

# Quarterly Report on Faculty Diversity

Office of Human Resources Management  
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# Part One: Assessment

- Faculty Workforce Assessment
- Faculty New Hire Assessment
- Faculty Separations Assessment
- Analysis of New Hires and Separations

## Faculty Workforce Assessment

### Full Time and Part Time Faculty

- Fall 2016 University-wide Faculty Ethnicity and Gender Representation (Full-Time and Part-Time)
- 2015 Workforce Assessment by Campus Ethnic and Gender Representation - Full Time Faculty
- 2015 Workforce Assessment by Campus Ethnic and Gender Representation – Part-Time Adjunct Faculty
- 2010-2015 University-Wide Full-Time Faculty Ethnicity and Gender Representation with New Hires

**Fall 2016 Faculty  
Ethnicity and Gender Representation**

Source: CUNYFirst (November 2016)

	Full-Time		Part-Time	
	#	%	#	%
Female	3,636	48.4	6,256	49.8
Male	3,870	51.6	6,306	50.2
<b>Total Minority Federally-Protected Groups</b>	<b>2,593</b>	<b>34.5</b>	<b>4,798</b>	<b>38.2</b>
Black	917	12.2	2,018	16.1
Hispanic (including Puerto Rican)	673	9.0	1,257	10.0
Asian / Native Hawaiian / Other Pacific Islander	987	13.1	1,498	11.9
American Indian / Alaska Native	16	0.2	25	0.2
White	4,539	60.5	7,363	58.6
Italian American	374	5.0	401	3.2
<b>TOTAL</b>	<b>7,506</b>		<b>12,562</b>	

**2015 WORKFORCE ASSESSMENT OF DIVERSITY BY CAMPUS \*\***

**FULL-TIME FACULTY (including Substitutes and Visiting Titles)**

Source: CUNY Workforce Demographics by College, Ethnicity, and Gender, Fall 2015

ETHNIC REPRESENTATION																	GENDER REPRESENTATION								
CAMPUS NAME	TOTAL MINORITY		BLACK		PUERTO RICAN		HISPANIC (excluding Puerto Rican)		TOTAL HISPANIC (including Puerto Rican)		AS./NAT.HAW./ OTHER PAC. ISL.		AM. IND./ AL. NATIVE		WHITE		ITALIAN AMERICAN		TOTAL	CAMPUS NAME	FEMALE		MALE		TOTAL
	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#			%	#	%	#	
<b>UNIVERSITY-WIDE</b>	<b>33.9%</b>	<b>2,568</b>	12.3%	929	1.9%	147	6.9%	521	<b>8.8%</b>	<b>668</b>	12.6%	955	0.2%	16	61.1%	4,628	5.1%	384	<b>7,580</b>	<b>UNIVERSITY-WIDE</b>	<b>48.4%</b>	<b>3,665</b>	51.6%	3,915	<b>7,580</b>
Baruch College	29.0%	149	5.4%	28	1.0%	5	4.1%	21	5.1%	26	18.5%	95	0.0%	0	66.7%	343	4.3%	22	514	Baruch College	38.9%	200	61.1%	314	514
Brooklyn College	26.3%	142	6.7%	36	1.3%	7	5.6%	30	6.9%	37	12.6%	68	0.2%	1	69.2%	373	4.5%	24	539	Brooklyn College	46.0%	248	54.0%	291	539
Central Office	40.0%	2	0.0%	0	0.0%	0	0.0%	0	0.0%	0	40.0%	2	0.0%	0	60.0%	3	0.0%	0	5	Central Office	0.0%	0	100.0%	5	5
City College	32.9%	207	9.4%	59	0.8%	5	8.4%	53	9.2%	58	14.1%	89	0.2%	1	63.1%	397	4.0%	25	629	City College	39.9%	251	60.1%	378	629
Col. of Staten Island	26.6%	104	3.8%	15	0.5%	2	5.4%	21	5.9%	23	16.6%	65	0.3%	1	67.0%	262	6.4%	25	391	Col of Staten Island	46.8%	183	53.2%	208	391
CUNY School of Law	44.2%	19	14.0%	6	4.7%	2	2.3%	1	7.0%	3	23.3%	10	0.0%	0	46.5%	20	9.3%	4	43	CUNY School of Law	65.1%	28	34.9%	15	43
Graduate School	16.3%	31	6.8%	13	0.0%	0	4.2%	8	4.2%	8	5.3%	10	0.0%	0	82.6%	157	1.1%	2	190	Graduate School	34.2%	65	65.8%	125	190
Hunter College	28.1%	200	8.7%	62	2.1%	15	6.7%	48	8.8%	63	10.3%	73	0.3%	2	66.4%	473	5.5%	39	712	Hunter College	51.4%	366	48.6%	346	712
John Jay	30.5%	127	11.1%	46	3.1%	13	7.5%	31	10.6%	44	8.9%	37	0.0%	0	64.9%	270	4.6%	19	416	John Jay	47.8%	199	52.2%	217	416
Lehman College	32.0%	120	10.7%	40	3.7%	14	9.6%	36	13.3%	50	7.2%	27	0.8%	3	61.6%	231	6.4%	24	375	Lehman College	53.6%	201	46.4%	174	375
Medgar Evers	79.6%	144	64.6%	117	0.6%	1	3.3%	6	3.9%	7	10.5%	19	0.6%	1	19.3%	35	1.1%	2	181	Medgar Evers	47.0%	85	53.0%	96	181
NYC Coll of Tech	36.8%	165	13.8%	62	1.6%	7	4.9%	22	6.5%	29	16.1%	72	0.4%	2	55.8%	250	7.4%	33	448	NYC Coll of Tech	48.2%	216	51.8%	232	448
Queens College	24.8%	152	5.9%	36	1.0%	6	5.6%	34	6.5%	40	12.4%	76	0.0%	0	71.4%	437	3.8%	23	612	Queens College	46.2%	283	53.8%	329	612
School of Journalism	33.0%	7	19.0%	4	0.0%	0	0.0%	0	0.0%	0	9.5%	2	4.8%	1	66.7%	14	0.0%	0	21	School of Journalism	38.1%	8	61.9%	13	21
School of Prof. Stud	18.8%	3	12.5%	2	0.0%	0	6.3%	1	6.3%	1	0.0%	0	0.0%	0	81.3%	13	0.0%	0	16	School of Prof. Stud.	68.8%	11	31.3%	5	16
York College	44.9%	97	21.3%	46	1.9%	4	5.6%	12	7.4%	16	15.7%	34	0.5%	1	49.5%	107	5.6%	12	216	York College	49.5%	107	50.5%	109	216
BMCC	44.5%	252	19.1%	108	1.8%	10	10.2%	58	12.0%	68	13.1%	74	0.4%	2	50.4%	285	5.1%	29	566	BMCC	56.0%	317	44.0%	249	566
Bronx CC	43.9%	143	21.2%	69	3.7%	12	8.0%	26	11.7%	38	10.7%	35	0.3%	1	50.6%	165	5.5%	18	326	Bronx CC	46.3%	151	53.7%	175	326
Guttman CC	41.3%	19	21.7%	10	4.3%	2	2.2%	1	6.5%	3	13.0%	6	0.0%	0	58.7%	27	0.0%	0	46	Guttman CC	60.9%	28	39.1%	18	46
Hostos CC	52.1%	99	14.7%	28	15.3%	29	14.2%	27	29.5%	56	7.9%	15	0.0%	0	44.7%	85	3.2%	6	190	Hostos CC	52.1%	99	47.9%	91	190
Kingsborough CC	28.0%	99	12.4%	44	0.6%	2	7.6%	27	8.2%	29	7.3%	26	0.0%	0	61.3%	217	10.7%	38	354	Kingsborough CC	54.5%	193	45.5%	161	354
LaGuardia CC	42.3%	167	15.4%	61	2.8%	11	8.4%	33	11.1%	44	15.7%	62	0.0%	0	52.9%	209	4.8%	19	395	LaGuardia CC	57.0%	225	43.0%	170	395
Queensborough CC	32.4%	120	9.4%	37	0.0%	0	6.3%	25	6.3%	25	14.7%	58	0.0%	0	64.6%	255	5.1%	20	395	Queensborough CC	50.9%	201	49.1%	194	395

\*\* Data for The City University School of Law at Queens College has been separated from Queens College. Data for The William E. Macaulay Honors College is combined with data for The Graduate School and University Center and data for The Sophie Davis School of Biomedical Education is combined with data for The City College.

Note: Percentages may not equal 100% due to rounding.

2015 WORKFORCE ASSESSMENT OF DIVERSITY BY CAMPUS \*\*

PART-TIME ADJUNCT FACULTY

Source: CUNY Workforce Demographics by College, Ethnicity, and Gender, Fall 2015

ETHNIC REPRESENTATION												GENDER REPRESENTATION													
CAMPUS NAME	TOTAL MINORITY		BLACK		PUERTO RICAN		HISPANIC (excluding Puerto Rican)		TOTAL HISPANIC (including Puerto Rican)		AS./NAT.HA W./ OTHER PAC. ISL.		AM. IND./ AL. NATIVE		WHITE		ITALIAN AMERICAN		TOTAL	CAMPUS NAME	FEMALE		MALE		TOTAL
	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#			%	#	%	#	
UNIVERSITY-WIDE	38.0%	4,654	16.1%	1,975	2.2%	275	7.7%	945	10.0%	1,220	11.7%	1,439	0.2%	20	58.7%	7,191	3.3%	405	12,250	UNIVERSITY-WIDE	49.6%	6,077	50.4%	6,173	12,250
Baruch College	38.7%	215	10.0%	70	1.1%	8	6.1%	43	7.3%	51	13.4%	94	0.0%	0	65.3%	457	4.0%	28	700	Baruch College	41.6%	291	58.4%	409	700
Brooklyn College	24.9%	175	11.1%	78	2.3%	16	5.4%	38	7.7%	54	6.1%	43	0.0%	0	70.9%	498	4.1%	29	702	Brooklyn College	54.0%	379	46.0%	323	702
Central Office	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	Central Office	0.0%	0	0.0%	0	0
City College	38.2%	357	11.6%	108	1.4%	13	10.4%	97	11.8%	110	14.5%	136	0.3%	3	60.1%	562	1.7%	16	935	City College	47.0%	439	53.0%	496	935
Col. of Staten Island	19.4%	133	6.1%	42	1.0%	7	2.8%	19	3.8%	26	9.3%	64	0.1%	1	74.5%	512	6.1%	42	687	Col of Staten Island	50.1%	344	49.9%	343	687
CUNY School of Law	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	100.0%	4	0.0%	0	4	CUNY School of Law	50.0%	2	50.0%	2	4
Graduate School	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	100.0%	17	0.0%	0	17	Graduate School	29.4%	5	70.6%	12	17
Hostos CC	67.8%	225	22.6%	75	10.5%	35	22.3%	74	32.8%	109	12.3%	41	0.0%	0	30.4%	101	1.8%	6	332	Hunter College	61.8%	916	38.2%	566	1,482
Hunter College	33.0%	489	10.1%	149	2.8%	41	7.8%	116	10.6%	157	12.2%	181	0.1%	2	64.8%	961	2.2%	32	1,482	John Jay	45.9%	329	54.1%	388	717
John Jay	33.1%	237	12.4%	89	3.1%	22	9.3%	67	12.4%	89	8.1%	58	0.1%	1	63.5%	455	3.5%	25	717	Lehman College	56.9%	278	43.1%	211	489
Lehman College	46.6%	228	20.9%	102	4.7%	23	11.7%	57	16.4%	80	9.4%	46	0.0%	0	49.5%	242	3.9%	19	489	Medgar Evers	43.0%	125	57.0%	166	291
Medgar Evers	86.6%	252	73.9%	215	1.0%	3	3.8%	11	4.8%	14	6.9%	20	1.0%	3	13.1%	38	0.3%	1	291	NYC Coll of Tech.	41.9%	407	58.1%	564	971
NYC Coll of Tech.	44.0%	427	21.5%	209	1.9%	18	6.6%	64	8.4%	82	14.0%	136	0.0%	0	52.7%	512	3.3%	32	971	Queens College	50.9%	461	49.1%	445	906
Queens College	29.8%	270	6.2%	56	0.4%	4	6.8%	62	7.3%	66	16.1%	146	0.2%	2	66.7%	604	3.5%	32	906	School of Journalism	49.2%	31	50.8%	32	63
School of Journalism	23.8%	15	7.9%	5	1.6%	1	6.3%	4	7.9%	5	7.9%	5	0.0%	0	76.2%	48	0.0%	0	63	School of Prof. Stud.	59.4%	117	40.6%	80	197
School of Prof. Stud.	27.9%	55	13.7%	27	1.5%	3	5.1%	10	6.6%	13	7.6%	15	0.0%	0	71.6%	141	0.5%	1	197	York College	53.1%	222	46.9%	196	418
York College	57.9%	242	31.3%	131	1.9%	8	10.0%	42	12.0%	50	14.4%	60	0.2%	1	38.3%	160	3.8%	16	418	BMCC	44.5%	465	55.5%	581	1,046
BMCC	46.7%	489	23.4%	245	2.2%	23	7.6%	80	9.8%	103	13.3%	139	0.2%	2	50.7%	530	2.6%	27	1,046	Bronx CC	43.6%	177	56.4%	229	406
Bronx CC	54.7%	222	31.5%	128	5.9%	24	7.9%	32	13.8%	56	8.9%	36	0.5%	2	41.9%	170	3.4%	14	406	Guttman CC	54.8%	23	45.2%	19	42
Guttman CC	38.1%	16	14.3%	6	2.4%	1	7.1%	3	9.5%	4	14.3%	6	0.0%	0	59.5%	25	2.4%	1	42	Hostos CC	50.6%	168	49.4%	164	332
Kingsborough CC	22.4%	131	12.2%	71	0.5%	3	4.8%	28	5.3%	31	4.6%	27	0.3%	2	68.3%	399	9.2%	54	584	Kingsborough CC	52.1%	304	47.9%	280	584
LaGuardia CC	42.3%	305	15.7%	113	2.6%	19	10.0%	72	12.6%	91	13.9%	100	0.1%	1	56.3%	406	1.4%	10	721	LaGuardia CC	47.3%	341	52.7%	380	721
Queensborough CC	31.7%	171	10.4%	56	0.6%	3	4.8%	26	5.4%	29	15.9%	86	0.0%	0	64.6%	349	3.7%	20	540	Queensborough CC	46.9%	253	53.1%	287	540

\*\* Data for The City University School of Law at Queens College has been separated from Queens College. Data for The William E. Macaulay Honors College is combined with data for The Graduate School and University Center and data for The Sophie Davis School of Biomedical Education is combined with data for The City College.

Note: Percentages may not equal 100% due to rounding.

## 2010 to 2015 Full-Time Faculty Ethnicity and Gender Representation with New Hires

### UNIVERSITY - WIDE

	2010		2011		2012		2013		2014		2015		New Hires 7/1/2010 to 6/30/2015		Change between 2010 & 2015	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
	Female	3,483	47.5	3,392	47.8	3,533	48.3	3,651	48.5	3,752	48.8	3,665	48.4	646	53.2	182
Male	3,848	52.5	3,700	52.2	3,781	51.7	3,882	51.5	3,942	51.2	3,915	51.6	568	46.8	67	1.7
<b>Total Minority</b>	<b>2,369</b>	<b>32.3</b>	<b>2,303</b>	<b>32.5</b>	<b>2,381</b>	<b>32.6</b>	<b>2,482</b>	<b>32.9</b>	<b>2,554</b>	<b>33.2</b>	<b>2,568</b>	<b>33.9</b>	<b>411</b>	<b>33.9</b>	<b>199</b>	<b>8.4</b>
Black	933	12.7	890	12.5	906	12.4	943	12.5	931	12.1	929	12.3	120	9.9	(4)	(0.4)
Hispanic (incl. Puerto Rican)	642	8.8	615	8.7	643	8.8	655	8.7	679	8.8	668	8.8	96	7.9	26	4.0
Asian/Native Hawaiian / Other Pacific Islander	777	10.6	784	11.1	818	11.2	871	11.6	931	12.1	955	12.6	194	16.0	178	22.9
American Indian/Alaska Native	17	0.2	14	0.2	14	0.2	13	0.2	13	0.2	16	0.2	1	0.1	(1)	(5.9)
White	4,527	61.8	4,369	61.6	4,521	61.8	4,641	61.6	4,735	61.5	4,628	61.1	782	64.4	101	2.2
Italian American	435	5.9	420	5.9	412	5.6	410	5.4	405	5.3	384	5.1	21	1.7	(51)	(11.7)
<b>TOTAL</b>	<b>7,331</b>		<b>7,092</b>		<b>7,314</b>		<b>7,533</b>		<b>7,694</b>		<b>7,580</b>		<b>1,214</b>		<b>249</b>	<b>3.4</b>



## Faculty New Hire Assessment

### Full Time Faculty

- 2010-2015 University-Wide Full-Time Faculty New Hires by College
- 2010-2015 University-Wide Full-Time Faculty New Hires by Academic Field
- 2010-2015 University-Wide Full-Time Faculty New Hires by Academic Field (Senior Colleges Only)
- 2010-2015 University-Wide Full-Time Faculty New Hires by Academic Field (Community Colleges Only)
- 2010-2015 University-Wide Full-Time Faculty New Hire Report by Title and Race/Ethnicity
- 2010-2015 University-Wide Full-Time Faculty New Hire Report by Title and Gender

Note: Dataset allows for a comparison of separations during the same time period.

## UNIVERSITY-WIDE FULL-TIME FACULTY NEW HIRES BY COLLEGE

Includes Substitute and Visiting Appointments

Source: CUNYFirst New Hire Report (7/1/2010 - 6/30/2015)

	American Indian / Alaska Native		Asian / Native Hawaiian / Other Pacific Islander		Black		Hispanic (Including Puerto Rican)		Total Minority Federal Protected Groups		Italian American		White		TOTAL	Female		Male		50% or more minority hires	Univ-wide Avg Senior and Community College	% of hires in Federal Protected Groups
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	#	%	#	%	#		
<b>University-wide Total</b>	1	0.1%	194	16.0%	120	9.9%	96	7.9%	411	33.9%	21	1.7%	782	64.4%	1,214	646	53.2%	568	46.8%	N	41.6	33.9
<b>Senior Colleges</b>	1	0.1%	149	15.9%	76	8.1%	74	7.9%	300	31.9%	16	1.7%	624	66.4%	940	462	49.1%	478	50.9%	N	42.9	31.9
Baruch College	0	0.0%	29	27.1%	3	2.8%	6	5.6%	38	35.5%	1	0.9%	68	63.6%	107	55	51.4%	52	48.6%	N		35.5
Brooklyn College	0	0.0%	12	15.6%	6	7.8%	6	7.8%	24	31.2%	1	1.3%	52	67.5%	77	35	45.5%	42	54.5%	N		31.2
Central Office	0	0.0%	1	100.0%	0	0.0%	0	0.0%	1	100.0%	0	0.0%	0	0.0%	1	0	0.0%	1	100.0%	Y		100.0
City College	0	0.0%	23	17.2%	10	7.5%	8	6.0%	41	30.6%	2	1.5%	91	67.9%	134	52	38.8%	82	61.2%	N		30.6
College of Staten Island	0	0.0%	13	18.8%	3	4.3%	6	8.7%	22	31.9%	0	0.0%	47	68.1%	69	39	56.5%	30	43.5%	N		31.9
Graduate Center	0	0.0%	6	9.7%	3	4.8%	3	4.8%	12	19.4%	1	1.6%	49	79.0%	62	20	32.3%	42	67.7%	N		19.4
Hunter College	1	0.7%	14	9.4%	12	8.1%	7	4.7%	34	22.8%	2	1.3%	113	75.8%	149	82	55.0%	67	45.0%	N		22.8
John Jay College	0	0.0%	7	8.9%	8	10.1%	8	10.1%	23	29.1%	1	1.3%	55	69.6%	79	41	51.9%	38	48.1%	N		29.1
Law School	0	0.0%	4	44.4%	0	0.0%	1	11.1%	5	55.6%	1	11.1%	3	33.3%	9	8	88.9%	1	11.1%	Y		55.6
Lehman College	0	0.0%	6	11.3%	5	9.4%	10	18.9%	21	39.6%	3	5.7%	29	54.7%	53	31	58.5%	22	41.5%	N		39.6
Medgar Evers College	0	0.0%	1	9.1%	5	45.5%	2	18.2%	8	72.7%	0	0.0%	3	27.3%	11	5	45.5%	6	54.5%	Y		72.7
NYC College of Technology	0	0.0%	15	20.5%	5	6.8%	7	9.6%	27	37.0%	0	0.0%	46	63.0%	73	36	49.3%	37	50.7%	N		37.0
Queens College	0	0.0%	11	13.9%	6	7.6%	10	12.7%	27	34.2%	3	3.8%	49	62.0%	79	35	44.3%	44	55.7%	N		34.2
School of Journalism	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	100.0%	2	1	50.0%	1	50.0%	N		0.0
School of Professional Studies	0	0.0%	0	0.0%	1	100.0%	0	0.0%	1	100.0%	0	0.0%	0	0.0%	1	0	0.0%	1	100.0%	Y		100.0
York College	0	0.0%	7	20.6%	9	26.5%	0	0.0%	16	47.1%	1	2.9%	17	50.0%	34	22	64.7%	12	35.3%	N		47.1
<b>Community Colleges</b>	0	0.0%	45	16.4%	44	16.1%	22	8.0%	111	40.5%	5	1.8%	158	57.7%	274	184	67.2%	90	32.8%	N	38.7	40.5
Borough of Manhattan CC	0	0.0%	4	6.6%	12	19.7%	9	14.8%	25	41.0%	0	0.0%	36	59.0%	61	44	72.1%	17	27.9%	N		41.0
Bronx CC	0	0.0%	6	16.7%	9	25.0%	2	5.6%	17	47.2%	2	5.6%	17	47.2%	36	27	75.0%	9	25.0%	N		47.2
Guttman Community College	0	0.0%	1	10.0%	2	20.0%	0	0.0%	3	30.0%	0	0.0%	7	70.0%	10	8	80.0%	2	20.0%	N		30.0
Hostos CC	0	0.0%	6	21.4%	2	7.1%	4	14.3%	12	42.9%	1	3.6%	15	53.6%	28	21	75.0%	7	25.0%	N		42.9
Kingsborough CC	0	0.0%	5	15.2%	7	21.2%	1	3.0%	13	39.4%	0	0.0%	20	60.6%	33	19	57.6%	14	42.4%	N		39.4
LaGuardia CC	0	0.0%	16	24.6%	11	16.9%	6	9.2%	33	50.8%	2	3.1%	30	46.2%	65	44	67.7%	21	32.3%	Y		50.8
Queensborough CC	0	0.0%	7	17.1%	1	2.4%	0	0.0%	8	19.5%	0	0.0%	33	80.5%	41	21	51.2%	20	48.8%	N		19.5

# UNIVERSITY-WIDE FULL-TIME FACULTY NEW HIRES BY ACADEMIC FIELD

Includes Substitute and Visiting Appointments

Source: CUNYFirst New Hire Report (7/1/2010 - 6/30/2015)

	American Indian/ Alaska Native		Asian/Native Hawaiian / Other Pacific Islander		Black		Hispanic (incl. Puerto Rican)		Ttl Minority Federal Protected Groups		Italian American		White		TOTAL	Female			Male			50+ minor. hires	Univ-wide avg	% hires in protect ed groups
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	#	%	#	%	#	%	#		
	1	0.1%	194	16.0%	120	9.9%	96	7.9%	411	33.9%	21	1.7%	782	64.4%	1,214	646	53.2%	568	46.8%	N	37.4		33.9	
Agriculture, Agriculture Operations and Related Sciences / Biological and Biomedical Sciences / Physical Sciences	0	0.0%	4	16.7%	2	8.3%	4	16.7%	10	41.7%	0	0.0%	14	58.3%	24	14	58.3%	10	41.7%	N			41.7	
Agriculture, Agriculture Operations and Related Sciences / Biological and Biomedical Sciences / Physical Sciences / Computer and Information Sciences and Support Services	0	0.0%	0	0.0%	1	33.3%	1	33.3%	2	66.7%	0	0.0%	1	33.3%	3	1	33.3%	2	66.7%	Y			66.7	
Architecture and Related Services	0	0.0%	4	19.0%	2	9.5%	1	4.8%	7	33.3%	0	0.0%	14	66.7%	21	10	47.6%	11	52.4%	N			33.3	
Area, Ethnic, Cultural, Gender, and Group Studies	0	0.0%	1	6.7%	4	26.7%	3	20.0%	8	53.3%	0	0.0%	7	46.7%	15	8	53.3%	7	46.7%	Y			53.3	
Biological and Biomedical Sciences	0	0.0%	10	18.9%	7	13.2%	7	13.2%	24	45.3%	0	0.0%	29	54.7%	53	28	52.8%	25	47.2%	N			45.3	
Biological and Biomedical Sciences / Physical Sciences / Social Sciences	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	100.0%	2	1	50.0%	1	50.0%	N			0.0	
Business, Management, Marketing, Support Services	0	0.0%	30	32.6%	8	8.7%	7	7.6%	45	48.9%	3	3.3%	44	47.8%	92	50	54.3%	42	45.7%	N			48.9	
Communication, Journalism, and Related Programs	0	0.0%	2	5.1%	5	12.8%	1	2.6%	8	20.5%	0	0.0%	31	79.5%	39	21	53.8%	18	46.2%	N			20.5	
Communication, Journalism, and Related Programs / Visual and Performing Arts	0	0.0%	1	9.1%	1	9.1%	1	9.1%	3	27.3%	0	0.0%	8	72.7%	11	5	45.5%	6	54.5%	N			27.3	
Computer and Information Sciences and Support Services	0	0.0%	6	60.0%	0	0.0%	0	0.0%	6	60.0%	1	10.0%	3	30.0%	10	0	0.0%	10	100.0%	Y			60.0	
Education	0	0.0%	8	11.8%	17	25.0%	7	10.3%	32	47.1%	1	1.5%	35	51.5%	68	50	73.5%	18	26.5%	N			47.1	
Engineering	0	0.0%	4	19.0%	2	9.5%	1	4.8%	7	33.3%	1	4.8%	13	61.9%	21	6	28.6%	15	71.4%	N			33.3	
Engineering Technologies and Engineering-related Fields	0	0.0%	5	38.5%	0	0.0%	3	23.1%	8	61.5%	0	0.0%	5	38.5%	13	4	30.8%	9	69.2%	Y			61.5	
English Language and Literature/Letters	0	0.0%	12	12.9%	10	10.8%	5	5.4%	27	29.0%	3	3.2%	63	67.7%	93	60	64.5%	33	35.5%	N			29.0	
Foreign Languages, Literatures, and Linguistics	0	0.0%	1	3.0%	1	3.0%	16	48.5%	18	54.5%	0	0.0%	15	45.5%	33	19	57.6%	14	42.4%	Y			54.5	
Health Professions and Related Programs	0	0.0%	13	15.5%	12	14.3%	4	4.8%	29	34.5%	3	3.6%	52	61.9%	84	55	65.5%	29	34.5%	N			34.5	
History	0	0.0%	5	15.2%	5	15.2%	0	0.0%	10	30.3%	0	0.0%	23	69.7%	33	16	48.5%	17	51.5%	N			30.3	
Homeland Security, Law Enforcement, Firefighting, etc.	0	0.0%	1	5.6%	1	5.6%	2	11.1%	4	22.2%	0	0.0%	14	77.8%	18	5	27.8%	13	72.2%	N			22.2	
Legal Professions and Studies	0	0.0%	4	25.0%	0	0.0%	1	6.3%	5	31.3%	2	12.5%	9	56.3%	16	11	68.8%	5	31.3%	N			31.3	
Liberal Arts and Sciences, General Studies and Humanities	0	0.0%	7	11.5%	4	6.6%	2	3.3%	13	21.3%	1	1.6%	47	77.0%	61	34	55.7%	27	44.3%	N			21.3	
Liberal Arts and Sciences, General Studies and Humanities / Area, Ethnic, Cultural, Gender, and Group Studies	0	0.0%	0	0.0%	0	0.0%	1	100.0%	1	100.0%	0	0.0%	0	0.0%	1	1	100.0%	0	0.0%	Y			100.0	
Liberal Arts and Sciences, General Studies and Humanities / Multi/Interdisciplinary Studies	0	0.0%	1	14.3%	1	14.3%	0	0.0%	2	28.6%	0	0.0%	5	71.4%	7	4	57.1%	3	42.9%	N			28.6	
Library Science	0	0.0%	6	18.8%	4	12.5%	1	3.1%	11	34.4%	1	3.1%	20	62.5%	32	25	78.1%	7	21.9%	N			34.4	
Mathematics and Statistics	0	0.0%	8	15.7%	0	0.0%	2	3.9%	10	19.6%	0	0.0%	41	80.4%	51	16	31.4%	35	68.6%	N			19.6	
Mathematics and Statistics / Computer and Information Sciences and Support Services	0	0.0%	13	48.1%	0	0.0%	0	0.0%	13	48.1%	1	3.7%	13	48.1%	27	10	37.0%	17	63.0%	N			48.1	
Mathematics and Statistics / Computer and Information Sciences and Support Services / Engineering	0	0.0%	4	57.1%	1	14.3%	1	14.3%	6	85.7%	0	0.0%	1	14.3%	7	3	42.9%	4	57.1%	Y			85.7	
Parks, Recreation, Leisure and Fitness Studies	0	0.0%	0	0.0%	1	7.7%	0	0.0%	1	7.7%	0	0.0%	12	92.3%	13	8	61.5%	5	38.5%	N			7.7	
Parks, Recreation, Leisure and Fitness Studies / Health Professions and Related Programs	0	0.0%	0	0.0%	1	33.3%	0	0.0%	1	33.3%	0	0.0%	2	66.7%	3	1	33.3%	2	66.7%	N			33.3	
Philosophy and Religious Studies	0	0.0%	1	4.3%	1	4.3%	1	4.3%	3	13.0%	0	0.0%	20	87.0%	23	7	30.4%	16	69.6%	N			13.0	
Physical Sciences	0	0.0%	12	19.0%	2	3.2%	5	7.9%	19	30.2%	0	0.0%	44	69.8%	63	16	25.4%	47	74.6%	N			30.2	
Psychology	1	2.3%	7	15.9%	1	2.3%	0	0.0%	9	20.5%	0	0.0%	35	79.5%	44	30	68.2%	14	31.8%	N			20.5	
Public Administration and Social Service Professions	0	0.0%	3	12.0%	4	16.0%	1	4.0%	8	32.0%	1	4.0%	16	64.0%	25	16	64.0%	9	36.0%	N			32.0	
Social Sciences	0	0.0%	16	11.9%	16	11.9%	13	9.6%	45	33.3%	1	0.7%	89	65.9%	135	81	60.0%	54	40.0%	N			33.3	
Visual and Performing Arts	0	0.0%	5	6.8%	6	8.2%	5	6.8%	16	21.9%	2	2.7%	55	75.3%	73	30	41.1%	43	58.9%	N			21.9	

# SENIOR COLLEGE FULL-TIME FACULTY NEW HIRES BY ACADEMIC FIELD

Includes Substitute and Visiting Appointments

Source: CUNYFirst New Hire Report (7/1/2010 - 6/30/2015)

	American Indian/ Alaska Native		Asian/Native Hawaiian / Other Pacific Islander		Black		Hispanic (incl. Puerto Rican)		Ttl Minority Federal Protected Groups		Italian American		White		TOTAL	Female		Male		50+ minor. hires	Univ-wide avg	% hires in protected groups
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	#	%	#	%	#		
<b>Senior Colleges</b>	<b>1</b>	<b>0.1%</b>	<b>149</b>	<b>15.9%</b>	<b>76</b>	<b>8.1%</b>	<b>74</b>	<b>7.9%</b>	<b>300</b>	<b>31.9%</b>	<b>16</b>	<b>1.7%</b>	<b>624</b>	<b>66.4%</b>	<b>940</b>	<b>462</b>	<b>49.1%</b>	<b>478</b>	<b>50.9%</b>	<b>N</b>	<b>31.0</b>	<b>31.9</b>
Agriculture, Agriculture Operations and Related Sciences / Biological and Biomedical Sciences / Physical Sciences	0	0.0%	2	16.7%	0	0.0%	3	25.0%	5	41.7%	0	0.0%	7	58.3%	12	8	66.7%	4	33.3%	N		41.7
Agriculture, Agriculture Operations and Related Sciences / Biological and Biomedical Sciences / Physical Sciences / Computer and Information Sciences and Support Services	0	0.0%	0	0.0%	1	33.3%	1	33.3%	2	66.7%	0	0.0%	1	33.3%	3	1	33.3%	2	66.7%	Y		66.7
Architecture and Related Services	0	0.0%	4	19.0%	2	9.5%	1	4.8%	7	33.3%	0	0.0%	14	66.7%	21	10	47.6%	11	52.4%	N		33.3
Area, Ethnic, Cultural, Gender, and Group Studies	0	0.0%	1	6.7%	4	26.7%	3	20.0%	8	53.3%	0	0.0%	7	46.7%	15	8	53.3%	7	46.7%	Y		53.3
Biological and Biomedical Sciences	0	0.0%	10	22.7%	4	9.1%	7	15.9%	21	47.7%	0	0.0%	23	52.3%	44	23	52.3%	21	47.7%	N		47.7
Biological and Biomedical Sciences / Physical Sciences / Social Sciences	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	100.0%	2	1	50.0%	1	50.0%	N		0.0
Business, Management, Marketing, Support Services	0	0.0%	29	34.9%	7	8.4%	7	8.4%	43	51.8%	1	1.2%	39	47.0%	83	44	53.0%	39	47.0%	Y		51.8
Communication, Journalism, and Related Programs	0	0.0%	2	6.3%	3	9.4%	1	3.1%	6	18.8%	0	0.0%	26	81.3%	32	15	46.9%	17	53.1%	N		18.8
Communication, Journalism, and Related Programs / Visual and Performing Arts	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	100.0%	2	0	0.0%	2	100.0%	N		0.0
Computer and Information Sciences and Support Services	0	0.0%	6	60.0%	0	0.0%	0	0.0%	6	60.0%	1	10.0%	3	30.0%	10	0	0.0%	10	100.0%	Y		60.0
Education	0	0.0%	5	10.6%	12	25.5%	6	12.8%	23	48.9%	1	2.1%	23	48.9%	47	33	70.2%	14	29.8%	N		48.9
Engineering	0	0.0%	4	19.0%	2	9.5%	1	4.8%	7	33.3%	1	4.8%	13	61.9%	21	6	28.6%	15	71.4%	N		33.3
Engineering Technologies and Engineering-related Fields	0	0.0%	3	27.3%	0	0.0%	3	27.3%	6	54.5%	0	0.0%	5	45.5%	11	4	36.4%	7	63.6%	Y		54.5
English Language and Literature/Letters	0	0.0%	6	10.9%	6	10.9%	2	3.6%	14	25.5%	1	1.8%	40	72.7%	55	31	56.4%	24	43.6%	N		25.5
Foreign Languages, Literatures, and Linguistics	0	0.0%	1	4.2%	1	4.2%	12	50.0%	14	58.3%	0	0.0%	10	41.7%	24	11	45.8%	13	54.2%	Y		58.3
Health Professions and Related Programs	0	0.0%	8	12.9%	6	9.7%	3	4.8%	17	27.4%	3	4.8%	42	67.7%	62	36	58.1%	26	41.9%	N		27.4
History	0	0.0%	5	19.2%	4	15.4%	0	0.0%	9	34.6%	0	0.0%	17	65.4%	26	12	46.2%	14	53.8%	N		34.6
Homeland Security, Law Enforcement, Firefighting, etc.	0	0.0%	1	5.6%	1	5.6%	2	11.1%	4	22.2%	0	0.0%	14	77.8%	18	5	27.8%	13	72.2%	N		22.2
Legal Professions and Studies	0	0.0%	4	25.0%	0	0.0%	1	6.3%	5	31.3%	2	12.5%	9	56.3%	16	11	68.8%	5	31.3%	N		31.3
Liberal Arts and Sciences, General Studies and Humanities	0	0.0%	3	9.4%	0	0.0%	1	3.1%	4	12.5%	0	0.0%	28	87.5%	32	13	40.6%	19	59.4%	N		12.5
Liberal Arts and Sciences, General Studies and Humanities / Multi/Interdisciplinary Studies	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	100.0%	1	1	100.0%	0	0.0%	N		0.0
Library Science	0	0.0%	3	13.0%	3	13.0%	1	4.3%	7	30.4%	1	4.3%	15	65.2%	23	17	73.9%	6	26.1%	N		30.4
Mathematics and Statistics	0	0.0%	7	14.9%	0	0.0%	2	4.3%	9	19.1%	0	0.0%	38	80.9%	47	12	25.5%	35	74.5%	N		19.1
Mathematics and Statistics / Computer and Information Sciences and Support Services	0	0.0%	7	50.0%	0	0.0%	0	0.0%	7	50.0%	1	7.1%	6	42.9%	14	4	28.6%	10	71.4%	Y		50.0
Parks, Recreation, Leisure and Fitness Studies	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	5	100.0%	5	4	80.0%	1	20.0%	N		0.0
Parks, Recreation, Leisure and Fitness Studies / Health Professions and Related Programs	0	0.0%	0	0.0%	1	33.3%	0	0.0%	1	33.3%	0	0.0%	2	66.7%	3	1	33.3%	2	66.7%	N		33.3
Philosophy and Religious Studies	0	0.0%	1	4.3%	1	4.3%	1	4.3%	3	13.0%	0	0.0%	20	87.0%	23	7	30.4%	16	69.6%	N		13.0
Physical Sciences	0	0.0%	9	15.3%	2	3.4%	5	8.5%	16	27.1%	0	0.0%	43	72.9%	59	15	25.4%	44	74.6%	N		27.1
Psychology	1	2.3%	7	15.9%	1	2.3%	0	0.0%	9	20.5%	0	0.0%	35	79.5%	44	30	68.2%	14	31.8%	N		20.5
Public Administration and Social Service Professions	0	0.0%	3	12.5%	4	16.7%	0	0.0%	7	29.2%	1	4.2%	16	66.7%	24	15	62.5%	9	37.5%	N		29.2
Social Sciences	0	0.0%	14	13.7%	7	6.9%	8	7.8%	29	28.4%	1	1.0%	72	70.6%	102	59	57.8%	43	42.2%	N		28.4
Visual and Performing Arts	0	0.0%	4	6.8%	4	6.8%	3	5.1%	11	18.6%	2	3.4%	46	78.0%	59	25	42.4%	34	57.6%	N		18.6

## COMMUNITY COLLEGE FULL-TIME FACULTY NEW HIRES BY ACADEMIC FIELD

Includes Substitute and Visiting Appointments

Source: CUNYFirst New Hire Report (7/1/2010 - 6/30/2015)

	American Indian/Alaska Native		Asian/Native Hawaiian / Other Pacific Islander		Black		Hispanic (incl. Puerto Rican)		Ttl Minority Protected Groups		Italian American		White		TOTAL	Female		Male		50%+ minor. hires	Univ-wide avg	% hires in protected groups
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	#	%	#	%	#		
	<b>Community Colleges</b>	0	0.0%	45	16.4%	44	16.1%	22	8.0%	111	40.5%	5	1.8%	158	57.7%	274	184	67.2%	90	32.8%	N	47.3
Agriculture, Agriculture Operations and Related Sciences / Biological and Biomedical Sciences / Physical Sciences	0	0.0%	2	16.7%	2	16.7%	1	8.3%	5	41.7%	0	0.0%	7	58.3%	12	6	50.0%	6	50.0%	N		41.7
Biological and Biomedical Sciences	0	0.0%	0	0.0%	3	33.3%	0	0.0%	3	33.3%	0	0.0%	6	66.7%	9	5	55.6%	4	44.4%	N		33.3
Business, Management, Marketing, Support Services	0	0.0%	1	11.1%	1	11.1%	0	0.0%	2	22.2%	2	22.2%	5	55.6%	9	6	66.7%	3	33.3%	N		22.2
Communication, Journalism, and Related Programs	0	0.0%	0	0.0%	2	28.6%	0	0.0%	2	28.6%	0	0.0%	5	71.4%	7	6	85.7%	1	14.3%	N		28.6
Communication, Journalism, and Related Programs / Visual and Performing Arts	0	0.0%	1	11.1%	1	11.1%	1	11.1%	3	33.3%	0	0.0%	6	66.7%	9	5	55.6%	4	44.4%	N		33.3
Education	0	0.0%	3	14.3%	5	23.8%	1	4.8%	9	42.9%	0	0.0%	12	57.1%	21	17	81.0%	4	19.0%	N		42.9
Engineering Technologies and Engineering-related Fields	0	0.0%	2	100.0%	0	0.0%	0	0.0%	2	100.0%	0	0.0%	0	0.0%	2	0	0.0%	2	100.0%	Y		100.0
English Language and Literature/Letters	0	0.0%	6	15.8%	4	10.5%	3	7.9%	13	34.2%	2	5.3%	23	60.5%	38	29	76.3%	9	23.7%	N		34.2
Foreign Languages, Literatures, and Linguistics	0	0.0%	0	0.0%	0	0.0%	4	44.4%	4	44.4%	0	0.0%	5	55.6%	9	8	88.9%	1	11.1%	N		44.4
Health Professions and Related Programs	0	0.0%	5	22.7%	6	27.3%	1	4.5%	12	54.5%	0	0.0%	10	45.5%	22	19	86.4%	3	13.6%	Y		54.5
History	0	0.0%	0	0.0%	1	14.3%	0	0.0%	1	14.3%	0	0.0%	6	85.7%	7	4	57.1%	3	42.9%	N		14.3
Liberal Arts and Sciences, General Studies and Humanities	0	0.0%	4	13.8%	4	13.8%	1	3.4%	9	31.0%	1	3.4%	19	65.5%	29	21	72.4%	8	27.6%	N		31.0
Liberal Arts and Sciences, General Studies and Humanities / Area, Ethnic, Cultural, Gender, and Group Studies	0	0.0%	0	0.0%	0	0.0%	1	100.0%	1	100.0%	0	0.0%	0	0.0%	1	1	100.0%	0	0.0%	Y		100.0
Liberal Arts and Sciences, General Studies and Humanities/ Multi/Interdisciplinary Studies	0	0.0%	1	16.7%	1	16.7%	0	0.0%	2	33.3%	0	0.0%	4	66.7%	6	3	50.0%	3	50.0%	N		33.3
Library Science	0	0.0%	3	33.3%	1	11.1%	0	0.0%	4	44.4%	0	0.0%	5	55.6%	9	8	88.9%	1	11.1%	N		44.4
Mathematics and Statistics	0	0.0%	1	25.0%	0	0.0%	0	0.0%	1	25.0%	0	0.0%	3	75.0%	4	4	100.0%	0	0.0%	N		25.0
Mathematics and Statistics / Computer and Information Sciences and Support Services	0	0.0%	6	46.2%	0	0.0%	0	0.0%	6	46.2%	0	0.0%	7	53.8%	13	6	46.2%	7	53.8%	N		46.2
Mathematics and Statistics / Computer and Information Sciences and Support Services / Engineering	0	0.0%	4	57.1%	1	14.3%	1	14.3%	6	85.7%	0	0.0%	1	14.3%	7	3	42.9%	4	57.1%	Y		85.7
Parks, Recreation, Leisure and Fitness Studies	0	0.0%	0	0.0%	1	12.5%	0	0.0%	1	12.5%	0	0.0%	7	87.5%	8	4	50.0%	4	50.0%	N		12.5
Physical Sciences	0	0.0%	3	75.0%	0	0.0%	0	0.0%	3	75.0%	0	0.0%	1	25.0%	4	1	25.0%	3	75.0%	Y		75.0
Public Administration and Social Service Professions	0	0.0%	0	0.0%	0	0.0%	1	100.0%	1	100.0%	0	0.0%	0	0.0%	1	1	100.0%	0	0.0%	Y		100.0
Social Sciences	0	0.0%	2	6.1%	9	27.3%	5	15.2%	16	48.5%	0	0.0%	17	51.5%	33	22	66.7%	11	33.3%	N		48.5
Visual and Performing Arts	0	0.0%	1	7.1%	2	14.3%	2	14.3%	5	35.7%	0	0.0%	9	64.3%	14	5	35.7%	9	64.3%	N		35.7

**UNIVERSITY-WIDE FULL-TIME FACULTY NEW HIRE REPORT BY TITLE AND RACE/ETHNICITY**

Includes Substitute and Visiting Appointments

Source: CUNYFirst New Hire Report (7/1/2010 - 6/30/2015)

	2010-11		2011-12		2012-13		2013-14		2014-15		Grand Total	
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Grand Total</b>	<b>222</b>		<b>156</b>		<b>221</b>		<b>306</b>		<b>309</b>		<b>1,214</b>	
<b>Einstein/Distinguished Professor</b>	<b>0</b>		<b>2</b>		<b>0</b>		<b>1</b>		<b>2</b>		<b>5</b>	
<i>Total Minority</i>												
<i>Federal Protected Group</i>	<i>0</i>	<i>0.0</i>	<i>0</i>	<i>0.0</i>	<i>0</i>	<i>0.0</i>	<i>0</i>	<i>0.0</i>	<i>0</i>	<i>0.0</i>	<i>0</i>	<i>0.0</i>
White	0	0.0	2	100.0		0.0	1	100.0	2	100.0	5	100.0
<b>Professor</b>	<b>37</b>		<b>24</b>		<b>20</b>		<b>41</b>		<b>38</b>		<b>160</b>	
<i>Total Minority</i>												
<i>Federal Protected Group</i>	<i>5</i>	<i>13.5</i>	<i>9</i>	<i>37.5</i>	<i>4</i>	<i>20.0</i>	<i>6</i>	<i>14.6</i>	<i>11</i>	<i>28.9</i>	<i>35</i>	<i>21.9</i>
Asian		0.0	2	8.3	1	5.0	4	9.8	7	18.4	14	8.8
Black	2	5.4	4	16.7	2	10.0	1	2.4	1	2.6	10	6.3
Hispanic (incl. PR)	3	8.1	3	12.5	1	5.0	1	2.4	3	7.9	11	6.9
Ital. Amer.	0	0.0	1	4.2	0	0.0	3	7.3	0	0.0	4	2.5
White	32	86.5	14	58.3	16	80.0	32	78.0	27	71.1	121	75.6
<b>Associate Professor</b>	<b>19</b>		<b>16</b>		<b>27</b>		<b>24</b>		<b>21</b>		<b>107</b>	
<i>Total Minority</i>												
<i>Federal Protected Group</i>	<i>4</i>	<i>21.1</i>	<i>5</i>	<i>31.3</i>	<i>10</i>	<i>37.0</i>	<i>9</i>	<i>37.5</i>	<i>9</i>	<i>42.9</i>	<i>37</i>	<i>34.6</i>
Asian	3	15.8	4	25.0	6	22.2	2	8.3	6	28.6	21	19.6
Black	0	0.0	1	6.3	2	7.4	6	25.0	0	0.0	9	8.4
Hispanic (incl. PR)	1	5.3	0	0.0	2	7.4	1	4.2	3	14.3	7	6.5
Ital. Amer.	1	5.3	0	0.0	2	7.4	0	0.0	0	0.0	3	2.8
White	14	73.7	11	68.8	15	55.6	15	62.5	12	57.1	67	62.6
<b>Assistant Professor</b>	<b>133</b>		<b>94</b>		<b>147</b>		<b>201</b>		<b>217</b>		<b>792</b>	
<i>Total Minority</i>												
<i>Federal Protected Group</i>	<i>51</i>	<i>38.3</i>	<i>38</i>	<i>40.4</i>	<i>54</i>	<i>36.7</i>	<i>67</i>	<i>33.3</i>	<i>82</i>	<i>37.8</i>	<i>292</i>	<i>36.9</i>
Am. Ind.		0.0		0.0		0.0		0.0	1	0.5	1	0.1
Asian	23	17.3	15	16.0	24	16.3	38	18.9	41	18.9	141	17.8
Black	20	15.0	13	13.8	16	10.9	8	4.0	24	11.1	81	10.2
Hispanic (incl. PR)	8	6.0	10	10.6	14	9.5	21	10.4	16	7.4	69	8.7
Ital. Amer.	3	2.3	1	1.1	2	1.4	2	1.0	1	0.5	9	1.1
White	79	59.4	55	58.5	91	61.9	132	65.7	134	61.8	491	62.0
<b>Instructor</b>	<b>7</b>		<b>4</b>		<b>5</b>		<b>13</b>		<b>7</b>		<b>36</b>	
<i>Total Minority</i>												
<i>Federal Protected Group</i>	<i>2</i>	<i>28.6</i>	<i>3</i>	<i>75.0</i>	<i>3</i>	<i>60.0</i>	<i>6</i>	<i>46.2</i>	<i>2</i>	<i>28.6</i>	<i>16</i>	<i>44.4</i>
Asian	1	14.3	1	25.0	2	40.0	3	23.1	2	28.6	9	25.0
Black	1	14.3	1	25.0	1	20.0	1	7.7	0	0.0	4	11.1
Hispanic (incl. PR)	0	0.0	1	25.0	0	0.0	2	15.4	0	0.0	3	8.3
Ital. Amer.	0	0.0	1	25.0	0	0.0	0	0.0	0	0.0	1	2.8
White	5	71.4	0	0.0	2	40.0	7	53.8	5	71.4	19	52.8
<b>Lecturer</b>	<b>26</b>		<b>16</b>		<b>22</b>		<b>26</b>		<b>24</b>		<b>114</b>	
<i>Total Minority</i>												
<i>Federal Protected Group</i>	<i>10</i>	<i>38.5</i>	<i>2</i>	<i>12.5</i>	<i>3</i>	<i>13.6</i>	<i>5</i>	<i>19.2</i>	<i>11</i>	<i>45.8</i>	<i>31</i>	<i>27.2</i>
Asian	3	11.5	0	0.0	0	0.0	2	7.7	4	16.7	9	7.9
Black	6	23.1	2	12.5	0	0.0	3	11.5	5	20.8	16	14.0
Hispanic (incl. PR)	1	3.8	0	0.0	3	13.6	0	0.0	2	8.3	6	5.3
Ital. Amer.	1	3.8	3	18.8	0	0.0	0	0.0	0	0.0	4	3.5
White	15	57.7	11	68.8	19	86.4	21	80.8	13	54.2	79	69.3

**UNIVERSITY-WIDE FULL-TIME FACULTY NEW HIRE REPORT BY TITLE AND GENDER**

Includes Substitute and Visiting Appointments

Source: CUNYFirst New Hire Report (7/1/2010 - 6/30/2015)

	2010-11		2011-12		2012-13		2013-14		2014-15		Grand Total	
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Grand Total</b>	<b>222</b>		<b>156</b>		<b>221</b>		<b>306</b>		<b>309</b>		<b>1,214</b>	
<b>Einstein/ Distinguished Professor</b>	<b>0</b>		<b>2</b>		<b>0</b>		<b>1</b>		<b>2</b>		<b>5</b>	
Female	0	0.0		0.0	0	0.0	0	0.0	0	0.0	0	0.0
Male	0	0.0	2	100.0	0	0.0	1	100.0	2	100.0	5	100.0
<b>Professor</b>	<b>37</b>		<b>24</b>		<b>20</b>		<b>41</b>		<b>38</b>		<b>160</b>	
Female	12	32.4	11	45.8	7	35.0	11	26.8	15	39.5	56	35.0
Male	25	67.6	13	54.2	13	65.0	30	73.2	23	60.5	104	65.0
<b>Associate Professor</b>	<b>19</b>		<b>16</b>		<b>27</b>		<b>24</b>		<b>21</b>		<b>107</b>	
Female	11	57.9	10	62.5	15	55.6	10	41.7	9	42.9	55	51.4
Male	8	42.1	6	37.5	12	44.4	14	58.3	12	57.1	52	48.6
<b>Assistant Professor</b>	<b>133</b>		<b>94</b>		<b>147</b>		<b>201</b>		<b>217</b>		<b>792</b>	
Female	84	63.2	47	50.0	99	67.3	106	52.7	114	52.5	450	56.8
Male	49	36.8	47	50.0	48	32.7	95	47.3	103	47.5	342	43.2
<b>Instructor</b>	<b>7</b>		<b>4</b>		<b>5</b>		<b>13</b>		<b>7</b>		<b>36</b>	
Female	2	28.6	4	100.0	4	80.0	8	61.5	6	85.7	24	66.7
Male	5	71.4	0	0.0	1	20.0	5	38.5	1	14.3	12	33.3
<b>Lecturer</b>	<b>26</b>		<b>16</b>		<b>22</b>		<b>26</b>		<b>24</b>		<b>114</b>	
Female	15	57.7	4	25.0	13	59.1	15	57.7	14	58.3	61	53.5
Male	11	42.3	12	75.0	9	40.9	11	42.3	10	41.7	53	46.5

Faculty  
Separations  
Assessment

Full Time Faculty

- University-Wide Full-Time Faculty Separations by Campus, Race/Ethnicity, Gender
- University-Wide Full-Time Faculty Separations by Reason, Race/Ethnicity, Gender
- New Hires and Separations Analysis 2010-2015
  - Hires and Separations by Race/Ethnicity 2010-2015
  - Non-Reappointments and Resignations compared with Separations by Race/Ethnicity
  - Hires and Separations by Gender 2010-2015



**FULL-TIME FACULTY SEPARATIONS JULY 1, 2010 – JUNE 30, 2015 BY CAMPUS**  
 Source: CUNYFirst Separations 7.1.2010 through 6.30.2015 excludes Appointment Withdrawn.

	AMERICAN INDIAN / ALASKA NATIVE		ASIAN / NATIVE HAWAIIAN / OTHER PACIFIC ISLANDER		BLACK		HISPANIC (incl. Puerto Rican)		Total Minority Federal Protected Groups		ITALIAN AMERICAN		WHITE		GRAND TOTAL	Female		Male	
<b>University-Wide Totals</b>	<b>4</b>	<b>0.2%</b>	<b>158</b>	<b>8.4%</b>	<b>281</b>	<b>15.0%</b>	<b>172</b>	<b>9.2%</b>	<b>615</b>	<b>32.7%</b>	<b>102</b>	<b>5.4%</b>	<b>1,161</b>	<b>61.8%</b>	<b>1,878</b>	<b>962</b>	<b>51.2%</b>	<b>916</b>	<b>48.8%</b>
<b>Senior Colleges</b>	<b>4</b>	<b>0.3%</b>	<b>116</b>	<b>8.8%</b>	<b>185</b>	<b>14.0%</b>	<b>107</b>	<b>8.1%</b>	<b>412</b>	<b>31.1%</b>	<b>70</b>	<b>5.3%</b>	<b>842</b>	<b>63.6%</b>	<b>1,324</b>	<b>635</b>	<b>48.0%</b>	<b>689</b>	<b>52.0%</b>
Baruch College		0.0%	26	21.8%	4	3.4%	5	4.2%	35	29.4%	5	4.2%	79	66.4%	119	51	42.9%	68	57.1%
Brooklyn College	1	0.7%	7	5.0%	12	8.5%	12	8.5%	32	22.7%	11	7.8%	98	69.5%	141	68	48.2%	73	51.8%
City College		0.0%	19	13.2%	21	14.6%	10	6.9%	50	34.7%	9	6.3%	85	59.0%	144	62	43.1%	82	56.9%
College of Staten Island		0.0%	4	4.7%	1	1.2%	3	3.5%	8	9.3%	10	11.6%	68	79.1%	86	40	46.5%	46	53.5%
Graduate Center		0.0%	2	5.9%	1	2.9%	4	11.8%	7	20.6%	1	2.9%	26	76.5%	34	20	58.8%	14	41.2%
Hunter College		0.0%	13	6.6%	16	8.2%	18	9.2%	47	24.0%	11	5.6%	138	70.4%	196	105	53.6%	91	46.4%
John Jay College		0.0%	5	5.2%	17	17.5%	13	13.4%	35	36.1%	4	4.1%	58	59.8%	97	40	41.2%	57	58.8%
Law School		0.0%		0.0%	3	27.3%	3	27.3%	6	54.5%		0.0%	5	45.5%	11	5	45.5%	6	54.5%
Lehman College		0.0%	4	3.9%	7	6.9%	14	13.7%	25	24.5%	10	9.8%	67	65.7%	102	58	56.9%	44	43.1%
Medgar Evers College		0.0%	4	5.7%	55	78.6%	2	2.9%	61	87.1%		0.0%	9	12.9%	70	35	50.0%	35	50.0%
NYC College of Technology	1	0.9%	9	7.8%	16	13.8%	10	8.6%	36	31.0%	5	4.3%	75	64.7%	116	56	48.3%	60	51.7%
Queens College	1	0.7%	18	13.0%	14	10.1%	7	5.1%	40	29.0%	2	1.4%	96	69.6%	138	55	39.9%	83	60.1%
School of Journalism		0.0%	1	16.7%	2	33.3%		0.0%	3	50.0%		0.0%	3	50.0%	6	3	50.0%	3	50.0%
School of Professional Studies		0.0%		0.0%	1	50.0%		0.0%	1	50.0%		0.0%	1	50.0%	2	1	50.0%	1	50.0%
York College	1	1.6%	4	6.5%	15	24.2%	6	9.7%	26	41.9%	2	3.2%	34	54.8%	62	36	58.1%	26	41.9%
<b>Community Colleges</b>	<b>0</b>	<b>0.0%</b>	<b>42</b>	<b>7.6%</b>	<b>96</b>	<b>17.3%</b>	<b>65</b>	<b>11.7%</b>	<b>203</b>	<b>36.6%</b>	<b>32</b>	<b>5.8%</b>	<b>319</b>	<b>57.6%</b>	<b>554</b>	<b>327</b>	<b>59.0%</b>	<b>227</b>	<b>41.0%</b>
Borough of Manhattan CC		0.0%	17	15.5%	24	21.8%	14	12.7%	55	50.0%	7	6.4%	48	43.6%	110	69	62.7%	41	37.3%
Bronx CC		0.0%	4	4.7%	24	28.2%	13	15.3%	41	48.2%	6	7.1%	38	44.7%	85	46	54.1%	39	45.9%
Guttman Community College		0.0%		0.0%	1	25.0%		0.0%	1	25.0%		0.0%	3	75.0%	4	4	100.0%		0.0%
Hostos CC		0.0%	5	10.0%	8	16.0%	15	30.0%	28	56.0%	4	8.0%	18	36.0%	50	27	54.0%	23	46.0%
Kingsborough CC		0.0%	2	2.1%	7	7.3%	5	5.2%	14	14.6%	6	6.3%	76	79.2%	96	57	59.4%	39	40.6%
LaGuardia CC		0.0%	9	9.0%	22	22.0%	13	13.0%	44	44.0%	1	1.0%	55	55.0%	100	65	65.0%	35	35.0%
Queensborough CC		0.0%	5	4.6%	10	9.2%	5	4.6%	20	18.3%	8	7.3%	81	74.3%	109	59	54.1%	50	45.9%

Full-Time FACULTY Separations by Reason

July 1 2010 - June 30 2015

Source: CUNYFirst Separations 7.1.2010 through 6.30.2015 (excludes Appointment Withdrawn)

SEPARATION REASON	AMERICAN INDIAN/ ALASKA NATIVE	ASIAN	BLACK	HISPANIC (INCL PUERTO RICAN)	TOTAL MINORITY Federal Protected Groups	ITALIAN AMERICAN	WHITE	WHITE INCL ITALIAN AMERICAN	GRAND TOTAL	FEMALE	MALE
Abandonment			2	1	3		2	2	5	2	3
Bylaw/Service Limitation					0		1	1	1	1	
Death		6	13	5	24	2	53	55	79	24	55
Disability Retirement			3		3		2	2	5	2	3
Early Retirement Incentive	1	6	28	22	57	19	161	180	237	104	133
End of Assignment		10	14	18	42	1	54	55	97	51	46
Non-Reappointment		22	52	23	97	6	85	91	188	100	88
<i>% of Non-Reappointments</i>	<i>0.0%</i>	<i>11.7%</i>	<i>27.7%</i>	<i>12.2%</i>	<i>51.6%</i>	<i>3.2%</i>	<i>45.2%</i>	<i>48.4%</i>		<i>53.2%</i>	<i>46.8%</i>
Reasons not defined	1	5	7	5	18	2	24	26	44	24	20
Resignation	2	73	82	52	209	22	339	361	570	332	238
<i>% of Resignations</i>	<i>0.4%</i>	<i>12.8%</i>	<i>14.4%</i>	<i>9.1%</i>	<i>36.7%</i>	<i>3.9%</i>	<i>59.5%</i>	<i>63.3%</i>		<i>58.2%</i>	<i>41.8%</i>
Retirement		34	74	45	153	50	417	467	620	305	315
<i>% of Retirements</i>	<i>0.0%</i>	<i>5.5%</i>	<i>11.9%</i>	<i>7.3%</i>	<i>24.7%</i>	<i>8.1%</i>	<i>67.3%</i>	<i>75.3%</i>		<i>49.2%</i>	<i>50.8%</i>
Termination after Charges		1	1		2		2	2	4	1	3
Transfer to Another College		1	3		4		13	13	17	11	6
Waiver of Bylaws			2	1	3		8	8	11	5	6
<b>Grand Total</b>	<b>4</b>	<b>158</b>	<b>281</b>	<b>172</b>	<b>615</b>	<b>102</b>	<b>1,161</b>	<b>1,263</b>	<b>1,878</b>	<b>962</b>	<b>916</b>
<b>% of TOTAL Faculty Separations</b>	<i>0.2%</i>	<i>8.4%</i>	<i>15.0%</i>	<i>9.2%</i>	<i>32.7%</i>	<i>5.4%</i>	<i>61.8%</i>	<i>67.3%</i>		<i>51.2%</i>	<i>48.8%</i>

Analysis of New  
Hires and  
Separations  
Full Time Faculty

- Overview
- Hires and Separations by Race/Ethnicity 2010-2015
- Non-Reappointments and Resignations compared with Separations by Race/Ethnicity
- Hires and Separations by Gender 2010-2015

# Analysis of New Hires and Separations 2010-2015

## Overview

- An assessment of University-wide full-time hires over a five-year period (2010-2015) indicates that out of a total of 1,214 new hires, 411 (33.9%) were from federally-protected groups (race/ethnicity).
- Approximately 33% of faculty from federally protected groups were separated from CUNY during the same time period, resulting in a small net gain of faculty in real numbers.
- Out of a total of 615 separations among federally-protected groups, 97 were non-reappointed and 209 resigned.
- Of critical concern is that 50% of faculty from federally-protected groups were either non-reappointed or resigned. An additional 309 faculty members from federally protected groups retired or separated due to early retirement incentives, disability, death or resulted from termination of assignment, transfers, by-laws limitations, or reasons not defined.

# Analysis of New Hires and Separations 2010-2015

## Overview (continued)

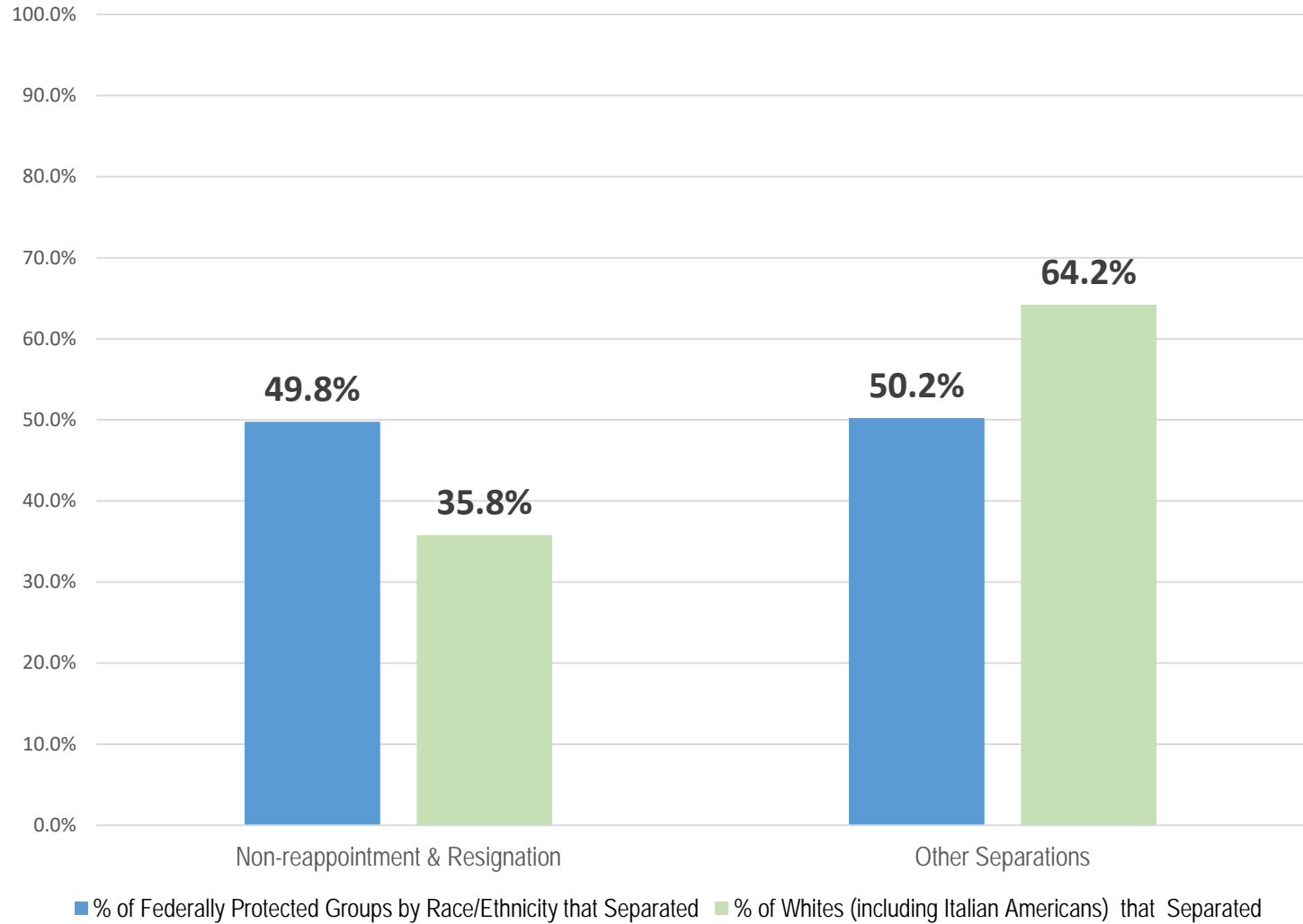
- By contrast, of 1,263 total separations among Whites, including Italian Americans, 91 were non-reappointed, 361 resigned, and 811 separated for other reasons such as early retirement incentives, disability, death, termination of assignment, transfer, by-law limitations, or reasons not defined.
- As compared to federally-protected groups, Whites, including Italian Americans, are separating from CUNY due to non-re-appointment and resignation at a lower rate of 35.8% as compared to their federally-protected counterparts (whose separation approximates 50%).
- Whites, including Italian Americans, separate for reasons other than non-reappointment and resignation at a percentage rate of 64.2% as compared with federally protected groups at 50.2%.
- *Recruitment and retention efforts need to be bolstered to address this gap and to support the stability and growth of the professoriate.*

## Faculty Hires and Separations by Race/Ethnicity 2010 - 2015

Hires and Separations	Total	Federally Protected Groups (Race/Ethnicity)	% of Federally Protected Groups (Race/Ethnicity)	White (including Italian-Americans)	% of Whites (including Italian-Americans)
Total Hires	1,214	411	33.9%	803	66.1%
Total Separations	1,878	615	32.7%	1,263	67.3%
Non-reappointment	188	97	51.6%	91	48.4%
Resignation	570	209	36.7%	361	63.3%
<b>Reasons: Non-reappointment or Resignation</b>		<b>306</b>	<b>49.8%</b>	<b>452</b>	<b>35.8%</b>
Retirements	620	153	24.7%	467	75.3%
Early Retirement	237	57	24.1%	180	75.9%
Disability Retirement or Death	84	27	32.1%	57	67.9%
Other reasons	179	72	40.2%	107	59.8%
<b>Reasons: Other than Non-reappointment or Resignation</b>		<b>309</b>	<b>50.2%</b>	<b>811</b>	<b>64.2%</b>

# Faculty Hires and Separations by Race/Ethnicity 2010-2015

## Non-Reappointment & Resignations compared with Other Separations



### Faculty Hires and Separations by Gender 2010 - 2015

Hires and Separations	Total	Female	% of Female	Male	% Male
Hires	1,214	646	53.2%	568	46.8%
Separations	1,878	962	51.2%	916	48.8%
Non-reappointment	188	100	53.2%	88	46.8%
Resignation	570	332	58.2%	238	41.8%
<b>Reasons: Non-reappointment &amp; Resignation</b>		<b>432</b>	<b>44.9%</b>	<b>326</b>	<b>35.6%</b>
Retirements	620	305	49.2%	315	50.8%
Early Retirement	237	104	43.9%	133	56.1%
Disability Retirement or Death	84	26	31.0%	58	69.0%
Other reasons	179	95	53.1%	84	46.9%
<b>Reasons: Other than Non-Reappointment or Resignation</b>		<b>530</b>	<b>55.1%</b>	<b>590</b>	<b>64.4%</b>



# Part Two:

## Labor Market Availability

- Definition of Labor Market Availability
- Factors to Determine Availability
  - Geographic and Qualification Focus
  - Other Important Benchmarks
- Exhibits
  - Doctoral Degrees Conferred By Title IV Participating Institutions 2011-2012
  - Sample of Market Availability, Geographic Region, and Impact on Underutilization
  - Market Availability for All Academic Fields with Geographic Region Breakdown for Gender, Race/Ethnicity Doctoral Degree Conferred By Title IV Participating Institutions 2011-2012

# Labor Market Availability is a key benchmark to review progress and create plans

Federal guidance (CFR 60-2.14 on Affirmative Action Planning):

“Availability is an estimate of the number of qualified minorities or women available for employment in a given job group, expressed as a **percentage of all qualified persons available for employment in the job group**. The purpose...is to establish a benchmark against which the demographic composition of the contractor’s incumbent workforce can be compared in order to determine whether barriers to equal employment opportunity may exist within particular job groups.”

## Factors Used to Determine Availability

- External - Percentage of members of protected groups with requisite skills in a reasonable geographic area (the area(s) from which the contractor seeks, or reasonably could seek, candidates).
- Internal - Percentage of members of protected groups who are eligible for placement in the job groups (promotable or transferable), or reasonably could be eligible were the employer to provide training (trainable).

# External Factors

## Geographic Focus

- National
- Four-State (Regional) – NY, NJ, PA, CT
- Local – New York City

While faculty recruitment takes place at a national or even international level, a blended rate models typical CUNY candidate pools. Methods should be evaluated periodically as recruitment methods and technologies change.

## Qualification Focus

- Earned Degrees Conferred (2011-2012) as identified by the US Department of Education

Organized into academic programs/generic categories of similar disciplines as per the Classification of Instructional Programs (CIP) from the National Center for Education Statistics; these groupings are updated periodically.

## Other important hiring benchmarks

- **Overall Selection Rate** – regardless of utilization/underutilization, do we hire any one group disproportionately to any other?
- **Selection Rate of Protected Groups** – are we making selections in a way that could eventually reverse underutilization – are we hiring/promoting at a rate that would allow us to “catch up” to the desired utilization?
- **Faculty Life Cycle** – comparison of hiring rates to separation rates – is our experience of separation adding to or detracting from progress?

# Doctoral Degrees Conferred by Title IV Participating Institutions 2011-2012

- Data is parsed to determine availability based on the percentage of Ph.D.'s conferred in the fields of study:
  - US only
  - 4 States (NY, NJ, PA, CT)
  - US excluding the 4 States @ 80% and 4 States at 20%
  - US excluding the 4 States @ 70% and 4 States at 30%
- Availability is based on these 4 approaches in a number of fields. Where availability increases regionally, in particular field, we encourage proactive outreach to develop a robust pool of diverse applicants.
- CUNY determines availability using the 80/20 percentages.
- In 2017, CUNY will employ a new data set based on doctoral degrees conferred in 2013-2014. This approach is consistent with standard practice in higher education.

# Example - Market Availability, Geographic Region, and Impact on Underutilization

- A campus reports representation of **32.6%** and underutilization of 17 females in the academic program *Business, Management, Marketing, Support Services*. The labor market availability is **44.9%** based upon the 80% national/20% regional geographic focus.
  - If we employed the four state geographic formula only, labor market availability for females would be **52.2%**. This would result in greater underutilization of women in the CUNY workforce.
  - The 70% national/ 30% geographic breakdown of market availability might also result in greater underutilization. By contrast, if we only used national availability, currently at **43.9%**, underutilization for females would decline.
  - A careful review of underutilization as currently reported in the campus Affirmative Action Plans in academic programs can help to advance outreach and recruitment efforts.

		Female	Total Minority	Asian	Black	Hispanic	Amer-Ind
% US ONLY %	Business, Management, Marketing, Support Services	43.9%	35.3%	9.2%	20.3%	4.4%	0.8%
% 4ST %	Business, Management, Marketing, Support Services	52.2%	37.0%	13.8%	18.8%	2.9%	0.7%
US excl 4ST@80% & 4ST @20%	Business, Management, Marketing, Support Services	44.9%	35.5%	9.7%	20.1%	4.2%	0.8%
USexcl 4St @70% & 4ST @30%	Business, Management, Marketing, Support Services	45.8%	35.7%	10.2%	19.9%	4.0%	0.8%

**DOCTORATE DEGREE CONFERRED BY TITLE IV PARTICIPATING INSTITUTIONS 2011-2012**

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		FEMALE	TOTAL MINORITY	ASIAN	BLACK	HISPANIC	AMER-INDIAN
% US ONLY %	Agriculture, Agriculture Operations and Related Sciences	44.2%	15.6%	2.5%	5.0%	7.5%	0.3%
% 4ST %	Agriculture, Agriculture Operations and Related Sciences	50.0%	30.0%	5.0%	10.0%	15.0%	0.0%
US excl 4ST@80% & 4ST @20%	Agriculture, Agriculture Operations and Related Sciences	45.1%	17.7%	2.9%	5.7%	8.6%	0.3%
USexcl 4St @70% & 4ST @30%	Agriculture, Agriculture Operations and Related Sciences	45.7%	19.2%	3.1%	6.3%	9.4%	0.2%
% US ONLY %	Architecture and Related Services	52.9%	26.5%	6.9%	10.8%	7.8%	1.0%
% 4ST %	Architecture and Related Services	50.0%	16.7%	0.0%	8.3%	8.3%	0.0%
US excl 4ST@80% & 4ST @20%	Architecture and Related Services	52.7%	25.6%	6.2%	10.6%	7.9%	0.9%
USexcl 4St @70% & 4ST @30%	Architecture and Related Services	52.3%	24.4%	5.4%	10.3%	7.9%	0.8%
% US ONLY %	Area, Ethnic, Cultural, Gender, and Group Studies	66.2%	45.7%	11.9%	16.9%	11.9%	3.2%
% 4ST %	Area, Ethnic, Cultural, Gender, and Group Studies	64.3%	42.9%	17.9%	21.4%	3.6%	0.0%
US excl 4ST@80% & 4ST @20%	Area, Ethnic, Cultural, Gender, and Group Studies	66.1%	45.4%	12.4%	17.3%	11.2%	2.9%
USexcl 4St @70% & 4ST @30%	Area, Ethnic, Cultural, Gender, and Group Studies	65.8%	45.1%	13.1%	17.8%	10.2%	2.6%
% US ONLY %	Biological and Biomedical Sciences	54.6%	25.8%	12.9%	5.2%	6.0%	0.6%
% 4ST %	Biological and Biomedical Sciences	53.9%	29.0%	16.9%	3.7%	6.8%	0.6%
US excl 4ST@80% & 4ST @20%	Biological and Biomedical Sciences	54.6%	26.0%	13.1%	5.1%	6.1%	0.6%
USexcl 4St @70% & 4ST @30%	Biological and Biomedical Sciences	54.5%	26.4%	13.6%	4.9%	6.2%	0.6%
% US ONLY %	Business, Management, Marketing, Support Services	43.9%	35.3%	9.2%	20.3%	4.4%	0.8%
% 4ST %	Business, Management, Marketing, Support Services	52.2%	37.0%	13.8%	18.8%	2.9%	0.7%
US excl 4ST@80% & 4ST @20%	Business, Management, Marketing, Support Services	44.9%	35.5%	9.7%	20.1%	4.2%	0.8%
USexcl 4St @70% & 4ST @30%	Business, Management, Marketing, Support Services	45.8%	35.7%	10.2%	19.9%	4.0%	0.8%
% US ONLY %	Communication, Journalism, and Related Programs	58.6%	21.2%	6.4%	7.4%	5.2%	0.5%
% 4ST %	Communication, Journalism, and Related Programs	54.5%	18.2%	6.8%	2.3%	6.8%	0.0%
US excl 4ST@80% & 4ST @20%	Communication, Journalism, and Related Programs	58.2%	20.9%	6.4%	6.9%	5.3%	0.4%
USexcl 4St @70% & 4ST @30%	Communication, Journalism, and Related Programs	57.7%	20.5%	6.5%	6.3%	5.5%	0.4%
% US ONLY %	Communications Technologies/Technicians Support Services	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%
% 4ST %	Communications Technologies/Technicians Support Services	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%
US excl 4ST@80% & 4ST @20%	Communications Technologies/Technicians Support Services	6.7%	0.0%	0.0%	0.0%	0.0%	0.0%
USexcl 4St @70% & 4ST @30%	Communications Technologies/Technicians Support Services	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%
% US ONLY %	Computer and Information Sciences and Support Services	20.9%	27.8%	17.7%	5.6%	3.7%	0.3%
% 4ST %	Computer and Information Sciences and Support Services	28.0%	26.3%	12.7%	9.3%	4.2%	0.0%
US excl 4ST@80% & 4ST @20%	Computer and Information Sciences and Support Services	21.2%	27.8%	17.5%	5.8%	3.7%	0.3%
USexcl 4St @70% & 4ST @30%	Computer and Information Sciences and Support Services	22.0%	27.6%	16.9%	6.2%	3.8%	0.2%



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		FEMALE	TOTAL MINORITY	ASIAN	BLACK	HISPANIC	AMER-INDIAN
% US ONLY %	Education	68.0%	32.5%	3.8%	20.2%	7.0%	0.8%
% 4ST %	Education	67.2%	25.1%	5.3%	12.7%	5.8%	0.2%
US excl 4ST@80% & 4ST @20%	Education	67.9%	31.7%	4.0%	19.4%	6.8%	0.7%
USexcl 4St @70% & 4ST @30%	Education	67.8%	30.9%	4.1%	18.6%	6.7%	0.7%
% US ONLY %	Engineering	25.4%	27.7%	16.3%	4.8%	5.2%	0.3%
% 4ST %	Engineering	27.5%	27.2%	18.1%	2.9%	3.8%	0.7%
US excl 4ST@80% & 4ST @20%	Engineering	25.6%	27.6%	16.4%	4.7%	5.1%	0.3%
USexcl 4St @70% & 4ST @30%	Engineering	25.8%	27.6%	16.6%	4.4%	4.9%	0.4%
% US ONLY %	Engineering Technologies and Engineering-related Fields	59.8%	23.0%	5.7%	10.3%	2.3%	2.3%
% 4ST %	Engineering Technologies and Engineering-related Fields	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%
US excl 4ST@80% & 4ST @20%	Engineering Technologies and Engineering-related Fields	58.0%	18.8%	4.7%	8.5%	1.9%	1.9%
USexcl 4St @70% & 4ST @30%	Engineering Technologies and Engineering-related Fields	57.0%	16.5%	4.1%	7.4%	1.6%	1.6%
% US ONLY %	English Language and Literature/Letters	61.1%	15.9%	3.8%	5.0%	5.5%	0.9%
% 4ST %	English Language and Literature/Letters	61.6%	17.9%	5.7%	7.4%	4.4%	0.0%
US excl 4ST@80% & 4ST @20%	English Language and Literature/Letters	61.1%	15.9%	3.8%	5.0%	5.5%	0.9%
USexcl 4St @70% & 4ST @30%	English Language and Literature/Letters	61.2%	16.1%	4.0%	5.3%	5.3%	0.7%
% US ONLY %	Family and Consumer Sciences/Human Sciences	85.1%	24.9%	6.6%	15.8%	1.2%	0.4%
% 4ST %	Family and Consumer Sciences/Human Sciences	87.5%	12.5%	12.5%	0.0%	0.0%	0.0%
US excl 4ST@80% & 4ST @20%	Family and Consumer Sciences/Human Sciences	85.3%	23.5%	7.3%	14.0%	1.1%	0.4%
USexcl 4St @70% & 4ST @30%	Family and Consumer Sciences/Human Sciences	85.6%	22.1%	7.9%	12.3%	1.0%	0.3%
% US ONLY %	Foreign Languages, Literatures, and Linguistics	61.1%	24.2%	7.0%	2.0%	13.6%	0.3%
% 4ST %	Foreign Languages, Literatures, and Linguistics	62.1%	18.5%	3.6%	1.5%	11.8%	0.0%
US excl 4ST@80% & 4ST @20%	Foreign Languages, Literatures, and Linguistics	61.0%	24.6%	7.2%	2.0%	13.7%	0.3%
USexcl 4St @70% & 4ST @30%	Foreign Languages, Literatures, and Linguistics	61.1%	23.9%	6.8%	1.9%	13.4%	0.2%
% US ONLY %	Health Professions and Related Programs	74.8%	24.2%	8.8%	10.1%	4.3%	0.6%
% 4ST %	Health Professions and Related Programs	77.9%	29.6%	14.6%	10.5%	4.3%	0.0%
US excl 4ST@80% & 4ST @20%	Health Professions and Related Programs	75.0%	24.6%	9.1%	10.1%	4.3%	0.6%
USexcl 4St @70% & 4ST @30%	Health Professions and Related Programs	75.3%	25.2%	9.8%	10.2%	4.3%	0.5%
% US ONLY %	History	45.3%	17.7%	3.7%	7.7%	5.0%	0.3%
% 4ST %	History	47.7%	19.5%	4.7%	8.1%	5.4%	0.0%
US excl 4ST@80% & 4ST @20%	History	45.3%	17.8%	3.7%	7.7%	5.0%	0.3%
USexcl 4St @70% & 4ST @30%	History	45.6%	18.0%	3.8%	7.7%	5.1%	0.2%

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		FEMALE	TOTAL MINORITY	ASIAN	BLACK	HISPANIC	AMER-INDIAN
% US ONLY %	Homeland Security, Law Enforcement, Firefighting, etc.	46.7%	17.8%	1.1%	7.8%	6.7%	1.1%
% 4ST %	Homeland Security, Law Enforcement, Firefighting, etc.	50.0%	15.4%	0.0%	7.7%	7.7%	0.0%
US excl 4ST@80% & 4ST @20%	Homeland Security, Law Enforcement, Firefighting, etc.	46.2%	18.1%	1.2%	7.8%	6.5%	1.2%
USexcl 4St @70% & 4ST @30%	Homeland Security, Law Enforcement, Firefighting, etc.	46.7%	17.7%	1.1%	7.8%	6.7%	1.1%
% US ONLY %	Legal Professions and Studies	62.1%	37.9%	8.6%	17.2%	5.2%	3.4%
% 4ST %	Legal Professions and Studies	44.4%	44.4%	11.1%	33.3%	0.0%	0.0%
US excl 4ST@80% & 4ST @20%	Legal Professions and Studies	61.1%	38.3%	8.8%	18.1%	4.9%	3.3%
USexcl 4St @70% & 4ST @30%	Legal Professions and Studies	59.0%	39.0%	9.0%	20.0%	4.3%	2.9%
% US ONLY %	Liberal Arts and Sciences, General Studies and Humanities	70.4%	21.1%	4.2%	8.5%	2.8%	4.2%
% 4ST %	Liberal Arts and Sciences, General Studies and Humanities	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
US excl 4ST@80% & 4ST @20%	Liberal Arts and Sciences, General Studies and Humanities	56.3%	16.9%	3.4%	6.8%	2.3%	3.4%
USexcl 4St @70% & 4ST @30%	Liberal Arts and Sciences, General Studies and Humanities	49.3%	14.8%	3.0%	5.9%	2.0%	3.0%
% US ONLY %	Library Science	56.4%	20.5%	15.4%	0.0%	2.6%	0.0%
% 4ST %	Library Science	63.6%	27.3%	18.2%	0.0%	9.1%	0.0%
US excl 4ST@80% & 4ST @20%	Library Science	55.6%	19.7%	15.1%	0.0%	1.8%	0.0%
USexcl 4St @70% & 4ST @30%	Library Science	56.6%	20.7%	15.5%	0.0%	2.7%	0.0%
% US ONLY %	Mathematics and Statistics	26.9%	18.1%	9.3%	2.7%	5.0%	0.0%
% 4ST %	Mathematics and Statistics	24.4%	17.6%	11.8%	2.5%	2.5%	0.0%
US excl 4ST@80% & 4ST @20%	Mathematics and Statistics	26.8%	18.1%	9.4%	2.7%	4.9%	0.0%
USexcl 4St @70% & 4ST @30%	Mathematics and Statistics	26.5%	18.1%	9.7%	2.7%	4.6%	0.0%
% US ONLY %	Multi/Interdisciplinary Studies	62.6%	26.1%	6.0%	11.5%	6.5%	0.9%
% 4ST %	Multi/Interdisciplinary Studies	79.7%	20.3%	10.1%	2.9%	5.8%	0.0%
US excl 4ST@80% & 4ST @20%	Multi/Interdisciplinary Studies	64.0%	25.6%	6.3%	10.8%	6.5%	0.9%
USexcl 4St @70% & 4ST @30%	Multi/Interdisciplinary Studies	65.9%	24.9%	6.8%	9.8%	6.4%	0.7%
% US ONLY %	Natural Resources and Conservation	48.4%	20.4%	7.1%	5.8%	4.8%	2.0%
% 4ST %	Natural Resources and Conservation	46.2%	19.2%	7.7%	7.7%	3.8%	0.0%
US excl 4ST@80% & 4ST @20%	Natural Resources and Conservation	48.0%	20.2%	7.1%	6.1%	4.7%	1.7%
USexcl 4St @70% & 4ST @30%	Natural Resources and Conservation	47.8%	20.1%	7.2%	6.3%	4.6%	1.5%
% US ONLY %	Parks, Recreation, Leisure and Fitness Studies	42.3%	16.4%	3.8%	7.5%	3.8%	0.0%
% 4ST %	Parks, Recreation, Leisure and Fitness Studies	53.3%	20.0%	0.0%	13.3%	6.7%	0.0%
US excl 4ST@80% & 4ST @20%	Parks, Recreation, Leisure and Fitness Studies	43.8%	16.9%	3.2%	8.3%	4.2%	0.0%
USexcl 4St @70% & 4ST @30%	Parks, Recreation, Leisure and Fitness Studies	45.0%	17.3%	2.8%	8.9%	4.5%	0.0%

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		FEMALE	TOTAL MINORITY	ASIAN	BLACK	HISPANIC	AMER-INDIAN
% US ONLY %	Philosophy and Religious Studies	29.7%	16.4%	5.1%	5.5%	4.1%	0.3%
% 4ST %	Philosophy and Religious Studies	25.0%	20.0%	5.0%	8.3%	5.0%	0.0%
US excl 4ST@80% & 4ST @20%	Philosophy and Religious Studies	29.7%	16.4%	5.1%	5.4%	4.1%	0.3%
USexcl 4St @70% & 4ST @30%	Philosophy and Religious Studies	29.1%	16.8%	5.1%	5.8%	4.2%	0.3%
% US ONLY %	Physical Sciences	33.7%	18.6%	9.0%	3.2%	4.8%	0.3%
% 4ST %	Physical Sciences	30.3%	17.6%	8.2%	3.5%	5.0%	0.0%
US excl 4ST@80% & 4ST @20%	Physical Sciences	33.4%	18.5%	8.9%	3.3%	4.8%	0.3%
USexcl 4St @70% & 4ST @30%	Physical Sciences	33.0%	18.4%	8.8%	3.3%	4.9%	0.2%
% US ONLY %	Psychology	73.0%	24.1%	6.5%	7.6%	8.2%	0.6%
% 4ST %	Psychology	76.4%	23.0%	8.9%	6.9%	5.9%	0.3%
US excl 4ST@80% & 4ST @20%	Psychology	73.1%	24.0%	6.6%	7.5%	8.1%	0.6%
USexcl 4St @70% & 4ST @30%	Psychology	73.5%	23.9%	6.9%	7.5%	7.8%	0.5%
% US ONLY %	Public Administration and Social Service Professions	64.7%	33.5%	6.1%	19.2%	7.0%	0.0%
% 4ST %	Public Administration and Social Service Professions	73.3%	29.2%	5.8%	14.2%	7.5%	0.0%
US excl 4ST@80% & 4ST @20%	Public Administration and Social Service Professions	64.9%	33.4%	6.1%	19.1%	7.0%	0.0%
USexcl 4St @70% & 4ST @30%	Public Administration and Social Service Professions	65.9%	32.9%	6.0%	18.5%	7.0%	0.0%
% US ONLY %	Science Technologies/Technicians	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
% 4ST %	Science Technologies/Technicians	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
US excl 4ST@80% & 4ST @20%	Science Technologies/Technicians	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
USexcl 4St @70% & 4ST @30%	Science Technologies/Technicians	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
% US ONLY %	Social Sciences	50.7%	21.9%	7.3%	6.1%	7.0%	0.4%
% 4ST %	Social Sciences	56.1%	18.7%	6.8%	5.2%	5.5%	0.3%
US excl 4ST@80% & 4ST @20%	Social Sciences	50.9%	21.8%	7.3%	6.0%	6.9%	0.4%
USexcl 4St @70% & 4ST @30%	Social Sciences	51.5%	21.5%	7.2%	5.9%	6.7%	0.4%
% US ONLY %	Theology and Religious Vocations	25.8%	30.5%	9.2%	17.0%	3.7%	0.1%
% 4ST %	Theology and Religious Vocations	17.6%	6.3%	2.1%	3.5%	0.0%	0.7%
US excl 4ST@80% & 4ST @20%	Theology and Religious Vocations	25.5%	29.6%	9.0%	16.6%	3.6%	0.1%
USexcl 4St @70% & 4ST @30%	Theology and Religious Vocations	24.5%	26.7%	8.1%	14.9%	3.1%	0.2%
% US ONLY %	Visual and Performing Arts	49.3%	16.6%	7.7%	3.2%	4.8%	0.2%
% 4ST %	Visual and Performing Arts	56.4%	16.7%	10.6%	1.8%	3.5%	0.4%
US excl 4ST@80% & 4ST @20%	Visual and Performing Arts	49.3%	16.6%	7.7%	3.2%	4.8%	0.2%
USexcl 4St @70% & 4ST @30%	Visual and Performing Arts	50.2%	16.6%	8.0%	3.0%	4.6%	0.2%
% US ONLY %	TOTAL ALL FIELDS PhD and PhD Other	54.8%	25.8%	8.3%	10.0%	6.0%	0.6%
% 4ST %	TOTAL ALL FIELDS PhD and PhD Other	56.0%	23.7%	10.2%	7.0%	5.3%	0.3%
US excl 4ST@80% & 4ST @20%	TOTAL ALL FIELDS PhD and PhD Other	54.9%	25.7%	8.4%	9.8%	6.0%	0.5%
USexcl 4St @70% & 4ST @30%	TOTAL ALL FIELDS PhD and PhD Other	55.0%	25.4%	8.6%	9.4%	5.9%	0.5%

# Part Three:

# Moving the Needle

- Faculty Diversity Strategists
  - Underutilization By Program and College (Race/Ethnicity and Gender)
- Sample of Faculty Applicant Pool Analysis
  - Location/Geography and Degree
  - Resources used by Candidates
- CUNY Diversity and Recruitment Policy
- Components of a Successful Search Process in Support of Diversity
- Strategies for Strengthening the Diversity of Faculty at CUNY

# Faculty Diversity Strategists

- ORD recommends incorporating a Faculty Diversity Strategist role in searches:
  - Where there is no representation
  - Where underutilization is high (5 or above) as compared to market availability in the 2015 Affirmative Action Plan.
- Campuses will work with departments that comprise underutilized programs in the AAP to determine if searches require a Diversity Strategist
- At a University level, there are now three programs without minority representation and two programs without female representation
- There are a total of 34 programs across the CUNY campuses with underutilization of 5 or greater
  - Four programs have total minority underutilization and 30 have total female underutilization.

# Underutilization by Program and College (Race/Ethnicity)

## 2015 Affirmative Action Plan

Program	College	Total Faculty	Total Minority			
			Faculty	UU#	CUNY Utilization	Labor Market Availability
Agriculture, Agriculture Operations and Related Services	Baruch College	26	3	2	11.5%	17.7%
Architecture and Related Services	City College	29	4	3	13.8%	25.6%
Area, Ethnic, Cultural, Gender, and Group Studies	Hunter College	22	8	2	36.4%	45.4%
Biological and Biomedical Sciences	College of Staten Island	22	5	1	22.7%	26.0%
Biological and Biomedical Sciences	Queens College	15	3	1	20.0%	26.0%
Biological and Biomedical Sciences	York College	10	1	2	10.0%	26.0%
Business, Management, Marketing, Support Services	Brooklyn College	46	15	1	32.6%	35.5%
Business, Management, Marketing, Support Services	College of Staten Island	31	7	4	22.6%	35.5%
Business, Management, Marketing, Support Services	Kingsborough CC	22	5	3	22.7%	35.5%
Business, Management, Marketing, Support Services	NYC College of Technology	35	11	1	31.4%	35.5%
Business, Management, Marketing, Support Services	Queens College	33	8	4	24.2%	35.5%
Business, Management, Marketing, Support Services	Queensborough CC	25	4	5	16.0%	35.5%
Communication, Journalism, and Related Programs	Baruch College	25	1	4	4.0%	20.9%
Communication, Journalism, and Related Programs	Brooklyn College	26	4	1	15.4%	20.9%
Communication, Journalism, and Related Programs	NYC College of Technology	18	3	1	16.7%	20.9%
Communication, Journalism, and Related Programs AND Visual and Performing Arts	Queensborough CC	8	1	1	12.5%	18.8%
Computer and Information Sciences and Support Services	Brooklyn College	44	9	3	20.5%	27.8%
Education	College of Staten Island	23	4	3	17.4%	31.7%
Education	Hunter College	62	19	1	30.6%	31.7%
Education	Lehman College	39	11	1	28.2%	31.7%
English Language and Literature/Letters	Brooklyn College	48	6	2	12.5%	15.9%
Health Professions and Related Programs	Brooklyn College	35	7	2	20.0%	24.6%
Health Professions and Related Programs	College of Staten Island	20	1	4	5.0%	24.6%
Health Professions and Related Programs	Hunter College	68	12	5	17.6%	24.6%
Health Professions and Related Programs	Queens College	11	2	1	18.2%	24.6%
Health Professions and Related Programs	Queensborough CC	24	4	2	16.7%	24.6%
History	Brooklyn College	16	2	1	12.5%	17.8%
History	Queens College	26	4	1	15.4%	17.8%

# Underutilization by Program and College (Race/Ethnicity)

## 2015 Affirmative Action Plan, continued

Program	College	Total Faculty	Total Minority			
			Faculty	UU#	CUNY Utilization	Labor Market Availability
Legal Professions and Studies	Baruch College	15	1	5	6.7%	38.3%
Mathematics and Statistics	City College	36	6	1	16.7%	18.1%
Mathematics and Statistics	Graduate Center	19	3	2	15.8%	25.0%
Mathematics and Statistics	Hunter College	31	4	2	12.9%	18.1%
Mathematics and Statistics	Queens College	26	3	2	11.5%	18.1%
Mathematics and Statistics AND Computer/Information Sciences	Lehman College	20	1	4	5.0%	22.9%
Philosophy and Religious Studies	College of Staten Island	5	0	1	0.0%	16.4%
Philosophy and Religious Studies	Graduate Center	14	0	1	0.0%	10.0%
Philosophy and Religious Studies	Lehman College	6	0	1	0.0%	16.4%
Psychology	Baruch College	23	2	4	8.7%	24.0%
Psychology	Brooklyn College	31	2	5	6.5%	24.0%
Psychology	College of Staten Island	20	3	2	15.0%	24.0%
Psychology	John Jay College	42	9	1	20.9%	24.0%
Psychology	Queens College	25	4	2	16.0%	24.0%
Public Administration and Social Service Professions	Baruch College	41	10	4	24.4%	33.4%
Public Administration and Social Service Professions	John Jay College	28	8	1	28.6%	33.4%
Social Sciences	Baruch College	28	5	1	17.9%	21.8%
Social Sciences	Graduate Center	57	8	2	14.0%	17.0%
Visual and Performing Arts	Baruch College	16	2	1	12.5%	16.6%
Visual and Performing Arts	Brooklyn College	43	5	2	11.6%	16.6%
Visual and Performing Arts	Graduate Center	17	1	1	5.9%	12.0%
Visual and Performing Arts	Kingsborough CC	12	1	1	8.3%	16.6%
Visual and Performing Arts	Lehman College	21	1	2	4.8%	16.6%

# Underutilization by Program and College (Gender)

## 2015 Affirmative Action Plan

Program	College	Total Faculty	Female			
			Faculty	UU#	CUNY Utilization	Labor Market Availability
Agriculture, Agriculture Operations and Related Services	Baruch College	26	7	5	26.9%	45.1%
Architecture and Related Services	City College	29	10	5	34.5%	52.7%
Architecture and Related Services	NYC College of Technology	21	7	4	33.3%	52.7%
Area, Ethnic, Cultural, Gender, and Group Studies	BMCC	8	3	2	37.5%	66.1%
Area, Ethnic, Cultural, Gender, and Group Studies	Hunter College	22	11	4	50.0%	66.1%
Area, Ethnic, Cultural, Gender, and Group Studies	John Jay College	15	8	2	53.3%	66.1%
Area, Ethnic, Cultural, Gender, and Group Studies	Lehman College	13	7	2	53.8%	66.1%
Area, Ethnic, Cultural, Gender, and Group Studies	Queens College	12	4	4	33.3%	66.1%
Biological and Biomedical Sciences	Bronx CC	19	9	1	47.4%	54.6%
Biological and Biomedical Sciences	Brooklyn College	18	8	2	44.4%	54.6%
Biological and Biomedical Sciences	City College	50	24	3	48.0%	54.6%
Biological and Biomedical Sciences	College of Staten Island	22	7	5	31.8%	54.6%
Biological and Biomedical Sciences	Hunter College	28	11	4	39.3%	54.6%
Biological and Biomedical Sciences	Lehman College	13	5	2	38.5%	54.6%
Biological and Biomedical Sciences	Medgar Evers College	58	28	4	48.3%	54.6%
Biological and Biomedical Sciences	NYC College of Technology	22	8	4	36.4%	54.6%
Biological and Biomedical Sciences	Queens College	15	4	4	26.7%	54.6%
Biological and Biomedical Sciences AND Physical Sciences	Hostos CC	18	7	1	38.9%	44.0%
Business, Management, Marketing, Support Sciences	Baruch College	135	44	17	32.6%	44.9%
Business, Management, Marketing, Support Sciences	BMCC	37	14	3	37.8%	44.9%
Business, Management, Marketing, Support Sciences	Bronx CC	10	3	2	30.0%	44.9%
Business, Management, Marketing, Support Sciences	Brooklyn College	46	14	7	30.4%	44.9%
Business, Management, Marketing, Support Sciences	Lehman College	17	6	2	35.3%	44.9%
Business, Management, Marketing, Support Sciences	Medgar Evers College	21	6	3	28.6%	44.9%
Business, Management, Marketing, Support Sciences	Queens College	33	11	4	33.3%	44.9%
Business, Management, Marketing, Support Sciences	York College	19	8	1	42.1%	44.9%
Communication, Journalism, and Related Programs	Brooklyn College	26	12	3	46.2%	58.2%
Communication, Journalism, and Related Programs	City College	13	5	3	38.5%	58.2%
Communication, Journalism, and Related Programs	Hunter College	19	6	5	31.6%	58.2%



# Underutilization by Program and College (Gender)

## 2015 Affirmative Action Plan, continued

Program	College	Total Faculty	Female			
			Faculty	UU#	CUNY Utilization	Labor Market Availability
Communication, Journalism, and Related Programs	Kingsborough CC	11	4	2	36.4%	58.2%
Communication, Journalism, and Related Programs	Lehman College	12	5	2	41.7%	58.2%
Communication, Journalism, and Related Programs	NYC College of Technology	18	8	2	44.4%	58.2%
Communication, Journalism, and Related Programs	School of Journalism	15	5	4	33.3%	58.2%
Computer and Information Sciences and Support Services	City College	20	3	1	15.0%	21.2%
Education	Bronx CC	10	5	2	50.0%	67.9%
Education	Graduate Center	6	3	1	50.0%	66.0%
Education	NYC College of Technology	5	1	2	20.0%	67.9%
Engineering	City College	74	15	4	20.3%	25.6%
Engineering	LaGuardia CC	7	0	2	0.0%	25.6%
Engineering Technologies and Engineering-related Fields	NYC College of Technology	49	9	19	18.4%	58.0%
Engineering Technologies and Engineering-related Fields	Queensborough CC	19	2	9	10.5%	58.0%
English Language and Literature/Letters	Baruch College	35	19	2	54.3%	61.1%
English Language and Literature/Letters	Brooklyn College	48	22	7	45.8%	61.1%
English Language and Literature/Letters	City College	28	15	2	53.6%	61.1%
English Language and Literature/Letters	College of Staten Island	32	17	3	53.1%	61.1%
English Language and Literature/Letters	Graduate Center	17	5	6	29.4%	67.0%
English Language and Literature/Letters	Hostos CC	21	11	2	52.4%	61.1%
English Language and Literature/Letters	Hunter College	44	26	1	59.1%	61.1%
English Language and Literature/Letters	John Jay College	41	21	4	51.2%	61.1%
English Language and Literature/Letters	Lehman College	19	9	3	47.4%	61.1%
English Language and Literature/Letters	Queens College	45	24	4	53.3%	61.1%
English Language and Literature/Letters	Queensborough CC	34	20	1	58.8%	61.1%
English Language and Literature/Letters	York College	16	7	3	43.8%	61.1%
Family and Consumer Sciences/Human Sciences	NYC College of Technology	10	6	3	60.0%	85.3%
Foreign Languages, Literatures, and Linguistics	Baruch College	16	7	3	43.8%	61.0%
Foreign Languages, Literatures, and Linguistics	Bronx CC	9	5	1	55.6%	61.0%
Foreign Languages, Literatures, and Linguistics	College of Staten Island	15	4	5	26.7%	61.0%
Foreign Languages, Literatures, and Linguistics	Graduate Center	15	8	5	53.3%	86.0%
Foreign Languages, Literatures, and Linguistics	Hostos CC	6	1	3	16.7%	61.0%

# Underutilization by Program and College (Gender)

## 2015 Affirmative Action Plan, continued

Program	College	Total Faculty	Female			
			Faculty	UU#	CUNY Utilization	Labor Market Availability
Foreign Languages, Literatures, and Linguistics	Kingsborough CC	5	2	1	40.0%	61.0%
Foreign Languages, Literatures, and Linguistics	Lehman College	14	6	3	42.9%	61.0%
Health Professions and Related Programs	Brooklyn College	35	22	4	62.9%	75.0%
Health Professions and Related Programs	Graduate Center	8	4	3	50.0%	91.0%
Health Professions and Related Programs	Hostos CC	25	17	2	68.0%	75.0%
Health Professions and Related Programs	Hunter College	68	49	2	72.1%	75.0%
Health Professions and Related Programs	Kingsborough CC	26	18	2	69.2%	75.0%
Health Professions and Related Programs	Queens College	11	7	1	63.6%	75.0%
History	Baruch College	18	7	1	38.9%	45.3%
History	Bronx CC	14	5	1	35.7%	45.3%
History	Brooklyn College	16	6	1	37.5%	45.3%
History	College of Staten Island	18	7	1	38.9%	45.3%
History	Hunter College	18	7	1	38.9%	45.3%
History	John Jay College	22	8	2	36.4%	45.3%
History	Queensborough CC	12	3	2	25.0%	45.3%
History	York College	7	0	3	0.0%	45.3%
Homeland Security, Law Enforcement, Firefighting, etc.	John Jay College	51	18	6	35.3%	46.2%
Legal Professions and Studies	Baruch College	15	7	2	46.7%	61.1%
Library (Librarians/Non-Teaching)	Baruch College	22	10	5	45.5%	68.3%
Library Science (Program)	Bronx CC	11	3	3	27.3%	55.6%
Mathematics and Statistics	Baruch College	26	6	1	23.1%	26.8%
Mathematics and Statistics	College of Staten Island	26	4	3	15.4%	26.8%
Mathematics and Statistics	Graduate Center	19	2	4	10.5%	31.0%
Mathematics and Statistics	John Jay College	18	3	2	16.7%	26.8%
Mathematics and Statistics	Queens College	26	2	5	7.7%	26.8%
Natural Resources and Conservation	City College	10	3	2	30.0%	48.0%
Parks, Recreation, Leisure and Fitness Studies	Brooklyn College	8	2	2	25.0%	43.8%
Parks, Recreation, Leisure and Fitness Studies	Kingsborough CC	6	2	1	33.3%	43.8%
Philosophy and Religious Studies	Baruch College	8	1	1	12.5%	29.7%
Philosophy and Religious Studies	College of Staten Island	5	1	1	20.0%	29.7%

# Underutilization by Program and College (Gender)

## 2015 Affirmative Action Plan, continued

Program	College	Total Faculty	Female			
			Faculty	UU#	CUNY Utilization	Labor Market Availability
Philosophy and Religious Studies	Graduate Center	14	2	2	14.3%	31.0%
Physical Sciences	Bronx CC	22	4	3	18.2%	33.4%
Physical Sciences	Brooklyn College	39	8	5	20.5%	33.4%
Physical Sciences	City College	57	10	9	17.5%	33.4%
Physical Sciences	College of Staten Island	36	5	7	13.9%	33.4%
Physical Sciences	Hunter College	27	8	1	29.6%	33.4%
Physical Sciences	Kingsborough CC	15	3	2	20.0%	33.4%
Physical Sciences	NYC College of Technology	24	5	3	20.8%	33.4%
Physical Sciences	Queens College	40	7	6	17.5%	33.4%
Physical Sciences	Queensborough CC	23	7	1	30.4%	33.4%
Physical Sciences	York College	18	2	4	11.1%	33.4%
Psychology	Baruch College	23	13	4	56.5%	73.1%
Psychology	Brooklyn College	31	15	8	48.4%	73.1%
Psychology	College of Staten Island	20	13	2	65.0%	73.1%
Psychology	Graduate Center	20	9	5	45.0%	71.0%
Psychology	Hunter College	40	20	9	50.0%	73.1%
Psychology	John Jay College	43	24	7	55.8%	73.1%
Psychology	Lehman College	16	8	4	50.0%	73.1%
Psychology	Queens College	25	12	6	48.0%	73.1%
Public Administration and Social Service Professions	Baruch College	41	17	10	41.5%	64.9%
Public Administration and Social Service Professions	John Jay College	28	12	6	42.9%	64.9%
Social Sciences	Baruch College	28	12	2	42.9%	50.9%
Social Sciences	City College	64	32	1	50.0%	50.9%
Social Sciences	College of Staten Island	28	12	2	42.9%	50.9%
Social Sciences	Graduate Center	57	22	9	38.6%	55.0%
Social Sciences	Hunter College	138	59	11	42.8%	50.9%
Social Sciences	Kingsborough CC	57	28	1	49.1%	50.9%
Social Sciences	Queens College	80	37	4	46.3%	50.9%
Social Sciences	Queensborough CC	29	13	2	44.8%	50.9%
Visual and Performing Arts	City College	38	15	4	39.5%	49.3%
Visual and Performing Arts	College of Staten Island	17	7	1	41.2%	49.3%
Visual and Performing Arts	Graduate Center	17	7	3	41.2%	59.0%
Visual and Performing Arts	Hostos CC	9	3	1	33.3%	49.3%
Visual and Performing Arts	Hunter College	64	26	6	40.6%	49.3%
Visual and Performing Arts	Lehman College	21	9	1	42.9%	49.3%
Visual and Performing Arts	Queens College	55	18	9	32.7%	49.3%
Visual and Performing Arts	Queensborough CC	16	5	3	31.3%	49.3%
Visual and Performing Arts	York College	10	3	2	30.0%	49.3%

# Sample of Faculty Applicant Pool Analysis by Location/Region, Degree, and Federally-Protected Status

Example: Assistant Professor, History (89 qualified applicants)

Geographic Factor	Total	Female	Minority	Disabled	Veteran
All	89	23 (26%)	13 (15%)	0 (0%)	1 (1%)
Labor Market Availability		45%	18%	Goal 7%	Goal 5%
Domicile NYC	34	7 (30%)	4 (30%)	NA	0
Domicile 4-State not NYC	19	7 (30%)	3 (23%)	NA	0
<b>Domicile US Other</b>	<b>32</b>	<b>9 (39%)</b>	<b>6 (46%)</b>	<b>NA</b>	<b>1 (100%)</b>
Domicile International	0	0 (0%)	0 (0%)	0	0
Terminal Degree NYC	32	8 (35%)	4 (31%)	NA	0
Terminal Degree 4-State not NYC	14	5 (22%)	3 (23%)	NA	0
<b>Terminal Degree US-Other</b>	<b>39</b>	<b>9 (39%)</b>	<b>4 (31%)</b>	<b>NA</b>	<b>1 (100%)</b>
Terminal Degree-International	4	1 (17%)	2 (15%)	NA	0

# Job Search Resources Tapped by Applicants (Effectiveness Review)

Example: Assistant Professor, History (38 applicants provided source)

Source of Information on Vacancy	Total	Female	Minority	Disabled	Veteran
Web: a general Higher Education Job Board (Chronicle, HERC, HigherEdJobs)	15	8	5	NA	NA
Web: Academia Social Media (H-Net/Wiki)	16	3	1	NA	NA
Web: CUNY Site	3	0	1	NA	NA
Other Professional Group, Web Site, or Publication	3	2	1	NA	NA
Personal Referral	1	0	0	NA	NA

# CUNY Diversity and Recruitment Policy

- CUNY provides all members of its community the opportunity to interact with highly qualified, respected colleagues from the widest possible range of backgrounds.
- University leaders must continually demonstrate their commitment to diversity by providing clear expectations.
- Recruiting and retaining a highly-qualified faculty and staff is critical.
- An effective Search Committee is the most critical element in successful hiring.
- CUNY's reputation is impacted by candidates' experiences.
- Hiring practices use valuable resources and we have an obligation to have both an effective and efficient process.

***Therefore, it is the intent of this policy to outline the basic requirements of an effective recruitment and selection process and to empower those responsible to both create an environment where effective practices can be pursued and corrective actions taken when practices are not achieving expected results.***

# Components of a Successful Search Process to Support Diversity

These components are based upon federal, state, and local compliance requirements as well as best practices in diversity, particularly in Higher Education. CUNY's Office of Recruitment and Diversity will provide detailed requirements and training, which may be periodically updated.

- Delineating Roles and Responsibilities
- Conducting Job Reviews
- Developing Recruitment Plans
- Selecting, Preparing, and Supporting an Effective Search Committee
- Cultivating a Diverse Candidate Pool
- Developing and Applying Relevant and Equitable Selection Criteria
- Managing a Respectful and Inclusive Process
- Reviewing Selections and Outcomes
- Evaluating and Reporting on Effectiveness

# Strategies for Strengthening the Diversity of Faculty at CUNY

- Faculty Recruitment
- Faculty Diversity Training (Faculty Diversity Strategists)
- Faculty Outreach and Selection Process
- Faculty Retention
- Accountability



# Specific Initiatives and Efforts are Underway

- Building/Augmenting Faculty Recruitment Initiatives
  - Partnerships
  - Social Media
  - Named Chairs & Distinguished Professors
  - CUNY Scholar-in-Residence
  - Post-doctoral Fellowship Program
  - Instituting more stable terms for CUNY's adjunct faculty
- Faculty Retention and Programmatic Efforts
  - Faculty Fellows Publication Program
  - Diversity Projects Development Fund
  - Biennial Faculty Diversity and Inclusion Conference
  - “Moving from Associate to Full Professor” Initiative
  - Mellon Faculty Diversity Career Enhancement Grant
  - Latino Faculty Diversity Initiative
  - Chancellor's Research Fellowships
  - New Hire and Exit Survey Programs
- University and Campus Climate
  - Climate Task Force underway

Reference: Appendix II  
Building and Augmenting Recruitment Initiatives and Retention Efforts

# Part Four: Current Programs

- Faculty Fellowship Publication Program (FFPP)
- Diversity Projects Development Fund (DPDF)
- CUNY Faculty Diversity and Inclusion Conferences (2013/2015/2017)
- CUNY Mellon Faculty Diversity Career Enhancement Initiative (CFDI)

# FACULTY FELLOWSHIP PUBLICATION PROGRAM (FFPP)

## Academic Year 2016 - 2017

FFPP is sponsored by the Office of the Dean for Recruitment and Diversity to advance CUNY's institutional commitment to diversity.

### OBJECTIVES

This University-wide initiative assists full-time untenured CUNY faculty (Assistant Professors) in designing and executing writing projects essential to progress toward tenure. Projects encompass research-based scholarly articles for juried journals, books for academic presses and creative writing projects.

This program provides three credit hours of course release for the spring semester, a discipline-based writing group, a Publishers Roundtable and Publication Showcase, all under the guidance of a senior faculty member who serves as mentor.

### PROPOSALS

Received: 93

Funded: 54

# FACULTY FELLOWSHIP PUBLICATION PROGRAM (FFPP)

## Faculty and Participating Campuses, 2016 - 2017

Baruch College  
Bronx Community College  
Borough of Manhattan Community College  
Brooklyn College  
City College of New York  
College of Staten Island  
Guttman Community College  
Hostos Community College  
Hunter College  
John Jay College of Criminal Justice  
Kingsborough Community College  
La Guardia Community College  
Lehman College  
New York City College of Technology  
Queensborough Community College  
Queens College  
York College

<http://www2.cuny.edu/about/administration/offices/hr/diversity-and-recruitment/retention/ffppnew/>

# DIVERSITY PROJECTS DEVELOPMENT FUND (DPDF)

## Academic Year 2016 - 2017

**OBJECTIVE** Support educational projects, scholarly research, creative activities and other programmatic initiatives that promote multiculturalism, diversity and inclusion, affirmative action and nondiscrimination for the benefit of the University community.

**PROPOSALS** Received 116  
Funded 28

**Project Areas:**

- Programs supporting members of diverse populations in academic disciplines in which they are traditionally underrepresented
- Scholarly research integrating results of innovative studies and research on underrepresented groups into courses throughout curricula.
- Seminars or workshops on topics related to diversity and/or multiculturalism.
- Creative endeavors such as exhibits or performances that illustrate aspects of diversity or multiculturalism.
- Programs/projects integrating research on underrepresented groups into the general curriculum.
- Programs/projects promoting affirmative action.
- Programs/projects responding to the needs of an urban setting.

# DIVERSITY PROJECTS DEVELOPMENT FUND (DPDF) Participating Campuses, 2016 - 2017

Baruch College  
Bronx Community College  
Borough of Manhattan Community College  
Brooklyn College  
City College of New York  
College of Staten Island  
Guttman Community College  
Hostos Community College  
John Jay College of Criminal Justice  
Kingsborough Community College  
LaGuardia Community College  
Lehman College  
New York City College of Technology  
Queensborough Community College  
Queens College

<http://www2.cuny.edu/about/administration/offices/hr/diversity-and-recruitment/retention/dpdf/>



**CUNY at the Crossroads: Diversity and Intersectionality in Action**  
**CUNY Faculty Diversity and Inclusion Conference 2017**  
March 31, 2017 • CUNY Graduate Center



## **OPENING PLENARY**

### ***Why Colleges Don't Hire More Faculty of Color***

- Marybeth Gasman, University of Pennsylvania, Professor of Higher Education and Director, Penn Center for Minority-Serving Institutions

## **MIDDAY PANEL**

### ***No Longer at the Margins: Black Women's Practice and Performance of Social Justice***

- Janice Johnson Dias, John Jay College of Criminal Justice, Associate Professor Sociology
- Regina Dixon-Reeves, University of Chicago, Assistant Vice Provost for Diversity & Inclusion
- Gina Athena Ulysse, Wesleyan University, Professor of Anthropology
- Cally Waite, Teachers College, Columbia, Associate Professor of History & Education and Program Director, Social Science Research Council (SSRC)



**CUNY at the Crossroads: Diversity and Intersectionality in Action**  
**CUNY Faculty Diversity and Inclusion Conference 2017**  
March 31, 2017 • CUNY Graduate Center



**27 CONCURRENT SESSIONS BY CUNY FACULTY**

PROPOSALS RECEIVED: 86

**GRADUATE STUDENT POSTER SESSIONS**

**REGISTRATION OPENS FEBRUARY 14**

<http://www2.cuny.edu/wp-content/uploads/sites/4/page-assets/about/administration/offices/hr/diversity-and-recruitment/FDIC2017.Call-for-Presentations.pdf>



# CUNY Mellon Faculty Diversity Career Enhancement Initiative (CFDI)

With support from the Andrew W. Mellon foundation, the Office of Recruitment and Diversity (ORD) launched an exciting three-year initiative to support our diverse professoriate. Beginning in the spring of 2017, the *CUNY Mellon Faculty Diversity Career Enhancement Initiative* (CFDI) will work in conjunction with the four Mellon Mays Undergraduate Fellow (MMUF)-serving institutions at The City University of New York - Queens College, Hunter College, Brooklyn College and City College. The initiative is tied to University-wide efforts to increase diversity, equity, and inclusion as outlined in the Diversity Action Plan and in accordance with the mission of the University.

The initiative aims to develop sustained mentorship via research/writing seminars on each MMUF campus and a series of professionalization workshops to increase the retention rate of our faculty. By creating the intellectual spaces to further advance scholarship and creativity, we seek to enhance prospects for tenure and promotion and improve upon the overall University climate.

The Mellon grant is designed to support eight (8) tenure-track faculty on each campus, in particular new hires and those who are pre-tenure. Under the direction of a faculty mentor, faculty fellows will participate in monthly research/writing seminars as well as professional development conferences over the 18-month program duration.

A faculty mentor, who is at the Associate or Full Professor-level, will provide guidance to the fellows as they advance their scholarship and participate in leadership development seminars, and will oversee a series of research/writing workshops on campus. For their participation, the grant will provide the mentors with one course release per semester. Faculty fellows attend on their own time.

Through this initiative, we set the stage for faculty to become much more competitive for internal and external grants and fellowships in order to advance their careers.

## Schedule

- |   |                                 |
|---|---------------------------------|
| • <i>Welcoming Reception</i>                                | December 2016                   |
| • <i>Research/Writing Seminars</i>                          | Monthly meetings on each campus |
| • <i>Professional Development Conferences</i>               |                                 |
| • The Nuts and Bolts of the Annual Review                   | February 2017                   |
| • The Balancing Act   | May 2017                        |
| • The Book Prospectus                                       | September 2017                  |
| • Grants and Fellowships                                    | November 2017                   |
| • Demystifying Tenure and Promotion                         | March 2018                      |
| • Leadership Development in Higher Education Administration | May 2018                        |
| • Symposium: Mellon Faculty Fellows                         | December 2018                   |



# CUNY Mellon Faculty Diversity Career Enhancement Initiative (CFDI)

## Cohort I Participating Departments, Spring 2017 – Fall 2018

**Brooklyn College** Art, Children and Youth Studies, Classics, Health and Nutrition Services, History, and Puerto Rican and Latino Studies

**City College of New York** Art & Jewish Studies, Branding and Integrated Communications, English, History, Leadership and Special Education, Library, Media and Communications Arts, Philosophy and Teaching, Learning and Culture

**Hunter College** Africana and Puerto Rican/Latino Studies, History, Silberman School of Social Work, Sociology, and Special Education

**Queens College** Classics, Middle Eastern and Asian Languages, English, European Languages and Literatures, Hispanic Languages, and Music



# Appendices

Quarterly Report on Faculty Diversity

# Appendices

## **Appendix I**

CUNY Diversity and Recruitment Policy

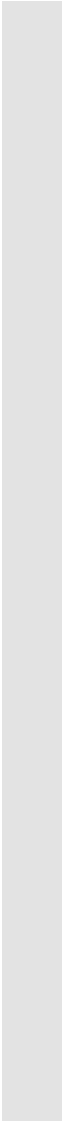
## **Appendix II**

Building and Augmenting Recruitment and Retention Efforts

## **Appendix III**

Faculty Underutilization Report

Underutilization by College and Instructional Program as of June 30, 2015 (end of Affirmative Action Plan Year), organized by:  
Overall, Professoriate, Instructor Level, and Lecturer Level



# **Appendix I**

## CUNY Diversity and Recruitment Policy

Quarterly Report on Faculty Diversity

## Diversity Recruitment Policy

**CUNY provides all members of its community the opportunity to interact with highly qualified, respected colleagues from the widest possible range of backgrounds.** This includes having women, people of color, veterans, and people with disabilities adequately represented as members of the faculty and staff. Various CUNY and College Affirmative Action and diversity programs call for broad outreach and proactive recruitment campaigns to attract members of protected groups and provide equal employment opportunity for all candidates.

**Recruiting and retaining a highly-qualified faculty and staff is critical.** The skills, expertise, and dedication of our faculty and staff are key to CUNY's success. Recruiting alone is not sufficient to assure a high-quality, diverse faculty. CUNY must take proactive steps to develop and retain faculty and staff and to create an inclusive climate that demonstrates respect for individual differences.

**An effective Search Committee is the most critical element in successful hiring.** One of the benefits of the committee process is the input from a diverse group. The decisions of a group representing different experiences, backgrounds, and attitudes can make more effective decisions that are less influenced by unconscious or unverified assumptions. The Search Committee process lends credibility to hiring decisions and helps assure a smooth transition for the new colleague.

**CUNY's reputation is impacted by candidates' experiences.** Today's media allow for broad distribution of our job postings; they also enable candidates to share their observations, positive or negative, with others. Additionally, highly-qualified candidates may base the decision to take a job with CUNY partially on their experience during the search process, and even if not selected, a candidate might be a fit for another position in the future.

**Hiring practices use valuable resources and we have an obligation to have both an effective and efficient process.** Over the course of a year, CUNY conducts hundreds of searches for faculty, executives, administrators, and support staff. Vacancies can be advertised widely, sometimes at substantial cost. Search Committees are composed of professionals for whom recruiting is only one of many commitments.

Therefore, it is the intent of this policy to outline the basic requirements of an effective recruitment and selection process and to empower those responsible to both create an environment where effective practices can be pursued and correction actions taken when practices are not achieving expected results.

The annual Affirmative Action Plan is the vehicle by which CUNY evaluates its progress in meeting diversity goals. However, in practice those responsible must evaluate their efforts continuously.

## Components of a Successful Search Process in Support of Diversity

The components listed below are based upon federal, state, and local compliance requirements as well as best practices in diversity, particularly in Higher Education. CUNY's Office of Recruitment and Diversity will provide detailed requirements and training, which may be periodically updated.

- **Delineating Roles and Responsibilities**

The Chief Diversity Officer oversees the recruitment and selection process, reporting to the President. He/she must not only monitor activities of individual searches but maintain information on overall progress in meeting hiring needs and Affirmative Action goals. The Chief Diversity Officer requires not only the training and expertise to manage a successful diversity program, but he/she requires sufficient time and support to implement it. It is incumbent upon the President to provide such conditions in order to execute an effective diversity program.

- **Conducting Job Reviews**

There will be a review process to assure that job descriptions, individual job postings, and other materials do not contain language and/or requirements that could be interpreted as limiting the diversity of the applicant pool. This review should encompass job duties, qualification requirements, physical requirements, and candidate instructions for applying.

- **Developing Recruitment Plans**

Every search will have a Recruitment Plan that takes into account underutilization and identifies methods of proactive outreach. The Plan should be tailored to the specific search and should go beyond routine advertising programs. The plan should be documented and approved by the Chief Diversity Officer.

- **Selecting, Preparing, and Supporting an Effective Search Committee**

Search Committee members should be selected with consideration for their contribution to furthering diversity goals and their ability to conduct an inclusive, collaborative search process. They are required to have training on CUNY policies, selection practices, and issues related to potential bias in the recruitment process. They will consult with the Chief Diversity Officer and/or others as designated.

- **Cultivating a Diverse Candidate Pool**

The Chief Diversity Officer verifies that outreach identified in the Recruitment Plan takes place. In addition, outreach should include actions to foster an overall inclusive climate. The Chief Diversity Officer must review and certify candidate pools and may extend and/or revise search activities where there is a potential for adverse impact.

- **Developing and Applying Relevant and Equitable Selection Criteria**

Selection criteria must directly reflect job requirements. The Chief Diversity Officer must monitor selection criteria for potential unintentional bias. Search Committee members must apply selection criteria fairly across the applicant pool.

- **Managing a Respectful and Inclusive Process**

Examples of a respectful process include: application requirements should not be burdensome; accommodations should meet the needs of Individuals with Disabilities; candidates' needs should be taken into consideration when scheduling interviews and meetings; considerations given to some candidates, such as expense reimbursement, should be available to all candidates. Candidates will receive notices as may be required by CUNY and/or regulatory bodies. The process should not be subject to preventable delays and candidates are to be kept informed of status decisions.

- **Reviewing Selections and Outcomes**

The college will practice oversight throughout the entire process, especially in the pre-offer hiring stage, to assure all have followed effective recruitment practices in support of diversity. While the ultimate responsibility lies with the President, successful hiring programs require the active commitment and collaboration of Search Committee members, hiring managers, Human Resources departments, review bodies such as the P&B Committees, and the Chief Diversity Officer.

- **Evaluating and Reporting on Effectiveness**


The Chief Diversity Officer assures that records are maintained by which CUNY can evaluate its practices and outcomes. Information includes, but is not limited to: certification that the search met requirements to promote diversity goals; effectiveness of outreach activities; verification that candidate dispositions are noted in system(s) of record; and proof that justifications for decisions and for terms of employment offers (including salary decisions) have been documented and approved. The Chief Diversity Officer will acquire the expertise and resources to effectively collect and analyze data on candidate pools, outcomes, and other measures of effectiveness; for example, to conduct an Adverse Impact Analysis. The Chief Diversity Officer is required as part of Affirmative Action Planning to conduct a self-audit of the effectiveness of outreach and selection methods, and where necessary, adjust these methods. The results of the self-audit are to be discussed in the annual Affirmative Action Plan. The Chief Diversity Officer will meet with the President on an ongoing basis to review the effectiveness of the hiring programs. The President is ultimately responsible for implementing corrective actions where there are areas of risk.

January 3, 2017

University Dean Arlene Torres

Anne Chamberlain, Talent Acquisition





# **Appendix II**

## Building and Augmenting Recruitment and Retention Efforts

Quarterly Report on Faculty Diversity

## BUILDING AND AUGMENTING FACULTY RECRUITMENT INITIATIVES AND RETENTION EFFORTS

### 1. Building and Augmenting Faculty Recruitment Initiatives

To underscore the University's commitment to diversity, we need to support and augment current programming while undertaking new initiatives that broaden outreach to underrepresented groups and promote retention and advancement of CUNY faculty, students, and staff.

- Establish partnerships with foundations, HBCUs, HSIs, and regional colleges. This requires that faculty and staff travel between CUNY and these institutions.
- Implement a Social Media strategy for outreach and marketing through channels commonly used in academia and the general job market.
- Enhance active recruitment strategies by establishing named chairs filled by candidates who bring stature to the University. CUNY proposes to establish two new named chairs over the next four years.
- Establish a CUNY Diversity Scholar-in-Residence program to assist in foregrounding issues relevant to diversity and inclusion within the community. The Diversity Scholar-in-Residence will be an academic and/or public intellectual recognized as a vital contributor to the national debate on some aspect of diversity. The program will support one-semester or one-year residencies in collaboration with CUNY colleges and the Graduate Center. To be funded, this program requires an additional investment from New York State.
- Establish a Postdoctoral Fellowship Program to diversify the pool of potential faculty, attract future leaders in their disciplines and bring intellectual vibrancy to the classroom. Fellows in the social sciences or humanities will conduct research and teach at one of CUNY's colleges. Each Fellow will be assigned to a senior faculty member who will serve as a mentor. Over the next four years, CUNY proposes to hire 15 Postdoctoral Fellows. To be funding, this program requires an additional investment from New York State.

## 2. Faculty Retention

An assessment of University-wide full-time hires over a five-year period (2010-2015) indicate that out of a total of 1,214 new hires, 411 or 33.9% were from federally-protected groups. However, approximately 32.7% separated from CUNY during the same time period, resulting in a small net gain of faculty in real numbers.

Out of total of 615 separations among federally-protected groups, 97 were non-reappointed and 209 resigned. Of critical concern is that 49.75% of faculty from federally-protected groups were either non-reappointed or resigned. An additional 237 faculty members retired or separated due to early retirement incentives, disability, or death. (Other separations resulted from termination of assignment, transfers, by-laws limitations, or reasons not defined.)

By contrast, out of a total of 1,161 separations among Whites, excluding Italian Americans, 85 were non-re-appointed, 339 resigned, and 633 retired or separated due to early retirement incentives, disability, or death. In sum, 36.5% were either non-re-appointed or resigned. Out of a total of 102 Italian Americans, 6 were non-re-appointed and 22 resigned resulting in a 27.45% separation based on these two factors. 71 faculty separated due to early retirement incentives, disability, or death.

As compared to federally-protected groups, Whites, including Italian Americans, are separating from CUNY due to non-re-appointment and resignation at a lower rate of 35.78% as compared to their federally-protected counterparts whose separation rate approximates 49.75%. ***If we consider trends in separations due to retirement, among other factors, short- and long-term strategies must be bolstered to address this gap and to support stability and growth of the professoriate.***

**Instituting more stable terms for CUNY's adjunct faculty.** As per the most recent PSC-CUNY contract, starting in academic year 2016-17 and continuing through 2020-21, CUNY will pilot a program of multi-year appointments for adjuncts who have taught in the same department at the same college for an extended period of time. The program will be piloted in two phases.

- Phase One: Two Year Appointments. Adjuncts who have taught at least six classroom contact hours per semester for 14 of the last 18 consecutive semesters, including the four semesters immediately preceding the 2016-17 academic year will receive a two-year appointment for 2016-17 and 2017-18 without the necessity of a comprehensive review, subject to sufficiency of registration and changes in curriculum. Following a two-year appointment, adjuncts will receive a comprehensive review and then be considered for a three year appointment.
- Phase Two: Three-Year Appointments. Beginning in Fall 2017, adjuncts who have taught at least six contact teaching hours per semester for the 10 most recent consecutive semesters preceding the three-year appointment, will be considered for a three year appointment subject to a comprehensive review and approval of the department P&B and of the college President, or his/her designee. During a three-year appointment, the adjunct will be assigned a minimum of six classroom contact hours in each fall and spring semester, but shall have no entitlement to a particular course or schedule.

**Programmatic Efforts.** The Office of Recruitment and Diversity helps foster a University-wide climate that complements and reinforces campus retention efforts through efforts such as the Diversity Projects Development Fund (DPDF), the Faculty Fellowship Publication Program (FFPP), and the Biennial Faculty Diversity Conference. We will further advance CUNY-wide structured mentoring and support for faculty success via the expansion of the following existing programs.

The [Faculty Fellowship Publication Program](#) provides junior faculty with mentored writing groups to help them achieve tenure. Currently, 54 faculty are supported per year. Over the next four years, CUNY proposes to support 100 faculty annually.

The [Diversity Projects Development Fund](#) supports scholarly research projects and other educational activities for or about traditionally under-represented populations within higher education. Currently, 40 faculty are supported per year.

The [Biennial Faculty Diversity and Inclusion Conference](#) has been recognized as a signature event for the University. This daylong event has offered faculty an opportunity to share and discuss research, ideas, experiences, and actions that can be taken to increase understanding about diversity and foster inclusion in the academy. [Moving from Associate to Full Professor](#), a program supporting a broad range of practices important for professional success generally and faculty members' promotion to full Professor specifically. The program can be particularly helpful to Associate Professors from underrepresented groups, who often find the balance between teaching, scholarship and service more difficult (given the increased demands on their time as committees seek to diversify their membership and students seek out faculty advisors who "look like them"). Currently, 50 faculty are supported per year. Over the next four years, CUNY proposes to support 100 faculty annually.

[Mellon Faculty Diversity Career Enhancement Grant](#) models best practices and offers collaborative programs that promote faculty and staff development.

- First, the University Dean, supported by a \$540,000 grant from the Mellon Foundation, is engaging in a faculty diversity career enhancement initiative. The initiative aims to mentor, retain and advance faculty through the ranks of the professoriate. The *CUNY Mellon Faculty Diversity Career Enhancement Initiative* will last just over three years. The four Mellon Mays Undergraduate Fellows (MMUF)-serving institutions at CUNY will serve as implementation sites – Brooklyn, CCNY, Hunter and Queens Colleges. The project provides sustained faculty mentorship via research/writing seminars on each MMUF campus followed by a series of professionalization workshops over 18 months to increase retention of a diverse professoriate.
- Second, a new initiative in Academic Affairs to support the advancement of mid-career faculty to higher ranks among the full-time professoriate is well underway. [Chancellor's Research Fellowships](#) provide community college faculty with additional time for disciplinary or pedagogical research. Currently, 20-25 community college faculty are supported per year. Over the next four years, CUNY proposes to support 50 faculty at an additional cost of \$250,000 annually. Funding for the expansion would require an additional investment from New York City.

[New Hire and Exit Survey programs](#) help assess the effectiveness of our hiring process. Participating campuses are provided administrative and reporting access to the centralized exit survey system, and results from an annual New Hire survey are shared with each campus and other interested parties each fall. The New Hire survey also tracks successful recruitment sources and ranks the reasons for selecting CUNY.

### 3. **University and Campus Climate**

Modeled after the nationally-recognized National Science Foundation *Advance* Programs, we seek to improve upon recruitment, retention, climate, and leadership. A key component of ongoing success is the development and training of leadership fostering inclusive faculty recruiting practices coupled with preemptive strategies to support and retain valued members of the CUNY community. By enhancing the work environment, we also seek to improve the departmental and ultimately the overall campus climate.

A Climate Task Force co-directed by Presidents Felix Matos-Rodriguez and Gail Mellow is currently underway. The goal is to work directly with students, unit heads, and the Chief Diversity Officers to create and implement institutional change to further increase diversity and inclusion at all levels.



# **Appendix III**

## Faculty Underutilization Report

Quarterly Report on Faculty Diversity

# Faculty Underutilization Report

## Job Groups in this category

- Faculty Title Categories:
  - Professoriate (Tenure-bearing, generally requires a Ph.D.)
  - Instructor (Master's Degree required; 5 year maximum time in title)
  - Lecturer (Bachelor's Degree required)
- We analyze faculty utilization by academic program groups assigned by the college based on its offerings and department structures
- In the Affirmative Action Plan, we also analyze progress toward tenure



# Campus Summaries

- Baruch College
- Borough of Manhattan Community College
- Bronx Community College
- Brooklyn College
- College of Staten Island
- CUNY School of Journalism
- CUNY School of Law
- Graduate Center
- Hostos Community College
- Hunter College
- John Jay College
- Kingsborough Community College
- Lehman College
- LaGuardia Community College
- Medgar Evers College
- New York City College of Technology
- Queens College
- Queensborough Community College
- York College

**Baruch College**  
**Faculty by Title Group**  
**As of June 30, 2015 (end of AA Plan Year)**

Utilization is the percentage of a given protected class within a job group (referred to as Affirmative Action Unit). In the Affirmative Action Plans, faculty utilization is broken out by academic program according to the Classification of Instructional Programs (CIP).

Cells are shaded when utilization is significantly lower than the general labor market availability for similar positions.

No utilization analysis is performed for programs where the minimum staffing threshold is not met (five or more faculty); thus faculty totals do not always equal totals in summary charts.

Source of availability data: degrees conferred by Title IV participating institutions 2011-2012. Excludes US Service Schools, Non-Resident Aliens, and Unknowns. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian/Alaska Native, and Two or More Races. Program-level data not available for Italian-Americans. Data for 4-State Region (CT,NY,NJ,PA) weighted at 20% and all other not in the 4-State region weighted at 80%.

Figures for this chart come primarily from overall totals used in developing the Italian American Affirmative Action Plan. Availability figures are not available for the Italian American cohort at the detailed (academic program) level, and comparisons are made by overall faculty group.

Professoriate includes Professor, Associate Professor, Assistant Professor, and related titles.  
 Instructor is a single title, which is promotional to Assistant Professor upon conferral of a Doctorate within five years of appointment.  
 Lecturer includes Lecturer, Lecturer Doctoral Pay Schedule, and Distinguished Lecturer.

Group/Affirmative Action Unit	Total Faculty	Female			Asian - Hawaiian - Oth Pacific Islander			Black - African-American			Hispanic			Total Minority			Italian-American		
		Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability
Total Professoriate Titles	468	184	39.3%	54.9%	90	19.2%	8.4%	22	4.7%	9.8%	21	4.5%	6.0%	133	28.4%	25.7%	18	3.8%	5.5%
Instructor Title	0	0	NA	64.6%	0	NA	8.2%	0	NA	10.2%	0	NA	6.9%	0	NA	26.6%	0	NA	14.7%
Total Lecturer Titles	75	21	28.0%	57.5%	3	4.0%	7.7%	6	8.0%	10.3%	3	4.0%	9.6%	12	16.0%	29.5%	2	2.7%	9.9%
Total Non-Professoriate (Instructor + Lecturer)	75	21	28.0%	NA	3	4.0%	NA	6	8.0%	NA	3	4.0%	NA	12	16.0%	NA	2	2.7%	NA
Total Faculty	543	205	37.8%	NA	93	17.1%	NA	28	5.2%	NA	24	4.4%	NA	145	26.7%	NA	20	3.7%	NA

**Borough of Manhattan Community College**  
**Faculty by Title Group**  
**As of June 30, 2015 (end of AA Plan Year)**

Utilization is the percentage of a given protected class within a job group (referred to as Affirmative Action Unit). In the Affirmative Action Plans, faculty utilization is broken out by academic program according to the Classification of Instructional Programs (CIP).

Cells are shaded when utilization is significantly lower than the general labor market availability for similar positions.

No utilization analysis is performed for programs where the minimum staffing threshold is not met (five or more faculty); thus faculty totals do not always equal totals in summary charts.

Source of availability data: degrees conferred by Title IV participating institutions 2011-2012. Excludes US Service Schools, Non-Resident Aliens, and Unknowns. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian/Alaska Native, and Two or More Races. Program-level data not available for Italian-Americans. Data for 4-State Region (CT,NY,NJ,PA) weighted at 20% and all other not in the 4-State region weighted at 80%.

Figures for this chart come primarily from overall totals used in developing the Italian American Affirmative Action Plan. Availability figures are not available for the Italian American cohort at the detailed (academic program) level, and comparisons are made by overall faculty group.

Professoriate includes Professor, Associate Professor, Assistant Professor, and related titles.  
 Instructor is a single title, which is promotional to Assistant Professor upon conferral of a Doctorate within five years of appointment.  
 Lecturer includes Lecturer, Lecturer Doctoral Pay Schedule, and Distinguished Lecturer.

Group/Affirmative Action Unit	Total Faculty	Female			Asian - Hawaiian - Oth Pacific Islander			Black - African-American			Hispanic			Total Minority			Italian-American		
		Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability
<b>Total Professoriate Titles</b>	455	259	56.9%	54.9%	61	13.4%	8.4%	70	15.4%	9.8%	56	12.3%	6.0%	191	42.0%	25.7%	26	5.7%	5.5%
<b>Instructor Title</b>	47	27	57.4%	64.6%	7	14.9%	8.2%	13	27.7%	10.2%	7	14.9%	6.9%	27	57.4%	26.6%	1	2.1%	14.7%
<b>Total Lecturer Titles</b>	74	43	58.1%	57.5%	7	9.5%	7.7%	28	37.8%	10.3%	9	12.2%	9.6%	44	59.5%	29.5%	2	2.7%	9.9%
<b>Total Non-Professoriate (Instructor + Lecturer)</b>	121	70	57.9%	NA	14	11.6%	NA	41	33.9%	NA	16	13.2%	NA	71	58.7%	NA	3	2.5%	NA
<b>Total Faculty</b>	576	329	57.1%	NA	75	13.0%	NA	111	19.3%	NA	72	12.5%	NA	262	45.5%	NA	29	5.0%	NA

**Bronx Community College**  
**Faculty by Title Group**  
**As of June 30, 2015 (end of AA Plan Year)**

Utilization is the percentage of a given protected class within a job group (referred to as Affirmative Action Unit). In the Affirmative Action Plans, faculty utilization is broken out by academic program according to the Classification of Instructional Programs (CIP).

Cells are shaded when utilization is significantly lower than the general labor market availability for similar positions.

No utilization analysis is performed for programs where the minimum staffing threshold is not met (five or more faculty); thus faculty totals do not always equal totals in summary charts.

Source of availability data: degrees conferred by Title IV participating institutions 2011-2012. Excludes US Service Schools, Non-Resident Aliens, and Unknowns. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian/Alaska Native, and Two or More Races. Program-level data not available for Italian-Americans. Data for 4-State Region (CT,NY,NJ,PA) weighted at 20% and all other not in the 4-State region weighted at 80%.

Figures for this chart come primarily from overall totals used in developing the Italian American Affirmative Action Plan. Availability figures are not available for the Italian American cohort at the detailed (academic program) level, and comparisons are made by overall faculty group.

Professoriate includes Professor, Associate Professor, Assistant Professor, and related titles.

Instructor is a single title, which is promotional to Assistant Professor upon conferral of a Doctorate within five years of appointment.

Lecturer includes Lecturer, Lecturer Doctoral Pay Schedule, and Distinguished Lecturer.

Group/Affirmative Action Unit	Total Faculty	Female			Asian - Hawaiian - Oth Pacific Islander			Black - African-American			Hispanic			Total Minority			Italian-American		
		Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability
<b>Total Professoriate Titles</b>	232	116	50.0%	54.9%	21	9.1%	8.4%	45	19.4%	9.8%	26	11.2%	6.0%	107	46.1%	25.7%	15	6.5%	5.5%
<b>Instructor Title</b>	6	6	100.0%	64.6%	2	33.3%	8.2%	1	16.7%	10.2%	1	16.7%	6.9%	4	66.7%	26.6%	0	0.0%	14.7%
<b>Total Lecturer Titles</b>	41	22	53.7%	57.5%	2	4.9%	7.7%	16	39.0%	10.3%	7	17.1%	9.6%	25	61.0%	29.5%	6	14.6%	9.9%
<b>Total Non-Professoriate (Instructor + Lecturer)</b>	47	28	59.6%	NA	4	8.5%	NA	17	36.2%	NA	8	17.0%	NA	29	61.7%	NA	6	12.8%	NA
<b>Total Faculty</b>	279	144	51.6%	NA	25	9.0%	NA	62	22.2%	NA	34	12.2%	NA	136	48.7%	NA	21	7.5%	NA

**Brooklyn College**  
**Faculty by Title Group**  
**As of June 30, 2015 (end of AA Plan Year)**

Utilization is the percentage of a given protected class within a job group (referred to as Affirmative Action Unit). In the Affirmative Action Plans, faculty utilization is broken out by academic program according to the Classification of Instructional Programs (CIP).

Cells are shaded when utilization is significantly lower than the general labor market availability for similar positions.

No utilization analysis is performed for programs where the minimum staffing threshold is not met (five or more faculty); thus faculty totals do not always equal totals in summary charts.

Source of availability data: degrees conferred by Title IV participating institutions 2011-2012. Excludes US Service Schools, Non-Resident Aliens, and Unknowns. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian/Alaska Native, and Two or More Races. Program-level data not available for Italian-Americans. Data for 4-State Region (CT,NY,NJ,PA) weighted at 20% and all other not in the 4-State region weighted at 80%.

Figures for this chart come primarily from overall totals used in developing the Italian American Affirmative Action Plan. Availability figures are not available for the Italian American cohort at the detailed (academic program) level, and comparisons are made by overall faculty group.

Professoriate includes Professor, Associate Professor, Assistant Professor, and related titles.  
 Instructor is a single title, which is promotional to Assistant Professor upon conferral of a Doctorate within five years of appointment.  
 Lecturer includes Lecturer, Lecturer Doctoral Pay Schedule, and Distinguished Lecturer.

Group/Affirmative Action Unit	Total Faculty	Female			Asian - Hawaiian - Oth Pacific Islander			Black - African-American			Hispanic			Total Minority			Italian-American		
		Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability
Total Professoriate Titles	503	230	45.7%	54.9%	62	12.3%	8.4%	30	6.0%	9.8%	33	6.6%	6.0%	125	24.9%	25.7%	23	4.6%	5.5%
Instructor Title	10	8	80.0%	64.6%	2	20.0%	8.2%	0	0.0%	10.2%	3	30.0%	6.9%	5	50.0%	26.6%	1	10.0%	14.7%
Total Lecturer Titles	51	20	39.2%	57.5%	3	5.9%	7.7%	5	9.8%	10.3%	4	7.8%	9.6%	12	23.5%	29.5%	3	5.9%	9.9%
Total Non-Professoriate (Instructor + Lecturer)	61	28	45.9%	NA	5	8.2%	NA	5	8.2%	NA	7	11.5%	NA	17	27.9%	NA	4	6.6%	NA
Total Faculty	564	258	45.7%	NA	67	11.9%	NA	35	6.2%	NA	40	7.1%	NA	142	25.2%	NA	27	4.8%	NA

**City College**  
**Faculty by Title Group**  
**As of June 30, 2015 (end of AA Plan Year)**

Utilization is the percentage of a given protected class within a job group (referred to as Affirmative Action Unit). In the Affirmative Action Plans, faculty utilization is broken out by academic program according to the Classification of Instructional Programs (CIP).

Cells are shaded when utilization is significantly lower than the general labor market availability for similar positions.

No utilization analysis is performed for programs where the minimum staffing threshold is not met (five or more faculty); thus faculty totals do not always equal totals in summary charts.

Source of availability data: degrees conferred by Title IV participating institutions 2011-2012. Excludes US Service Schools, Non-Resident Aliens, and Unknowns. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian/Alaska Native, and Two or More Races. Program-level data not available for Italian-Americans. Data for 4-State Region (CT,NY,NJ,PA) weighted at 20% and all other not in the 4-State region weighted at 80%.

Figures for this chart come primarily from overall totals used in developing the Italian American Affirmative Action Plan. Availability figures are not available for the Italian American cohort at the detailed (academic program) level, and comparisons are made by overall faculty group.

Professoriate includes Professor, Associate Professor, Assistant Professor, and related titles.  
 Instructor is a single title, which is promotional to Assistant Professor upon conferral of a Doctorate within five years of appointment.  
 Lecturer includes Lecturer, Lecturer Doctoral Pay Schedule, and Distinguished Lecturer.

Group/Affirmative Action Unit	Total Faculty	Female			Asian - Hawaiian - Oth Pacific Islander			Black - African-American			Hispanic			Total Minority			Italian-American		
		Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability
Total Professoriate Titles	561	221	39.4%	54.9%	58	10.3%	8.4%	48	8.6%	9.8%	48	8.6%	6.0%	183	32.6%	25.7%	23	4.1%	5.5%
Instructor Title	0	0	NA	64.6%	0	NA	8.2%	0	NA	10.2%	0	NA	6.9%	0	NA	26.6%	0	NA	14.7%
Total Lecturer Titles	64	31	48.4%	57.5%	4	6.3%	7.7%	8	12.5%	10.3%	4	6.3%	9.6%	17	26.6%	29.5%	2	3.1%	9.9%
Total Non-Professoriate (Instructor + Lecturer)	64	31	48.4%	NA	4	6.3%	NA	8	12.5%	NA	4	6.3%	NA	17	26.6%	NA	2	3.1%	NA
<b>Total Faculty</b>	<b>625</b>	<b>252</b>	<b>40.3%</b>	<b>NA</b>	<b>62</b>	<b>9.9%</b>	<b>NA</b>	<b>56</b>	<b>9.0%</b>	<b>NA</b>	<b>52</b>	<b>8.3%</b>	<b>NA</b>	<b>200</b>	<b>32.0%</b>	<b>NA</b>	<b>25</b>	<b>4.0%</b>	<b>NA</b>

**College of Staten Island**  
**Faculty by Title Group**  
**As of June 30, 2015 (end of AA Plan Year)**

Utilization is the percentage of a given protected class within a job group (referred to as Affirmative Action Unit). In the Affirmative Action Plans, faculty utilization is broken out by academic program according to the Classification of Instructional Programs (CIP).

Cells are shaded when utilization is significantly lower than the general labor market availability for similar positions.

No utilization analysis is performed for programs where the minimum staffing threshold is not met (five or more faculty); thus faculty totals do not always equal totals in summary charts.

Source of availability data: degrees conferred by Title IV participating institutions 2011-2012. Excludes US Service Schools, Non-Resident Aliens, and Unknowns. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian/Alaska Native, and Two or More Races. Program-level data not available for Italian-Americans. Data for 4-State Region (CT,NY,NJ,PA) weighted at 20% and all other not in the 4-State region weighted at 80%.

Figures for this chart come primarily from overall totals used in developing the Italian American Affirmative Action Plan. Availability figures are not available for the Italian American cohort at the detailed (academic program) level, and comparisons are made by overall faculty group.

Professoriate includes Professor, Associate Professor, Assistant Professor, and related titles.

Instructor is a single title, which is promotional to Assistant Professor upon conferral of a Doctorate within five years of appointment.

Lecturer includes Lecturer, Lecturer Doctoral Pay Schedule, and Distinguished Lecturer.

Group/Affirmative Action Unit	Total Faculty	Female			Asian - Hawaiian - Oth Pacific Islander			Black - African-American			Hispanic			Total Minority			Italian-American		
		Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability
<b>Total Professoriate Titles</b>	339	151	44.5%	54.9%	53	15.6%	8.4%	15	4.4%	9.8%	19	5.6%	6.0%	89	26.3%	25.7%	21	6.2%	5.5%
<b>Instructor Title</b>	0	0	NA	64.6%	0	NA	8.2%	0	NA	10.2%	0	NA	6.9%	0	NA	26.6%	0	NA	14.7%
<b>Total Lecturer Titles</b>	52	26	50.0%	57.5%	8	15.4%	7.7%	1	1.9%	10.3%	4	7.7%	9.6%	13	25.0%	29.5%	8	15.4%	9.9%
<b>Total Non-Professoriate (Instructor + Lecturer)</b>	52	26	50.0%	NA	8	15.4%	NA	1	1.9%	NA	4	7.7%	NA	13	25.0%	NA	8	15.4%	NA
<b>Total Faculty</b>	391	177	45.3%	NA	61	15.6%	NA	16	4.1%	NA	23	5.9%	NA	102	26.1%	NA	29	7.4%	NA

**CUNY School of Journalism**  
**Faculty by Title Group**  
**As of June 30, 2015 (end of AA Plan Year)**

Utilization is the percentage of a given protected class within a job group (referred to as Affirmative Action Unit). In the Affirmative Action Plans, faculty utilization is broken out by academic program according to the Classification of Instructional Programs (CIP).

Cells are shaded when utilization is significantly lower than the general labor market availability for similar positions.

No utilization analysis is performed for programs where the minimum staffing threshold is not met (five or more faculty); thus faculty totals do not always equal totals in summary charts.

Source of availability data: degrees conferred by Title IV participating institutions 2011-2012. Excludes US Service Schools, Non-Resident Aliens, and Unknowns. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian/Alaska Native, and Two or More Races. Program-level data not available for Italian-Americans. Data for 4-State Region (CT,NY,NJ,PA) weighted at 20% and all other not in the 4-State region weighted at 80%.

Figures for this chart come primarily from overall totals used in developing the Italian American Affirmative Action Plan. Availability figures are not available for the Italian American cohort at the detailed (academic program) level, and comparisons are made by overall faculty group.

Professoriate includes Professor, Associate Professor, Assistant Professor, and related titles.  
 Instructor is a single title, which is promotional to Assistant Professor upon conferral of a Doctorate within five years of appointment.  
 Lecturer includes Lecturer, Lecturer Doctoral Pay Schedule, and Distinguished Lecturer.

Group/Affirmative Action Unit	Total Faculty	Female			Asian - Hawaiian - Oth Pacific Islander			Black - African-American			Hispanic			Total Minority			Italian-American		
		Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability
Total Professoriate Titles	15	5	33.3%	54.9%	1	6.7%	8.4%	2	13.3%	9.8%	0	0.0%	6.0%	4	26.7%	25.7%	0	0.0%	5.5%
Instructor Title	0	0	NA	64.6%	0	NA	8.2%	0	NA	10.2%	0	NA	6.9%	0	NA	26.6%	0	NA	14.7%
Total Lecturer Titles	7	3	42.9%	57.5%	1	14.3%	7.7%	2	28.6%	10.3%	0	0.0%	9.6%	3	42.9%	29.5%	0	0.0%	9.9%
Total Non-Professoriate (Instructor + Lecturer)	7	3	42.9%	NA	1	14.3%	NA	2	28.6%	NA	0	0.0%	NA	3	42.9%	NA	0	0.0%	NA
Total Faculty	22	8	36.4%	NA	2	9.1%	NA	4	18.2%	NA	0	0.0%	NA	7	31.8%	NA	0	0.0%	NA



**CUNY School of Law  
Faculty by Title Group  
As of June 30, 2015 (end of AA Plan Year)**

Utilization is the percentage of a given protected class within a job group (referred to as Affirmative Action Unit). In the Affirmative Action Plans, faculty utilization is broken out by academic program according to the Classification of Instructional Programs (CIP).

Cells are shaded when utilization is significantly lower than the general labor market availability for similar positions.

No utilization analysis is performed for programs where the minimum staffing threshold is not met (five or more faculty); thus faculty totals do not always equal totals in summary charts.

Source of availability data: degrees conferred by Title IV participating institutions 2011-2012. Excludes US Service Schools, Non-Resident Aliens, and Unknowns. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian/Alaska Native, and Two or More Races. Program-level data not available for Italian-Americans. Data for 4-State Region (CT,NY,NJ,PA) weighted at 20% and all other not in the 4-State region weighted at 80%.

Figures for this chart come primarily from overall totals used in developing the Italian American Affirmative Action Plan. Availability figures are not available for the Italian American cohort at the detailed (academic program) level, and comparisons are made by overall faculty group.

Professoriate includes Professor, Associate Professor, Assistant Professor, and related titles.  
Instructor is a single title, which is promotional to Assistant Professor upon conferral of a Doctorate within five years of appointment.  
Lecturer includes Lecturer, Lecturer Doctoral Pay Schedule, and Distinguished Lecturer.

Group/Affirmative Action Unit	Total Faculty	Female			Asian - Hawaiian - Oth Pacific Islander			Black - African-American			Hispanic			Total Minority			Italian-American		
		Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability
Total Professoriate Titles	48	33	68.8%	54.9%	11	22.9%	8.4%	6	12.5%	9.8%	3	6.3%	6.0%	24	50.0%	25.7%	4	8.3%	5.5%
Instructor Title	8	7	87.5%	64.6%	3	37.5%	8.2%	1	12.5%	10.2%	0	0.0%	6.9%	5	62.5%	26.6%	1	12.5%	14.7%
Total Lecturer Titles	0	0	NA	57.5%	0	NA	7.7%	0	NA	10.3%	0	NA	9.6%	0	NA	29.5%	0	NA	9.9%
Total Non-Professoriate (Instructor + Lecturer)	8	7	87.5%	NA	3	37.5%	NA	1	12.5%	NA	0	0.0%	NA	5	62.5%	NA	1	12.5%	NA
Total Faculty	56	40	71.4%	NA	14	25.0%	NA	7	12.5%	NA	3	5.4%	NA	29	51.8%	NA	5	8.9%	NA

**Graduate Center  
Faculty by Title Group  
As of June 30, 2015 (end of AA Plan Year)**

Utilization is the percentage of a given protected class within a job group (referred to as Affirmative Action Unit). In the Affirmative Action Plans, faculty utilization is broken out by academic program according to the Classification of Instructional Programs (CIP).

Cells are shaded when utilization is significantly lower than the general labor market availability for similar positions.

No utilization analysis is performed for programs where the minimum staffing threshold is not met (five or more faculty); thus faculty totals do not always equal totals in summary charts.

Source of availability data: degrees conferred by Title IV participating institutions 2011-2012. Excludes US Service Schools, Non-Resident Aliens, and Unknowns. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian/Alaska Native, and Two or More Races. Program-level data not available for Italian-Americans. Data for 4-State Region (CT,NY,NJ,PA) weighted at 20% and all other not in the 4-State region weighted at 80%.

Figures for this chart come primarily from overall totals used in developing the Italian American Affirmative Action Plan. Availability figures are not available for the Italian American cohort at the detailed (academic program) level, and comparisons are made by overall faculty group.

Professoriate includes Professor, Associate Professor, Assistant Professor, and related titles.  
Instructor is a single title, which is promotional to Assistant Professor upon conferral of a Doctorate within five years of appointment.  
Lecturer includes Lecturer, Lecturer Doctoral Pay Schedule, and Distinguished Lecturer.

Group/Affirmative Action Unit	Total Faculty	Female			Asian - Hawaiian - Oth Pacific Islander			Black - African-American			Hispanic			Total Minority			Italian-American		
		Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability
Total Professoriate Titles	173	62	35.8%	54.9%	5	2.9%	8.4%	15	8.7%	9.8%	7	4.0%	6.0%	27	15.6%	25.7%	2	1.2%	5.5%
Instructor Title	0	0	NA	64.6%	0	NA	8.2%	0	NA	10.2%	0	NA	6.9%	0	NA	26.6%	0	NA	14.7%
Total Lecturer Titles	0	0	NA	57.5%	0	NA	7.7%	0	NA	10.3%	0	NA	9.6%	0	NA	29.5%	0	NA	9.9%
Total Non-Professoriate (Instructor + Lecturer)	0	0	NA	NA	0	NA	NA	0	NA	NA	0	NA	NA	0	NA	NA	0	NA	NA
Total Faculty	173	62	35.8%	NA	5	2.9%	NA	15	8.7%	NA	7	4.0%	NA	27	15.6%	NA	2	1.2%	NA

**Guttman Community College**  
**Faculty by Title Group**  
**As of June 30, 2015 (end of AA Plan Year)**

Utilization is the percentage of a given protected class within a job group (referred to as Affirmative Action Unit). In the Affirmative Action Plans, faculty utilization is broken out by academic program according to the Classification of Instructional Programs (CIP).

Cells are shaded when utilization is significantly lower than the general labor market availability for similar positions.

No utilization analysis is performed for programs where the minimum staffing threshold is not met (five or more faculty); thus faculty totals do not always equal totals in summary charts.

Source of availability data: degrees conferred by Title IV participating institutions 2011-2012. Excludes US Service Schools, Non-Resident Aliens, and Unknowns. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian/Alaska Native, and Two or More Races. Program-level data not available for Italian-Americans. Data for 4-State Region (CT,NY,NJ,PA) weighted at 20% and all other not in the 4-State region weighted at 80%.

Figures for this chart come primarily from overall totals used in developing the Italian American Affirmative Action Plan. Availability figures are not available for the Italian American cohort at the detailed (academic program) level, and comparisons are made by overall faculty group.

Professoriate includes Professor, Associate Professor, Assistant Professor, and related titles.  
 Instructor is a single title, which is promotional to Assistant Professor upon conferral of a Doctorate within five years of appointment.  
 Lecturer includes Lecturer, Lecturer Doctoral Pay Schedule, and Distinguished Lecturer.

Group/Affirmative Action Unit	Total Faculty	Female			Asian - Hawaiian - Oth Pacific Islander			Black - African-American			Hispanic			Total Minority			Italian-American		
		Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability
Total Professoriate Titles	28	20	71.4%	54.9%	4	14.3%	8.4%	6	21.4%	9.8%	1	3.6%	6.0%	12	42.9%	25.7%	0	0.0%	5.5%
Instructor Title	8	3	37.5%	64.6%	1	12.5%	8.2%	0	0.0%	10.2%	1	12.5%	6.9%	2	25.0%	26.6%	0	0.0%	14.7%
Total Lecturer Titles	0	0	NA	57.5%	0	NA	7.7%	0	NA	10.3%	0	NA	9.6%	0	NA	29.5%	0	NA	9.9%
Total Non-Professoriate (Instructor + Lecturer)	8	3	37.5%	NA	1	12.5%	NA	0	0.0%	NA	1	12.5%	NA	2	25.0%	NA	0	0.0%	NA
Total Faculty	36	23	63.9%	NA	5	13.9%	NA	6	16.7%	NA	2	5.6%	NA	14	38.9%	NA	0	0.0%	NA

**Hostos Community College**  
**Faculty by Title Group**  
**As of June 30, 2015 (end of AA Plan Year)**

Utilization is the percentage of a given protected class within a job group (referred to as Affirmative Action Unit). In the Affirmative Action Plans, faculty utilization is broken out by academic program according to the Classification of Instructional Programs (CIP).

Cells are shaded when utilization is significantly lower than the general labor market availability for similar positions.

No utilization analysis is performed for programs where the minimum staffing threshold is not met (five or more faculty); thus faculty totals do not always equal totals in summary charts.

Source of availability data: degrees conferred by Title IV participating institutions 2011-2012. Excludes US Service Schools, Non-Resident Aliens, and Unknowns. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian/Alaska Native, and Two or More Races. Program-level data not available for Italian-Americans. Data for 4-State Region (CT,NY,NJ,PA) weighted at 20% and all other not in the 4-State region weighted at 80%.

Figures for this chart come primarily from overall totals used in developing the Italian American Affirmative Action Plan. Availability figures are not available for the Italian American cohort at the detailed (academic program) level, and comparisons are made by overall faculty group.

Professoriate includes Professor, Associate Professor, Assistant Professor, and related titles.  
 Instructor is a single title, which is promotional to Assistant Professor upon conferral of a Doctorate within five years of appointment.  
 Lecturer includes Lecturer, Lecturer Doctoral Pay Schedule, and Distinguished Lecturer.

Group/Affirmative Action Unit	Total Faculty	Female			Asian - Hawaiian - Oth Pacific Islander			Black - African-American			Hispanic			Total Minority			Italian-American		
		Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability
<b>Total Professoriate Titles</b>	155	82	52.9%	54.9%	15	9.7%	8.4%	17	11.0%	9.8%	40	25.8%	6.0%	73	47.1%	25.7%	6	3.9%	5.5%
<b>Instructor Title</b>	0	0	NA	64.6%	0	NA	8.2%	0	NA	10.2%	0	NA	6.9%	0	NA	26.6%	0	NA	14.7%
<b>Total Lecturer Titles</b>	31	15	48.4%	57.5%	0	0.0%	7.7%	7	22.6%	10.3%	15	48.4%	9.6%	22	71.0%	29.5%	0	0.0%	9.9%
<b>Total Non-Professoriate (Instructor + Lecturer)</b>	31	15	48.4%	NA	0	0.0%	NA	7	22.6%	NA	15	48.4%	NA	22	71.0%	NA	0	0.0%	NA
<b>Total Faculty</b>	186	97	52.2%	NA	15	8.1%	NA	24	12.9%	NA	55	29.6%	NA	95	51.1%	NA	6	3.2%	NA

**Hunter College**  
**Faculty by Title Group**  
**As of June 30, 2015 (end of AA Plan Year)**

Utilization is the percentage of a given protected class within a job group (referred to as Affirmative Action Unit). In the Affirmative Action Plans, faculty utilization is broken out by academic program according to the Classification of Instructional Programs (CIP).

Cells are shaded when utilization is significantly lower than the general labor market availability for similar positions.

No utilization analysis is performed for programs where the minimum staffing threshold is not met (five or more faculty); thus faculty totals do not always equal totals in summary charts.

Source of availability data: degrees conferred by Title IV participating institutions 2011-2012. Excludes US Service Schools, Non-Resident Aliens, and Unknowns. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian/Alaska Native, and Two or More Races. Program-level data not available for Italian-Americans. Data for 4-State Region (CT,NY,NJ,PA) weighted at 20% and all other not in the 4-State region weighted at 80%.

Figures for this chart come primarily from overall totals used in developing the Italian American Affirmative Action Plan. Availability figures are not available for the Italian American cohort at the detailed (academic program) level, and comparisons are made by overall faculty group.

Professoriate includes Professor, Associate Professor, Assistant Professor, and related titles.  
 Instructor is a single title, which is promotional to Assistant Professor upon conferral of a Doctorate within five years of appointment.  
 Lecturer includes Lecturer, Lecturer Doctoral Pay Schedule, and Distinguished Lecturer.

\*Note that for Hunter College, the Instructor cohort is comprised of Primary and Secondary School faculty in the Hunter College Campus Schools, not college faculty on a professorial track.

Group/Affirmative Action Unit	Total Faculty	Female			Asian - Hawaiian - Oth Pacific Islander			Black - African-American			Hispanic			Total Minority			Italian-American		
		Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability
Total Professoriate Titles	617	310	50.2%	54.9%	59	9.6%	8.4%	51	8.3%	9.8%	59	9.6%	6.0%	172	27.9%	25.7%	35	5.7%	5.5%
Instructor Title*	102	74	72.5%	64.6%	12	11.8%	8.2%	3	2.9%	10.2%	9	8.8%	6.9%	29	28.4%	26.6%	2	2.0%	14.7%
Total Lecturer Titles	91	51	56.0%	57.5%	13	14.3%	7.7%	9	9.9%	10.3%	8	8.8%	9.6%	43	47.3%	29.5%	3	3.3%	9.9%
Total Non-Professoriate (Instructor + Lecturer)	193	125	64.8%	NA	25	13.0%	NA	12	6.2%	NA	17	8.8%	NA	72	37.3%	NA	5	2.6%	NA
Total Faculty	810	435	53.7%	NA	84	10.4%	NA	63	7.8%	NA	76	9.4%	NA	244	30.1%	NA	40	4.9%	NA

**John Jay College**  
**Faculty by Title Group**  
**As of June 30, 2015 (end of AA Plan Year)**

Utilization is the percentage of a given protected class within a job group (referred to as Affirmative Action Unit). In the Affirmative Action Plans, faculty utilization is broken out by academic program according to the Classification of Instructional Programs (CIP).

Cells are shaded when utilization is significantly lower than the general labor market availability for similar positions.

No utilization analysis is performed for programs where the minimum staffing threshold is not met (five or more faculty); thus faculty totals do not always equal totals in summary charts.

Source of availability data: degrees conferred by Title IV participating institutions 2011-2012. Excludes US Service Schools, Non-Resident Aliens, and Unknowns. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian/Alaska Native, and Two or More Races. Program-level data not available for Italian-Americans. Data for 4-State Region (CT,NY,NJ,PA) weighted at 20% and all other not in the 4-State region weighted at 80%.

Figures for this chart come primarily from overall totals used in developing the Italian American Affirmative Action Plan. Availability figures are not available for the Italian American cohort at the detailed (academic program) level, and comparisons are made by overall faculty group.

Professoriate includes Professor, Associate Professor, Assistant Professor, and related titles.  
 Instructor is a single title, which is promotional to Assistant Professor upon conferral of a Doctorate within five years of appointment.  
 Lecturer includes Lecturer, Lecturer Doctoral Pay Schedule, and Distinguished Lecturer.

Group/Affirmative Action Unit	Total Faculty	Female			Asian - Hawaiian - Oth Pacific Islander			Black - African-American			Hispanic			Total Minority			Italian-American		
		Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability
<b>Total Professoriate Titles</b>	373	178	47.7%	54.9%	32	8.6%	8.4%	38	10.2%	9.8%	41	11.0%	6.0%	112	30.0%	25.7%	16	4.3%	5.5%
<b>Instructor Title</b>	0	0	NA	64.6%	0	NA	8.2%	0	NA	10.2%	0	NA	6.9%	0	NA	26.6%	0	NA	14.7%
<b>Total Lecturer Titles</b>	42	20	47.6%	57.5%	3	7.1%	7.7%	7	16.7%	10.3%	7	16.7%	9.6%	17	40.5%	29.5%	3	7.1%	9.9%
<b>Total Non-Professoriate (Instructor + Lecturer)</b>	42	20	47.6%	NA	3	7.1%	NA	7	16.7%	NA	7	16.7%	NA	17	40.5%	NA	3	7.1%	NA
<b>Total Faculty</b>	415	198	47.7%	NA	35	8.4%	NA	45	10.8%	NA	48	11.6%	NA	129	31.1%	NA	19	4.6%	NA

**Kingsborough Community College**  
**Faculty by Title Group**  
**As of June 30, 2015 (end of AA Plan Year)**

Utilization is the percentage of a given protected class within a job group (referred to as Affirmative Action Unit). In the Affirmative Action Plans, faculty utilization is broken out by academic program according to the Classification of Instructional Programs (CIP).

Cells are shaded when utilization is significantly lower than the general labor market availability for similar positions.

No utilization analysis is performed for programs where the minimum staffing threshold is not met (five or more faculty); thus faculty totals do not always equal totals in summary charts.

Source of availability data: degrees conferred by Title IV participating institutions 2011-2012. Excludes US Service Schools, Non-Resident Aliens, and Unknowns. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian/Alaska Native, and Two or More Races. Program-level data not available for Italian-Americans. Data for 4-State Region (CT,NY,NJ,PA) weighted at 20% and all other not in the 4-State region weighted at 80%.

Figures for this chart come primarily from overall totals used in developing the Italian American Affirmative Action Plan. Availability figures are not available for the Italian American cohort at the detailed (academic program) level, and comparisons are made by overall faculty group.

Professoriate includes Professor, Associate Professor, Assistant Professor, and related titles.  
 Instructor is a single title, which is promotional to Assistant Professor upon conferral of a Doctorate within five years of appointment.  
 Lecturer includes Lecturer, Lecturer Doctoral Pay Schedule, and Distinguished Lecturer.

Group/Affirmative Action Unit	Total Faculty	Female			Asian - Hawaiian - Oth Pacific Islander			Black - African-American			Hispanic			Total Minority			Italian-American		
		Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability
Total Professoriate Titles	254	136	53.5%	54.9%	20	7.9%	8.4%	28	11.0%	9.8%	17	6.7%	6.0%	67	26.4%	25.7%	36	14.2%	5.5%
Instructor Title	11	6	54.5%	64.6%	0	0.0%	8.2%	3	27.3%	10.2%	1	9.1%	6.9%	4	36.4%	26.6%	0	0.0%	14.7%
Total Lecturer Titles	85	51	60.0%	57.5%	5	5.9%	7.7%	12	14.1%	10.3%	11	12.9%	9.6%	28	32.9%	29.5%	7	8.2%	9.9%
Total Non-Professoriate (Instructor + Lecturer)	96	57	59.4%	NA	5	5.2%	NA	15	15.6%	NA	12	12.5%	NA	32	33.3%	NA	7	7.3%	NA
Total Faculty	350	193	55.1%	NA	25	7.1%	NA	43	12.3%	NA	29	8.3%	NA	99	28.3%	NA	43	12.3%	NA

**LaGuardia Community College**  
**Faculty by Title Group**  
**As of June 30, 2015 (end of AA Plan Year)**

Utilization is the percentage of a given protected class within a job group (referred to as Affirmative Action Unit). In the Affirmative Action Plans, faculty utilization is broken out by academic program according to the Classification of Instructional Programs (CIP).

Cells are shaded when utilization is significantly lower than the general labor market availability for similar positions.

No utilization analysis is performed for programs where the minimum staffing threshold is not met (five or more faculty); thus faculty totals do not always equal totals in summary charts.

Source of availability data: degrees conferred by Title IV participating institutions 2011-2012. Excludes US Service Schools, Non-Resident Aliens, and Unknowns. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian/Alaska Native, and Two or More Races. Program-level data not available for Italian-Americans. Data for 4-State Region (CT,NY,NJ,PA) weighted at 20% and all other not in the 4-State region weighted at 80%.

Figures for this chart come primarily from overall totals used in developing the Italian American Affirmative Action Plan. Availability figures are not available for the Italian American cohort at the detailed (academic program) level, and comparisons are made by overall faculty group.

Professoriate includes Professor, Associate Professor, Assistant Professor, and related titles.  
 Instructor is a single title, which is promotional to Assistant Professor upon conferral of a Doctorate within five years of appointment.  
 Lecturer includes Lecturer, Lecturer Doctoral Pay Schedule, and Distinguished Lecturer.

Group/Affirmative Action Unit	Total Faculty	Female			Asian - Hawaiian - Oth Pacific Islander			Black - African-American			Hispanic			Total Minority			Italian-American		
		Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability
<b>Total Professoriate Titles</b>	330	190	57.6%	54.9%	28	8.5%	8.4%	21	6.4%	9.8%	14	4.2%	6.0%	63	19.1%	25.7%	10	3.0%	5.5%
<b>Instructor Title</b>	10	8	80.0%	64.6%	1	10.0%	8.2%	1	10.0%	10.2%	0	0.0%	6.9%	2	20.0%	26.6%	0	0.0%	14.7%
<b>Total Lecturer Titles</b>	51	26	51.0%	57.5%	6	11.8%	7.7%	11	21.6%	10.3%	13	25.5%	9.6%	30	58.8%	29.5%	2	3.9%	9.9%
<b>Total Non-Professoriate (Instructor + Lecturer)</b>	61	34	55.7%	NA	7	11.5%	NA	12	19.7%	NA	13	21.3%	NA	32	52.5%	NA	2	3.3%	NA
<b>Total Faculty</b>	391	224	57.3%	NA	35	9.0%	NA	33	8.4%	NA	27	6.9%	NA	95	24.3%	NA	12	3.1%	NA



**Lehman College**  
**Faculty by Title Group**  
**As of June 30, 2015 (end of AA Plan Year)**

Utilization is the percentage of a given protected class within a job group (referred to as Affirmative Action Unit). In the Affirmative Action Plans, faculty utilization is broken out by academic program according to the Classification of Instructional Programs (CIP).

Cells are shaded when utilization is significantly lower than the general labor market availability for similar positions.

No utilization analysis is performed for programs where the minimum staffing threshold is not met (five or more faculty); thus faculty totals do not always equal totals in summary charts.

Source of availability data: degrees conferred by Title IV participating institutions 2011-2012. Excludes US Service Schools, Non-Resident Aliens, and Unknowns. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian/Alaska Native, and Two or More Races. Program-level data not available for Italian-Americans. Data for 4-State Region (CT,NY,NJ,PA) weighted at 20% and all other not in the 4-State region weighted at 80%.

Figures for this chart come primarily from overall totals used in developing the Italian American Affirmative Action Plan. Availability figures are not available for the Italian American cohort at the detailed (academic program) level, and comparisons are made by overall faculty group.

Professoriate includes Professor, Associate Professor, Assistant Professor, and related titles.  
 Instructor is a single title, which is promotional to Assistant Professor upon conferral of a Doctorate within five years of appointment.  
 Lecturer includes Lecturer, Lecturer Doctoral Pay Schedule, and Distinguished Lecturer.

Group/Affirmative Action Unit	Total Faculty	Female			Asian - Hawaiian - Oth Pacific Islander			Black - African-American			Hispanic			Total Minority			Italian-American		
		Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability
Total Professoriate Titles	292	159	54.5%	54.9%	20	6.8%	8.4%	27	9.2%	9.8%	43	14.7%	6.0%	90	30.8%	25.7%	23	7.9%	5.5%
Instructor Title	0	0	NA	64.6%	0	NA	8.2%	0	NA	10.2%	0	NA	6.9%	0	NA	26.6%	0	NA	14.7%
Total Lecturer Titles	71	39	54.9%	57.5%	3	4.2%	7.7%	10	14.1%	10.3%	13	18.3%	9.6%	26	36.6%	29.5%	2	2.8%	9.9%
Total Non-Professoriate (Instructor + Lecturer)	71	39	54.9%	NA	3	4.2%	NA	10	14.1%	NA	13	18.3%	NA	26	36.6%	NA	2	2.8%	NA
Total Faculty	363	198	54.5%	NA	23	6.3%	NA	37	10.2%	NA	56	15.4%	NA	116	32.0%	NA	25	6.9%	NA

**Medgar Evers College**  
**Faculty by Title Group**  
**As of June 30, 2015 (end of AA Plan Year)**

Utilization is the percentage of a given protected class within a job group (referred to as Affirmative Action Unit). In the Affirmative Action Plans, faculty utilization is broken out by academic program according to the Classification of Instructional Programs (CIP).

Cells are shaded when utilization is significantly lower than the general labor market availability for similar positions.

No utilization analysis is performed for programs where the minimum staffing threshold is not met (five or more faculty); thus faculty totals do not always equal totals in summary charts.

Source of availability data: degrees conferred by Title IV participating institutions 2011-2012. Excludes US Service Schools, Non-Resident Aliens, and Unknowns. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian/Alaska Native, and Two or More Races. Program-level data not available for Italian-Americans. Data for 4-State Region (CT,NY,NJ,PA) weighted at 20% and all other not in the 4-State region weighted at 80%.

Figures for this chart come primarily from overall totals used in developing the Italian American Affirmative Action Plan. Availability figures are not available for the Italian American cohort at the detailed (academic program) level, and comparisons are made by overall faculty group.

Professoriate includes Professor, Associate Professor, Assistant Professor, and related titles.  
 Instructor is a single title, which is promotional to Assistant Professor upon conferral of a Doctorate within five years of appointment.  
 Lecturer includes Lecturer, Lecturer Doctoral Pay Schedule, and Distinguished Lecturer.

Group/Affirmative Action Unit	Total Faculty	Female			Asian - Hawaiian - Oth Pacific Islander			Black - African-American			Hispanic			Total Minority			Italian-American		
		Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability
Total Professoriate Titles	137	66	48.2%	54.9%	17	12.4%	8.4%	78	56.9%	9.8%	8	5.8%	6.0%	103	75.2%	25.7%	1	0.7%	5.5%
Instructor Title	0	0	NA	64.6%	0	NA	8.2%	0	NA	10.2%	0	NA	6.9%	0	NA	26.6%	0	NA	14.7%
Total Lecturer Titles	41	13	31.7%	57.5%	2	4.9%	7.7%	36	87.8%	10.3%	1	2.4%	9.6%	39	95.1%	29.5%	1	2.4%	9.9%
Total Non-Professoriate (Instructor + Lecturer)	41	13	31.7%	NA	2	4.9%	NA	36	87.8%	NA	1	2.4%	NA	39	95.1%	NA	1	2.4%	NA
Total Faculty	178	79	44.4%	NA	19	10.7%	NA	114	64.0%	NA	9	5.1%	NA	142	79.8%	NA	2	1.1%	NA

**New York City College of Technology**  
**Faculty by Title Group**  
**As of June 30, 2015 (end of AA Plan Year)**

Utilization is the percentage of a given protected class within a job group (referred to as Affirmative Action Unit). In the Affirmative Action Plans, faculty utilization is broken out by academic program according to the Classification of Instructional Programs (CIP).

Cells are shaded when utilization is significantly lower than the general labor market availability for similar positions.

No utilization analysis is performed for programs where the minimum staffing threshold is not met (five or more faculty); thus faculty totals do not always equal totals in summary charts.

Source of availability data: degrees conferred by Title IV participating institutions 2011-2012. Excludes US Service Schools, Non-Resident Aliens, and Unknowns. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian/Alaska Native, and Two or More Races. Program-level data not available for Italian-Americans. Data for 4-State Region (CT,NY,NJ,PA) weighted at 20% and all other not in the 4-State region weighted at 80%.

Figures for this chart come primarily from overall totals used in developing the Italian American Affirmative Action Plan. Availability figures are not available for the Italian American cohort at the detailed (academic program) level, and comparisons are made by overall faculty group.

Professoriate includes Professor, Associate Professor, Assistant Professor, and related titles.

Instructor is a single title, which is promotional to Assistant Professor upon conferral of a Doctorate within five years of appointment.

Lecturer includes Lecturer, Lecturer Doctoral Pay Schedule, and Distinguished Lecturer.

Group/Affirmative Action Unit	Total Faculty	Female			Asian - Hawaiian - Oth Pacific Islander			Black - African-American			Hispanic			Total Minority			Italian-American		
		Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability
Total Professoriate Titles	391	187	47.8%	54.9%	60	15.3%	8.4%	42	10.7%	9.8%	29	7.4%	6.0%	133	34.0%	25.7%	0	0.0%	5.5%
Instructor Title	0	0	NA	64.6%	0	NA	8.2%	0	NA	10.2%	0	NA	6.9%	0	NA	26.6%	0	NA	14.7%
Total Lecturer Titles	17	11	64.7%	57.5%	3	17.6%	7.7%	8	47.1%	10.3%	0	0.0%	9.6%	11	64.7%	29.5%	0	0.0%	9.9%
Total Non-Professoriate (Instructor + Lecturer)	17	11	64.7%	NA	3	17.6%	NA	8	47.1%	NA	0	0.0%	NA	11	64.7%	NA	0	0.0%	NA
Total Faculty	408	198	48.5%	NA	63	15.4%	NA	50	12.3%	NA	29	7.1%	NA	144	35.3%	NA	0	0.0%	NA

**Queens College**  
**Faculty by Title Group**  
**As of June 30, 2015 (end of AA Plan Year)**

Utilization is the percentage of a given protected class within a job group (referred to as Affirmative Action Unit). In the Affirmative Action Plans, faculty utilization is broken out by academic program according to the Classification of Instructional Programs (CIP).

Cells are shaded when utilization is significantly lower than the general labor market availability for similar positions.

No utilization analysis is performed for programs where the minimum staffing threshold is not met (five or more faculty); thus faculty totals do not always equal totals in summary charts.

Source of availability data: degrees conferred by Title IV participating institutions 2011-2012. Excludes US Service Schools, Non-Resident Aliens, and Unknowns. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian/Alaska Native, and Two or More Races. Program-level data not available for Italian-Americans. Data for 4-State Region (CT,NY,NJ,PA) weighted at 20% and all other not in the 4-State region weighted at 80%.

Figures for this chart come primarily from overall totals used in developing the Italian American Affirmative Action Plan. Availability figures are not available for the Italian American cohort at the detailed (academic program) level, and comparisons are made by overall faculty group.

Professoriate includes Professor, Associate Professor, Assistant Professor, and related titles.  
 Instructor is a single title, which is promotional to Assistant Professor upon conferral of a Doctorate within five years of appointment.  
 Lecturer includes Lecturer, Lecturer Doctoral Pay Schedule, and Distinguished Lecturer.

Group/Affirmative Action Unit	Total Faculty	Female			Asian - Hawaiian - Oth Pacific Islander			Black - African-American			Hispanic			Total Minority			Italian-American		
		Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability
<b>Total Professoriate Titles</b>	523	233	44.6%	54.9%	67	12.8%	8.4%	33	6.3%	9.8%	39	7.5%	6.0%	142	27.2%	25.7%	20	3.8%	5.5%
<b>Instructor Title</b>	7	3	42.9%	64.6%	1	14.3%	8.2%	0	0.0%	10.2%	1	14.3%	6.9%	2	28.6%	26.6%	1	14.3%	14.7%
<b>Total Lecturer Titles</b>	80	48	60.0%	57.5%	5	6.3%	7.7%	4	5.0%	10.3%	3	3.8%	9.6%	12	15.0%	29.5%	6	7.5%	9.9%
<b>Total Non-Professoriate (Instructor + Lecturer)</b>	87	51	58.6%	NA	6	6.9%	NA	4	4.6%	NA	4	4.6%	NA	14	16.1%	NA	7	8.0%	NA
<b>Total Faculty</b>	610	284	46.6%	NA	73	12.0%	NA	37	6.1%	NA	43	7.0%	NA	156	25.6%	NA	27	4.4%	NA

**Queensborough Community College  
Faculty by Title Group  
As of June 30, 2015 (end of AA Plan Year)**

Utilization is the percentage of a given protected class within a job group (referred to as Affirmative Action Unit). In the Affirmative Action Plans, faculty utilization is broken out by academic program according to the Classification of Instructional Programs (CIP).

Cells are shaded when utilization is significantly lower than the general labor market availability for similar positions.

No utilization analysis is performed for programs where the minimum staffing threshold is not met (five or more faculty); thus faculty totals do not always equal totals in summary charts.

Source of availability data: degrees conferred by Title IV participating institutions 2011-2012. Excludes US Service Schools, Non-Resident Aliens, and Unknowns. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian/Alaska Native, and Two or More Races. Program-level data not available for Italian-Americans. Data for 4-State Region (CT,NY,NJ,PA) weighted at 20% and all other not in the 4-State region weighted at 80%.

Figures for this chart come primarily from overall totals used in developing the Italian American Affirmative Action Plan. Availability figures are not available for the Italian American cohort at the detailed (academic program) level, and comparisons are made by overall faculty group.

Professoriate includes Professor, Associate Professor, Assistant Professor, and related titles.  
Instructor is a single title, which is promotional to Assistant Professor upon conferral of a Doctorate within five years of appointment.  
Lecturer includes Lecturer, Lecturer Doctoral Pay Schedule, and Distinguished Lecturer.

Group/Affirmative Action Unit	Total Faculty	Female			Asian - Hawaiian - Oth Pacific Islander			Black - African-American			Hispanic			Total Minority			Italian-American		
		Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability
<b>Total Professoriate Titles</b>	300	154	51.3%	54.9%	41	13.7%	8.4%	28	9.3%	9.8%	21	7.0%	6.0%	90	30.0%	25.7%	21	7.0%	5.5%
<b>Instructor Title</b>	5	1	20.0%	64.6%	1	20.0%	8.2%	1	20.0%	10.2%	0	0.0%	6.9%	2	40.0%	26.6%	0	0.0%	14.7%
<b>Total Lecturer Titles</b>	84	43	51.2%	57.5%	13	15.5%	7.7%	9	10.7%	10.3%	4	4.8%	9.6%	27	32.1%	29.5%	4	4.8%	9.9%
<b>Total Non-Professoriate (Instructor + Lecturer)</b>	89	44	49.4%	NA	14	15.7%	NA	10	11.2%	NA	4	4.5%	NA	29	32.6%	NA	4	4.5%	NA
<b>Total Faculty</b>	389	198	50.9%	NA	55	14.1%	NA	38	9.8%	NA	25	6.4%	NA	119	30.6%	NA	25	6.4%	NA

**York College**  
**Faculty by Title Group**  
**As of June 30, 2015 (end of AA Plan Year)**

Utilization is the percentage of a given protected class within a job group (referred to as Affirmative Action Unit). In the Affirmative Action Plans, faculty utilization is broken out by academic program according to the Classification of Instructional Programs (CIP).

Cells are shaded when utilization is significantly lower than the general labor market availability for similar positions.

No utilization analysis is performed for programs where the minimum staffing threshold is not met (five or more faculty); thus faculty totals do not always equal totals in summary charts.

Source of availability data: degrees conferred by Title IV participating institutions 2011-2012. Excludes US Service Schools, Non-Resident Aliens, and Unknowns. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian/Alaska Native, and Two or More Races. Program-level data not available for Italian-Americans. Data for 4-State Region (CT,NY,NJ,PA) weighted at 20% and all other not in the 4-State region weighted at 80%.

Figures for this chart come primarily from overall totals used in developing the Italian American Affirmative Action Plan. Availability figures are not available for the Italian American cohort at the detailed (academic program) level, and comparisons are made by overall faculty group.

Professoriate includes Professor, Associate Professor, Assistant Professor, and related titles.

Instructor is a single title, which is promotional to Assistant Professor upon conferral of a Doctorate within five years of appointment.

Lecturer includes Lecturer, Lecturer Doctoral Pay Schedule, and Distinguished Lecturer.

Group/Affirmative Action Unit	Total Faculty	Female			Asian - Hawaiian - Oth Pacific Islander			Black - African-American			Hispanic			Total Minority			Italian-American		
		Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability	Faculty	CUNY Utilization	Labor Market Availability
Total Professoriate Titles	170	79	46.5%	54.9%	28	16.5%	8.4%	29	17.1%	9.8%	14	8.2%	6.0%	71	41.8%	25.7%	13	7.6%	5.5%
Instructor Title	0	0	NA	64.6%	0	NA	8.2%	0	NA	10.2%	0	NA	6.9%	0	NA	26.6%	0	NA	14.7%
Total Lecturer Titles	40	25	62.5%	57.5%	3	7.5%	7.7%	17	42.5%	10.3%	2	5.0%	9.6%	23	57.5%	29.5%	1	2.5%	9.9%
Total Non-Professoriate (Instructor + Lecturer)	40	25	62.5%	NA	3	7.5%	NA	17	42.5%	NA	2	5.0%	NA	23	57.5%	NA	1	2.5%	NA
Total Faculty	210	104	49.5%	NA	31	14.8%	NA	46	21.9%	NA	16	7.6%	NA	94	44.8%	NA	14	6.7%	NA

# Professoriate

## Comprised of Titles

- Einstein and Distinguished Professor
- Professor
- Associate Professor
- Assistant Professor
- Clinical Professor
- Variations for Medical, Professional Schools, Law, and Research

## Labor Market Factors (Weighted)

- 80% Earned Degrees Conferred, US Other Than Four State Region (2011-2012)
- 20% Earned Degrees Conferred, Four State Region (NY, NJ, PA, CT) (2011-2012)
- Customized to academic discipline

# Professoriate Staffing Details by Campus

(21 Schools)

- Baruch College
- Borough of Manhattan Community College
- Bronx Community College
- Brooklyn College
- City College of New York
- College of Staten Island
- CUNY School of Journalism
- CUNY School of Law
- Graduate Center
- Guttman Community College
- Hostos Community College
- Hunter College
- John Jay College
- Kingsborough Community College
- Lehman College
- LaGuardia Community College
- Medgar Evers College
- New York City College of Technology
- Queens College
- Queensborough Community College
- York College



**Baruch College**  
**Representation by Academic Program - Professoriate**  
**As of June 30, 2015 (end of AA Plan Year)**

Utilization is the percentage of a given protected class within a job group (referred to as Affirmative Action Unit). In the Affirmative Action Plans, faculty utilization is broken out by academic program according to the Classification of Instructional Programs (CIP).

Cells are shaded when utilization is significantly lower than the general labor market availability for similar positions (80% of labor market).

No utilization analysis is performed for programs where the minimum staffing threshold is not met (five or more faculty); thus faculty totals do not always equal totals in summary charts.

Source of availability data: Doctorate-level degrees conferred by Title IV participating institutions 2011-2012. Excludes US Service Schools, Non-Resident Aliens, and Unknowns. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian/Alaska Native, and Two or More Races. Program-level data not available for Italian-Americans. Data for 4-State Region (CT,NY,NJ,PA) weighted at 20% and all other not in the 4-State region weighted at 80%.

The "Total All Programs" row is a hypothetical calculation that shows overall underutilization if all the disciplines analyzed were combined into a single category. The "Faculty in Disciplines Not Analyzed" represents the difference between total reported faculty and faculty in groups which were analyzed. Generally this row represents either faculty in departments with less than five persons, or a calculation difference between the Federal and Italian American Plans that needs to be corrected.

**B** Indicates a blended availability was calculated due to unique department organization; rate represents availability in more than one academic program group.

Program	Total Faculty	Female		Asian - Hawaiian - Other Pacific Islander		Black - African American		Hispanic		Total Minority		Italian American	
		CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability
Agriculture, Agriculture Operations and Related Sciences	26	26.9%	45.1%	3.8%	2.9%	0.0%	5.7%	7.7%	8.6%	11.5%	17.7%		
Area, Ethnic, Cultural, Gender, and Group Studies	5	60.0%	66.1%	0.0%	12.4%	80.0%	17.3%	20.0%	11.2%	100.0%	45.4%		
Business, Management, Marketing, Support Services	135	32.6%	44.9%	35.6%	9.7%	2.2%	20.1%	3.0%	4.2%	40.7%	35.5%		
Communication, Journalism, and Related Programs	25	60.0%	58.2%	0.0%	6.4%	4.0%	6.9%	0.0%	5.3%	4.0%	20.9%		
Computer and Information Sciences and Support Svcs	29	20.7%	21.2%	34.5%	17.5%	3.4%	5.8%	3.4%	3.7%	41.4%	27.8%		
English Language and Literature/Letters	35	54.3%	61.1%	2.9%	3.8%	11.4%	5.0%	2.9%	5.5%	17.1%	15.9%		
Foreign Languages, Literatures, and Linguistics	16	43.8%	61.0%	18.8%	7.2%	0.0%	2.0%	31.3%	13.7%	50.0%	24.6%		
History	18	38.9%	45.3%	16.7%	3.7%	11.1%	7.7%	5.6%	5.0%	33.3%	17.8%		
Legal Professions and Studies	15	46.7%	61.1%	0.0%	8.8%	6.7%	18.1%	0.0%	4.9%	6.7%	38.3%		
Mathematics and Statistics	26	23.1%	26.8%	11.5%	9.4%	0.0%	2.7%	7.7%	4.9%	19.2%	18.1%		
Philosophy and Religious Studies	8	12.5%	29.7%	12.5%	5.1%	0.0%	5.4%	0.0%	4.1%	12.5%	16.4%		
Psychology	23	56.5%	73.1%	4.3%	6.6%	4.3%	7.5%	0.0%	8.1%	8.7%	24.0%		
Public Administration and Social Service Professions	41	41.5%	64.9%	17.1%	6.1%	4.9%	19.1%	2.4%	7.0%	24.4%	33.4%		
Social Sciences	28	42.9%	50.9%	14.3%	7.3%	3.6%	6.0%	0.0%	6.9%	17.9%	21.8%		
Visual and Performing Arts	16	62.5%	49.3%	12.5%	7.7%	0.0%	3.2%	0.0%	4.8%	12.5%	16.6%		
<b>Total, All Programs</b>	<b>446</b>	<b>39.0%</b>	<b>54.9%</b>	<b>18.8%</b>	<b>8.4%</b>	<b>4.5%</b>	<b>9.8%</b>	<b>4.0%</b>	<b>6.0%</b>	<b>27.4%</b>	<b>25.7%</b>	<b>4.0%</b>	<b>5.5%</b>
Library (Librarians/Non-Teaching)	22	45.5%	68.3%	22.7%	9.6%	9.1%	2.3%	9.1%	4.4%	40.9%	18.5%		
Faculty in Disciplines Not Analyzed	0												
<b>Total Faculty</b>	<b>468</b>												

**Borough of Manhattan Community College**  
**Representation by Academic Program - Professoriate**  
**As of June 30, 2015 (end of AA Plan Year)**

Utilization is the percentage of a given protected class within a job group (referred to as Affirmative Action Unit). In the Affirmative Action Plans, faculty utilization is broken out by academic program according to the Classification of Instructional Programs (CIP).

Cells are shaded when utilization is significantly lower than the general labor market availability for similar positions (80% of labor market).

No utilization analysis is performed for programs where the minimum staffing threshold is not met (five or more faculty); thus faculty totals do not always equal totals in summary charts.

Source of availability data: Doctorate-level degrees conferred by Title IV participating institutions 2011-2012. Excludes US Service Schools, Non-Resident Aliens, and Unknowns. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian/Alaska Native, and Two or More Races. Program-level data not available for Italian-Americans. Data for 4-State Region (CT,NY,NJ,PA) weighted at 20% and all other not in the 4-State region weighted at 80%.

The "Total All Programs" row is a hypothetical calculation that shows overall underutilization if all the disciplines analyzed were combined into a single category. The "Faculty in Disciplines Not Analyzed" represents the difference between total reported faculty and faculty in groups which were analyzed. Generally this row represents either faculty in departments with less than five persons, or a calculation difference between the Federal and Italian American Plans that needs to be corrected.

**B** Indicates a blended availability was calculated due to unique department organization; rate represents availability in more than one academic program group.

Program	Total Faculty	Female		Asian - Hawaiian - Other Pacific Islander		Black - African American		Hispanic		Total Minority		Italian American	
		CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability
Area, Ethnic, Cultural, Gender, and Group Studies	8	37.5%	66.1%	25.0%	12.4%	25.0%	17.3%	50.0%	11.2%	100.0%	45.4%		
Business, Management, Marketing, Support Services	37	37.8%	44.9%	18.9%	9.7%	24.3%	20.1%	13.5%	4.2%	56.8%	35.5%		
Communication, Journalism, and Related Programs	36	69.4%	58.2%	2.8%	6.4%	13.9%	6.9%	5.6%	5.3%	22.2%	20.9%		
Computer and Information Sciences and Support Svcs	16	31.3%	21.2%	62.5%	17.5%	0.0%	5.8%	6.3%	3.7%	68.8%	27.8%		
Education	8	62.5%	67.9%	25.0%	4.0%	12.5%	19.4%	25.0%	6.8%	62.5%	31.7%		
English Language and Literature/Letters	84	63.1%	61.1%	6.0%	3.8%	10.7%	5.0%	6.0%	5.5%	25.0%	15.9%		
Foreign Languages, Literatures, and Linguistics	31	80.6%	61.0%	3.2%	7.2%	0.0%	2.0%	48.4%	13.7%	51.6%	24.6%		
Health Professions and Related Programs	39	79.5%	75.0%	7.7%	9.1%	43.6%	10.1%	5.1%	4.3%	56.4%	24.6%		
Mathematics and Statistics	41	41.5%	26.8%	14.6%	9.4%	22.0%	2.7%	4.9%	4.9%	41.5%	18.1%		
Physical Sciences	60	38.3%	33.4%	18.3%	8.9%	0.0%	3.3%	13.3%	4.8%	35.0%	18.5%		
Psychology	5	80.0%	73.1%	0.0%	6.6%	80.0%	7.5%	0.0%	8.1%	80.0%	24.0%		
Social Sciences	59	61.0%	50.9%	13.6%	7.3%	16.9%	6.0%	16.9%	6.9%	47.5%	21.8%		
Visual and Performing Arts	23	56.5%	49.3%	8.7%	7.7%	8.7%	3.2%	4.3%	4.8%	21.7%	16.6%		
<b>Total, All Programs</b>	<b>447</b>	<b>56.8%</b>	<b>54.9%</b>	<b>13.0%</b>	<b>8.4%</b>	<b>15.2%</b>	<b>9.8%</b>	<b>12.8%</b>	<b>6.0%</b>	<b>41.8%</b>	<b>25.7%</b>	<b>5.8%</b>	<b>5.5%</b>
Library (Librarians/Non-Teaching)	14	78.6%	68.3%	21.4%	9.6%	14.3%	2.3%	7.1%	4.4%	42.9%	18.5%		
Faculty in Disciplines Not Analyzed	-6												
<b>Total Faculty</b>	<b>455</b>												

**Bronx Community College**  
**Representation by Academic Program - Professoriate**  
**As of June 30, 2015 (end of AA Plan Year)**

Utilization is the percentage of a given protected class within a job group (referred to as Affirmative Action Unit). In the Affirmative Action Plans, faculty utilization is broken out by academic program according to the Classification of Instructional Programs (CIP).

Cells are shaded when utilization is significantly lower than the general labor market availability for similar positions (80% of labor market).

No utilization analysis is performed for programs where the minimum staffing threshold is not met (five or more faculty); thus faculty totals do not always equal totals in summary charts.

Source of availability data: Doctorate-level degrees conferred by Title IV participating institutions 2011-2012. Excludes US Service Schools, Non-Resident Aliens, and Unknowns. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian/Alaska Native, and Two or More Races. Program-level data not available for Italian-Americans. Data for 4-State Region (CT,NY,NJ,PA) weighted at 20% and all other not in the 4-State region weighted at 80%.

The "Total All Programs" row is a hypothetical calculation that shows overall underutilization if all the disciplines analyzed were combined into a single category. The "Faculty in Disciplines Not Analyzed" represents the difference between total reported faculty and faculty in groups which were analyzed. Generally this row represents either faculty in departments with less than five persons, or a calculation difference between the Federal and Italian American Plans that needs to be corrected.

**B** Indicates a blended availability was calculated due to unique department organization; rate represents availability in more than one academic program group.

Program	Total Faculty	Female		Asian - Hawaiian - Other Pacific Islander		Black - African American		Hispanic		Total Minority		Italian American	
		CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability
Biological and Biomedical Sciences	19	47.4%	54.6%	26.3%	13.1%	21.1%	5.1%	0.0%	6.1%	47.4%	26.0%		
Business, Management, Marketing, Support Services	10	30.0%	44.9%	20.0%	9.7%	40.0%	20.1%	10.0%	4.2%	70.0%	35.5%		
Communication, Journalism, and Related Programs	15	60.0%	58.2%	0.0%	6.4%	13.3%	6.9%	6.7%	5.3%	26.7%	20.9%		
Education	10	50.0%	67.9%	0.0%	4.0%	50.0%	19.4%	30.0%	6.8%	80.0%	31.7%		
English Language and Literature/Letters	31	64.5%	61.1%	6.5%	3.8%	3.2%	5.0%	9.7%	5.5%	19.4%	15.9%		
Foreign Languages, Literatures, and Linguistics	9	55.6%	61.0%	0.0%	7.2%	0.0%	2.0%	44.4%	13.7%	44.4%	24.6%		
Health Professions and Related Programs	28	85.7%	75.0%	0.0%	9.1%	50.0%	10.1%	7.1%	4.3%	57.1%	24.6%		
History	14	35.7%	45.3%	7.1%	3.7%	7.1%	7.7%	7.1%	5.0%	21.4%	17.8%		
Library Science (Program)	11	27.3%	55.6%	0.0%	15.1%	36.4%	0.0%	18.2%	1.8%	54.5%	19.7%		
Mathematics and Statistics	27	37.0%	26.8%	11.1%	9.4%	11.1%	2.7%	7.4%	4.9%	29.6%	18.1%		
Physical Sciences	22	18.2%	33.4%	27.3%	8.9%	13.6%	3.3%	0.0%	4.8%	68.2%	18.5%		
Social Sciences	22	50.0%	50.9%	0.0%	7.3%	13.6%	6.0%	22.7%	6.9%	36.4%	21.8%		
Visual and Performing Arts	14	57.1%	49.3%	14.3%	7.7%	7.1%	3.2%	14.3%	4.8%	35.7%	16.6%		
<b>Total, All Programs</b>	<b>232</b>	<b>50.0%</b>	<b>54.9%</b>	<b>9.1%</b>	<b>8.4%</b>	<b>19.4%</b>	<b>9.8%</b>	<b>11.2%</b>	<b>6.0%</b>	<b>42.7%</b>	<b>25.7%</b>	<b>6.5%</b>	<b>5.5%</b>
Faculty in Disciplines Not Analyzed	0												
<b>Total Faculty</b>	<b>232</b>												

**Brooklyn College**  
**Representation by Academic Program - Professoriate**  
**As of June 30, 2015 (end of AA Plan Year)**

Utilization is the percentage of a given protected class within a job group (referred to as Affirmative Action Unit). In the Affirmative Action Plans, faculty utilization is broken out by academic program according to the Classification of Instructional Programs (CIP).

Cells are shaded when utilization is significantly lower than the general labor market availability for similar positions (80% of labor market).

No utilization analysis is performed for programs where the minimum staffing threshold is not met (five or more faculty); thus faculty totals do not always equal totals in summary charts.

Source of availability data: Doctorate-level degrees conferred by Title IV participating institutions 2011-2012. Excludes US Service Schools, Non-Resident Aliens, and Unknowns. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian/Alaska Native, and Two or More Races. Program-level data not available for Italian-Americans. Data for 4-State Region (CT,NY,NJ,PA) weighted at 20% and all other not in the 4-State region weighted at 80%.

The "Total All Programs" row is a hypothetical calculation that shows overall underutilization if all the disciplines analyzed were combined into a single category. The "Faculty in Disciplines Not Analyzed" represents the difference between total reported faculty and faculty in groups which were analyzed. Generally this row represents either faculty in departments with less than five persons, or a calculation difference between the Federal and Italian American Plans that needs to be corrected.

**B** Indicates a blended availability was calculated due to unique department organization; rate represents availability in more than one academic program group.

Program	Total Faculty	Female		Asian - Hawaiian - Other Pacific Islander		Black - African American		Hispanic		Total Minority		Italian American	
		CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability
Area, Ethnic, Cultural, Gender, and Group Studies	8	75.0%	66.1%	0.0%	12.4%	50.0%	17.3%	50.0%	11.2%	100.0%	45.4%		
Biological and Biomedical Sciences	18	44.4%	54.6%	27.8%	13.1%	5.6%	5.1%	11.1%	6.1%	44.4%	26.0%		
Business, Management, Marketing, Support Services	46	30.4%	44.9%	15.2%	9.7%	10.9%	20.1%	4.3%	4.2%	32.6%	35.5%		
Communication, Journalism, and Related Programs	26	46.2%	58.2%	7.7%	6.4%	0.0%	6.9%	7.7%	5.3%	15.4%	20.9%		
Computer and Information Sciences and Support Svcs	44	22.7%	21.2%	15.9%	17.5%	2.3%	5.8%	0.0%	3.7%	20.5%	27.8%		
Education	50	68.0%	67.9%	12.0%	4.0%	8.0%	19.4%	14.0%	6.8%	34.0%	31.7%		
English Language and Literature/Letters	48	45.8%	61.1%	2.1%	3.8%	8.3%	5.0%	2.1%	5.5%	12.5%	15.9%		
Foreign Languages, Literatures, and Linguistics	11	36.4%	61.0%	18.2%	7.2%	9.1%	2.0%	27.3%	13.7%	54.5%	24.6%		
Health Professions and Related Programs	35	62.9%	75.0%	14.3%	9.1%	5.7%	10.1%	0.0%	4.3%	20.0%	24.6%		
History	16	37.5%	45.3%	12.5%	3.7%	0.0%	7.7%	0.0%	5.0%	12.5%	17.8%		
Parks, Recreation, Leisure and Fitness Studies	8	25.0%	43.8%	37.5%	3.2%	12.5%	8.3%	0.0%	4.2%	50.0%	16.9%		
Philosophy and Religious Studies	17	35.3%	29.7%	17.6%	5.1%	0.0%	5.4%	5.9%	4.1%	23.5%	16.4%		
Physical Sciences	39	20.5%	33.4%	15.4%	8.9%	2.6%	3.3%	12.8%	4.8%	30.8%	18.5%		
Psychology	31	48.4%	73.1%	3.2%	6.6%	3.2%	7.5%	0.0%	8.1%	6.5%	24.0%		
Social Sciences	44	52.3%	50.9%	15.9%	7.3%	9.1%	6.0%	6.8%	6.9%	31.8%	21.8%		
Visual and Performing Arts	43	58.1%	49.3%	2.3%	7.7%	2.3%	3.2%	7.0%	4.8%	11.6%	16.6%		
<b>Total, All Programs</b>	<b>484</b>	<b>44.8%</b>	<b>54.9%</b>	<b>12.0%</b>	<b>8.4%</b>	<b>6.2%</b>	<b>9.8%</b>	<b>6.8%</b>	<b>6.0%</b>	<b>25.4%</b>	<b>25.7%</b>	<b>4.8%</b>	<b>5.5%</b>
Library (Librarians/Non-Teaching)	17	70.6%	68.3%	11.8%	9.6%	0.0%	2.3%	5.9%	4.4%	17.6%	18.5%		
Faculty in Disciplines Not Analyzed	2												
<b>Total Faculty</b>	<b>503</b>												

**City College**  
**Representation by Academic Program - Professoriate**  
**As of June 30, 2015 (end of AA Plan Year)**

Utilization is the percentage of a given protected class within a job group (referred to as Affirmative Action Unit). In the Affirmative Action Plans, faculty utilization is broken out by academic program according to the Classification of Instructional Programs (CIP).

Cells are shaded when utilization is significantly lower than the general labor market availability for similar positions (80% of labor market).

No utilization analysis is performed for programs where the minimum staffing threshold is not met (five or more faculty); thus faculty totals do not always equal totals in summary charts.

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The "Total All Programs" row is a hypothetical calculation that shows overall underutilization if all the disciplines analyzed were combined into a single category. The "Faculty in Disciplines Not Analyzed" represents the difference between total reported faculty and faculty in groups which were analyzed. Generally this row represents either faculty in departments with less than five persons, or a calculation difference between the Federal and Italian American Plans that needs to be reconciled.

**B** Indicates a blended availability was calculated due to unique department organization; rate represents availability in more than one academic program group.

Program	Total Faculty	Female		Asian - Hawaiian - Other Pacific Islander		Black - African American		Hispanic		Total Minority		Italian American	
		CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability
Architecture and Related Services	29	34.5%	52.7%	3.4%	6.2%	3.4%	10.6%	6.9%	7.9%	13.8%	25.6%		
Biological and Biomedical Sciences	50	48.0%	54.6%	18.0%	13.1%	8.0%	5.1%	12.0%	6.1%	40.0%	26.0%		
Communication, Journalism, and Related Programs	13	38.5%	58.2%	7.7%	6.4%	7.7%	6.9%	7.7%	5.3%	23.1%	20.9%		
Computer and Information Sciences and Support Svcs	20	15.0%	21.2%	30.0%	17.5%	0.0%	5.8%	10.0%	3.7%	40.0%	27.8%		
Education	35	82.9%	67.9%	5.7%	4.0%	14.3%	19.4%	14.3%	6.8%	37.1%	31.7%		
Engineering	74	20.3%	25.6%	32.4%	16.4%	6.8%	4.7%	8.1%	5.1%	48.6%	27.6%		
English Language and Literature/Letters	28	53.6%	61.1%	0.0%	3.8%	14.3%	5.0%	7.1%	5.5%	21.4%	15.9%		
Foreign Languages, Literatures, and Linguistics	17	58.8%	61.0%	5.9%	7.2%	0.0%	2.0%	52.9%	13.7%	58.8%	24.6%		
History	20	55.0%	45.3%	20.0%	3.7%	15.0%	7.7%	5.0%	5.0%	40.0%	17.8%		
Liberal Arts and Sciences, General Studies & Humanities	11	63.6%	56.3%	0.0%	3.4%	9.1%	6.8%	9.1%	2.3%	18.2%	16.9%		
Library Science (Program)	0	NA	55.6%	NA	15.1%	NA	0.0%	NA	1.8%	NA	19.7%		
Mathematics and Statistics	36	30.6%	26.8%	16.7%	9.4%	0.0%	2.7%	0.0%	4.9%	16.7%	18.1%		
Natural Resources and Conservation	10	30.0%	48.0%	30.0%	7.1%	0.0%	6.1%	10.0%	4.7%	40.0%	20.2%		
Philosophy and Religious Studies	10	40.0%	29.7%	0.0%	5.1%	0.0%	5.4%	10.0%	4.1%	20.0%	16.4%		
Physical Sciences	57	17.5%	33.4%	17.5%	8.9%	3.5%	3.3%	5.3%	4.8%	26.3%	18.5%		
Social Sciences	64	50.0%	50.9%	9.4%	7.3%	12.5%	6.0%	14.1%	6.9%	35.9%	21.8%		
Visual and Performing Arts	38	39.5%	49.3%	0.0%	7.7%	15.8%	3.2%	2.6%	4.8%	18.4%	16.6%		
<b>Total, All Programs</b>	<b>512</b>	<b>39.8%</b>	<b>54.9%</b>	<b>14.3%</b>	<b>8.4%</b>	<b>7.8%</b>	<b>9.8%</b>	<b>9.8%</b>	<b>6.0%</b>	<b>32.6%</b>	<b>25.7%</b>		
Library (Librarians/Non-Teaching)	19	63.2%	68.3%	15.8%	9.6%	15.8%	2.3%	15.8%	4.4%	47.4%	18.5%		
Faculty in Disciplines Not Analyzed	30												
<b>Total Faculty</b>	<b>561</b>											<b>4.5%</b>	<b>5.5%</b>

College of Staten Island

Representation by Academic Program - Professoriate  
As of June 30, 2015 (end of AA Plan Year)

Utilization is the percentage of a given protected class within a job group (referred to as Affirmative Action Unit). In the Affirmative Action Plans, faculty utilization is broken out by academic program according to the Classification of Instructional Programs (CIP).

Cells are shaded when utilization is significantly lower than the general labor market availability for similar positions (80% of labor market).

No utilization analysis is performed for programs where the minimum staffing threshold is not met (five or more faculty); thus faculty totals do not always equal totals in summary charts.

Source of availability data: Doctorate-level degrees conferred by Title IV participating institutions 2011-2012. Excludes US Service Schools, Non-Resident Aliens, and Unknowns. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian/Alaska Native, and Two or More Races. Program-level data not available for Italian-Americans. Data for 4-State Region (CT,NY,NJ,PA) weighted at 20% and all other not in the 4-State region weighted at 80%.

The "Total All Programs" row is a hypothetical calculation that shows overall underutilization if all the disciplines analyzed were combined into a single category. The "Faculty in Disciplines Not Analyzed" represents the difference between total reported faculty and faculty in groups which were analyzed. Generally this row represents either faculty in departments with less than five persons, or a calculation difference between the Federal and Italian American Plans that needs to be corrected.

**B** Indicates a blended availability was calculated due to unique department organization; rate represents availability in more than one academic program group.

Program	Total Faculty	Female		Asian - Hawaiian - Other Pacific Islander		Black - African American		Hispanic		Total Minority		Italian American	
		CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability
Biological and Biomedical Sciences	22	31.8%	54.6%	13.6%	13.1%	0.0%	5.1%	9.1%	6.1%	22.7%	26.0%		
Business, Management, Marketing, Support Services	31	45.2%	44.9%	16.1%	9.7%	3.2%	20.1%	3.2%	4.2%	22.6%	35.5%		
Communication, Journalism, and Related Programs	15	60.0%	58.2%	13.3%	6.4%	6.7%	6.9%	6.7%	5.3%	26.7%	20.9%		
Computer and Information Sciences and Support Svcs	14	35.7%	21.2%	35.7%	17.5%	0.0%	5.8%	7.1%	3.7%	50.0%	27.8%		
Education	23	69.6%	67.9%	13.0%	4.0%	4.3%	19.4%	0.0%	6.8%	17.4%	31.7%		
English Language and Literature/Letters	32	53.1%	61.1%	12.5%	3.8%	12.5%	5.0%	3.1%	5.5%	28.1%	15.9%		
Foreign Languages, Literatures, and Linguistics	15	26.7%	61.0%	6.7%	7.2%	0.0%	2.0%	46.7%	13.7%	53.3%	24.6%		
Health Professions and Related Programs	20	80.0%	75.0%	5.0%	9.1%	0.0%	10.1%	0.0%	4.3%	5.0%	24.6%		
History	18	38.9%	45.3%	11.1%	3.7%	11.1%	7.7%	0.0%	5.0%	22.2%	17.8%		
Mathematics and Statistics	26	15.4%	26.8%	15.4%	9.4%	3.8%	2.7%	0.0%	4.9%	19.2%	18.1%		
Philosophy and Religious Studies	5	20.0%	29.7%	0.0%	5.1%	0.0%	5.4%	0.0%	4.1%	0.0%	16.4%		
Physical Sciences	36	13.9%	33.4%	41.7%	8.9%	2.8%	3.3%	5.6%	4.8%	50.0%	18.5%		
Psychology	20	65.0%	73.1%	0.0%	6.6%	15.0%	7.5%	0.0%	8.1%	15.0%	24.0%		
Public Administration and Social Service Professions	7	100.0%	64.9%	28.6%	6.1%	0.0%	19.1%	0.0%	7.0%	28.6%	33.4%		
Social Sciences	28	42.9%	50.9%	17.9%	7.3%	0.0%	6.0%	7.1%	6.9%	28.6%	21.8%		
Visual and Performing Arts	17	41.2%	49.3%	0.0%	7.7%	5.9%	3.2%	11.8%	4.8%	17.6%	16.6%		
<b>Total, All Programs</b>	<b>329</b>	<b>43.8%</b>	<b>54.9%</b>	<b>15.8%</b>	<b>8.4%</b>	<b>4.6%</b>	<b>9.8%</b>	<b>5.8%</b>	<b>6.0%</b>	<b>26.7%</b>	<b>25.7%</b>	<b>6.4%</b>	<b>5.5%</b>
Library (Librarians/Non-Teaching)	11	63.6%	68.3%	9.1%	9.6%	0.0%	2.3%	0.0%	4.4%	9.1%	18.5%		
Faculty in Disciplines Not Analyzed	-1												
<b>Total Faculty</b>	<b>339</b>												

**CUNY School of Journalism**  
**Representation by Academic Program - Professoriate**  
**As of June 30, 2015 (end of AA Plan Year)**

Utilization is the percentage of a given protected class within a job group (referred to as Affirmative Action Unit). In the Affirmative Action Plans, faculty utilization is broken out by academic program according to the Classification of Instructional Programs (CIP).

Cells are shaded when utilization is significantly lower than the general labor market availability for similar positions (80% of labor market).

No utilization analysis is performed for programs where the minimum staffing threshold is not met (five or more faculty); thus faculty totals do not always equal totals in summary charts.

Source of availability data: Doctorate-level degrees conferred by Title IV participating institutions 2011-2012. Excludes US Service Schools, Non-Resident Aliens, and Unknowns. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian/Alaska Native, and Two or More Races. Program-level data not available for Italian-Americans. Data for 4-State Region (CT,NY,NJ,PA) weighted at 20% and all other not in the 4-State region weighted at 80%.

**B** Indicates a blended availability was calculated due to unique department organization; rate represents availability in more than one academic program group.

Program	Total Faculty	Female		Asian - Hawaiian - Other Pacific Islander		Black - African American		Hispanic		Total Minority		Italian American	
		CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability
Communication, Journalism, and Related Programs	15	33.3%	58.2%	6.7%	6.4%	13.3%	6.9%	0.0%	5.3%	26.7%	20.9%		
<b>Total, All Programs</b>	<b>15</b>	<b>33.3%</b>	<b>54.9%</b>	<b>6.7%</b>	<b>8.4%</b>	<b>13.3%</b>	<b>9.8%</b>	<b>0.0%</b>	<b>6.0%</b>	<b>26.7%</b>	<b>25.7%</b>		<b>5.5%</b>
Library (Librarians/Non-Teaching)	0	NA	68.3%	NA	9.6%	NA	2.3%	NA	4.4%	NA	18.5%		
Faculty in Disciplines Not Analyzed	0												
<b>Total Faculty</b>	<b>15</b>												

**CUNY School of Law**

**Representation by Academic Program - Professoriate**

**As of June 30, 2015 (end of AA Plan Year)**

Utilization is the percentage of a given protected class within a job group (referred to as Affirmative Action Unit). In the Affirmative Action Plans, faculty utilization is broken out by academic program according to the Classification of Instructional Programs (CIP).

Cells are shaded when utilization is significantly lower than the general labor market availability for similar positions (80% of labor market).

No utilization analysis is performed for programs where the minimum staffing threshold is not met (five or more faculty); thus faculty totals do not always equal totals in summary charts.

Source of availability data: Doctorate-level degrees conferred by Title IV participating institutions 2011-2012. Excludes US Service Schools, Non-Resident Aliens, and Unknowns. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian/Alaska Native, and Two or More Races. Program-level data not available for Italian-Americans. Data for 4-State Region (CT,NY,NJ,PA) weighted at 20% and all other not in the 4-State region weighted at 80%.

The "Total All Programs" row is a hypothetical calculation that shows overall underutilization if all the disciplines analyzed were combined into a single category. The "Faculty in Disciplines Not Analyzed" represents the difference between total reported faculty and faculty in groups which were analyzed. Generally this row represents either faculty in departments with less than five persons, or a calculation difference between the Federal and Italian American Plans that needs to be corrected.

**B** Indicates a blended availability was calculated due to unique department organization; rate represents availability in more than one academic program group.

Program	Total Faculty	Female		Asian - Hawaiian - Other Pacific Islander		Black - African American		Hispanic		Total Minority		Italian American	
		CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability
Legal Professions and Studies	33	66.7%	61.1%	18.2%	8.8%	15.2%	18.1%	6.1%	4.9%	39.4%	38.3%		
<b>Total, All Programs</b>	<b>33</b>	<b>66.7%</b>	<b>54.9%</b>	<b>18.2%</b>	<b>8.4%</b>	<b>15.2%</b>	<b>9.8%</b>	<b>6.1%</b>	<b>6.0%</b>	<b>39.4%</b>	<b>25.7%</b>	<b>12.1%</b>	<b>5.5%</b>
Library (Librarians/Non-Teaching)	7	57.1%	68.3%	28.6%	9.6%	0.0%	2.3%	14.3%	4.4%	42.9%	18.5%		
Faculty in Disciplines Not Analyzed	8												
<b>Total Faculty</b>	<b>48</b>												



**Graduate Center**  
**Representation by Academic Program - Professoriate**  
**As of June 30, 2015 (end of AA Plan Year)**

Utilization is the percentage of a given protected class within a job group (referred to as Affirmative Action Unit). In the Affirmative Action Plans, faculty utilization is broken out by academic program according to the Classification of Instructional Programs (CIP).

Cells are shaded when utilization is significantly lower than the general labor market availability for similar positions (80% of labor market).

No utilization analysis is performed for programs where the minimum staffing threshold is not met (five or more faculty); thus faculty totals do not always equal totals in summary charts.

Source of availability data: Doctorate-level degrees conferred by Title IV participating institutions 2011-2012. Excludes US Service Schools, Non-Resident Aliens, and Unknowns. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian/Alaska Native, and Two or More Races. Program-level data not available for Italian-Americans. Data for 4-State Region (CT,NY,NJ,PA) weighted at 20% and all other not in the 4-State region weighted at 80%.

The "Total All Programs" row is a hypothetical calculation that shows overall underutilization if all the disciplines analyzed were combined into a single category. The "Faculty in Disciplines Not Analyzed" represents the difference between total reported faculty and faculty in groups which were analyzed. Generally this row represents either faculty in departments with less than five persons, or a calculation difference between the Federal and Italian American Plans that needs to be corrected.

**B** Indicates a blended availability was calculated due to unique department organization; rate represents availability in more than one academic program group.

Program	Total Faculty	Female		Asian - Hawaiian - Other Pacific Islander		Black - African American		Hispanic		Total Minority		Italian American	
		CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability
Education	6	50.0%	66.0%	0.0%	4.0%	0.0%	10.0%	33.3%	4.0%	33.3%	19.0%		
English Language and Literature/Letters	17	29.4%	67.0%	5.9%	3.0%	11.8%	4.0%	0.0%	2.0%	17.6%	10.0%		
Foreign Languages, Literatures, and Linguistics	15	53.3%	86.0%	0.0%	10.0%	6.7%	2.0%	26.7%	15.0%	33.3%	28.0%		
Health Professions and Related Programs	8	50.0%	91.0%	0.0%	5.0%	12.5%	7.0%	12.5%	6.0%	25.0%	19.0%		
Mathematics and Statistics	19	10.5%	31.0%	5.3%	17.0%	10.5%	1.0%	0.0%	7.0%	15.8%	25.0%		
Philosophy and Religious Studies	14	14.3%	31.0%	0.0%	4.0%	0.0%	3.0%	0.0%	2.0%	0.0%	10.0%		
Psychology	20	45.0%	71.0%	5.0%	4.0%	10.0%	5.0%	0.0%	6.0%	15.0%	15.0%		
Social Sciences	57	38.6%	55.0%	3.5%	8.0%	10.5%	5.0%	0.0%	4.0%	14.0%	17.0%		
Visual and Performing Arts	17	41.2%	59.0%	0.0%	5.0%	5.9%	3.0%	0.0%	3.0%	5.9%	12.0%		
<b>Total, All Programs</b>	<b>173</b>	<b>35.8%</b>	<b>54.9%</b>	<b>2.9%</b>	<b>8.4%</b>	<b>8.7%</b>	<b>9.8%</b>	<b>4.0%</b>	<b>6.0%</b>	<b>15.6%</b>	<b>25.7%</b>	<b>1.2%</b>	<b>5.5%</b>
Library (Librarians/Non-Teaching)	7	71.4%	68.3%	0.0%	9.6%	0.0%	2.3%	14.3%	4.4%	14.3%	18.5%		
Faculty in Disciplines Not Analyzed	-7												
<b>Total Faculty</b>	<b>173</b>												

**Guttman Community College**  
**Representation by Academic Program - Professoriate**  
**As of June 30, 2015 (end of AA Plan Year)**

Utilization is the percentage of a given protected class within a job group (referred to as Affirmative Action Unit). In the Affirmative Action Plans, faculty utilization is broken out by academic program according to the Classification of Instructional Programs (CIP).

Cells are shaded when utilization is significantly lower than the general labor market availability for similar positions (80% of labor market).

No utilization analysis is performed for programs where the minimum staffing threshold is not met (five or more faculty); thus faculty totals do not always equal totals in summary charts.

Source of availability data: Doctorate-level degrees conferred by Title IV participating institutions 2011-2012. Excludes US Service Schools, Non-Resident Aliens, and Unknowns. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian/Alaska Native, and Two or More Races. Program-level data not available for Italian-Americans. Data for 4-State Region (CT,NY,NJ,PA) weighted at 20% and all other not in the 4-State region weighted at 80%.

The "Total All Programs" row is a hypothetical calculation that shows overall underutilization if all the disciplines analyzed were combined into a single category. The "Faculty in Disciplines Not Analyzed" represents the difference between total reported faculty and faculty in groups which were analyzed. Generally this row represents either faculty in departments with less than five persons, or a calculation difference between the Federal and Italian American Plans that needs to be corrected.

**B** Indicates a blended availability was calculated due to unique department organization; rate represents availability in more than one academic program group.

Program	Total Faculty	Female		Asian - Hawaiian - Other Pacific Islander		Black - African American		Hispanic		Total Minority		Italian American	
		CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability
Liberal Arts and Sciences, General Studies & Humanities	28	71.4%	56.3%	14.3%	3.4%	21.4%	6.8%	3.6%	2.3%	42.9%	16.9%		
<b>Total, All Programs</b>	<b>28</b>	<b>71.4%</b>	<b>54.9%</b>	<b>14.3%</b>	<b>8.4%</b>	<b>21.4%</b>	<b>9.8%</b>	<b>3.6%</b>	<b>6.0%</b>	<b>42.9%</b>	<b>25.7%</b>		5.5%
Faculty in Disciplines Not Analyzed	0												
<b>Total Faculty</b>	<b>28</b>												

**Hostos Community College**

**Representation by Academic Program - Professoriate**

**As of June 30, 2015 (end of AA Plan Year)**

Utilization is the percentage of a given protected class within a job group (referred to as Affirmative Action Unit). In the Affirmative Action Plans, faculty utilization is broken out by academic program according to the Classification of Instructional Programs (CIP).

Cells are shaded when utilization is significantly lower than the general labor market availability for similar positions (80% of labor market).

No utilization analysis is performed for programs where the minimum staffing threshold is not met (five or more faculty); thus faculty totals do not always equal totals in summary charts.

Source of availability data: Doctorate-level degrees conferred by Title IV participating institutions 2011-2012. Excludes US Service Schools, Non-Resident Aliens, and Unknowns. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian/Alaska Native, and Two or More Races. Program-level data not available for Italian-Americans. Data for 4-State Region (CT,NY,NJ,PA) weighted at 20% and all other not in the 4-State region weighted at 80%.

The "Total All Programs" row is a hypothetical calculation that shows overall underutilization if all the disciplines analyzed were combined into a single category. The "Faculty in Disciplines Not Analyzed" represents the difference between total reported faculty and faculty in groups which were analyzed. Generally this row represents either faculty in departments with less than five persons, or a calculation difference between the Federal and Italian American Plans that needs to be corrected.

**B** Indicates a blended availability was calculated due to unique department organization; rate represents availability in more than one academic program group.

Program	Total Faculty	Female		Asian - Hawaiian - Other Pacific Islander		Black - African American		Hispanic		Total Minority		Italian American	
		CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability
<b>B</b> Biological and Biomedical Sciences AND Physical Sciences (Blended)	18	38.9%	44.0%	22.2%	11.0%	5.6%	4.2%	27.8%	5.5%	55.6%	22.7%		
<b>B</b> Computer and Information Sciences and Support Svcs AND Mathematics (Blended)	22	50.0%	26.0%	18.2%	10.5%	18.2%	3.1%	18.2%	4.7%	54.5%	19.5%		
Education	17	76.5%	67.9%	0.0%	4.0%	11.8%	19.4%	17.6%	6.8%	29.4%	31.7%		
English Language and Literature/Letters	21	52.4%	61.1%	4.8%	3.8%	0.0%	5.0%	9.5%	5.5%	14.3%	15.9%		
Foreign Languages, Literatures, and Linguistics	6	16.7%	61.0%	0.0%	7.2%	0.0%	2.0%	66.7%	13.7%	66.7%	24.6%		
Health Professions and Related Programs	25	68.0%	75.0%	12.0%	9.1%	16.0%	10.1%	20.0%	4.3%	52.0%	24.6%		
Social Sciences	13	53.8%	50.9%	7.7%	7.3%	23.1%	6.0%	15.4%	6.9%	46.2%	21.8%		
Visual and Performing Arts	9	33.3%	49.3%	0.0%	7.7%	0.0%	3.2%	22.2%	4.8%	22.2%	16.6%		
<b>Total, All Programs</b>	<b>131</b>	<b>53.4%</b>	<b>54.9%</b>	<b>9.9%</b>	<b>8.4%</b>	<b>10.7%</b>	<b>9.8%</b>	<b>20.6%</b>	<b>6.0%</b>	<b>42.0%</b>	<b>25.7%</b>	<b>4.6%</b>	<b>5.5%</b>
Library (Librarians/Non-Teaching)	10	70.0%	68.3%	20.0%	9.6%	20.0%	2.30%	30.0%	4.4%	70.0%	18.5%		
Faculty in Disciplines Not Analyzed	14												
<b>Total Faculty</b>	<b>155</b>												

**Hunter College**  
**Representation by Academic Program - Professoriate**  
**As of June 30, 2015 (end of AA Plan Year)**

Utilization is the percentage of a given protected class within a job group (referred to as Affirmative Action Unit). In the Affirmative Action Plans, faculty utilization is broken out by academic program according to the Classification of Instructional Programs (CIP).

Cells are shaded when utilization is significantly lower than the general labor market availability for similar positions (80% of labor market).

No utilization analysis is performed for programs where the minimum staffing threshold is not met (five or more faculty); thus faculty totals do not always equal totals in summary charts.

Source of availability data: Doctorate-level degrees conferred by Title IV participating institutions 2011-2012. Excludes US Service Schools, Non-Resident Aliens, and Unknowns. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian/Alaska Native, and Two or More Races. Program-level data not available for Italian-Americans. Data for 4-State Region (CT,NY,NJ,PA) weighted at 20% and all other not in the 4-State region weighted at 80%.

The "Total All Programs" row is a hypothetical calculation that shows overall underutilization if all the disciplines analyzed were combined into a single category. The "Faculty in Disciplines Not Analyzed" represents the difference between total reported faculty and faculty in groups which were analyzed. Generally this row represents either faculty in departments with less than five persons, or a calculation difference between the Federal and Italian American Plans that needs to be corrected.

**B** Indicates a blended availability was calculated due to unique department organization; rate represents availability in more than one academic program group.

Program	Total Faculty	Female		Asian - Hawaiian - Other Pacific Islander		Black - African American		Hispanic		Total Minority		Italian American	
		CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability
Area, Ethnic, Cultural, Gender, and Group Studies	22	50.0%	66.1%	9.1%	12.4%	13.6%	17.3%	13.6%	11.2%	36.4%	45.4%		
Biological and Biomedical Sciences	28	39.3%	54.6%	10.7%	13.1%	14.3%	5.1%	14.3%	6.1%	39.3%	26.0%		
Communication, Journalism, and Related Programs	19	31.6%	58.2%	5.3%	6.4%	10.5%	6.9%	26.3%	5.3%	42.1%	20.9%		
Education	62	72.6%	67.9%	8.1%	4.0%	14.5%	19.4%	8.1%	6.8%	30.6%	31.7%		
English Language and Literature/Letters	44	59.1%	61.1%	9.1%	3.8%	9.1%	5.0%	9.1%	5.5%	27.3%	15.9%		
Foreign Languages, Literatures, and Linguistics	22	81.8%	61.0%	0.0%	7.2%	0.0%	2.0%	27.3%	13.7%	27.3%	24.6%		
Health Professions and Related Programs	68	72.1%	75.0%	10.3%	9.1%	4.4%	10.1%	2.9%	4.3%	17.6%	24.6%		
History	18	38.9%	45.3%	5.6%	3.7%	5.6%	7.7%	16.7%	5.0%	27.8%	17.8%		
Mathematics and Statistics	31	25.8%	26.8%	6.5%	9.4%	3.2%	2.7%	3.2%	4.9%	12.9%	18.1%		
Philosophy and Religious Studies	13	38.5%	29.7%	7.7%	5.1%	0.0%	5.4%	15.4%	4.1%	23.1%	16.4%		
Physical Sciences	27	29.6%	33.4%	29.6%	8.9%	14.8%	3.3%	11.1%	4.8%	55.6%	18.5%		
Psychology	40	50.0%	73.1%	2.5%	6.6%	5.0%	7.5%	12.5%	8.1%	25.0%	24.0%		
Social Sciences	138	42.8%	50.9%	13.8%	7.3%	8.7%	6.0%	8.0%	6.9%	30.4%	21.8%		
Visual and Performing Arts	64	40.6%	49.3%	4.7%	7.7%	9.4%	3.2%	6.3%	4.8%	21.9%	16.6%		
<b>Total, All Programs</b>	<b>596</b>	<b>50.2%</b>	<b>54.9%</b>	<b>9.6%</b>	<b>8.4%</b>	<b>8.6%</b>	<b>9.8%</b>	<b>9.7%</b>	<b>6.0%</b>	<b>28.4%</b>	<b>25.7%</b>	<b>5.9%</b>	<b>5.5%</b>
Library (Librarians/Non-Teaching)	26	53.8%	68.3%	7.7%	9.6%	0.0%	2.3%	3.8%	4.4%	11.5%	18.5%		
Faculty in Disciplines Not Analyzed	-5												
<b>Total Faculty</b>	<b>617</b>												

**John Jay College**  
**Representation by Academic Program - Professoriate**  
**As of June 30, 2015 (end of AA Plan Year)**

Utilization is the percentage of a given protected class within a job group (referred to as Affirmative Action Unit). In the Affirmative Action Plans, faculty utilization is broken out by academic program according to the Classification of Instructional Programs (CIP).

Cells are shaded when utilization is significantly lower than the general labor market availability for similar positions (80% of labor market).

No utilization analysis is performed for programs where the minimum staffing threshold is not met (five or more faculty); thus faculty totals do not always equal totals in summary charts.

Source of availability data: Doctorate-level degrees conferred by Title IV participating institutions 2011-2012. Excludes US Service Schools, Non-Resident Aliens, and Unknowns. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian/Alaska Native, and Two or More Races. Program-level data not available for Italian-Americans. Data for 4-State Region (CT,NY,NJ,PA) weighted at 20% and all other not in the 4-State region weighted at 80%.

The "Total All Programs" row is a hypothetical calculation that shows overall underutilization if all the disciplines analyzed were combined into a single category. The "Faculty in Disciplines Not Analyzed" represents the difference between total reported faculty and faculty in groups which were analyzed. Generally this row represents either faculty in departments with less than five persons, or a calculation difference between the Federal and Italian American Plans that needs to be corrected.

**B** Indicates a blended availability was calculated due to unique department organization; rate represents availability in more than one academic program group.

Program	Total Faculty	Female		Asian - Hawaiian - Other Pacific Islander		Black - African American		Hispanic		Total Minority		Italian American	
		CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability
Area, Ethnic, Cultural, Gender, and Group Studies	15	53.3%	66.1%	0.0%	12.4%	20.0%	17.3%	60.0%	11.2%	80.0%	45.4%		
Education	12	66.7%	67.9%	0.0%	4.0%	25.0%	19.4%	33.3%	6.8%	58.3%	31.7%		
English Language and Literature/Letters	41	51.2%	61.1%	4.9%	3.8%	7.3%	5.0%	4.9%	5.5%	17.1%	15.9%		
Foreign Languages, Literatures, and Linguistics	5	80.0%	61.0%	0.0%	7.2%	0.0%	2.0%	80.0%	13.7%	80.0%	24.6%		
History	22	36.4%	45.3%	4.5%	3.7%	4.5%	7.7%	4.5%	5.0%	18.2%	17.8%		
Homeland Security, Law Enforcement, Firefighting, etc.	51	35.3%	46.2%	9.8%	1.2%	11.8%	7.8%	7.8%	6.5%	29.4%	18.1%		
Mathematics and Statistics	18	16.7%	26.8%	38.9%	9.4%	5.6%	2.7%	0.0%	4.9%	44.4%	18.1%		
Philosophy and Religious Studies	12	33.3%	29.7%	8.3%	5.1%	16.7%	5.4%	16.7%	4.1%	41.7%	16.4%		
Physical Sciences	22	45.5%	33.4%	18.2%	8.9%	9.1%	3.3%	9.1%	4.8%	36.4%	18.5%		
Psychology	43	55.8%	73.1%	7.0%	6.6%	9.3%	7.5%	4.7%	8.1%	20.9%	24.0%		
Public Administration and Social Service Professions	28	42.9%	64.9%	7.1%	6.1%	14.3%	19.1%	7.1%	7.0%	28.6%	33.4%		
Social Sciences	69	50.7%	50.9%	8.7%	7.3%	7.2%	6.0%	7.2%	6.9%	23.2%	21.8%		
Visual and Performing Arts	19	52.6%	49.3%	0.0%	7.7%	15.8%	3.2%	15.8%	4.8%	31.6%	16.6%		
<b>Total, All Programs</b>	<b>357</b>	<b>46.2%</b>	<b>54.9%</b>	<b>8.7%</b>	<b>8.4%</b>	<b>10.4%</b>	<b>9.8%</b>	<b>11.2%</b>	<b>6.0%</b>	<b>30.5%</b>	<b>25.7%</b>	<b>4.5%</b>	<b>5.5%</b>
Library (Librarians/Non-Teaching)	13	84.6%	68.3%	7.7%	9.6%	0.0%	2.3%	0.0%	4.4%	7.7%	18.5%		
Faculty in Disciplines Not Analyzed	3												
<b>Total Faculty</b>	<b>373</b>												

**Kingsborough Community College**  
**Representation by Academic Program - Professoriate**  
**As of June 30, 2015 (end of AA Plan Year)**

Utilization is the percentage of a given protected class within a job group (referred to as Affirmative Action Unit). In the Affirmative Action Plans, faculty utilization is broken out by academic program according to the Classification of Instructional Programs (CIP).

Cells are shaded when utilization is significantly lower than the general labor market availability for similar positions (80% of labor market).

No utilization analysis is performed for programs where the minimum staffing threshold is not met (five or more faculty); thus faculty totals do not always equal totals in summary charts.

Source of availability data: Doctorate-level degrees conferred by Title IV participating institutions 2011-2012. Excludes US Service Schools, Non-Resident Aliens, and Unknowns. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian/Alaska Native, and Two or More Races. Program-level data not available for Italian-Americans. Data for 4-State Region (CT,NY,NJ,PA) weighted at 20% and all other not in the 4-State region weighted at 80%.

The "Total All Programs" row is a hypothetical calculation that shows overall underutilization if all the disciplines analyzed were combined into a single category. The "Faculty in Disciplines Not Analyzed" represents the difference between total reported faculty and faculty in groups which were analyzed. Generally this row represents either faculty in departments with less than five persons, or a calculation difference between the Federal and Italian American Plans that needs to be corrected.

**B** Indicates a blended availability was calculated due to unique department organization; rate represents availability in more than one academic program group.

Program	Total Faculty	Female		Asian - Hawaiian - Other Pacific Islander		Black - African American		Hispanic		Total Minority		Italian American	
		CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability
Biological and Biomedical Sciences	21	66.7%	54.6%	14.3%	13.1%	9.5%	5.1%	9.5%	6.1%	33.3%	26.0%		
Business, Management, Marketing, Support Services	22	45.5%	44.9%	4.5%	9.7%	9.1%	20.1%	4.5%	4.2%	22.7%	35.5%		
Communication, Journalism, and Related Programs	11	36.4%	58.2%	9.1%	6.4%	9.1%	6.9%	9.1%	5.3%	27.3%	20.9%		
English Language and Literature/Letters	46	71.7%	61.1%	8.7%	3.8%	10.9%	5.0%	2.2%	5.5%	21.7%	15.9%		
Foreign Languages, Literatures, and Linguistics	5	40.0%	61.0%	0.0%	7.2%	20.0%	2.0%	60.0%	13.7%	80.0%	24.6%		
Health Professions and Related Programs	26	69.2%	75.0%	3.8%	9.1%	19.2%	10.1%	7.7%	4.3%	30.8%	24.6%		
Mathematics and Statistics	22	27.3%	26.8%	18.2%	9.4%	0.0%	2.7%	4.5%	4.9%	22.7%	18.1%		
Parks, Recreation, Leisure and Fitness Studies	6	33.3%	43.8%	0.0%	3.2%	33.3%	8.3%	16.7%	4.2%	50.0%	16.9%		
Physical Sciences	15	20.0%	33.4%	33.3%	8.9%	6.7%	3.3%	0.0%	4.8%	40.0%	18.5%		
Social Sciences	57	49.1%	50.9%	1.8%	7.3%	15.8%	6.0%	3.5%	6.9%	21.1%	21.8%		
Visual and Performing Arts	12	66.7%	49.3%	0.0%	7.7%	0.0%	3.2%	8.3%	4.8%	8.3%	16.6%		
<b>Total, All Programs</b>	<b>243</b>	<b>52.7%</b>	<b>54.9%</b>	<b>8.2%</b>	<b>8.4%</b>	<b>11.5%</b>	<b>9.8%</b>	<b>6.2%</b>	<b>6.0%</b>	<b>26.3%</b>	<b>25.7%</b>	<b>14.8%</b>	<b>5.5%</b>
Library (Librarians/Non-Teaching)	11	72.7%	68.3%	9.1%	9.6%	0.0%	2.3%	18.2%	4.4%	27.3%	18.5%		
Faculty in Disciplines Not Analyzed	0												
<b>Total Faculty</b>	<b>254</b>												

**LaGuardia Community College**  
**Representation by Academic Program - Professoriate**  
**As of June 30, 2015 (end of AA Plan Year)**

Utilization is the percentage of a given protected class within a job group (referred to as Affirmative Action Unit). In the Affirmative Action Plans, faculty utilization is broken out by academic program according to the Classification of Instructional Programs (CIP).

Cells are shaded when utilization is significantly lower than the general labor market availability for similar positions (80% of labor market).

No utilization analysis is performed for programs where the minimum staffing threshold is not met (five or more faculty); thus faculty totals do not always equal totals in summary charts.

Source of availability data: Doctorate-level degrees conferred by Title IV participating institutions 2011-2012. Excludes US Service Schools, Non-Resident Aliens, and Unknowns. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian/Alaska Native, and Two or More Races. Program-level data not available for Italian-Americans. Data for 4-State Region (CT,NY,NJ,PA) weighted at 20% and all other not in the 4-State region weighted at 80%.

The "Total All Programs" row is a hypothetical calculation that shows overall underutilization if all the disciplines analyzed were combined into a single category. The "Faculty in Disciplines Not Analyzed" represents the difference between total reported faculty and faculty in groups which were analyzed. Generally this row represents either faculty in departments with less than five persons, or a calculation difference between the Federal and Italian American Plans that needs to be corrected.

**B** Indicates a blended availability was calculated due to unique department organization; rate represents availability in more than one academic program group.

Program	Total Faculty	Female		Asian - Hawaiian - Other Pacific Islander		Black - African American		Hispanic		Total Minority		Italian American	
		CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability
Biological and Biomedical Sciences	18	55.6%	54.6%	27.8%	13.1%	11.1%	5.1%	22.2%	6.1%	61.1%	26.0%		
Business, Management, Marketing, Support Services	23	52.2%	44.9%	8.7%	9.7%	17.4%	20.1%	8.7%	4.2%	34.8%	35.5%		
Communication, Journalism, and Related Programs AND Visual and Performing Arts	34	52.9%	52.3%	2.9%	7.3%	11.8%	4.4%	8.8%	5.0%	23.5%	18.0%		
Education	25	72.0%	67.9%	28.0%	4.0%	8.0%	19.4%	20.0%	6.8%	48.0%	31.7%		
Engineering	7	0.0%	25.6%	14.3%	16.4%	57.1%	4.7%	0.0%	5.1%	71.4%	27.6%		
English Language and Literature/Letters	63	63.5%	61.1%	15.9%	3.8%	7.9%	5.0%	7.9%	5.5%	31.7%	15.9%		
Health Professions and Related Programs	42	78.6%	75.0%	14.3%	9.1%	19.0%	10.1%	4.8%	4.3%	38.1%	24.6%		
Mathematics and Statistics	43	30.2%	26.8%	27.9%	9.4%	9.3%	2.7%	7.0%	4.9%	44.2%	18.1%		
Philosophy and Religious Studies	9	66.7%	29.7%	11.1%	5.1%	11.1%	5.4%	11.1%	4.1%	33.3%	16.4%		
Physical Sciences	17	41.2%	33.4%	29.4%	8.9%	29.4%	3.3%	11.8%	4.8%	70.6%	18.5%		
Psychology	11	72.7%	73.1%	18.2%	6.6%	18.2%	7.5%	18.2%	8.1%	54.5%	24.0%		
Social Sciences	26	57.7%	50.9%	3.8%	7.3%	15.4%	6.0%	19.2%	6.9%	38.5%	21.8%		
<b>Total, All Programs</b>	<b>318</b>	<b>56.6%</b>	<b>54.9%</b>	<b>16.7%</b>	<b>8.4%</b>	<b>14.2%</b>	<b>9.8%</b>	<b>10.7%</b>	<b>6.0%</b>	<b>40.9%</b>	<b>25.7%</b>	<b>3.1%</b>	<b>5.5%</b>
Library (Librarians/Non-Teaching)	15	73.3%	68.3%	13.3%	9.6%	13.3%	2.3%	6.7%	4.4%	33.3%	18.5%		
Faculty in Disciplines Not Analyzed	-3												
<b>Total Faculty</b>	<b>330</b>												

**Lehman College**  
**Representation by Academic Program - Professoriate**  
**As of June 30, 2015 (end of AA Plan Year)**

Utilization is the percentage of a given protected class within a job group (referred to as Affirmative Action Unit). In the Affirmative Action Plans, faculty utilization is broken out by academic program according to the Classification of Instructional Programs (CIP).

Cells are shaded when utilization is significantly lower than the general labor market availability for similar positions (80% of labor market).

No utilization analysis is performed for programs where the minimum staffing threshold is not met (five or more faculty); thus faculty totals do not always equal totals in summary charts.

Source of availability data: Doctorate-level degrees conferred by Title IV participating institutions 2011-2012. Excludes US Service Schools, Non-Resident Aliens, and Unknowns. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian/Alaska Native, and Two or More Races. Program-level data not available for Italian-Americans. Data for 4-State Region (CT,NY,NJ,PA) weighted at 20% and all other not in the 4-State region weighted at 80%.

The "Total All Programs" row is a hypothetical calculation that shows overall underutilization if all the disciplines analyzed were combined into a single category. The "Faculty in Disciplines Not Analyzed" represents the difference between total reported faculty and faculty in groups which were analyzed. Generally this row represents either faculty in departments with less than five persons, or a calculation difference between the Federal and Italian American Plans that needs to be corrected.

**B** Indicates a blended availability was calculated due to unique department organization; rate represents availability in more than one academic program group.

Program	Total Faculty	Female		Asian - Hawaiian - Other Pacific Islander		Black - African American		Hispanic		Total Minority		Italian American	
		CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability
Area, Ethnic, Cultural, Gender, and Group Studies	13	53.8%	66.1%	0.0%	12.4%	38.5%	17.3%	30.8%	11.2%	69.2%	45.4%		
Biological and Biomedical Sciences	13	38.5%	54.6%	15.4%	13.1%	0.0%	5.1%	15.4%	6.1%	38.5%	26.0%		
Business, Management, Marketing, Support Services	17	35.3%	44.9%	11.8%	9.7%	0.0%	20.1%	29.4%	4.2%	41.2%	35.5%		
Communication, Journalism, and Related Programs	12	41.7%	58.2%	0.0%	6.4%	16.7%	6.9%	16.7%	5.3%	33.3%	20.9%		
Education	39	74.4%	67.9%	0.0%	4.0%	12.8%	19.4%	15.4%	6.8%	28.2%	31.7%		
English Language and Literature/Letters	19	47.4%	61.1%	10.5%	3.8%	5.3%	5.0%	5.3%	5.5%	21.1%	15.9%		
Foreign Languages, Literatures, and Linguistics	14	42.9%	61.0%	0.0%	7.2%	0.0%	2.0%	64.3%	13.7%	64.3%	24.6%		
Health Professions and Related Programs	40	75.0%	75.0%	10.0%	9.1%	12.5%	10.1%	15.0%	4.3%	37.5%	24.6%		
<b>B</b> Mathematics and Statistics AND Computer/Information Sciences	20	25.0%	24.0%	5.0%	13.4%	0.0%	4.2%	0.0%	4.3%	5.0%	22.9%		
Philosophy and Religious Studies (corrected LMA)	6	50.0%	29.7%	0.0%	5.1%	0.0%	5.4%	0.0%	4.1%	0.0%	16.4%		
Physical Sciences	23	34.8%	33.4%	13.0%	8.9%	4.3%	3.3%	8.7%	4.8%	26.1%	18.5%		
Psychology	16	50.0%	73.1%	12.5%	6.6%	6.3%	7.5%	6.3%	8.1%	25.0%	24.0%		
Social Sciences	52	55.8%	50.9%	9.6%	7.3%	9.6%	6.0%	5.8%	6.9%	26.9%	21.8%		
Visual and Performing Arts	21	42.9%	49.3%	0.0%	7.7%	0.0%	3.2%	4.8%	4.8%	4.8%	16.6%		
<b>Total, All Programs</b>	<b>305</b>	<b>52.1%</b>	<b>54.9%</b>	<b>6.9%</b>	<b>8.4%</b>	<b>8.2%</b>	<b>9.8%</b>	<b>13.8%</b>	<b>6.0%</b>	<b>29.5%</b>	<b>25.7%</b>	<b>7.5%</b>	<b>5.5%</b>
Library (Librarians/Non-Teaching)	13	76.9%	68.3%	0.0%	9.6%	7.7%	2.3%	15.4%	4.4%	23.1%	18.5%		
Faculty in Disciplines Not Analyzed	-26												
<b>Total Faculty</b>	<b>292</b>												



**Medgar Evers College**

**Representation by Academic Program - Professoriate**

**As of June 30, 2015 (end of AA Plan Year)**

Utilization is the percentage of a given protected class within a job group (referred to as Affirmative Action Unit). In the Affirmative Action Plans, faculty utilization is broken out by academic program according to the Classification of Instructional Programs (CIP).

Cells are shaded when utilization is significantly lower than the general labor market availability for similar positions (80% of labor market).

No utilization analysis is performed for programs where the minimum staffing threshold is not met (five or more faculty); thus faculty totals do not always equal totals in summary charts.

Source of availability data: Doctorate-level degrees conferred by Title IV participating institutions 2011-2012. Excludes US Service Schools, Non-Resident Aliens, and Unknowns. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian/Alaska Native, and Two or More Races. Program-level data not available for Italian-Americans. Data for 4-State Region (CT,NY,NJ,PA) weighted at 20% and all other not in the 4-State region weighted at 80%.

The "Total All Programs" row is a hypothetical calculation that shows overall underutilization if all the disciplines analyzed were combined into a single category. The "Faculty in Disciplines Not Analyzed" represents the difference between total reported faculty and faculty in groups which were analyzed. Generally this row represents either faculty in departments with less than five persons, or a calculation difference between the Federal and Italian American Plans that needs to be corrected.

**B** Indicates a blended availability was calculated due to unique department organization; rate represents availability in more than one academic program group.

Program	Total Faculty	Female		Asian - Hawaiian - Other Pacific Islander		Black - African American		Hispanic		Total Minority		Italian American	
		CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability
Biological and Biomedical Sciences	58	48.3%	54.6%	17.2%	13.1%	58.6%	5.1%	3.4%	6.1%	79.3%	26.0%		
Business, Management, Marketing, Support Services	21	28.6%	44.9%	14.3%	9.7%	61.9%	20.1%	9.5%	4.2%	85.7%	35.5%		
Liberal Arts and Sciences, General Studies & Humanities	48	60.4%	56.3%	6.3%	3.4%	62.5%	6.8%	8.3%	2.3%	77.1%	16.9%		
<b>Total, All Programs</b>	<b>127</b>	<b>49.6%</b>	<b>54.9%</b>	<b>12.6%</b>	<b>8.4%</b>	<b>60.6%</b>	<b>9.8%</b>	<b>6.3%</b>	<b>6.0%</b>	<b>79.5%</b>	<b>25.7%</b>	<b>0.8%</b>	<b>5.5%</b>
Library (Librarians/Non-Teaching)	10	30.0%	68.3%	10.0%	9.6%	10.0%	2.3%	0.0%	4.4%	20.0%	18.5%		
Faculty in Disciplines Not Analyzed	0												
<b>Total Faculty</b>	<b>137</b>												

**New York City College of Technology**  
**Representation by Academic Program - Professoriate**  
**As of June 30, 2015 (end of AA Plan Year)**

Utilization is the percentage of a given protected class within a job group (referred to as Affirmative Action Unit). In the Affirmative Action Plans, faculty utilization is broken out by academic program according to the Classification of Instructional Programs (CIP).

Cells are shaded when utilization is significantly lower than the general labor market availability for similar positions (80% of labor market).

No utilization analysis is performed for programs where the minimum staffing threshold is not met (five or more faculty); thus faculty totals do not always equal totals in summary charts.

Source of availability data: Doctorate-level degrees conferred by Title IV participating institutions 2011-2012. Excludes US Service Schools, Non-Resident Aliens, and Unknowns. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian/Alaska Native, and Two or More Races. Program-level data not available for Italian-Americans. Data for 4-State Region (CT,NY,NJ,PA) weighted at 20% and all other not in the 4-State region weighted at 80%.

The "Total All Programs" row is a hypothetical calculation that shows overall underutilization if all the disciplines analyzed were combined into a single category. The "Faculty in Disciplines Not Analyzed" represents the difference between total reported faculty and faculty in groups which were analyzed. Generally this row represents either faculty in departments with less than five persons, or a calculation difference between the Federal and Italian American Plans that needs to be corrected.

**B** Indicates a blended availability was calculated due to unique department organization; rate represents availability in more than one academic program group.

Program	Total Faculty	Female		Asian - Hawaiian - Other Pacific Islander		Black - African American		Hispanic		Total Minority		Italian American	
		CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability
Architecture and Related Services	21	33.3%	52.7%	14.3%	6.2%	4.8%	10.6%	14.3%	7.9%	33.3%	25.6%		
Area, Ethnic, Cultural, Gender, and Group Studies	6	66.7%	66.1%	0.0%	12.4%	100.0%	17.3%	0.0%	11.2%	100.0%	45.4%		
Biological and Biomedical Sciences	22	36.4%	54.6%	40.9%	13.1%	9.1%	5.1%	0.0%	6.1%	50.0%	26.0%		
Business, Management, Marketing, Support Services	35	54.3%	44.9%	5.7%	9.7%	17.1%	20.1%	8.6%	4.2%	31.4%	35.5%		
Communication, Journalism, and Related Programs	18	44.4%	58.2%	5.6%	6.4%	5.6%	6.9%	5.6%	5.3%	16.7%	20.9%		
Computer and Information Sciences and Support Svcs	14	21.4%	21.2%	35.7%	17.5%	0.0%	5.8%	14.3%	3.7%	50.0%	27.8%		
Education	5	20.0%	67.9%	20.0%	4.0%	20.0%	19.4%	20.0%	6.8%	60.0%	31.7%		
Engineering Technologies and Engineering-related Fields	49	18.4%	58.0%	24.5%	4.7%	4.1%	8.5%	8.2%	1.9%	36.7%	18.8%		
English Language and Literature/Letters	39	69.2%	61.1%	5.1%	3.8%	15.4%	5.0%	7.7%	5.5%	30.8%	15.9%		
Family and Consumer Sciences/Human Sciences	10	60.0%	85.3%	20.0%	7.3%	10.0%	14.0%	30.0%	1.1%	60.0%	23.5%		
Health Professions and Related Programs	38	81.6%	75.0%	2.6%	9.1%	23.7%	10.1%	5.3%	4.3%	34.2%	24.6%		
Liberal Arts and Sciences, General Studies & Humanities	16	68.8%	56.3%	18.8%	3.4%	0.0%	6.8%	12.5%	2.3%	31.3%	16.9%		
Mathematics and Statistics	44	40.9%	26.8%	20.5%	9.4%	2.3%	2.7%	4.5%	4.9%	27.3%	18.1%		
Physical Sciences	24	20.8%	33.4%	16.7%	8.9%	8.3%	3.3%	4.2%	4.8%	29.2%	18.5%		
Social Sciences	28	50.0%	50.9%	10.7%	7.3%	3.6%	6.0%	7.1%	6.9%	21.4%	21.8%		
<b>Total, All Programs</b>	<b>369</b>	<b>46.3%</b>	<b>54.9%</b>	<b>15.4%</b>	<b>8.4%</b>	<b>10.6%</b>	<b>9.8%</b>	<b>7.9%</b>	<b>6.0%</b>	<b>34.4%</b>	<b>25.7%</b>		
Library (Librarians/Non-Teaching)	15	73.3%	68.3%	20.0%	9.6%	6.7%	2.3%	0.0%	4.4%	26.7%	18.5%		
Faculty in Disciplines Not Analyzed	7												
<b>Total Faculty</b>	<b>391</b>												<b>5.5%</b>

**Queens College**  
**Representation by Academic Program - Professoriate**  
**As of June 30, 2015 (end of AA Plan Year)**

Utilization is the percentage of a given protected class within a job group (referred to as Affirmative Action Unit). In the Affirmative Action Plans, faculty utilization is broken out by academic program according to the Classification of Instructional Programs (CIP).

Cells are shaded when utilization is significantly lower than the general labor market availability for similar positions (80% of labor market).

No utilization analysis is performed for programs where the minimum staffing threshold is not met (five or more faculty); thus faculty totals do not always equal totals in summary charts.

Source of availability data: Doctorate-level degrees conferred by Title IV participating institutions 2011-2012. Excludes US Service Schools, Non-Resident Aliens, and Unknowns. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian/Alaska Native, and Two or More Races. Program-level data not available for Italian-Americans. Data for 4-State Region (CT,NY,NJ,PA) weighted at 20% and all other not in the 4-State region weighted at 80%.

The "Total All Programs" row is a hypothetical calculation that shows overall underutilization if all the disciplines analyzed were combined into a single category. The "Faculty in Disciplines Not Analyzed" represents the difference between total reported faculty and faculty in groups which were analyzed. Generally this row represents either faculty in departments with less than five persons, or a calculation difference between the Federal and Italian American Plans that needs to be corrected.

**B** Indicates a blended availability was calculated due to unique department organization; rate represents availability in more than one academic program group.

Program	Total Faculty	Female		Asian - Hawaiian - Other Pacific Islander		Black - African American		Hispanic		Total Minority		Italian American	
		CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability
Area, Ethnic, Cultural, Gender, and Group Studies	12	33.3%	66.1%	33.3%	12.4%	8.3%	17.3%	8.3%	11.2%	58.3%	45.4%		
Biological and Biomedical Sciences	15	26.7%	54.6%	6.7%	13.1%	0.0%	5.1%	13.3%	6.1%	20.0%	26.0%		
Business, Management, Marketing, Support Services	33	33.3%	44.9%	12.1%	9.7%	0.0%	20.1%	12.1%	4.2%	24.2%	35.5%		
Communication, Journalism, and Related Programs	14	57.1%	58.2%	14.3%	6.4%	14.3%	6.9%	0.0%	5.3%	35.7%	20.9%		
Computer and Information Sciences and Support Svcs	16	18.8%	21.2%	43.8%	17.5%	0.0%	5.8%	0.0%	3.7%	43.8%	27.8%		
Education	61	67.2%	67.9%	13.1%	4.0%	9.8%	19.4%	13.1%	6.8%	37.7%	31.7%		
English Language and Literature/Letters	45	53.3%	61.1%	8.9%	3.8%	15.6%	5.0%	2.2%	5.5%	26.7%	15.9%		
Foreign Languages, Literatures, and Linguistics	21	61.9%	61.0%	0.0%	7.2%	4.8%	2.0%	38.1%	13.7%	42.9%	24.6%		
Health Professions and Related Programs	11	63.6%	75.0%	9.1%	9.1%	0.0%	10.1%	9.1%	4.3%	18.2%	24.6%		
History	26	50.0%	45.3%	7.7%	3.7%	7.7%	7.7%	0.0%	5.0%	15.4%	17.8%		
Library Science (Program)	11	72.7%	55.6%	27.3%	15.1%	9.1%	0.0%	9.1%	1.8%	45.5%	19.7%		
Mathematics and Statistics	26	7.7%	26.8%	11.5%	9.4%	0.0%	2.7%	0.0%	4.9%	11.5%	18.1%		
Parks, Recreation, Leisure and Fitness Studies	10	90.0%	43.8%	40.0%	3.2%	0.0%	8.3%	0.0%	4.2%	40.0%	16.9%		
Philosophy and Religious Studies	9	33.3%	29.7%	0.0%	5.1%	0.0%	5.4%	11.1%	4.1%	11.1%	16.4%		
Physical Sciences	40	17.5%	33.4%	17.5%	8.9%	2.5%	3.3%	2.5%	4.8%	22.5%	18.5%		
Psychology	25	48.0%	73.1%	12.0%	6.6%	0.0%	7.5%	4.0%	8.1%	16.0%	24.0%		
Social Sciences	80	46.3%	50.9%	11.3%	7.3%	7.5%	6.0%	8.8%	6.9%	27.5%	21.8%		
Visual and Performing Arts	55	32.7%	49.3%	3.6%	7.7%	9.1%	3.2%	3.6%	4.8%	16.4%	16.6%		
<b>Total, All Programs</b>	<b>510</b>	<b>43.9%</b>	<b>54.9%</b>	<b>12.5%</b>	<b>8.4%</b>	<b>6.3%</b>	<b>9.8%</b>	<b>7.5%</b>	<b>6.0%</b>	<b>26.9%</b>	<b>25.7%</b>	<b>3.9%</b>	<b>5.5%</b>
Library (Librarians/Non-Teaching)	17	58.8%	68.3%	17.6%	9.6%	5.9%	2.3%	11.8%	4.4%	35.3%	18.5%		
Faculty in Disciplines Not Analyzed	-4												
<b>Total Faculty</b>	<b>523</b>												

**Queensborough Community College**  
**Representation by Academic Program - Professoriate**  
**As of June 30, 2015 (end of AA Plan Year)**

Utilization is the percentage of a given protected class within a job group (referred to as Affirmative Action Unit). In the Affirmative Action Plans, faculty utilization is broken out by academic program according to the Classification of Instructional Programs (CIP).

Cells are shaded when utilization is significantly lower than the general labor market availability for similar positions (80% of labor market).

No utilization analysis is performed for programs where the minimum staffing threshold is not met (five or more faculty); thus faculty totals do not always equal totals in summary charts.

Source of availability data: Doctorate-level degrees conferred by Title IV participating institutions 2011-2012. Excludes US Service Schools, Non-Resident Aliens, and Unknowns. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian/Alaska Native, and Two or More Races. Program-level data not available for Italian-Americans. Data for 4-State Region (CT,NY,NJ,PA) weighted at 20% and all other not in the 4-State region weighted at 80%.

The "Total All Programs" row is a hypothetical calculation that shows overall underutilization if all the disciplines analyzed were combined into a single category. The "Faculty in Disciplines Not Analyzed" represents the difference between total reported faculty and faculty in groups which were analyzed. Generally this row represents either faculty in departments with less than five persons, or a calculation difference between the Federal and Italian American Plans that needs to be corrected.

**B** Indicates a blended availability was calculated due to unique department organization; rate represents availability in more than one academic program group.

Program	Total Faculty	Female		Asian - Hawaiian - Other Pacific Islander		Black - African American		Hispanic		Total Minority		Italian American	
		CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability
<b>B</b> Biological and Biomedical Sciences AND Physical Sciences	30	50.0%	44.0%	23.3%	11.0%	3.3%	4.2%	10.0%	5.5%	36.7%	22.3%		
Business, Management, Marketing, Support Services	25	60.0%	44.9%	4.0%	9.7%	8.0%	20.1%	4.0%	4.2%	16.0%	35.5%		
<b>B</b> Communication, Journalism, and Related Programs AND Visual and Performing Arts	8	62.5%	53.8%	0.0%	7.1%	0.0%	5.1%	12.5%	5.1%	12.5%	18.8%		
Education	11	72.7%	67.9%	18.2%	4.0%	27.3%	19.4%	9.1%	6.8%	54.5%	31.7%		
Engineering Technologies and Engineering-related Fields	19	10.5%	58.0%	21.1%	4.7%	5.3%	8.5%	0.0%	1.9%	26.3%	18.8%		
English Language and Literature/Letters	34	58.8%	61.1%	5.9%	3.8%	8.8%	5.0%	5.9%	5.5%	20.6%	15.9%		
Foreign Languages, Literatures, and Linguistics	12	75.0%	61.0%	16.7%	7.2%	8.3%	2.0%	41.7%	13.7%	66.7%	24.6%		
Health Professions and Related Programs	24	95.8%	75.0%	0.0%	9.1%	12.5%	10.1%	4.2%	4.3%	16.7%	24.6%		
History	12	25.0%	45.3%	0.0%	3.7%	0.0%	7.7%	16.7%	5.0%	16.7%	17.8%		
<b>B</b> Mathematics and Statistics AND Computer and Information Sciences and Support Services	31	32.3%	24.0%	25.8%	13.5%	6.5%	4.3%	3.2%	4.3%	35.5%	23.0%		
Parks, Recreation, Leisure and Fitness Studies	13	69.2%	43.8%	15.4%	3.2%	0.0%	8.3%	0.0%	4.2%	15.4%	16.9%		
Physical Sciences	23	30.4%	33.4%	26.1%	8.9%	13.0%	3.3%	8.7%	4.8%	47.8%	18.5%		
Social Sciences	29	44.8%	50.9%	3.4%	7.3%	17.2%	6.0%	3.4%	6.9%	24.1%	21.8%		
Visual and Performing Arts	16	31.3%	49.3%	18.8%	7.7%	6.3%	3.2%	6.3%	4.8%	31.3%	16.6%		
<b>Total, All Programs</b>	<b>287</b>	<b>50.2%</b>	<b>54.9%</b>	<b>13.2%</b>	<b>8.4%</b>	<b>8.7%</b>	<b>9.8%</b>	<b>7.3%</b>	<b>6.0%</b>	<b>29.3%</b>	<b>25.7%</b>	<b>7.3%</b>	<b>5.5%</b>
Library (Librarians/Non-Teaching)	14	78.6%	68.3%	28.6%	9.6%	21.4%	2.3%	0.0%	4.4%	50.0%	18.5%		
Faculty in Disciplines Not Analyzed	-1												
<b>Total Faculty</b>	<b>300</b>												

York College

Representation by Academic Program - Professoriate  
As of June 30, 2015 (end of AA Plan Year)

Utilization is the percentage of a given protected class within a job group (referred to as Affirmative Action Unit). In the Affirmative Action Plans, faculty utilization is broken out by academic program according to the Classification of Instructional Programs (CIP).

Cells are shaded when utilization is significantly lower than the general labor market availability for similar positions (80% of labor market).

No utilization analysis is performed for programs where the minimum staffing threshold is not met (five or more faculty); thus faculty totals do not always equal totals in summary charts.

Source of availability data: Doctorate-level degrees conferred by Title IV participating institutions 2011-2012. Excludes US Service Schools, Non-Resident Aliens, and Unknowns. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian/Alaska Native, and Two or More Races. Program-level data not available for Italian-Americans. Data for 4-State Region (CT,NY,NJ,PA) weighted at 20% and all other not in the 4-State region weighted at 80%.

The "Total All Programs" row is a hypothetical calculation that shows overall underutilization if all the disciplines analyzed were combined into a single category. The "Faculty in Disciplines Not Analyzed" represents the difference between total reported faculty and faculty in groups which were analyzed. Generally this row represents either faculty in departments with less than five persons, or a calculation difference between the Federal and Italian American Plans that needs to be corrected.

**B** Indicates a blended availability was calculated due to unique department organization; rate represents availability in more than one academic program group.

Program	Total Faculty	Female		Asian - Hawaiian - Other Pacific Islander		Black - African American		Hispanic		Total Minority		Italian American	
		CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability
Biological and Biomedical Sciences	10	60.0%	54.6%	10.0%	13.1%	0.0%	5.1%	0.0%	6.1%	10.0%	26.0%		
Business, Management, Marketing, Support Services	19	42.1%	44.9%	21.1%	9.7%	26.3%	20.1%	10.5%	4.2%	57.9%	35.5%		
Education	6	100.0%	67.9%	16.7%	4.0%	16.7%	19.4%	0.0%	6.8%	33.3%	31.7%		
English Language and Literature/Letters	16	43.8%	61.1%	12.5%	3.8%	18.8%	5.0%	6.3%	5.5%	37.5%	15.9%		
Foreign Languages, Literatures, and Linguistics	11	63.6%	61.0%	0.0%	7.2%	9.1%	2.0%	54.5%	13.7%	63.6%	24.6%		
Health Professions and Related Programs	23	78.3%	75.0%	4.3%	9.1%	34.8%	10.1%	0.0%	4.3%	39.1%	24.6%		
History	7	0.0%	45.3%	14.3%	3.7%	28.6%	7.7%	0.0%	5.0%	42.9%	17.8%		
Mathematics and Statistics AND Computer and Information Sciences and Support Services	16	37.5%	25.6%	31.3%	11.1%	12.5%	3.3%	6.3%	4.7%	50.0%	20.2%		
Parks, Recreation, Leisure and Fitness Studies	8	50.0%	43.8%	0.0%	3.2%	12.5%	8.3%	0.0%	4.2%	12.5%	16.9%		
Physical Sciences	18	11.1%	33.4%	33.3%	8.9%	11.1%	3.3%	5.6%	4.8%	50.0%	18.5%		
Social Sciences	22	59.1%	50.9%	9.1%	7.3%	18.2%	6.0%	9.1%	6.9%	36.4%	21.8%		
Visual and Performing Arts	10	30.0%	49.3%	30.0%	7.7%	10.0%	3.2%	10.0%	4.8%	50.0%	16.6%		
<b>Total, All Programs</b>	<b>166</b>	<b>48.2%</b>	<b>54.9%</b>	<b>15.7%</b>	<b>8.4%</b>	<b>18.1%</b>	<b>9.8%</b>	<b>8.4%</b>	<b>6.0%</b>	<b>42.2%</b>	<b>25.7%</b>	<b>7.8%</b>	<b>5.5%</b>
Library (Librarians/Non-Teaching)	7	28.6%	68.3%	28.6%	9.6%	0.0%	2.3%	0.0%	4.4%	28.6%	18.5%		
Faculty in Disciplines Not Analyzed	-3												
<b>Total Faculty</b>	<b>170</b>												

# Instructor

## Comprised of Titles

- Instructor
- Hunter Campus School Teachers
- Variations for Medical, Professional Schools, Law

## Labor Market Factors (Weighted)

- Earned Degrees Conferred – Masters, Four State Region (NY, NY, PA, CT), (2011-2012)
- Customized to academic discipline

# Instructor Staffing Details by Campus

(10 Schools)

- Borough of Manhattan Community College
- Bronx Community College
- Brooklyn College
- CUNY School of Law
- Guttman Community College
- Hunter College
- Kingsborough Community College
- LaGuardia Community College
- Queens College
- Queensborough Community College

**Borough of Manhattan Community College**  
**Representation by Academic Program - Instructor**  
**As of June 30, 2015 (end of AA Plan Year)**

Utilization is the percentage of a given protected class within a job group (referred to as Affirmative Action Unit). In the Affirmative Action Plans, faculty utilization is broken out by academic program according to the Classification of Instructional Programs (CIP).

Cells are shaded when utilization is significantly lower than the general labor market availability for similar positions (80% of labor market).

No utilization analysis is performed for groups where the minimum staffing threshold is not met (five or more faculty); thus faculty totals do not always equal totals in summary charts.

Source of availability data: Master's-level degrees conferred by Title IV participating institutions 2011-2012. Excludes US Service Schools, Non-Resident Aliens, and Unknowns. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian/Alaska Native, and Two or More Races. Program-level data not available for Italian-Americans. Data for 4-State Region (CT,NY,NJ,PA) weighted at 20% and all other not in the 4-State region weighted at 80%.

The "Total All Programs" row is a hypothetical calculation that shows overall underutilization if all the disciplines analyzed were combined into a single category. The "Faculty in Disciplines Not Analyzed" represents the difference between total reported faculty and faculty in groups which were analyzed. Generally this row represents either faculty in departments with less than five persons, or a calculation difference between the Federal and Italian American Plans that needs to be corrected.

**B** Indicates a blended availability was calculated due to unique department organization; rate represents availability in more than one academic program group.

Program	Total Faculty	Female		Asian - Hawaiian - Other Pacific Islander		Black - African American		Hispanic		Total Minority		Italian American	
		CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability
English Language and Literature/Letters	5	60.0%	65.3%	0.0%	5.2%	40.0%	6.8%	0.0%	4.8%	40.0%	18.7%		
Mathematics and Statistics	12	25.0%	40.9%	33.3%	20.0%	50.0%	5.6%	0.0%	3.7%	83.3%	30.5%		
Social Sciences	10	70.0%	55.6%	10.0%	8.8%	0.0%	12.9%	40.0%	9.7%	50.0%	33.7%		
<b>Total, All Programs</b>	<b>27</b>	<b>48.1%</b>	<b>64.6%</b>	<b>18.5%</b>	<b>8.2%</b>	<b>29.6%</b>	<b>10.2%</b>	<b>14.8%</b>	<b>6.9%</b>	<b>63.0%</b>	<b>26.6%</b>	<b>3.7%</b>	<b>14.7%</b>
Faculty in Disciplines Not Analyzed	20												
<b>Total Faculty</b>	<b>47</b>												



**Bronx Community College**  
**Representation by Academic Program - Instructor**  
**As of June 30, 2015 (end of AA Plan Year)**

Utilization is the percentage of a given protected class within a job group (referred to as Affirmative Action Unit). In the Affirmative Action Plans, faculty utilization is broken out by academic program according to the Classification of Instructional Programs (CIP).

Cells are shaded when utilization is significantly lower than the general labor market availability for similar positions (80% of labor market).

No utilization analysis is performed for groups where the minimum staffing threshold is not met (five or more faculty); thus faculty totals do not always equal totals in summary charts.

Source of availability data: Master's-level degrees conferred by Title IV participating institutions 2011-2012. Excludes US Service Schools, Non-Resident Aliens, and Unknowns. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian/Alaska Native, and Two or More Races. Program-level data not available for Italian-Americans. Data for 4-State Region (CT,NY,NJ,PA) weighted at 20% and all other not in the 4-State region weighted at 80%.

The "Total All Programs" row is a hypothetical calculation that shows overall underutilization if all the disciplines analyzed were combined into a single category. The "Faculty in Disciplines Not Analyzed" represents the difference between total reported faculty and faculty in groups which were analyzed. Generally this row represents either faculty in departments with less than five persons, or a calculation difference between the Federal and Italian American Plans that needs to be corrected.

**B** Indicates a blended availability was calculated due to unique department organization; rate represents availability in more than one academic program group.

Program	Total Faculty	Female		Asian - Hawaiian - Other Pacific Islander		Black - African American		Hispanic		Total Minority		Italian American	
		CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability
Total, All Programs	6	100.0%	64.6%	33.3%	8.2%	16.7%	10.2%	16.7%	6.9%	66.7%	26.6%	0.0%	14.7%
Faculty in Disciplines Not Analyzed	0												
Total Faculty	6												

**Brooklyn College**  
**Representation by Academic Program - Instructor**  
**As of June 30, 2015 (end of AA Plan Year)**

Utilization is the percentage of a given protected class within a job group (referred to as Affirmative Action Unit). In the Affirmative Action Plans, faculty utilization is broken out by academic program according to the Classification of Instructional Programs (CIP).

Cells are shaded when utilization is significantly lower than the general labor market availability for similar positions (80% of labor market).

No utilization analysis is performed for groups where the minimum staffing threshold is not met (five or more faculty); thus faculty totals do not always equal totals in summary charts.

Source of availability data: Master's-level degrees conferred by Title IV participating institutions 2011-2012. Excludes US Service Schools, Non-Resident Aliens, and Unknowns. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian/Alaska Native, and Two or More Races. Program-level data not available for Italian-Americans. Data for 4-State Region (CT,NY,NJ,PA) weighted at 20% and all other not in the 4-State region weighted at 80%.

The "Total All Programs" row is a hypothetical calculation that shows overall underutilization if all the disciplines analyzed were combined into a single category. The "Faculty in Disciplines Not Analyzed" represents the difference between total reported faculty and faculty in groups which were analyzed. Generally this row represents either faculty in departments with less than five persons, or a calculation difference between the Federal and Italian American Plans that needs to be corrected.

**B** Indicates a blended availability was calculated due to unique department organization; rate represents availability in more than one academic program group.

Program	Total Faculty	Female		Asian - Hawaiian - Other Pacific Islander		Black - African American		Hispanic		Total Minority		Italian American	
		CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability
Agriculture, Agriculture Operations and Related Sciences	0	NA	57.5%	NA	10.0%	NA	1.2%	NA	12.5%	NA	25.0%		
<b>Total, All Programs (no groups greater than 4)</b>	<b>0</b>	<b>NA</b>	<b>64.6%</b>	<b>NA</b>	<b>8.2%</b>	<b>NA</b>	<b>10.2%</b>	<b>NA</b>	<b>6.9%</b>	<b>NA</b>	<b>26.6%</b>	<b>NA</b>	<b>14.7%</b>
Library (Librarians/Non-Teaching)	0	NA		NA		NA		NA		NA			
Faculty in Disciplines Not Analyzed	10												
<b>Total Faculty</b>	<b>10</b>												

**CUNY School of Law**  
**Representation by Academic Program - Instructor**  
**As of June 30, 2015 (end of AA Plan Year)**

Utilization is the percentage of a given protected class within a job group (referred to as Affirmative Action Unit). In the Affirmative Action Plans, faculty utilization is broken out by academic program according to the Classification of Instructional Programs (CIP).

Cells are shaded when utilization is significantly lower than the general labor market availability for similar positions (80% of labor market).

No utilization analysis is performed for groups where the minimum staffing threshold is not met (five or more faculty); thus faculty totals do not always equal totals in summary charts.

Source of availability data: Master's-level degrees conferred by Title IV participating institutions 2011-2012. Excludes US Service Schools, Non-Resident Aliens, and Unknowns. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian/Alaska Native, and Two or More Races. Program-level data not available for Italian-Americans. Data for 4-State Region (CT,NY,NJ,PA) weighted at 20% and all other not in the 4-State region weighted at 80%.

The "Total All Programs" row is a hypothetical calculation that shows overall underutilization if all the disciplines analyzed were combined into a single category. The "Faculty in Disciplines Not Analyzed" represents the difference between total reported faculty and faculty in groups which were analyzed. Generally this row represents either faculty in departments with less than five persons, or a calculation difference between the Federal and Italian American Plans that needs to be corrected.

**B** Indicates a blended availability was calculated due to unique department organization; rate represents availability in more than one academic program group.

Program	Total Faculty	Female		Asian - Hawaiian - Other Pacific Islander		Black - African American		Hispanic		Total Minority		Italian American	
		CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability
Legal Professions and Studies	8	87.5%	51.2%	37.5%	10.2%	12.5%	13.4%	0.0%	9.8%	50.0%	35.4%		
<b>Total, All Programs</b>	<b>8</b>	<b>87.5%</b>	<b>64.6%</b>	<b>37.5%</b>	<b>8.2%</b>	<b>12.5%</b>	<b>10.2%</b>	<b>0.0%</b>	<b>6.9%</b>	<b>50.0%</b>	<b>26.6%</b>	<b>12.5%</b>	<b>14.7%</b>
Faculty in Disciplines Not Analyzed	0												
<b>Total Faculty</b>	<b>8</b>												

**Guttman Community College**  
**Representation by Academic Program - Instructor**  
**As of June 30, 2015 (end of AA Plan Year)**

Utilization is the percentage of a given protected class within a job group (referred to as Affirmative Action Unit). In the Affirmative Action Plans, faculty utilization is broken out by academic program according to the Classification of Instructional Programs (CIP).

Cells are shaded when utilization is significantly lower than the general labor market availability for similar positions (80% of labor market).

No utilization analysis is performed for groups where the minimum staffing threshold is not met (five or more faculty); thus faculty totals do not always equal totals in summary charts.

Source of availability data: Master's-level degrees conferred by Title IV participating institutions 2011-2012. Excludes US Service Schools, Non-Resident Aliens, and Unknowns. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian/Alaska Native, and Two or More Races. Program-level data not available for Italian-Americans. Data for 4-State Region (CT,NY,NJ,PA) weighted at 20% and all other not in the 4-State region weighted at 80%.

The "Total All Programs" row is a hypothetical calculation that shows overall underutilization if all the disciplines analyzed were combined into a single category. The "Faculty in Disciplines Not Analyzed" represents the difference between total reported faculty and faculty in groups which were analyzed. Generally this row represents either faculty in departments with less than five persons, or a calculation difference between the Federal and Italian American Plans that needs to be corrected.

**B** Indicates a blended availability was calculated due to unique department organization; rate represents availability in more than one academic program group.

Program	Total Faculty	Female		Asian - Hawaiian - Other Pacific Islander		Black - African American		Hispanic		Total Minority		Italian American	
		CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability
Liberal Arts and Sciences, General Studies & Humanities	8	37.5%	60.6%	12.5%	3.3%	0.0%	10.2%	12.5%	6.9%	25.0%	22.1%		
<b>Total, All Programs</b>	<b>8</b>	<b>37.5%</b>	<b>64.6%</b>	<b>12.5%</b>	<b>8.2%</b>	<b>0.0%</b>	<b>10.2%</b>	<b>12.5%</b>	<b>6.9%</b>	<b>25.0%</b>	<b>26.6%</b>	<b>0.0%</b>	<b>14.7%</b>
Library (Librarians/Non-Teaching)	0	NA		NA		NA		NA		NA			
Faculty in Disciplines Not Analyzed	0												
<b>Total Faculty</b>	<b>8</b>												

**Hunter College**  
**Representation by Academic Program - Instructor**  
**As of June 30, 2015 (end of AA Plan Year)**

Utilization is the percentage of a given protected class within a job group (referred to as Affirmative Action Unit). In the Affirmative Action Plans, faculty utilization is broken out by academic program according to the Classification of Instructional Programs (CIP).

Cells are shaded when utilization is significantly lower than the general labor market availability for similar positions (80% of labor market).

No utilization analysis is performed for groups where the minimum staffing threshold is not met (five or more faculty); thus faculty totals do not always equal totals in summary charts.

Source of availability data: Master's-level degrees conferred by Title IV participating institutions 2011-2012. Excludes US Service Schools, Non-Resident Aliens, and Unknowns. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian/Alaska Native, and Two or More Races. Program-level data not available for Italian-Americans. Data for 4-State Region (CT,NY,NJ,PA) weighted at 20% and all other not in the 4-State region weighted at 80%.

The "Total All Programs" row is a hypothetical calculation that shows overall underutilization if all the disciplines analyzed were combined into a single category. The "Faculty in Disciplines Not Analyzed" represents the difference between total reported faculty and faculty in groups which were analyzed. Generally this row represents either faculty in departments with less than five persons, or a calculation difference between the Federal and Italian American Plans that needs to be corrected.

**B** Indicates a blended availability was calculated due to unique department organization; rate represents availability in more than one academic program group.

**Note that for Hunter College, the Instructor cohort is comprised of Primary and Secondary School faculty in the Hunter College Campus Schools, not college faculty on a professorial track.**

Program	Total Faculty	Female		Asian - Hawaiian - Other Pacific Islander		Black - African American		Hispanic		Total Minority		Italian American	
		CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability
Education	100	72.0%	77.6%	12.0%	3.4%	3.0%	7.8%	9.0%	6.6%	25.0%	18.7%		
<b>Total, All Programs</b>	<b>100</b>	<b>72.0%</b>	<b>64.6%</b>	<b>12.0%</b>	<b>8.2%</b>	<b>3.0%</b>	<b>10.2%</b>	<b>9.0%</b>	<b>6.9%</b>	<b>25.0%</b>	<b>26.6%</b>	<b>2.0%</b>	<b>14.7%</b>
Faculty in Disciplines Not Analyzed	2												
<b>Total Faculty</b>	<b>102</b>												

**Kingsborough Community College**  
**Representation by Academic Program - Instructor**  
**As of June 30, 2015 (end of AA Plan Year)**

Utilization is the percentage of a given protected class within a job group (referred to as Affirmative Action Unit). In the Affirmative Action Plans, faculty utilization is broken out by academic program according to the Classification of Instructional Programs (CIP).

Cells are shaded when utilization is significantly lower than the general labor market availability for similar positions (80% of labor market).

No utilization analysis is performed for groups where the minimum staffing threshold is not met (five or more faculty); thus faculty totals do not always equal totals in summary charts.

Source of availability data: Master's-level degrees conferred by Title IV participating institutions 2011-2012. Excludes US Service Schools, Non-Resident Aliens, and Unknowns. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian/Alaska Native, and Two or More Races. Program-level data not available for Italian-Americans. Data for 4-State Region (CT,NY,NJ,PA) weighted at 20% and all other not in the 4-State region weighted at 80%.

The "Total All Programs" row is a hypothetical calculation that shows overall underutilization if all the disciplines analyzed were combined into a single category. The "Faculty in Disciplines Not Analyzed" represents the difference between total reported faculty and faculty in groups which were analyzed. Generally this row represents either faculty in departments with less than five persons, or a calculation difference between the Federal and Italian American Plans that needs to be corrected.

**B** Indicates a blended availability was calculated due to unique department organization; rate represents availability in more than one academic program group.

Program	Total Faculty	Female		Asian - Hawaiian - Other Pacific Islander		Black - African American		Hispanic		Total Minority		Italian American	
		CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability
Social Sciences	7	57.1%	55.6%	0.0%	8.8%	28.6%	12.9%	14.3%	9.7%	42.9%	33.7%		
<b>Total, All Programs</b>	<b>7</b>	<b>57.1%</b>	<b>64.6%</b>	<b>0.0%</b>	<b>8.2%</b>	<b>28.6%</b>	<b>10.2%</b>	<b>14.3%</b>	<b>6.9%</b>	<b>42.9%</b>	<b>26.6%</b>	<b>0.0%</b>	<b>14.7%</b>
Faculty in Disciplines Not Analyzed	4												
<b>Total Faculty</b>	<b>11</b>												

**LaGuardia Community College**  
**Representation by Academic Program - Instructor**  
**As of June 30, 2015 (end of AA Plan Year)**

Utilization is the percentage of a given protected class within a job group (referred to as Affirmative Action Unit). In the Affirmative Action Plans, faculty utilization is broken out by academic program according to the Classification of Instructional Programs (CIP).

Cells are shaded when utilization is significantly lower than the general labor market availability for similar positions (80% of labor market).

No utilization analysis is performed for groups where the minimum staffing threshold is not met (five or more faculty); thus faculty totals do not always equal totals in summary charts.

Source of availability data: Master's-level degrees conferred by Title IV participating institutions 2011-2012. Excludes US Service Schools, Non-Resident Aliens, and Unknowns. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian/Alaska Native, and Two or More Races. Program-level data not available for Italian-Americans. Data for 4-State Region (CT,NY,NJ,PA) weighted at 20% and all other not in the 4-State region weighted at 80%.

The "Total All Programs" row is a hypothetical calculation that shows overall underutilization if all the disciplines analyzed were combined into a single category. The "Faculty in Disciplines Not Analyzed" represents the difference between total reported faculty and faculty in groups which were analyzed. Generally this row represents either faculty in departments with less than five persons, or a calculation difference between the Federal and Italian American Plans that needs to be corrected.

**B** Indicates a blended availability was calculated due to unique department organization; rate represents availability in more than one academic program group.

Program	Total Faculty	Female		Asian - Hawaiian - Other Pacific Islander		Black - African American		Hispanic		Total Minority		Italian American	
		CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability
Total, All Programs (no group greater than 4)	0	NA	64.6%	NA	8.2%	NA	10.2%	NA	6.9%	NA	26.6%	NA	14.7%
Library (Librarians/Non-Teaching)	0	NA		NA		NA		NA		NA			
Faculty in Disciplines Not Analyzed	10												
Total Faculty	10												

**Queens College**  
**Representation by Academic Program - Instructor**  
**As of June 30, 2015 (end of AA Plan Year)**

Utilization is the percentage of a given protected class within a job group (referred to as Affirmative Action Unit). In the Affirmative Action Plans, faculty utilization is broken out by academic program according to the Classification of Instructional Programs (CIP).

Cells are shaded when utilization is significantly lower than the general labor market availability for similar positions (80% of labor market).

No utilization analysis is performed for groups where the minimum staffing threshold is not met (five or more faculty); thus faculty totals do not always equal totals in summary charts.

Source of availability data: Master's-level degrees conferred by Title IV participating institutions 2011-2012. Excludes US Service Schools, Non-Resident Aliens, and Unknowns. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian/Alaska Native, and Two or More Races. Program-level data not available for Italian-Americans. Data for 4-State Region (CT,NY,NJ,PA) weighted at 20% and all other not in the 4-State region weighted at 80%.

The "Total All Programs" row is a hypothetical calculation that shows overall underutilization if all the disciplines analyzed were combined into a single category. The "Faculty in Disciplines Not Analyzed" represents the difference between total reported faculty and faculty in groups which were analyzed. Generally this row represents either faculty in departments with less than five persons, or a calculation difference between the Federal and Italian American Plans that needs to be corrected.

**B** Indicates a blended availability was calculated due to unique department organization; rate represents availability in more than one academic program group.

Program	Total Faculty	Female		Asian - Hawaiian - Other Pacific Islander		Black - African American		Hispanic		Total Minority		Italian American	
		CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability
Total, All Programs (no group greater than four)	5	40.0%	64.6%	20.0%	8.2%	0.0%	10.2%	20.0%	6.9%	40.0%	26.6%	20.0%	14.7%
Library (Librarians/Non-Teaching)	0	NA		NA		NA		NA		NA			
Faculty in Disciplines Not Analyzed	2												
Total Faculty	7												



**Queensborough Community College**  
**Representation by Academic Program - Instructor**  
**As of June 30, 2015 (end of AA Plan Year)**

Utilization is the percentage of a given protected class within a job group (referred to as Affirmative Action Unit). In the Affirmative Action Plans, faculty utilization is broken out by academic program according to the Classification of Instructional Programs (CIP).

Cells are shaded when utilization is significantly lower than the general labor market availability for similar positions (80% of labor market).

No utilization analysis is performed for groups where the minimum staffing threshold is not met (five or more faculty); thus faculty totals do not always equal totals in summary charts.

Source of availability data: Master's-level degrees conferred by Title IV participating institutions 2011-2012. Excludes US Service Schools, Non-Resident Aliens, and Unknowns. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian/Alaska Native, and Two or More Races. Program-level data not available for Italian-Americans. Data for 4-State Region (CT,NY,NJ,PA) weighted at 20% and all other not in the 4-State region weighted at 80%.

The "Total All Programs" row is a hypothetical calculation that shows overall underutilization if all the disciplines analyzed were combined into a single category. The "Faculty in Disciplines Not Analyzed" represents the difference between total reported faculty and faculty in groups which were analyzed. Generally this row represents either faculty in departments with less than five persons, or a calculation difference between the Federal and Italian American Plans that needs to be corrected.

**B** Indicates a blended availability was calculated due to unique department organization; rate represents availability in more than one academic program group.

Program	Total Faculty	Female		Asian - Hawaiian - Other Pacific Islander		Black - African American		Hispanic		Total Minority		Italian American	
		CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability
<b>Total, All Programs (no group greater than four)</b>	5	20.0%	64.6%	20.0%	8.2%	20.0%	10.2%	0.0%	6.9%	40.0%	26.6%	0.0%	14.7%
Library (Librarians/Non-Teaching)	0	NA		NA		NA		NA		NA			
Faculty in Disciplines Not Analyzed	0												
<b>Total Faculty</b>	5												

# Lecturer

## Comprised of Titles

- Distinguished Lecturer
- Lecturer
- EOC Lecturer (Educational Opportunity Center)
- Lecturer Doctoral Schedule
- EOC Lecturer Doctoral Schedule
- Hunter Campus Schools Asst Teacher
- Variations for Medical, Professional Schools, Law

## Labor Market Factors (Weighted)

- 50% Earned Degrees Conferred, Bachelors, Four State Region (NY, NJ, PA, CT) (2011-2012)
- 50% Earned Degrees Conferred, Bachelors, US Other Than Four State Region (2011-2012)
- Customized to academic discipline

# Lecturer Staffing Details by Campus (18 Schools)

- Baruch College
- Borough of Manhattan Community College
- Bronx Community College
- Brooklyn College
- City College of New York
- College of Staten Island
- CUNY School of Journalism
- Hostos Community College
- Hunter College
- John Jay College
- Kingsborough Community College
- LaGuardia Community College
- Lehman College
- Medgar Evers College
- New York City College of Technology
- Queens College
- Queensborough Community College
- York College

**Baruch College**  
**Representation by Academic Program - Lecturer**  
**As of June 30, 2015 (end of AA Plan Year)**

Utilization is the percentage of a given protected class within a job group (referred to as Affirmative Action Unit). In the Affirmative Action Plans, faculty utilization is broken out by academic program according to the Classification of Instructional Programs (CIP).

Cells are shaded when utilization is significantly lower than the general labor market availability for similar positions (80% of labor market).

No utilization analysis is performed for programs where the minimum staffing threshold is not met (five or more faculty); thus faculty totals do not always equal totals in summary charts.

Source of availability data: Bachelor's-level degrees conferred by Title IV participating institutions 2011-2012. Excludes US Service Schools, Non-Resident Aliens, and Unknowns. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian/Alaska Native, and Two or More Races. Program-level data not available for Italian-Americans. Data for 4-State Region (CT,NY,NJ,PA) weighted at 20% and all other not in the 4-State region weighted at 80%.

The "Total All Programs" row is a hypothetical calculation that shows overall underutilization if all the disciplines analyzed were combined into a single category. The "Faculty in Disciplines Not Analyzed" represents the difference between total reported faculty and faculty in groups which were analyzed. Generally this row represents either faculty in departments with less than five persons, or a calculation difference between the Federal and Italian American Plans that needs to be corrected.

**B** Indicates a blended availability was calculated due to unique department organization; rate represents availability in more than one academic program group.

Program	Total Faculty	Female		Asian - Hawaiian - Other Pacific Islander		Black - African American		Hispanic		Total Minority		Italian American	
		CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability
Business, Management, Marketing, Support Services	19	26.3%	47.4%	10.5%	9.2%	10.5%	12.0%	10.5%	9.9%	31.6%	32.7%		
Education	6	83.3%	79.6%	16.7%	2.2%	33.3%	6.1%	16.7%	6.6%	66.7%	16.3%		
Mathematics and Statistics	6	50.0%	44.6%	0.0%	11.0%	0.0%	5.3%	0.0%	7.0%	0.0%	24.8%		
Public Administration and Social Service Professions	8	37.5%	82.6%	0.0%	3.6%	25.0%	23.5%	0.0%	13.7%	25.0%	43.0%		
<b>Total, All Programs</b>	<b>39</b>	<b>41.0%</b>	<b>57.5%</b>	<b>7.7%</b>	<b>7.7%</b>	<b>15.4%</b>	<b>10.3%</b>	<b>7.7%</b>	<b>9.6%</b>	<b>30.8%</b>	<b>29.5%</b>	<b>5.1%</b>	<b>9.9%</b>
Faculty in Disciplines Not Analyzed	36												
<b>Total Faculty</b>	<b>75</b>												

**Borough of Manhattan Community College  
Representation by Academic Program - Lecturer  
As of June 30, 2015 (end of AA Plan Year)**

Utilization is the percentage of a given protected class within a job group (referred to as Affirmative Action Unit). In the Affirmative Action Plans, faculty utilization is broken out by academic program according to the Classification of Instructional Programs (CIP).

Cells are shaded when utilization is significantly lower than the general labor market availability for similar positions (80% of labor market).

No utilization analysis is performed for programs where the minimum staffing threshold is not met (five or more faculty); thus faculty totals do not always equal totals in summary charts.

Source of availability data: Bachelor's-level degrees conferred by Title IV participating institutions 2011-2012. Excludes US Service Schools, Non-Resident Aliens, and Unknowns. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian/Alaska Native, and Two or More Races. Program-level data not available for Italian-Americans. Data for 4-State Region (CT,NY,NJ,PA) weighted at 20% and all other not in the 4-State region weighted at 80%.

The "Total All Programs" row is a hypothetical calculation that shows overall underutilization if all the disciplines analyzed were combined into a single category. The "Faculty in Disciplines Not Analyzed" represents the difference between total reported faculty and faculty in groups which were analyzed. Generally this row represents either faculty in departments with less than five persons, or a calculation difference between the Federal and Italian American Plans that needs to be corrected.

**B** Indicates a blended availability was calculated due to unique department organization; rate represents availability in more than one academic program group.

Program	Total Faculty	Female		Asian - Hawaiian - Other Pacific Islander		Black - African American		Hispanic		Total Minority		Italian American	
		CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability
Communication, Journalism, and Related Programs	9	55.6%	63.6%	0.0%	4.5%	55.6%	11.1%	0.0%	8.8%	55.6%	26.3%		
English Language and Literature/Letters	33	63.6%	69.4%	6.1%	4.7%	33.3%	8.0%	12.1%	9.1%	51.5%	24.2%		
Mathematics and Statistics	15	33.3%	44.6%	20.0%	11.0%	46.7%	5.3%	6.7%	7.0%	73.3%	24.8%		
<b>Total, All Programs</b>	<b>57</b>	<b>54.4%</b>	<b>57.5%</b>	<b>8.8%</b>	<b>7.7%</b>	<b>40.4%</b>	<b>10.3%</b>	<b>8.8%</b>	<b>9.6%</b>	<b>57.9%</b>	<b>29.5%</b>	<b>3.5%</b>	<b>9.9%</b>
Faculty in Disciplines Not Analyzed	17												
<b>Total Faculty</b>	<b>74</b>												

**Bronx Community College**  
**Representation by Academic Program - Lecturer**  
**As of June 30, 2015 (end of AA Plan Year)**

Utilization is the percentage of a given protected class within a job group (referred to as Affirmative Action Unit). In the Affirmative Action Plans, faculty utilization is broken out by academic program according to the Classification of Instructional Programs (CIP).

Cells are shaded when utilization is significantly lower than the general labor market availability for similar positions (80% of labor market).

No utilization analysis is performed for programs where the minimum staffing threshold is not met (five or more faculty); thus faculty totals do not always equal totals in summary charts.

Source of availability data: Bachelor's-level degrees conferred by Title IV participating institutions 2011-2012. Excludes US Service Schools, Non-Resident Aliens, and Unknowns. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian/Alaska Native, and Two or More Races. Program-level data not available for Italian-Americans. Data for 4-State Region (CT,NY,NJ,PA) weighted at 20% and all other not in the 4-State region weighted at 80%.

The "Total All Programs" row is a hypothetical calculation that shows overall underutilization if all the disciplines analyzed were combined into a single category. The "Faculty in Disciplines Not Analyzed" represents the difference between total reported faculty and faculty in groups which were analyzed. Generally this row represents either faculty in departments with less than five persons, or a calculation difference between the Federal and Italian American Plans that needs to be corrected.

**B** Indicates a blended availability was calculated due to unique department organization; rate represents availability in more than one academic program group.

Program	Total Faculty	Female		Asian - Hawaiian - Other Pacific Islander		Black - African American		Hispanic		Total Minority		Italian American	
		CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability
Total, All Programs	41	53.7%	57.5%	4.9%	7.7%	39.0%	10.3%	17.1%	9.6%	61.0%	29.5%	14.6%	9.9%
Faculty in Disciplines Not Analyzed	0												
Total Faculty	41												

**Brooklyn College**  
**Representation by Academic Program - Lecturer**  
**As of June 30, 2015 (end of AA Plan Year)**

Utilization is the percentage of a given protected class within a job group (referred to as Affirmative Action Unit). In the Affirmative Action Plans, faculty utilization is broken out by academic program according to the Classification of Instructional Programs (CIP).

Cells are shaded when utilization is significantly lower than the general labor market availability for similar positions (80% of labor market).

No utilization analysis is performed for programs where the minimum staffing threshold is not met (five or more faculty); thus faculty totals do not always equal totals in summary charts.

Source of availability data: Bachelor's-level degrees conferred by Title IV participating institutions 2011-2012. Excludes US Service Schools, Non-Resident Aliens, and Unknowns. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian/Alaska Native, and Two or More Races. Program-level data not available for Italian-Americans. Data for 4-State Region (CT,NY,NJ,PA) weighted at 20% and all other not in the 4-State region weighted at 80%.

The "Total All Programs" row is a hypothetical calculation that shows overall underutilization if all the disciplines analyzed were combined into a single category. The "Faculty in Disciplines Not Analyzed" represents the difference between total reported faculty and faculty in groups which were analyzed. Generally this row represents either faculty in departments with less than five persons, or a calculation difference between the Federal and Italian American Plans that needs to be corrected.

**B** Indicates a blended availability was calculated due to unique department organization; rate represents availability in more than one academic program group.

Program	Total Faculty	Female		Asian - Hawaiian - Other Pacific Islander		Black - African American		Hispanic		Total Minority		Italian American	
		CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability
Business, Management, Marketing, Support Services	6	16.7%	47.4%	16.7%	9.2%	0.0%	12.0%	0.0%	9.9%	16.7%	32.7%		
Education	5	40.0%	79.6%	0.0%	2.2%	60.0%	6.1%	20.0%	6.6%	80.0%	16.3%		
English Language and Literature/Letters	6	16.7%	69.4%	0.0%	4.7%	16.7%	8.0%	0.0%	9.1%	16.7%	24.2%		
Parks, Recreation, Leisure and Fitness Studies	7	28.6%	43.6%	0.0%	3.5%	0.0%	8.5%	14.3%	6.6%	14.3%	20.2%		
Physical Sciences	5	60.0%	40.1%	0.0%	10.8%	0.0%	5.6%	0.0%	6.0%	0.0%	24.4%		
<b>Total, All Programs</b>	<b>29</b>	<b>31.0%</b>	<b>57.5%</b>	<b>3.4%</b>	<b>7.7%</b>	<b>13.8%</b>	<b>10.3%</b>	<b>6.9%</b>	<b>9.6%</b>	<b>24.1%</b>	<b>29.5%</b>	<b>10.3%</b>	<b>9.9%</b>
Faculty in Disciplines Not Analyzed	22												
<b>Total Faculty</b>	<b>51</b>												

**City College**  
**Representation by Academic Program - Lecturer**  
**As of June 30, 2015 (end of AA Plan Year)**

Utilization is the percentage of a given protected class within a job group (referred to as Affirmative Action Unit). In the Affirmative Action Plans, faculty utilization is broken out by academic program according to the Classification of Instructional Programs (CIP).

Cells are shaded when utilization is significantly lower than the general labor market availability for similar positions (80% of labor market).

No utilization analysis is performed for programs where the minimum staffing threshold is not met (five or more faculty); thus faculty totals do not always equal totals in summary charts.

Source of availability data: Bachelor's-level degrees conferred by Title IV participating institutions 2011-2012. Excludes US Service Schools, Non-Resident Aliens, and Unknowns. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian/Alaska Native, and Two or More Races. Program-level data not available for Italian-Americans. Data for 4-State Region (CT,NY,NJ,PA) weighted at 20% and all other not in the 4-State region weighted at 80%.

The "Total All Programs" row is a hypothetical calculation that shows overall underutilization if all the disciplines analyzed were combined into a single category. The "Faculty in Disciplines Not Analyzed" represents the difference between total reported faculty and faculty in groups which were analyzed. Generally this row represents either faculty in departments with less than five persons, or a calculation difference between the Federal and Italian American Plans that needs to be

**B** Indicates a blended availability was calculated due to unique department organization; rate represents availability in more than one academic program group.

Program	Total Faculty	Female		Asian - Hawaiian - Other Pacific Islander		Black - African American		Hispanic		Total Minority		Italian American	
		CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability
Biological and Biomedical Sciences	10	50.0%	59.3%	10.0%	17.5%	20.0%	7.5%	20.0%	7.8%	50.0%	34.9%		
English Language and Literature/Letters	6	83.3%	69.4%	16.7%	4.7%	16.7%	8.0%	0.0%	9.1%	33.3%	24.2%		
Foreign Languages, Literatures, and Linguistics	6	66.7%	71.7%	0.0%	5.6%	0.0%	4.6%	33.3%	19.3%	33.3%	31.7%		
Visual and Performing Arts	5	40.0%	61.7%	0.0%	6.6%	0.0%	6.6%	0.0%	9.3%	0.0%	24.9%		
<b>Total, All Programs</b>	<b>27</b>	<b>59.3%</b>	<b>57.5%</b>	<b>7.4%</b>	<b>7.7%</b>	<b>11.1%</b>	<b>10.3%</b>	<b>14.8%</b>	<b>9.6%</b>	<b>33.3%</b>	<b>29.5%</b>	<b>7.4%</b>	<b>9.9%</b>
Faculty in Disciplines Not Analyzed	37												
<b>Total Faculty</b>	<b>64</b>												



**College of Staten Island**  
**Representation by Academic Program - Lecturer**  
**As of June 30, 2015 (end of AA Plan Year)**

Utilization is the percentage of a given protected class within a job group (referred to as Affirmative Action Unit). In the Affirmative Action Plans, faculty utilization is broken out by academic program according to the Classification of Instructional Programs (CIP).

Cells are shaded when utilization is significantly lower than the general labor market availability for similar positions (80% of labor market).

No utilization analysis is performed for programs where the minimum staffing threshold is not met (five or more faculty); thus faculty totals do not always equal totals in summary charts.

Source of availability data: Bachelor's-level degrees conferred by Title IV participating institutions 2011-2012. Excludes US Service Schools, Non-Resident Aliens, and Unknowns. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian/Alaska Native, and Two or More Races. Program-level data not available for Italian-Americans. Data for 4-State Region (CT,NY,NJ,PA) weighted at 20% and all other not in the 4-State region weighted at 80%.

The "Total All Programs" row is a hypothetical calculation that shows overall underutilization if all the disciplines analyzed were combined into a single category. The "Faculty in Disciplines Not Analyzed" represents the difference between total reported faculty and faculty in groups which were analyzed. Generally this row represents either faculty in departments with less than five persons, or a calculation difference between the Federal and Italian American Plans that needs to be corrected.

**B** Indicates a blended availability was calculated due to unique department organization; rate represents availability in more than one academic program group.

Program	Total Faculty	Female		Asian - Hawaiian - Other Pacific Islander		Black - African American		Hispanic		Total Minority		Italian American	
		CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability
Biological and Biomedical Sciences	5	80.0%	59.3%	40.0%	17.5%	0.0%	7.5%	0.0%	7.8%	40.0%	34.9%		
Business, Management, Marketing, Support Services	6	33.3%	47.4%	0.0%	9.2%	0.0%	12.0%	0.0%	9.9%	0.0%	32.7%		
Health Professions and Related Programs	6	100.0%	84.4%	16.7%	8.4%	0.0%	12.5%	16.7%	7.2%	33.3%	29.7%		
<b>Total, All Programs</b>	<b>17</b>	<b>70.6%</b>	<b>57.5%</b>	<b>17.6%</b>	<b>7.7%</b>	<b>0.0%</b>	<b>10.3%</b>	<b>5.9%</b>	<b>9.6%</b>	<b>23.5%</b>	<b>29.5%</b>	<b>47.1%</b>	<b>9.9%</b>
Faculty in Disciplines Not Analyzed	35												
<b>Total Faculty</b>	<b>52</b>												

**CUNY School of Journalism**

**Representation by Academic Program - Lecturer**

**As of June 30, 2015 (end of AA Plan Year)**

Utilization is the percentage of a given protected class within a job group (referred to as Affirmative Action Unit). In the Affirmative Action Plans, faculty utilization is broken out by academic program according to the Classification of Instructional Programs (CIP).

Cells are shaded when utilization is significantly lower than the general labor market availability for similar positions (80% of labor market).

No utilization analysis is performed for programs where the minimum staffing threshold is not met (five or more faculty); thus faculty totals do not always equal totals in summary charts.

Source of availability data: Bachelor's-level degrees conferred by Title IV participating institutions 2011-2012. Excludes US Service Schools, Non-Resident Aliens, and Unknowns. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian/Alaska Native, and Two or More Races. Program-level data not available for Italian-Americans. Data for 4-State Region (CT,NY,NJ,PA) weighted at 20% and all other not in the 4-State region weighted at 80%.

**B** Indicates a blended availability was calculated due to unique department organization; rate represents availability in more than one academic program group.

Program	Total Faculty	Female		Asian - Hawaiian - Other Pacific Islander		Black - African American		Hispanic		Total Minority		Italian American	
		CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability
Communication, Journalism, and Related Programs	7	42.9%	63.6%	14.3%	4.5%	28.6%	11.1%	0.0%	8.8%	42.9%	26.3%		
<b>Total, All Programs</b>	<b>7</b>	<b>42.9%</b>	<b>57.5%</b>	<b>14.3%</b>	<b>7.7%</b>	<b>28.6%</b>	<b>10.3%</b>	<b>0.0%</b>	<b>9.6%</b>	<b>42.9%</b>	<b>29.5%</b>	<b>0.0%</b>	<b>9.9%</b>
Faculty in Disciplines Not Analyzed	0												
<b>Total Faculty</b>	<b>7</b>												

**Hostos Community College**  
**Representation by Academic Program - Lecturer**  
**As of June 30, 2015 (end of AA Plan Year)**

Utilization is the percentage of a given protected class within a job group (referred to as Affirmative Action Unit). In the Affirmative Action Plans, faculty utilization is broken out by academic program according to the Classification of Instructional Programs (CIP).

Cells are shaded when utilization is significantly lower than the general labor market availability for similar positions (80% of labor market).

No utilization analysis is performed for programs where the minimum staffing threshold is not met (five or more faculty); thus faculty totals do not always equal totals in summary charts.

Source of availability data: Bachelor's-level degrees conferred by Title IV participating institutions 2011-2012. Excludes US Service Schools, Non-Resident Aliens, and Unknowns. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian/Alaska Native, and Two or More Races. Program-level data not available for Italian-Americans. Data for 4-State Region (CT,NY,NJ,PA) weighted at 20% and all other not in the 4-State region weighted at 80%.

The "Total All Programs" row is a hypothetical calculation that shows overall underutilization if all the disciplines analyzed were combined into a single category. The "Faculty in Disciplines Not Analyzed" represents the difference between total reported faculty and faculty in groups which were analyzed. Generally this row represents either faculty in departments with less than five persons, or a calculation difference between the Federal and Italian American Plans that needs to be corrected.

**B** Indicates a blended availability was calculated due to unique department organization; rate represents availability in more than one academic program group.

Program	Total Faculty	Female		Asian - Hawaiian - Other Pacific Islander		Black - African American		Hispanic		Total Minority		Italian American	
		CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability
Education	6	83.3%	79.6%	0.0%	2.2%	0.0%	6.1%	66.7%	6.6%	66.7%	16.3%		
English Language and Literature/Letters	7	42.9%	69.4%	0.0%	4.7%	28.6%	8.0%	14.3%	9.1%	42.9%	24.2%		
<b>Total, All Programs</b>	<b>13</b>	<b>61.5%</b>	<b>57.5%</b>	<b>0.0%</b>	<b>7.7%</b>	<b>15.4%</b>	<b>10.3%</b>	<b>38.5%</b>	<b>9.6%</b>	<b>53.8%</b>	<b>29.5%</b>	<b>0.0%</b>	<b>9.9%</b>
Faculty in Disciplines Not Analyzed	18												
<b>Total Faculty</b>	<b>31</b>												

**Hunter College**  
**Representation by Academic Program - Lecturer**  
**As of June 30, 2015 (end of AA Plan Year)**

Utilization is the percentage of a given protected class within a job group (referred to as Affirmative Action Unit). In the Affirmative Action Plans, faculty utilization is broken out by academic program according to the Classification of Instructional Programs (CIP).

Cells are shaded when utilization is significantly lower than the general labor market availability for similar positions (80% of labor market).

No utilization analysis is performed for programs where the minimum staffing threshold is not met (five or more faculty); thus faculty totals do not always equal totals in summary charts.

Source of availability data: Bachelor's-level degrees conferred by Title IV participating institutions 2011-2012. Excludes US Service Schools, Non-Resident Aliens, and Unknowns. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian/Alaska Native, and Two or More Races. Program-level data not available for Italian-Americans. Data for 4-State Region (CT,NY,NJ,PA) weighted at 20% and all other not in the 4-State region weighted at 80%.

The "Total All Programs" row is a hypothetical calculation that shows overall underutilization if all the disciplines analyzed were combined into a single category. The "Faculty in Disciplines Not Analyzed" represents the difference between total reported faculty and faculty in groups which were analyzed. Generally this row represents either faculty in departments with less than five persons, or a calculation difference between the Federal and Italian American Plans that needs to be corrected.

**B** Indicates a blended availability was calculated due to unique department organization; rate represents availability in more than one academic program group.

Program	Total Faculty	Female		Asian - Hawaiian - Other Pacific Islander		Black - African American		Hispanic		Total Minority		Italian American	
		CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability
Area, Ethnic, Cultural, Gender, and Group Studies	6	83.3%	69.9%										
Education	13	61.5%	79.6%										
English Language and Literature/Letters	5	0.0%	69.4%										
Health Professions and Related Programs	6	66.7%	84.4%										
Liberal Arts and Sciences, General Studies & Humanities	6	66.7%	62.7%										
Mathematics and Statistics	5	20.0%	44.6%										
Physical Sciences	8	50.0%	40.1%										
Psychology	6	66.7%	77.3%										
Social Sciences	6	50.0%	51.9%										
Visual and Performing Arts	14	64.3%	61.7%										
<b>Total, All Programs</b>	<b>75</b>	<b>56.0%</b>	<b>57.5%</b>	<b>14.7%</b>	<b>7.7%</b>	<b>9.3%</b>	<b>10.3%</b>	<b>8.0%</b>	<b>9.6%</b>	<b>33.3%</b>	<b>29.5%</b>	<b>4.0%</b>	<b>9.9%</b>
Faculty in Disciplines Not Analyzed	16												
<b>Total Faculty</b>	<b>91</b>												

**John Jay College**  
**Representation by Academic Program - Lecturer**  
**As of June 30, 2015 (end of AA Plan Year)**

Utilization is the percentage of a given protected class within a job group (referred to as Affirmative Action Unit). In the Affirmative Action Plans, faculty utilization is broken out by academic program according to the Classification of Instructional Programs (CIP).

Cells are shaded when utilization is significantly lower than the general labor market availability for similar positions (80% of labor market).

No utilization analysis is performed for programs where the minimum staffing threshold is not met (five or more faculty); thus faculty totals do not always equal totals in summary charts.

Source of availability data: Bachelor's-level degrees conferred by Title IV participating institutions 2011-2012. Excludes US Service Schools, Non-Resident Aliens, and Unknowns. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian/Alaska Native, and Two or More Races. Program-level data not available for Italian-Americans. Data for 4-State Region (CT,NY,NJ,PA) weighted at 20% and all other not in the 4-State region weighted at 80%.

The "Total All Programs" row is a hypothetical calculation that shows overall underutilization if all the disciplines analyzed were combined into a single category. The "Faculty in Disciplines Not Analyzed" represents the difference between total reported faculty and faculty in groups which were analyzed. Generally this row represents either faculty in departments with less than five persons, or a calculation difference between the Federal and Italian American Plans that needs to be corrected.

**B** Indicates a blended availability was calculated due to unique department organization; rate represents availability in more than one academic program group.

Program	Total Faculty	Female		Asian - Hawaiian - Other Pacific Islander		Black - African American		Hispanic		Total Minority		Italian American	
		CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability
English Language and Literature/Letters	12	66.7%	69.4%	16.7%	4.7%	8.3%	8.0%	0.0%	9.1%	25.0%	24.2%		
Homeland Security, Law Enforcement, Firefighting, etc.	5	0.0%	46.3%	0.0%	3.0%	0.0%	18.5%	0.0%	15.7%	0.0%	39.2%		
Mathematics and Statistics	7	28.6%	44.6%	14.3%	11.0%	42.9%	5.3%	28.6%	7.0%	85.7%	24.8%		
<b>Total, All Programs</b>	<b>24</b>	<b>41.7%</b>	<b>57.5%</b>	<b>12.5%</b>	<b>7.7%</b>	<b>16.7%</b>	<b>10.3%</b>	<b>8.3%</b>	<b>9.6%</b>	<b>37.5%</b>	<b>29.5%</b>	<b>12.5%</b>	<b>9.9%</b>
Faculty in Disciplines Not Analyzed	18												
<b>Total Faculty</b>	<b>42</b>												

**Kingsborough Community College**  
**Representation by Academic Program - Lecturer**  
**As of June 30, 2015 (end of AA Plan Year)**

Utilization is the percentage of a given protected class within a job group (referred to as Affirmative Action Unit). In the Affirmative Action Plans, faculty utilization is broken out by academic program according to the Classification of Instructional Programs (CIP).

Cells are shaded when utilization is significantly lower than the general labor market availability for similar positions (80% of labor market).

No utilization analysis is performed for programs where the minimum staffing threshold is not met (five or more faculty); thus faculty totals do not always equal totals in summary charts.

Source of availability data: Bachelor's-level degrees conferred by Title IV participating institutions 2011-2012. Excludes US Service Schools, Non-Resident Aliens, and Unknowns. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian/Alaska Native, and Two or More Races. Program-level data not available for Italian-Americans. Data for 4-State Region (CT,NY,NJ,PA) weighted at 20% and all other not in the 4-State region weighted at 80%.

The "Total All Programs" row is a hypothetical calculation that shows overall underutilization if all the disciplines analyzed were combined into a single category. The "Faculty in Disciplines Not Analyzed" represents the difference between total reported faculty and faculty in groups which were analyzed. Generally this row represents either faculty in departments with less than five persons, or a calculation difference between the Federal and Italian American Plans that needs to be corrected.

**B** Indicates a blended availability was calculated due to unique department organization; rate represents availability in more than one academic program group.

Program	Total Faculty	Female		Asian - Hawaiian - Other Pacific Islander		Black - African American		Hispanic		Total Minority		Italian American	
		CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability
Business, Management, Marketing, Support Services	14	50.0%	47.4%	7.1%	9.2%	7.1%	12.0%	14.3%	9.9%	28.6%	32.7%		
English Language and Literature/Letters	20	70.0%	69.4%	0.0%	4.7%	20.0%	8.0%	10.0%	9.1%	30.0%	24.2%		
Health Professions and Related Programs	6	50.0%	84.4%	0.0%	8.4%	16.7%	12.5%	0.0%	7.2%	16.7%	29.7%		
Mathematics and Statistics	12	50.0%	44.6%	25.0%	11.0%	0.0%	5.3%	8.3%	7.0%	33.3%	24.8%		
Parks, Recreation, Leisure and Fitness Studies	5	80.0%	43.6%	0.0%	3.5%	0.0%	8.5%	20.0%	6.6%	20.0%	20.2%		
Social Sciences	12	66.7%	51.9%	0.0%	8.7%	25.0%	11.8%	8.3%	11.9%	33.3%	34.7%		
<b>Total, All Programs</b>	<b>69</b>	<b>60.9%</b>	<b>57.5%</b>	<b>5.8%</b>	<b>7.7%</b>	<b>13.0%</b>	<b>10.3%</b>	<b>10.1%</b>	<b>9.6%</b>	<b>29.0%</b>	<b>29.5%</b>	<b>10.1%</b>	<b>9.9%</b>
Faculty in Disciplines Not Analyzed	16												
<b>Total Faculty</b>	<b>85</b>												

**LaGuardia Community College**  
**Representation by Academic Program - Lecturer**  
**As of June 30, 2015 (end of AA Plan Year)**

Utilization is the percentage of a given protected class within a job group (referred to as Affirmative Action Unit). In the Affirmative Action Plans, faculty utilization is broken out by academic program according to the Classification of Instructional Programs (CIP).

Cells are shaded when utilization is significantly lower than the general labor market availability for similar positions (80% of labor market).

No utilization analysis is performed for programs where the minimum staffing threshold is not met (five or more faculty); thus faculty totals do not always equal totals in summary charts.

Source of availability data: Bachelor's-level degrees conferred by Title IV participating institutions 2011-2012. Excludes US Service Schools, Non-Resident Aliens, and Unknowns. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian/Alaska Native, and Two or More Races. Program-level data not available for Italian-Americans. Data for 4-State Region (CT,NY,NJ,PA) weighted at 20% and all other not in the 4-State region weighted at 80%.

The "Total All Programs" row is a hypothetical calculation that shows overall underutilization if all the disciplines analyzed were combined into a single category. The "Faculty in Disciplines Not Analyzed" represents the difference between total reported faculty and faculty in groups which were analyzed. Generally this row represents either faculty in departments with less than five persons, or a calculation difference between the Federal and Italian American Plans that needs to be corrected.

**B** Indicates a blended availability was calculated due to unique department organization; rate represents availability in more than one academic program group.

Program	Total Faculty	Female		Asian - Hawaiian - Other Pacific Islander		Black - African American		Hispanic		Total Minority		Italian American	
		CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability
Business, Management, Marketing, Support Services	10	60.0%	47.4%	0.0%	9.2%	40.0%	12.0%	40.0%	9.9%	80.0%	32.7%		
Communication, Journalism, and Related Programs	8	50.0%	62.7%	0.0%	5.6%	25.0%	8.9%	0.0%	7.3%	25.0%	25.6%		
Education	17	70.6%	79.6%	17.6%	2.2%	17.6%	6.1%	11.8%	6.6%	47.1%	16.3%		
<b>Total, All Programs</b>	<b>35</b>	<b>62.9%</b>	<b>57.5%</b>	<b>8.6%</b>	<b>7.7%</b>	<b>25.7%</b>	<b>10.3%</b>	<b>17.1%</b>	<b>9.6%</b>	<b>51.4%</b>	<b>29.5%</b>	<b>5.7%</b>	<b>9.9%</b>
Faculty in Disciplines Not Analyzed	16												
<b>Total Faculty</b>	<b>51</b>												

**Lehman College**  
**Representation by Academic Program - Lecturer**  
**As of June 30, 2015 (end of AA Plan Year)**

Utilization is the percentage of a given protected class within a job group (referred to as Affirmative Action Unit). In the Affirmative Action Plans, faculty utilization is broken out by academic program according to the Classification of Instructional Programs (CIP).

Cells are shaded when utilization is significantly lower than the general labor market availability for similar positions (80% of labor market).

No utilization analysis is performed for programs where the minimum staffing threshold is not met (five or more faculty); thus faculty totals do not always equal totals in summary charts.

Source of availability data: Bachelor's-level degrees conferred by Title IV participating institutions 2011-2012. Excludes US Service Schools, Non-Resident Aliens, and Unknowns. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian/Alaska Native, and Two or More Races. Program-level data not available for Italian-Americans. Data for 4-State Region (CT,NY,NJ,PA) weighted at 20% and all other not in the 4-State region weighted at 80%.

The "Total All Programs" row is a hypothetical calculation that shows overall underutilization if all the disciplines analyzed were combined into a single category. The "Faculty in Disciplines Not Analyzed" represents the difference between total reported faculty and faculty in groups which were analyzed. Generally this row represents either faculty in departments with less than five persons, or a calculation difference between the Federal and Italian American Plans that needs to be corrected.

**B** Indicates a blended availability was calculated due to unique department organization; rate represents availability in more than one academic program group.

Program	Total Faculty	Female		Asian - Hawaiian - Other Pacific Islander		Black - African American		Hispanic		Total Minority		Italian American	
		CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability
Business, Management, Marketing, Support Services	10	60.0%	47.4%	0.0%	9.2%	40.0%	12.0%	20.0%	9.9%	60.0%	32.7%		
Communication, Journalism, and Related Programs	6	33.3%	63.6%	0.0%	4.5%	16.7%	11.1%	33.3%	8.8%	50.0%	26.3%		
English Language and Literature/Letters	6	66.7%	69.4%	16.7%	4.7%	0.0%	8.0%	0.0%	9.1%	16.7%	24.2%		
Health Professions and Related Programs	11	90.9%	84.4%	0.0%	8.4%	27.3%	12.5%	9.1%	7.2%	36.4%	29.7%		
<b>B</b> Mathematics and Statistics AND Computer/Information Sciences	6	0.0%	31.0%	16.7%	11.1%	0.0%	8.0%	16.7%	8.1%	33.3%	28.9%		
Social Sciences	5	40.0%	51.9%	0.0%	8.7%	20.0%	11.8%	40.0%	11.9%	60.0%	34.7%		
<b>Total, All Programs</b>	<b>44</b>	<b>54.5%</b>	<b>57.5%</b>	<b>4.5%</b>	<b>7.7%</b>	<b>20.5%</b>	<b>10.3%</b>	<b>18.2%</b>	<b>9.6%</b>	<b>43.2%</b>	<b>29.5%</b>	<b>4.5%</b>	<b>9.9%</b>
Library (Librarians/Non-Teaching)	0	NA		NA		NA		NA		NA			
Faculty in Disciplines Not Analyzed	27												
<b>Total Faculty</b>	<b>71</b>												



**Medgar Evers College**  
**Representation by Academic Program - Lecturer**  
**As of June 30, 2015 (end of AA Plan Year)**

Utilization is the percentage of a given protected class within a job group (referred to as Affirmative Action Unit). In the Affirmative Action Plans, faculty utilization is broken out by academic program according to the Classification of Instructional Programs (CIP).

Cells are shaded when utilization is significantly lower than the general labor market availability for similar positions (80% of labor market).

No utilization analysis is performed for programs where the minimum staffing threshold is not met (five or more faculty); thus faculty totals do not always equal totals in summary charts.

Source of availability data: Bachelor's-level degrees conferred by Title IV participating institutions 2011-2012. Excludes US Service Schools, Non-Resident Aliens, and Unknowns. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian/Alaska Native, and Two or More Races. Program-level data not available for Italian-Americans. Data for 4-State Region (CT,NY,NJ,PA) weighted at 20% and all other not in the 4-State region weighted at 80%.

The "Total All Programs" row is a hypothetical calculation that shows overall underutilization if all the disciplines analyzed were combined into a single category. The "Faculty in Disciplines Not Analyzed" represents the difference between total reported faculty and faculty in groups which were analyzed. Generally this row represents either faculty in departments with less than five persons, or a calculation difference between the Federal and Italian American Plans that needs to be corrected.

**B** Indicates a blended availability was calculated due to unique department organization; rate represents availability in more than one academic program group.

Program	Total Faculty	Female		Asian - Hawaiian - Other Pacific Islander		Black - African American		Hispanic		Total Minority		Italian American	
		CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability
Biological and Biomedical Sciences	14	28.6%	59.3%	7.1%	17.5%	85.7%	7.5%	0.0%	7.8%	92.9%	34.9%		
Education	9	88.9%	79.6%	0.0%	2.2%	88.9%	6.1%	0.0%	6.6%	88.9%	16.3%		
Liberal Arts and Sciences, General Studies & Humanities	14	42.9%	62.7%	7.1%	3.8%	85.7%	15.3%	7.1%	10.9%	100.0%	32.6%		
<b>Total, All Programs</b>	<b>37</b>	<b>48.6%</b>	<b>57.5%</b>	<b>5.4%</b>	<b>7.7%</b>	<b>86.5%</b>	<b>10.3%</b>	<b>2.7%</b>	<b>9.6%</b>	<b>94.6%</b>	<b>29.5%</b>	<b>2.7%</b>	<b>9.9%</b>
Faculty in Disciplines Not Analyzed	4												
<b>Total Faculty</b>	<b>41</b>												

**Note: AAP reflected Labor Market Utilization % for Instructor titles in error; totals have been adjusted for this chart**  
**Note: School of Business = 4 (if group total is 4 or less, then job group is too small to analyze)**

**New York City College of Technology**  
**Representation by Academic Program - Lecturer**  
**As of June 30, 2015 (end of AA Plan Year)**

Utilization is the percentage of a given protected class within a job group (referred to as Affirmative Action Unit). In the Affirmative Action Plans, faculty utilization is broken out by academic program according to the Classification of Instructional Programs (CIP).

Cells are shaded when utilization is significantly lower than the general labor market availability for similar positions (80% of labor market).

No utilization analysis is performed for programs where the minimum staffing threshold is not met (five or more faculty); thus faculty totals do not always equal totals in summary charts.

Source of availability data: Bachelor's-level degrees conferred by Title IV participating institutions 2011-2012. Excludes US Service Schools, Non-Resident Aliens, and Unknowns. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian/Alaska Native, and Two or More Races. Program-level data not available for Italian-Americans. Data for 4-State Region (CT,NY,NJ,PA) weighted at 20% and all other not in the 4-State region weighted at 80%.

The "Total All Programs" row is a hypothetical calculation that shows overall underutilization if all the disciplines analyzed were combined into a single category. The "Faculty in Disciplines Not Analyzed" represents the difference between total reported faculty and faculty in groups which were analyzed. Generally this row represents either faculty in departments with less than five persons, or a calculation difference between the Federal and Italian American Plans that needs to be corrected.

**B** Indicates a blended availability was calculated due to unique department organization; rate represents availability in more than one academic program group.

Program	Total Faculty	Female		Asian - Hawaiian - Other Pacific Islander		Black - African American		Hispanic		Total Minority		Italian American	
		CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability
Education	11	63.6%	79.6%	18.2%	2.2%	63.6%	6.1%	0.0%	6.6%	81.8%	16.3%		
Personal and Culinary Services	6	66.7%	53.0%	16.7%	4.5%	16.7%	13.6%	0.0%	8.7%	33.3%	28.5%		
<b>Total, All Programs</b>	<b>11</b>	<b>63.6%</b>	<b>57.5%</b>	<b>18.2%</b>	<b>7.7%</b>	<b>63.6%</b>	<b>10.3%</b>	<b>0.0%</b>	<b>9.6%</b>	<b>81.8%</b>	<b>29.5%</b>	<b>0.0%</b>	<b>9.9%</b>
Faculty in Disciplines Not Analyzed	6												
<b>Total Faculty</b>	<b>17</b>												

**Queens College**  
**Representation by Academic Program - Lecturer**  
**As of June 30, 2015 (end of AA Plan Year)**

Utilization is the percentage of a given protected class within a job group (referred to as Affirmative Action Unit). In the Affirmative Action Plans, faculty utilization is broken out by academic program according to the Classification of Instructional Programs (CIP).

Cells are shaded when utilization is significantly lower than the general labor market availability for similar positions (80% of labor market).

No utilization analysis is performed for programs where the minimum staffing threshold is not met (five or more faculty); thus faculty totals do not always equal totals in summary charts.

Source of availability data: Bachelor's-level degrees conferred by Title IV participating institutions 2011-2012. Excludes US Service Schools, Non-Resident Aliens, and Unknowns. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian/Alaska Native, and Two or More Races. Program-level data not available for Italian-Americans. Data for 4-State Region (CT,NY,NJ,PA) weighted at 20% and all other not in the 4-State region weighted at 80%.

The "Total All Programs" row is a hypothetical calculation that shows overall underutilization if all the disciplines analyzed were combined into a single category. The "Faculty in Disciplines Not Analyzed" represents the difference between total reported faculty and faculty in groups which were analyzed. Generally this row represents either faculty in departments with less than five persons, or a calculation difference between the Federal and Italian American Plans that needs to be corrected.

**B** Indicates a blended availability was calculated due to unique department organization; rate represents availability in more than one academic program group.

Program	Total Faculty	Female		Asian - Hawaiian - Other Pacific Islander		Black - African American		Hispanic		Total Minority		Italian American	
		CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability
Business, Management, Marketing, Support Services	13	30.8%	47.4%	7.7%	9.2%	0.0%	12.0%	7.7%	9.9%	15.4%	32.7%		
Education	6	100.0%	79.6%	0.0%	2.2%	0.0%	6.1%	0.0%	6.6%	0.0%	16.3%		
English Language and Literature/Letters	9	44.4%	69.4%	11.1%	4.7%	11.1%	8.0%	0.0%	9.1%	22.2%	24.2%		
Health Professions and Related Programs	8	87.5%	84.4%	0.0%	8.4%	0.0%	12.5%	0.0%	7.2%	0.0%	29.7%		
Mathematics and Statistics	9	77.8%	44.6%	11.1%	11.0%	11.1%	5.3%	0.0%	7.0%	22.2%	24.8%		
Social Sciences	11	45.5%	51.9%	0.0%	8.7%	18.2%	11.8%	9.1%	11.9%	27.3%	34.7%		
<b>Total, All Programs</b>	<b>56</b>	<b>58.9%</b>	<b>57.5%</b>	<b>5.4%</b>	<b>7.7%</b>	<b>7.1%</b>	<b>10.3%</b>	<b>3.6%</b>	<b>9.6%</b>	<b>16.1%</b>	<b>29.5%</b>	<b>10.7%</b>	<b>9.9%</b>
Library (Librarians/Non-Teaching)	0	NA		NA		NA		NA		NA			
Faculty in Disciplines Not Analyzed	24												
<b>Total Faculty</b>	<b>80</b>												

**Queensborough Community College**  
**Representation by Academic Program - Lecturer**  
**As of June 30, 2015 (end of AA Plan Year)**

Utilization is the percentage of a given protected class within a job group (referred to as Affirmative Action Unit). In the Affirmative Action Plans, faculty utilization is broken out by academic program according to the Classification of Instructional Programs (CIP).

Cells are shaded when utilization is significantly lower than the general labor market availability for similar positions (80% of labor market).

No utilization analysis is performed for programs where the minimum staffing threshold is not met (five or more faculty); thus faculty totals do not always equal totals in summary charts.

Source of availability data: Bachelor's-level degrees conferred by Title IV participating institutions 2011-2012. Excludes US Service Schools, Non-Resident Aliens, and Unknowns. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian/Alaska Native, and Two or More Races. Program-level data not available for Italian-Americans. Data for 4-State Region (CT,NY,NJ,PA) weighted at 20% and all other not in the 4-State region weighted at 80%.

The "Total All Programs" row is a hypothetical calculation that shows overall underutilization if all the disciplines analyzed were combined into a single category. The "Faculty in Disciplines Not Analyzed" represents the difference between total reported faculty and faculty in groups which were analyzed. Generally this row represents either faculty in departments with less than five persons, or a calculation difference between the Federal and Italian American Plans that needs to be corrected.

**B** Indicates a blended availability was calculated due to unique department organization; rate represents availability in more than one academic program group.

Program	Total Faculty	Female		Asian - Hawaiian - Other Pacific Islander		Black - African American		Hispanic		Total Minority		Italian American	
		CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability
Business, Management, Marketing, Support Services	6	83.3%	47.4%	0.0%	9.2%	33.3%	12.0%	0.0%	9.9%	33.3%	32.7%		
Communication, Journalism, and Related Programs AND Visual and Performing Arts	8	87.5%	62.7%	0.0%	5.6%	25.0%	8.9%	0.0%	9.1%	25.0%	25.6%		
Education	5	80.0%	79.6%	0.0%	2.2%	0.0%	6.1%	0.0%	6.6%	0.0%	16.3%		
English Language and Literature/Letters	11	54.5%	69.4%	18.2%	4.7%	9.1%	8.0%	0.0%	9.1%	27.3%	24.2%		
Foreign Languages, Literatures, and Linguistics	6	66.7%	71.7%	0.0%	5.6%	16.7%	4.6%	33.3%	19.3%	50.0%	31.7%		
History AND Music AND Art & Design AND Biological Science & Geology AND Engineering Technology AND Health, Physical Education & Dance	17	17.6%	57.5%	5.9%	7.7%	11.8%	10.3%	0.0%	9.6%	17.6%	29.5%		
Mathematics and Statistics AND Computer and Information Sciences and Support Services	24	50.0%	31.0%	37.5%	11.1%	0.0%	8.0%	4.2%	8.2%	45.8%	28.9%		
Physical Sciences	6	16.7%	40.1%	0.0%	10.8%	16.7%	5.6%	16.7%	6.0%	33.3%	24.4%		
<b>Total, All Programs</b>	<b>83</b>	<b>50.6%</b>	<b>57.5%</b>	<b>14.5%</b>	<b>7.7%</b>	<b>10.8%</b>	<b>10.3%</b>	<b>4.8%</b>	<b>9.6%</b>	<b>31.3%</b>	<b>29.5%</b>	<b>4.8%</b>	<b>9.9%</b>
Faculty in Disciplines Not Analyzed	1												
<b>Total Faculty</b>	<b>84</b>												

**York College**  
**Representation by Academic Program - Lecturer**  
**As of June 30, 2015 (end of AA Plan Year)**

Utilization is the percentage of a given protected class within a job group (referred to as Affirmative Action Unit). In the Affirmative Action Plans, faculty utilization is broken out by academic program according to the Classification of Instructional Programs (CIP).

Cells are shaded when utilization is significantly lower than the general labor market availability for similar positions (80% of labor market).

No utilization analysis is performed for programs where the minimum staffing threshold is not met (five or more faculty); thus faculty totals do not always equal totals in summary charts.

Source of availability data: Bachelor's-level degrees conferred by Title IV participating institutions 2011-2012. Excludes US Service Schools, Non-Resident Aliens, and Unknowns. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian/Alaska Native, and Two or More Races. Program-level data not available for Italian-Americans. Data for 4-State Region (CT,NY,NJ,PA) weighted at 20% and all other not in the 4-State region weighted at 80%.

The "Total All Programs" row is a hypothetical calculation that shows overall underutilization if all the disciplines analyzed were combined into a single category. The "Faculty in Disciplines Not Analyzed" represents the difference between total reported faculty and faculty in groups which were analyzed. Generally this row represents either faculty in departments with less than five persons, or a calculation difference between the Federal and Italian American Plans that needs to be corrected.

**B** Indicates a blended availability was calculated due to unique department organization; rate represents availability in more than one academic program group.

Program	Total Faculty	Female		Asian - Hawaiian - Other Pacific Islander		Black - African American		Hispanic		Total Minority		Italian American	
		CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability	CUNY Utilization	Labor Market Availability
English Language and Literature/Letters	7	71.4%	69.4%	14.3%	4.7%	28.6%	8.0%	0.0%	9.1%	42.9%	24.2%		
<b>Total, All Programs</b>	7	71.4%	57.5%	14.3%	7.7%	28.6%	10.3%	0.0%	9.6%	42.9%	29.5%	14.3%	9.9%
Library (Librarians/Non-Teaching)	0	NA		NA		NA		NA		NA			
Faculty in Disciplines Not Analyzed	33												
<b>Total Faculty</b>	40												