# **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	4	•	<b>,</b>
Diversejobs.net	•	1	•	1
Hercjobs.org	•	1	•	1
Higher Ed Jobs.com	4	4	•	<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>\</b>
NYS DOL	•	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%.

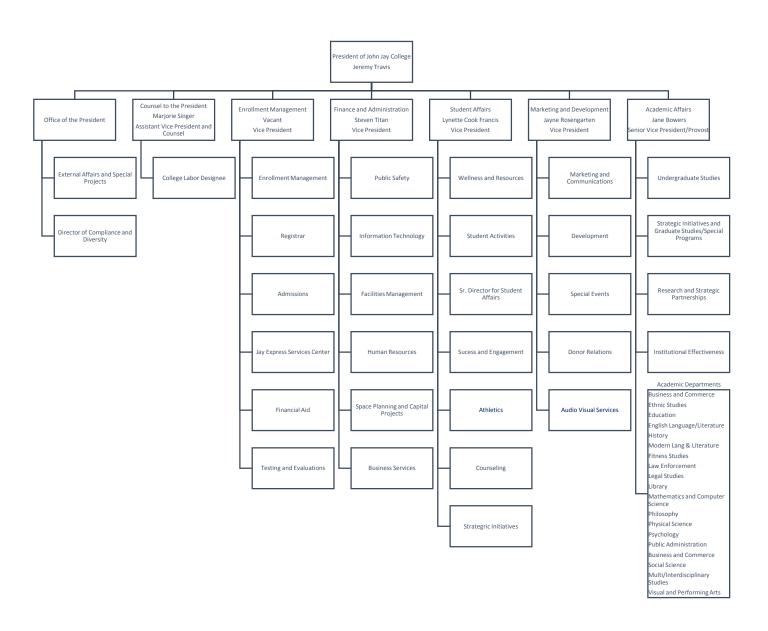
A preliminary review of the extent to which the college meets hiring benchmarks for employment of Veterans is illustrated displayed in Appendix L.

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

Job Group	Affirmative Action Unit	Typical Job Titles
Executive/Administrative/	Administration I	President
Managerial		Vice President/Assistant Vice President
		Dean/Associate Dean/Assistant Dean
		Administrator/Associate Administrator/Assistant Administrator
	Administration II	Higher Education Officer
		Higher Education Associate
		Research Associate
	Computer Systems	Computer Systems Manager
	Manager	Computer Operations Manager
	Chief Admin Supt of Buildings and Grounds	Chief Administrative Superintendent of Buildings and Grounds
	Admin Supt of Buildings	Administrative Superintendent of Buildings and Grounds
	and Grounds	
	Security Director	Campus Security Director
		Campus Security Assistant Director
Faculty	Professorial	Distinguished Professor
		Professor
		Associate Professor
		Assistant Professor
	Non-Professorial Lecturer	Lecturer
		Lecturer Doctoral Scholar
	Non-Professorial Instructor	Instructor;
		Research Professor,
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
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
	Community of Community Links	Theatre Technician Specialist
	Computer Specialists	IT Senior Associate
		IT Associate
		IT Assistant;
	Madia/Drint Char	IT Support Assistant;
	Media/Print Shop	Media Services Technician
		Print Shop Associate
		Print Shop Associate
		Print Shop Assistant
Correterial /Classical	CLINIV Advaire Assistant	Graphic Designer
Secretarial/Clerical	CUNY Admin Assistant	CUNY Administrative Assistant
	CUNY Office Assistant	CUNY Office Assistant
	Mail Message Services Worker	Mail Message Services 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

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		or Level Of	ficial and	d Manage	ers							
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				Administrat								
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				Assistant De	ean / Assista	ant Administrator						
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	tor 2	- selected *Note: Use	titles, ser of US De	vice requi	rement a	nd criteria -So	v Studies Div	2013.  vision's Earned D  Asian or Nat. Haw. or Other	Degrees Confe	erred is		
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		- selected *Note: Use	of US Deannually.	vice requi	rement a	nd criteria -So Postsecondary  Female 58.2	v Studies Div	Asian or Nat. Haw. or Other Pac. Isl. 7.5 3.0	Black or African American 11.2 4.5	Hispanic or Latino 7.8		
		- selected *Note: Use	of US Deannually.	vice requi	rement a	nd criteria -So Postsecondary  Female 58.2	**Total Minority 28.4 11.4	Asian or Nat. Haw. or Other Pac. Isl. 7.5 3.0	Black or African American 11.2 4.5	Hispanic or Latino 7.8		
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and Information Sy	stems Mar	**Total	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities	
and Information Sy	Female 28.5	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.  15.7	Black or African American	Hispanic or Latino  5.2	Individuals with Disabilities 7.0	

						Two	Factor Ava	ilabi	ity								
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Na Malai	9	Na Faa	naie.	0		::: ::::	Females		**Total Minority	На	w. or Other Pac. Isl.		African American	ŀ	Hispanic or Latino		/iduals wit sabilities
No. Male:	3	No. Fen				88	remales			_							
	3 CURRENT UTILIZA					#	0	#	2	#	1	#	1	#	0	#	0
			MIV.							#	33.3	#	33.3	#	0.0	# %	0.0
C	URRENT UTILIZA	TION:				#	0	#	2								
C		TION:				#	0	#	2								
C	URRENT UTILIZA	TION:				#	0.0	# %	66.7	%	33.3	%	33.3	%	0.0	%	0.0
CI	URRENT UTILIZA	TION: BILITY:				#	0.0	# %	66.7	%	33.3	%	33.3	%	0.0	%	0.0
CI	VERALL AVAILA	TION: BILITY:				# %	0.0	# % %	66.7	%	33.3	%	33.3	%	5.2	%	7.0
CI	VERALL AVAILA	TION: BILITY:				# % %	0.0 28.5 28.5	# % %	2 66.7 26.6 NONE	%	33.3 15.7 NONE	%	33.3 4.3 NONE	%	5.2 5.2 0.16	% %	7.0

								FALL,	2016
				MANA	GERIAL: C	HIEF ADMIN	ISTRATIVE		
			<u>S</u>	<u>UPERINTE</u>		F BUILDINGS		<u>UNDS</u>	
					Executive/Ad	lministrative/Manag	erial		
ADMII	NISTR <i>A</i>	TIVE SU	PERINTE	NDENT OF	Chief Adminis	strative Supt. of B	uildings and Gr	ounds	
		ROUNDS							
	SOU	RCE_							WEIGHTING
Fac	tor 1:	N/A							0.0
Гол	tor 2:	CUNY S	urvev Snr	ing 2011 Perma	anent Administra	ative Superintendent	of Buildings and	Grounds	1.0
Гас	ioi Z.			-		gs and Grounds is	_		1.1
				istrative Superin	tendent of Build	ings and Grounds ti	tle with years of	service	
		requirem	ent.						
						Agian or Not			
						Asian or Nat. Haw. or	Black or		Individual
					**Total	Other	African	Hispanic or	wit
				<u>Female</u>	Minority	Pac. Isl.	<u>American</u>	<u>Latino</u>	Disabilitie
				<u>11.1</u>	<u>22.2</u>	<u>0.0</u>	<u>0.0</u>	<u>22.2</u>	<u>7.0</u>

		U	TILI	ZATION A	NA	LYSIS WO	RK	SHEET						
				Two F	acto	or Availability								
					Co	llege:	Jol	hn Jay Co	lle	ge of Cri	niı	nal Justic		
						mester/Year:				LL, 2016				
FFIRMATIVE ACTION UNI	Γ:		Con	stituent Depa	rtme	ents:								
Chief Administration	e Supt. of Buil	dings and Grounds												
		J. I.												
EO CATEGORY:			Job	Titles:										
Executive/Adminis	trative/Manage	rial		Chief Adminis	strat	ive Superinten	dent	t of Buildings a	nd G	Grounds				
OB GROUP:														
Chief Administration	e Supt. of Buil	dings and Grounds												
								Asian or Nat.						
ACTORS:		Weighting		Females		**Total Minority		Haw. or Other Pac. Isl.	Afı	Black or rican American		Hispanic or Latino		
. % availability of Minorities/F	emales with													
requisite skills in immediate														
. % of Minorities/Females pr	omotable, transfera			44.4		00.0		0.0		0.0		00.0		
		1.00		11.1		22.2		0.0		0.0		22.2		
GROUP TOTAL NO.:  No. Male: 1	No. Female:	100000000000000000000000000000000000000	ota	I IS 4 OF less	tne	en Job Group	·····	oo small to ar	aly	ze	Ī		T	
IVU. Wale.	NO. Female.			Females		**Total Minority		Asian or Nat. Haw. or Other Pac. Isl.	Afı	Black or rican American		Hispanic or Latino	In	dividuals wit Disabilities
CURRENT UTILIZA	TION:		#	0	#	0	#	0	#	0	#	0	#	(
			%	0.0	%	0.0	%	0.0	%	0.0	%	0.0	%	0.0
OVERALL AVAIL	ARII ITY:												$\vdash$	
OVERALL AVAILA	TUILIII.		%	11.1	%	22.2	%	0.0	%	0.0	%	22.2	%	7.0
							,,,		,,,		-			
UNDERUTILIZATIO	DN:		%	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	(
					1		1		1				_	

						FALL, 2016	
						·	
				IAL: ADMINIS			
		SUPE		OF BUILDIN		<u>OUNDS</u>	
			EXECUTIV	<i>v</i> e/Administrative/Ma	inageriai		
AINIIOTO ATI	/E GLIDEDINIT						
	<u>/e superinti</u> D <u>grounds</u>	ENDENT OF	Administrative Sur	ot. of Buildings and (	Grounds		
			7 turrinotrativo e a	on or buildings and	Oroundo		
<u>S(</u>	<u>OURCE</u>					W	<u>EIGHTING</u>
Factor 1:	2007 - 201	1 U.S. Census- Am	erican Community S	Survey (ACS) - NY, I	NJ, CT, PA - First		1.
	Line Super	visor/Managers of H	lousekeeping and Ja	anitorial Workers (42	200)		
			**Total	Asian or Nat. Haw. or Other	Black or	Hienonio or	<u>Individua</u> <u>wi</u>
		<u>Female</u>	**Total Minority	Pac. Isl.	African American	Hispanic or Latino	<u>wi</u> Disabilitie
		<u>29.0</u>	<u>40.0</u>	<u>2.4</u>	<u>13.8</u>	<u>22.1</u>	<u>7.</u>

		O I ILII						· <del></del>						
							loh	n lay Co	مالد	ge of Cr	imi	inal lue	<b>L</b>	
												nai ous		
			Con	stituent Depa	rtme	nts:								
of Buildings	and Grounds													
				Administrati	ive Su	perintenden	t of B	uildings and (	Grour	nds				
ative/Managei	rial													
of Buildings	and Grounds													
							Ι,	Naion or Nat						
						** Total		law. or Other		Black or		•		
males with		Weighting		Females		Minority		Pac. Isl.	Atri	can American	1	Latino		
oor areas.		1.00		29.0		40.0		2.4		13.8		22.1		
otable, transfera	ble, or trainable													
5			7				4							
No. Female:	2			Females		** Total Minority			Afri	Black or can American		Hispanic or Latino		iduals w sabilities
ION:			#	2	#	3	#	1	#	2	#	0	#	0
			%	40.0	%	60.0	%	20.0	%	40.0	%	0.0	%	0.0
ILITY:											H			
			%	29.0	%	40.0	%	2.4	%	13.8	%	22.1	%	7.0
					Ė				H				H	
:			%	NONE	%	NONE	%	NONE	%	NONE	%	22.1	%	7.0
			#	0.00	#	0.00	#	0.00	#	0.00	#	1.11	#	0.35
			UU	0	UU	0	UU	0	UU	0	UU	1	UU	C
									Ш					
- T	rative/Manage  of Buildings  of Buildings  males with libor areas.  notable, transfera	rative/Managerial  of Buildings and Grounds  rative/Managerial  of Buildings and Grounds  males with hor areas.  rotable, transferable, or trainable  5  No. Female: 2	active/Managerial  of Buildings and Grounds  Meighting males with bor areas.  1.00  notable, transferable, or trainable  5  No. Female: 2	con of Buildings and Grounds  Job stative/Managerial  of Buildings and Grounds  Weighting males with bor areas. 1.00 notable, transferable, or trainable 55  No. Female: 2  TION: # % ##	Two Factor  Constituent Deparative/Managerial  Job Titles: Administrative/Managerial  of Buildings and Grounds  Weighting Females  males with bor areas. 1.00 29.0 notable, transferable, or trainable  5  No. Female: 2  Females  TON: # 2  % 40.0  BILITY: % 29.0	Two Factor Available  Constituent Department  Job Titles: Administrative Su  attive/Managerial  Weighting Females  males with bor areas. 1.00 29.0  No. Female:  No. Female:  Two Factor Available  Constituent Department  Administrative Su  Administrative Su  Females  Took:  # 2 #  % 40.0 %  BILITY:  # 2.0 # 40.0 %  NONE # 0.00 #	Two Factor Availability  College: Semester/Year  Constituent Departments:  of Buildings and Grounds  Job Titles: Administrative Superintenden  ative/Managerial  weighting Females  Minority  males with bor areas.  1.00 29.0 40.0  mobble, transferable, or trainable  5  No. Female:  Pemales  ** Total Minority  Total Females  ** Total Minority  1.00 29.0 40.0  ** Total Minority  ** Total Minority  ** Total Minority  ** Total Minority  ** Adv. O.	Two Factor Availability  College: John Semester/Year:  Job Titles: Administrative Superintendent of B  attive/Managerial  weighting Females  Minority  Minority  Total Minority  Total Minority  No. Female: 2  Females  No. Female: 2  Females  No. Female: 2  Females  No. Female: 2  Females  No. Female: 3  Administrative Superintendent of B  Total Minority  Administrative Superintendent of B	Two Factor Availability	Two Factor Availability  College: John Jay Colle Semester/Year: FAL  Constituent Departments:  Job Titles: Administrative Superintendent of Buildings and Grounds  of Buildings and Grounds  Weighting Females "Total Haw. or Other Pac. Isl.  Africative, transferable, or trainable  Totable, transferable, or trainable  # 2 # 3 # 1 # Africative Superintendent of Suildings and Grounds  # 2 # 3 # 1 # Africative Superintendent of Suildings and Grounds  **Total Haw. or Other Pac. Isl.  **Total Haw. o	Two Factor Availability   College: John Jay College of Cr   Semester/Year: FALL, 2016	Two Factor Availability    College: John Jay College of Criminal Semester/Year: FALL, 2016	College:   John Jay College of Criminal Just	Two Factor Availability

MANAGERIAL: SECURITY DIRECTOR  Executive/Administrative/Managerial  ANAGERIAL:  Campus Security Director  Campus Security Assistant Director  Campus Security Assistant Director  SOURCE  Factor 1: 2007 - 2011 U.S. Census- American Community Suncey (ACS) - Residence Geography, 1.0  New York City - Police and Sheriffs Patrol Officer (3850)  Assian or Nat. Haw. or Other Pac. Isl., Am Ind./Al. Natives, Black or African American, Hispanic or Lafino, and Two or More Races.								FALL,	2016
Executive/Administrative/Managerial  ANAGERIAL:  Campus Security Director  Campus Security Assistant Director  SOURCE  Factor 1: 2007 - 2011 U.S. Census- American Community Survey (ACS) - Residence Geography, New York City - Police and Sheriffs Patrol Officer (3850)  Asian or Nat. Haw.or Other Haw.or Other Female Minority Pac. Isl. African American Latino Disabilities  28.4 66.7 7.11 28.1 29.3 7.0									
Executive/Administrative/Managerial  ANAGERIAL: CCURITY DIRECTOR:  Campus Security Director Campus Security Assistant Director SOURCE  Factor 1: 2007 - 2011 U.S. Census- American Community Survey (ACS) - Residence Geography, New York City - Police and Sheriffs Patrol Officer (3850)  Asian or Nat. Hispanic or with Disabilities  28.4 66.7 7.1 28.1 29.3 7.0									
Executive/Administrative/Managerial  ANAGERIAL: CCURITY DIRECTOR:  Campus Security Director Campus Security Assistant Director SOURCE  Factor 1: 2007 - 2011 U.S. Census- American Community Survey (ACS) - Residence Geography, New York City - Police and Sheriffs Patrol Officer (3850)  Asian or Nat. Hispanic or with Disabilities  28.4 66.7 7.1 28.1 29.3 7.0			MA	NAGERI <i>A</i>	L: SECUR	ITY DIRECT	OR		
Campus Security Director Campus Security Assistant Director SOURCE Factor 1: 2007 - 2011 U.S. Census- American Community Survey (ACS) - Residence Geography, New York City - Police and Sheriffs Patrol Officer (3850)  **Total Haw.or Other Hispanic or with Disabilities  Female Minority Pac. Isl. African American Latino Disabilities  28.4 66.7 7.1 28.1 29.3 7.0			<u></u>				<u> </u>		
Campus Security Director Campus Security Assistant Director SOURCE Factor 1: 2007 - 2011 U.S. Census- American Community Survey (ACS) - Residence Geography, New York City - Police and Sheriffs Patrol Officer (3850)  **Total Haw. or Other Hispanic or with Disabilities  Female Minority Pac. Isl. African American Latino Disabilities  28.4 66.7 7.1 28.1 29.3 7.0									
Campus Security Director Campus Security Assistant Director SOURCE Factor 1: 2007 - 2011 U.S. Census- American Community Survey (ACS) - Residence Geography, New York City - Police and Sheriffs Patrol Officer (3850)  **Total Haw. or Other Hispanic or with Disabilities  Female Minority Pac. Isl. African American Latino Disabilities  28.4 66.7 7.1 28.1 29.3 7.0									
Campus Security Director Campus Security Assistant Director SOURCE Factor 1: 2007 - 2011 U.S. Census- American Community Survey (ACS) - Residence Geography, New York City - Police and Sheriffs Patrol Officer (3850)  **Total Haw. or Other Hispanic or with Disabilities  Female Minority Pac. Isl. African American Latino Disabilities  28.4 66.7 7.1 28.1 29.3 7.0	ANACEDIAI .								
Campus Security Director  Campus Security Assistant Director  SOURCE  Factor 1: 2007 - 2011 U.S. Census- American Community Survey (ACS) - Residence Geography, New York City - Police and Sheriffs Patrol Officer (3850)  **Total Haw. or Ofher Haw. or Ofher Black or Hispanic or with Disabilities  Female Minority Pac. Isl. African American Latino Disabilities  28.4 66.7 7.1 28.1 29.3 7.0		TOR:							
Campus Security Assistant Director  SOURCE  Factor 1: 2007 - 2011 U.S. Census- American Community Survey (ACS) - Residence Geography, New York City - Police and Sheriffs Patrol Officer (3850)  **Total Haw.or Other Hispanic or With Pac. Isl. African American Latino Disabilities  28.4 66.7 7.1 28.1 29.3 7.0	JOINT DINEO	. •							
Campus Security Assistant Director  SOURCE  Factor 1: 2007 - 2011 U.S. Census- American Community Survey (ACS) - Residence Geography, New York City - Police and Sheriffs Patrol Officer (3850)  **Total Haw.or Other Hispanic or With Pac. Isl. African American Latino Disabilities  28.4 66.7 7.1 28.1 29.3 7.0									
Campus Security Assistant Director  SOURCE  Factor 1: 2007 - 2011 U.S. Census- American Community Survey (ACS) - Residence Geography, New York City - Police and Sheriffs Patrol Officer (3850)  **Total Haw.or Other Hispanic or With Pac. Isl. African American Latino Disabilities  28.4 66.7 7.1 28.1 29.3 7.0			Car	mous Securit	v Director				
Factor 1: 2007 - 2011 U.S. Census- American Community Survey (ACS) - Residence Geography, New York City - Police and Sheriffs Patrol Officer (3850)  Asian or Nat Haw. or Other Pac. Isl. African American Latino Disabilities  28.4 66.7 7.1 28.1 29.3 7.0						ector			
New York City - Police and Sheriffs Patrol Officer (3850)  **Total Haw or Other Female Minority Pac. Isl. African American Latino Disabilities  28.4 66.7 7.1 28.1 29.3 7.0	SO	URCE_			7 / 100/010/10/10				WEIGHTING
New York City - Police and Sheriffs Patrol Officer (3850)  **Total	Factor 1:	2007 - 201	1 U.S. Census-	American Com	nmunity Survey (	ACS) - Residence	Geography.		1.0
**Total Haw. or Other Pac. Isl. African American Latino Disabilities  28.4 66.7 7.1 28.1 29.3 7.0					• •				
**Total Haw. or Other Pac. Isl. African American Latino Disabilities  28.4 66.7 7.1 28.1 29.3 7.0									
**Total Haw. or Other Pac. Isl. African American Latino Disabilities  28.4 66.7 7.1 28.1 29.3 7.0									
**Total Haw. or Other Pac. Isl. African American Latino Disabilities  28.4 66.7 7.1 28.1 29.3 7.0									
**Total Haw. or Other Pac. Isl. African American Latino Disabilities  28.4 66.7 7.1 28.1 29.3 7.0									
Female         Minority         Pac. Isl.         African American         Latino         Disabilities           28.4         66.7         7.1         28.1         29.3         7.0					Asian or Nat.			Individuals	
<u>28.4</u> <u>66.7</u> <u>7.1</u> <u>28.1</u> <u>29.3</u> <u>7.0</u>				**Total	Haw. or Other	Black or	Hispanic or	<u>with</u>	
			<u>Female</u>	<u>Minority</u>	Pac. Isl.	African American	<u>Latino</u>	<u>Disabilities</u>	
			<u>28.4</u>	<u>66.7</u>	<u>7.1</u>	<u>28.1</u>	<u>29.3</u>	<u>7.0</u>	

			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 (drill library Wallage Hall			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	)16
Affirmative Action Unit:		F	ACULTY					
Constituent Departments:								
Job Group:		Р	rofessorial					
		D.	istinguished Pro	fossor				
Job Titles:			ofessor	163301				
			ssociate Profess					
		As	ssistant Professo	or				
			2011222					=
	FACTORS Factor 1	<u>S</u>	SOURCES EDC- Ph.D. 201	11 - 12* - 4Sta	ates (CT, NY, NJ,	PA) and LIS		WEIGH 1.
	T dottor 1		Non-4ST.	11 12 100		171) and 00		
	* Note: 119	S De	ent of Education's I	Poeteecondan	Studies Division i	ndicates		
			test data available			ndicates		
Factor 1: 4States (CT,NJ, NY, F	PA) and US	Non	-4ST - EDC - Ph.D	). 2011 - 12*				
		F	ACULTY					
					Asian or Nat.	Black or		Individua
			Female	**Total Minority	Haw. or Other Pac. Isl.	African American	Hispanic or Latino	<u>wi</u> Disabilitie
			54.9	25.7	8.4	9.8	6.0	7.

PROFESSIONAL: PROFES  OB GROUP: PROFESSORIAL  ACTORS:  % availability of Minorities/Females with requisite skills in immediate labor areas.  % of Minorities/Females promotable, transferab or trainable  GROUP TOTAL NO.:  365  No. Male:  190  No. Female:	College: John Jay College of Criminal Justice								<b>J.</b>		ATION AN		vailability	•							
PROFESSIONAL: PROFES  OB GROUP: PROFESSORIAL  ACTORS:  % availability of Minorities/Females with requisite skills in immediate labor areas.  % of Minorities/Females promotable, transferab or trainable  GROUP TOTAL NO.:  365  No. Male:  190  No. Female:	CONSTITUENT DEPARTMENTS:										101.00										
PROFESSIONAL: PROFES  OB GROUP: PROFESSORIAL  ACTORS:  % availability of Minorities/Females with requisite skills in immediate labor areas.  % of Minorities/Females promotable, transferab or trainable  GROUP TOTAL NO.:  365  No. Male: 190  No. Female:	CONSTITUENT DEPARTMENTS:											Col	lege:	John	Jav Colle	ae o	f Criminal .	Just	ice		
FACULTY  ED CATEGORY:  PROFESSIONAL: PROFES  OB GROUP:  PROFESSORIAL  ACTORS:  .% availability of Minorities/Females with requisite skills in immediate labor areas.  .% of Minorities/Females promotable, transferab or trainable  GROUP TOTAL NO.:  365  No. Male:  190  No. Female:	Job Titles:																				
FACULTY  ED CATEGORY:  PROFESSIONAL: PROFES  OB GROUP:  PROFESSORIAL  ACTORS:  .% availability of Minorities/Females with requisite skills in immediate labor areas.  .% of Minorities/Females promotable, transferab or trainable  GROUP TOTAL NO.:  365  No. Male:  190  No. Female:	Job Titles:																				
PROFESSIONAL: PROFES  OB GROUP: PROFESSORIAL  ACTORS:  % availability of Minorities/Females with requisite skills in immediate labor areas.  % of Minorities/Females promotable, transferab or trainable  GROUP TOTAL NO.:  365  No. Male:  190  No. Female:	Distinguished Professor	FFIRMAT	IVE ACTI	ON UNIT:						CON	ISTITUENT DEPA	ARTM	ENTS:								
PROFESSIONAL: PROFES  OB GROUP: PROFESSORIAL  ACTORS:  . % availability of Minorities/Females with requisite skills in immediate labor areas.  . % of Minorities/Females promotable, transferab or trainable  GROUP TOTAL NO.:  365  No. Male:  190  No. Female:	Distinguished Professor	FA	CULT	Y																	
PROFESSIONAL: PROFES  OB GROUP: PROFESSORIAL  ACTORS:  % availability of Minorities/Females with requisite skills in immediate labor areas.  % of Minorities/Females promotable, transferab or trainable  GROUP TOTAL NO.:  365  No. Male: 190  No. Female:	Distinguished Professor																				
PROFESSIONAL: PROFES  OB GROUP: PROFESSORIAL  ACTORS:  % availability of Minorities/Females with requisite skills in immediate labor areas.  % of Minorities/Females promotable, transferab or trainable  GROUP TOTAL NO.:  365  No. Male:  190  No. Female:	Distinguished Professor	TO CATE	OODV:							Lab	Titles										
OB GROUP: PROFESSORIAL  ACTORS:  % availability of Minorities/Females with requisite skills in immediate labor areas.  % of Minorities/Females promotable, transferab or trainable  GROUP TOTAL NO.:  365  No. Male: 190  No. Female:	Professor   Associate Professor   Assistant Professor   Assian or Nat.   Black or African American   Hispanic or Latino   Disabilities   American   American   American   African Ameri	EOCATEC	GORY:							Job	Titles:										
PROFESSORIAL  ACTORS:  . % availability of Minorities/Females with requisite skills in immediate labor areas.  . % of Minorities/Females promotable, transferab or trainable  GROUP TOTAL NO.:  365  No. Male:  190  No. Female:	Weighting   Females   Minority   Haw. or Other Pac. Isl.   American   Hispanic or Latino   Disabilities	PR	ROFES	SIONAL	.: PRC	FES	SOR	IAL			Professor Associate	Prof	essor								
PROFESSORIAL  ACTORS:  % availability of Minorities/Females with requisite skills in immediate labor areas.  % of Minorities/Females promotable, transferab or trainable  GROUP TOTAL NO.:  365  No. Male:  190  No. Female:	Weighting   Females   Minority   Haw. or Other Pac. Isl.   American   Hispanic or Latino   Disabilities																				
ACTORS:  % availability of Minorities/Females with requisite skills in immediate labor areas.  % of Minorities/Females promotable, transferab or trainable  GROUP TOTAL NO.:  365  No. Male:  190  No. Female:	Weighting   Females   Minority   Haw. or Other Pac. Isl.   American   Hispanic or Latino   Disabilities			SUDIVI																	
.% availability of Minorities/Females with requisite skills in immediate labor areas% of Minorities/Females promotable, transferab or trainable  GROUP TOTAL NO.:  365  No. Male: 190  No. Female:	Weighting   Females   Minority   Haw. or Other Pac. Isl.   American   Hispanic or Latino   Disabilities	FIN	OFLO	SONIAL																	
requisite skills in immediate labor areas.  .% of Minorities/Females promotable, transferab or trainable  GROUP TOTAL NO.:  190  No. Male:	Sas.   1.00   54.9   25.7   8.4   9.8   6.0	ACTORS:							Weighting		Females				aw. or Other		African		•		with
. % of Minorities/Females promotable, transferab or trainable  GROUP TOTAL NO.:  190  No. Male:	Same   175								1.00		54.9		25.7		8.4		9.8		6.0		
No. Male: 190 No. Female:	175	. % of Mino	orities/Fer			nsferabl	θ,														
No. Male: 190 No. Female:	175			).: <b>(</b>	365																
CURRENT UTILIZATION:	DN: # 175 # 107 # 32 # 36 # 38 # 2 % 47.9 % 29.3 % 8.8 % 9.9 % 10.4 % 0.5 TY: % 54.9 % 25.7 % 8.4 % 9.8 % 6.0 % 7.0 % 7.0 % NONE % NONE % NONE % NONE % 6.5					male:	175				Females				aw. or Other		African				with
	TY:	C	URREN	T UTILIZ	ATION:					#	175	#	107	#	32	#	36	#	38	#	2
	TY:									%	47.9	%	29.3	%	8.8	%	9.9	%	10.4	%	0.5
OVERALL AVAILABILITY:	% 54.9 % 25.7 % 8.4 % 9.8 % 6.0 % 7.0 % NONE % NONE % NONE % NONE % 6.5	٢	)VFRΔI	Ι Δναιι Δ	BII ITY					-		-		-		-		-		H	
VIEWE AMENDIE!!!	% 7.0 % NONE % NONE % NONE % NONE % 6.5		, TEIN/IL		J. L. 1 1 1 .					0/_	54 9	0/.	25.7	0/.	8.4	0/_	9.8	0/_	6.0	0/2	7 (
										/0	UT.3	/0	20.1	/0	0.4	/0	3.0	/0	0.0	/0	1.0
UNDERUTILIZATION:		U	JNDERU	TILIZATI	ON:					%	7.0	%	NONE	%	NONE	%	NONE	%	NONE	%	6.5
										#	25.4	#	0.0	#	0.0	#	0.0	#	0.0	#	23.6
	UU 25 UU 0 UU 0 UU 0 UU 0 UU 24									-										_	

							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	itin American & I	_atina/O St				
Joh Consum		D	rofocooriol					
Job Group:			rofessorial					
Job Titles:		As	ofessor ssociate Profess					
	FACTOR Factor 1	<u>S</u>	SOURCES EDC- Ph.D. 20° Non-4ST.	11 - 12* - 4Sta	ates (CT, NY, NJ, I	PA) and US		WEIGH 1
			pt of Education's est data available		Studies Division in	ndicates		
Factor 1: 4States (CT,NJ, N)	, PA) and US	Non-	-4ST - EDC - Ph.[	). 2011 - 12*				
		Aı	rea, Ethnic, C	ultural, Ger	nder, and Grou	p Studies		
			Female	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individua w Disabiliti
			remale					
			66.1	45.4%	12.4	17.3	11.2	7.

			UT	ILIZ	ATION AN			KSH	EET						
					Two Fac	ctor A	vailability								
						Col	ege:	Johr	n Jay Colle	ae o	of Criminal	Just	tice		
							nester/Year:				L, 2016				
FFIRM ATIVE ACTION UNIT:				COI	NSTITUENT DEP		ENTS:								
Area, Ethnic, Cu	Hural Cana	lor and Cr	our Studios		Africana Studi		utin a /O Ct								
Alea, Ellillo, Gu	iluiai, Geric	iei, and Gi	oup Studies		Latin America	III & Là	iuna/O Si								
EO CATEGORY:				Jol	b Titles:										
PROFESSIONA  DB GROUP: PROFESSORIA		SSORIAL			Professor Associate Assistant F						No. b. c.				
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/Ferrequisite skills in immediate la			1.00		66.1		45.4		12.4		17.3		11.2		
% of Minorities/Females prom or trainable	notable, transfera	able,													
GROUP TOTAL NO.:	15														
No. Male: 7	No. Female	8			Females		**Total Minority		Asian or Nat. law. or Other Pac. Isl.		Black or African American		Hispanic or Latino		dividuals with sabilities
CURRENT UTILIZ	ZATION:			#	8	#	12	#	0	#	3	#	9	#	0
				%	53.3	%	80.0	%	0.0	%	20.0	%	60.0	%	0.0
OVERALL AVAIL	ARII ITY													H	
CIVERAL I AUDII .				0/	66.1	0/	45.4	%	12.4	%	17.3	0/	11.2	%	7.0
OVERALL AVAIL.				%	UU. I	%	40.4	70	12.4	70	11.3	%	11.2	70	1.0
OVERALL AVAIL															
UNDERUTILIZAT	TION:			%	12.8	%	NONE	%	12.4	%	NONE	%	NONE	%	7.0
	ION:					%		%		%	NONE 0.0	%	NONE 0.0	%	
	ION:			%	1.9		0.0 0		12.4 1.9					-	7.0 1.1

								FALL, 20	016
Affirmative Action Unit:		Ar	ea, Ethnic, Cultural, G	ender Area, Ethnic	c, Cultural,	Gender, and Group St			
Annauve Action Onic.									
Constituent Departments:		A	fricana Studie	es .					
Joh Crouni			Professorial						
Job Group:			i olessoi idi						
		D	rofessor						
	FACT		SOURCES EDC. Ph.D.	2011 42*	1040	too (CT NV NI	DA) and US		WEIGH
	FACT Facto			2011 - 12*	- 4Sta	tes (CT, NY, NJ,	PA) and US		
	* Note	r 1 :: US De	EDC- Ph.D. Non-4ST.	n's Postseco	ondary	Studies Division i			
Factor 1: 4States (CT,NJ, NY	* Note	r 1 e: US Do	EDC- Ph.D. Non-4ST. ept of Educatio ttest data availa	n's Postseco able as of 7/1	ondary 15/201	Studies Division i			WEIGH 1
Factor 1: 4States (CT,NJ, NY	* Note	r 1 e: US Do is the la	EDC- Ph.D. Non-4ST. ept of Educationtest data availatest—1-4ST - EDC - F	n's Postseccable as of 7/1	ondary 15/201 12*	Studies Division i	ndicates		
Factor 1: 4States (CT,NJ, NY	* Note	r 1 e: US Do is the la	EDC- Ph.D. Non-4ST. ept of Educationtest data availatest—1-4ST - EDC - F	n's Postseccable as of 7/1 Ph.D. 2011 - , Cultural,	12* Gen	Studies Division i 4.	ndicates	Hispanic or Latino	
Factor 1: 4States (CT,NJ, NY	* Note	r 1 e: US Do is the la	EDC- Ph.D. Non-4ST.  ept of Educatio test data availa n-4ST - EDC - Farea, Ethnic	n's Postseccable as of 7/1 Ph.D. 2011 - , Cultural,  **To Mino 45.	ondary 15/201 12* , Gen	Studies Division i 4.  der, and Grou  Asian or Nat. Haw. or Other	ndicates  up Studies  Black or African		Individua w

									Two Fac	ctor A	vailability								
										Coll	lege:	John	Jay Colle	ge o	f Criminal .	Just	ice		
										Sen	nester/Year:		I	FAL	L, 2016				
CCIDI	M A TIV	/E ACTION	LINIT:					CON	NSTITUENT DEPA	A DT M E	ENTQ.								
FFIN	WIATIV	LACTION	ONIT.					CON	Africana Studi		1410.								
	Area	a. Ethnio	c. Cultura	al. Gend	ler. ar	nd Grou	Studies												
EO C	ATEGO	ORY:						Job	Titles:										
									-										
									Professor								-		
									Associate	Profe	essor								
	PRC	JESSI	ONAL:	PROFE	SSO	≺IAL			Assistant F										
										+		+		+				+	
OB G	ROUP:							1											
		DFESS	ORIAL																
ACTO	ORS:						Weighting		Females		**Total Minority		Asian or Nat. aw. or Other Pac. Isl.		Black or African American		Hispanic or Latino		lividuals with abilities
			ties/Female				1.00		66.1		45.4		12.4		17.3		11.2		
. % 0	f Minor	ities/Female	es promotab		ıble,														
	rainable JP TO1	TAL NO.:	6	<b>,</b>				L		1		1		1		1			
	∕lale:		_		1		_						Asian or Nat.		Black or	Ī		Inc	lividuals
No. N	/lale:			No. Female	4		_		Females		**Total Minority	н	aw. or Other Pac. Isl.		African American		Hispanic or Latino	Dis	with abilities
	CII	IRRENT I	JTILIZAT	ION:				#	4	#	3	#	0	#	3	#	0	#	(
	- 00	,	, . ILI <i>LI</i> (							-						Ť.			
								%	66.7	%	50.0	%	0.0	%	50.0	%	0.0	%	0.0
	OV	ÆRALL Æ	VAILABI	LITY:															
	OV	ÆRALL Æ	VAILABI	LITY:				%	66 1	%	45.4	%	124	0/2	17.3	%	11 2	%	7 (
	OV	ÆRALL Æ	VAILABI	LITY:				%	66.1	%	45.4	%	12.4	%	17.3	%	11.2	%	7.0
			VAILABI					%	NONE	%	NONE	%	12.4	%	NONE	%	11.2	%	7.0
																			7.0
								%	NONE	%	NONE	%	12.4	%	NONE	%	11.2	%	7.0 7.0 0.4

							FALL, 20	016
Affirmative Action Unit:		Are	a, Ethnic, Cultural, Gende	Area, Ethnic, Cultura	l, Gender, and Group St			
Constituent Departments:								
		La	ıtin American & I	Latina/O St				
Job Group:		P	rofessorial					
<u></u>								
Job Titles:			ofessor ssociate Profess					
	FACTOR	S	SOURCES					WEIGH
	Factor 1		EDC- Ph.D. 20 <sup>o</sup> Non-4ST.	11 - 12* - 4Sta	ates (CT, NY, NJ,	PA) and US		1.
			pt of Education's est data available		/ Studies Division 14.	indicates		
Factor 1: 4States (CT,NJ, NY,	PA) and US	Non	-4ST - EDC - Ph.[	D. 2011 - 12*				
					nder, and Gro	up Studies		
			Female	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individua wi Disabilitie
			66.1	45.4%	12.4	17.3	11.2	7.

							Two Fac	ctor A	vailability								
								Col	lege:	John	Jay Colle	ge o	f Criminal .	Just	ice		I
								Ser	nester/Year:		l	FAL	L, 2016				
FIRMATI	IVE ACTION UN	IT:				CON	NSTITUENT DEP	ARTMI	ENTS:								
Are	ea, Ethnic, C	Cultural, Ge	nder,	and Gro	oup Studies		Latin America	ın & La	atina/O St								
O CATEG	CODV.					1-1	o Titles:										
	OFESSION	IAL: PROF	FESS	ORIAL			Professor Associate Assistant F										
B GROUP	P: OFESSOR	IAI															
FK	OFESSOR	IAL															
CTORS:					Weighting		Females		**Total Minority		Asian or Nat. aw. or Other Pac. Isl.		Black or African American		Hispanic or Latino		dividuals with sabilities
	bility of Minorities/ skills in immediate				1.00		66.1		45.4		12.4		17.3		11.2		
% of Mind or trainat	orities/Females pr ble	romotable, trans	ferable,														
ROUP TO	OTAL NO.:	9															
No. Male:	5	No. Fem	nale: 4	ļ			Females		**Total Minority		Asian or Nat. aw. or Other Pac. Isl.		Black or African American		Hispanic or Latino		dividuals with sabilities
C	URRENT UTI	LIZATION:				#	4	#	9	#	0	#	0	#	9	#	0
						%	44.4	%	100.0	%	0.0	%	0.0	%	100.0	%	0.0
0	VERALL AVA	ILABILITY:		_													
						%	66.1	%	45.4	%	12.4	%	17.3	%	11.2	%	7.0
U	INDERUTILIZA	ATION:				%	21.7	%	NONE	%	12.4	%	17.3	%	NONE	%	7.0
						#	1.9	#	0.0	#	1.1	#	1.6	#	0.0	#	0.6
						UU	2	UU	0	UU	1	UU	2	UU	0	UU	4

							FALL, 20	016
Affirmative Action Unit:		В	usiness					
Constituent Departments:		E	conomics					
Job Group:		Р	rofessorial					
Job Titles:		P	rofessor					
	FACTOR Factor 1		SOURCES FDC- Ph D 20	011 - 12* - 4Sta	ates (CT, NY, NJ,	PA) and US		WEIGH
	T dotor 1		Non-4ST.	311 12 10a	200 (01, 111, 110,	171) and 66		
			ept of Education's test data availabl		Studies Division i 4.	ndicates		
Factor 1: 4States (CT,NJ, NY	ັ, PA) and U	SNon	-4ST - EDC - Ph	.D. 2011 - 12*				
1 acioi 1. 40iales (C1,110, 111		В	usiness					
1 acioi 1. 40tates (01,110,111								
Tador I. Hotales (OT,NO, NT			Female	**Total <u>Minority</u>	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individua w Disabilitie
Tacion I. Fotales (OT,NO, NT			<u>Female</u>		Haw. or Other	<u>African</u>		W

						Two Fac	ctor A	vailability								
												(0)				
									Johr	1 Jay Colle			Just	ice		
							Ser	nester/Year:		I	FAL	L, 2016				
FFIRM	IATIVE ACTION UN	IT:			CON	NSTITUENT DEP	ARTM	ENTS:								
						Economics										
E	Business															
_																
EO CA	TEGORY:				lak	Titles:										
EU CA	TEGORT:				Jor	Titles:										
F	PROFESSION	NAL: PROFE	ESSORIAL			Professor Associate Assistant F										
OB GR	ROUP:															
F	PROFESSOR	IAL														
ACTO	RS:			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 isite skills in immediat			1.00		44.9		35.5		9.7		20.1		4.2		
% of l	Minorities/Females p		able,													
	P TOTAL NO.:	8														
	ale: 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
No. Ma				00000000000000000										1	#	0
No. Ma	CURRENT UTI	LIZATION:		000000000000000000000000000000000000000	#	3	#	2	#	0	#	1	#		#	
No. Ma	CURRENT UTI	LIZATION:			#	<b>3</b> 37.5	#	25.0	#	0.0	#	12.5	# %	12.5	%	0.0
No. Ma					ľ		ļ"		ļ.,		# %					0.0
No. Ma	CURRENT UTI				%	37.5	%	25.0	%	0.0		12.5	%	12.5	%	
No. Ma					ľ		ļ"		ļ.,		# % %					
No. Ma	OVERALL AVA	ILABILITY:			%	37.5	%	25.0 35.5	%	9.7	%	12.5	%	12.5	%	7.0
No. Ma		ILABILITY:			%	37.5 44.9 7.4	%	25.0 35.5 10.5	%	9.7	%	20.1 7.6	%	12.5 4.2 NONE	%	7.0
No. Ma	OVERALL AVA	ILABILITY:			%	37.5	%	25.0 35.5	%	9.7	%	12.5	%	12.5	%	7.0 7.0 0.6

							FALL, 20	016
Affirmative Action Unit:		Co	ommunication	n Journalis	sm, and Relat			
Animative Action Ont.				i, oournan.	in, and itela			
Constituent Departments:		Co	mmunications					
<u>Job Group:</u>		Pr	ofessorial					
<u>Job Titles:</u>			sociate Profess sistant Professo					
	FACTOR Factor 1	<u>s</u>		11 - 12* - 4Sta	ates (CT, NY, NJ,	PA) and US		WEIGH
			Non-4ST.					
			ot of Education's lest data available		/ Studies Division i 14.	ndicates		
	(, PA) and US	Non-	4ST - EDC - Ph.[	). 2011 - 12*				
Factor 1: 4States (CT,NJ, N)		Co	mmunicatio	n, Journalis	sm, and Relate			
Factor 1: 4States (CT,NJ, N								
Factor 1: 4States (CT,NJ, N			<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
Factor 1: 4States (CT,NJ, N				**Total	Asian or Nat. Haw. or Other	<u>African</u>		w

							UT	ILIZ	ATION AN	ALY	SIS WOR	KSH	IEET						
									Two Fac	tor A	vailability								
										Col	lege:	Joh	n Jay Colle	ge o	f Criminal .	Just	tice		
											nester/Year:				L, 2016				
AFFIRMATI	VE ACT	ION UNIT:						CON	Communication		ENTS:								
Cor	nmur	nication.	Journ	alism.	and Re	elated P	Programs		Communication	0115									
		,																	
EEO CATEG	ORY:							Job	Titles:										
		-																	
DD	0FF		I. DD	055	20001	VI.			Associate	Prof	essor								
PRO	UFES	SSIONA	L: PR	UFES	SOURIA	<b>\</b> L			Assistant F	Profe	ssor								
JOB GROUP	).																		
		SSORIA	L																
								-											
FACTORS:							Weighting		Females		**Total Minority		Asian or Nat. Haw. or Other Pac. Isl.		Black or African American		Hispanic or Latino		dividuals with sabilities
1. % availab		linorities/Fe mmediate la					1.00		58.2		20.9		6.4		6.9		5.3		
2. % of Mino					ole,		1100		0012		2010		0.11		0.0		0.0		
or trainab																			
GROUP TO		O.:	8		_					T			Asian or Nat.		Black or			In	dividuals
No. Male:	3		No. I	emale:	5				Females		**Total Minority		Haw. or Other Pac. Isl.		African American		Hispanic or Latino		with sabilities
CI	JRRE	NT UTILIZ	ZATION	:				#	5	#	1	#	0	#	0	#	1	#	1
								%	62.5	%	12.5	%	0.0	%	0.0	%	12.5	%	12.5
O)	VFR Δ1	L AVAIL	ABII IT	7.								+							
J.	*LIVAL	L AVAIL	AUILII	11				0/	58.2	0/	20.9	%	6.4	%	6.9	%	5.3	0/	7.0
								%	JU.Z	%	20.3	70	0.4	70	0.5	70	J.J	%	1.0
UI	NDERU	JTILIZAT	ION:					%	NONE	%	8.4	%	6.4	%	6.9	%	NONE	%	NONE
								#	0.0	#	0.7	#	0.5	#	0.6	#	0.0	#	0.0
								UU	0	UU	1	UU		UU	1	UU		UU	0
								1	-				-	1			-	1	
**Total Minor	ity inclu	des Asian o	or Nat. Ha	w. or O	her Pac. Is	sl., and Am.	Ind./Al. Nativ	es, Bl	ack or African Am	erican	, Hispanic or Lat	ino, a	nd Two or More F	Races					

							FALL, 20	016
Affirmative Action Unit:		E	ducation					
Constituent Departments:			ounseling					
			EEK r Provo					
Job Group:		P	rofessorial					
	FACTO		esearch Profe	essor				MEIO
	FACTOR Factor 1		SOURCES EDC- Ph.D. Non-4ST.	2011 - 12* - 48	States (CT, NY, NJ	, PA) and US		WEIGH 1.
				n's Postseconda able as of 7/15/2	ary Studies Divisior 014.	indicates		
Factor 1: 4States (CT,NJ, NY,	PA) and U	SNon	-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								1
				-					_		<u> </u>			<u> </u>	<u>.                                    </u>			
				-					Col	lege:	Johr	1 Jay Colle			Just	tice	1	
									Ser	nester/Year:		I	FAL	L, 2016				
FFIRM	ATIVE ACTION U	INIT·					COL	NSTITUENT DEP	ΔRTM	FNTS:								
								Counseling										
E	Education							SEEK										
								Provost and G	Grant/	Research Adm	in							
EO CA	TEGORY:						lol	Titles:										
.0 0.1	TLOOKT.						301	Titles.										
F	PROFESSIO	NAL: P	ROFES	SORI	AL			Professor Associate Assistant F Research I	Profe	ssor								
OB GR	OUP: PROFESSOI	ΡΙΔΙ																
- '	NOI LOGO	TAL.																
ACTO	RS:					Weighting		Females		**Total Minority		Asian or Nat. law. or Other Pac. Isl.		Black or African American		Hispanic or Latino		dividuals with sabilities
	ailability of Minoritie site skills in immedia					1.00		67.9		31.7		4.0		19.4		6.8		
% of I	Minorities/Females			le,														
	P TOTAL NO.:	11																l
No. Ma	4 4	No	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 UT	ſILIZATIO	N:				#	7	#	7	#	0	#	3	#	4	#	0
							%	63.6	%	63.6	%	0.0	%	27.3	%	36.4	%	0.0
	OVERALL AV	/All ADII I	TV.															
	OVERALL AV	AILADILI	11.				%	67.9	%	31.7	%	4.0	%	19.4	%	6.8	%	7.0
							70	6.10	70	01.1	70	7.0	70	13.4	70	0.0	70	1.0
	UNDERUTILIZ	ZATION:					%	4.3	%	NONE	%	4.0	%	NONE	%	NONE	%	7.0
							#	0.5	#	0.0	#	0.4	#	0.0	#	0.0	#	0.8
							UU	1	UU	0	UU	0	UU	0	UU	0	UU	1

							FALL, 20	)16
		_						
Affirmative Action Unit:			ducation					
Constituent Departments:		С	ounseling					
Job Group:		P	rofessorial					
oob Gloup.			i Olessol Idl					
Job Titles:		P	rofessor					
		A	ssistant Profes	sor				
	FACTO	RS	SOURCES					WEIGH
	Factor	1	EDC- Ph.D. 2 Non-4ST.	2011 - 12* - 4Sta	ates (CT, NY, NJ,	PA) and US		1
				s Postsecondary ble as of 7/15/201	Studies Division i 14.	ndicates		
	/, PA) and U	SNor	n-4ST - EDC - Ph	n.D. 2011 - 12*				
Factor 1: 4States (CT,NJ, N)			ducation					
Factor 1: 4States (CT,NJ, N								
Factor 1: 4States (CT,NJ, N			Female	**Total <u>M</u> inority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	W
Factor 1: 4States (CT,NJ, NY			Female 67.9		Haw. or Other	<u>African</u>		Individua  wi Disabilitie  7.

									Two Fac	ctor A	vailability								
										_									
										Col	lege:	<u>Johr</u>	Jay Colle			Just	ice		
										Ser	nester/Year:		ĺ	FAL	L, 2016				
								-								-			
FFIRMA	TIVEACI	TON UNIT:						COI	Counseling	ARIM	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								
OB GRO	II ID-						+							-					
		SSORIAL																	
											**Total		Asian or Nat. law. or Other		Black or African		Hispanic		dividuals with
ACTOR							Weighting	-	Females		Minority	-	Pac. Isl.		American		or Latino	Dis	abilities
		linorities/Fem mmediate lab					1.00		67.9		31.7		4.0		19.4		6.8		
		males promo		nsferabl	le,				07.10								0.0		
or train	nable																		
GROUP	TOTAL N	O.:	5																
No. Male	e: <b>2</b>		No. Fe	emale:	3						**Total		Asian or Nat. law. or Other		Black or African		Hispanic		dividuals with
								***	Females		Minority		Pac. Isl.		American		or Latino		abilities
	CURRE	NT UTILIZ/	ATION:					#	3	#	3	#	0	#	1	#	2	#	(
								%	60.0	%	60.0	%	0.0	%	20.0	%	40.0	%	0.0
	OVEDAI	L AVAILA	BII ITV									-		-		-			
	OVERAL	L AVAILA	DILIT T						07.0		24.7		4.0		40.4		0.0		7 /
								%	67.9	%	31.7	%	4.0	%	19.4	%	6.8	%	7.0
								1.	7.0		NONE		4.0		NONE		NONE		7 /
	UNDER	JTILIZATIO	JN:					%	7.9	%	NONE	%	4.0	%	NONE	%	NONE	%	7.0
								#	0.4	#	0.0	#	0.2	#	0.0	#	0.0	#	0.4
								UU	0	UU	0	UU	0	UU	0	UU	0	UU	(
								_											

							FALL, 20	016
Affirmative Action Unit:			ducation					
Animative Action Onit.		_	ducation					
Constituent Departments:		S	EEK					
Job Group:		Р	rofessorial					
Job Titles:		P	rofessor					
			ssociate Professo ssistant Professo					
	FACTOR	20	SOURCES					WEIGH
	Factor 1	_		1 - 12* - 4Sta	ites (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 Us	SNon	n-4ST - EDC - Ph.D	0. 2011 - 12*				
		E	ducation					
			<u>Female</u>	**Total <u>Minority</u>	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	<u>Hispanic</u> or Latino	Individua Wi Disabilitie
			67.9	31.7	4.0	19.4	6.8	7.

	UT	ILIZ	ATION AN	ALY	SIS WORI	KSH	EET						
			Two Fac	ctor A	vailability								
				Col	lege:	Johr	Jay Colle	ae o	f Criminal	Just	tice		
					nester/Year:				L, 2016				
FFIRM ATIVE ACTION UNIT:		COI	NSTITUENT DEP	ARTMI	ENTS:								
			SEEK										
Education													
				T									
EO CATEGORY:		Jol	Titles:										
			-								_		
PROFESSIONAL: PROFESSORIAL			Professor Associate	Prof	essor								
THOI EGGIOTALE. THOI EGGOTIAL	-		Assistant F										
PROFESSORIAL				-									
THO EGOSTAL													
						,	Asian or Nat.		Black or			Inc	lividuals
ACTORS:	Weighting		Females		**Total Minority	Н	aw. or Other Pac. Isl.		African American		Hispanic or Latino	Dis	with abilities
% availability of Minorities/Females with													
requisite skills in immediate labor areas.	1.00		67.9	$\perp$	31.7		4.0		19.4		6.8		
% of Minorities/Females promotable, transferable, or trainable													
GROUP TOTAL NO.: 4	if Group	Tof	al is 4 or les	es th	on Joh Gro	um i	too email	to an	פעובי				
ROOF TOTAL NO	и словр	-	ui 13 7 01 162	191.111	CITOOD CITO	T	Asian or Nat.	(O. GI)	Black or				lividuals
									A f !		Lliamania		with
No. Male: 0 No. Female: 4			Females		**Total Minority		law. or Other Pac. Is I.		African American		Hispanic or Latino		abilities
		#		#	Minority		Pac. Isl.	#	American	#	or Latino		
No. Male: 0 No. Female: 4  CURRENT UTILIZATION:			4	#	Minority 4	#	Pac. Isl.	#	American 2	#	or Latino	Dis	(
CURRENT UTILIZATION:		#		#	Minority	Н	Pac. Isl.	#	American	#	or Latino	Dis	(
			100.0		4 100.0	#	0 0.0		American  2  50.0	#	2 50.0	Dis	0.0
CURRENT UTILIZATION:			4		Minority 4	#	Pac. Isl.		American 2	# %	or Latino	Dis	0.0
CURRENT UTILIZATION:		%	100.0 67.9	%	4 100.0 31.7	# %	0 0.0 4.0	%	2 50.0	%	50.0 6.8	# %	7.0
CURRENT UTILIZATION:		%	100.0	%	4 100.0	# %	0 0.0	%	American  2  50.0	%	2 50.0	# %	7.
CURRENT UTILIZATION:  OVERALL AVAILABILITY:		%	100.0 67.9	%	4 100.0 31.7	# %	0 0.0 4.0	%	2 50.0	%	50.0 6.8	# % %	7.6
CURRENT UTILIZATION:  OVERALL AVAILABILITY:		%	67.9 NONE	%	4 100.0 31.7 NONE	# % %	Pac. Isl.  0  0.0  4.0	%	2 50.0 19.4 NONE	%	50.0  6.8  NONE	# % % %	

							FALL, 20	)16
Affirmative Action Unit:		E	ducation					
Constituent Departments:		P	rovost and Grant	/Research Ad	min			
Job Group:		Р	rofessorial					
<u></u>								
Job Titles:		R	esearch Profess	or				
	FACTO		SOURCES	14 40* 40*	too (CT NV NI F	)A) and IIC		WEIGH
	Factor		Non-4ST.	11 - 12 - 4518	ites (CT, NY, NJ, F	A) and US		1
		US De	ept of Education's	Postsecondary	Studies Division in	dicates		
	* Note:							
			test data available	as of 7/15/201	4.			
	2012 is	the la			4.			
Factor 1: 4States (CT,NJ, NY	2012 is	the la	1-4ST - EDC - Ph.[		4.			
Factor 1: 4States (CT,NJ, NY	2012 is	the la			4.			
Factor 1: 4States (CT,NJ, NY	2012 is	the la	1-4ST - EDC - Ph.[			Black or		Individua
Factor 1: 4States (CT,NJ, NY	2012 is	the la	n-4ST - EDC - Ph.C ducation	2. 2011 - 12* **Total	Asian or Nat. Haw. or Other	Black or African	Hispanic	<u>Individua</u>
Factor 1: 4States (CT,NJ, NY	2012 is	the la	n-4ST - EDC - Ph.E ducation	2. 2011 - 12*  **Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	African American	or Latino	<u>Disabiliti</u>
Factor 1: 4States (CT,NJ, NY	2012 is	the la	n-4ST - EDC - Ph.C ducation	2. 2011 - 12* **Total	Asian or Nat. Haw. or Other	African		w
Factor 1: 4States (CT,NJ, NY	2012 is	the la	n-4ST - EDC - Ph.E ducation	2. 2011 - 12*  **Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	African American	or Latino	<u>Disabiliti</u>

			UI	ıLIZ	ZATION AN			νЭП	CCI						
					Two Fac	ctor A	vailability								
						Cal	logo.	lohr	n Jay Colle	0 A D	f Criminal	luet	ico		
												Jusi	,ice		
						Ser	nester/Year:			FAL	L, 2016		-		
FEIDMATIVE ACTION LINE	т.			001	NCTITUENT DED	A DTM	ENTC:								
FFIRM ATIVE ACTION UNI	1:			COI	Provost and G		enis: Research Adm	in							
Education															
O CATEGORY:				Jol	b Titles:										
					_										
PROFESSION	IAL: PROFFS	SORIAI			Research	Profe	essor								
T NOT LOCION	L. 1 INOI LC														
B GROUP:															
PROFESSOR	IAL														
									1 - 1 N - 4		District.				P. 2 L L.
							**Total		Asian or Nat. law. or Other		Black or African		Hispanic	Inc	dividuals with
CTORS:			Weighting		Females		Minority		Pac. Isl.		American		or Latino	Dis	abilities
0/ 9 1 99 61 40 40 40	Females with		1.00		67.9		31.7		4.0		19.4		6.8		
			1 1.00		07.9		31.7		4.0		13.4		0.0		
requisite skills in immediate	labor areas.	۵													
requisite skills in immediate % of Minorities/Females pro	labor areas.	e,													
% availability of Minorities/f requisite skills in immediate % of Minorities/Females pr or trainable GROUP TOTAL NO.:	e labor areas. omotable, transferable	le,		Tota	al is 4 or les	ss, th	en Job Gro	up i	s too small	to an	alyze				
requisite skills in immediate % of Minorities/Females pror trainable  ROUP TOTAL NO.:	e labor areas. omotable, transferable			Tot	al is 4 or les	ss, th			Asian or Nat.	to an	Black or			Inc	
requisite skills in immediate % of Minorities/Females pror trainable ROUP TOTAL NO.:	e labor areas. omotable, transferable			Tota	al is 4 or les	ss, th	en Job Gro **Total Minority			to an			Hispanic or Latino		with
requisite skills in immediate % of Minorities/Females pror trainable  BROUP TOTAL NO.:  No. Male:  2	e labor areas.  omolable, transferable  2  No. Female:				Females		**Total Minority	H	Asian or Nat. law. or Other Pac. Isl.		Black or African American	#	or Latino	Dis	abilities
requisite skills in immediate % of Minorities/Females pror trainable  ROUP TOTAL NO.:	e labor areas.  omolable, transferable  2  No. Female:			#	Females 0	#	**Total Minority	# #	Asian or Nat. law. or Other Pac. Isl.	#	Black or African American	T.	or Latino	Dis	with sabilities
requisite skills in immediate % of Minorities/Females pror trainable  GROUP TOTAL NO.:  No. Male:  2	e labor areas.  omolable, transferable  2  No. Female:				Females		**Total Minority	H	Asian or Nat. law. or Other Pac. Isl.		Black or African American	# %	or Latino	Dis	with sabilities
requisite skills in immediate % of Minorities/Females pror trainable  GROUP TOTAL NO.:  No. Male:  2	a labor areas.  omolable, transferable  2  No. Female:			#	Females 0	#	**Total Minority	# #	Asian or Nat. law. or Other Pac. Isl.	#	Black or African American	T.	or Latino	Dis	with sabilities
requisite skills in immediate % of Minorities/Females proor trainable  BROUP TOTAL NO.:  No. Male:  CURRENT UTIL	a labor areas.  omolable, transferable  2  No. Female:			#	Females 0	#	**Total Minority	# #	Asian or Nat. law. or Other Pac. Isl.	#	Black or African American	T.	or Latino	Dis	with
requisite skills in immediate % of Minorities/Females proor trainable  BROUP TOTAL NO.:  No. Male:  CURRENT UTIL	a labor areas.  omolable, transferable  2  No. Female:			# %	<b>O</b> 0.0	# %	**Total Minority 0	# %	Asian or Nat. law. or Other Pac. Isl.  0	# %	Black or African American 0	%	0 0.0	# %	with sabilities
requisite skills in immediate % of Minorities/Females proor trainable BROUP TOTAL NO.:  CURRENT UTIL  OVERALL AVAI	alabor areas. omotable, transferable  2  No. Female: LIZATION:			# %	0 0.0 67.9	# %	**Total Minority  0 0.0 31.7	# %	Asian or Nat. law. or Other Pac. Isl.  0 0.0	# %	Black or African American  0 0.0	%	0 0.0 6.8	# % %	with sabilities
requisite skills in immediate % of Minorities/Females proor trainable  BROUP TOTAL NO.:  No. Male:  CURRENT UTIL	alabor areas. omotable, transferable  2  No. Female: LIZATION:			# % %	0 0.0 67.9	# % %	**Total Minority  0 0.0 31.7	# % %	Asian or Nat. law. or Other Pac. Isl.  0 0.0 4.0	# % %	Black or African	%	0 0.0 6.8	# % % %	with sabilities 0
requisite skills in immediate % of Minorities/Females proor trainable BROUP TOTAL NO.:  CURRENT UTIL  OVERALL AVAI	alabor areas. omotable, transferable  2  No. Female: LIZATION:			# %	0 0.0 67.9	# %	**Total Minority  0 0.0 31.7	# %	Asian or Nat. law. or Other Pac. Isl.  0 0.0	# %	Black or African American  0 0.0	%	0 0.0 6.8	# % %	with sabilities

							FALL, 20	)16
Affirmative Action Unit:		E	nglish					
Constituent Departments:		Eı	nglish					
Job Group:		Р	rofessorial					
Job Titles:								
	FAOTO	ND0	20110050					MEIOL
	FACTO Factor		SOURCES EDC- Ph.D.	2011 - 12* - 4S	tates (CT, NY, NJ,	PA) and US		WEIGH 1.
			Non-4ST.					
				n's Postseconda ble as of 7/15/20	ry Studies Division i 014.	ndicates		
Factor 1: 4States (CT,NJ, NY, I	PA) and L	JSNon	-4ST - EDC - P	Ph.D. 2011 - 12*				
		E	nglish					
			Female	**Total <u>Minority</u>	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.
**Total Minority includes Asian or Nat. I								

						Two Fac	ctor A	vailability								
							Col	lege:	John	Jay Colle	ge o	f Criminal	Just	ice		
							Ser	nester/Year:		I	FAL	L, 2016				
CIDM AT	IVE ACTION UN	IT.			001	NSTITUENT DEP	A DTM	ENTC.								
TIKWA	IVE ACTION ON				COI	English	AKTIVI	ENIO.								
En	glish															
O CATE	CODV.				lak	Titles:									-	
UCATE	GURT:				Jor	o rities:										
						Professor										
PR	ROFESSION	NAL: PROFE	ESSORIAL			Associate Assistant I										
						Assistant	TIUIE	3301								
B GROU		NIA I														
PR	OFESSOR	RIAL														
ACTORS:				Weighting		Females		**Total Minority		Asian or Nat. aw. or Other Pac. Isl.		Black or African American		Hispanic or Latino		dividuals with
	bility of Minorities skills in immedia			1.00		61.1		15.9		3.8		5.0		5.5		
% of Minor or trainal		romotable, transfer	able,													
GROUP T	OTAL NO.:	39														
No. Male:	18	No. Female	e: <b>21</b>			Females		**Total Minority		Asian or Nat. aw. or Other Pac. Isl.		Black or African American		Hispanic or Latino		dividuals with sabilities
C	URRENT UTI	LIZATION:			#	21	#	7	#	2	#	3	#	2	#	1
					%	53.8	%	17.9	%	5.1	%	7.7	%	5.1	%	2.6
	WEDALL AV	III ADULTY			,,,	55.0	,,,	.,,,	,,,	7.1	/*	7.0	,,,	7.1	,,,	2.0
- 0	VERALL AVA	AILABILIIY:				24.4		4-0		0.0						
					%	61.1	%	15.9	%	3.8	%	5.0	%	5.5	%	7.0
	INDERUTILIZ	ATION:			%	7.3	%	NONE	%	NONE	%	NONE	%	0.4	%	4.4
							#	0.0	#	0.0	#	0.0	#	0.1	#	1.7
U	INDLING HEIZ				#	/ / /		0.0	π	0.0	π	0.0	π	V. 1		
U	MULKOTILIZ				# UU	2.8	UU	0	UU	0	UU	0	UU	0	UU	2

							FALL, 20	)16
Affirmative Action Unit:		F	itness Studies					
Ammauve Action ome.		•	liness otadies					
Constituent Departments:								
		PI	hysical Educatio	n				
Job Group:		Р	rofessorial					
•								
Job Titles:		Pı	rofessor					
	FACTO	25	SOURCES					WEIGH
	Factor 1			11 - 12* - 4Sta	ates (CT, NY, NJ, F	PA) and US		1.
			Non-4ST.					
	* Note: I	JS De	ent of Education's	Postsecondary	Studies Division in	dicates		
			test data available			aioaioo		
		the la	iesi uala avallable	as 01 1/15/201	т.			
		the la	lesi dala avallable	as 01 17 13/20 1				
Factor 1: 4States (CT,NJ, N)	2012 is				-			
Factor 1: 4States (CT,NJ, N)	2012 is	SNon	-4ST - EDC - Ph.[	D. 2011 - 12*				
Factor 1: 4States (CT,NJ, NY	2012 is	SNon		D. 2011 - 12*				
Factor 1: 4States (CT,NJ, NY	2012 is	SNon	-4ST - EDC - Ph.[	D. 2011 - 12*		Black or		Individua
Factor 1: 4States (CT,NJ, NY	2012 is	SNon	-4ST - EDC - Ph.[	D. 2011 - 12*	Asian or Nat. Haw. or Other	Black or African	Hispanic	<u>Individua</u>
Factor 1: 4States (CT,NJ, NY	2012 is	SNon	-4ST - EDC - Ph.[	D. 2011 - 12*	Asian or Nat.	Black or African American	Hispanic or Latino	
Factor 1: 4States (CT,NJ, N)	2012 is	SNon	-4ST - EDC - Ph.E itness Studies	2. 2011 - 12* **Total	Asian or Nat. Haw. or Other	<u>African</u>		wi
Factor 1: 4States (CT,NJ, NY	2012 is	SNon	-4ST - EDC - Ph.E itness Studies	2. 2011 - 12*  **Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	African American	or Latino	<u>Wi</u> Disabilitie
Factor 1: 4States (CT,NJ, NY	2012 is	SNon	-4ST - EDC - Ph.E itness Studies	2. 2011 - 12*  **Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	African American	or Latino	<u>Wi</u> Disabilitie

	UT	ILIZ				KSH	EET						
		T	Two Fac	ctor A	vailability								
				Col	lege:	Johr	n Jav Colle	ae o	f Criminal	Just	tice		
									,				
FFIRMATIVE ACTION UNIT:		cor	NSTITUENT DEP	ARTM	ENTS:								
F''. 0. II													
Fitness Studies			Physical Educ	cation									
O CATEGORY:		Jol	o Titles:										
DDUEESSIONAL DDUEESSODIA			Professor										
PROFESSIONAL. PROFESSORIAL	-												
DDOEESCODIAI													
PROFESSORIAL													
							Asian or Nat.		Black or			Inc	dividuals
ACTORS:	Weighting		Fomales		**Total		law. or Other		African		Hispanic or Latino	Die	with abilities
Fitness Studies  Professor  Profe		abilities											
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		<u> </u>											
	If Group	Tot	al is 4 or les	s, th	en Job Gro			to ar		T		lne	dividuals
No. Male: 1 No. Female: 2	_						law. or Other		African				with
	***************************************	9										Dis	abilities
CURRENT UTILIZATION:		#	2	#	1	#	0	#	1	#	0	#	
		%	66.7	%	33.3	%	0.0	%	33.3	%	0.0	%	0.0
OVERALL AVAILABILITY:		1								1			
		0/_	43 B	0/_	16 0	0/.	3 2	0/.	Яq	0/	12	0/.	7.
		/0	70.0	/0	10.3	/0	0.2	/0	0.0	/0	7.2	/0	1.1
		1	NONE	0/_	NONE	0/.	3 2	0/.	NONE	0/	12	0/_	7.
IINDERITH IZATION:		0/_		1 /0	INCINE	1 /0	J.Z	/0	INOINL	/0	7.4	/0	1.
UNDERUTILIZATION:							0.4	1	0.0		0.4	1	^
UNDERUTILIZATION:		% #	0.0	#	0.0	#	0.1	#	0.0	#	0.1	#	
UNDERUTILIZATION:			0.0				0.1	# UU	0.0	# UU		# UU	
UNDERUTILIZATION:		#	0.0	#	0.0	#				- "-			0.:

							FALL, 20	)16
Affirmative Action Unit:		F	oreign Langu	iages				
Constituent Departments:		IV	lodern Lang & L	iterature				
Job Group:		F	Professorial					
<u>Job Titles:</u>			rofessor ssociate Profes	sor				
	FACTO Factor		SOURCES EDC- Ph.D. 20	011 - 12* - 15*	ates (CT, NY, NJ, I	PA) and US		WEIGH 1
	racioi	1	Non-4ST.	711 - 12 - 436	iles (C1, N1, NJ, 1	FA) and US		1
			ept of Education's atest data available		Studies Division in 4.	ndicates		
Factor 1: 4States (CT,NJ, NY	/, PA) and	JSNor	n-4ST - EDC - Ph.	D. 2011 - 12*				
Factor 1: 4States (CT,NJ, NY	/, PA) and		n-4ST - EDC - Ph. F <b>OREIGN LAN</b>					
Factor 1: 4States (CT,NJ, NY	, PA) and				Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individua wi Disabilitie
Factor 1: 4States (CT,NJ, N)	/, PA) and		OREIGN LAN	GUAGES  **Total	Haw. or Other	<u>African</u>		w

						Two Fac	ctor A	vailability								
										1 Jay Colle			Just	ice		
							Ser	nester/Year:		I	FAL	L, 2016				
FFIRM A	ATIVE ACTION U	INIT:			CON	NSTITUENT DEP	ARTM	ENTS:								
						Modern Lang										
F	oreign Lang	guages														
FO CAT	EGORY:				Joh	o Titles:										
20 0/(1	200111					7111001										
	DOFF0010	NAL BROSS	.0000141			Professor	<b>.</b> ,									
Р	ROFESSIC	NAL: PROFE	SSORIAL			Associate	Prof	essor								
OB GRO		DIAL														
Р	ROFESSO	RIAL														
ACTOR	S:			Weighting		Females		**Total Minority		Asian or Nat. law. or Other Pac. Isl.		Black or African American		Hispanic or Latino		dividuals with
	ilability of Minoritie ite skills in immedi		•	1.00		61.0		24.6		7.2		2.0		13.7		
. % of M or trair		promotable, transfer	able,													
	TOTAL NO.:	4		If Group	Tota	al is 4 or les	s, th	en Job Gro	up i	s too small t	o an	alyze				
No. Mal	e: <b>0</b>	No. Female	4			Females		**Total Minority		Asian or Nat. law. or Other Pac. Isl.		Black or African American		Hispanic or Latino		dividuals with abilities
		-			#	4	#	3	#	0	#	0	#	3	#	0
	CURRENT UT	TILIZATION:			π											0.0
	CURRENT UT	TILIZATION:			" %	100.0	%	75.0	%	0.0	%	0.0	%	/5.0	%	. •
					ľ.		%	75.0	%	0.0	%	0.0	%	75.0	%	
	OVERALL AV				%	100.0										
					ľ.		%	75.0	%	7.2	%	2.0	%	13.7	%	7.0
	OVERALL AV	AILABILITY:			%	61.0	%	24.6	%	7.2	%	2.0	%	13.7	%	
		AILABILITY:			%	100.0 61.0 NONE	%	24.6 NONE	%	7.2	%	2.0	%	13.7 NONE		7.0
	OVERALL AV	AILABILITY:			%	61.0	%	24.6	%	7.2	%	2.0	%	13.7	%	7.0 7.0 0.3 0

							FALL, 20	)16
Affirmative Action Unit:		H	istory					
		+						
Constituent Departments:		Hi	istory					
		-						
Job Group:		P	rofessorial					
<u> </u>			- Ologgoriai					
Job Titles:		_ Di	istinguished Pro	fessor				
		Pr	ofessor					
			ssociate Profess					
		AS	ssistant Professo	וע				
		-						
	FACTOR	<u>s</u>	SOURCES					WEIGH
	Factor 1			11 - 12* - 4Sta	ates (CT, NY, NJ,	PA) and US		1.
		+	Non-4ST.					
					/ Studies Division i	ndicates		
	2012 is th	e lat	est data available	as of 7/15/201	14.			
Factor 1: 4States (CT,NJ, NY,	PA) and US			0. 2011 - 12*				
		H	istory					
				**Total	Asian or Nat. Haw. or Other	Black or African	Lienania	Individua
			<u>Female</u>	Minority	Pac. Isl.	African American	Hispanic or Latino	<u>wi</u> Disabilitie
			45.3	17.8	3.7	7.7	5.0	7.
			70.0	17.0	5.7	1.1	3.0	/-

								Two Fac	tor A	vailability								
															<u>.                                    </u>			
									Col	lege:	John	Jay Colle	ge o	f Criminal .	Just	tice		
									Ser	nester/Year:			FAL	L, 2016				
FFIRM	ATIVE ACTION U	NIT:					CON	ISTITUENT DEP	ARTMI	ENTS:								
								History										
H	History																	
			_															
O CA	TEGORY:						Job	Titles:										
								Distinguish	ned F	Professor				Profe	2880	r		
F	PROFESSIO	NAL: PRO	FESS	SORIA	L			Associate						1 1010	,000	'		
								Assistant F										
			_															
OB GR	OUP: PROFESSOF	ΣΙΔΙ																
- 1	NOI LOSOI	INL																
ACTO	RS:					Weighting		Females		**Total Minority		Asian or Nat. aw. or Other Pac. Isl.		Black or African American		Hispanic or Latino		dividuals with sabilities
. % ava	ailability of Minorities																	
	site skills in immedia					1.00		45.3		17.8	-	3.7		7.7		5.0		
of N . or tra	Minorities/Females   inable	oromotable, trans	sferable,	1														
	P TOTAL NO.:	18																
							Ī	<u> </u>	0000000		Δ	Asian or Nat.	l	Black or	1	************	ln	dividuals
No. Ma	lle: 11	No. Fer	nale:	<i>'</i>				Females		**Total Minority	Н	aw. or Other Pac. Isl.		African American		Hispanic or Latino	Dis	with sabilities
	CURRENT UT	ILIZATION:					#	7	#	3	#	1	#	1	#	1	#	0
							%	38.9	%	16.7	%	5.6	%	5.6	%	5.6	%	0.0
	OVERALL AV	AILABILITY:													+			
							0/	45.3	%	17.8	0/	3.7	0/	7.7	%	5.0	%	7.0
							%	+3.3	70	17.0	%	3.1	%	1.1	70	3.0	70	1.0
	UNDERUTILIZ	ZATION:		+			%	6.4	%	1.1	%	NONE	%	2.1	%	NONE	%	7.0
		1.4.					#	1.2	#	0.2	#	0.0	#	0.4	#	0.0	#	1.3
			-	_			Ë		i				ľ		l"		Ĭ	
							UU	1	UU	0	UU	0	UU	0	UU	0	UU	1

							FALL, 20	016
Affirmative Action Unit:		L	aw Enforcer	ment				
Constituent Departments:		L	aw and Police	Science				
		S	ecurity, Fire an	nd Emergency				
Job Group:		P	rofessorial					
			3122301131					
Job Titles:			rofessor ssociate Profe	seor				
	FACT Facto			2011 - 12* - 4St	ates (CT, NY, NJ,	PA) and US		WEIGH
	Facto	r 1	EDC- Ph.D. 2 Non-4ST.					
	* 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 availab	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		

							UT	ILIZ	ATION AN	ALY	SIS WOR	KSH	EET						
									Two Fac	tor A	vailability								
										0.1		lohr	Lay Calla	00.0	f Criminal	luct	ioo		
													1 Jay Colle		L, 2016	Just	ice		
										Ser	nester/Year:			TAL	L, 2016				
FFIRM	MATIV	EACT	ION UNIT	:				COI	NSTITUENT DEPA	ARTMI	ENTS:								
									Law and Police										
	Law	Enfo	rceme	nt					Security, Fire	and E	mergency								
EO CA	TEGO	DV.						101	Titles:										
EU C#	A I EGC	KI.						JOI	Titles:										
	PRC	FES	SSIONA	AL: PR	OFES	SSORIAL			Professor Associate Assistant F										
OB GF	ROUP:																		
		FES	SORI	٩L															
АСТО	ORS:						Weighting		Females		**Total Minority		Asian or Nat. law. or Other Pac. IsI.		Black or African American		Hispanic or Latino		dividuals with sabilities
				emales wit abor areas			1.00		46.2		18.1		1.2		7.8		6.5		
	Minori ainable		males pro	motable, tr	ansferab	le,													
GROU	Р ТОТ	AL NO	).:	31															
No. M		19			emale:	12			Females		**Total Minority		Asian or Nat. law. or Other Pac. Isl.		Black or African American		Hispanic or Latino		dividuals with sabilities
	CU	RREN	NT UTIL	ZATION	:			#	12	#	9	#	1	#	5	#	3	#	1
								%	38.7	%	29.0	%	3.2	%	16.1	%	9.7	%	3.2
	Ο۷	EBVI	ΙΔΛΑΙΙ	_ABILIT	/.														
	UV	LI VAL	L AVAIL	-VOILII	1.			6,	40.0		40.4		4.0		7.0		CF		7.0
								%	46.2	%	18.1	%	1.2	%	7.8	%	6.5	%	7.0
	UN	DERU	JTILIZA	TION:				%	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
I letoT <sup>a</sup>	Minorit	v inclu	nes Asian	or Nat Ha	w or Of	her Pac Icl a	nd Am. Ind./Al. Nativ	Pc D	ack or African Am	perican	Hispanic or Lat	ino er	nd Two or More [	Ranes					

							FALL, 20	16
Affirmative Action Unit:		La	aw Enforceme	ent				
Constituent Departments:		La	aw and Police So	ience				
-								
Job Group:		P	rofessorial					
Job Titles:			ofessor ssociate Profess	<u> </u>				
	FACTOR	0	COLIDOTO					MEIO
	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!		Non-4ST.	12 100		17ty and 30		
			ept of Education's test data available		Studies Division in 4.	ndicates		
Factor 1: 4States (CT,NJ, NY, I	PA) and US	Non	-4ST - EDC - Ph.[	D. 2011 - 12*				
, , ,			aw Enforceme					
			Female	**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								I
									$\vdash$									
									Col	lege:	John			f Criminal	Just	ice		
									Sen	nester/Year:		I	FAL	L, 2016				
FFIRM	ATIVE ACTION	UNIT					CON	NSTITUENT DEP	ΔRTMI	-NTS:								
								Law and Police										
L	aw Enforce	ement																
							_											
O CA	TEGORY:		-				Job	Titles:										
F	PROFESSI	ONAL: PF	ROFES	SSOR	IAL			Professor Associate Assistant F										
DB GR	OUP:																	
F	PROFESSO	DRIAL		T														
ACTOF	RS:					Weighting		Females		**Total Minority		Asian or Nat. aw. or Other Pac. Isl.		Black or African American		Hispanic or Latino		dividuals with sabilities
	ailability of Minori site skills in imme					1.00		46.2		18.1		1.2		7.8		6.5		
% of N	Minorities/Female			ile,														
	P TOTAL NO.:	23																l .
No. Ma	14	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 L	ITILIZATION	1:				#	9	#	8	#	1	#	4	#	3	#	0
							%	39.1	%	34.8	%	4.3	%	17.4	%	13.0	%	0.0
	OVERALL A	VAII ARII IT	γ:				-				$\vdash$		+		-		+	
	O TEINALE A		••				%	46.2	%	18.1	%	1.2	%	7.8	%	6.5	%	7.0
							/0	70.2	/0	10.1	/0	1.2	/0	1.0	/0	0.0	/0	1.0
	UNDERUTIL	IZATION:					%	7.1	%	NONE	%	NONE	%	NONE	%	NONE	%	7.0
							#	1.6	#	0.0	#	0.0	#	0.0	#	0.0	#	1.6
							-		1								1	-
							UU	2	UU	0	UU	0	UU	0	UU	0	UU	2

							FALL, 20	)16
Affirmative Action Unit:		La	aw Enforceme	ent				
Constituent Departments:		Se	ecurity, Fire and	Emergency				
Job Group:		P	rofessorial					
Job Titles:			rofessor ssociate Profess					
	FACTOR	<u>s</u>	SOURCES		(2= 1)(1)			WEIGH
	Factor 1		Non-4ST.	11 - 12* - 4Sta	ates (CT, NY, NJ,	PA) and US		1.
			ept of Education's test data available		Studies Division i	ndicates		
Factor 1: 4States (CT,NJ, NY, I	PA) and US	Non	-4ST - EDC - Ph.[	D. 2011 - 12*				
		La	aw Enforceme	ent				
			Female	**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.

								_		<u> </u>				<u>.                                    </u>			
								Col	lege:	Johi	n Jay Colle			Just	ice		
								Ser	nester/Year			FAL	L, 2016				
FIRMATIV	E ACTION UNIT:					CON	NSTITUENT DEP	ARTM	ENTS:								
							Security, Fire	and E	mergency								
Law	Enforcemen	t															
20047500	DV-					1-1	Title										
O CATEGO	RY:					Jor	Titles:										
							Professor	D4									
PRO	FESSIONA	L: PROFE	SSORIA	۸L			Associate Assistant F										
							Assistanti	1016	:5501								
D ODOUD																	
B GROUP: PRO	FESSORIA																
CTORS:					Weighting		Females		**Total Minority		Asian or Nat. Haw. or Other Pac. Isl.		Black or African American		Hispanic or Latino		dividuals with sabilities
	ty of Minorities/Fei ills in immediate la				1.00		46.2		18.1		1.2		7.8		6.5		
	ties/Females prom		able,														
ROUP TOT		8													]		<u> </u>
No. Male:	5	No. Female	3						**Total		Asian or Nat. law. or Other		Black or African		Hispanic		dividuals with
						2	Females	1	Minority		Pac. Isl.		American	1	or Latino	DI	sabilities
CUI	RRENT UTILIZ	ATION:				#	3	#	1	#	0	#	1	#	0	#	1
						%	37.5	%	12.5	%	0.0	%	12.5	%	0.0	%	12.5
OV	ERALL AVAIL	ABILITY:								+		+					
						0/	46.2	0/	18.1	0/	1.2	0/	7.8	0/	6.5	0/	7.0
						%	40.2	%	10.1	%	1.2	%	1.0	%	0.0	%	1.0
	DEDUT::::::	ION					0.7	61	E C		4.0		NONE	C.	6.5		NONE
UNI	DERUTILIZAT	IUN:				%	8.7	%	5.6	%	1.2	%	NONE	%	6.5	%	NONE
						#	0.7	#	0.4	#	0.1	#	0.0	#	0.5	#	0.0
						UU	1	UU	0	UU	0	UU	0	UU	1	UU	0

							FALL, 20	)16
Affirmative Action Unit:			Legal Studie	es				
Constituent Departments:			Criminal Justic	ee and PHD				
Job Group:			Professoria					
Job Titles:			Professor Associate Prof					
	FACT	ORS						WEIGH
	Factor	· 1	EDC- Ph.D. Non-4ST.	2011 - 12* - 4St	ates (CT, NY, NJ, F	PA) and US		1.
				on's Postsecondar able as of 7/15/20	y Studies Division in 14.	dicates		
Factor 1: 4States (CT,NJ, NY	, PA) and	USNo	on-4ST - EDC -	Ph.D. 2011 - 12*				
Factor 1: 4States (CT,NJ, NY	, PA) and		on-4ST - EDC - Legal Studie					
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		W

										Two Fac	ctor A	vailability								
											Col	lege:	John	Jay Colle	ge o	f Criminal	Just	ice		
												nester/Year:				L, 2016				
FEIR	PM ATIV	'E ACTIOI	A LINIT:						CON	NSTITUENT DEP	ΔΡΤΜ	ENTS:								
11111	WIAIIV	LACTIO	VOINT.						COI	Criminal Just										
	Leg	al Stud	es																	
									ļ.,											
EO C	CATEGO	ORY:							Job	Titles:										
	PRO	DFESS	IONAL:	PRO	FES	SOR	IAL			Professor Associate Assistant F										
OB (	GROUP:																			
	PRO	FESS	ORIAL																	
ACT	TORS:							Weighting		Females		**Total Minority		Asian or Nat. aw. or Other Pac. Isl.		Black or African American		Hispanic or Latino		dividuals with sabilities
			rities/Femal ediate labor					1.00		61.1		38.3		8.8		18.1		4.9		
	of Minor trainable		les promota	ble, tran	sferabl	e,														
		ΓAL NO.:	1	9														l		
	Male:	13		No. Fe	nale:	6				Females		**Total Minority		Asian or Nat. aw. or Other Pac. Isl.		Black or African American		Hispanic or Latino		dividuals with sabilities
No.																1				(
No.	CU	IRRENT	UTILIZA	TION:					#	6	#	6	#	4	#	1	#	1	#	' '
No.	CU	IRRENT	UTILIZA	TION:					# %	31.6	#	31.6	# %	21.1	# %	5.3	#	5.3	# %	0.0
No.													ļ"							
No.			UTILIZA						%	31.6	%	31.6	%	21.1	%	5.3	%	5.3	%	0.0
No.													ļ"							0.0
No.	0\	ÆRALL	AVAILAB	ILITY:					%	31.6	%	31.6	%	21.1	%	5.3	%	5.3	%	7.0
No.	0\	ÆRALL		ILITY:					%	31.6 61.1 29.5	%	31.6 38.3 6.7	%	21.1 8.8 NONE	%	5.3 18.1 12.8	%	5.3 4.9 NONE	% %	7.0 7.0
No.	0\	ÆRALL	AVAILAB	ILITY:					%	31.6	%	31.6	%	21.1	%	5.3	%	5.3	%	

							FALL, 20	016
Affirmative Action Unit:		L	ibrary Scienc	e				
Constituent Departments:		L	ibrary					
Joh Oronno			)rofocoariol					
Job Group:		F	rofessorial					
			rofessor					
<u>Job Titles:</u>			ssociate Profess ssistant Profess					
	FACTO		SOURCES SOURCES	11 101 101	(OT NV NV F	24)		WEIGH
	Factor	1	Non-4ST.	11 - 12° - 4Sta	ates (CT, NY, NJ, F	A) and US		1.
			ept of Education's test data available		Studies Division in 14.	dicates		
Factor 1: 4States (CT,NJ, NY, F	PA) and		n-4ST - EDC - Ph.[ .ibrary Science					
			<u>Female</u>	**Total Minority	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.

						Two Fac	ctor A	vailability								
										1 Jay Colle			Just	ice		
							Ser	mester/Year:			FAL	L, 2016				
FFIRMA	TIVE ACTION U	NIT:			COI	NSTITUENT DEP	ARTM	ENTS:								
						Library										
Li	brary Scien	ce														
EO CAT	EGORY:				Jol	b Titles:										
						Professor										
Ь	DOEESSIO	NAL: PROFE	CCODIAL			Associate	Prof	essor								
Р	KUFE33IUI	NAL: PROFE	:SSURIAL			Assistant F	Profe	essor								
OB GRO																
P	ROFESSOF	RIAL														
								**Total		Asian or Nat. law. or Other		Black or African		Hispanic		dividuals with
ACTOR				Weighting		Females		Minority		Pac. Isl.		American		or Latino	Di	sabilities
	lability of Minorities te skills in immedia			1.00		55.6		19.7		15.1		0.0		1.8		
	inorities/Females	promotable, transfera	able,													
	TOTAL NO.:	11			l				<u> </u>		1					<u> </u>
No. Male		No. Female	10		Г		T			Asian or Nat.	Ī	Black or	T		ln	dividuals
INO. IVICIO	. ·	No. I chale	. 10			Females		**Total Minority	F	ław. or Other Pac. Is I.		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:					+		+		1		+			
					%	55.6	%	19.7	%	15.1	%	0.0	%	1.8	%	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
					UU	0	UU	1	UU	1	UU	0	UU	0	UU	1

							FALL, 20	)16
Affirmative Action Units		M	athematics					
Affirmative Action Unit:		IVI	amemancs					
Constituent Departments:		Ma	athematics and (	Computer Sci	ence			
Job Group:		P	rofessorial		<u>'</u>	'		
Job Titles:		Pr	rofessor					
		As	ssistant Professo	or				
	FACTOR	<u>8S</u>	SOURCES					WEIGH
	Factor 1		EDC- Ph.D. 20° Non-4ST.	11 - 12* - 4Sta	ates (CT, NY, NJ, F	PA) and US		1
			ept of Education's lest data available		Studies Division in 4.	dicates		
	2012 is t							
Factor 1: 4States (CT.N.J. NY		SNon-	-4ST - EDC - Ph.[	). 2011 - 12*				
Factor 1: 4States (CT,NJ, NY			-4ST - EDC - Ph.C athematics	D. 2011 - 12*				
Factor 1: 4States (CT,NJ, NY				2. 2011 - 12*  **Total  Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individua W Disabiliti
Factor 1: 4States (CT,NJ, NY			athematics	**Total	Haw. or Other	African		W

						Two Fa	actor /	Availability					_			
							_									
							Co	llege:	John	Jay Colle	ge o	f Criminal	Just	ice		
							Se	mester/Year:		I	FAL	L, 2016				
FEIDM AT	TIVE ACTION UN	IT·				CONSTITUENT DE	DARTM	ENTS:								
IIIWAI	IVEACTION ON							Computer Scie	nce							
Ma	athematics															
EO CATEO	GORY:					Job Titles:										
PR	ROFESSION	NAL: PROI	ESSOR	IAL		Professo Associate Assistant	e Pro									
OB GROU	JP:															
PR	ROFESSOR	IAL														
ACTORS:				Wei	Inting	Females		**Total Minority		Asian or Nat. aw. or Other Pac. Isl.		Black or African American		Hispanic or Latino		dividuals with abilities
	ability of Minorities e skills in immediat			1	.00	26.8		18.1		9.4		2.7		4.9		
% of Min	norities/Females p	romotable, trans	ferable,													
	OTAL NO.:	19		300000 300000 300000												
No. Male:	40	No. Fen	nale: 3			Females		**Total Minority		Asian or Nat. aw. or Other Pac. Isl.		Black or African American		Hispanic or Latino		dividuals with sabilities
	CURRENT UTI	I IZATION.		000000			ш	8	ш	7	ш		ш	0 Latillo	ш	(
	JURKENI U I I	LIZATIUN:			#				#		#	5.2	#		#	
C					0,	15.8	%	42.1	%	36.8	%	5.3	%	0.0	%	0.0
С					-H'	1010										
	OVERALL AVA	ILABILITY:				. 1010										
		ILABILITY:				6 26.8		18.1	%	9.4	%	2.7	%	4.9	%	7.0
		ILABILITY:				00.0		18.1	%	9.4	%	2.7	%	4.9	%	7.0
C						6 26.8	%	18.1 NONE	%	9.4 NONE	%	2.7 NONE	%	4.9	%	
C	OVERALL AVA				9	6 26.8 6 11.0	%	NONE	%	NONE	%	NONE	%	4.9	%	7.0
C	OVERALL AVA				9)	6 26.8 6 11.0	% % #									7.0 7.0 1.3

							FALL, 20	016
Affirmative Action Unit:		M	ulti/Interdisci	plinary Stu	dies			
Constituent Departments:		In	terdisciplinary S	tudios				
Consultent Departments.			teruiscipiiriai y o	tuules				
Job Group:		Р	rofessorial					
			istinguished Pro					
		A	rofessor ssociate Profess ssistant Profess					
	FACTOR Factor 1		SOURCES EDC- Ph.D. 20 Non-4ST.	11 - 12* - 4Sta	ates (CT, NY, NJ, I	PA) and US		WEIGH 1
					Studies Division in	dicates		
Factor 1: 4States (CT,NJ, NY	, PA) and US		-4ST - EDC - Ph.[ ulti/Interdisci		dies			
			Female	**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								
										Col	lege:	Johr	1 Jay Colle	ge o	f Criminal	Jus	tice		
										Ser	nester/Year:		[1	FAL	L, 2016				
FFIRM	MATIV	E ACTION U	NIT:					CON	NSTITUENT DEP	ARTM	ENTS:								
									Interdisciplina	ary Stu	dies								
	Mult	i/Interdiso	ciplinary Stu	dies															
EO CA	ATEGO	DRY:						Jok	Titles:										
_									Distinguish	ned F	Professor								
	DDC		NAL DOO		000	14.1			Professor	D4									
	rk(	JE5510	NAL: PRO	rES	SUK	IAL			Associate Assistant F										
										. 5.0									
	ROUP:	DFESSO	DIAI																
	PRU	JFE33U	KIAL																
ACTO	ORS:						Weighting		Females		**Total Minority		Asian or Nat. law. or Other Pac. Isl.		Black or African American		Hispanic or Latino		lividuals with abilities
			s/Females with ate labor areas.				1.00		64.0		25.6		6.3		10.8		6.5		
. % of		ities/Females	promotable, tran	sferabl	е,														
		TAL NO.:	8																
No. M	∕lale:	4	No. Fe	male:	4						**Total		Asian or Nat. law. or Other		Black or African		Hispanic		lividuals with
									Females		Minority		Pac. Isl.		American		or Latino	Dis	abilities
			ILIZATION:					#	4	#	0	#	0	#	0	#	0	#	0
	CU	IRRENI UI						%	50.0	%	0.0	%	0.0	%	0.0	%	0.0	%	0.0
	CU	IRRENI UI						/0		-1'*									
								70		70									
			AILABILITY:								25.6	0/6	6.3	%	10.8	0/,	6.5	%	7 በ
								%	64.0	%	25.6	%	6.3	%	10.8	%	6.5	%	7.0
	OV	ÆRALL AV	AILABILITY:					%	64.0	%									
	OV		AILABILITY:					%	64.0	%	25.6	%	6.3	%	10.8	%	6.5	%	7.0
	OV	ÆRALL AV	AILABILITY:					%	64.0	%							6.5		7.0 7.0 0.6

							FALL, 20	)16
Affirmative Action Unit:			Philosophy					
Constituent Departments:			Philosophy					
Job Group:		I	Professorial					
Job Titles:			Professor Associate Profess					
	FACTO	ORS	SOURCES					WEIGH
	Factor			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
													<u> </u>			
							Col	lege:	John	Jay Colle			Just	ice		
							Ser	nester/Year:		I	FAL	L, 2016				
FFIRM A	TIVE ACTION UNI	T:			CON	NSTITUENT DEP	ARTMI	ENTS:								
						Philosophy										
Ph	nilosophy															
O CATE	GORY:				Job	Titles:										
						-										
						Professor										
DI	OEESSION	IAL: PROFE	SSODIVI			Associate	Prof	essor								
F	NOFESSION	IAL. FROFE	SSONAL			Assistant F	Profe	ssor								
OB GROU	JP:															
	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		
% of Min	norities/Females pr	omotable, transfer	able,	1.00		20.1		10.1		0.1		0.1				
or traina	OTAL NO.:	12			1		1		l		1					
			4				T		Δ	sian or Nat.	<u> </u>	Black or	T		ln	dividuals
No. Male:	. 0	No. Female	: 4			Females		**Total Minority	Н	aw. or Other Pac. Isl.		African American		Hispanic or Latino	Di	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:			1		%	16.4	0/	5.1	0/	5.4	0/	4.1	0/	7.0
	OVERALL AVA	ILABILITY:			0/	70.7		10.4	%	0.1	%	5.4	%	4.1	%	1.0
	OVERALL AVA	ILABILITY:			%	29.7	70									
(	OVERALL AVA				%	NONE	%	NONE	%	NONE	%	NONE	%	NONE	%	NONE
(								NONE 0.0	%	NONE 0.0	% #	NONE 0.0	% #	NONE 0.0	% #	-
(					%	NONE	%								% # UU	0.0 0.0

								FALL, 20	)16
Affirmative Action Unit:			Phy	sical Scien	ices				
Constituent Departments:			Scie	nce					
Job Group:			Pro	fessorial					
Job Titles:				essor ociate Profess					
	FACT			OURCES	)11 10* 1C+	otoo (CT NV NII I	DA) and LIC		WEIGH
	Factor	ı		on-4ST.	)  -  2 - 45l	ates (CT, NY, NJ,	PA) and US		1.
					Postsecondar e as of 7/15/20	y Studies Division ir 14.	ndicates		
Factor 1: 4States (CT,NJ, NY,	PA) and	USNo	on-4S	ST - EDC - Ph.	D. 2011 - 12*				
			Phy	sical Scien	nces				
				<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
				33.4	18.5	8.9	3.3	4.8	7.
				00.4					
				0014					

						Iwo Fac	otor A	vailability								
							+		Labor	Jan Oalla		f Onimin al	14			
									Jonn			f Criminal	Just	ice		
							Ser	nester/Year:			AL	L, 2016				
FFIRM AT	TIVE ACTION U	NIT:			CON	ISTITUENT DEP	ARTM	ENTS:								
						Science								!		
Ph	nysical Scie	nces														
																ı
O CATE	COPV.				loh	Titles:										
J CATE	JOKI.				JUL	Titles.										
						Professor Associate	Drof	occor								
PF	ROFESSIO	NAL: PROF	ESSORIAL			Assistant F										
						7 toolotant 1										
											I		I			
							+									
OB GROU	JP:		-				+									
	ROFESSO	RIAL														
							$\bot$									
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	s/Females with		Holgitalig		Tomaio	$\dagger$			1 40.1011		7 till Gridain		OI Edillio		- Cubintiou
	e skills in immedia			1.00		33.4		18.5		8.9		3.3		4.8		
% of Min		oromotable, transfe	rable,													
	OTAL NO.:	21														
	: 11	No. Fema	ale: 10		Г		T			Asian or Nat.	1	Black or	<u> </u>		In	dividuals
No Mala:		140.1 6116	ic.			Females		**Total Minority	Н	aw. or Other Pac. Isl.		African American		Hispanic or Latino	Di	with sabilities
No. Male:										4		2	,,	2	#	2
	CURRENT UT	ILIZATION:			#	10	#	8	#	4	#	2	#		#	_
		ILIZATION:					- l''				#		·		%	9 5
	CURRENT UT				#	<b>10</b> 47.6	#	38.1	# %	19.0	# %	9.5	# %	9.5	%	9.5
(						47.6	- l''	38.1		19.0	%	9.5	·	9.5	%	
(	CURRENT UT						- l''				# %		·		%	
(	CURRENT UT				%	47.6	%	38.1	%	19.0		9.5	%	9.5		
(	CURRENT UT	AILABILITY:			%	47.6	%	38.1	%	19.0		9.5	%	9.5		7.0
(	CURRENT UT	AILABILITY:			%	47.6 33.4	%	38.1 18.5	%	19.0	%	9.5	%	9.5	%	7.0
(	CURRENT UT	AILABILITY:			%	47.6 33.4 NONE	%	38.1 18.5 NONE	%	19.0 8.9 NONE	%	9.5 3.3 NONE	%	9.5 4.8 NONE	%	7.0 NONE 0.0

							FALL, 20	016
Affirmative Action Unit:		P	sychology					
Constituent Departments:		De	sychology					
Constituent Departments.			sychology					
Job Group:		P	rofessorial					
			istinguished Pro					
			ssociate Profess					
	FACTOR		SOURCES					WEIGH
	Factor 1		EDC- Ph.D. 20 Non-4ST.	)11 - 12* - 4Sta	ates (CT, NY, NJ,	PA) and US		1.
			ept of Education's test data available		Studies Division i	ndicates		
Factor 1: 4States (CT,NJ, NY, F	2A) and 119	2Non	4ST EDC Dh	D 2011 12*				
1 actor 1. 4-ctates (01,100,101,1	A) and oc		sychology	D. 2011 - 12				
			<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
			73.1	24.0	6.6	7.5	8.1	7.

							Two Fac	ctor A	vailability								
										<u>.                                    </u>							
								Col	lege:	Johr			f Criminal	Just	ice		
								Ser	nester/Year:			FAL	L, 2016				
FFIRM A	ATIVE ACTION U	INIT·				COL	NSTITUENT DEP	ΔRTM	FNTS:								
11111117	THEADTION	,,,,,,				00.	Psychology		LIVIO.								
Р	sychology																
O CAT	EGORY:					Jol	o Titles:										
P	ROFESSIC	NAL: PI	ROFES	SORIAI	L		Distinguish Professor Associate Assistant F	Prof	essor								
OB GRO	ROFESSO	RIAL															
ACTOR	S:				Weighting		Females		**Total Minority		Asian or Nat. law. or Other Pac. Isl.		Black or African American		Hispanic or Latino		ividuals with abilities
	ilability of Minoritie ite skills in immedi				1.00		73.1		24.0		6.6		7.5		8.1		
	inorities/Females			le,													
	TOTAL NO.:	42															
No. Male	e: <b>19</b>	No.	Female:	23			Females		**Total Minority		Asian or Nat. law. or Other Pac. Isl.		Black or African American		Hispanic or Latino		ividuals with abilities
	CURRENT UT	ΓΙLIZAΤΙΟ	N:			#	23	#	9	#	3	#	4	#	2	#	1
						%	54.8	%	21.4	%	7.1	%	9.5	%	4.8	%	2.4
	OVERALL AV	/AILABILI1	Ύ:														
						%	73.1	%	24.0	%	6.6	%	7.5	%	8.1	%	7.0
	UNDERUTILI	ZATION:				%	18.3	%	2.6	%	NONE	%	NONE	%	3.3	% _	4.6
						#	7.7	#	1.1	#	0.0	#	0.0	#	1.4	#	1.9
						UU	8	UU	1	UU	0	UU	0	UU	1	UU	2

							FALL, 20	016
Affirmative Action Unit:		P	<b>Public Admins</b>	tration				
Constituent Departments:		P	ublic Manageme	ent				
Job Group:		Р	Professorial					
Job Titles:		P	rofessor					
	FACTO		SOURCES	14 40* 40*	(OT ND( NH	DA) 1110		WEIGH
	Factor	1	Non-4ST.	111 - 12* - 4Sta	ates (CT, NY, NJ,	PA) and US		1.
			ept of Education's Itest data available		Studies Division i 4.	ndicates		
Factor 1: 4States (CT,NJ, NY,	DA) and I	ICNor	AST EDC Dh	D 2011 12*				
1 actor 1. 4 ctates (C1,110, 111)	r A) and C		Public Adminis					
			<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
			64.9	33.4	6.1	19.1	7.0	7.

							Two Fac	ctor A	vailability						I I		
						-											
								Col	lege:	Johr			f Criminal	Just	ice		
								Ser	nester/Year:			FAL	L, 2016				
FFIRM AT	TIVE ACTION UN	JIT:				COL	NSTITUENT DEP	ARTM	ENTS:								
							Public Manag										
Pu	ublic Admins	stration															
																	1
EO CATEO	CORV.					lal	Titles:										
DCATE	GURT:					Joi	o intes:										
PR	ROFESSION	NAL: PROF	ESS	ORIAL			Professor Associate Assistant F										
OB GROU		DIAI															
PK	ROFESSOF	KIAL															
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 immedia				1.00		64.9		33.4		6.1		19.1		7.0		
	norities/Females p		erable,		1100		00		00.1		011		1011		7.0		
	OTAL NO.:	28												<u> </u>			
No. Male:	40	No. Fem	ale: 1	2			Females		**Total Minority		Asian or Nat. aw. or Other Pac. Isl.		Black or African American		Hispanic or Latino		dividuals with sabilities
	OUDDENT UT	ILIZATION:				#	12	#	7	#	2	#	3	#	2	#	0
C	CURRENTUT						40.0	1	25.0	%	7.1	%	10.7	%	7.1	%	0.0
C	CURRENTUT					%	42.9	%	20.0	/0							
		AII ADII ITV				%	42.9	%	20.0	70							
	OVERALL AVA	AILABILITY:											10.1	6,	7.0		7.0
		AILABILITY:				%	64.9	%	33.4	%	6.1	%	19.1	%	7.0	%	7.0
C	OVERALL AV					%	64.9	%	33.4	%	6.1					%	
C						%	64.9	%	33.4	%	6.1 NONE	%	8.4	%	NONE	%	7.0
C	OVERALL AV					%	64.9	%	33.4	%	6.1					%	7.0 7.0 2.0 2

								FALL, 20	016
Affirmative Action Unit:			Social Scier	nces					
Constituent Departments:			Anthropology						
Constituent Departments.			Gov/Political S	Cience					
			Sociology						
Job Group:			Professoria	<u> </u>					
Job Titles:			Professor Associate Pro						
	FACT	ORS	SOURCES						WEIGH
	Factor			. 2011 - 12* ·	- 4Sta	ites (CT, NY, NJ,	PA) and US		1.
			Dept of Education atest data avail			Studies Division in 4.	ndicates		
Factor 1: 4States (CT,NJ, NY, I	PA) and	USNo	on-4ST - EDC -	Ph.D. 2011 -	12*				
, , ,			Social Scier						
			Femal	**To		Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individua w Disabiliti
			50.9	21	.8	7.3	6.0	6.9	7.

			Two Fac	tor A	vailability								
						<del></del>							
				Col	lege:	Joh	n Jay Colle			Just	ice		
				Ser	nester/Year	:		FAL	.L, 2016				
AFFIRMATIVE ACTION UNIT:		CON	ISTITUENT DEP	ADTM	ENITE:								
FFRMATIVE ACTION UNIT.		CON	Anthropology	AKIW	ENI 3.								
Social Sciences			Gov/Political S	Scienc	e e								
			Sociology										
EO CATEGORY:		Job	Titles:										
PROFESSIONAL: PROFESSORIAL  OB GROUP: PROFESSORIAL  ACTORS:	Weighting		Professor Associate Assistant F				Asian or Nat. Haw. 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		50.9		21.8		7.3		6.0		6.9		
. % of Minorities/Females promotable, transferable, or trainable													
GROUP TOTAL NO.: 59													
			Females		**Total Minority		Asian or Nat. Haw. or Other Pac. Isl.		Black or African American		Hispanic or Latino		dividuals with sabilities
No. Male: 29 No. Female: 30		_		4	minority	_							0
No. Male: 29 No. Female: 30  CURRENT UTILIZATION:		#	30	#	14	#	6	#	4	#	4	#	U
		ľ	30	Ť.	14		6	#		#		ľ.	
CURRENT UTILIZATION:		#		#		#		#	6.8	#	6.8	# %	0.0
		ľ	<b>30</b> 50.8	Ť.	23.7		10.2	#	6.8	# %	6.8	ľ.	0.0
CURRENT UTILIZATION:		ľ	30	Ť.	14		6	# % %		# % %		ľ.	0.0
CURRENT UTILIZATION:		%	<b>30</b> 50.8	%	23.7	%	10.2		6.8		6.8	%	<u> </u>
CURRENT UTILIZATION:		%	<b>30</b> 50.8	%	23.7	%	10.2		6.8		6.8	%	0.0
CURRENT UTILIZATION:  OVERALL AVAILABILITY:		%	50.8 50.9	%	23.7 21.8 NONE	%	7.3 NONE	%	6.8 6.0 NONE	%	6.8	%	7.0
CURRENT UTILIZATION:  OVERALL AVAILABILITY:		%	<b>30</b> 50.8 50.9	%	23.7	%	7.3 NONE	%	6.8 6.0 NONE 0.0	%	6.8	%	7.0

							FALL, 20	016
Affirmative Action Unit:		S	ocial Science	<b>S</b>				
Constituent Departments:		Ar	nthropology					
Job Group:		Pi	rofessorial					
Job Titles:			ofessor ssociate Profess					
	FACTOR Factor 1	<u>.S</u>	SOURCES EDC- Ph.D. 20	11 - 12* - 45te	ates (CT, NY, NJ, I	PA) and I IS		WEIGH
	racion		Non-4ST.	11 - 12 - 4016	iles (CT, NT, NO, I	A) and US		1
			ept of Education's est data available		Studies Division ir 4.	ndicates		
	, PA) and US	SNon-	-4ST - EDC - Ph.[	D. 2011 - 12*				
Factor 1: 4States (CT,NJ, NY,			ocial Science	S				
Factor 1: 4States (CT,NJ, NY		50						
Factor 1: 4States (CT,NJ, NY,		30	Female	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individua w Disabiliti
Factor 1: 4States (CT,NJ, NY		30		**Total	Haw. or Other	African		W

						I	IWO Fac	ctor A	vailability								
											1 0 11		(0::1	1			
								Col	lege:	Johr			f Criminal	Just	ICE		
								Ser	nester/Year:			FAL	L, 2016				
FIRMA	TIVE ACTION UN	NIT:				CON	ISTITUENT DEP	ARTM	ENTS:								
							Anthropology										
Sc	ocial Scienc	es															
O CATE	CODY.					lah	Titles:										
CATE	GURT:					Job	Titles:										
							<b>D</b> (										
							Professor Associate	Prof	essor								
PI	ROFESSIOI	NAL: PROF	ESSOR	:IAL			Assistant F										
OB GROU	JP:																
PI	ROFESSOF	RIAL															
						_											
ACTORS	:				Weighting		Females		**Total Minority		Asian or Nat. law. or Other Pac. Isl.		Black or African American		Hispanic or Latino		dividuals with sabilities
	ability of Minorities	s/Females with															
	e skills in immedia				1.00		50.9		21.8		7.3		6.0		6.9		
% of Min or trains		promotable, trans	ferable,														
GROUP 1	OTAL NO.:	11															
No. Male	5	No Ferr	nale: 6								Asian or Nat.		Black or			Inc	dividuals
Tto: Iviaio		10.101	uio.				Females		**Total Minority	Н	law. 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
	0)(EDA11 4)(1)	All ADILITY				Ë		ļ.		ļ.		ļ.	2.3	ļ.			
	OVERALL AV	AILABILITY:							_								
						%	50.9	%	21.8	%	7.3	%	6.0	%	6.9	%	7.0
						-		$\perp$				+		+			
	INDEDITII 17	ZATION:				%	NONE	%	3.6	%	NONE	%	6.0	%	NONE	%	7.0
	UNDERUTIEIZ					#	0.0	#	0.4	#	0.0	#	0.7	#	0.0	#	3.0
	UNDERUTIEIZ													_			
	UNDEROTIEIZ					UU	0	UU	0	UU	0	UU	1	UU	0	UU	1

							FALL, 20	016
Affirmative Action Unit:		S	ocial Science	S				
Constituent Departments:								
		G	ov/Political Scier	ice				
Job Group:		Р	rofessorial					
Job Titles:		Pı	rofessor					
	FACTOR	S	SOURCES					WEIGH
	Factor 1	<u></u>		11 - 12* - 4Sta	ates (CT, NY, NJ, F	PA) and US		1.
			ept of Education's lest data available		/ Studies Division in 14.	dicates		
Factor 1: 4States (CT,NJ, N)	′, PA) and US	SNon	-4ST - EDC - Ph.[	). 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>				<u> </u>			
_												Jay Colle			Just	ICE		
									Sen	nester/Year:			FAL	L, 2016				
FFIRM A	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: PI	ROFES	SSORIA	AL			Professor Associate Assistant F										
OB GRO	OUP:																	
P	ROFESS	SORIAL																
ACTOR	S:				١	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 M or train		ales promotable,	transferat	ole,														
ROUP	TOTAL NO.:	20																
No. Mal	e: <b>11</b>	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	AVAILABILIT	Y:															
							%	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	016
Affirmative Action Unit:			Social Science	S				
Constituent Departments:								
			Sociology					
Job Group:		F	Professorial					
Job Titles:			Professor Associate Profess		1			
		000	001/2022					14/5:0:
	FACT Factor		SOURCES EDC- Ph.D. 201	11 - 12* - 19ts	ates (CT, NY, NJ, F	2N and US		WEIGH 1.
	i actor	1	Non-4ST.	11 - 12 - 400	ates (C1, 141, 145, 1	A) and 00		1.
			Pept of Education's atest data available		/ Studies Division in	ndicates		
Factor 1: 4States (CT,NJ, NY	, PA) and		n-481 - EDC - Ph.L <b>Social Science</b>					
			Journal Ocientee					
			<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
			50.9	21.8	7.3	6.0	6.9	7.

					UT	ILIZ	ATION AN	ALY	SIS WORI	<b>(SH</b>	EET						
							Two Fac	ctor A	vailability								
										lobu	Llav Calla		f Cuiminal	luot			
										Jonr	Jay Colle			Just	ice		
	PROFESSORIAL  **Total Haw. or Other Pac. Isl.  **Total No: 1.00																
AFFIRM AT	IVE ACTION	UNIT:				COL	NSTITUENT DEP	ARTMI	-NTS·								
a i i i i i i i i i i i i i i i i i i i	IVEACTION	OIET.				00.		-111111111	2110.								
So	cial Scier	nces															
							Sociology										
	DODY.						Tide					-					
EOCATEC	JURY:					JOI	o litles:										
							Professor										
DD	OFFCCK	NAL. DDC	\C	CODIAL				Profe	essor								
PK	OFESSI	JNAL: PRO	)rec	SURIAL			Assistant F	Profe	ssor								
OB GROU		DIVI															
PK	OFESSO	KIAL															
										,	Asian or Nat.		Black or			Inc	dividuals
ACTORS:					Weighting		Females			Н						Dis	
		es/Females with															
•					1.00		50.9		21.8		7.3		6.0		6.9		
. % of Mind or trainal		s promotable, trar	sferab	le,													
		28												<u> </u>	<u>                                     </u>		
				4.5		Γ		T		T ,	Asian or Nat.	T	Black or	T		lne	dividuals
No. Male:	13	No. Fe	male:	15			Females			Н						Dis	
								-		+		1		1		Ť	
C	URRENT U	TILIZATION:				#	15	#	6	#	3	#	2	#	1	#	
C	URRENT U	TILIZATION:												ļ.		<u>"</u>	
						# %	<b>15</b> 53.6	#	21.4	#	10.7	# %	7.1	# %	3.6	#	0.0
		TILIZATION: VAILABILITY:									10.7			ļ.		<u>"</u>	
														ļ.		<u>"</u>	
0	VERALL A	VAILABILITY:				%	53.6	%	21.4	%	7.3	%	6.0	%	6.9	%	7.0
0		VAILABILITY:				%	53.6 50.9 NONE	%	21.4	%	10.7 7.3 NONE	%	7.1 6.0 NONE	%	3.6 6.9 3.3	%	7.0
0	VERALL A	VAILABILITY:				%	53.6	%	21.4	%	7.3	%	6.0	%	6.9	%	7.0

							FALL, 20	016
Affirmative Action Unit:		V	isual and Perf	forming Art	s			
Constituent Departments:			art and Music					
Consulaent Departments.			artana wasic					
Job Group:		F	Professorial					
Job Titles:		P	rofessor					
JOD Tilles.			ssociate Profess					
	FACTO Factor		SOURCES EDC- Ph.D. 201	11 - 12* - 4Sts	ates (CT, NY, NJ, F	PΔ) and LIS		WEIGH 1
	i actor	1	Non-4ST.	11-12-400	xic3 (O1, 141, 140, 1	A) and oo		1.
			ept of Education's atest data available		Studies Division in	dicates		
Factor 1: 4States (CT,NJ, NY,	PA) and	USNo	n-4ST - EDC - Ph.[	D. 2011 - 12*				
( , , , ,			isual and Per		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
			49.3	16.6	7.7	3.2	4.8	7.

						Two Fac	tor A	vailability							T	
										1 0 11			1 0			
							Col	lege:	Johr	Jay Colle			Just	ICE		
							Ser	nester/Year:		I	FAL	L, 2016				
FFIRM	1ATIVE ACTION U	NIT.			CON	ISTITUENT DEP	ΔRTMI	-NTS:								
					00.	Art and Music		11.0.								
,	Visual and Pe	erforming Arts	3													
:O CA	ATEGORY:				Job	Titles:										
	PROFESSIO	NAL: PROFE	ESSORIAL			Professor Associate Assistant F										
)B GR	ROUP:															
	PROFESSOR	RIAL														
АСТО	RS:			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			1.00		49.3		16.6		7.7		3.2		4.8		
	Minorities/Females	promotable, transfer	rable,													
	P TOTAL NO.:	9					<u> </u>									
	_	No. Femal	e: <b>4</b>			Females		**Total Minority		Asian or Nat. law. or Other Pac. Isl.		Black or African American		Hispanic or Latino		dividuals with sabilities
No. Ma					1					0	,,	2	lu l	2	4	0
No. Ma	CURRENT UT	ILIZATION:			#	4	#	4	#	0	#	_	#		#	
No. Ma	CURRENT UT	ILIZATION:			#	44.4	#	44.4	#	0.0	# %	22.2	# %	22.2	%	0.0
No. Ma											# %				%	0.0
No. Ma	CURRENT UT					44.4	%	44.4	%	0.0	# %	22.2	%	22.2		
No. Ma											# % %				%	
No. Ma	OVERALL AV	AILABILITY:			%	44.4	%	16.6	%	7.7		3.2	%	4.8	%	7.0
No. Ma		AILABILITY:			%	49.3	%	16.6 NONE	%	7.7	# % %	3.2 NONE	%	4.8 NONE		7.0
No. Ma	OVERALL AV	AILABILITY:			%	44.4	%	16.6	%	7.7		3.2	%	4.8	%	7.0 7.0 0.6

							FALL, 20	016
Affirmative Action Unit:			ACULTY					
Constituent Departments:								
Job Group:		F	Professorial					
			Distinguished P	rofessor				
Job Titles:			Professor					
			Associate Profe					
		/	Assistant Profes	ssor				
	FACT	ORS.	SOURCES					WEIGH
	Factor			2011 - 12* - 4Sta	ates (CT, NY, NJ, F	PA) and US		1.
			Non-4ST.			,		
	* Note	LIC D	ant of Education	'a Daataaaaadam	v Ctudina Diviniania	dianton		
			rept of Education atest data availat		y Studies Division in 14.	dicates		
Factor 1: 4States (CT,NJ, NY, F	DA) and	I ICNIA	n AST EDC D	h D 2011 12*				
Facior 1. 45 tales (C1,NJ, N1, F	A) and		ACULTY	II.D. 2011 - 12				
			ACULIT					
				**Total	Asian or Nat.	Black or	Lliononia	Individua
			Female	Minority	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	tor A	vailability								
										Col	lege:	John	Jay Colle			Just	tice		
										Ser	nester/Year:			AL	L, 2016				
FFIRMA	TIVE ACTI	ON UNIT:						con	ISTITUENT DEP	ARTMI	ENTS:								
F	ACULT	Y																	
EO CATI	GORY:							Jok	Titles:										
P	ROFES	SIONAL	: PRO	FES	SOR	IAL			Distinguish Professor Associate Assistant F	Prof	essor								
OB GRO	IP·																		
		SORIAL																	
ACTORS	): 						Weighting		Females		**Total Minority		Asian or Nat. aw. or Other Pac. Isl.		Black or African American		Hispanic or Latino		dividuals with sabilities
		norities/Fem nmediate labo					1.00		54.9		25.7		8.4		9.8		6.0		
% of Mi or train		nales promo	able, tran	sferabl	e,														
GROUP 1	TOTAL NO	ı.: 3	65																
No. Male	190		No. Fer	male:	175				Females		**Total Minority		Asian or Nat. aw. or Other Pac. Isl.		Black or African American		Hispanic or Latino		dividuals with sabilities
	CURREN	T UTILIZA	TION:					#	175	#	107	#	32	#	36	#	38	#	2
								%	47.9	%	29.3	%	8.8	%	9.9	%	10.4	%	0.5
	OVERAL	L AVAILA	BILITY:																
								%	54.9	%	25.7	%	8.4	%	9.8	%	6.0	%	7.0
	UNDERU	TILIZATIO	ON:					%	7.0	%	NONE	%	NONE	%	NONE	%	NONE	%	6.5
								#	25.4	#	0.0	#	0.0	#	0.0	#	0.0	#	23.6
								UU	25	UU	0	UU	0	UU	0	UU		UU	24
								UU		00		00		00		00		00	

## **FACULTY**

## Lecturer Instructor

						FALL, 20	)16
Affirmative Action Unit:		Lecturer					
Constituent Departments:		Anthropology		History		SEEK	
		Comm and Theat	er Arts	Interdisciplinary	1		
		Economics		Law and Pol So	cience		
		English		Mathematics			
		Foreign Language	es	Public Manage	ment		
		Physical Education	n l	Science			
Job Group:		LECTURER					
Job Titles:	FACTOI Factor	EDC - BA. 2	2011-12* - 4State 50% and US Non			V	VEIGHTING 1
		* Note: US D	ept of Education's	Postsecondary S	Studies Divisio	n indicates	
Factor 1: EDC - BA. 2011	- 12* 4Sta	ates (CT,NJ,NY,P	A) and US Non-4	ST.			
		Lecturer					
		<u>Female</u>	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individua with Disabiliti
		57.5	29.5	7.7	10.3	9.6	7.

						Two Facto	r Ava	ilability								
							Coll	ege:	John -	Jay Colle	ge	of Crimina	al Ju	stice		
							Sen	nester/Year	:	ĺ	AL	L, 2016				
FFIRMATI	IVE ACTION UNIT:				CONS	STITUENT DE	PARTM	IENTS:								
					Α	nthropology					His	tory			SEE	EK .
l ec	cturer				C	omm and T	heater	Arts			Inte	rdisciplinary				
	otaroi				E	conomics					Lav	v and Pol Scie	ence			
					_ F	nglish						hematics				
						oreign Lang					-	olic Managem	ent			
					P	hysical Edu	cation				SCIE	ence				
EO CATEG	GORY:				Job.	Titles:										
20 0/11/20	50					)istinguish	ed Le	ecturer								
		NON DD	OFFOODIAL			ecturer.										
	ROFESSIONAL: CTURER	NON-PRO	JEESSORIAL													
	OTUNER															
		-														
											$\vdash$					
OB GROUF											-					
NO	N-PROFESSOF	RIAL - LEC	STURER													
										: N-4		Disabas				
								**Total		ian or Nat. /. or Other		Black or African		Hispanic	Indi	viduals with
ACTORS:				Weighting		Females		Minority		Pac. Is I.	1	American	_	or Latino	D	isabilities
0/ !!																
	lability of Minorities/lite skills in immedia			1.00		57.5		29.5		7.7		10.3		9.6		
	linorities/Females pr			1100		01.0		20.0				10.0		0.0		
or train	nable															
or train		16									T	Black or	T			
or train	OTAL NO.:	46	10						As	ian or Nat.						
or train	OTAL NO.:	No. Female:	19			Females		**Total Minority	Hav	ian or Nat. /. or Other Pac. Isl.		African American		Hispanic or Latino		viduals with
or train  GROUP TO  No. Male:	OTAL NO.:	No. Female:	19		#	Females	#		Hav	. or Other	#	African	#			
or train  GROUP TO  No. Male:	27	No. Female:	19		#	19	1 7	Minority 18	Hav	v. or Other Pac. Isl.	#	African American	Ť.	or Latino 7	#	isabilities (
or train  GROUP TO  No. Male:	27	No. Female:	19				# %	Minority	Hav	r. or Other Pac. Isl.	# %	African American	# %	or Latino	D	isabilities
or train  GROUP TO  No. Male:	27 CURRENT UTILIZAT	No. Female:	19		#	19	1 7	Minority 18	Hav	v. or Other Pac. Isl.	# %	African American	Ť.	or Latino 7	#	isabilities (
or train  GROUP TO  No. Male:	27	No. Female:	19		# %	<b>19</b> 41.3	%	18 39.1	# %	y, or Other Pac. Isl.		African American 8 17.4	%	7 15.2	# %	0.0
or train  GROUP TO  No. Male:	27 CURRENT UTILIZAT	No. Female:	19		#	19	1 7	Minority 18	Hav	v. or Other Pac. Isl.	# % %	African American	Ť.	or Latino 7	#	isabilities (
or train  GROUP TO  No. Male:	27 CURRENT UTILIZAT	No. Female:	19		# %	19 41.3 57.5	%	18 39.1 29.5	# %	7. or Other Pac. Isl. 3 6.5		African American 8 17.4	%	7 15.2 9.6	# %	0.0 0.0
or train GROUP TO No. Male:  Cl	27 CURRENT UTILIZAT	No. Female:	19		# %	<b>19</b> 41.3	%	18 39.1	# %	y, or Other Pac. Isl.		African American 8 17.4	%	7 15.2	# %	0.0
or train GROUP TO No. Male:  Cl	27 CURRENT UTILIZAT	No. Female:	19		# % %	19 41.3 57.5	%	18 39.1 29.5	# % %	7. or Other Pac. Isl. 3 6.5	%	African American 8 17.4	%	7 15.2 9.6	# %	0.0 0.0
or train GROUP TO No. Male:  Cl	27 CURRENT UTILIZAT	No. Female:	19		# % %	19 41.3 57.5	% %	18 39.1 29.5 NONE	# % % %	7. or Other Pac. Isl.  3 6.5  7.7	%	African American  8  17.4  10.3  NONE	%	9.6  NONE	# % %	7.0

							FALL, 20	16
Affirmative Action Unit:		So	cial Sciences					
Constituent Departments:			hropology ice Science					
Job Group:		LE	CTURER					
Job Titles:			tinguished Lectu	ırer				
	FACTO	ORS	SOURCES				<u>V</u>	VEIGHTING
	Factor	•			(CT, NJ, NY, PA) 4ST weighted at			1.
			* Note: US Dept 2012 is the latest		Postsecondary St as of 7/15/2014.	udies Divisior	indicates	
Factor 1: EDC - BA. 2011	- 12* 4S		(CT,NJ,NY,PA) a		Т.			
			<u>Female</u>	**Total <u>Minority</u>	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individua with Disabiliti
			51.9	34.7	8.7	11.8	11.9	7.0

						Two Facto	r Ava	ilability								
							Coll	ege: J	lohn	Jay Colle	ge (	of Crimina	ıl Jus	stice		
							Sem	ester/Year	:	ĺ	AL	L, 2016				
FFIRM	IATIVE ACTION (	NIT:			CONS	STITUENT DE	PARTM	ENTS:								
_						nthropology										
!	Social Scien	ces			F	olice Scienc	е									
-					+											
											+					
EO CA	TEGORY:				Job	Titles:										
					ľ	Distinguish	ed Le	cturer								
,	PROFESSIO	NAI · NON	-PROFESSORI	Δ1 -		ecturer.										
	LECTURER	TUTL. TOTA	T NOT LOCOTU	\ <u>_</u>												
00.00	OUD.	+++		++++	+		++						+			
OB GR		SSORIAL .	LECTURER													
	NON-FROFE	1330NAL -	LECTURER													
									As	sian or Nat.	$\vdash$	Black or	+			
								**Total	Hav	w. or Other		African		Hispanic		iduals with
ACTO	RS:			Weighting		Females		Minority		Pac. Isl.		American		or Latino	Di	sabilities
% a	vailability of Mi	norities/Femal	oc with													
	uisite skills in i			1.00		51.9		34.7		8.7		11.8		11.9		
. % o	f Minorities/Fer	nales promota	ble, transferable,													
or t	trainable			0.0000000000000000000000000000000000000												
				# Group	Tota	is 4 or le	ss, th	en Job Gi	oup	is too sma	ll to	analyze				
GROU	P TOTAL NO.:	2		The Contract of the Contract o					As	ian or Nat.		Black or				
	4		amala: 1									African		Hispanic	1	iduals with
	4		emale: 1			Females		**Total		w. or Other Pac Isl		<b>American</b>		or Latino		sahilities
	ale: 1	No. Fe	emale: 1			Females 4		Minority		Pac. Isl.	П	American		or Latino	Di	sabilities
	4	No. Fe	emale: 1		#	1	#	Minority 0		Pac. Isl.	#	0	#	0		0
	ale: 1	No. Fe	emale: 1					Minority		Pac. Isl.	П				Di	
GROUI	CURRENT U	No. Fe	emale: 1		#	1	#	Minority 0	#	Pac. Isl.	#	0	#	0	Di #	0
	CURRENT U	No. Fe	emale: 1		#	1	#	Minority 0	#	Pac. Isl.	#	0	#	0	Di #	(
	CURRENT U	No. Fe	emale: 1		#	1	#	Minority 0	#	Pac. Isl.	#	0	#	0	Di #	0.0
	CURRENT U	No. Fe	emale: 1		# %	50.0	# %	0 0.0	# %	0 0.0	#	0.0	#	0.0	# %	0.0
	CURRENT U	No. Fo	emale: 1		# % %	50.0 51.9	# %	0 0.0 34.7	# % %	0 0.0 8.7	# % %	0 0.0	# % %	0.0	# % %	7.C
	CURRENT U	No. Fo	emale: 1		%	50.0 51.9	# % %	0 0.0 34.7	# % %	0 0.0 8.7	# % %	0 0.0 11.8	# % %	0 0.0 11.9	# % % %	7.C
	CURRENT U	No. Fo	emale: 1		# % %	50.0 51.9	# %	0 0.0 34.7	# % %	0 0.0 8.7	# % %	0 0.0	# % %	0.0	# % %	7.C
	CURRENT U	No. Fo	emale: 1		%	50.0 51.9	# % %	0 0.0 34.7	# % %	0 0.0 8.7	# % %	0 0.0 11.8	# % %	0 0.0 11.9	# % % %	0
	CURRENT U	No. Fo	emale: 1		# % % %	50.0 51.9 1.9 0.0	# % % %	0 0.0 34.7 34.7	# % % % # #	8.7 0.2	# % % %	0 0.0 11.8 11.8 0.2	# % % %	0 0.0 11.9 11.9 0.2	# % % % #	7.C 7.C 0.1

						FALL, 20	16
Affirmative Action Unit:	C	Communication, Jo	ournalism, and	Related Pro			
Constituent Departments:							
		Communication and	Theater Arts				
Job Group:	L	ECTURER					
Job Titles:	L	.ecturer					
	FACTOR	S SOURCES				V	VEIGHTING
	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	es (CT,NJ,NY,PA) a	and US Non-4S	T.			
		Communicatio	n, Journalis	sm, and Rela	ated Prog	rams	
		<u>Female</u>	**Total <u>Minority</u>	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individu:
		63.6	26.3	4.5	11.1	8.8	7.

							Two Facto	or Ava	ilability								
								Col	lege:	John	Jay Colle	ege	of Crimin	al Ju	stice		
								Ser	nester/Year				.L, 2016				
FFIR	MATIVE ACTION U	NIT:				CON	ISTITUENT DE	PARTI	IENTS:								
	0			Dalatad								+					
	Communicati Programs	on, Journali	sm, and	Related			Communicat	ion an	d Theater Art	S							
	riogianio																
	ATFOODV:					1	Titles:										
EU C.	ATEGORY:					JOB	Titles:										
	DDOCCOOL	NIAL - NIONI	חחטרי	CCODIA			Lecturer										
	PROFESSIO LECTURER	NAL: NON-	PROFE	:SSORIAI	L-												
	LLOTOILLI															-	
OP 0	ROUP:											+				+	
OB G	NON-PROFE	SSORIAL -	LECTL	IRFR													
	NOIT NOI E																
										A	sian or Nat.		Black or				
ACT	ORS:				Weighting		Females		**Total Minority	На	w. or Other Pac. Isl.		African American		Hispanic or Latino		ividuals with Disabilities
ACTO	ORS:				Weighting		Females		**Total Minority	Ha	Pac. Isl.	_	African American		Hispanic or Latino		ividuals with Disabilities
. %	availability of Min								Minority	На	Pac. Isl.		American		or Latino		
re	availability of Mir quisite skills in ir	nmediate labo	r areas.		Weighting		Females 63.6			На					•		
. % re	availability of Mir quisite skills in ir of Minorities/Ferr	nmediate labo	r areas.	ferable,					Minority	На	Pac. Isl.		American		or Latino		
. % re	availability of Mir quisite skills in ir of Minorities/Fen trainable	nmediate labo	r areas.	ferable,	1.00		63.6	500 (6	Minority 26.3		Pac. Isl. 4.5		American 11.1		or Latino		
. % re	availability of Mir quisite skills in ir of Minorities/Fem trainable	nmediate labo	r areas.		1.00		63.6	ss, ti	Minority 26.3	roup	Pac. Isl. 4.5	all to	11.1		or Latino		
. % re	availability of Mir quisite skills in ir of Minorities/Fen trainable UP TOTAL NO.:	nmediate labo	r areas.		1.00	Tota	63.6	ss, tl	Minority 26.3	roup	Pac. Isl. 4.5	all to	American 11.1		or Latino	Indi	
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. % re	availability of Mir quisite skills in ir of Minorities/Fen trainable  UP TOTAL NO.:  Vale:  1  CURRENT UT	nmediate labo	r areas.		1.00	# #	63.6  Il is 4 or le  Females  0  0.0	# %	26.3  Total Minority  1 100.0	FOUD A: Ha	4.5 is too smasian or Nat. iw. or Other Pac. Isl. 0 0.0	# %	11.1  analyze Black or African American  1 00.0		Hispanic or Latino  0 0.0	Indi	ividuals with Disabilities
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Affirmative Action Unit:		Bu	siness, Managen	nent, Marketing	g, Support S			
Constituent Departments:								
		Eco	pnomics					
Job Group:		LE	CTURER					
Job Titles:		Lec	cturer					
	FACT	ORS	SOURCES				<u>V</u>	VEIGHTING
	Factor				(CT, NJ, NY, PA) 4ST weighted at			1
			* Note: US Dept 2012 is the lates		Postsecondary Stras of 7/15/2014.	udies Division	indicates	
Factor 1: EDC - BA. 2011	- 12* 4S	tates	(CT,NJ,NY,PA) a	nd US Non-4S	T.			
Factor 1: EDC - BA. 2011	- 12* 4\$		(CT,NJ,NY,PA) a			upport Se	rvices	
Factor 1: EDC - BA. 2011	- 12* 4\$					Upport Se  Black or African American	rvices  Hispanic or Latino	Individu: with Disabiliti
Factor 1: EDC - BA. 2011	1 - 12* 48		isiness, Man	agement, I	Marketing, S  Asian or Nat Haw. or Other	Black or African	Hispanic	

ACTORS: Weighting Females Minority Pac. Isl. American or Latino Disability of Minorities/Females with requisite skills in immediate labor areas.  1.00 47.4 32.7 9.2 12.0 9.9  32.7 9.2 12.0 9.9  47.4 32.7 9.2 12.0 9.9	College: John Jay College of Criminal Justice Semester/Year: FALL, 2016  Services  Services  Services  Description of Constitution Departments  Lecturer  Lecturer  Lecturer  Lecturer  NON-PROFESSORIAL - LECTURER  NON-PROFESSORIAL - LECTURER  Weighting Females Minority Females with merguistre skills in immediate labor areas.  1.00 47.4 32.7 9.2 12.0 9.9  % of Minorities/Females promotable, transferable, or translable  Services  ### Of # 1 # 0 # 0	
Semester/Year:   FALL, 2016	Semester/Year: FALL, 2016  Semester/Year: FALL, 2016  CONSTITUENT DEPARTMENTS:  Business, Management, Marketing, Support Services  Constituent Departments:  Discription of Services  Constituent Departments:  Lecturer  Lecturer  Lecturer  Lecturer  NON-PROFESSONAL: NON-PROFESSORIAL- LECTURER  Meighting Females Minority Back or African American or Latino  Weighting Females Minority Pac. Isl.  Second Minorities/Females with requisite skills in immediate labor areas.  1.00 47.4 32.7 9.2 12.0 9.9  Weighting Females Minority Back or African American or Latino  Minorities/Females promotable, transferable, or translable  CURRENT UTILIZATION:  ### ### ### ### #### ###############	
Semester/Year:   FALL, 2016	Semester/Year: FALL, 2016  FIRMATIVE ACTION UNT:  Business, Management, Marketing, Support Services  CATEGORY:  Job Trites:  Lecturer  Lecturer  Lecturer  Lecturer  NON-PROFESSIONAL: NON-PROFESSORIAL - LECTURER  Meighting Females  Weighting Females  Total Minority Pac. Isl.  Asian or Nat. Hayanic Arrican American Or Latino  Mortities/Females promotable, transferable, or trainable  ROUP TOTAL NO:  1	
Business, Management, Marketing, Support Services    Deartsory:   Job Tables:   Lecturer	Business, Management, Marketing, Support Services  COATEGORY:  DOCATEGORY:  PROFESSIONAL: NON-PROFESSORIAL- LECTURER  DOCATEGORY:  DOCATEGORY:  Lecturer  Lecturer  Lecturer  Lecturer  NON-PROFESSORIAL - LECTURER  Meighting  Females  Minority  Asian or Nat. African American or Latino Current Utilization:  Management, Marketing, Support  Lecturer  Lecturer  Lecturer  Lecturer  Lecturer  Asian or Nat. Asian or Nat. Asian or Nat. African American or Latino Current Utilization:  CURRENT UTILIZATION:  # 0 # 1 # 0 # 0	
Business, Management, Marketing, Support	Business, Management, Marketing, Support Services  CATEGORY:  D CATEGORY:  PROFESSIONAL: NON-PROFESSORIAL - LECTURER  Lecturer  Lecturer  Lecturer  Non-PROFESSORIAL - LECTURER  Weighting  Females  Weighting  Females  Minority  Asian or Nat. Haw. or Other Pac. Ist.  American  Arrican American  Females  ROP TOTAL NO:  1  ## Group Total is 4 or less, then Job Group is too small to analyze  ROP TOTAL NO:  1  ## Group Total is 4 or less, then Job Group is too small to analyze  ROP TOTAL NO:  CURRENT UTILIZATION:  ## 0 # 1 # 0 # 0	
Business, Management, Marketing, Support	Business, Management, Marketing, Support Services  CATEGORY:  D CATEGORY:  PROFESSIONAL: NON-PROFESSORIAL - LECTURER  Lecturer  Lecturer  Lecturer  Non-PROFESSORIAL - LECTURER  Weighting  Females  Weighting  Females  Minority  Asian or Nat. Haw. or Other Pac. Ist.  American  Arrican American  Females  ROP TOTAL NO:  1  ## Group Total is 4 or less, then Job Group is too small to analyze  ROP TOTAL NO:  1  ## Group Total is 4 or less, then Job Group is too small to analyze  ROP TOTAL NO:  CURRENT UTILIZATION:  ## 0 # 1 # 0 # 0	
Services	Services    Economics   Elack or African   Elack or African   Elack or Economics   Elack o	
Digital   Digi	D CATEGORY:  PROFESSIONAL: NON-PROFESSORIAL - LECTURER  Lecturer  Lecturer  NON-PROFESSORIAL - LECTURER  Weighting Females "Total Haw or Other Pac. Isl. Asian or Nat. Haw or Other Pac. Isl. Total Haw or Other Pac. Isl. Total Asian or Nat. Haw or Other Pac. Isl. Total Haw or Other Pac. Isl. Total Haw or Other Pac. Isl. Total Pac. Isl	
PROFESSIONAL: NON-PROFESSORIAL -   Lecturer	PROFESSIONAL: NON-PROFESSORIAL - LECTURER  B GROUP: NON-PROFESSORIAL - LECTURER  Weighting Females Minority Pac. Isl. Asian or Nat. Haw. or Other African American or Latino  Weighting Females Minority Pac. Isl. Asian or Nat. Haw. or Other African American or Latino  TORS:  Weighting Females Minority Pac. Isl. Asian or Nat. Haw. or Other African American or Latino  Tors:  Weighting Females Minority Pac. Isl. Asian or Nat. Haw. or Other American or Latino  Total No. Female: 0  ## Group Total is 4 or less, then Job Group is too small to analyze  Asian or Nat. Haw. or Other Pac. Isl. American American or Latino  CURRENT UTILIZATION:  ## D # 1 # D # 1 # D # 1 # D # D # D # D	
PROFESSIONAL: NON-PROFESSORIAL -   Lecturer	PROFESSIONAL: NON-PROFESSORIAL - LECTURER  B GROUP: NON-PROFESSORIAL - LECTURER  Weighting Females Minority Pac. Isl. Asian or Nat. Haw. or Other African American or Latino  Weighting Females Minority Pac. Isl. Asian or Nat. Haw. or Other African American or Latino  TORS:  Weighting Females Minority Pac. Isl. Asian or Nat. Haw. or Other African American or Latino  Tors:  Weighting Females Minority Pac. Isl. Asian or Nat. Haw. or Other American or Latino  Total No. Female: 0  ## Group Total is 4 or less, then Job Group is too small to analyze  Asian or Nat. Haw. or Other Pac. Isl. American American or Latino  CURRENT UTILIZATION:  ## D # 1 # D # 1 # D # 1 # D # D # D # D	
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## PROFESSIONAL: NON-PROFESSORIAL - LECTURER    NON-PROFESSORIAL - LECTURER	PROFESSIONAL: NON-PROFESSORIAL - LECTURER  BIGROUP: NON-PROFESSORIAL - LECTURER  Weighting Females "Total Haw or Other Pac. Isl. Haw or O	
## PROFESSIONAL: NON-PROFESSORIAL - LECTURER    NON-PROFESSORIAL - LECTURER	PROFESSIONAL: NON-PROFESSORIAL - LECTURER  BIGROUP: NON-PROFESSORIAL - LECTURER  Weighting Females "Total Haw or Other Pac. Isl. Haw or O	
B GROUP:  NON-PROFESSORIAL - LECTURER  Weighting Females "Total Minority Haw or Other Pac. Isl. Haw or Other Pac.	B GROUP:    NON-PROFESSORIAL - LECTURER	
NON-PROFESSORIAL - LECTURER	NON-PROFESSORIAL - LECTURER  Weighting Females "Total Minority Pac. Isl. Asian or Nat. Haw. or Other Pac. Isl. American American or Latino or Lati	
NON-PROFESSORIAL - LECTURER	NON-PROFESSORIAL - LECTURER  Weighting Females **Total Haw. or Other Pac. Isl. Asian or Nat. Haw. or Other Pac. Isl. American American or Latino  % availability of Minorities/Females with requisite skills in immediate labor areas.  1.00 47.4 32.7 9.2 12.0 9.9  % of Minorities/Females promotable, transferable, or trainable  **Total Minority Pac. Isl. Asian or Nat. Haw. or Other Pac. Isl. Asian or Nat. Haw. or Other Pac. Isl. American American Or Latino  **Total Minority Pac. Isl. Asian or Nat. Haw. or Other Pac. Isl. American Or Latino  **OVERALL AVAILABILITY:	
NON-PROFESSORIAL - LECTURER	NON-PROFESSORIAL - LECTURER  Weighting Females "Total Minority Pac. Isl. Asian or Nat. Haw. or Other Pac. Isl. American American or Latino or Lati	
Meighting   Females   Meighting   Females   Minority   Asian or Nat.   Haw. or Other African American   Hispanic or Latino   Disabili	Weighting Females Minority Pac. Isl. Hispanic African American Incorporation of Latino  Weighting Females Minority Pac. Isl. Haw. or Other Pac. Isl. American American Incorporation of Latino  Weighting Females Minority Pac. Isl. Hispanic American Incorporation of Latino  Weighting Females Minority Pac. Isl. Pac. Is	
No. Female:   Weighting   Females   Minorities   Haw. or Other Pac. Isl.   American   Hispanic or Latino   Disabili	TORS:  Weighting Females Minority Pac. Isl. American or Latino  Mainority of Minorities/Females with requisite skills in immediate labor areas.  1.00 47.4 32.7 9.2 12.0 9.9  6 of Minorities/Females promotable, transferable, or trainable  ROUP TOTAL NO.:  1 If Group Total is 4 or less, then Job Group is too small to analyze  No. Female:  No. Female:  No. Female:  CURRENT UTILIZATION:  # 0 # 1 # 0 # 1 # 0 #  OVERALL AVAILABILITY:	
No. Female:   Weighting   Females   Minoritiy   Haw. or Other Pac. Isl.   American   Hispanic or Latino   Disabili	Weighting Females Minority Haw. or Other Pac. Isl. American or Latino Inc.  % availability of Minorities/Females with requisite skills in immediate labor areas.  % of Minorities/Females promotable, transferable, or trainable  ROUP TOTAL NO.:  1	
% availability of Minorities/Females with requisite skills in immediate labor areas.  1.00 47.4 32.7 9.2 12.0 9.9  1.00 9.9  6 of Minorities/Females promotable, transferable, or trainable  ROUP TOTAL NO.: 1   If: Group Total is 4 or less; then Job Group is too small to analyze	% availability of Minorities/Females with requisite skills in immediate labor areas.  1.00 47.4 32.7 9.2 12.0 9.9  % of Minorities/Females promotable, transferable, or trainable  ROUP TOTAL NO:  1	dividuals wi
Tequisite skills in immediate labor areas.   1.00   47.4   32.7   9.2   12.0   9.9	requisite skills in immediate labor areas.  1.00 47.4 32.7 9.2 12.0 9.9  % of Minorities/Females promotable, transferable, or trainable  ROUP TOTAL NO:  1	Disabilities
Tequisite skills in immediate labor areas.   1.00   47.4   32.7   9.2   12.0   9.9	requisite skills in immediate labor areas.  1.00 47.4 32.7 9.2 12.0 9.9  % of Minorities/Females promotable, transferable, or trainable  ROUP TOTAL NO:  1	
CURRENT UTILIZATION:	or trainable           ROUP TOTAL NO.:         1         If Group Total is 4 or less, then Job Group is too small to analyze           Io. Male:         1         No. Female:         0         **Total Minority         Asian or Nat. Haw. or Other Pac. Isl.         Hispanic or Latino         Inc           CURRENT UTILIZATION:         #         0         #         1         #         0         #         1         #         0         #           OVERALL AVAILABILITY:         OVERALL AVAILABILITY:         OVERALL AVAILABILITY:         OVERALL AVAILABILITY:         OVERALL AVAILABILITY:         OVERALL AVAILABILITY:	
ROUP TOTAL NO.:   1	ROUP TOTAL NO.: 1   If Group Total is 4 or less, then Job Group is too small to analyze	
No. Male:   1	No. Male:   1	
No. Female:	No. Female:	
CURRENT UTILIZATION:         #         0         #         1         #         0         #         1         #         0         #           %         0.0         %         100.0         %         100.0         %         100.0         %         0.0         %           OVERALL AVAILABILITY:         %         47.4         %         32.7         %         9.2         %         12.0         %         9.9         %           UNDERUTILIZATION:         %         47.4         %         NONE         %         9.2         %         NONE         %         9.9         %           #         0.5         #         0.0         #         0.1         #         0.1         #	CURRENT UTILIZATION:         #         0         #         1         #         0         #         1         #         0         #           %         0.0         %         100.0         %         0.0         %         100.0         %         0.0         %           OVERALL AVAILABILITY:	dividuals wi
OVERALL AVAILABILITY:       %       0.0       %       100.0       %       100.0       %       0.0       %         UNDERUTILIZATION:       %       47.4       %       NONE       %       9.2       %       NONE       %       9.9       %         #       0.5       #       0.0       #       0.1       #       0.0       #       0.1       #	%         0.0         %         100.0         %         100.0         %         0.0         %           OVERALL AVAILABILITY:	Disabilities
OVERALL AVAILABILITY:         %         47.4         %         32.7         %         9.2         %         12.0         %         9.9         %           UNDERUTILIZATION:         %         47.4         %         NONE         %         9.2         %         NONE         %         9.9         %           #         0.5         #         0.0         #         0.1         #         0.0         #         0.1         #	OVERALL AVAILABILITY:	
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WAT.4   WAT.		
UNDERUTILIZATION:         %         47.4         %         NONE         %         9.2         %         NONE         %         9.9         %           #         0.5         #         0.0         #         0.1         #         0.0         #         0.1         #		
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		1

							FALL, 20	16
Affirmative Action Unit:		En	glish Language	e and Literature/	Letters			
Constituent Departments:								
		Enç	glish					
Job Group:		LE	CTURER					
Job Titles:		Lec	cturer					
	FACT	ORS	SOURCES				V	VEIGHTING
	Factor		EDC - BA. 20	11-12* - 4State ( )% and US Non-				1
				ot 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	ıglish Langı	uage and Li	terature/Let	ters		
			<u>Female</u>	**Total <u>Minority</u>	Asian or Nat. Haw. or Other Pac. Isl.	<u>Black or</u> 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  English Language and Literature/Letters  English Language and Literature/Letters  English Language and Literature/Letters  English Language and Literature/Letters  Lecturer  PROFESSIONAL: NON-PROFESSORIAL - LECTURER  NON-PROFESSORIAL - LECTURER  NON-PROFESSORIAL - LECTURER  Weighting Females Minority Pac. Isl. Asian or Nat. How or Other African American or Latino Disabilities or trainable or trainable or trainable or trainable or trainable or trainable CURRENT UTILIZATION:  \$\$ 8 \$ \$ 3 \$ \$ 2 \$ \$ 1 \$ \$ 0 \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$								Two Facto	r Ava	ilability								
Semester/Year:   FALL, 2016																		
English Language and Literature/Letters  Date Candon:  PROFESSIONAL: NON-PROFESSORIAL - LECTURER  Locturer  Locturer  NON-PROFESSORIAL - LECTURER  Minority  Remailes  Minority  Mi									Col	lege:	John	Jay Coll	ege	of Crimina	al Ju	stice		
English Language and Literature/Letters    English Language and Literature/Letters									Sen	nester/Yea	r:	ĺ	FAL	.L, 2016				
English Language and Literature/Letters  Do GROUP.  PROFESSIONAL: NON-PROFESSORIAL - LECTURER  Do GROUP.  NON-PROFESSORIAL - LECTURER  Weighting Females Minority Pac. Isl.  Weighting Females Pac. Isl.  Asian or Nat.  American Hayanic or Latino Disabilities or Latino Pac. Isl.  Macrofise Females promotable, transferable, or trainable or trainable  CURRENT UTILIZATION:  # 8 # 3 # 2 # 1 # 0 # 0 # 0 # 0 # 0 # 0 # 0 # 0 # 0																		
December	FFIR	MATIVE ACTION UNI	·:				CON	STITUENT DE	PARTN	IENTS:			+					
December								nalish										
Lecturer		English Langua	ige and Lite	erature/Le	tters													
Lecturer     Lecturer																		
Lecturer     Lecturer																		
December   PROFESSIONAL: NON-PROFESSORIAL -   Lecturer   Lecture																		
PROFESSIONAL: NON-PROFESSORIAL - LECTURER    NON-PROFESSORIAL - LECTURER	EO C	ATEGORY:					Job	Titles:										
PROFESSIONAL: NON-PROFESSORIAL - LECTURER  NON-PROFESSORIAL - LECTURER  NON-PROFESSORIAL - LECTURER  Weighting Females ""Total Haw or Other Pac. Isl. Haw or Oth							Ц.											
NON-PROFESSORIAL - LECTURER			AL: NON-F	PROFESS	ORIAL -		$\vdash \mid$	_ecturer										
NON-PROFESSORIAL - LECTURER		LECTURER																
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NON-PROFESSORIAL - LECTURER							$\Box$						-					
ACTORS:    Weighting   Females   Minority   Haw or Other Pac. Isl.   Ha	OB G		000141	FOTUDE	<u> </u>													
ACTORS:    Weighting   Females   Minority   Haw. or Other Pac. Isl.		NON-PROFES	SORIAL - L	LECTURE	R													
ACTORS:   Weighting   Females   Minority   Pac. Isl.   American   or Latino   Disabilities											A	sian or Nat.		Black or				
. % availability of Minorities/Females with requisite skills in immediate labor areas.  1.00 69.4 24.2 4.7 8.0 9.1  8.0	A CT	one.				Maiabiina		Fa mala a			Ha							
2. % of Minorities/Females promotable, transferable, or trainable  GROUP TOTAL NO.:  12  No. Male: 4	ACT	JNG.				weighting		remaies		Willionty		rac. isi.		American		OI Latillo	Di	sabilities
2. % of Minorities/Females promotable, transferable, or trainable  GROUP TOTAL NO.:  12  No. Male: 4																		
Ortrainable   GROUP TOTAL NO.:   12					.1.	1.00		69.4		24.2		4./		8.0		9.1		
No. Male:   4			es promotabl	e, transferat	oie,													
No. Male:   4	GRO	JP TOTAL NO.:	12															
Females   Fema				. Ω						***************************************	A	sian or Nat.		Black or		•••••		<u></u>
OVERALL AVAILABILITY:       %       66.7       %       25.0       %       16.7       %       8.3       %       0.0       %       0         UNDERUTILIZATION:       %       69.4       %       24.2       %       4.7       %       8.0       %       9.1       %       7         UNDERUTILIZATION:       %       2.7       %       NONE       %       NONE       %       9.1       %       7         #       0.3       #       0.0       #       0.0       #       0.0       #       1.1       #       0	NO. I	/ale: 4	No. Fen	nale: 0				Females			Ha							
OVERALL AVAILABILITY:         %         69.4         %         24.2         %         4.7         %         8.0         %         9.1         %         7           UNDERUTILIZATION:         %         2.7         %         NONE         %         NONE         %         9.1         %         7           #         0.3         #         0.0         #         0.0         #         0.0         #         1.1         #         0		CURRENT UTIL	IZATION:				#	8	#	3	#	2	#	1	#	0	#	0
OVERALL AVAILABILITY:         %         69.4         %         24.2         %         4.7         %         8.0         %         9.1         %         7           UNDERUTILIZATION:         %         2.7         %         NONE         %         NONE         %         9.1         %         7           #         0.3         #         0.0         #         0.0         #         0.0         #         1.1         #         0							%	66 7	%	25 0	%	16 7	%	8.3	%	0.0	%	0.0
WINDERUTILIZATION:   %   69.4   %   24.2   %   4.7   %   8.0   %   9.1   %   7   %   1.1   #   0   %   0.0   #   0.0   #   0.0   #   1.1   #   0   %   0.0   #   0.0							,,,	00.1	/0	20.0	/0	10.1	1,0	5.0	//	3.0	70	
UNDERUTILIZATION:         %         2.7         %         NONE         %         NONE         %         9.1         %         7           #         0.3         #         0.0         #         0.0         #         1.1         #         0		OVERALL AVAI	LABILITY:															
UNDERUTILIZATION:         %         2.7         %         NONE         %         NONE         %         9.1         %         7           #         0.3         #         0.0         #         0.0         #         0.0         #         1.1         #         0							%	69.4	%	24.2	%	4.7	%	8.0	%	9.1	%	7.0
# 0.3 # 0.0 # 0.0 # 1.1 # 0																		
# 0.3 # 0.0 # 0.0 # 1.1 # 0							%	2.7	%	NONE	%	NONE	%	NONE	%	9.1	%	7.0
		UNDERUTILIZA	TION:								1				#		1 1	
		UNDERUTILIZ <i>E</i>	TION:				#	0.3	#	1111								111
		UNDERUTILIZA	TION:						-				- i''				- "	
		UNDERUTILIZA	TION:						-				- i''		UU		- "	U.0

							FALL, 20	)16
Affirmative Action Unit:		For	reign Languag	ges, Literatures,	and Linguisti			
Constituent Departments:								
Oonstituent Departments.		Mo	dern Language	S				
Job Group:		LE	CTURER					
Job Titles:		Lec	cturer					
	FACTO	ORS	SOURCES				V	VEIGHTIN
	Factor		EDC - BA. 2	011-12* - 4State 50% and US Non-				,
				ept of Education's test data available			indicates	
Factor 1: EDC - BA. 2011	- 12* 4S	tates	(CT,NJ,NY,PA	a) and US Non-45	ST.			
		Fo	oreign Lanç	guages, Lite	ratures, and	Linguistic	S	
			<u>Female</u>	**Total <u>Minority</u>	Asian or Nat. Haw. or Other Pac. Isl.	<u>Black or</u> <u>African</u> <u>American</u>	<u>Hispanic</u> or Latino	Individe
			71.7	31.7	5.6	4.6	19.3	7

Two Factor Availability  College: John Jay College of Criminal Jus  Semester/Year: FALL, 2016  FFIRMATIVE ACTION UNIT: CONSTITUENT DEPARTMENTS:	stice	
Semester/Year: FALL, 2016	stice	
Semester/Year: FALL, 2016	Stice	
FFIRMATIVE ACTION UNIT: CONSTITUENT DEPARTMENTS:		
Foreign Languages, Literatures, and Modern Languages		
Linguistics		
CO CATEGORY: Job Titles:		
Lecturer		
PROFESSIONAL: NON-PROFESSORIAL -		
LECTURER		
DB GROUP: NON-PROFESSORIAL - LECTURER		
NOISE TROITED TO LEGIONER		
Asian or Nat. Black or		'
**Total Haw. or Other African  ACTORS: Weighting Females Minority Pac. Isl. American	Hispanic or Latino	Individuals with Disabilities
. % availability of Minorities/Females with	40.0	
requisite skills in immediate labor areas. 1.00 71.7 31.7 5.6 4.6  % of Minorities/Females promotable, transferable,	19.3	
or trainable		
GROUP TOTAL NO.: 1 If Group Total is 4 or less, then Job Group is too small to analyze		
Asian or Nat. Black or		
Total naw, or other African	Hispanic or Latino	Individuals with Disabilities
	1	# 0
	100.0	% 0.0
OVERALL AVAILABILITY:		
	10.2	. 70
%     71.7     %     31.7     %     5.6     %     4.6     %	19.3	% 7.0
	NONE	70
UNDERUTILIZATION:         %         71.7         %         NONE         %         5.6         %         4.6         %	NONE	% 7.0
# 0.7 # 0.0 # 0.1 # 0.0 #	0.0	# 0.1
	0	υυ 0
otal Minority includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.		

						FALL, 20	16
Affirmative Action Unit:		Parks, Recreati	on, Leisure and Fit	tness Studie			
Constituent Departments:							
		Health and Physi	cal Education				
Job Group:		LECTURER					
Job Titles:		Lecturer					
	FACTO	RS SOURCES				V	VEICHTING
	Factor	EDC - BA.	2011-12* - 4State ( 50% and US Non-			V	VEIGHTING 1
			Dept of Education's I latest data available	•	udies Division	indicates	
Factor 1: EDC - BA. 2011	- 12* 4Sta		•				
		Parks, Recr	eation, Leisur	e and Fitnes	ss Studies		
		Fema	**Total le <u>Minority</u>	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individu:
		43.0	20.2	3.5	8.5	6.6	7.

				UTIL	.IZAT	ION ANA	LYS	IS WORK	SH	EET						
						Two Facto	r Ava	ailability								
							Col	logo	loh	n Jay Colle	200	of Crimina	l lu	etico		
								lege:		T .		L, 2016	Ju	Stice		
							Sei	nesten rear	<u> </u>		AL	.L, 2010				
RMATIVE ACT	ION UNIT:				CON	ISTITUENT DE	PARTI	MENTS:								
	ecreation,	Leisure ar	nd Fitness			Health and P	hysica	al Education								
Studies																
													1			
CATEGORY:					Job	Titles:										
DDOFF	OIONIAI -	NON DD		141		Lecturer										
LECTUR		NON-PRO	OFESSOR	IAL -												
LLOTOK	LIX															
3 GROUP:									$\dagger$							
	OFESSO	RIAL - LEC	TURER													
								**Total		Asian or Nat. ław. or Other		Black or African		Hispanic	Indivi	duals with
CTORS:				Weighting		Females		Minority		Pac. Isl.		American		or Latino		abilities
% availability on requisite skills				1.00		43.6		20.2		3.5		8.5		6.6		
% of Minorities																
or trainable																************
ROUP TOTAL NO	).:	1		If Group	Tota	al is 4 or le	ss, t	hen Job G	rou	o is too sma	all to	analyze	T			
o. Male:		No. Female:	0					**Total		Asian or Nat. Haw. or Other		Black or African		Hispanic	Indivi	duals with
				***************************************	80	Females		Minority	<u> </u>	Pac. Isl.	<u> </u>	American		or Latino		abilities
CURREN	T UTILIZA	TION:			#	0	#	0	#	0	#	0	#	0	#	0
					%	0.0	%	0.0	%	0.0	%	0.0	%	0.0	%	0.0
OVERAL	L AVAILAB	ILITY:														
					%	43.6	%	20.2	%	3.5	%	8.5	%	6.6	%	7.0
UNDERL	TILIZATIO	N:			%	43.6	%	20.2	%	3.5	%	8.5	%	6.6	%	7.0
					#	0.4	#	0.2	#	0.0	#	0.1	#	0.1	#	0.′
						0.1		0.2			-		f" -	0	- T	(
					UU	U	UU	U	UU	U	UU	U	UU	U	UU	
					4		4		+		+		+		+	

							FALL, 20	16
Affirmative Action Unit:		Hist	tory					
Constituent Departments:								
		Histo	ory					
Job Group:		LE	CTURER					
Job Titles:		Lec	turer					
		Lec	luiei					
	FACTO	RS	<u>SOURCES</u>				V	VEIGHTING
	Factor		EDC - BA. 2011 weighted at 50%					1
			morginiou at 0070		To Thoightou at	00,01		
			* Note: US Dept of 2012 is the latest			udies Division	indicates	
Factor 1: EDC - BA. 2011 -	- 12* 4Sta		(CT,NJ,NY,PA) a s <b>tory</b>	nd US Non-4S	Т.			
		1113	, cory					
				**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.

							Two Facto	or Ava	ilability								
								Col	lege:	John	Jay Colle	ege	of Crimina	al Ju	stice		
								Ser	nester/Year	:	ĺ	FAL	L, 2016				
FFIRM	MATIVE ACTION	UNIT:				CON	ISTITUENT DE	PARTI	IENTS:								
						٠,						-					
	History						History										
						'	•					1					
							,										
												L				-	
FO 0	TEOODY						Title										
EU C/	ATEGORY:					JOE	Titles:										
	DDOCECCK	NIAL - NON	DDOC	- CCODIA			Lecturer										
	PROFESSI LECTURER		-PROFI	=55UKIA	L -												
	LLOTOKLI															-	
	ROUP:											+		+		+	
	NON-PROF	ESSORIAI -	LECTI	JRER						+							
		2000111112		J. (2.1 (													
											sian or Nat.		Black or				
ACTO	DRS:				Weighting		Females		**Total		w. or Other		Black or African American		Hispanic or Latino		ividuals witl Disabilities
ACTO	PRS:				Weighting		Females		**Total Minority				African		Hispanic or Latino		
l. % a	availability of M								Minority		w. or Other Pac. IsI.		African American		or Latino		
rec	availability of M quisite skills in	immediate labo	or areas.	familia	Weighting		Females				w. or Other		African		•		
red 2. % d	availability of M	immediate labo	or areas.	eferable,					Minority		w. or Other Pac. IsI.		African American		or Latino		
. % a red 2. % d or	availability of M quisite skills in of Minorities/Fe trainable	immediate labo	or areas.	eferable,	1.00	Total	41.1		Minority 18.5	На	w. or Other Pac. Isl.	(II see	African American 4.8		or Latino		
. % a red 2. % d or	availability of M quisite skills in of Minorities/Fe trainable	immediate labo	ble, trans		1.00	Tota		ess, t	Minority 18.5	гоир	w. or Other Pac. Isl. 3.6	ill to	African American 4.8 analyze		or Latino		
. % a red	availability of M quisite skills in of Minorities/Fe trainable	immediate labo males promota	or areas.		1.00	Tota	41.1	ss, f	Minority 18.5	roup	w. or Other Pac. Isl.		African American 4.8		or Latino	Indi	
. % a red	availability of M quisite skills in of Minorities/Fe trainable  IP TOTAL NO.:	immediate labo males promota	or areas. ble, trans		1.00	Tota	41.1 al is 4 or le	# #	18.5	roup	w. or Other Pac. Isl. 3.6 is too smassian or Nat. w. or Other		African American  4.8  analyze Black or African	#	or Latino  8.0  Hispanic	Indi	Disabilities  ividuals with
. % a red	availability of M quisite skills in of Minorities/Fe trainable  IP TOTAL NO.:	immediate labo males promota	or areas. ble, trans		1.00	#	41.1 Is 4 or le	#	18.5 nen Job G **Total Minority	roup A Ha	3.6 is too smasian or Nat. w. or Other Pac. Isl.	#	African American  4.8  analyze Black or African American		8.0  Hispanic or Latino	Indi	ividuals with
. % a red	availability of M quisite skills in of Minorities/Fe trainable  IP TOTAL NO.:	immediate labo males promota	or areas. ble, trans		1.00		41.1  It is 4 or le		18.5 nen Job G **Total Minority	roup A:	w. or Other Pac. Isl. 3.6 is too sma sian or Nat. w. or Other Pac. Isl.		African American  4.8  analyze Black or African American	# %	or Latino  8.0  Hispanic or Latino	Indi	Disabilities  ividuals with
. % a red 2. % d or	availability of M quisite skills in of Minorities/Fe trainable  P TOTAL NO.:  ale:  CURRENT U	immediate labo males promota	or areas. ble, trans		1.00	#	41.1 Is 4 or le	#	18.5 nen Job G **Total Minority	roup A Ha	3.6 is too smasian or Nat. w. or Other Pac. Isl.	#	African American  4.8  analyze Black or African American		8.0  Hispanic or Latino	Indi	ividuals with
. % a red	availability of M quisite skills in of Minorities/Fe trainable  P TOTAL NO.:  ale:  CURRENT U	males promota  1  No. F	or areas. ble, trans		1.00	# %	41.1  Il is 4 or le  Females  1  100.0	# %	18.5 Total Minority  0 0.0	Foup A: Ha	is too smassian or Nat. w. or Other Pac. Isl. 3.6 is too smassian or Nat. w. or Other Pac. Isl. 0 0.0	# %	African American  4.8  analyze Black or African American  0 0.0	%	Hispanic or Latino  0 0.0	India t	ividuals with Disabilities
. % a red	availability of M quisite skills in of Minorities/Fe trainable  P TOTAL NO.:  ale:  CURRENT U	males promota  1  No. F	or areas. ble, trans		1.00	#	41.1 Is 4 or le	#	18.5 nen Job G "Total Minority	roup A Ha	3.6 is too smasian or Nat. w. or Other Pac. Isl.	#	African American  4.8  analyze Black or African American		8.0  Hispanic or Latino	Indi	ividuals with
. % a red	availability of M quisite skills in of Minorities/Fe trainable  IP TOTAL NO.:  CURRENT U	males promota  1  No. F	or areas. ble, trans		1.00	# %	41.1  Females  1  100.0	# %	18.5 hen Job G  **Total Minority  0 0.0	Ha  FOUD  A: Ha  #	is too smassian or Nat. w. or Other Pac. Isl.	# %	African American  4.8  analyze Black or African American  0 0.0	%	Hispanic or Latino  0 0.0 8.0	Indi	ividuals with Disabilities  ()  ()  7.()
. % a red	availability of M quisite skills in of Minorities/Fe trainable  P TOTAL NO.:  ale:  CURRENT U	males promota  1  No. F	or areas. ble, trans		1.00	# % %	41.1  Females  1  100.0  41.1  NONE	# # W W W W W W W W W W W W W W W W W W	18.5  Total Minority  0 0.0  18.5	Hall Hall Hall Hall Hall Hall Hall Hall	is too smassian or Nat. w. or Other Pac. Isl.  0 0.0 3.6	# % %	African American  4.8  analyze Black or African American  0 0.0  4.8	%	Hispanic or Latino  0 0.0 8.0	Indi C # %	ividuals with Disabilities  0.0  7.0
. % a red	availability of M quisite skills in of Minorities/Fe trainable  IP TOTAL NO.:  CURRENT U	males promota  1  No. F	or areas. ble, trans		1.00	# %	41.1  Females  1  100.0	# %	18.5 hen Job G  **Total Minority  0 0.0	Ha  FOUD  A: Ha  #	is too smassian or Nat. w. or Other Pac. Isl.	# %	African American  4.8  analyze Black or African American  0 0.0	%	Hispanic or Latino  0 0.0 8.0	Indi	ividuals with Disabilities  0.0  7.0  7.0

							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	r Ava	ilability								
									-								
								Coll	ege:	John	Jay Colle	ge	of Crimina	al Ju	stice		
								Sen	nester/Year	:	ĺ	AL	L, 2016				
FFIRE	MATIVE ACTION UN	IT:				CON	ISTITUENT DE	PARTM	ENTS:								
	Multi/Interdisc	plinary Stud	dies				Interdisciplin	ary Stu	dies			,					
							•										
						'	,										
							,										
€0 C	ATEGORY:					Job	Titles:										
							Lecturer										
	PROFESSIO	NON-	PROFES	SSORIAL													
	LECTURER																
																-	
				$\perp$						+							
	ROUP:	0000111	. = 0 = 1 15														
	NON-PROFE	SSORIAL -	LECTUR	KER												-	
										Ι.Δ.	sian or Nat.		Black or				
									**Total		w. or Other		African		Hispanic	Indiv	iduals with
ACTO	ORS:				Weighting		Females	+-	Minority	+	Pac. Isl.	+	American	-	or Latino	Di	sabilities
0/2	availability of Mine	orities/Female	s with														
	quisite skills in in				1.00		61.6		30.6		6.9		10.6		11.0		
. % (	of Minorities/Fem	ales promotat	le, transfe	rable,													
٥r	trainable				500000000000000000000000000000000000000												
01					If Group	Tota	al is 4 or le	ss, th	ien Job G	roup	is too sma	ill to	analyze				
	JP TOTAL NO.:	1											Black or				
GROL		1 No. Fe	male: 1						**T-4-1		sian or Nat.		African		Hanania	دالم ما ا	ماعاتين جاجييات
GROL			male: 1				Females		**Total Minority		sian or Nat. w. or Other Pac. Isl.		African American		Hispanic or Latino		riduals with sabilities
GROU	Vale: 0	No. Fe	male: 1			#			Minority	Ha	Pac. Isl.	#	American	#	or Latino	Di	sabilities
GROL		No. Fe	male: 1			#	1	#	Minority 0	Ha #	ew. or Other Pac. IsI.	#	American 0		or Latino	#	sabilities 0
GROL	Vale: 0	No. Fe	male: 1			#			Minority	Ha	Pac. Isl.	#	American	# %	or Latino	Di	sabilities
GROL	CURRENT UT	No. Fe	male: 1				1	#	Minority 0	Ha #	ew. or Other Pac. IsI.		American 0		or Latino	#	sabilities 0
GROL	Vale: 0	No. Fe	male: 1			%	100.0	# %	0 0.0	# %	Pac. Isl.  0 0.0	%	O 0.0	%	0 0.0	# %	sabilities 0 0.0
GROL	CURRENT UT	No. Fe	male: 1				1	#	Minority 0	Ha #	ew. or Other Pac. IsI.		American 0		or Latino	#	sabilities 0 0.0
GROL	CURRENT UTI	No. Fe	male: 1			%	1 100.0 61.6	# % %	0 0.0 30.6	# % %	0 0.0 6.9	%	0 0.0 10.6	%	0 0.0 11.0	# % %	0.0 7.0
GROL	CURRENT UT	No. Fe	male: 1			%	100.0	# %	0 0.0	# %	Pac. Isl.  0 0.0	%	O 0.0	%	0 0.0	# %	0.0 7.0
GROL	CURRENT UTI	No. Fe	male: 1			%	1 100.0 61.6	# % %	0 0.0 30.6	# % %	0 0.0 6.9	%	0 0.0 10.6	%	0 0.0 11.0	# % %	0.0 7.0
	CURRENT UTI	No. Fe	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:		Law Enforcement					
Constituent Departments:							
		Law and Pol Scien	ce				
		Security, Fire and E	Emergency				
Job Group:		LECTURER					
<del>, , , , , , , , , , , , , , , , , , , </del>		LLOTORLIK					
Job Titles:		Distinguished Led	cturer				
	FACTOR	RS SOURCES				W	/EIGHTING
	IACIO			(OT 111 107 DA)		<u>v</u>	/ EIGHT INC
	Factor	FDC - BA 20	111-12* - <i>4</i> State <i>(</i>	CI NI NY PA			
	Factor		11-12* - 4State ( 0% and US Non-	(CT, NJ, NY, PA) 4ST weighted at			1
	Factor	weighted at 50  * Note: US De	0% and US Non-	4ST weighted at Postsecondary St	50%.	indicates	1
Factor 1: EDC - BA. 2011		* Note: US De 2012 is the late	o% and US Non- pt of Education's I est data available	4ST weighted at Postsecondary St as of 7/15/2014.	50%.	nindicates	1
Factor 1: EDC - BA. 2011	- 12* 4Sta	* Note: US De 2012 is the late	ow and US Non- pt of Education's I est data available and US Non-4S	4ST weighted at Postsecondary St as of 7/15/2014.	50%.	indicates	1
-actor 1: EDC - BA. 2011	- 12* 4Sta	* Note: US De 2012 is the late tes (CT,NJ,NY,PA)	ow and US Non- pt of Education's I est data available and US Non-4S	4ST weighted at Postsecondary St as of 7/15/2014.	50%.	nindicates	1
Factor 1: EDC - BA. 2011	- 12* 4Sta	* Note: US De 2012 is the late tes (CT,NJ,NY,PA)	ow and US Non- pt of Education's I est data available and US Non-4S	4ST weighted at Postsecondary St as of 7/15/2014.	50%.	Hispanic or Latino	Individu
Factor 1: EDC - BA. 2011	- 12* 4Sta	* Note: US De 2012 is the late tes (CT,NJ,NY,PA	oh and US Non- pt of Education's I est data available and US Non-4S ment  **Total	Asian or Nat. Haw. or Other	50%.  udies Division  Black or African	Hispanic	Individua with Disability

College:   John Jay College of Criminal Justice								Two Facto	r Ava	ilability								
Semester/Year:   FALL, 2016																		
Semester/Year:   FALL, 2016									Col	lege:	John	Jav Colle	ae	of Crimina	al Ju:	stice		
CONSTITUENT DEPARTMENTS:																		
Law Enforcement    Law and Pol Science   Security, Fire and Emergency																		
Security, Fite and Emergency	FFIRMA	TIVE ACTION UNIT	:				CON	ISTITUENT DE	PARTI	MENTS:								
Security, Fire and Emergency																		
Becurity, Fire and Emergency	1:	aw Enforceme	ent					Law and Pol	Scien	ce								
Distinguished Lecturer   Lectur		aw Ernoroom	71 K					Security, Fire	and E	mergency								
Distinguished Lecturer   Lectur	_						۱,	•					-					
Distinguished Lecturer   Lectur							٠,	•					-					
Distinguished Lecturer   Lectur																		
Distinguished Lecturer   Lectur	O CAT	EGORY:					Job	Titles:										
PROFESSIONAL: NON-PROFESSORIAL - LECTURER  NON-PROFESSORIAL - LECTURER  NON-PROFESSORIAL - LECTURER  Weighting Females "Total Haw, or Other Pac, Isl. Hayonic or Latino Disabilities"  % availability of Minorities/Females with requisite skills in immediate labor areas.  1.00 46.3 39.2 3.0 18.5 15.7  % of Minorities/Females promotable, transferable, or trainable  CURRENT UTILIZATION:  # 0 # 0 # 0 # 0 # 0 # 0 # 0 # 0 # 0 #									ed Le	ecturer								
LECTURER	D	DUEEGGIUNI	ΛΙ · ΝΙΩΝΙ		SUDIVI													
DB GROUP:  NON-PROFESSORIAL - LECTURER  Weighting Females   "Total Haw or Other Pac. Isl.   Haw			AL. INUN-	-KOLE9	JURIAL	-												
NON-PROFESSORIAL - LECTURER		LOTOILLIX																
NON-PROFESSORIAL - LECTURER													T					
NON-PROFESSORIAL - LECTURER							+						+				+	
No. Male: 8   No. Female:   Weighting   Females   Minority   Asian or Nat. Haw. or Other Pac. Isl.   Hispanic or Latino   Individuals with requisite skills in immediate labor areas.   1.00   46.3   39.2   3.0   18.5   15.7			OODIAL	LECTUR	-n								+					
No. Male:   B   No. Female:   O	N	ON-PROFES	SORIAL -	LECTURE	ΣK								-					
ACTORS:   Weighting   Females   Minority   Haw. or Other   Pac. Isl.   African   American   Individuals wit   Disabilities												sion or Not		Plack or				
. % availability of Minorities/Females with requisite skills in immediate labor areas.  1.00 46.3 39.2 3.0 18.5 15.7    Minorities/Females promotable, transferable, or trainable										**Total						Hispanic	Indiv	iduals with
Tequisite skills in immediate labor areas.   1.00   46.3   39.2   3.0   18.5   15.7	ACTORS	S:				Weighting		Females	1	Minority		Pac. Isl.	_	American	-	or Latino	Dis	sabilities
Tequisite skills in immediate labor areas.   1.00   46.3   39.2   3.0   18.5   15.7	٥,																	
Wo f Minorities/Females promotable, transferable, or trainable   GROUP TOTAL NO.:   8						1.00		46.3		39.2		3.0		18.5		15.7		
GROUP TOTAL NO.:         8           No. Male:         8         No. Female:         0         **Total Minority         Asian or Nat. Haw or Other Pac. Isl.         Black or African American         Hispanic or Latino         Individuals with Disabilities           CURRENT UTILIZATION:         #         0         #         0         #         0         #         0         #         0         #         0         #         0         #         0         0.0         %					ble.	1.00		10.0		00.2		0.0		10.0		10.7		
No. Male:   8			oo promotas												<u></u>			
No. Female:	GROUP .	TOTAL NO.:	8															
CURRENT UTILIZATION:											Α	sian or Nat.	1	Black or				
OVERALL AVAILABILITY:       %       0.0 <t< th=""><th>INO. IVIBIE</th><th>e: <b>U</b></th><th>No. Fel</th><th>naie: U</th><th></th><th></th><th></th><th>Females</th><th></th><th></th><th>Ha</th><th></th><th></th><th></th><th></th><th></th><th></th><th></th></t<>	INO. IVIBIE	e: <b>U</b>	No. Fel	naie: U				Females			Ha							
OVERALL AVAILABILITY:       %       46.3       %       39.2       %       3.0       %       18.5       %       15.7       %       7.0         UNDERUTILIZATION:       %       46.3       %       39.2       %       3.0       %       18.5       %       15.7       %       7.0         #       3.7       #       3.1       #       0.2       #       1.5       #       1.3       #       0.6	-	CURRENT UTIL	IZATION:				#	0	#	0	#	0	#	0	#	0	#	0
OVERALL AVAILABILITY:       %       46.3       %       39.2       %       3.0       %       18.5       %       15.7       %       7.0         UNDERUTILIZATION:       %       46.3       %       39.2       %       3.0       %       18.5       %       15.7       %       7.0         #       3.7       #       3.1       #       0.2       #       1.5       #       1.3       #       0.6							0/2	0.0	0/,	0.0	0/,	0.0	0/,	0.0	0/,	0.0	0/2	<b>n</b> n
WINDERUTILIZATION:       %       46.3       %       39.2       %       3.0       %       18.5       %       15.7       %       7.0         #       3.7       #       3.1       #       0.2       #       1.5       #       1.3       #       0.6							/0	0.0	70	0.0	/0	0.0	/0	0.0	70	0.0	/0	0.0
WINDERUTILIZATION:       %       46.3       %       39.2       %       30.0       %       18.5       %       15.7       %       7.0         #       3.7       #       3.1       #       0.2       #       1.5       #       1.3       #       0.6		<b>6</b> \FB411 4\/41	ARII ITY:			+	+		+				-		+			
UNDERUTILIZATION:       %       46.3       %       39.2       %       3.0       %       18.5       %       15.7       %       7.0         #       3.7       #       3.1       #       0.2       #       1.5       #       1.3       #       0.6		() AFK VIII VAVVI	LADIEII I.					40.0		20.0		2.0		40.5		45.7		7.0
# 3.7 # 3.1 # 0.2 # 1.5 # 1.3 # 0.6		OVERALL AVAI					%	40.3	%	39.2	%	3.0	%	18.5	%	15./	%	1.0
# 3.7 # 3.1 # 0.2 # 1.5 # 1.3 # 0.6		OVERALL AVAI							+						+			
		OVERALL AVAI						400	%	39.2	%	3.0	%	18.5	%	15.7	%	7.0
			TION:				%	40.3	/*				1		1			
00 4 00 3 00 0 00 2 00 1 00			TION:							3.1	#	0.2	#	1.5	#	1.3	#	0.6
			TION:				#	3.7	#				#		#		- " -	0.6
			TION:				#	3.7	#				# UU		# UU		- " -	0.6

							FALL, 20	16
Affirmative Action Unit:		Mathem	atics					
Constituent Departments	:							
	-	Mathema	atics and Com	nputer Science				
Job Group:		LECTU	JRER					
Job Titles:		Lecture		'		<u>'</u>		
		Lecture						
	FACTO	ORS SOL	JRCES				V	VEIGHTING
	Factor	EDO	C - BA. 2011		CT, NJ, NY, PA			1
		wei	ghted at 50%	and US Non-	4ST weighted at	50%.		
					Postsecondary St as of 7/15/2014.	udies Divisior	n indicates	
Footor 4: FDC DA 201	4 40* 404	hataa (CT I	LL NIV DA) as	ad LIC Nam 4C	т			
Factor 1: EDC - BA. 201	1 - 12" 450		w,lnr,PA) al <b>matics</b>	na US Non-45	1.			
				**T - 1- 1	Asian or Nat	Black or	113	p. 25. 3. 1
				**Total	Haw. or Other	African	<u>Hispanic</u>	Individua with Disabilit
			<u>Female</u>	Minority	Pac. Isl.	<u>American</u>	or Latino	WILL DISAUIII
			Female 44.6		Pac. Isl. 11.0	5.3	7.0	7.

OVERALL AVAILABILITY:       %       28.6       %       85.7       %       14.3       %       42.9       %       28.6       %       0.0         UNDERUTILIZATION:       %       44.6       %       24.8       %       11.0       %       5.3       %       7.0       %       7.0         #       1.1       #       0.0       #       0.0       #       0.0       #       0.0       #       0.0       #       0.5								Two Facto	r Ava	ilability								
Semester/Year: FALL, 2016  FFRMATIVE ACTION UNT:  Mathematics  Mathematics  Mathematics and Computer Science  Mathematics  Mathematics and Computer Science  Mathematics  Display to the computer Science  Mathematics and Computer Science  Mathematics  Display to the computer Science  Mathematics and Computer Science  Display to the computer Science  Display to th																		
Mathematics									Col	lege:	John	Jay Colle	ege (	of Crimina	ıl Jus	stice		
Mathematics									Ser	nester/Year	:	ſ	FAL	L, 2016				
Mathematics																		
December	FFIRMA	TIVE ACTION UNIT	:				CON	STITUENT DE	PARTI	IENTS:			Ш					
December	_						Н,						-					
DR GROUP:   NON-PROFESSORIAL -   Lecturer     Lecturer   Lectur	N	lathematics						Mathematics	and C	omputer Scie	ence		-					
DR GROUP:   NON-PROFESSORIAL -   Lecturer     Lecturer   Lectur																		
PROFESSIONAL: NON-PROFESSORIAL -   Lecturer																		
PROFESSIONAL: NON-PROFESSORIAL -   Lecturer																		
PROFESSIONAL: NON-PROFESSORIAL -   Lecturer							$\sqcup$											
PROFESSIONAL: NON-PROFESSORIAL -   LECTURER	O CAT	EGORY:					Job	Titles:										
PROFESSIONAL: NON-PROFESSORIAL - LECTURER  NON-PROFESSORIAL - LECTURER  NON-PROFESSORIAL - LECTURER  NON-PROFESSORIAL - LECTURER  Weighting Females   "Total Hew. or Other Pac. Isl.   Hispanic or Latino   Individuals with requisite skills in immediate labor areas.   1.00   44.6   24.8   11.0   5.3   7.0    % or Minorities/Females promotable, transferable, or trainable   Females   Total Hew. or Other Pac. Isl.   Hispanic or Latino   Individuals with Disabilities    CURRENT UTILIZATION:							+	Lecturer										
DB GROUP:    NON-PROFESSORIAL - LECTURER			AL: NON-	PROF	ESSORIAL													
NON-PROFESSORIAL - LECTURER	LI	ECTURER																
NON-PROFESSORIAL - LECTURER																		
NON-PROFESSORIAL - LECTURER							+		+		+							
ACTORS:    Weighting   Females   Minority   Asian or Nat.   Haw. or Other Pac. Isl.			CODIAL	LECT	LIDED								+					
ACTORS:    Weighting   Females   "Total   Haw. or Other Pac. Isl.   African American   Hispanic or Latino   Disabilities	IN	ON-PROFES	SURIAL -	LECT	UKEK				+				+					
ACTORS:   Weighting   Females   "Total   Haw. or Other Pac. Isl.   African American   Hispanic or Latino   Disabilities   Disa							$\vdash$				A	sian 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:  7  No. Male: 5 No. Female: 2 **Total Haw. or Other Pac. Isl.  CURRENT UTILIZATION: # 2 # 6 # 1 # 3 # 2 # ()  **28.6 % 85.7 % 14.3 % 42.9 % 28.6 % 0.0  OVERALL AVAILABILITY: % 44.6 % 24.8 % 11.0 % 5.3 % 7.0 % 7.0  UNDERUTILIZATION: % 16.0 % NONE % NONE % NONE % NONE % NONE % 7.0  ## 1.1 # 0.0 # 0.		_										w. or Other		African		-		
Tequisite skills in immediate labor areas.   1.00   44.6   24.8   11.0   5.3   7.0	ACTORS	S:				Weighting		Females		Minority		Pac. Isl.		American		or Latino	Di	sabilities
Tequisite skills in immediate labor areas.   1.00   44.6   24.8   11.0   5.3   7.0	. % ava	ailability of Minor	ties/Female	s with														
GROUP TOTAL NO.:         7           No. Male:         5         No. Female:         2         **Total Minority         Asian or Nat. Haw or Other Pac. Isl.         Black or African American or Latino         Hispanic or Latino         Individuals with Disabilities           CURRENT UTILIZATION:         #         2         #         6         #         1         #         3         #         2         #         (           OVERALL AVAILABILITY:         %         44.6         %         24.8         %         11.0         %         5.3         %         7.0         %         7.0           UNDERUTILIZATION:         %         16.0         %         NONE         %         NONE         %         NONE         %         NONE         %         7.0           UNDERUTILIZATION:         #         11.1         #         0.0         #         0.0         #         0.0         #         0.0						1.00		44.6		24.8		11.0		5.3		7.0		
No. Male:   5   No. Female:   2			es promotat	le, trans	sferable,													
No. Male:   5	or tra	ainable					1						1					
No. Female:     No. Female:	GROUP	TOTAL NO.:	7						 		<u> </u>		<u> </u>					
OVERALL AVAILABILITY:       %       28.6       %       85.7       %       14.3       %       42.9       %       28.6       %       0.0         UNDERUTILIZATION:       %       44.6       %       24.8       %       11.0       %       5.3       %       7.0       %       7.0         #       1.1       #       0.0       #       0.0       #       0.0       #       0.0       #       0.0       #       0.0       #       0.5		e: <b>5</b>	No. Fe	male:	2			Females				w. or Other		African		•		
OVERALL AVAILABILITY:       %       28.6       %       85.7       %       14.3       %       42.9       %       28.6       %       0.0         UNDERUTILIZATION:       %       44.6       %       24.8       %       11.0       %       5.3       %       7.0       %       7.0         #       1.1       #       0.0       #       0.0       #       0.0       #       0.0       #       0.0       #       0.0       #       0.5	No. Male						#	2	#	6	#	1	#	3	#	2	#	0
OVERALL AVAILABILITY:         %         44.6         %         24.8         %         11.0         %         5.3         %         7.0         %         7.0           UNDERUTILIZATION:         %         16.0         %         NONE         %         NONE         %         NONE         %         NONE         %         7.0           #         1.1         #         0.0         #         0.0         #         0.0         #         0.0         #         0.5		CURRENT UTIL	IZATION:				-					1/1 3	0/		0/		0/	0.0
WALSON   W		CURRENT UTIL	IZATION:				0/.	28.6	0/.			17.0	/0	74.3	/0	20.0	70	0.0
WALSON   W		CURRENT UTIL	IZATION:				%	28.6	%	03.1	70							
UNDERUTILIZATION:         %         16.0         %         NONE         %         O.0         #         0.0         #         0.0         #         0.0         #         0.5							%	28.6	%	03.7	70							
# 1.1 # 0.0 # 0.0 # 0.0 # 0.5													0/	5.3	0/	7.0	0/	7 0
# 1.1 # 0.0 # 0.0 # 0.0 # 0.5													%	5.3	%	7.0	%	7.0
		OVERALL AVAI	_ABILITY:				%	44.6	%	24.8	%	11.0						7.0
-		OVERALL AVAI	_ABILITY:				%	44.6 16.0	%	24.8 NONE	%	11.0 NONE	%	NONE	%	NONE	%	7.0
		OVERALL AVAI	_ABILITY:				%	44.6 16.0	%	24.8 NONE	%	11.0 NONE	%	NONE	%	NONE	%	7.0 7.0 0.5
		OVERALL AVAI	_ABILITY:				% #	44.6 16.0 1.1	% #	24.8 NONE 0.0	% #	11.0 NONE 0.0	% #	NONE 0.0	%	NONE 0.0	% #	7.0

						FALL, 20	016
Affirmative Action Unit:		Public Administra	ation and Social	Service Profe			
Constituent Departments:		Public Manageme	nt				
Job Group:		LECTURER					
Job Titles:		Distinguished Le Lecturer	cturer				
	FACTO						VEIOLETING
	FACTOR Factor	EDC - BA. 20	011-12* - 4State ( 0% and US Non-			<u>v</u>	VEIGHTING 1
			ept of Education's I test data available		udies Division	indicates	
Factor 1: EDC - BA. 2011 -	- 12* 4Sta	ntes (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.
tal Minority includes Asian or Nat. Haw							

					UTIL	IZAT	ION ANA	LYS	IS WORK	SHI	EET						
							Two Facto	r Ava	ailability								
										lab.			of Onlineline	1.1	-41		
											n Jay Colle	_		II JUS	stice		
								Sei	nester/Year	:		AL	L, 2016				
FFIDM A TIVE A CTIO	MALLIANT.		_			001	ISTITUENT DEF	ADT	ADATO.					+			
FFIRMATIVE ACTIO	ON UNIT:					CON	STITUENT DE	AKII	II ENI 3:								
Public Adr	ministration	and So	ial Se	rvice			, Public Manag	emer	nt								
Profession	ns																
O CATEGORY:						Job	Titles:										
							Distinguish	ed L	ecturer								
PROFESS	SIONAL: NO	ON-PRO	FESS	ORIAL	_		Lecturer										
LECTURE																	
OB GROUP:																	
JB GROUP.				_													
	FESSORIA	L - LEC	TURE	R													
	FESSORIA	L-LEC	TURE	K													
	PESSORIA	L - LEC	TURE	K					**Total		Asian or Nat.		Black or		Hispanic	Indi	viduals with
	)FESSORIA	L - LEC	TURE	K	Weighting		Females		**Total Minority		Asian or Nat. law. or Other Pac. Isl.		Black or African American		Hispanic or Latino		viduals with
NON-PRO				K	Weighting		Females				law. or Other		African		•		
NON-PRO  ACTORS:	Minorities/Fer	nales with	1	K					Minority		aw. or Other Pac. IsI.		African American		or Latino		
NON-PRO  ACTORS:  % availability of requisite skills	Minorities/Fer	nales with	n s.		Weighting		Females				law. or Other		African		•		
NON-PRO  ACTORS:	Minorities/Fer	nales with	n s.		1.00				Minority		aw. or Other Pac. IsI.		African American		or Latino	D	isabilities
NON-PRO  ACTORS:  % availability of requisite skills % of Minorities/F	Minorities/Fer in immediate Females prom	nales with	n s.						Minority		aw. or Other Pac. IsI.		African American		or Latino		isabilities
NON-PRO ACTORS:  % availability of requisite skills % of Minorities/for trainable	Minorities/Fer in immediate Females prom	nales with abor area otable, tra	n is. ansferab		1.00				43.0	Н	aw. or Other Pac. Isl.  3.6  Asian or Nat.		African American 23.5		or Latino 13.7	D	isabilities
NON-PRO  ACTORS:  % availability of requisite skills in the skills or trainable	Minorities/Fer in immediate Females prom	nales with	n s.		1.00				43.0	Н	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
NON-PRO  ACTORS:  % availability of requisite skills  % of Minorities/for trainable  GROUP TOTAL NO.:  No. Male:  3	Minorities/Fei in immediate Females prom	nales with abor area otable, tra	n is. ansferab		1.00	###	82.6 Females	#	43.0  **Total Minority	Н	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 D	viduals with
NON-PRO  ACTORS:  % availability of requisite skills  % of Minorities/for trainable  GROUP TOTAL NO.:  No. Male:  3	Minorities/Fer in immediate Females prom	nales with abor area otable, tra	n is. ansferab		1.00	#	82.6 Females	#	43.0  **Total Minority	H H	Asian or Nat.  Asian or Other Pac. Isl.  Asian or Nat.  Alaw. or Other Pac. Isl.	#	African American  23.5  Black or African American	#	or Latino  13.7  Hispanic or Latino	Indi D #	viduals with isabilities
NON-PRO  ACTORS:  % availability of requisite skills  % of Minorities/for trainable  GROUP TOTAL NO.:  No. Male:  3	Minorities/Fei in immediate Females prom	nales with abor area otable, tra	n is. ansferab		1.00	# # %	82.6 Females	# %	43.0  **Total Minority	Н	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 D	viduals with
NON-PRO  ACTORS:  % availability of requisite skills or trainable  GROUP TOTAL NO.:  No. Male:  CURRENT	Minorities/Fei in immediate Females prom  5	nales with abor area otable, tra	n is. ansferab		1.00		82.6 Females		43.0  **Total Minority	H H	Asian or Nat.  Asian or Other Pac. Isl.  Asian or Nat.  Alaw. or Other Pac. Isl.	#	African American  23.5  Black or African American		or Latino  13.7  Hispanic or Latino	Indi D #	viduals with isabilities
NON-PRO  ACTORS:  % availability of requisite skills or trainable  GROUP TOTAL NO.:  No. Male:  CURRENT	Minorities/Fei in immediate Females prom	nales with abor area otable, tra	n is. ansferab		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	# %	African American  23.5  Black or African American  40.0	%	Hispanic or Latino  1 20.0	Indi D	viduals with isabilities  0 0.0
NON-PRO  ACTORS:  % availability of requisite skills % of Minorities/for trainable  GROUP TOTAL NO.:  No. Male:  CURRENT	Minorities/Fei in immediate Females prom  5	nales with abor area otable, tra	n is. ansferab		1.00		82.6 Females		43.0  **Total Minority	H H	Asian or Nat.  Asian or Other Pac. Isl.  Asian or Nat.  Alaw. or Other Pac. Isl.	#	African American  23.5  Black or African American		or Latino  13.7  Hispanic or Latino	Indi D #	viduals with isabilities
NON-PRO ACTORS:  % availability of requisite skills or trainable  GROUP TOTAL NO.:  No. Male:  CURRENT  OVERALL	Minorities/Fei in immediate Females prom  5  UTILIZATIO	nales with abor area otable, tra	n is. ansferab		1.00	%	82.6 Females 2 40.0	%	**Total Minority  3 60.0	# #	Asian or Nat. law. or Other Pac. Isl.  Asian or Nat. law. or Other Pac. Isl.  0 0.0	# %	African American  23.5  Black or African American  2  40.0	%	Hispanic or Latino  1 20.0	Indi D	viduals with isabilities  0 0.0
NON-PRO ACTORS:  % availability of requisite skills or trainable  GROUP TOTAL NO.:  No. Male:  CURRENT  OVERALL	Minorities/Fei in immediate Females prom  5	nales with abor area otable, tra	n is. ansferab		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	# %	African American  23.5  Black or African American  40.0	%	Hispanic or Latino  1 20.0	Indi D	viduals with isabilities  0 0.0
NON-PRO ACTORS:  % availability of requisite skills or trainable  GROUP TOTAL NO.:  No. Male:  CURRENT  OVERALL	Minorities/Fei in immediate Females prom  5  UTILIZATIO	nales with abor area otable, tra	n is. ansferab		1.00	%	82.6 Females 2 40.0	%	**Total Minority  3 60.0	# %	Asian or Nat. law. or Other Pac. Isl.  Asian or Nat. law. or Other Pac. Isl.  0 0.0	# %	African American  23.5  Black or African American  2  40.0	%	Hispanic or Latino  1 20.0	Indi D	viduals with isabilities  0 0.0
NON-PRO ACTORS:  % availability of requisite skills or trainable  GROUP TOTAL NO.:  No. Male:  CURRENT  OVERALL	Minorities/Fei in immediate Females prom  5  UTILIZATIO	nales with abor area otable, tra	n is. ansferab		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	# % %	Black or 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   #   %   %	viduals with isabilities  0 0.0 7.0

						FALL, 20	16
Affirmative Action Unit:		Physical Science	es				
Ammauve Action omt.							
Constituent Departments:							
Sonstituent Departments.		Science					
Job Group:		LECTURER					
Job Titles:		Lecturer					
	FACTOR	RS SOURCES				v	/EIGHTING
	Factor		2011-12* - 4State 50% and US Non-				1
		***************************************					
			Dept of Education's latest data available			indicates	
Factor 1: EDC - BA. 2011	- 12* 4Sta	tes (CT,NJ,NY,F	PA) and US Non-4S	ST.			
		Physical Sc	iences				
		<u>Fema</u>	**Total <u>Minority</u>	Asian or Nat Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individu:
		40.1	24.4	10.8	5.6	6.0	7.

FACTOR / SOURCE							FALL, 2	
Affirmative Action Units		Ed	ucation					
Affirmative Action Unit:								
Canadituant Danamunanta								
Constituent Departments:		SE	EK					
Job Group:		LE	CTURER					
Job Titles:						I		
		Lec	cturer					
	FACTO							WEIGHTING
	Factor		EDC - BA. 2011- weighted at 50%					1
			*N ( 110 D (	(= 1		l. 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	ST.			
			ducation			l		
					Asian or Nat	Black or		
				**Total	Haw. or Other Pac. Isl.	African American	Hispanic or Latino	Individu with Disabilit
			<u>Female</u>	<u>Minority</u>				
			<u>Female</u> <b>79.6</b>	16.3	2.2	6.1	6.6	7.
						6.1	6.6	7.
						6.1	6.6	7.

					UTIL	IZA I			IS WORK	SH	EET						
							Two Facto	r Ava	ailability								
								Col	lege:	loh	n Jay Coll	ene	of Crimina	l Ju	stice	++	
									mester/Year				L, 2016	-	<u> </u>		
FIRMATI	VE ACTION UN	IIT:				CON	NSTITUENT DE	PARTI	MENTS:								
Edu	ucation						SEEK					-					
							•					+					
							•										
CATEO	IODV-					1-1	Title		<u> </u>								
CATEG	ORY:					Jor	Titles:										
DD	OFFECIO	MAL. NON	DDOEE	CODIAL			Lecturer										
	OFESSIOI CTURER	NAL: NON-	PROFE	SOCKIAL	-												
	JIOILEIL																
B GROUP	P:																
		SSORIAL -	LECTUF	RER													
									**Total		Asian or Nat. ław. or Other		Black or African		Hispanic	Indivi	duals with
CTORS:					Weighting		Females		Minority		Pac. Isl.	-	American	-	or Latino		abilities
% avails	ability of Min	orities/Female	e with														
		mediate labo			1.00		79.6		16.3		2.2		6.1		6.6		
		ales promotal	ole, transfe	rable,													
or traina														1			
ROUP TO	TAL NO.:	2			II Group	lota	ails 4 or le	SS, t	nen Job G	Τ	<b>p is too sm</b> Asian or Nat.	all to	Black or	T			
lo. Male:	0	No. Fe	emale: 2						**Total	- 1	law. or Other		African		Hispanic		duals with
						33	Females		Minority		Pac. Isl.		American		or Latino	Dis	abilities
						#	2		2	11	0	#	0	#	2	#	(
Cl	URRENT UTI	LIZATION:				#		#	2	#		T -				<del>-</del>	^ ^
Cl	URRENT UTI	LIZATION:				%	100.0	# %	100.0	# %	0.0	%	0.0	%	100.0	%	0.0
													0.0		100.0	%	0.0
		LIZATION:				%	100.0	%	100.0	%	0.0	%		%			
													6.1		100.0	%	
0\	VERALL AVA	NILABILITY:				%	79.6	%	100.0	%	2.2	%	6.1	%	6.6		7.0
0\		NILABILITY:				%	100.0	%	100.0	%	0.0	%		%			7.0
0\	VERALL AVA	NILABILITY:				%	79.6	%	100.0	%	2.2	%	6.1	%	6.6	%	7.0
0\	VERALL AVA	NILABILITY:				% %	100.0 79.6 NONE	% %	100.0 16.3 NONE	% %	2.2 2.2 0.0	%	6.1	%	6.6 NONE	%	7.C 7.C 0.1
0\	VERALL AVA	NILABILITY:				% % %	79.6 NONE 0.0	% % %	100.0 16.3 NONE 0.0	% % %	2.2 2.2 0.0	% % %	6.1	% % % #	6.6 NONE 0.0	% #	7.0 7.0 0.1

							<b>FALL 201</b>	6
Affirmative Action Unit:		Lib	rary Science					
Constituent Departments:								
		Lib	rary					
<u>Job Group:</u>		NC	N-PROFESS	SORIAL - I	NSTRUCTOF	?		
<u></u>								
Job Titles:		Ins	tructor					
			SOURCES				WE	EIGHTIN
	Fac	tor 1	EDC - MA. 20	)11 - 12* - 4	4States (CT, NJ	, NY, PA)		1.
					on's Postsecond data available a			
			mulcales 2012	is the latest	uala avallable a	5 01 7/15/2012	1.	
Factor 1: 4States EDC - M	A. 20 <sup>-</sup>							
		LIK	orary Scienc	<u>e</u>				
					Asian or Nat	Black or		Individua
			Female	**Total Minority	Haw. or Other Pac. Isl.	African American	<u>Hispanic</u> or Latino	<u>w</u> Disabiliti
			93.3	6.7	1.1	2.2	3.3	7.
Minority includes Asian or Nat. Haw. or Oth	er Pac I	sl and A	Am Ind /Al Natives Bla	ck or African Amer	ican Hisnanic or Latino	and Two or More R	ares	

						Two Fac	ctor A	Availability								
							Col	lege:	ohr	Jay Colle	ge c	of Criminal	Col	lege		
							Sen	nester/Year:		F	AL	L 2016				
FFIRMATIVE ACTION U	NIT-				CONSTIT	TUENT DEP	PARTN	IENTS								
							,									
Library Scien	ce				Libra	ary										
0.1 T 0.DV																
EO CATEGORY:					Job Title Instr	ructor										
PROFESSIO	NAL: NON	-PROFE	SSORIAI	_												
INSTRUCTOR																
OB GROUP: NON-PROFE	SSORIAL -	INSTRU	ICTOR													
' '	s/Females with			Weighting	Fen	nales		**Total Minority		sian or Nat. aw. or Other Pac. Isl.		Black or African American		Hispanic or Latino		ividuals with Disabilities
. % availability of Minoritie requisite skills in immedia	te labor areas.	sferable,		Weighting	Fen	93.3				aw. or Other		African		•		ividuals with Disabilities
. % of Minorities/Females	te labor areas.	sferable,		1.00		93.3	ss, ti	Minority 6.7	Н	aw. or Other Pac. Isl.	to a	African American	2000000	or Latino		
. % availability of Minoritie requisite skills in immedia . % of Minorities/Females or trainable	ate labor areas. promotable, tran			1.00	Total is	93.3	sss, th	Minority 6.7	oup	Pac. Isl.	toa	African American		or Latino	Ind	
.% availability of Minorifie requisite skills in immedia % of Minorifies/Females or trainable GROUP TOTAL NO.:	nte labor areas.  promotable, tran  1  No. Fer			1.00	Total is	93.3 34 or les	ss, ti	6.7	oup	aw. or Other Pac. Isl.  1.1  is too small sian or Nat. aw. or Other	to a	African American  2.2  analyze  Black or African	#	3.3 Hispanic	Ind	ividuals with
% availability of Minoritie requisite skills in immedia. % of Minorities/Females or trainable  GROUP TOTAL NO.:  No. Male:	nte labor areas.  promotable, tran  1  No. Fer			1.00	Total is	93.3 64 or les		6.7  **Total Minority	oup ,	aw. or Other Pac. Isl.  1.1  is too small sian or Nat. aw. or Other Pac. Isl.		African American  2.2  analyze  Black or African American	# %	or Latino  3.3  Hispanic or Latino	Ind	ividuals with
.% availability of Minoritie requisite skills in immedia. % of Minorities/Females or trainable  GROUP TOTAL NO.:  No. Male:  CURRENT UT	te labor areas. promotable, tran  1  No. Fer	nale: 1		1.00	Total is	93.3 64 or les	#	6.7  **Total Minority  1	oup  H	aw. or Other Pac. Isl.  1.1  is too small sian or Nat. aw. or Other Pac. Isl.	#	African American  2.2  analyze  Black or African American	Ť.	Hispanic or Latino	Ind C	ividuals with
% availability of Minoritie requisite skills in immedia % of Minorities/Females or trainable  GROUP TOTAL NO.:  No. Male:	te labor areas. promotable, tran  1  No. Fer	nale: 1		1.00	Fen#	93.3 6.4 or les nales 1 100.0	# %	6.7  **Total Minority  1 100.0	oup  H  **	aw. or Other Pac. Isl.  1.1  is too small san or Nat. aw. or Other Pac. Isl.  0  0.0	# %	African American  2.2  Analyze  Black or African American  0 0.0	%	Hispanic or Latino  0 0.0	Ind#	ividuals with Disabilities 0
.% availability of Minoritie requisite skills in immedia. % of Minorities/Females or trainable  GROUP TOTAL NO.:  No. Male:  CURRENT UT	te labor areas. promotable, tran  1  No. Fer	nale: 1		1.00	Total is	93.3 64 or les	#	6.7  **Total Minority  1	oup  H	aw. or Other Pac. Isl.  1.1  is too small sian or Nat. aw. or Other Pac. Isl.	#	African American  2.2  analyze  Black or African American	Ť.	Hispanic or Latino	Ind C	ividuals with Disabilities 0
% availability of Minoritie requisite skills in immedia % of Minorities/Females or trainable  GROUP TOTAL NO.:  No. Male:  CURRENT UT	te labor areas. promotable, tran  1  No. Fer  ILIZATION:	nale: 1		1.00	Fotal is Fen # %	93.3 6.4 or les nales 1 100.0	# %	6.7  **Total Minority  1 100.0	oup  H  **	aw. or Other Pac. Isl.  1.1  is too small san or Nat. aw. or Other Pac. Isl.  0  0.0	# %	African American  2.2  Analyze  Black or African American  0 0.0	%	Hispanic or Latino  0 0.0	Ind#	ividuals with Disabilities  0 0.0
% availability of Minoritie requisite skills in immedia % of Minorities/Females or trainable  GROUP TOTAL NO.:  No. Male:  OVERALL AVA	te labor areas. promotable, tran  1  No. Fer  ILIZATION:	nale: 1		1.00	Fotal is Fen # %	93.3  s 4 or les  nales  1  100.0	# %	6.7  **Total Minority  1 100.0	OUP / H %	aw. or Other Pac. Isl.  1.1  is too small sian or Nat. aw. or Other Pac. Isl.  0 0.0	# %	African American  2.2  Inalyze  Black or African American  0 0.0	%	Hispanic or Latino  0 0.0	Ind C # %	ividuals with
% availability of Minoritie requisite skills in immedia % of Minorities/Females or trainable  GROUP TOTAL NO.:  No. Male:  OVERALL AV.	te labor areas. promotable, tran  1  No. Fer  ILIZATION:	nale: 1		1.00	Fotal is Fen # % % N	93.3  s 4 or les  nales  1  100.0  93.3	# % %	6.7  **Total Minority  1 100.0  6.7  NONE	Oup / H	aw. or Other Pac. Isl.  1.1  is too small sian or Nat. aw. or Other Pac. Isl.  0 0.0  1.1	# % %	African American  2.2  Black or African American  0 0.0	%	3.3  Hispanic or Latino  0 0.0  3.3  3.3	Ind C # %	ividuals with Disabilities  0 0.0  7.0  7.0

## Professional/Non-Faculty

			-							EALL 20	16		
			-							FALL, 20	10		
essior	nals												
	TRATIC	ON III:											
				sistant (l									
As	ssistar	nt to Hi	gher F	Educatio	n Officer	(aHEO)							
NOTE	E: Res	earch /	ssoc	iate is to	be place	ed in Adn	ninistration II or	III depending	g on salary lev	el.			
			_										
FACTO		SOU				1/55	\ D. / /	40* (	D. 1. 1. 1.		WEIGHT		
Factor	r 1	4STA	ES E	arned Deg	rees Confe	erred (EDC	) - Bachelors 2011	-12* for Federal	Protected Groups	S.	0.7		
F4	- 0												
Factor	r 2						ees within contract	ors organization	CUNY Survey	- selected	0.3		
Factor	r 2						ees within contract ce Spring 2014.	ors organization	CUNY Survey	- selected	0.3		
Factor	r2	titles,	service e: Use	e requirem	ent and cri	teria -Sour	ce Spring 2014.			- selected  Degrees Confe			
Factor	r 2	titles,	service e: Use	e requirem	ent and cri	teria -Sour	ce Spring 2014.						
Factor	r2	titles,	service e: Use	e requirem	ent and cri	teria -Sour	ce Spring 2014.						
Factor	r2	titles,	service e: Use	e requirem	ent and cri	teria -Sour	ce Spring 2014.	ry Studies Div	rision's Earned	Degrees Confe	erred is		
		*Note upda	service e: Use	e requirem	ent and cri	teria -Sour	ce Spring 2014.	ry Studies Div	rision's Earned  Asian or Nat. Haw. or Other	Degrees Confe	erred is		
	r 2	*Note upda	service e: Use	e requirem	ent and cri	teria -Sour	ce Spring 2014.	ry Studies Div	rision's Earned	Degrees Confe	erred is		
		*Note upda	e: Use	e requirem	Pept of E	ducation	ce Spring 2014. s Postsecondar  Female	ry Studies Div	Asian or Nat Haw. or Other Pac. Isl.	Degrees Confe	erred is  Hispanic or Latino		
		*Note upda	e: Use	e of US C	Pept of E	ducation	s Postsecondar  Female 57.3	ry Studies Div	Asian or Nat. Haw. or Other Pac. Isl. 8.3	Degrees Confe	Hispanic or Latino 9.2		
		*Note upda	e: Use	e of US C	Pept of E	ducation	s Postsecondar  Female 57.3	ry Studies Div	Asian or Nat. Haw. or Other Pac. Isl. 8.3	Degrees Confe	Hispanic or Latino 9.2		
		*Note upda	e: Use	e of US C	Pept of E	ducation	s Postsecondar  Female 57.3	ry Studies Div	Asian or Nat. Haw. or Other Pac. Isl. 8.3 5.8	Degrees Confe	Hispanic or Latino 9.2		
		*Note upda	e: Use	e of US C	Pept of E	ducation	s Postsecondar  Female 57.3	ry Studies Div	Asian or Nat. Haw. or Other Pac. Isl. 8.3 5.8	Degrees Confe	Hispanic or Latino 9.2 6.4		
Fa		*Note upda	e: Use	e of US C	Pept of E	ducation	s Postsecondar  Female 57.3	ry Studies Div	Asian or Nat. Haw. or Other Pac. Isl. 8.3 5.8	Degrees Confe	Hispanic or Latino 9.2	TOTAL	
Fa	Factor 2	titles,  *Note upda	service: Use ted bi	e of US C	Pept of E	ducation	Female Female Female	ry Studies Div	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	Hispanic or Latino 9.2 6.4 Hispanic or Latino		
Fa	Factor 2	*Note upda	service: Use ted bi	e of US C	Pept of E	ducation	s Postsecondar  Female 57.3 40.1	ry 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	Factor 2	*Note upda	service: Use ted bi	e of US E iannually  by by weight	ent and cri	teria -Sour ducation'	Female  Female  Female  415	ry 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	Hispanic or Latino 9.2 6.4  Hispanic or Latino 107	662	
Fa	Factor 2	*Note upda	service: Use ted bi	e of US E iannually  by by weight	Pept of E	teria -Sour ducation'	Female 57.3 40.1  Female 415	ry 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  149	Hispanic or Latino 9.2 6.4  Hispanic or Latino 107	662 480	
Fa	Factor 2	*Note upda	service: Use ted bi	e of US E iannually  by by weight	ent and cri	teria -Sour ducation'	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  Black or African American	Hispanic or Latino 9.2 6.4  Hispanic or Latino 107	662	
Fa	Factor 2	titles,  *Note upda  11:	service: Uses: Usested bit	e of US E iannually  by by weight	ent and cri Pept of E	teria -Sour ducation'	Female 57.3 40.1  Female 415	ry 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  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	Factor 2	titles,  *Note upda  11:	service: Uses: Usested bit	e of US E iannually  y by weight  ding BA degree or	ent and cri Pept of E	teria -Souri ducation'  7.7  in title	Female  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	Factor 2	titles,  *Note upda  11:	service: Uses: Usested bit	e of US E iannually  y by weight  ding BA degree or	ent and cri Pept of E	teria -Souri ducation'  7.7  in title	Female  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
Fa	Factor 2	titles,  *Note upda  11:	service: Uses: Usested bid	e of US E iannually  y by weight  ding BA degree or  y by weight	ent and cri Pept of E	teria -Sour ducation'  7.7 in title only)	Female  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 7.0

	UTILIZAT	ION	ANALYSI	S W	ORKSHE	ΕT							
		Two	Factor Avai	ilabi	lity								
				_									
				Co	llege:	Johi	n Jay Colle	ge o	f Criminal J	usti	ice		
				Se	mester/Yea	r:	I	FAL	L, 2016				
FFIRMATIVE ACTION UNIT:		Con	stituent Depar	tmen	ts:								
ADMINISTRATION III													
EO CATEGORY:		Job	Titles:										
			Higher Education										
Professionals		,	Assistant to Highe	er Edu	cation Officer (a	HEO)							
			*NOTE: Researd	ch Ass	sociate is to be p	olaced	in Administration	II or III	depending on				
OB GROUP:													
ADMINISTRATION III													
FACTORS:	Weighting		Females		**Total Minority		Asian or Nat. Haw. or Other Pac. Isl.	Afr	Black or rican American		Hispanic or Latino		
1. % availability of Minorities/Females with	vveignung		remales		Williority		rat. ISI.	All	ican American		Of Latino		
requisite skills in immediate labor areas.	0.70		40.1		20.2		5.8		6.9		6.4		
2. % of Minorities/Females promotable, transferable, or trainable							0.0				511		
	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. law. or Other Pac. Isl.	Afı	Black or rican American		Hispanic or Latino		ividuals w Disabilites
CURRENT UTILIZATION:		#	113	#	106	#	7	#	47	#	48	#	,
		%	73.9	%	69.3	%	4.6	%	30.7	%	31.4	%	0.
OVERALL AVAILABILITY:				+		-							
OVERALL AVAILABILITI.			25.5					6.			4.5.5		
		%	62.2	%	38.7	%	9.7	%	15.7	%	12.0	%	7.
UNDERUTILIZATION:		%	NONE	%	NONE	%	5.1	%	NONE	%	NONE	%	6.
		#	0.0	#	0.0	#	7.8	#	0.0	#	0.0	#	9.
		UU	0	UU	0	UU	8	UU	0	UU	0	UU	10
		-				-		-				+	

							FALL, 2016
		A	CCOUNTA	NTS - ACCOU	NTANT		
		<u>-</u>		rofessional/Non Facul			
CCOUN	ΓΑΝΤ						
ccounta	<u>nt</u>						
			ance Accountan	nt			
		Pur	chasing Agent				
3	OURCE						WEIGHTING
Factor	1: N/A						0.0
Castan	O. CLINIV Com	vav Fall 2044 Dar	manant Callaga	A a a compliant A a sixtent	a. On Cantanahau	10, 2042	4.0
Factor			_	Accounting Assistant poportunity for promotion			1.0
	_	al qualifications.		, ,			
				Asian or Nat.	Black or		Individuals
			**Total		<u>African</u>	Hispanic or	<u>with</u>
		<u>Female</u>	Minority	Pac. Isl.	<u>American</u>	<u>Latino</u>	<u>Disabilities</u>
		<u>82.4</u>	<u>70.6</u>	<u>29.4</u>	<u>26.5</u>	<u>11.8</u>	<u>7.0</u>

			UTILIZATI	ON	ANALYSIS	W(	ORKSHEET								
					Two Fac	tor /	Availability								
						Со	llege:	Jol	hn Jay Co	lle	ge of Crin	nin	al Justice	)	
						Se	mester/Year:		I	FA	LL, 2016				
AFFIRMATIVE ACTION UNIT:				Co	onstituent Depar	tme	nts:								
A COCUMITANTO A	200 INTANT														
ACCOUNTANTS - AC	COUNTANT														
									1		3. 4				
EO CATEGORY:				J	ob Titles: Finance Acco	unta	ent								
Professional/Non Fac	culty				Purchasing A										
JOB GROUP:															
Accountant												-		+	
							*******		Asian or Nat.		Disabas		Ilianania an		
FACTORS:			Weighting	ı	Females		**Total Minority		Haw. or Other Pac. Isl.	Af	Black or rican American		Hispanic or Latino		
. % of Minorifies/Females promo		le, or trainable			82.4	300000	70.6		29.4		26.5		11.8	3000	
GROUP TOTAL NO.:	4		If Group T	otal	is 4 or less, th	en .	Job Group is t		Mail to analy: Asian or Nat.	ze:		<u> </u>			
No. Male: 1	No. Female:	3			Females		**Total Minority		Haw. or Other Pac. Isl.	Af	Black or rican American		Hispanic or Latino	lr	dividuals with Disabilities
CURRENT UTILIZATION	ON:			#	3	#	4	#	1	#	2	#	1	#	1
				%	75.0	%	100.0	%	25.0	%	50.0	%	25.0	%	25.0
OVERALL AVAILABI	LITY:			%	82.4	%	70.6	%	29.4	%	26.5	%	11.8	%	7.0
				,,	02.1	,,		,,		,,		,,		,,	
UNDERUTILIZATION:				%	7.4	%	NONE	%	4.4	%	NONE	%	NONE	%	NONE
				#	0.30	#	0.00	#	0.18	#	0.00	#	0.00	#	0.00
				Ul		UU	0	UU		UU		UU	0	UU	0
								Ĺ				Ĺ			
							nania ar Latina ar	nd Tu	un au Maua Dasau						
*Total Minority includes Asian or	Nat. Haw. or Ot	her Pac. Isl.,	Am. Ind./Al. Natives, B	Black o	or African American	i, Hisp	Janic Of Latino, an	IU I W	vo or more Races						
*Total Minority includes Asian or	Nat. Haw. or Ot	her Pac. Isl.,	Am. Ind./Al. Natives, B	Black o	or African American	i, Hisp	Janic Of Latino, an	IU I W	w or more kaces						
**Total Minority includes Asian or	Nat. Haw. or Ot	ther Pac. Isl.,	Am. Ind./Al. Natives, B	Black o	or African American	i, Hisp	Janic Of Latino, an		o or more kaces						

## 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.	
AREA/FIELD		# of technicians in area/field	ļ	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%								
<sup>r</sup> <sup>^^</sup> Science	=	12	1	12	100%		Dotte	ed bordered	l cells requir	e 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
AA Bus.& Mngmnt / Serv. Occupations	=	0	1	12	0%	Ш		<b>*</b>	<b>*</b>	₩	<b>+</b>	<b>\</b>	. ↓
TOTAL Number of CLTs		12					i 3i	9i	7	2 2	1	4	(
	OVE	RALL AVAILABII	LITY	<u>':(from TAB - ADI</u>	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	unications				34.4	34.4	7.3	9.4	16.0	
		Bus.& Mngmnt/	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	TOTAL OA is populated on the UAW sh	<sup>eet</sup> 100%	44.7	27.4	10.4	7.2	6.3	
Engineering	the weight and the Occupation. The	0%	0.0	0.0	0.0	0.0	0.0	
Health	Numbers in this area are computed with	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

				U	TILIZA			SIS WORK	SHE	EEI						
						IWO Fact	or A	vailability								
NOTE:	Please weight dep	ending on the nun	nber of employe	es in fields.			Col	llege:	Joh	nn Jay Colle	ge (	of Criminal	Jus	stice		
								mester/Year:				LL, 2016				
AFFIRI	MATIVE ACTION UNI	T:			Cons	stituent Depart	men									
	ADMINISTRATIO	N IV														
	ADMINISTRATIO	INIV						SCIENCE								
FO C	ATEGORY:				loh	Titles:										
	Technicians				(			CHNICIANS (C					H			
								College Lab To								
								or College Lab ge Lab Tech.	recn	l.						
OB G	ROUP:															
	ADMINISTRATION IV															
								**Total		Asian or Nat. Haw. or Other		Black or		Hispanic or		
ACTO	vailability of Minorities	/Females with		Weighting See Factors		Female		Minority		Pac. Isl.	At	rican American		Latino		
				w orksheet		44.7		27.4		10.4		7.2		6.3		
	uisite skills in immediat Minorities/Females p		able, or trainable.			44.7		21.4		10.4		1.2		0.5		
GRO	JP TOTAL NO.:	12														
No. N	Nale: 3	No. Female:	9			Female		**Total Minority		Asian or Nat. Haw. or Other Pac. Isl.	Af	Black or rican American		Hispanic or Latino		lividuals with abilities
	CURRENT UTII	_IZATION:		000000000000000000000000000000000000000	#	9	#	7	#		#	1	#	4	#	(
					%	75.0	%	58.3	%		%	8.3	%	33.3	%	0.0
	OVERALL AVA	ILABILITY:														
					%	44.7	%	27.4	%	10.4	%	7.2	%	6.3	%	0.7
	UNDERUTILIZA	ATION:			%	NONE	%	NONE	%	NONE	%	NONE	%	NONE	%	0.
					#	0.0	#	0.00			#	0.00	#	0.00	#	0.0
					-	0.0	1111	0.00				0.00	ľ		UU	0.0
					UU	U	UU	U	UU	U U	UU	U	UU	U	UU	

							F	ALL, 2016	
			Δ(	COUNTAR	NTS - ACC	OUNTANT AS	SSISTANT		
			710	00011171		araprofessional	<u> </u>		
<b>ACC</b>	OUNT	ANT:							
CCO	UNTING	G ASS	STANT:		ance Accounta sistant Purchas				
				As	Sistant Futchas	Agent			
		SOUR	CF					IV.	/EIGHTING
		OOOK	<u>oc</u>					<u>vv</u>	LIOITIINO
	Factor					nity Survey (ACS) - Northasing Managers			1.0
						Asian or Nat.	Black or		Individuals
					**Total	Haw. or Other	African	Hispanic or	with
				<u>Female</u>	Minority	Pac. Isl.	American	Latino	Disabilities
				<u>50.8</u>	<u>26.7</u>	<u>11.8</u>	<u>7.8</u>	<u>5.9</u>	<u>7.0</u>
						es, Black or African Ameri			

					UII			LYSIS WOR or Availability	KS	HEEI						
						IWU	aci									
							Co	llege:	Jol			ge of Crimir	nal	Justice		
							Se	mester/Year:			FA	LL, 2016				
FFIRM	ATIVE ACTION UNIT	:			Con	stituent Depart	men	ts:								
A	CCOUNTANTS -	ACCOUNTAN	T ASSISTANT													
0 CA1	TEGORY:					o Titles:										
т.	'a ah u i a al/Dayan yaɗ					Finance Accou										
16	echnical/Paraprofe	essional				Assistant Puro	nas	ing Agent								
OB GRO	OUP:															
F	inance Accountar	t Assistant														
ACTOR	RS:			Weighting		Females		**Total Minority		Asian or Nat. Haw. or Other Pac. Isl.	,	Black or African American		Hispanic or Latino		
	ailability of Minorities/Fe site skills in immediate l			1.00		50.8		26.7		11.8		7.8		5.9		
% of N	/linorities/Females pro	motable, transfera	ble, or trainable.													
ROUP	TOTAL NO.:	2		If Group T	otal i	s 4 or less, the	en J	ob Group is too	) sm	all to analyze						
No. Ma	ale: 0	No. Female	2			Females		**Total Minority		Asian or Nat. Haw. or Other Pac. Isl.	,	Black or African American		Hispanic or Latino	ln	dividuals with Disabilities
	CURRENT UTILIZA	TION:			#	2	#	2	#	0	#	1	#	1	#	0
					%	100.0	%	100.0	%	0.0	%	50.0	%	50.0	%	0.0
	OVERALL AVAILA	BILITY:			%	50.8	%	26.7	%	11.8	%	7.8	%	5.9	%	7.0
	UNDERUTILIZATIO	N:			%	NONE	%	NONE	%	11.8	%	NONE	%	NONE	%	7.0
					#	0.00	#	0.00	#	0.24	#	0.00	#	0.00	#	0.14
					UU	0	UU	0	UU	0	UL	0	UU	0	UU	0
Total M	UNDERUTILIZATION		Other Pac. Isl., Am. I	nd./Al. Natives, Bl	# UU	0.00	# UU	0.00	# UU	0.24	#	0.00	#	0.00	#	

						FALL,	2016
		BROADO	CASTING / ME	DIA TITLE	<u>S</u>		
		•	Technical/Paraprofes	ssional			
dcasting / Media Titles							
doubling / modia Thios							
		Broadcast Asso	ociate				
		Theatre Lead Te	echnician				
SOURCE					<u>\</u>	<u>WEIGHTING</u>	
ctor 1: 2007 - 2011 U.S. C	Census- Ame	rican Communit	y Survey (ACS) - N\	'. N.J. CT. PA - Br	oadcast and	1.0	
			ors and Other Media			1.0	
Equipment Worker	s (2900)						
			Asian or Nat.	Black or		Individuals	
		**Total	Haw. or Other	African	Hispanic or	with	
	<u>Female</u>	<u>Minority</u>	Pac. Isl.	American	<u>Latino</u>	Disabilities	
	<u>12.9</u>	23.8	<u>2.7</u>	<u>11.3</u>	<u>8.1</u>	7.0	
	1413	<u> 23.0</u>	<u>Z.1</u>	1110	0.1	<u>7.0</u>	

							Two Facto	or Av	ailability								
								Col	lege:	Joh	n Jay Co	olle	ge of Cr	imi	nal Just	i	
								Ser	nester/Year	:	I	FAL	L, 2016				
FFIRMA	TIVEAC	TION UNIT				Con	stituent Depa	rtme	nts:								
BF	ROADCA	STING /	MEDIA TITLES														
EO CATI	EGORY:					Job	Titles: Broadcast A	\ceno	iata								
Te	chnical/	Paraprofe	essional				Divaucast	15500	iale								
							Theatre Lea	d Ted	chnician								
JOB GRO	ID.																
BF	ROADCA	ASTING /	MEDIA TITLES														
										Δ	sian or Nat.						<u> </u>
									**Total		aw. or Other		Black or	ŀ	lispanic or		
ACTORS	5:			We	ighting		Females		Minority	+	Pac. Isl.	Afri	can American		Latino		
			emales with	1	00		12.0		22.0		2.7		11.3		0.1		
			labor areas. ble, transferable, or train		.00		12.9		23.8	+	2.7		11.3		8.1		
70 OI WIIIN	JIIUG3/1 GIII	ales promote	DIC, Italisiciadic, oi Itali	labic													
GROUP 1	TOTAL N	0.:	9														
No. Male	:	7	No. Female:	2					**Total		sian or Nat. aw. or Other		Black or	١,	lispanic or	Indi	ividuals wit
							Females		Minority	11	Pac. Isl.	Afri	can American		Latino	_	Disabilities
	CURRENT	UTILIZA	ΓΙΟΝ:			#	2	#	5	#	1	#	2	#	2	#	1
						%	22.2	%	55.6	%	11.1	%	22.2	%	22.2	%	11.1
						/0	<b>LL.L</b>	/0	55.0	/0	11.1	/0	22.2	/0	<b>LL.L</b>	/0	11.1
-	OVERAL	L AVAILA	BILITY:														
						%	12.9	%	23.8	%	2.7	%	11.3	%	8.1	%	7.0
							-										
	UNDERUT	ILIZATIO	<b>N</b> :			%	NONE	%	NONE	%	NONE	%	NONE	%	NONE	%	NONE
						#	0.00	#	0.00	#	0.00	#	0.00	#	0.00	#	0.00
						UU	0	UU	0	UU	0	UU	0	UU	0	UU	0

						FALL,	2016
				CIALISTS			
		recn	nical/Paraprofe	essional			
MOUTED OD	COLALICT						
MPUTER SPE	:CIALIST:						
	IT Senior Associate						
	IT Associate						
	IT Assistant						
	IT Support Assistant						
SOURCE						WEIGHTING	
Factor 1:	2007 - 2011 U.S. Census- Ar	merican Community Su	rvev (ACS) - NY	. NJ. CT. PA - Comr	outer	1.0	
	Scientist Systems Analyst (10						
	(1020); Computer Support S						
	Data Communication Analys	, ,					
	(5800); and Computer Contr	, ,	-	, ,	or operatore		
	(0000), and compator conta	orr rogrammoro and o	poratoro (1000)	·			
				Asian or Nat.	Black or		Individual
		Famala	**Total	Haw. or Other	African	Hispanic or	<u>wit</u> Diaghilitia
		<u>Female</u>	Minority	Pac. Isl.	American	Latino	<u>Disabilitie</u>
		<u> 26.4</u>	<u>33.6</u>	<u> 19.7</u>	<u>7.1</u>	<u>5.4</u>	<u>7.0</u>

				$\vdash$									
					·	<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	NT SHOP	TITLES/ MED	DIA SERVIC	CES	
			echnical/Paraprofessi			
DIA SERVICES/						
INT SHOP TITLES						
	Pri	nt Shop Assoc	ciate			
		nt Shop Assist				
	Gra	aphic Designe	er			
SOURCE	2011110		: 0 (4.00)	NN/ NU OT DA	_	/EIGHTING
"Misce	2011 U.S. Census- Al ellaneous Media & Cor tors (8255).				-	1.0
Орегас	013 (0200).					
		**T-1-1	Asian or Nat.	Black or	Llioneria ar	<u>Individuals</u>
	<u>Female</u>	**Total Minority	Haw. or Other Pac. Isl.	<u>African</u> <u>American</u>	Hispanic or Latino	with Disabilities
	28.9	33.9	6.5	9.0	16.6	7.0
		3010	<u> </u>	<u> </u>	1010	214

								Two Facto	JI AV	allability									
									Co	llege:	Joh	n Ja	/ Co	lleg	e of Cri	mir	nal Just	ic	
									Se	mester/Yea	r:		F	ALL	., 2016				
FFIR	MATIVEA	CTION UNIT	Γ:				Con	stituent Depa	rtmer	nts:									
	PRINT S	SHOP TITI	LES/ M	EDIA SER	RVICES														
=0 C	ATEGORY	:					Job	Titles:											
	Technica	al/Parapro	fession	al															
	Technice	алт атарго	16331011	21															
								Print Shop Asso	ociate										
								Print Shop Assi	stant										
								Graphic Design	er										
OB G	ROUP:																		
		TIT DOUG	IEQ/M	EDIA SER	N/ICES														
	FININ	SHOP IIII	LES/ IVI	EDIA SEN	VICES														
ACT	ORS:					Weighting		Females		**Total Minority		Asian o Haw. or Pac.	Other		Black or African American		Hispanic or Latino		
. % a	vailability o	f Minorities/																	
		in immediate				1.00		28.9		33.9			6.5		9.0		16.6		
. % OT	MINORITIES/F6	emaies promo	table, trans	sferable, or train	nable														
GRO	JP TOTAL	NO.:	5																
No. I	Nale:	4	No	o. Female:	1			Females		**Total Minority		Asian o Haw. or Pac.	Other		Black or African American		Hispanic or Latino		ividuals wi
	CURRE	NT UTILIZA	ATION:				#	1	#	4	#		0	#	1	#	3	#	0
							%	20.0	%	80.0	%		0.0	%	20.0	%	60.0	%	0.0
	OVERA	LL AVAIL	ABILITY:	:				·		r					-		•		
							%	28.9	%	33.9	%		6.5	%	9.0	%	16.6	%	7.0
	UNDER	UTILIZATIO	ON:				%	8.9	%	NONE	%		6.5	%	NONE	%	NONE	%	7.0
	JJ=\						#	0.45	#	0.00	#		.33	#	0.00	#	0.00	#	0.35
				$\rightarrow$			"	3.10	n n	0.00	Π.			"	0.00	, m	5.00	а	0.00
							UU	0	UU	0	UU		0	UU	0	UU	0	UU	0

## Secretarial/ Clerical

									FALL,	2016
										-
					CUNY		RATIVE ASSI	<u>ISTANT</u>		
						Secretari	al and Clerical			
NY	ΔΟΜΙΝ	IISTR	ATIVE							
	TANT	10111/	ATTVE	CUN	Y Administrative	e Assistants				
		2011	DOE						,	WEIGHTING
		-8000	RCE I							
	Facto	<u>SOU</u> r 1:	N/A							0.0
	Facto	-								1
	Facto	or 1:	N/A CUNY Su				Assistant (level 3 o		il Message	1
		or 1:	N/A CUNY Su	Worker titl	es. The CUNY A	dministrative Ass	sistant title is strictly	y promotional fro	il Message m the	0.0
		or 1:	N/A CUNY Su Services Permane	Worker titl	les. The CUNY A Office Assistant (I	dministrative Ass		y promotional fro	il Message m the	0.0
		or 1:	N/A CUNY Su Services Permane	Worker titlent CUNY (	les. The CUNY A Office Assistant (I	dministrative Ass	sistant title is strictly	y promotional fro	il Message m the	0.0
		or 1:	N/A CUNY Su Services Permane	Worker titlent CUNY (	les. The CUNY A Office Assistant (I	dministrative Ass	sistant title is strictly	y promotional fro	il Message m the	0.0
		or 1:	N/A CUNY Su Services Permane	Worker titlent CUNY (	les. The CUNY A Office Assistant (I	dministrative Ass	sistant title is strictly	y promotional fro	il Message m the	0.0
		or 1:	N/A CUNY Su Services Permane	Worker titlent CUNY (	les. The CUNY A Office Assistant (I	dministrative Ass	sistant title is strictly	y promotional fro	il Message m the	0.0
		or 1:	N/A CUNY Su Services Permane	Worker titlent CUNY (	les. The CUNY A Office Assistant (I	dministrative Ass	sistant title is strictly and Mail Message S	y promotional fro Gervices Worker	il Message m the	1.0
		or 1:	N/A CUNY Su Services Permane	Worker titlent CUNY (	les. The CUNY A Office Assistant (I	dministrative Ass	sistant title is strictly	y promotional fro	il Message m the	0.0
		or 1:	N/A CUNY Su Services Permane	Worker titlent CUNY (	les. The CUNY A Office Assistant (I	dministrative Assevel 3 or above)	sistant title is strictly and Mail Message S  Asian or Nat.	y promotional fro Services Worker Black or	il Message m the titles with	1.0
		or 1:	N/A CUNY Su Services Permane	Worker titlent CUNY (	es. The CUNY A  Office Assistant (I  uirement.  Female	dministrative Assevel 3 or above)  **Total  Minority	Asian or Nat. Haw. or Other Pac. Isl.	y promotional from Services Worker  Black or  African  American	Il Message m the titles with  Hispanic or Latino	Individuals with Disabilities
		or 1:	N/A CUNY Su Services Permane	Worker titlent 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 fro Services Worker Black or African	Il Message m the titles with	0.0 1.0 Individuals

							Two Factor	Ava	ilability								
Semester/Year:   FALL, 2016								Col	lege:	Joh	nn Jay C	olle	ege of Cr	im	inal Just		
CUNY ADMINISTRATIVE ASSISTANT								Ser									
BED CATEGORY:   Job Tritles:   CUNY Administrative Assistants	AFFIRMAT	IVE ACTION UN	IIT:			Cons	tituent Depar	tmen	ts:								
CUNY Administrative Assistants	CUI	NY ADMINIS	TRATIVE ASSIS	TANT													
CUNY Administrative Assistants																	
CUNY Administrative Assistants																	
Secretarial and Clerical   Secretarial   Secret	EO CATE	GORY:															
CUNY ADMINISTRATIVE ASSISTANT	Soc	eretarial and (	lerical			C	CUNY Admini	strati	ve Assistants								
CUNY ADMINISTRATIVE ASSISTANT  Weighting Females "Total Haw or Other Pac. Isl. Haw or Other Pac. Isl. African American Hispanic or Latino  Total Haw or Other Pac. Isl. Haw or Other Pac. Isl. African American Hispanic or Latino  Total Haw or Other Pac. Isl. Haw or Other Pac. Isl. African American Hispanic or Latino  Total Haw or Other Haw or Other Pac. Isl. Haw or O	360	Jetanai anu C	Jencal														
CUNY ADMINISTRATIVE ASSISTANT    Weighting   Females   "Total Haw or Other Pac. Isl.   Haw or Other Pac. Isl.   Hispanic or Latino   Hi																	
ACTORS:    Weighting   Females   "Total Minority   Females   Minority   Females   Minority   Females   Females   Minority   Females   Fe	OB GROU	P:															
ACTORS:  "A vailability of Minorities/Females with requisite skills in immediate labor areas.  "A of Minorities/Females promotable, transferable, or trainable.  1.00 91.1 72.2 6.7 39.0 26.0  GROUP TOTAL NO:  7  No. Male:  0 No. Female:  7  **Total Minority*  Asian or Nat. Haw. or Other Pac. Isl.  **Total Minority*  Asian or Nat. Haw. or Other Pac. Isl.  **Total Minority*	CUI	NY ADMINIS	TRATIVE ASSIS	STANT													
ACTORS: Weighting Females Minority Pac. Isl. African American Latino requisite skills in immediate labor areas.    Weighting   Females   Minority   Pac. Isl.   African American   Latino										4	Asian or Nat.						
% availability of Minorities/Females with requisite skills in immediate labor areas.  % of Minorities/Females promotable, transferable, or trainable.  1.00 91.1 72.2 6.7 39.0 26.0  GROUP TOTAL NO.: 7  No. Male: 0 No. Female: 7  Females Minority Pac. Isl.  **Total Haw. or Other Pac. Isl.  **Total Haw. or Other Pac. Isl.  **Ourrent Utilization: # 7 # 7 # 0 # 1 # 6 #  % 100.0 % 100.0 % 0.0 % 14.3 % 85.7 % 14.  **Overall AVAILABILITY: % 91.1 % 72.2 % 6.7 % 39.0 % 26.0 % 7.  **UNDERUTILIZATION: # 0.00 # 0.00 # 0.47 # 1.73 # 0.00 # 0.	ACTORS:				Weighting		Females			Н		Δfri		ŀ			
No. Male:   O   No. Female:   7	. % availa	bility of Minorities			Weighting		Temules		minority		1 40. 151.		iodii Ameriodii		Latino		
1.00   91.1   72.2   6.7   39.0   26.0				ahla or trainahla													
No. Male:   O	. 70 UI IVIII I	Office of Citiales	nomolable, italisiei	able, of Italifable.	1.00		91.1		72.2		6.7		39.0		26.0		
No. Male:   O			7														
Females   Minority   Pac. Isl.   African American   Latino   Disabilities				. 7						4	Asian or Nat.	<u> </u>				<u> </u>	<u>:::::::::::::::::::::::::::::::::::::</u>
We will be w	No. Male:	U	по. гета	e: /			Females			Н		Afri		ŀ			
OVERALL AVAILABILITY:  % 91.1 % 72.2 % 6.7 % 39.0 % 26.0 % 7.  UNDERUTILIZATION:  % NONE % NONE % 6.7 % 24.7 % NONE % NON	C	URRENT UTILIZ	ZATION:			#	7	#	7	#	0	#	1	#	6	#	1
WINDERUTILIZATION:   Washington   Washingt						%	100.0	%	100.0	%	0.0	%	14.3	%	85.7	%	14.3
WINDERUTILIZATION:   Washington   Washingt																	
UNDERUTILIZATION:		VERALL AVAI	LABILITY:														
# 0.00 # 0.00 # 1.73 # 0.00 # 0.0						%	91.1	%	72.2	%	6.7	%	39.0	%	26.0	%	7.0
# 0.00 # 0.00 # 1.73 # 0.00 # 0.0			1011			0/	NONE	0/	NONE	0/	6.7	0,	24.7	0/	NONE	0/	NONE
	U	INDEKUTILIZAT	IUN:														
0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0								Ī									
						UU	0	UU	0	UU	1	UU	2	UU	0	UU	C
	'Total Mi	nority includes	Asian or Nat Ha	aw. or Other Pac.	Isl Am Ind/Al	Native	s Black or Afr	ican .	American Hisn	anic	orlatino ani	1 Tw	n or More Race	20			

						FALL,	2016
		<b>CUNY OFFI</b>		<u>TARIAL ASSI</u>	<u>STANT</u>		
			Secretarial	and Clerical			
<u>/ OFFICE/</u>	POICTANT.		TIMV Office/Se	orotorial Assistant	(all lovels)		
RETARIAL AS	05151AN1:		JUNY OTTICE/SE	ecretarial Assistant	(all levels)		
SOUR				. (ACC) NIV NI CT	DA Casastania		<u>VEIGHTING</u>
Factor 1:				y (ACS) - NY, NJ, CT d Typists (5820); and			1.0
	Workers, all other (5					and Support	
				Asian or Nat	Black or		Individuals
			**Total	Asian or Nat. Haw. or Other	Black or African	Hispanic or	
		<u>Female</u>	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	with
			Minority	Haw. or Other Pac. Isl.	African American	<u>Latino</u>	Individuals with Disabilities
		<u>Female</u> <b>89.9</b>		Haw. or Other	<u>African</u>		with

		Т	wo Facto	r A۱	ailability/								
				Со	llege:	Jo	hn Jay C	olle	ege of Cr	mi	nal Justi		
				Se	mester/Year				LL, 2016				
AFFIRMATIVE ACTION UNIT:		Consti	tuent Depa	artm	ents:								
CUNY OFFICE/SECRETARIAL ASSISTANT:													
EO CATEGORY:		Job Ti	tles:										
				/Se	cretarial Assi	istar	nt (all levels)						
Secretarial and Clerical													
IOB GROUP:													
CUNY OFFICE/SECRETARIAL ASSISTAN	ΙT												
FACTORS:	Weighting		males		**Total Minority		Asian or Nat. Haw. or Other Pac. Isl.	٨٤	Black or rican American		Hispanic or		
I. % availability of Minorities/Females with	weighting	ге	iliales		Willority		Fac. ISI.	All	ican American	-	Latillo		
requisite skills in immediate labor areas.	1.00		89.9		26.5		3.7		11.6		9.8		
. % of Minorities/Females promotable, transferable, or trainable													
GROUP TOTAL NO.: 36													
No. Male: 3 No. Female: 33		Fe	males		**Total Minority		Asian or Nat. Haw. or Other Pac. Isl.	Afı	Black or rican American		Hispanic or Latino		viduals with
CURRENT UTILIZATION:		#	33	#	33	#	3	#	20	#	10	#	1
		%	91.7	%	91.7	%	8.3	%	55.6	%	27.8	%	2.8
OVERALL AVAILABILITY:						$\vdash$							
		%	89.9	%	26.5	%	3.7	%	11.6	%	9.8	%	7.0
UNDERUTILIZATION:		%	NONE	%	NONE	%	NONE	%	NONE	%	NONE	%	4.2
		#	0.00	#	0.00	#	0.00	#	0.00	#	0.00	#	1.52
		UU	0	UU	0	UU	0	UU	0	UU	0	UU	2

							FALL, 20	)16
		NA A II	/ N/ FOO A/	0F 0FD\//6	NEO WORK	/FD		
		<u>WAIL /</u>		GE SERVIC ecretarial/Clerical		<u>LEK</u>		
				CIELANAI/ CIENCAI				
L / MESS	AGE_							
VICES W	<u>ORKER</u>							
			- 'I M	- 0 ' \//-				
		IVI	ali Message	e Services Wo	orker			
	IDOF							
<u>SO</u>	JRCE							WEIGHTING
Factor 1:		U.S. Census- Ameri erators, Except Post		• • • •	- NY, NJ, CT, P	A - Mail Clerk	ks/Mail	1.0
			44 <b>-</b>	Asian or Nat.	Black or	112	Individuals	
		<u>Female</u>	**Total Minority	Haw. or Other Pac. Isl.	African American	Hispanic or Latino	with Disabilities	
		41.5	<u>42.7</u>	4.9	<u>19.2</u>	<u>16.9</u>	<u>7.0</u>	

					Т	wo Factor	Ava	ilability								
							Со	llege:	Jo	hn Jay (	Col	lege of (	Cri	minal Ju		
								mester/Yea				LL, 2016				
AFFIRMATIVE	ACTION UNIT:				Cor	nstituent Dep	artm	ents:								
MAIL /	MESSAGE S	SERVICES WO	RKER													
EO CATEGOR	Y:				Jol	Titles:										
Secreta	arial/Clerical					Mail Messa	ge S	Services Wo	rl							
OB GROUP:	MESSAGE S	SERVICES WO	RKER													
, , , , , , , , , , , , , , , , , , ,									-	Asian or Nat.		Black or				
ACTORS:				Weighting		Females		**Total Minority	Н	law. or Other Pac. Isl.		African American		Hispanic or Latino		
	of Minorities/Fe Is in immediate I			1.00		41.5		42.7		4.9		19.2		16.9		
		abor areas. ble, transferable, or tra	inable	1.00		41.3		42.1		4.3		19.2		10.9		
GROUP TOTA	L NO.:	6					<u> </u>								l	
No. Male:	6	No. Female:	0		000000000	Females		**Total Minority		Asian or Nat. law. or Other Pac. Isl.		Black or African American		Hispanic or Latino		ividuals with Disabilities
CURF	RENT UTILIZAT	ION:			#	0	#	4	#	0	#	1	#	3	#	0
					%	0.0	%	66.7	%	0.0	%	16.7	%	50.0	%	0.0
OVE	RALL AVAILAE	BILITY:														
					%	41.5	%	42.7	%	4.9	%	19.2	%	16.9	%	7.0
UNDE	RUTILIZATION	:			%	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	UU	0
															_	

# Skilled trades/ Crafts

					F	ALL, 2016	
	S	KILLED TRA	DES/CRA	AFTS SUPER	RVISORY	TITLES	
				killed Crafts			
ILLED TRAD	DES/						
AFTS							
PERVISORY	<u> </u>						
	Supe	ervisor (Maintena	nce and Labo	rer)			
				,			
SOL	IRCE					W	/EIGHTING
Factor 1:							0.0
Factor 2:		Spring 2011, Skille o title with years of			nanency and		1.0
	арропинон к	o into with yours of	oorwoo roquiro	inont.			
			,,	Asian or Nat	Black or		Individuals
		<u>Female</u>	**Total <u>Minority</u>	Haw. or Other Pac. Isl.	<u>African</u> <u>American</u>	Hispanic or Latino	with Disabilities
		<u>0.6</u>	<u>24.1</u>	<u>2.8</u>	<u>8.8</u>	<u>12.0</u>	<u>7.0</u>

				Ţ	JTILIZATI(	ON.	ANALYSI	S W	ORKSHE	ΕT							
						Two	Factor Ava	ilabi	lity								
								Со	llege:	Jo	hn Jay (	Col	lege of	Cri	minal Ju		
								Se	mester/Yea				LL, 201				
A EEIDM A TIVE A C	TION LINIT.					Co	natituant Par	ortm	onto							F	
AFFIRM ATIVE AC	I ION UNIT:					Co	nstituent Dep	Jartii	ents:	H							
SKILLED .	TRADES/ CRAI	-TS															
								_									
EEO CATEGORY:						lo.	b Titles:										
LLO CATLOCKI.						30	b filles.										
Skilled Cra	afts																
							Suponico	r /N/	aintenance	and	d Laborar)	H					
							Superviso	IVI) II	alliterialice	an	u Laborer)						
JOB GROUP:																	
SKILLED TR	ADES/CRAFTS SU	JPERVISOR	Y TITLES														
										-							
											Asian or Nat.		Black or				
									**Total		law. or Other		African	ŀ	lispanic or		
FACTORS:	Ain a viti a a /F a manda a v				Weighting	-	Females	-	Minority	-	Pac. Isl.	-	American		Latino		
1. % availability of N	immediate labor are																
2. % of Minorities/Fe			e. or traina	able													
					1.00		0.6		24.1		2.8		8.8		12.0		
GROUP TOTAL N	0.:		1		If Group T	otal	is 4 or less,	the	n Job Group	o is	too small to	ana	ałyże				
		N - F		0			******************			T	Asian or Nat.		Black or				***************************************
No. Male:	1	NO. F	emale:	0					**Total		law. or Other		African	ŀ	lispanic or		
						80	Females		Minority		Pac. Isl.		American		Latino		Disabilities
CURREN	TUTILIZATION:					#	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
										<u> </u>							
UNDERUT	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
						+		+		+		_		_		$\vdash$	
**Total Minority inclu	ides Asian or Nat I	Haw. or Off	ner Pac. Isl	I., Am, Ind./Al N	atives, Black or	Africar	American His	spanio	or Latino and	Twr	or More Races	S.					
	. ,			,	, 2.201				5.6.10, 0.110								

									FALL, 2016
					SKILLE	D TRADES/	CRAFTS		'
						Skilled Crafts			
LLED Ades/C	DAETC	· .							
ADLO/C	NALIC	<u>),</u>							
			Carpe	enter		Oiler			
			Elect	rician		Painter			
			Labor			Plumber			
			Locks			Plumber Helper			
			Main	tenance Worker		Stationary Enginee	er		
Facto	SOUR	_	4110.0	A	:	(A OO) - NI)/ - NI I	CT, PA - "Stationary	Farings 0	WEIGHTING 1.0
	( ,,	Boiler Ope 6420), "Pi Automotive Cement N Plasters a	rator" (86 pelayers, e Service Mason, Co and Stucc	10), "Carpenters" ( Plumbers, Pipefitto Technicians & Mec oncrete Finishers &	6230), "Electric ers" (6440), "Ma chanics" (7200), Terrazzo Work Construction La	ians" (6355), "Paint achinist" (8030), "Co "Elevator Installer of er" (6250), "Locksn aborers" (6260), "M	ers, Construction Ma onstruction Manager' & Repairer" (6700), "I hith and Safe Repaire aintenance and Repaire	aintenance" ( (220), Roofer" (6515), ers" (7540),	
				<u>Female</u>	**Total <u>Minority</u>	Asian or Nat Haw. or Othe Pac. Isl	r <u>African</u>	Hispanic or Latino	Individuals with Disabilities
				2.5	<b>29.7</b>	2.6	<u>7.0</u>	<u>18.7</u>	<u>7.0</u>

						_ 1	wo Factor	Avai	lability								
								Col	lege:	Joh	n Jay C	olle	ege of C	rim	ninal Jus		
								Sei	mester/Yea	r:		FAL	L, 2016				
FFIF	: MATI\	/EACTION UNI	Т:			Cor	nstituent Depa	artme	ents:								
	01/11		7 (OD 4 ETC)														
	SKIL	LED TRADES	S/CRAFTS														
									1		1		1				
EO (	ATEG	ORY:				Jol	Titles:										
	Skille	ed Crafts					Carpenter			Oiler							
							Electrician			Painter							
							Laborer			Plumbe							
							Locksmith  Maintenance W	Ļ			er Helper						
							Maintenance vv	orker		Stationa	ary Engineer						
	DO! ID																
OB (	ROUP																
	SKILL	ED TRA DES/CR	AFTS														
									**Total		sian or Nat. aw. or Other		Black or	١,	Hispanic or		
ACT	ORS:				Weighting		Females		Minority		Pac. Isl.	Afric	can Americar		Latino		
		lity of Minorities/															
red	uisite s	kills in immediate	labor areas.		1.00		2.5		29.7		2.6		7.0		18.7		
. %	of Minor	ities/Females pr	omotable, transferat	le, or trainable													
GRC	UP TO	TAL NO.:	37		If Group To	tal i	s 4 or less, t	hen	Job Group	isto	o small to a	naly	ze	T			
No.	Male:	37	No. Female	0					**Total		sian or Nat. aw. or Other		Black or	١,	Hispanic or	Indiv	/iduals w
					000000000000000000000000000000000000000		Females		Minority		Pac. Isl.		an Americar		Latino		sabilities
	CU	RRENT UTILIZA	ATION:			#	0	#	22	#	0	#	10	#	12	#	
						%	0.0	%	59.5	%	0.0	%	27.0	%	32.4	%	0.0
						,,,	0.0	,,,	30.0	70	0.0	1,0	27.0	,,,	32. r	,3	
	ov	ERALL AVAIL	ABILITY:														
						%	2.5	%	29.7	%	2.6	%	7.0	%	18.7	%	7.
	UN	DERUTILIZATI	ON:			%	2.5	%	NONE	%	2.6	%	NONE	%	NONE	%	7.
							0.93	#	0.00		0.96	#	0.00	#	0.00	#	2.5
						#		#			0.90	#F		#		#f	
						UU	1	UU	0	UU	1	UU	0	UU	0	UU	;
														_			

# Service/ Maintenance

					FALL, 2016
CAM	PUS PEACE/S	SECURITY OF	FICER LEVI	EL 1	
<u></u>		ervice/Maintenance		<del></del>	
MPUS PEACE/					
CURITY OFFICER LEVEL 1:	Campus Pea	ce/Security Office	er Level 1		
		urity Assistant			
SOURCE				WEIGHTING	
Factor 1: 2007 - 2011 U.S. Cer	nsus- American Com	munity Survey (ACS)	) - Residence	1.0	
Geography, New York				1.0	
		Asian or Nat.	Black or		Individuals
	**Total	Haw. or Other	African	Hispanic or	with
<u>Femal</u>	<u>e</u> <u>Minority</u>	Pac. Isl.	<u>American</u>	<u>Latino</u>	<u>Disabilities</u>
28.4	<u>66.7</u>	<u>7.1</u>	<u>28.1</u>	<u>29.3</u>	<u>7.0</u>
otal Minority includes Asian or Nat. Haw. or Othe	r Pac. Isl., Am. Ind./Al. Na	atives, Black or African Am	nerican, Hispanic or Lati	no, and Two or More	Races.

			Two Facto	r Av	ailability								
				0-1	la ma .	اما	hn Jay Co	ااما	no of Crin	nin	al luctice		
					lege:	<u>JU</u>			L, 2016	1111	ai Justice	;	
AFFIRMATIVE ACTION UNIT:		Constit	uent Depar	men	ts:								
CAMPUS PEACE/SECURITY OFFICER LEVEL 1						-							
						H							
EO CATEGORY:		Job Tit	les:										
LO GATEGORI.				e/Se	curity Officer L	.evel	1						
Service/Maintenance			npus Secu										
OB GROUP:													
CAMPUS PEACE/SECURITY OFFICER LEVEL 1													
							Asian or Nat.						
ACTORS:	Weighting	E.	males		**Total Minority		Haw. or Other Pac. Isl.	٨٤٠	Black or ican American		Hispanic or Latino		
. % availability of Minorities/Females with	weighting	T-C	illales		WillOffty		Fac. 151.	All	ican American		Latillo		
requisite skills in immediate labor areas.	1.00		28.4		66.7		7.1		28.1		29.3		
l% of Minorities/Females promotable, transferable, or traina	ble												
GROUP TOTAL NO.: 40													
				1		T	Anian av Nat	1		1	<u></u>	T	
No. Male: 22 No. Female: 18					**Total		Asian or Nat. Haw. or Other		Black or		Hispanic or	In	dividuals wit
		F€	males		Minority		Pac. Isl.	Afr	ican American		Latino		Disabilities
CURRENT UTILIZATION:		#	18	#	37	#	4	#	19	#	13	#	1
		%	45.0	%	92.5	%	10.0	%	47.5	%	32.5	%	2.5
		/0	+0.0		32.0	/0	10.0	/0	T1.0	/0	02.0	/0	2.0
				/0								-	
OVERALL AVAILABILITY:				/0									
OVERALL AVAILABILITY:			28 4		66.7	0/2	7 1	0/2	28 1	0/2	20.3	0/2	7 (
OVERALL AVAILABILITY:		%	28.4	%	66.7	%	7.1	%	28.1	%	29.3	%	7.0
		%		%									
OVERALL AVAILABILITY:  UNDERUTILIZATION:			28.4 NONE		66.7 NONE	%	7.1 NONE	%	28.1 NONE	%	29.3 NONE	%	
		%		%									4.5
		%	NONE	%	NONE		NONE	%	NONE	%	NONE	%	7.0 4.5 1.80

						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		
				21. 6			
			Campus Secu	rity Specialist			
	SOURCE					V	VEIGHTING
Facto							0.0
Facto	or 2: CUNY F	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	<u>with</u>
		<u>Female</u>	Minority	Pac. Isl.	African American	<u>Latino</u>	<u>Disabilities</u>
		<u>23.7</u>	<u>87.6</u>	<u>7.4</u>	<u>55.8</u>	<u>24.1</u>	<u>7.0</u>

spanic or Latino
•
•
•
•
•
•
•
•
•
•
Latino
24.1
spanic or Individuals win
3 # 0
27.3 % 0.0
24.1 % 7.0
NONE % 7.0
0.00 # 0.77
0 00 1

						FALL, 2	016
			<u>CU</u>	STODIAL ASS			
				Service/Maintena	ance		
STODI	AL ASSISTANT:	Cus	stodial Assista	nt			
	SOURCE					W	/EIGHTING
	SOUNCE					<u>v</u>	VEIGITING
Fact	or 1: 2007 - 201	1 U.S. Census- A	merican Comm	unity Survey (ACS) - I	NY, NJ, CT, PA - "	Janitors and	1.0
	Building C	leaners" (4220)					
				Asian or Nat.	Black or		Individuals
			** Total	Asian or Nat. Haw. or Other	Black or African	Hispanic or	Individuals with
		<u>Female</u>	** Total Minority			Hispanic or Latino	
		<u>Female</u> <b>27.3</b>		Haw. or Other	<u>African</u>		with

				1	Two Factor	Avai	ilability								
						Co	llege:	Jol	nn Jay C	olle	ege of Cri	mi	nal Justi	(	
							mester/Year				LL, 2016				
FFIRM ATIVE ACTION UN	NT:			Con	stituent Depa	artme	ents:								
CUSTODIAL ASS	SISTANT														
EO CATEGORY:					Titles:	-!-1								-	
Service/Maintena	ance				Custodial As	SSIST	ant								
Oct wice/ tviaintene															
OB GROUP:						-		-							
CUSTODIAL ASS	CICTANT							H							
COSTODIAL ASS	515 TAINT							H							
							**Total		Asian or Nat. ław. or Other		Black or		Hispanic or		
ACTORS:			Mariantation of						Dec Iel	A 4.			Latino		
	10 IF 1 10		Weighting		Females	-	Minority		Pac. Isl.	AII	rican American	-	Latino	-	
. % availability of Minor										Aii					
. % availability of Minor requisite skills in imm	nediate labor areas.		1.00		Females 27.3		48.9		2.8	Ail	15.6		28.8		
. % availability of Minor	nediate labor areas.	sferable, or trainable	1.00							ATI					
. % availability of Minor requisite skills in imm	nediate labor areas.	sferable, or trainable	1.00			000000				ATI					
.% availability of Minor requisite skills in imm .% of Minorities/Fema	nediate labor areas.	sferable, or trainable	1.00							ATI		000000			
.% availability of Minor requisite skills in imm .% of Minorities/Femal	les promotable, trans	sferable, or trainable	1.00		27.3		48.9		2.8 Asian or Nat.		15.6 Black or		28.8  Hispanic or		dividuals wit
.% availability of Minor requisite skills in imm .% of Minorities/Fema  GROUP TOTAL NO.:  No. Male: 17	les promotable, trans  33  No. Female:		1.00		27.3 Females	Д	48.9  ** Total Minority	Н	2.8 Asian or Nat. taw. or Other Pac. Isl.	Afi	15.6  Black or rican American		28.8  Hispanic or Latino		Disabilities
.% availability of Minor requisite skills in imm .% of Minorities/Femal	les promotable, trans  33  No. Female:		1.00	#	27.3 Females 16	#	48.9  ** Total Minority  31	#	2.8 Asian or Nat. Haw. or Other Pac. Isl.	Afı	15.6  Black or rican American	#	28.8  Hispanic or Latino	#	Disabilities 2
.% availability of Minor requisite skills in imm .% of Minorities/Femal	les promotable, trans  33  No. Female:		1.00	# %	27.3 Females	# %	48.9  ** Total Minority	Н	2.8 Asian or Nat. taw. or Other Pac. Isl.	Afi	15.6  Black or rican American		28.8  Hispanic or Latino		Disabilities
.% availability of Minor requisite skills in imm .% of Minorities/Femal	les promotable, trans  33  No. Female:		1.00		27.3 Females 16		48.9  ** Total Minority  31	#	2.8 Asian or Nat. Haw. or Other Pac. Isl.	Afı	15.6  Black or rican American	#	28.8  Hispanic or Latino	#	Disabilities 2
.% availability of Minor requisite skills in imm .% of Minorities/Femal	les promotable, trans  33  No. Female:		1.00		27.3 Females 16		48.9  ** Total Minority  31	#	2.8 Asian or Nat. Haw. or Other Pac. Isl.	Afı	15.6  Black or rican American	#	28.8  Hispanic or Latino	#	Disabilities 2 6.1
.% availability of Minor requisite skills in imm .% of Minorities/Femal	les promotable, trans  33  No. Female:		1.00	%	27.3  Females  16  48.5	%	** Total Minority 31 93.9	# %	2.8  Asian or Nat. taw. or Other Pac. Isl.  1 3.0	Af1 # %	Black or rican American  14 42.4	#	Hispanic or Latino  16 48.5	# %	Disabilities 2 6.1
.% availability of Minor requisite skills in imm .% of Minorities/Femal	les promotable, trans  33  No. Female:  ZATION:		1.00	%	27.3  Females  16  48.5	%	** Total Minority 31 93.9	# %	2.8  Asian or Nat. taw. or Other Pac. Isl.  1 3.0	Af1 # %	Black or rican American  14 42.4	#	Hispanic or Latino  16 48.5	# %	2 6.1 7.0
.% availability of Minor requisite skills in imm .% of Minorities/Fema .% of Minorities/Fema .% Of Minorities/Fema	les promotable, trans  33  No. Female:  ZATION:		1.00	%	27.3  Females  16  48.5	%	# Total Minority  31  93.9  48.9  NONE	# %	2.8  Asian or Nat. taw. or Other Pac. Isl.  1 3.0  2.8  NONE	Aft # %	Black or rican American 14 42.4	# %	Hispanic or Latino  16 48.5	# % %	7.0 0.9
.% availability of Minor requisite skills in imm .% of Minorities/Fema  GROUP TOTAL NO.:  No. Male: 17  CURRENT UTILIZ  OVERALL AVAIL	les promotable, trans  33  No. Female:  ZATION:		1.00	% %	27.3  Females  16  48.5  27.3  NONE	% %	# Total Minority  31  93.9  48.9  NONE	# % %	2.8 Asian or Nat. taw. or Other Pac. Isl.  1 3.0  2.8  NONE	Afr # %	15.6  Black or rican American  14  42.4  15.6  NONE	# % %	28.8  Hispanic or Latino  16  48.5  28.8  NONE	# % %	Disabilities 2
% availability of Minor requisite skills in imm % of Minorities/Fema  GROUP TOTAL NO.:  No. Male: 17  CURRENT UTILIZ  OVERALL AVAIL	les promotable, trans  33  No. Female:  ZATION:		1.00	% % %	27.3  Females  16  48.5  27.3  NONE  0.00	% % %	48.9  ** Total Minority  31  93.9  NONE  0.00	# % %	2.8  Asian or Nat. law. or Other Pac. Isl.  1 3.0  2.8  NONE 0.00	Afi # % % % #	15.6  Black or rican American  14  42.4  15.6  NONE  0.00	# % %	28.8  Hispanic or Latino  16  48.5  28.8  NONE  0.00	# % % %	7.0 0.9
% availability of Minor requisite skills in imm % of Minorities/Fema  SROUP TOTAL NO.:  No. Male: 17  CURRENT UTILIZ  OVERALL AVAIL	as promotable, trans  33  No. Female:  ZATION:	16	1.00	% % % # UU	27.3  Females  16  48.5  27.3  NONE  0.00  0	% % % # UU	48.9  ** Total Minority  31  93.9  NONE  0.00  0	# % % # UU	2.8  Asian or Nat. law. or Other Pac. Isl.  1 3.0  2.8  NONE 0.00 0	# % % # UU	15.6  Black or rican American  14  42.4  15.6  NONE  0.00	# % %	28.8  Hispanic or Latino  16  48.5  28.8  NONE  0.00	# % % %	7.0 0.9 0.31

						FALL, 2016
			_	_		
		CUST	ODIAL SUPER			
			Service/Maintenand	Ce		
DIAL USORY:						
/ISORY:						
	Custodial Supe	rvisor				
<u>SOURCE</u> ctor 1: 2007 -	2011 U.S. Census- A	morican Comm	unity Sunov (ACS)	NV NI CT DA	"Eiret Line	WEIGHTING 1.0
	isors/Managers of Ho				I list Lille	1.0
			Asian or Nat.	Black or		Individuals
	Famala	**Total	Haw. or Other	African	Hispanic or	with Dischilities
	<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>

			Two Facto	or A	vailability								
				Со	llege:	Jol	nn Jay C	olle	ege of Cr	im	inal Just		
				Se	mester/Year:				L, 2016				
FFIRMATIVE ACTION UNIT:		Co	nstituent Depa	rtme	ents:								
CUSTODIAL SUPERVISORY													
EO CATEGORY:		Jo	b Titles:										
Service/Maintenance													
			Custodial Su	perv	isor								
OB GROUP:													
CUSTODIAL SUPERVISORY													
					****- (-1		Asian or Nat.		Plantan		11		
ACTORS:	Weighting		Females		**Total Minority	r	law. or Other Pac. Isl.	Afri	Black or can American		Hispanic or Latino		
% availability of Minorities/Females with requisite skills in immediate labor areas.	1.00		29.0		40.0		2.4		13.8		22.1		
Toquoto sialo III III II odato labor arodo.	1.00		20.0		10.0		2.1		10.0		ZZ.1		
% of Minorities/Females promotable, transferable,	or trainable.												
GROUP TOTAL NO.: 5													
GROUP TOTAL NO.: 5  No. Male: 4  No. Female:	1					· · ·	Asian or Nat.					l	
No. Male. 4 No. Female.			Females		**Total Minority		law. or Other Pac. Isl.	Afri	Black or can American		Hispanic or Latino		dividuals witl Disabilities
CURRENT UTILIZATION:		#	1	#	5	#	0	#	3	#	2	#	0
		%	20.0	%	100.0	%	0.0	%	60.0	%	40.0	%	0.0
OVERALL AVAILABILITY:								H				H	
		%	29.0	%	40.0	%	2.4	%	13.8	%	22.1	%	7.0
													- 10
UNDERUTILIZATION:		%	9.0	%	NONE	%		%	NONE	%	NONE	%	7.0
		#	0.45	#		#		#	0.00	#	0.00	#	0.35
		UU	1	UU	0	UU	0	UU	0	UU	0	UU	0

									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)		
							5		
					**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>	42.4	2.3	<u>12.6</u>	<u>26.0</u>	<u>7.0</u>

	UTILIZA		N ANALY			HEE	:[						
		T۱	wo Factor A	vaila	ability								
				Col	lege:	Joh	n Jay C	oll	ege of C	rin	ninal Jus		
				Sei	mester/Yea	r:		FAI	LL, 2016	5			
FFIRMATIVE ACTION UNIT:		Cor	nstituent Depa	artme	ents:								
BASIC CRAFTS													
EO CATEGORY:		Joi	o Titles:										
Service/Maintenance													
						Sto	ck Worker S	Super	visor				
DB GROUP:								+				$\vdash$	
JB GROUP:													
BUILDINGS AND GROUNDS													
		+				Η.			B1 1				
					**Total		sian or Nat. aw. or Other		Black or African		lispanic or		
ACTORS:	Weighting		Females		Minority		Pac. Isl.		American	-	Latino		
% availability of Minorities/Females with requisite skills in immediate labor areas.	1.00		20.0		42.4		2.3		12.6		26.0		
						-				-			
. % of Minorities/Females promotable, transferable, or trainable													
				10000				900					
GROUP TOTAL NO.: 1	If Group T	otal i	s 4 or less, I	then	Job Group	T		anal		T		T	
No. Male: 1 No. Female: 0					**Total		sian or Nat. aw. or Other		Black or African	١,	lispanic or	Indi	viduals wi
			Females		Minority		Pac. Isl.		American		Latino	D	isabilities
CURRENT UTILIZATION:		#	0	#	1	#	0	#	0	#	1	#	0
		%	0.0	%	100.0	%	0.0	%	0.0	%	100.0	%	0.0
		70	0.0	,,,	. 30.0	,0	0.0	70	0.0	70	. 30.0	,3	0.0
OVERALL AVAILABILITY:													
		%	20.0	%	42.4	%	2.3	%	12.6	%	26.0	%	7.0
UNDERUTILIZATION:		%	20.0	%	NONE	%	2.3	%	12.6	%	NONE	%	7.0
GREETOTILIZATION.													
		#	0.20	#	0.00	#	0.02	#	0.13	#	0.00	#	0.07
		UU	0	UU	0	UU	0	UU	0	UU	0	UU	(
						1						1	
Total Minority includes Asian or Nat. Haw. or Other Pac. Isl., Ar													

# 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 Placer	nent Goals					
*Note - If the AAU / Job Group has			tected i	ninority gr	oup, indic	ate the et	hnic categ	ory and nu	mber in par	enthesis.								
TM=Total Minority; B=Black; H= ** "Opportuntiy" (hires and upgrade									eeded or de	elete lines	as unwante	ed. ( ) = ni	umber of person(	s) needed t	o eliminate	under-utiliz	ation.	
								oleted in Fa 1/2016 Res							ection to b ing 7/1/201			
Affirmative Action Units (within EEO6 Category)	Female Incumbency %	Female Availabilty %	Establish Goal? Yes/No	If Yes, Goal 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 - 3	2015				2015-201	6			20	014 - 2015				2015-2016		
1. EXECUTIVE / ADMINIST	RATIVE	MANAG	ERIA	-														
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 Le	cturer									•					
2A. FACULTY: PROFESSO																		
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	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
Science) Mathematics and Computer Science	28.6%	44.6%	Yes	44.6%(1)	0	0	0	0	No				11(1)					
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									
					•													

### 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 REPORT		ORICAL Ity Affiri					FALL 201 U)	.2-2016						
							TOTAL		<u>wor</u>	<u>MEN</u>	Black, Hisp Al.Ind./Al.N	NORITY (incl. b. As./Pac.Isl. at. and Two or a 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	UP:	Executi	ve/Administrative/Ma	anagerial		2012	19		9	0	7	0	4	0	2	0	1	(
Comprised	d of:			Administ	tration I	2013	20		12	0	5	0	3	0	2	0	0	2
			F	President, Senior Vice Pre	esident	2014	19		10	0	5	0	2	0	3	0	0	
				Assistant Vice President	t, Dean	2015	21		10	0	5	1	2	0	1	1	1	
				Associate Dean, Admin	nistrator	2016	21		11	0	5	1	2	0	1	1	2	(
				Associate Admini	istrator													
AAU:	Admir	nistration	11				TOTAL #		WOI	_	Black, Hisp Al.Ind./Al.N	NORITY (incl. ) As /Pac.lsl at. and Two or (Races)	<u>BL/</u>	<u>ACK</u>	HISP #	ANIC	ASI PAC	
			ve/Administrative/Ma	nagorial		2012	116		80	uu O	61	0	23	uu O	26	uu O	12	uu (
JOB GROU		LACCULI	ve/Aumministrative/IVI	anagenai	HEO	2012	125	-	90	0	66	0	27	0	23	0	16	
Comprised	J 01.				HEA	2013	124		82	0	64	0	29	0	21	0	14	(
						2014	141	H	98	0	80	0	33	0	28	0	10	
						2015	145	H	102	0	71	0	33	0	25	0	13	
						2010	113		102		, 1		33				13	-
			_				TOTAL		woi	MEN	Black, Hisp Al Ind /Al N More	NORITY (incl. o. As./Pac.lsl. at. and Two or e. Races)		<u>ACK</u>		<u>ANIC</u>	PAC	<u>AN/</u> .ISL.
AAU:			er - Too small to count in			2012	#		#	uu	#	uu	#	uu	#	uu	#	uu
JOB GROU		Executi	ve/Administrative/Ma			2012												
Comprised	d of:			Computer Ma		2013												
				Computer Systems Ma	anager	2014	3		1	0	2	0	1	0	1	0	0	(
						2015	3		0	1	2		1		0	_	1	
A A I I I	Chiof /	Administration	ve Superintendent - Too	emall to count in prior year	ore		TOTAL #		WOI #	_	Black, Hisp Al.Ind./Al.N More	NORITY (incl. D. As /Pac.Isl. at, and Two or Paces)	<u>BL/</u>	<u>ACK</u>		<u>ANIC</u>	ASI PAC	_
AAU:			ve/Administrative/Ma		ai 5.	2012			#	uu	#	uu	#	uu	#	uu	#	uu
JOB GROU		LACCULI		istrative Superintendent	of B&C	2012		H				<del>                                     </del>				+	+	
Comprised	2 01:		GIIIEI AUITIII	iou auve oupei il le liuelli (	טאטווט	2013		H				<del>                                     </del>				+	+	
						2014	1	0	0	0	0	0	0	0	0	0	0	(
						2015		0		0	0	0	0	0	0	_	0	
											TOTAL NATOT	NORITY (incl.						
							TOTAL		<u>woı</u>	MEN	Black, Hisp Al.Ind./Al.N	o. As./Pac.Isl. at. and Two or Races)	<u>BL</u>	<u>ACK</u>	HISP	<u>ANIC</u>	ASI PAC	AN/ .ISL.
AAU:			Buildings and Ground				# _		#	uu	#	uu	#	uu	#	uu	#	uu
JOB GROU	UP:	Executi	ve/Administrative/Ma			2012	5	-	2	0	2	0	1	<b>-</b>	0	<del>                                     </del>	1	(
Comprised	d of:		Admir	istrative Superintendent	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	(
						2016	5	Н	2	0	3	0	2	0	0	1	1	(

				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	ty 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
	Admir	sistration III		TOTAL	<u>WOI</u>	MEN_	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 0	# uu 59 0	# uu 28 0	# uu 25 0	# uu 5 4
JOB GRO		Professional/Non-Facuity Hea	2012	120	91	0	69 0	32 0	32 0	5 6
Comprise	ed of:	aHEO	2013	137	104	0	83 0	37 0	38 0	8 5
	+	arieo	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		<u>MEN</u>	TOTAL MINORITY (incl. Black, Hisp. As /Pac Isl. Al.Ind /Al.Nat. and Two or More Races)	BLACK	HISPANIC	ASIAN/ PAC.ISL.
AAU:	Admir	istration IV		#	#	uu	# uu	# uu	# uu	# uu
JOB GRO	DUP:	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	ntant		TOTAL #	<u>WOI</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
Ооприос		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	TOTAL		MEN	TOTAL MINORITY (incl. Black, Hisp. As /Pac.Isl. Al.Ind /Al.Nat. and Two or More Rances)	BLACK	HISPANIC	ASIAN/ PAC.ISL.
AAU:	А	ccounts - 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

										Black, Hisp	NORITY (incl. . As./Pac.Isl. at. and Two or					ASIAN/
AAU:	Droad	casting/Med	lia Titlos				TOTAL #	<u>w</u> (	<u>OMEN</u>	More #	Races)	<u>BL</u> /		HISP/		PAC.ISL. # uu
JOB GRO	-		/Paraprofessional			2012	4	1	uu O	1	uu 0	0	uu 1	1	uu O	# uu
		reciliical	T al api olessional	Broadcas	t/Media Titles	2012	7	3	_	1	0	0	1	1	0	0 0
Comprise	su 01.				cast Associate	2013	9	2		3	0	0	1	2	0	1 0
				Dioduc	asi Associate	2014	8	2		4	0	1	0	2	0	1 0
						2016	9	2		5	0	2	0	2	0	1 0
						2010	7								<u> </u>	
AAU:	Compi	uter Speciali	sts				TOTAL #	<u>wc</u> #	OMEN uu	Black, Hisp Al.Ind / Al.Na	NORITY (incl. As./Pac.lsl. at, and Two or Races)	<u>BL</u> /	<u>ICK</u>	HISP/	ANIC uu	ASIAN/ PAC.ISL. # uu
JOB GRO			/Paraprofessional			2012	28	<u>"</u>		25	0	11	0	7	0	7 0
Comprise			. a. ap. o.coo.o.a.	IT Ser	nior Associate	2013	29	9	_	26	0	13	0	7	0	6 0
					IT Associate	2014	32	11	+	29	0	11	0	6	0	12 0
					IT Assistant	2015	34	13		30	0	15	0	9	0	6 1
				IT Sup	port Assistant	2016	29	9	_	25	0	13	0	6	0	6 0
AAU:	Engine	ers - Technici	ans - Too small to coun	It in prior years.			TOTAL #	<u>wc</u> #	OMEN uu	Black, Hisp Al.Ind / Al.Na	NORITY (incl. As./Pac.Isl. at. and Two or Races) uu	<u>BL</u> 4	<u>ICK</u>	HISP/	ANIC uu	ASIAN/ PAC.ISL. # uu
JOB GRO			/Paraprofessional	, ,		2012										
Comprise		,	·	Facilities	S 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 S	Shop/Media	- Too small to coun	t in prior years	5.		TOTAL #	<u>wc</u> #	OMEN uu	Black, Hisp Al.Ind / Al.Na	NORITY (incl. As /Pac.isl. at, and Two or Races)	<u>BL/</u>	<u>ICK</u>	HISP/	ANIC uu	ASIAN/ PAC.ISL. # uu
JOB GRO	-		/Paraprofessional			2012										
Comprise	ed of:					2013										
						2014										
						2015										
						2016	5	1	. 0	4	0	1	0	3	0	0 0
0.011-	CLINIV	Administrati	ivo Assistant				TOTAL #		<u>DMEN</u>	Black, Hisp Al Ind /Al Na More	NORITY (incl. As./Pac.lsl. at. and Two or Races)	<u>BL</u> 4		HISP/		ASIAN/ PAC.ISL.
AAU:	-	Secretaria	I/Clorical			2012	# 8	#	uu O	# 8	uu O	# 2	uu 1	#	uu O	# uu 0 1
JOB GRO		Seci etaila	i/Cicilcai			2012	8	8	1	8	0	1	2	7	0	0 1
Comprise	su 01:					2013	9	9	+ -	9	0	2	2	7	0	0 1
						2014	9	9	1	9	0	2	2	7	0	0 1
						2016	7	7	_	7	0	1	2	6	0	0 1

									TOTAL NAI	NORITY (incl.			1		1
						TOTAL	wo	MEN	Black, Hisp Al.Ind / Al.N	As/Pacisi at, and Two or Races)	BI /	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
Compilion					2014	38	36	<del> </del>	35	0	19	0	14	0	2 0
					2015	40	35	<del></del>	37	0	19	0	14	0	2 0
						<del></del>	_		_		-		+		3 0
					2016	36	33	0	33	0	20	0	10	0	3 0
										NORITY (incl.					
						TOTAL	wo	MEN		at. and Two or Races)	DI A	ACK	HISP	ANIC	ASIAN/ PAC.ISL.
AAU:	Mail	/Message	Services Worker			#	#	uu	#	uu	#	uu	#	uu	# uu
JOB GRO			rial/Clerical		2012	2	0		1	0	0	0	1	0	0 0
Comprise		000.000	, Greinean		2013	3	0	<del>                                     </del>	2	0	1	0	1	0	0 0
Comprise	JU 01.				2013	4	0	<del>                                     </del>	3	0	1	0	2	0	0 0
						<del></del>		-			-				
					2015	6	0		4	0	1	0	3	0	0 0
					2016	6	0	3	4	0	1	0	3	0	0 0
									Black, Hisp Al.Ind/Al.N	NORITY (incl. b. As/Pac.lsl. at, and Two or					ASIAN/
	Ca	NA DAGAG	Security Officer Level	1		TOTAL "		MEN	More #	Races)	<u>BL/</u>	ACK	HISP		PAC.ISL.
AAU:			- '	1	2012	23	5	uu 1	16	uu O	7	uu 2	9	uu O	# uu 0 1
JOB GRO		Service	/Maintenance		2012		-	<del>                                     </del>							
Comprise	ed of:				2013	29	8	t t	19	0	12	0	7	0	0 1
					2014	39	10	<del>                                     </del>	31	0	18	0	7	0	0 1
					2015	43	19	0	20	0	20	0	14	0	1 2
					2016	40	18	0	37	0	19	0	13	0	4 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_	HISP		ASIAN/ PAC.ISL.
AAU:			Safety Sergeant			#	#	uu	#	uu	#	uu	# -	uu	# uu
JOB GRO		Service	/Maintenance		2012	12	1		9	2	3	4	5	0	1 0
Comprise	ed of:	-			2013	12	0	t	9	2	3	4	5	0	1 0
					2014	10	0	<del>                                     </del>	7	2	2	4	4	0	1 0
	-				2015	7	0	<b>-</b>	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)	BLA	ACK	HISP	ANIC	ASIAN/ PAC.ISL.
AAU:	Custo	odial Assis	tant			#	#	uu	#	uu	#	uu	#	uu	# uu
JOB GRO	DUP:	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	-	34	0	13	0	20	0	1 0
					2016	33	16	<del>                                     </del>	31	0	14	0	16	0	1 0
					2010										

					TOTAL		<u>MEN</u>	Black, Hisp Al.Ind./Al.N More	NORITY (incl. As /Pac.Isl. at, and Two or Races)		<u>ACK</u>		<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/Maintenance		2012	4	2	0	4	0	3	0	1	0	0	-
Comprise	a or:			2013	6	2	0	6	0	4	0	2	0	0	-
				2014	5	1	0	5	0	3	0	2	0	0	
				2016	5	1	1	5	0	3	0	2	0	0	0
				2010										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/Maintenance	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	0	1	0	0	0	1	0	0	
				2010	-					J		-			
	Chillad	Trades Tee small to se			TOTAL		<u>MEN</u>	Black, Hisp Allod /ALN More	NORITY (incl. o. As./Pac.Isl. at. and Two or e Races)		<u>ACK</u>		<u>ANIC</u>	PAC	
AAU: JOB GRO		Skilled Trades/Crafts	unt 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	1	0	1	0	0	0	0	-
					TOTAL	wo	<u>MEN</u>	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:	-	Trades/Crafts, Non-Sup	ervisory		#	#	uu	#	uu	#	uu	#	uu	#	uu
JOB GRO	UP:	Service/Maintenance		2012	29	0	1	10	1	4	0	6	0	0	1
Comprise	d of:		Carpenter, Laborer, Electrician Maintenance Worker, Oiler	2013	26	0	1	8	1	3	0	5	0	0	1
				2014	34	0	1	18	0	10	0	8	0	0	1
			Painter, Plumber, Stationary Eng.	2015	33 37	0	1	16 22	0	9 10	0	7 12	0	0	1
				2016	1 27		1	77	(1)	. 10	(1)	1 17	0		. 11

		Facul	ty Affirm	iative Act	ion Uni	ts (AAU)			1	
				TOTAL	wo	<u>MEN</u>	TOTAL MINORITY (incl. Black, Hisp. As./Pac.Isl. Al.Ind./Al.Nat. and Two or More Races)	BLACK	<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
Ano.	and Ethnia Ctudina			TOTAL		_	TOTAL MINORITY (incl. Black, Hisp, As/Pac.Isl. Al.Ind/Al.Nat. and Two or More Races)	BLACK	<u>HISPANIC</u>	ASIAN/ PAC.ISL.
			2012	_	+				<del>                                     </del>	# uu
ŀ	rroiessoriai	Africana Ct1:	-				+ + + + + + + + + + + + + + + + + + + +		+ + +	0 0
-		Africana Studies		-					<del>                                     </del>	0 1
-					+			<del>                                     </del>	<del>                                     </del>	<del>                                     </del>
-					+		<del>                                     </del>	+ + +	<del>1 1</del> 1 1	
			2016	Ь	4	U	3 0	3 0	0  1	0 1
				TOTAL	wo	<u>MEN</u>	TOTAL MINORITY (incl. Black, Hisp. As./Pac.Isl. 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	<del>                                     </del>	+ + +	<del>                                     </del>	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 Hsp. As/Pac.lsl. ALlind/ALNat, and Two or More Races). # uu	BLACK uu	HISPANIC # uu	ASIAN/ PAC.ISL. # uu
F	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,	BLACK	<u>HISPANIC</u>	ASIAN/ PAC.ISL.
Edu	ucation			#	#	uu	# uu	# uu	# uu	# uu
l r	Professorial		2012	6	4	0	3 0	1 0	2 0	0 0
r			2012	4	3	0	3 0	1 0	2 0	0 0
r		Counseling	2013							
		Counseling	2013	3	2	0	1 0	0 1	1 0	0 0
		Counseling			_	0	1 0 3 0	0 1 1 0	1 0 2 0	0 0
	Are	Area and Ethnic Studies  Professorial  Area and Ethnic Studies  Professorial  Area and Ethnic Studies  Professorial  Education  Professorial	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   Professorial   Professorial   Professorial   Africana Studies   Professorial   Africana Studies   Professorial   Africana Studies   Professorial   Profess	Professorial   Sudies   Professorial   Sudies   Professorial   Sudies   S	TOTAL   WOMEN   Research Professorial   TOTAL   TOTAL   WOMEN   Research Professorial   TOTAL   WOMEN   Research Professorial   TOTAL   WOMEN   Research Professorial   TOTAL   WOMEN   Research Professorial   TOTAL   WOMEN   TOTA	Faculty Affirmative Action Units (AAU   TOTAL MINORITY Incident	Professorial   Professorial   Professorial   Lafin American Studies   Professorial   Professor	Faculty Affirmative Action Units (AAU)

			TOTAL	wo	<u>MEN</u>	Black, His Al.Ind./Al.N	NORITY (incl. o. As./Pac.Isl. at. and Two or e Races)	BL	ACK_	HISP	<u>ANIC</u>		<u>AN/</u> C.ISL.
AAU:	Education		#	#	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
		2015	4	4	0	4	0	2	0	2	0	0	0
		2016	4	4	0	4	0	2	0	2	0	0	0
AAU:	Education - Too small to analysis		#	#	uu	#	uu	#	uu	#	uu	#	uu
JOB GROUP:	Professorial	2012											
Comprised of	: Research Professor	2013											
		2014											
		2015	2	0	0	0	0	0	0	0	0	0	0
		2016	2	0	1	0	1	0	0	0	0	0	0
AAU:	English Language & Literature/Letters		#	#	uu	#	uu	#	uu	#	uu	#	uu
JOB GROUP:	Professorial	2012	44	24	4	8		3	0	2	0	2	1
Comprised of	: English	2013	39	20	3	7	0	2	0	3	0	2	
		2014	35	17	4	7	<del>                                     </del>	3	0	3	0	1	-
		2015	41	21	4	7	0	3	0	2	0	2	
		2016	39	21	3	7	0	3	0	2	0	2	0
AAU:	Foreign Languages	2012	#	#	uu	#	uu	#	uu	#	uu	#	uu
JOB GROUP:		2012	$\vdash$							+			$\vdash$
Comprised of	: Modern Languages & Literture	2013	-										
		2014	$\vdash$			1 -				+ -		+	
		2015	5	4	0	4	0	0	0	4	0	0	
		2016	4	4	0	3	0	0	0	3	0	0	0
AAU:	History		#	# -	uu	#	uu	#	uu	#	uu	#	uu
JOB GROUP:		2012	20	7	3	3		1	0	1	0	1	1
Comprised of	: History	2013	17	5		4		1	0	1		2	
		2014	17	7		3	_	1	0	1		1	_
		2015	22	8		4		1		1	0	1	
		2016	18	7	1	3	0	1	0	1	0	1	0
AAU:	Fitness Studies - To small to Analysis		#	#	uu	#	uu	#	uu	#	uu	#	uu
JOB GROUP:		2012				1				1			$\vdash$
Comprised of	Physical Education	2013		-		1				1		-	$\vdash$
		2014	$\vdash$			1							
		2015								1			Щ
		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 gency 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	# u	ıu	#	uu	#	uu
JOB GROUP:	Interdisciplinary Studies	2012											
Comprised of	:	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	# (	ıu	#	uu	#	uu
JOB GROUP:	- · · ·	2012	9	4	0	4	0	2	0	2	0	0	1
Constituent D	Pept. Art & Music	2013	8	4	0	4	0	2	0	2	0	0	1
		2014	8	3	1	3	0	1	0	2	0	0	1
	Communications and Theater Arts now has it's own AAU	2015	9	4	0	4	0	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		ıu	#	uu	#	uu
JOB GROUP:		2012	14	9	0	3	0	2	0	1	0	0	$\frac{1}{}$
Constituent D	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	# (	ıu	#	uu	#	uu
JOB GROUP:		2012	12	11	0	1	1	0	1	0	1	1	0
Constituent D	lept. 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		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						+ +		+	+	+	
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								
							Labor	Jan Oalla		( O - i i I	16			
										f Criminal	Justi	ce		
					Sem	nester/Year:			FAL	L, 2016				
FFIRMATIVE ACTION UNIT:		c	CONST	TITUENT DEP	ARTME	NTS:								
FACULTY														
EO CATEGORY:			Job Ti	tles:										
PROFESSIONAL: PROFES	SORIAL		P A	vistinguish Professor Associate Assistant F	Profe	essor								
DB GROUP: PROFESSORIAL														
FROI ESSORIAL														
ACTORS:	Wei	ghting	F	emales		**Total Minority		sian or Nat. aw. or Other Pac. Isl.		Black or African American		Hispanic or Latino		lividuals with abilities
. % availability of Minorities/Females with requisite skills in immediate labor areas.		1.00		54.9		25.7		8.4		9.8		6.0		
% of Minorities/Females promotable, transferable or trainable	e,													
GROUP TOTAL NO.: 365														
No. Male: 190 No. Female:	175		F	emales		**Total Minority		sian or Nat. aw. or Other Pac. Isl.		Black or African American		Hispanic or Latino		lividuals with abilities
CURRENT UTILIZATION:		#	ŧ	175	#	107	#	32	#	36	#	38	#	2
		9	6	47.9	%	29.3	%	8.8	%	9.9	%	10.4	%	0.5
OVERALL AVAILABILITY:							+							
		9	/6	54.9	%	25.7	%	8.4	%	9.8	%	6.0	%	7.0
UNDERUTILIZATION:		9	/6	7.0	%	NONE	%	NONE	%	NONE	%	NONE	%	6.5
		#	ŧ	25.4	#	0.0	#	0.0	#	0.0	#	0.0	#	23.6
								0		0		0		24

F	all 20 <sup>°</sup>									ation Anal ( <b>Profe</b>					tion (	Jnit			
		Con	ірагізі							(FIOIE	.33	Oria	ı Om	y <i>)</i>					
COLLEGE:				Johi	n Jay	College	of Crimina						Total # Profes	soriate_	373				
							P	ART	A:										
	Total		FEMAL	ES			ties (incl. Black, /Al.Nat. and Two or ces)	As	ian/Pacifi	c Islanders		Blac	ks	Hisp	oanics/ La	atinos (as)	Tw	o or Mo	re 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 Representatio
1 Area and Ethnic Studies	15	4	66.1		0	45.4		2	12.4	NR (No Representation)	c	17.3		0	11.2				
2 Education	12									,									
3 English Language/Literature	41	4	61.1		C	15.9		0	3.8		C	5		О	5.5				
4 Foreign Language & Literature	5																		
5 History	22	2	45.3		0	17.8		0	3.7		1	7.7		0	5				
6 Law Enforcement	51	6	46.2		0	18.1		0	1.2		C	7.8		0	6.5				
7 Library	13	C	68.3		2	18.5		0	9.6		c	2.3	NR (No Representati	1	4.4	(No Representati			
8 Mathematics and Computer Science	18	2	26.8		0	18.1		0	9.4		c	2.7		1	4.9	(No Representati			
9 Philosophy	12																		
10 Physical Education	3																		
11 Physical Science	22																		
12 Psychology	43	7	73.1		1	1 24		0	6.6		C	7.5		2	8.1				
13 Public Administration	28	6	64.9		1	33.4		0	6.1		1	19.1		0	7				
14 Social Science	69	C	50.9		0	21.8		0	7.3	NR	C	6		1	6.9				
15 Visual and Performing Arts	19	C	49.3		O	16.6		2		(No Representation)	c	3.2		O	4.8				
TOTAL	373	**27	54.9%		**0	25.7%		**0	8.4%		**0	9.8%		**0	6.0%				
*Professorial = Einstein Professor, Dist		essor, Prof	essor, Asso	ciate Professor	r, and A	ssistant Pro	ofessor (includi	ng all E	OC titles as a	ppropriate).									
** See UAW Coversheet for Faculty	1	. D.																	
	PART	в:																	
	# of UU AAUs	Total # of AAUs																	
	15	10																	

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

							2016	PFRSC	NNFI	Δ CΤΙVΙ'	ΓΥ ΤΔΒ	BLE (pag	e 1 of	<b>2</b> 1									
COLLEGE:	John Jay	v College	of Crimin	al Justice			2010	Litoc		1	III IAD	LL (Pu	, , , ,				Period Co	vered: <b>7/1</b>	/2015 - 6	/30/2016			
		,8-																					
									N OR									HITE					
	1	TOTAL**	**		CK OR AN AM.		NIC OR INO	NAT. H.		AMER ALASI		RA	R MORE CES	N	TOTAL IINORITY*	**	À	ding Ital. .m.)	UNKN	own*		TOTAL ON-MINORIT	Y**
EXEC./ADMIN./MANAGERIAL	MALE	FEMALE	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	TOTAL
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
Upgrades	1	1	2	0	1	0	0	0	0	0	0	0	0	0	1	1	1	0	0	0	1	0	1
Transfers FACULTY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
														T .						I . 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	9	2	11	1	0	2	0	0	0	0	0	0	0	3	0	3	6	2	0	0	6	2	8
Upgrades	7	12	19	0	1	1	2	1	3	0	0	0	0	2	6	8	5	6	0	0	5	6	11
Transfers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL/NON-FACULTY	9		25		5	1	4		2			_		ľ.	T	1 ,, ]	Γ.	5	0		Γ.	-	9
New Hires	5	16		2				2		0	0	0	0	5	11	16	4			0	4	5	
Terminations		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 SECRETARIAL/CLERICAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	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	T o	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
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Upgrades	0	1	1	0	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
Transfers TECHNICAL/PARAPROFESSIONAL		1	1 1	II	1 1		U		0				0	1	1 1	1 1		1 0	1		<u> </u>		, , ,
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														91							0		
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	00000000														T								1
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																							
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:																							

<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.

								2016 A	APPLIC	ANT DA	ATA - R	ECRU	TMEN	r DOCL	JMENT	TATION	l (page	2 of 2	)														
COLLEGE	John Jay	College	of Crimi	nal Justice																	Period C	overed:	7/1/201	L5 - 6/30/	2016								
		TOTA	۱۲۰۰۰۰	TOTAL	A	BLACK O FRICAN A	M.		ISPANIC ( LATINO FEMALE		NAT. I	ASIAN O IAW. OR PAC. ISL		A	MER. INC	iT.		OR MORE			TO MINOF	TAL RITY***		(inc	WHITE			NKNOW!	N*		TOT NON-MIN FEMALE	ORITY**	TOTAL
EXEC./ADMIN./MANAGERIAL					5:3															16				18						· ·			
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
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
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
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
FACULTY				1 1								· · · · · · ·	1							101				13		1 1							
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
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
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
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
PROFESSIONAL/NON-FACULTY		T	T	, ,		<u> </u>						ı			I			T		N	ı		33333 	18	T								<u> </u>
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
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
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	9
TOTAL WORKFORCE Eth.& Gender Report SECRETARIAL/CLERICAL	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
Applicants @	0	3	0	3			0	0		0	0	n	0	0	0	0	0	0	0	0	,	0	,	0		0	0	n	0	0	1	n	1
Interviews	0	3	0	-	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	2	0	1	0	0	0	0	0	1	0	<del>_</del> -
Offers	0	2	0	2	,	2	0	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	0
TOTAL WORKFORCE Eth.& Gender Report	0	40	0	49	-	20	0	4	15	0		2	0	0	0	0	0	0	0	7	37	0	44	2	0	0	0	0	0	,	3	0	5
TECHNICAL/PARAPROFESSIONAL	,	40	1 0	49	L	20		L-4	15		L 1	1 2	اب		1 0	الأسا	L	1 0	U	JL	3/	U U	44	JI	] 3	L.,	L	U	السا	1	3 1	U	
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
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
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
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
SKILLED TRADES																																	
Applicants @	100	4	13	117	31	1	5	30	2	5	2	0	1	0	1	0	2	0	0	65	4	11	80	35	0	2	11	2	0	35	0	2	37
Interviews	12	0	0	12	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0	3	0	0	3	9	0	0	8	1	0	9	0	0	9
Offers	2	0	0	2	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	1	0	0	0	0	0	1	0	0	1
TOTAL WORKFORCE Eth.& Gender Report	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
SERVICE/MAINTENANCE		T	T		-	1	-	-	T		7	T	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	7	T	,		T	,	N .	r		T	18	T	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		r	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		,		
Applicants @	371	105	68	544	181	61	36	119	29	23	19	3	4	2	1	1	4	5	1	325	99	65	489	46	6	3	17	6	6	46	6	3	55
Interviews	8	3	0	11	6	2	0	0	1	0	1	0	0	0	0	0	0	0	0	7	3	0	10	1	0	0	6	1	0	1	0	0	1
Offers	8	3	0	11	6	2	0	0	1	0	1	0	0	0	0	0	0	0	0	7	3	0	10	1	0	0	0	0	0	1	0	0	1
TOTAL WORKFORCE Eth.& Gender Report	54	36	0	90	23	18	0	23	12	0	2	3	0	0	0	0	0	1	0	48	34	0	82	6	2	0	0	0	0	6	2	0	8
TOTAL	1075	240-	387	4463		200		****			225	244		2	6	2	51	64		1297		25.0	3184	ll	564	T			82		564		1279
Applicants @	1879	2197		1.100	582	761	134	426	558	73	236		33	<u> </u>					12		1633	254		582		133	136	144		582		133	
Interviews	37	32	0	69	9	11	0	5	<u> </u>	0	4	2	0	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	16	20	0	36	11	11	0	0	0	16	11	11	0	22
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	246	223	0	469
*Unknowns are subtracted from all totals.								ty is the si sum of To					or Latino,	ASIAN OF	wat. Haw	or Otner	racitic Is	iander, A	merican	ındıan/Al	aska Nat	ive and 1	wo or M	ore Kaces									
**Total Non-Minority is equal to White inclu	ding Ital	ian Amer	ican.										ifications	for a spe	cific posi	tion.																	
						5			pp-1y					pc																			

# 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

COLLEGE NAME:

John Jay College of Criminal Justice F E M A L E S

FEMALES AND MINORITIES

HIRES ANALYSIS
John Jay College of Criminal Justice

PART A

December 16, 2016

JOB MINORITY FEMALE

$\nu$	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	% or min nires	% or male nires	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%

De	cember 16. 2016						IRA W	ORKSHI	EET FO	R NON	-MIN VS	MIN %	OF HIR	ES					
	JOB AREAS/	RATE	FOR	RATE	FOR		OVER	ON	ILY IF IRA	UNDER	0.8	* IRA LESS THA DIF >=1 PERSO				FISH	HER TEST	•	
	CATEGORY	UNFAV.	GROUP	FAV. G	ROUP	IRA	ALL RATE	EXPECT	ACTL	DIF	STD DEV	** IRA LESS TH. STD DEV>=2		FISHER'S VALUE	NON-MIN APPLICANTS	NON-MIN HIRED	MIN APPLICANTS	MIN HIRED	FISHER TEST RESULT NOTE
#	A		3		C	D	E	F	G	Н		J	K	L	М	N	0	P	Q
1	Exec./Adm./Mngrl.	MINORITY	0.6%	NON-MIN	2.6%	0.23	1.4%	9	4	5	2.77	*	**	N/A					
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									

г							IRA WC	RKSHE	FT FO	R MAI F	VS FF	MALE %	OF HI	RES					
De	ecember 16, 2016							) ( ( ( )   ) L		\ 100 \LL	VO. L	WII (LL /C	, 01 1111	\LO					
	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	
	UNFAV. GROUP FAV. GROUP IRA RATE EXPECT ACTL DIF DEV STD DRIV-2 VALUE make app make hires female hires NOT STD DRIV-2 VALUE M N O P O															FISHER TEST RESULT  NOTE			
#	A		3		C	D	E	F	G	н		J	K	L	М	N	0	P	Q
1	Exec./Adm./Mngrl.	MALE	1.3%	FEMALE	1.4%														
2	Faculty	N/A		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

December 16, 2016

PART B

ř	ecember 16, 2016																
	JOB			MINC	RITY					FEM	ALE						
	AREAS/			PROM	OTION					PROM	OTION				PERCENTAGE	OF PROMOTION	
	CATEGORY	NON	MIN	M	IN	TO'	ΓAL	MA	LE	FEM	IALE	TO'	TAL	% 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%

De	ecember 16. 2016					IRA	WOR	KSHEET	FOR N	IIM-NOI	N VS M	IN % OF	PROM	IOTION					
	JOB AREAS/	RATE	FOR	RATE	E FOR		OVER	ON	LY IF IRA	UNDER	0.8	* IRA LESS THA DIF >=1 PERS				FISH	IER TEST		
	CATEGORY	UNFAV	. GROUP	FAV.	GROUP	IRA	ALL RATE	EXPECT	ACTL	DIF	STD DEV	** IRA LESS TH STD DEV>=2		FISHER'S VALUE	NON-MIN INCUM	NON-MIN PRMT	MIN INCUM	MIN PRMT	FISHER TEST RESULT NOTE
#	A		3		С	D	E	F	G	н	_	J	к	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	*		isher'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						ALL	EVECT	ACTI	DIE	STD	** IRA LESS THA	AN 0.8 AND	FISHER'S	male incum	male prmt	female incum	female prmt	FISHER TEST RESULT
	UNFAV. GROUP FAV. GROUP IRA RATE EXPECT ACTL DIF DEV STD DRV-v2 VALUE male incum male print temale incum temale print NOTE  A B C D E F G H I J K L M N O P Q																		
#	A B C D E F O H I J K L M N O P O																		
1	Exec./Adm./Mngrl.	FEMALE	0.9%	MALE	1.6%	0.539	1.1%	1	1	0	0.45			N/A					
2	Faculty	MALE	3.2%	FEMALE	6.2%														
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

	ecember 16, 2016			NAINIC	\DIT\/					FEM	A1 F						
	JOB				RITY					FEM							
	AREAS/			TERMII	NOITAN					TERMI	NATION						
	CATEGORY	NON	I MIN	M	IN	TO	ΓAL	MA	LE	FEM	ALE	TO	ΓAL	PI	ERCENTAGE O	F TERMINATIO	ON
		INCUMBENT	TERMINATED	NCUMBENT	TERMINATED	INCUMBENT	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%

Г						IRA	WORK	SHEET	FOR N	ON-MIN	I VS MII	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. C	ROUP	IRA	ALL RATE	EXPECT	ACTL	DIF	STD DEV	** IRA LESS TH. STD DEV>=2		FISHER'S VALUE	min incumb	min terminated	non-min incumb	non-min terminated	FISHER TEST RESULT NOTE
#	A		3		:	D	E	F	G	н	1	J	к	L	М	N	0	P	Q
1	Exec./Adm./Mngrl.	MINORITY	8.4%	NON-MIN	6.4%	0.757	7.3%	6	7	1	0.52	*		N/A					
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	*		sher'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 MA	ALE VS	FEMAL	E % OF	TERMI	NATION					
De	ecember 16, 2016																		
	JOB											*IRA LESS THAT	0.8 AND						
	AREAS/	RATE	FOR	RATE	FOR		OVER	ON	LY IF IRA	UNDER	8.0	DIF >=1 PERSO	ON			FISH	IER TES	Г	
	CATEGORY		GROUP		GROUP		ALL	EXPECT	ACTL	DIF	STD	** IRA LESS THA	AN 0.8 AND	FISHER'S	female incumb	female	male incumb	male terminated	FISHER TEST RESULT
		UNFAV.	. GROUP	FAV.	GROUP	IRA	RATE	EXPECT	ACIL	DIF	DEV	STD DEV>=2		VALUE	temale incumb	terminated	male incumb	male terminated	NOTE
Ħ	A	E	3	(		D	E	F	G	н	1	J	K	L	М	N	0	P	Q
1	Exec./Adm./Mngrl.	MALE	12.9%	FEMALE	4.3%														
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
-	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	О	
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
<del></del>	34	3	23	0	
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-		Wi	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	URE EI	LIGIBIL	ITY SUI	RVEY -	DEPAR	RTMEN	T DETA	<b>AIL</b>					
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		Native	Indian	erican /Alaska tive	-	African	Hisp	panic	Puert	o Rican	Two or	r More
	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 (	American		Native	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																				
Associate Prof.	1		1												1					
Assistant Prof.																				
Lecturer (CCE)																				
College Lab Techs																				
TOTAL	1	$\prod$	1												1					

							TEN	IURE E	LIGIBIL	ITY SUI	RVEY -	DEPAR	RTMEN	T DETA	\IL					
DEPARTMENT	Economic	_																		
LFARTIVILIVI	LCOHOIII	-2																		
	Eligible fo	or Te	enure Eff	fective 9/	1/2015															
				Total	) NA/F	nite	Italian-	American	Asian/ Hawaiiar		Indian	rican /Alaska tive		African	Llier	oanic	Puert	o Rican	Two o	r More
	TOTAL		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
rofessor																				
Associate Prof.	1			1		1														
Assistant Prof.																				
ecturer (CCE)																				
College Lab Techs																				
TOTAL	1			1		1														
	Recomm	end	ed for Te	enure Eff	ective 9/1	/2015														
NOTE: Please recor	d Early Ten	ure	in Paren	nthesis: e	example (	)														
				Total					Asian/		Indian	rican /Alaska		African					Two o	
	TOTAL	-	Gen M	nder F	M M	nite F	Italian-A	American F	Hawaiiar M	and OPI	Na M	tive F	Ame M	rican F	Hisp M	anic F	Puert M	o Rican F	Ra M	ces F
Professor	ICIAL	$\Box$	141				141										1 141			
Associate Prof.	1	Ħ		1		1														
Assistant Prof.	1			1		1														
ecturer (CCE)																				
College Lab Techs																				
TOTAL	1			1		1														

							TEN	IURE EI	LIGIBIL	ITY SUI	RVEY -	DEPAR	RTMEN	T DETA	AIL .					
DEPARTMENT	English																			
	Eligible 1	for T	enure Eff	fective 9/	1/2015															
			Sub-	Total					Asian/	Native		rican /Alaska	Black/	African					Two o	r More
			Gen	der	Wi	nite	Italian-A	American				tive		rican	His	oanic	Puert	o Rican		ces
	TOTAL	Ш	М	F	М	F	М	F	М	F	М	F	М	F	М	F	М	F	М	F
Professor																				
Associate Prof.	2	2		2		1										1				
Assistant Prof.																				
Lecturer (CCE)																				
College Lab Techs																				
TOTAL	2	2		2		1										1				<u> </u>
		Н																		
	Recomn	nend	ded for Te	enure Effe	ective 9/1	/2015														
NOTE: Please recor	d Farly To		in Daron	thoric o	vamala (	,														
NOTE: Please recor	d Early Te	nure	e in Parer	itnesis: e	xampre (	,														
			Sub-			Į.			Asian/		Indian	erican /Alaska	-	African					Two o	
	TOTAL		Gen M	der F	M M	ite F	Italian-A	American F	Hawaiiar M	and OPI	Na M	tive F	Ame M	rican F	Hisp M	anic F	Puert M	o Rican F	Ra M	ces F
Drofossor	JOIAL	П		,				•						•			"			
Professor	2	H		_												1				
Associate Prof.	1 2	H		2		1										1				
Assistant Prof.	+	$\dagger \dagger$																		
Lecturer (CCE)	+	H																		<b>-</b>
College Lab Techs		H																		<del>                                     </del>
TOTAL	2	2		2		1										1		l		Щ

							TEN	URE E	IGIBIL	ITY SUI	RVEY -	DEPAR	RTMEN	T DETA	\IL					
DEDARTMENT	Ulatani																			
DEPARTMENT	History																			
	Eligible fo	or Te	enure Eff	ective 9/	1/2015															
			Sub-1						Asian/		Indian	erican /Alaska		African					Two o	r More
	TOTAL	-	Gen M	der F	M M	ite F	Italian-A	merican F	Hawaiian M	and OPI	Na M	tive F	Ame M	rican F	Hisp M	anic F	Puert M	o Rican F	Ra M	ces F
	IOIAL	H	IVI	<u> </u>	IVI	-	IVI	Г	IVI	Г	IVI	г	IVI	F	IVI	-	IVI	F	IVI	F
Professor																				<u> </u>
Associate Prof.	1		1				1													
Assistant Prof.																				
Lecturer (CCE)																				
College Lab Techs																				
TOTAL	1	Ш	1				1													
	Recomm	end	ed for Te	nure Effe	ective 9/1	/2015														
NOTE: Please recor	d Early Ten	ure	in Paren	thesis: e	xample (	)														
			Sub-1		Wł	nite	Italian-A	merican	Asian/ Hawaiian		Indian	erican /Alaska tive		African	Hisp	panic	Puert	o Rican		r More ces
	TOTAL	Ш	М	F	М	F	М	F	М	F	М	F	М	F	М	F	М	F	М	F
Professor		Ш																		
Associate Prof.	1		1				1													
Assistant Prof.																				
Lecturer (CCE)																				
College Lab Techs	<b>+</b>	╁					<del>                                     </del>													
TOTAL	1		1				1													<u> </u>

							TEN	IURE E	LIGIBIL	ITY SUI	RVEY -	DEPAR	RTMEN	T DETA	\IL					
DEPARTMENT	Library																			
	Eligible fo	or Te	nure Eff	fective 9/	/1/2015															
			Sub-		W	nite	Italian-/	American	Asian/		Indian	erican /Alaska tive		African	Hisr	oanic	Puert	o Rican		r More
	TOTAL		М	F	М	F	M	F	М	F	М	F	М	F	M	F	M	F	М	F
Professor																				
Associate Prof.	1			1		1														
Assistant Prof.																				
Lecturer (CCE)																				
College Lab Techs		Ш																		
TOTAL	1			1		1														
			. d 6 T	566	ective 9/1	/2015														
	Recomm	enu	eu ioi ie	anure Em	ective 5/1	/2015														
NOTE: Please recor	d Early Ten	ure	in Paren	nthesis: 6	example (	)														
			Sub-						Asian/		Indian	erican /Alaska tive		African						r More
	TOTAL		Gen M	aer F	M	ite F	M M	American F	M	F	M	F	M	rican F	M	anic F	M	o Rican F	M Ra	res F
Professor																				
Associate Prof.	1			1		1														
Assistant Prof.		Ц																		
Lecturer (CCE)																				
College Lab Techs		Ц																		
TOTAL	1			1		1														

							TEN	URE EI	IGIBIL	ITY SUI	RVEY -	DEPAR	RTMEN	T DETA	\IL					
DEPARTMENT	Philosoph	<u>1V</u>																		
	Eligible fo	r Te	nure Eff	ective 9/	1/2015															
			Sub-1						Asian/		Indian,	rican /Alaska		African						r More
	TOTAL	-	Gen M	aer F	M	nite F	M M	merican F	Hawaiiar M	F and OPI	M M	tive F	Ame M	F	M	anic F	M	o Rican F	M Ra	ces F
Professor																				
Associate Prof.																				
Assistant Prof.	1		1				1													
Lecturer (CCE)																				
College Lab Techs																				
TOTAL	1	4	1				1													
	Recomm	ende	ed for Te	nure Eff	ective 9/1	/2015														
NOTE: Please recor	d Early Ten	ure i	in Paren	thesis: e	example (	)														
			Sub-1		Wi	nite	Italian-A	merican	Asian/ Hawaiiar		Indian	erican /Alaska tive	Black/		Hisı	panic	Puert	o Rican		r More ces
	TOTAL		М	F	М	F	М	F	М	F	М	F	М	F	М	F	М	F	М	F
Professor																				
Associate Prof.																				
Assistant Prof.	1		1				1													
Lecturer (CCE)																				
College Lab Techs		$\downarrow$					ļ													
TOTAL	1		1				1													

						TEN	IURE EI	LIGIBIL	ITY SUF	RVEY -	DEPAR	RTMEN	T DETA	<b>NIL</b>					
DEPARTMENT	Political Sc	ience																	
	Eligible for	Tenure E	ffective 9/	/1/2015															
										_									
		Sub	-Total					Asian/	Native	Indian,	rican /Alaska	Black/	African					Two o	r More
	TOTAL	Ge M	nder F	M	hite F	Italian-A	American F	Hawaiian M	and OPI F	Na M	tive F	Ame M	rican F	Hisp M	anic F	Puert M	o Rican F	Ra M	ices F
Professor																			
Associate Prof.	2	1	1		1			1											
Assistant Prof.					-														
Lecturer (CCE)																			
College Lab Techs																			
TOTAL	2	1	1		1			1											
			-		-			_											
	Recomme	nded for T	enure Eff	ective 9/1	L/2015														
NOTE: Please recor	d Early Tenu	re in Pare	nthesis: 6	example (	)														
											rican				l				J.
			-Total nder	wi	hite	Italian-A	American	Asian/ Hawaiian			/Alaska tive		African rican	Hisp	anic	Puert	o Rican		r More ices
	TOTAL	М	F	М	F	М	F	М	F	М	F	М	F	M	F	М	F	М	F
Professor																			
Associate Prof.	2	1	. 1		1			1											
Assistant Prof.																			
Lecturer (CCE)																			
College Lab Techs			ļ		ļ														
TOTAL	2	1	. 1		1	•		1											
						TEN	IURE E	LIGIBIL	TY SU	RVEY -	DEPAR	RTMEN	T DETA	\IL	1	1			
DEPARTMENT	Psychology	1																	
	Eligible for	Tenure E	ffective 9/	/1/2015															
										A									
			-Total					Asian/		Indian			African					Two o	r More
	TOTAL	Ge M	nder F	M	nite F	Italian-A	American F	Hawaiian M	and OPI F	Na M	tive F	Ame M	rican F	Hisp M	anic F	Puert M	o Rican F	Ra M	rces F
Professor																			
Associate Prof.	2		2						1						1				
Assistant Prof.																			
Lecturer (CCE)																			
College Lab Techs																			
TOTAL	2		2						1						1				Ì
	Recomme	nded for T	enure Eff	ective 9/1	L/2015														
NOTE: Please recor	d Early Tenu	re in Pare	nthesis: 6	example (	)														
											rican								
			-Total nder	wı	hite	Italian-A	American	Asian/ Hawaiian			/Alaska tive		African rican	Hisp	anic	Puert	o Rican		r More ices
	TOTAL	М	F	М	F	М	F	М	F	М	F	М	F	М	F	М	F	M	F
Professor		1																	
Associate Prof.	2	1	2	:			<u> </u>		1						1		<u> </u>	<u> </u>	
Assistant Prof.		1																	
Lecturer (CCE)																			
College Lab Techs		1	1	1	İ		ĺ	1			ĺ	Ī		ĺ	Ī		Ì	1	
Correge Lab Techs			<u> </u>																

							TEN	IURE EI	LIGIBIL	ITY SUI	RVEY -	DEPAR	RTMEN	T DETA	\IL					
DEPARTMENT	Sciences	H																		
		П																		
	Eligible fo	or T	enure Eff	ective 9/	1/2015															
			Sub-		14/6	nite	Italian /	American		Native	Indian	erican /Alaska tive		African	Hier	panic	Buort	o Rican	Two o	r More ces
	TOTAL		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Professor																				
Associate Prof.																				
Assistant Prof.	1		1										1							
Lecturer (CCE)																				<u> </u>
College Lab Techs	1	Ц	,	1		1														
TOTAL	2		1	1		1							1							
	Recomm	enc	led for Te	enure Effe	ective 9/1	/2015														
NOTE: Please recor	d Early Ter	nure	in Paren	ithesis: e	xample (	)														
			Sub-		Wł	nite	Italian-A	American		Native	Indian	rican /Alaska tive		African	Hisı	panic	Puert	o Rican	Two o	r More ces
	TOTAL	Ц	М	F	М	F	М	F	М	F	М	F	М	F	М	F	М	F	М	F
Professor																				<u> </u>
Associate Prof.		Ц																		
Assistant Prof.	1	Ц	1										1							-
Lecturer (CCE)		H																		
College Lab Techs	1	H	,	1		1														
TOTAL	2	Ш	1	1		1							1							<u> </u>

						TEN	IURE E	LIGIBIL	ITY SUI	RVEY -	DEPAR	RTMEN	T DETA	<b>AIL</b>					
DEPARTMENT	Sociology																		
	Eligible fo	Tenure E	ffective 9	/1/2015															
			o-Total ender	\w/1	nite	Italian	Amorican	Asian/	Native	Indian	rican /Alaska tive	-	African	Hier	panic	Puort	o Rican		r More
	TOTAL	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Professor																			
Associate Prof.	2		1 1	1	1														
Assistant Prof.																			
Lecturer (CCE)																			
College Lab Techs																			
TOTAL	2		1 1	1	1														
	Recomme	nded for	Tenure Eff	ective 9/1	/2015														
NOTE: Please recor	d Early Tenu	ıre in Pare	enthesis: 6	example (	)														
			o-Total ender	Wi	nite	Italian-A	American	Asian/ Hawaiiar		Indian	erican /Alaska tive		African	His	panic	Puert	o Rican		r More
	TOTAL	М	F	М	F	М	F	М	F	М	F	М	F	М	F	М	F	М	F
Professor																			
Associate Prof.	2		1 1	1	1														
Assistant Prof.																			
Lecturer (CCE)																			
College Lab Techs																			
TOTAL	2	1	1 1	1	1														

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			Sub-	Total					Asian/	Native		rican /Alaska	Black/	African					Two o	r More
			Gen	der	Wi	nite	Italian-A	American	-		-	tive	-	rican	Hisp	anic	Puert	o Rican	Ra	ices
	TOTAL	$\perp$	М	F	М	F	М	F	М	F	М	F	М	F	М	F	М	F	М	F
Professor																				
Associate Prof.																				
Assistant Prof.																				
Lecturer (CCE)																				
College Lab Techs																				
TOTAL		Ш																		
	Recomm	ende	d for Te	nure Eff	ective 9/1	/2015														
NOTE: Please record	d Early Ten	ure i	n Paren	thesis: e	example (	)														
			Sub-						Asian/		Indian	erican /Alaska		African						r More
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Professor																				
Associate Prof.	1		1												1					
Assistant Prof.																				
Lecturer (CCE)																				
College Lab Techs																				
TOTAL	1	H		0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	

# 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% 0%	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 COLUMN A AND B, LINES 1.1 THROUGH 9. DATA FOR NEW HIRES ARE ENTERED IN COLUMNS C AND D. LINE 10 IS TOTAL OF EACH COLUMN. ENTRIES IN COLUMNS C AND D, LINES 1.1 THROUGH 9 (GRAY SHADED AREAS) ARE OPTIONAL 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>.