

2024-2025 AFFIRMATIVE ACTION PLAN
John Jay College of Criminal Justice
Reporting Year: June 1, 2023 – May 31, 2024

**Covering Protected Ethnicities and Women (Executive Order 11246),
Individuals with Disabilities (Section 503) and Protected Veterans
(VEVRAA)**

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This plan is available for review at: <https://www.jjay.cuny.edu/about/compliance-diversity/non-discrimination-equal-opportunity>

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PART ONE: INTRODUCTION AND BACKGROUND

This report is an annual update of the Affirmative Action Plan (AAP) for federal contractors. The US Department of Labor’s Office of Federal Contract Compliance Programs (OFCCP) oversees federal contractor affirmative action compliance requirements. This plan reflects requirements related to:

- Presidential Executive Order (EO) 11246, addressing gender and federally protected ethnicities;
- The Vietnam Era Veterans’ Readjustment Assistance Act of 1974 (VEVRAA), as amended, for protected veterans; and
- Section 503 of the Rehabilitation Act of 1973, as amended, for individuals with disabilities.

Some aspects of this plan also reflect state and local regulations, guidelines for public entities, the City University of New York (“CUNY”) Trustee resolutions, and CUNY policy.

The employee census date is June 1, 2024. The previous reporting year was June 1, 2023 – May 31, 2024. The program year for this plan is September 1, 2024 – August 31, 2025.

This plan is available for public review as described on the title page.

Web links, confirmed as of 10/18/24, are subject to change.

Overview

About John Jay

Educating for Justice: There is no college anywhere in the U.S. or the world quite like John Jay. Founded in 1964, John Jay has evolved into the preeminent international leader in educating for justice in its many dimensions. John Jay is a senior college in the CUNY system and offers a rich liberal arts and professional curriculum that prepares students to serve the public interest as ethical leaders and engaged citizens. As a federally designated Hispanic-serving institution and a Minority-serving institution, it is a top-ten institution for promoting student social mobility.

Our Programs: John Jay’s academic programs balance the sciences, humanities and the arts with professional studies. The College is unique in its mission, providing rigorous course work, research, internships, community service and other learning experiences to prepare students to make a difference for themselves and others and to transform ideas into social action and leadership.

Our Students: The College's community of over 11,000 students, in a diverse array of undergraduate, graduate and doctoral programs, is one of the most diverse among the CUNY senior colleges. The student body—47% Hispanic, 17% Black, 15% Asian, 62.8% female, 50% first-generation—produces leaders and scholars in policing and beyond, including forensic science, law, fire and emergency management, social work, teaching, private security, forensic psychology, and corrections. John Jay is also a leader in educating our nation's military veterans, with about 3.6% currently enrolled.

Our Faculty: The John Jay faculty, about 1,100 strong, includes Pulitzer Prize-winners and widely honored scholars and experts in a variety of academic fields, with credentials from the world's top universities. They have been recognized by their professional peers and at all levels of government for their research, writing, teaching, and mentoring. Through their research – often in collaboration with students – they advance knowledge to help build and sustain just societies.

Our Impact: Set in the heart of New York City, John Jay occupies a state-of-the-art campus that provides a wealth of opportunities to cultivate student interests, leadership, civic engagement, and cultural diversity. Laboratories and research facilities for forensic science, forensic psychology, emergency management, and other disciplines provide hands-on learning opportunities to complement the overall educational experience.

Over the past 50 years, the College has added a wide range of innovative and interdisciplinary liberal arts majors and professions, but the core mission of “educating for justice” remains inviolate and unchanged. Our students learn to challenge the status quo, cultivate their passion for solving social problems, and become positive agents of change. Our alumni have long held leadership roles in public-sector agencies and private companies in the U.S. and worldwide. Now and always, we educate fierce advocates for justice.

Governance

John Jay is governed by the CUNY system's Board of Trustees and the Office of the Chancellor. Karol V. Mason became the 5th president of John Jay College on August 1, 2017. She is the first woman and the first person of color to serve as president of the College. Over the course of her long career, President Mason has been a legal pioneer and an exceptional voice for equality, fairness, and criminal justice reform. She was a leader in the Obama Administration on juvenile justice issues, bail reform and re-entry for individuals leaving prison, and in her distinguished career at Alston & Bird LLP, she was the first African-American woman elected as chair of the management committee at any major national firm.

To read President Mason's Biography, please visit:

<https://www.jjay.cuny.edu/about/president-karol-v-mason/presidents-biography>

Leadership

The President's Senior Leadership Team is comprised of employees who are essential to the multiple operations of the College. The team is committed to the mission of the College and are considered among John Jay's most valuable assets.

Appendix A displays a high-level organization chart.

Mission & Values

The College's mission and values statements are detailed below and can be found here:

<https://www.jjay.cuny.edu/about/mission-values>

Mission Statement

John Jay College of Criminal Justice is a community of motivated and intellectually committed individuals who explore justice in its many dimensions. The College's liberal arts curriculum equips students to pursue advanced study and meaningful, rewarding careers in the public, private, and non-profit sectors. Our professional programs introduce students to foundational and newly emerging fields and prepare them for advancement within their chosen professions.

Our students are eager to engage in original research and experiential learning, excited to study in one of the world's most dynamic cities, and passionate about shaping the future. Through their studies our students prepare for ethical leadership, global citizenship, and engaged service. Our faculty members are exceptional teachers who encourage students to join them in pursuing transformative scholarship and creative activities. Through their research our faculty advances knowledge and informs professional practices that build and sustain just societies.

We foster an inclusive and diverse community drawn from our city, our country, and the world. We are dedicated to educating traditionally underrepresented groups and committed to increasing diversity in the workforce. The breadth of our community motivates us to question our assumptions, to consider multiple perspectives, to think critically, and to develop the humility that comes with global understanding. We educate fierce advocates for justice.

Values Statement

As a Hispanic- and Minority-Serving Institution of higher education in New York City, grounded by our commitment to advancing justice in its many dimensions, we recognize these interrelated core values as fundamental to the John Jay College of Criminal Justice community: (in alphabetical order)

Diversity: Explore, support, and respect the many voices within our community, fostering an inclusive environment that represents the many racial, religious, ethnic, gender, sexual, socioeconomic, political, cultural, age, and ability identities that make our community thrive.

Equity: Confront and respectfully disrupt biases, stereotypes, and discrimination by creating and implementing opportunities for equal access and success for underserved communities.

Integrity: Promote honesty, transparency, and empathy in our actions and communications—at all levels within our community—by adhering to the highest moral and ethical standards in our personal and professional behavior.

Justice: Act fairly and ethically to build an environment that offers every individual equal opportunities to grow and flourish.

Learning and Scholarship: Engage in transformative teaching and learning, both inside and outside of the classroom, support and pursue scholarship and creative activities, practice intellectual curiosity, strive for academic and professional excellence, and foster lifelong learning and civic engagement.

Respect: Honor each other's identities, ideas, values, and humanity partnered with a commitment to courtesy, civility, and kindness.

Policies

As a unit of CUNY, we adhere to federal, state, and city laws and regulations on non-discrimination and affirmative action, including: 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, the Age Discrimination Act of 1975, New York State Human Rights Law and New York City Human Rights Law.

Federally protected ethnicities identified in Executive Order 11246 are American Indian/Alaska Native, Asian, Black/African American, Hispanic/Latino, Native Hawaiian/Other Pacific Islander, Two or More Races, and Women. CUNY's Chancellor designated Italian American as a protected ethnicity for CUNY in 1976 and we produce a separate plan for Italian Americans.

CUNY posts its policies on non-discrimination, sex based misconduct, and affirmative action on its website. **Appendix B** provides the text of the major policies.

Equal Opportunity and Non-Discrimination Policy

The City University of New York 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.

Affirmative Action Policy

CUNY's original Affirmative Action Policy of May 28, 1985 is part of its Manual of General Policy that states:

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, Section 6-C)

Sex-Based Misconduct Policy

CUNY's Policy on Sex Based Misconduct addresses sexual harassment, gender-based harassment and sexual violence. It outlines procedures applicable to students and employees for addressing complaints.

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 Sex Based Misconduct (sex based harassment, sex based discrimination and sexual violence). Accordingly, CUNY is committed to:

1. Defining conduct that constitutes prohibited Sex Based Misconduct;
2. Providing clear guidelines for students, employees and visitors on how to report incidents of Sex Based Misconduct and a commitment that any complaints will be handled respectfully;
3. Promptly responding to and investigating allegations of Sex Based Misconduct, 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 Sex Based Misconduct;
5. Providing awareness and prevention information on Sex Based Misconduct, including widely disseminating this policy, as well as a "students' bill of rights" and implementing training and educational programs on Sex Based Misconduct 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.

This is the sole policy at CUNY addressing Sex Based Misconduct and is applicable at all college and units at the University. The policy is interpreted in accordance with the principles of academic freedom adopted by CUNY's Board of Trustees.

Other Policies

The President reaffirms CUNY's non-discrimination policies twice a year. The most recent reaffirmation letter, issued 10/15/2024.

Other important policies available on CUNY's "Policies and Resources" webpage include:

- The CUNY Campus and Workplace Violence Policy which addresses workplace violence.
- The CUNY Domestic Violence and the Workplace Policy which addresses domestic violence in or affecting employees in the workplace.
- The CUNY Procedures for Implementing Reasonable Accommodations and Academic Adjustments which addresses the CUNY process for responding to requests for reasonable accommodations or academic adjustments.

CUNY campuses report crime statistics, including statistics relating to sexual violence under the federal Jeanne Clery Act. Information about John Jay's statistics is available from John Jay's Office of Public Safety at: <https://www.jjay.cuny.edu/jeanne-clery-disclosure-campus-security-policy>

Responsibilities

Our entire community participates in promoting diversity and inclusion. Additionally, we have assigned the following responsibilities.

The President

President Mason, oversees affirmative action and diversity programs to ensure compliance with federal, state, and city laws, rules and regulations and university policies and:

- Designates personnel to manage affirmative action, compliance and diversity programs, including the Chief Diversity Officer (CDO), 504/Americans with Disabilities Act (ADA) Coordinator, and Title IX Coordinator.
- The President ensures designated personnel have authority, staffing, and other resources to fulfill their assigned responsibilities.
- Communicates commitment to equal employment opportunity, including an annual reaffirmation in support of affirmative action, diversity, and;
- Approves and releases reports, including this affirmative action plan.

Appendix C contains the annual reaffirmation letter issued by the President.

Chief Diversity Officer

The President has designated Gabriela Leal, Esq., as the Director of Compliance and Diversity who serves as the Chief Diversity Officer (CDO), 504/Americans with Disabilities Act (ADA) Coordinator and Title IX Coordinator. The CDO:

- Provides confidential consultation for, investigates, and resolves discrimination/harassment complaints;
- Distributes new and revised policies and notices, integrating them into training programs, search committee orientations, websites, and other media;
- Evaluates affirmative action programs and initiatives;
- Prepares and communicates Affirmative Action Plan reports;
- Consults with hiring teams and managers on recruitment and selection, overseeing recruitment plans and effective recruitment/selection strategies to promote a diverse workforce; and
- Participates in CUNY initiatives promoting diversity and inclusion.

The Chief Diversity Officer (or designee) completed the OFCCP's annual online certification of compliance with affirmative action program requirements.

College Officials

Executives, department chairpersons, managers, and supervisors are critical partners in equal employment and affirmative action programs. They help ensure compliance with regulations and policies, foster an inclusive environment, and help develop and implement affirmative action programs.

University Management

CUNY's University Office of Recruitment and Diversity (ORD) within University Human Resources establishes job groups, report parameters, and reports summary statistics. ORD sponsors university-wide diversity programs and maintains data collection and self-identification systems. It also maintains job posting and applicant tracking systems.

For more information on CUNY's recruitment efforts, please visit:

<https://www.cuny.edu/employment/search-jobs/#1686679506361-308d9e18-2a4f>

PART TWO: DATA AND ANALYSIS

Collecting Employee Data

We extracted data on active employees as of June 1, 2024, from CUNY's system of record, CUNYfirst. We include personnel on most paid leaves, including medical and fellowship/sabbatical leave. We exclude personnel on terminal leaves such as retirement leave, student workers (including Graduate Assistants) and people employed separately by CUNY's Research Foundation.

We invite employees to self-identify gender, race/ethnicity, veteran status, and disability status. Employees may update selections at any time on an Employee Self-Service portal. We also invite job applicants to self-identify on the job application portal.

Of 2,427 employees, 0 employees did not identify gender, 5 employees did not identify race/ethnicity category, 5 employees did not identify veteran status and 2,140 did not identify disability status. We assign employees who do not identify a status to the "unknown" category for that characteristic and categorize them in the majority or "not protected" group for that characteristic (i.e., male, or white) as per regulations.

There are 1,010 full-time employees (excluding the chief executive) and there are 1,417 part-time employees.

Self-Identification Categories

We use the following categories to evaluate representation by race/ethnicity for the federal affirmative action plan:

- Total Protected Ethnicities (all groups other than White, reported as a single category);
- Asian (consolidates Asian, Hawaiian/Other Pacific Islander);
- Black/African American;
- Hispanic/Latino;
- White (not a federally protected ethnicity).

We record a person identifying as both Hispanic/Latino and another group as Hispanic/Latino, and not as Two or More Races.

We include the categories of American Indian/Alaska Native and Two or More Races under Total Protected Ethnicities and do not report them separately.

Consistent with long-standing agreements, we ask employees to self-identify Italian American status, and create a separate Italian American affirmative action plan. We also invite employees to voluntarily provide data on their ancestries from a list of approximately

sixty categories.

CUNY provides for six categories of gender identification but uses the federally mandated categories for this plan. For federal reporting, we include only persons specifically identifying as female in the federally protected gender category.

The federal government is in the process of preparing new standards for self-identification expected to impact future Affirmative Action plans.

Analyzing Data

We analyze workforce data as mandated to promote a complete assessment, covering:

- Workforce Analysis (evaluating employment within organizational units/departments)
- Job Group Analysis (analysis of job groups and academic disciplines)
- Utilization Analysis (comparisons with labor market availability measures)
- Personnel and Recruiting Activity (personnel actions, recruitment and hiring, and compensation).

We rely on methods provided by the US Department of Labor's Office of Contract Compliance Programs (OFCCP) such as the *Educational Institutions Technical Assistance Guide (2019)*.

Workforce Analysis

Workforce Analysis is a review of employees organized by their assigned division and department. We review demographic data by job title in order of rank (salary range).

There are 7 organizational units. The overall composition of full-time female and total minority employees within the organizational units is as follows:

- Executive/Administrative/Managerial: 65.5% female; 56.2% total minority
- Professional Faculty: 50.2% female; 41.7% total minority
- Professional Non-Faculty: 65.4% female; 77% total minority
- Administrative Support Workers: 73.6% female; 78.1% total minority
- Technicians: 45% female; 49.7% total minority
- Craft Workers: 0% female; 50% total minority
- Service Workers: 39.2% female; 94.2% total minority

Due to length, we do not publish the Workforce Analysis charts in this report.

Tables 1 and 2 summarize the workforce by job group, and faculty workforce by tenure status.

Job Group Analysis

Job Group Analysis is a process of creating groups of jobs with similar duties and qualifications. For some reports we “roll up” job groups into categories based on the federal EEO-1 coding system.

CUNY reviews faculty job groups by both rank and academic discipline. CUNY assigns most faculty departments to disciplines as per the US Department of Education’s Classification of Instructional Programs (CIP).

CUNY organizes data about College Laboratory Technicians by assigning the employees’ departments to one of two categories: Scientific/Engineering/Technical or a General (non-scientific) category.

The Utilization Analysis (see next section) provides detail on job groups and academic disciplines.

Utilization Analysis

We compare CUNY’s job groups with an estimated labor market availability by job group. We evaluate utilization for females and federal ethnicity categories (Asian, Black/African American, and Hispanic/Latino and Total Protected Ethnicities).

Labor Market Source Data

Labor market availability is a benchmark calculated by job group. It is an estimate of the ratio of females and federally protected ethnicities available for employment. This information is based on both an external labor market in a reasonable geographic area, and an internal labor market of CUNY personnel eligible for advancement. We last calculated labor market availability in 2023.

It is not possible for anyone to exactly calculate labor market availability, as all calculations are based on historical data. We consider the calculations and the resulting findings to be general indicators.

We calculated an internal labor market utilizing lists of CUNY-wide appointments between 2017-2022. For Classified Civil Service titles, we also consulted with CUNY’s Director of Civil Service Operations. This review resulted in a percentage of internal advancements for each job group. The resulting demographics are based on persons employed as of June 1, 2022.

For external labor market calculations other than faculty, we utilized the US Census American Community Survey (ACS), 5-year estimate, 2017-2021 (final), extracted from University of Minnesota’s Integrated Public User Microdata Sample (iPUMS). We selected

data based on geography, labor force participation, occupation, and educational attainment.

We combine internal and external labor market calculations in proportion to the numbers of internal advancements and external hires into each job group.

For faculty, we calculated labor market availability by both job group and academic discipline within job group. We utilized the US Department of Education’s National Center for Education Statistics’ Integrated Post-Secondary Education Data System (IPEDS) degree completion data, 2020-2021 (final). We used the Classification of Instructional Programs (CIP) to identify discipline.



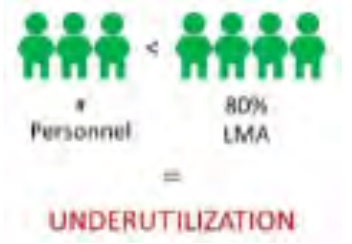
Calculating Underutilization

A workplace without bias should employ persons in protected groups in the same ratio that people in each group appear in the general labor market.

We calculate underutilization for groups with a minimum of five incumbents, with the caveat that analyzing groups of less than 30 employees may generate less reliable results. We do not report on the President’s position, as it reports outside of our unit.

We report underutilization where the percent of employees belonging to a protected group does not reach a benchmark of at least 80% of the labor market estimate, and the difference is equal to at least one full-time equivalent employee. The following illustration may help explain:

Illustration: Utilization and Underutilization

| | | |
|--|--|---|
| <p>If a job group has ten employees and 50% of the available labor market is female, we expect 50% of employees in that job group (five persons) should be female.</p> | <p>We use a benchmark of 80% of the labor market. If at least four employees are female, there would be no underutilization.</p> | <p>In this example there are three females in the job group. Females are underutilized compared with the labor market (or “underutilization of one.”)</p> |
|  |  |  |

Appendix D details utilization/underutilization in each category (job group and/or academic discipline). We prioritize job groups with underutilization for placement goals and outreach for hiring and advancement.

While we expect year-to-year variations to be the result of implementing our affirmative action plans, variations may also arise from changes in availability, hires, advancements, and separations.

Tables 3 and 4 summarize staffing and underutilization for each job group.

Illustrative Tables

Table 1: Workforce by Job Group and Category

Table 2: Full-Time Faculty by Title and Tenure Status

Table 3: Historical Changes in Underutilization – Faculty

Table 4: Historical Changes in Underutilization – Staff and College Laboratory Technicians

Executive/Administrative/Managerial

| Job Group | Ttl Empls | Female # | Female % | Pro. Eth # | Pro. Eth % |
|-----------------------------|-----------|----------|----------|------------|------------|
| Admin 1: Executive | 27 | 16 | 59.3% | 13 | 48.1% |
| Admin 2: Managerial | 159 | 119 | 74.8% | 96 | 60.4% |
| Admin 2: Managerial Adjunct | 127 | 73 | 57.5% | 64 | 50.4% |
| Managerial: Facilities | 5 | 2 | 40.0% | 4 | 80.0% |
| Managerial: Info Tech | 3 | 1 | 33.3% | 3 | 100.0% |
| Managerial: Security | 1 | 0 | 0.0% | 1 | 100.0% |

Professional Faculty

| Job Group | Ttl Empls | Female # | Female % | Pro. Eth # | Pro. Eth % |
|--------------------------------|-----------|----------|----------|------------|------------|
| Faculty: Professoriate | 328 | 155 | 47.3% | 124 | 37.8% |
| Faculty: Librarian | 8 | 7 | 87.5% | 4 | 50.0% |
| Faculty: Lecturer | 89 | 48 | 53.9% | 45 | 50.6% |
| Faculty: Lecturer Adjunct | 444 | 225 | 50.7% | 212 | 47.7% |
| Faculty: Professoriate Adjunct | 336 | 168 | 50.0% | 117 | 34.8% |
| Faculty: Continuing Education | 9 | 6 | 66.7% | 4 | 44.4% |

Professional Non-Faculty

| Job Group | Ttl Empls | Female # | Female % | Pro. Eth # | Pro. Eth % |
|---------------------------------|-----------|----------|----------|------------|------------|
| Accountant: Professional | 4 | 2 | 50.0% | 4 | 100.0% |
| Admin 3: Professional | 175 | 127 | 72.6% | 134 | 76.6% |
| Admin 5: Engineer-Architect | 1 | 1 | 100.0% | 1 | 100.0% |
| Info Tech: Professional | 31 | 12 | 38.7% | 25 | 80.6% |
| Info Tech: Professional Adjunct | 5 | 0 | 0.0% | 3 | 60.0% |
| Athletics Staff | 1 | 0 | 0.0% | 0 | 0.0% |

Administrative Support Workers

| Job Group | Ttl Empls | Female # | Female % | Pro. Eth # | Pro. Eth % |
|--------------------------|-----------|----------|----------|------------|------------|
| Accountant: Assistant | 1 | 1 | 100.0% | 1 | 100.0% |
| Administrative Assistant | 4 | 4 | 100.0% | 4 | 100.0% |
| Office Assistant | 24 | 18 | 75.0% | 22 | 91.7% |
| Office Assistant Adjunct | 343 | 253 | 73.8% | 263 | 76.7% |
| Mail Services Worker | 3 | 0 | 0.0% | 3 | 100.0% |

Technicians

| Job Group | Ttl Empls | Female # | Female % | Pro. Eth # | Pro. Eth % |
|---|-----------|----------|----------|------------|------------|
| Admin 4: College Lab Technician | 13 | 9 | 69.2% | 9 | 69.2% |
| Admin 4: College Lab Technician Adjunct | 30 | 26 | 86.7% | 23 | 76.7% |
| Broadcast-Media | 7 | 0 | 0.0% | 5 | 71.4% |
| Broadcast-Media Adjunct | 91 | 31 | 34.1% | 30 | 33.0% |
| Info Tech: Technician | 2 | 0 | 0.0% | 2 | 100.0% |
| Info Tech: Technician Adjunct | 3 | 0 | 0.0% | 2 | 66.7% |
| Print Media Technician | 5 | 2 | 40.0% | 4 | 80.0% |

Craft Workers

| Job Group | Ttl Empls | Female # | Female % | Pro. Eth # | Pro. Eth % |
|---------------------------------|------------------|-----------------|-----------------|-------------------|-------------------|
| Skilled Trades: Supervisory | 1 | 0 | 0.0% | 0 | 0.0% |
| Skilled Trades: Not Supervisory | 16 | 0 | 0.0% | 4 | 25.0% |
| Laborers and Helpers | 11 | 0 | 0.0% | 10 | 90.9% |

Service Workers

| Job Group | Ttl Empls | Female # | Female % | Pro. Eth # | Pro. Eth % |
|-----------------------------------|------------------|-----------------|-----------------|-------------------|-------------------|
| Campus Public Safety Sergeant | 10 | 3 | 30.0% | 8 | 80.0% |
| Campus Peace Officer | 13 | 4 | 30.8% | 13 | 100.0% |
| Campus Security Assistant | 23 | 11 | 47.8% | 22 | 95.7% |
| Campus Security Assistant Adjunct | 6 | 2 | 33.3% | 6 | 100.0% |
| Custodial: Supervisory | 6 | 2 | 33.3% | 6 | 100.0% |
| Custodial: Assistant | 39 | 14 | 35.9% | 37 | 94.9% |
| Custodial: Assistant Adjunct | 23 | 11 | 47.8% | 21 | 91.3% |

Full-Time Faculty by Title and Tenure Status

2024-2025

John Jay College

Total Faculty: 425

Status categories are: Tenure, Track Tenure, Substitute, and "Instructors or Others PSC" (not eligible for tenure). This report refers to tenure as of the 2023-2024 academic year (effective 9/1/2023)

| Group/Title/Status | Ttl Empls | Female # | Female % | Pro. Eth # | Pro. Eth% |
|---------------------------|------------------|-----------------|-----------------|-------------------|------------------|
|---------------------------|------------------|-----------------|-----------------|-------------------|------------------|

Faculty: Lecturer

| | | | | | |
|--------------------------------|-----------|-----------|--------------|-----------|--------------|
| Distinguished Lecturer | 1 | 0 | 0.0% | 0 | 0.0% |
| Instructors and others PSC | 1 | 0 | 0.0% | 0 | 0.0% |
| Lecturer | 52 | 24 | 46.2% | 29 | 55.8% |
| CCE Certificate Continuous Emp | 24 | 10 | 41.7% | 13 | 54.2% |
| Lecturer track CCE | 18 | 9 | 50.0% | 12 | 66.7% |
| Substitute <6 Mo no prior svc | 1 | 1 | 100.0% | 1 | 100.0% |
| Substitute >=6 Mo Or Prior Ben | 9 | 4 | 44.4% | 3 | 33.3% |
| Lecturer Doc Sch | 36 | 24 | 66.7% | 16 | 44.4% |
| CCE Certificate Continuous Emp | 5 | 3 | 60.0% | 2 | 40.0% |
| Lecturer track CCE | 30 | 20 | 66.7% | 13 | 43.3% |
| Substitute >=6 Mo Or Prior Ben | 1 | 1 | 100.0% | 1 | 100.0% |

Faculty: Librarian

| | | | | | |
|---------------------------------|----------|----------|---------------|----------|---------------|
| Lecturer-Librarian | 1 | 1 | 100.0% | 1 | 100.0% |
| Lecturer track CCE | 1 | 1 | 100.0% | 1 | 100.0% |
| Instructor-Librarian | 1 | 0 | 0.0% | 1 | 100.0% |
| Instructors and others PSC | 1 | 0 | 0.0% | 1 | 100.0% |
| Asst Professor-Librarian | 1 | 1 | 100.0% | 1 | 100.0% |
| Track Tenure | 1 | 1 | 100.0% | 1 | 100.0% |
| Assc Professor-Librarian | 3 | 3 | 100.0% | 1 | 33.3% |
| Tenured | 3 | 3 | 100.0% | 1 | 33.3% |
| Professor-Librarian | 2 | 2 | 100.0% | 0 | 0.0% |
| Tenured | 2 | 2 | 100.0% | 0 | 0.0% |

Faculty: Professoriate

Full-Time Faculty by Title and Tenure Status

2024-2025

John Jay College

Total Faculty: 425

Status categories are: Tenure, Track Tenure, Substitute, and "Instructors or Others PSC" (not eligible for tenure). This report refers to tenure as of the 2023-2024 academic year (effective 9/1/2023)

| Group/Title/Status | Ttl Empls | Female # | Female % | Pro. Eth # | Pro. Eth% |
|---------------------------|------------------|-----------------|-----------------|-------------------|------------------|
|---------------------------|------------------|-----------------|-----------------|-------------------|------------------|

Faculty: Professoriate

| | | | | | |
|-----------------------------------|------------|-----------|---------------|-----------|---------------|
| Asst Professor-Counselor | 1 | 1 | 100.0% | 1 | 100.0% |
| Tenured | 1 | 1 | 100.0% | 1 | 100.0% |
| Asst Professor | 69 | 38 | 55.1% | 39 | 56.5% |
| Substitute >=6 Mo Or Prior Ben | 8 | 3 | 37.5% | 3 | 37.5% |
| Tenured | 18 | 9 | 50.0% | 9 | 50.0% |
| Track Tenure | 43 | 26 | 60.5% | 27 | 62.8% |
| Assc Professor-Counselor | 1 | 1 | 100.0% | 1 | 100.0% |
| Tenured | 1 | 1 | 100.0% | 1 | 100.0% |
| Assc Professor | 139 | 60 | 43.2% | 50 | 36.0% |
| Substitute >=6 Mo Or Prior Ben | 1 | 0 | 0.0% | 0 | 0.0% |
| Tenured | 136 | 60 | 44.1% | 49 | 36.0% |
| Track Tenure | 2 | 0 | 0.0% | 1 | 50.0% |
| Professor-Program Admin | 1 | 1 | 100.0% | 0 | 0.0% |
| Tenured | 1 | 1 | 100.0% | 0 | 0.0% |
| Professor | 108 | 52 | 48.1% | 32 | 29.6% |
| Tenured | 108 | 52 | 48.1% | 32 | 29.6% |
| Research Faculty-Professor | 2 | 1 | 50.0% | 0 | 0.0% |
| Instructors and others PSC | 2 | 1 | 50.0% | 0 | 0.0% |
| Distinguished Professor | 7 | 1 | 14.3% | 1 | 14.3% |
| Instructors and others PSC | 7 | 1 | 14.3% | 1 | 14.3% |

John Jay College

This exhibit summarizes underutilization of protected groups by job group and discipline in faculty ranks, organized by job group and academic discipline. We report combinations of job group and discipline only in years they have five or more incumbents.

This summary reports underutilization in:

- 2024 - 2025 Plan (as of 6/1/2024 - current plan)
- 2023 - 2024 Plan (as of 6/1/2023)
- 2022 - 2023 Plan (as of 6/1/2022)
- 2021 - 2022 Plan (as of 6/1/2021)

In 2023, we updated Labor Market Availability estimates, which could impact results between years. We also began calculating underutilization for adjunct faculty. In 2024, we refined the method to account for multiple adjunct appointments, which could reduce the total adjunct count.

Underutilization indicates areas of outreach for recruitment and advancement. When underutilization does not change year-to-year, it may be due to limited turnover (opportunities to hire or promote into the job group).

There are more details in the plan narrative and in Appendix D (Utilization Analysis).

Faculty: Professoriate Adjunct

| | Total Faculty | Female | Total Pro. Eth. | Asian/Nat Haw./OPI | Black/ African Am. | Hispanic/ Latino |
|---|---------------|--------|-----------------|--------------------|--------------------|------------------|
| Area, Ethnic, Cultural, Gender, and Group Studies | | | | | | |
| 2024 | 9 | 2 | | 1 | | |
| 2023 | 9 | | | 1 | | |
| Business, Management, Marketing and Support | | | | | | |
| 2023 | 5 | | 2 | | 1 | |
| Communications, Journalism, AND Visual/Perf Arts | | | | | | |
| 2023 | 5 | | 1 | | | |
| Education - Developmental | | | | | | |
| 2024 | 11 | | | | | |
| 2023 | 12 | | | | | |
| English Language and Literature/Letters | | | | | | |
| 2024 | 24 | | | | | 1 |
| 2023 | 22 | | | | | 2 |
| Foreign Languages, Literatures, and Linguistics | | | | | | |
| 2024 | 9 | | | | | |
| 2023 | 11 | | | | | |
| History | | | | | | |
| 2024 | 8 | | 2 | | | 1 |
| 2023 | 11 | | 2 | | | 1 |
| Homeland Security, Law Enforcement, Firefighting, etc. | | | | | | |
| 2024 | 69 | 16 | 7 | | 5 | |
| 2023 | 75 | 21 | 6 | | 6 | |
| Liberal Arts and Sciences, General Studies & Humanities | | | | | | |

Faculty: Professoriate Adjunct

| | | Total Faculty | Female | Total Pro. Eth. | Asian/Nat Haw./OPI | Black/ African Am. | Hispanic/ Latino |
|---|------|---------------|--------|-----------------|--------------------|--------------------|------------------|
| Liberal Arts and Sciences, General Studies & Humanities | 2023 | 6 | | | | | |
| Mathematics and Computer Science | 2024 | 5 | | | | | |
| | 2023 | 7 | | 1 | | | |
| Multi/Interdisciplinary | 2024 | 7 | | | | | |
| | 2023 | 9 | 4 | | | | |
| Philosophy and Religious Studies | 2024 | 13 | 1 | 1 | 1 | | |
| | 2023 | 12 | | 1 | 1 | | |
| Physical Sciences | 2024 | 14 | | | | | |
| | 2023 | 18 | | | | | |
| Psychology | 2024 | 62 | | | | | |
| | 2023 | 64 | | | | | |
| Public Administration | 2024 | 12 | 3 | | | | |
| | 2023 | 9 | 3 | | | 2 | |
| Social Sciences | 2024 | 60 | | | | | |
| | 2023 | 64 | | | | | |
| Visual and Performing Arts | 2024 | 22 | | | | | |
| | 2023 | 24 | | | | | |

Faculty: Professoriate

| | | Total Faculty | Female | Total Pro. Eth. | Asian/Nat Haw./OPI | Black/ African Am. | Hispanic/ Latino |
|---|------|---------------|--------|-----------------|--------------------|--------------------|------------------|
| Area, Ethnic, Cultural, Gender, and Group Studies | 2024 | 15 | 3 | | 1 | | |
| | 2023 | 13 | | | 1 | | |
| | 2022 | 16 | | | 1 | | |
| | 2021 | 14 | | | 1 | | |
| Business, Management, Marketing and Support | 2024 | 10 | 2 | | | 2 | |

Faculty: Professoriate

Business, Management, Marketing and Support

| | Total Faculty | Female | Total Pro. Eth. | Asian/Nat Haw./OPI | Black/African Am. | Hispanic/Latino |
|------|---------------|--------|-----------------|--------------------|-------------------|-----------------|
| 2023 | 10 | 3 | | | 2 | |
| 2022 | 8 | 1 | | | 1 | |
| 2021 | 8 | 1 | | | 1 | |

Communications, Journalism, AND Visual/Perf Arts

| | | | | | | |
|------|---|--|--|---|--|--|
| 2022 | 6 | | | | | |
| 2021 | 7 | | | 1 | | |

Education - Developmental

| | | | | | | |
|------|----|--|--|---|--|--|
| 2024 | 10 | | | 1 | | |
| 2023 | 11 | | | 1 | | |
| 2022 | 11 | | | | | |
| 2021 | 12 | | | | | |

English Language and Literature/Letters

| | | | | | | |
|------|----|---|---|--|---|--|
| 2024 | 34 | | 2 | | 1 | |
| 2023 | 34 | 4 | | | | |
| 2022 | 34 | 5 | | | | |
| 2021 | 36 | 5 | | | | |

Foreign Languages, Literatures, and Linguistics

| | | | | | | |
|------|---|--|--|--|--|--|
| 2024 | 6 | | | | | |
| 2023 | 5 | | | | | |
| 2022 | 5 | | | | | |
| 2021 | 5 | | | | | |

History

| | | | | | | |
|------|----|---|--|--|---|---|
| 2024 | 16 | 2 | | | 1 | 1 |
| 2023 | 15 | 2 | | | 1 | 1 |
| 2022 | 18 | 2 | | | 1 | |
| 2021 | 18 | 2 | | | 1 | |

Homeland Security, Law Enforcement, Firefighting, etc.

| | | | | | | |
|------|----|---|--|--|---|---|
| 2024 | 51 | 8 | | | 5 | |
| 2023 | 44 | 6 | | | 5 | 1 |
| 2022 | 44 | | | | 4 | |
| 2021 | 44 | 5 | | | 4 | |

Mathematics and Computer Science

| | | | | | | |
|------|----|--|--|--|---|---|
| 2024 | 19 | | | | | 1 |
| 2023 | 16 | | | | 1 | 1 |
| 2022 | 15 | | | | 1 | 1 |
| 2021 | 16 | | | | | 1 |

Faculty: Professoriate

| | Total Faculty | Female | Total Pro. Eth. | Asian/Nat Haw./OPI | Black/ African Am. | Hispanic/ Latino |
|---|---------------|--------|-----------------|--------------------|--------------------|------------------|
| Multi/Interdisciplinary | | | | | | |
| 2024 | 6 | | 2 | | 1 | |
| 2023 | 8 | | 2 | | | 1 |
| 2022 | 8 | | 1 | | | 1 |
| 2021 | 9 | | | | | |
| Philosophy and Religious Studies | | | | | | |
| 2024 | 10 | | | | | |
| 2023 | 10 | | | | | |
| 2022 | 9 | | | | | |
| 2021 | 9 | | | | | |
| Physical Sciences | | | | | | |
| 2024 | 24 | | | | | |
| 2023 | 22 | | | | | |
| 2022 | 22 | | | | | |
| 2021 | 22 | | | | | |
| Psychology | | | | | | |
| 2024 | 38 | 8 | | | | 2 |
| 2023 | 37 | 8 | | | | 1 |
| 2022 | 41 | 8 | | | | 2 |
| 2021 | 40 | 8 | | | | 2 |
| Public Administration | | | | | | |
| 2024 | 26 | 7 | | | 3 | |
| 2023 | 23 | 5 | | | 3 | |
| 2022 | 20 | 3 | | | 2 | 1 |
| 2021 | 19 | 3 | | | 1 | 1 |
| Social Sciences | | | | | | |
| 2024 | 53 | | | | 1 | |
| 2023 | 52 | | | | 1 | |
| 2022 | 55 | | | | | 1 |
| 2021 | 59 | | | | | |
| Visual and Performing Arts | | | | | | |
| 2024 | 7 | | | 1 | | |
| 2023 | 7 | | | 1 | | |
| 2022 | 8 | | | 1 | | |
| 2021 | 7 | | | 1 | | |

Faculty: Librarian

| Total Faculty | Female | Total Pro. Eth. | Asian/Nat Haw./OPI | Black/ African Am. | Hispanic/ Latino |
|---------------|--------|-----------------|--------------------|--------------------|------------------|
|---------------|--------|-----------------|--------------------|--------------------|------------------|

Faculty: Librarian

Library (Librarians/Non-Teaching)

| | Total Faculty | Female | Total Pro. Eth. | Asian/Nat Haw./OPI | Black/ African Am. | Hispanic/ Latino |
|------|---------------|--------|-----------------|--------------------|--------------------|------------------|
| 2024 | 8 | | | | | |
| 2023 | 10 | | | | | |
| 2022 | 11 | | | | | |
| 2021 | 12 | | 1 | | 1 | |

Faculty: Lecturer Adjunct

Area, Ethnic, Cultural, Gender, and Group Studies

| | Total Faculty | Female | Total Pro. Eth. | Asian/Nat Haw./OPI | Black/ African Am. | Hispanic/ Latino |
|------|---------------|--------|-----------------|--------------------|--------------------|------------------|
| 2024 | 10 | 3 | | 1 | | |
| 2023 | 25 | 7 | | 2 | | |

Business, Management, Marketing and Support

| | Total Faculty | Female | Total Pro. Eth. | Asian/Nat Haw./OPI | Black/ African Am. | Hispanic/ Latino |
|------|---------------|--------|-----------------|--------------------|--------------------|------------------|
| 2024 | 10 | 3 | | | | |
| 2023 | 8 | | | | 1 | |

Communications, Journalism, AND Visual/Perf Arts

| | Total Faculty | Female | Total Pro. Eth. | Asian/Nat Haw./OPI | Black/ African Am. | Hispanic/ Latino |
|------|---------------|--------|-----------------|--------------------|--------------------|------------------|
| 2023 | 6 | | | | | |

Education

| | Total Faculty | Female | Total Pro. Eth. | Asian/Nat Haw./OPI | Black/ African Am. | Hispanic/ Latino |
|------|---------------|--------|-----------------|--------------------|--------------------|------------------|
| 2024 | 5 | | | | | |

Education - Developmental

| | Total Faculty | Female | Total Pro. Eth. | Asian/Nat Haw./OPI | Black/ African Am. | Hispanic/ Latino |
|------|---------------|--------|-----------------|--------------------|--------------------|------------------|
| 2024 | 27 | | | 1 | | |
| 2023 | 31 | | | | | |

English Language and Literature/Letters

| | Total Faculty | Female | Total Pro. Eth. | Asian/Nat Haw./OPI | Black/ African Am. | Hispanic/ Latino |
|------|---------------|--------|-----------------|--------------------|--------------------|------------------|
| 2024 | 21 | 4 | | | | 1 |
| 2023 | 18 | 6 | | 1 | | |

Foreign Languages, Literatures, and Linguistics

| | Total Faculty | Female | Total Pro. Eth. | Asian/Nat Haw./OPI | Black/ African Am. | Hispanic/ Latino |
|------|---------------|--------|-----------------|--------------------|--------------------|------------------|
| 2024 | 15 | | | | | |
| 2023 | 14 | | | | | |

History

| | Total Faculty | Female | Total Pro. Eth. | Asian/Nat Haw./OPI | Black/ African Am. | Hispanic/ Latino |
|------|---------------|--------|-----------------|--------------------|--------------------|------------------|
| 2024 | 5 | | | | | 1 |
| 2023 | 9 | | 1 | 1 | | 1 |

Homeland Security, Law Enforcement, Firefighting, etc.

| | Total Faculty | Female | Total Pro. Eth. | Asian/Nat Haw./OPI | Black/ African Am. | Hispanic/ Latino |
|------|---------------|--------|-----------------|--------------------|--------------------|------------------|
| 2024 | 104 | 28 | 22 | | 5 | 16 |
| 2023 | 120 | 26 | 32 | | 7 | 22 |

Mathematics and Computer Science

| | Total Faculty | Female | Total Pro. Eth. | Asian/Nat Haw./OPI | Black/ African Am. | Hispanic/ Latino |
|------|---------------|--------|-----------------|--------------------|--------------------|------------------|
| 2024 | 28 | 2 | | 5 | | |
| 2023 | 31 | 2 | | 5 | | |

Faculty: Lecturer Adjunct

| | Total Faculty | Female | Total Pro. Eth. | Asian/Nat Haw./OPI | Black/ African Am. | Hispanic/ Latino |
|---|---------------|--------|-----------------|--------------------|--------------------|------------------|
| Multi/Interdisciplinary | | | | | | |
| 2024 | 13 | | | | 1 | |
| 2023 | 14 | | | | 2 | |
| Parks, Recreation, Leisure and Fitness Studies | | | | | | |
| 2023 | 9 | | | | | 1 |
| Philosophy and Religious Studies | | | | | | |
| 2023 | 5 | | | | | |
| Physical Sciences | | | | | | |
| 2024 | 61 | | | | | |
| 2023 | 67 | | | | | |
| Psychology | | | | | | |
| 2024 | 44 | | | | | 3 |
| 2023 | 45 | | | | | |
| Public Administration | | | | | | |
| 2024 | 20 | 10 | 3 | | 3 | 2 |
| 2023 | 22 | 10 | | | | 2 |
| Social Sciences | | | | | | |
| 2024 | 68 | | | 4 | | |
| 2023 | 67 | | | | | |
| Visual and Performing Arts | | | | | | |
| 2024 | 6 | 2 | | 1 | 1 | |
| 2023 | 8 | 3 | | 1 | 1 | |

Faculty: Lecturer

| | Total Faculty | Female | Total Pro. Eth. | Asian/Nat Haw./OPI | Black/ African Am. | Hispanic/ Latino |
|---|---------------|--------|-----------------|--------------------|--------------------|------------------|
| Education - Developmental | | | | | | |
| 2024 | 5 | | | | | |
| 2023 | 5 | 1 | | 1 | | |
| English Language and Literature/Letters | | | | | | |
| 2024 | 19 | | | | | 2 |
| 2023 | 18 | | | | 1 | 3 |
| 2022 | 16 | | | | 1 | 2 |
| 2021 | 16 | | | | 1 | 2 |
| Homeland Security, Law Enforcement, Firefighting, etc. | | | | | | |
| 2024 | 12 | 2 | 2 | 1 | | 2 |
| 2023 | 11 | | | 1 | 1 | |

Faculty: Lecturer

Homeland Security, Law Enforcement, Firefighting, etc.

| | Total Faculty | Female | Total Pro. Eth. | Asian/Nat Haw./OPI | Black/ African Am. | Hispanic/ Latino |
|------|---------------|--------|-----------------|--------------------|--------------------|------------------|
| 2022 | 11 | 1 | 3 | 1 | 1 | 2 |
| 2021 | 11 | 1 | 3 | 1 | 1 | 2 |

Mathematics and Computer Science

| | | | | | | |
|------|----|--|--|---|--|--|
| 2024 | 19 | | | 1 | | |
| 2023 | 19 | | | 2 | | |
| 2022 | 20 | | | 1 | | |
| 2021 | 17 | | | | | |

Physical Sciences

| | | | | | | |
|------|---|--|---|---|--|--|
| 2024 | 5 | | 1 | 1 | | |
| 2023 | 6 | | | | | |
| 2022 | 5 | | | | | |
| 2021 | 5 | | | | | |

Public Administration

| | | | | | | |
|------|---|---|---|---|--|---|
| 2023 | 6 | 2 | 2 | | | 1 |
| 2022 | 6 | | 2 | 1 | | 1 |
| 2021 | 8 | 2 | | | | |

Social Sciences

| | | | | | | |
|------|----|--|---|---|--|---|
| 2024 | 10 | | | 1 | | |
| 2023 | 10 | | 3 | 1 | | 1 |
| 2022 | 6 | | | 1 | | 1 |
| 2021 | 5 | | | 1 | | |

Faculty: Continuing Education

Education - Developmental

| | Total Faculty | Female | Total Pro. Eth. | Asian/Nat Haw./OPI | Black/ African Am. | Hispanic/ Latino |
|------|---------------|--------|-----------------|--------------------|--------------------|------------------|
| 2023 | 56 | | | | | |

Homeland Security, Law Enforcement, Firefighting, etc.

| | | | | | | |
|------|---|--|---|--|---|--|
| 2024 | 7 | | 2 | | 1 | |
| 2023 | 5 | | 1 | | 1 | |

John Jay College

This exhibit summarizes underutilization of protected groups for non-faculty, presented by job group (organized by EEO Category, as in the Workforce Summary). We report job groups only in years they have five or more incumbents.

This summary reports underutilization in:

- 2024 - 2025 Plan (as of 6/1/2024 - current plan)
- 2023 - 2024 Plan (as of 6/1/2023)
- 2022 - 2023 Plan (as of 6/1/2022)
- 2021 - 2022 Plan (as of 6/1/2021)

In 2023, we updated Labor Market Availability estimates, which could impact results between years. We also began calculating underutilization for hourly appointments. In 2024, we refined the method to account for multiple hourly appointments, which could reduce the total staff count.

Underutilization indicates areas of potential outreach for recruitment and advancement. When underutilization does not change year-to-year, it may be due to limited turnover (opportunities to hire or promote into the job group).

There are more details in the plan narrative and in Appendix D (Utilization Analysis).

Executive/Administrative/Managerial

| Total Staff | Female | Total Pro. Ethnicity | Asian/Nat Haw./OPI | Black/ AfricanAm | Hispanic/ Latino |
|-------------|--------|----------------------|--------------------|------------------|------------------|
|-------------|--------|----------------------|--------------------|------------------|------------------|

Admin 1: Executive

| | | | | | |
|------|----|--|---|--|--|
| 2024 | 27 | | 3 | | |
| 2023 | 26 | | 2 | | |
| 2022 | 22 | | | | |
| 2021 | 21 | | | | |

Admin 2: Managerial

| | | | | | |
|------|-----|--|----|--|--|
| 2024 | 159 | | 10 | | |
| 2023 | 170 | | 9 | | |
| 2022 | 171 | | 4 | | |
| 2021 | 167 | | | | |

Admin 2: Managerial Adjunct

| | | | | | |
|------|-----|--|---|----|--|
| 2024 | 127 | | 7 | | |
| 2023 | 146 | | 5 | 10 | |

Managerial: Facilities

| | | | | | |
|------|---|--|--|--|---|
| 2024 | 5 | | | | |
| 2023 | 5 | | | | 1 |
| 2022 | 5 | | | | 1 |
| 2021 | 6 | | | | 1 |

Professional Non-Faculty

| Total Staff | Female | Total Pro. Ethnicity | Asian/Nat Haw./OPI | Black/ AfricanAm | Hispanic/ Latino |
|-------------|--------|----------------------|--------------------|------------------|------------------|
|-------------|--------|----------------------|--------------------|------------------|------------------|

Accountant: Professional

| | | | | | |
|------|---|---|--|--|--|
| 2021 | 5 | 1 | | | |
|------|---|---|--|--|--|

Admin 3: Professional

| | | | | | |
|------|-----|--|----|--|--|
| 2024 | 175 | | 11 | | |
| 2023 | 191 | | 18 | | |
| 2022 | 184 | | 10 | | |
| 2021 | 189 | | 12 | | |

Info Tech: Professional

| | | | | | |
|------|----|--|---|--|--|
| 2024 | 31 | | 3 | | |
|------|----|--|---|--|--|

John Jay College

Professional Non-Faculty

Info Tech: Professional

| | Total Staff | Female | Total Pro. Ethnicity | Asian/Nat Haw./OPI | Black/AfricanAm | Hispanic/Latino |
|------|-------------|--------|----------------------|--------------------|-----------------|-----------------|
| 2023 | 29 | | | 4 | | |
| 2022 | 31 | | | 3 | | |
| 2021 | 33 | 3 | | 3 | | |

Info Tech: Professional Adjunct

| | | | | | | |
|------|---|---|--|---|--|--|
| 2024 | 5 | 2 | | 2 | | |
|------|---|---|--|---|--|--|

Administrative Support Workers

Office Assistant

| | Total Staff | Female | Total Pro. Ethnicity | Asian/Nat Haw./OPI | Black/AfricanAm | Hispanic/Latino |
|------|-------------|--------|----------------------|--------------------|-----------------|-----------------|
| 2024 | 24 | | | 2 | | |
| 2023 | 28 | | | | | |
| 2022 | 28 | | | | | |
| 2021 | 33 | | | | | |

Office Assistant Adjunct

| | | | | | | |
|------|-----|--|--|--|--|--|
| 2024 | 343 | | | | | |
| 2023 | 427 | | | | | |

Technicians

Admin 4: College Lab Technician

College Lab Tech: Science, Tech, Eng.

| | | | | | | |
|------|----|--|--|--|---|--|
| 2024 | 13 | | | | 1 | |
| 2023 | 11 | | | | 1 | |
| 2022 | 13 | | | | 1 | |
| 2021 | 11 | | | | 1 | |

Admin 4: College Lab Technician Adjunct

College Lab Tech: Science, Tech, Eng.

| | | | | | | |
|------|----|--|--|--|--|--|
| 2024 | 28 | | | | | |
| 2023 | 39 | | | | | |

Broadcast-Media

| | | | | | | |
|------|---|---|--|---|--|--|
| 2024 | 7 | 3 | | 1 | | |
| 2023 | 6 | 2 | | | | |
| 2022 | 7 | 2 | | | | |
| 2021 | 5 | 2 | | | | |

Broadcast-Media Adjunct

| | | | | | | |
|------|----|--|--|---|--|--|
| 2024 | 91 | | | 2 | | |
| 2023 | 60 | | | 3 | | |

Print Media Technician

| | | | | | | |
|------|---|--|--|---|---|--|
| 2024 | 5 | | | 1 | 1 | |
| 2023 | 5 | | | 1 | 1 | |
| 2022 | 5 | | | | 1 | |
| 2021 | 5 | | | | 1 | |

Craft Workers

Basic Crafts-Buildings and Grounds

| | Total Staff | Female | Total Pro. Ethnicity | Asian/Nat Haw./OPI | Black/AfricanAm | Hispanic/Latino |
|------|-------------|--------|----------------------|--------------------|-----------------|-----------------|
| 2022 | 7 | 1 | | 1 | | |
| 2021 | 9 | 1 | | 1 | | |

Craft Workers

| | Total Staff | Female | Total Pro. Ethnicity | Asian/Nat Haw./OPI | Black/AfricanAm | Hispanic/Latino |
|--|-------------|--------|----------------------|--------------------|-----------------|-----------------|
| Laborers and Helpers | | | | | | |
| 2024 | 11 | 2 | | 1 | | |
| 2023 | 12 | 2 | | 1 | | |
| 2022 | 13 | 3 | | 1 | | |
| 2021 | 13 | 3 | | 1 | | |
| Skilled Trades: Not Supervisory | | | | | | |
| 2024 | 16 | | 3 | 1 | 1 | 1 |
| 2023 | 17 | | 4 | 1 | 1 | 2 |
| 2022 | 17 | | 4 | 1 | 1 | 1 |
| 2021 | 17 | | 4 | | 2 | 1 |

Service Workers

| | Total Staff | Female | Total Pro. Ethnicity | Asian/Nat Haw./OPI | Black/AfricanAm | Hispanic/Latino |
|--|-------------|--------|----------------------|--------------------|-----------------|-----------------|
| Campus Peace Officer | | | | | | |
| 2024 | 13 | | | | | |
| 2023 | 14 | | | | | |
| 2022 | 16 | | | | | |
| 2021 | 17 | | | 1 | | |
| Campus Public Safety Sergeant | | | | | | |
| 2024 | 10 | | | | | |
| 2023 | 11 | | | | | |
| 2022 | 11 | 1 | | 1 | 3 | |
| 2021 | 11 | 1 | | 1 | 3 | |
| Campus Security Assistant | | | | | | |
| 2024 | 23 | | | | 2 | 2 |
| 2023 | 22 | | | | | 1 |
| 2022 | 22 | | | | | |
| 2021 | 23 | | | | | |
| Campus Security Assistant Adjunct | | | | | | |
| 2024 | 6 | | | | | |
| 2023 | 8 | | | 1 | | |
| Custodial: Assistant | | | | | | |
| 2024 | 39 | | | | | |
| 2023 | 36 | | | 1 | | |
| 2022 | 36 | | | | | |
| 2021 | 43 | | | | | |
| Custodial: Assistant Adjunct | | | | | | |
| 2024 | 23 | | | | | |
| 2023 | 27 | | | | | |
| Custodial: Supervisory | | | | | | |
| 2024 | 6 | | | | | 1 |
| 2023 | 6 | 1 | | | | 1 |
| 2022 | 6 | 1 | | | | 1 |
| 2021 | 6 | 1 | | | | |

Utilization, Underutilization, and Placement Goals

John Jay College continues to be exemplary in the employment, promotion, and retention of a diverse and multi-cultural workforce. Women and minorities continue to represent a majority of the College's total employees. At the end of the 2022-2023 Reporting Year (June 1, 2023 – May 31, 2024), the College had a total of 2,427 appointments that included part-time and full-time employees (excluding chief executive).

There are 1,010 full-time employees (excluding chief executive) and there are 1,417 part-time employees.

Of the 1,010 full-time employees, 558 (55.2%) are female and 603 (59.7%) are racial minorities. The previous reporting year (June 1, 2022 – May 31, 2023), the composition of the full-time employees was 56.2% female and 58.4% racial minorities.

Faculty

Faculty units are broken out into various job groups across the academic disciplines. The faculty job groups are:

- Faculty-Lecturer
- Faculty-Librarian
- Faculty-Professorial

The academic disciplines are categorized as follows:

- Area, Ethnic, Cultural Gender and Group Studies
- Business, Management, Marketing and Support Services
- Communications, Journalism, etc. and Visual and Performing Arts
- Education-Developmental
- English Language and Literature/Letters
- Foreign Languages, Literatures, and Linguistics
- History
- Homeland Security, Law Enforcement, Firefighting
- Library (Librarians/Non-Teaching)
- Mathematics and Computer Science
- Multi/Interdisciplinary Studies
- Philosophy and Religious Studies
- Physical Sciences
- Psychology
- Public Administration
- Social Sciences
- Visual and Performing Arts

Personnel and Recruiting Activity

Personnel Activity

We review personnel actions for adverse impact. We compare rates of hiring, promotion, and termination by gender and ethnicity. We review activity for each job group, but report results only for groups with a material number of actions and/or applicants.

Appendix E summarizes job actions, including tenure, by gender and ethnicity.

We compared employee titles on June 1, 2024 to titles they held on June 1, 2023. This method is necessary given system limitations but may exclude some actions, such as an employee changing job groups more than once over the year. We count hires, moves to a higher or lower job group, moves within a job group, and separations. We report employees who change job groups and/or transfer between CUNY units as having separated from the former job group and appointed to the new group (two actions). Adverse selection may occur when any one group (protected or not) has a rate of hire, advancement, or separation less than 80% of the rate of the most-selected group for that particular action.

Tenure is a permanent status granted to professorial faculty and College Laboratory Technicians. Lecturers are eligible for a similar status, “Certificate of Continuous Employment (CCE).” Lecturers and College Laboratory Technicians are eligible after meeting “years of service” requirements. For professorial faculty, there are extensive reviews resulting in tenure recommendations to the President.

Table 5: Tenure Summary

| Faculty Group | Total Tenure Awards | Tenure Awards to Females | Tenure Awards to Protected Ethnicities | Tenure Awards Denied |
|----------------------|----------------------------|---------------------------------|---|-----------------------------|
| Professors | 0 | 0 | 0 | 0 |
| Associate Professors | 9 | 4 | 5 | 0 |
| Assistant Professors | 1 | 1 | 1 | 0 |
| Lecturers | 0 | 0 | 0 | 0 |

Five faculty were either appointed or continued in the rank of Distinguished Professor, a status recognizing extraordinary scholarship. One Distinguished Professor is female and 0 Distinguished Professors are members of federally protected ethnicities.

Recruiting Activity

CUNY is committed to recruiting a diverse and highly qualified workforce. The Chief Diversity Officer reviews applicant data and recruiting outcomes to determine if there is a need to adjust outreach plans.

Prior to posting a job vacancy, the Chief Diversity Officer reviews physical and mental qualifications and posting language in general. They also review recruiting plans for intended outreach. We post open positions on our Careers page, <https://cuny.jobs/> and open Civil Service examinations on the CUNY Civil Service web page, <https://www.cuny.edu/about/administration/offices/hr/classified-civil-service/notice-of-exams-noe/>.

We invite candidates to voluntarily self-identify gender, race/ethnicity, disability status, and veteran status.

We conduct most faculty and administrative hiring by appointing a diverse Search Committee for initial screening. The Chief Diversity Officer provides an orientation, or “charge,” to committee members on effective selection practices, including practices aimed at reducing potential for bias. The Chief Diversity Officer reviews applicant pools for sufficient representation and certifies pools prior to committee review, and reviews selections again as searches near completion. Committees refer finalist candidates to the hiring manager(s) for a final selection.

As per federal guidelines, an “applicant” is someone who applies to a specific opening, has the minimum qualifications, we considered their application, and they did not withdraw. We analyze applicants and selection rates by job group for interviews, offers, and hires.

We report searches resulting in an offer during the previous plan year. For some searches, there is a time gap between offer and start dates. To avoid a lag in reporting, we include searches based on the date the candidate accepts our job offer, even if they have not started work by June 1. This explains the differences between total hires in personal activity reports and completed searches in recruitment reports.

Appendix F summarizes recruiting and selection by job group for searches concluded with a job offer between June 1, 2023, and May 31, 2024.

Overall Summary with Prior Reporting Year Comparison (PRY) Data.

Applicants:

The 5,139 total applicants were comprised of:

- 69.5% total minority
- 54.4% female

- 1.2% veteran
- 8.9% applicants identified as having a disability

PRY: 5,742 total applicants were comprised of:

- 69.8% total minority
- 46.9% female
- 1.7% veteran
- 7.8% applicants identified as having a disability

Interviewees:

The 301 interviewees were comprised of:

- 60.5% total minority
- 53.5% female
- 1.7% veteran
- 9% applicants identified as having a disability

PRY Interviewees:

The 663 interviewees were comprised of:

- 68.2% total minority
- 54.3% female
- 2% veteran
- 8.3% applicants identified as having a disability

Job offers:

73 job offers were made to:

- 63% total minority
- 53.4% female
- 1.4% veteran
- 5.5% applicants identified as having a disability

PRY Job offers:

138 job offers were made to:

- 74.6% total minority
- 56.5% female
- 5.1% veteran
- 2.9% applicants identified as having a disability

Hires:

73 new employee hires were comprised of:

- 63% total minority
- 53.4% female

- 1.4% veteran
- 5.5% applicants identified as having a disability

PRY Hires:

131 new employee hires were comprised of:

- *74.8% total minority*
- *55.7% female*
- *3.1% veteran*
- *3.8% applicants identified as having a disability*

Overall Summary and Prior Reporting Year (PRY) Comparison Data by Job Group:

Executive/Administrative/Managerial

Applicants = 767 (57.2% female and 64.7% total minority)

PRY Applicants = 555 (51.9% female and 64.7% total minority)

Interviewed = 59 (47.5% female and 50.8% total minority)

PRY Interviewed = 117 (53.8% female and 66.7% total minority)

Offered = 10 (40% female and 70% total minority)

PRY Offered = 18 (66.7% female and 77.8% total minority)

Hired = 10 (40% female and 70% total minority)

PRY Hired = 17 (64.7% female and 76.5% total minority)

Professional Faculty

Applicants = 988 (42.3% female and 51.9% total minority)

PRY Applicants = 1657 (38.8% female and 54.9% total minority)

Interviewed = 93 (55.9% female and 46.2% total minority)

PRY Interviewed = 236 (50% female and 58.5% total minority)

Offered = 23 (52.2% female and 52.2% total minority)

PRY Offered = 52 (53.8% female and 59.6% total minority)

Hired = 23 (52.2% female and 52.2% total minority)

PRY Hired = 47 (53.2% female and 59.6% total minority)

Professional Non-Faculty

Applicants = 1,432 (60.4% female and 71.5% total minority)

PRY Applicants = 2,452 (57.1% female and 76.1% total minority)

Interviewed = 87 (67.8% female and 80.5% total minority)
PRY Interviewed = 258 (61.6% female and 74.8% total minority)

Offered = 19 (78.9% female and 78.9% total minority)
PRY Offered = 47 (63.8% female and 83% total minority)

Hired = 19 (78.9% female and 78.9% total minority)
PRY Hired = 46 (63% female and 82.6% total minority)

Technicians

Applicants = 76 (22.4% female and 71.1% total minority)
PRY Applicants = 142 (54.9% female and 74.6% total minority)

Interviewed = 6 (50% female and 66.7% total minority)
PRY Interviewed = 10 (70% female and 80% total minority)

Offered = 1 (0% female and 100% total minority)
PRY Offered = 4 (75% female and 75% total minority)

Hired = 1 (0% female and 100% total minority)
PRY Hired = 4 (75% female and 75% total minority)

The most notable change in this job group is the number of female applicants this year decreased by 32.5%.

Service Workers and Others

Applicants = 99 (27.3% female and 91.9% total minority)
PRY Applicants = 642 (23.8% female and 85.7% total minority)

Interviewed = 12 (25% female and 100% total minority)
PRY Interviewed = 25 (32% female and 84% total minority)

Offered = 5 (20% female and 100% total minority)
PRY Offered = 13 (38.5% female and 100% total minority)

Hired = 5 (20% female and 100% total minority)
PRY Hired = 13 (38.5% female and 100% total minority)

Search Waivers:

We made 2 exceptions to open posting and search requirements. The Chief Diversity Officer and University Human Resources review exception requests. We may grant search exceptions when it is highly unlikely that we could fill the position competitively (such as a job having unique qualification requirements). We also grant exceptions for positions representing a transfer of funding for employees originally hired by a separate entity.

Of 2 exceptions in the reporting year June 1, 2023 – May 31, 2024, we awarded 1 to a self-identifying female and 1 to a member of federally protected ethnicities. 1 exception was made for an initial hire. 1 represented advancements of current personnel. 0 represented transfers of funding and other reasons.

Table 6: Exceptions to the Search Process

| Employee Group | Total Exceptions | Exceptions-Females | Exceptions-Protected Ethnicities |
|---|-------------------------|---------------------------|---|
| Executives (Admin 1 Group) | 1 | 1 | 1 |
| Higher Education Officers (Admin 2/ Admin 3 Groups) | 1 | 0 | 0 |
| Faculty | 0 | 0 | 0 |
| Other (Describe) | 0 | 0 | 0 |

Civil Service Hiring

We selected 32 individuals for Classified Civil Service positions from ranked lists based on examination scores, according to CUNY’s Civil Service regulations. CUNY’s University Human Resources unit administers and validates Civil Service examinations and maintains applicant and examination records.

| Exam | Hire | Race/Ethnicity | Gender |
|-------------|-------------|---|------------------|
| #2059 | 5 | 4 Asian, 1 Hispanic/Latino | 1 Female, 4 Male |
| #2073 | 5 | 3 Black/African American, 2 Hispanic/Latino | 2 Female, 3 Male |
| #2074 | 4 | 1 Black/African American | 1 Male |
| #2075 | 4 | 4 Hispanic/Latino | 1 Female, 3 Male |
| #2070 | 8 | 3 Black/African American, 2 Asian, 2 White, 1 Unknown | 4 Female, 4 Male |

| | | | |
|-------|---|--|------------------|
| #2060 | 1 | 1 Hispanic/Latino | 1 Female |
| #2071 | 4 | 2 Black/African American, 1 Asian, 1 White | 1 Female, 3 Male |
| #2112 | 1 | 1 Hispanic/Latino | 1 Male |

Compensation

CUNY develops university-wide pay schedules based on bargaining unit contracts, Civil Service regulations, government wage determinations, and university policies. Outside of executives, CUNY pays employees according to the terms of the bargaining unit contract applicable to their job title, even for individuals excluded from representation. Pay plans include the Executive Compensation Plan (ECP), Faculty and Non-Teaching Instructional Staff Pay Plan, Classified Civil Service Plans for Managerial and Non-Managerial Personnel, and New York City Prevailing Wage schedules for Skilled Trades.

Officials in New York City and New York State governments review labor contracts. CUNY’s Trustees review and approve all pay plans.

The Chief Diversity Officer reviews overall practices such as:

- Setting of starting salaries
- Pay exceptions (performance-based pay and increases upon promotion)
- Tracking compensation decisions
- Document retention
- Assignment of overtime/additional assignments.

PART THREE: ACTION-ORIENTED PROGRAMS

This section provides a qualitative assessment of prior-year goal attainment and details efforts aimed at achieving next year’s goals.

2023-2024: Prior Year Programs

In this section we provide a sampling of programming offered throughout the college to support affirmative action and create a climate of inclusion:

Table 7: Summary of Programs, 2023-2024

| Program | Job Group/Impact |
|--|---|
| Hillel International Campus Climate Initiative, August 2022-February 2024 | John Jay is one of seven CUNY campuses participating an 18-month program to build awareness, allyship, and action around Antisemitism, as part of a broader effort to address hate and bias on campus. This program involves education of campus administrators, data collection and collaboration among various stakeholders to create a positive campus climate in which Jewish students, and ultimately all students, feel comfortable expressing their identity and values, free of Antisemitism, harassment, or marginalization. |
| Student Faithfull Fellowship, Spring 2023 & Fall 2023 | As part of Hillel’s Campus Climate Initiative, John Jay Created the Student Faithful Fellowship where students met once a week with the goal of representing various religions, traditions and denominations. Students built rapport, knowledge, sensitivity, and community by exploring commonalties and differences among religions, including prayer, food traditions, societal roles, culture, celebrations, holidays, language and areas of shared interests and understanding. |
| Shalom Hartman Institute 2022-2023 | Former Vice President of the Division of Enrollment Management and Student Affairs, Brian Kerr, participated in a 9-month program to support growth in Black-Jewish relations. The Program included a 5 day trip to Israel where he attended courses at the Shalom Hartman Institute. VP Kerr provided a briefing for the Senior Leadership Team on lessons learned from his experiences. |
| The Hillel CCI | Two members of John Jay’s leadership team attended CCI’s |

| Program | Job Group/Impact |
|--|--|
| Members Retreat, Connecting Leaders for Campus Change, April 2023 and February 2024 | <p>April 2023 and February 2024 gatherings of campus administrators from across the country to participate in CCI’s immersive program, the Campus Cohort. Participants explored best practices, learned from new research, and benefitted from dozens of diverse campus perspectives to improve the climate for Jewish students and all students in their campus communities.</p> |
| Understanding Muslim Experiences & Anti-Muslim Bias, May 2023 | <p>Presented by the New York City Commission on Human Rights, participants explored Muslim history, culture and anti-Muslim bias through a human rights lens with a special focus on our local New York City Muslim communities. The program 1) introduced Muslim beliefs and practices; 2) promoted understanding of our local diverse Muslim communities; and 3) addressed anti-Muslim racism and protections under the New York City Human Rights Laws.</p> |
| Racial Equity in Pedagogy: Putting Theory into Practice, August 2023 | <p>A seminar developed and delivered by our own John Jay faculty on the history and ongoing impact of systemic racism in the United States and exploration of what this means for us as individuals and as educators or staff at John Jay.</p> |
| Preventing Harassment and Discrimination and “Exploring F.I.E.R.C.E” sessions, September 2023 and February 2024 | <p>During new student orientation, students learn about CUNY’s non-discrimination policies, campus resources and explore how to Foster Inclusive, Equitable and Respectful Communities for Everyone.</p> |
| Strategies to Address Online Harassment, October 2023 | <p>Online harassment is one of the more difficult forms of abuse to manage because victims must often rely on technology platforms to act and/or offer tools to stop the abuse, which often fall short of expectations. However, victims still need to use these platforms to survive and thrive. The training (1) detailed how online harassment is carried out today and who is being targeted; (2) provided strategies to respond, including platform tools and de-escalation tactics; (3) demonstrated steps to prepare for, mitigate and prevent online harassment; and, (4) explored</p> |

| Program | Job Group/Impact |
|---|--|
| | ways to encourage bystander and upstander intervention that help create more supportive online communities. |
| Diversity, Equity, Inclusion and Belonging Institutionalization survey, October 2023 | John Jay students, faculty and staff were invited to participate in a survey about John Jay’s climate for Diversity, Equity, Inclusion, and Belongingness. The College is gathering additional demographic data necessary to obtain the results of the survey. |
| A Taste of Home, November 2023 | An event opened for all students where students experienced cuisine, music and entertainment from various countries. This event focused on student engagement with the assistance of student leaders and student organizations to promote a sense of belonging for all students. |
| Title VI and Antisemitism/ Anti-Arab Harassment: A Conversation with Catherine Lhamon, November 2023 | President Karol Mason, the Provost, Legal Counsel and the Compliance and Diversity team attended a presentation of an overview of campus obligations to provide educational environments that are free from discrimination. Participants also learned how Title VI applies to and will be enforced around Antisemitism, anti-Arab harassment, and related forms of discrimination and bias. |
| Hope and Resilience Amid Conflict, November 2023 | Dr. Oded Leshem, a Research Associate at the Psychology of Intergroup Conflict and Reconciliation Lab and the Harry S. Truman Research Institute for The Advancement of Peace, Hebrew University in Jerusalem hosted an engaging talk on campus where he discussed his book, Hope Amidst Conflict, that investigates hope for peace in an intense political context—the intractable, violent conflict between Israel and the Palestinians. |
| Hate Crimes Training, December 2023 | Presented by the New York County District Attorney’s Office, John Jay hosted representatives (Legal, CDO’s and Public Safety administrators) from 22 different CUNY campuses to provide updates to the current New York State Hate Crimes Statute to ensure greater awareness and accountability. The training focused on the unprecedented rise in bias-motivated crimes against Jewish, and Asian American communities. |
| Harassment vs. Free Speech, | Presented to faculty by the Office of Compliance and Diversity, in partnership with the Office of the Provost, this |

| Program | Job Group/Impact |
|--|--|
| January 2024 | workshop educated faculty on First Amendment rights and limits to free speech as well as provided faculty with practical tools to address incidents that arise in the classroom and how to encourage respectful dialogue. |
| Bystander Intervention Training, March 2024 | Bystander intervention is built on the idea that we all play a role in creating safe public spaces for each other when we face bias, discrimination, or harassment. The NYC Commission on Human Rights provided participants (comprised of faculty, staff and students) with tools and strategies to safely respond to bias incidents and discrimination, with a specific focus on current trends of hate directed at Jewish, Muslim and Asian communities. Participants learned verbal and behavioral de-escalation strategies to non-violently intervene to disrupt hate-violence or hate speech. The training also explored the meaning of safety, of being an effective ally, and how identity plays a role in the ways we choose to intervene. |
| Disability Awareness and Inclusion, March 2024 | A three-part workshop where participants received a comprehensive overview of disability law, legal compliance with Section 504 of the Rehabilitation Act of 1973 and Title II of the ADA, and best practices for complex academic accommodations to provide practical tools that create a more inclusive culture for individuals with disabilities. |
| Understanding Our LGBTQ+ Students Workshop Series, March-April 2024 | The Office of Compliance and Diversity in partnership with the LGBTQ+ Resource Center, the Teaching and Learning Center and the New York City Alliance Against Sexual Assault hosted: Unpacking Gender 101, Support Survivors for Faculty & Staff, Understanding Trauma 101, Understanding Trauma 201, and Allyship Training: Embrace Diversity in Building LGBTQ+ Inclusivity. These workshops covered a variety of topics including gender-affirming language, debunking false information around gender and sexuality expansiveness, supporting individuals who may have experienced sexual violence, the impact of trauma, best practices for trauma-informed pedagogy, improving our proficiency in gender-inclusivity, identifying and repairing common mistakes in an inclusive and supportive manner, developing a clear understanding of current policy |

| Program | Job Group/Impact |
|---|--|
| | requirements to support LGBTQI+ students on campus, and clarify our role in creating an LGBTQI+ inclusive environment. |
| My Asian, April 2024 | This session was composed of a screening of the film <u>My Asian</u> , a lyrical short by Emmy-award winning poet, actor and lawyer, <u>Suzen Baraka</u> . The film is a “poetic rallying cry, highlighting the horrific miscarriages of justice that Asian-Americans and Asians in America are, and have historically been subjected to: from day-to-day micro-aggressions to actual acts of violence and terror.” Following the screening, Ms. Baraka discussed her own experience to bring awareness to the history and present manifestations of Anti-Asian hate. |
| Building Interfaith Solidarity, Confronting and Countering Antisemitism and Islamophobia on College Campuses, April 2024 | This in-person workshop led by <u>Interfaith America</u> provided approximately members of the President’s Leadership Council (comprised of faculty, staff and students) an overview of Antisemitism and Islamophobia in America and the ways they manifest on college campuses. Topics addressed included: the contemporary political and cultural forces driving these prejudices; the ways in which these prejudices both diverge and converge; religious bias in higher education, with particular attention to the experiences of Jews and Muslims; and interfaith strategies and skillsets that effectively counter religious bigotry and promote religious inclusion and pluralism on campuses. |
| Interfaith Bridge-Building June 2024 (2 sessions) | These in-person workshops led by Interfaith America provided an overview of the changing religious demographics in America and in higher education, data on attitudes toward various religious communities, more recent data on how Jews and Muslims are experiencing the campus climate in the months after October 7th, and an introduction to basic interfaith methodology and knowledge for bridge-building on campus. This was followed by a discussion of one case study that pertains either to Antisemitism or Islamophobia, with a recognition that a case study that addresses one of these prejudices also raises comparable questions about how campuses are |

| Program | Job Group/Impact |
|--|---|
| | dealing with the other prejudice. |
| Antisemitism and DEI, June 2024 | This virtual workshop led by mediator, facilitator, and licensed attorney Dorit Price-Levine, a Senior Consultant at the Consensus Building Institute, Senior Trainer Resetting the Table, and Coach with The Grand, equipped participants with a stronger sense of the history of Antisemitism and Islamophobia, how this form of oppression shows up currently, and how they intersect with other forms of oppression, so that it may be integrated into DEI work. All CUNY Title IX Coordinators, Chief Diversity Officers and Student Life Directors were invited to participate. |
| Dual-Narratives, June 2024 | This virtual workshop led by mediator, facilitator, and licensed attorney Dorit Price-Levine, a Senior Consultant at the Consensus Building Institute, Senior Trainer Resetting the Table, and Coach with The Grand, will focus on a dual narratives approach to the Israeli-Palestinian conflict, looking at the roots of the conflict from the establishment of the state of Israel. By understanding the lenses through which different communities understand history, participants will be better equipped to understand why certain terminology and slogans are perceived as offensive to some, yet deeply accurate and essential to others. In turn, this helped to better understand when and how to step in to bridge gaps where possible, and most importantly, to help all members of our communities feel seen and understood. All CUNY Title IX Coordinators, Chief Diversity Officers and Student Life Directors were invited to participate. |
| NORC focus groups, Spring 2023 | As part of Hillel’s Campus Climate Initiative to confront religious, ethnic and other forms of discrimination, the College hosted three separate focus groups for our Jewish identifying staff, faculty and students to gain a better understanding of the experience of our Jewish community members. The focus groups were led by NORC at the University of Chicago, an independent, non-partisan research institution that helps governments, non-profits, businesses and universities make better decisions through data and analysis. NORC researchers asked the participants |

| Program | Job Group/Impact |
|--|--|
| | <p>about their experience at John Jay College and about the current campus climate. NORC provided key findings that will be used in conjunction with the NORC survey to implement programming with ultimate goal of achieving widespread multicultural/interfaith sensitivity and eliminating prejudiced behavior.</p> |
| <p>The Office for Advanced Research (OAR)</p> | <p>Promoting Diversity in Scholarship: OAR has consistently spotlighted the importance of diversity through its research newsletters honoring Black History Month, Hispanic Heritage Month, Women’s History Month, and Asian American Pacific Islander Heritage Month. These newsletters were thoughtfully curated to feature scholarly works and faculty profiles that reflect the richness of cultural and heritage contributions. This effort has not only fostered a greater appreciation for the diverse backgrounds of our faculty but also provided students with broader cultural contexts for their studies.</p> <p>Affirmative Action in Faculty and Research Promotion: OAR has been intentional about supporting faculty members researching on marginalized backgrounds by organizing book talks and lectures.</p> <p>In Spring 2024, the Office for the Advancement of Research (OAR) conducted four listening sessions with faculty. Three were geared toward particular faculty subgroups (Faculty of Color, Assistant Professors, Female Identifying Faculty), and was an open session.</p> |
| <p>The Teaching and Learning Center (TLC)</p> | <p>The TLC continued to implement its 2021-26 Strategic Plan goals with affirmative action emphases on antiracism, inclusivity, intersectionality, mental health, and career readiness. TLC’s objectives are to raise awareness and improve teaching methods. TLC offered the following programs with affirmative action content: Faculty Development Day sessions: 8 sessions, 79 participants (estimated); Workshops: 11 workshops, 75 participants; and Seminars: 3 seminars, 30 participants.</p> |
| <p>The Office of</p> | <p>Among many of the DEI programs, the Office of Compliance</p> |

| Program | Job Group/Impact |
|--|--|
| <p>Compliance and Diversity (C&D)</p> | <p>and Diversity provided 5 trainings on our non-discrimination policies to the following groups: transfer students, freshmen, student leaders and mentors, and student employees.</p> <p>Additional programming offered by the office were the following:</p> <p>Intersecting Identities and Sexual Violence: Intersectionality molds how we experience and respond to sexual violence, rape culture, and understand sexual and romantic relationships. This workshop aimed to break down the various experiences and barriers students may have when it comes to sexual violence. It took a deeper dive into understanding how different identities may influence a survivor’s choices in response, reporting, and healing. Additionally, this workshop taught faculty and staff how to support survivors with different identities in a responsive, responsible, and thoughtful manner.</p> <p>My Role as an Athlete: This workshop was designed for student athletes. The workshop had a strong emphasis on bystander engagement. This workshop examined sexual relationships between students, peer pressure, hazing, and engaging student leaders in changing the culture to create a safer space for all students.</p> <p>Anti-Semitism and Islamophobia Trainings: Despite the increasing awareness in society of the need to identify and counter racism and religious intolerance, antisemitism and Islamophobia remain pervasive in society. Participants explored the shared experience and impact of hateful acts felt in each of these communities. Participants learned strategies and skillsets that effectively counter religious bigotry and promote religious inclusion and pluralism on campuses.</p> <p>Bystander Intervention Training: Bystander intervention is built on the idea that we all play a role in creating safe</p> |

| Program | Job Group/Impact |
|--------------------------------------|--|
| | <p>public spaces. This training provided strategies to safely respond when someone witnesses bias incidents and discrimination. Participants left these trainings equipped with verbal and behavioral de-escalation strategies to non-violently intervene to disrupt hate-violence or hate speech. The trainings explored the meaning of safety, of being an effective ally, and how identity plays a role in the ways we choose to intervene.</p> |
| <p>LGBTQ+ Resource Center</p> | <p>GAYPRIL GAYPRIL provides a unique opportunity for the entire campus community to come together for educational and celebratory programming focused on LGBTQ+ communities and issues. The event lineup includes everything from panel discussions to cultural celebrations, offering something for everyone.</p> <p>Lavender Celebration The Lavender Celebration honors graduating LGBTQ+ and allied students. This event acknowledges the achievements and contributions of students of all sexual orientations, gender identities, and expressions at John Jay College of Criminal Justice.</p> |

2024-2025: Planned Programs

In this section, we share placement goals and planned initiatives.

Table 8: Planned Programs, 2024-2025

| Program | Job Group/Expected Impact |
|---|--|
| <p>Office of Institutional Effectiveness</p> | <p>The 2020-2025 College-wide Strategic Plan includes a focus on supporting and sustaining the diversity and inclusivity of John Jay’s working and learning environment. Goal 3 of the Strategic Plan is “to embody and promote our values of equity, diversity, and inclusion.” The objectives for this goal include: closing graduation equity gaps for all student populations; achieving equitable student success across all learning modalities; continue to hire, retain, and advance a diverse faculty through collaborative support and</p> |

| Program | Job Group/Expected Impact |
|---|---|
| | mentoring services for all faculty at all stages of their careers; and developing a shared framework across the faculty that informs a culturally affirming, inclusive pedagogy and curriculum design. The Strategic Plan also identifies goals that support the recruitment, retention and promotion of diverse faculty members while also supporting faculty training and mentoring to improve promotion and retention of diverse candidates. |
| LinkedIn Learning | Human Resources and Compliance and Diversity created a DEI online training program that supports a respectful workplace and addresses issues of racial equity through LinkedIn Learning. This training program is accessible to all faculty and staff and is a mandatory program for all new staff and faculty. |
| Office of the Provost, Human Resources and Compliance & Diversity | Enacted new strategies and recruitment protocols for the College’s faculty and staff lines to increase the diversity of the faculty candidate pools. These new protocols required that all search committees identify additional recruitment/advertising to target minority candidates. |
| Search Committee Charge Trainings | The Office of Compliance and Diversity continues to provide training to staff and faculty serving in open search committees. The training covers hiring and recruitment best practices, implicit bias and non-discrimination policies in recruitment. |
| Best Practices in Faculty Searches and Hiring/Faculty Charge Trainings | The Office of the Provost and the Office of Compliance and Diversity provide a training to search committee members of open faculty searches. During this training, the search committee learns about the recruitment process, non-discrimination policies, how to minimize bias in the recruitment and interview process, interview guidelines, and best practices for conducting a successful search. |
| Title IX Trainings | The Office of Compliance and Diversity conducts Title IX trainings in addition to online E-SPARC (employees) and SPARC (students) programs. These in-person and online trainings of various offices/departments and student groups, provide an in-depth overview of CUNY’s Policy on Sex Based Misconduct and expectations of the College. These trainings increase awareness of CUNY policies, |

| Program | Job Group/Expected Impact |
|---|--|
| | Responsible Employees, confidentiality, affirmative consent, informal resolutions, and where to file a complaint. These trainings also take place during student orientation and faculty/staff onboarding processes. |
| The Office of Compliance and Diversity (C&D) | <p>Overview of the City Human Rights Law: This workshop emphasizes the rights and obligations under the law in employment, housing, public accommodations, and prohibitions against discriminatory harassment and bias-based profiling by law enforcement.</p> <p>Human Rights Law, Anti-Black Racism and Other Forms of Discrimination Based on Race and Color: This workshop provides a historical context for race and color-based discrimination and how it has impacted the lives of New Yorkers, institutions, and the delivery of services and resources in New York City. The program educates New Yorkers on their rights and protections against discrimination under the Human Rights Law. Participants analyze concepts related to race and color, learn about efforts and resistance to combat racism, and ways to become the voices for social and racial justice.</p> <p>Human Rights Law and Age Discrimination in Employment : This workshop provides information about age discrimination in employment and protections against age discrimination under the City Human Rights Law for all workers. Examples of age discrimination in employment are discussed, as well as best practices for employers.</p> <p>Tech Abuse Today: Responses and Strategies panel – This panel will be led by gender-based violence agencies and experts in New York to discuss the current state of technology-facilitated abuse, following the 2019 criminalization of the non-consensual dissemination of intimate images. Panelists will explore how this law has impacted survivors and what challenges remain in addressing digital forms of abuse.</p> |
| The Center for | CSIL plans to host events in 2024-2025 that celebrate the following Heritage Months: |

| Program | Job Group/Expected Impact |
|---|---|
| Student Involvement & Leadership (CSIL): | LatinX Heritage Month: DJ MIXER (Oct 9 th & Oct 15, 2024) Black History Month (February 2025): Broadway (African American culture focused) Women’s History Month (March 2024): Broadway (Women themed and focused) Asian Pacific Islander-Desi & Asian Heritage Month (April 2025): Asians in Hip-Hop Workshop/DJ Mixer (TBD) |

Ongoing Activities

CUNY’s University Human Resources office lists job vacancies with state workforce agencies and veterans’ centers and maintains consolidated advertising programs posting with job boards serving individuals identifying as veterans, individuals with disabilities, women, and underrepresented ethnicities. The office maintains accounts for university-wide job posting and outreach, including the Higher Education Recruitment Consortium and the Direct Employers Association. It provides training to Chief Diversity Officers and Human Resources personnel.

CUNY has mandatory online training programs for faculty and staff on sexual harassment prevention and workplace violence prevention; we regularly review training records and follow-up with non-participants.

Internal Audit and Reporting

The Chief Diversity Officer posts and distributes notices of policies, new/revised regulations, and similar information. They integrate compliance information into faculty, student, and staff training. The Chief Diversity Officers communicate elements of the Affirmative Action Plan and make it available for public inspection.

The Chief Diversity Officer’s internal control responsibilities include:

- Monitoring personnel actions, including new hires, transfers, promotions, and terminations
- Conducting periodic employee self-identification canvassing
- Reviewing recruiting outreach and advertising
- Monitoring complaints/incident reports
- Reviewing personnel practices and the affirmative action programs with management
- Advising management of program effectiveness and providing recommendations for

improvement

- Working with Human Resources staff to assure employment records are complete, accurate, and current
- Completing the annual Affirmative Action certification in the US Department of Labor Contractor Portal.

CUNY has a university-wide discrimination and harassment reporting system which allows for tracking and oversight. More information is available at:

<https://www.cuny.edu/about/administration/offices/hr/discrimination-and-retaliation-report-form/>

CUNY regularly reports results externally and/or responds to audit requests from:

- New York State Department of Labor
- New York City Department of Education
- New York City Equal Employment Practices Commission.

CUNY periodically reports to the CUNY Board of Trustees, particularly its Subcommittee on Diversity, Inclusion and MWBE.

PART FOUR: INDIVIDUALS WITH DISABILITIES AND PROTECTED VETERANS

This section covers affirmative action plans to address hiring and advancement of individuals with disabilities and veterans. It includes:

- Equal Opportunity and Non-Discrimination Policy
- Review of Personnel Processes
- Review of Physical and Mental Qualifications
- Reasonable Accommodations
- Harassment Prevention Procedures
- External Policy Dissemination
- Outreach and Positive Recruiting
- Internal Policy Dissemination
- Implementation Responsibility
- Training
- Audit and Reporting System
- Benchmark Comparisons.

Review of Personnel Practices

We ensure personnel processes support equal employment opportunity for employees and applicants who are individuals with disabilities and/or protected veterans. We periodically review practices for potential barriers to employment, training, and promotion.

Personnel practices do not stereotype individuals with disabilities or protected veterans or otherwise limit access to employment. We include individuals with disabilities and veterans in media such as our publications and websites.

We invite employees to self-identify through an online self-service system. We invite applicants to self-identify through CUNY's online applicant tracking system. CUNY maintains appropriate security measures for confidentiality of personal data.

Review of Physical and Mental Qualifications

We ensure physical and mental qualifications are job-related and consistent with business necessity and safety. We periodically review physical and mental qualifications as they relate to employment, training, and promotion. The Chief Diversity Officer reviews position requirements before listing a job vacancy. They review any new job qualifications or conditions to ensure these would not screen out qualified individuals with disabilities or protected veterans.

CUNY's Civil Service unit reviews job requirements prior to issuing new or revised Civil Service job descriptions. CUNY also provides a checklist for planning a recruiting effort with a sign-off on job requirements.

Disability Accommodations

We provide accommodations to individuals with disabilities (including disabled veterans). According to our Policy on Implementing Reasonable Accommodation and Academic Adjustments, Human Resources Directors are responsible for responding to accommodation requests by applicants, employees, contractors, visitors, and others.

The contact for accommodation requests is:

Name: Keisha Pottinger-Moore

Title: Director of Human Resources Operations

Phone: 212-484-1152

Email: kpottingermoore@jjay.cuny.edu

We have posted the Procedures for Implementing Reasonable Accommodation and Academic Adjustments online at:

<http://www.cuny.edu/about/administration/offices/legal-affairs/policies-resources/reasonable-accommodations-and-academic-adjustments/>

We provide information for applicants on the [Employment Page of the CUNY website](#) and the [John Jay Employment website](#). There is a link on our job board (<https://cuny.jobs>) directing the candidate to our accessibility page. Applicants may also contact the Office of Recruitment and Diversity at jobs@cuny.edu or ord@cuny.edu.

We provide accommodations based on disability; pregnancy, childbirth, or medical condition related to pregnancy or childbirth; religious practice; and status as a victim of domestic violence, sex offense or stalking.

Employees and managers may resolve requests through cooperative, interactive dialogue. Additionally, we documented 28 employee accommodation requests this year, successfully concluded 25 times and appealed 3 times. At this time there are 0 outstanding appeals. We responded to 0 job applicant accommodation requests and provided accommodations 0 times.

In addition, the College will be opening the new Club Row area before the end of 2024-2025 academic year. The space will have an open area for student groups to congregate as well as have spaces designated for individuals with disabilities to be in compliance with ADA requirements.

Harassment Prevention

CUNY has developed anti-harassment policies and procedures concerning individuals with disabilities and protected veterans. There is a 504/ADA Coordinator who reviews personnel practices to ensure access and non-discrimination for individuals with disabilities. The Chief Diversity Officer reviews practices for veterans.

External Policy Dissemination

Each job vacancy announcement includes a summary of CUNY's policy. As noted above, CUNY posts its Non-Discrimination Policy on its employment website and job postings. CUNY's Office of Labor Relations provides an annual notice of our policies to labor unions. Either our unit or the university, as appropriate, notifies subcontractors, vendors, and suppliers of our EEO policies.

Outreach and Positive Recruiting

The Office of Military and Veteran Services (OMVS) supports military veterans, active duty service members, reservists, guardsmen, officer candidates, and their family members with vibrant and relevant veteran-focused programs and assistance. Military and Veteran Services provides student veterans personal support through its on-site services, the student-led John Jay Veterans Association, dedicated Veterans' Center spaces, our veteran honor society chapter, and assistance from staff and faculty throughout the college.

OMVS actively supports veteran students throughout their college experiences with assistance in admission, enrollment and advisement; peer support programming; support for academic and personal success; social work support; veteran-focused academic courses; and job preparation, internship, and post-graduation employment programming

The Office of Accessibility Services' (OAS) mission is to ensure that students with disabilities have equal access to all college programs, services, activities and are afforded the same opportunity to participate in the learning process. It is the Office's objective to see that students with disabilities are provided with an impactful learning experience. John Jay College is committed to equal access to education.

Summary of 2023-2024 Outreach:

The Office of Military and Veteran Services (OMVS) held the following outreach events in 2023-2024:

- Hispanic-Latinx Military Heritage Celebration on October 3, 2023, with Ricardo Garcia, Hostos Community College veteran services director and Army veteran.
- African American Military Heritage Celebration on February 28, 2024, with Major General

Craig Timberlake, US Marine Corps retired.

- Women's Military Heritage Celebration on March 27, 2024, with Rear Admiral (sel) Zeita Merchant, US Coast Guard.
- LGBTQ+ Military Heritage Celebration on April 18, 2024, led by veterans Triet To and Kim Lonzo; and Asian-Pacific Islander Military Heritage Celebration on May 19, 2024, with Phillip Du, National Director of Benefits and Claims of the American Legion and Army veteran.

During 2023-2024, the Office of Accessibility Services (OAS) executed the following actions to improve the overall function of the Office of Accessibility with the goal of supporting our students:

- OAS transferred all paper files to a new electronic system. This project involved creating templates, data pictures and training for OAS employees.
- Developed and offered trainings to students and faculty on how to use Simplicity.
- OAS staff trained on how to update OAS website.
- Updated OAS website to include new resources.
- Secured full-time staff positions with administrative support.
- Collaborated with the Graduate Psychology program to secure externs with the goal of offering psycho-educational assessments to our OAS students. OAS has two externs, and each are assigned to assist a student in need (still developing program).
- Worked on improving assessment practices that have included designing a survey that will be distributed Fall 2024.
- Streamlined office procedures to promote the overall operational efficiency in the OAS office.
- Reviewed and updated OAS documents to ensure compliance.
- Improved programming/ workshops including: Stress Management and Assistive Technology Workshop and.
- Reinstated the ADA campus-wide advisory committee: Co-chairs: Elena Beharry & Gabriela Leal

Planned Outreach, 2024-2025:

The Office of Military and Veteran Services (OMVS) will continue to promote and support programs in 2024-2025 designed to improve campus climate:

- Hispanic-Latinx Military Heritage Celebration (September 25, 2024)
- African American Military Heritage Celebration (scheduled for February 2025)
- Women's Military Heritage Celebration (scheduled for March 2025)
- LGBTQ+ Military Heritage Celebration (scheduled for April 2025)
- Asian-Pacific Islander Military Heritage Celebration (scheduled for May 2025).

The Office of Accessibility Services (OAS) will continue the following actions to improve the overall function of the Office of Accessibility with the goal of supporting our students:

- Develop and offer trainings to students and faculty on how to use Simplicity.
- Train OAS staff on how to update OAS website.
- Update OAS website to include new resources.
- Work on improving assessment practices that have included designing a survey that will be distributed Fall 2024.
- Streamline office procedures to promote the overall operational efficiency in the OAS office.
- Review and update OAS documents to ensure compliance.
- Improve programming/ workshops including: Stress Management and Assistive Technology Workshop.
- Promote the ADA campus-wide advisory committee: Co-chairs: Elena Beharry & Gabriela Leal.

Ongoing and Planned 2024-2025 efforts include:

- Sending information on employment opportunities to outlets reaching protected veterans (including disabled veterans) and individuals with disabilities.
- Advertising job openings with external resources including the New York State Labor Department and related agencies.
- Sharing information on Civil Service examinations through publishing exam notices and sending them to community organizations and public high schools.
- Assisting veterans with a passing score on a competitive Civil Service examination to apply for additional points based on veteran or disabled veteran status as per NY State law.
- Assisting qualified individuals with disabilities with appointment to classified competitive Civil Service titles without an examination (55(a) program).
- Filing the annual federal VETS-4212 report.

Internal Policy Dissemination

To foster positive support for affirmative action programs for protected veterans and individuals with disabilities, we have:

- Included policies in manuals and other publications;
- Explained policies and responsibilities to senior management and supervisors;
- Conducted training for employees involved in recruitment, selection, and promotion decision-making;
- Discussed policies in employee orientation and management training programs;
- Included information on the accomplishments of veterans (including disabled veterans) and other individuals with disabilities in unit communications;
- Posted CUNY Procedures for Implementing Reasonable Accommodation and Academic Adjustments on bulletin boards, along with the CUNY Policy on Non-Discrimination (addressing protection from harassment on the basis of disability);
- Featured persons who are individuals with disabilities in handbooks or similar publications;

- Distributed a college-wide announcement each semester that contains information on requesting accommodations and guidelines pertaining to accommodating students with disabilities; and
- Posted CUNY's Reasonable Accommodations Policy on the College's website.

Implementation Responsibility

As part of its efforts to ensure equal employment opportunity to veterans (including disabled veterans) and other individuals with disabilities, we have designated specific responsibilities.

The President

President Mason, oversees the affirmative action and compliance programs. The President appoints a 504/ADA Coordinator to oversee compliance and provides support and resources for affirmative action and compliance. The 504/ADA Coordinator and the Chief Diversity Officer report issues uncovered in interviews to the President, who oversees appropriate responses.

504/ADA Coordinator

As 504/ADA Coordinator, Gabriela Leal, Esq.:

- Chairs 504/ADA Committee;
- Monitors 504/ADA compliance;
- Reviews and resolve issues such as disputed accommodation decisions;
- Maintains records of accommodation requests and outcomes;
- Ensures records are stored securely and confidentiality is maintained; and
- Provides training as needed on issues related to individuals with disabilities.

Other Officials

Other officials promote employment and advancement of individuals with disabilities and veterans.

Elena Beharry, Director of the Office of Accessibility (OAS) and Richard Pusateri, Manager of the Office of Military and Veteran Services (OMVS) support the implementation of affirmative action in areas which include accommodations and accessibility improvements.

University Management

CUNY's Office of Recruitment and Diversity manages systems to maintain self-identification data and provides other data support to each unit. The Office also administers CUNY's 55(a) program to provide opportunities in Civil Service positions to individuals with disabilities.

Training

We ensure individuals involved with recruitment, selection, promotion, disciplinary actions, training and similar personnel receive an orientation on the relevant rules and regulations regarding veterans and individuals with disabilities. These efforts are conducted in the following ways:

- The College provides opportunities for employees to attend pertinent on-campus and off-campus professional development programs to enhance their knowledge of CUNY and relevant regulations.
- Non-Discrimination, equal employment opportunity, and disabilities related policies and resources are available on the College website:
<https://www.ijay.cuny.edu/about/governance-senior-leadership/finance-administration/office-human-resources/employee-resources/hr-policies-procedures>
and <https://www.ijay.cuny.edu/about/compliance-diversity/non-discrimination-equal-opportunity/policies-guidance>
- The college's Director of Compliance and Diversity in her capacity as CDO, Title IX Coordinator, and 504/ADA Coordinator continues to provide trainings on the College's Equal Employment Opportunity and Affirmative Action Policies to multiple internal audiences.
- The existing employee online trainings for sexual harassment prevention and awareness complement the in-person and online training efforts of the CDO/Title IX Coordinator. The online training program, Employee Sexual and Interpersonal Violence Prevention and Response Course (E-SPARC), is provided by CUNY and required of all employees annually.

Audit and Reporting System

The Chief Diversity Officer audits the effectiveness of outreach and affirmative action programs. They monitor practices and discrimination claims related to status as a veteran or individual with a disability.

The 504/ADA Coordinator oversees audit and reporting of accommodations for individuals with disabilities.

She identifies and addresses barriers to access and evaluates remedial actions. Any such findings are shared with the President and/or her designee.

Benchmark Comparisons

Staffing Ratios for Individuals with Disabilities and Veterans

Appendix G indicates the number of individuals with disabilities by job group. The US Department of Labor suggests a benchmark of 7.0% for each job group. There is no requirement to calculate underutilization or set placement goals.

Veterans represent 2% of our workforce. CUNY reports veteran representation annually through the federal VETS-4212 report. There is no requirement to report veteran representation in the Affirmative Action Plan.

Hiring Rates for Veterans and Individuals with Disabilities

The exhibit on the following page illustrates hiring rates for individuals with disabilities and veterans in the US Department of Labor's required format.

In March 2024, the federal government set the benchmark Hiring Rate for veterans at 5.2%, based on the prevalence of veterans in the United States workforce.

There is no federal hiring rate benchmark for individuals with disabilities.

Exhibit: Benchmark Comparisons for Veterans and Individuals with Disabilities

Table 11: Veterans' Hiring Rate Benchmark

The benchmark hiring rate, established by the US Department of Labor, is 5.2% as of March 2024.

<https://www.dol.gov/agencies/ofccp/vevraa/hiring-benchmark>

| Factor | 2023-2024 | 2022-2023 | 2021-2022 |
|---|-----------|-----------|-----------|
| A. Number of applicants who self-identified as Veterans before an offer of employment | 63 | 99 | 42 |
| B. Total number of job openings | 70 | 124 | 54 |
| C. Total number of jobs filled | 70 | 124 | 43 |
| D. Total number of applicants for all jobs | 5,139 | 5,741 | 2,826 |
| E. Number of veteran applicants hired | 1 | 4 | 0 |
| F. Total number of applicants hired | 73 | 124 | 43 |
| Hiring Rate (E divided by F) | 0.013 | 0.032 | 0 |
| Federal Hiring Rate Benchmark | 5.2% | 5.4% | 5.5% |
| Benchmark Met (Yes/No) | No | No | No |

It is estimated that in the NY/NJ Metropolitan Statistical Area, there are 177,952 veterans under the age of 75, or 1.267% of the population under the age of 75 (US Census, American Community Survey, Accessed July, 2024). Nationally, the unemployment rate for Veterans in the “Gulf War Era-II (service 2001-present) was 3.3% and the rate for non-veterans was 3.6%. (<https://www.bls.gov/news.release/pdf/vet.pdf>)

Table 12: Hiring Rate for Individuals with Disabilities

There is no recommended hiring benchmark for Individuals with Disabilities but there is a recommended total representation of 7% in each job group.

| Factor | 2023-2024 | 2022-2023 | 2021-2022 |
|--|-----------|-----------|-----------|
| A. Number of applicants who self-identify as Individuals with Disabilities before an offer of employment | 456 | 449 | 241 |
| B. Total number of job openings | 70 | 124 | 54 |
| C. Total number of jobs filled | 70 | 124 | 43 |
| D. Total number of applicants for all jobs | 5,139 | 5,741 | 2,826 |
| E. Number of individuals with disabilities hired | 4 | 5 | 2 |
| F. Total number of applicants hired | 73 | 124 | 43 |
| Hiring Rate (E Divided by F) | 0.054 | 0.040 | 0.037 |

As per the February 2024 “Persons with a Disability: Labor Force Characteristics - 2023” report from the US Bureau of Labor Statistics (https://www.bls.gov/news.release/archives/disabl_02222024.pdf): People with a disability account for about 13% of the population. The unemployment rate for people with a disability in the 16-64 age group was 7.7% and the rate for people without a disability was 3.5%.

APPENDICES

- A. Summary Organization Chart
- B. CUNY Policies
- C. Reaffirmation Letter
- D. Utilization Analysis
- E. Personnel Activity
- F. Recruiting Activity
- G. Individuals with Disabilities by Job Group

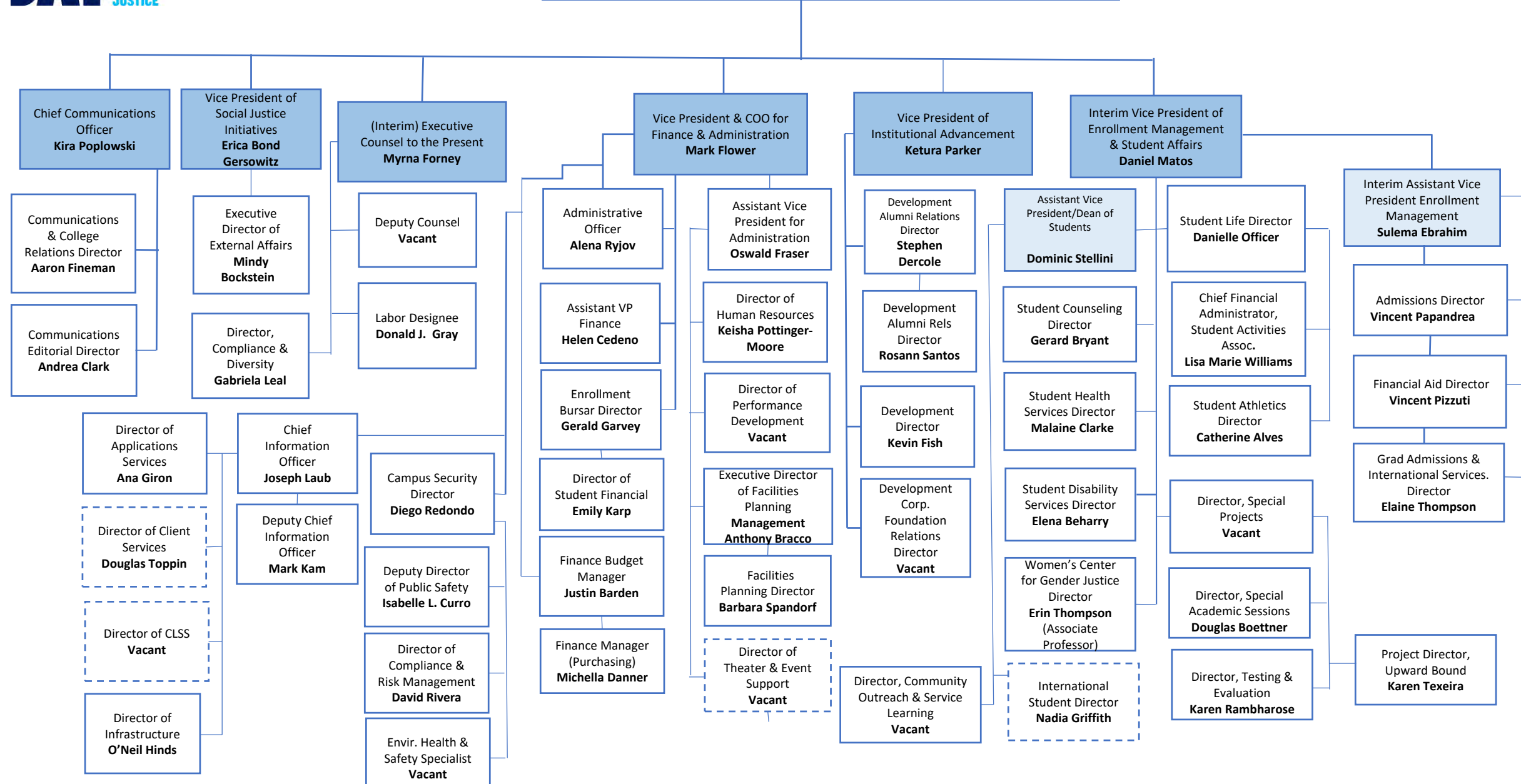
Appendices for the 2024-2025 Affirmative Action Plan

Appendix A Organization Chart

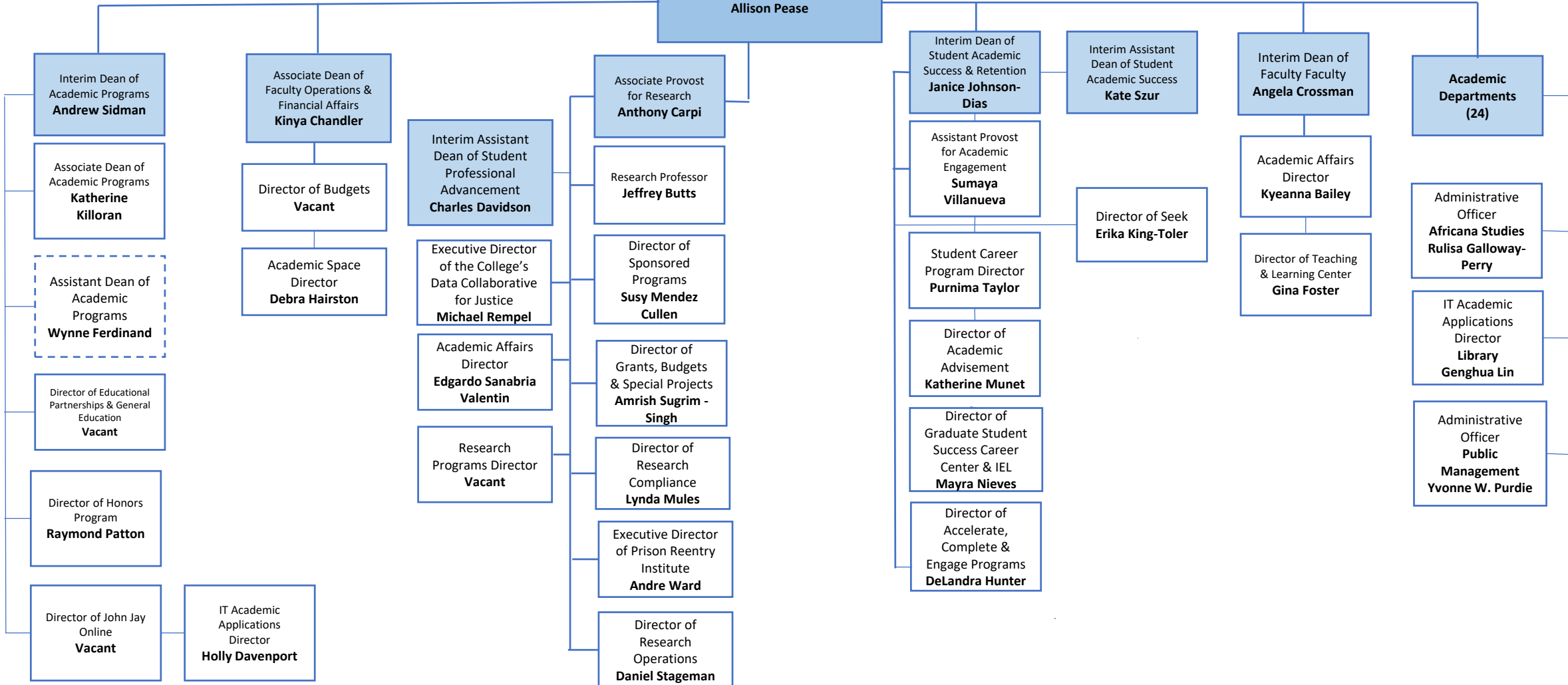
This Appendix contains a summary organization chart.

John Jay College Criminal Justice

Karol V. Mason - President

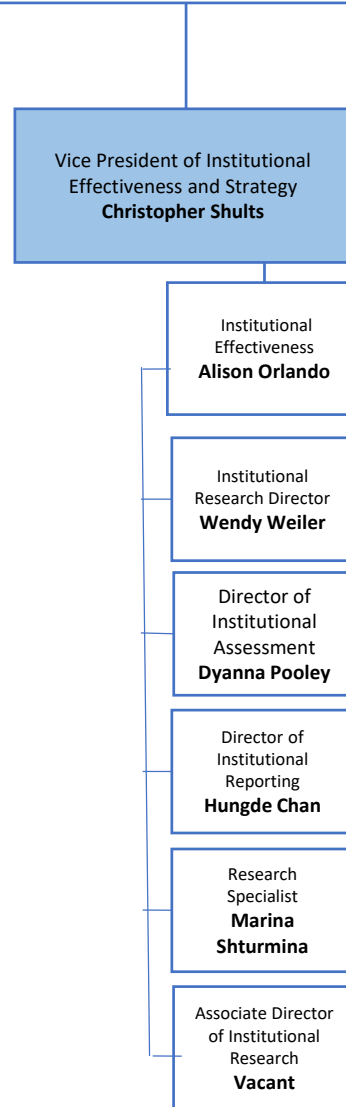


Senior Vice President of Academic Affairs/Provost
Allison Pease



John Jay College Criminal Justice
Karol V. Mason - President

October 2024



Appendix B CUNY Policies

This Appendix has the text of major CUNY policies related to affirmative action and equal employment opportunity.

EQUAL OPPORTUNITY AND NON-DISCRIMINATION POLICY

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.

AFFIRMATIVE ACTION POLICY

CUNY has had policies related to affirmative action plans since the early 1970s. CUNY’s Affirmative Action Policy of May 28, 1985 is part of its Manual of General Policy.

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, Section 6-C)

SEXUAL MISCONDUCT POLICY

CUNY’s Policy on Sexual Misconduct addresses sexual harassment, gender-based harassment and sexual violence. It outlines procedures applicable to students and employees for addressing complaints.

Every member of The City University of New York (“CUNY”) community, including students, employees and visitors, deserves the opportunity to live, learn and work free from Sexual Misconduct (sexual harassment, gender-based

harassment and sexual violence). Accordingly, CUNY is committed to:

- Defining conduct that constitutes prohibited Sexual Misconduct;
- Providing clear guidelines for students, employees and visitors on how to report incidents of Sexual Misconduct and a commitment that any complaints will be handled respectfully;
- Promptly responding to and investigating allegations of Sexual Misconduct, 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;
- Providing ongoing assistance and support to students and employees who make allegations of Sexual Misconduct;
- Providing awareness and prevention information on Sexual Misconduct, including widely disseminating this policy, as well as a “students’ bill of rights” and implementing training and educational programs on Sexual Misconduct to college constituencies; and
- Gathering and analyzing information and data that will be reviewed in order to improve safety, reporting, responsiveness and the resolution of incidents.

This is the sole policy at CUNY addressing Sexual Misconduct and is applicable at all college and units at the University. It will be interpreted in accordance with the principles of academic freedom adopted by CUNY’s Board of Trustees.

OTHER POLICIES

It is our policy 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.

Management reaffirms its non-discrimination policies annually.

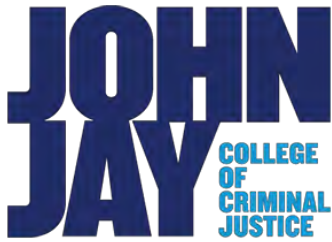
Other important policies available on CUNY’s “Policies and Resources” webpage include:

- Campus and Workplace Violence Policy
- Domestic Violence and the Workplace Policy
- Procedures for Implementing Reasonable Accommodations and Academic Adjustments

CUNY campuses report crime statistics, including statistics relating to sexual violence under the federal Jeanne Clery Act. Information is available from the campus Office of Public Safety (list name of office and/or website).

Appendix C Reaffirmation Letter

This Appendix contains the most recent Reaffirmation Letter.



Karol V. Mason
President
212-237-8600 | president@jjay.cuny.edu

October 15, 2024

To: The John Jay College Community

Re: Reaffirmation of Commitment to Diversity, Equal Opportunity, Non-Discrimination, and Preventing Misconduct

At John Jay College we know that our diversity is our strength. We thrive because of our ability to engage in meaningful conversations with people different from ourselves—including people of different races, religions, ethnicities, genders, abilities, sexual identities, and immigration and veteran statuses. Understanding a new perspective allows us to learn from one another, fulfill our goals, and continue to grow both individually and as a community. That's why I want to take this opportunity to remind everyone that John Jay does not tolerate acts of hate or bigotry of any kind. This includes discrimination or harassment based on national origin or heritage—including Jewish, Israeli, Palestinian, Arab, Muslim, or South Asian ancestry—and/or the association with these national origins and ancestries.

I write today to reaffirm our commitment to upholding our non-discrimination policies and share information about where to get help if you need it.

[Our Office of Compliance and Diversity](#) (CDO) addresses and investigates allegations of sex-based misconduct or discrimination. We strongly encourage any member of our community to come forward to get help or report any concerns they may have under our non-discrimination policies, including:

- CUNY's new [Policy on Sex-Based Misconduct](#)—which prohibits sex-based harassment, sex-based discrimination, and related misconduct.
- CUNY's [Equal Opportunity and Non-Discrimination Policy](#)—which prohibits any form of discrimination on the basis of race, color, creed, national origin, ethnicity (including Italian Americans), 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. Additionally, CUNY practices affirmative action for women, protected ethnicities, individuals with disabilities, and veterans consistent with federal requirements for employees in all title groups. Italian Americans are included among CUNY's protected groups.

There are many resources on campus to report inappropriate behavior or to receive [confidential support](#). All members of the community can report sex-based misconduct and discrimination to Gabriela Leal, Director of Compliance and Diversity/Title IX Coordinator, galeal@jjay.cuny.edu / 646-557-4674.

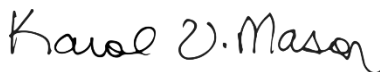
In addition, the following offices will communicate with the CDO if the report involves sex-based misconduct or discrimination: Public Safety Department (for all members of the College community), 212-237-8524, Student Affairs Office (for students) at L.71NB or 212-237-8100, or Human Resources (for employees) at the BMW Building, 10th Floor (555 W. 57th St.) or 212-237-8517. To file a report of discrimination online, you may do so on the [CUNY University-Wide Discrimination and Retaliation Reporting Portal](#).

I encourage you to participate in upcoming training and information sessions about CUNY's new Policy on Sex-Based Misconduct. I also encourage you to make use of the resources available to any person affected by these issues, which are detailed [here](#).

CUNY desires to expand its inclusivity and accessibility to both students and employees with disabilities. As per Governor Hochul's [Executive Order 31](#), CUNY is developing a Strategic Plan to enhance recruitment, advancement, and support of individuals with disabilities. Any CUNY employee requiring one or more accommodations to perform their job duties should contact Human Resources as per our policy on Reasonable Accommodations and Academic Adjustments.

Our commitment to create a space where everyone feels valued and included remains unwavering. As we move forward with an exciting fall semester, I ask for your continued support in prioritizing a respectful and inclusive environment for every student, faculty, and staff member. By committing to upholding our [values](#) and [community standards](#), we foster a positive atmosphere, encourage the free exchange of ideas, promote student success, and contribute to our institution's enduring advancement.

Thank you,



Karol V. Mason
President

Appendix D-1 Utilization Analysis - Staff Job Groups

This Appendix provides a utilization analysis for each staff job group that has five or more employees.

Utilization analysis is a comparison of the demographics of employees in various job groups with an estimate of the labor market for that same job group. The labor market is comprised of two components, external (general population) and internal (CUNY employees eligible for advancement into the job group). The factors are blended according to the balance of internal/external hiring at CUNY. This exhibit details the specific factors we use for each job group. We last calculated labor market availability in 2023.

Underutilization occurs where the utilization of a protected group is less than 80% of the labor market estimate. It represents the number of additional employees we would need for utilization to equal the labor market estimate. For the federal plan, underutilization numbers for females and total minorities represent placement goals when there are opportunities for hiring/advancement.

For the federal plan, we calculate underutilization for the following categories: female, total minority, asian/hawaiian/other pacific islander, black/african american, and hispanic/latino. The total minority category includes asian, black, and hispanic job groups but also incorporates individuals identifying as native american/alaska native and two or more races. For the italian american plan, we add a calculation for employees identifying as italian american, in addition to any other group to which they identify.

We calculate underutilization separately for full-time (annual) and part-time (hourly) employees. To address the situation of employees holding multiple concurrent appointments, we do not count part-time appointments for employees holding full-time appointments. For individuals with multiple part-time appointments, we count only one appointment per department per campus, giving priority to teaching appointments, then appointments according to pay level. At some campuses, a small number of employees (ten or fewer) may be counted more than once in part-time job groups because their multiple appointments span multiple departments.

John Jay College

Category: Executive/Administrative/Managerial

Job Group: Admin 1: Executive

Description: Executive Compensation Plan (Other Than Chief Executive)

Appointments: 27

Weight Availability Factors

- 50.00% ACS 2017-2021 National workforce with a minimum of Bachelor's degree plus eight years of experience (proxy age of 29 and higher) in selected occupations (0010, 0020, 0060, 0101, 0102, 0110, 0120, 0136, 0230, 0565, 2100).
- 50.00% Employees in titles Professor or Higher Education Officer as of 6/1/22; tenure or permanency not required.

Titles held by employees in this group

- 04315 Administrator
- 04321 Assc Administrator
- 04320 Assc Dean
- 04723 Asst Administrator
- 04722 Asst Dean
- 04316 Asst Vice President
- 04314 Dean
- 04702 Vice President

| Utilization Report | | | | | |
|---------------------------|--------|----------------|---------------------------------------|---------------------------|---------------------|
| | Female | Total Minority | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/ Latino |
| Number of Employees | 16 | 13 | 0 | 10 | 3 |
| Underutilized (Y = Yes) | | | Y | | |
| Number Underutilized | | | 3 | | |
| Actual Utilization | 59.3% | 48.1% | 0.0% | 37.0% | 11.1% |
| Labor Market Availability | 45.6% | 29.6% | 10.0% | 8.9% | 8.8% |

John Jay College

Category: Executive/Administrative/Managerial

Job Group: Admin 2: Managerial

Description: HE Officer series administrators-senior level

Appointments: 159

Weight Availability Factors

55.00% ACS 2017-2021 NY/NJ MSA workforce with a minimum of Bachelor's degree plus six years or experience (proxy age of 27 or higher) in selected occupations (0020, 0060, 0101, 0102, 0110, 0120, 0136, 0230, 0565, 9800).

45.00% Employees in title Higher Education Assistant of of 6/1/22; tenure or permanency not required.

Titles held by employees in this group

04075 HE Associate

04097 HE Officer

| Utilization Report | | | | | |
|---------------------------|--------|----------------|---------------------------------------|---------------------------|---------------------|
| | Female | Total Minority | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/ Latino |
| Number of Employees | 119 | 96 | 13 | 45 | 35 |
| Underutilized (Y = Yes) | | | Y | | |
| Number Underutilized | | | 10 | | |
| Actual Utilization | 74.8% | 60.4% | 8.2% | 28.3% | 22.0% |
| Labor Market Availability | 57.7% | 51.7% | 14.2% | 17.4% | 17.8% |

John Jay College

Category: Executive/Administrative/Managerial

Job Group: Admin 2: Managerial Adjunct

Description: Adjunct HE Officer series administrators (all levels)

Appointments: 127

Weight Availability Factors

55.00% Identical to Administration 2 Group (Full Time).

45.00% Identical to Administration 2 Group (Full Time).

Titles held by employees in this group

- 04689 Non-Teaching Adjunct 1
- 04688 Non-Teaching Adjunct 2
- 04687 Non-Teaching Adjunct 3
- 04686 Non-Teaching Adjunct 4
- 04685 Non-Teaching Adjunct 5

| Utilization Report | | | | | |
|---------------------------|--------|----------------|---------------------------------------|---------------------------|---------------------|
| | Female | Total Minority | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/ Latino |
| Number of Employees | 73 | 64 | 11 | 20 | 26 |
| Underutilized (Y = Yes) | | | Y | | |
| Number Underutilized | | | 7 | | |
| Actual Utilization | 57.5% | 50.4% | 8.7% | 15.7% | 20.5% |
| Labor Market Availability | 57.7% | 51.7% | 14.2% | 17.4% | 17.8% |

John Jay College

Category: Executive/Administrative/Managerial

Job Group: Managerial: Facilities

Description: Facility Superintendents and Managers

Appointments: 5

Weight Availability Factors

55.00% ACS 2017-2021 NY/NJ MSA, minimum of High School Diploma plus six years experience (proxy age of 23 or higher) in selected occupations (0102, 0410)

45.00% Employees in titles Custodial Supervisor (all levels), Laborer, Supervisor (Laborer and Maintenance) and Principal Park Supervisor, permanency not required, as of 6/1/22.

Titles held by employees in this group

04975 Admin Supt Builds Grds

| Utilization Report | | | | | |
|---------------------------|--------|----------------|---------------------------------------|---------------------------|---------------------|
| | Female | Total Minority | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/ Latino |
| Number of Employees | 2 | 4 | 2 | 1 | 1 |
| Underutilized (Y = Yes) | | | | | |
| Number Underutilized | | | | | |
| Actual Utilization | 40.0% | 80.0% | 40.0% | 20.0% | 20.0% |
| Labor Market Availability | 26.3% | 57.8% | 4.9% | 26.6% | 24.3% |

John Jay College

Category: Professional Non-Faculty

Job Group: Admin 3: Professional

Description: HE Officer Series: Entry and mid-level administrators

Appointments: 175

Weight Availability Factors

90.00% ACS 2017-2021 NY/NJ MSA workforce with minimum of Bachelor's degree in selected occupations (0520-0750, 1006, 1031, 1032, 2002, 2145, 2825, 2830, 2840, 2850, 2865, 5710, 5920, 9810).

10.00% Employees in titles CUNY Office Assistant, CUNY Admin Assistant, EOC Office Assistant and EOC Administrative Assistant holding a minimum of a Bachelor's degree as of 6/1/22; permanency not required.

Titles held by employees in this group

- 04017 Asst to HEO
- 04099 HE Assistant

| Utilization Report | | | | | |
|---------------------------|--------|----------------|---------------------------------------|---------------------------|---------------------|
| | Female | Total Minority | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/ Latino |
| Number of Employees | 127 | 134 | 18 | 52 | 60 |
| Underutilized (Y = Yes) | | | Y | | |
| Number Underutilized | | | 11 | | |
| Actual Utilization | 72.6% | 76.6% | 10.3% | 29.7% | 34.3% |
| Labor Market Availability | 59.3% | 39.5% | 16.5% | 9.6% | 10.4% |

John Jay College

Category: Professional Non-Faculty

Job Group: Info Tech: Professional

Description: Information Technology-Professionals

Appointments: 31

Weight Availability Factors

75.00% ACS 2017-2021 NY/NJ MSA with minimum of a High School Diploma and four years of experience (proxy age of 21 or higher) in selected occupations (1006, 1007, 1010, 1021, 1022, 1065, 1105, 1106, 1108).

25.00% Employees in titles IT Support Assistant and CUNY Office Assistant, permanency not required, as of 6/1/2022.

Titles held by employees in this group

- 04877 IT Associate
- 04875 IT Asst
- 04029 IT Bus Data Rep Analyst
- 04880 IT Sr Associate

| Utilization Report | | | | | |
|---------------------------|--------|----------------|---------------------------------------|---------------------------|---------------------|
| | Female | Total Minority | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/ Latino |
| Number of Employees | 12 | 25 | 6 | 12 | 7 |
| Underutilized (Y = Yes) | | | Y | | |
| Number Underutilized | | | 3 | | |
| Actual Utilization | 38.7% | 80.6% | 19.4% | 38.7% | 22.6% |
| Labor Market Availability | 38.1% | 59.4% | 30.2% | 13.0% | 13.9% |

John Jay College

Category: Professional Non-Faculty

Job Group: Info Tech: Professional Adjunct

Description: Hourly Information Technology-Professionals

Appointments: 5

Weight Availability Factors

75.00% Identical to IT Professional Group (Full Time).

25.00% Identical to IT Professional Group (Full Time).

Titles held by employees in this group

04877 IT Associate

04875 IT Asst

| Utilization Report | | | | | |
|---------------------------|--------|----------------|---------------------------------------|---------------------------|---------------------|
| | Female | Total Minority | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/ Latino |
| Number of Employees | 0 | 3 | 0 | 1 | 2 |
| Underutilized (Y = Yes) | Y | | Y | | |
| Number Underutilized | 2 | | 2 | | |
| Actual Utilization | 0.0% | 60.0% | 0.0% | 20.0% | 40.0% |
| Labor Market Availability | 38.1% | 59.4% | 30.2% | 13.0% | 13.9% |

John Jay College

Category: Administrative Support Workers

Job Group: Office Assistant

Description: Administrative Office Assistants-Entry level

Appointments: 24

Weight Availability Factors

65.00% ACS 2017-2021 NY/NJ MSA with minimum of High School Diploma in selected occupations (4720, 4740, 5220, 5230, 5240, 5740, 5810, 5820, 5860).

35.00% Employees in the title of College Assistant (hourly) as of 6/1/2022.

Titles held by employees in this group

04802 CUNY Office Assistant

| Utilization Report | | | | | |
|---------------------------|--------|----------------|---------------------------------------|---------------------------|---------------------|
| | Female | Total Minority | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/ Latino |
| Number of Employees | 18 | 22 | 2 | 9 | 10 |
| Underutilized (Y = Yes) | | | Y | | |
| Number Underutilized | | | 2 | | |
| Actual Utilization | 75.0% | 91.7% | 8.3% | 37.5% | 41.7% |
| Labor Market Availability | 71.8% | 58.9% | 15.0% | 17.6% | 23.5% |

John Jay College

Category: Administrative Support Workers

Job Group: Office Assistant Adjunct

Description: Hourly Administrative Office Assistants-Entry level

Appointments: 343

Weight Availability Factors

100.00% Identical to CUNY Office Assistant Group (Full Time) except that availability is 100% external.

0.00% NA

Titles held by employees in this group

10102 College Assistant

| Utilization Report | | | | | |
|---------------------------|--------|----------------|---------------------------------------|---------------------------|---------------------|
| | Female | Total Minority | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/ Latino |
| Number of Employees | 253 | 263 | 64 | 61 | 128 |
| Underutilized (Y = Yes) | | | | | |
| Number Underutilized | | | | | |
| Actual Utilization | 73.8% | 76.7% | 18.7% | 17.8% | 37.3% |
| Labor Market Availability | 76.3% | 49.8% | 11.5% | 15.0% | 20.5% |

John Jay College

Category: Technicians

Job Group: Broadcast-Media

Description: Broadcast/Media Technicians and Graphic Designers

Appointments: 7

Weight Availability Factors

100.00% ACS 2017-2021 NY/NJ MSA with minimum of High School Diploma in selected occupations (2710, 2920).

0.00% NA

Titles held by employees in this group

04992 Broadcast Assc

04987 TV Media Prod Specl

| Utilization Report | | | | | |
|---------------------------|--------|----------------|---------------------------------------|---------------------------|---------------------|
| | Female | Total Minority | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/ Latino |
| Number of Employees | 0 | 5 | 0 | 4 | 1 |
| Underutilized (Y = Yes) | Y | | Y | | |
| Number Underutilized | 3 | | 1 | | |
| Actual Utilization | 0.0% | 71.4% | 0.0% | 57.1% | 14.3% |
| Labor Market Availability | 40.3% | 26.6% | 7.6% | 5.8% | 9.3% |

John Jay College

Category: Technicians

Job Group: Broadcast-Media Adjunct

Description: Hourly Broadcast/Media Technicians and Graphic Designers

Appointments: 91

Weight Availability Factors

100.00% Identical to Broadcast Technician Group (Full Time).

0.00% NA

Titles held by employees in this group

04888 Theatre Lead Tech

| Utilization Report | | | | | |
|---------------------------|--------|----------------|---------------------------------------|---------------------------|---------------------|
| | Female | Total Minority | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/ Latino |
| Number of Employees | 31 | 30 | 5 | 9 | 13 |
| Underutilized (Y = Yes) | | | Y | | |
| Number Underutilized | | | 2 | | |
| Actual Utilization | 34.1% | 33.0% | 5.5% | 9.9% | 14.3% |
| Labor Market Availability | 40.3% | 26.6% | 7.6% | 5.8% | 9.3% |

John Jay College

Category: Technicians

Job Group: Print Media Technician

Description: Print Shop Technicians and related titles

Appointments: 5

Weight Availability Factors

100.00% ACS 2017-2021 NY/NJ MSA in selected occupations (5900, 8250, 8255, 8256, 8830).

0.00% NA

Titles held by employees in this group

04814 College Print Shop Specialist

04808 Graphics Designer

| Utilization Report | | | | | |
|---------------------------|--------|----------------|---------------------------------------|---------------------------|---------------------|
| | Female | Total Minority | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/ Latino |
| Number of Employees | 2 | 4 | 0 | 0 | 4 |
| Underutilized (Y = Yes) | | | Y | Y | |
| Number Underutilized | | | 1 | 1 | |
| Actual Utilization | 40.0% | 80.0% | 0.0% | 0.0% | 80.0% |
| Labor Market Availability | 31.1% | 50.7% | 13.2% | 10.1% | 25.1% |

John Jay College

Category: Craft Workers

Job Group: Skilled Trades: Not Supervisory

Description: Skilled Trades-Not supervisory

Appointments: 16

Weight Availability Factors

90.00% ACS 2017-2021 NY/NJ MSA in selected occupations (6230, 6250, 6355, 6410, 6440, 6460, 6515, 6700, 7300, 7350, 7540, 8030, 8500, 8600, 8610, 8630).

10.00% Employees in titles Maintenance Worker or any of the Skilled Trade Helper titles, permanency not required, as of 6/1/2022.

Titles held by employees in this group

- 04899 Carpenter
- 91717 Electrician
- 04905 Locksmith
- 04891 Oiler
- 91830 Painter
- 91915 Plumber
- 04915 Stationary Engineer

| Utilization Report | | | | | |
|---------------------------|--------|----------------|---------------------------------------|---------------------------|---------------------|
| | Female | Total Minority | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/ Latino |
| Number of Employees | 0 | 4 | 0 | 1 | 3 |
| Underutilized (Y = Yes) | | Y | Y | Y | Y |
| Number Underutilized | | 3 | 1 | 1 | 1 |
| Actual Utilization | 0.0% | 25.0% | 0.0% | 6.3% | 18.8% |
| Labor Market Availability | 2.6% | 46.2% | 4.7% | 10.6% | 27.9% |

John Jay College

Category: Craft Workers

Job Group: Laborers and Helpers

Description: Entry-Level Craft Workers

Appointments: 11

Weight Availability Factors

55.00% ACS 2017-2021 NY/NJ MSA in selected occupations (6260, 6600, 6730, 7610, 8810, 8950, 9620, 9760, 9760).

45.00% CUNY employees in the Custodial Assistant and Custodial Supervisor titles, permanency not required, as of 6/1/2022.

Titles held by employees in this group

90702 Laborer

12202 Stock Worker Supervisor

| Utilization Report | | | | | |
|---------------------------|--------|----------------|---------------------------------------|---------------------------|---------------------|
| | Female | Total Minority | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/ Latino |
| Number of Employees | 0 | 10 | 0 | 5 | 5 |
| Underutilized (Y = Yes) | Y | | Y | | |
| Number Underutilized | 2 | | 1 | | |
| Actual Utilization | 0.0% | 90.9% | 0.0% | 45.5% | 45.5% |
| Labor Market Availability | 19.9% | 73.8% | 6.8% | 24.3% | 40.5% |

John Jay College

Category: Service Workers

Job Group: Campus Public Safety Sergeant

Description: Campus Security-Supervisors and Specialists

Appointments: 10

Weight Availability Factors

0.00% Internal Only-Promotional Title

100.00% CUNY employees in the title of Campus Peace Officer with Civil Service permanency and two years of permanent service as of 6/1/2022.

Titles held by employees in this group

04846 Campus Pub Safety Sergeant

04845 Campus Security Specialist

| Utilization Report | | | | | |
|---------------------------|--------|----------------|---------------------------------------|---------------------------|---------------------|
| | Female | Total Minority | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/ Latino |
| Number of Employees | 3 | 8 | 0 | 5 | 3 |
| Underutilized (Y = Yes) | | | | | |
| Number Underutilized | | | | | |
| Actual Utilization | 30.0% | 80.0% | 0.0% | 50.0% | 30.0% |
| Labor Market Availability | 24.0% | 86.3% | 4.5% | 49.2% | 30.7% |

John Jay College

Category: Service Workers

Job Group: Campus Peace Officer

Description: Campus Security-Mid level staff

Appointments: 13

Weight Availability Factors

60.00% ACS 2017-2021 NY/NJ MSA with minimum of High School Diploma, New York State residency, and minimum age of 21 in selected occupations (3802, 3930, 3940, 3945, 3946, 3960).

40.00% Employees in the title of Campus Security Assistant, Civil Service permanency not required, as of 6/1/2022.

Titles held by employees in this group

04844 Campus Peace Officer

| Utilization Report | | | | | |
|---------------------------|--------|----------------|---------------------------------------|---------------------------|---------------------|
| | Female | Total Minority | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/ Latino |
| Number of Employees | 4 | 13 | 2 | 8 | 3 |
| Underutilized (Y = Yes) | | | | | |
| Number Underutilized | | | | | |
| Actual Utilization | 30.8% | 100.0% | 15.4% | 61.5% | 23.1% |
| Labor Market Availability | 30.1% | 77.9% | 13.7% | 42.4% | 19.7% |

John Jay College

Category: Service Workers

Job Group: Campus Security Assistant

Description: Campus Security-Entry level staff

Appointments: 23

Weight Availability Factors

90.00% ACS 2017-2021 NY/NJ MSA with minimum of High School Diploma, New York State residency and minimum age of 18 in selected occupations (3930, 3940, 3945, 3946, 3960).

10.00% Employees in title Campus Security Assistant (Hourly), permanency not required, as of 6/1/2022.

Titles held by employees in this group

04841 Campus Security Asst

| Utilization Report | | | | | |
|---------------------------|--------|----------------|---------------------------------------|---------------------------|---------------------|
| | Female | Total Minority | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/ Latino |
| Number of Employees | 11 | 22 | 13 | 6 | 3 |
| Underutilized (Y = Yes) | | | | Y | Y |
| Number Underutilized | | | | 2 | 2 |
| Actual Utilization | 47.8% | 95.7% | 56.5% | 26.1% | 13.0% |
| Labor Market Availability | 30.6% | 71.1% | 8.2% | 36.4% | 23.6% |

John Jay College

Category: Service Workers

Job Group: Campus Security Assistant Adjunct

Description: Hourly Campus Security-Entry level staff

Appointments: 6

Weight Availability Factors

100.00% Identical to Campus Security Assistant Group (Full Time) except that availability is 100% external.

0.00% NA

Titles held by employees in this group

04841 Campus Security Asst

| Utilization Report | | | | | |
|---------------------------|--------|----------------|---------------------------------------|---------------------------|---------------------|
| | Female | Total Minority | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/ Latino |
| Number of Employees | 2 | 6 | 0 | 3 | 3 |
| Underutilized (Y = Yes) | | | | | |
| Number Underutilized | | | | | |
| Actual Utilization | 33.3% | 100.0% | 0.0% | 50.0% | 50.0% |
| Labor Market Availability | 30.7% | 68.5% | 7.0% | 35.6% | 22.7% |

John Jay College

Category: Service Workers

Job Group: Custodial: Supervisory

Description: Custodial-Supervisors (all titles)

Appointments: 6

Weight Availability Factors

0.00% Internal Only-Promotional Title

100.00% Employees in title Custodial Assistant and are not temporary as of 6/1/2022.

Titles held by employees in this group

04862 Custodial Supervisor

| Utilization Report | | | | | |
|---------------------------|--------|----------------|---------------------------------------|---------------------------|---------------------|
| | Female | Total Minority | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/ Latino |
| Number of Employees | 2 | 6 | 0 | 5 | 1 |
| Underutilized (Y = Yes) | | | | | Y |
| Number Underutilized | | | | | 1 |
| Actual Utilization | 33.3% | 100.0% | 0.0% | 83.3% | 16.7% |
| Labor Market Availability | 36.5% | 90.8% | 6.5% | 42.8% | 41.3% |

John Jay College

Category: Service Workers

Job Group: Custodial: Assistant

Description: Custodial-Entry level

Appointments: 39

Weight Availability Factors

65.00% ACS 2017-2021 NY/NJ MSA in occupation 4220.

35.00% CUNY employees in title Custodial Assistant (Hourly) as of 6/1/2022.

Titles held by employees in this group

04861 Custodial Assistant

| Utilization Report | | | | | |
|---------------------------|--------|----------------|---------------------------------------|---------------------------|---------------------|
| | Female | Total Minority | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/ Latino |
| Number of Employees | 14 | 37 | 4 | 13 | 19 |
| Underutilized (Y = Yes) | | | | | |
| Number Underutilized | | | | | |
| Actual Utilization | 35.9% | 94.9% | 10.3% | 33.3% | 48.7% |
| Labor Market Availability | 33.4% | 77.6% | 5.0% | 29.2% | 41.2% |

John Jay College

Category: Service Workers

Job Group: Custodial: Assistant Adjunct

Description: Hourly Custodial-Entry level

Appointments: 23

Weight Availability Factors

100.00% Identical to Custodial Assistant Group (Full Time) except that availability is 100% external.

0.00% NA

Titles held by employees in this group

04861 Custodial Assistant

| Utilization Report | | | | | |
|---------------------------|--------|----------------|---------------------------------------|---------------------------|---------------------|
| | Female | Total Minority | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/ Latino |
| Number of Employees | 11 | 21 | 2 | 9 | 10 |
| Underutilized (Y = Yes) | | | | | |
| Number Underutilized | | | | | |
| Actual Utilization | 47.8% | 91.3% | 8.7% | 39.1% | 43.5% |
| Labor Market Availability | 29.3% | 71.6% | 5.8% | 18.6% | 44.6% |

Appendix D-2 Utilization Analysis - College Laboratory Technicians

This Appendix provides a utilization analysis for College Laboratory Technicians in groups with five or more employees.

Utilization analysis is a comparison of the demographics of employees in various job groups with an estimate of the labor market for that same job group. The labor market is comprised of two components, external (general population) and internal (CUNY employees eligible for advancement into the job group). The factors are blended according to the balance of internal/external hiring at CUNY. This exhibit details the specific factors we use for each job group. We last calculated labor market availability in 2023.

Underutilization occurs where the utilization of a protected group is less than 80% of the labor market estimate. It represents the number of additional employees we would need for utilization to equal the labor market estimate. For the federal plan, underutilization numbers for females and total minorities represent placement goals when there are opportunities for hiring/advancement.

For the federal plan, we calculate underutilization for the following categories: female, total minority, asian/hawaiian/other pacific islander, black/african american, and hispanic/latino. The total minority category includes asian, black, and hispanic job groups but also incorporates individuals identifying as native american/alaska native and two or more races. For the italian american plan, we add a calculation for employees identifying as italian american, in addition to any other group to which they identify.

College Laboratory Technicians at all levels are classified according to whether they are assigned to a department that represents a scientific, technical, or engineering discipline. All others, such as employees working in the Humanities, are assigned to the non-scientific category.

We calculate underutilization separately for full-time (annual) and part-time (hourly) employees. To address the situation of employees holding multiple concurrent appointments, we do not count part-time appointments for employees holding full-time appointments. For individuals with multiple part-time appointments, we count only one appointment per department per campus, giving priority to teaching appointments, then appointments according to pay level. At some campuses, a small number of employees (ten or fewer) may be counted more than once in part-time job groups because their appointments span multiple departments.

John Jay College

Job Group: Admin 4: College Lab Technician

Description: College Laboratory Technicians (all levels)

Weight Availability Factors

100.00% ACS 2017-2021 NY/NJ MSA with minimum of High School Diploma. Selected occupations for the Scientific/Technical/IT specialty (1050, 1910, 1920, 1970). Selected occupations for others (2440, 2555).

Grouping: College Lab Tech: Science, Tech, Eng.

Appointments: 13

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

- 70054 Library
- 10195 Mathematics & Computer Science
- 10225 Sciences

| Utilization Report | | | | | |
|---------------------------|--------|---------------------------|-------------------------------|------------------------|-----------------|
| | Female | Total Protected Ethnicity | Asian/Nat. Haw./Oth Pac. Isl. | Black/African American | Hispanic/Latino |
| Number of Employees | 9 | 9 | 5 | 0 | 4 |
| Underutilized (Y = Yes) | | | | Y | |
| Number Underutilized | | | | 1 | |
| Actual Utilization | 69.2% | 69.2% | 38.5% | 0.0% | 30.8% |
| Labor Market Availability | 47.1% | 31.3% | 17.5% | 4.9% | 6.0% |

John Jay College

Job Group: Admin 4: College Lab Technician Adjunct

Description: Adjunct College Laboratory Technicians (all levels)

Weight Availability Factors

100.00% Identical to Administration 4 Group (Full Time).

Grouping: College Lab Tech: Science, Tech, Eng.

Appointments: 28

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

- 70054 Library
- 10195 Mathematics & Computer Science
- 10225 Sciences

| Utilization Report | | | | | |
|---------------------------|--------|---------------------------|-------------------------------|------------------------|-----------------|
| | Female | Total Protected Ethnicity | Asian/Nat. Haw./Oth Pac. Isl. | Black/African American | Hispanic/Latino |
| Number of Employees | 25 | 21 | 7 | 4 | 9 |
| Underutilized (Y = Yes) | | | | | |
| Number Underutilized | | | | | |
| Actual Utilization | 89.3% | 75.0% | 25.0% | 14.3% | 32.1% |
| Labor Market Availability | 47.1% | 31.3% | 17.5% | 4.9% | 6.0% |

Appendix D-3 Utilization Analysis - Faculty By Discipline and Job Group

This Appendix provides a utilization analysis for combination of faculty job group and academic discipline with five or more employees.

Utilization analysis is a comparison of the demographics of employees in various job groups with an estimate of the labor market for that same job group. The labor market is based on IPEDS degree completions as counted by the National Center for Education Statistics. We last calculated labor market availability in 2023.

Underutilization occurs where the utilization of a protected group is less than 80% of the labor market estimate. It represents the number of additional employees we would need to have for utilization to be equal to the labor market estimate. For the federal plan, underutilization numbers for females and total minorities represent placement goals when there are opportunities for hiring/advancement.

For this plan, we calculate underutilization for the following categories: female, total minority, asian/hawaiian/other pacific islander, black/african american, and hispanic/latino. The total minority category includes asian, black, and hispanic job groups but also incorporates individuals identifying as native american/alaska native and two or more races.

Utilization is calculated by job group and academic discipline. Job groups for faculty are: professoriate, instructor, lecturer, faculty librarian, K-12, developmental (CLIP/START), and continuing education. Not all campuses have faculty in all job groups. Academic disciplines are assigned to academic departments at the campus level.

We calculate underutilization separately for full-time (annual) and part-time (hourly) employees. To address the situation of employees holding multiple concurrent appointments, we do not count part-time appointments for employees holding full-time appointments. For individuals with multiple part-time appointments, we count only one appointment per department per campus, giving priority to teaching appointments, then appointments according to pay level. At some campuses, a small number of employees (ten or fewer) may be counted more than once in part-time job groups because their multiple appointments span multiple departments within the same campus.

John Jay College

Area, Ethnic, Cultural, Gender, and Group Studies

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

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

Job Group Faculty: Lecturer Adjunct

Weight Availability Factors

100.00% Identical to Faculty Lecturer Group (Full Time).

Total Appointments: 10

| | Utilization Report | | | | |
|---------------------------|--------------------|---------------------------|---------------------------------|------------------------|-----------------|
| | Female | Total Protected Ethnicity | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/Latino |
| Number of Faculty | 4 | 9 | 0 | 3 | 6 |
| Underutilized (Y = Yes) | Y | | Y | | |
| Number Underutilized | 3 | | 1 | | |
| Actual Utilization | 40.0% | 90.0% | 0.0% | 30.0% | 60.0% |
| Labor Market Availability | 74.4% | 54.0% | 9.2% | 19.2% | 21.1% |

Job Group Faculty: Professoriate

Weight Availability Factors

100.00% 2020 NCES Degree Completions, Doctoral, Nationwide for selected disciplines (first and second majors).

Total Appointments: 15

| | Utilization Report | | | | |
|---------------------------|--------------------|---------------------------|---------------------------------|------------------------|-----------------|
| | Female | Total Protected Ethnicity | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/Latino |
| Number of Faculty | 7 | 14 | 0 | 5 | 9 |
| Underutilized (Y = Yes) | Y | | Y | | |
| Number Underutilized | 3 | | 1 | | |
| Actual Utilization | 46.7% | 93.3% | 0.0% | 33.3% | 60.0% |
| Labor Market Availability | 64.0% | 50.9% | 7.3% | 22.5% | 13.8% |

John Jay College

Area, Ethnic, Cultural, Gender, and Group Studies

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

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

Job Group Faculty: Professoriate Adjunct

Weight Availability Factors

100.00% Identical to Faculty Professoriate Group (Full Time).

Total Appointments: 9

| | Utilization Report | | | | |
|----------------------------------|---------------------------|------------------------------|---------------------------------------|---------------------------|---------------------|
| | Female | Total Protected Ethnicity | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/ Latino |
| Number of Faculty | 4 | 9 | 0 | 5 | 4 |
| Underutilized (Y = Yes) | Y | | Y | | |
| Number Underutilized | 2 | | 1 | | |
| Actual Utilization | 44.4% | 100.0% | 0.0% | 55.6% | 44.4% |
| Labor Market Availability | 64.0% | 50.9% | 7.3% | 22.5% | 13.8% |

John Jay College

Business, Management, Marketing and Support

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

10088 Economics

Job Group Faculty: Lecturer Adjunct

Weight Availability Factors

100.00% Identical to Faculty Lecturer Group (Full Time).

| Total Appointments: 10 | Utilization Report | | | | |
|---------------------------|--------------------|---------------------------|---------------------------------|------------------------|-----------------|
| | Female | Total Protected Ethnicity | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/Latino |
| Number of Faculty | 2 | 7 | 1 | 2 | 3 |
| Underutilized (Y = Yes) | Y | | | | |
| Number Underutilized | 3 | | | | |
| Actual Utilization | 20.0% | 70.0% | 10.0% | 20.0% | 30.0% |
| Labor Market Availability | 46.7% | 43.2% | 13.9% | 10.7% | 16.0% |

Job Group Faculty: Professoriate

Weight Availability Factors

100.00% 2020 NCES Degree Completions, Doctoral, Nationwide for selected disciplines (first and second majors).

| Total Appointments: 10 | Utilization Report | | | | |
|---------------------------|--------------------|---------------------------|---------------------------------|------------------------|-----------------|
| | Female | Total Protected Ethnicity | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/Latino |
| Number of Faculty | 3 | 5 | 2 | 1 | 2 |
| Underutilized (Y = Yes) | Y | | | Y | |
| Number Underutilized | 2 | | | 2 | |
| Actual Utilization | 30.0% | 50.0% | 20.0% | 10.0% | 20.0% |
| Labor Market Availability | 47.7% | 40.7% | 5.6% | 25.1% | 7.0% |

John Jay College

Education

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

- 10377 Dean for Academic Affairs
- 80102 Graduate Studies
- 80170 Grant & Research Admin
- 10301 Undergraduate Studies

Job Group Faculty: Lecturer Adjunct

Weight Availability Factors

100.00% Identical to Faculty Lecturer Group (Full Time).

Total Appointments: 5

| | Utilization Report | | | | |
|----------------------------------|--------------------|---------------------------|---------------------------------|------------------------|-----------------|
| | Female | Total Protected Ethnicity | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/Latino |
| Number of Faculty | 4 | 5 | 0 | 1 | 2 |
| Underutilized (Y = Yes) | | | | | |
| Number Underutilized | | | | | |
| Actual Utilization | 80.0% | 100.0% | 0.0% | 20.0% | 40.0% |
| Labor Market Availability | 78.2% | 33.7% | 5.1% | 11.0% | 15.2% |

John Jay College

Education - Developmental

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

- 65017 College Now
- 75023 Counseling & Human Services
- 80116 Professional Studies
- 65100 SEEK - Lump Sum

Job Group Faculty: Lecturer

Weight Availability Factors

100.00% 2020 NCES Degree Completions, Bachelor's level and above in New York and New Jersey for selected disciplines (first and second majors).

Total Appointments: 5

| Utilization Report | | | | | |
|---------------------------|--------|---------------------------|---------------------------------|------------------------|-----------------|
| | Female | Total Protected Ethnicity | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/Latino |
| Number of Faculty | 4 | 5 | 1 | 3 | 1 |
| Underutilized (Y = Yes) | | | | | |
| Number Underutilized | | | | | |
| Actual Utilization | 80.0% | 100.0% | 20.0% | 60.0% | 20.0% |
| Labor Market Availability | 64.5% | 30.7% | 10.7% | 9.2% | 8.9% |

Job Group Faculty: Lecturer Adjunct

Weight Availability Factors

100.00% Identical to Faculty Lecturer Group (Full Time).

Total Appointments: 27

| Utilization Report | | | | | |
|---------------------------|--------|---------------------------|---------------------------------|------------------------|-----------------|
| | Female | Total Protected Ethnicity | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/Latino |
| Number of Faculty | 17 | 18 | 2 | 9 | 5 |
| Underutilized (Y = Yes) | | | Y | | |
| Number Underutilized | | | 1 | | |
| Actual Utilization | 63.0% | 66.7% | 7.4% | 33.3% | 18.5% |
| Labor Market Availability | 64.5% | 30.7% | 10.7% | 9.2% | 8.9% |

John Jay College

Education - Developmental

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

- 65017 College Now
- 75023 Counseling & Human Services
- 80116 Professional Studies
- 65100 SEEK - Lump Sum

Job Group Faculty: Professoriate

Weight Availability Factors

100.00% 2020 NCES Degree Completions, Doctoral, Nationwide for selected disciplines (first and second majors).

Total Appointments: 10

| Utilization Report | | | | | |
|---------------------------|--------|---------------------------|---------------------------------|------------------------|-----------------|
| | Female | Total Protected Ethnicity | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/Latino |
| Number of Faculty | 8 | 8 | 0 | 4 | 4 |
| Underutilized (Y = Yes) | | | Y | | |
| Number Underutilized | | | 1 | | |
| Actual Utilization | 80.0% | 80.0% | 0.0% | 40.0% | 40.0% |
| Labor Market Availability | 64.5% | 30.7% | 10.7% | 9.2% | 8.9% |

Job Group Faculty: Professoriate Adjunct

Weight Availability Factors

100.00% Identical to Faculty Professoriate Group (Full Time).

Total Appointments: 11

| Utilization Report | | | | | |
|---------------------------|--------|---------------------------|---------------------------------|------------------------|-----------------|
| | Female | Total Protected Ethnicity | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/Latino |
| Number of Faculty | 8 | 10 | 2 | 3 | 5 |
| Underutilized (Y = Yes) | | | | | |
| Number Underutilized | | | | | |
| Actual Utilization | 72.7% | 90.9% | 18.2% | 27.3% | 45.5% |
| Labor Market Availability | 64.5% | 30.7% | 10.7% | 9.2% | 8.9% |

John Jay College

English Language and Literature/Letters

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

10102 English

Job Group Faculty: Lecturer

Weight Availability Factors

100.00% 2020 NCES Degree Completions, Bachelor's level and above in New York and New Jersey for selected disciplines (first and second majors).

Total Appointments: 19

| | Utilization Report | | | | |
|---------------------------|--------------------|---------------------------|---------------------------------|------------------------|-----------------|
| | Female | Total Protected Ethnicity | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/Latino |
| Number of Faculty | 13 | 8 | 4 | 2 | 1 |
| Underutilized (Y = Yes) | | | | | Y |
| Number Underutilized | | | | | 2 |
| Actual Utilization | 68.4% | 42.1% | 21.1% | 10.5% | 5.3% |
| Labor Market Availability | 71.9% | 37.9% | 6.7% | 9.2% | 18.3% |

Job Group Faculty: Lecturer Adjunct

Weight Availability Factors

100.00% Identical to Faculty Lecturer Group (Full Time).

Total Appointments: 21

| | Utilization Report | | | | |
|---------------------------|--------------------|---------------------------|---------------------------------|------------------------|-----------------|
| | Female | Total Protected Ethnicity | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/Latino |
| Number of Faculty | 11 | 9 | 1 | 4 | 3 |
| Underutilized (Y = Yes) | Y | | | | Y |
| Number Underutilized | 4 | | | | 1 |
| Actual Utilization | 52.4% | 42.9% | 4.8% | 19.0% | 14.3% |
| Labor Market Availability | 71.9% | 37.9% | 6.7% | 9.2% | 18.3% |

John Jay College

English Language and Literature/Letters

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

10102 English

Job Group Faculty: Professoriate

Weight Availability Factors

100.00% 2020 NCES Degree Completions, Doctoral, Nationwide for selected disciplines (first and second majors).

Total Appointments: 34

| | Utilization Report | | | | |
|---------------------------|--------------------|---------------------------|---------------------------------|------------------------|-----------------|
| | Female | Total Protected Ethnicity | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/Latino |
| Number of Faculty | 17 | 5 | 2 | 1 | 2 |
| Underutilized (Y = Yes) | | Y | | Y | |
| Number Underutilized | | 2 | | 1 | |
| Actual Utilization | 50.0% | 14.7% | 5.9% | 2.9% | 5.9% |
| Labor Market Availability | 59.4% | 20.2% | 3.7% | 5.8% | 6.9% |

Job Group Faculty: Professoriate Adjunct

Weight Availability Factors

100.00% Identical to Faculty Professoriate Group (Full Time).

Total Appointments: 24

| | Utilization Report | | | | |
|---------------------------|--------------------|---------------------------|---------------------------------|------------------------|-----------------|
| | Female | Total Protected Ethnicity | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/Latino |
| Number of Faculty | 13 | 6 | 2 | 2 | 1 |
| Underutilized (Y = Yes) | | | | | Y |
| Number Underutilized | | | | | 1 |
| Actual Utilization | 54.2% | 25.0% | 8.3% | 8.3% | 4.2% |
| Labor Market Availability | 59.4% | 20.2% | 3.7% | 5.8% | 6.9% |

John Jay College

Foreign Languages, Literatures, and Linguistics

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

10117 Modern Languages & Literatures

Job Group Faculty: Lecturer Adjunct

Weight Availability Factors

100.00% Identical to Faculty Lecturer Group (Full Time).

| | Utilization Report | | | | |
|---------------------------|--------------------|---------------------------|---------------------------------|------------------------|-----------------|
| | Female | Total Protected Ethnicity | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/Latino |
| Total Appointments: 15 | | | | | |
| Number of Faculty | 10 | 7 | 1 | 1 | 5 |
| Underutilized (Y = Yes) | | | | | |
| Number Underutilized | | | | | |
| Actual Utilization | 66.7% | 46.7% | 6.7% | 6.7% | 33.3% |
| Labor Market Availability | 69.4% | 43.9% | 9.6% | 4.6% | 26.5% |

Job Group Faculty: Professoriate

Weight Availability Factors

100.00% 2020 NCES Degree Completions, Doctoral, Nationwide for selected disciplines (first and second majors).

| | Utilization Report | | | | |
|---------------------------|--------------------|---------------------------|---------------------------------|------------------------|-----------------|
| | Female | Total Protected Ethnicity | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/Latino |
| Total Appointments: 6 | | | | | |
| Number of Faculty | 4 | 6 | 0 | 0 | 6 |
| Underutilized (Y = Yes) | | | | | |
| Number Underutilized | | | | | |
| Actual Utilization | 66.7% | 100.0% | 0.0% | 0.0% | 100.0% |
| Labor Market Availability | 55.4% | 27.3% | 6.2% | 2.0% | 16.9% |

John Jay College

Foreign Languages, Literatures, and Linguistics

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

10117 Modern Languages & Literatures

Job Group Faculty: Professoriate Adjunct

Weight Availability Factors

100.00% Identical to Faculty Professoriate Group (Full Time).

Total Appointments: 9

| | Utilization Report | | | | |
|---------------------------|--------------------|---------------------------|---------------------------------|------------------------|-----------------|
| | Female | Total Protected Ethnicity | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/Latino |
| Number of Faculty | 7 | 6 | 4 | 0 | 2 |
| Underutilized (Y = Yes) | | | | | |
| Number Underutilized | | | | | |
| Actual Utilization | 77.8% | 66.7% | 44.4% | 0.0% | 22.2% |
| Labor Market Availability | 55.4% | 27.3% | 6.2% | 2.0% | 16.9% |

John Jay College

History

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

10147 History

Job Group Faculty: Lecturer Adjunct

Weight Availability Factors

100.00% Identical to Faculty Lecturer Group (Full Time).

| Total Appointments: 5 | Utilization Report | | | | |
|---------------------------|--------------------|---------------------------|---------------------------------|------------------------|-----------------|
| | Female | Total Protected Ethnicity | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/Latino |
| Number of Faculty | 4 | 2 | 0 | 1 | 0 |
| Underutilized (Y = Yes) | | | | | Y |
| Number Underutilized | | | | | 1 |
| Actual Utilization | 80.0% | 40.0% | 0.0% | 20.0% | 0.0% |
| Labor Market Availability | 43.4% | 28.5% | 5.9% | 5.1% | 14.0% |

Job Group Faculty: Professoriate

Weight Availability Factors

100.00% 2020 NCES Degree Completions, Doctoral, Nationwide for selected disciplines (first and second majors).

| Total Appointments: 16 | Utilization Report | | | | |
|---------------------------|--------------------|---------------------------|---------------------------------|------------------------|-----------------|
| | Female | Total Protected Ethnicity | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/Latino |
| Number of Faculty | 4 | 3 | 1 | 0 | 1 |
| Underutilized (Y = Yes) | Y | | | Y | Y |
| Number Underutilized | 2 | | | 1 | 1 |
| Actual Utilization | 25.0% | 18.8% | 6.3% | 0.0% | 6.3% |
| Labor Market Availability | 39.7% | 21.6% | 2.8% | 4.1% | 11.4% |

John Jay College

History

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

10147 History

Job Group Faculty: Professoriate Adjunct

Weight Availability Factors

100.00% Identical to Faculty Professoriate Group (Full Time).

Total Appointments: 8

| | Utilization Report | | | | |
|---------------------------|--------------------|---------------------------|---------------------------------|------------------------|-----------------|
| | Female | Total Protected Ethnicity | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/Latino |
| Number of Faculty | 4 | 0 | 0 | 0 | 0 |
| Underutilized (Y = Yes) | | Y | | | Y |
| Number Underutilized | | 2 | | | 1 |
| Actual Utilization | 50.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Labor Market Availability | 39.7% | 21.6% | 2.8% | 4.1% | 11.4% |

John Jay College

Homeland Security, Law Enforcement, Firefighting, etc.

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

| | |
|-------|--------------------------------|
| 10419 | Criminal Justice |
| 10317 | International Criminal Justice |
| 10234 | Law,Police Sci&CrimJustice Adm |
| 10116 | Security, Fire and Emergency |

Job Group Faculty: Continuing Education

Weight Availability Factors

100.00% 2020 NCES Degree Completions, Bachelor's level and above in New York and New Jersey for selected disciplines (first and second majors).

Total Appointments: 7

| | Utilization Report | | | | |
|---------------------------|--------------------|---------------------------|---------------------------------|------------------------|-----------------|
| | Female | Total Protected Ethnicity | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/Latino |
| Number of Faculty | 5 | 2 | 0 | 0 | 2 |
| Underutilized (Y = Yes) | | Y | | Y | |
| Number Underutilized | | 2 | | 1 | |
| Actual Utilization | 71.4% | 28.6% | 0.0% | 0.0% | 28.6% |
| Labor Market Availability | 49.5% | 53.8% | 5.4% | 16.1% | 29.5% |

Job Group Faculty: Lecturer

Weight Availability Factors

100.00% 2020 NCES Degree Completions, Bachelor's level and above in New York and New Jersey for selected disciplines (first and second majors).

Total Appointments: 12

| | Utilization Report | | | | |
|---------------------------|--------------------|---------------------------|---------------------------------|------------------------|-----------------|
| | Female | Total Protected Ethnicity | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/Latino |
| Number of Faculty | 4 | 4 | 0 | 2 | 2 |
| Underutilized (Y = Yes) | Y | Y | Y | | Y |
| Number Underutilized | 2 | 2 | 1 | | 2 |
| Actual Utilization | 33.3% | 33.3% | 0.0% | 16.7% | 16.7% |
| Labor Market Availability | 49.5% | 53.8% | 5.4% | 16.1% | 29.5% |

John Jay College

Homeland Security, Law Enforcement, Firefighting, etc.

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

- 10419 Criminal Justice
- 10317 International Criminal Justice
- 10234 Law, Police Sci & Crim Justice Adm
- 10116 Security, Fire and Emergency

Job Group Faculty: Lecturer Adjunct

Weight Availability Factors

100.00% Identical to Faculty Lecturer Group (Full Time).

Total Appointments: 104

| | Utilization Report | | | | |
|---------------------------|--------------------|---------------------------|---------------------------------|------------------------|-----------------|
| | Female | Total Protected Ethnicity | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/Latino |
| Number of Faculty | 24 | 34 | 6 | 12 | 15 |
| Underutilized (Y = Yes) | Y | Y | | Y | Y |
| Number Underutilized | 28 | 22 | | 5 | 16 |
| Actual Utilization | 23.1% | 32.7% | 5.8% | 11.5% | 14.4% |
| Labor Market Availability | 49.5% | 53.8% | 5.4% | 16.1% | 29.5% |

Job Group Faculty: Professoriate

Weight Availability Factors

100.00% 2020 NCES Degree Completions, Doctoral, Nationwide for selected disciplines (first and second majors).

Total Appointments: 51

| | Utilization Report | | | | |
|---------------------------|--------------------|---------------------------|---------------------------------|------------------------|-----------------|
| | Female | Total Protected Ethnicity | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/Latino |
| Number of Faculty | 20 | 17 | 8 | 5 | 4 |
| Underutilized (Y = Yes) | Y | | | Y | |
| Number Underutilized | 8 | | | 5 | |
| Actual Utilization | 39.2% | 33.3% | 15.7% | 9.8% | 7.8% |
| Labor Market Availability | 55.5% | 32.7% | 1.2% | 19.7% | 8.7% |

John Jay College

Homeland Security, Law Enforcement, Firefighting, etc.

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

- 10419 Criminal Justice
- 10317 International Criminal Justice
- 10234 Law, Police Sci & Crim Justice Adm
- 10116 Security, Fire and Emergency

Job Group Faculty: Professoriate Adjunct

Weight Availability Factors

100.00% Identical to Faculty Professoriate Group (Full Time).

Total Appointments: 69

| | Utilization Report | | | | |
|----------------------------------|--------------------|---------------------------|---------------------------------|------------------------|-----------------|
| | Female | Total Protected Ethnicity | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/Latino |
| Number of Faculty | 22 | 16 | 2 | 9 | 5 |
| Underutilized (Y = Yes) | Y | Y | | Y | |
| Number Underutilized | 16 | 7 | | 5 | |
| Actual Utilization | 31.9% | 23.2% | 2.9% | 13.0% | 7.2% |
| Labor Market Availability | 55.5% | 32.7% | 1.2% | 19.7% | 8.7% |

John Jay College

Library (Librarians/Non-Teaching)

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

70054 Library

Job Group Faculty: Librarian

Weight Availability Factors

100.00% ACS 2017-2021 Nationwide workforce with a minimum of a Master's degree in occupation 2435 (Librarians and Media Collections Specialists). One availability is calculated for all faculty in the Library group.

Total Appointments: 8

| | Utilization Report | | | | |
|----------------------------------|---------------------------|--------------------------------------|--|-----------------------------------|-----------------------------|
| | Female | Total Protected Ethnicity | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/ Latino |
| Number of Faculty | 7 | 4 | 1 | 1 | 2 |
| Underutilized (Y = Yes) | | | | | |
| Number Underutilized | | | | | |
| Actual Utilization | 87.5% | 50.0% | 12.5% | 12.5% | 25.0% |
| Labor Market Availability | 81.3% | 15.5% | 3.6% | 4.5% | 4.8% |

John Jay College

Mathematics and Computer Science

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

10195 Mathematics & Computer Science

Job Group Faculty: Lecturer

Weight Availability Factors

100.00% 2020 NCES Degree Completions, Bachelor's level and above in New York and New Jersey for selected disciplines (first and second majors).

Total Appointments: 19

| | Utilization Report | | | | |
|---------------------------|--------------------|---------------------------|---------------------------------|------------------------|-----------------|
| | Female | Total Protected Ethnicity | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/Latino |
| Number of Faculty | 6 | 12 | 4 | 3 | 5 |
| Underutilized (Y = Yes) | | | Y | | |
| Number Underutilized | | | 1 | | |
| Actual Utilization | 31.6% | 63.2% | 21.1% | 15.8% | 26.3% |
| Labor Market Availability | 28.6% | 51.6% | 26.9% | 8.5% | 12.8% |

Job Group Faculty: Lecturer Adjunct

Weight Availability Factors

100.00% Identical to Faculty Lecturer Group (Full Time).

Total Appointments: 28

| | Utilization Report | | | | |
|---------------------------|--------------------|---------------------------|---------------------------------|------------------------|-----------------|
| | Female | Total Protected Ethnicity | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/Latino |
| Number of Faculty | 6 | 12 | 3 | 5 | 4 |
| Underutilized (Y = Yes) | Y | | Y | | |
| Number Underutilized | 2 | | 5 | | |
| Actual Utilization | 21.4% | 42.9% | 10.7% | 17.9% | 14.3% |
| Labor Market Availability | 28.6% | 51.6% | 26.9% | 8.5% | 12.8% |

John Jay College

Mathematics and Computer Science

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

10195 Mathematics & Computer Science

Job Group Faculty: Professoriate

Weight Availability Factors

100.00% 2020 NCES Degree Completions, Doctoral, Nationwide for selected disciplines (first and second majors).

| | Utilization Report | | | | |
|---------------------------|--------------------|---------------------------|---------------------------------|------------------------|-----------------|
| | Female | Total Protected Ethnicity | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/Latino |
| Total Appointments: 19 | | | | | |
| Number of Faculty | 6 | 10 | 8 | 1 | 0 |
| Underutilized (Y = Yes) | | | | | Y |
| Number Underutilized | | | | | 1 |
| Actual Utilization | 31.6% | 52.6% | 42.1% | 5.3% | 0.0% |
| Labor Market Availability | 26.3% | 28.7% | 12.9% | 6.3% | 5.5% |

Job Group Faculty: Professoriate Adjunct

Weight Availability Factors

100.00% Identical to Faculty Professoriate Group (Full Time).

| | Utilization Report | | | | |
|---------------------------|--------------------|---------------------------|---------------------------------|------------------------|-----------------|
| | Female | Total Protected Ethnicity | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/Latino |
| Total Appointments: 5 | | | | | |
| Number of Faculty | 3 | 1 | 1 | 0 | 0 |
| Underutilized (Y = Yes) | | | | | |
| Number Underutilized | | | | | |
| Actual Utilization | 60.0% | 20.0% | 20.0% | 0.0% | 0.0% |
| Labor Market Availability | 26.3% | 28.7% | 12.9% | 6.3% | 5.5% |

John Jay College

Multi/Interdisciplinary

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

10165 Interdisciplinary Studies

Job Group Faculty: Lecturer Adjunct

Weight Availability Factors

100.00% Identical to Faculty Lecturer Group (Full Time).

Total Appointments: 13

| Utilization Report | | | | | |
|---------------------------|--------|---------------------------|---------------------------------|------------------------|-----------------|
| | Female | Total Protected Ethnicity | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/Latino |
| Number of Faculty | 9 | 5 | 1 | 0 | 4 |
| Underutilized (Y = Yes) | | | | Y | |
| Number Underutilized | | | | 1 | |
| Actual Utilization | 69.2% | 38.5% | 7.7% | 0.0% | 30.8% |
| Labor Market Availability | 51.9% | 34.1% | 5.9% | 11.2% | 13.7% |

Job Group Faculty: Professoriate

Weight Availability Factors

100.00% 2020 NCES Degree Completions, Doctoral, Nationwide for selected disciplines (first and second majors).

Total Appointments: 6

| Utilization Report | | | | | |
|---------------------------|--------|---------------------------|---------------------------------|------------------------|-----------------|
| | Female | Total Protected Ethnicity | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/Latino |
| Number of Faculty | 4 | 0 | 0 | 0 | 0 |
| Underutilized (Y = Yes) | | Y | | Y | |
| Number Underutilized | | 2 | | 1 | |
| Actual Utilization | 66.7% | 0.0% | 0.0% | 0.0% | 0.0% |
| Labor Market Availability | 65.3% | 32.3% | 3.1% | 16.0% | 7.1% |

John Jay College

Multi/Interdisciplinary

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

10165 Interdisciplinary Studies

Job Group Faculty: Professoriate Adjunct

Weight Availability Factors

100.00% Identical to Faculty Professoriate Group (Full Time).

Total Appointments: 7

| | Utilization Report | | | | |
|---------------------------|--------------------|---------------------------|---------------------------------|------------------------|-----------------|
| | Female | Total Protected Ethnicity | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/Latino |
| Number of Faculty | 4 | 3 | 1 | 2 | 0 |
| Underutilized (Y = Yes) | | | | | |
| Number Underutilized | | | | | |
| Actual Utilization | 57.1% | 42.9% | 14.3% | 28.6% | 0.0% |
| Labor Market Availability | 65.3% | 32.3% | 3.1% | 16.0% | 7.1% |

John Jay College

Philosophy and Religious Studies

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

10221 Philosophy

Job Group Faculty: Professoriate

Weight Availability Factors

100.00% 2020 NCES Degree Completions, Doctoral, Nationwide for selected disciplines (first and second majors).

| Total Appointments: 10 | Utilization Report | | | | |
|---------------------------|--------------------|---------------------------|---------------------------------|------------------------|-----------------|
| | Female | Total Protected Ethnicity | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/Latino |
| Number of Faculty | 3 | 5 | 1 | 1 | 3 |
| Underutilized (Y = Yes) | | | | | |
| Number Underutilized | | | | | |
| Actual Utilization | 30.0% | 50.0% | 10.0% | 10.0% | 30.0% |
| Labor Market Availability | 31.2% | 22.0% | 4.6% | 5.4% | 9.5% |

Job Group Faculty: Professoriate Adjunct

Weight Availability Factors

100.00% Identical to Faculty Professoriate Group (Full Time).

| Total Appointments: 13 | Utilization Report | | | | |
|---------------------------|--------------------|---------------------------|---------------------------------|------------------------|-----------------|
| | Female | Total Protected Ethnicity | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/Latino |
| Number of Faculty | 3 | 2 | 0 | 1 | 1 |
| Underutilized (Y = Yes) | Y | Y | Y | | |
| Number Underutilized | 1 | 1 | 1 | | |
| Actual Utilization | 23.1% | 15.4% | 0.0% | 7.7% | 7.7% |
| Labor Market Availability | 31.2% | 22.0% | 4.6% | 5.4% | 9.5% |

John Jay College

Physical Sciences

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

10225 Sciences

Job Group Faculty: Lecturer

Weight Availability Factors

100.00% 2020 NCES Degree Completions, Bachelor's level and above in New York and New Jersey for selected disciplines (first and second majors).

Total Appointments: 5

| | Utilization Report | | | | |
|---------------------------|--------------------|---------------------------|---------------------------------|------------------------|-----------------|
| | Female | Total Protected Ethnicity | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/Latino |
| Number of Faculty | 3 | 1 | 0 | 0 | 1 |
| Underutilized (Y = Yes) | | Y | Y | | |
| Number Underutilized | | 1 | 1 | | |
| Actual Utilization | 60.0% | 20.0% | 0.0% | 0.0% | 20.0% |
| Labor Market Availability | 41.8% | 34.2% | 13.6% | 5.7% | 11.2% |

Job Group Faculty: Lecturer Adjunct

Weight Availability Factors

100.00% Identical to Faculty Lecturer Group (Full Time).

Total Appointments: 61

| | Utilization Report | | | | |
|---------------------------|--------------------|---------------------------|---------------------------------|------------------------|-----------------|
| | Female | Total Protected Ethnicity | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/Latino |
| Number of Faculty | 41 | 35 | 9 | 5 | 18 |
| Underutilized (Y = Yes) | | | | | |
| Number Underutilized | | | | | |
| Actual Utilization | 67.2% | 57.4% | 14.8% | 8.2% | 29.5% |
| Labor Market Availability | 41.8% | 34.2% | 13.6% | 5.7% | 11.2% |

John Jay College

Physical Sciences

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

10225 Sciences

Job Group Faculty: Professoriate

Weight Availability Factors

100.00% 2020 NCES Degree Completions, Doctoral, Nationwide for selected disciplines (first and second majors).

Total Appointments: 24

| Utilization Report | | | | | |
|---------------------------|--------|---------------------------|---------------------------------|------------------------|-----------------|
| | Female | Total Protected Ethnicity | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/Latino |
| Number of Faculty | 12 | 8 | 4 | 2 | 2 |
| Underutilized (Y = Yes) | | | | | |
| Number Underutilized | | | | | |
| Actual Utilization | 50.0% | 33.3% | 16.7% | 8.3% | 8.3% |
| Labor Market Availability | 34.8% | 20.5% | 8.0% | 2.1% | 6.6% |

Job Group Faculty: Professoriate Adjunct

Weight Availability Factors

100.00% Identical to Faculty Professoriate Group (Full Time).

Total Appointments: 14

| Utilization Report | | | | | |
|---------------------------|--------|---------------------------|---------------------------------|------------------------|-----------------|
| | Female | Total Protected Ethnicity | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/Latino |
| Number of Faculty | 4 | 9 | 1 | 1 | 7 |
| Underutilized (Y = Yes) | | | | | |
| Number Underutilized | | | | | |
| Actual Utilization | 28.6% | 64.3% | 7.1% | 7.1% | 50.0% |
| Labor Market Availability | 34.8% | 20.5% | 8.0% | 2.1% | 6.6% |

John Jay College

Psychology

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

10245 Psychology

Job Group Faculty: Lecturer Adjunct

Weight Availability Factors

100.00% Identical to Faculty Lecturer Group (Full Time).

Total Appointments: 44

| Utilization Report | | | | | |
|---------------------------|--------|---------------------------|---------------------------------|------------------------|-----------------|
| | Female | Total Protected Ethnicity | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/Latino |
| Number of Faculty | 38 | 23 | 6 | 9 | 7 |
| Underutilized (Y = Yes) | | | | | Y |
| Number Underutilized | | | | | 3 |
| Actual Utilization | 86.4% | 52.3% | 13.6% | 20.5% | 15.9% |
| Labor Market Availability | 79.5% | 47.8% | 9.7% | 12.7% | 22.3% |

Job Group Faculty: Professoriate

Weight Availability Factors

100.00% 2020 NCES Degree Completions, Doctoral, Nationwide for selected disciplines (first and second majors).

Total Appointments: 38

| Utilization Report | | | | | |
|---------------------------|--------|---------------------------|---------------------------------|------------------------|-----------------|
| | Female | Total Protected Ethnicity | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/Latino |
| Number of Faculty | 21 | 11 | 3 | 5 | 3 |
| Underutilized (Y = Yes) | Y | | | | Y |
| Number Underutilized | 8 | | | | 2 |
| Actual Utilization | 55.3% | 28.9% | 7.9% | 13.2% | 7.9% |
| Labor Market Availability | 75.5% | 31.0% | 5.8% | 9.3% | 12.1% |

John Jay College

Psychology

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

10245 Psychology

Job Group Faculty: Professoriate Adjunct

Weight Availability Factors

100.00% Identical to Faculty Professoriate Group (Full Time).

Total Appointments: 62

| | Utilization Report | | | | |
|---------------------------|--------------------|---------------------------|---------------------------------|------------------------|-----------------|
| | Female | Total Protected Ethnicity | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/Latino |
| Number of Faculty | 41 | 18 | 5 | 7 | 6 |
| Underutilized (Y = Yes) | | | | | |
| Number Underutilized | | | | | |
| Actual Utilization | 66.1% | 29.0% | 8.1% | 11.3% | 9.7% |
| Labor Market Availability | 75.5% | 31.0% | 5.8% | 9.3% | 12.1% |

John Jay College

Public Administration

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

10249 Public Management

Job Group Faculty: Lecturer Adjunct

Weight Availability Factors

100.00% Identical to Faculty Lecturer Group (Full Time).

| | Utilization Report | | | | |
|---------------------------|--------------------|---------------------------|---------------------------------|------------------------|-----------------|
| | Female | Total Protected Ethnicity | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/Latino |
| Number of Faculty | 5 | 8 | 4 | 2 | 2 |
| Underutilized (Y = Yes) | Y | Y | | Y | Y |
| Number Underutilized | 10 | 3 | | 3 | 2 |
| Actual Utilization | 25.0% | 40.0% | 20.0% | 10.0% | 10.0% |
| Labor Market Availability | 76.5% | 52.6% | 6.6% | 22.7% | 20.8% |

Job Group Faculty: Professoriate

Weight Availability Factors

100.00% 2020 NCES Degree Completions, Doctoral, Nationwide for selected disciplines (first and second majors).

| | Utilization Report | | | | |
|---------------------------|--------------------|---------------------------|---------------------------------|------------------------|-----------------|
| | Female | Total Protected Ethnicity | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/Latino |
| Number of Faculty | 11 | 11 | 5 | 4 | 2 |
| Underutilized (Y = Yes) | Y | | | Y | |
| Number Underutilized | 7 | | | 3 | |
| Actual Utilization | 42.3% | 42.3% | 19.2% | 15.4% | 7.7% |
| Labor Market Availability | 67.5% | 44.7% | 4.6% | 28.1% | 8.9% |

John Jay College

Public Administration

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

10249 Public Management

Job Group Faculty: Professoriate Adjunct

Weight Availability Factors

100.00% Identical to Faculty Professoriate Group (Full Time).

Total Appointments: 12

| | Utilization Report | | | | |
|----------------------------------|--------------------|---------------------------|---------------------------------|------------------------|-----------------|
| | Female | Total Protected Ethnicity | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/Latino |
| Number of Faculty | 5 | 7 | 1 | 3 | 3 |
| Underutilized (Y = Yes) | Y | | | | |
| Number Underutilized | 3 | | | | |
| Actual Utilization | 41.7% | 58.3% | 8.3% | 25.0% | 25.0% |
| Labor Market Availability | 67.5% | 44.7% | 4.6% | 28.1% | 8.9% |

John Jay College

Social Sciences

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

- 10015 Anthropology
- 10316 Political Science
- 10283 Sociology

Job Group Faculty: Lecturer

Weight Availability Factors

100.00% 2020 NCES Degree Completions, Bachelor's level and above in New York and New Jersey for selected disciplines (first and second majors).

Total Appointments: 10

| | Utilization Report | | | | |
|---------------------------|--------------------|---------------------------|---------------------------------|------------------------|-----------------|
| | Female | Total Protected Ethnicity | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/Latino |
| Number of Faculty | 5 | 5 | 0 | 3 | 2 |
| Underutilized (Y = Yes) | | | Y | | |
| Number Underutilized | | | 1 | | |
| Actual Utilization | 50.0% | 50.0% | 0.0% | 30.0% | 20.0% |
| Labor Market Availability | 55.7% | 47.0% | 11.7% | 12.6% | 19.3% |

Job Group Faculty: Lecturer Adjunct

Weight Availability Factors

100.00% Identical to Faculty Lecturer Group (Full Time).

Total Appointments: 68

| | Utilization Report | | | | |
|---------------------------|--------------------|---------------------------|---------------------------------|------------------------|-----------------|
| | Female | Total Protected Ethnicity | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/Latino |
| Number of Faculty | 42 | 32 | 4 | 10 | 17 |
| Underutilized (Y = Yes) | | | Y | | |
| Number Underutilized | | | 4 | | |
| Actual Utilization | 61.8% | 47.1% | 5.9% | 14.7% | 25.0% |
| Labor Market Availability | 55.7% | 47.0% | 11.7% | 12.6% | 19.3% |

John Jay College

Social Sciences

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

- 10015 Anthropology
- 10316 Political Science
- 10283 Sociology

Job Group Faculty: Professoriate

Weight Availability Factors

100.00% 2020 NCES Degree Completions, Doctoral, Nationwide for selected disciplines (first and second majors).

Total Appointments: 53

| | Utilization Report | | | | |
|---------------------------|--------------------|---------------------------|---------------------------------|------------------------|-----------------|
| | Female | Total Protected Ethnicity | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/Latino |
| Number of Faculty | 30 | 17 | 9 | 2 | 6 |
| Underutilized (Y = Yes) | | | | Y | |
| Number Underutilized | | | | 1 | |
| Actual Utilization | 56.6% | 32.1% | 17.0% | 3.8% | 11.3% |
| Labor Market Availability | 49.7% | 25.4% | 7.7% | 6.2% | 8.1% |

Job Group Faculty: Professoriate Adjunct

Weight Availability Factors

100.00% Identical to Faculty Professoriate Group (Full Time).

Total Appointments: 60

| | Utilization Report | | | | |
|---------------------------|--------------------|---------------------------|---------------------------------|------------------------|-----------------|
| | Female | Total Protected Ethnicity | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/Latino |
| Number of Faculty | 30 | 18 | 4 | 3 | 10 |
| Underutilized (Y = Yes) | | | | | |
| Number Underutilized | | | | | |
| Actual Utilization | 50.0% | 30.0% | 6.7% | 5.0% | 16.7% |
| Labor Market Availability | 49.7% | 25.4% | 7.7% | 6.2% | 8.1% |

John Jay College

Visual and Performing Arts

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

10022 Art And Music

Job Group Faculty: Lecturer Adjunct

Weight Availability Factors

100.00% Identical to Faculty Lecturer Group (Full Time).

Total Appointments: 6

| Utilization Report | | | | | |
|---------------------------|--------|---------------------------|---------------------------------|------------------------|-----------------|
| | Female | Total Protected Ethnicity | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/Latino |
| Number of Faculty | 2 | 3 | 0 | 0 | 3 |
| Underutilized (Y = Yes) | Y | | Y | Y | |
| Number Underutilized | 2 | | 1 | 1 | |
| Actual Utilization | 33.3% | 50.0% | 0.0% | 0.0% | 50.0% |
| Labor Market Availability | 63.2% | 38.5% | 9.0% | 8.7% | 16.2% |

Job Group Faculty: Professoriate

Weight Availability Factors

100.00% 2020 NCES Degree Completions, Doctoral, Nationwide for selected disciplines (first and second majors).

Total Appointments: 7

| Utilization Report | | | | | |
|---------------------------|--------|---------------------------|---------------------------------|------------------------|-----------------|
| | Female | Total Protected Ethnicity | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/Latino |
| Number of Faculty | 4 | 4 | 0 | 2 | 2 |
| Underutilized (Y = Yes) | | | Y | | |
| Number Underutilized | | | 1 | | |
| Actual Utilization | 57.1% | 57.1% | 0.0% | 28.6% | 28.6% |
| Labor Market Availability | 48.7% | 23.1% | 9.9% | 3.3% | 6.9% |

John Jay College

Visual and Performing Arts

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

10022 Art And Music

Job Group Faculty: Professoriate Adjunct

Weight Availability Factors

100.00% Identical to Faculty Professoriate Group (Full Time).

Total Appointments: 22

| | Utilization Report | | | | |
|---------------------------|--------------------|---------------------------|---------------------------------|------------------------|-----------------|
| | Female | Total Protected Ethnicity | Asian/Nat. Haw./Other Pac. Isl. | Black/African American | Hispanic/Latino |
| Number of Faculty | 13 | 9 | 4 | 2 | 3 |
| Underutilized (Y = Yes) | | | | | |
| Number Underutilized | | | | | |
| Actual Utilization | 59.1% | 40.9% | 18.2% | 9.1% | 13.6% |
| Labor Market Availability | 48.7% | 23.1% | 9.9% | 3.3% | 6.9% |

Appendix E Personnel Activity

This Appendix details personnel activities.

The charts in this section provide detail on personnel activity by job group and by EEO Category.

The charts illustrate activity moving into a job group (e.g., new hires, transfers, advancements) and activity moving out of a job group. With the exception of new hires and terminations, the action of an employee moving into one job group through a promotion or other transfer results in a similar action of the employee leaving their previous job group for the same reasons. As a result, these charts also provide detail on the net changes to each job group over the past year.

Advancements include not only promotions along established promotional tracks but other occasions when an employee moved into a title that is generally considered to be a higher title, usually related to pay level.

It is important to compare the ratios of hires, advancements and separations among demographic groups. This is referred to as a "selection rate" and strong variations among groups may indicate areas for further investigation and oversight by the Chief Diversity Officer.

The charts represent only those groups with a material level of activity.

Job Group Summary
Accountant Assistant

| | Net Group Changes | NET HIRES | | | | | Detail, Internal Hires by Type | | | | | | NET EXITS | | | | | Detail, Internal Exits by Type | | | | | Changes within Job Group (not counted in totals) | | |
|--------------------------|-------------------|------------|---------------|-----------------|------------------------------|-----------------|--------------------------------|--------------------------|----------------------------|-----------------------------|--------------|---------------------|-----------|----------------|------------------|---------------------|---------------------|--------------------------------|--------------------------|---------------------------|--------------|---------------------|--|----------------|--------------------------------|
| | | Addition # | External Hire | External Hire % | Internal Hire into Job Group | Internal Hire % | Hired from Part Time | Hired from Other College | Demoted into New Job Group | Advanced into New Job Group | Other Change | Returned to Faculty | Sub. # | Exit from CUNY | Exit from CUNY % | Exit from Job Group | Exit from Job Grp % | Left for Other CUNY College | Demoted out of Job Group | Advanced out of Job Group | Other Change | Returned to Faculty | Advancements within Job Group | Advancements % | Other Changes within Job Group |
| Total | (2) | | | | 1 | | | | | | 1 | (2) | (2) | 0% | | 0% | | | | | | | | | |
| Male | - | | | 0% | | | | | | | | | | 0% | | 0% | | | | | | | | | 0% |
| Female | (1) | 1 | | 0% | 1 | | | | | | 1 | (2) | (2) | 100% | | 0% | | | | | | | | | 0% |
| Other Gender | - | | | 0% | | | | | | | | | | 0% | | 0% | | | | | | | | | 0% |
| Unknown Gender | - | | | 0% | | | | | | | | | | 0% | | 0% | | | | | | | | | 0% |
| Fed. Protected Ethnicity | (1) | 1 | | 0% | 1 | | | | | | 1 | (2) | (2) | 100% | | 0% | | | | | | | | | 0% |
| Asian/Hawaiian/OPI | - | | | 0% | | | | | | | | | | 0% | | 0% | | | | | | | | | 0% |
| Black/African Amer. | (2) | | | 0% | | | | | | | | (2) | (2) | 100% | | 0% | | | | | | | | | 0% |
| Hispanic/Latino | 1 | 1 | | 0% | 1 | | | | | | 1 | | | 0% | | 0% | | | | | | | | | 0% |
| Other Protected Grp | - | | | 0% | | | | | | | | | | 0% | | 0% | | | | | | | | | 0% |
| White | - | | | 0% | | | | | | | | | | 0% | | 0% | | | | | | | | | 0% |
| Unknown Ethnicity | - | | | 0% | | | | | | | | | | 0% | | 0% | | | | | | | | | 0% |
| Italian-American* | - | | | 0% | | | | | | | | | | 0% | | 0% | | | | | | | | | 0% |
| Veterans | - | | | 0% | | | | | | | | | | 0% | | 0% | | | | | | | | | 0% |
| Indiv. w/Disabilities | - | | | 0% | | | | | | | | | | 0% | | 0% | | | | | | | | | 0% |

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

*As of 2023, Italian American status is counted regardless of other ethnicity choices

Job Group Summary
Administration 1 (Executive)

| | Net Group Changes | NET HIRES | | | | | Detail, Internal Hires by Type | | | | | | NET EXITS | | | | | Detail, Internal Exits by Type | | | | | Changes within Job Group (not counted in totals) | | |
|--------------------------|-------------------|------------|---------------|-----------------|------------------------------|-----------------|--------------------------------|--------------------------|----------------------------|-----------------------------|--------------|---------------------|-----------|----------------|------------------|---------------------|---------------------|--------------------------------|--------------------------|---------------------------|--------------|---------------------|--|----------------|--------------------------------|
| | | Addition # | External Hire | External Hire % | Internal Hire into Job Group | Internal Hire % | Hired from Part Time | Hired from Other College | Demoted into New Job Group | Advanced into New Job Group | Other Change | Returned to Faculty | Sub. # | Exit from CUNY | Exit from CUNY % | Exit from Job Group | Exit from Job Grp % | Left for Other CUNY College | Demoted out of Job Group | Advanced out of Job Group | Other Change | Returned to Faculty | Advancements within Job Group | Advancements % | Other Changes within Job Group |
| Total | (3) | 2 | 2 | | 4 | | | | | | | (5) | (5) | | | | | | | | | | 1 | | |
| Male | (1) | 2 | 1 | 50% | 2 | | | | | | | (2) | (2) | 40% | | | | | | | | 1 | 100% | | |
| Female | (2) | 2 | 1 | 50% | 2 | | | | | | | (3) | (3) | 60% | | | | | | | | 1 | 0% | | |
| Other Gender | - | | | 0% | 0% | | | | | | | | | 0% | | | | | | | | | | | |
| Unknown Gender | - | | | 0% | 0% | | | | | | | | | 0% | | | | | | | | | | | |
| Fed. Protected Ethnicity | (1) | 3 | 2 | 100% | 2 | | | | | | | (3) | (3) | 60% | | | | | | | | 1 | 100% | | |
| Asian/Hawaiian/OPI | (1) | | | 0% | 0% | | | | | | | (1) | (1) | 20% | | | | | | | | | 0% | | |
| Black/African Amer. | 2 | 3 | 2 | 100% | 2 | | | | | | | (1) | (1) | 20% | | | | | | | | | 0% | | |
| Hispanic/Latino | (1) | | | 0% | 0% | | | | | | | (1) | (1) | 20% | | | | | | | | 1 | 100% | | |
| Other Protected Grp | - | | | 0% | 0% | | | | | | | | | 0% | | | | | | | | | 0% | | |
| White | (2) | 1 | | 0% | 2 | | | | | | | (2) | (2) | 40% | | | | | | | | | 0% | | |
| Unknown Ethnicity | - | | | 0% | 0% | | | | | | | | | 0% | | | | | | | | | 0% | | |
| Italian-American* | 0 | 0 | | 0% | 1 | | | | | | | | | 0% | | | | | | | | | 0% | | |
| Veterans | - | | | 0% | 0% | | | | | | | | | 0% | | | | | | | | | 0% | | |
| Indiv. w/Disabilities | - | | | 0% | 0% | | | | | | | | | 0% | | | | | | | | | 0% | | |

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

*As of 2023, Italian American status is counted regardless of other ethnicity choices

Job Group Summary
Administration 2 (Managers)

| | Net Group Changes | NET HIRES | | | | | Detail, Internal Hires by Type | | | | | | NET EXITS | | | | | Detail, Internal Exits by Type | | | | | Changes within Job Group (not counted in totals) | | |
|--------------------------|-------------------|------------|---------------|-----------------|------------------------------|-----------------|--------------------------------|--------------------------|----------------------------|-----------------------------|--------------|---------------------|-----------|----------------|------------------|---------------------|---------------------|--------------------------------|--------------------------|---------------------------|--------------|---------------------|--|------------|--------------------------------|
| | | Addition # | External Hire | External Hire % | Internal Hire into Job Group | Internal Hire % | Hired from Part Time | Hired from Other College | Demoted into New Job Group | Advanced into New Job Group | Other Change | Returned to Faculty | Sub. # | Exit from CUNY | Exit from CUNY % | Exit from Job Group | Exit from Job Grp % | Left for Other CUNY College | Demoted out of Job Group | Advanced out of Job Group | Other Change | Returned to Faculty | Advances within Job Group | Advances % | Other Changes within Job Group |
| Total | (17) | 3 | 3 | | 6 | | | | 6 | | | (20) | (15) | | (5) | | (3) | | (2) | | | 4 | | | |
| Male | (5) | 1 | 1 | 33% | 1 | | | | 1 | | | (6) | (6) | 40% | | 0% | | | | | | 1 | 25% | | |
| Female | (11) | 3 | 2 | 67% | 5 | | | | 5 | | | (14) | (9) | 60% | (5) | 100% | (3) | | (2) | | | 3 | 75% | | |
| Other Gender | - | | | 0% | | | | | | | | | | 0% | | 0% | | | | | | | 0% | | |
| Unknown Gender | - | | | 0% | | | | | | | | | | 0% | | 0% | | | | | | | 0% | | |
| Fed. Protected Ethnicity | (10) | 3 | 2 | 67% | 3 | | | | 3 | | | (12) | (10) | 67% | (2) | 40% | (1) | | (1) | | | 2 | 50% | | |
| Asian/Hawaiian/OPI | (2) | 1 | 1 | 33% | | | | | | | | (3) | (3) | 20% | | 0% | | | | | | 1 | 25% | | |
| Black/African Amer. | (6) | 0 | | 0% | 1 | | | | 1 | | | (6) | (5) | 33% | (1) | 20% | | | (1) | | | 1 | 25% | | |
| Hispanic/Latino | (2) | 1 | 1 | 33% | 1 | | | | 1 | | | (3) | (2) | 13% | (1) | 20% | (1) | | | | | | 0% | | |
| Other Protected Grp | 0 | 0 | | 0% | 1 | | | | 1 | | | | | 0% | | 0% | | | | | | | 0% | | |
| White | (7) | 2 | 1 | 33% | 3 | | | | 3 | | | (8) | (5) | 33% | (3) | 60% | (2) | | (1) | | | 2 | 50% | | |
| Unknown Ethnicity | - | | | 0% | | | | | | | | | | 0% | | 0% | | | | | | | 0% | | |
| Italian-American* | 0 | 0 | | 0% | 1 | | | | 1 | | | | | 0% | | 0% | | | | | | 1 | 25% | | |
| Veterans | - | | | 0% | | | | | | | | | | 0% | | 0% | | | | | | 1 | 25% | | |
| Indiv. w/Disabilities | - | | | 0% | | | | | | | | | | 0% | | 0% | | | | | | 1 | 25% | | |

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

*As of 2023, Italian American status is counted regardless of other ethnicity choices

Job Group Summary
Administration 3 (Professional)

| | Net Group Changes | NET HIRES | | | | | Detail, Internal Hires by Type | | | | | | NET EXITS | | | | | Detail, Internal Exits by Type | | | | | Changes within Job Group (not counted in totals) | | |
|--------------------------|-------------------|------------|---------------|-----------------|------------------------------|-----------------|--------------------------------|--------------------------|----------------------------|-----------------------------|--------------|---------------------|-----------|----------------|------------------|---------------------|---------------------|--------------------------------|--------------------------|---------------------------|--------------|---------------------|--|------------|--------------------------------|
| | | Addition # | External Hire | External Hire % | Internal Hire into Job Group | Internal Hire % | Hired from Part Time | Hired from Other College | Demoted into New Job Group | Advanced into New Job Group | Other Change | Returned to Faculty | Sub. # | Exit from CUNY | Exit from CUNY % | Exit from Job Group | Exit from Job Grp % | Left for Other CUNY College | Demoted out of Job Group | Advanced out of Job Group | Other Change | Returned to Faculty | Advances within Job Group | Advances % | Other Changes within Job Group |
| Total | (25) | 9 | 9 | | 9 | | 3 | 5 | | 1 | | (34) | (22) | | (12) | | (5) | (1) | (6) | | | | | | |
| Male | (10) | 1 | 1 | 11% | | | | | | | | (11) | (9) | 41% | (2) | 17% | | | (1) | | | | | 0% | |
| Female | (15) | 8 | 7 | 78% | 9 | 100% | 3 | 5 | | 1 | | (23) | (13) | 59% | (10) | 83% | (4) | (1) | (5) | | | | | 0% | |
| Other Gender | 1 | 1 | 1 | 11% | | | | | | | | | | 0% | | 0% | | | | | | | | 0% | |
| Unknown Gender | - | | | 0% | | | | | | | | | | 0% | | 0% | | | | | | | | 0% | |
| Fed. Protected Ethnicity | (16) | 8 | 7 | 78% | 8 | 89% | 2 | 5 | | 1 | | (24) | (16) | 73% | (8) | 67% | (4) | (1) | (3) | | | | | 0% | |
| Asian/Hawaiian/OPI | (1) | 2 | 2 | 22% | 2 | 22% | | | | | | (3) | (3) | 14% | | 0% | | | | | | | | 0% | |
| Black/African Amer. | (6) | 2 | 2 | 22% | 3 | 33% | 1 | 2 | | | | (8) | (7) | 32% | (1) | 8% | | | (1) | | | | | 0% | |
| Hispanic/Latino | (9) | 3 | 3 | 33% | 2 | 22% | 1 | 1 | | | | (12) | (6) | 27% | (6) | 50% | (4) | (1) | (1) | | | | | 0% | |
| Other Protected Grp | (1) | 0 | | 0% | 1 | 11% | | | | | | (1) | | 0% | (1) | 8% | | | (1) | | | | | 0% | |
| White | (7) | 2 | 2 | 22% | 1 | 11% | 1 | | | | | (9) | (5) | 23% | (4) | 33% | (2) | | (3) | | | | | 0% | |
| Unknown Ethnicity | (1) | | | 0% | | 0% | | | | | | (1) | (1) | 5% | | 0% | | | | | | | | 0% | |
| Italian-American* | (1) | | | 0% | | 0% | | | | | | (1) | | 0% | (1) | 8% | | | (1) | | | | | 0% | |
| Veterans | (1) | | | 0% | | 0% | | | | | | (1) | (1) | 5% | | 0% | | | | | | | | 0% | |
| Indiv. w/Disabilities | (1) | | | 0% | | 0% | | | | | | (1) | | 0% | (1) | 8% | (2) | | | | | | | 0% | |

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

*As of 2023, Italian American status is counted regardless of other ethnicity choices

Job Group Summary
Administration 4 (College Lab Tech)

| | Net Group Changes | NET HIRES | | | | | Detail, Internal Hires by Type | | | | | | NET EXITS | | | | | Detail, Internal Exits by Type | | | | | Changes within Job Group (not counted in totals) | | |
|--------------------------|-------------------|------------|---------------|-----------------|------------------------------|-----------------|--------------------------------|--------------------------|----------------------------|-----------------------------|--------------|---------------------|-----------|----------------|------------------|---------------------|---------------------|--------------------------------|--------------------------|---------------------------|--------------|---------------------|--|----------------|--------------------------------|
| | | Addition # | External Hire | External Hire % | Internal Hire into Job Group | Internal Hire % | Hired from Part Time | Hired from Other College | Demoted into New Job Group | Advanced into New Job Group | Other Change | Returned to Faculty | Sub. # | Exit from CUNY | Exit from CUNY % | Exit from Job Group | Exit from Job Grp % | Left for Other CUNY College | Demoted out of Job Group | Advanced out of Job Group | Other Change | Returned to Faculty | Advancements within Job Group | Advancements % | Other Changes within Job Group |
| Total | 1 | 1 | 1 | | 1 | 1 | | | | | | | | | | | | | | | | | | | |
| Male | 1 | 1 | 1 | 100% | | | | | | | | | | 0% | | 0% | | | | | | | | 0% | |
| Female | 1 | 1 | | 0% | 1 | 100% | | | | | | | | 0% | | 0% | | | | | | | | 0% | |
| Other Gender | - | | | 0% | | | | | | | | | | 0% | | 0% | | | | | | | | 0% | |
| Unknown Gender | - | | | 0% | | | | | | | | | | 0% | | 0% | | | | | | | | 0% | |
| Fed. Protected Ethnicity | 2 | 2 | 1 | 100% | 1 | 100% | | | | | | | | 0% | | 0% | | | | | | | | 0% | |
| Asian/Hawaiian/OPI | 1 | 1 | | 0% | 1 | 100% | | | | | | | | 0% | | 0% | | | | | | | | 0% | |
| Black/African Amer. | - | | | 0% | | | | | | | | | | 0% | | 0% | | | | | | | | 0% | |
| Hispanic/Latino | 1 | 1 | 1 | 100% | | | | | | | | | | 0% | | 0% | | | | | | | | 0% | |
| Other Protected Grp | - | | | 0% | | | | | | | | | | 0% | | 0% | | | | | | | | 0% | |
| White | - | | | 0% | | | | | | | | | | 0% | | 0% | | | | | | | | 0% | |
| Unknown Ethnicity | - | | | 0% | | | | | | | | | | 0% | | 0% | | | | | | | | 0% | |
| Italian-American* | - | | | 0% | | | | | | | | | | 0% | | 0% | | | | | | | | 0% | |
| Veterans | - | | | 0% | | | | | | | | | | 0% | | 0% | | | | | | | | 0% | |
| Indiv. w/Disabilities | - | | | 0% | | | | | | | | | | 0% | | 0% | | | | | | | | 0% | |

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

*As of 2023, Italian American status is counted regardless of other ethnicity choices

Job Group Summary
Basic Crafts-Buildings and Grounds

| | Net Group Changes | NET HIRES | | | | | Detail, Internal Hires by Type | | | | | | NET EXITS | | | | | Detail, Internal Exits by Type | | | | | Changes within Job Group (not counted in totals) | | |
|--------------------------|-------------------|------------|---------------|-----------------|------------------------------|-----------------|--------------------------------|--------------------------|----------------------------|-----------------------------|--------------|---------------------|-----------|----------------|------------------|---------------------|---------------------|--------------------------------|--------------------------|---------------------------|--------------|---------------------|--|----------------|--------------------------------|
| | | Addition # | External Hire | External Hire % | Internal Hire into Job Group | Internal Hire % | Hired from Part Time | Hired from Other College | Demoted into New Job Group | Advanced into New Job Group | Other Change | Returned to Faculty | Sub. # | Exit from CUNY | Exit from CUNY % | Exit from Job Group | Exit from Job Grp % | Left for Other CUNY College | Demoted out of Job Group | Advanced out of Job Group | Other Change | Returned to Faculty | Advancements within Job Group | Advancements % | Other Changes within Job Group |
| Total | (1) | | | | | | | | | | | (1) | (1) | 100% | | | | | | | | | | | |
| Male | (1) | | | 0% | | | | | | | | (1) | (1) | 100% | | | | | | | | | | | 0% |
| Female | - | | | 0% | | | | | | | | | | 0% | | | | | | | | | | | 0% |
| Other Gender | - | | | 0% | | | | | | | | | | 0% | | | | | | | | | | | 0% |
| Unknown Gender | - | | | 0% | | | | | | | | | | 0% | | | | | | | | | | | 0% |
| Fed. Protected Ethnicity | - | | | 0% | | | | | | | | | | 0% | | | | | | | | | | | 0% |
| Asian/Hawaiian/OPI | - | | | 0% | | | | | | | | | | 0% | | | | | | | | | | | 0% |
| Black/African Amer. | - | | | 0% | | | | | | | | | | 0% | | | | | | | | | | | 0% |
| Hispanic/Latino | - | | | 0% | | | | | | | | | | 0% | | | | | | | | | | | 0% |
| Other Protected Grp | - | | | 0% | | | | | | | | | | 0% | | | | | | | | | | | 0% |
| White | (1) | | | 0% | | | | | | | | (1) | (1) | 100% | | | | | | | | | | | 0% |
| Unknown Ethnicity | - | | | 0% | | | | | | | | | | 0% | | | | | | | | | | | 0% |
| Italian-American* | - | | | 0% | | | | | | | | | | 0% | | | | | | | | | | | 0% |
| Veterans | - | | | 0% | | | | | | | | | | 0% | | | | | | | | | | | 0% |
| Indiv. w/Disabilities | - | | | 0% | | | | | | | | | | 0% | | | | | | | | | | | 0% |

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

*As of 2023, Italian American status is counted regardless of other ethnicity choices

Job Group Summary
Broadcast/Media

| | Net Group Changes | NET HIRES | | | | | Detail, Internal Hires by Type | | | | | | NET EXITS | | | | | Detail, Internal Exits by Type | | | | | Changes within Job Group (not counted in totals) | | |
|--------------------------|-------------------|------------|---------------|-----------------|------------------------------|-----------------|--------------------------------|--------------------------|----------------------------|-----------------------------|--------------|---------------------|-----------|----------------|------------------|---------------------|---------------------|--------------------------------|--------------------------|---------------------------|--------------|---------------------|--|----------------|--------------------------------|
| | | Addition # | External Hire | External Hire % | Internal Hire into Job Group | Internal Hire % | Hired from Part Time | Hired from Other College | Demoted into New Job Group | Advanced into New Job Group | Other Change | Returned to Faculty | Sub. # | Exit from CUNY | Exit from CUNY % | Exit from Job Group | Exit from Job Grp % | Left for Other CUNY College | Demoted out of Job Group | Advanced out of Job Group | Other Change | Returned to Faculty | Advancements within Job Group | Advancements % | Other Changes within Job Group |
| Total | 1 | 1 | 0% | 1 | 100% | 1 | | | | | | | | 0% | | | | | | | | | | | |
| Male | 1 | 1 | 0% | 1 | 100% | 1 | | | | | | | | 0% | | | | | | | | | | | |
| Female | - | | 0% | | 0% | | | | | | | | | 0% | | | | | | | | | | | |
| Other Gender | - | | 0% | | 0% | | | | | | | | | 0% | | | | | | | | | | | |
| Unknown Gender | - | | 0% | | 0% | | | | | | | | | 0% | | | | | | | | | | | |
| Fed. Protected Ethnicity | 1 | 1 | 0% | 1 | 100% | 1 | | | | | | | | 0% | | | | | | | | | | | |
| Asian/Hawaiian/OPI | - | | 0% | | 0% | | | | | | | | | 0% | | | | | | | | | | | |
| Black/African Amer. | 1 | 1 | 0% | 1 | 100% | 1 | | | | | | | | 0% | | | | | | | | | | | |
| Hispanic/Latino | - | | 0% | | 0% | | | | | | | | | 0% | | | | | | | | | | | |
| Other Protected Grp | - | | 0% | | 0% | | | | | | | | | 0% | | | | | | | | | | | |
| White | - | | 0% | | 0% | | | | | | | | | 0% | | | | | | | | | | | |
| Unknown Ethnicity | - | | 0% | | 0% | | | | | | | | | 0% | | | | | | | | | | | |
| Italian-American* | - | | 0% | | 0% | | | | | | | | | 0% | | | | | | | | | | | |
| Veterans | - | | 0% | | 0% | | | | | | | | | 0% | | | | | | | | | | | |
| Indiv. w/Disabilities | - | | 0% | | 0% | | | | | | | | | 0% | | | | | | | | | | | |

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

*As of 2023, Italian American status is counted regardless of other ethnicity choices

Job Group Summary
Campus Peace Officer

| | Net Group Changes | NET HIRES | | | | | Detail, Internal Hires by Type | | | | | | NET EXITS | | | | | Detail, Internal Exits by Type | | | | | Changes within Job Group (not counted in totals) | | |
|--------------------------|-------------------|------------|---------------|-----------------|------------------------------|-----------------|--------------------------------|--------------------------|----------------------------|-----------------------------|--------------|---------------------|-----------|----------------|------------------|---------------------|---------------------|--------------------------------|--------------------------|---------------------------|--------------|---------------------|--|----------------|--------------------------------|
| | | Addition # | External Hire | External Hire % | Internal Hire into Job Group | Internal Hire % | Hired from Part Time | Hired from Other College | Demoted into New Job Group | Advanced into New Job Group | Other Change | Returned to Faculty | Sub. # | Exit from CUNY | Exit from CUNY % | Exit from Job Group | Exit from Job Grp % | Left for Other CUNY College | Demoted out of Job Group | Advanced out of Job Group | Other Change | Returned to Faculty | Advancements within Job Group | Advancements % | Other Changes within Job Group |
| Total | (1) | | | | | | | | | | | (1) | | | (1) | 100% | (2) | | | | | | | | |
| Male | (1) | | | 0% | | | | | | | | (1) | | 0% | (1) | 100% | (2) | | | | | | | | 0% |
| Female | - | | | 0% | | | | | | | | | | 0% | | 0% | | | | | | | | | 0% |
| Other Gender | - | | | 0% | | | | | | | | | | 0% | | 0% | | | | | | | | | 0% |
| Unknown Gender | - | | | 0% | | | | | | | | | | 0% | | 0% | | | | | | | | | 0% |
| Fed. Protected Ethnicity | (1) | | | 0% | | | | | | | | (1) | | 0% | (1) | 100% | (2) | | | | | | | | 0% |
| Asian/Hawaiian/OPI | - | | | 0% | | | | | | | | | | 0% | | 0% | | | | | | | | | 0% |
| Black/African Amer. | - | | | 0% | | | | | | | | | | 0% | | 0% | | | | | | | | | 0% |
| Hispanic/Latino | (1) | | | 0% | | | | | | | | (1) | | 0% | (1) | 100% | (2) | | | | | | | | 0% |
| Other Protected Grp | - | | | 0% | | | | | | | | | | 0% | | 0% | | | | | | | | | 0% |
| White | - | | | 0% | | | | | | | | | | 0% | | 0% | | | | | | | | | 0% |
| Unknown Ethnicity | - | | | 0% | | | | | | | | | | 0% | | 0% | | | | | | | | | 0% |
| Italian-American* | - | | | 0% | | | | | | | | | | 0% | | 0% | | | | | | | | | 0% |
| Veterans | - | | | 0% | | | | | | | | | | 0% | | 0% | | | | | | | | | 0% |
| Indiv. w/Disabilities | - | | | 0% | | | | | | | | | | 0% | | 0% | | | | | | | | | 0% |

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

*As of 2023, Italian American status is counted regardless of other ethnicity choices

Job Group Summary
Campus Peace Officer-Sergeant

| | Net Group Changes | NET HIRES | | | | | Detail, Internal Hires by Type | | | | | | NET EXITS | | | | | Detail, Internal Exits by Type | | | | | Changes within Job Group (not counted in totals) | | |
|--------------------------|-------------------|------------|---------------|-----------------|------------------------------|-----------------|--------------------------------|--------------------------|----------------------------|-----------------------------|--------------|---------------------|-----------|----------------|------------------|---------------------|---------------------|--------------------------------|--------------------------|---------------------------|--------------|---------------------|--|----------------|--------------------------------|
| | | Addition # | External Hire | External Hire % | Internal Hire into Job Group | Internal Hire % | Hired from Part Time | Hired from Other College | Demoted into New Job Group | Advanced into New Job Group | Other Change | Returned to Faculty | Sub. # | Exit from CUNY | Exit from CUNY % | Exit from Job Group | Exit from Job Grp % | Left for Other CUNY College | Demoted out of Job Group | Advanced out of Job Group | Other Change | Returned to Faculty | Advancements within Job Group | Advancements % | Other Changes within Job Group |
| Total | (1) | | | | | | | | | | | (1) | (1) | 100% | | | | | | | | | | | |
| Male | (1) | | | 0% | | | | | | | | (1) | (1) | 100% | | | | | | | | | | | 0% |
| Female | - | | | 0% | | | | | | | | | | 0% | | | | | | | | | | | 0% |
| Other Gender | - | | | 0% | | | | | | | | | | 0% | | | | | | | | | | | 0% |
| Unknown Gender | - | | | 0% | | | | | | | | | | 0% | | | | | | | | | | | 0% |
| Fed. Protected Ethnicity | - | | | 0% | | | | | | | | | | 0% | | | | | | | | | | | 0% |
| Asian/Hawaiian/OPI | - | | | 0% | | | | | | | | | | 0% | | | | | | | | | | | 0% |
| Black/African Amer. | - | | | 0% | | | | | | | | | | 0% | | | | | | | | | | | 0% |
| Hispanic/Latino | - | | | 0% | | | | | | | | | | 0% | | | | | | | | | | | 0% |
| Other Protected Grp | - | | | 0% | | | | | | | | | | 0% | | | | | | | | | | | 0% |
| White | (1) | | | 0% | | | | | | | | (1) | (1) | 100% | | | | | | | | | | | 0% |
| Unknown Ethnicity | - | | | 0% | | | | | | | | | | 0% | | | | | | | | | | | 0% |
| Italian-American* | - | | | 0% | | | | | | | | | | 0% | | | | | | | | | | | 0% |
| Veterans | - | | | 0% | | | | | | | | | | 0% | | | | | | | | | | | 0% |
| Indiv. w/Disabilities | - | | | 0% | | | | | | | | | | 0% | | | | | | | | | | | 0% |

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

*As of 2023, Italian American status is counted regardless of other ethnicity choices

Job Group Summary
Campus Security Assistant

| | Net Group Changes | NET HIRES | | | | | Detail, Internal Hires by Type | | | | | | NET EXITS | | | | | Detail, Internal Exits by Type | | | | | Changes within Job Group (not counted in totals) | | |
|--------------------------|-------------------|------------|---------------|-----------------|------------------------------|-----------------|--------------------------------|--------------------------|----------------------------|-----------------------------|--------------|---------------------|-----------|----------------|------------------|---------------------|---------------------|--------------------------------|--------------------------|---------------------------|--------------|---------------------|--|----------------|--------------------------------|
| | | Addition # | External Hire | External Hire % | Internal Hire into Job Group | Internal Hire % | Hired from Part Time | Hired from Other College | Demoted into New Job Group | Advanced into New Job Group | Other Change | Returned to Faculty | Sub. # | Exit from CUNY | Exit from CUNY % | Exit from Job Group | Exit from Job Grp % | Left for Other CUNY College | Demoted out of Job Group | Advanced out of Job Group | Other Change | Returned to Faculty | Advancements within Job Group | Advancements % | Other Changes within Job Group |
| Total | - | 3 | 3 | 100% | 1 | 1 | | | | | | (3) | (3) | 100% | | | | | | | | | | | |
| Male | 2 | 3 | 3 | 100% | 0% | | | | | | | (1) | (1) | 33% | | | | | | | | | | | 0% |
| Female | (1) | 1 | | 0% | 1 | 1 | | | | | | (2) | (2) | 67% | | | | | | | | | | | 0% |
| Other Gender | - | | | 0% | 0% | | | | | | | | | 0% | | | | | | | | | | | 0% |
| Unknown Gender | - | | | 0% | 0% | | | | | | | | | 0% | | | | | | | | | | | 0% |
| Fed. Protected Ethnicity | 1 | 4 | 3 | 100% | 1 | 1 | | | | | | (3) | (3) | 100% | | | | | | | | | | | 0% |
| Asian/Hawaiian/OPI | 3 | 3 | 3 | 100% | 0% | | | | | | | | | 0% | | | | | | | | | | | 0% |
| Black/African Amer. | (1) | | | 0% | 0% | | | | | | | (1) | (1) | 33% | | | | | | | | | | | 0% |
| Hispanic/Latino | (1) | 1 | | 100% | 1 | 1 | | | | | | (2) | (2) | 67% | | | | | | | | | | | 0% |
| Other Protected Grp | - | | | 0% | 0% | | | | | | | | | 0% | | | | | | | | | | | 0% |
| White | - | | | 0% | 0% | | | | | | | | | 0% | | | | | | | | | | | 0% |
| Unknown Ethnicity | - | | | 0% | 0% | | | | | | | | | 0% | | | | | | | | | | | 0% |
| Italian-American* | - | | | 0% | 0% | | | | | | | | | 0% | | | | | | | | | | | 0% |
| Veterans | - | | | 0% | 0% | | | | | | | | | 0% | | | | | | | | | | | 0% |
| Indiv. w/Disabilities | - | | | 0% | 0% | | | | | | | | | 0% | | | | | | | | | | | 0% |

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

*As of 2023, Italian American status is counted regardless of other ethnicity choices

Job Group Summary
CUNY Admin Assistant

| | Net Group Changes | NET HIRES | | | | | Detail, Internal Hires by Type | | | | | | NET EXITS | | | | | Detail, Internal Exits by Type | | | | | Changes within Job Group (not counted in totals) | | |
|---------------------------------|-------------------|------------|---------------|-----------------|------------------------------|-----------------|--------------------------------|--------------------------|----------------------------|-----------------------------|--------------|---------------------|-----------|----------------|------------------|---------------------|---------------------|--------------------------------|--------------------------|---------------------------|--------------|---------------------|--|----------------|--------------------------------|
| | | Addition # | External Hire | External Hire % | Internal Hire into Job Group | Internal Hire % | Hired from Part Time | Hired from Other College | Demoted into New Job Group | Advanced into New Job Group | Other Change | Returned to Faculty | Sub. # | Exit from CUNY | Exit from CUNY % | Exit from Job Group | Exit from Job Grp % | Left for Other CUNY College | Demoted out of Job Group | Advanced out of Job Group | Other Change | Returned to Faculty | Advancements within Job Group | Advancements % | Other Changes within Job Group |
| Total | - | | | 0% | 1 | 100% | | | | | | | | | | | | | | | | | | | |
| Male | - | | | 0% | | 0% | | | | | | | | | | | | | | | | | | | |
| Female | 1 | 1 | | 0% | 1 | 100% | | | | | | | | | | | | | | | | | | | |
| Other Gender | - | | | 0% | | 0% | | | | | | | | | | | | | | | | | | | |
| Unknown Gender | - | | | 0% | | 0% | | | | | | | | | | | | | | | | | | | |
| Fed. Protected Ethnicity | 1 | 1 | | 0% | 1 | 100% | | | | | | | | | | | | | | | | | | | |
| Asian/Hawaiian/OPI | - | | | 0% | | 0% | | | | | | | | | | | | | | | | | | | |
| Black/African Amer. | - | | | 0% | | 0% | | | | | | | | | | | | | | | | | | | |
| Hispanic/Latino | 1 | 1 | | 0% | 1 | 100% | | | | | | | | | | | | | | | | | | | |
| Other Protected Grp | - | | | 0% | | 0% | | | | | | | | | | | | | | | | | | | |
| White | - | | | 0% | | 0% | | | | | | | | | | | | | | | | | | | |
| Unknown Ethnicity | - | | | 0% | | 0% | | | | | | | | | | | | | | | | | | | |
| Italian-American* | - | | | 0% | | 0% | | | | | | | | | | | | | | | | | | | |
| Veterans | - | | | 0% | | 0% | | | | | | | | | | | | | | | | | | | |
| Indiv. w/Disabilities | - | | | 0% | | 0% | | | | | | | | | | | | | | | | | | | |

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

*As of 2023, Italian American status is counted regardless of other ethnicity choices

Job Group Summary
CUNY Office Assistant

| | Net Group Changes | NET HIRES | | | | | Detail, Internal Hires by Type | | | | | | NET EXITS | | | | | Detail, Internal Exits by Type | | | | | Changes within Job Group (not counted in totals) | | |
|--------------------------|-------------------|------------|---------------|-----------------|------------------------------|-----------------|--------------------------------|--------------------------|----------------------------|-----------------------------|--------------|---------------------|-----------|----------------|------------------|---------------------|---------------------|--------------------------------|--------------------------|---------------------------|--------------|---------------------|--|----------------|--------------------------------|
| | | Addition # | External Hire | External Hire % | Internal Hire into Job Group | Internal Hire % | Hired from Part Time | Hired from Other College | Demoted into New Job Group | Advanced into New Job Group | Other Change | Returned to Faculty | Sub. # | Exit from CUNY | Exit from CUNY % | Exit from Job Group | Exit from Job Grp % | Left for Other CUNY College | Demoted out of Job Group | Advanced out of Job Group | Other Change | Returned to Faculty | Advancements within Job Group | Advancements % | Other Changes within Job Group |
| Total | (6) | | | | 2 | 1 | | | 1 | | | (6) | (2) | | (4) | | (2) | (2) | (1) | | | | | | |
| Male | 1 | 1 | | 0% | 1 | 1 | | | | | | | | 0% | | | | | | | | | | | 0% |
| Female | (6) | 1 | | 0% | 1 | | | 1 | | | | (6) | (2) | 100% | (4) | 100% | (2) | (2) | (1) | | | | | | 0% |
| Other Gender | - | | | 0% | | | | | | | | | | 0% | | | | | | | | | | | 0% |
| Unknown Gender | - | | | 0% | | | | | | | | | | 0% | | | | | | | | | | | 0% |
| Fed. Protected Ethnicity | (5) | 1 | | 0% | 2 | 1 | | | 1 | | | (6) | (2) | 100% | (4) | 100% | (2) | (2) | (1) | | | | | | 0% |
| Asian/Hawaiian/OPI | (3) | | | 0% | | | | | | | | (3) | (1) | 50% | (2) | 50% | (2) | (1) | | | | | | | 0% |
| Black/African Amer. | (1) | 1 | | 0% | 1 | 1 | | | | | | (1) | (1) | 50% | | | | | | | | | | | 0% |
| Hispanic/Latino | (2) | 1 | | 0% | 1 | | | 1 | | | | (2) | | 0% | (2) | 50% | | (1) | (1) | | | | | | 0% |
| Other Protected Grp | - | | | 0% | | | | | | | | | | 0% | | | | | | | | | | | 0% |
| White | - | | | 0% | | | | | | | | | | 0% | | | | | | | | | | | 0% |
| Unknown Ethnicity | - | | | 0% | | | | | | | | | | 0% | | | | | | | | | | | 0% |
| Italian-American* | - | | | 0% | | | | | | | | | | 0% | | | | | | | | | | | 0% |
| Veterans | - | | | 0% | | | | | | | | | | 0% | | | | | | | | | | | 0% |
| Indiv. w/Disabilities | - | | | 0% | | | | | | | | | | 0% | | | | | | | | | | | 0% |

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

*As of 2023, Italian American status is counted regardless of other ethnicity choices

Job Group Summary
Custodial Supervisor

| | Net Group Changes | NET HIRES | | | | | Detail, Internal Hires by Type | | | | | | NET EXITS | | | | | Detail, Internal Exits by Type | | | | | Changes within Job Group (not counted in totals) | | |
|--------------------------|-------------------|------------|---------------|-----------------|------------------------------|-----------------|--------------------------------|--------------------------|----------------------------|-----------------------------|--------------|---------------------|-----------|----------------|------------------|---------------------|---------------------|--------------------------------|--------------------------|---------------------------|--------------|---------------------|--|-----------------|--------------------------------|
| | | Addition # | External Hire | External Hire % | Internal Hire into Job Group | Internal Hire % | Hired from Part Time | Hired from Other College | Demoted into New Job Group | Advanced into New Job Group | Other Change | Returned to Faculty | Sub. # | Exit from CUNY | Exit from CUNY % | Exit from Job Group | Exit from Job Grp % | Left for Other CUNY College | Demoted out of Job Group | Advanced out of Job Group | Other Change | Returned to Faculty | Advance-ments within Job Group | Advance-ments % | Other Changes within Job Group |
| Total | (1) | | | | 1 | | | | | | | (1) | (1) | 100% | | | | | | | | | | | |
| Male | (1) | | | 0% | | | | | | | | (1) | (1) | 100% | | | | | | | | | | | 0% |
| Female | 1 | 1 | | 0% | 1 | | | | | | | | | 0% | | | | | | | | | | | 0% |
| Other Gender | - | | | 0% | | | | | | | | | | 0% | | | | | | | | | | | 0% |
| Unknown Gender | - | | | 0% | | | | | | | | | | 0% | | | | | | | | | | | 0% |
| Fed. Protected Ethnicity | - | 1 | | 0% | 1 | | | | | | | (1) | (1) | 100% | | | | | | | | | | | 0% |
| Asian/Hawaiian/OPI | - | | | 0% | | | | | | | | | | 0% | | | | | | | | | | | 0% |
| Black/African Amer. | - | 1 | | 0% | 1 | | | | | | | (1) | (1) | 100% | | | | | | | | | | | 0% |
| Hispanic/Latino | - | | | 0% | | | | | | | | | | 0% | | | | | | | | | | | 0% |
| Other Protected Grp | - | | | 0% | | | | | | | | | | 0% | | | | | | | | | | | 0% |
| White | - | | | 0% | | | | | | | | | | 0% | | | | | | | | | | | 0% |
| Unknown Ethnicity | - | | | 0% | | | | | | | | | | 0% | | | | | | | | | | | 0% |
| Italian-American* | - | | | 0% | | | | | | | | | | 0% | | | | | | | | | | | 0% |
| Veterans | - | | | 0% | | | | | | | | | | 0% | | | | | | | | | | | 0% |
| Indiv. w/Disabilities | - | | | 0% | | | | | | | | | | 0% | | | | | | | | | | | 0% |

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

*As of 2023, Italian American status is counted regardless of other ethnicity choices

Job Group Summary
Facility Manager

| | Net Group Changes | NET HIRES | | | | | Detail, Internal Hires by Type | | | | | | NET EXITS | | | | | Detail, Internal Exits by Type | | | | | Changes within Job Group (not counted in totals) | | |
|--------------------------|-------------------|------------|---------------|-----------------|------------------------------|-----------------|--------------------------------|--------------------------|----------------------------|-----------------------------|--------------|---------------------|-----------|----------------|------------------|---------------------|---------------------|--------------------------------|--------------------------|---------------------------|--------------|---------------------|--|----------------|--------------------------------|
| | | Addition # | External Hire | External Hire % | Internal Hire into Job Group | Internal Hire % | Hired from Part Time | Hired from Other College | Demoted into New Job Group | Advanced into New Job Group | Other Change | Returned to Faculty | Sub. # | Exit from CUNY | Exit from CUNY % | Exit from Job Group | Exit from Job Grp % | Left for Other CUNY College | Demoted out of Job Group | Advanced out of Job Group | Other Change | Returned to Faculty | Advancements within Job Group | Advancements % | Other Changes within Job Group |
| Total | - | 1 | 1 | | | | | | | | | (1) | | | (1) | | | | | | | | | | |
| Male | - | 1 | 1 | 100% | | | | | | | | (1) | | | (1) | 100% | | | | | | | | | |
| Female | - | | | 0% | | | | | | | | | | | | | | | | | | | | | |
| Other Gender | - | | | 0% | | | | | | | | | | | | | | | | | | | | | |
| Unknown Gender | - | | | 0% | | | | | | | | | | | | | | | | | | | | | |
| Fed. Protected Ethnicity | 1 | 1 | 1 | 100% | | | | | | | | | | | | | | | | | | | | | |
| Asian/Hawaiian/OPI | - | | | 0% | | | | | | | | | | | | | | | | | | | | | |
| Black/African Amer. | - | | | 0% | | | | | | | | | | | | | | | | | | | | | |
| Hispanic/Latino | 1 | 1 | 1 | 100% | | | | | | | | | | | | | | | | | | | | | |
| Other Protected Grp | - | | | 0% | | | | | | | | | | | | | | | | | | | | | |
| White | (1) | | | 0% | | | | | | | | (1) | | | (1) | 100% | | | | | | | | | |
| Unknown Ethnicity | - | | | 0% | | | | | | | | | | | | | | | | | | | | | |
| Italian-American* | (1) | | | 0% | | | | | | | | (1) | | | (1) | 100% | | | | | | | | | |
| Veterans | - | | | 0% | | | | | | | | | | | | | | | | | | | | | |
| Indiv. w/Disabilities | - | | | 0% | | | | | | | | | | | | | | | | | | | | | |

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

*As of 2023, Italian American status is counted regardless of other ethnicity choices

Job Group Summary
Faculty-Lecturer

| | Net Group Changes | NET HIRES | | | | | Detail, Internal Hires by Type | | | | | | NET EXITS | | | | | Detail, Internal Exits by Type | | | | | Changes within Job Group (not counted in totals) | | |
|---------------------------------|-------------------|------------|---------------|-----------------|------------------------------|-----------------|--------------------------------|--------------------------|----------------------------|-----------------------------|--------------|---------------------|-----------|----------------|------------------|---------------------|---------------------|--------------------------------|--------------------------|---------------------------|--------------|---------------------|--|------------|--------------------------------|
| | | Addition # | External Hire | External Hire % | Internal Hire into Job Group | Internal Hire % | Hired from Part Time | Hired from Other College | Demoted into New Job Group | Advanced into New Job Group | Other Change | Returned to Faculty | Sub. # | Exit from CUNY | Exit from CUNY % | Exit from Job Group | Exit from Job Grp % | Left for Other CUNY College | Demoted out of Job Group | Advanced out of Job Group | Other Change | Returned to Faculty | Advances within Job Group | Advances % | Other Changes within Job Group |
| Total | (16) | 7 | 7 | | 18 | 14 | 1 | 3 | | | | (23) | (17) | | (6) | | (2) | (5) | | | | 3 | | | |
| Male | (6) | 2 | 2 | 29% | 7 | 6 | | 1 | | | | (8) | (5) | 29% | (3) | 50% | (2) | (2) | | | | 1 | 33% | | |
| Female | (9) | 6 | 5 | 71% | 11 | 8 | 1 | 2 | | | | (15) | (12) | 71% | (3) | 50% | (3) | (3) | | | | 2 | 67% | | |
| Other Gender | - | | | 0% | 0% | | | | | | | | | 0% | | 0% | | | | | | | 0% | | |
| Unknown Gender | - | | | 0% | 0% | | | | | | | | | 0% | | 0% | | | | | | | 0% | | |
| Fed. Protected Ethnicity | (6) | 6 | 5 | 71% | 10 | 8 | | 1 | | | | (12) | (9) | 53% | (3) | 50% | (3) | (3) | | | | 2 | 67% | | |
| Asian/Hawaiian/OPI | (1) | 0 | | 0% | 2 | 2 | | | | | | (1) | (1) | 6% | | 0% | | | | | | | 0% | | |
| Black/African Amer. | 2 | 3 | 3 | 43% | 5 | 4 | | 1 | | | | (1) | (1) | 6% | | 0% | | | | | | 1 | 33% | | |
| Hispanic/Latino | (8) | 2 | 2 | 29% | 3 | 2 | | | | | | (10) | (7) | 41% | (3) | 50% | (3) | (3) | | | | 1 | 33% | | |
| Other Protected Grp | - | | | 0% | 0% | | | | | | | | | 0% | | 0% | | | | | | | 0% | | |
| White | (9) | 2 | 2 | 29% | 8 | 6 | | 2 | | | | (11) | (8) | 47% | (3) | 50% | (2) | (2) | | | | 1 | 33% | | |
| Unknown Ethnicity | - | | | 0% | 0% | | | | | | | | | 0% | | 0% | | | | | | | 0% | | |
| Italian-American* | (4) | 1 | 1 | 14% | 0% | | | | | | | (5) | (4) | 24% | (1) | 17% | (2) | (1) | | | | | 0% | | |
| Veterans | (1) | | | 0% | 0% | | | | | | | (1) | (1) | 6% | | 0% | | | | | | 1 | 33% | | |
| Indiv. w/Disabilities | (1) | 0 | | 0% | 1 | | | 1 | | | | (1) | (1) | 6% | | 0% | | | | | | 1 | 0% | | |

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

*As of 2023, Italian American status is counted regardless of other ethnicity choices

Job Group Summary
Faculty-Librarian

| | Net Group Changes | NET HIRES | | | | | Detail, Internal Hires by Type | | | | | | NET EXITS | | | | | Detail, Internal Exits by Type | | | | | Changes within Job Group (not counted in totals) | | |
|--------------------------|-------------------|------------|---------------|-----------------|------------------------------|-----------------|--------------------------------|--------------------------|----------------------------|-----------------------------|--------------|---------------------|-----------|----------------|------------------|---------------------|---------------------|--------------------------------|--------------------------|---------------------------|--------------|---------------------|--|----------------|--------------------------------|
| | | Addition # | External Hire | External Hire % | Internal Hire into Job Group | Internal Hire % | Hired from Part Time | Hired from Other College | Demoted into New Job Group | Advanced into New Job Group | Other Change | Returned to Faculty | Sub. # | Exit from CUNY | Exit from CUNY % | Exit from Job Group | Exit from Job Grp % | Left for Other CUNY College | Demoted out of Job Group | Advanced out of Job Group | Other Change | Returned to Faculty | Advancements within Job Group | Advancements % | Other Changes within Job Group |
| Total | (4) | | | | 2 | 2 | | | | | | (4) | (4) | | | | | | | | | | | | 1 |
| Male | (1) | 1 | | 0% | 1 | 1 | | | | | | (1) | (1) | 25% | | | | | | | | | | 0% | |
| Female | (2) | 1 | | 0% | 1 | 1 | | | | | | (2) | (2) | 50% | | | | | | | | | | 0% | 1 |
| Other Gender | (1) | | | 0% | | | | | | | | (1) | (1) | 25% | | | | | | | | | | 0% | |
| Unknown Gender | - | | | 0% | | | | | | | | | | 0% | | | | | | | | | | 0% | |
| Fed. Protected Ethnicity | 1 | 1 | | 0% | 2 | 2 | | | | | | | | 0% | | | | | | | | | | 0% | 1 |
| Asian/Hawaiian/OPI | - | | | 0% | | | | | | | | | | 0% | | | | | | | | | | 0% | |
| Black/African Amer. | - | | | 0% | | | | | | | | | | 0% | | | | | | | | | | 0% | 1 |
| Hispanic/Latino | 1 | 1 | | 0% | 2 | 2 | | | | | | | | 0% | | | | | | | | | | 0% | |
| Other Protected Grp | - | | | 0% | | | | | | | | | | 0% | | | | | | | | | | 0% | |
| White | (4) | | | 0% | | | | | | | | (4) | (4) | 100% | | | | | | | | | | 0% | |
| Unknown Ethnicity | - | | | 0% | | | | | | | | | | 0% | | | | | | | | | | 0% | |
| Italian-American* | - | | | 0% | | | | | | | | | | 0% | | | | | | | | | | 0% | |
| Veterans | - | | | 0% | | | | | | | | | | 0% | | | | | | | | | | 0% | |
| Indiv. w/Disabilities | 1 | 1 | | 0% | 1 | 1 | | | | | | | | 0% | | | | | | | | | | 0% | |

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

*As of 2023, Italian American status is counted regardless of other ethnicity choices

Job Group Summary
Faculty-Professional

| | Net Group Changes | NET HIRES | | | | | Detail, Internal Hires by Type | | | | | | NET EXITS | | | | | Detail, Internal Exits by Type | | | | | Changes within Job Group (not counted in totals) | | |
|--------------------------|-------------------|------------|---------------|-----------------|------------------------------|-----------------|--------------------------------|--------------------------|----------------------------|-----------------------------|--------------|---------------------|-----------|----------------|------------------|---------------------|---------------------|--------------------------------|--------------------------|---------------------------|--------------|---------------------|--|------------|--------------------------------|
| | | Addition # | External Hire | External Hire % | Internal Hire into Job Group | Internal Hire % | Hired from Part Time | Hired from Other College | Demoted into New Job Group | Advanced into New Job Group | Other Change | Returned to Faculty | Sub. # | Exit from CUNY | Exit from CUNY % | Exit from Job Group | Exit from Job Grp % | Left for Other CUNY College | Demoted out of Job Group | Advanced out of Job Group | Other Change | Returned to Faculty | Advances within Job Group | Advances % | Other Changes within Job Group |
| Total | 4 | 20 | 20 | | 13 | 7 | 1 | | 5 | | | (16) | (12) | | (4) | | (2) | (3) | | | | 9 | | | |
| Male | 6 | 11 | 11 | 55% | 6 | 3 | 1 | | 2 | | | (5) | (4) | 33% | (1) | | (1) | (1) | | | | 3 | 33% | | |
| Female | (1) | 9 | 8 | 40% | 7 | 4 | | | 3 | | | (10) | (8) | 67% | (2) | | (2) | (2) | | | | 6 | 67% | | |
| Other Gender | - | 1 | 1 | 5% | 0% | | | | 0% | | | (1) | | 0% | (1) | | (2) | (1) | | | | 0% | | | |
| Unknown Gender | - | | | 0% | 0% | | | | 0% | | | | | 0% | | | | | | | | 0% | | | |
| Fed. Protected Ethnicity | 3 | 11 | 10 | 50% | 8 | 4 | | | 3 | | | (8) | (6) | 50% | (2) | | (2) | (1) | | | | 3 | 33% | | |
| Asian/Hawaiian/OPI | 1 | 1 | 1 | 5% | 1 | 1 | | | 0% | | | | | 0% | | | | | | | | 3 | 33% | | |
| Black/African Amer. | 0 | 4 | 4 | 20% | 3 | 2 | | | 1 | | | (4) | (2) | 17% | (2) | | (2) | (1) | | | | 0% | | | |
| Hispanic/Latino | 1 | 5 | 5 | 25% | 4 | 1 | | | 3 | | | (4) | (4) | 33% | | | | | | | | 0% | | | |
| Other Protected Grp | - | | | 0% | 0% | | | | 0% | | | | | 0% | | | | | | | | 0% | | | |
| White | 2 | 10 | 10 | 50% | 5 | 3 | | | 2 | | | (8) | (6) | 50% | (2) | | (2) | (2) | | | | 6 | 67% | | |
| Unknown Ethnicity | - | | | 0% | 0% | | | | 0% | | | | | 0% | | | | | | | | 0% | | | |
| Italian-American* | (2) | 0 | | 0% | 1 | 1 | | | 0% | | | (2) | (2) | 17% | | | | | | | | 1 | 11% | | |
| Veterans | 1 | 1 | 1 | 5% | 0% | | | | 0% | | | | | 0% | | | | | | | | 1 | 11% | | |
| Indiv. w/Disabilities | - | 1 | 1 | 5% | 0% | | | | 0% | | | (1) | | 0% | (1) | | (1) | | | | | 0% | | | |

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

*As of 2023, Italian American status is counted regardless of other ethnicity choices

Job Group Summary
IT Computer Professional

| | Net Group Changes | NET HIRES | | | | | Detail, Internal Hires by Type | | | | | | NET EXITS | | | | | Detail, Internal Exits by Type | | | | | Changes within Job Group (not counted in totals) | | |
|--------------------------|-------------------|------------|---------------|-----------------|------------------------------|-----------------|--------------------------------|--------------------------|----------------------------|-----------------------------|--------------|---------------------|-----------|----------------|------------------|---------------------|---------------------|--------------------------------|--------------------------|---------------------------|--------------|---------------------|--|----------------|--------------------------------|
| | | Addition # | External Hire | External Hire % | Internal Hire into Job Group | Internal Hire % | Hired from Part Time | Hired from Other College | Demoted into New Job Group | Advanced into New Job Group | Other Change | Returned to Faculty | Sub. # | Exit from CUNY | Exit from CUNY % | Exit from Job Group | Exit from Job Grp % | Left for Other CUNY College | Demoted out of Job Group | Advanced out of Job Group | Other Change | Returned to Faculty | Advancements within Job Group | Advancements % | Other Changes within Job Group |
| Total | (1) | 1 | 1 | 100% | 3 | 3 | | | | | | (2) | (2) | 100% | | | | | | | | | | | |
| Male | (0) | 2 | 1 | 100% | 2 | 2 | | | | | | (2) | (2) | 100% | | | | | | | | | | | |
| Female | 0 | 0 | 0 | 0% | 1 | 1 | | | | | | | | 0% | | | | | | | | | | | |
| Other Gender | - | | | 0% | 0 | 0 | | | | | | | | 0% | | | | | | | | | | | |
| Unknown Gender | - | | | 0% | 0 | 0 | | | | | | | | 0% | | | | | | | | | | | |
| Fed. Protected Ethnicity | - | 1 | | 0% | 3 | 3 | | | | | | (1) | (1) | 50% | | | | | | | | | | | |
| Asian/Hawaiian/OPI | 0 | 0 | | 0% | 1 | 1 | | | | | | | | 0% | | | | | | | | | | | |
| Black/African Amer. | (0) | 1 | | 0% | 2 | 2 | | | | | | (1) | (1) | 50% | | | | | | | | | | | |
| Hispanic/Latino | - | | | 0% | 0 | 0 | | | | | | | | 0% | | | | | | | | | | | |
| Other Protected Grp | - | | | 0% | 0 | 0 | | | | | | | | 0% | | | | | | | | | | | |
| White | - | 1 | 1 | 100% | 0 | 0 | | | | | | (1) | (1) | 50% | | | | | | | | | | | |
| Unknown Ethnicity | - | | | 0% | 0 | 0 | | | | | | | | 0% | | | | | | | | | | | |
| Italian-American* | - | | | 0% | 0 | 0 | | | | | | | | 0% | | | | | | | | | | | |
| Veterans | - | | | 0% | 1 | 1 | | | | | | | | 0% | | | | | | | | | | | |
| Indiv. w/Disabilities | 0 | 0 | | 0% | 1 | 1 | | | | | | | | 0% | | | | | | | | | | | |

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

*As of 2023, Italian American status is counted regardless of other ethnicity choices

Job Group Summary
Laborers and Helpers

| | Net Group Changes | NET HIRES | | | | | Detail, Internal Hires by Type | | | | | | NET EXITS | | | | | Detail, Internal Exits by Type | | | | | Changes within Job Group (not counted in totals) | | |
|--------------------------|-------------------|------------|---------------|-----------------|------------------------------|-----------------|--------------------------------|--------------------------|----------------------------|-----------------------------|--------------|---------------------|-----------|----------------|------------------|---------------------|---------------------|--------------------------------|--------------------------|---------------------------|--------------|---------------------|--|----------------|--------------------------------|
| | | Addition # | External Hire | External Hire % | Internal Hire into Job Group | Internal Hire % | Hired from Part Time | Hired from Other College | Demoted into New Job Group | Advanced into New Job Group | Other Change | Returned to Faculty | Sub. # | Exit from CUNY | Exit from CUNY % | Exit from Job Group | Exit from Job Grp % | Left for Other CUNY College | Demoted out of Job Group | Advanced out of Job Group | Other Change | Returned to Faculty | Advancements within Job Group | Advancements % | Other Changes within Job Group |
| Total | (1) | | | | | | | | | | | (1) | | | (1) | 100% | (2) | | | | | | | | |
| Male | (1) | | | 0% | | | | | | | | (1) | | 0% | (1) | 100% | (2) | | | | | | | | 0% |
| Female | - | | | 0% | | | | | | | | | | 0% | | 0% | | | | | | | | | 0% |
| Other Gender | - | | | 0% | | | | | | | | | | 0% | | 0% | | | | | | | | | 0% |
| Unknown Gender | - | | | 0% | | | | | | | | | | 0% | | 0% | | | | | | | | | 0% |
| Fed. Protected Ethnicity | (1) | | | 0% | | | | | | | | (1) | | 0% | (1) | 100% | (2) | | | | | | | | 0% |
| Asian/Hawaiian/OPI | - | | | 0% | | | | | | | | | | 0% | | 0% | | | | | | | | | 0% |
| Black/African Amer. | - | | | 0% | | | | | | | | | | 0% | | 0% | | | | | | | | | 0% |
| Hispanic/Latino | (1) | | | 0% | | | | | | | | (1) | | 0% | (1) | 100% | (2) | | | | | | | | 0% |
| Other Protected Grp | - | | | 0% | | | | | | | | | | 0% | | 0% | | | | | | | | | 0% |
| White | - | | | 0% | | | | | | | | | | 0% | | 0% | | | | | | | | | 0% |
| Unknown Ethnicity | - | | | 0% | | | | | | | | | | 0% | | 0% | | | | | | | | | 0% |
| Italian-American* | - | | | 0% | | | | | | | | | | 0% | | 0% | | | | | | | | | 0% |
| Veterans | - | | | 0% | | | | | | | | | | 0% | | 0% | | | | | | | | | 0% |
| Indiv. w/Disabilities | - | | | 0% | | | | | | | | | | 0% | | 0% | | | | | | | | | 0% |

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

*As of 2023, Italian American status is counted regardless of other ethnicity choices

Job Group Summary
Print Shop

| | Net Group Changes | NET HIRES | | | | | Detail, Internal Hires by Type | | | | | | NET EXITS | | | | | Detail, Internal Exits by Type | | | | | Changes within Job Group (not counted in totals) | | |
|--------------------------|-------------------|------------|---------------|-----------------|------------------------------|-----------------|--------------------------------|--------------------------|----------------------------|-----------------------------|--------------|---------------------|-----------|----------------|------------------|---------------------|---------------------|--------------------------------|--------------------------|---------------------------|--------------|---------------------|--|----------------|--------------------------------|
| | | Addition # | External Hire | External Hire % | Internal Hire into Job Group | Internal Hire % | Hired from Part Time | Hired from Other College | Demoted into New Job Group | Advanced into New Job Group | Other Change | Returned to Faculty | Sub. # | Exit from CUNY | Exit from CUNY % | Exit from Job Group | Exit from Job Grp % | Left for Other CUNY College | Demoted out of Job Group | Advanced out of Job Group | Other Change | Returned to Faculty | Advancements within Job Group | Advancements % | Other Changes within Job Group |
| Total | (1) | 1 | | 0% | 1 | 100% | | | | | | (1) | (1) | 100% | | | | | | | | | | | 3 |
| Male | - | 1 | | 0% | 1 | 100% | | | | | | (1) | (1) | 100% | | | | | | | | | | | 2 |
| Female | - | | | 0% | | 0% | | | | | | | | 0% | | | | | | | | | | | 1 |
| Other Gender | - | | | 0% | | 0% | | | | | | | | 0% | | | | | | | | | | | - |
| Unknown Gender | - | | | 0% | | 0% | | | | | | | | 0% | | | | | | | | | | | - |
| Fed. Protected Ethnicity | 1 | 1 | | 0% | 1 | 100% | | | | | | | | 0% | | | | | | | | | | | 3 |
| Asian/Hawaiian/OPI | - | | | 0% | | 0% | | | | | | | | 0% | | | | | | | | | | | - |
| Black/African Amer. | - | | | 0% | | 0% | | | | | | | | 0% | | | | | | | | | | | - |
| Hispanic/Latino | 1 | 1 | | 0% | 1 | 100% | | | | | | | | 0% | | | | | | | | | | | 3 |
| Other Protected Grp | - | | | 0% | | 0% | | | | | | | | 0% | | | | | | | | | | | - |
| White | (1) | | | 0% | | 0% | | | | | | (1) | (1) | 100% | | | | | | | | | | | - |
| Unknown Ethnicity | - | | | 0% | | 0% | | | | | | | | 0% | | | | | | | | | | | - |
| Italian-American* | (2) | | | 0% | | 0% | | | | | | (2) | (2) | 200% | | | | | | | | | | | - |
| Veterans | - | | | 0% | | 0% | | | | | | | | 0% | | | | | | | | | | | - |
| Indiv. w/Disabilities | - | | | 0% | | 0% | | | | | | | | 0% | | | | | | | | | | | - |

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

*As of 2023, Italian American status is counted regardless of other ethnicity choices

Job Group Summary
Skilled Trades

| | Net Group Changes | NET HIRES | | | | | Detail, Internal Hires by Type | | | | | | NET EXITS | | | | | Detail, Internal Exits by Type | | | | | Changes within Job Group (not counted in totals) | | |
|--------------------------|-------------------|------------|---------------|-----------------|------------------------------|-----------------|--------------------------------|--------------------------|----------------------------|-----------------------------|--------------|---------------------|-----------|----------------|------------------|---------------------|---------------------|--------------------------------|--------------------------|---------------------------|--------------|---------------------|--|----------------|--------------------------------|
| | | Addition # | External Hire | External Hire % | Internal Hire into Job Group | Internal Hire % | Hired from Part Time | Hired from Other College | Demoted into New Job Group | Advanced into New Job Group | Other Change | Returned to Faculty | Sub. # | Exit from CUNY | Exit from CUNY % | Exit from Job Group | Exit from Job Grp % | Left for Other CUNY College | Demoted out of Job Group | Advanced out of Job Group | Other Change | Returned to Faculty | Advancements within Job Group | Advancements % | Other Changes within Job Group |
| Total | (2) | 1 | 1 | 100% | 1 | 100% | | | | | | (3) | (2) | 100% | (1) | 100% | (2) | | | | | | | | |
| Male | (1) | 2 | 1 | 100% | 1 | 100% | | | | | | (3) | (2) | 100% | (1) | 100% | (2) | | | | | | | | |
| Female | - | - | 0% | - | 0% | | | | | | | - | - | 0% | - | 0% | - | | | | | | | | |
| Other Gender | - | - | 0% | - | 0% | | | | | | | - | - | 0% | - | 0% | - | | | | | | | | |
| Unknown Gender | - | - | 0% | - | 0% | | | | | | | - | - | 0% | - | 0% | - | | | | | | | | |
| Fed. Protected Ethnicity | - | 1 | - | 0% | 1 | 100% | | | | | | (1) | (1) | 50% | - | 0% | | | | | | | | | |
| Asian/Hawaiian/OPI | - | - | 0% | - | 0% | | | | | | | - | - | 0% | - | 0% | - | | | | | | | | |
| Black/African Amer. | - | - | 0% | - | 0% | | | | | | | - | - | 0% | - | 0% | - | | | | | | | | |
| Hispanic/Latino | - | 1 | - | 0% | 1 | 100% | | | | | | (1) | (1) | 50% | - | 0% | | | | | | | | | |
| Other Protected Grp | - | - | 0% | - | 0% | | | | | | | - | - | 0% | - | 0% | - | | | | | | | | |
| White | (1) | 1 | 1 | 100% | - | 0% | | | | | | (2) | (1) | 50% | (1) | 100% | (2) | | | | | | | | |
| Unknown Ethnicity | - | - | 0% | - | 0% | | | | | | | - | - | 0% | - | 0% | - | | | | | | | | |
| Italian-American* | - | - | 0% | - | 0% | | | | | | | - | - | 0% | - | 0% | - | | | | | | | | |
| Veterans | 2 | 2 | 1 | 100% | 1 | 100% | | | | | | - | - | 0% | - | 0% | - | | | | | | | | |
| Indiv. w/Disabilities | - | - | 0% | - | 0% | | | | | | | - | - | 0% | - | 0% | - | | | | | | | | |

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

*As of 2023, Italian American status is counted regardless of other ethnicity choices

Appendix F Recruiting Activity

This Appendix provides details of candidate pools and outcomes of searches.

The charts in this section provide detail on applicants, interviews, and offers by job group for posted searches.

The scope of this report includes searches officially concluded during the previous plan year (June 1, 2023 through May 31, 2024). This means that the search needed to have been "closed" in our systems during this period. To be "closed" indicates there has been an accepted offer, even if the employee had not started work by May 31.

The number of interviews and offers/hires listed is dependent on this detail being entered into the system. In some situations, this detail is maintained outside our system of record.

For each search, we omit duplicate applications from the same person. According to the federal Internet Applicant Rule, we also omit applicants who withdrew from consideration and applicants who were deemed to lack the minimum qualifications for the position to which they applied. We assume anyone who has been hired also belongs in the interview category and anyone who was interviewed is treated as having met the Internet Applicant Rule.

It is important to compare the ratios of interviews to applicants and hires to interviews among demographic groups. This is referred to as a "selection rate" and strong variations among groups may indicate areas for further investigation and oversight by the Chief Diversity Officer.

Summary - All Searches

Total: 70

| | Records | Applicants | Appl% | Interviews | Selection Rate % | Offers | Selection Rate % | Hires | Selection Rate % |
|-------------------------------------|---------|------------|-------|------------|------------------|--------|------------------|-------|------------------|
| Total + Total Selection Rate | 5,204 | 5,139 | 99% | 301 | 5.9% | 73 | 1.4% | 73 | 1.4% |
| Male | 2,150 | 2,127 | 41% | 129 | 6.1% | 30 | 1.4% | 30 | 1.4% |
| Female | 2,838 | 2,797 | 54% | 161 | 5.8% | 39 | 1.4% | 39 | 1.4% |
| Other | 17 | 17 | 0% | 1 | 5.9% | - | 0.0% | - | 0.0% |
| Unknown | 199 | 197 | 4% | 10 | 5.1% | 4 | 2.0% | 4 | 2.0% |
| Total Not Female | 2,366 | 2,341 | 46% | 140 | 6.0% | 34 | 1.5% | 34 | 1.5% |
| Total Minorities | 3,617 | 3,565 | 69% | 182 | 5.1% | 46 | 1.3% | 46 | 1.3% |
| Asian | 1,029 | 1,015 | 20% | 39 | 3.8% | 9 | 0.9% | 9 | 0.9% |
| Black | 1,070 | 1,053 | 20% | 61 | 5.8% | 16 | 1.5% | 16 | 1.5% |
| Hispanic | 1,382 | 1,362 | 27% | 76 | 5.6% | 21 | 1.5% | 21 | 1.5% |
| Other inc 2 or more | 136 | 135 | 3% | 6 | 4.4% | - | 0.0% | - | 0.0% |
| Italian-American | 149 | 146 | 3% | 12 | 8.2% | 3 | 2.1% | 3 | 2.1% |
| White | 1,211 | 1,204 | 23% | 97 | 8.1% | 21 | 1.7% | 21 | 1.7% |
| Unknown Ethnicity | 277 | 272 | 5% | 14 | 5.1% | 3 | 1.1% | 3 | 1.1% |
| White+Unknown | 1,488 | 1,476 | 29% | 111 | 7.5% | 24 | 1.6% | 24 | 1.6% |
| Veterans | 66 | 63 | 1% | 5 | 7.9% | 1 | 1.6% | 1 | 1.6% |
| Indiv. w Disabilities | 466 | 456 | 9% | 27 | 5.9% | 4 | 0.9% | 4 | 0.9% |

| | Female | OK Sel | Female | OK Sel | Female | OK Sel |
|--------------------------|----------------|---------|----------------|---------|----------------|---------|
| | Ttl Minorities | Adverse | Ttl Minorities | Adverse | Ttl Minorities | Adverse |
| Percent Female | 54% | 53.5% | 53.4% | 53.4% | 53.4% | 53.4% |
| Percent Total Minorities | 69% | 60.5% | 63.0% | 63.0% | 63.0% | 63.0% |
| Percentage Veterans | 1% | 1.7% | 1.4% | 1.4% | 1.4% | 1.4% |
| Percentage w Disabil. | 9% | 9.0% | 5.5% | 5.5% | 5.5% | 5.5% |

Job Group Summary
Accountant Assistant

| | Records | Applicants | Appl% | Interviews | Selection Rate % | Offers | Selection Rate % | Hires | Selection Rate % |
|-------------------------------------|---------|------------|--------|------------|------------------|--------|------------------|-------|------------------|
| Total + Total Selection Rate | 27 | 27 | 100.0% | 4 | 14.8% | 1 | 3.7% | 1 | 3.7% |
| Male | 15 | 15 | 55.6% | - | 0.0% | - | 0.0% | - | 0.0% |
| Female | 9 | 9 | 33.3% | 4 | 44.4% | 1 | 11.1% | 1 | 11.1% |
| Other | - | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% |
| Unknown | 3 | 3 | 11.1% | - | 0.0% | - | 0.0% | - | 0.0% |
| Total Min | 18 | 18 | 66.7% | 4 | 22.2% | 1 | 5.6% | 1 | 5.6% |
| Asian | 11 | 11 | 40.7% | 1 | 9.1% | - | 0.0% | - | 0.0% |
| Black | 4 | 4 | 14.8% | 1 | 25.0% | - | 0.0% | - | 0.0% |
| Hispanic | 2 | 2 | 7.4% | 2 | 100.0% | 1 | 50.0% | 1 | 50.0% |
| Other inc 2 or more | 1 | 1 | 3.7% | - | 0.0% | - | 0.0% | - | 0.0% |
| Italian-American | - | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% |
| White | 3 | 3 | 11.1% | - | 0.0% | - | 0.0% | - | 0.0% |
| Unknown Ethnicity | 6 | 6 | 22.2% | - | 0.0% | - | 0.0% | - | 0.0% |
| White+Unknown | 9 | 9 | 33.3% | - | 0.0% | - | 0.0% | - | 0.0% |
| Veterans | - | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% |
| Indiv. w Disabilities | - | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% |

| | Least Selected: | | Least Selected: | | Least Selected: | |
|--------------------------|-----------------|---------|-----------------|---------|-----------------|---------|
| | Male+Oth | Adverse | Male+Oth | Adverse | Male+Oth | Adverse |
| | White+Unk | Adverse | White+Unk | Adverse | White+Unk | Adverse |
| Percent Female | | 33.3% | | 100.0% | | 100.0% |
| Percent Total Minorities | | 66.7% | | 100.0% | | 100.0% |
| Percentage Veterans | | 0.0% | | 0.0% | | 0.0% |
| Percentage w Disabil. | | 0.0% | | 0.0% | | 0.0% |

Job Group Summary
Administration 1 (Executive)

| | Records | Applicants | Appl% | | Interviews | Selection Rate % | Offers | Selection Rate % | Hires | Selection Rate % |
|-------------------------------------|---------|------------|-------|--|------------|------------------|--------|------------------|-------|------------------|
| Total + Total Selection Rate | 260 | 258 | 99.2% | | 12 | 4.7% | 2 | 0.8% | 2 | 0.8% |
| Male | 117 | 117 | 45.3% | | 7 | 6.0% | 2 | 1.7% | 2 | 1.7% |
| Female | 135 | 133 | 51.6% | | 5 | 3.8% | - | 0.0% | - | 0.0% |
| Other | - | - | 0.0% | | - | 0.0% | - | 0.0% | - | 0.0% |
| Unknown | 8 | 8 | 3.1% | | - | 0.0% | - | 0.0% | - | 0.0% |
| Total Min | 152 | 151 | 58.5% | | 4 | 2.6% | 2 | 1.3% | 2 | 1.3% |
| Asian | 16 | 16 | 6.2% | | - | 0.0% | - | 0.0% | - | 0.0% |
| Black | 79 | 79 | 30.6% | | 3 | 3.8% | 2 | 2.5% | 2 | 2.5% |
| Hispanic | 51 | 50 | 19.4% | | 1 | 2.0% | - | 0.0% | - | 0.0% |
| Other inc 2 or more | 6 | 6 | 2.3% | | - | 0.0% | - | 0.0% | - | 0.0% |
| Italian-American | 13 | 13 | 5.0% | | - | 0.0% | - | 0.0% | - | 0.0% |
| White | 78 | 78 | 30.2% | | 6 | 7.7% | - | 0.0% | - | 0.0% |
| Unknown Ethnicity | 19 | 18 | 7.0% | | 2 | 11.1% | - | 0.0% | - | 0.0% |
| White+Unknown | 97 | 96 | 37.2% | | 8 | 8.3% | - | 0.0% | - | 0.0% |
| Veterans | 7 | 7 | 2.7% | | - | 0.0% | - | 0.0% | - | 0.0% |
| Indiv. w Disabilities | 35 | 35 | 13.6% | | 1 | 2.9% | - | 0.0% | - | 0.0% |

| | | Least Selected: | Least Selected: | Least Selected: |
|--------------------------|-------|-----------------|-----------------|-----------------|
| | | Female | Female | Female |
| | | Ttl Minorities | White+Unk | White+Unk |
| | | Adverse | Adverse | Adverse |
| Percent Female | 51.6% | 41.7% | 0.0% | 0.0% |
| Percent Total Minorities | 58.5% | 33.3% | 100.0% | 100.0% |
| Percentage Veterans | 2.7% | 0.0% | 0.0% | 0.0% |
| Percentage w Disabil. | 13.6% | 8.3% | 0.0% | 0.0% |

Job Group Summary
Administration 2 (Managers)

| | Records | Applicants | Appl% | | Interviews | Selection Rate % | Offers | Selection Rate % | Hires | Selection Rate % |
|-------------------------------------|---------|------------|-------|--|------------|------------------|--------|------------------|-------|------------------|
| Total + Total Selection Rate | 456 | 449 | 98.5% | | 42 | 9.4% | 7 | 1.6% | 7 | 1.6% |
| Male | 137 | 135 | 30.1% | | 18 | 13.3% | 2 | 1.5% | 2 | 1.5% |
| Female | 298 | 293 | 65.3% | | 22 | 7.5% | 4 | 1.4% | 4 | 1.4% |
| Other | 1 | 1 | 0.2% | | - | 0.0% | - | 0.0% | - | 0.0% |
| Unknown | 20 | 20 | 4.5% | | 2 | 10.0% | 1 | 5.0% | 1 | 5.0% |
| Total Min | 321 | 317 | 70.6% | | 25 | 7.9% | 4 | 1.3% | 4 | 1.3% |
| Asian | 48 | 48 | 10.7% | | 3 | 6.3% | 1 | 2.1% | 1 | 2.1% |
| Black | 139 | 135 | 30.1% | | 10 | 7.4% | 1 | 0.7% | 1 | 0.7% |
| Hispanic | 122 | 122 | 27.2% | | 11 | 9.0% | 2 | 1.6% | 2 | 1.6% |
| Other inc 2 or more | 12 | 12 | 2.7% | | 1 | 8.3% | - | 0.0% | - | 0.0% |
| Italian-American | 20 | 19 | 4.2% | | 4 | 21.1% | 1 | 5.3% | 1 | 5.3% |
| White | 94 | 93 | 20.7% | | 13 | 14.0% | 2 | 2.2% | 2 | 2.2% |
| Unknown Ethnicity | 25 | 24 | 5.3% | | 1 | 4.2% | - | 0.0% | - | 0.0% |
| White+Unknown | 119 | 117 | 26.1% | | 14 | 12.0% | 2 | 1.7% | 2 | 1.7% |
| Veterans | 8 | 6 | 1.3% | | 1 | 16.7% | - | 0.0% | - | 0.0% |
| Indiv. w Disabilities | 51 | 50 | 11.1% | | 3 | 6.0% | - | 0.0% | - | 0.0% |

| | Least Selected: Female Ttl Minorities | Adverse Adverse | Least Selected: Female Ttl Minorities | Adverse Adverse | Least Selected: Female Ttl Minorities | Adverse Adverse |
|--------------------------|---|--------------------|---|--------------------|---|--------------------|
| Percent Female | 65.3% | 52.4% | 57.1% | 57.1% | 57.1% | 57.1% |
| Percent Total Minorities | 70.6% | 59.5% | 57.1% | 57.1% | 57.1% | 57.1% |
| Percentage Veterans | 1.3% | 2.4% | 0.0% | 0.0% | 0.0% | 0.0% |
| Percentage w Disabil. | 11.1% | 7.1% | 0.0% | 0.0% | 0.0% | 0.0% |

Job Group Summary
Administration 3 (Professional)

| | Records | Applicants | Appl% | | Interviews | Selection Rate % | Offers | Selection Rate % | Hires | Selection Rate % |
|-------------------------------------|---------|------------|-------|--|------------|------------------|--------|------------------|-------|------------------|
| Total + Total Selection Rate | 1,252 | 1,238 | 98.9% | | 85 | 6.9% | 17 | 1.4% | 17 | 1.4% |
| Male | 369 | 364 | 29.4% | | 26 | 7.1% | 2 | 0.5% | 2 | 0.5% |
| Female | 833 | 826 | 66.7% | | 59 | 7.1% | 15 | 1.8% | 15 | 1.8% |
| Other | 1 | 1 | 0.1% | | - | 0.0% | - | 0.0% | - | 0.0% |
| Unknown | 49 | 47 | 3.8% | | - | 0.0% | - | 0.0% | - | 0.0% |
| Total Min | 887 | 875 | 70.7% | | 69 | 7.9% | 14 | 1.6% | 14 | 1.6% |
| Asian | 178 | 173 | 14.0% | | 12 | 6.9% | 3 | 1.7% | 3 | 1.7% |
| Black | 296 | 295 | 23.8% | | 23 | 7.8% | 4 | 1.4% | 4 | 1.4% |
| Hispanic | 376 | 370 | 29.9% | | 30 | 8.1% | 7 | 1.9% | 7 | 1.9% |
| Other inc 2 or more | 37 | 37 | 3.0% | | 4 | 10.8% | - | 0.0% | - | 0.0% |
| Italian-American | 31 | 30 | 2.4% | | - | 0.0% | - | 0.0% | - | 0.0% |
| White | 282 | 282 | 22.8% | | 11 | 3.9% | 2 | 0.7% | 2 | 0.7% |
| Unknown Ethnicity | 65 | 63 | 5.1% | | 5 | 7.9% | 1 | 1.6% | 1 | 1.6% |
| White+Unknown | 347 | 345 | 27.9% | | 16 | 4.6% | 3 | 0.9% | 3 | 0.9% |
| Veterans | 12 | 11 | 0.9% | | 1 | 9.1% | - | 0.0% | - | 0.0% |
| Indiv. w Disabilities | 115 | 114 | 9.2% | | 13 | 11.4% | 1 | 0.9% | 1 | 0.9% |

| | Least Selected: Male+Oth White+Unk | OK Sel Adverse | Least Selected: Male+Oth White+Unk | Adverse | Least Selected: Male+Oth White+Unk | Adverse |
|--------------------------|--|-------------------|--|---------|--|---------|
| Percent Female | 66.7% | 69.4% | 88.2% | 88.2% | | |
| Percent Total Minorities | 70.7% | 81.2% | 82.4% | 82.4% | | |
| Percentage Veterans | 0.9% | 1.2% | 0.0% | 0.0% | | |
| Percentage w Disabil. | 9.2% | 15.3% | 5.9% | 5.9% | | |

Job Group Summary

Broadcast/Media

| | Records | Applicants | Appl% | Interviews | Selection Rate % | Offers | Selection Rate % | Hires | Selection Rate % |
|-------------------------------------|---------|------------|--------|------------|------------------|--------|------------------|-------|------------------|
| Total + Total Selection Rate | 76 | 76 | 100.0% | 6 | 7.9% | 1 | 1.3% | 1 | 1.3% |
| Male | 56 | 56 | 73.7% | 3 | 5.4% | 1 | 1.8% | 1 | 1.8% |
| Female | 17 | 17 | 22.4% | 3 | 17.6% | - | 0.0% | - | 0.0% |
| Other | - | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% |
| Unknown | 3 | 3 | 3.9% | - | 0.0% | - | 0.0% | - | 0.0% |
| Total Min | 54 | 54 | 71.1% | 4 | 7.4% | 1 | 1.9% | 1 | 1.9% |
| Asian | 12 | 12 | 15.8% | 2 | 16.7% | - | 0.0% | - | 0.0% |
| Black | 24 | 24 | 31.6% | 2 | 8.3% | 1 | 4.2% | 1 | 4.2% |
| Hispanic | 15 | 15 | 19.7% | - | 0.0% | - | 0.0% | - | 0.0% |
| Other inc 2 or more | 3 | 3 | 3.9% | - | 0.0% | - | 0.0% | - | 0.0% |
| Italian-American | 2 | 2 | 2.6% | - | 0.0% | - | 0.0% | - | 0.0% |
| White | 15 | 15 | 19.7% | 1 | 6.7% | - | 0.0% | - | 0.0% |
| Unknown Ethnicity | 7 | 7 | 9.2% | 1 | 14.3% | - | 0.0% | - | 0.0% |
| White+Unknown | 22 | 22 | 28.9% | 2 | 9.1% | - | 0.0% | - | 0.0% |
| Veterans | - | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% |
| Indiv. w Disabilities | 5 | 5 | 6.6% | - | 0.0% | - | 0.0% | - | 0.0% |

| | Least Selected: Male+Oth Ttl Minorities | Adverse OK Sel | Least Selected: Female White+Unk | Adverse Adverse | Least Selected: Female White+Unk | Adverse Adverse |
|--------------------------|---|-------------------|--|--------------------|--|--------------------|
| Percent Female | 22.4% | 50.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Percent Total Minorities | 71.1% | 66.7% | 100.0% | 100.0% | 100.0% | 100.0% |
| Percentage Veterans | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Percentage w Disabil. | 6.6% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |

Job Group Summary

Custodial

| | Records | Applicants | Appl% | Interviews | Selection Rate % | Offers | Selection Rate % | Hires | Selection Rate % |
|-------------------------------------|---------|------------|--------|------------|------------------|--------|------------------|-------|------------------|
| Total + Total Selection Rate | 99 | 99 | 100.0% | 12 | 12.1% | 5 | 5.1% | 5 | 5.1% |
| Male | 72 | 72 | 72.7% | 9 | 12.5% | 4 | 5.6% | 4 | 5.6% |
| Female | 27 | 27 | 27.3% | 3 | 11.1% | 1 | 3.7% | 1 | 3.7% |
| Other | - | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% |
| Unknown | - | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% |
| Total Min | 91 | 91 | 91.9% | 12 | 13.2% | 5 | 5.5% | 5 | 5.5% |
| Asian | 5 | 5 | 5.1% | 3 | 60.0% | 2 | 40.0% | 2 | 40.0% |
| Black | 52 | 52 | 52.5% | 6 | 11.5% | 1 | 1.9% | 1 | 1.9% |
| Hispanic | 33 | 33 | 33.3% | 3 | 9.1% | 2 | 6.1% | 2 | 6.1% |
| Other inc 2 or more | 1 | 1 | 1.0% | - | 0.0% | - | 0.0% | - | 0.0% |
| Italian-American | - | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% |
| White | 6 | 6 | 6.1% | - | 0.0% | - | 0.0% | - | 0.0% |
| Unknown Ethnicity | 2 | 2 | 2.0% | - | 0.0% | - | 0.0% | - | 0.0% |
| White+Unknown | 8 | 8 | 8.1% | - | 0.0% | - | 0.0% | - | 0.0% |
| Veterans | 1 | 1 | 1.0% | - | 0.0% | - | 0.0% | - | 0.0% |
| Indiv. w Disabilities | 3 | 3 | 3.0% | 1 | 33.3% | 1 | 33.3% | 1 | 33.3% |

| | Least Selected: Female White+Unk | OK Sel Adverse | Least Selected: Female White+Unk | Adverse | Least Selected: Female White+Unk | Adverse |
|--------------------------|--|-------------------|--|---------|--|---------|
| Percent Female | 27.3% | 25.0% | 20.0% | 20.0% | 20.0% | 20.0% |
| Percent Total Minorities | 91.9% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Percentage Veterans | 1.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Percentage w Disabil. | 3.0% | 8.3% | 20.0% | 20.0% | 20.0% | 20.0% |

Job Group Summary

Faculty-Lecturer

| | Records | Applicants | Appl% | Interviews | Selection Rate % | Offers | Selection Rate % | Hires | Selection Rate % |
|-------------------------------------|---------|------------|-------|------------|------------------|--------|------------------|-------|------------------|
| Total + Total Selection Rate | 283 | 280 | 98.9% | 11 | 3.9% | 7 | 2.5% | 7 | 2.5% |
| Male | 161 | 159 | 56.8% | 5 | 3.1% | 3 | 1.9% | 3 | 1.9% |
| Female | 102 | 101 | 36.1% | 5 | 5.0% | 3 | 3.0% | 3 | 3.0% |
| Other | 2 | 2 | 0.7% | - | 0.0% | - | 0.0% | - | 0.0% |
| Unknown | 18 | 18 | 6.4% | 1 | 5.6% | 1 | 5.6% | 1 | 5.6% |
| Total Min | 131 | 130 | 46.4% | 4 | 3.1% | 2 | 1.5% | 2 | 1.5% |
| Asian | 59 | 59 | 21.1% | - | 0.0% | - | 0.0% | - | 0.0% |
| Black | 27 | 27 | 9.6% | 2 | 7.4% | 1 | 3.7% | 1 | 3.7% |
| Hispanic | 34 | 33 | 11.8% | 2 | 6.1% | 1 | 3.0% | 1 | 3.0% |
| Other inc 2 or more | 11 | 11 | 3.9% | - | 0.0% | - | 0.0% | - | 0.0% |
| Italian-American | 19 | 18 | 6.4% | 1 | 5.6% | - | 0.0% | - | 0.0% |
| White | 127 | 126 | 45.0% | 6 | 4.8% | 5 | 4.0% | 5 | 4.0% |
| Unknown Ethnicity | 13 | 13 | 4.6% | - | 0.0% | - | 0.0% | - | 0.0% |
| White+Unknown | 140 | 139 | 49.6% | 6 | 4.3% | 5 | 3.6% | 5 | 3.6% |
| Veterans | 7 | 7 | 2.5% | 1 | 14.3% | - | 0.0% | - | 0.0% |
| Indiv. w Disabilities | 31 | 31 | 11.1% | 1 | 3.2% | 1 | 3.2% | 1 | 3.2% |

| | Least Selected: Male+Oth Ttl Minorities | Adverse Adverse | Least Selected: Male+Oth Ttl Minorities | Adverse Adverse | Least Selected: Male+Oth Ttl Minorities | Adverse Adverse |
|--------------------------|---|-----------------|---|-----------------|---|-----------------|
| Percent Female | 36.1% | 45.5% | 42.9% | 42.9% | 42.9% | 42.9% |
| Percent Total Minorities | 46.4% | 36.4% | 28.6% | 28.6% | 28.6% | 28.6% |
| Percentage Veterans | 2.5% | 9.1% | 0.0% | 0.0% | 0.0% | 0.0% |
| Percentage w Disabil. | 11.1% | 9.1% | 14.3% | 14.3% | 14.3% | 14.3% |

Job Group Summary
Faculty-Professorial

| | Records | Applicants | Appl% | | Interviews | Selection Rate % | Offers | Selection Rate % | Hires | Selection Rate % |
|-------------------------------------|---------|------------|-------|--|------------|------------------|--------|------------------|-------|------------------|
| Total + Total Selection Rate | 665 | 663 | 99.7% | | 81 | 12.2% | 15 | 2.3% | 15 | 2.3% |
| Male | 338 | 337 | 50.8% | | 28 | 8.3% | 6 | 1.8% | 6 | 1.8% |
| Female | 292 | 291 | 43.9% | | 46 | 15.8% | 8 | 2.7% | 8 | 2.7% |
| Other | 8 | 8 | 1.2% | | 1 | 12.5% | - | 0.0% | - | 0.0% |
| Unknown | 27 | 27 | 4.1% | | 6 | 22.2% | 1 | 3.7% | 1 | 3.7% |
| Total Min | 384 | 382 | 57.6% | | 38 | 9.9% | 9 | 2.4% | 9 | 2.4% |
| Asian | 164 | 163 | 24.6% | | 13 | 8.0% | 2 | 1.2% | 2 | 1.2% |
| Black | 56 | 56 | 8.4% | | 8 | 14.3% | 2 | 3.6% | 2 | 3.6% |
| Hispanic | 152 | 151 | 22.8% | | 16 | 10.6% | 5 | 3.3% | 5 | 3.3% |
| Other inc 2 or more | 12 | 12 | 1.8% | | 1 | 8.3% | - | 0.0% | - | 0.0% |
| Italian-American | 19 | 19 | 2.9% | | 2 | 10.5% | - | 0.0% | - | 0.0% |
| White | 226 | 226 | 34.1% | | 38 | 16.8% | 5 | 2.2% | 5 | 2.2% |
| Unknown Ethnicity | 43 | 43 | 6.5% | | 4 | 9.3% | 1 | 2.3% | 1 | 2.3% |
| White+Unknown | 269 | 269 | 40.6% | | 42 | 15.6% | 6 | 2.2% | 6 | 2.2% |
| Veterans | 4 | 4 | 0.6% | | 1 | 25.0% | 1 | 25.0% | 1 | 25.0% |
| Indiv. w Disabilities | 58 | 58 | 8.7% | | 7 | 12.1% | 1 | 1.7% | 1 | 1.7% |

| | Least Selected: Male+Oth Ttl Minorities | Adverse Adverse | Least Selected: Male+Oth White+Unk | Adverse OK Sel | Least Selected: Male+Oth White+Unk | Adverse OK Sel |
|--------------------------|---|--------------------|--|-------------------|--|-------------------|
| Percent Female | 43.9% | 56.8% | 53.3% | 53.3% | 53.3% | 53.3% |
| Percent Total Minorities | 57.6% | 46.9% | 60.0% | 60.0% | 60.0% | 60.0% |
| Percentage Veterans | 0.6% | 1.2% | 6.7% | 6.7% | 6.7% | 6.7% |
| Percentage w Disabil. | 8.7% | 8.6% | 6.7% | 6.7% | 6.7% | 6.7% |

Job Group Summary

Facility Manager

| | Records | Applicants | Appl% | Interviews | Selection Rate % | Offers | Selection Rate % | Hires | Selection Rate % |
|-------------------------------------|---------|------------|-------|------------|------------------|--------|------------------|-------|------------------|
| Total + Total Selection Rate | 61 | 60 | 98.4% | 5 | 8.3% | 1 | 1.7% | 1 | 1.7% |
| Male | 45 | 45 | 75.0% | 4 | 8.9% | 1 | 2.2% | 1 | 2.2% |
| Female | 14 | 13 | 21.7% | 1 | 7.7% | - | 0.0% | - | 0.0% |
| Other | - | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% |
| Unknown | 2 | 2 | 3.3% | - | 0.0% | - | 0.0% | - | 0.0% |
| Total Min | 29 | 28 | 46.7% | 1 | 3.6% | 1 | 3.6% | 1 | 3.6% |
| Asian | 7 | 7 | 11.7% | - | 0.0% | - | 0.0% | - | 0.0% |
| Black | 7 | 7 | 11.7% | - | 0.0% | - | 0.0% | - | 0.0% |
| Hispanic | 12 | 11 | 18.3% | 1 | 9.1% | 1 | 9.1% | 1 | 9.1% |
| Other inc 2 or more | 3 | 3 | 5.0% | - | 0.0% | - | 0.0% | - | 0.0% |
| Italian-American | 3 | 3 | 5.0% | 1 | 33.3% | - | 0.0% | - | 0.0% |
| White | 24 | 24 | 40.0% | 3 | 12.5% | - | 0.0% | - | 0.0% |
| Unknown Ethnicity | 5 | 5 | 8.3% | - | 0.0% | - | 0.0% | - | 0.0% |
| White+Unknown | 29 | 29 | 48.3% | 3 | 10.3% | - | 0.0% | - | 0.0% |
| Veterans | 6 | 6 | 10.0% | - | 0.0% | - | 0.0% | - | 0.0% |
| Indiv. w Disabilities | 4 | 4 | 6.7% | 1 | 25.0% | - | 0.0% | - | 0.0% |

| | Least Selected: Female Ttl Minorities | OK Sel Adverse | Least Selected: Female White+Unk | Adverse | Least Selected: Female White+Unk | Adverse |
|--------------------------|---|-------------------|--|---------|--|---------|
| Percent Female | 21.7% | 20.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Percent Total Minorities | 46.7% | 20.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Percentage Veterans | 10.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Percentage w Disabil. | 6.7% | 20.0% | 0.0% | 0.0% | 0.0% | 0.0% |

Job Group Summary
IT Computer Professional

| | Records | Applicants | Appl% | | Interviews | Selection Rate % | Offers | Selection Rate % | Hires | Selection Rate % |
|-------------------------------------|---------|------------|-------|--|------------|------------------|--------|------------------|-------|------------------|
| Total + Total Selection Rate | 196 | 194 | 99.0% | | 2 | 1.0% | 2 | 1.0% | 2 | 1.0% |
| Male | 148 | 147 | 75.8% | | 2 | 1.4% | 2 | 1.4% | 2 | 1.4% |
| Female | 40 | 39 | 20.1% | | - | 0.0% | - | 0.0% | - | 0.0% |
| Other | - | - | 0.0% | | - | 0.0% | - | 0.0% | - | 0.0% |
| Unknown | 8 | 8 | 4.1% | | - | 0.0% | - | 0.0% | - | 0.0% |
| Total Min | 150 | 149 | 76.8% | | 1 | 0.7% | 1 | 0.7% | 1 | 0.7% |
| Asian | 66 | 66 | 34.0% | | - | 0.0% | - | 0.0% | - | 0.0% |
| Black | 32 | 32 | 16.5% | | 1 | 3.1% | 1 | 3.1% | 1 | 3.1% |
| Hispanic | 50 | 49 | 25.3% | | - | 0.0% | - | 0.0% | - | 0.0% |
| Other inc 2 or more | 2 | 2 | 1.0% | | - | 0.0% | - | 0.0% | - | 0.0% |
| Italian-American | 1 | 1 | 0.5% | | - | 0.0% | - | 0.0% | - | 0.0% |
| White | 37 | 36 | 18.6% | | 1 | 2.8% | 1 | 2.8% | 1 | 2.8% |
| Unknown Ethnicity | 9 | 9 | 4.6% | | - | 0.0% | - | 0.0% | - | 0.0% |
| White+Unknown | 46 | 45 | 23.2% | | 1 | 2.2% | 1 | 2.2% | 1 | 2.2% |
| Veterans | 6 | 6 | 3.1% | | - | 0.0% | - | 0.0% | - | 0.0% |
| Indiv. w Disabilities | 6 | 6 | 3.1% | | - | 0.0% | - | 0.0% | - | 0.0% |

| | | Least Selected: | Least Selected: | Least Selected: |
|--------------------------|-------|-----------------|-----------------|-----------------|
| | | Female | Female | Female |
| | | Ttl Minorities | Ttl Minorities | Ttl Minorities |
| | | Adverse | Adverse | Adverse |
| Percent Female | 20.1% | 0.0% | 0.0% | 0.0% |
| Percent Total Minorities | 76.8% | 50.0% | 50.0% | 50.0% |
| Percentage Veterans | 3.1% | 0.0% | 0.0% | 0.0% |
| Percentage w Disabil. | 3.1% | 0.0% | 0.0% | 0.0% |

Job Group Summary
Skilled Trades

| | Records | Applicants | Appl% | Interviews | Selection Rate % | Offers | Selection Rate % | Hires | Selection Rate % |
|-------------------------------------|---------|------------|--------|------------|------------------|--------|------------------|-------|------------------|
| Total + Total Selection Rate | 91 | 91 | 100.0% | 19 | 20.9% | 3 | 3.3% | 3 | 3.3% |
| Male | 86 | 86 | 94.5% | 18 | 20.9% | 2 | 2.3% | 2 | 2.3% |
| Female | 3 | 3 | 3.3% | - | 0.0% | - | 0.0% | - | 0.0% |
| Other | - | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% |
| Unknown | 2 | 2 | 2.2% | 1 | 50.0% | 1 | 50.0% | 1 | 50.0% |
| Total Min | 52 | 52 | 57.1% | 7 | 13.5% | - | 0.0% | - | 0.0% |
| Asian | 12 | 12 | 13.2% | 2 | 16.7% | - | 0.0% | - | 0.0% |
| Black | 15 | 15 | 16.5% | 2 | 13.3% | - | 0.0% | - | 0.0% |
| Hispanic | 23 | 23 | 25.3% | 3 | 13.0% | - | 0.0% | - | 0.0% |
| Other inc 2 or more | 2 | 2 | 2.2% | - | 0.0% | - | 0.0% | - | 0.0% |
| Italian-American | 3 | 3 | 3.3% | 2 | 66.7% | 1 | 33.3% | 1 | 33.3% |
| White | 33 | 33 | 36.3% | 10 | 30.3% | 1 | 3.0% | 1 | 3.0% |
| Unknown Ethnicity | 4 | 4 | 4.4% | 1 | 25.0% | 1 | 25.0% | 1 | 25.0% |
| White+Unknown | 37 | 37 | 40.7% | 11 | 29.7% | 2 | 5.4% | 2 | 5.4% |
| Veterans | 5 | 5 | 5.5% | 1 | 20.0% | - | 0.0% | - | 0.0% |
| Indiv. w Disabilities | 2 | 2 | 2.2% | - | 0.0% | - | 0.0% | - | 0.0% |

| | Least Selected: Female Ttl Minorities | Adverse Adverse | Least Selected: Female Ttl Minorities | Adverse Adverse | Least Selected: Female Ttl Minorities | Adverse Adverse |
|--------------------------|---|--------------------|---|--------------------|---|--------------------|
| Percent Female | 3.3% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Percent Total Minorities | 57.1% | 36.8% | 0.0% | 0.0% | 0.0% | 0.0% |
| Percentage Veterans | 5.5% | 5.3% | 0.0% | 0.0% | 0.0% | 0.0% |
| Percentage w Disabil. | 2.2% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |

Appendix G Individuals with Disabilities by Job Group

This Appendix presents the total staff in each job group with the number and percentage of Individuals with Disabilities.

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

APPENDIX G - Utilization of Individuals with Disabilities by Job Group

2024-2025

John Jay College

The federal guideline for representation is 7% for each job group.

Total Individual(s) with Disabilities: 73

Percent of total reported employees: 3.0%

| Category: | Executive/Administrative/Managerial | Total Staff | Indiv. with Disabilities | Rate |
|------------------|--|--------------------|---------------------------------|-------------|
| | Admin 1: Executive | 27 | 1 | 3.7% |
| | Admin 2: Managerial | 159 | 7 | 4.4% |
| | Admin 2: Managerial Adjunct | 127 | 3 | 2.4% |
| | Managerial: Facilities | 5 | 0 | 0.0% |
| | Managerial: Info Tech | 3 | 0 | 0.0% |
| | Managerial: Security | 1 | 0 | 0.0% |
| Category: | Professional Faculty | Total Staff | Indiv. with Disabilities | Rate |
| | Faculty: Professoriate | 328 | 17 | 5.2% |
| | Faculty: Librarian | 8 | 1 | 12.5% |
| | Faculty: Lecturer | 89 | 5 | 5.6% |
| | Faculty: Lecturer Adjunct | 444 | 13 | 2.9% |
| | Faculty: Professoriate Adjunct | 336 | 10 | 3.0% |
| | Faculty: Continuing Education | 9 | 0 | 0.0% |
| Category: | Professional Non-Faculty | Total Staff | Indiv. with Disabilities | Rate |
| | Accountant: Professional | 4 | 1 | 25.0% |
| | Admin 3: Professional | 175 | 5 | 2.9% |
| | Admin 5: Engineer-Architect | 1 | 0 | 0.0% |
| | Info Tech: Professional | 31 | 2 | 6.5% |
| | Info Tech: Professional Adjunct | 5 | 0 | 0.0% |
| | Athletics Staff | 1 | 0 | 0.0% |
| Category: | Administrative Support Workers | Total Staff | Indiv. with Disabilities | Rate |
| | Accountant: Assistant | 1 | 0 | 0.0% |
| | Administrative Assistant | 4 | 0 | 0.0% |
| | Office Assistant | 24 | 2 | 8.3% |
| | Office Assistant Adjunct | 343 | 1 | 0.3% |
| | Mail Services Worker | 3 | 0 | 0.0% |
| Category: | Technicians | Total Staff | Indiv. with Disabilities | Rate |
| | Admin 4: College Lab Technician | 13 | 0 | 0.0% |
| | Admin 4: College Lab Technician Adjunct | 30 | 0 | 0.0% |
| | Broadcast-Media | 7 | 1 | 14.3% |
| | Broadcast-Media Adjunct | 91 | 0 | 0.0% |
| | Info Tech: Technician | 2 | 1 | 50.0% |
| | Info Tech: Technician Adjunct | 3 | 0 | 0.0% |
| | Print Media Technician | 5 | 0 | 0.0% |
| Category: | Craft Workers | Total Staff | Indiv. with Disabilities | Rate |
| | Skilled Trades: Supervisory | 1 | 0 | 0.0% |
| | Skilled Trades: Not Supervisory | 16 | 0 | 0.0% |
| | Laborers and Helpers | 11 | 0 | 0.0% |
| Category: | Service Workers | Total Staff | Indiv. with Disabilities | Rate |
| | Campus Public Safety Sergeant | 10 | 1 | 10.0% |
| | Campus Peace Officer | 13 | 0 | 0.0% |

John Jay College

| Category: Service Workers | Total Staff | Indiv. with Disabilities | Rate |
|-----------------------------------|-------------|--------------------------|-------|
| Campus Security Assistant | 23 | 0 | 0.0% |
| Campus Security Assistant Adjunct | 6 | 0 | 0.0% |
| Custodial: Supervisory | 6 | 1 | 16.7% |
| Custodial: Assistant | 39 | 1 | 2.6% |
| Custodial: Assistant Adjunct | 23 | 0 | 0.0% |