



The City College
of New York

OFFICE OF COMPLIANCE AND DIVERSITY RECRUITMENT PLAN APPROVAL FORM

The Equal Opportunity and Affirmative Action Policies of the City University of New York and of the City College mandate that equal opportunity be offered to all qualified applicants and that a good faith effort be made to recruit qualified women and minority applicants.

Type of Position:

- ☐ Non-Teaching Instructional Staff (CLT ☐, HEO ☐, Registrar ☐, and Research Series ☐)
☐ ECP
☐ Classified Staff: _____
☐ Research Foundation or Other Non-Tax Levy Position: _____

A. Departmental Information:

- (1) _____ (2) _____
Title/Position To Be Filled Hiring Department/Office
(3) _____ (4) _____
Chair/Director of Hiring Department Vacancy Review Board Identification Number (VRB #)

(5) Department/Office Demographics: Total Employees: _____ # Women _____ # Minorities _____

(6) (a) Has the ODC established an annual goal requiring a special efforts search? No ☐ Yes ☐

(b) If yes: For Women? _____ For Total Minorities? _____ For Specific minority group(s)? (If so please check):

☐ Black ☐ Hispanic ☐ Asian ☐ Nat. Hawaiian ☐ Pac. Isl ☐ Amer. Ind/ ☐ Alsk. Nat. ☐ Italian ☐ American ☐ White

(7) Prepared By: _____ Tele.: _____ Date: _____

B. Recruitment/Search Process:

- (1) List the members of the search committee and the designated chair by professional area/ department. Attach additional sheet if necessary. There must be an odd number of search committee members.

[For ODC purposes only]

	Name	Professional Area/Dept.	Gender	Ethnicity
1.	Chair:			
2.				
3.				
4.				
5.				
6.				
7.				

C. Search Type:

☐ National/Regional ☐ Local Limited ☐ University Limited ☐ College Limited

D. Posting Period:

☐ 60 Days ☐ 30 Days ☐ 2 Weeks

E. Recruitment Resources/Methods Committee will employ. Please be specific in naming publications, organizations, etc.

(1) Professional:

- Discipline journals/professional publications: _____

- Professional meetings/conferences (include dates): _____
- On-line bulletin boards/job listing services: _____

- Institutions/organizations/associations/Placement Services to receive announcements: _____

(2) Women/Minority/Veterans/Disability Outreach

- Organizations/Caucuses, etc.: _____

- Publications: _____

(3) Other: _____

AA Plan Review/Approval and ODC Certification

Chair/Director of Hiring Department _____ **Date:** _____

Dean _____ **Date:** _____

ODC Approval: _____ **Date:** _____

If not approved by ODC, approval to go forward with the search must be obtained from the President or designee.

President/designee approval _____ **Date:** _____

NOTE: The original copy of this form will be retained in the ODC with Search File. All department Search File documents, including but not limited to, preliminary evaluation sheets, interview ranking forms, committee minutes, etc., must be submitted to ODC and will be retained for a minimum four year period, or longer if agency action is taken to review/audit the search.

REMINDER: An EEO Demographic Survey E-mail and Acknowledgement E-mail will be sent to applicants via CUNYFirst.

CCNY Ethnicity Codes:

White- W
Black- B
Asian- A
Hispanic- Hisp
Italian/Italian American- I/IA
Native American: NA
Hawaiian: H