0 0 0 0 0 0		38	0	0	38	11	0	0	12	0	0	0	0	0	0	0	0	0	0	0	23	0	0	23	15	0	0	0	0	0	15	0	0	15
Interviews 8 3 0 11 6 2 0 0 1 1 0 1 0 0 0 0 0 0 0 0 0 0 0 0 0			l		Π. Ι				Г	T			l		T	Τ	l		Т	T	1	Τ			li		T1	т	l		Г			
Offices    S   3   0   11   6   2   0   0   1   0   0   1   0   0   0   0						181						19	3		2	1	1	4	5	0		99			46	6	3		6	6		6	3	
TAL WORKFORCE Eth.& Gender Report  St.   36   0   90   23   18   0   23   12   0   2   3   0   0   0   0   0   0   0   0   1   0   48   34   0   82   6   2   0   0   0   0   0   0   0   0   0			-			6				-	-	1	_			-						3			1	_	1 1			<del>                                     </del>	1			1
OTAL  Applicants @ 1879 2197 387 4463 582 761 134 426 558 73 236 244 33 2 6 2 51 64 12 1297 1633 254 3184 582 564 133 136 144 82 582 564 133 1279  Interviews 37 32 0 69 9 11 0 5 7 0 4 2 0 0 0 0 0 0 0 18 20 0 38 19 12 0 14 2 15 19 12 0 31  Offers 27 31 0 58 9 11 0 3 7 0 4 2 0 0 0 0 0 0 0 0 16 20 0 36 11 11 0 0 0 16 11 11 0 22  TAL WORKFORCE Eth& Gender Report 455 525 0 980 88 135 0 87 116 0 31 46 0 0 1 0 3 4 0 209 302 0 511 246 223 0 0 0 0 2 246 223 0 469  ****TOTAL WINDLEY:  Unknowns are subtracted from all totals.		-	_	-		23		_	_		-	2	_		_			_		_		3/	-		1						1		_	8
Applicants @ 1879 2197 387 4463 582 761 134 426 588 73 226 244 33 22 6 2 51 64 12 1297 1633 254 3184 582 564 133 136 144 82 582 564 133 1279 interviews 37 32 0 69 9 11 0 5 7 0 4 2 0 0 0 0 0 0 0 18 20 0 38 19 12 0 14 2 16 19 12 0 31 00 00 0 0 0 0 0 0 0 0 0 0 0 0 0 0	TOTAL	m	30	ı	-30		1	Ť				1	-		ı	1		Ti.		1	,, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	1	H	- 02		1			, i		l i	Ť	m	
Interviews 37 32 0 69 9 11 0 5 7 0 4 2 0 0 0 0 0 0 18 20 0 38 19 12 0 14 2 16 19 12 0 31  Offers  27 31 0 58 9 11 0 3 7 0 4 2 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0		1879	2197	387	4463	582	761	134	426	558	73	236	244	33	2	6	2	51	64	12	1297	1633	254	3184	582	564	133	136	144	82	582	564	133	1279
Offers 27 31 0 58 9 11 0 3 7 0 4 2 0 0 0 0 0 0 15 20 0 36 11 11 0 0 0 16 11 11 0 0 2  TALWORKFORCE Eth& Gender Report 455 525 0 980 88 135 0 87 116 0 31 46 0 0 1 0 1 0 3 4 0 209 302 0 511 246 223 0 0 0 0 0 246 223 0 469  ****TOTAL is the sum of Total Minority is the sum of Total Minority; and Total Non-Minority.	Interviews			0	69	9									0	0					6			38	1									
TAL WORKFORCE Eth.& Gender Report 455 525 0 980 88 135 0 87 116 0 31 46 0 0 1 0 3 4 0 209 302 0 511 246 223 0 0 0 0 0 246 223 0 469  ****TOTAL is the sum of Total Minority is the sum of Total Minority; and Total Non-Minority.  ****TOTAL is the sum of Total Minority and Total Non-Minority.	Offers		31	0		9		0	3	7	0	4	2	0	0	0		0	0	0			0		1		0		0	16			0	
Unknowns are subtracted from all totals. *****TOTAL is the sum of Total Minority and Total Non-Minority.	TOTAL WORKFORCE Eth.& Gender Report	455	525	0	980	88	135	0	87	116	0	31	46	0	0	1	0	3	4	0	209	302	0	511	246	223	0	0	0	0			0	469
Unknowns are subtracted from all totals. *****TOTAL is the sum of Total Minority and Total Non-Minority.	REMINDER:							al Minori			ck or Afri			or Latino,	Asian or	Nat. Haw	or Other	Pacific Is	lander, A	merican			ive and 1	Two or M										
	*Unknowns are subtracted from all totals.																																	
		ding Itali	an Amer	ican.										lifications	for a spe	cific posi	ition.																	

## I. IMPACT RATIO ANALYSIS

The Impact Ratio	Worksheets i	identify rec	ruitment, se	election, and	d employmen	t activities v	vhere the po	tential for <i>i</i>	Adverse
Impact exists.									

# IMPACT ANALYSIS WORKSHEETS John Jay College of Criminal Justice FEMALES AND MINORITIES

COLLEGE NAME:

HIRES ANALYSIS John Jay College of Criminal Justice PART A

$\nu$	ecember 16, 2016																
	JOB			MINC	RITY					FEM	IALE						
	AREAS/			HIR	ES					HIE	RES			F	PERCENTAC	SE OF HIRE	s
	CATEGORY	NON	MIN	M	IN	TO	TAL	M.A	LE	FEM	IALE	TO.	TAL	% of non-min	% of min hires	% of male hires	% of female
		APPL	HIRES	hires	76 OF HILL TIMES	% of male filles	hires										
#	TOTAL	1279	22	3184	34	4463	56	1879	27	2584	29	4463	56	1.7%	1.1%	1.4%	1.1%
1	Exec./Adm./Mngrl.	422	11	667	4	1089	15	455	6	634	9	1089	15	2.6%	0.6%	1.3%	1.4%
2	Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%
3	Professional/Non-Fac.	688	9	1723	16	2411	25	723	9	1688	16	2411	25	1.3%	0.9%	1.2%	0.9%
4	Secretarial/Clerical	1	0	2	0	3	0	0	0	3	0	3	0	0.0%	0.0%	0.0%	0.0%
5	Techn./Paraprofessional	76	0	223	3	299	3	230	2	69	1	299	3	0.0%	1.3%	0.9%	1.4%
6	Skilled Trades	37	1	80	1	117	2	100	2	17	0	117	2	2.7%	1.3%	2.0%	0.0%
7	Service/Maintenance	55	1	489	10	544	11	371	8	173	3	544	11	1.8%	2.0%	2.2%	1.7%
	TOTAL	1279	22	3184	34	4463	56	1879	27	2584	29	4463	56	2%	1%	1%	1%

							IRA W	ORKSH	EET FO	R NON	-MIN VS	MIN %	OF HIR	ES					
De	cember 16, 2016																		
	JOB AREAS/	RATE	FOR	RATE	FOR		OVER	ON	ILY IF IRA	UNDER	0.8	* IRA LESS THA DIF >=1 PERSO				FISH	HER TEST	г	
	CATEGORY	CATEGORY  UNFAV. GROUP FAV. GROUP																	
#	UNFAV, GROUP FAV, GROUP FAV, GROUP IRA RATE EXPECT ACTL DIF DEV STD DEV-2 VALUE APPLICANTS NON-MIN HRED MIN APPLICANTS MIN HRED NOTE  A B C D E F G H I J J K L MM N O P Q																		
1	UNFAV, GROUP FAV. GROU																		
2	Faculty	N/A		N/A															
3	Professional/Non-Fac.	MINORITY	0.9%	NON-MIN	1.3%	0.71	1.0%	17	16	1	0.83	*		N/A					
4	Secretarial/Clerical	N/A		N/A															
5	Techn./Paraprofessional	NON-MIN	0.0%	MINORITY	1.3%														
6	Skilled Trades	MINORITY	1.3%	NON-MIN	2.7%	0.46	1.7%	1	1	0	0.56			N/A					
7	Service/Maintenance	NON-MIN	1.8%	MINORITY	2.0%														
	TOTAL							27	21	6									

							IRA WO	RKSHE	ET FO	R MALE	VS FE	MALE %	OF HI	RES					
De	ecember 16, 2016																		
	JOB AREAS/	RATE	FOR	RATE	FOR		OVER	ON	ILY IF IRA	UNDER	0.8	* IRA LESS THA DIF >=1 PERSO				FISH	ER'S TES	т	
	CATEGORY	UNFAV. GROUP FAV. GROU																	
#	UNFAV. GROUP															Q			
A B C D E F G H 1 J K L M N O 1 ExecJAdm/Mngrl. MALE 1.3% FEMALE 1.4%																			
2	Faculty	N/A																	
3	Professional/Non-Fac.	FEMALE	0.9%	MALE	1.2%	0.76	1.0%	17	16	1	0.66	*		N/A					
4	Secretarial/Clerical	N/A		N/A															
5	Techn./Paraprofessional	MALE	0.9%	FEMALE	1.4%														
6	Skilled Trades	FEMALE	0.0%	MALE	2.0%	0.00	1.7%	0	0	0	0.59			N/A					
7	Service/Maintenance	FEMALE	1.7%	MALE	2.2%	0.80													
	TOTAL:							17	16	1				·					

#### PROMOTION ANALYSIS

John Jay College of Criminal Justice

PART B

	JOB			MINC	RITY					FEM	ALE						
	AREAS/			PROM	OTION					PROM	OTION				PERCENTAGE (	OF PROMOTION	
	CATEGORY	NON	I MIN	M	IN	TO'	ΓAL	MA	LE	FEM	ALE	TO	ΓAL	% of non-min	% of min	% OF MEN	% OF FEMALE
		INCUMBENT	PROMOTED	PROMOTED	promoted	promoted	promoted										
#	TOTAL	469	14	511	13	980	27	455	12	525	15	980	27	3%	3%	3%	3%
1	Exec./Adm./Mngrl.	94	1	83	1	177	2	62	1	115	1	177	2	1%	1%	2%	1%
2	Faculty	286	11	126	8	412	19	217	7	195	12	412	19	4%	6%	3%	6%
3	Professional/Non-Fac.	47	0	110	3	157	3	41	1	116	2	157	3	0%	3%	2%	2%
4	Secretarial/Clerical	5	0	44	0	49	0	9	0	40	0	49	0	0%	0%	0%	0%
5	Techn./Paraprofessional	14	2	43	1	57	3	34	3	23	0	57	3	14%	2%	9%	0%
6	Skilled Trades	15	0	23	0	38	0	38	0	0	0	38	0	0%	0%	0%	0%
7	Service/Maintenance	8	0	82	0	90	0	54	0	36	0	90	0	0%	0%	0%	0%
	TOTAL	469	14	511	13	980	27	455	12	525	15	980	27	3%	3%	3%	3%

						IRA	WOR	KSHEET	FOR N	ION-MII	VS M	N % OF	PROM	MOTION					
De	JOB AREAS/	RATE	FOR	RATE	E FOR		OVER	ON	ILY IF IRA	UNDER	0.8	* IRA LESS THA DIF >=1 PERSO				FISH	IER TEST	<u>г</u>	
	CATEGORY	UNFAV	. GROUP	FAV.	GROUP	IRA	ALL RATE	EXPECT	ACTL	DIF	STD DEV	** IRA LESS THA STD DEV>=2		FISHER'S VALUE	NON-MIN INCUM	NON-MIN PRMT	MIN INCUM	MIN PRMT	FISHER TEST RESULT NOTE
#	A		В		С	D	E	F	G	н	_	J	K	L	м	0	P	Q	q
1	Exec./Adm./Mngrl.	NON-MIN	1.06%	MINORITY	1.20%														
2	Faculty	NON-MIN	3.85%	MINORITY	6.35%														
3	Professional/Non-Fac.	NON-MIN	0.00%	MINORITY	2.73%														
4	Secretarial/Clerical	N/A		N/A															
5	Techn./Paraprofessional	MINORITY	2.33%	NON-MIN	14.29%	0.16	5.26%	2	1	1	1.74	*		sher's Valu	14	2	43	1	KEY IN FISHER
6	Skilled Trades	N/A		N/A															
7	Service/Maintenance	N/A		N/A															
	TOTAL							2	1	1									

						IRA	WORK	SHEET	FOR M	ALE VS	FEMA	LE % OF	PRON	MOTION					
De	cember 16, 2016																		
	JOB											* IRA LESS THA				FIO	IED TEOT	-	
	AREAS/	RATE	FOR	RATE	FOR	J	OVER	ON	ILY IF IR	UNDER	8.0	DIF >=1 PERSO	ON			FISI	HER TEST		
	CATEGORY  UNFAV.GROUP FAV.GROUP IRA  ALL EXPECT ACTL DIF STD "RALESS THAN £8 AND DEV \$10 0000-92 WALUE male incum male prmt female incum female prmt female incum female prmt female incum nale prmt female incum female prmt female incum nale prmt nale prmt female incum nale prmt female incum nale prmt nale p																		
		UNFAV. GROUP FAV. GROUP IRA RATE EXPECT ACTL DIF DEV STD DEV>2 VALUE male incum male print female incum female print note.																	
#	UNFAV.GROUP FAV.GROUP IRA RATE EXPECT ACTL DIF DEV STD DRIV->2 VALUE male incum male incum male print female incum female print female incum male incum male print female incum male incum																		
1	UNFAV_GROUP FAV_GROUP IKA RATE DEV \$10 060->2 VALUE NOTE  A B C C D E F G H I J K L M N O P G  xec_IAdm_Mingrl. Female 0.9% MALE 1.6% 0.539 1.1% 1 1 0 0.45 NVA																		
2	A B C O E F G H I J K L M N O P O																		
3	Professional/Non-Fac.	FEMALE	1.7%	MALE	2.4%	0.707	1.9%	2	2	0	0.29			N/A					
4	Secretarial/Clerical	N/A		N/A															
5	Techn./Paraprofessional	FEMALE	0.0%	MALE	8.8%	0.000	5.3%	1	0	1	1.46	*		isher's Valu	34	3	23	0	VALUE IN
6	Skilled Trades	N/A		N/A															
7	Service/Maintenance	N/A		N/A															
	TOTAL							4	3	1									

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## TERMINATION ANALYSIS December 16, 2016

John Jay College of Criminal Justice

De	ecember 16, 2016	1															
	JOB			MINC	RITY					FEM	ALE						
	AREAS/			TERMI	NOITAN					TERMII	NOITAN						
	CATEGORY	NON	I MIN	М	IN	TO	TAL	MA	ALE	FEN	IALE	тот	ΓAL	Pi	ERCENTAGE O	F TERMINATIO	ON
		INCUMBENT	TERMINATED	NCUMBENT	TERMINATED	NCUMBENT	TERMNATED	INCUMBENT	TERMINATED	INCUMBENT	TERMINATED	NCUMBENT	TERMINATED	% of non-min TERMINATED	% of min TERMINATED	% OF MEN TERMINATED	% OF FEMALE TERMINATED
#	TOTAL	469	24	511	33	980	57	455	34	525	23	980	57	5%	6%	7%	4%
1	Exec./Adm./Mngrl.	94	6	83	7	177	13	62	8	115	5	177	13	6%	8%	13%	4%
2	Faculty	286	8	126	3	412	11	217	9	195	2	412	11	3%	2%	4%	1%
3	Professional/Non-Fac.	47	5	110	8	157	13	41	5	116	8	157	13	11%	7%	12%	7%
4	Secretarial/Clerical	5	0	44	5	49	5	9	1	40	4	49	5	0%	11%	11%	10%
5	Techn./Paraprofessional	14	0	43	3	57	3	34	2	23	1	57	3	0%	7%	6%	4%
6	Skilled Trades	15	4	23	0	38	4	38	4	0	0	38	4	27%	0%	11%	0%
7	Service/Maintenance	8	1	82	7	90	8	54	5	36	3	90	8	13%	9%	9%	8%
	TOTAL	469	24	511	33	980	57	455	34	525	23	980	57	5%	6%	7%	4%

						IRA	WORK	SHEET	FOR N	ON-MIN	I VS MI	N % OF	TERMI	NATION					
De	ecember 16, 2016																		
	JOB											* IRA LESS THA	N 0.8 AND						
	AREAS/	RATE	FOR	RATE	FOR		OVER	ON	ILY IF IRA	UNDER	0.8	DIF >=1 PERSO	ON			FISH	HER TEST		
	CATEGORY	UNFAV. GROUP FAV. GROUP IRA RATE EXPECT ACTL DIF DEV STD DEV->2 VALUE min incumb min terminated non-min incumb terminated NOTE  A B C D E F G HI I J K L M N O P Q																	
#	A B C D E F G H I J K L M N O P G																		
1	A B C D E F G H I J K L M N O P Q  xec./Adm./Mngrl. MNDGRTY 8.4% NOHMN 6.4% 0.757 7.3% 6 7 1 0.52 * NVA																		
2	Faculty	NON-MIN	2.8%	MINORITY	2.4%														
3	Professional/Non-Fac.	NON-MIN	10.6%	MINORITY	7.3%														
4	Secretarial/Clerical	MINORITY	11.4%	NON-MIN	0.0%	0.000	10.2%	4	5	1	0.80	*		isher's Valu	44	5	5	0	VALUE IN
5	Techn./Paraprofessional	MINORITY	7.0%	NON-MIN	0.0%	0.000	5.3%	2	3	1	1.02	*		isher's Valu	43	3	14	0	VALUE IN
6	Skilled Trades	NON-MIN	26.7%	MINORITY	0.0%														
7	Service/Maintenance	NON-MIN	12.5%	MINORITY	8.5%														·
	TOTAL							12	15	3									

						IRA	WORK	SHEET	FOR M	ALE VS	FEMAL	E % OF	TERMI	NATION					
D	ecember 16, 2016																		
	JOB											*IRA LESS THA	N 0.8 AND						
	AREAS/	RATE	FOR	RATE	FOR		OVER	ON	ILY IF IRA	UNDER	8.0	DIF >=1 PERSO	ON			FISH	HER TES	Γ	
	CATEGORY	CATEGORY UNFAV. GROUP FAV. GROUP IRA ALL RATE EXPECT ACTL DIF STD DEV STD DEV-2 VALUE female incumb female terminated from the																	
		UNFAV.	. GROUP	FAV.	GROUP	IRA	RATE	EXPECT	ACIL	DIF	DEV	STD DEV>=2		VALUE	temale incumb	terminated	male incumb	male terminated	NOTE
Ħ	A																		
1	Exec./Adm./Mngrl.	MALE	12.9%	FEMALE	4.3%														i
2	Faculty	MALE	4.1%	FEMALE	1.0%														
3	Professional/Non-Fac.	MALE	12.2%	FEMALE	6.9%														
4	Secretarial/Clerical	MALE	11.1%	FEMALE	10.0%														
5	Techn./Paraprofessional	MALE	5.9%	FEMALE	4.3%														
6	Skilled Trades	MALE	10.5%	FEMALE	0.0%														
7	Service/Maintenance	MALE	9.3%	FEMALE	8.3%														
	TOTAL							0	0	0									

paste the 4 data here	total # in group 1	# of hire/ prmt/ termnt	total # in group 2	# of fav, hire/ prmt/ termnt	vs
<b></b>	44	5	5	О	
This is the FISHER'S value	0.5	695		Not sho	ow significant difference
paste the 4 data here	total # in group 1	# of hire/ prmt/ termnt	total # in group 2	# of fav, hire/ prmt/ termnt	vs
-	43	3	14	o	
This is the FISHER'S value	0.4	218		Not sho	ow significant difference
paste the 4 data here	total # in group 1	# of hire/ prmt/ termnt	total # in group 2	# of fav, hire/ prmt/ termnt	vs
	14	2	43	1	
This is the FISHER'S value	0.1	462		Not sho	ow significant difference
paste the 4 data here	total # in group 1	# of hire/ prmt/ termnt	total # in group 2	# of fav, hire/ prmt/ termnt	vs
	34	3	23	О	
This is the FISHER'S value	0.20	045		Not sho	ow significant difference

#### J. TENURE ELIGIBILITY SURVEY

The Tenure Eligibility Survey summarizes, by department, persons eligible to be awarded tenure effective 9/1/2015.

Those eligible for tenure are defined as all members of the instructional staff who were appointed for their first full-time annual appointment in the 2008 - 2009 academic year and who have been reappointed continuously on a full-time annual basis in a tenure-bearing title. Individuals receiving tenure by some exception to this procedure, such as early tenure or tenure upon appointment are reported in parenthesis ( ).

Those receiving tenure are defined as those who met eligibility requirements and who were recommended for tenure as per the Chancellor's University Report effective 9/1/2015. Typically the recommendation was made no later than December, 2014.

Individuals are reported by rank at the time of eligibility and do not report achievement of a higher rank (promotion), even if received at the same time. Any executives (such as Deans) receiving tenure are reported in their professorial title only.

The first chart is a College-wide chart, followed by individual charts for each department.

							TENU	JRE ELI	GIBILIT	Y SUR	VEY - C	OLLEG	E-WID	E TOTA	LS					
COLLEGE:	John Jay	Coll	ege of Cri	minal Just	<u>tice</u>															
	Eligible f	or T	enure Effe	ective 9/1	/2015															
			Sub-		W	nite	Italian-A	merican	Asian/ Hawaiiar		Indian	rican /Alaska tive	Black/	African erican	Hisp	panic	Pueri	to Rican		r More
	TOTAL		M	F	М	F	М	F	М	F	М	F	М	F	М	F	M	F	М	F
Professor																				
Associate Prof.	12		4	8	1	5	1		1	1					1	2				
Assistant Prof.	2		2				1						1							
Lecturer (CCE)																				
College Lab Techs	1			1		1														
TOTAL	15		6	9	1	6	2		1	1			1		1	2				
	Recomm	nend	led for Te	nure Effe	ctive 9/1	/2015														
			Tenure ir				- and adj	ust total	calculatio	n accord	ingly									
			Sub-		14/1	nite	Malian A		Asian/ Hawaiiar		Indian	rican /Alaska tive	Black/	African	Ilia		Divort	to Rican		r More
	TOTAL		M	F	M	F	M	F	M	F	M	F	M	F	M	panic F	M	F	M	F
Professor																				
Associate Prof.	13		4	8	1	5	1		1	1					2	2				
Assistant Prof.	2		2				1						1							
Lecturer (CCE)																				
College Lab Techs	1			1		1														
TOTAL	16		6	9	1	6	2		1	1			1		2	2				

							TEN	IURE EI	LIGIBIL	ITY SUI	RVEY -	DEPAR	RTMEN	T DETA	AIL					
DEPARTMENT	Art And	Muc	ic																	
DEFARTIVIENT	ALLANG	IVIUS	iic.																	
	Eligible f	or Te	enure Eff	ective 9/	1/2015															
			Sub-		Wh	nite	Italian-A	American	Asian/ Hawaiiar		Indian	erican /Alaska tive	-	African	Hisp	panic	Puert	o Rican	Two or	r More ces
	TOTAL	П	М	F	М	F	М	F	М	F	М	F	М	F	М	F	М	F	М	F
Professor																				
Associate Prof.	1		1												1					
Assistant Prof.																				
Lecturer (CCE)																				
College Lab Techs																				
TOTAL	1	Ц	1												1					
		Н																		
	Recomm	end	ed for Te	enure Effe	ective 9/1	/2015														
NOTE: Please record	d Early Ter	nure	in Parer	ıthesis: e	xample (	)														
		Ц																		
			Sub-		Wh		thelien A	American	Asian/ Hawaiiar		Indian	erican /Alaska tive		African erican	Uio	oanic	Duant	o Rican	Two o	
	TOTAL		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Professor																				
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# K. COMPENSATION PRACTICES DISCUSSION OF COMPENSATION PRACTICES

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

Performance Appraisal/Setting of Merit Increases and Pay Increases upon Promotion

Guidelines for performance appraisal and recommendations of discretionary pay increases are established by University management, subject to requirements established by civil service regulations, government mandates and bargaining unit agreements. These vary according to title and job function.

All recommendations for pay increases for Executives are reviewed by University management.

Recommendations for pay increases for faculty and administrative staff are vetted by the Provost who makes the determination to submit a proposal to the college President. Recommendations for staff pay increases are vetted through the HEO Screening Committee. This includes all reclassifications. The division Vice Presidents present their proposed actions to the HEO Screening Committee, comprised of the Vice Presidents, one Higher Education Officer and the non-voting members consisting of the Human Resources Director, the Labor Designee and the Chief Diversity Officer.

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

#### **Setting of Starting Salaries**

Guidelines for starting salary recommendations are established by University management, subject to requirements established by civil service regulation, government mandates, budget sufficiency, and bargaining unit agreements. These vary according to employee titles and job functions.

Starting salaries for Executives are subject to guidelines established centrally and approved by the New York State legislature. Executive starting salaries are limited to a pre-established pay range and are reviewed by University Management. Exceptions to policy require additional justification.

Faculty and administrators' starting salaries are set within pre-established ranges in bargaining unit agreements. There is also a prescribed practice for justifying any exceptions to starting salary policies, which includes a committee review. We do not often seek to go beyond the pre-established ranges for staff. If we do we would seek the President's review and then the convening of the Salary Above Base Committee. We then communicate back to the College President the results of the committee's decision. If the college President approves the action, the College then sends the request to CUNY OHRM for approval from the Vice Chancellor's Office.

Classified civil service starting salaries are strictly limited due to regulation; in most cases the requirement is that all individuals starting in a civil service title are paid the minimum in the range, or the minimum step for that title. When there are exceptions to this practice the reasoning is reviewed within Human Resources at the Director level. Going above the minimum salary is not common.

#### **Additional Elements of Pay**

The College has adopted the following policies and guidelines for managing additional elements of pay.

#### **Bonuses**

Bonuses are generally limited to Executives and members of the Classified Managerial service. There is a prescribed procedure for each group as determined by CUNY's executive leadership and for a given plan, all eligible incumbents are considered for bonuses at the same point in time. All bonus awards must be justified in a completed performance appraisal. For this program year, the College did/did not pay bonuses to employees under these plans.

#### **Perquisites**

Perquisites offered to Executives other than the College President are outlined in The University Executive Compensation Plan. All executives at a given title or level are offered equivalent perquisites.

#### Stock

As a government employer, CUNY does not offer stock or equity to any employee.

#### Overtime and Additional Assignments

For those job titles where overtime is assigned, all overtime must be approved in advance by the manager of the employee's department. Overtime forms are filled out by the department, department management signs off on the overtime, and the forms are submitted to HR. Due to necessary fiscal controls, overtime assignments are discouraged and rarely used.

CUNY has established rules for multiple appointments (assignments) which are outlined in CUNY's "Multiple Position Policy" and apply equally to all incumbents in a given title.

#### Differentials

All differentials are available to all incumbents in a given title and are based on factors such as time in service, specific work schedules (such as nights or weekends), specific assignments (such as K-9 patrol for security guards), and degrees/certifications. These conditions are detailed in individual bargaining unit agreements and apply to all incumbents in the respective titles or units.

#### **Honors and Awards**

(Describe honors or awards programs with financial impact here).

#### Payments upon Severance or Retirement

Executives receive payments upon severance or retirement based on years of service in the Executive ranks, which are applied to all Executive titles. Severance provisions are documented in the Executive Compensation Plan described above.

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

#### **Tracking and Evaluation of Compensation Decisions**

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

#### **Document Retention**

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

performance appraisals, be retained for six years following employee resignation/termination. Section 32(333) requires that job classification decisions related to individual employees be retained for ten years.

#### L. BENCHMARK COMPARISONS FOR VETERANS AND INDIVIDUALS WITH DISABILITIES

#### 1. Veterans Hiring Benchmark

The hiring rate calculated below is compared with the rate established by the US Department of Labor for 2016 (6.9%).

Factor		2015 – 2016	2014 – 2015	2013 – 2014
A.	Number of applicants who self-identify as Protected	42	Transitional	N/A (Prior
	Veterans before an offer of employment is made		Year	to Transition)
В.	Total number of job openings	56		
C.	Total number of jobs filled (hires, upgrades, transfers)	88		
D.	Total number of applicants for all jobs	4463		
E.	Number of Protected Veteran applicants hired	1		
F.	Total number of applicants hired	56		
Hiring r	ate (E / C) 6.9%	1.1%		

#### 2. Hiring Data, Individuals with Disabilities

There currently is no recommended hiring benchmark for Individuals with Disabilities.

Factor		2015 – 2016	2014 – 2015	2013-2014
A.	Number of applicants who self-identify as Individuals with Disabilities before an offer of employment is made	158	Transitional Year	N/A (Prior to
В.	Total number of job openings	56		Transition)
C.	Total number of jobs filled (hires, upgrades, transfers)	88		
D.	Total number of applicants for all jobs	4463		
E.	Number of applicants who identified as Individuals with Disabilities	158		
F.	Total number of applicants hired	56		

#### 3. <u>Utilization Benchmarks, Individuals with Disabilities</u>

Utilization benchmarks at the Job Group level are compared with the utilization goal established by the US Department of Labor (7%). Utilization under 7% indicates there is underutilization. However, underutilization is a Yes/No evaluation *for job groups of five or more*. No underutilization rate is calculated and no placement goals are set here.

Job Group	Affirmative Action Unit	Total Employees in Job Group	Total Number of Employees with Disabilities in Job Group	Utilization Rate of Individuals with Disabilities (Total # disabilities / Total employees in job group)	Under- utilized? (Y/N) Y if less than 7%	Change from Prior Year
Executive/ Administrative/ Managerial						
	Administration I	21	0	0%	Υ	NA
	Administration II	145	2	1%	Υ	NA
	Computer Systems Manager	3	0	0%	N	NA
	Chief Admin Supt of Buildings and Grounds	1	0	0%	N	NA
	Admin Supt of Buildings and Grounds	5	0	0%	N	NA
	Security Director	2	0	0%	N	NA
Faculty	D (	265		20/	1,,	NA
	Professorial	365	8	2%	Υ	NA
	Non-Professorial Lecturer Non-Professorial Instructor	1	0	0%	Y N	NA NA
Professional Non- Faculty						
	Accountant	4	1	25%	N	NA
	Administration III	153	1	1%	N	NA
Technical/ Paraprofessional						
	Administration IV	12	0	0%	N	NA
	Accountant Assistant	2	0	0%	N	NA
	Broadcasting/Media	9	1	11%	N	NA
	Computer Specialists	29	0	0%	Υ	NA
	Media/Print Shop	5	0	0%	N	NA
Secretarial/ Clerical	CUNY Administrative	7	1	14%	N	NA
	Assistant					
	CUNY Office Assistant Mail Message Services Worker	36 6	0	3%	Y N	NA NA
Skilled Trades/ Crafts						
	Skilled Trades/Crafts Supervisory	1	1	100%	N	NA
	Skilled Trades/Crafts, Non-Supervisory	37	0	0%	Υ	NA
Service/Mainten-ance						
	Campus Peace/Security Officer L1	40	0	0%	Υ	NA

Job Group	Affirmative Action Unit	Total Employees in Job Group	Total Number of Employees with Disabilities in Job Group	Utilization Rate of Individuals with Disabilities (Total # disabilities / Total employees in job group)	Under- utilized? (Y/N) Y if less than 7%	Change from Prior Year
	Campus Public Safety Sergeant	11	0	0%	Υ	NA
	Custodial Assistant	33	2	6%	N	NA
	Custodial Supervisory	5	0	0%	N	NA
	Basic Crafts/Buildings and Grounds	1	1	100%	N	NA

## M. VETS 4212 REPORT

#### FEDERAL CONTRACTOR VETERANS' EMPLOYMENT REPORT VETS-4212

OMB NO: 1293-0005

Expires: 11/30/2017

Persons are not required to respond to this collection of information unless it displays a valid OMB number. It is mandatory for a covered Federal contractor respond to this information collection. See 38 U.S.C. § 4212(d) and "Who Must File" section of instructions.

RETURN COMPLETED REPORT TO: VETS-4212 Submission VETERANS' EMPLOYMENT AND TRAINING SERVICE (VETS) VETERANG EMPLOTMENT AND TRANSPORTED IN CARE OF DEPARTMENT OF THE CONTROL OF THE PROPERTY OF T

1	TYPE OF REPORTING ORGANIZATION		TYPE OF FORM (Check only one)
	(Check one or both, as applicable)		Single Establishment
	Prime Contractor		Multiple Establishment-Headquarters
	Subcontractor		Multiple Establishment-Hiring Location
	_		Multiple Establishment-State Consolidated
		ı	(specify number of locations) (MSC)

ATTN: Human Resource/EEO Department COMPANY IDENTIFICATION INFORMATION (Omit items preprinted above-ADD Company Contact Information Below) COMPANY No: TWELVE MONTH PERIOD ENDING 0 7 0 1 2 0 1 T131733 NAME OF PARENT COMPANY: ADDRESS (NUMBER AND STREET): The City University of New York 205 East 42 Street - 10th Floor COUNTY: STATE: ZIP CODE: New York New York NY 10017 NAME OF COMPANY CONTACT: TELEPHONE FOR CONTACT: EMAIL: Jean Chen 646-664-3301 jean.chen@cuny.edu NAME OF HIRING LOCATION: ADDRESS (NUMBER AND STREET): 524 W. 59th Street John Jay College of Criminal Justice CITY: COUNTY: STATE: ZIP CODE New York NY 10019 EMPLOYER ID 0 0 7 3 9 1 (IRSTAX No.)

#### INFORMATION ON EMPLOYEES

BE ENTERED	REPORT THE TOTAL NUMBER OF EMPLOYEES AND NEW HIRES WHO ARE PROTECTED VETERANS, AS DEFINED IN THE INSTRUCTIONS. DATA ON NUMBER OF EMPLOYEES ARE TO BE ENTERED IN COLLIMN A AND B, LINES 1.1 THROUGH 9. DATA FOR NEW HIRES ARE ENTERED IN COLLIMNS C AND D. LINE 10 IS TOTAL OF EACH COLLIMN. ENTRIES IN COLLIMNS C AND D, LINES 1.1 THROUGH 9 (GRAY SHADED AREAS) ARE DYTHONAL ENTER THE MAXIMUM AND MINIMUM NUMBER OF EMPLOYEES.						
JOB	NUMBER OF	EMPLOYEES	NEW HIRES (PREVIOUS 12 MONTHS)				
CATEGORIES	PROTECTED VETERANS (A)	TOTAL EMPLOYEES (B)	PROTECTED VETERANS (C)	TOTAL NEW HIRES (D)			
EXECUTIVE/SENIOR LEVEL OFFICIALS AND MANAGERS 1.1	0	13	0	1			
FIRST/MIDLEVEL OFFICIALS AND MANAGERS 1.2	1	134	0	13			
PROFESSIONALS 2	8	582	0	33			
TECHNICIANS 3	0	23	0	1			
SALES WORKERS 4	0	0	0	0			
ADMINISTRATIVE SUPPORT WORKERS 5	3	100	0	1			
CITAFT WORKERS 6	2	25	1	1			
OPERATIVES 7	0	5	0	0			
LABORERS/HELPERS 8	1	10	0	0			
SERVICE WORKERS 9	8	90	0	20			
TOTAL EMPLOYEES 10	23	982	1	70			

Report the total maximum and minimum number of permanent employees during the period covered by this report.

Maximum Number	Minimum Number
982	883

Form VFTS-4212 11/2014

A written copy of this Affirmative Action Plan is available for inspection by any employee or applicant for employment, during normal business hours, at John Jay College of Criminal Justice, in the Office of Compliance and Diversity Officer at 524 W. 59<sup>th</sup> Street, Harran Hall, Room 622T, New York, NY 10019. Interested persons should contact Silvia Montalban, Esq. Director of Compliance and Diversity, the Chief Diversity Officer at 646-557-4409 or via email, addressed to <a href="mailto:smontalban@jjay.cuny.edu">smontalban@jjay.cuny.edu</a>. It is also available electronically on the John Jay College website at <a href="mailto:www.jjay.cuny.edu">www.jjay.cuny.edu</a>.